

**Kloof Operation**  
**2017-2021 Leano la Loago le Tiro**

**NOMORO YA TSHWANELO YA MOEPO: (GP) 30/5/1/2/2 (66) MR  
NR YA IKWADISO: 2002/031431/06**

**Seetebosigo 2017**



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### LENAANE LA MAREO

DIKHUTSHWAFATSO	BOKAO
AET	Adult Education and Training
ATR	Annual Training Report
BEE	Black Economic Empowerment
CPP	Career Progression Plan
DMR	Department of Mineral Resources
DoL	Department of Labour
EE	Employment Equity
EEA	Employment Equity Act
EXCO	Executive Committee
ETD	Education, Training and Development
FY	Financial Year
GCC	Government Certificate of Compliance
HDSAs	Historically Disadvantaged South Africans
HRD	Human Resources Development
HRDP	Human Resources Development Programme
IDP	Individual Development Plan
IDP	Integrated Development Plan
LED	Local Economic Development
MPRDA	Minerals and Petroleum Resources Development Act (No. 28, 2002)
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
PWD	Person with Disability
QCTO	Quality Council for Trades and Occupations
SADC	Southern African Development Community
SETA	Sector Education and Training Authority
SGL	Sibanye-Stillwater
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
SDF	Skills Development Facilitator
KPA	Key Performance Area
KPI	Key Performance Indicator
WIM	Women in Mining
WSP	Workplace Skills Plan

## 1. Matseno le Pulamadibogo

Sibanye-Stillwater ke ya boraro e kgolokgolo ya dintshakuno tsa polatinamo le paladiamo go ralala lefatshe, mme e tlhagelela mo gare ga dikhampani tse dikgolo tsa lefatshe tse di tlhagisang gauta. E kwa Aforika Borwa,, Sibanye-Stillwater ke mong e bile e laola potefolio ya ditiro tsa maemo a godimo le diporojeke, tseo di leng, le go laolwa kwa: Sedikeng tsa Aforika e e Borweng le (SA) le Sedika sa United States (US).

Fa e sale e tlhangwa ka 2013, khampani e ikgodisitse ka tikologo le metale o o tlhagisiwang. Go tloga go khampani ya moepo wa gauta ya Aforika Borwa fela, Sibanye-Stillwater ga jaana ke moepo o o gaisanang boditshabatshaba, ka dimetale tse di farologaneng tse di tlhagisang gauta le diPGM. Fa e iponna Stillwater semmuso ka Motsheganong wa 2017, Sibanye Gold e ne ya itsege ka Sibanye-Stillwater. Khampani e ikwadisitse go JSE South Africa le kwa NYSE.

Kloof Operation ("Kloof"), ke karolo ya Sibanye-Stillwater e e mo Mmasepaleng wa Selegae wa Toropo ya Rand West mo Mmasepaleng wa Sedika sa West Rand mo Porofenseng ya Gauteng (Nomorotshwantsho 1). Go latela Molao wa Tlhabololo ya Didiriswa tsa Dimineral le Peteroliamo (MPRDA) le Molawana wa ona 46 (a – f) Kloof e romela Leano la Loago le Tiro (SLP) la paka ya go tloga ka Ferikgong 2017 go ya go Sedimonthole ka maikaelelo a go mekamekana le dikgwethlo tsa ikonomi-loago tse di tsetletsetleng mo mafelong a selegae a a romelang badiri. SLP e tlhagisa dintlha tsa Pulamadibogo, Manaane a Metswedithuso ya Badiri (HRD), Manaane a Tlhabololo ya Baagi ba Meepo, Maemo a Matlo le Botshelo, Leano la Tsweletso ya Tshenkelo, Ditsamaiso tse di malebana le Bolaodi jwa Phokotsa le Dikgaolotirong, Kabelo ya Ditshhelete le Maitlamo ka motshola tshwanelo ya moepo.

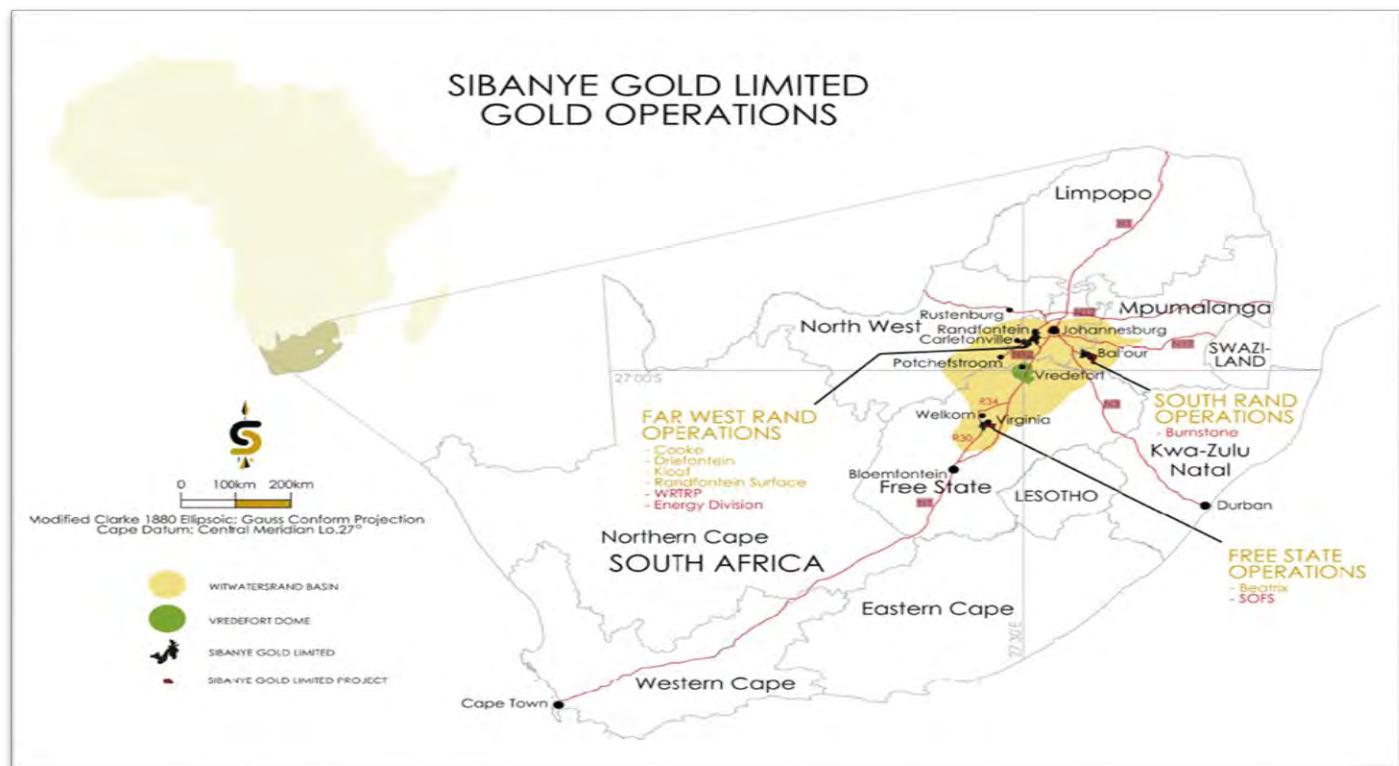
Maikaelelo a Leano la Loago le Tiro ke go:

- Rotloetsa kgolo ya ikonomi le tlhabololo ya didiriswa tsa dimineral le peteroliamo mo Rephaboliking – Karolo2 (e) ya MPRDA;
- Rotloetsa thapo le go godisa botsogo jwa loago le ikonomi ya Maafrika Borwa otlhe - Karolo 2 (f) ya MPRDA;
- Netefatsa gore batshola ditshwanelo tsa moepo kgotsa ditshwanelo tsa go tlhagisa ba aba go thusa tlhabololo ya ikonomi-loago mo mafelong ao ba direlang mo go ona le mafelong ao bontsi jwa badiri bo tswang kwa go ona - Karolo 2 (i) ya MPRDA, le Tshata ya Matlafatso ya Ikaego-Theo ya Ikonomi-Loago ya Meepo ya Aforika Borwa le Madirelo a Dimineral (Tshata ya Meepo); le go
- Dirisa le go atolosa motheo wa dikgono tse di leng gona tsa matlafatso ya diHDSA le go direla baagi.

O tshwanetse go ela tlhoko gore SLP eno e ikaegile ka togamaano ya rona ya go tswalela loago. Se se ikaegile ka temogo, go sa tlogelwe thoko melemo ya ikonomi ke lefelo, diabe tsa ikonomi loago go moepo le ditlamorago mo tikelong tse di ka tlhagelelang mo paka teleleng. Pele, re etse tlhoko gore thulaganyo ya go tswalela ikonomi loago ga e a akarediwa mo kgokaganong le tshekotshelo ya moepo. Ka jalo, maikaelelo

a rona ke go efoga go tlhama "ditoropo tse di suleng", botlhokatiro le mmaraka wa ditiro o o ngotlegang. SLP ya rona e lebisitswe go thulaganyo ya go tswalela ikonomi loago go netefatsa gore re tlogela baagi ba ba kgonang itsweletsa mo isagong ka ikonoming, ba sa ikaega ka moepo.

### Mmepe o o mo Nomorotshwantshong 1 fa tlase o supa lefelo la tiragatso la Sibanye-Stillwater.



### Nomorotshwantsho 1: Lefelo kakaretso la tiro ya Gauta ya Sibanye-Stillwater

SLP e kaelwa go feta ke dipholo tsa pegelo ya tlhatlhobo ya ditlamorago. Pegelo e thusa go tlhaloganya seabe tsa manaane a SLP a a fetileng mme se segolo, e supa matshosetsi a motheo a a ka nnang gona mo tsamaisong ya go tsenya tirosong. Pegelo e thusa gape ka go re neela mokgwa o o tlhapileng go akanya ka dipeeletso tsa isago go lebeletswe mokgwa wa go tsenya tirisong. A pegelo ya tlhatlhobo ya ditlamorago re tlhaloganya maemo a tikologo le mafelo a a romelang badiri mme re kgona go tsepama go mekgwa tsamaiso ya baagi bangwe le bangwe. Pegelo e tshegeditswe ke tshedimosetso ya semmuso ya StatsSA 2011 Letsholopalobatho, le Patlisiso ya baagi ya StatsSA 2016.

Go tlaleletsa, go dirilwe maiteko go nyalanya ditserganyo tsa rona tsa ikonomi-loago go Leano le le Gokagantsweng la Tlhabololo (IDP) la Mmasepala wa Selegae wa Toropo ya Rand West le matlhomesho a mangwe a tlhabololo a a jaaka Leano la Bosetshaba la Tlhabololo 2030. Mo ntlheng e, dielement tsa motheo

e nnile maemo a a siameng a botshelo, jaaka a tlhagisitswe go Nomorotshwantshong 2 fa tlase, go neelana ka motheo o o tsepameng wa SLP e:



**Nomorotshwantsho 22: Leano la Bosetšhaba la Tlhabololo: Dintlha tse di botlhokwa tsa maemo a botshelo jo bo siameng<sup>1</sup>**

Go feta fao, re amogela Maikaelelo a Lefatshe a Dinaga tse di Kopaneng a Tlhabololo e e Tswelelang (UN), e e neng e itsege ka Maikaelelo a Tlhabololo a Mileniamo), ao re neng ra ikaega ka ona jaaka kaedi go logelela maano a rona le maitlhomo a a rileng a re a latelang. Go botlhokwa go lemoga gore sete ntšhwa e ya Maikaelelo a Lefatshe a Tlhabololo e e Tswelelang a Dinaga tse di Kopaneng (jaaka a tlhagisitswe go Nomorotshwantsho 3 fa tlase), a tsenyeletsa tsepamo ya rona e e fetileng ya karolo ya kgwebo. Se se kaya gore karolo ya Kloof Operations, jaaka motsayakarolo mo madirelo a meepo ya gauta, e ka tshameka jaaka molekane wa tlhabololo o o malala o laotswe mo maikaelelo a go tswalela loago ka maikarabelo.

<sup>1</sup> Source: National Development Plan 2030



Nomorotshwantsho 3: Maikaelelo a Lefatshe a UN a Tlhabololo e e kgonang go Tswelelapelle<sup>2</sup>

## 1.1 Pulamadibogo

Papetla 1: Tshedimosetso ya lemorago la Kloof Operation

<b>Leina la Khampani</b>	<b>Sibanye-Stillwater</b> <b>Nomoro ya Ikwadiso: 2002/031431/06</b>
<b>Leina la Moepo</b>	<b>Kloof Gold Mine (jaaka e kaelwa fano Kloof Operation)</b> , Karolo ya Sibanye-Stillwater <b>Nomoro ya tshwanelo ya Moepo: (GP) 30/5/1/2/2(66) MR</b>
<b>Aterese</b>	Farm Rietfontein 249 IQ, Glenharvie
<b>Aterese ya Poso</b>	P.O. Box 190, Westonaria, 1780
<b>Nomoro ya Mogala</b>	Mme P.I. Mogohlong – Molaodi wa Yuniti ya Ikobelo & Pegelo Mogala: +27 11 278 9613 <a href="mailto:Ikelteng.mogohlong@sibanye-stillwater.com">Ikelteng.mogohlong@sibanye-stillwater.com</a> Mogokaganyi yo mongwe: Grant Webber – MotlatSAMOPresidente le tlhogo ya Tiragatso  Keith Stead -
<b>Lefelo la Moepo kgotsa Tiro ya Thagiso</b>	Kloof Operation e kwa Mmasepaleng wa Selegae wa Westonaria, dikilomitara di le 600 go tswa kwa Johannesburg.
<b>Ditlhagiswa</b>	Gauta, mmogo le minerales mongwe o o tshwanetseng, o leng botlhokwa, go epololwa le gauta.
<b>Botshelo jwa Moepo</b>	29 Ferikgong 2034.

<sup>2</sup>[http://www.indexmundi.com/south\\_africa/millennium-development-goals.html](http://www.indexmundi.com/south_africa/millennium-development-goals.html)

<b>Ngwaga wa Ditšelete</b>	1 Ferikgong - 31 Sedimonthole
<b>Motho yo o rweleng maikarabelo</b>	Grant Webber – Motlatsamoporesidente wa Moepo wa Kloof Operations wa dishafote K3, K4, Le K7  Keith Stead – Motlatsamoporesidente wa Moepo wa Kloof Operations wa dishafote K1&2, K8, K9 Le K10

## 1.2 Ditikologo kwa Badiri ba Tlhagang Gona – Mafelo a baagi a a romelang badiri

Papetla 2: Ditikologo kwa Badiri ba tlhagang gona – Mafelo a baagi a a romelang badiri

Porofense	Nr. Ya Badiri ba leruri	Nr. Ya Badiri ba Konteraka	Phesente
<b>Kapa Botlhaba</b>	<b>2854</b>	<b>333</b>	<b>29%</b>
<b>Foreisetata</b>	<b>287</b>	<b>129</b>	<b>3%</b>
<b>Gauteng</b>	<b>1799</b>	<b>474</b>	<b>18%</b>
<b>KwaZulu-Natal</b>	<b>1309</b>	<b>117</b>	<b>13%</b>
<b>Limpopo</b>	<b>302</b>	<b>50</b>	<b>3%</b>
<b>Mpumalanga</b>	<b>334</b>	<b>78</b>	<b>3%</b>
<b>Bokone Bophirima</b>	<b>293</b>	<b>132</b>	<b>3%</b>
<b>Kapa Bokone</b>	<b>20</b>	<b>4</b>	<b>0%</b>
<b>Kapa Bophirima</b>	<b>5</b>	<b>1</b>	<b>0%</b>
<b>Batswakwa</b>	<b>2655</b>	<b>120</b>	<b>27%</b>
<b>Botlhe</b>	<b>9858</b>	<b>1438</b>	<b>100%</b>
		<b>11296</b>	

## 1.3 Kgaoganyo ya badiri (Baleruri le Ba dikonteraka)

Ka 31 Sedimonthole 2016, Kloof Operations e ne e thapile badiri baleruri ba le 9858 le ba konteraka ba le 1438. Go lebeletswe gore dipalo tse di latelang tsa batho (baleruri le bakonteraka) e tla bo e thapilwe mo nakong ya boleng gona jwa Leano la Loago le Tiro.

Papetla 3 e tlhagisa tshedimosetso ya borakonteraka tsa nako e e tletseng bao ba nang le kgolagano le khampani go tloga ka 31 Sedimonthole 2016.

Papetla 3: Kgaoganyo ya Badiri go ya ka Maemo a tiro jaaka go tloga ka 31 Sedimonthole 2016

Maemo a tiro	Banna				Basadi				HDSA	Botlhe
	Montsho	Mmala	Mointia	Mosweu	Montsho	Mmala	Mointia	Mosweu		
Balaodi Ba ba kwa godimo	0	0	0	0	0	0	0	0	0	0
Balaodi Bagolwane	1	0	0	6	0	0	0	0	1	7
Balaodi magareng	27	0	0	40	6	0	0	2	35	78
Bategeniki ba ba nang le dikgono, tse di tshwanang le tsa seporofešenale, go tsenyeletsa bolaodi jwa tshimololo, bolaolatiro le diforomane	542	13	4	329	150	2	2	23	127	736
Ba dikgono tse di sa felelang mme ba na le thata go tsaya ditshwetso	3464	0	0	34	209	0	0	3	1935	3676
Batlhoka dikgono ba tseelwa ditshwetso	2025	0	0	4	351	1	0	0	555	2377
<b>BOTLHE</b>	<b>6059</b>	<b>13</b>	<b>4</b>	<b>413</b>	<b>716</b>	<b>3</b>	<b>2</b>	<b>28</b>	<b>2620</b>	<b>6825</b>
										<b>9858</b>

Papetla 4 e tlhagisa tshedimosetso ya borakonteraka ya nako e e tletseng bao ba nang le kgolagano le khampani go tloga ka 31 Sedimonthole 2016

Papetla 4: Kgaoganyo ya Badiri go ya ka Maemo a tiro jaaka go tloga ka 31 Sedimonthole 2016

Maemo a tiro	Banna				Basadi				HDSA	Botlhe
	Montsho	Mmala	Mointia	Mosweu	Montsho	Mmala	Mointia	Mosweu		
Balaodi Ba ba kwa godimo	0	0	0	0	0	0	0	0	0	0
Balaodi Bagolwane	1	0	0	8	0	0	0	0	1	9
Balaodi magareng	2	0	0	22	0	0	0	0	2	24
Bategeniki ba ba nang le dikgono, tse di tshwanang le tsa seporofešenale, go tsenyeletsa bolaodi jwa tshimololo, bolaolatiro le diforomane	53	3	0	91	1	0	0	1	58	149
Ba dikgono tse di sa felelang mme ba na le thata go tsaya ditshwetso	380	2	0	37	12	1	0	7	59	402
Batlhoka dikgono ba tseelwa ditshwetso	638	6	1	43	49	0	0	2	19	696
										<b>758</b>

Maemo a tiro	Banna				Basadi				HDSA	Botlhe	
	Montsho	Mmala	Mointia	Mosweu	Montsho	Mmala	Mointia	Mosweu		Batswakwa	Badiri
BOTLHE	1074	11	1	201	62	1	0	10	78	1159	1438

#### 1.4 Ponelopele ya Bathapiwa Botlhe ka Paka ya 2017 go ya go 2021

Go lebeletswe gore dipalo tse di latelang tsa batho (baleruri le bakonteraka) e tla bo e thapilwe mo nakong ya boleng gona jwa Leano la Loago le Tiro. Ponelopele ya badiri e tlhabololwa ka kotara fa go thapiwa badiri ba bašwa.

#### Papetla 4: Ponelopele ya Bathapiwa Botlhe ka Paka ya 2017 go ya go 2021

Ga jaana	2017	2018	2019	2020	2021
11296	10944	10642	11479	10682	9640

#### Papetla 5: Tshobokanyo ya Badiri ba ba Solofetsweng (2017 – 2021)

Maemo a Tiro	2016	2017	2018	2019	2020	2021
Balaodi Ba ba kwa godimo	0					
Balaodi bagolwane	7	7	7	7	7	6
Bategeniki ba ba nang le dikgono, tse di tshwanang le tsa seporofešenale, go tsenyeletsa bolaodi jwa tshimololo, bolaolatiro le diforomane	78	79	77	77	72	70
Bategeniki ba ba nang le dikgono, tse di tshwanang le tsa seporofešenale, go tsenyeletsa bolaodi jwa tshimololo, bolaolatiro le diforomane	1192	1135	1104	1198	1113	1000
Ba dikgono tse di sa felelang mme ba na le thata go tsaya ditshwetso	5645	5454	5303	5720	5324	4805
Batlhoka dikgono ba tseelwa ditshwetso	2936	2675	2601	2805	2610	2355
BOTLHE BALERURI	9858	9350	9092	9807	9126	8236
Bakonteraka	1438	1594	1550	1672	1556	1404
BADIRI BOTLHE	11296	10944	10642	11479	10682	9640

## 1.5 Go Thapiwa ga badiri ba Selegae

<b>Maitlamo</b>	Kloof Operations e itse maemo a a gona a ikonomi loago a baagi ba ba gaufi le lefelo la tiro sentle. Gore ba kgone go lekanya ditlamorago tse di maswe tsa go epa moepo mo lefelong, Moepo o tsepame mo go batleng badiri le go tlhabololo ditokololo tsa baagi ba ba neng tsa beelwa thoko le bao ba sa direng ba baagi ba ba amegang.
<b>Dikaelo</b>	Manaane a tlhabololo ya dikgono a kwa Kloof Operations a nyalantswe ka tsela e e kgontshang badiri ba ba senang dikgono (segolo go tswa mo mafelong a selegae) go bona tshono ya tlhabololo Boiphediso.

Badiri ba kwa Kloof Operations ba ne ba eme go 11296 kwa bokhutlong jwa 31 Sedimonthole 2016. E tsenyeletsa ditshono tsa thapo ya leruri di ka fitlha go batho ba le dikete di le robongwe, makgolo a robedi le masome a matlhano robedi, ba e seng baleruri ba fitlha go sekete, kgolo-a-mane le masome a mararo le robedi (1438).

Badiri ba kgaogantswe ka ditlhophpha di le pedi:

- a) Badiri ba ba tswang le go nna mo tikologong ya tiro, Mmasepala wa Selegae wa Westonaria le porofense tsa Gauteng ka bophara; le
- b) Batswakwa bao ba batlilweng go tswa kwa Baaging ba ba romelang Badiri ba ba jaaka diporofense tsa magae tsa Aforika Borwa le Dinaga tse di Tlhabologang tsa Aforika o o Borweng (SADC) jaaka Mozambique le Lesotho.

Jaaka go tlhagelela mo papet leng 2 e e fa godimo, mafelo a mots wedi wa badiri o mogolo e e mo Aforika Borwa ke Gauteng, Kapa Botlhaba, KwaZulu-Natal, bonnye go tswa kwa bokgakaleng jwa Foreisetata. Ga jaana, ntle le baagi ba fa lefelong la tiro fao bogolo jwa Tlhabololo ya Selegae ya Ikonomi (LED)bogolo ba ditshenyegelo bo tsepameng gona, Operations e beetse kwa pele diporojeke tsa seabe se segolo go Temothuo le mafaratlhatlha a LED mo Kapa Botlhaba ka ntlha ya phesente e e kwa godimo ya kabelo (29%) jaaka lefelo legolo le le romelang badiri. Fa re gatelopele, Kloof e tla tswelela gape ka go oketsa phesente ya batho ba ba batlang tiro ba selegae le diporojeke tsa LED tsa baagi ba ba leng mo lefelong tiro go netefatsa gore tsweletso ya ikonomi le tlhabololo ya dikgono tsa tikologo ya Mmasepala di tshegediwa ka togamaano ya go batla badiri ya Kloof e e fa tlase.

### Papetla 6: Togamaano ya Go Thapiwa ga badiri ba Selegae kwa Kloof Operation

Maikarabelo a Phatlhatiro	Leano la Togamaano	Nako e e belweng
Molaodi wa Metswedithuso ya Badiri	Phasalatsa diphatlhatiro mo kuranta ya selegae.	Fa diphatlhatiro di nna gona
Molaodi wa Yuniti: Metswedithuso/Moneelatiredo	Go batla badiri ba selegae go tla tsamaisiwa ke Moneelatiredo	Fa diphatlhatiro di nna gona

## 2. Tlhabololo ya Modiri

### 2.1 Dintlhakakaretso

Bathusi ba Sibanye-Stillwater botlhe ba kaelwa ke Letlhomeso la Tlhabololo ya Metswedithuso (HRD) la Sibanye-Stillwater Group. Ke sone o ka fitlhelang dikarolo tsotlhe tsa leano leno tse di amanang le Tlhabololo ya Metswedithuso di tshwana go ralala ditiro tsotlhe tsa gauta kwa Sibanye-Stillwater e leng Beatrix, Kloof, Driefontein, Ezulwini (Cooke 4), Rand Uranium (Cooke 1, 2 le 3) le Burnstone. Fa go le maleba, karolo nngwe le nngwe e tla simolola ka go tlhalosa maitlhomo a a tserweng mo boitlhamele jo bo rileng le dintlhakaedi tse di rileng. Seno se latela ke ditogamaano tsa tsenyo tirisong e e rileng e e tlhagisang ditirwana kgolo tsa togamaano ke Operations, nako e e beilweng le maikarabelo a tiro.

Karolo 3.1 ya Leano la Loago le Tiro e neelana ka dintlhakakaretso ka botlalo tsa Letlhomeso la HRD la Sibanye-Stillwater HRD, gape di tlhalosa mokgwa o go diragatsa ditsereganyo tsa HRD le karolo ya Akatemi kwa Sibanye-Stillwater le kemo ya yona jaaka moneelatirelo wa madirelo a meepo. Gape, karolo e neelana ka dintlha tsa go latela ikamanya le molao wa Tlhabololo ya Dikgono.

Go Dikarolo 3.2 go ya go 3.5 tsa sebopego sa HRD wa Sibanye-Stillwater o a itsisiwe le go tlhalosiwa, go tsenyeletsa le maikaelelo. Karolo e tlhagisa maitlamo le dintlhakaedi tse di tserweng ke Lekala la Katiso. Melawana ya HRD le boitlhamele di tlhagisiwa mo kerafong e e bontshang dikgolagano magareng ga boitlhamele jwa HRD jo bo farologaneng. Kgopolu ya Puisokwalo e tlhalosiwa mo lemoragong le mabaka a maano le boitlhamele tse di tlhagisitsweng go SLP e. Gape, karolo e tlhagisa maemo a thuto ya badiri le boradikonteraka (Foromo Q).

Dikarolo 3.6 go ya go 3.9 di tlhalosa Leano la Tlhabololo ya Dikgono la Kloof mme le tlhalosa gore e ikaeleta go neela badiri ditshono mo dintlheng tse di latelang:

- Puisokwalo e e Dirisiwang le Dipalo;
- Boithutelotirong (Meepo le Boenjenere);
- Manaane a dikgono tsa Motheo;
- Katiso ya Dikgono tsa gotlhe; mme

Karolo 3.10 e supa diphatlhatiro tsotlhe tse go leng thata go di tswala (Foromo R) le go tlhalosa ditsereganyo tse di ikaeletseng go tswala diphatlhatiro tse.

Karolo 3.11 e tlhalosa mokgwa wa Leano la Tsweletso Boiphediso la Setlhophpha sa Sibanye-Stillwater le gore le tsenngwa tirisong jang mo Kloof.

Karolo 3.12 e tlhalosa mokgwa wa Bogakolodi mo Setlhopheng sa Sibanye-Stillwater, le gore e tsenngwa tirisong jang mo Kloof.

Karolo 3.13 e tlhalosa Ithutelotirong, Thuso ya Dithuto e e tsenyeletsang Dibasari le Dikabelo mo Setlhopheng sa Sibanye-Stillwater, le gore di tsenngwa tirisong jang mo Kloof.

## **2.2 Leano la Tlhabololo ya Metswedithuso ya Badiri**

Maikaelelo magolo a Mmotlele wa Tlhabololo ya Metswedithuso (HRD) wa Batho ya Sibanye-Stillwater ke go netefatsa tlhabololo ya dikgono tse di tlhogegang tsa ithutelotirong, dibasari (dikgono tsa motheo le tse di botlhokwa), diathisene, katiso AET (Kelelo I, II, III), Maemo 4 go AET/Maemo NQF 1 le botlhamo jo bongwe jwa katiso jaaka go tlhagelela go dipalopalo jaaka di tlhalosiwa ke Tshata ya Meepo le MPRDA. Maiteko otlhe a nyalantswe le Leano la Bosetshaba la Tlhabololo le Maikaelelo a Lefatshe a UN a Tlhabololo e e kgonang go Tswelelapele tse di malebana le (i) Thuto, (ii) Tekatekano ya bong, (iii) Phokotso ya go se lekalekaneng, iv) Tiro e e siameng le Kgolo ya Ikonomi.

Kloof e rwala maikarabelo ka botlalo go supa le go diragatsa ditlhoko tsa Tlhabololo ya Metswedithuso ya Badiri mme e tla tsaya tshwetso e ikaegile ka tlhoko ya kgwebo go latela leano la ngwaga tse tlhano le maemo mo lemoragong la Mmotlele wa HRD wa Sibanye-Stillwater. Gonno dikgwetlho tsa tiro le ditshenyegelo tse di oketsegang di amile maano a Tlhabololo ya Metswedithuso ya Badiri mo go maswe mo nakong ya dingwaga di le pedi tse di fetileng, maitlhomo a ne a fetolwa go latela ditlhoko tsa kgwebo.

Akatemi ya Sibanye-Stillwater (SSA), e na le mothusi wa mong ka 100% wa Sibanye-Stillwater yo o neelang ka ditirelo tsa maemo a ntla tsa tlhabololo ya Metswedithuso ya Badiri go Kloof le go Sibanye-Stillwater Group ka botlalo. SSA e letleletswe ka botlalo ke Bolaodi jwa Ditshwanelego tsa Meepo (MQA) mme e na le tumelelo ya manaane kwa diSETA tse dingwe di le mmalwa, go go e neelang bokgoni go neelana ka thuto le katiso e e tsewang tsia e bile e letlesegile go maphata a mmalwa a e seng a meepo. Bokgoni go fitlhelela maitlamo a yona a tsamaisana le Tlhabololo ya Boeteledipele, Thuto le Katiso ya Bagolo (AET), dikgono tsa Setegeniki le Dikgono tsa gotlhe tse di tokafetseng, le khampase ya satalaete e e dirang ka botlalo ya SSA mo Kloof Operation. Papetla fa tlase e neelana ka dintlha tse di malebana le kobamelo ya Kloof ya molao wa Tlhabololo ya Dikgono.

### **Papetla 7: Kobamelo ya Molao wa Tlhabololo ya Bokgoni**

Tshedimosetso e e tlhogegang ya SETA	Dintlha tsa SETA
Leina la SETA:	Bolaodi jwa Ditshwanelego tsa Meepo (MQA)
Nomoro ya Ikwadiso go diSETA tse di maleba:	L130750138
Motsamaisi wa thuto wa Tlhabololo ya Dikgono:	James Khunyedi
Bopaki jwa thomelo ya Leano la Bokgoni jwa Tiro le letlha la tlhomelo	Go tsamaisana le letlha le le beilweng la MQA.

Papetla fa tlase e bontsha maikaelelo a Kloof a a mabapi le thomelo ya Leano la dikgono mo Tirong la Ngwaga le Ngwaga(WSP)/ Pegelo ya Katiso ya Ngwaga le Ngwaga (ATR).

#### **Papetla 8: Leano la Bokgoni jwa Tiro (WSP) le Pegelo ya Togamaano ya Katiso ya Ngwaga ka Ngwaga**

Tiro	Pegelo	Letlha la Thomelo
Kloof e romela WSP le ATR go MQA gore e tshwanelwe ke go Tsanya kopo ya Thuso ka Matlolo e e Tshwanelang go bona Katiso e e dirwang kwa Kloof.	Ka ngwaga	Go tsamaisana le letlha le le beilweng la MQA.

#### **2.3 Matseno go Mmotlele wa Tlhabololo ya Metswedithuso wa Badiri**

Maikaelelo a Leano la Loago le Tiro ke go tlhagisa maano a Kloof a paka ya 2017 go ya go 2021. Le fa go le jalo, tlhaloso ka bokhutshwane ya mekgwa ya, dipholisi le ditogamaano tsa Tlhabololo ya Metswedithuso ya Badiri(HRD), mo lemoragong la Mmotlele wa Metswedithuso ya Badiri wa Sibanye-Stillwater ka kakaretso o botlhokwa go tlhaloganya lemorago.

