

**I-Eastern Platinum Limited (EPL)**  
**ISICWANGCISO SEZENTLAZO NEZABASEBENZI**  
**2019-2023**

**linombolo zelungelo lelezimbiwa: NW 20/5/1/2/2/109 MR**

**NW 20/5/1/2/2/110 MR**

**NW 20/5/1/2/2/111 MR**



Ukungeniswa: Okthobha 2020

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## ULUHLU LWEENKCAZELO ZAMAGAMA

UFINYEZOMAGAMA	INTSINGISELO
I-AET	IMfundu yabaDala noQeqesho
I-ATR	INgxelo yoQeqesho yoNyaka
I-BBEE	UkuXhotyiswa kwabaNtsundu kwezoQoqosho
I-CPP	IsiCwangciso seNkqubelaphambili yeKhondo loMsebenzi onokulandela
I-DMRE	ISebe lemiCimbi yezeziMbiwa naMandla
I-DEL	ISebe lezeNgqesho nabaSebenzi
I-EE	UBulungisa kwezeNgqesho
I-EEA	UMthetho woBulungisa kwezeNgqesho
I-EXCO	IKomiti yeSigqeba
I-ETD	Ezemfundo, uQeqesho noPhuhliso
I-FY	UNyakamali
I-GCC	ISatifiketi sokuThobela sikaRhulumente
II-HDP	AbaNtu abaViniwa amaThuba ngaPhambili
I-HRD	UPhuhliso IwabaSebenzi
I-HRDP	INkqubo yoPhuhliso IwabaSebenzi
I-IDP	IsiCwangciso soPhuhliso soMntu
I-IDP	IsiCwangciso soPhuhliso esiHlanganisiweyo
I-LED	UPhuhliso IwezoQoqosho IweNgingqi
I-MPRDA	Minerals and Petroleum Resources Development Act (No. 28, 2002) (UMthetho woPhuhliso IweThombo yezeziMbiwa neyePetroliyam) (no.28, 2002)
I-MQA	UGunyaziwe weziQinisekiso zezeziMbiwa
I-NQF	INkqubosikhokelo yeziQinisekiso yeSizwe
I-PWD	UMntu oPhila nokuKhbazeka
I-QCTO	IBhunga lezoMgangatho wezoRhwebo neziKhundla zoMsebenzi
I-SADC	ULuntu IwezoPhuhliso IwaMazantsi eAfrika
I-SETA	UGunyaziwe weCandelo lezeMfundu noQeqesho
SGL	Sibanye Gold Limited
I-SLP	IsiCwangciso sezeNtlalo nezabaSebenzi
II-SMME	AmaShishini asaKhasayo, asaKhulayo kwinqanaba eliphakathi namaNcinci
I-SDF	UMququzeleli woPhuhliso IwezaKhono
I-KPA	UMmandla wokuSebenza onguNdoqo
I-KPI	IsiBonisikusebenza esinguNdoqo
I-WIM	AmaNina abandakanyeka kwezeziMbiwa
I-WSP	IsiCwangciso sezaKhono eMsebenzini

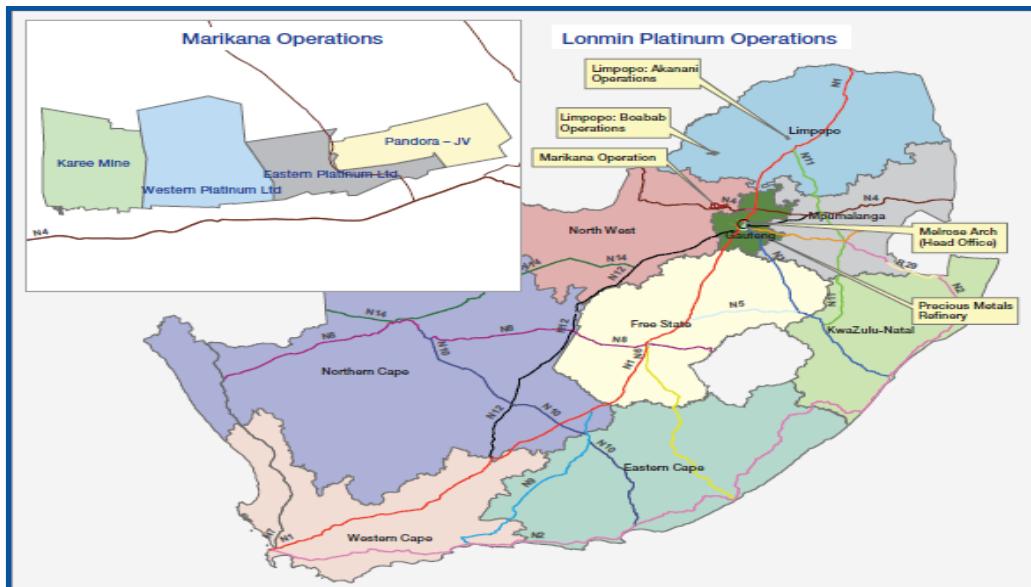
## 1. Intshayelelo neNgabulazigcawu

### 1.1 Intshayelelo

Kwihlabathi liphela, iSibanye-Stillwater ngabona bavelisi bakhulu besithathu beplatinam nephaladiyam, kwaye iphakathi kweenkampani eziphezulu ehlabathini ezivelisa igolide. Ezinze eMzantsi Afrika, iSibanye-Stillwater ingumnini kwaye iseenza esikhundleni samaqumrhu akumgangatho ophezulu nakwiiprojekthi ngokunjalo, azinze kwaye alawulwa kwimimandla emibini: Umandla wamaZantsi eAfrika (i-SA) nakummandla waseUnited States (US).

Ukusukela ekumiselweni kwayo ngowe-2013, le nkampani izitshintshile ngokwemimandla kune nangesinyithi esiveliswayo. Ukusuka ekubeni yinkampani yevezimbiwa yegolide yaseMzantsi Afrika, iSibanye-Stillwater ngoku ingumgodi okhuphisana kumazwe ngamazwe, onatyisiwego wezinyithi ezinexabiso ovelisa igolide nee-PGM. Ngokwenzozo esesikweni yeStillwater ngoMeyi yowe-2017, iSibanye-Stillwater yanika uphawu ngokutsha njengeSibanye-Stillwater. IStillwater ihlelwe okokuqala kwi-JSE, eMzantsi Afrika. Le nkampani kwakhona ihlelwe kwi-NYSE.

IQumrhu le-EPL lizinze kuMasipala weSithili sePlatinam waseBojanala kwaye iphantsi koMasipala weNgingqi waseMadibeng kwiPhondo loMntla Ntshona. Lo mgodi uzinze kwiFama iMiddlekraal, eMarikana 0284, kwiPhondo loMntla Ntshona, eRiphabiliki yoMzantsi Afrika. Imephu eboniswe kumfanekiso 1 apha ngezantsi ibonakalisa indawo ekuyo iSibanye-Stillwater Marikana Operations.



Umfanekso 1 INdawo Jikelele yeSibanye-Stillwater's Marikana Operations1

### 1.2 Injongo yesiCwangciso sezeNtlalo nezabaSebenzi

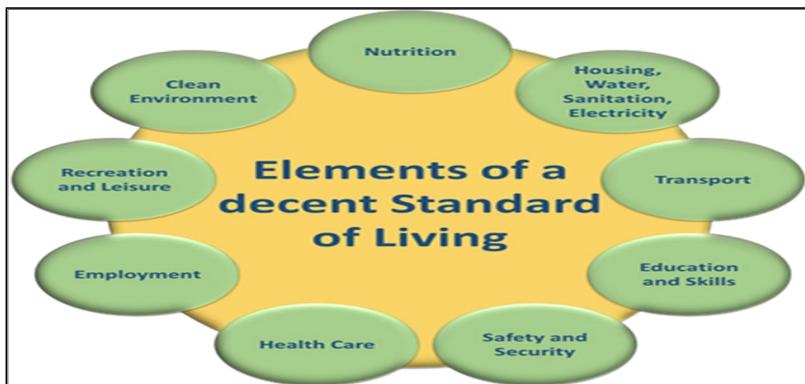
Olu xwebhu lwandlala i-ELP Generation 3 IsiCwangciso sezeNtlalo nezabaSebenzi (i-SLP) sesigaba sexesha sikaJanyuwari 2019 ukuya kuDisemba 2023. Lungeniswa ngokwayamene nemimiselo nemiqathango yelungelo levezimbiwa; i-Mineral and Petroleum Resources Development Act (uMthetho woPhuhliso IweMicimbi yezeziMbiwa nePetroliyam), 2002, (uMthetho No. 28 ka-2002) (i-MPRDA) njengoko ulungisiwe; uMqulu wamaLungelo ezeziMbiwa 2018 kune nezikhokelo zokuphumeza; izikhokelo zesiCwangciso sezeNtlalo nezabaSebenzi; imigaqo njengoko ilungisiwe kune nawo onke amagatya anxulumeneyo omthetho.

Injongo njengoko kuchaziwe kwizikhokelo zesiCwangciso sezeNtlalo nezabaSebenzi:

- Kukukhuthaza uhlumo Iwezoqoqosho kune nophuhliso lwemicimbi yevezimbiwa nepetroliyam kwiRiphabiliki - Icandelo 2 (e) le-MPRDA;
- Kukukhuthaza ingqesho nokuqhubela phambili impilontle yezentlalo neyezoqoqosho kubo bonke abemi boMzantsi Afrika - Icandelo 2 (f) le-MPRDA;

- Kukuqinisekisa ukuba abanini bamalungelo ezezimbiwa okanye ezokuvelisa banegalelo kupuhliso oluhlanganisa ezentlalo nezoqoqosho zemimandla abasebenza kuyo kwakunye nakwimimandla isininzi sabasebenzi bebonke esifumaneka kuyo - Icandelo 2 (i) le-MPRDA, kunye noMqulu wamalungelo wokuXhobisa ngezoQoqosho nezentlalo oluNabileyo (Broad-Based Socio-Economic Empowerment Charter) zoShishino IwezeMigodi neziMbiwa IwaseMzantsi Afrika (South African Mining and Minerals Industry); kunye
- Nokusebenzisa nokwandisa isiseko sezakhono ezikhoyo ukuxhobisa ii-HDP kunye nokukhonza uluntu.

Ngako oko, ngokwayamene nemimiselo yomthetho le SLP ijongene nemingeni yophuhliso Iwezoqoqosho nentlalo kunye nezidingo kummandla aphi kuzinze khona umgodi kwaye ixhotyiswa kakhulu sisiCwangciso soPhuhliso oluHlangeneyo loomasipala bengingqi baseMadibeng nabaseRustenburg (i-IDP). Oku kuxhaswa kwakhona sisicwangcisoqhingga senkampani sokulondoloza ubutyebi bayo ngokuvalela ezinye iinkampani ngokusekelwe ekuqondeni ukuba, kungalityalwanga iinzuso zezoqoqosho kummandla lowo, iimpembelelo zeziphumo zezezimbiwa zoqoqosho ngokuhlangene nentlalo nezendalo ezinokunyamezela isigaba sexesha elide. Ukongeza, kwenziwa zonke iinzame ukulungelelanisa amalinge ethu ezentlalo noqoqosho kwezinye iinkqubosikhokelo zophuhliso ezinje ngesiCwangciso soPhuhliso sikaZwelonke 2030 (i-NDP) kunye neeNjongo zeHlabathi zeziZwe eziManyeneyo zoPhuhliso oluZinzileyo njengoko kubonakalisiwe kuMfanekiso 2 no-3 apha ngezantsi.



**Umfanekiso 2 IsiCwangciso soPhuhliso seSizwe: Izinto eziyimfuneko ezingundoqo zendlela yokuphila ngokuphucukileyo<sup>21</sup>**



**Umfanekiso 3: liNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo<sup>32</sup>**

<sup>1</sup> Umthombo wolwazi: National Development Plan 2030

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

### 1.3 Imbulambethe

I-EPL ingumnini wala malungelo ezezimbiwa amathathu (3) alandelayo, (i-DMR Ref. No. NW20/5/1/2/2/111M, NW20/5/1/2/2110MR, NW20/5/1/2/2/109MR) kwaye isebenza kwimigodi ekuMasipala weSithili sePlatinam waseBojanala wePhondo loMntla Ntshona. Onke amalungelo adweliwe apha ngentla afikelela umlinganiselo wommandla wequmrhu oziihekthare ezingama-4149 olawulwa ngumgodi iEastern Platinum Limited.