Le fa Kloof e rwele maikarabelo ka botlalo go supa le go neelana ka ditlhoko tsa yona tsa HRD e bile e na le matla go tsaya tshwetso e ikaegile ka tlhoko ya kgwebo le maemo, e dira mo teng ka Mmotlele wa Sibanye-Stillwater HRD. Ke Mmotlele o o tlhamaletseng e bile o tlhaloganngwa, o tsenyeletsa dintlha tsotlhe tsa Tlhabololo ya Metswedithuso ya Badiri mo Sibanye-Stillwater mme e diragadiwa le go mothusi mongwe le mongwe wa yona, go tsenyeletsa le Kloof.

Fa go leng maleba gona mo Leanong le, kaelo e tla dirwa go dintlha tsa Mmotlele tse di nang le botlhokwa bongwe ka tlhamalalo mo go tsenngweng tirisong ga Leano la Tlhabololo ya Metswedithuso ya Badiri le le rileng.

Go lebeletswe tsela ya maitlhomo a ditsereganyo tse di rileng tsa HRD; kgatelelo e e kgethegileng e beiwe mo go ageng leano la HRD le le tsamaisanang le ditlhokego tsa kgwebo le kongo ka matlolo. Seno se tla dirwa ka go dira ditshekatsheko tsa bogodimo ga deseke tse di tsenyeletsang diphetogo tsa neelano ka dikgono le ponelopele go diphatlhatiro (kgotsa ditlhokego tse di beilweng tsa dikgono) jalo go tlhama maitlhomo a kgato nngwe le nngwe ya katiso. Go netefatsa gore kgwebo e tswelela go mekamekana le ditlhoko tsa HRD, mefuta e mengwe ya go runa ditlhoko tsa bokgoni e tla batlisisiwa mo nakong ya sekele ya SLP ya ga jaana.

#### **2.4 Tlhaloso ya Tlhabololo ya Metswedithuso ya Badiri**

HRD e kaela go tsamaiso ya go aga kitso, dikgono, mekgwa le maitsholo a batho ka bongwe le ditlhophha go fitlhelela maemo a tiragatso a a batlegang, go fitlhelela maikaelelo a setheo, a sebele le a loago ka bophara.

## 2.5 Maikaelelo a Tlhabololo ya Metswedithuso ya badiri

Maikaelelo a motheo a HRD ke go netefatsa:

- Go nna gona go go malebana le boleng, tekatekano ya thapo, ga mefuta ya dikgono tse di tlhogegang go fitlhelela, go ntsha le go tlhagisa tshipi ka tshireletsego, ka mokgwa o o tsweletseng e bile o na le maikarabelo a tikologo, go tsenyeletsa le bokgoni jwa tlhagiso, setegeniki, botsamaisi le tlhabololo ya boeteledipele; le
- Go lotsa badiri mo bokgoning jwa gotlhe, jo bo amanang le go tshela kwa ntle ga tikologo ya moepo jo bo ka kgonang go dirisiwa go thusa go tsweletsa motho ka mongwe le baagi fa ditiro tsa moepo di ka fela.

## 2.6 Leano la Tlhabololo ya Metswedithuso ya Badiri

<b>Maithamo</b>	Kloof e tla netefatsa go nna gona, malebana le boleng le bontsi jwa mefuta ya dikgono tse di tlhogegang tsa go fitlhelela, go ntsha le go tlhagisa tshipi go go sireletsegileng, go tswelela e bile go ikarabela go tikologo go latela ditlhoko tsa kgwebo. Se se tsenyeletsa bokgoni jwa tlhagiso, setegeniki, tshegetso, botsamaisi le boeteledipele. Sibanye-Stillwater e thapile Motsamaisi wa thuto wa Tlhabololo ya Dikgono mme e tla tswelela go romela Leano la Bokgoni jwa Tiro (WSP) le Pegelo ya Katiso ya Ngwaga le Ngwaga (ATR) go Bolaodi jwa Ditshwanelego tsa Meepo (MQA).
<b>Dikaedi</b>	Dikgono tsa setegeniki, maitsholo le loago mmogo le bokgoni tse di tlhokwang ke badiri di tla fudusiwa mo gare ga Mmotlele o o feletseng wa Sibanye-Stillwater HRD. Mmotlele o o tshegediwa mo maemong a tiragatso ya Akatemi ya Sibanye-Stillwater e e thusiwang ka matlole ke ditiragatso dingwe le dingwe go tsenyeletsa le Sibanye-Stillwater. Di na le mafaratlhatlha a kago, ditlhagiswa tsa go ithuta le ditharabololo, go tsenyeletsa le badiri ba HRD ba ba nang le bokgoni go neelana ka dikgono tse di tlhogegang go barutwana.

## 2.7 Sebopego sa Sibanye-Stillwater wa Tlhabololo ya Metswedithuso ya Badiri le Boitlhamele

### Human Resources Development Model



#### Key Principles

- Our training and development focus remains on our employees and the communities that we impact upon (direct and labour sending areas).
- Training interventions are advertised within the organisation, within communities (local and labour sending areas), and at learning institutions.
- In cases where the business needs are lower than the target, communities are given the training and development opportunity.
- We try to ensure linkages between the different SLP/Mining Charter requirements.
- Training requirements are based on business needs.
- AET and Portable Skills:
  - AET targets – focus remains on improving the current literacy profile.
  - Our employees are empowered with choices (Employees 45-50+ may rather opt for Portable Skills training, rather than AET).
  - Targets emphasise Community AET, and Community Portable Skills.
  - Employees are encouraged to improve their skills sets through available learning interventions e.g. Portable Skills, Learnships.



#### Nomorotshwantsho 4: Mmoltele wa Akatemi ya Sibanye-Stillwater wa HRD le Boitlhamele

### 2.7.1 Tlhaloso ya Puisokwalo e e Dirisiwang le Dipalo

Sibanye-Stillwater Group, go tsenyeletsa le Kloof, di tlhalosa Puisokwalo e e dirisiwang le Dipalo jaana:

- AET Kelelo 3 ka dipholo tsa go tswa tse di lekanang tse dingwaga tsa kgapeletso tsa sekolo di le supa (7) mme e tla thusa modiri go tshwanelega go ikwadisetsa ditshwanelego tse di kwadisitsweng mo NQF tsa tiro ka tlhamalalo.

**Papetla 9: Foromo Q – Puisokwalo e e dirisiwang magareng ga Badiri ba Kloof jaaka ka 31 Sedimonthole 2016<sup>3</sup>**

Dithlopha tsa Dithuto	Montsho		Mmala		Mointia		Mosweu		Palogotlh e	PWD		Batswakwa		DINGWAGA			
	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi		Monna	Mosadi	Monna	Mosadi	'<35	35-45	'>45-55	'>55-75
Pele ga-ABET	159	0	0	0	0	0	0	0	159	1	0	71	0	6	50	92	11
ABET 1	269	1	0	0	0	0	0	0	270	2	0	122	1	14	73	161	22
ABET 2 / MOPH 3, Kereiti 5	475	2	0	0	0	0	0	0	477	1	0	264	0	34	140	281	22
ABET 3 / MOPH 5, Kereiti 7	187 0	8	0	0	0	0	1	0	1879	12	0	947	1	168	680	942	89
ABET 4 / Moph 7, Kereiti 9	986	26	0	0	0	0	7	0	1019	2	0	348	4	231	435	321	32
Moph 8 / Kereiti 10, NATED 1 / NCV Kelelo 1	885	63	0	0	0	0	91	4	1043	1	0	153	7	359	425	227	32
Moph 9 / Kereiti 11, NATED 2 / NCV Kelelo 2	123 3	17 0	0	0	0	0	42	1	1446	2	0	184	4	565	622	241	18
Moph 10 / Kereiti 12, NATED 3 / NCV Kelelo 3	154 1	36 6	8	3	1	2	16 7	15	2103	7	0	117	4	958	868	250	27
Sethifikeiti sa Bosetšhaba/ /Dipoloma/Sethifikeiti se se Tlhabolotseng/NATE D 4 – 6	61	18	1	0	2	0	20	3	105	0	0	10	1	29	53	21	2
Gerata ya Onase/Dipoloma morago ga dikirii/Dikirii ya Batshelara (480 matshwao)	13	10	1	0	1	0	5	0	30	0	0	0	1	27	1	2	0
Sethifikeiti sa Bosetšhaba /Masetase/Dipoloma tsa masetase	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0
Dikirii ya Bongaka le Dikirii morago ga ya bongaka	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ga gona tlhaloso	116 1	77	3	0	0	0	80	5	1326	1	0	378	2	370	333	383	240
	865 4	74 1	13	3	4	2	41 3	28	9858	29	0	259 5	25	276 1	368 0	292 2	495

**Papeta 10: Foromo Q – Puisokwalo e e dirisiwang magareng ga Badiri ba Kloof jaaka ka 31 Sedimonthole 2016<sup>4</sup>**

Dithlopha tsa Dithuto	Montsho		Mmala		Mointia		Mosweu		Palogotlh e	PWD		Batswakwa		DINGWAGA			
	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi		Monna	Mosadi	Monna	Mosadi	<3 5	35 - 45	>45 - 55	>55 - 75
Pele ga-ABET	16	0	0	0	0	0	1	0	17	0	0	1	0	2	7	4	4

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ABET 1	25	0	1	0	0	0	0	<b>26</b>	0	0	8	0	4	8	10	4	
ABET 2 / MOPH 3, Kereiti 5	65	0	0	0	0	0	0	<b>65</b>	0	0	18	0	9	24	24	8	
ABET 3 / MOPH 5, Kereiti 7	78	1	0	0	0	0	2	<b>81</b>	0	0	6	0	29	21	24	7	
ABET 4 /Moph 7, Kereiti 9	64	2	0	0	0	0	2	<b>68</b>	0	0	4	0	28	21	17	2	
Moph 8 / Kereiti 10, NATED 1 / NCV Kelelo 1	87	10	2	0	0	0	17	<b>116</b>	0	0	3	0	58	34	17	7	
Moph 9 / Kereiti 11, NATED 2 / NCV Kelelo 2	134	14	1	0	0	0	8	<b>158</b>	0	0	3	0	89	47	21	1	
Moph 10 / Kereiti 12, NATED 3 / NCV Kelelo 3	165	16	0	0	0	0	46	<b>232</b>	0	0	0	0	126	79	21	6	
Sethifikeiti sa Bosetšhaba/ /Dipoloma/Sethifikei ti se se Tlhabolotsweng/NAT ED 4 – 6	2	0	0	0	0	0	0	<b>2</b>	0	0	0	0	0	2	0	0	
Gerata ya Onase/Dipoloma morago ga dikirii/Gerata ya Bašhela (480 matshwao)	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	
Sethifikeiti sa Bosetšhaba /Masetase/Dipolom a tsa masetase	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	
Dikirii ya Bongaka le Dikirii morago ga ya bongaka	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	
Ga gona thaloso	516	19	7	1	1	0	125	<b>673</b>	0	0	35	0	309	206	118	40	
	<b>1152</b>	<b>62</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>201</b>	<b>10</b>	<b>1438</b>	<b>0</b>	<b>0</b>	<b>78</b>	<b>0</b>	<b>654</b>	<b>449</b>	<b>256</b>	<b>79</b>

## 2.8 Thuto le Katiso ya Bagolo (AET)

Diphaposiborutelo tsa AET di tsenelwa ke badiri ka nako e e sa tlalang kgotsa nako e e feletseng, ka tšhono go badiri le baithuti ba baagi go ikwadisetsa go tsenelwa dithuto ka nakong e e sa tlalang kgotsa morago ga tiro. Temogo ya Dithuto Pele (RPL) le yona e tsewa tsia e le karolo ya mokgwa wa AET go neela badiri le baithuti ba baagi tšhono go iponela ditshwanelego tsa thuto tse di tsewang tsia. Sentlentle, RPL e dirisiwa go swetsa gore badiri ba na le bokgoni bofe le gore ba tshwanela go ya go kelelo efe ya AET. Badiri ba mofuta o ba tsenela tlhatlhobo mme fa ba na le bokgoni, ba neela sethifikeiti mme thuso ya MQA e a netefadiwa mo go bona. Badiri ba rotlolediwa go tsenela dithuto tsa AET gore ba kgone go nna maleba fa ditšhono tsa tlhabololo, katiso le tlhatloso go feta di nna gona, fao go nnang le phatlhatiro. AET e letlelela badiri go gaisanelo le badiri ba bangwe ba ba nang le tshwanelego ya dithuto le go ba neela bokgoni go ithekisa. Gape, maemo a AET ke ditlhokego tsa tlhatloso kwa ditirong tse dingwe.

Phetolo ya tlotlofoko ya ABET go AET e tsamaisana le maemo a a tshwerweng ke MQA gore thuto ya bagolo ga se fela ya motheo. Mo ntlheng eno, Akatemi e sweditse go ikamanya le MQA mme ya dirisa tlotlofoko e ntšhwa go ya pele.

Gore o letlelelw go ithuta nako e e tletseng go AET, motho o tshwanetse go tlholwa gore a ka tsena kwa kae ka tsamaiso ya RPL. Batsenya dikopo ba tshwanetse go bontsha maemo a a kwa godimo a bokgoni ka nako ya ditlhatlhobo tsa go bewa/RPL mme go ka atlanegisa Molaodi wa Metswedi ya Letlotlo , mmogo le dikomiti tsa Dishafote gore motho a tsenele AET ka nako e e tletseng. Tlhophele ya Barutwana go AET e tla ikaega ka ditlhoko tsa kgwebo ya shafote.

<b>Maitlamo</b>	<p>Kloof e ikaeleta go go neelana ka tšhono go badiri le maloko a baagi mmogo. Se se tla dirwa jalo ka go lekalekana ka nako e e tletseng (maemo a 1 le 2 a AET ) le nako e e sa tlalang (Pele ga AET go fitlha go Kelelo 3 ya AET 3) go badiri le maloko a baagi. Maitlhomo a AET a ngwaga le ngwaga a tla kaelwa ke tlhoko e e supilwe go Foromo Q, porofaele ya dingwaga, porofaele ya puisokwalo mme go latelwa ditlhokego tsa kgwebo. Maithlomo a AET go baagi e tla laolwa ka go buisana le mmasepala wa selegae. Kwa bokhutlong, badiri le baagi ba tla bona ditšhono go itlhabolola go feta.</p>
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## 2.8.1 Togamaano ya go Tsenya Tirisong AET

Maemo a Tiro a a Ikarabelang	Leano la Togamaano	Nako e e beilweng
<b>Molaodi wa yuniti:</b> <b>HRD</b>	1. Badiri ba ba tlhokang AET ba tla tlhophiwa ka tsamaiso ya khampani ya go tlhopha jalo go kgontsha go fitlhelela maithomo a AET.	Tsweletseng
<b>Molaodi wa yuniti:</b> <b>HRD</b>	2. Neelana ka lenaane la go ithuta le le letleletsweng.	Tsweletseng
<b>Molaodi wa yuniti:</b> <b>HRD</b>	3. Tlhatlhobo e tla neelwa ke setheo sa tlhatlhobo se se nang le tetla sa kwa ntle.	Tsweletseng
<b>Molaodi wa yuniti:</b> <b>HRD</b>	4. Baneelathuto ba ba tshwanelegang go neelana ka katiso e e boleng	Tsweletseng
<b>Molaodi wa yuniti:</b> <b>HRD</b>	5. Baneelathuto ba tla tswelela go tlhabololwa jalo go tokafatsa bokgoni jwa bona.	Tsweletseng
<b>Molaodi wa yuniti:</b> <b>HRD</b>	6. Ditheo tsa go ithuta di tshwanetse go nna tsa maemo a a amogelesegang	Tsweletseng
<b>Molaodi wa yuniti:</b> <b>HRD</b>	7. Barutwana ba tla tsibosiwa ka ditselana la boiphediso tsa maphata mangwe le mangwe.	Tsweletseng
<b>Molaodi wa yuniti:</b> <b>HRD</b>	8. Go netefaditswe motswedi wa bagakolodi go barutwana ba AET ba ba nang le bokgoni.	Tsweletseng

Maithomo a AET ka Nako e e Tletseng le AET ka nako e e sa Tlalang a tlhagisiwa mo Dipapetleng fa tlase mmogo le tlamelo ya tekanyetsokabo ya katiso e e tshitsintsweng. Tlamelo ya tekanyetsokabo barutwana ba AET ka nako e e sa tlalang ga e tsenyeletse megolo.

Papetla 11: Maithomo a AET – Nako ka Botlalo

Maemo a AET	Maithomo a Ikwadiso - 2017	Maithomo a Ikwadiso - 2018	Maithomo a Ikwadiso - 2019	Maithomo a Ikwadiso - 2020	Maithomo a Ikwadiso - 2021	Ikwadiso yotlhe (2017 go ya go 2021)
<b>Maemo a AET 1</b>						
<b>Maemo a AET 2</b>	134	134	134	134	134	670
<b>Maemo a AET 3</b>						

NQF Maemo 1	20	20	20	20	20	100
Palo yotlhe ya Ikwadiso ya AET	154	154	154	154	154	770
Tekanyetsokabo (R)	14 187 199	11 150 892	11 819 945	12 529 142	13 280 891	62 968 069

**Papetla 12: Maitlhomo a AET – Karolo ya Nako**

Maemo a AET	Maitlhomo a Ikwadiso - 2017	Maitlhomo a Ikwadiso - 2018	Maitlhomo a Ikwadiso - 2019	Maitlhomo a Ikwadiso - 2020	Maitlhomo a Ikwadiso - 2021	Ikwadiso yotlhe (2017 go ya go 2021)
Maemo a AET 1						
Maemo a AET 2	50	40	40	40	40	210
Maemo a AET 3						
NQF Maemo 1	10	10	10	10	10	50
Palo yotlhe ya Ikwadiso ya AET	60	50	50	50	50	260
Tekanyetsokabo (R)	1 670 759	1 985 909	2 105 064	2 231 368	2 365 250	10 358 349

**Papetla 13: Maitlhomo a AET – Baagi**

Maemo a AET	Maitlhomo a Ikwadiso - 2017	Maitlhomo a Ikwadiso - 2018	Maitlhomo a Ikwadiso - 2019	Maitlhomo a Ikwadiso - 2020	Maitlhomo a Ikwadiso - 2021	Ikwadiso yotlhe (2017 go ya go 2021)
Barutwana ba Baagi	31	31	31	31	31	155
Tekanyetsokabo (R)	738 481	893 824	947 454	1 004 301	1 064 559	4 648 620

**Papetla 14: Kabelo ya Tekanyetsokabo ya AET**

Tekanyetsok abo ya Ngwaga le	Kabelo ya Tekanyetsok abo 2017	Kabelo ya Tekanyetsok abo 2018	Kabelo ya Tekanyetsok abo 2019	Kabelo ya Tekanyetsok abo 2020	Kabelo ya Tekanyetsok abo 2021	Phopoletso yotlhe ya Ditshenyeg

Ngwaga ya AET						elo (2017 – 2021)
<b>Tekanyetsok abo yotlhe</b>	<b>16 596 439</b>	<b>14 030 626</b>	<b>14 872 463</b>	<b>15 764 811</b>	<b>16 710 699</b>	<b>77 975 038</b>

## 2.9 Thuto le Katiso

<b>Maitlamo</b>	<p>Kloof e itlama go:</p> <ul style="list-style-type: none"> <li>Supa badiri ba ba nang le bokgoni go tsweletsa thuto, katiso le;</li> <li>Katiso ditlhoko tsa motheo go netefatsa gore dikgono tse di lekaneng di gona go tsweletsa ditlhoko tsa kgwebo;</li> <li>Neelana ka dibasari, boithutelotirong, go ithutelotirong le bogakalodi go tshegetsa tlhoko ya kgwebo; le</li> <li>Neelana ka ditshono tsa thuso ya thuto go badiri botlhe go tshegetsa tlhoko ya kgwebo.</li> </ul>
<b>Dikaedi</b>	<p>Mosola wa go tswelela go thuta le go katisa badiri ke go netefatsa mokoloko o o itekanetseng wa bokgoni jwa seporofešenale, setegeniki le boeteledipele. Seno se netefadiwa ka ditsereganyo tse l latelang:</p> <ul style="list-style-type: none"> <li>Ditshono tsa lthutelotirong, dibasari le go ithutelotirong jalo go samagana tse diphatlhatiro tse goleng thata go di tswala, basadi mo meepong le HDSA mo Bolaoding;</li> <li>Katiso ya semolao (pateletso) e e netefatsang gore lefelo la tiro le obamela ditlhokego tsotlhe tsa semolao;</li> <li>Aktemi ya Sibanye-Stillwater mmogo le Khampase ya SSA ya tiragatso e tla dirisiwa go neelana ka ditsereganyo tsotlhe tsa HRD.</li> </ul>

### 2.9.1 Diithutelotirong

<b>Maitlamo</b>	Kloof Operation e ela tlhoko botlhokwa jwa boithutelotirong jaaka karolo e e tsenyelediwang go diragatsa Togamaano ya khampani ya Tekatekano ya Thapo, le go fitlhelela ditlhoko tsa tlhabololo ya bokgoni ba kgwebo le ba naga ba tlhabololo.
<b>Dikaedi</b>	Boithutelotirong bo tla neelwa go badiri le maloko a baagi. Boithutelotirong bo tla abiwa go latela tlhokego ya togamaano ya thapo ya khampani. Boithutelotirong ka maloko a baagi e tla nna go tshegetsa togamaano ya tlhabololo ya ikonomi.

## 2.9.2 Togamaano go tsenya tirisong Boithutelotirong

Maemo a Tiro a a Ikarabelang	Leano la Togamaano	Letlha le le beilweng
<b>Molaodi wa yuniti: Botsayakarolo jwa Baagi le Tlhabololo</b>	1. Phasalatso ya ditshono tsa bokgoni jwa gotlhe kwa ntle ka dikhansele tsa dimmasepala le bolaodi jo bongwe jo bo maleba go ngoka batsenya dikopo go tswa kwa baaging ba selegae.	Tsweletseng
<b>Molaodi wa yuniti: HRD</b>	2. Phasalatso ya ditshono tsa bokgoni jwa gotlhe go badiri ba ka fa gare	Tsweletseng
<b>Molaodi wa yuniti: HRD</b>	3. Batsenya dikopo ba ditshono tsa boithutelotirong ba tla kgethiwa go latela tsamaiso ya kgetho ya khampani. Maitlhomo a boithutelotirong a ikaegile ka ditlhokego tsa kgwebo	Tsweletseng
<b>Molaodi wa yuniti: HRD</b>	4. Manaane a go ithuta a a letleletsweng go latela ditlhokego tsa SETA	Tsweletseng
<b>Molaodi wa yuniti: HRD</b>	5. Baneelathuto ba ba tshwanelegang go neelana ka katiso e e boleng	Tsweletseng
<b>Molaodi wa yuniti: HRD</b>	6. Ditheo tsa go ithuta di tshwanetse go amogelesega	Tsweletseng
<b>Molaodi wa yuniti: HRD</b>	7. IDP di gona go thusa barutwana, mme barutwana ba lemositswe ditselana tsa boiphediso tsa makala a a maleba	Tsweletseng
<b>Molaodi wa yuniti: HRD</b>	8. Go netefaditswe bagakolodi go barutwana	Tsweletseng

Papetla 15: Maitlhomo a Boithutelotirong jwa Moepo ka fa gare (18.1)

Maitlhomo a ngwaga le ngwaga	Boleele jwa Lenaane (sk. 3 dingwaga, jj)	2017	2018	2019	2020	2021	Gotlhe (2017 – 2021)
		Maitlhomo	Maitlhomo	Maitlhomo	Maitlhomo	Maitlhomo	
<b>Morutwana wa moepo: Sethifikeiti sa Bosetshaba a go Thuba Maje</b>	<b>2 Dingwaga</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>95</b>
<b>Boleele jwa Lenaane (sk. 3 dingwaga,jj)</b>	<b>3 Dingwaga</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>32</b>
<b>Gotlhe</b>		<b>19</b>	<b>24</b>	<b>28</b>	<b>28</b>	<b>28</b>	<b>127</b>

Papetla 16: Maitlhomo a Boithutelotirong jwa Moepo kwa ntle (18.2)

Maitlhomo a ngwaga le ngwaga	Boleele jwa Lenaane (sk. 3dingwaga,jj.)	2017 Maitlhomo	2018 Maitlhomo	2019 Maitlhomo	2020 Maitlhomo	2021 Maitlhomo	Gotlhe (2017 – 2021)
<b>Morutwana wa moepo: Sethifikeiti sa Bosetshaba a go Thuba Maje</b>	<b>2 Dingwaga</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>20</b>
<b>Morutwana wa modiri Molaolatiro ya Tlhagiso</b>	<b>3 Dingwaga</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>8</b>
<b>Gotlhe</b>		<b>3</b>	<b>4</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>28</b>

Papetla 17: Maitlhomo a Boithutelotirong jwa Boenjenere ka fa gare (18.1)

Maitlhomo a ngwaga le ngwaga	Boleele jwa Lenaane	2017	2018	2019	2020	2021	Gotlhe (2017 go 2021)
		Maitlhomo	Maitlhomo	Maitlhomo	Maitlhomo	Maitlhomo	
<b>Makheneke - Motlakase L2</b>	<b>2 Dingwaga</b>	17					75
<b>Fitara L3</b>	<b>3 Dingwaga</b>						
<b>Polata L3</b>	<b>3 Dingwaga</b>		16	15	14	13	
<b>Go thuba maje L3</b>	<b>3 Dingwaga</b>						
<b>Motlakase L4</b>	<b>3 Dingwaga</b>						
<b>Makheneke wa Didiriswa L4</b>	<b>3 Dingwaga</b>						
<b>Gotlhe</b>		<b>17</b>	<b>16</b>	<b>15</b>	<b>14</b>	<b>13</b>	<b>75</b>

Papetla 18: Maitlhomo a Boithutelotirong jwa Boenjenere kwa ntle (18.2)

Maitlhomo a ngwaga le ngwaga	Boleele jwa Lenaane	2017	2018	2019	2020	2021	Gotlhe (2017 go 2021)
		Maitlhomo	Maitlhomo	Maitlhomo	Maitlhomo	Maitlhomo	
<b>Fitara L3</b>	<b>3 Dingwaga</b>	10					40
<b>Polata L3</b>	<b>3 Dingwaga</b>						
<b>Go thuba maje L3</b>	<b>3 Dingwaga</b>		9	8	7	6	
<b>Motlakase L4</b>	<b>3 Dingwaga</b>						
<b>Makheneke wa Didiriswa L4</b>	<b>3 Dingwaga</b>						
<b>Gotlhe</b>		<b>10</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>40</b>

**Papetla 19: Tekanyetsokabo ya Boithutelotirong**

Tekanyetsokabo ya Ngwaga le Ngwaga	2017	2018	2019	2020	2021	Botlhe
Boithutelotirong jwa Boenjenere	12 842 841	13 341 982	14 393 618	14 962 363	14 876 796	70 417 600
Boithutelotirong jwa Meepo	23 736 114	31 508 136	24 997 165	22 170 644	27 917 982	130 330 041
Gotlhe (R)	36 578 955	58 192 100	39 390 783	37 133 007	42 794 778	200 747 641

**2.10 Manaane a Bokgoni jwa Motheo wa Kgwebo**

Manaane a dikgono tsa kgwebo tsa motheo a tsenyeletsa ditlhokego tsotlhe tsa malao jaaka di kailwe mo diporofaeleng tsa bokgoni jwa khampani, manaane a bosetshaba a dikgono tse di kwadisitsweng le molao o o maleba wa meepo. Manaane a ditsereganyo tse di lebisitsweng go bokgoni jwa setegeniki a ikaeletse go:

- Neela badiri kitso e e batlegang le dikgono tse di tlhokegang go dira ka nonofo le ka mokgwa o o bolokesegileng; le
- Neelana ka tlhabololo ya bokgoni go tswelela boiphediso.

<b>Maitlamo</b>	Katiso ya Dikgono tsa kgwebo tsa Motheo di neela go netefatsa gore modiri mongwe le mongwe o fitlhelela ditlhokego tsa semolao tsa maemo a tiro a gagwe. Ditsereganyo di kgotsofatsa bonnye jwa ditlhokego le maitemogelo a maemo a tiro go latela tlhoko ya kgwebo..
<b>Dikaedi</b>	<p>Tiro ya katiso ya dikgono tsa motheo go badiri ke go netefatsa gore motho mongwe le mongwe o kgona go dira ka botla mo maemo a tiro a gagwe. Seno se tla netefadiwa ka ditsereganyo tse di latelang:</p> <ul style="list-style-type: none"> <li>• Katiso ya Dikgono tsa Setegeniki</li> <li>• Katiso ya semolao (pateletso) e e netefatsang gore lefelo la tiro le obamela ditlhokego tsotlhe tsa semolao;</li> <li>• Katiso ya Boeteledipele le Bolaolatiro</li> <li>• Ditsereganyo go bontsha setlhophha</li> </ul> <p>Akatemti ya Sibanye-Stillwater mmogo le Khampase ya SSA ya tiragatso e tla dirisiwa go neelana ka ditsereganyo tsotlhe tsa HRD.</p>

## 2.10.1 Togamaano ya go Tsenya Tirisong Motheo wa Kgolo ya Kgwebo

Maemo a Tiro a a Ikarabelang	Leano la Togamaano	Nako e e beilweng
DiHOD	1. Badiri ba tla tswelela go tlhatlhobiwa kgatlanong le ditlhokego tsa tiro	Tsweletseng
Molaodi wa yuniti: HRD	2. Neelana ka lenaane la go ithuta le le letleletsweng	Tsweletseng
Molaodi wa yuniti: HRD	3. Baneelathuto ba ba tshwanelegang go neelana ka katiso e e boleng	Tsweletseng
Molaodi wa yuniti: HRD	4. Ditheo tsa go ithuta di tshwanetse nna tsa maemo a a amogelesegang	Tsweletseng

Papetla 20: Maithlomo a Katiso ya Motheo ya Kgwebo

Lephata la Kgwebo ya Motheo	2017	2018	2019	2020	2021
	Ikwadiso e e lebeletsweng				
Lenaane la dikgonon tsa Moepo: Bokgoni A	190	190	190	190	190
Lenaane la dikgonon tsa Moepo: Bokgoni B	667	600	600	600	600
Lenaane la dikgonon tsa Moepo: Mothusi Wa Go Thuntsha	554	554	554	554	554
Kemedi ya Katiso ya Itshireletso	281	281	281	281	281
Mophunyi wa Majwe wa moepo	154	154	154	154	154
Molaodi wa didiriswa o o nang le laesense wa Moepo (tsenyelets a e laisang, Megala le diriki)	428	428	428	428	428
Dikgonon tsa Moepo tse di Kgethegileng (E)	70	70	70	70	70

Lephata la Kgwebo ya Motheo	2017	2018	2019	2020	2021
	Ikwadiso e e lebeletsweng				
tsenyeletska kago, tshilo le go bofa, Matla a metsi le tlhokomelo ya go laisa)					
Katiso ya setegeniki ya Itekanelo le Polokego	10	10	10	10	10
Katiso ya setegeniki ya Taolo ya Matlotla	554	554	554	554	554
Moepo: Katiso ya Sethifikeiti ya Mookamed wa katiso	5	5	5	5	5
Moepo: Katiso ya Sethifikeiti ya Balaodi	1	0	1	0	1
Katiso ya Bolaolatiro le Boeteledipele	135	135	135	135	135
Katiso ya Thuto ya Tshoganyetso	3 033	3 033	3 033	3 033	3 033
Gotlhe	6 149	6 015	6 015	6 015	6 015

Ka kaelo go katiso e e neetsweng mo papetleng e e fa godimo, tse di latelang:

- Katiso ya Ikgakololo le katiso ya Go kgontsha setlhophha di dirwa mo dishafoteng;
- Badiri ba bašwa le ba dikonteraka ba tsenela katiso tshimololo; le
- Sethifikheit sa Katiso ya Thuso ya Tshoganyetso se se mo molaong dingwaga di le 3. Se se kaya gore badiri ba tla tlhoka katiso gangwe mo dingwageng di le 3.