#### Itheyibile 1 ULwazi IweMvelaphi yeQumrhu le-EPL1

<b>IGama leNkampani</b>	ISibanye-Stillwater INombolo yoBhaliso: 2002/031431/06
<b>IGama loMgodi</b>	<b>IEastern Platinum Limited (“EPL” Operation), Icandelo leSibanye-Stillwater</b> <b>iiNombolo zeLungelo lezeziMbiwa:</b> NW 20/5/1/2/2/109 MR; NW20/5/1/2/2/110 MR, NW20/5/1/2/2/111 MR
<b>IDilesi yeNdawo ekuHlalwa kuyo</b>	Middelkraal Farm, Marikana 0284, North West Province, Republic of South Africa
<b>IDilesi yePosi</b>	Private Bag X508, Marikana, 0284
<b>Indawo okuyo uMgodi okanye iQumrhu eliVelisayo</b>	Ummandla kaMasipala weSithili sePlatinam waseBojanala kwiPhondo loMntla Ntshona, uMasipala weNgingqi waseMadibeng nowaseRustenburg.
<b>Imveliso ekrwada</b>	IPlatinum Group Metals kunye nazo zonke izimbiwa kunye nezinyithi ezifumaneka ngokunxulumene nenzululwazi ngezezimbiwa, ukuquka kodwa kungaphelelanga aphi, igolide, isilivere, inikheli, ikopolo, ikhobhalthi, ikhrowumu, ivanadiyam kunye nesinyithi esikrwada kunye kwakhona neelementi ezingezozinyithi ukuquka isalfa, iseleniyam kunye netheluriyam.
<b>Ubude bexesha lokusebenza koMgodi</b>	27 iminyaka
<b>UNyakamali</b>	31 Disemba
<b>Umntu onoxanduva (uMlawuli woMgodi/weQumrhu)</b>	Dawie van Aswegen USekela Mongameli oyiNtloko kunye neNtloko yamaQumrhu eMarikana IDilesi ye-imeyili: Dawie.VanAswegen@sibanyestillwater.com
<b>UMntu ekuQhagamshelwana naye</b>	Nks P.I. Mogohlong - <a href="mailto:Iketleng.mogohlong@sibanye-stillwater.com">Iketleng.mogohlong@sibanye-stillwater.com</a>

## 1.4 IMvelaphi yoMmandla yabaSebenzi be-EPL

Itheyibile 2 IMvelaphi yoMmandla yabasebenzi be-EPL ukusukela kuSeptember yowe-20202

EPL Employees	Male				Female				Grand Total	%
	A	C	I	W	A	C	I	W		
South African	3326	8	5	97	357	2	0	15	3810	82,38%
Eastern Cape	1409	3	2	0	51	0	0	0	1465	38,45%
Free State	185	2	0	2	6	0	0	0	195	5,12%
Gauteng	407	1	2	24	37	0	0	4	475	12,47%
KwaZulu-Natal	142	0	0	1	4	0	0	0	147	3,86%
Limpopo	164	1	0	4	8	0	0	0	177	4,65%
Mpumalanga	69	0	0	2	3	0	0	1	75	1,97%
North West	914	1	1	63	244	2	0	10	1235	32,41%
Northern Cape	30	0	0	0	2	0	0	0	32	0,84%
Western Cape	3	0	0	1	0	0	0	0	4	0,10%
South Africa	3	0	0	0	2	0	0	0	5	0,13%
Foreign	814	0	0	0	1	0	0	0	815	17,62%
Australia	0	0	0	0	0	0	0	0	0	0,00%
Botswana	3	0	0	0	0	0	0	0	3	0,37%
Congo	1	0	0	0	0	0	0	0	1	0,12%
Germany	1	0	0	0	0	0	0	0	1	0,12%
Ghana	0	0	0	0	0	0	0	0	0	0,00%
India	0	0	0	0	0	0	0	0	0	0,00%
Lesotho	312	0	0	0	1	0	0	0	313	38,40%
Malawi	0	0	0	0	0	0	0	0	0	0,00%
Mozambique	489	0	0	0	0	0	0	0	489	60,00%
Namibia	0	0	0	0	0	0	0	0	0	0,00%
Nigeria	0	0	0	0	0	0	0	0	0	0,00%
Peru	0	0	0	0	0	0	0	0	0	0,00%
Poland	0	0	0	0	0	0	0	0	0	0,00%
Swaziland	4	0	0	0	0	0	0	0	4	0,49%
United Kingdom	0	0	0	0	0	0	0	0	0	0,00%
Zambia	0	0	0	0	0	0	0	0	0	0,00%
Zimbabwe	1	0	0	0	0	0	0	0	1	0,12%
Foreign	3	0	0	0	0	0	0	0	3	0,37%
<b>Grand Total</b>	<b>4140</b>	<b>8</b>	<b>5</b>	<b>97</b>	<b>358</b>	<b>2</b>	<b>0</b>	<b>15</b>	<b>4625</b>	<b>100,00%</b>

## 1.5 Ukwahlulwahlulwa kwabaSebenzi be-EPL (Abasebenzi abasisigxina nabeSivumelwano seNgqesho)

Itheyibile 3: Ukwahlulwahlulwa kwabaSebenzi ngokweNqanaba loMsebenzi ukusukela kuSeptember yowe-20203

EPL	Male			Female				Total HDP	Male	Foreign	Total Non-HDP	Grand Total	% HDP	% Non-HDP
	A	C	I	A	C	I	W		W	Male	Female			
Occupational Categories	A	C	I	A	C	I	W	Total HDP	W	Male	Female	Total Non-HDP	Grand Total	% HDP
Top Management	3	0	0	1	0	0	1	5	5	1	1	7	12	41,7%
Senior Management	5	0	0	0	0	0	0	5	1	0	0	1	6	83,3%
Professionally Qualified & experienced specialists/mid-management	11	0	2	4	1	0	5	23	7	1	0	8	31	74,2%
Skilled Tech and Academically Qualified: Jnr Management; Supervisors; Foreman and Superintendents	257	3	0	54	0	0	9	323	86	28	0	114	437	73,9%
Semi-Skilled and Discretionary Decision-Making	1239	1	0	35	0	0	1	1276	1	427	0	428	1704	74,9%
Unskilled and Defined Decision-Making	1813	4	3	264	1	0	0	2085	2	358	1	361	2446	85,2%
Total Permanent	3328	8	5	358	2	0	16	3717	102	815	2	919	4636	80,2%
Temporary Employee	1	0	0	0	0	0	0	1	0	0	0	0	1	100,0%
<b>Grand Total</b>	<b>3329</b>	<b>8</b>	<b>5</b>	<b>358</b>	<b>2</b>	<b>0</b>	<b>16</b>	<b>3718</b>	<b>102</b>	<b>815</b>	<b>2</b>	<b>919</b>	<b>4637</b>	<b>80,2%</b>
														19,8%

**Itheyibhile 4: Ukwahlulwahlulwa kweeKontraki ngokweNqanaba loMsebenzi ukusukela kuSeptemba yowe-2024**

EPL - Contractors	Male			Female				Total HDP	Male W	Foreign		Total Non-HDP	Grand Total	% HDP	% Non-HDP
	A	C	I	A	C	I	W			Male	Female				
Occupational Categories															
Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%	0,0%
Senior Management	1	0	0	1	0	0	0	2	0	0	0	0	2	100,0%	0,0%
Professionally Qualified & experienced specialists/mid-management	3	0	0	1	0	0	0	4	3	0	0	3	7	57,1%	42,9%
Skilled Tech and Academically Qualified: Jnr Management; Supervisors; Foreman and Superintendents	23	0	0	1	0	0	0	24	15	8	0	23	47	51,1%	48,9%
Semi-Skilled and Discretionary Decision-Making	59	1	1	6	0	0	3	70	2	40	0	42	112	62,5%	37,5%
Unskilled and Defined Decision-Making	293	0	0	27	0	0	1	321	4	109	0	113	434	74,0%	26,0%
Total Permanent	379	1	1	36	0	0	4	421	24	157	0	181	602	69,9%	30,1%
Temporary Employee	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%	0,0%
Grand Total	379	1	1	36	0	0	4	421	24	157	0	181	602	69,9%	30,1%

**1.6 AbaSebenzi beboNke - Izikhombisi zesiGaba sexesha 2019 ukuya 2023**

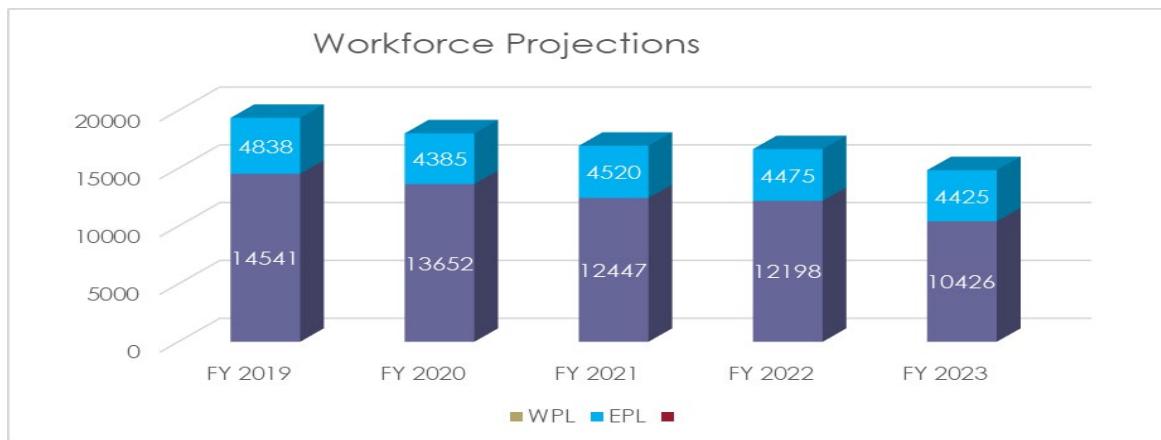
Ushishino lwevezimbiwa luzise ezona mbuyekezo zingantlanga kwishumi leminyaka elidlulileyo kwaye icandelo lePlatinam lelona liye labetheka kakhulu. Amaxabiso akhoyo kunye nomyinge wotshintshomali, malunga nama-60% eshishini leplatinam lenza ilahleko. Ishishini lethu libuthathaka ngokugqithise kakhulu kwiimeko zemakethi ephantsi ixesa elide kwaye lizibona litshatyalalisa ziimfuno zalo zotyalomali ngokutsha ezibalaseleyo kunye nemingeni yokuthengiseka ngokukhawuleza okuzingileyo. Nazi ezinye iziqhelo ezikwizinga eliphezulu eziqwalaSelweyo kushishino kwiminyaka elishumi edlulileyo:

- Ixabiso leplatinam likwisiqingatha ukusukela kunyulo luka-2008;
- Ukulungiselela usetyenziso ngokutsha kulukhuphiswano olukhulu;
- Ukuqhekeka koshishino;
- Imigodi iya iba nzulu - ifuna ukubandiswa, oko ke kuneendaleko ezingaphaya;
- Amazinga obuninzi bezimbiwa ayehla nanje ngoko imigodi isemba izimbiwa ngokugqithisileyo;
- Imikhwa yabasebenzi kunye namazinga okuguquguquka kwamaxabiso aphezulu; kunye
- Izinyanzelo eziphezulu kwabachaphazelekayo

La manyathelo okuphila alandelayo athathiwe ziinkampani zezezimbiwa:

- Ukumisa ukuqeshwa kwabasebenzi okungabalulekanga;
- Ukuvala imigodi eneendaleko eziphezulu;
- Ukuphungula abasebenzi;
- Ukuqoqosha;
- Ukunciphisa imali eyinkunzi ukuxhasa iingxelo zobume bezimali; kunye
- nokuHlanganisa okanye ukudibanisa ngokubandakanyisa iintsebenziswano kwimigodi ekwimida yefama.

Umfanekiso olapha ngezantsi unika inkcazel emfutshane yezinga eliphezulu lezikhombisi zabasebenzi ze-WPL kunye ne-EPL ngesigaba sexesha sowe-2019 ukuya kowe-2023 kwisicwangciso seshishini sangoku sexesha elide.



Umfanekiso 4 Ukuboniswa kwabaSebenzi (2019 to 2023)4

**The Long-term Business Plan (LOBP):** is a model containing set of scenarios that considers a host of factors such as exchange rates, commodity market indices, socio-economic / political and other relevant factors to determine the feasibility of metalliferous ore extraction and processing. This then forms the basis of the life of mine planning. Given certain sensitivities, the LOBP is updated and adjusted from time-to-time affecting workforce projections.

Itheyibile 5: INgxelo yeNgqikelelo yabaSebenzi beBonke ngesiGaba sexesha sika-2019 ukuya ku-20235

Occupational Categories	2019	2020	2021	2022	2023
<b>Board*</b>					
<b>Executive Management*</b>					
<b>Senior Management*</b>					
<b>Middle Management (E-Band)</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>
<b>Jnr Management (D-Band)</b>	<b>41</b>	<b>33</b>	<b>31</b>	<b>30</b>	<b>30</b>
<b>Core &amp; Critical Skills</b>	<b>4631</b>	<b>4228</b>	<b>4371</b>	<b>4328</b>	<b>4279</b>
<b>Non-Core / Non-Critical</b>	<b>150</b>	<b>108</b>	<b>102</b>	<b>101</b>	<b>100</b>
<b>TOTAL PERMANENT</b>	<b>4838</b>	<b>4385</b>	<b>4520</b>	<b>4474</b>	<b>4424</b>
<b>Temporary</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>GRAND TOTAL</b>	<b>4838</b>	<b>4385</b>	<b>4520</b>	<b>4474</b>	<b>4424</b>

\*Board, Executive and Senior Management accounted for at Board level

### 1.7 UkuQeshwa kwabasebenzi beNgingqi

Iqumrhu le-EPL liqonda kakuhle iimeko zezentlalo noqoqosho ezikhoyo kwingingqi yabahlali esingethe abasebenzi. Ukuze kuphungulwe impembelelo engantlanga yequmrhu lezemigodi kummandla lowo, uMgodi ujolise ngokungqingqwa kuqesho lwabasebenzi kanye nakupuhliso lwamalungu avinjwe amathuba ngaphambili nangekho kwingqesho eengingqi ezichaphazelekileyo.

<b>Isivumelwano</b>	IEastern Platinum Limited Mine izinikele ekuqesheni ngokukhethekileyo izikhundla ezikwinqanaba labasafundayo nabasaqalayo kubahlali bengingqi. IiKontraki ezinguNdoqo zoMgodi kuza kufuneka ukuba nazo zidale izikhundla zabasebenzi abasaqalayo kubahlali bengingqi, kuze kube zizikhundla kuphela ezingenakugcwaliswa kwingingqi ezinokufunwa ngaphandle.	
<b>IsiKhundla esinoXanduva</b>	<b>IsiCwangcisoqhingga</b>	<b>Ixesha elibekiweyo</b>
UMphathi weYuniti: AbaSebenzi	NgeNgxoxiswano nabaHlali iSebe liqalise izivumelwano nabahlali apho kuza kubekwa phambili ukuqeshwa kwabasebenzi nokupuhhliswa kwabantu beengingqi ezimiselwe kwimimandla engaphandle yequmrhu.	Kuyaqhubeka
UMphathi weYuniti: AbaSebenzi	Xa uqesha abasebenzi abakwinqanaba lokuqala lokuvelisa, kuza kubekwa phambili abahlali bengingqi.	Kuyaqhubeka
UMphathi weYuniti: AbaSebenzi	Amathuba oqequesho nawemfundo enganeno kweyesidanga elungiselelw abantu abasele bebadala ukuba bangangena isikolo aza kunikwa abahlali bengingqi ukuqinisekisa ukuba kukho umsebenzi onesakhono othathwa kwiqela labasebenzi xa kunokuthi kuvele amathuba engaquesho.	Kuyaqhubeka
UMphathi weYuniti: AbaSebenzi	Imigodi izi kuqinisekisa ukuba iikontraki ezikhoyo nezintsha zihambiselana nemigaqonkqubo yokuqeshwa kwabasebenzi yengingqi naleyo yoMgodi.	Kuyaqhubeka

## 2. UPhuhliso IwabaSebenzi

### 2.1 Inkcazelو emfutshane

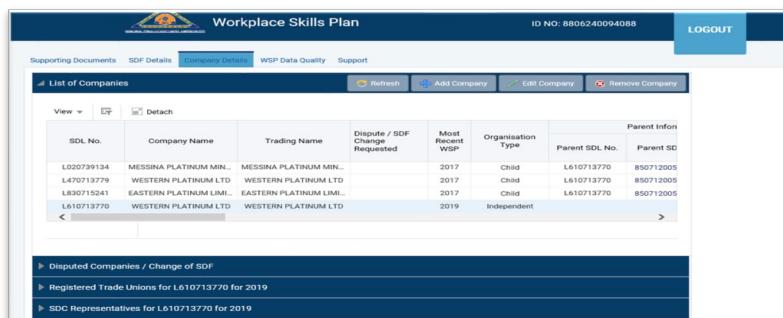
Injongo ephambili yoMfuziselo woPhuhliso IwabaSebenzi (i-HRD) yeSibanye Stillwater kukuqinisekisa uphuhliso lwezakhono ezifunekayo ngokuphathelele ekufundeni umsebenzi kwingqesho, iinkxasomali zokufunda, izakhono ezingundoqo nezibalulekileyo, amagcisa, uqequesho Iwe-AET (Inqanaba I, II, III kunye ne-FLC), kunye namanye amalinge oqequesho abonakalisa iinkcukachamanani zabemi njengoko kuchaziwe kuMqlu wamaLungelo ezeziMbiwa ne-MRPDA. Zonke iinzame kule meko zilungelaliniswe nesiCwangciso soPhuhliso seSizwe kunye neenJongo zeHlabathi ze-UN zoPhuhliso oluzinzileyo ngokunxulumene (i) nezMfundu, (ii) uLingano ngokweSini, (iii) Ukuncitshiswa kokungalingani, iv) uMsebenzi oPhucukileyo kunye noHlumo lwezoQoqosho.

I-EPL inoxanduva lokuphendula ngokupheleleleo ngokuchonga nokuphumeza iimfuno zayo zoPhuhliso IwabaSebenzi kwaye inenkululeko engaphaya ngokusekelwe kwiimfuno zoshishino lwayo ngokuphathelele kwisicwangciso seminyaka emihlanu kunye neemeko kwimo yoMfuziselo we-HRD onabileyo weSibanye Stillwater. Ngenxa yokuba imingeni yokusebenza neendleko ezingelolutho zibe nempembelelo engantlanga kwisicwangciso zoPhuhliso IwabaSebenzi kwiminyaka emibini edlulileyo, ekujoliswe kuko kuye kwalungelelaniswa ngokwaloo meko ngokwezidingo zoshishino. Ekujoliswe kuko okuphathelele kukufunda nakuphuhliso okuboniswe kwiitheyibhile zesi sicwangciso kubhekiselele kwisibophelelo sokuthatha abasebenzi ngqo ngonyaka oxeliwego, ngelixa iitheyibhile zesicwangciso sezemali sibonisa isibophelelo sezemali esihlanganisiwego enyakeni, esiquka zonke iindleko ezinxulumene noqequesho.

### 2.2 Ukuthobela uWisomthetho loPhuhliso IwezaKhono

ISibanye Stillwater Academy, inkampani engaphantsi kweSibanye-Stillwater ngama-100%, inika iinkonzo zoPhuhliso IwabaSebenzi ezinkqenqqa phambili kwi-EPL kunye nakuyo yonke iSibanye Stillwater Group. I-SSA iqinisekiswe ngokupheleleleo nguGunyaziwe weziQinisekiso zezeziMbiwa (MQA) kwaye, inkqubo yamkelwe zii-SETA ezininzi, ziyinika isakhono sokunika imfundu noqequesho ezaziwayo neqinisekisiwego kuninzi lwemimandla engenanto yakwenza nezezimbiwa. Isakhono sokuhlangabezana nezivumelwano zayo ngokokunxulmana kwazo noPhuhliso loBunkokeli, iMfundu yabaDala noQequesho (i-AET), izakhono zobuChwepheshe nezaKhono ezinokuSetyenziswa naphi na ngoko ke siyandiswa, kwaye ikhampasi eyisathelayithi esebenza ngokupheleleleo ye-SSA isebezela e-EPL Itheyibhile elapha ngezantsi inikeza iinkcukacha eziphathelele kukuthobela kwe-EPL nomthetho woPhuhliso IwezaKhono.

SETA Information Required	SETA Details
Name of SETA:	Mining Qualifications Authority (MQA)
Registration Number with relevant SETAs:	L470713779 and L610713770
Skills Development Facilitator:	Sithembiso Khuthama
Proof of submission of Workplace Skills Plan	Proof of submission attached



The screenshot shows a web-based application for managing workplace skills plans. At the top, there's a navigation bar with links for 'Supporting Documents', 'SDF Details', 'Company Details' (which is currently selected), 'WSP Data Quality', and 'Support'. The main content area is titled 'List of Companies' and displays a table with the following data:

SDL No.	Company Name	Trading Name	Dispute / SDF Change Requested	Most Recent WSP	Organisation Type	Parent SDL No.	Parent SD
L020739134	MESSINA PLATINUM MIN.	MESSINA PLATINUM MIN.	2017	Child	L610713770	850712005	
L470713779	WESTERN PLATINUM LTD	WESTERN PLATINUM LTD	2017	Child	L610713770	850712005	
L830715241	EASTERN PLATINUM LTD	EASTERN PLATINUM LTD	2017	Child	L610713770	850712005	
L610713770	WESTERN PLATINUM LTD	WESTERN PLATINUM LTD	2019	Independent			

Below the table, there are three links: 'Disputed Companies / Change of SDF', 'Registered Trade Unions for L610713770 for 2019', and 'SDC Representatives for L610713770 for 2019'.

### **2.3 liNjongo zoPhuhliso IwabaSebenzi**

Injongo eziphambili ze-HRD kukuqinisekisa:

- UkuFumaneka, ngokuphathelele kumgangatho, ubuninzi, kune nobulungisa kwezengqesho, kwiintlobo ngeentlobo zezakhono ezifunekayo ukufikelela, ukukhupha nokulungisa intsimbi ekrwada ngokuvvelisa isiqhamo esihle nangokukhuselekileyo, ngokwesiseko esizinzileyo nesinoxanduva kokwendalo, ebandakanya ukuvelisa, ezobuchwepheshe, inkxaso, izakhono zolawulo kune nophuhliso lobunkokeli; kune
- UkuXhotyiswa kwabasebenzi ngezakhono ezinokusetyenziswa naphi na, okunxulumene nokuphila ngaphandle kwemekobume yezemigodi kwaye ezinokusetyenziswa ukuphilisa abantu noluntu isakube imisebenzi yezemigodi iphelile.

Injongo ephambili yoMfuziselo woPhuhliso IwabaSebenzi (i-HRD) weSibanye Stillwater kukuqinisekisa uphuhliso lwezakhono ezifunekayo ngokuphathelele ekufundeni umsebenzi kwingqesho, iinkxasomali zokufunda (izakhono ezingundoqo nezibalulekileyo), amagcisa, uqequesho Iwe-AET (Inqanaba I, II, III), i-AET Inqanaba 4/NQF Inqanaba 1 kune namanye amalinge oqequesho abonakalisa iinkcukachamanani zabemi njengoko kuchaziwe kuMqulu wamaLungelo ezeziMbiwa ne-MRPDA. Zonke iinzame kule meko zilungelaliniswe nesiCwangciso soPhuhliso seSizwe kune neeNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo ngokunxulumene (i) nezeMfundu, (ii) uLingano ngokweSini, (iii) Ukuncitshiswa kokungalingani, iv) uMsebenzi oPhucukileyo kune noHlumo lwezoQoqosho.

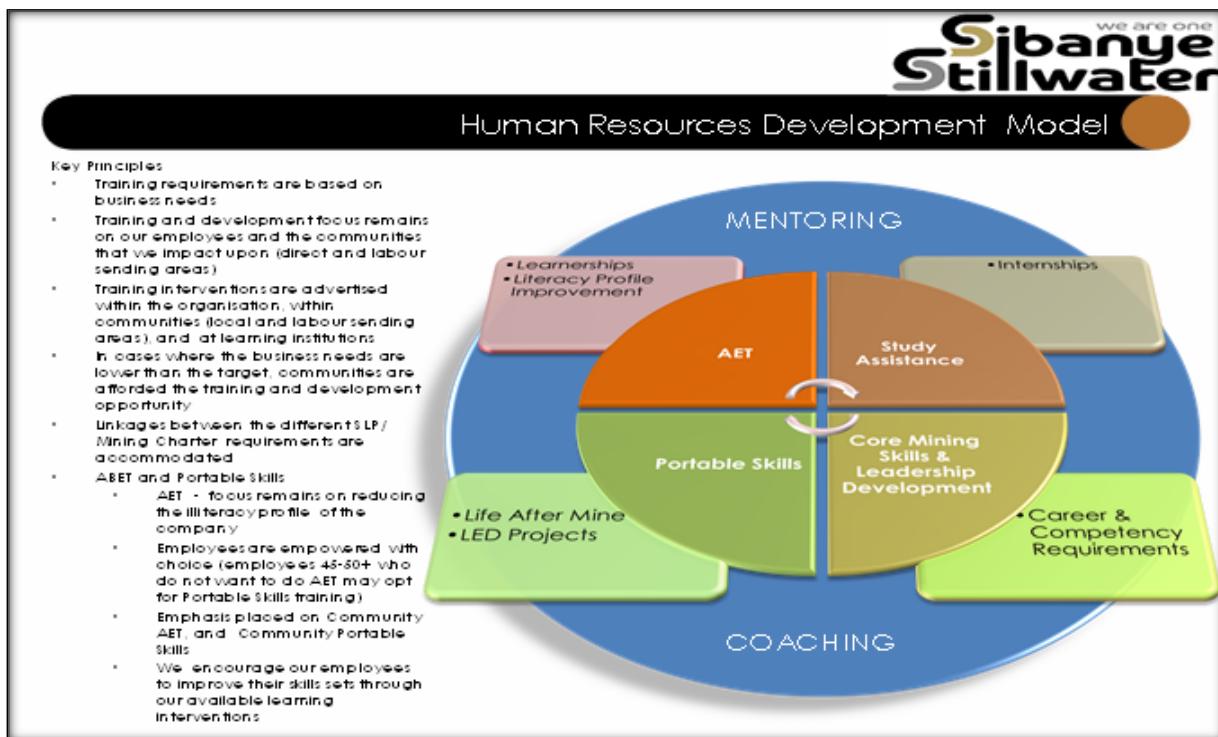
<b>Undertaking</b>	WPPL will ensure the availability, in terms of the quality and quantity of the range of skills required to access, extract and process the ore body productively and safely, on a sustainable and environmentally responsible basis as per the business needs. This will include production, technical, support and administrative and leadership competencies. WPPL operations has appointed a Skills Development Facilitator and will continue to submit its Workplace Skills Plan (WSP) and Annual Training Report (ATR) to the Mining Qualifications Authority (MQA).
<b>Guidelines</b>	The technical, behavioural and social skills and competencies required by employees are transferred within the comprehensive Sibanye Stillwater HRD Model. The Model is supported at a practical level by Sibanye Stillwater Academy funded on a proportional basis by each of the operations within the Sibanye Stillwater Platinum group. This comprises physical infrastructure, learning products and solutions, as well as adequate skilled HRD practitioners who transfer knowledge and skills required to learners.