#### Papetla 21: Tekanyetsokabo ya Katiso ya motheo ya Kgwebo

Tekanyetsokabo ya ngwaga le ngwaga	2017	2018	2019	2020	2021	Gotlhe
Gotlhe (R)	R13 217 765	R14 010 830	R14 851 480	R15 742 569	R16 687 123	R74 509 767

## 2.11 Manaane a Bokgoni jwa Gotlhe

Sibanye-Stillwater, e dirisana le Baneelatirelo ba ba letleletsweng, e neelana ka manaane a dikgono a a tlhametsweng sentlentle, dikgono tsa gotlhe. Manaane a a letleletsweng a tla kgontsha badiri ba ba tswang kgotsa ba le mo tirong go tsenyeletsa le maloko a baagi go nna le bokgoni jwa boitshimololelo kgwebo go ikemela kgotsa go batlana le ditshono tse dingwe tsa boiphediso mo maphateng a meepo kgotsa a mangwe fela mo ikonoming ya Aforika Borwa.

Gore ba lemogile go SETA, tlhokego go tsena go katiso ya dikgono tsa gotlhe ke AET 3 (Senyesimane –go bua, go kwala le Puisokwalo ya Dipalo jaaka go tlhokega go maemo a yuniti). Batsenya dikopo ba ba tlhophilweng kwa matsenong a a kwa tlase ba tla bona fela Sethifikheit sa SSA sa tlwaelo. Manaane a a neelwang go badiri a tsenyeletsa:

<b>Maitlamo</b>	Kloof Operation e ikaeletse go neelana ka ditshono tsa go ithuta, jalo e oketsa kgonagalo ya go ithekisa kgotsa badiri le maloko a baagi ba selegae go thapiwa mo mmaketeng wa bothhe fa go diragala gore go nne le go fokodiwa le/kgotsa moepo o ka tswalwa.
<b>Dikaelo</b>	<p>Kloof e neela badiri ba yona katiso go Dikgono tsa Gotlhe. Ditirelo tseno di atoloseditswe go maloko a baagi mo tikologong. Tsepo ya dikgono tse ke go fitlhelela maikarabelo mangwe kgotsa otlhe a ditlhokego tse di latelang:</p> <ul style="list-style-type: none"> <li>• Natlafatsa bokgoni jwa badiri jo bo tla isang go kgonagalo go bona tiro e nngwe;</li> <li>• Tshegetsa ditirwana go tlhotlha letseno morago ga “Tshekotshelo ya Moepo”, le</li> <li>• Neelana ka dikgono tse di ka dirisiwang e seng fela mo lephateng le le rulagantsweng le mo lephateng le le sa rulaganngwang.</li> </ul>

### 2.11.1 Togamaano ya go Tsenya Tirisong Bokgoni jwa Gotlhe

<b>Maemo a Tiro a a Ikarabelang</b>	<b>Leano la Togamaano</b>	<b>Nako e e belweng</b>
<b>Molaodi wa yuniti: Botsayakarolo jwa Baagi le Tlhabololo</b>	1. Phasalatso ya ditshono tsa bokgoni jwa gotlhe kwa ntle ka dikhansele tsa dimmasepala le bolaodi jo bongwe jo bo maleba go ngoka batsenya dikopo go tswa kwa baaging ba selegae.	Tsweletseng

Molaodi wa yuniti: HRD	2. Phasalatso ya ditshono tsa bokgoni jwa gotlhe go badiri ba ka fa gare	Tsweletseng
Molaodi wa yuniti: HRD	3. Manaane a go ithuta a a letleletsweng go latela ditlhokego tsa SETA	Tsweletseng
Molaodi wa yuniti: HRD	4. Baneelathuto ba ba tshwanelegang go neelana ka katiso e e boleng	Tsweletseng
Molaodi wa yuniti: HRD	5. Ditheo tsa go ithuta di tshwanetse nna le maemo a a amogelesegang	Tsweletseng

Papetla 22: Maithlomo a go Katisa Badiri ba Bokgoni jwa Gotlhe (18.1)

Mefuta ya Katiso ya Bokgoni jwa Gotlhe	2017	2018	2019	2020	2021	Ikwadiso Yotlhe e e lebeletsweng ya 2017 go ya go 2021
	Ikwadiso e e lebeletsweng					
Bokgoni jwa Gotlhe	35	35	35	35	35	175
Gotlhe	35	35	35	35	35	175
Tekanyetsokabo (R)	58 440	61 946	65 663	69 603	73 779	329 432

Papetla 23: Maithlomo a go Katisa Baagi ba Bokgoni jwa Gotlhe (18.2)

Mefuta ya Katiso ya Bokgoni jwa Gotlhe	2017	2018	2019	2020	2021	Ikwadiso Yotlhe e e lebeletsweng ya 2017 go ya go 2021
	Ikwadiso e e lebeletsweng					
Bokgoni jwa Gotlhe	70	35	35	35	35	210
Tekanyetsokabo:	R225 360	R119 441	R126 607	R134 204	R142 256	R747 868

Papetla 24: Maithlomo a Baagi ba Baithuti Katiso (18.2)

Baagi ba Baithuti Katiso	2017	2018	2019	2020	2021	Ikwadiso Yotlhe e e lebeletsweng ya 2017 go ya go 2021
	Ikwadiso e e lebeletsweng					

<b>Baagi ba Baithuti Katiso</b>	<b>45</b>	<b>45</b>	<b>90</b>	<b>90</b>	<b>90</b>	<b>360</b>
Tekanyetsokabo:	R228 960,00	R228 960,00	R485 395,20	R514 518,91	R545 390,05	R2 003 224,16

## 2.12 Diphatlhatiro tse go leng Thata go di Tswala

<b>Maitlamo</b>	Kloof e tla semelela go bona batsnya dikopo tsa ka fa gare ba ba maleba go tswala diphatlhatiro tse di leng thata go tswalwa go latela tlhoko ya kgwebo.
<b>Dikaelo</b>	<p>Diphatlhatiro tse di leng thata go tswalwa tse di supilweng ke ditlhoko tsa kgwebo di tla latelelwa mo ditsereganong tse di farologaneng tsa tlhabololo ya Metswedithuso ya Badiri.</p> <p>Motsnya kopo wa phatlhatiro e e leng thata go tswalwa e e tlhagelelang o tshwanetse go batliwa le go tsenngwa mo pakeng ya dikgwedi di le 3. Fa go ka tsewa lebaka go feta fa, go tla tlhola ditlamorago tse di sa jeseng monate mo kgwebong.</p> <p>Ga go baakanyetswa le go tlhatlhoba motsnya kopo wa phatlhatiro wa ka fa gare ga go tshwanela go tsaya malatsi a a latelanang a feta 180, ntle fela le fa go na le tumalano.</p>

### 2.12.1 Togamaano ya go Mekamekana le Diphatlhatiro tse di leng Thata go Tladiwa

<b>Maikarabelo a Maemo a Tiro</b>	<b>Leano la togamaano</b>	<b>Nako e e beilweng</b>
<b>Molaodi wa yuniti: HRD</b>	<ol style="list-style-type: none"> <li>Lenaneo la diphatlhatiro tse di tlhogegang mme go le thata go di tswala mo maemong a Molaolatiro/bolaodi magareng</li> <li>Neelana ka lenaneo la badiri ba ba tswereng nakwana/tlhatloseditswe mo phatlheng e e leng gona</li> <li>Neelana ka manaane a katiso a a maleba, go tsenyeletsa le bogakolodi</li> <li>Bona dilDP</li> <li>Netefatsa bogakolodi</li> </ol>	Tswelelang

Papetla e e fa tlase e tlhagisa diphatlhatiro tse Sibanye-Stillwater e paletsweng e go di tswala mo dikgweding di le somepedi (12).

**Papetla 25: Diphatlhatiro tse Di thata go Tladiwa**

Setlhophapha sa tiro	Maemo a tiro	Maemo	Kereiti ya ga Patterson	Lebaka go palelwakago tswala phatlhatiro	Tiro go Tswala Phatlhatiro	Leano la Thapo
Balaodi	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Molaodi wa Yuniti Moepo (2.6.1)	DU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
Balaodi	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Molaodi wa Yuniti Boenjenere (GCC)	DU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
Balaodi	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Molaodi wa Yuniti Boenjenere (Selegae)	DU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
Balaodi	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Molaodi wa Yuniti Boenjenere jwa Matlapa	DU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
Balaodi	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Molaodi wa Yuniti wa Boenjenere jwa Tikologo	DU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
Balaodi	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Molaodi wa Yuniti Bathudi	DU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo

						dikgwedi le 3 e le gona
<b>Balaodi</b>	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Moenjenere wa Mojeotegeniki wa Pheleletso	DU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Balaodi</b>	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Mosuporethendente wa Boenjenere jwa Tikologo	DL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Balaodi</b>	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Mosuporethendente Tlholtlhomiso	DL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Balaodi</b>	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Mosuporethendente tsamaiso	DL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Balaodi</b>	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Mosuporethendente wa Didiriswa	DL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Balaodi</b>	Baitseanape ba tshwanelego ya porofešenale le maitemogelo mo bolaodi jwa magareng	Mosuporethendente wa Moenjenere jwa Matlapa	DL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona

<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro wa Ditiro	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro wa Babetli (Foromane)	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro wa Boenjenere jwa Motlakase, Metšini le Mmetli wa diboilara	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro wa Boenjenere jwa Dishafote	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro wa Setegeniki	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona

<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro wa Boenjenere jwa Tikologo	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Modiredi mogolwane wa Kereiting	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Motlhatlhobi mogolwane	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Modiri wa setegeniki bagolo ba Didiriswa tsa Diminerale	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Malaolatiro ya Taolo ya Strata	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona

<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro ETD (Mosaekometeri)	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro ETD Motlakase	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro ETD wa Bothudi	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro ETD Fitara	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro ETD Metšheni	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona

<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro ETD Bothudi	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro ETD Weletara/Polata	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Bathudi ba didiriswa tsa dimineral	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Mothusa modiredi ETD (Dishafote)	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Badiredi</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Molaolatiro Madi/Tshenyegelo	CU	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona

<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Athisene ya boenjenere ba tshilo mo mpeng ya lefatshe	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Athisene ya boenjenere Diwindara tsa Motlakase/Setegeniki)	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Athisene ya boenjenere difitara (Pombo)	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Athisene ya boenjenere ba motlakase (Windara)	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Athisene ya boenjenere ja polata (Babetli ba shafote)	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona

<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Athisene ya boenjenere jwa go ala polata	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Athisene ya boenjenere jwa go laiso le go laisololo	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Badiri ka Metšini ya meepo: Bathudi	CU/CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Balaodi ba Metšini ya meepo: tiragatso	CU/CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Badiri ka Metšini ya meepo: go epa	CL	Tlhaelo ya Dikgono le Dithifikheiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona

<b>Athisene mo moepong</b>	Badiri ba bokgoni jwa setegeniki mme ba na le ditshwanelego tsa thuto, balaodi jwa tshimololo, malaolatiro, foromane, le disuperithendente	Badiri ka Metšhini ya meepo: Tlhabololo	CL	Tlhaelo ya Dikgono le Dithifikhеiti	Phasalatsa Sekerina Lenaneokhutswafatso Dipotsolotso Thapa	Phatlhatiro e tshwanetse go nna le mothapiwa mo dikgwedi le 3 e le gona
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Kwa tshimologong ya 2016, Boto ya SSA e ne ya neela setlhophpha sa Metswedithuso ya Letlole tiro ya go tlhabolola leano la tlhabololo go tsenyonorisong le tatelano, ka maikaelelo magolo ao a neng a supilwe ke ditlhokego tsa talente le tsenya tirisong ditogamaano go ngoka le go tlhabolola botsamaiso jo bo tshwanelegang go tswala **diphatlhatiro tsa botlhokwa** jalo go kgontsha Sibanye-Stillwater go diragatsa togamaano ya yona. Seno se tsenyeletsa gape le **go tlhama maano go netefatsa gore talente e a kakatlewa** le go golagana, jalo go laola phuduso ya kitso go tloga go motshola kitso wa ga jaana go ya go batlhatlhomi.

Fa go kopanngwa leano, go ne go g le botlhokwa go tlhaloganya dikarolo tse di botlhokwa le bokgoni jo bo tlhokegang, go tlhatlhoba bokgoni jo bo leng gona jwa badiri ba ka fa gare go bona gore a ba tla kgona go tlhagisiwa go le go tlhabololwa, jalo gore re kgone go itsise ditserganyo tse di maleba.. leano le tla dirisiwa ka paka khutshwane (dikgwedi tse tharo go ya go di le thataro) jaaka leano go phosolola le go busetsa le leano la tshoganyetso.

Leano le le feletseng le tla digelwa le go tsenngwa tirisong ka dikgato di le tharo mo botsamaising godimo, botsamaisi bogolo le boemo jwa botsamaisi. Fa 2016 e fela, dikarolo tse di botlhokwa tse di supilweng le bokgoni jo bo tlhokegang mo maemong a tiro ya botsamaising godimo di tla feleletswa le go tsenngwa go Letlhomeso la Tlhabololo ya Boeteledipele ba Sibanye-Stillwater. Ditlhathlubo go bona bokgoni, ipaakanyo le tlhabololo di n ba digelwa mo bolaoding jotlhe tsa kwa godimo le jo bogolo. Tsamaiso ya maphata a bolaodi go badiri botlhе le simolotse mme e tsweletse pele go digelwa kwa bokhutlong jwa 2017. Leano la tshimololo ya tlhatlhamanoo ya bolaodi le ne la tlhamiwa le go tlhagisiwa go Mookamedi mogolo le Botho go atlanegisiwa. Leano la tshimololo ya tlhatlhamanoo le tsenyeletsa motswedi wa batsenya dikopo ba ba tswang kwa ntle mme ba na le bokgoni jo bo tlhokegang. Leano le tla tlhabololwa ka nako e e tswelelang.

Go botlhokwa gore tlhabololo ya bolaodi le tsamaiso ya tlhatlhamanoo **e tlhame motheo wa Letlhomeso la Bolaodi jwa Kgokaganyo ya Talente**. Ditsamaiso tsotlhe, go tsenyeletsa Letlhomeso la tlhabololo ya Boeteledipele le Bokgoni, leano la togamaano ya lefelo la tiro, maano a katiso le phetolo, thulaganyo ya tlhatlhamanoo, magareng ga tse dingwe, a nyalanngwe le tsamaiso eno. Ka kakanyo, go simolola ka 2017, tebo sešwa ya talente e ya dirwa gabedi ka ngwaga.

Go raya gore togamaano e tla samagana le diphatlhatiro tse go leng thata go di tswala, e golagantswe le maano a a mo dikarolong tse di fa tlase.

## 2.13 Leano la Tsweletso Boiphediso

<b>Maitlamo</b>	Kloof Operation e ikaeleta go badiri tshono go godisa kitso le bokgoni, go tsenyeletsa le tshono ya go tswelela mo tselaneng ya boiphediso e e nyalantsweng le ditlhoko tsa kgwebo tse di malebana le sete ya dikgono tsa mongwe le mongwe mmogo le maikaelelo a sebele. Sibanye-Stillwater e itseetse mokgwa o o kopanetsweng wa go go tlhabolola bokgoni le go ithuta, sentinel, o neelana ka tshono go badiri ba ba nang le bokgoni go tsena mo tseleng ya boiphediso e e rulagantsweng mo tirong e modiri a e itlhophetseng.
<b>Dikaelo</b>	Ditselana tsa Boiphediso di bontsha gore batho ba ka itokafatsa go tswa mo maemong a tiro mangwe go ya go a mangwe ka ditlhophpha tsa boiphediso ka tlhabololo ya dikgono le bokgoni. Tselana ya Boiphediso e tlhagisa ditlhokego tsa maemo a tiro mangwe le bonnye katiso/maitemogelo a a tlhokegang; ka jalo e neelana ka letlhomeso la thulaganyo ya itlhabololo.

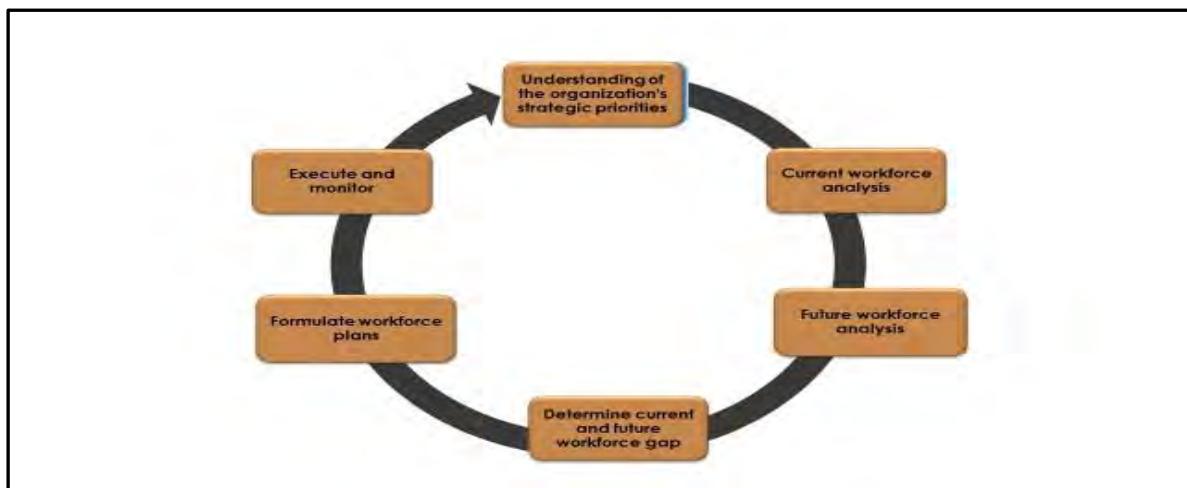
### 2.13.1 Togamaano ya go Mekamekana le Leano la Tsweletso ya Boiphediso

<b>Maemo a tiro a a ikarabelang</b>	<b>Leano la Togamaano</b>	<b>Nako e e beilweng</b>
<b>HOD, Bolaodi jwa Talente</b>	1. Batlhatlhami ba tlhophiwa go dirisiwa mokgwa wa go tlhophpha; wa Lephata B go ya godimo, ditshwanelego, Tiragatso, sebaka mo maemong a ga jaana, maitemogelo le tshiamelo go ya kwa maemong a a latelang, go le maphata a B go ya tlase, mokgwa ke go tla tirong, rekoto ya tshireletso le ditshwanelego. Batlhatlhami ba tla netefadiwa ke dikhansele tsa Lekala la Talente. Motswedi wa tlhatlhamano o tla lebelelw gape gabedi ka ngwaga.	Tsweletseng
<b>Bolaodi jwa Talente, Komiti ya Khansele ya Talente</b>	2. Tlhabololo ya tlhatlhamano e tla ela tlhoko ke khansele ya talente ka kotara.	Tsweletseng
<b>Balaodi ba HR</b>	3. Motswedi wa tiragatso wa talente o tla tlhagisiwa kwa kopanong ya EE e nngwe le e nngwe	Tsweletseng
<b>Balaodi ba HR, diHOD</b>	4. Ga phatlhatiro e nna gona motswedi o o maleba wa talente o tla lebelelw pele go batlana le motho yo o maleba. Fela fa go sena batho ba ba maleba mo motsweding, go tla lebelelw go batlana le badiri go tswa kwa ntle.	Tsweletseng

Tsamaiso ya Bolaodi jo bo gokaganeng jwa Talente e botlhokwa go tshegetsa ditshono tsa tsweletso ya boiphediso. Tsamaiso ya Bolaodi jwa Talente e simolola ka Leano la Togamaano la Badiri. Leano la

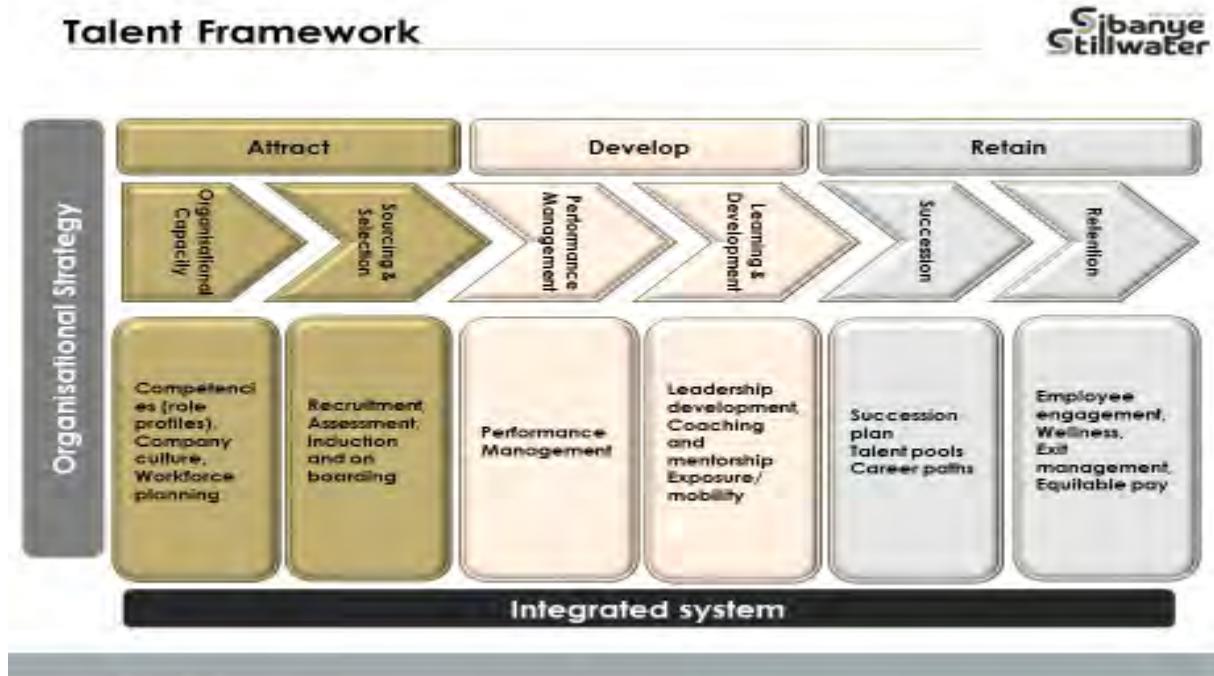
Togamaano la Badiri ke tsamaiso e e rulaganeng ya ponelopele ya bokamoso jwa badiri ba setheo le go swetsa mekgwa e e nonofileng go feta ya go tswala diphatlha jalo go fitlhelela dithoko tsa lefelo tiro re tsayatsia Tekatekano ya Thapo, Basadi kwa Meepong, porofaele ya dipholo le tlhagiso.

Nomorotshwantsho e e fa tlase e tlhagisa Tsamaiso ya Botsamaisi jo bo gokaganeng jwa Talente



**Nomorotshwantsho 5: Sebopego sa Botsamaisi jo bo Gokaganeng jwa Talente**

Nomorotshwantsho e e fa tlase e tlhagisa Mmotlele wa Botsamaisi jo bo gokaganeng jwa Talente. Mmotlele wa Botsamaisi jo bo gokaganeng jwa Talente o na dipilara di le tharo, **Ngoka, Tlhabololo le Kakatelo**, e e tlhamang karolo ya tshekotshelo ya modiri.



**Nomorotshwantsho 6: Letlhomeso la Botsamaisi jo bo Gokaganeng jwa Talente**

**Papetla 26: Maithlomo a Maano a Tsweletso Boiphediso**

Ditlhop ha tsa Paterson	Diphatlhatiro tsa Ga jaana	Tsereganyo ya Katiso	Ditshwanele go	Badiri ba ba supilweng le dilDP tse di netefaditsweng	2017	2018	2019	2020	2021	Tshono e e kgonagalang ya Tsweletso/Kgogalano ya HRD
<b>Kelelo D</b>	Molaodi wa magareng	Jaaka e atlanegisisits we ke IDP	Jaaka go tlhokega mo tirong	10% Malaodi a magareng ba ba nang le kgonagalo mo manaaneng a tlhabololo ya Boeteledipele	2	2	2	2	2	Tlhapo mo phatlhatriong e e bulegileng, fa e phasalatswa mme e atlegile ka tsamaiso ya go batla badiri.
<b>Kelelo C</b>	Molaolatiro/moithutelat irong	Jaaka e atlanegisisits we ke IDP	Jaaka go tlhokega mo tirong	10% Balaolatiro/baithutelat irong mo manaaneng a tlhabololo ya Boeteledipele	7	7	7	7	7	Tlhapo mo phatlhatriong e e bulegileng, fa e phasalatswa mme e atlegile ka tsamaiso ya go batla badiri..
<b>NG</b>	Moamogelabasari	Jaaka e atlanegisisits we ke IDP	Gerata e e maleba	Baamogelabasari ba ngwaga wa bofelo	3	6	10	10	10	Lenaane la tlhabololo ya Moalogi le boithutelotirong, fa e phasalatswa mme e atlegile ka tsamaiso ya go batla badiri.
<b>Kelelo B</b>	Badiri ba Cat 3-8	Jaaka e atlanegisisits we ke IDP	Jaaka go tlhokega mo tirong	Barutwana ba boithutelotirong ba ba nang le bokgoni	13	32	39	40	38	Tlhapo mo phatlhatriong e e bulegileng, fa e phasalatswa mme e atlegile ka tsamaiso ya go batla badiri.
<b>Kelelo A</b>	Badiri ba Cat 3-8	Jaaka e atlanegisisits we ke IDP	Jaaka go tlhokega mo tirong	Barutwana ba ba nang le bokgoni jwa katiso ya AET (badiri)	13	14	7	7	7	Manaane a Boithutelotirong/dikgono, fa e phasalatswa mme e atlegile ka tsamaiso ya go batla badiri.
<b>Gotthe</b>					<b>38</b>	<b>61</b>	<b>65</b>	<b>66</b>	<b>64</b>	

## 2.14 Leano la Bogakolodi

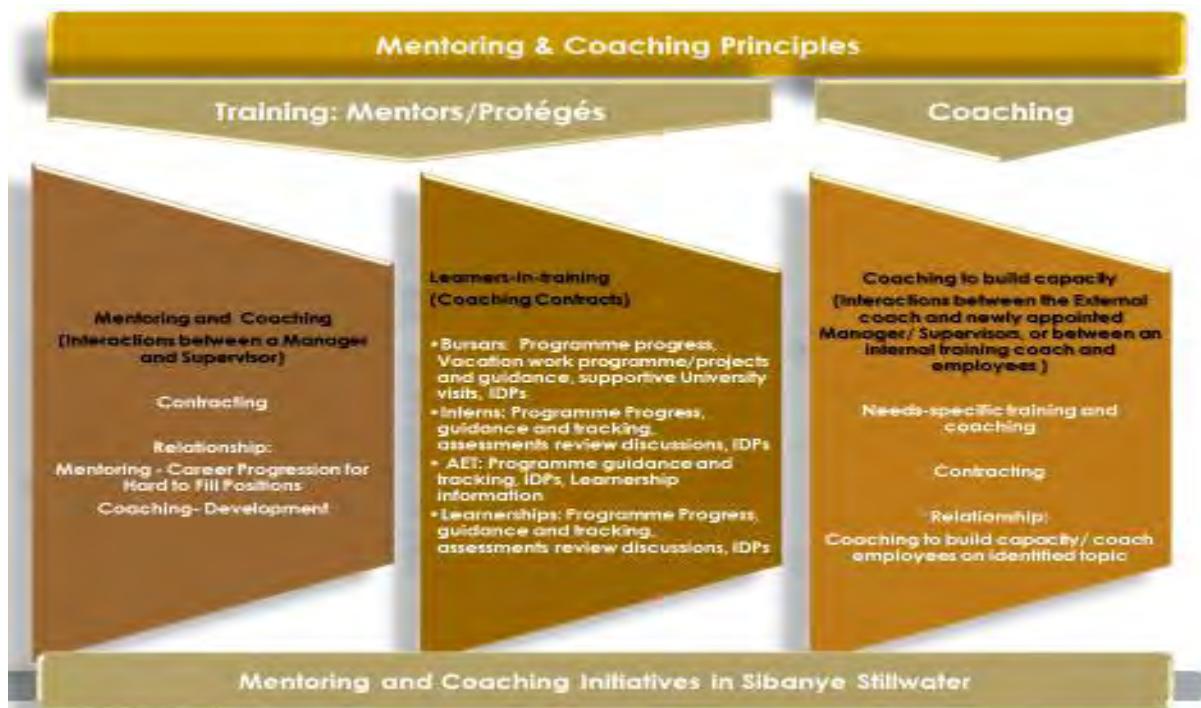
<b>Maitlamo</b>	Kloof ikaelela go tsenya semmuso lenaane la yona la bogakolodi, leo le tla tsenyeletsang ditumalano tsa bogakolodi magareng ga bagakolodi le bagakololwa go barutwana ba ba mo manaaneng a katiso/tlhabololo.
<b>Dikaelo</b>	<p>Leano la Bogakolodi le tla thamiwa go:</p> <ul style="list-style-type: none"> <li>• Supa maphata a tlhabololo a a tlhokang bogakolodi;</li> <li>• Neelana ka leano le le tletseng la bogakolodi ka tumalano ya go gakolola;</li> <li>• Tlhagisa palo ya bagakolodi le bagakololwa ka maitlhomo le nako e e beilweng;</li> <li>• Lekola go tsenngwa tirisong ga lenaane.</li> </ul>

### 2.14.1 Togamaano go Tsenya Tirisong Leano la Bogakolodi

<b>Maemo a Tiro a a Ikarabelang</b>	<b>Leano la Togamaano</b>	<b>Nako e e Beilweng</b>
<b>Molaodi wa Yuniti: HRD</b>	1. Leba gape leano la bogakolodi	Tsweletseng
<b>Balaodi ba Makala Molaodi wa Yuniti: HRD</b>	2. Supa motswedi wa bagakolodi go thusa bagakololwa (badiri ba ba katisong/Balaolatiro le Balaodi ba magareng ba ba nang le bokgoni)	Tsweletseng
<b>Balaodi ba Makala Molaodi wa Yuniti: HRD</b>	3. Neelana ka bogakalodi le katiso ya mogakololwa go aga bokgoni fa go tlhogegang	Tsweletseng
<b>Balaodi ba Makala Molaodi wa Yuniti: HRD</b>	4. Go tsena mo konterakeng ka ditumalano tsa bogakalodi tse di tsamaisanang le paka ya lenaane la boithutelotirong/go ithuta	Tsweletseng
<b>Molaodi wa Yuniti: HRD</b>	5. Lekola go tsenngwa tirisong le go netefatsa bogakolodi malebana le: <ul style="list-style-type: none"> <li>• Dintlha tsa sebele go tsenyeletsa mmala, bong, maemo a tiro a ga jaana le kelelo go tsenyeletsa le ditshono tsa isago</li> <li>• Dintlha tsa sebele tsa mogakolodi le maemo a tiro</li> </ul>	Tsweletseng

Go tlaleletsa togamaano e e fa godimo, nomorotshwantsho e e fa tlase e tlhalosa melawana ya mokgwa wa rona go Bogakolodi le Bokatisi. Bogakolodi, ka bophara bo kaya botsalano jo bo kgontshang motho ka mongwe go aga le go bona kitso le maitemogelo a tiro le botshelo ka tsela e sa rulaganngwang kgotsa ka lenaane le le sa rulaganngwang la tlhabololo. Mogakolodi yo o nang le bokgoni o tla kaela mogakololwa ka katlego ka mokgwa wa dintlha-ntsi.

Bokatisi bona bo ikaegile ka tlhamalalo go tiragatso e e amanang le tiro. Balaolatiro ba ba nonofileng le baeteledipele ba ba dirang jaaka bakatisi ba tshwanetse go neelana ka ditaelo tse di tlhokegang, kgakololo le thotloetso go thusa modiri-potlana go tokafatsa tiragatso ya gagwe mo tirong ya ga jaana. Bokatisi bo ikaelela go fetolela teori ya tiragatso go tiragatso ya sebele.