### **2.4 UMfuziselo woPhuhliso IwabaSebenzi**

Injongo yesi siCwangciso sezeNtlalo nezabaSebenzi kukudandalazisa izicwangciso ze-EPL kwisigaba sexesha sowe-2019 ukuya kowe-2023. Nangona kunjalo, inkcazeloe emfutshane yeendlela, imigaqonkqubo nezicwangcisoqhinga zoPhuhliso IwabaSebenzi (i-HRD) kwimeko yoMfuziselo woPhuhliso IwabaSebenzi beSibanye Stillwater onabileyo, ibalulekile emxholweni nasekuqondeni.

Ngelixa i-EPL inoxanduva lokuphendula ngokupheleleyo ukuchonga nokuphumeza izidingo zayo ze-HRD kwaye inenkululeko engaphaya ngokuphathelele kwizidingo zoshishino lwayo neemeko ngokunjalo, isebeza kumda woMfuziselo weSibanye Stillwater HRD. Lo nguMfuziselo ocacileyo nowaziwa ngokwaneleyo, ofikelela yonke imiba ye-HRD eSibanye Stillwater Group kwaye ngakumbi njengokuba usebenza kwinkampani nganye kweziphantsi kwayo, ukuquka i-EPL.

Apho kufanelekileyo kwesi sicwangciso, kuyangqinisiswa kwezo nxenyne zomfuziselo ezinempebelelo engqalileyo kuphumezo lvesicwangciso se-HRD esithile se-EPL. Ngokwayamene nokumiselwa kokujoliswe kuko ngamangenelelo e-HRD awohlukahlukeneyo; kwagxinisiswa ngokukhethekileyo ekuphuhlisweni kwesicwangciso se-HRD esasilungelelene neemfuno zoshishino nokufikeleleka. Oku kwaqhutywa ngendlela yokuqhuba uhlalutyo kwidesktop olwalubandakanya iinguqulo zezakhono eziphuthileyo kune nezithuba zomsebenzi zengaikelelo (okanye iimfuno zezakhono ezibonisiwego) ngenjongo yokumisela ekujoliswe kuko ngommandla woqequesho ngamnye. Ukuqinisekisa ukuba izidingo zoshishino ze-HRD kuhlangatyezwana nazo ngokuhubekayo, ezinye iindlela zokuphicothwa kwezidingo zezakhono ziza kuphononongwa ngexesha lomjikelo wangoku we-SLP.



Umfanekiso 6 UMfuziselo we-HRD weSikolo seMfundu ePhakamileyo saseSibanye Stillwater kune naMalinge6

## 2.5 Ilitheresi neNyumeresi yokuSebenza ye-EPL

ISibanye Stillwater, ukuquka ne-EPL, ichaza ilitheresi nenyumeresi yokusebenza ngokwanelisayo ngale ndlela ilandelayo:

- I-AET Inqanaba 3 elineziphumo zokuphuma ezilingana neminyaka esixhenxe (7) yokufunda okunyanzelekileyo kwaye oko kuza kuthi kwenze umsebenzi alungele ukubhalisela iziqinisekiso ezikhokelela kumsebenzi ezibhaliswa kwi-NQF

### Itheyibhile 6: IFomu Q - Ilitheresi yokuSebenza ye-EPL (Abasebenzi abasiSigxina) ukusukela kuSeptemba yowe-20206

Education Classification	African		Coloured		Indian		White		Grand Total	People with Disabilities		Non SA		AGE		
	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female	Male	Female	'<30	30 to 50	'>50
Pre-ABET	2	0	0	0	0	0	0	0	2	0	0	0	0	0	1	1
ABET 1	178	1	0	0	0	0	0	0	179	0	0	17	0	0	84	112
ABET 2 / STD 3, Grade 5	131	0	2	0	0	0	0	0	133	0	0	42	0	0	90	85
ABET 3 / Std 5, Grade 7	196	6	0	0	0	0	0	0	202	0	0	42	0	2	168	74
ABET 4 / Std 7, Grade 9	40	2	0	0	0	0	0	0	42	0	0	9	0	0	29	22
Std 8 / Grade 10, NATED 1 / NCV Level 1	4	0	0	0	0	0	1	0	5	0	0	2	0	0	3	4
Std 9 / Grade 11, NATED 2 / NCV Level 2	19	1	0	0	0	0	8	0	28	0	0	2	0	0	26	4
Std 10 / Grade 12, NATED 3 / NCV Level 3	10	1	0	0	0	0	4	0	15	0	0	1	0	1	11	4
National Certificate/Diploma/Advanced Certificate/NATED 4 - 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Certificate/ Advanced Diploma/ B Tech Degree/ Bachelor's Degree	1	1	0	0	0	0	0	0	2	0	0	0	0	1	1	0
National Certificate/Master's Degree/Master's Diploma	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Doctoral Degree & Post-doctoral Degree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Undefined	2745	345	6	2	5	0	84	15	3202	0	0	699	1	70	2895	937
	3326	357	8	2	5	0	97	15	3810	0	0	814	1	74	3308	1243

## 2.6 IMfundu yabaDala noQeqesho (i-AET)

Ilikasi ze-AET ziqhutywa mhlawumbi ngokufunda ngelakho ixesa, okanye ngokufunda imini yonke okanye iveki yonke kwabasebenzi, oko kunika ithuba lokuba abasebenzi nabafundi basekuhlaleni babhalisele ukufunda ngelabo ixesa kwaye baye eziklasini ngelabo ixesa ukuphuma kwabo emsebenzini. Abasebenzi bayakhuthazwa ukuba baye kwiiklasi ze-AET ukubenza ukuba balungelelane nophuhliso, uqequeso kunye namathuba okunyuselwa angaphaya anokubakho, apha izithuba zomsebenzi zivulekile. I-AET ivumela abasebenzi ukuba bakhuphisane nabanye abasebenzi abanezfundo eziqinisekisiwego kwaye ibanike isakhono sokuzimaketha. Amanqanaba e-AET kwakhona ayimfuneko ukunyuselwa kwezinye izikhundla zomsebenzi kunye nokwamkelwa kufundomsebenzi kwiNgqesho olwahlukahlukeneyo. Amanqanaba e-AET kwakhona ayimfuneko ukunyuselwa kwezinye izikhundla zomsebenzi kunye nokwamkelwa kufundomsebenzi kwiNgqesho olwahlukahlukeneyo.

Ukutshintsha kwasigama ku-ABET sibe ngu-AET kusemgceni nesikhundla esibanjwe yi-MQA sokuba imfundu yabadala ingaphezulu kakhulu kunokufunda okusisiseko. Kule meko, Isikolo semfundu ePhakamileyo senze isiqqibo sokuba sihambelane ne-MQA kwaye sisebenzise isigama esitsha ukuya phambili. Ukulungela ukuba ungene ngokupheleleyo ku-AET, umntu kufuneka abe uye wangena kwinkqubo yokuhzelwa ukufakwa ye-RPL. Abalingwa ababonakalisa amanqanaba aphezulu esakhono ngelixa lohlolo lokufakwa/RPL kungandululwa ukuba bangene ngokupheleleyo ku-AET nguMlawuli wabaSebenzi, kunye neekomiti zeShafti. Ukuchongelwa kwabafundi kwi-AET kuza kusekelwa kwizidingo ezipayo zoshishino lwasemgodini. Ngelixa inkampani ilangazelela ukunika amathuba kwaye iphumeze ejolise kuko, kubekho imbali yokuncipha ekuthathweni kunye nokunyuka kwamazinga okuphuma phakathi okuthi ekugqibeleni kuchaphazele ukuthobela. Kwakhona, oku kusekelwe kubasebenzi abangamavolontiya okuthabatha inxaxheba, kwaye amanqanaba aphantsi okuthabatha inxaxheba anempembelelo kwiinkqubo zophuhliso lwamakhondo.

<b>Undertaking</b>	WPPL undertakes to afford employees, community members and contractors an opportunity to become functionally literate and numerate. This will continue to be done through the provision of AET on a full-time and on an own-time basis. The following instruments will be used to achieve the numeracy and literacy objectives:
	Recruitment of employees will be based on the information on Form Q, and as per identified business needs;
	Recruitment of community members will be done in consultation with the Local community leadership and councils in conjunction with Local Economic Development department (LED).
<b>Guidelines</b>	Adult Education and Training will continue to be provided to both employees and qualifying local community members. This will be done equally on a full time (AET Levels 1 to 3 and FLC) and part time (Pre AET to AET Level 3 and FLC) basis for employees and community members.
	The setting of AET targets annually for employees will be guided by the need identified through Form Q, literacy profile and as per the business requirements. With regards to community AET, the targets will be informed through information sharing with the Local community leadership and councils in conjunction with Local Economic Development department (LED). Subsequently, employees and community members will be able to access further development opportunities.

### 2.6.1 ISicwangcisoqhinga sokuPhunyezwa kwe-AET

Accountable Position	Strategic Plan	Timeframe
Manager: HRD	1. Employees, requiring AET to be selected through company selection process to enable reaching of set AET targets.	Ongoing
Manager: HRD	2. Provide an accredited learning programme.	Ongoing
Manager: HRD	3. Assessment to be provided by an accredited external assessment body.	Ongoing
Manager: HRD	4. Qualified facilitators to provide quality training.	Ongoing
Manager: HRD	5. Continuous development of facilitators to improve their required skills to be offered.	Ongoing
Manager: HRD	6. Learning facilities to be conducive to learning.	Ongoing
Manager: HRD	7. Learners are made aware of career pathways in each discipline.	Ongoing
Manager: HRD	8. A pool of mentors confirmed for AET learners with potential.	Ongoing

## 2.6.2 Ekujoliswe kuko kwi-AET – liYure eziPheleleyo kunye neeYure eziNgaphelelanga ze-AET

Ekujoliswe kuko kwi-AET kwiinkqubo zeeyure ezipheleleyo kunye nezingaphelelanga kubonakaliswe kwiitheyibhile ezilapha ngezantsi kunye nokunikwa koqingqomali ngoqequesho olundululwego. Ulungiselelo loqingqomali lwe-AET lweentsuku ezingaphelelanga lwabasebenzi alubandakanyi imivuzo.

Itheyibhile 7: Okujolise kwi-AET – NgokusisiGxina7

AET Full-Time	2019	2020	2021	2022	2023	(2019 – 2023)
Pre-AET						
AET Level 1						
AET Level 2	6	5	5	5	5	26
AET Level 3						
AET Level 4						
Total No. of AET Enrolment	6	5	5	5	5	26
Financial Provision	R950 846,00	R725 404,00	R629 123,00	R333 435,00	R274 899,00	R2 913 707,00

Itheyibhile 8: OkuJolise kwi-AET – Ngexesha elilelakhos

AET Own-Time	2019	2020	2021	2022	2023	(2019 – 2023)
Pre-AET						
AET Level 1						
AET Level 2	5	5	5	5	5	25
AET Level 3						
AET Level 4						
Total No. of AET Enrolment	5	5	5	5	5	25
Financial Provision	R1 350 648,00	R2 101 008,00	R78 884,00	R78 884,00	R84 800,00	R3 694 224,00

Itheyibhile 9: OkuJolise kwi-AET – NgeXesha elilelaKho labaHlali9

AET Own-Time Community	2019	2020	2021	2022	2023	(2019 – 2023)
AET Level 1						
AET Level 2						
AET Level 3	10	5	5	5	5	30
AET Level 4						
Total No. of AET Enrolment	10	5	5	5	5	30
Financial Provision	R213 655,00	R151 355,00	R38 480,00	R38 480,00	R38 480,00	R480 450,00

Itheyibhile 10: IsiBonelelo sezeMali se-AET10

AET Financial Provision	2019	2020	2021	2022	2023	(2019 – 2023)
Total per annum	R2 515 150,00	R2 977 766,00	R746 487,00	R450 799,00	R398 179,00	R7 088 381,00

## 2.7 UPhuhliso Iwezakhono

<b>Undertaking</b>	EPL undertakes to: <ul style="list-style-type: none"> <li>• Identify employees with potential for further education, training and development;</li> <li>• Train core skills to ensure the availability of adequate skills to sustain business needs;</li> <li>• Award bursaries, internships, learnerships and mentorships to support business needs; and</li> <li>• Award study assistance opportunities to all employees to support business needs.</li> </ul>
<b>Guidelines</b>	The purpose of continuous education and training of employees is to ensure a healthy pipeline of professional, technical and leadership skills. This is ensured through the following interventions: <ul style="list-style-type: none"> <li>• Internship, bursary and learnership opportunities to address hard to fill vacancies, women in mining and HDPs in Management;</li> <li>• Legal (mandatory) training that ensures that the EPL complies with all legislative requirements;</li> <li>• Both Sibanye-Stillwater Academy and the EPL Campus will be used to deliver on all HRD interventions.</li> </ul>

## 2.8 Ukufunda umsebenzi kwingqesho

<b>Undertaking</b>	EPL recognises the importance of learnerships as an integral component to fulfil the company's Employment Equity Strategy, and meeting both the business' and the country's skills development needs.
<b>Guideline</b>	Learnerships will be offered to employees and the community members. Learnerships will be allocated as per the business requirements and the employment strategy of the company. The local community learnerships will be in support of the economic development strategy.