#### Nomorotshwantsho 7: Melawana ya Bogakolodi le Bokatisi

**Papetla 27: Maitlomo a Leano la Bogakolodi**

Leano la Kgakololo	2017	2018	2019	2020	2021
<b>Boithutelotirong</b>	<b>88</b>	<b>101</b>	<b>95</b>	<b>90</b>	<b>84</b>
<b>Dibasari</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>
<b>Boithutelotirong</b>	<b>19</b>	<b>17</b>	<b>15</b>	<b>11</b>	<b>11</b>
<b>AET ya nako e e feletseng</b>	<b>154</b>	<b>154</b>	<b>154</b>	<b>154</b>	<b>154</b>
<b>Morutwana wa kemo A</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>
<b>Gotlhe:</b>	<b>295</b>	<b>307</b>	<b>299</b>	<b>290</b>	<b>284</b>
<b>Katiso</b>					
<b>Motswedzi wa Bagakolodi ba ba tla katisiwang:</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>
<b>Bagakololwa ba ba tla katisiwang:</b>	<b>295</b>	<b>307</b>	<b>299</b>	<b>290</b>	<b>284</b>
<b>Gotlhe:</b>	<b>315</b>	<b>327</b>	<b>319</b>	<b>310</b>	<b>304</b>
<b>Tekanyetsokabo</b>	<b>R234 000</b>	<b>R248 040</b>	<b>R262 922</b>	<b>R278 698</b>	<b>R295 420</b>

Ka kaelo ya papetla e e fa godimo, barutwana ba ba ikwadiseditseng manaane a katiso le tlhabololo a a farologaneng ba tla tsena mo botsalanong ba bogakolodi/go rutiwa tiro go tsweletsa dikaedi le tlhabololo ya boiphediso. Gore botsalano bono bo tswelele, motswedzi wa bagakolodi le barutwana bona bao, ba tla tsenelang katiso ya mogakolodi/mogakololwa go kgona go diragatsa le go tlhaloganya karolo ya gago go botsalano le tsamaiso

## 2.15 Boithutelotirong

<b>Maitlamo</b>	Kloof Operation e ikaelela go neelana ka ditshono go tlhagisa baalogi mo go ithuteng ka go diragatsa kgotsa ka go lekelela le didipolomate tse di tlhogegang go ya ka ditlhoko tsa kgwebo.
<b>Dikaelo</b>	Ditshono go tlhagisiwa mo go ithuteng tiro ka tiragatso kgotsa ka go lekelela di tla neelwa go batho ba ka fa gare le ba kwa ntle mmogo go digela dithuto tsa bona tsa thuto e kgolwane.  Maitlamo go Baagi a tsenyeletsa le baagi ba Selegae le Ba ba romelang Badiri mmogo.  Gona le kgwetlho e e malebana tse pegelo e e nepagetseng ya kgaoganyo ya baagi ba selegae/le ba ba romelang badiri ka ntlha ya fa barutwana ba sa bege lefelo lotso mo ikwadisong..

## 2.15.1 Togamaano go Tsenya Tirisong Ithutelotirong

Maemo a Tiro a a ikarabelang	Leano la Togamaano	Nako e e Beilweng
Molaodi wa Yuniti: HRD	1. Neelana ka Lenaane la Tlhabololo ya Kalogo	Tsweletseng
Molaodi wa Yuniti: HRD	2. Neelana ka tsamaiso ya go ruta tiro le bogakolodi	Tsweletseng
Molaodi wa Yuniti: HRD	3. Badiri ba tshwanetse go tlhatlhojwa go go tsweletseng go bona dipholo tsa lenaane	Tsweletseng
Molaodi wa Yuniti: HRD	4. IDP di gona go thusa barutwana mme barutwana ba lemositswe ditselana tsa boiphediso	Tsweletseng
Molaodi wa Yuniti: HRD	5. Motswedi wa bagakolodi go netefaleditswe baithetelatirong	Tsweletseng
Molaodi wa Yuniti: HRD	6. Neelana ka Lenaane la Tlhabololo ya Kalogo	Tsweletseng
Molaodi wa Yuniti: HRD	7. Neelana ka tsamaiso ya go ruta tiro le bogakolodi	Tsweletseng
Molaodi wa Yuniti: HRD	8. Badiri ba tshwanetse go tlhatlhojwa go go tsweletseng go bona dipholo tsa lenaane	Tsweletseng
Molaodi wa Yuniti: HRD	9. IDP di gona go thusa barutwana mme barutwana ba lemositswe ditselana tsa boiphediso	Tsweletseng
Molaodi wa Yuniti: HRD	10. Motswedi wa bagakolodi go netefaleditswe baithetelatirong	Tsweletseng

Papetla 28: Maitlhomo a Boithutelotirong Ka fa Gare (go tswa go Motswedi wa Ka fa Gare wa basari) le

Tekanyetsokabo ya

Maitlhomo a ngwaga le ngwaga	2017	2018	2019	2020	2021	Gotlhe
Palo ya Baithutelotirong ba fa Gare	11	9	7	3	3	33
Tekanyetsokabo (R)	14 610 061	14 576 560	13 521 732	15 866 926	12 483 146	71 058 425

Papetla 29: Maitlhomo a Boithutelotirong Kwa ntle (MQA) le Tekanyetsokabo

Maitlhomo a ngwaga le ngwaga	2017	2018	2019	2020	2021	Gotlhe
Palo ya Baithutelotirong ba kwa ntle	8	8	8	8	8	40
Tekanyetsokabo (R)	720 000	1 526 400	2 426 976	2 572 595	2 726 950	9 972 921

Maitemogelo go tswa go sekele ya SLP e e fetileng a netefaditse gore motswedi oo go gogwang baungwelwa o na le go nna o o nonofileng mme maitlamoa boithutelotirong a a mo dipapetleng tse di fa godimo a tlhagisitswe go tsamaisana le a lefatshe (ga a ikaega ka lekala le le rileng jalo go lettelela go fetofetoga). E tla ikaega ka lebaka la gore pegelo ya kgatelopele/tsenyo tirisong e tla nna e e malebana le makala a a tshegediwang

## 2.16 Thuso ya Dithuto

<b>Maitlamo</b>	Kloof Operation e itlama go neela badiri le batho go tswa mo baagi ba selegae le mafelo magolo a a romelang badiri thuso go ithuta go latelwa pholisi ya basari, fa moamogelabasari a palelwa lantilha ke go falola serutwa/ngwaga, moamogelabasari o tla tshwanelwa ke go ituelela serutwa/ngwaga ka boene, mme emisiwa. Basari e e emisitsweng e tla balelwa kgatlhanong tse maitlhomo a a beilweng le baamogelabasari ba ba e dirisang. Fela fa moamogelabasari a falola serutwa/ngwaga ya dithuto, basari ya gago e tla simolola gape.
<b>Dikaelo</b>	Thuso ya Dithuto e tla abelwa go badiri le batho selegae le go baagi ba mafelo a a romelang badiri ka mokgwa o o latelang: <ul style="list-style-type: none"> <li>• Dibasari go badiri tsa dithuto tsa nako e e tletseng;</li> <li>• Dibasari go batho go tswa go baagi ba selegae le ba mafelo a a romelang badiri ba ba ithutang nako e e tletseng;</li> <li>• Thuso ka Madi a go thuta go badiri ba thuto tsa nako e e sa tlalang</li> </ul> Maitlamo go Baagi a tsenyeletsa le baagi ba Selegae le Ba ba romelang Badiri mmogo. Gona le kgwethlo e e malebana tse pegelo e e nepagetseng ya kgaoganyo ya baagi ba selegae/le ba ba romelang badiri ka ntlha ya fa barutwana ba sa bege lefelo lotso mo ikwadisong.
<b>JB Marks</b>	Kloof e tla tswelela go <b>tshegetsu</b> baamogelabasari ba ba duelelwang ke Sekema sa Basari sa JB Marks (maiteko a Mokgatlho wa Boseshaba Badiri ba Meepo) ba ba ithutang ka <b>mokgwa wa nako e e sa tlalang</b> , kgotsa o tsamaisana le tshwetsa ya Boto ya SSA. Dibasari tsa JB di <b>duelwa</b> le go <b>abiwa</b> ke Sekema sa Basari sa JB Marks. Kabelo ya tiro go sekema se, e lekanyeditswe go karolo ya mogolo e e amanang le baamogelabasari mo nakong ya tumalano, mme e tla begwa fela jalo. Seno e tla nna katoloso ya sekoloto sa SLP se se tshwanelwang go ya go tiro. Go tshwanetswe ga elwa tlhoko gore seno ga se tsenyeletse maitlamo mangwe a dilou tse di tshwanang le dithulaganyo, mafelobonno, dijo, jj, tseo e santseng e le boikarabelo ba Sekema sa JB Marks.

## 2.16.1 Togamaano go Tsenya Tirisong Lenaane la Basari

Maemo a Tiro a a Ikarabelang	Leano la Togamaano	Nako e e Beilweng
<b>Molaodi wa Yuniti: HRD</b>	1. Phasalatsa ditshono tsa thuso ya go ithuta go badiri ba ka fa gare	Tsweletseng
<b>Molaodi wa Yuniti: Merero ya Kgwebo</b>	2. Phasalatsa ditshono tsa go thuta kwa ntle ka tiriso ya dikuranta tsa baagi, dikhantele tsa dimmasepala le bolaodi jo bongwe jo bo maleba jalo go ngoka ba batla ditiro go tswa mo selegaeng le go baagi ba mafelo a a romelang badiri	Tsweletseng
<b>Molaodi wa Yuniti: HRD</b>	3. Batsenya dikopo ba ditshono tsa dibasari le dithuso ka go ithuta ba tla kgethiwa go latela tsamaiso ya kgetho ya khampani	Tsweletseng
<b>Molaodi wa Yuniti: HRD</b>	4. Go tshwanetse ga dirisiwa ditheo tse di letteleletsweng go latela ditlhoko tsa khampani	Tsweletseng
<b>Molaodi wa Yuniti: HRD</b>	5. IDP di gona go thusa barutwana, mme barutwana ba lemositswe ditselana tsa boiphediso tsa makala a a maleba	Tsweletseng
<b>Molaodi wa Yuniti: HRD</b>	6. Go netefaditswe bagakolodi go barutwana	Tsweletseng

Papetta 30: Maithlomo a Basari ya ka fa Gare le Tekanyetsokabo

Maithlomo a ngwaga le ngwaga	2017	2018	2019	2020	2021	Gotlhe (2017 – 2021)
	Maithlomo	Maithlomo	Maithlomo	Maithlomo	Maithlomo	
Dibasari tsa Nako e e Tletseng	10	10	10	10	10	50
Dibasari tsa Karolo ya Nako (Dithuso)	10	10	10	10	10	50
Gotlhe	20	20	20	20	20	20
Tekanyetsokabo (R)	5 260 000	6 807 000	8 522 504	9 003 854	9 514 085	39 107 444

Papetta 31: Maithlomo a Manaane a Badiri ba Barutwana ba Maemo-A

Maithlomo a ngwaga le ngwaga	2017	2018	2019	2020	2021	Gotlhe (2017 – 2021)
	Maithlomo	Maithlomo	Maithlomo	Maithlomo	Maithlomo	

<b>Morutwana wa modiri Moelelo A</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>29</b>
<b>Tekanyetsokabo (R)</b>	<b>1 908 820</b>	<b>3 278 177</b>	<b>4 804 986</b>	<b>6 503 209</b>	<b>8 387 922</b>	<b>24 883 114</b>

Lenaane la Morutwana wa modiri la Moelelo wa A le maiteko a mašwa 18.1 a a tsentseng tirisong go ngoka talente go tswa kwa baaging go tsena go diintaseteri tsa meepo mme le na le lenaane la kgokaganyo la Ditshwanelego tsa ditheo tsa Thuto Godimo le tsa Tiro.

#### Papetla 32: Maitlhomo a Basari go Baagi le le Tekanyetsokabo 5

<b>Tekanyetsokabo ya ngwaga le ngwaga</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Gotlhé (2017 – 2021)</b>
	<b>Maitlhomo</b>	<b>Maitlhomo</b>	<b>Maitlhomo</b>	<b>Maitlhomo</b>	<b>Maitlhomo</b>	
<b>Baamogelabasari</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>45</b>
<b>Tekanyetsokabo (R)</b>	<b>3 110 400</b>	<b>3 483 584</b>	<b>3 890 353</b>	<b>4 595 416</b>	<b>4 871 141</b>	<b>19 950 894</b>

Maitemogelo go tswa go sekele ya SLP e e fetileng a netefaditse gore motswedi oo go gogwang baungwelwa o na le go nna o o nonofileng mme maitlambo go thusa ka dithuto a a mo dipapetleng tse di fa godimo a tilhagisitswe go tsamaisana le a lefatshe (ga a ikaega ka lekala le le rileng jalo go letlelela go fetofetoga). E tla ikaega ka lebaka la gore pegelo ya kgatelopele/tsenyotirisong e tla nna e e malebana le makala a a tshegediwang

#### Papetla 33: Manaane a HRD – Tlamelo ya Ditšelete

<b>Ditekanyetsokabo tsa ngwaga le ngwaga</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Kabelo ya Ditšelete Yotlhé(2017 - 2021)</b>
<b>Manaane a HRD (R)</b>	<b>92 749 200</b>	<b>102 883 204</b>	<b>102 863 077</b>	<b>107 799 095</b>	<b>114 829 555</b>	<b>521 124 131</b>

<sup>5</sup> Community targets include host community as well as labour sending community commitments

### 3. Tekatekano ya Thapo

#### 3.1 Matseno

Maikaelelo a Leano la Tekatekano ya Thapo ke netefatsa gore porofaele e e maleba ya palomefutabatho e fitlheletswe ka Maaforika Borwa a a neng a ikgatholositswe mo malobeng (HDSA) ba tsaya karolo mo maemo tirong otlhe a a tsayang tshwetso le dikarolo tsa tiro ya motheo kwa Kloof Operation. Mo go lekeng go fitlhelela 40% ya HDSA mo popegong ya bolaodi le botsayakarolo jwa 10% mo tirong ya motheo ya meepo, Kloof e batla go phosolola dipharologanyo tse di gona tsa semorafe le bong. Leano le tlhagisa maitlhomo a khampani a tswelelo a ngwaga le ngwaga.

Jaaka khampani e e di gogang kwa pele mo Aforika Borwa, Sibanye-Stillwater e amogela kgwethlo go fetola bodiri le bolaodi jwa khampani. Seno se botlhokwa go netefatsa gore re iponela dikgono tsotlhе tsa setshaba sa Maaforika Borwa. maiteko otlhe a a malebana le se a nyalantswe le Leano la Bosetshaba la Tlhabololo mmogo le Maikaelelo a Lefatshe a UN a Tlhabololo e e kgonang go Tswelelapel go go latelang (i) go se nneng gona ga lehuma. (ii) phediso ya tlala, iii) thuto e e boleng, iv) tekatekano ya bong, v) tiro e e siameng le Kgolo ya Ikonomi, le vi) Go sa lekalekaneng go go fokoditsweng.

Ditogamaano tsa Tekatekano ya Thapo di nyalantswe le thulaganyo ya tlhatlhama, tlhabololo ya motswedi wa talente ya khampani, manaane a tlhabololo ya barutwana, maano a tlhabololo ya boiphediso, manaane a katiso ya dikgono tsa motheo le tse di botlhokwa tsa bogakolodi le bokatisi. Melawana e e latelang ya Sibanye-Stillwater e kaela mokgwa o o Tekatekano ya Thapo e tla tsenngwang tirisong kwa Kloof Operation, le go tswelela go obamela dipholisi tsa bona tsa Maitsholo le Ditshwanelo tsa Botho:

- Tsaya tsia go sa lekalekaneng ga maloba, di HDSA le basadi go lemogiwa ba na le dikgono mme ba neelwa ditshono tse di kgethegileng le tshegetso e e okeditsweng go lemoga bokgoni jwa bona;
- Go tswala phatlhatiro nngwe le nngwe mo khampating ka motho yo o dirang ka bottlalo. Jalo re leka go efoga go tlhola ditiro ka leina fela kgotsa tsa dikgabisi fela;
- Pharologanyo e rotloediwa mo tirong mme mofuta mongwe fela wa semorafe o ka se itshokelwe;
- Bangwe ba badiri ba ba mo maemong a bolaodi ba ka isiwa kwa maemong a mangwe ntle le go ithaopa jalo go bula phatlhatiro go tsenya diHDSA le basadi;
- Badiri bothle ba tlhabololwa go netefatsa gore ba dira ka bottlalo mo ditirong tsa bona tsa ga jaana mme, fa go kgonegang gona, go ba baakanyetsa ditshono tsa isago; le
- Ka go tsenya basadi mo ditirong, khampani e tsaya tsia matshosetsi a a kgethegileng a basadi ba ba mo dingwageng tsa pelegi, baimana le ba ba anyisang ba sa tshwanelwang go tlhagisiwa mo go ona.

Tiro nngwe le nngwe mmogo le yuniti ya tirelo ya Sibanye-Stillwater e tshwanetse go fetolela togamaano ya khampani go maano a tiro a dingwaga tse tlhano (5) ao a kgonang go tsenngwa tirisong le go ka

Iekanngwa. Kloof Operation e ikaeletse go tlhama lefelo tirong leo batho ba ba bangwe ba nang le bokgoni go ikagela boiphediso jo bo kgotsofatsang mo maemong otlhe go sa kgathalesege lemorago la bona, lotso kgotsa bong. Diltwaelo le dipholisi tsa thapo ya Kloof Operation di gatelela go neelana ka ditshono go bothhe, le go ikaeletla go supa, tlhabolola le go kgotsofatsa badiri bao ba tlhagisang nonofo ya boitlhamelo, kgwebo, boineelo le bokgoni. Gape dipholisi tsa Tekatekano ya Thapo di ikaeletla go tlhama setso se se tsenyeletsa sa setheo moo badiri ba tsewang ba le botlhokwa. Tsenyotirisong ya Tekatekano ya Thapo e okametswe ke bolaodi bogolo mme ke motheo wa togamaano ya Kloof Operation.

Fa go tlhokegang, Tekatekano ya Thapo e tla tsenngwa tirisong ka dikgolagano le mekgatlho e e emelang badiri. Tekatekano ya Thapo e bothhokwa go thusa tiragatso go tsenya badiri ba ba nang le bokgoni mo ditirong tse di nepagetseng go ikaegilwe ka maikaelelo a Kloof, jaaka go tlhokega jalo ke kgwebo. O na ke a:

- Kloof Operation e ikaeletse go tlhabolola badiri ba yona go fitlhelela bokgoni jo bo kwa godimo, bo tla ba thusang mo go fitlheleleng maikaelelo a tiragatso;
- Kloof Operation e lemoga tlhoko ya go tswelela go beeletsa mo badiring ba yona ka katiso le tlhabololo, eo e tlhagisiwang ka ditshono tsa katiso le tlhabololo le go tsenngwa tirosong ka tsepo mo go tlhabololeng bokgoni jwa motheo, tsweletsa tselana ya boiphediso le go kakatlela talente; mme
- Kloof Operation e itseetse pholisi ya go batla badiri pele ba tlhokega, tlhopha le go thapa go go tshegetsang motsenya kopo go tswa mo ditlhopheng tse di beilweng. Seno se thusitse tiragatso go fitlhelela maikaelelo a yona a dipalo tsa Leano la Tekatekano ya Thapo la Kloof Operation.

<b>Maithamo</b>	Moepo o tlameletse maikaelelo a togamaano go Molao wa Tekatekano ya Thapo o o ikaeletseng gore batho ba baneng ba ikgatholositswe mo malobeng ba nne le kemedi mo maemong otlhe a bokgoni, maikarabelo kwa maemong otlhe a tiro mo dingwageng tse tlhano (5) tse di tlhang; mme e nne botsayakarolo jwa basadi 10% le 40% HDSA mo dipopegong tsa bolaodi.
<b>Dikaelo</b>	Tekatekano ya Thapo e tla nyalanngwa le ditogamaano tsa go batla badiri ba selegae le tsa tlhabololo ya metswedithuso ya Badiri. Kloof Operation e ikaeletla go tlhabolola le go godisa go tswa ka fa gare ga khampani, e lebeletse basadi le batho ba ba neng ba itlhokomoloswa mo malobeng.

#### Papetla 34: Togamaano go Tsenya Tirisong Leano la Tekatekano ya Thapo

<b>Maemo a Tiro a a Ikarabelang</b>	<b>Leano la Togamaano</b>	<b>Letlha la Tshimololo</b>
Molaodi wa Yuniti HR	1. Tsepo e beilwe mo go ngokeng le go kakatlela diHDSA go tsenyeletsa basadi le go otla talente go nonofisa tiro le leano la tlhatlhmano.	Tsweletseng

<b>Maemo a Tiro a a Ikarabelang</b>	<b>Leano la Togamaano</b>	<b>Letlha la Tshimololo</b>
Molaodi wa Yuniti HR	2. Maitlhomo a go batla badiri le Basadi mo Maemo a tirong mo Meepong tse tsepo e e kgethegileng ya leano la tiro.	Tsweletseng
Molaodi wa Yuniti HR	3. Maitlhomo a go batla badiri a HDSA a ikaeletse go tlhabolola le go tlhatlosa badiri ba ba jalo mo maemong a tiro ya bolaodi fa ditshono tsa mofuta o di tlhagelela.	Tsweletseng
Molaodi wa Yuniti HR	4. Tiro tse di amanang le meepo di supiwe mo leanong la tiro mme le ditogamaano mmogo le maitlhomo a supiwe jalo go tshegetsat senyeletso ya basadi mo tirong tse	Tsweletseng
Molaodi wa Yuniti Talente	5. Ditolhatlhobo tsa bokgoni di tla tsepa mo go supeng badiri ba ba nang le bokgoni gore ba tlhabololwe go tsenngwa mo diphatlhatriong tsa bolaodi le maano a tlhabololo ya boiphediso a tla laola kgolo le tokafatso ya badiri bano.	Tsweletseng
Molaodi wa Yuniti Talente	6. Katiso ya bokgoni e e maleba go popego ya tselana ya boiphediso e tla neelwa go HDSA le Basadi go netefatsa gore ba bona dikgono le bokgoni jo bo maleba.	Tsweletseng
Molaodi wa Yuniti Talente	7. Bogakolodi go HDSA go tla ba neela tshegetso le thuso go netefatsa gore ba kgona go atlega mo ditirong tsa bona.	Tsweletseng
Molaodi HR	8. Tlhamma dipholisi tse di lebisitsweng mo go kakatleleng go HDSA le Basadi.	Tsweletseng
Molaodi HR	9. Tlhamma maano a go batla badiri go tswa bo batsenya dikopo ba ba tswang kwa ntle fa ba ba ka fa gare ba sa fitlhelele ditlhokego go dikarolo tsa bolaodi.	Tsweletseng

Papetla 35: Dipalopalo tsa Tekatekano ya Thapo jaaka ka 31 Sedimonthole 2016

	Monna				Basadi				Batswak wa		Gotlh e	Digole		HDSA % Yotlh e go Bolao di
	Montsho	Mmala	Mointia	Mosweu	Montsho	Mmala	Mointia	Mosweu	Monna	Mosadi		Monna	Mosadi	
Maemo a tiro a maikarabelo														
Bolaodi jo bo Kwa godimo (Boto)*	3	0	0	7	0	0	0	1	2	0	13	0	0	30.8%
Bolaodi Bogolwane (EXCO)*	5	2	1	11	1	0	0	0	0	0	20	0	0	45.0%
Maemo a Bolaodi Bagolwane(ba bangwe) *	5	1	1	12	1	0	1	2	0	0	23	0	0	47.8%
Maemo a Bolaodi jwa Magareng	1	0	0	6	0	0	0	0	0	0	7	0	0	14.3%
Maemo a Bolaodi Tshimologo	27	0	0	40	6	0	0	2	3	0	78	2	0	44.9%
Dikgono tsa motheo	574 4	9	4	34 4	55 1	3	1	15	252 8	20	9219	24	0	68.6%

### 3.2 Botsayakarolo jwa Maaforika Borwa a a neng a Beetswe kwa thoko mo Malobeng

Kloof e ikaeletse go tsweletsa di HDSA mo popego ya bolaodi jwa yona ka go tsenya letlhomeso le le tsepileng mo go batleng badiri ba selegae, le go tlhabolola Metswedithuso ya Badiri. Ga jaana diphatlhatiro di tladiwa ke batsenya dikopo ba selegae. Fa go tlhogegang kgono e e kgethegileng mme e se gona mo selegaeng ke gona fa e tla batliwang kwa ntle ga baagi ba selegae. Maikaelelo a Kloof a paka telele ke go leka go samagana le ditlhaelo tse go dirisiwa manaane a tlhabololo ya bokgoni. Badiri ba ba supilweng ba na le bokgoni ba tla neelwa tshono go tswelela mo tseleng ya boiphediso e ba e ikgethetseng jalo ba kgona go tswelelapele mo teng ga setheo.

<b>Maithamo</b>	Kloof Operation e ikaeletse go fitlhelela 40% ya HDSA go laola ditsholofelo jaaka di tlhagisiwa ke DMR le go ela tlhoko gore se e kaela go Bolaodi jwa Diphatla tsa D, E, F tsa Paterson.
<b>Dikaelo</b>	Go aga bokgoni mo setheong ka botlhamo jwa HRD go lebeletswe batho ka bongwe go tswa go ditlhophpha tse di kailweng. Badiri bano ka tla tlhama mola wa tlhatloso wa motswedi wa talente wa khampani le thulaganyo ya kologano.

#### Papetla 36: HDSA go Togamaano ya Tsenyo Tirisong ya Bolaodi

<b>Maemo a tiro a maikarabelo</b>	<b>Leano la togamaano</b>	<b>Letlha la tshimololo</b>
Molaodi HR	1. Aga dipholisi, ditsamaiso le dintlhakaedi tsa Tekatekano ya Thapo (EE) tse di nyalantsweng sentle le boitlhamele jwa HRD jo bo jaaka bolaodi jwa talente, jj.	Tswelelang
Molaodi HR	2. Dirisana le baamegi go aga ditsholofelo tsa EE.	Tswelelang

Papetla 37: Maitlhomo a Balaodi go HDSA 2017 – 2021 6

Maemo a Tiro/Diphathath atiro tsa Paterson	Maitlhomo a rulagantsweng	Ga jaana		%	2017		Kaelo%	2018		% e e rulagantsweng	2019		Kaelo%	2020		Kaelo%	2021		Kaelo%
		Rulagantswe	Sa rulagannwang		Rulagantswe	Sa rulagannwang		Rulagantswe	Sa rulagannwang		Rulagantswe	Sa rulagannwang		Rulagantswe	Sa rulagannwang		Rulagantswe	Sa rulagannwang	
Bolaodi jo bo Kwa godimo (Boto)	40.0 %	4	9	31 %															
Bolaodi Bogolwane (EXCO le ba bangwe)	40.0 %	20	23	47 %															
Maemo a Bolaodi jwa Magareng	40.0 %	1	6	14 %	2	5	29 %	2	5	29 %	2	5	29 %	3	4	43 %	3	3	50 %
Maemo a Bolaodi Tshimologo	40.0 %	35	43	45 %	36	43	45 %	35	42	45 %	35	42	45 %	33	39	46 %	30	35	46 %
Dikgono tsa Motheo le tse di Bothokwa	40.0 %	632 7	289 2	69 %	600 1	274 3	69 %	583 5	266 7	69 %	629 4	287 7	69 %	585 7	267 7	69 %	528 5	241 6	69 %
Bolaodi jotlhe jwa HDSA:		43%			43%			43%			43%			44%			44%		

| | | | S E C T I O N B R E A K A K | | | |

#### 4. Tshobokanyokakaretso ya Thabololo ya Baagi

Tshata ya Meepo le Leano la Loago le Ditiro ke didiriswa dikgolo tsa phetogo e e kgatshisiwang le Molao wa Thabololo ya Dimineral le Peteroliamo (MPRDA). Dielemente dikgolo tsa yona di tsenyeletsa phasalatso ya melawana e e tlhametsweng go tlhabolola badiri, baagi le tikologo e ba nnang mo go yona. Seno gape se neelana ka tshono ya go betla pholo ya paka telele ka kelothoko e e tla netefatsang gore basadi ba tswelela go iphedisa mme ba sa ikaega ka moepo. Se se tsamaisana le filosofi ya go tswala loago eo e tlhagisang mokgwa o re o dirisiwang go tlhabolola loago. Mokgwa wa rona o tsamaisana le togamaano ya gore go tlhamiwe di ikonomi tse di golang mmogo go kgontsha baagi go iphedisa le morago ga paka ya moepo. Go tswalwa ga dikhampani dingwe tsa meepo go tlhagisitse tshotlego e e hutsafatsang e e tlhodilweng ke go tswalwa ga moepo.

Mokgwa wa rona o rata go fokotsa ditlamorago tsa loago morago ga go tswalwa, go fokotsa boikaego go meepo le ditirelo tsa baagi le molemo wa ikonomi, le go tlogela boswa jwa loago jo bo siameng. Seno se tla tlhoka go sekaseka diitlhophelo tse dingwe tsa ikonomi le thapo le go akanya ka boitshupo jwa isago ya

<sup>6</sup> Ela tlhoko pharologano magareng ga Dipalopalo tsa Tekatekano ya Thapo le Maitlhomo a Bolaodi jwa diHDSA. Di nomoro di siame fa go lebeletswe letlha la ntla la thomela, mme di sale tsa fetolwa go tlhagisa Mmotle wa Kgwebo wa Sibanye-Stillwater, o o ka fetogang fa dithhoko tsa kgwebo di laela jalo.

loago le ikonomi ya sedika bo bo sa tsenyeletseng moepo. Re dumela gore fa o ka tsenngwa tirisong sentle, go tswalwa ga loago fetola meepo go nna dienjene tsa tlhabololo le morago ga tshekotshelo ya ona mme ya fokotsa ditlamorago tse di bosula le go oketsa melemo ya morago ga tiriso mo nakong e telele. Fa re akanya sentle, dithoto le dikago tsa moepo, magareng ga tse dingwe, di tla nna botlhokwa go tsenya tirisong manaane a tlhabololo e e tsweletseng a paka telele le go fokotsa morwalo wa masalela a go tswalwa ga moepo.

Fa re leba tikologo ya rona e supa gape gore dintlha tsa loago le dikgwetlho di kgakala tota le go kgona go fokodiwa. Maemo a bohuma le botlhokatiro a gona le ona; matshosetsi a ketsaetsego ya ikonomi le loago a fetelela, mme mafelobonno a baipei le ona ka fa a oketsega, mme ditlamorago tsa tikologo ya loago le tsona ga a di ipeela kwa morago. Megwanto ya neelano ka ditirelo le yona ke sejo sa letsatsi le letsatsi, mme morago ga ditlhopho tsa 2016 tsa puso ya selegae, di oketsegile go feta, segolo di oketswa ke tlwaelo ya go sa duelele ditirelo. Ka re sa dire mo moweng fela, baagi ba kgona go kgoreletsa tsamaiso ya rona segolo ya tshireletso le matshosetsi a mangwe a loago. Ka lebaka le, go botlhokwa go aga botsalano jo bo siameng le baagi gore re tlhokomele laesense ya rona ya go dira.

Maitemogelo a rona go fitlha ga jaana a bontshitse gore mokgwa wa rona wa go tsenya tirisong tlhabololo ya ikonomi ya Selegae (LED) mo mafelong a moepo o direlang mo go ona a nna le kgatelopele ka maemo a a farologaneng. Diphitlhelelo tsa nakwana di bontsha gore diporojeke tse di tsentsweng tirisong go fitlha ga jaana, di ne di nyalantswe le Maano a a Gokaganeng a Tlhabololo (IDP) mme a dumelletswe ke DMR, ga a na ditlamorago tse di natefang mo baaging ba rona. Seno se netefaditswe moragonyana mo thuto patlisong ya diabe go Loago e e ikemetseng e e neng ya dirwa ke Knowledge Pele mo boemong jwa Sibanye-Stillwater ka 2016. Magareng ga tse dingwe, go bonwe ditlhaelo tse di tlhagelela thata:

- Bogolo jwa diporojeke tse di tsentsweng tirisong bo fitlhetswe e le jo bo nnye go feta fa go lebilwe ditekanyetsokabo tse di anamisitsweng mo mafelong a magolo;
- Go tsenngwa tirisong go ne ga tshwenngwa segolo ke tlhokego kgotsa tsholofelo go kgotsofatsa baamegi ba ba mmalwa ba ba farologaneng, yo mongwe le yo mongwe a na le merero e e kgethegileng mme gantsi e le kgatlhanong le ya yo mongwe;
- Ka ntlha ya tlhoko ya ikonomi loago, go dirilwe dipeeletso go diporojeke di le dintsi tse di nnye mme ga di na go tswelela kgotsa di ka nna le ditlamorago tse di senang bokao. Seno gantsi se tlhakatlhakantshiwa ke tsholofelo ya go dira diporojeke tsa "selegae" gona le tsa "sedika";
- Diporojeke tse di dirlweng di tlhagisitse dikgolagano di le mmalwa le kopano e nnye tota; mme
- Fa di tlhamilweng gona, bolekane ga bo a atlega kgotsa ga bo a tlhagisa dipoelo tse di namatshang.

Ka go latela lemorago le re bileng ra simolola go semelela mo togamaanong ya tlhabololo ya baagi e e boaleditsweng ka maikaelelo a go tlhokomela laesense ya loago ya rona go dira, mme re na le maikaelelo a bofelo a go tswala loago mo tlhaloganyong. Le fa re amogela gore go ka se kgonagale go busetsa tikologo kwa tlholegong ya yona, maikaelelo a rona ke go tlhama diporojeke tse di tla dirang gore ikonomi

e e thusang go efoga tlhamo ya "ditoropo tse di senang batho" go direla fa tiro ya moepo e fitlha bokhutlong. Diporojeke tseno di tla tlhoka kgolagano e kgolo ka go abelana bokgoni le boitseanape le badirammogo ka rona mo sekethareng ya moepo, baagi, dimmasepala, bolaodi le dikgwebo tse dingwe. Se se tla tsenyeletsa go tlhama botsalano jo bo nang le boleng le balekane mo kgwebong tse dingwe e seng tsa moepo fela le go tlhama dipeeletso ka botlhampi tshwaraganelwa, balekane le botsalano.

Tsepoe mo go direng diporojeke tsa sedika tse di nyalanang le togamaano ya Sibanye-Stillwater, maano le matlhomeso a mafapha a puso ya selegae, porofense le ya bosetshaba, go tsenyeletsa le maikaelelo a a botlhokwa a boditshabatshaba a jaaka Maikaelelo a Lefatshe a UN a Tlhabololo e e kgonang go Tswelelapele go tlhola seabe se segolo e bile se se nang le boleng. Ka togamaano ya rona, maiteko a magolo a mo go nyalyeng maikaelelo a a fa godimo le Maikaelelo a Lefatshe a UN a Tlhabololo e e kgonang go Tswelelapele go: (i) Fedisa Bohuma, (ii) Fedisa tlala, (iii) Ditoropo tse di Tswelelang mmogo le baagi, (iv) Ditiro tse di siameng le Kgolo ya Ikonomi, v) Thuto e e Boleng vi) Madirelo, Boitlhampelo le Mafaratlhatlha, mmogo le vii) Bolekane.

Mo ntlheng e, mokgwa wa rona o laolwa ke melawana e e latelang:

- Go ya go feta kobamelo ya laesense ya go tlhama le go tlhokomela ka go aga dikopano le botsalano o bo nonofileng;
- Re tla dirisa didiriswa tsa rona sentle le ka nonofo mo go arabeleng ditlhoko le dithoto tsa baagi tse di supilweng, ga jaana le mo isagong mmogo;
- Re tla tswelela go supa ditshono tsa botsalano jwa maphata-ntsi a botlhokwa go kgontsha kabelo ya rona go tsamaisana le ditlamorago tse di nyalanang;
- Re tla tswelela go ela tlhoko le go lekola seabe le poelo ya peeletso ya loago;
- Go fithelela seabe se segologolo, tsepoe ya rona e tla nna go maphata magolo a mmalwa a khampani e ka kgonang go a laola ka nonofo;
- Re tla tsaya go feta didiriswa tsa ditshetele mme re tsayatsia gore re ka dirisa jang didiriswa, dithoto, boitseanape le botsalano jwa khampani ka kgolagano mmogo go tswela baagi ba meepo mosola; le
- Ikamanya le togamaano ya rona ya go tswala, re batla go efoga boikaego, re rotloetsa tlhamo ya di ikonomi tse di bapa ntshwang le go tlhama tsweletso ya paka telele.

Maikaelelo magolo a togamaano ya rona ke go tlhokomela laesense ya rona ya loago ya go dira la go tswala loago. Togamaano ya rona e na le dintlha tsepoe tse dikgolo tse tharo, e leng: (i) tlhabololo ya ikonomi ya selegae (ii) tlhabololo ya thuto le bokgoni le (iii) itekanelo ya baagi le tshireletso. Dipilara tse tsa togamaano di ka kgonega fela fa Dikgwebopotlana, magareng le tse Dinnye (diSMME) mmogo le Tlhabololo ya Dikgwebo di le gona – ya morago e le botlhokwa go aga le go tlhama ikonomi Semphato ya Theko Thekiso. Go botlhokwa go ela tlhoko gore dipilara tse tharo tsa togamaano ga di kgaoganngwe, sekao, tlhabololo ya ikonomi ya selegae e ka se kgonege ntle le dikgono le kago bokgoni mmogo le itekanelo ya baagi

Diporojeke tsa Tlhabololo ya Ikonomi ya Selegae (LED) di supilwe mmogo le baamegi bagolo ba bo rona jaaka dimmasepala tsa selegae, (Mmasepala wa Selegae wa Toropo ya Rand West), le baamegi ba bangwe ba ka kwa ntle mme re dumela gore dintlha tse di supilweng tsa tsepo ya togamaano di tsamaisana le dintlha tsa dikeletso tsa tlhabololo tsa baamegi ba ba fa godimo. Gape re dumela gore ka go tsenya tirisong diporojeke tse mo dintlheng tse di botlhokwa go tla re fitlhisa go maikaelelo a togamaano a go tlhamma ikonomi e e ikakatletseng ya semphato. Dintlha tsa tsepo ya togamaano tse di golaganeng ka tlhamalalo tse ditlhomo tsa togamaano di fa tlase:

- Temothuo
- Mafaratlhatlha a thuto/Boitekanelo
- Dikolo tsa Poraemari le Sekontari
- dITVET

Diporojeke tsa LED tse di tlhagelelang mo tokomaneng e di supilwe ka tirisanommogo le bolaodi jwa mmasepala wa selegae mo lemoragong la maano a a Gokaganeng a Tlhabololo. Matlole a LED a ikaegile ka **Thulaganyo ya Tšata ya Moepo ya 1% ya madi otlhe morago ga Lekgetho.** Go raya gore, go ikaegilwe ka **porofaele ya ga jaana ya tlhagiso ya Kloof Operation le diphopoletso tsa tlhotlhwa tsa gauta tse di leng gona le ditshenyegelo tsa tlhagiso**, diporojeke tsa LED le Dipeeletso tsa Letlolo la Loago (CSI) di ka amogela matlole a a fopholediwang go bokana ka **R 22.7m** mo pakeng ya sekele ya dingwaga di le 5 ya SLP. Tebelelo eno e ikaegile ka tiragatso ya ditšelete ya ga jaana kwa Kloof Operations mme ga e tseye tsia dintlha tsa ka fa gare le kwa ntle tse di ka amang ditirwana tsa moepo mo go maswe. Fa go tlhogekang tlaleletso ya letlolo, go tla dirwa tlhagiso go Komiti ya Bolaodi ya kwa Sibanye-Stillwater.

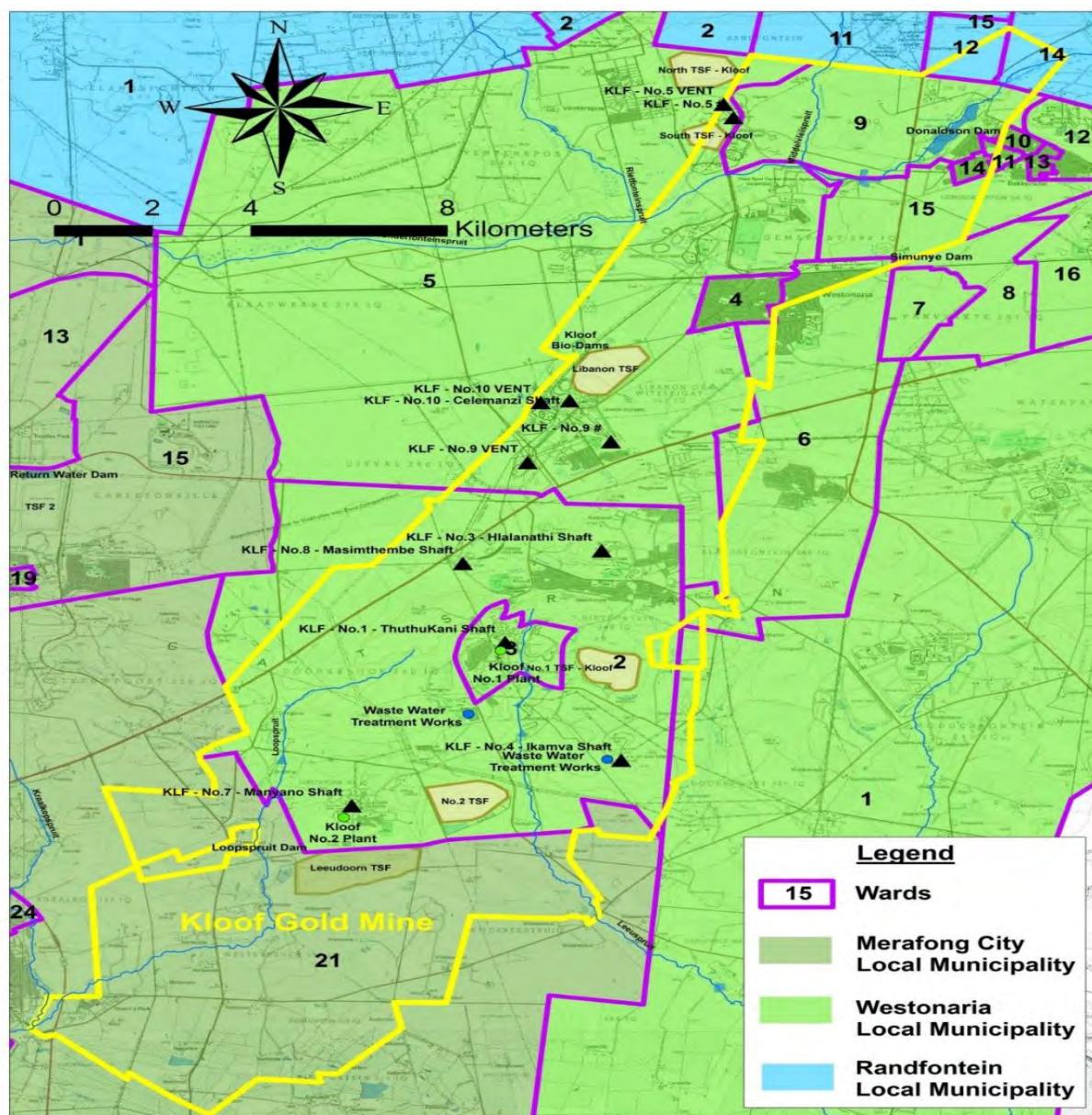
#### 4.1 Lemorago la Ikonomi-Loago

Kloof Operation e mo gare ga Mmasepala wa Sedika sa West Rand mo Mmasepaleng wa Selegae wa Toropo ya West Rand o o leng mo molelwaneng wa bophirima jwa Porofense ya Gauteng, mme Westonaria le Randfontein le ditoropokgolo tsa ona. Mmasepala wa Selegae wa Toropo ya Rand West o tlhamilwe moragonyana mme o na le dikago tse di gasaneng tsa metsesetoropo tse di nang le magae a a farologaneng a metse ya meepo, mafelo a magae le a ditoropo a a gasaneng go ralala mmasepala otlhe ke a a latelang:

**Metse ditoropo:** Westonaria, Bekkersdal, Simunye, Hillshaven, Glenharvie, Venterspost, Wagterskop Extension 2, Nufcor (lekeišene la poraefete), Motse wa moepo wa Libanon le wa Waterpan, Bhongweni, Toekomsrus, Venterspost, Randfontein le Mohlakeng, (go tsenyeletsa mafelobonno otlhe a baipei mo Toropong ya Rand West).

**Magae:** Dennydale, Zuurbekom, Waterpan, Waterworks, Petrograaf, Ten Acres (borwa jwa seporo), Wagterskop (polasana), West Rand Agricultural Holdings (polasana), West Rand Gardens Estate (polasana), Rikasrus go tsenyeletsa le mafelo a magae a Randfontein.

Setshwantsho fa tlase se bontsha Mmasepala wa Selegae wa toropo ya Rand West malebana le mafelo ao a hiriseditsweng Kloof Operations.



Nomorotshwantsho 8: Mmasepala wa Selegae wa Toropo ya Rand West

#### 4.2 Porofaele ya Palomofutabaagi

Bogolo jwa baagi ba Mmasepala wa Selegae wa Toropo ya Rand West go latela dipholo tsa Letsholopalobatho la 2011 le 261 052. Seno fa se tshwantshanngwa le pegelo ya Patlisiso ya Baagi 2016 se supa gore palo ya baagi ba Toropo ya Rand West ba ba ikwadisitseng e oketsegile ka 9 714.

**Papetla 38: Palomofutabaagi**

<b>Baagi</b>	<b>Porofense ya Gauteng</b>		<b>Mmasepala ya Sedika sa West Rand</b>		<b>Mmasepala wa Selegae wa Westonaria<sup>7</sup></b>		<b>Mmasepala wa Selegae wa Randfontein</b>	
	<b>Letsholopobatho 2011</b>	<b>Patlisiso ya Baagi 2016</b>	<b>Letsholop alobatho 2011</b>	<b>Patlisiso ya Baagi 2016</b>	<b>Letsholop alobatho 2011</b>	<b>Patlisiso ya Baagi 2016</b>	<b>Letsholop alobatho 2011</b>	<b>Patlisiso ya Baagi 2016</b>
Baagi botthe	12 272 263	13 399 724	820 995	838 594	111 767	108 902	149 286	156 985
Montsho	80.3%		78.7%		93.9%		69.2%	
Mmala	3.3%		2.5%		0.32%		9.8%	
Mosweu	13.6%		17.7%		5.6%		20.4%	
Mointia	2.7%		1.1%		0.07%		0.4%	
	Bontsi jwa baagi ba Dimmasepala tsa Selegae tsa Westonaria Randfontein ke bantsho ba le 93.9% le 69.2%, ba latelwa ke basweu 5.6% le 20.4%, bammala ke 0.32% le 9.8% ka maintia go 0.07% le 0.4%. gona le phetogo e nnye mo ditlhopheng tsotlhe tsa baagi fa go bapa ntshwa le Letsholopalobatho la 2011.							

\*Motswedi: Patlisiso ya Baagi 2016<sup>8</sup>

**Papetla 39: Bogolo bamalapa**

<b>Ditshupo tsa Ikonomi Loago</b>	<b>Porofense ya Gauteng</b>	<b>Mmasepala ya Sedika sa West Rand</b>	<b>Mmasepala wa Selegae wa Westonaria Mmasepala wa Selegae wa Randfontein</b>
Palo ya batho botthe	13 399 724	838 594	265887
Palo ya malapa otlhe	4 951 137	330 572	103585
Bogolo magareng jwa malapa	2.7	2.5	5.1
<b>Tshekatsheko e Khutshwane</b>	Bogolo jwa malapa ba magareng bo fetogile go le gonne go tswa mo letsholopalobathong la 2016 kwa Porofense ya Gauteng le Mmasepala wa Selegae wa Sedika sa West Rand. Patlisiso ya baagi e bontsha phokotsego e nnye mo bogolong jwa malapa mo Westonaria ka 2 go ya go 2.3 mme kwa Randfontein go tloga go 3.2 go ya go 2.8 ka lelapa go lebeletswe koketso ya palo ya malapa go tloga ka letsholopalobatho la 2011 go ya go 46 720 mo dinomoro tshwantshong tsa 2016. Mmasepala wa Selegae wa Randfontein o bontshitse koketsego ya palo ya malapa ya go tloga go 43 299 go ya go 56 865 mo go yona nako eo, fa bogolo jwa magareng jwa malapa bo fetogile go le gonne go tloga go 3.3 go ya go 2.8.		

\* Motswedi: Patlisiso ya Baagi 2016

<sup>7</sup>Mmasepala wa Selegae wa Toropo ya West City( Westonaria & Randfontein di kopantswe)

**Papetla 40: Matlo**

Ditshupo tsa Ikonomi Loago	Porofense ya Gauteng	Mmasepala ya Sedika sa West Rand	Mmasepala wa Selegae wa Westonaria
<b>Matlo (% Malapa ya Mafelo a Dimmasepala)</b>			
Magae a a agilweng ka ditena mo setsheng se se ikemetseng	81.37%	76.3%	60% & 83%
Magae a setso	0.2%	0.36%	0.18% & 0.3%
Mafelo a baipei (mafelo fa morago ga ntlo mo sesheng se se ikemetseng)	17.73%	22.54%	38.8% & 15.5%
<b>Tshekatsheko e Khutshwane</b>	Bontsi jwa malapa go ralala Porofense ya Gauteng, mmasepala wa selegae wa Sedika wa West Rand, Dimmasepala tsa Selegae tsa Westonaria le Randfontein ba nna mo matlong a a agilweng ka ditena mo ditsheng tse di ikemetseng. 38.8% ya baagi ba kwa Westonaria ba nna mo mafelong a baipei fa 15.5% ya baagi ba Randfontein ba nna kwa baipeing. 0.2% ya baagi ba Westonaria ba ne ba nna wa matlong a setso mo Mmasepaleng wa Selegae wa Westonaria, mme palo ya ba kwa Mmasepaleng wa Selegae wa Randfontein ga ya elwa tlhoko. Dipalo tseno di tsamaisana le tsa maemo a a bonalang a matlo a baagi ba kwa Porofenseng ya Gauteng le Mmasepala wa Sedika wa West Rand. Palo e e oketsegang ya baagi ba kwa mafelong a baipei tse santse e le kgwetho. Mme ga se kgwetlho fela ya dimmasepala tsa selegae ka ntlha ya dikago tse go neelana ka ditirelo, ke kgwetlho le go moepo ka ntlha ya fa manaane a ona go tsenyeletsa dithlоко tsa badiri tsa matlo go togamaano ya mmasepala ya matlo.		

**Motswed: Pattisiso ya Baagi 2016**

**Papetla 41: Phitlhelelo go Ditirelo tsa Motheo**

Ditshupo tsa Ikonomi Loago	Porofense ya Gauteng	Mmasepala ya Sedika sa West Rand	Mmasepala wa Selegae wa Westonaria	Mmasepala wa Selegae wa Randfontein
Matwanaboithusetso a a nang le metsi le tsamaiso ya kgelelo lešwe	<b>84.4%</b>	<b>80%</b>	<b>64%</b>	<b>80.9%</b>
Matwanaboithusetso a mesima (ntle le kelelelo ya mowa)	<b>6.11%</b>	<b>5.4%</b>	<b>17.4%</b>	<b>8.5%</b>
Ga gona matwanaboithusetso	<b>0.5%</b>	<b>0.95%</b>	<b>2.3%</b>	<b>1.3%</b>
Mmasepala wa selegae o thota leswe bonnye gangwe ka beke	<b>83.5%</b>	<b>79%</b>	<b>85.5%</b>	<b>75.1%</b>
Ba na le lefelo la bona la matlakala	<b>4.33%</b>	<b>7.7%</b>	<b>8.1%</b>	<b>9.7%</b>
Ga bana kwa ba latlhelang matlakala gona	<b>3.07%</b>	<b>5.9%</b>	<b>2.0%</b>	<b>2.69%</b>
Ba apaya ka motlakase	<b>87.64%</b>	<b>80.9%</b>	<b>65%</b>	<b>82.8%</b>
Motlakase o dirisetswa go iphuthumatsa	<b>87.23%</b>	<b>81%</b>	<b>65.2%</b>	<b>83.1%</b>
Bana le dipompo tsa metsi ka mo ntlong	<b>60.04%</b>	<b>55.4%</b>	<b>47.9%</b>	<b>61.6%</b>
Metsi mo pompong ya motlhakanelwa	<b>4.26%</b>	<b>7.6%</b>	<b>26%</b>	<b>21.6%</b>
Ga bana pompo ya metsi	<b>0.22%</b>	<b>0.3%</b>	<b>0.5%</b>	<b>0.33%</b>
<b>Tshekatsheko e Khutshwane</b>	Go bonala mafarathatlha a neelano ka ditirelo tsa motheo a rulagane kwa mafelong a mmasepala wa kwa Westonaria le Randfontein mmogo ka malapa a le 64% kwa Westonaria le 80% kwa Randfontein a a nang le matwanaboithusetso a a nang le tsamaiso ya kgelelo lešwe mme ke malapa a le 2.3% a a senang			

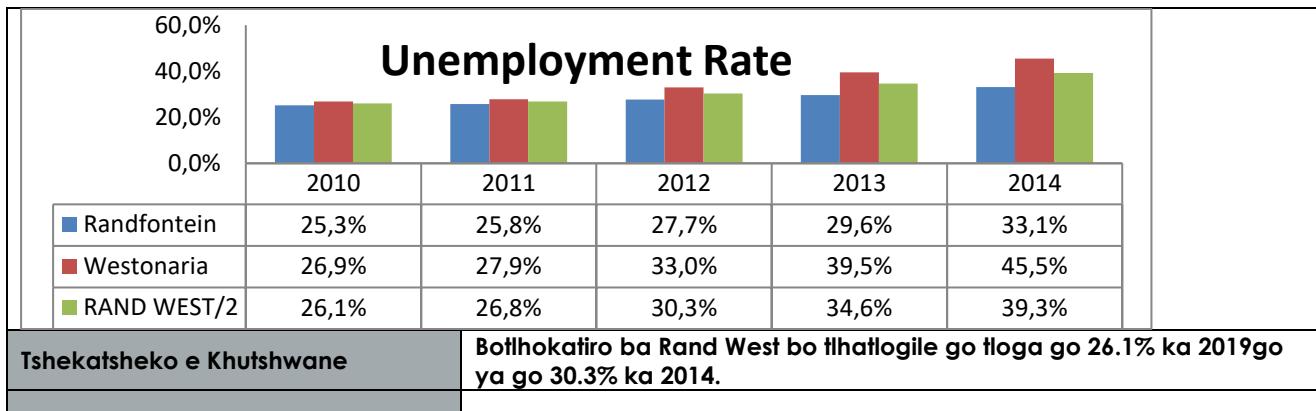
Ditshupo tsa Ikonomi Loago	Porofense ya Gauteng	Mmasepala ya Sedika sa West Rand	Mmasepala wa Selegae wa Westonaria	Mmasepala wa Selegae wa Randfontein
	<p>matlwanabooithusetso. Palo ya matlo a a nang le matlwanabooithusetso a tsamaiso ya kgelelo santse e le kwa ga 85% ya Porofense ya Gauteng le Mmasepala wa Sedika wa West Rand. Westonaria e santse e saletse morago mo porofenseng le kwa mmasepaleng wa sedika ka tiriso ya motlakase go apaya ya 65% le go iphuthumatsa ka 65.2%. Diphesente tsa Randfontein di santse di le kwa godimo go feta ka 82.8% le 83.1%. Go santse gona le karolo e kgolwane ya baagi ba Westonaria ba ba santseng ba ikaegile ka gase, parafine, dikgong le malattha go apaya le go iphuthumatsa. Re se lebale go tlhalosa gore metswedi e ya matla ga e a siamela tikologo mme e tlholo mathata a matshosetsi go itekanelo le pabalesego mo baaging.</p> <p>Go fopholediwa gore kwa Westonaria, 85.5% ya matlakala e rwalwa ke mmasepala wa selegae bonnye gangwe ka beke, fa Randfontein e eme go 75.5%. Ke palomagareng ya 8.1% ya malapa kwa Westonaria le 9.7% kwa Randfontein e neng e dirisa mafelo a go latlha matlakala go tswa magaeng a bona. Diphesente tse tsa malapa a a itatlhelang matlakala ka bo ona kwa dimmasepaleng tsa selegae tsa Westonaria le Randfontein di kwa godingwana go feta palomagareng ya porofense yotlhe. Se se tshwana fela gotlhe fa go lebelo tse di jaaka go nna le dipompo tsa metsi kwa fa matlong le phithelelo ya metsi ya pompo ya mothakanelwa. Ke batho ba ka fa tlase ga 0.5%, mo Mmasepaleng wa Selegae wa Westonaria ba ba senang pompo tsa metsi fa go bapa ntshwa le ba kwa Mmasepaleng wa Selegae wa Randfontein o o emeng mo go 2.1%. Ke setlwaedi se se tlhobang boroko se se ka kaelwang go tlholega ga go anama ga HIV le AIDS mo tikologong ka koketsego ya malapa a a tlhokometsweng ke bana, 0.3% mo porofenseng le mo mmasepaleng wa sedika, mme ke 0.5% ke 0.2% mo dimmasepaleng tsa bogologolo tsa Westonaria le Randfontein.</p>			

#### Papetla 42: Porafaele ya Thuto

Maemo a Thuto	West Rand		Mogale City		Toropo ya Rand West	
	2011	2015	2011	2015	2011	2015
Ga a tsena sekolo	<b>4.8%</b>	<b>3.8%</b>	<b>4.2%</b>	<b>3.3%</b>	<b>4.4%</b>	<b>3.7%</b>
Ga a fetsa Materiki	<b>55.3%</b>	<b>53.9%</b>	<b>50.1%</b>	<b>48.9%</b>	<b>57.9%</b>	<b>56.6%</b>
Materiki	<b>29.7%</b>	<b>31.2%</b>	<b>32.2%</b>	<b>33.6%</b>	<b>29.1%</b>	<b>30.5%</b>
Thuto Kgolwane	<b>10.3%</b>	<b>11.2%</b>	<b>13.5%</b>	<b>14.2%</b>	<b>8.5%</b>	<b>9.3%</b>
Tshekatsheko e Khutshwane	Palo ya batho mo Rand West ba ba sa tsenang sekolo e wetse tlase go tloga go 4.4% ka 2011 go ya go 3.7% ka 2015. Karolo ya bao ba sa feleletsang materiki l yona e wetse tlase go tloga go 57.9% go ya go 56.6%, ka bonnye 30.5% ya baagi e na le materiki ka 2015. Se se tshwenyang ke karolo e kgolo ya batho ba ba sa feleletsang materiki. Moepo o ka tswa o ise o sekaseke ditsereganyo tse di itlhomineng go karolo eno ya baagi ya dikgono tsa gotlhe go oketsa bokgoni jwa tshikhinyego, le go tsenya tirisong ditsereganyo tse di ka netefatsang gore barutwana ba feleletsa materiki.					

Motswedi: Mmasepala ya Sedika sa West Rand IDP 2017

#### Papetla 43: Maemo a Thapo



Motswedi: Mmasepala wa Selegae wa Westonaria IDP 2017

Papetta 44: Letseno la Lelapa (Ka kgwedi)

Dithlophapha tsa Letseno	Porofense ya Gauteng	Mmasepala ya Sedika sa West Rand	Mmasepala wa Selegae wa Westonaria	Mmasepala wa Selegae wa Randfontein
<b>Letseno la Lelapa la kgwedi le kgwedi (go tsenyeletsa letseno go tswa kwa thusong ka madi tsa puso, diphenšene le matogo)</b>				
Ga gona letseno	19.19%	17.28%	20.60%	12.3%
R1 - R4 800 ka kgwedi	4.62%	5.21%	5.96%	3.3%
R4 801 - R9 600	11.44%	11.77%	7.760%	5.3%
R9 600 go ya go R19 600 ka kgwedi	57.24%	54.43%	11.39%	15%
R19 600 – R38 200	32.44%	11.28%	16.44%	17.8%
R38 200 – R76 400*		20.20%		
R76 400 – R153 800*		8.950%		
R153 800 le go feta*		8.61%		
Palomagareng ya letseno la malapa	R156 222	R100 812	R63 945	R69 576
<b>Tshekatsheko e Khutshwane</b>	Go malapa a a batlisitsweng mo tikologong ya mmasepala wa selegae wa Westonaria, 20.6% ga e na letseno fa kwa Randfontein le 12.3%. go fopholediwa gore ke malapa a ka nna 6% kwa Westonaria le fela go feta 3% kwa Randfontein ba ba amogelang letseno la magareng ga R1 le R4 800, patlisiso ya 2011 e bontsha gore 7.76% ya baagi ba ba dirang ba Westonaria le 5.3% ba Randfontein ba amogetse letseno la magareng ga R4 801 le R9 600. Kwa Westonaria, 16.44% ya baagi ka amogela letseno la magareng ga R9 600 le R51 200 ka kgwedi fa go bapanngwa le 17.8% ya kwa Randfontein.			
	Mo porofenseng, 20.20% ya baagi e gola magareng ga R38 200 le R76 400; e ka nna 9% e e golang go fitlha go R153 800 fa 8.61% e nngwe ya baagi e nna le mogolo wa go feta R153 800 wa kgwedi le kgwedi. Re ikaegile ka tshedimosesto e e fa godimo, go bonagala gore ke 40% ya baagi jwa mafelo a dimmasepala tsa Selegae tsa Westonaria le Randfontein mmogo ba ba amogelang letseno le le tlomaneng ka kgwedi, mme gape ke palo e e lekanang le yona e e e bonang letseno le le kwa tlase. Ba ba mo mathateng go feta ke 20% ya baagi ba Westonaria ba ba senang letseno gotlhelele, ka palo e e kwa tlase ka 12.3% nngwe kwa Randfontein ka ntla ya porofaele ya thapo e e farologanang.			

Motswedi: Letsholopalobatho 2011 (StatsSA) \*Tshedimosesto ya Letseno la Lelapa e tswa go Maano a Gokaganeng a Tlhabololo a Dimmasepala tsa Selegae tsa Randfontein le Westonaria

#### 4.3 Difiro tse di Botlhokwa tsa Ikonomi

Lekala la meepo le di goga kwa pele mo ditirwaneng tsa ikonomi tsa Randfontein le Westonaria, mme ditiragatso tsa dikhampani tsa meepo di dirile go tlala seatla mo dingwageng di le 20 tse di fetileng go kgolo le tlhabololo ya tikologo ya Mmasepala wa Selegae wa Toropo ya Rand West le baagi ba tikologo.

**Papetla 45: Dikabelo tsa Lekala mo Mafelong a tikologo**

Lekala la Ikonomi	Sedika sa West Rand	Toropo ya Rand West
Temothuo, dikgwa le tshwaro ya ditlhapi	1,7%	1,2%
Meepo le dikwari	28,6%	47,6%
Madirelo	13,6%	11,9%
Motlakase, gase le metsi	4,4%	3,4%
Kago	3,1%	2,6%
Bagwebi bagolo le kgwebisano ya ritheile	11,4%	8,9%
Dipalangwa le Tilhaeletsano	7,0%	5,2%
Ditšehelete le ditirelo tsa kgwebo	12,8%	8,1%
Ditirelo tsa Puso, loago le sebele	17,4%	11,1%
Diintaseteri tsotlhe	100,0%	100,0%
	Papetla e tlhagisa dishere tsa tsa disekthara tse di farologaneng tsa ditirwana yotlhe ya ikonomi ya sedika ya 2016. Ditirwana tsa Sedika sa West Rand di santse di eteletswepele ke meepo le dikwari ka 28.6%. Sekthara e eteletswepele gape le kwa Toropong ya Rand West ka 47.6%. ke ka lebaka le lenaane la tlhabololo ya baagi ba moepo le tla tsepamang go disekthara tse di supilweng ke dipilara tsa Phetolo, Ntšhwafatso le Pusetso-Madireng (TMR) go tokafatsa tlhabololo ya ikonomi ya dimmasepala dingwe le dingwe go tsenyeletsa le Mmasepala wa Sedika sa West Rand.	

**Motswedi: IHS Markit, 2017**

#### 4.4 Tlhamalatso ya Leano Le le Gokagantsweng la Mmasepala

Karolo e e neelana ka tshupo ya dintlha tsa ikonomi ya Mmasepala wa Selegae wa Toropo ya Rand West (RWCLM) le go tlhagisa ditlwaelo mo ikonoming. Popego ya lekala ya ikonomi e tlhagisitswe ke kabelo ya lekala lengwe le lengwe mo GDP.

Lekala la Moepo le di goga kwa pele mo ditirwang tsa ikonomi ya RWCLM fa Kloof Operations e abile go le gonne mo dingwageng di ke 20 tse di fetileng mo ntlheng ya kgolo le tlhabololo ya tikologo.