### 2.8.1 IsiCwangcisoqhinga sokuFunda uMsebenzi kwiNgqesho

Accountable Position	Strategic Plan	Timeframe
Unit Manager: Community Engagement and Development	1. Advertise learnership opportunities externally through community newspapers, municipal councils and other relevant authorities to attract recruits from the local community.	Ongoing
Unit Manager: HRD	2. Advertise learnership opportunities internally for employees.	Ongoing
Unit Manager: HRD	3. Candidates for learnership opportunities will be selected according to the selection procedure of the company. Learnership targets are based on business requirements.	Ongoing
Unit Manager: HRD	4. Provide accredited learning programmes as per SETA requirements.	Ongoing
Unit Manager: HRD	5. Qualified facilitators to provide quality training.	Ongoing
Unit Manager: HRD	6. Learning facilities to be conducive to learning.	Ongoing
Unit Manager: HRD	7. IDPs in place for learners with potential, and learners are made aware of career pathways in the relevant disciplines.	Ongoing
Unit Manager: HRD	8. A pool of mentors confirmed for learners with potential.	Ongoing

### 2.8.2 OkuJolise kukuFunda uMsebenzi kwiNgqesho

Itheyibhile 11: OkuJolise kukuFunda uMsebenzi kwiNgqesho11

Annual Targets	Length of Programme (e.g. 3 years, etc.)	2019	2020	2021	2022	2023	(2019– 2023)
<b>Mining 18.1</b>	<b>2 Years</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>32</b>
<b>Engineering 18.1</b>	<b>3 Years</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>
<b>Processing 18.1</b>	<b>3 Years</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>6</b>
<b>Learnerships 18.2</b>		<b>0</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>11</b>
<b>Total</b>		<b>7</b>	<b>8</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>54</b>

#### Itheyibhile 12: UQingqomali lokuFunda uMsebenzi kwiNgqesho12

Annual Budget	2019	2020	2021	2022	2023	(2019– 2023)
<b>Mining 18.1</b>	<b>R30 404,00</b>	<b>R33 972,00</b>	<b>R12 437,00</b>	<b>R13 245,00</b>	<b>R14 106,00</b>	<b>R104 164,00</b>
<b>Engineering 18.1</b>	<b>R5 319 477,00</b>	<b>R9 022 424,00</b>	<b>R5 027 903,00</b>	<b>R5 354 717,00</b>	<b>R126 728,00</b>	<b>R24 851 249,00</b>
<b>Processing 18.1</b>	<b>R83 070,00</b>	<b>R106 163,00</b>	<b>R18 844,00</b>	<b>R20 069,00</b>	<b>R21 373,00</b>	<b>R249 519,00</b>
<b>Learnerships 18.2</b>	<b>R17 104 360,00</b>	<b>R12 313 600,00</b>	<b>R3 751 790,00</b>	<b>R5 002 400,00</b>	<b>R3 160 859,00</b>	<b>R41 333 009,00</b>
<b>Total</b>	<b>R22 537 311,00</b>	<b>R21 476 159,00</b>	<b>R8 810 974,00</b>	<b>R10 390 431,00</b>	<b>R3 323 066,00</b>	<b>R66 537 941,00</b>

#### 2.9 INkubo yezaKhono zoMsebenzi onguNdoqo

linkqubo zokufunda zezakhono zoMsebenzi onguNdoqo ziquka zonke iimfuneko ezisemthethweni ezichazwe kwiiprofayili zezakhono zenkampani, iinkqubo zazakhono ezbihalisiweyo zesizwe kunye nowisomthetho Iwezezimbiwa olusemxholweni. Izakhono ezingundoqo zixhobisa abasebenzi bangoku ngezakhono/ ulwazi ezi(olu)tsha zeemfuno zasemgodini nezecandelo lokulungisa ngokwezidingo zoshishino, ezinje ngokongeza ezinye izakhono okanye ukuxhobisa ngokutsha ngezakhono. linkqubo zokufunda ngamangenelelo ezakhono zobuchwepheshe ezikhokelwa ngumsebenzi ezijonge:

- Ukunika abasebenzi ulwazi oluyimfuneko nezakhono ezifunekayo ukuqhube umsebenzi wabo ngokwanelisayo kwaye ngendlela ekhuselekileyo; kwaye
- Ukunika uphuhliso Iwezakhono kwinkqubelaphambili yekhondo lomsebenzi onokulandelwa.

Undertaking	Core business skills training are provided to ensure that each employee meets the legal requirements of their position. The interventions satisfy the minimum requirements and experience for a position as per business needs.
Guidelines	<p>The purpose of core skills training of employees is to ensure that each individual is equipped to perform fully in his/her position. This is ensured through the following interventions:</p> <ul style="list-style-type: none"> <li>• Technical Skills Training</li> <li>• Legal (mandatory) training that ensures that the EPL and employee complies with all legislative requirements</li> <li>• Leadership and Supervisory Training</li> <li>• Team and mobilization interventions</li> </ul> <p>Beth Sibanye-Stillwater Academy and the EPL Campus will be used to deliver on all HRD interventions.</p>

**2.9.1 IsiCwangcisoqhinga soQeqesho loMsebenzi onguNdoqo**

Accountable Position	Strategic Plan	Timeframe
HODs	1. Employees to be continuously assessed against job requirements	Ongoing
Unit Manager: HRD	2. Provide an accredited learning programme	Ongoing
Unit Manager: HRD	3. Qualified facilitators to provide quality training	Ongoing
Unit Manager: HRD	4. Learning Facilities to be conducive to learning	Ongoing

**Itheyibile 13: OkuJolise kuQeqesho loMsebenzi onguNdoqo kune nesiBonelelo sezeMali13**

Core Business Training	2019	2020	2021	2022	2023	(2019–2023)
<b>Core Business Training</b>	<b>7161</b>	<b>2284</b>	<b>1847</b>	<b>1455</b>	<b>1101</b>	<b>13 848</b>
<b>Blasting Preparation Course</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>15</b>
<b>Total Enrolment</b>	<b>7172</b>	<b>2285</b>	<b>1848</b>	<b>1456</b>	<b>1102</b>	<b>13 863</b>
<b>Financial Provision</b>	<b>R31 431 686,00</b>	<b>R27 679 596,00</b>	<b>R51 630 503,00</b>	<b>R56 423 350,00</b>	<b>R72 378 379,00</b>	<b>R239 543 514,00</b>

**2.10 INkqubo yezaKhono ezinokuSetyenziswa naphi na**

Iqumrhu leSibanye-Stillwater EPL, ngokubambisene nabaNikinkonzo abaqinisekisiweyo, linika iinkqubo zokufunda zesakhono esinokusetyenziswa naphi na, esiqingqwe ngokukhethekileyo. Ezi nkqubo zokufunda ziqinisekisiweyo ziza kuxhobisa abasebenzi abaphumayo nabasemsebenzini kwakunye namalungu asekuhlaleni anesakhono nezakhono zobusomashishini ukuba bakwazi ukuziphilela okanye baqhube amanye amathuba amakhono kwezemigodi nakumanye amaziko ezoqoqosho loMzantsi Afrika.

Ukuze kuqondwe yi-SETA, imfuneko yokungena kuqequeso lwezakhono ezinokusetyenziswa naphi na yi-AET 3 (isiNgesi –ukusithetha, ukusibhala kune nelitheresi kwiziBalo njengoko kufunwa njalo yimigangatho yeyunithi). Abalingwa abachongwe kwinqanaba lokungena eliphantsi baza kufumana kuphela iSatifiketi sase-SSA esiqhelekileyo.

<b>Undertaking</b>	EPL is dedicated to provide learning opportunities, thereby increasing employees and local community members' marketability and employability in the open labour market in the possible event of downscaling and/or mine closure.
<b>Guidelines</b>	EPL provides portable skills training to the employees. These services have been extended to members of the surrounding community. The focus of these skills is to meet some or all of the following objectives:
	Enhance employee potential that will lead to marketability into alternative employment;
	Support income generating activities beyond "Life of Mine"; and
	Provide skills that can be utilised not only in the formal sector but also in the informal sector.

**2.10.1 IsiCwangcisoqhinga sokuPhunyezwa koQeqesho IwezaKhono ezinokuSetyenziswa naphi na**

Accountable Position	Strategic Plan	Timeframe
Unit Manager: Community Engagement and Development	1. Advertise portable skills opportunities externally through Local community learnership and councils in conjunction with Local Economic development department (LED), and other relevant authorities to attract recruits from the local community.	Ongoing
Unit Manager: HRD	2. Advertise portable skills opportunities internally for employees	Ongoing
Unit Manager: HRD	3. Accredited learning programmes as per SETA requirements	Ongoing
Unit Manager: HRD	4. Qualified facilitators to provide quality training	Ongoing
Unit Manager: HRD	5. Learning facilities to be conducive to learning	Ongoing

Itheyibhile 14: Okujolise kuQeqesho IwabaSebenzi IweZakhono ezinokusetyenziswa naphi na (18.1)14

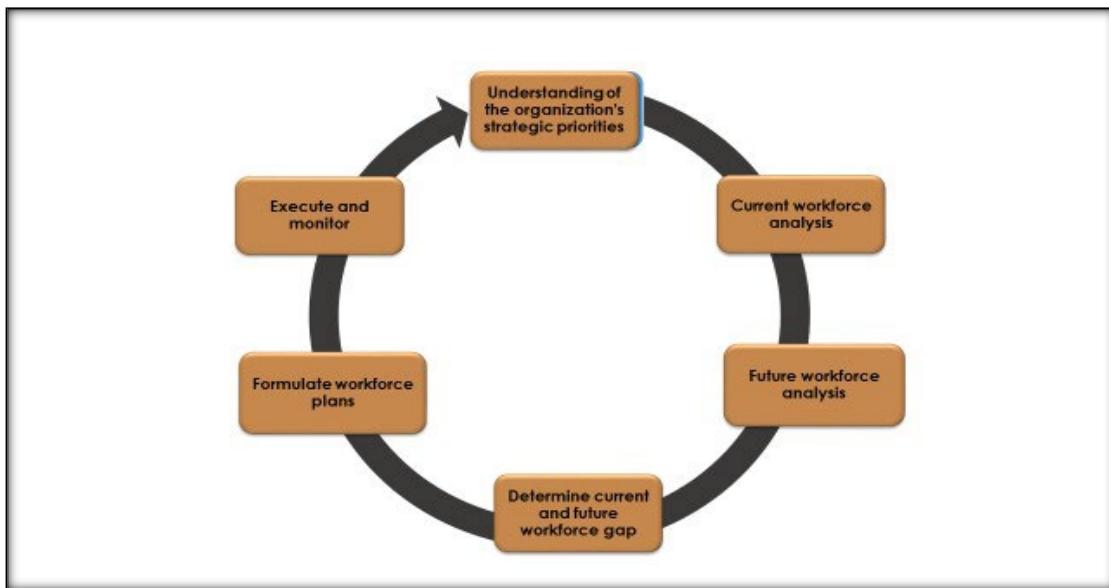
Portable Skills Training	2019	2020	2021	2022	2023	(2019– 2023)
Portable Skills 18.1	3	3	3	3	3	15
Financial Provision	R195 011,00	R243 765,00	R31 746,00	R34 127,00	R36 508,00	R541 157,00

Itheyibhile 15: Okujolise kuQeqesho IwabaHlali IweZakhono ezinokusetyenziswa naphi na (18.2)15

Portable Skills Training	2019	2020	2021	2022	2023	(2019– 2023)
Portable Skills 18.2	8	12	14	14	14	62
Financial Provision	R96 200,00	R211 639,00	R211 644,00	R288 598,00	R346 320,00	R1 154 401,00