**Papetla 46: Tlhamalatso ya RWCLM go Dilo tsa Botlhokwa tsa Boseshaba, Porofense le Sedika.**

<b>Maikaelelo a Tlhabololo e e Tswelelang</b>	<b>Leanoo la Boseshaba la Tlhabololo</b>	<b>Dintilha tsa Boseshaba tsa Tiragatso Kgolo</b>	<b>Sedika sa toropo ya Gauteng</b>	<b>Mmasepala wa Sedika sa West Rand</b>	<b>Mmasepala wa Selegae wa Toropo ya Rand West</b>
Ditheo tse di matla tsa Kagiso le Bosiamisi	Aga naga e e kgonang go itlhabolola	KPA1 Phetolo ya Mmasepala le tlhabololo ya setheo	Maatlafatsa naga e e tlhabologang le bobusi jo bo siameng	Botswere jwa kgwebo le WRDM	Tlhamabotswere jwa kgwebo ka setheo sa thuto
Madirelo, baitlhamelo le mafarathatlha	Mafarathatlha a ikonomi	KPA2 tlhabololo ya mafarathatlha le neelano ka ditirelo	Aga setshaba se se kopaneng e bile se tswelela	Thulaganyo ya Sedika le tlhabololo ya ikonomi Tlhabololo ya itekanelo le loago	Go netefatsa tlamelo ka ditirelo tsa motheo go aga setshaba se se tsweletseng e bile se bolokegile
Tiro e e siameng go botlhe le kgolo ya ikonomi	Ikonomi le Thapo	KPA3 Tlhabololo ya ikonomi ya selegae	Go tlhamaditiro tse di siameng le go aga kgolo ya ikonomi ya ikonomi tsenyeletso	Thulaganyo ya Sedika le tlhabololo ya ikonomi	Kgolo ya ikonomi tsenyeletso
Ditheo tse di matla tsa Kagiso le Bosiamisi	Aga naga e e kgonang go itlhabolola	KPA4 Kongo ya mmasepala go tsa ditshetele le bolaodi	Maatlafatsa naga e e tlhabologang le bobusi jo bo siameng	Botswere jwa kgwebo le WRDM	Netefatsa mmasepala o o nang le kongo go tsa ditshetele e bile o tswelela
Ditheo tse di matla tsa Kagiso le Bosiamisi	Aga naga e e kgonang go itlhabolola	KPA5 Bobusi jo bo siameng le batsaya karolo jwa setshaba	Maatlafatsa naga e e tlhabologang le bobusi jo bo siameng	Puso e e Tswelelang le baagi ba selegae	Neelana ka puso ya temokerasi, e e phepa e e ikarabelang go baagi ba selegae ba ba tswelelang

#### **4.5 Diporojeke tsa Kloof LED**

Kloof e tswelela go tsaya karolo e e bokao mo Tlhabololong ya Ikonomi ya Selegae ka go tokafatsa matshelo a baagi ba ba dikologileng tiro, go tsenyeletsa le ba didika tse dingwe go tswa kwa malokong a tiro a simologang gona jaaka Dimmasepala tsa Didika tsa Amathole, Chris Hani, Joe Gqabi, Alfred Nzo le Oliver Tambo kwa Porofenseng ya Kapa Botlhaba.

Lenaane le la Tlhabololo ya Ikonomi ya Selegae le nyalantswe le dipholo tsa ikonomi jaaka madirelo magolo mo sedikeng e le: Meepo le Go sola Mesola, Bojanala, Dikgwebo-ntsi le go Dira didiriswa, Dipalangwa le Dithulaganyo, Temothuo, le Taolo ya Matlakala. Diporojeke di supilwe gore di rotloetse kgolo ya tlhabololo ya ikonomi ya selegae, go phimola bohuma, le go farologanya ikonomi ya selegae jalo go anamisa motheo wa ikonomi le go tlhatlosa kgolo ya ikonomi e e tsenyeletsang le go tokafatsa mafelo a a amilweng ke meepo. Manaane a LED a tsenyeletsa diporojeke tse di tswelelang tse di tla simololwang, di tsenngwa tirisong mme di tshegediwa ka ditshhelete jaaka go kailwe mo matlhomesong a go tsenya tirisong mo karolong eno.

Diporojeke tsa LED tse go buiwang ka tsona mo SLP e di tla leba pele tlhabololo ya baagi ba tikologo ya tiro (Toropo ya Rand West) jaaka di supilwe mo IDP. Maikaelelo ke go tsenya tirisong diporojeke tsa tlhabololo ya ikonomi ya selegae mo tikologong ya mmasepala wa tiro. Ntlha ya botlhokwa e e tse nyeleditsweng mo karolong eno ke go bontsha nyalano ya diporojeke tse di tshitsintsweng go ditlapele tsa tlhabololo ya mmasepala.

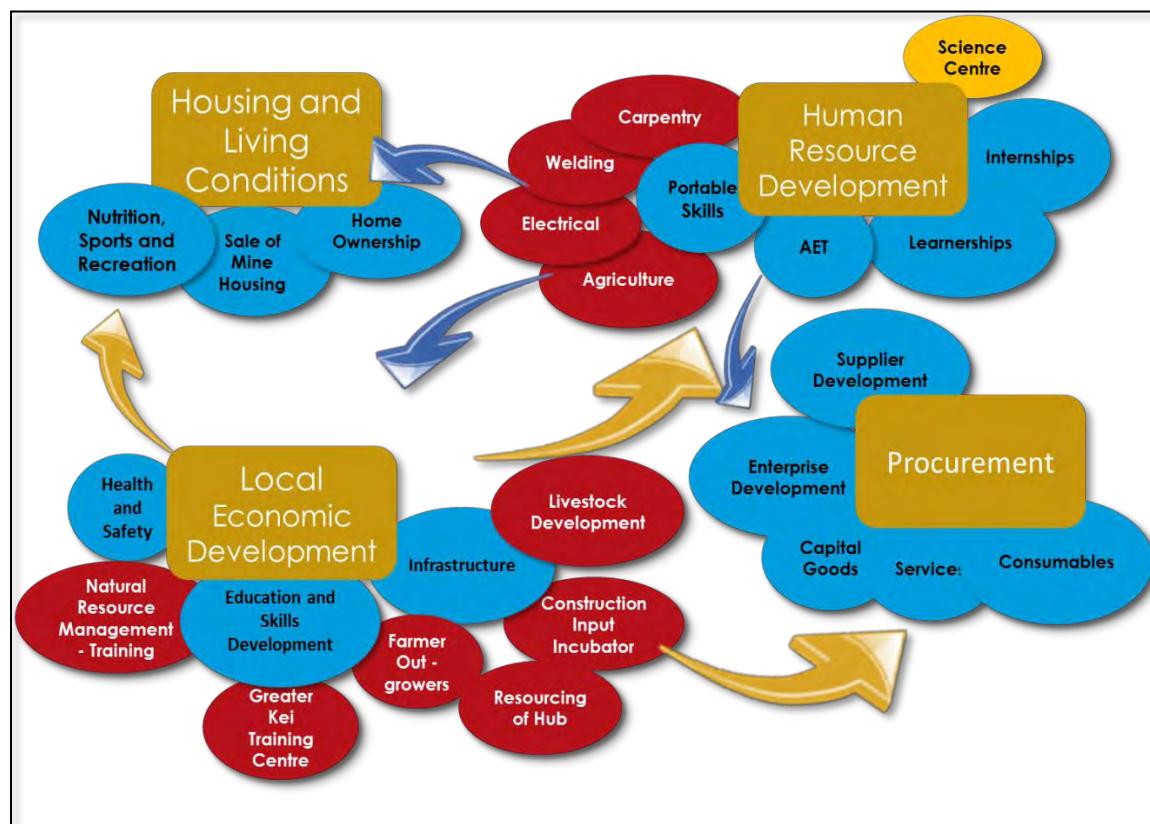
Mokgwa o o kopanetsweng o tla diriswa go netefatsa tsenyotirisong ya tlhabololo ya ikonomi e e tla tlholang phetogo le molemo mo lefelong la mmasepala wa selegae ka botlalo. Ka lebaka le, diporojeke tse di tla salwang morago ke tse di tla kgonang go tswelela, mme di na le tshekotshelo e e fetang ya moepo go kgon a go tlhola didiriswa tsa tlaleletso ka bolekane. Go kaya gore go tloga mo tebong ya tsamaiso ya tlhabololo ya togamaano go botlhokwa gore dikgolagano le dikopano magareng ga diporojeke di tlhamilwe.

#### **4.6 Mokgwa wa tsenyo tirisong wa Sibanye-Stillwater**

Go tsenngwa tirisong ga diporojeke tsa LED go etswe tlhoko tlholego ya kgokagano ya SLP, moo manaane a katiso a HRD, mekgwa Tshenkelo le Maemo a Matlo le Botshelo di kopantswe mmogo go fetola Kloof Operations le baagi ba ba e dikologileng gotlhelele. Go fitlhelela ikonomi e kgolo, kopano le seabe se segolo, diporojeke tsa LED di tsenngwa tirisong ka tirisanommogo ya dimmasepala, mafapha tsa puso selegae le ditheo tse dingwe tsa poraefete/dikhampani tsa moepo. Jaaka go kailwe pejana, re ikaeletse go dira diporojeke tse di nang le seabe se segolo mo go tlholeng ditiro tse di tswelelang mo baaging ba ba gaufi mme di tsepile mo dipharologanyong tsa ikonomi. Seno se tla diragadiwa go mafelo a a romelang badiri le a tikologo go fokotsa go ikaega ka madirelo a meepo.

Go lebeletswe diporojeke tsa LED mo mafelo magolo a a romelang badiri, kgokagano e tla tsenngwa tirisong ka Lefapha la Kamano ya Baamegi la Khamphani go fitlhelela seabe se se namatshang. Matlole a tla tswa go meepo yotlhe, go tsenyeletsa le Kloof Operations.

Sibanye-Stillwater e itseetse mokgwa o o gokaganeng go rotloetsa Tlhabololo ya Ikonomi ya Selegae. Nomorotshwantsho e e fa tlase e tlhagisa tlholego ya kgokagano eno.



#### Nomorotshwantsho 9: Kgokagano ya Mafapha-ntsi a Sibanye-Stillwater

#### 4.7 Tshobokanyo ya go Tsenya Tirisong Porojeke ya LED

Diporojeke tse di latelang di supilwe e le tse di maleba le filosofi ya Sibanye- Stillwater ya go netefatsa seabe se segolo mo baaging. Diporojeke tse di tlhagisitsweng mo SLP eno di a kgonega e bile di ka atlega. Peeletso mo maemong ano e tsamaisana le maemo a tlhagiso a ga jaana le dipolo tse di nyalantsweng le tsona tsa kwa Kloof Operations. Diporojeke di kgaogantswe ka (i) Diporojeke tsa Mafelo a a romelang Badiri le (ii) Diporojeke tsa Baagi ba Tikologo ya Moepo, jaana;

Papetla 47: Tshobokanyo ya Porojeke tsa LED Kloof

Leina la Porojeke	Seabe sa Porojeke	Letlha la Tsenyotirisong	Mmasepala	Tekanyetsokabo
Go neela tlhanaselo ya kgwebo/Senthara Didiriswa	Tlhabololo ya Kgwebo le Bašwa	Ferikgong 2017	Mmasepala wa Selegae wa Toropo ya Rand West	R1 000 000
Thutuso ya go tsenya go tlhagiswa	Tlhabololo ya Kgwebo	Ferikgong 2017	Mmasepala wa Selegae wa Toropo ya Rand West	R4 000 000
Sekema sa Thekiso ya ditlhagiswa	Tlhabololo ya Mafaratlhatlha le Kgwebo	Ferikgong 2017	Mmasepala wa Selegae wa Toropo ya Rand West	R6 000 000
Paakanyo ya Senthara ya Difirontsi ya Badirile	Tlhabololo ya mafaratlhatlha	Ferikgong 2017	Mmasepala wa Selegae wa Toropo ya Rand West	R1 000 000
Bolaodi jwa Didiriswa tsa Tlhago – Taolo ya Matlakala	Tlhabololo ya Mafaratlhatlha le Kgwebo	Ferikgong 2017	Mmasepala wa Selegae wa Toropo ya Rand West	R5 000 000
Tokafatso ya Diruiwa le Tlhabololo ya Mafaratlhatlha	Tlhabololo ya Magae le Tlhabololo ya Kgwebo	Ferikgong 2017	Kapa Botlhaba LSA	R2 800 000
Akatemi ya tlhabololo ya Bokgoni ya Great Kei	Tlhabololo ya Mafaratlhatlha	Ferikgong 2017	Kapa Botlhaba LSA	R2 909 600
Gotlhe				R22 709 600

#### **4.8 Diporojeke tsa Mafelo a a romelang Badiri**

Manaane a tlhabololo ya Baagi a moepo a lebile diporojeke tsa mafaratlhatlha a tlhabololo a baagi ba moepo ba mafelo a a romelang badiri. Diporojeke tse di lepilweng ke: i) Akatemi ya Tlhabololo ya Bokgoni ya Great Kei mo Mmasepaleng wa Selegae wa Great Kei kwa Kapa Botlhaba; le ii) Porojeke ya Tlhabololo ya Mafaratlhatlha a Thuo. Go tla nna botlhokwa go dira diporojeke tse di tsenyang kgolagano le dikopano le baamegi botlhe, segolo baagi, dimmasepala tsa selegae, DMR, Lefapha la Kgwebo le Madirelo, Lefapha la Bosetshaba la Matlole, Lefapha la Thuto, Lefapha la Boitekanelo, le Lefapha la Matlo. Maikaelelo ke go tswelela go nna le kabelo e e nang le boleng le morago ga moepo o emisitse go nna gona.

Go tsentswe lekwalo jaaka bopaki jwa tlhoko le le rometsweng go Sibanye-Stillwater go kopa gore e thused go tsamaisa kgolo ya ikonomi ka go aga ditheo tsa katiso go netefatsa gore baagi ba kgona go ipaakanyetsa maiteko a tlhabololo ya ikonomi a a tlhagelelang mo Mmasepaleng wa Selegae wa Greater Kei. Morago, go ntse go tshwarwa dikopano le balekane ba bangwe go tlhatlhamolola kgopolole e le go tlhama kgetse ya kgwebo e e nang le dipoelo.

**Papetla 48: Tokafatso ya Leruo le Tlhabololo ya Mafaratlhathla: Kapa Botlhaba\***

Leina la Porojeke	Tlhabololo ya Leruo, Tokafatso ya Tshegetso le Tlhabololo ya Mafaratlhathla	FY ya Pampiri ya Porojeke	2017												
Lemorago la Porojeke	<p>Porojeke eno e batla go aga le go kgontsha mafelo a go poma, gore balemirui ba ba itschedisang ba kgone go tsaya karolo mo kgwebong ya tlhagiso ya wulu. Ka tsela e go tla bo go tlhodilwe motswedi wa letseno o o tswelelang go balemi ba wulu. Porojeke e lebelela pele tlhabololo ya ikonomi ya selegae ya kwa Mmasepaleng wa Sedika sa Chris Hani (CHDM) ke sone e thusiwang ka matlole ke CHDM le Lefapha la Tlhabololo ya Magae le Tlhabololo ya Temothuo.</p> <p>Porojeke e simolotse ka sekele ya 2012-2016 go tokafatsa itekanelo ya diruiwa ka balemirui ba ba itschedisang ka temo ba kwa Kapa Botlhaba le go tlhabolola Village Link Persons (di VLP) e e neng e neelana ka ditirelo tsa itekanelo. Mo tshekotshelong ya porojeke ya dingwaga di le 3 metse e le mentsi le balemirui ba temo ya go itschedisa ba le 3 359 ba ungwetswe go tswa go kgakololo ya itekanelo ya diruiwa le melemo e ba e neetsweng, jalo go fokodiwa kelo ya maso a dinku ka bonnye 10%.</p> <p>Tlhamo ya mafelo go poma dinku a tla fokotsa dikgoreletsi go balemirui ba temo itschediso go tsena mo kgwebong ya tlhagiso ya wulu le go ba neela mafaratlhathla a a tlhogegang thata go ba tshegetsa mo tirwaneng ya ikonomi.</p> <p><b>Diphitlhelo tsa Porojeke</b></p> <ul style="list-style-type: none"> <li>• go aga le go neela mafelo a go pona dinku a le 4</li> <li>• ka tiso go baungwelwamolemo ya tiriso ya sediriswa sa go poma dinku</li> </ul>	<b>Letlha la go simolola Porojeke</b>	<b>Ferikgong 2017</b>												
Balekane go Porojeke	<p><b>Sibanye-Stillwater:</b> Thusa ka matlole go reka didiriswa ka go poma le bolaodi jwa porojeke</p> <p><b>Mmasepala wa Sedika wa Chris Hani:</b> neelana ka lefatshe le ditirelo go mafaratlhathla le matlole go tokafatsa itekanelo ya diruiwa</p> <p><b>Ejensi ya Tlhabololo ya Chris Hani:</b> Tshegetso ya Bolaodi le Setegeniki Lefapha la Tlhabololo ya Magae le Tlhabololo ya Temothuo (DRDAR): tshegetso ya setegeniki le matlole a mafaratlhathla le tlhokomelo ya ona</p>	<b>Tshedimosets o e e tlamang jaaka ka:</b>	<b>Seetebosigo 2017</b>												
Porojeke e tsenyeleditswe go go IDP efe	Mmasepala wa Sedika sa Chris Hani	<b>Baungwelwa (Baagi ba ba Rileng)</b>	<b>Balemirui ba temo itschediso go tswa kwa dimmasepaleng tsa selegae di le 3 (Sakhisizwe, Engcobo le Intsika Yethu) mo Mmasepaleng wa Sedika sa Chris Hani</b>												
IDP Nomorokaelo ya Porojeke	<b>Palogotlh ya Ditiro tse go lebeletsweng di ka tlhamiwa</b> <table border="1" style="margin-left: 20px;"> <tr> <td>Banna</td> <td>Basadi</td> <td>Bašwa</td> <td>digole</td> <td>Gotlhе</td> <td rowspan="2"><b>Lefelo la tikologo la Porojeke</b></td> <td rowspan="2"><b>Porofense ya Kapa Botlhaba</b></td> </tr> <tr> <td>20</td> <td>5</td> <td>1</td> <td>0</td> <td>25</td> </tr> </table>	Banna	Basadi	Bašwa	digole	Gotlhе	<b>Lefelo la tikologo la Porojeke</b>	<b>Porofense ya Kapa Botlhaba</b>	20	5	1	0	25		
Banna	Basadi	Bašwa	digole	Gotlhе	<b>Lefelo la tikologo la Porojeke</b>	<b>Porofense ya Kapa Botlhaba</b>									
20	5	1	0	25											

Dipholo	<b>Setheo se se ikarabelang</b>	Tirwana						
		Lefelo la Tiragatso Kgolo (KPA)	Tshupo ya Tiragatso Kgolo (KPI)	Ngwag a 1	Ngwaga 2	Ngwaga 3	Ngwag a 4	Ngwag a 5
Netefatsa kgatlhego le gona mong mmogo le ikarabelo	<b>Sibanye- Stillwater, Mmasepala wa Sedika sa Chris Hani le Ejensi ya Tlhabololo ya Chris Hani le DRDAR</b>	Tsamaiso ya Loago	Ikwadiso ya Batla kopanong le metsotso					
	<b>Sibanye- Stillwater, Mmasepala wa Sedika sa Chris Hani le Ejensi ya Tlhabololo ya Chris Hani le DRDAR</b>		MoA o o saenlweng wa Bolekane jwa Botthe le jwa poraelete (PPP)					
Mafelo a a mo tikologong ya dikago tsa mafelo a go poma dinku	<b>Mmasepala wa Sedika sa Chris Hani</b>	Supa mafelo a a gaufi go aga mafelo a go poma dinku	Tshwetso ya Khansele					
Ditlhangwa le Dithalwa	<b>Sibanye- Stillwater, Mmasepala wa Sedika sa Chris Hani le Ejensi ya Tlhabololo ya Chris Hani le DRDAR</b>	Tetlelelo ya Porojeke	Dipolane tse di dumelletswen g ke mmasepala go agiwa					
Kago ya mafelo ya go poma dinku	<b>Sibanye- Stillwater, Mmasepala wa Sedika sa Chris Hani le Ejensi ya Tlhabololo ya Chris Hani le Lefapha la Temothuo</b>	Go tlhangwa ga disaete	Dithentara l dikonteraka tsa kago					

Neela didiriswa go mafelo a go poma dinku	<b>Sibanye- Stillwater, Mmasepala wa Sedika sa Chris Hani le Ejensi ya Tlhabololo ya Chris Hani</b>	Mafaratlhathla le ditheo tsa go neelana le go reka didiriswa tsa go poma tse di digetsweng.	Theko le dipeelelo tsa go romela kwa mafelong a go poma tse di digetsweng.					
Go katisa tiriso ya sediriswa	<b>Sibanye- Stillwater, Ejensi ya Tlhabololo ya Chris Hani</b>	Go aga bokgoni	Potefolio ya bosupi					
Thomelo	<b>DMR, Sibanye- Stillwater</b>	Go tswalwa ga Porojeke	Pegelo ya go tswalwa ga porojeke					
<b>Tekanyetsokabo</b>						<b>*R 8 400 000</b>		
<b>Togamaano go Tswa:</b>	Mafaratlhathla a tla nelwa go Mmasepala wa Sedika sa Chris Hani							
<b>Letlha go Digela:</b>	2021							

\*E tla kgaoganngwa ka go lekana go Sibanye-Stillwater Gold Operations tsotlhe

#### Papetla 49: Akatemi ya Tlhabololo ya Dikgono tsa Great Kei

Leina la Porojeke	Akatemi ya Tlhabololo ya Dikgono ya Great Kei	FY ya Pampiri ya Porojeke	2017
<b>Lemorago la Porojeke</b>	Ka Tlhakole 2017, Mmasepala wa Selegae wa Great Kei (GKLM) o ne wa romela kopo e l karolo ya go thusa ka matlole go agiwa ga Akatemi ya Tlhabololo ya Dikgono eo e tla tlhamiwang mo tikologong ya mmasepala. Mmasepala wa Great Kei mo Sedikeng sa Amathole, e leng lengwe la Mafelo a a Romelang Badiri.	<b>Letlha la go simolola Porojeke</b>	<b>Ferikgong 2017</b>
	Mmasepala o supile balekane ba le mmalwa ba ba ka tswelelang ka porojeke mme e ikaeleta go tsenya tirisong porojeke eno ka dikgato. Kabo ya Sibanye-Stillwater e tla dirisiwa mo kgatong ya ntlha, eo e tla bong e le go isa popego go maemo a go dirisiwa ya yuniti e e tletseng ya Akatemi ya Dikgono mme e tla feleletswa fa matlole a tlaletso a sena go bonwa, fa go diragala gore mmasepala a palelwé ke go bona madi, kgato ya ntlha e ka tswelela jaaka setheo se se potlana sa Akatemi ya Dikgono. Mo ntlheng e nngwe fa mmasepala a ka kgon a go bona matlole, kgato ya ntlha e ka dira jaaka lefapha la Akatemi ya Dikgono.	<b>Letlha go wetsa Porojeke</b>	<b>Sedimonthole 2021</b>

	<p>Porojeke e lebeletse moono wa moragonyana wa mmasepala o o ikaegileng ka Operation Ocean Phakisa. Moono o tshegeditswe ke dipilara di l tharo e leng.:</p> <ul style="list-style-type: none"> <li>• Tlhabololo ya Temothuo</li> <li>• Tlhabololo ya Bojanala, le</li> <li>• Tlhabololo ya Ikonomi ya Mawatle</li> <li>• Go feta fao, GKLM e supile diporojeke tse di latelang tsa Ikonomi ya Mawatle: <ul style="list-style-type: none"> <li>◦ Kago sešwa ya Ditorotswana tsa Kei Mouth</li> <li>◦ Boemelakepe jwa Tshwarotlhapi ya Diketswana</li> <li>◦ Kei River Mouth: tlhabololo ya ditheo tsa bobetli go tsenyeletsa: bo bolokakepe le go di dirisetsa itapoloso.</li> </ul> </li> </ul> <p>Go ya ka GKLM, ditsereganyo tsotlhe tse di fa godimo di tla tlhoka batho ba ba nang le bokgoni: go le jalo, GKLM e na le bontsi jwa go fitlha go 70% jwa bašwa ba ba sa direng. Moono wa mmasepala wa Akatemi ya Tlhabololo dikgono o tlhagile ka nthha ya tlhoko go samagana le botlhokatiro jwa bašwa mme e ikaelela go netefatsa gore bašwa ba baakanyetswa go fitlhelela ditlhono tse di tla tlhagelelang fa go tsenngwa tirisong ditsereganyo tse di fa godimo tse di tla gogiwang kwa pele ke Operation Phakisa (Ikonomi ya Mawatle). Go ya ka IDP ya mmasepala, ke 19% ya baagi fela e e nang le Kereiti ya 12, seo e leng sesupo sa kelo ya go tlhogela sekolo e e kwa godimo e e itemogelwang mo tsamaisong ya dikolo.</p> <p>Akatemi ya tlhabololo ya dikgono e tla katisa bašwa dikgono tsa temothuo le tsa tiro kwa mawatleng, ka tsela e mmasepala o tla fedisa koketsegoo ya botlhokatiro. Tlhamo eno go ya ka mmasepala ke ya maemo a mangwe gonne ga go epe go di le tharo tsa Ditheo tsa Thuto le Katiso Setegeniki le Thupelelo ya tiro mo Sedikeng sa Amathole e e neelanang ka dikgono tsa temothuo le go dira kwa mawatleng. Ke lona lebaka le mmasepala o tlhomileng porojeke e mo thusa sedika sotlhe.</p> <p><b>Diphitlhelelo tsa Porojeke:</b> Porojeke e tsenyeletsa go thusa ka matlole mo go ageng akatemi ya tlhabololo ya dikgono.</p>		
<b>Balekane go Porojeke</b>	<ul style="list-style-type: none"> <li>• <b>Sibanye-Stillwater:</b> - e tla thusa ka matlole a mafarathatlha le bolaodi jwa porojeke</li> <li>• <b>Lefapha la Thuto Kgolwane (DHET):</b> - Memorantamo wa Tumalano (MOA) go tlhagisa ditlhokego, go kgontsha le tlhokomelo go ya pele</li> <li>• <b>Mmasepala wa Selegae wa Great Kei:</b> - go neelana ka lefatshe le ditirelo mo saeteng le go gokaganya dikabelo go tswa go baamegi ba ba farologaneng.</li> <li>• <b>Mmasepala wa Sedika sa Amathole:</b> Kopanelo thuso ka matlole</li> <li>• <b>Lefapha la Temothuo:-</b> Go neelana ka kgakololo e e malebana le ditlwaelo tse di siameng mo temothuong go tsenyeletsa le go gakolola ka kharikhulamo</li> </ul>	<b>Tshedimosetso e e tlamang jaaka ka:</b>	<b>Seetebosigo 2017</b>

	<ul style="list-style-type: none"> <li>Dikhampani tse dingwe tsa Lekala la Poraefete: - Kopanelo thuso ka matlole</li> <li>Yunibesithi ya Fort Hare, Yunibesithi ya Nelson Mandela, Kholeije ya Temothuo ya Fort Cox, LGSETA: Ditheo tseno di kopilwe go nna karolo ya balekane tsa togamaano ya setegeniki</li> </ul>								
Porojeke e tsenyeleditswe go go IDP efe	Mmasepala wa Selegae wa Great Kei			Baungwelwa (Baagi ba ba Rileng)	Great Kei le baagi ba tikologo				
IDP Nomorokaelo ya Porojeke	Palogotlhe ya Difiro tse go lebeletsweng di ka tlhamiwa	Banna	Basadi	Bašwa	Digole	Gotlhe	Lefelo la tikologo la Porojeke	Great Kei mo Sedikeng sa Amathole kwa Porofenseng ya Kapa Botlhaba	
Dipholo	Setheo se se ikarabelang	Tirwana							
		Lefelo la Tiragatso Kgolo (KPA)	Tshupo ya Tiragatso Kgolo (KPI)	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Netefatsa kgatlhego le go nna mong mmogo le ikarabelo	GKLM, DHET le Sibanye – Stillwater	Tsamaiso ya Loago	Ikwadiso ya Batla kopanong le metsotso						
Memorantamo wa tumalano (MoA)	GKLM, Sibanye- Stillwater le DHET	Bolekane le Ditumalano	MoA o o saenilweng wa Bolekane jwa Setšhaba le Poraefete (PPP)						
Lefatshe la Setheo	GKLM	Lefatshe e e mo bogareng go aga porojeke	Tshwetso ya Khansele						
Balekane ba matlole le ba setegeniki	GKLM	Bolekane	Tumalano e e saenilweng ya Ditumalano						
Thapa dithophapha tsa porofešenale	GKLM /Sibanye- Stillwater le Balekane	Bolaodi jwa porojeke	Maemo a tumalano ya tirelo						
EIA, Maano go sega gape le go aga	GKLM, DoHE, Sibanye- Stillwater le Balekane	Tettlelelo ya Porojeke	Kgonagalo e e dumelletseng le dipolane tsa kago						
Thapa konteraka	Sibanye- Stillwater le	Tsamaiso ya thendara	Maemo a tumalano ya tirelo						

	Balekane ba bangwe							
Akatemi ya Tlhabololo ya Dikgono	<b>Sibanye-Stillwater, GKLM le Balekane ba bangwe</b>	Tlhamo ya saete le go aga ditheo	Go wetswa setheo go go atlegileng					
Neelano	<b>Sibanye-Stillwater</b>	Go tswala Porojeke	Pegelo ya go Tswala ga porojeke					
<b>Tekanyetsokabo</b>							<b>*R8 782 800</b>	
<b>Togamaano go Tswa:</b>	Mafaratlhatlha a tla neelwa go Lefapha la Thuto Kgolwane le Katiso (go a tsweletsa le go a tlhokomela)							
<b>Letlha go Wetsa:</b>	2021							

\*E tla kgaoganngwa ka go lekana go Sibanye-Stillwater Gold Operations tsotlhe

#### 4.9 Diporojeke tsa Baagi ba Tikologo tsa LED

##### Papetla 50: Tlhamo ya Sekema sa Thekiso ya Ditlhagiswa sa Balemirui

Leina la Porojeke	Tlhamo ya Sekema sa Thekiso ya Ditlhagiswa sa Balemirui	FY ya Pampiri ya Porojeke	2017
<b>Lemorago la Porojeke &amp; Diphitlhelelo tsa Porojeke</b>	<p>Porojeke e tla tsenngwa tirisong ka fa tlase ga kaelo ya lenaane la tlhabololo ya temothuo ka balekane mmogo magareng ga Mmasepala wa Sedika sa Bophirima sa Sibanye-Stillwater le Bokamoso Barona Initiative. Go tsenngwa tirisong ga porojeke e ke kabelo ya Sibanye-Stillwater sa tokafatso ya Lenaane la Porofense le le batlang go dirisa temothuo go farologanya ikonomi ya kwa West Rand.</p> <p>Sibanye-Stillwater e ikaegile ka go tsaya lefatshe le beng e leng Kloof go godisa tlhabololo ya temothuo mo West Rand.</p> <p>Ke ka lebaka le Sibanye-Stillwater e beetseng pele temothuo jaaka ntsha ya go samagana le go sa lekalekaneng ga matseno, bothokatiro le lehuma mo Mmasepaleng wa Sedika sa West Rand (sentlentle kwa Mmasepaleng wa Selegae wa Toropo ya Rand West) Sekema/Mmotlele wa Thekiso ya Ditlhagiswa sa Balemirui o tla letlelwlwa go samagana le go tthatlosa, boleng, le tlhabololo ya dikgono le dikgolagano tsa theko thekiso. Sibanye-Stillwater e tla ntsha lefatshe le go beeletsa mo mafarathatleng a a tlhogegang mo dipolaseng ao a tla tsenyeletsang baagi ba balemirui. Balemirui ba tla supiwa go tswa go balemirui tsa temothuo ya itschediso, dithophpha tsa tirisanommogo le bašwa bao ba tla katisiwang go Lenaane la bokgoni go temothuo la Bolaodi jwa Ditshwanelego tsa Meepo le letla tsenngwang tirisong ke Sibanye-Stillwater.</p> <p>Balemirui ba tla abelwa lefatshe le go golaganngwa le balemi ba dikgwebo ba ba tla tsayang karolo mo lenaaneng legolo la tlhabololo ya temothuo, jalo go netefatsa gore ba fitlhelela dimmaraka , tlhabololo ya setlhagiswa le tshegetso ya setegeniki le go golaganngwa le mmaraka wa temothuo wa balemirui wa West Rand le Agriparks.</p>	<b>Letlha la go simolola Porojeke</b>	<b>Ferikgong 2017</b>
<b>Balekane go Porojeke</b>	<ul style="list-style-type: none"> <li>Sibanye-Stillwater: simolola diyuniti di le 4 tsa tlhagiso go godisa balemirui potlana mo dihektares di le 20 le go neelana ka lefatshe le mafarathatlha</li> <li>Mmasepala wa Sedika sa West Rand – Ejensi ya Tlhabololo ya West Rand (WRDA): tshegetsa le go tsamaisa phitlhelelo go mmaraka</li> </ul>	<b>Letlha go wetsa Porojeke</b>	<b>Sedimonthole 2021</b>