**2.11 IsiCwangciso seNkqubelaphambili yeKhondo IoMsebenzi onokulandelwa**

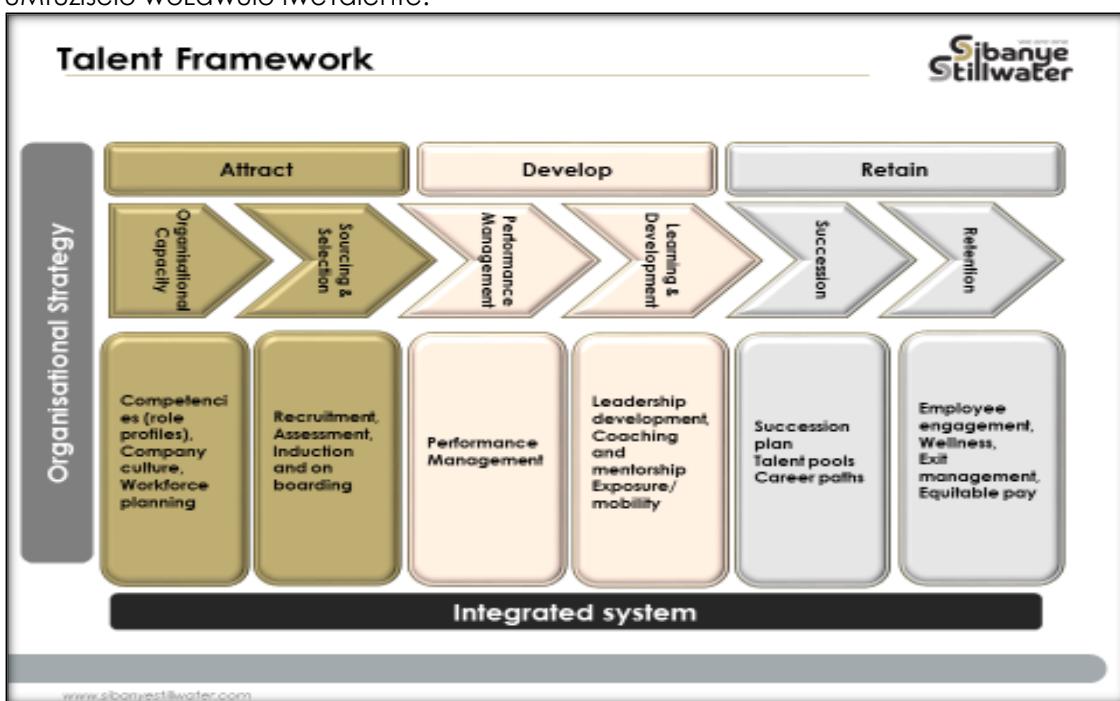
Inkubo yoLawulo IweTalente ehlanganisiweyo ibalulekile ukuxhasa amathuba enkqubelaphambili yekhondo lomsebenzi onokulandelwa. Inkubo yoLawulo IweTalente iqala ngeSicwangciso sabaSebenzi esinoBuchule. IsiCwangciso sabaSebenzi esinobuChule yinkubo elungeleleneyo yokuqikelela ikamva labasebenzi bequmrhu nokumisela ezona zithethe zisebenzayo ukuvala izikhewu ukuhlangabezana nezidingo zabasebenzi bexesha elizayo kuthathelwa ingqalelo ubuLungisa kwezeNgqesho, amaNina akwezeMigodi, intengiso neprofayili yokuvvelisa. Lo mfanekiso ukhankanywe apha ngezantsi udandalazisa inkubo yoLawulo IweTalente.



Umfanekiso 7: UMfuziselo woLawulo IweTalente oHlanganisiweyo7

### 2.11.1 INkubosikhokelo yoPhuhliso IweTalente

Umfuziselo woLawulo IweTalente oluhlanganisiweyo uneenkalo ezintathu, ukuTsala, ukuPhuhlisa nokuGcina, okuyinxene yomjikelo wobomi bomsebenzi. Umfanekiso olapha ngezantsi ubonisa uMfuziselo woLawulo IweTalente.



Umfanekiso 8: INkubosikhokelo soLawulo IweTalente eHlanganisiweyo8

### 2.11.2 OkuJolise kwiNkqubelaphambili yeKhondo loMsebenzi onokulandelwa

iSibanye Stillwater izi kuzama ukukhuthaza i-60% yabasebenzi ubuncinane ababandakanyeka kwiinkubo zoQeqesho kwiiNkqubo zeNkqubelaphambili yeKhondo loMsebenzi onokulandelwa. Ukunyuselwa ngumsebenzi weemfuno zokuSebenza eza kuthi iSibanye izame ukukhuthaza.

**Itheyibhile 16: OkuJolise kwisiCwangciso seNkqubelaphambili yeKhondo loMsebenzi onokulandelwa16**

Training programmes within career progression paths = 15%	Core mining occupations	Target position working towards	Target					Total
			2019	2020	2021	2022	2023	
18.1 Operator Skills Programme	General Worker (A-Band)	RDO/Loco/Winch/Loader	7	6	6	5	4	28
18.1 Team leader Programme	Operator (BL-Band)	B-Upper bands	1	1	1	1	1	5
18.1 Blasting Preparation Course	Employees in various positions attend	Miner C-lower band	2	1	1	1	1	6
18.1 Engineering Learnership Programme	Employees in various positions attend	Artisan C-lower band	1	1	1	1	1	5
18.1 Internship Programme	Graduates from various occupational disciplines (Mining Engineering, Engineering Finance, Metallurgy, Mineral Resources Management and Technical Service Disciplines)	C-upper to D-lower band	1	1	1	1	1	5
Total			12	10	10	9	8	49

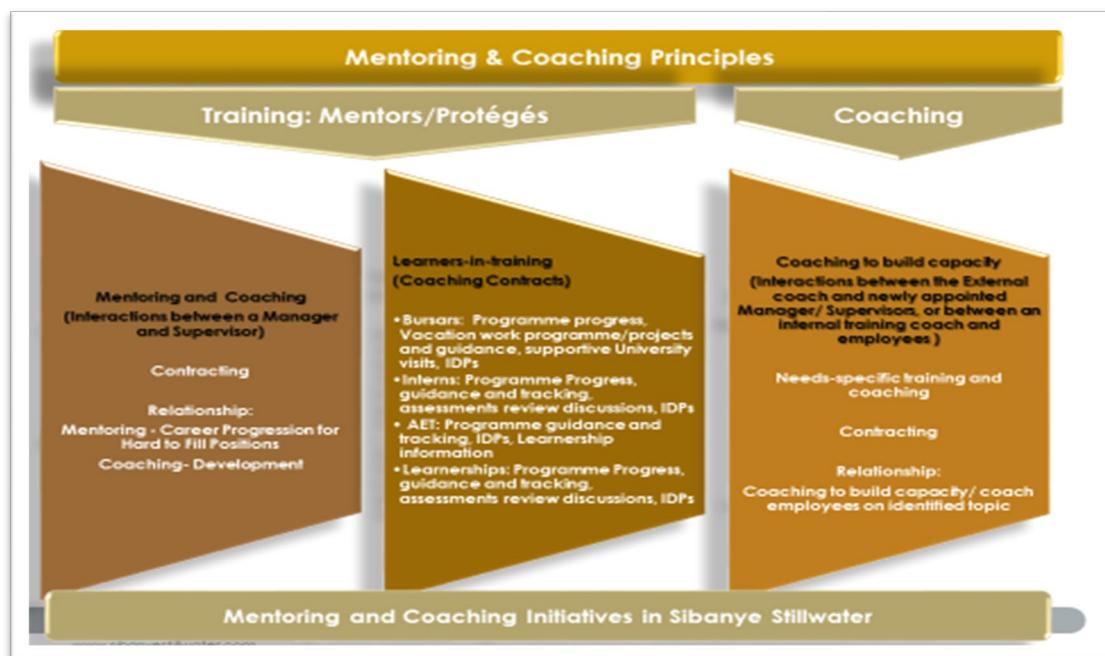
**2.12 IsiCwangciso sokuba ngumzekelo ngokunika iingcebiso**

Ukuba ngumzekelo ngokunika iingcebiso yinkubo yokusebenzisa abantu abachongwe ngokukhethekileyo nabaqeqliqeshiweyo ukuba banike isikhokelo neengcebiso, okuza kunceda ekupuhhliseni amakhondo emisebenzi enokulandelwa yabantu abaphantsi kogcino lwabanye ababelwe bona. Ukuba ngumzekelo ngokunika iingcebiso kujonge ekuxakamezeni ukufunda emsebenzini, ekufuneka kusoloko iyeyona ndlela ingcono yokufumana izakhono ezithile nolwazi ngokunjalo oludingwa ngumnni womsebenzi. Ukuqhelisa kujonge ngokukodwa kubasebenzi abakwiqela C5 lenkqubo yokuhlela uphononongo lomsebenzi (Paterson C5 Band) nangaphantsi.

<b>Undertaking</b>	EPL undertakes to formalize its mentorship programme, which will encompass formal mentorship agreements between mentors and protégés for learners in training/on development programmes.
<b>Guidelines</b>	<p>The mentorship plan at will be designed to:</p> <ul style="list-style-type: none"> <li>• Identify areas of development that require mentoring;</li> <li>• Provide a detailed mentoring plan via mentoring agreement;</li> <li>• Highlight the number of mentors and protégés with targets and timeframes;</li> <li>• Monitor implementation of the programme.</li> </ul>

## 2.12.1 IsiCwangcisoqhinga sokuPhunyezwa kwesiCwangciso sokuba ngumzekelo ngokunika iingcebiso

Accountable Position	Strategic Plan	Time frame
Manager HRD	1. Review the mentorship plan	Ongoing
Discipline Managers Manager HRD	2. Identify pool of mentors for protégés (employees in training/ Supervisors and Middle Managers with potential)	Ongoing
Discipline Managers Manager HRD	3. Provide mentorship and protégé training to build capacity where required	Ongoing
Discipline Managers Manager HRD	4. Contracting through the mentorship agreements in line with learnership/learning programme duration	Ongoing
Manager HRD	5. Monitor implementation and confirm mentorship regarding:  Protégé Personal details including race, gender, current position and level and future possible opportunities  Mentor Personal details and designation	Ongoing



Umfanekiso 9: IMithethosiseko yokuba nguMzekelo ngokunika iingcebiso nokuQhelisa9

## 2.12.2 OkuJolise kwisiCwangciso sokuba ngumzekelo ngokunika iingcebiso

Ukuba ngumzekelo ngokunika iingcebiso yinkqubo yokusebenzisa abantu abachongwe ngokukhethekileyo nabaqeqeshiwego ukuba banike isikhokelo neengcebiso, okuza kunceda ekupuhhliseni amakhondo emisebenzi enokulandelwa yabantu abaphantsi kogcino lwabanye ababelwe bona. Ukuba ngumzekelo ngokunika iingcebiso kujonge ekuxakamezeni ukufunda emsebenzini, ekufuneka kusoloko iyeyona ndlela ingcono yokufumana izakhono ezithile nolwazi ngokunjalo oludingwa ngummini womsebenzi. Ukuqhelisa kujonge ngokukodwa kubasebenzi abakwiqela C5 lenkqubo yokuhlela uphononongo lomsebenzi (Paterson C5 Band) nangaphantsi.

**Ithayibhile 17: OkuJolise kwisiCwangciso sokuba nguMzekelo ngokunika iingcebiso17**

Mentoring programme	Career deliverables	Duration	Target					
			2019	2020	2021	2022	2023	2019-2023
Learnerships	<b>Blasting certificate/Trade certificate</b>	<b>18 months (Mining)</b>	0	7	11	11	11	40
		<b>3 years (Engineering)</b>						
Bursaries	<b>Degree</b>	<b>3-4 years</b>	6	1	1	1	1	10
Internships	<b>Experiential training</b>	<b>2-3 years</b>	1	1	1	1	1	5
Full time AET	<b>One AET level</b>	<b>1 year</b>	0	5	5	5	5	20
<b>Total</b>			7	14	18	18	18	75

Ngokubhekiselele kwitheyibhile elapha ngentla, abafundi ababhalise ngoku iinkqubo ezahlukahlukeneyo zoqequesho nophuhliso, baza kungena kubudlelane bokuhelisa/boqequesho ngesikhokelo samakhono esingaphaya nophuhliso. Ukuze obu budlelane buphumelele, intlanganisela yabaqequeshi kune nabafundi abanye kuza kufuneka baza kuqequeshelwa uqequesho/protégé ukusebenzisa ngokukuko nokuqondwa kwendima yobudlelane nenqubo.

### 2.13 UkuGqibeza iziFundo kwiNgqesho

I-EPL iqonda isidingo sokumisela nokulondoloza iQela labaneziDanga ngenjongo yokwakha nokulondoloza okuzayo kweenkokeli zexesha elizayo zequmrhu. I-EPL izibophelela ekuncediseni abaneziDanga abalugqibileyo ufundo lwethiyori/lwemfundo yaseyunesithi kodwa ekufuneka bagqibe inkqubo yokufunda yamava/yoqequesho emiselwe kwangaphambili. Abanezidanga baza kulindeleka ukuba bagqibe uqequesho lokwenziwayo ngokwemanyuwali yoqequesho lwenkalo yesifundo efanelekileyo ngelixa bexakeke luxanduva lomsebenzi wabo wesigaba sexesha.

<b>Undertaking</b>	EPL Internship Programme provides people from the surrounding communities with experiential learning in fulfilment of tertiary qualifications and those that have a tertiary qualification so that they can be eligible to seek substantive employment.
<b>Guidelines</b>	All identified interns will be provided with on the job training. They will be assigned with a coach and responsible manager. Logbooks will be kept and maintained in line with the requirements of the qualification.