	<ul style="list-style-type: none"> <li>Lefapha la Temothuo le Tlhabololo ya Magae: Go neelana ka tlhabololo ya dikgwebo</li> <li>Lefapha la Temothuo le Tlhabololo ya Magae la Gauteng: Tshegetso le Tsamaiso ya go Kgontsha ya thuto le go gokaganya tsenyotirisong le katlego ya diporojeke</li> <li>Mmasepala wa Selegae wa Toropo ya Rand West (RWCLM): Mmasepala wa tikologo</li> <li>Bokamoso Barona Initiative: Aba lefatsho mo boemong jwa Sibanye-Stillwater go dirisetswa Lenaane la Madirelo a Temothuto a West Rand</li> </ul>							
<b>Nyalantswe IDP</b>	Porajeke e e nyalantswe le IDP ya RWCLM e e beetseng pele temothuo jaaka nthla ya go godisa kgolo ya ikonomi e e tsenyeletsang. Porajeke e nyalantswe gape le kutu ya tlhabololo ya Agropolis ya Mmasepala wa Sedika sa West Rand.	<b>Tshedimosetso e e tlamang jaaka ka:</b>	<b>Seetebosigo 2017</b>					
<b>Porojeke e tsenyeleditswe go go IDP efe</b>	<b>RWCLM</b>	<b>Baungwelwa (Baagi ba ba Rileng)</b>	<b>Baagi ba Toropo ya Rand West</b>					
<b>IDP Nomorokaelo ya Porojeke</b>	<b>Palogotlhе ya Ditiro tse go lebeletsweng di ka tlhamiwa</b>	<b>Gotlhе</b>	<b>Banna</b>	<b>Basadi</b>	<b>Bаšwa</b>	<b>Digole</b>	<b>Lefelo la tikologo la Porojeke</b>	<b>Porofense ya Gauteng</b>
<b>Dipholo</b>	<b>Setheo se se ikarabelang</b>			<b>Tirwana</b>				
		<b>Lefelo la Tiragatso Kgolo (KPA)</b>	<b>Tshupo ya Tiragatso Kgolo (KPI)</b>	<b>Ngwaga 1</b>	<b>Ngwaga 2</b>	<b>Ngwaga 3</b>	<b>Ngwaga 4</b>	<b>Ngwaga 5</b>
Netefatsa kgatlhego le go nna mong mmogo le ikarabelo	<b>Balekane ba Porojeke</b>	Tsamaiso ya Loago	Ikwadiso ya Batla kopanong le metsotso					
Netefalseto ya go nna teng ga Lefatshe	<b>Sibanye-Stillwater</b>	Thuno ya Lefatshe	Pegelo ya Thuno ya Lefatshe					
Pegelo ya kgonagalo le go Epa go lekola mmu	<b>GDARD &amp; Sibanye-Stillwater</b>	Tlhatlhobo	Pegelo ya Kgonagalo					
Bosetheo	<b>WRDA Sibanye - Stillwater</b>	Bolaodi jwa Polase	Dipolase tse di dirang					

Neelano	<b>Balekane ba Porojeke</b>	Dipolase tse di Tswelelang	Neelano ka Dijo					
<b>Tekanyetsokabo</b>								
<b>Togamaano go Tswa:</b>	Dikgwebo di tla tsenya mo ditumalanong tsa thankgololo mmogo le dimmaraka							
<b>Letlha go Digela:</b>	2021							

**Papetla 51: Bolaodi jwa didiriswa tsa Tlholego – Bolaodi jwa Matlakala**

Leina la Porojeke	Bolaodi jwa didiriswa tsa Tlholego – Bolaodi jwa Matlakala						FY ya Pampiri ya Porojeke	2017
<b>Lemorago la Porojeke</b>	<p><b>Dintlhakgolo tsa Porojeke:</b>            Lenaane la bolaodi jwa didiriswa tsa tlholego le tla neelana ka thotloetsa ya ikonomi le go tlholo ditiro go go tswelelang mo Toropong ya Rand West. Tsepoo ya RWCLM e mo go tlhabololeng ditlhophpha tsa bolaodi jwa matlakala: Go baya ka ditlhophpha le go tsosolosa lefelo la go latlhela matlakala. Gape, porojeke e tla tsenngwa tirisong ka mokgwa wa mokopanelwa go sireletsa, boloka le le taolo e e tswelelang ya didiriswa tsa tlholego go re go kgonege go laola go latlha matlakala mo mmasepaleng.</p> <p><b>Diphithhelelo tsa Porojeke:</b>            Go reka didiriswa tsa go baya matlakala ka ditlhophpha (metshini ya go baya matlakala ka ditlhophpha le go reka didiriswa (metshini go tlhaola, metshini go gatelela, dikgamelo tsa matlakala, metshini go dirisa gape matlakala le didiriswa go kgaola matlakala)</p>						<b>Letlha la go simolola Porojeke</b>	<b>Ferikgong 2017</b>
<b>Balekane go Porojeke</b>	<p><b>Sibanye-Stillwater:</b> Thusa go reka didiriswa tsa go baya matlakala ka ditlhophpha (metshini ya go baya matlakala ka ditlhophpha le ditshilo tsa matlakala).</p> <p><b>Mmasepala wa Selegae wa Toropo ya Rand West:</b> go neelana ka ditheo tsa taolo ya go latlha matlakala le diteishene tsa phuduso mmogo le bolaodi jwa porojeke.</p>						<b>Letlha go wetsa Porojeke</b>	<b>Sedimonthole 2021</b>
<b>Nyalanyo le IDP</b>	Porojeke e nyalantswe le IDP ya Mmasepala wa Selegae wa Toropo ya Rand West						<b>Tshedimosetso e e tlamang jaaka ka:</b>	<b>Seetebosigo 2017</b>
<b>Porojeke e tsenyeleditswe go go IDP efe</b>	<b>Mmasepala wa Selegae wa Toropo ya Rand West</b>				<b>Baungwelwa (Baagi ba ba Rileng)</b>		<b>Bekkersdal, Simunye, Westonaria, Venterspost, Borwa</b>	
<b>IDP Nomorokaelo ya Porojeke</b>	<b>Palogotlhe ya Ditiro tse go lebeletsweng di ka tlhamiwa</b>	<b>Gotlhe</b>	<b>Banna</b>	<b>Basadi</b>	<b>Bašwa</b>	<b>Digole</b>	<b>Lefelo la tikologo la Porojeke</b>	Mmasepala wa Selegae wa Toropo ya Rand West
<b>Dipholo</b>		<b>Tirwana</b>						

	<b>Setheo se se ikarabelang</b>	<b>Lefelo la ya Tiragatso Kgolo (KPA)</b>	<b>Tshupo ya Tiragatso Kgolo (KPI)</b>	<b>Ngwaga 1</b>	<b>Ngwaga 2</b>	<b>Ngwaga 3</b>	<b>Ngwaga 4</b>	<b>Ngwaga 5</b>
Netefatsa kgatlhego le go nna mong mmogo le ikarabelo	Balekane ba Porojeke	Tsamaiso ya Loago	Ikwadiso ya Batla kopanong le metsotsotso					
Go supa ditheo	<b>RWCLM</b>	Lefatshe le Setheo	Setheo					
Katiso le go batla baungwelwa	<b>RWCLM</b>	Baungwelwa ba a thapiwa	Dipholo tsa katiso ya baungwelwa					
Go reka didiriswa	<b>Sibanye-Stillwater</b>	Theko ya didiriswa tsa motshini	RFQ le didiriswa					
Neelano	Balekane ba Porojeke	Porojeke e a neelwa						
<b>Tekanyetso</b>								<b>R5 000 000</b>
<b>Togamaano go tswa</b>	Porojeke e nnelwa go RWCLM le baungwelwa							
<b>Letlha la tebogape:</b>	2021							

#### Papetta 52: Lefelo la Thutuso la Botlhagiso

<b>Leina la Porojeke</b>	<b>Go tlhama lefelo la Thutuso</b>	<b>FY ya Pampiri ya Porojeke</b>	<b>2017</b>
<b>Lemorago la Porojeke</b>	<p><b>Dintlhakakaretso tsa Porojeke:</b></p> <p>Maikaelelo magolo a porojeke ke go tlhama diSME tse e seng tsa theko thekiso tse di nang le bokgoni go direla dikhampani tse dingwe go tsenyeletsa le baagi ba tsona, mme di ikagela tsweletso le morago ga tiro ya go ntsha. maikaelelo a lenaane ke go neela baitshimoledikgwebo bokgoni jo bo bo tlhokegang le didiriswa go tlhama dikgwebo tse di kgwediwang ke botlhagiso tseo di tla direlang tlhokego ya mokoloko wa dikgwebo tse di golang le tse di tla runyang mme go tlaleletsa se, go ba thusa go laola boithamelo jo jwa dikgwebo ka melelwane ya kgolo e e tswelelang e bile e na le dikungo. Porojeke e simolotswe morago ga togamaano ya pusetso ya madirelo gape ya West Rand e e neng e eteletswepele ke Porofense ya Gauteng le Mmasepala wa Sedika wa West Rand (WRDM).</p> <p>Lenaane le le tletseng la thutuso le ikaletswe go tswelela paka ya dingwaga tse tharo go moiitshimoledikgwebo mongwe le mongwe. Kwa tshimologong, didiriswa le tshegetso di neelwa baitshimoledikgwebo ba le 30 bao ba tlhophilweng fa go tsennngwa tirisong sekele e e fetileng ya SLP, ka maikaelelo a go ba tlhatlosetsa kwa go feteng dikgwebo fela tse di nang le go ikemela go ya go dikgwebo tse di tswelelang tsa botlhagiso.</p>	<b>Letlha la go simolola Porojeke</b>	<b>Ferikgong 2017</b>

	<p>Kgato ya ntlha ya porojeke e simolotse ka fa tlase ga sekele e e fetileng ya SLP ka fa tlase ga tshegetso ya Porojeke ya Motse wa Glenharvie e go fitheletsweng dipolo tse di latelang:</p> <ul style="list-style-type: none"> <li>• polante e e tlhagisang ditena di le kana ka di le 10 000 ka letsatsi e e rekiliweng le go baakanyetswa tiriso</li> <li>• kago e e sa dirisiweng le dithoto di ne tsa supiwa mme tsa baakanngwa</li> <li>• Katiso ya diSMME e simolotse ka 2017</li> </ul> <p><b>Porojeke e ageletswe gape mme bogolo jwa okediwa go samagana le tlhabololo ya dikgwebo tsa botlhagiso.</b></p> <p>DiSMME di tla itsholela molemo ya kaelo, didiriswa le bogakolodi go tswa go neteweke ya thutuso ya baitseanape ba intaseteri, bagakolodi le dintlha tsa thekenoloji go ithamela bokgoni jwa botlhagiso.</p> <p>Morago ga go aloga kwa thutusong, diSMME di tla kgona go santse di dirisa didiriswa mo nakong e e beiweng ya go tlhagisa materiale le/kgotsa dipeelo tse di tla netefaletswang le thutuso.</p>							
<b>Balekane go Porojeke</b>	<ul style="list-style-type: none"> <li>• <b>Mmasepala wa Selegae wa Toropo ya Rand West le dimmasepala tse di ka fa tlase</b> – Tshegetso ka tsamaiso ya go maketa le kopano</li> <li>• <b>Boitlhamele jwa Bolhgiso jwa Setegeniki kwa Gauteng (GTMI)</b> – Porojeke e laola lefelo la thutuso le ntsho ya diSMME tse di tshwanelegang di tswelela</li> <li>• Lefapha la Tlhabololo ya dikgwebopotlana</li> </ul>	<b>Letlha go wetsa Porojeke</b>	<b>Sedimonthole 2021</b>					
<b>Nyalantsho ya IDP</b>	<p>Porojeke e amantswe le dilDP tsa Mmasepala wa Sedika wa West Rand tsa tlhabololo ya SMME go godisa ikonomi ya lekeishene go tsenyeletsa le go Tshosolosa ikonomi ya Makeishene ya Porofense ya Gauteng</p>	<b>Tshedimosetso e e tlamang jaaka ka:</b>	<b>Seetebosigo2017</b>					
<b>Porojeke e tsenyeleditswe go go IDP efe</b>	<b>Mmasepala wa Sedika sa Rand West</b>	<b>Baungwelwa (Baagi ba ba Rileng)</b>	<b>Dikgwebopotlana Magareng Le tse Dinnye go Kago go tswa kwa dimmasepaleng ka bongwe</b>					
<b>IDP Nomorokaelo ya Porojeke</b>	<b>Palogotlhya Ditirotse go lebeletswe ng di ka tlhamiwa</b>	<b>Gotlh e</b>	<b>Bann a</b>	<b>mosad i</b>	<b>Bašwa</b>	<b>Digole</b>	<b>Lefelo la tikologo la Porojeke</b>	<b>Westonaria, Porofense ya Gauteng</b>
<b>Dipholo</b>	<b>Setheo se se ikarabelang</b>	<b>Tirwana</b>						
		<b>Tshupo ya Tiragatso Kgolo (KPI)</b>		<b>Tshupo ya Tiragatso Kgolo (KPI)</b>	<b>Ngwaga 1</b>	<b>Ngwaga 2</b>	<b>Ngwaga 3</b>	<b>Ngwaga 4</b>
Netefatsa kgatlhego le go nna mong mmogo le ikarabelo	<b>Balekane go Porojeke</b>	Tsamaiso ya Loago		Ikwadiso ya Batla kopanong le metsotsos				

Katiso ya Boitshimoledikgw ebo	<b>Sibanye- Stillwater</b>	Maiteko a mašwa a khoso ya itshimololelo	Setefikhiti (letlelets wen g) le potefolio ya bosupi					
Dipaakanyo tsa dikago		Tlhabololo ya mafarathatlha	Setheo se se baakantswe ng					
Katiso ya setegeniki		Katiso ya setegeniki le sediriswa o tswelela ka katiso	Setifikhiti					
Thutuso e e dirang (feletse)		Theko ya didiriswa & tlhamo ya thutuso	Polante e e baakantswe ng & tswalwa					
Letlha la thomelo ya thoto ya ntlha		Botlhagiso	Sampole ya ditlhagiswa go bontsha					
Dikgolagano tsa mmaraka	WRDA/GTM I	Tlhabololo ya Setlhagiswa	Tumelelo ya Dipolane					
Go tswa	Balekane ba Porojeke	Pegelo ya Go wetsa Porojeke	Go wediwa ga Porojeke					
Tekanyetsokabo	*Driefontein R4m / Kloof R4M							R4 00 0 000
Togamaano go Tswa:	Go tswa ga Ejensi ya Tlhabololo ya West Rand tsa setlhophpha sa tshegetsa madirelo							
Letlha go Digela:	2021							

#### Papetla 53: Go neelana ka diriswa go Tlhanaselo ya Dikgwebo/Senthara ya Bašwa

Leina la Porojeke	Tlhanaselo tsa Kgwebo/Senthara ya Bašwa	FY ya Pampiri ya Porojeke	2017
Lemorago la Porojeke	<p><b>Dintlhakakaretsa tsa Porojeke:</b>            Senthata ya Bašwa e agiwa gape go thusa ka ditlhoko tsa baagi ba Toekomsrus tsa go fithelela ditlhoko. Dikgwebo le bašwa ba Toekomsrus ba tlhoka ditheo go rotloetsa boitshimoledi le go tlhabolola Boiphediso. Ka go neela senthara didiriswa, Sibanye-Stillwater e tla tshegetsa go tlhangwa ga senthara ya bašwa mo baaging. Sediriswa se tla thusa baagi go fithelela inthanete le tshedimosetso ya sešweng go tswa go mmasepala le ditheo tse dingwe.</p> <p><b>Diphitlhelotso tsa Porojeke:</b></p> <ul style="list-style-type: none"> <li>• Thusa senthara ka go e neela fenishara - tafole X3, ditilo X12, dikhomphiutara X12, dideseke tsa dikhomphiuta X12</li> <li>• mafarathatlha a Wi-Fi &amp; mabati a tshireletso, matlhbabaphefo X6 le setilo sa kwa ntle sa konkereite</li> <li>• Kabo ya didiriswa tsa tiro.</li> </ul>	Letlha la go simolola Porojeke	Phukwi 2017
Balekane go Porojeke	<ul style="list-style-type: none"> <li>• <b>Sibanye-Stillwater:</b> Thusa senthara ka go e neela fenishara - tafole X3, ditilo X12, dikhomphiutara X12, dideseke tsa dikhomphiuta X12 le mafarathatlha a Wi-Fi &amp; mabati a tshireletso, matlhbabaphefo X6 le setilo sa kwa ntle (konkereite)</li> </ul>	Letlha go wetsa Porojeke	Seetebosigo 2019

	• <b>Mmasepala wa Selegae wa Toropo ya Rand West – Neela ka taolo, kgolagano le tlhokomelo ya porojeke.</b>													
<b>Nyalantsho ya IDP</b>	Porojeke e amantswe le diIDP tsa Mmasepala wa Selegae wa Toropo ya Rand West le dintlha kgolo tsa Mmasepala wa Sedika wa West Rand tsa tlhabololo ya SMME go godisa ikonomi ya lekeishene. Mmasepala wa Selegae wa Toropo ya Rand West o kopile Sibanye-Stillwater thusa mo tsereganyong e e bothhokwa e ya tlhabololo ya ikonomi ya selegae eo e ikaelang go bulu bokgoni jwa ikonomi mo makeisheneng. Porojeke e kwa Toekomsrus.							<b>Tshedimosetso e e flamang jaaka ka:</b>	<b>Seetebosigo 2017</b>					
<b>Porojeke e tsenyeleditswe go go IDP efe</b>	<b>Mmasepala wa Selegae wa Toropo ya Rand West</b>			<b>Baungwelwa (Baagi ba ba Rileng)</b>		<b>Dikgwebopotlana Magareng Le tse Dinnye le Baagi</b>								
<b>IDP Nomorokaelo ya Porojeke</b>	<b>Palogothe ya Ditiro tse go lebeletswen g di ka tlhamiwa</b>	<b>Gotlhe</b>	<b>Banna</b>	<b>Basadi</b>	<b>Bašwa</b>	<b>Digole</b>	<b>Lefelo la tikologo la Porojeke</b>		<b>Westonaria, Porofense ya Gauteng</b>					
<b>Dipholo</b>	<b>Setheo se se ikarabelang</b>	<b>Tirwana</b>												
		<b>Tshupo ya Tiragatso Kgolo (KPI)</b>		<b>Tshupo ya Tiragatso Kgolo (KPI)</b>		<b>Ngwaga 1</b>	<b>Ngwaga 2</b>	<b>Ngwaga 3</b>	<b>Ngwaga 4</b>	<b>Ngwaga 5</b>				
Netefatsa kgatlhego le go nna mong mmogo le ikarabelo	Balekane ba Porojeke	Tsamaiso ya Loago		Ikwadiso ya Batla kopanong le metsotso										
Bogolo jwa Tiro	RWCLM	Tlhatlhobo ya didiriswa tse di tlhokiwang		Pegelo ya bokgakala ka tiro										
Go thala gape le dipolane tse di dumelletseng	RWCLM	Tumelelo ya Dipolane		Senthara e na le didiriswa										
Bo leng gona jwa Didiriswa	Sibanye-Stillwater	Tshenkelo ya didiriswa le didiriswa tse di supilweng		Peelan ya Theko le peelano go gorosa										
<b>Go tswa</b>	Balekane ba Porojeke	Neelano												
<b>Tekanyetsokabo</b>	<b>R1 000 000</b>													
<b>Togamaano go Tswa:</b>	Mmasepala o tla tlhokomela setheo le togamaano ya tlhanaselo ya lekeishene le tlhabololo ya senthara ya bašwa													
<b>Letlha go Digela:</b>	Sedimonthole 2019													

**Papetla 54: Dipaakanyo tsa Senthara ya Ditirontsi ya Badirile**

Leina la Porojeke	Dipaakanyo tsa Senthara ya Ditirontsi – Badirile						FY ya Pampiri ya Porojeke	2017				
Lemorago la Porojeke & Diphitlhelo tsa Porojeke	<b>Dintlhakakaretso tsa Porojeke:</b> Mmasepala wa Selegae wa Toropo ya Rand West (RWCLM) o tlhomile pele dipaakanyo tsa senthara ya ditirontsi ya Badirile go latela dikhuduego tsa baagi mabapi le neelano ka ditirelo tseo go bileng ga senngwa senthara. Senthara ya ditirontsi e tlhoka go baakanngwa gonne e le lefelo le le thusang ka bontsi jwa ditlhoko ya baagi tse di jaaka tsa merero ya selegae, tlhabololo ya loago, le ditirelo tse dingwe tse di farologaneng tsa puso. RWCLM e kopile gore senthara e baakanngwe jalo go netefatsa neelano e ntle ya ditirelo. Dipaakanyo di tla tokafatsa matshelo a baagi ba magae gonne ba itemogela mathata a dipalangwa go fithelela ditirelo tse di neelweng ke mafapha a puso a Merero ya Selegae, Ditiro le Ditiro tsa Loago.  <b>Diphitlhelo tsa Porojeke:</b> Baakanya senthara ya ditirontsi						Letlha la go simolola ka porojeke	Ferikgong 2017				
Balekane go Porojeke	<b>Mmasepala wa Selegae wa Toropo ya Rand West – Laola Kago</b>						<b>Letlha la go Digela Porojeke</b>	<b>Seetebosigo 2019</b>				
Nyalano DP	Porojek e nyalantswe le dilDP tsa Mmasepala wa Selegae wa Toropo ya Rand West						Tshedimosesto e e tlamang jaaka ka:	Seetebosigo 2017				
Porojek e tsenyeleditswe go go IDP efe	<b>Mmasepala wa Selegae wa Toropo ya Rand West</b>			<b>Baungwelwa (Baagi ba ba Rileng)</b>			Badirile Randfontein					
IDP Nomorokaelo ya Porojeke	Palogotlhе ya Ditiro tse go lebeletsweng di ka tlhamiwa	Gotlhе	Banna	Basadi	Bašwa	Digole	Lefelo la tikologo la Porojeke	Randfontein, Porofense ya Gauteng				
Dipholo	Setheo se se ikarabelang	13	12	1	13	0						
<b>Tirwana</b>												
Netefatsa kgatlhego le go nna mong mmogo le ikarabelo	Balekane go Porojeke	Ntlha kgolo ya Tiragatso (KPA)		Tshupo ya Tiragatso Kgolo (KPI)		Ngwaga 1	Ngwaga 2	Ngwaga 3				
Tumelelo ya RFQ		Tsamaiso ya Loago		Ikwadiso ya batla kopanong le Metsotso								
Tsamaiso ya Thendara		Bogolo jwa Tiro		Dipolane tse di tumeletsweng le tiro								
Paakanyo ya Kago	Sibanye-Stillwater	Phasalatso ya Thendara		RFQ/phasalatso ya Thendara								
Fetsa		Dilhabololo		Feleletsa kago								
Tekanyetsokabo	R1 000 000											
Togamaano go Fetsa:	Tsenyeletso ya ntlolehalala mo leanong la mmasepala la tlhokomelo											
Letlha la go Digela:	2019											

## 5. Maemo a Matlo le Botshelo

### 5.1 Matseno

Kloof Operation e inyalantse le pholisi le togamaano ya Sibanye-Stillwater go tokafatsa maemo a botshelo a badiri ba yona, mme e:

- Tlhamile diforamo tsa mafelobonno kwa maemong a boeteledipele jwa Setlhophpha le kwa maemong a tiragatso mmogo;
- Tlhophilwe Dikomiti tsa Banni ba Dihosetele mo malokong a nako e e tletseng bao ba emelang dikgatlhego tsa badiri mo bolaoding jwa mafelobonno;
- Rulagantswe go dira patlisiso jalo go bona fa dilo tse badiri ba di ratang ka mafelobonno di fetogile mo nakong ya dingwaga di le robedi. Patlisiso e tla thusa go atolosa togamaano ya mafelobonno e e gona, e e tsenyeletsang diitlhophelo tse di latelang:
  - Dithhabololo tsa Dihosetele;
  - Diyuniti tsa malapa;
  - Khiro ya matlo a a gona ga jaana;
  - Sekema sa Go nna Mong wa Ntlo;
  - Boithhamedi jwa mafelobonno a a nyalantsweng le Maano a a Gokagantsweng a Tlhabololo le balaodi ba selegae ba ba maleba.

Go latela tse di fa godimo, le go amogela melawana ya seriti sa botho, tlhompho le bocephiri, Sibanye-Stillwater e itatlhetse go porojeke kgolo ya go tokafatsa le go fetola dihosetele tse di gona tsa bong nosi go fitlhelela phokotso ya batho mo diphaposing, jalo go letlelela bocephiri jo bo oketsegileng. Se ke go fitlhelela maemo a botshelo a a tokafetseng le go letlelela tlhabololo ya loago go banni, mme fa e kopantswe le potefolio ya dithoto ya ga jaana ya Sibanye-Stillwater e letlelela go itlhophela go ralala maolo otlhe wa mafelobonno. Kloof Operation e digetse 100% ya ditokafatso kwa bokhutlong jwa Sedimonthole C2013.

#### 5.1.1 Maemo a Mafelobonno

Papetla 57 e tlhagisa boikgethelo jwa mafelobonno jo bo dirilweng ke badiri ba kwa Kloof: 35% ya badiri ba ba nnang kwa dihosetele, 21% mo mafelobonnong a Khampani, 7% ba itlhophetse go nna kwa mafelobonnong a bona, fa 35% ya badiri e itlhophetse go Thusiwa ka Kabo ya tuelo ya bonno. Maano go tsenya tiriso seno a tlhagisiwa fa tlase.

**Papetla 55: Maemo a Matlo a a gonaa Badiri jaaka ka 31 Sedimonthole 2016**

Mofuta wa Mafelobonno	Palo ya Badiri	Phesente ya Badiri Botlhe (%)
Dihosetele	4 009	35%
Lefelobonno ba gago	810	7%
Lefelobonno la Khampani	2 395	21%
A mangwe (Sedisisa): Thuso ka kabo ya tuelo ya bonno	3931	35%
Mafelobonno a bong nosi	151	1%
Gotlhe	11 296	100%

**5.1.2 Ditshenyegelo tsa tlhokomelo mafelobonno 2017-2021**

Papetla 58 e bontsha tlamelo ya Ditšelete go tlhokomela yuniti tsa mafelobonno a malapa le a bonno nosi ka ngwaga mo pakeng ya dingwaga di le 5.

**Papetla 56: Lenaane la Ditshenyegelo tsotlhe tsa Mafelobonno kwa Kloof ka 2017 – 2021**

Kgato	2017	2018	2019	2020	2021	Total
	Rm	Rm	Rm	Rm	Rm	Rm
Ditshenyegelo tsa tlhokomelo mafelobonno a malapa	33 129	33 108	32 979	32 729	32 343	164 287
Ditshenyegelo tsa tlhokomelo mafelobonno a bong nosi	33 291	33 156	32 898	32 503	31 956	163 805
Gotlhe	66 420	66 264	65 877	65 232	64 299	328 092

**5.2 Togamaano ya go nna Mong wa Ntlo**

Kloof e itlamile go tokafatsa maemo a botshelo a badiri ba yona ba PR 2. Ka go dira se, tshwetso e ne ya tsewa go tsenya tirisong sekema sa Go nna Mong wa Ntlo go badiri ba PR 2. Go fitlha ga jaana, Lefapha la Thoto le ntse le tlhotlhomiisa batsayakarolo ba ba farologaneng mo mmaketeng ka maikaelelo a go bona gore go ka tsamaisiwa jang tshimololo ya Sekema sa Badiri go nna Beng ba Matlo. Sekema sa mokgwa o seka se neele badiri fela ka ntlo e e agilweng sentle e na le tirelo, mme e tla neela bamalapa a bona tshireletso ya ditšelete ya paka telele.

Go ikaegilwe ka bokgoni go duela sekema ga badiri le dithekero tse di kwa godimo tsa kago, dipopego tse dišwa di a tlhotlhomiisa mme kgato go tswelelapelle e tla tsewa go latela tshekotshelo ya tiro nngwe le nngwe ya moepo.

## 5.3 Dikotlo

Sibanye-Stillwater e tlhomile dipholisi le maemo go tokafatsa dikotlo tse di neelwang go badiri ba ba nnang mo mafelobonnong a khampani a a tletseng go feta ka go tsenyeletsa:

- Pholisi ya Dikotlo e e dumelletseng e e tla lebelelang dithhokego tsa badiri tsa eneji;
- Puisano le tumelelo ka mokgatho wa badiri;
- Tlhamo ya bukana ya go apaya e e tsenyeletsang dimmenyu le di resepe; le
- Dikotlo tsa maemo godimo go badiri jalo go tsweletsa eneji le go tshegetsa itekanelo e ga jaana e neelwang ka go:
- Obamela melawana ya dikotlo, bophepa le pabalesego;
- Dirisa moitseanape wa dijo/dikotla yo o nang le tshwanelego;
- Go netefatsa tekano magareng ga dikotlo kgolo le tse nnye, dibithamine le diminerale;
- Tokafatsa diketho tsa dijo;
- Go baakanya le go emisetsa didiriswa tse di gona ka nako;
- Go tlhabolola didiriswa jaaka go tlhokega nako le nako, jalo go letlelela phetogo nngwe fela ya mokgwa wa go apaya; le
- Go katisa baapei mo go diriseng diresepe tse diswa le didiriswa.

Tsamaiso ya thuno/tebosešwa ya ka fa gare, e tsenyeletsa taolo ya boleng e tla itsisiwe go dirisiwa diforamo tse di gona tsa badiri le mokgatlho wa badiri ka gale jalo go netefatsa gore go latelwa melawana e e fa godimo ka tlhamalalo, mme ka go dira jalo, go tsweletswa badiri ba ba itekanetseng e bile ba na le mosola. Maiteko otlhe a malebana le se a nyalantswe le Leano la Bosetšhaba ya Tlhabololo le Maikaelelo a UN a Tlhabololo e e Tsweletseng e e malebana le (i) go Fedisa tlala, (ii) Itekanelo e e siameng le botsogo, go tsenyeletsa le (iii) Metsi a a phepa le kgeleloleswe

### Papetla 57: Tshenyegelo yotlhe ya Manaane a Dikotlo a Kloof ka 2017 – 2021

Tiro	2017	2018	2019	2020	2021	Bokana
Dikotlo	Rm	Rm	Rm	Rm	Rm	Rm
	75 690	78 718	81 867	85 141	88 547	409 963

## 6. Tshenkelo

### 6.1 Matseno

Tiro ya Tshenkelo ya Sibanye-Stillwater e dirwa ke mothusi e mong ka bottalo e leng. Ditirelo tse di Arolelanelwang (Kgethegile) Limited jaaka mogakaganyi mo boemong jwa Sibanye-Stillwater Operations mo maemong otlhe ka boraro a tshenkelo, e leng dithoto tsa letlole, ditirelo le didiriswa tse di felang ka

bonako. Ke sone se maitlamo le dipateletsego tsa SLP le MPRDA tsa Kloof di tla diragadiwang mo boemong jwa yona ke mogoka nyi wa yona kwa maemong a Ditirelo tse di Arolelanelwang.

Kloof e neetse HDSA maemo a tsepamo, fa go kgonegang, mo maemong otlhe a tshenkelo. E, go fitlha ga jaana:

- Supile maemo a ga jaana a tshenkelo ya Group go tswa kwa Dikhampaling tsa HDSA;
- Itlamile, fitlhelela le go feta maitlhomo a a beilweng o tšhateng ya moepo ya 2010-2014;

Dipapetla tse di fa tlase di bontsha tlhaloso ya mareo a tshenkelo le ditshenyegelo tsa tshenkelo tsa HDSA mo ditshenyegelo tsa ditheko tsa Kloof ka tlhamalalo jaaka ka Sedimonthole 2016.

#### **Papetla 58: Tlhaloso ya Mareo a Tshenkelo**

<b>Ditlhaloso</b>	
<b>Letlolo:</b>	Didiriswa tse di kgethegileng di tla senkwa mo tsamaong ya porojeke, se se tla tsenyeletsa didiriswa tsa tshekotshelo ya go feta dikgwedi tse di fetang tse somepedi (12) le/kgotsa di feta R100,000.00. (Ditheko tsotlhe di tlhalosiwa jaaka Letlolo ke Tiro)
<b>Ditirelo:</b>	Tiro yotlhe e e dirwang mo boemong jwa Kloof Operation e boradikonderaka (fa teng le kwa ntle ga lefelo la tiro).
<b>Didiriswa tse di Felang ka bonako:</b>	Lenaneo la sekoto sotlhe se se mo ntlopolokelong le ditheko tsotlhe tse di kgethegileng tsa ditlhagiswa tse di mo konterakeng le tse di seng mo konterakeng.
<b>Dikgwebo tsa dinagantsi:</b>	Dithoto tse di sa fitlhelweng mo mmarakeng wa selegae mme di bonwa go tswa kwa dikhampaling tsa boditšhabatšhaba. (Ela tlhoko: dikhampani tsa botšhabatšhaba tse di nang le ejensi e e kwadisitsweng mo SA ga di tlhalosiwe jaaka dikgwebo tsa dinagantsi gonne di latela Molao wa SA).
<b>Tshenkelo ya Selegae:</b>	Se se kaya tshenkelo go tswa go baagi ba ba mo lefelong la tiro mme ba le bokgakala jo bo sa feteng 50kmgo fitlha fa moepong o o dirang wa Sibanye-Stillwater.
<b>Ditshenyegelo tse di tseetsweng Ditshwetso:</b>	Diphuduso magareng ga dikhampani, ditheko go tswa go ditheo tse puso e nang le seabe go tsona, katiso, thuto, ditheo tsa madi le diinshorende, go tsenyeletsa le merafentsi jaaka e tlhalosiwa fa godimo.
<b>Ditshenyegelo ka batsaya tshwetso:</b>	Ditshenyegelo tsotlhe tse Sibanye-Stillwater Gold e ka kgonang go itseela tshwetso malebana le tshenkelo ya tsona.
<b>Ditshenyegelo tsa HDSA</b>	Ditshenyegelo tsotlhe ka batsaya tshwetso mo dikhampaneng tsa BEE – tse di tlhalosiwang jaaka setheo ka bonnye 25% + 1 tlhopho ya shere ya letlolo le eng la HDSA ka tlhamalalo jaaka go lekantswe go latela kelelo ka melawana.

### \* Ditlhaloso go tsamaisana le Tšhata ya Meepo 2

Maiteko otlhe mo ntlheng eno a nyalantswe le Leano la Bosetšhaba la Tlhabololo mmogo le Maikaelelo a Lefatshe a UN a Tlhabololo e e kgonang go Tswelelapelle malebana le (i) Ditoropo Tse di tsweletseng le Baagi; le (ii) Tiro e e seriti le kgolo ya ikonomi.

## 6.2 Tshenyegelo ya Tshenkelo ya HDSA ka 2016

Ditshenyegelo tsotlhe tsa tshenkelo ya HDSA kwa Sibanye-Stillwater magareng ga Ferikgong le Sedimonthole 2016 ke go fitlha go R 5,221 ya dibilione, fa ditshenyegelo tsa tshenkelo ya HDSA ya kwa Kloof Operation mo nakong yona eo e fitlheletse go R 1,498 ya dibilione. Papetla e e fa tlase e tlhagisa ditshenyegelo tsa ditlhophha di le 3 e leng dithoto tsa letlole, didiriswa tse di fela ka bonako le ditirelo.

**Papetla 59: HDSA Ditshenyegelo tsa Tshenkelo mo Ditheko ka tlhamalalo jaaka ka 31 Sedimonthole 2016**

Ditshenyegelo tsa Tshenkelo le Ditheko ka Tlhamalalo				
Karolo ya HDSA	Dithoto tsa letlole	Ditirelo	Didiriswa tse felang ka bonako	Ditshenyegelo tsotlhe % HDSA
Karolo ya sedika ya HDSA %	86%	81%	65%	75%
HDSA Rm karolo ya sedika	R262 164 306	R666 444 917	R570 009 262	R1 498 618 484

### 6.2.1 Ditshenyegelo tsa Tshenkelo ya Sedika ya HDSA

Ditshenyegelo tsa tshenkelo ya sedika tsotlhe tsa Kloof di lekana le R 1 419.7 ya dimilione e kgaogantswe magareng ga ditheko ka tlhamalalo le ditheko tsa lenaneo la setoko sa Ditirelo tse di arolelanweng tsa kwa Sibanye-Stillwater.

**Papetla 60: Ditshenyegelo tsa HDSA tsa Tshenkelo jaaka ka Sedimonthole 2016**

Ditheko – Kloof: Ferikgong go ya Sedimonthole 2016				
Karolo ya HDSA	Dithoto tsa letlole	Ditirelo	Didiriswa tse felang ka bonako	Ditshenyegelo tsotlhe %HDSA
Karolo ya sedika ya HDSA %	88.3 %	84.5%	63.8%	

HDSA Rm karolo ya sedika	R 257 947 408	R 626 697 839	R535 085 107	R 1 419 970 354
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## 6.2.2 Togamaano go Tsenya Tirisong Tshenkelo

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### Papetla 61: Togamaano go Tsenya Tirisong Tshenkelo

Maemo a tiro a a rweleng maikarabelo	Leano la togamaano	Nako e e Beilweng
VP Theko le Thekiso	Leba gape dipholisi, ditsamaiso le dintlhakaedi tsa Matlafatso ya Bantsho go Ikonomi (BEE) go netefatsa gore e tsamaisana le ditlhokego tsa Tshata ya Meepo	E tla fetolwa fa Tshata ya Moepo 3 e sena go atlenegisiwa
VP Theko le Thekiso	Neela HDSA maemo a moneelatiredo *fa go kgonagala mo maemong otlhe a le mararo (3) a tshenkelo.	Tsweletseng
VP Theko le Thekiso	Supa le go rekota maemo a tshenkelo go tswa kwa dikhampaning tsa HDSA ka kotara go tsenyeletsa le metswedi ya tikologo ya tshenkelo.	Tsweletseng
VP Theko le Thekiso	Fa go kgonega, baneelatiredo ba tla lejwaseswa & runwa ka kotara, go tsaya karolo, go nne mong le go nna le karolo ga HDSA, go netefatsa gore komiti ya thendara e tlhabolotswe ka gale ka maemo a tshenkelo ya HDSA ya Kloof Operation.	Ka kotara
VP Theko le Thekiso	Boisana le dikhampani tsotlhe tsa 0% HDSA go lebagape mokgwa wa khampani go fitlhelela ditlhokego tsa Tshata ya Moepo.	Tsweletseng

\*Go tsewa gore tirelo ya setlhagiswa e fitlhelela ditlamego tsa setegeniki, tsa thekiso le matshosetsi tsa Sibanye-Stillwater

Ditsereganyo tsa rona di tlhoka tshedimosetso e e nepagetseng go tlhama ditogamaano tse di maleba mme di nne le boleng le go kgona go tswelela. Sibanye-Stillwater e tla tswelela go lekola le go tokafatsa togamaano ya dipuisano le baamegi ba rona jalo go nna moeteledipele go dikgolagano tsa theko thekiso.

Re na le mokgwa wa bolelele jwa ngwaga tse tharo:

- a) Tlhabololo ya Kgwebo – go thusa kgotsa go itlhaganedisa tlhabololo ya kgwebo go tsaya karolo, atolosa kgotsa go tokafatsa dikgwebo mo didikeng tse meepo e dirang mo go tsona;

- b) Tlhabololo ya SMME – go dira mmogo le baneelatirelo ba SMME go tokafatsa tiragatso ya bona le go natlafatsa botsayakarolo mo porofaeleng ya ditshenyegelo;
- c) Natlafatso le tlhabololo ya BEE – go lebilwe baneelatirelo ba ba gona go aga tshupatsela go natlafatsa seabe sa phetogo.

Sibanye-Stillwater e lebile tlhabololo ya dikgwebo tse di tsweletseng mo ditikologong tsa meepo tse ba dirang mo go tsona. Go tsenya tirisong togamaano, re tlhoka go netefatsa gore tlhotlhwa, matshosetsi le boleng ba ditlhagiswa le ditirelo tsa rona di fitlhelela ditlhokego tsa setheo. Mokgwa wa bolekane go diragatsa o tlhokega ka dipegelo le dikgolagano tse di tsweletseng.

### **6.3 Leano la Tsweletso ya Tshenkelo**

Leano la Tsweletso ya Tshenkelo la dingwaga di le tlhano tse di tllang ke le le latelang:

**Papetla 62: Leano la Tshenkelo**

Leano la Tshenkelo*						
Maikaelelo Magolo	Ga jaana	2017	2018	2019	2020	2021
<b>Godisa borekisi jwa motheo jo bo letleletsweng jwa HDSA (Palo)</b>	50%	52%	54%	54%	58%	60%
<b>Godisa Letlole la Tshenkelo go tswa go baneelatirelo ba HDSA</b>	40%	40%	40%	40%	40%	40%
<b>Godisa ditirelo tse di senkelwang go tswa go baneelatirelo ba HDSA</b>	70%	70%	70%	70%	70%	70%
<b>Godisa Didiriswa tse di felang ka bonako tse di senketsweng go tswa go baneelatirelo ba HDSA</b>	50%	50%	50%	50%	50%	50%
<b>Tlhabololo ya Kg wedi &amp; Baneelatirelo</b>	1	2	2	3	3	2
<b>Go tsena go go goswa o go kwadisitsweng ga SMME</b>	8	8	8	8	8	8
<b>Kwadiso ya Katiso ya thekiso ya SMME</b>	5	10	10	10	10	10

Sibanye-Stillwater e etse tlhoko botlhokwa jwa go aga le go tsweletsa dikgwebo tsa baagi ba selegae mme e mo motlhaleng wa go tsenya tirisong togamaano ya tlhabololo ya Kgwebo le Moneelatirelo go mekamekana le se.

Maitlhomu a ditshimololokopanelwa tsa 2012-2016 ga a fitlhelelwa mme tshalelomorago e tla baakanngwa go dirisiwa togamaano ya tlhabololo ya Kgwebo le Moneelatirelo ya Sibanye-Stillwater.

Ga se dikgwebo tsotlhe tse di tsweletseng tse di agiwang ka ditshimololokopanelwa, dingwe di thuswa ke go nyalanngwa le dikhampane tse dingwe, ka bolekane le katiso. Mo pakeng eno Sibanye-Stillwater e tla bo e tsepile mo go ageng dikgwebo tsa selegae tse di mo tikolong ya rona.

## 7. Phokotso le Dikgaolotirong

### 7.1 Matseno

Kloof Operation e itlama go boloka ditiro le go efoga tatlhagelo ya ditiro fa go kgonegang. Le fa go le jalo, maemo a ka tlhagelela nako le nako ao a tlhokang gore go fokodiwe badiri. Kloof ke moepo ya kereiti e e kwa tlase, mme o ka amiwa le photogonyana fela ya tlhotlhwa ya gauta, ditshenyegelo tsa go tlhagisa le dintlha dingwe tse di seng mo taolong ya yona mme di ama kgonagalo ya go dira mo go maswe.

Maiteko otlhe mo ntlheng e a nyalantswe le Leano la Bosetšhaba la Tlhabololo le Maikaelelo a Lefatshe a UN a Tlhabololo e e kgonang go Tswelelapelle a a malebana le go efoga le kgotsa go lwantsha ditlamorago tse di amanang le kwelotlase ya ikonomi.

Gore e kgone go laola le go fokotsa ditlamorago tsa phokotso, go tswala le dikgaolotirong, Kloof e tla tsenya tirisong mekgwa e e kailweng fa tlase jaaka maiteko a go efoga ditatlhegelo tsa ditiro le go laola tsamaiso go latela maitlamo a a latelang, fa dikgaolotirong di ka se ikgatholosiwe:

### 7.2 Tlhamo ya Foramo ya Isago

Foramo ya Isago e tlhamilwe mme e tla tswelela go kopana ka kotara. Foramo ya Isago e laolwa ke Molaotheo o o kaelang Foramo malebana le:

- a) Go rotloetsa dipuisano tse di tsweletseng magareng ga baemedi ba badiri le bolaodi ba Kloof ka ga tiragatso ya isago;
- b) Lekola mabaka a isago go lemoga mathata, dikgwetlho le ditharabololo tse di ka kgonegang, malebana le tsa tlhagiso le thapo;
- c) Supa ditogamaano tsa go tlhagisa le go nna gona ga thapo;
- d) Go tsenya tirosong ditogamaano tse go buisanetsweng ka tsona ke bolaodi ba moepo le kemedi ya badiri; le
- e) Tsaya tsia ditsereganyo tseo di tla tswelang baagi ba lefelo le moepo o direlang mo go lona mosola.

### **7.3 Tlhaeletsano le Balaodi ka nako ya Dikgaolotirong**

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Fao dikgaolotirong di ka se efogiweng, Kloof e tla latela dikgato tse di latelang:

- Buisana le mekgatlho ya badiri e e amogetsweng mo Foramong ya Isago ya Kloof;
- Kitsiso go latela Karolo 189(3) ya Molao wa Dikamano tsa Badiri (LRA) e tla romelwa go mekgatlho e e malebana jaaka e kailwe mo Karolong 189 ya LRA. Dipuisano di tla tshwarwa go latela ditlamelo tse di maleba tsa Molao wa Dikamano tsa Badiri;
- Buisana le motho mongwe fela jaaka go tlhokega malebana le Karolo 189 le/kgotsa Karolo 189A ya LRA;
- Kitsiso malebana le Karolo 52 ya MPRDA e tla romelwa go Boto ya Diminerale le Peteroliamo fa maemo a a leng gona a ka tlhola **kungwelo ya rashio ya lekgetlho** la moepo o o maleba gore e nne kwa tlase ga diphesente di le thatato (6%) bonnye mo pakeng ya dikgwedi di le 12 kgotsa fa tiragatso nngwe fela ya moepo e fokotswa kgotsa e emisiwa mme e ka kgoni go ama diphesente di le 10 (10%) kgotsa go feta tsa badiri, sengwe fela se se ka tlase, di kgonegang go kgaolwa tirong kgotsa go feta badiri ba le 500, sengwe fela se se kwa tlase, di kgonegang go kgaolwatirong mo nakong nngwe fela ya paka ya dikgwedi di le 12;
- Fa go ka romelwa taelo go tswa go Tona e e malebana le Karolo 52 ya MPRDA, Kloof Operation e tla tsaya dikgato tse di maleba go e obamela;
- Kloof Operation e tla buisana le ditheo tse di latelang fa go na le kgonagalo ya dikgaolotirong:
  - Mekgatlho ya badiri e e ikwadisitseng;
  - Badiri ba ba amegang le/kgotsa baemedi ba bona;
  - Dimmasepala mo mafelong a tikologo le mafelo a magolo a a romelang badiri a a maleba;
  - DMR;
  - Baneelatirelo ba ba maleba; le
  - Lefapha la Badiri

### **7.4 Peeletso Letlole**

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Mokgwa o o nonofileng wa go atolosa botshelo jwa moepo ke go beeletsa ka letlole le go godisa dikabelo. Ditshono tsa isago tsa katoloso ya isago le peeletso ka letlole tse di ka nnang gona malebana le tiro kwa Kloof di tla sekasekwa go lebeletswe tlhotlhwa ya gauta, ditshenyegelo tsa tlhagiso le bokgoni jwa go boloka tshipi le dibopego go neelana ka gauta e e lekaneng go tshegetsa ntsho e e nang le kungo. Kloof Operation e tla tswelela go tlhabolola dipopego tsa yona tsa jeoloji jalo go tokafatsa motheo wa yona wa jeoloji le kitso.

## **7.5 Ditharabololo tse Dingwe**

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Fa go diragala gore go nne thata go efoga kgonagala ya go latlhegelwa ke ditiro, Foramo ya Isago e tla lebelela ditshitsinyo tse dingwe tse di dirlweng ke baamegi ba Foramo. Lenaneo le le fa tlase le na le maano mangwe a a tla sekasekwang. Lenaneo le ga se lona molao le tolamo mme le ka fetoga kgotsa la tlaleletswa go latela ditshwetso tsa dipuisano le baamegi.

Fa khampani e tsaya tsia ditshitsinyo, sa botlhokwa, e tla tsaya tsia dikgono tse di kgethegileng le tlhokego go tshola badiri ba ba nang le maitemogelo, mme go feta fao e tla ikaega tsa dipholisi le ditsamaiso tsa yona tse di malebana le dikgaolotirong, ditumalano tse di gona la badiri le melao ya sešweng:

- Go emisiwa ga go batlana le badiri ba bašwa, go boloka dikgono tse di botlhokwa tse di tlhokegang go kgontsha tsamaiso e e bolokegileng ya tiro;
- Go fedisa ditirelo tsa badiri ba nakwana le go thapa diphenshenara;
- Go fokotsa tiriso ya badiri ba konteraka;
- Go efoga go ntšhwafatsa ditumelano tsa dikonteraka fa go kgonega;
- Dirisa dikgono tsa ka fa gare;
- Dikonteraka tse potlana di se amege;
- Peomeja fatshe e e tlwaelegile;
- Peomeja fatshe ka kgapeletso;
- Peomeja fatshe ka go ithaopa;
- Kgaogano ka go ithaopa;
- Go thapiwa mo tirong e nngwe mo Setlhopheng;
- Thapo e nngwe mo dikhampaning tse dingwe tsa moepo;
- Go thapa gape badiri ba ba sa diregeng tiro e ba e thapetsweng kgotsa ba le bantsi kwa diphatlhaitirong mo Kloof le kwa Tirong tse dingwe tsa Ditiro kwa Sibanye-Stillwater;
- Go tsenya tirisong dithulaganyo tse Dingwe tsa Tiro; le
- Go dira mo malatsing ao neng a sa tshwanelo go dira.

## **7.6 Mekgwa ya go Tokafatsa Ditlamorago tsa Loago le Ikonomi mo Bathong, Dikgaolong le mo Ikonoming moo Dikgaolotirong kgotsa go Tswala ga Tiragatso go netefaditsweng**

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Fa dikgaolotirong di sa kgone go ikgatholosiwa, Kloof e tla tsaya dikgato go fokotsa ditlamorago tsa ikonomi loago mo badiring ba ba amegileng le didika, go latela karolo 5.3.

## **7.7 Mekgwatwantsho ya Ditlamorago mo Mafelong a go Romelwang Badiri**

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Kloof e tla tsaya dikgato tse di latelang go fokotsa ditlamorago mo mafelong a a romelang badiri:

- Bona le go lebelela Maano a a gokaganeng a Tlhabololo (IDPs) ya mafelo a a romelang badiri jalo go arabela ka bottlalo ditlhoko tse di tlhagelelang;

- Netefatsa gore e neelana ka katiso ya dikhoso tsa dikgono tsa gotlhe go badiri tse di malebana le thapo le ditshono go ipereka mo mafelong a a romelang badiri;
- Netefatsa gore ditsereganyo tsa katiso di tsamaisana le ditshono tsa thapo le go ipereka mo mafelong a moneelatiro le seteropo go tsenyeletsa le mafelo a a romelang badiri; mme
- Fa go direga gore lefelo le le romelang badiri le le rileng le tla bo le amega go feta ka ntlha ya dikgaolotirong tse di ka kgonegang, diitlhamele tsa LED mo mafelong a a romelang badiri di tla kaelwa go ditshono go tlhama ditiro.

## **7.8 Leano Morago ga go Tswalwa**

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Kloof Operation e ikaelela go aga le go atolosa manaane a katiso ya dikgono go neela badiri ka bokgoni jo bo nang le boleng kwa ntle ga intaseteri ya meepo le go ba kgontsha go tsenelela go ikonomi e e anameng. Tseno e tla nna ditogamaano tse di tla efogang go ikaega ka Kloof mme ba rotloetsa boikemelo mo gare ga batho fa go ka diragala gore a tlogele go direla moepo. Ditogamaano di tla agiwa le baamegi ba ba maleba mo tsamaisong ya thulaganyo ya go tswalwa.

Dikopano le dipuisano tse di tsweletseng le dikarolo tsa kgakololo tse di tsamaisiwang ke sebopego ga Foramo ya Isago di tla dirisiwa go netefatsa gore manaane le maano a tswelela go neelana ka melemo e e nonofileng e bile e tswelela.

Thulaganyo ya diporojeke tsa LED tse di rileng e tla nna thatanyana fa go tswalwa gonno tshekotshelo ya ga jaana e e lebeletsweng ya moepo e ikaegile ka leano la kgwebo la dingwaga di le 17. Le fa go le jalo, go tla tsewa tsia tlhoko ya diporojeke tse di feletseng tsa LED tseo di tla tlhamiwang go lebeletswe tlhabololo ya ikonomi loago e e tsweletseng mo sedikeng sa tikologo ya tiro, segolo bogolo go netefatsa gore badiri le/kgotsa baagi bao ba neng ba ikaegile ba Kloof Operation go itschedisa ba tla siama.

## **7.9 Kabelo ya ditshetele go Balaodi mabapi le Phokotso le Kgaolotirong**

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Tshwetso go kgaolwatirong ga badiri e ikaegile ka maemo a a leng gona a ikonomi ya tiro mo nakong e e rileng. Le fa go le jalo, fa go diragala gore go tsewe tshwetso eo, ka ntlha ya mabaka a mangwe a a amang le ikonomi, go tla neelanwa ka tlamelo bolaodi jwa dikgaolotirong jaaka karolo ya tekanyetsokabo ya tiro. Seno se tla tsenyeletsa gape le ditshenyegelo tsa ditsamaiso tsa dipuisano le tse diforamo di tshwanetseng go nna le tsona, fa go tlhokega, fa tsamaiso ya dikgaolotirong nngwe e diragala.

Ditlamelo tsotlhe tse di malebana le se di tla rekotiwa mo maano a pejana a go tsenye tirisong. Go lebeletswe go fokodiwa ka kakaretso le go latela leano la Tshekotshelo la Moepo (Lenaane la Tiro ya Moepo), tlamelo ya se se ka diragalang ka tlholego, go latela papetla e e fa tlase, go lebeletswe (i) phetogo go tsa tlhagiso, le (ii) tse di amanang le dithokego tsa badiri.

**Papetla 63: Kabelo ya Ditšhelete ya Taolo ya Go fokotsa le tse di tlholwang ke Tlholego**

Kabelo ya Ditšhelete ya Taolo ya Go fokotsa le tse di tlholwang ke Tlholego	2017 Rm	2018 Rm	2019 Rm	2020 Rm	2021 Rm	Kabelo ya Ditšhelete Yotlhe (2017 go ya go 2021)
	R137 805	R88 035	R53 946	R171 402	R236 860	R688 048 000

## 8. Kabelo ya Ditšelete

Tiro ya Kloof e itlamile go tsenya tirisong Leano le la Loago le Tiro mme ya tlhagisa mo papetleng e e fa tlase madi otlhe ao e ikaelang go a dirisa mo diporajekeng tsa Tlhabololo ya Metswedithuso ya Badiri le Tlhabololo ya Ikonomi ya Selegae. Dintlha tsa ditshenyegelo go fitlha ga jaana di tlhagisitswe, fa go le maleba, mo dikarolo tse di maleba tsa SLP eno.

Bokgoni jwa Kloof Operation go duelela, nako e e tsweletseng, manaane jaaka a tlhalositswe mo Leano la Loago le Tiro le, fela, go ikaega ka bokgoni jwa madi a a leng gona morago ga ditshenyegelo tsa letlole. Re gopola gore maikaelelo a togamaano ya rona ke go godisa moepo go dikarolo tsa rona tsa tshipi, go tswela baamegi molemo, segolo badiri bao tshireletso ya tiro e tokafadiwang ke bokgoni ba rona go atolosa matshelo a dishafote ka go fokotsa tekanyo ya tuelo, ditshwetso di tla dirwa ka gale go lebeletswe ditlamorago tsa paka telele, le go lekalekana go go tshwanelwang go fitlhelelwang magareng ga dikgatlhego tse di gaisanang.

Go sa le jalo, dipolo le go tlholo madi a a nnang a le gona go ikaegile ka tlhotlhwa ya Ranta/gauta e e amogelwang, ja go nna gona ga letlotlo la tshipi go epiwa go tlholo. Kamego ya tlhotlhwa ya gauta ya ditshalelo ka dionse e tlhagisiwa ka di diphesente di 5 (5%) kwa godimo le kwa tlase ga tlhotlhwa ya gauta ya motheo. Ka tlhotlhwa ya gauta e e tlhatlogang, e e palogare ya kereiti e e epiwang e fokoditswe fela ka ditone tsa tlaleletso, dikungo tsa gauta di oketsegile. Fa ditlhotlhwa tsa gauta di fokotsega, go epiwa kereiti e e kwa godingwana ka ditone tse di fokoditsweng go lekana le dikungo tsa gauta.

Fa go direga gore re palelwe ke go laola tlhotlhwa ya gauta ya boditshabatshaba kgotsa kelo ya kananyo ya Ranta/Tolara, tsela e le nngwe fela e re ka kgonang go tsweletsa ditshalelo tsa tshipi le bokamoso ba rona, ke fa re oketsa ditlhagiswa mo maphateng otlhe a kgwebo, go tsenyeletsa le go laola ditshenyegelo go go gagametseng. SLP e tsaya gore tlhotlhwa ya gauta ke R 490 000 kilogramma ntle le tiragalo nngwe e e seng mo taolong ya rona. Fa go direga gore tlhotlhwa e e sekya ya fitlhelelwang fa nakong e ntse e ya, mme go tsenngwa tirisong ga SLP ya rona ga kgoreletswa, ya kgonega kgotsa ya fetoga ka mokgwa mongwe, ke tiragalo e e seng ka fa taolong, kgotsa ntlha nngwe ya matshosetsi (go tsenyeletsa mme go sena tekanyo, Dintlha tsa Matshosetsi tse di kaelwang fa godimo), tsenyo tirisong ga SLP go ka tlhoka go tlhatlhobiwa gape. Go kaya gore, maitlamo a Kloof mo SLP e a tlhoka go buisiwa le go tlhaloganngwa mo lemoramong le le kgatlhanong le lemorago le. Fa go ka diragala gore mo isagong re fitlhelele madi a mantsi a go feta R 490 000 kilogramma, re tla bo re le mo maemong a go itlhaganedisa manaane.

### Ela tlhoko:

**Tlameleo ya ditšelete mo SLP eno e tlhagisa diteng tsa HRD le Porojeke ya Tlhabololo ya Baagi ba Moepo fela. Dielemente tsa SLP di tshwana le Tekatekano ya Thapo, Tshenkelo, Phokotso le Dikgaolotirong jj., di tlhagisiwa ka ditekanyetsokabo tsa tiro tse di abilweng ka ngwaga le ngwaga. Bokana jo bo tlhagisiwang go**

**Iekanyeditswe kabo le ditlamelo tsa ditšhelete tsa dielemente tsa SLP di tla tlhagisiwa ka ngwaga le ngwaga mo Maanong a a tlhokegang a go Tsenya tirosong.**

## **8.1 Kabelo ya Matlotlo (Molawana 46 (E))**

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Tiro kwa Kloof e ikaeletswe go SLP mme, go fitlha ga jaana, go ya bofelong, e dirile gape Manaane a tiro kwa meepong go tsenyeletsa ditshenyegelo tse di oketsegileng mme di tlhokiwa ke HRD, porojeke ya LED, Maemo a Matlo le Botshelo, Tshenkelo le Tlhabololo ya Kgwebo le ditiro tsa phokotso le kgaolotirong.

## 8.2 Kabelo ya Ditšhelete go Manaane a Thabololo ya Metswedithuso ya Badiri

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Papetla 64: Manaane a HRD Kabelo ya Ditšhelete

Kabelo ya Ditšhelete ya Manaane a Metswedithuso wa Badiri	2017	2018	2019	2020	2021	Bokana Kabelo ya Ditšhelete (2017 - 2021)
	R 103 684 348	R 113 062 782	R 111 842 903	R 116 050 827	R 122 110 495	R 566 751 355

## 8.3 Kabelo ya Ditšhelete go Manaane a Thabololo ya Ikonomi ya Selegae

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Papetla 65: Tlamele ya Ditšhelete ya Diporojeke tsa LED

Kabelo ya Ditšhelete ya diporojeke tsa Thabololo ya Ikonomi	2017	2018	2019	2020	2021	Bokana jwa Kabelo ya Ditšhelete (2017 - 2021)
	R 6 441 920	R 4 941 920	R 4 441 920	R 3 941 920	R 2 941 920	R 22 709 600

## 8.4 Kabelo ya Ditšhelete go Manaane a Mafelobonno le Dikotlo

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Papetla 66: Manaane a Mafelobonno le Dikotlo Kabelo ya Ditšhelete

Manaane	2017	2018	2019	2020	2021	Bokana jwa Kabelo ya Ditšhelete (2017 - 2021)
Ditshenyegelo go tlhokomela Mafelobonno a Lelapa	33 129 000	33 108 000	32 979 000	32 729 000	32 343 000	164 288 000
Ditshenyegelo tsa go tlhokomela	33 291 000	33 156 000	32 898 000	32 503 000	31 956 000	163 804 000

<b>Mafelobonno a Motho ka mongwe</b>						
<b>Tshenyegelo ya Lenaane la Dikotlo</b>	75 690 000	78 718 000	81 867 000	85 141 000	88 547 000	409 963 000
<b>Gotlhe</b>	R 142 110 000	R 144 982 000	R 147 744 000	R 150 373 000	R 152 846 000	R 738 055 000

## **8.5 Kabelo ya Ditšelete ya Bolaodi jwa Manaane a Kgaolotirong le Ditirwana tsa Tlholego**

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**Papella 67: Kabelo ya Ditšelete go Manaane a Mafelobonno le Dikotlo**

<b>Kabelo ya Ditšelete ya Bolaodi jwa Kgaolotirong le Ditirwana tsa Tlholego</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Bokana jwa Kabelo ya Ditšelete (2017 go ya go 2021)</b>
	R137 805 000	R88 035 000	R53 946 000	R171 402 000	R236 860 000	R688 048 000

## 9. Maitlamo ka Motlatsa Moperesidente

Rona, **Grant Webber (Motlatsamoporesidente wa ditiro kwa Kloof)**

le Keith Stead (Motlatsamoporesidente wa ditiro kwa Kloof), re saena re letteletswe ke **Sibanye-Stillwater (Khampani)** go itlama go latela tshedimosetso, ditlhokego, maitlamo le maemo a a tlhagisiwang mo Pegelong ya Ngwaga le Ngwaga ya leano la loago le badiri..

Saenilwe kwa **Kloof Operation** ka letsatsi la Motsheganong 2019

Leina: Grant Webber

Maemo a Tiro: Motlatsamoporesidente wa Tiro kwa Kloof (Bophirima)

Tshaeno: X

E saenilwe kwa **Kloof Operation** ka di letsatsi la Motsheganong 2019

Leina: Keith Stead

Maemo a Tiro: Motlatsamoporesidente wa Tiro kwa Kloof (Botlhaba)

Tshaeno: X

### 9. Undertaking by Vice President

We, **Grant Webber (Vice President Kloof operations) and Keith Stead (Vice President Kloof Operation)**, the undersigned and duly authorized thereto by **Sibanye-Stillwater (Company)**, undertake to adhere to the information, requirements, commitments and conditions as set out in the social and labour plan Annual Report.

Signed at Kloof Operation on this day of May 2019

Name: Grant Webber

Designation: Vice President of Kloof Operation (West)

Signature: \_\_\_\_\_

Signed at Kloof Operation on this day of May 2019

Name: Keith Stead

Designation: Vice President of Kloof Operation(East)

Signature: signature redacted