The company does from time to time consider unemployed self-funded graduates for participation in our graduate development program opportunities based on operational requirements

#### 2.13.1 IsiCwangcisoqhingga sokuPhunyezwu kokuGqibeza iziFundo kwiNgqesho

Accountable Position	Strategic Plan	Timeframe
Unit Manager: HRD	1. Provide a Graduate Development Programme	Ongoing
Unit Manager: HRD	2. Provide a coaching and mentoring process	Ongoing
Unit Manager: HRD	3. Employees to be continuously assessed against required programme outcomes	Ongoing
Unit Manager: HRD	4. IDPs in place for learners and learners are made aware of career pathways	Ongoing

**2.13.2 OkuJolise kubaFundi abaggibezel a izifundo zabo kwingqesho bangaphandle (abaneziDanga) kunye noQingqomali**

Itheyibhile 18: OkuJolise kubaFundi abaggibezel a izifundo zabo kwingqesho bangaphandle (abaneziDanga) kunye noQingqomali18

Field/ Area of Training	2019	2020	2021	2022	2023	Total
Graduates	2	1	1	1	0	5
Financial Provision	R3 122 601,00	R3 008 849,00	R1 349 231,00	R898 082,00	R191 291,00	R8 570 056,00

**2.14 INkubo yeNkxasomali yokuFunda**

**2.14.1 IsiCwangcisoqhingga sokuPhunyezwa kweNkubo yeNkxasomali yokuFunda**

Accountable Position	Strategic Plan	Timeframe
Unit Manager: HRD	1. Advertise bursary opportunities internally for employees	Ongoing
Unit Manager: CED	2. Advertise bursary opportunities externally through community newspapers, municipal councils and other relevant authorities to attract recruits from the local and labour sending communities	Ongoing
Unit Manager: HRD	3. Candidates for bursaries opportunities will be selected according to the selection procedure of the company	Ongoing
Unit Manager: HRD	4. Accredited learning institutions as per company needs will be used	Ongoing
Unit Manager: HRD	5. IDPs in place for learners, and learners are made aware of career pathways in relevant disciplines	Ongoing
Unit Manager: HRD	6. Mentors confirmed for learners	Ongoing

**2.14.2 OkuJolise kwiNkubo yeNkxasomali yokuFunda**

Itheyibhile 19: Okujolise kwinkubo yeNkxasomali yokuFunda yangaphandle19

Annual Targets	2019	2020	2021	2022	2023	(2019– 2023)
External Bursars	1	1	1	1	1	5
Financial Provision	R2 576 610,00	R4 148 042,00	R1 359 282,00	R723 817,00	R539 606,00	R9 347 357,00

**2.15 liNkubo zoPhuhliso IwezabaSebenzi – UkuBonelelw ngezeMali**

Itheyibhile 20: liNkubo zoPhuhliso IwabaSebenzi – UkuBonelelw ngezeMali20

Total HRD Financial Provision	2019	2020	2021	2022	2023	(2019 - 2023)
	R63 025 572,00	R60 450 000,00	R64 681 500,00	R69 209 205,00	R77 213 350,00	R334 579 627,00

### 3. UBulungisa kwezeNgqesho

#### 3.1 Intshayelelo

Phambi kokuba uMzantsi Afrika ubi sisizwe esinedemokhrasi, kwakukho imithetho yobukoloniyalu neyocalucalulo eyayibekela bucala abantu abantsundu ekuthabatheni inxaxheba kwinkqubo zezemfundo nezabasebenzi. Ukulungisa nokuphelisa ucalucalulo, kwabekwa uMgaqosiseko, onika bonke abemi bomhlaba ilungelo lokulingana. Ngenxa yokuba inkqubo yangaphambili yayiqhube iminyaka ngeminyaka, urhulumente wayesazi ukuba inguqu notshintsho zazingenakwenzeka kamsinya. Ngoko ke, igatya eliphakathi kowisomthetho labekwa, ukuncedisa kufezekiso lukaMakulingwane kwaye kulapho i-Employment Equity Act (uMthetho woBulungisa kwezeNgqesho), No. 55 ka-1998 ("uMthetho") lathi lasebenza.

Injongo yalo Mthetho "kukuphumeza ubulungisa nomakulingwane emsebenzini ngokukhuthaza amathuba alinganayo nokuphathwa ngobulungisa ngokususwa kocalucalulo olungenabulungisa, kuphunyezwe amanyathelo okunika amathuba abo bebewavinjiwe ngaphambili ukulungelelanisa ukusilela kwingqesho okufunyenwe ngamaqela ahlelekileyo." Sigcine oku engqondweni, injongo yalo Mthetho kukufanisa indlela ekuqhutya ngayo ngokwayamene nendlela abasebenzi (abantu) kwiqumrhu abalawulwa ngayo ngokwayamene neendima zabo abazidlalayo, izakhono kune nomvuzo ukuze zibe ngendlela enobulungisa nengacalucaluliyo. Lo Mthetho kwakhona unceda amaqumrhu ukuba acwangcise kwaye alawule ukuquesha kwawo abasebenzi, kune nemigaqonkqubo yokuqhubela phambili kune neenkqubo ngokunjalo ezichasene neemfunzoMthetho.

Ngenxa yemeko etshintshayo neguquguqukayo yequmrhu elililo kune neshishini lalo, sibona amaqumrhu amaninzi anemingeni okuthobela uMthetho. Impendulo enye eyiyeyona intsonkothileyo nenomdintsi yequmrhu kulkungelelanisa izicwangcisoqhingga zokuthobela zalo nezo zeshishini kune neenjongo zesicwangcisoqhingga zeshishini zizonke, izicwangciso ezinobuchule kune nenkcubeko. Kwisaveyi yakutshanje yobulungisa kwezengqesho eyenziweyo (ngowe-2017 / 2018), kwaqatshelwa ukuba okune kokona kusilela kukhulu kwamaqumrhu kunxulumene nonxibelewano, ingakumbi ukuqonda kune nezemfundo.

Kwakhona, iQonga leeNgxoxo loBulungisa kwezeNgqesho lidlala indima ebalulekileyo ekuphumezeni amanyathelo njengoko kwandlaliwe kwisiCwangciso soBulungisa kwezeNgqesho sequmrhu ukuqinisekisa utshintsho kwaye ekugqibeleni nokuthobela. I-EPL ikwinkqubo yeengxoxiswano noMbutho wabaSebenzi ukuchonga abamelia abatsha beqonga leengxoxo. Kwimeko yangoku yokuthobela, i-EPL ilawula kwaye ixhasa zonke izicwangcisoqhingga zangoku, izicwangciso zobuchule, imigaqonkqubo kune neenkqubo ngokwayamene nemimiselo yoMqulu wamaLungelo okuXhotyiswa koluNtu kwezoQoqosho oluNabileyo (Broad-Based Socio-Economic Empowerment Charter) loShishino lwezeMigodi neziMbiwa lwaseMzantsi Afrika (South African Mining and Minerals Industry), ngokuqhelekileyo olwaziwa ngokuba nguMqulu wamaLungelo ezeziMbiwa 2018. Apha uchaza ukuba "ukwahlukahlukana kwasemsebenzini nomelo olunobulungisa kuwo onke amanqanaba zizincedisi zokubumbana koluntu, utshintsho kune nokuphiswano loShishino lwezezimbiwa.

I-EPL iza kuqhube ka nokuhokela ukususwa kwemiqobo yobulungisa nophuhliso, kwaye iza kuthi ngenjongo ikhokelele kwinkqubo yemikhwa esesikweni eyakhiwe ngenkolelo yokuba umntu ngamnye unelungelo lesidima, lokuhlonitshwa kune nokuqondwa kwesakhono sakhe. Ukuza kuthi ga ngoku, i-EPL yamkela iyantlukwano emsebenzini kwaye ikhuthaza okuboniswa ziinkcukachamanani zabemi belizwe. T

Injongo ezinabileyo zomgaqonkqubo we-PSA ngokunxulumene noBulungisa kwezeNgqesho zezi:

- ukuba nequmrhu elinotshintsho nelimelwe ngokunobulungisa elibonisa iinkcukachamanani zabemi baseMzantsi Afrika kuwo onke amanqanaba omsebenzi kune nakuzo zonke iindidi zemisebenzi;
- ukuqinisekisa ukucingela phambili kokuqeshwa kwabantu abaphila nokuhubazeka kune nokuqinisekisa ukudalwa kwesithethe sokuhlonipha abantu abaphila nokuhubazeka, ngokuthathela ingqalelo imeko nobungakanani bomsebenzi ongundoqo;
- ukudala imekobume yequmrhu eluncedo kubulungisa, kufaneleko, kwisidima kune nakuhloniphana, kwaye ebonakalisa iyantlukwano kwitalente ekhoyo ekuhlaleni kwethu;

- ukusebenzela ukwakha abasebenzi abaxhotyisiweyo abaza kuba nako ukuhlangabezana nayo yonke imingeni eza nenguuko notshintsho, nokubeka iliso nokuvavanya iinguqulelo ukuqinisekisa ukuba sijonga kwakhona rhoqo inkqubela phambili ekuyileni iqumrhu elinobulungisa;
- ukushenxisa iziphumo zocalucalulo ngokobuhlanga, ngokobuzwe nangokwesini emsebenzini, kunye nokufundisa wonke umntu kwiqumrhu malunga neziphumo ezibuyisela umva zeo zimongqondo; kunye
- nokuqinisekisa ukuba ulwimi alusetyenziselwa njengomqobo wokucalucalula abasebenzi kodwa njengesixhobo esincedayo, esiqinisekisa uxibelelwano olusebenzayo.

Itheyibhile elapha ngezantsi inika isimo se-EPL EE ukusukela kuSeptemba 2020 .

**Itheyibhile 21: Isimo se-EPL EE ukusukela kuSeptemba 202021**

EPL	African		Coloured		Indian		White		Foreign nationals		Total Employees	Total HDP	Total Females
Occupation levels	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
<b>Board*</b>	<b>3</b>	<b>1</b>	-	-	-	-	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>5</b>	<b>2</b>
<b>Executive management*</b>	<b>7</b>	<b>1</b>	<b>1</b>	-	<b>1</b>	<b>2</b>	<b>16</b>	<b>1</b>	<b>3</b>	-	<b>32</b>	<b>13</b>	<b>4</b>
<b>Senior management*</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>1</b>	-	<b>1</b>	<b>22</b>	<b>3</b>	-	-	<b>39</b>	<b>17</b>	<b>7</b>
<b>Middle management</b>	<b>5</b>	-	-	-	-	-	<b>1</b>	-	-	-	<b>6</b>	<b>5</b>	-
<b>Junior management</b>	<b>11</b>	<b>4</b>	-	<b>1</b>	<b>2</b>	-	<b>7</b>	<b>5</b>	<b>1</b>	-	<b>31</b>	<b>23</b>	<b>10</b>
<b>People with disabilities</b>	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Core and critical skills</b>	<b>3 223</b>	<b>299</b>	<b>8</b>	<b>1</b>	<b>3</b>	-	<b>89</b>	<b>9</b>	<b>802</b>	<b>1</b>	<b>4 435</b>	<b>3 543</b>	<b>309</b>
<b>Total employees at EPL (incl. non-core)</b>	<b>3 326</b>	<b>357</b>	<b>8</b>	<b>2</b>	<b>5</b>	-	<b>97</b>	<b>15</b>	<b>814</b>	<b>1</b>	<b>4 625</b>	<b>3 713</b>	<b>374</b>

\*Board Executive and Senior Management replicated on each entity and not included in the Total  
 \*Non-Core not included in Occupational level breakdown above, however included in Total Employees  
 \*Total Females Exclude Foreign Nationals

I-EPL ithathe izingqi ezibonakalayo ekutshintsheni iinkcukachamanani zabasebenzi xa unokucinga ngokuba amathuba okuqeshwa kwabasebenzi ayemancinci ngenxa yezigunyaziso zokunqunyanyiswa ezininzi kwiminyaka emihlanu edlulileyo kwaye nokuthathela ingqalelo yokuba i-EPL iye yathatha amanyathelo okuqala okuphungula abasebenzi / okulungelelanisa ngokutsha ngenzame yokwenza ukuba ihlale ilishishini elime ngendlela kwaye ihambelane neemeko zemakethi ezicothayo ezizingileyo (eziphantsi ixesha elide). Inkqubelaphambili eyenziweyo ukuza kuthi ga ngoku, yayanyaniswa neziqhelo zokuqeshwa kwabasebenzi ezibekwe phambili kuthathelwa ingqalelo ephambili ii-HDP namanina ngenjongo yokuhawulezisa utshintsho olufunekayo.

### 3.2 I-HDP kanye nokuPhunyezwu kokumelwa kwaManina

Isivumelwano	UBulungisa kwezeNgqesho kufuneka bulawulwe nje ngomba wotshintsho kwaye kufuneka uhlanganiswe kwishishini lilonke ukuhlangabezana nemingeni ngokufezekileyo. Kanjalo, i-EPL izibophelela ekuhlangabezeni nokumela oknobulungisa kwe-HDP ngenqanaba ngalinye lolawulo.
Izikhokelo	<ul style="list-style-type: none"> <li>Kuqikelelwa utshintsho kulawulo kwiminyaka emi-5 ezayo.</li> <li>Okuphambili oku kubangelwa luqikelelo lokuphungulwa kwabasebenzi kanye nokungazinzi okuziswa koku</li> <li>kwikhondo lomsebenzi – abanye bangayishiya inkampani ngenxa yoku kungazithembii.</li> <li>Ukuba kwiingxoxo nabasebenzi abakumaqela ahlelelekileyo ukunciphisa impembelelo yezo nkubo ziqikelelwayo.</li> <li>Apho iimeko zemali zivumayo, kuphunyezwu amanyathelo okugcina abasebenzi.           <ul style="list-style-type: none"> <li>Xa zivela izithuba zomsebenzi, zigcwaliswe izithuba ezo kangangoko ngabantu abasuka kumaqela avinjwe amathuba.</li> </ul> </li> </ul>

<b>HDP KuLawulo - IsiCwangciso soPhumezo IwesiCwangcisoqhinga e-EPL</b>		
IsiCwangcisoqhinga sokuPhumeza	IsiKhundla esinoXanduva	Ixesha elibekiweyo
Ukubeka iliso kutshintsho kwaye iziphathamandla zibe noxanduva lokuphendula ngesicwangciso sophumezo + kuhlanganiswe okujolise kutshintsho kumanyathelo angundoqo okusebenza kweshishini	I-EXCO	Ngekota
Ishishini liqhubeke nokuthatha uxanduva lwe-HDP kokujolise kukumelwa lwabalaLawuli.	I-Manco	Ngokuhubekayo
Ukulandelela nokubeka iliso kwinkqubelaphambili	I-HR	Ngokuhubekayo

### 3.3 Okujolise kwi-EE ngokwe-MCIII

Okujolise kwi-MCIII EE njengoko kwandlaliwe kwitheyibhile elapha ngezantsi kwaye kwangeniswa kwi-DMRE kuxhomekeke kubukho bezimali kwiNkampani kunye nakubukho bezithuba zomsebenzi ezifunekayo kunye nabalingwa abafanelekileyo ngokunjalo ukugcwala ezi zithuba zomsebenzi.

Itheyibhile 22: Okujolise kwi-EPL yemiNyaka emiHlanu ye-EE22

EPL Occupational Levels	MCIII 5Yr Target (2023)	Year 1	Year 2	Year 3	Year 4	Year 5
		2019	2020	2021	2022	2023
<b>Board*</b>						
<b>HDP's</b>	<b>50%</b>					
<b>% HDP Women</b>	<b>20%</b>					
<b>Executive Management*</b>						
<b>HDP's</b>	<b>50%</b>					
<b>% HDP Women</b>	<b>20%</b>					
<b>Snr Management*</b>						
<b>HDP's</b>	<b>50%</b>					
<b>% HDP Women</b>	<b>20%</b>					
<b>MIDDLE MANAGEMENT</b>						
<b>HDP representation</b>	<b>60%</b>	<b>50,00%</b>	<b>52,30%</b>	<b>54,20%</b>	<b>56,10%</b>	<b>56,80%</b>
<b>Female representation</b>	<b>25%</b>	<b>6,20%</b>	<b>7,10%</b>	<b>9,00%</b>	<b>10,90%</b>	<b>11,40%</b>
<b>JUNIOR MANAGEMENT</b>						
<b>HDP representation</b>	<b>70%</b>	<b>50,10%</b>	<b>52,40%</b>	<b>54,80%</b>	<b>56,10%</b>	<b>57,90%</b>
<b>Female representation</b>	<b>30%</b>	<b>16,50%</b>	<b>17,50%</b>	<b>19,70%</b>	<b>20,70%</b>	<b>22,50%</b>
<b>EMPLOYEES WITH DISABILITIES</b>						
<b>HDP representation</b>	<b>1.50%</b>	<b>1,40%</b>	<b>1,70%</b>	<b>1,80%</b>	<b>1,90%</b>	<b>2,00%</b>
<b>CORE AND CRITICAL SKILLS</b>						
<b>HDP representation</b>	<b>60%</b>	<b>86,10%</b>	<b>89,10%</b>	<b>90,30%</b>	<b>91,50%</b>	<b>92,10%</b>

\*Board, Executive and Senior Management accounted for at Board level

## 4. UPhuhliso IwabaSebenzimgodini

### 4.1 Intshayelelo

Eli cadelo ligxile kwiinkqubo zesicwangcisoqhinga eziza kufikelela kumalinge aphambili eNgingqi nawommandla ophuhliso lwezoqoqosh, ezemfundo, exemplilo, ukuphakanyiswa koluntu kunye nokuphuculwa kobomi babantu kunye nozinzo lwdxexsha elide ngaphaya kobude bexesha lokusebenza koMgodi. I-EPL izinze kwiPhondo loMntla weNtshona kuMasipala weSithili waseBojanala ifikelela koomasipala bengingqi baseMadibeng Amaqumrhu enkampani ajikelezwe ziinginqi zabahlali kwimimandla yasezilalini naleylo ikufutshane nedolophu

Itheyibhile 23: Uluntu olukufutshane kumaqumrhu e-EPL 23

IGreater Marikana	IGreater Bapong	IGreater Mooinooi	IGreater Sonop
1. Umbindidolophu waseMarikana 2. INTsona yeMarikana 3. Izindlu ze-RDP 4. Amatyotyombe aseMaditlhokwa 5. Amatyotyombe aseSkierlik 6. Amatyotyombe aseBraampie 7. Amatyotyombe aseBig House 8. Amatyotyombe aseStomhuis 9. Amatyotyombe aseGroup 5 10. Omaramba 11. Buffelspoort	1. UMbindidolophu waseBapong 2. Oustad 3. Leokeng 4. Segwaelane 5. Wonderkop 6. Nkaneng Informal Settlement	a) Mooinooi Central b) Barnardsvlei c) Modderspruit d) Majakaneng e) Amatyotyombe aseKhalamtwana f) Amatyotyombe aseMamba (Indawo yokuhlala yaseSamancor)	1. UMbindidolophu waseSonop 2. ERegorogile/eSifikile 3. liFama (Kareepoort)

### 4.2 IMvelaphi yoQoqosho IwasekuHlalen

#### 4.2.1 Inkcazelو emfutshane yePhondo loMntla Ntshona

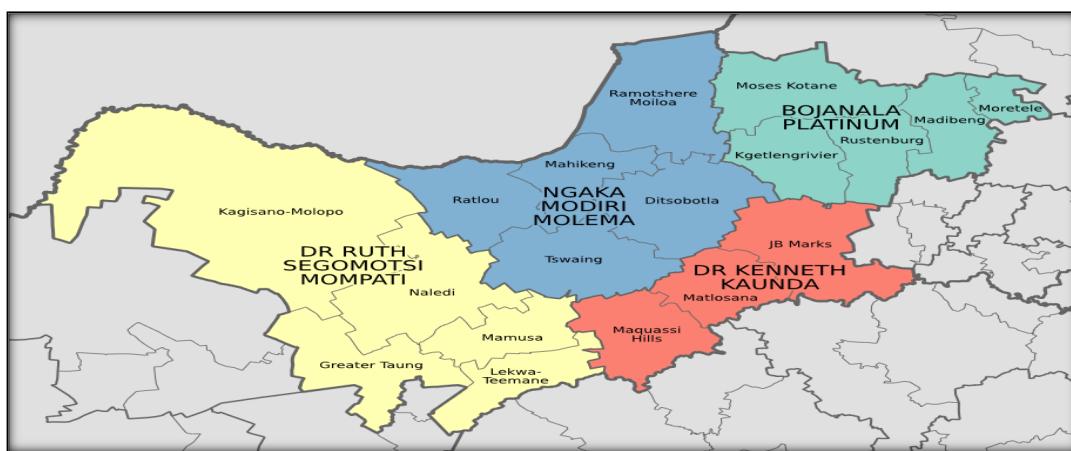
IPhondo loMntla Ntshona laseMzantsi Afrika likwaziwa ngokuba yiBokone Bophirima (i-BB). Ikumda weBotswana nephondo laseLimpopo kumntla, iPhondo loMntla Koloni kunye neKalahari Desert eNtshona, iphondo laseGauteng ukuya empuma, kunye nephondo laseFreystata ukuya emzantsi.

Izinze ngendlela enobuchule ukuze isebeenze njengesango eliya eSouthern Africa Development Community (i-SADEC) ngendlela enguHola u-N4 eqhagamshelana neWalvisbay Port eNamibia neMaputo Port eMozambique ihamba ephondweni. IPhondo liphakathi ngokobukhulu ngokunxulumene namanye elizweni. Ifikelela kwindawo engaphezulu emhlabeni omalunga nama-104 882km<sup>2</sup>, oko kukuthi 8.6% yoMzantsi Afrika) enabemi abaqikelewa ngokuba bangama-3 787 978 (6, 8% yoMzantsi Afrika), abahlala malunga nakvizindlu ezingama-1 248 765, (ngaphantsi kwe-10 % yoMzantsi Afrika). Izithili ezine zibandakanya eli phondo, oko kukuthi Dr Ruth Segomotsi Mompati, Ngaka Modiri Molema, Bojanala Platinum kunye neDr Kenneth Kaunda. Iidolophu ezinkulu yiRustenburg, iBrits, iMahikeng, iLokwe, iMatlosana kunye neVryburg.



Umfanekiso 11 UMmandla woMntla Ntshona kwiAfrika nakuMzantsi Afrika10

Iphondo lijongene nemingeni emininzi yezentlalo noqoqosho ezinje ngentswelangqesho, intlupheko, uhlumo Iwezoqoqosho oluphantsi, ukuxhaphaka kwe-HIV ne-AIDS, ukufumaneka kokutya, iziseko ezinganelanga, ukungakwazi ukufunda nokubhala kunye nokunyuka kwenani labemi okukhawulezileyo. Uqoqosho Iwayo luncinci, lunegalelo oluyi-4.9% kwiMveliso yeLizwe (i-GDP). Isiseko soqoqosho zezezimbiwa, ezivelisa ngaphezulu kwesiqingatha semveliso yephondo kwaye ibonelela ngemisebenzi ikota yabasebenzi bayo. Izimbiwa ezingundoqo ziquka iplatinam eRustenburg naseBrits; igolide, eOrkney naseKlerksdorp; iyuraniyam, eKlerksdorp; kunye needayimani eLichtenburg, eChristiana, naseBloemhof. Ezolimo nazo zichongwe njengezihubela phambili uphuhliso Iwezoqoqosho kunye nempumelelo kunye namashishini okuvelisa anxulumeneyo.



Umfanekiso 11: Izithili ezikwiPhondo11

#### 4.2.2 Inkcazelو emfutshane yeSithili saseBojanala

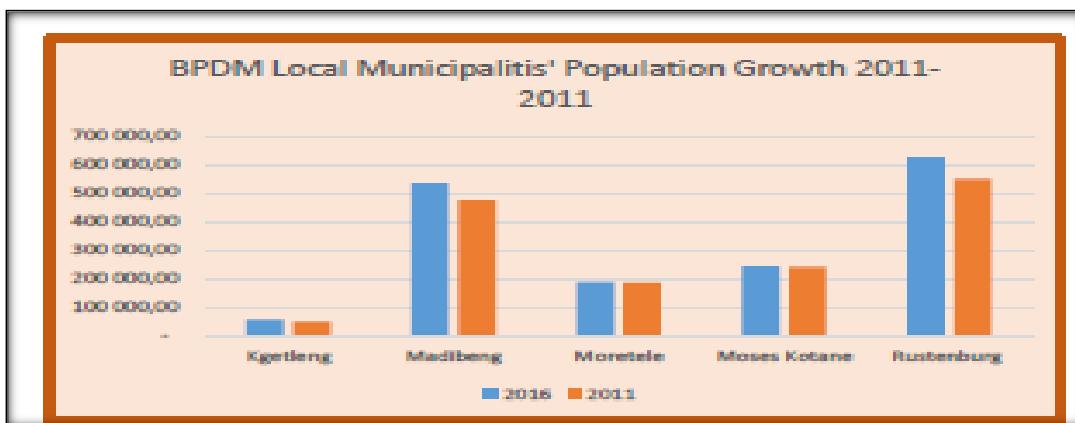
UMasipala weSithili sePlatinam saseBojanala (i-BPDM) ludidi C lukamasipala kwanye ngomnye woomasipala besithili abane kwiPhondo loMntla Ntshona. Izinze kwinxenyenye yempuma yephondo kwaye yabelana ngemida yephondo neLimpopo, iMpumalanga kunye neGauteng kunye nomda wesizwe neBotswana kwicala lentshona. Ubungakanani bayo ngokommandla ngama-18 333km<sup>2</sup>, kwaye inabemi abangama-1 657 148 (2016, Statistics SA) kwaye oku kuyenza ibeyona idumileyo kwizithili ezine zePhondo. Izixeko eziKhulu/iiDolophu e-BPDM yiBrits, iDerby, iHartbeesfontein-A, iHartbeespoort, iKoster, iMadikwe, iMarikana, iMooiNooi, iPhatsima, iRustenburg, iSwartruggens neTlhobane.

Oomasipala bengingqi abenza uMasipala weSithili sePlatinam waseBojanala ngaba, iMoretele, iKgetleng Rivier, iMoses Kotane, iMadibeng, neRustenburg.



**Umfanekiso 13: OoMasipala beNgingqi kwisithili saseBojanala12**

IRustenburg neMadibeng zinabona bemi abanda kakhulu kwisithili njengoko kubonakalisiwe kumfanekiso olapha ngezantsi.



Uhola wendlela u-N4 likhonkco elibalulekileyo lesithili namaziko ezoqoqosho amakhulu kwiPhondo laseGauteng. Kwakhona, uhola wendlela u-N4 Freeway enqumla imida yoomasipala bengingqi abathathu e-BPDM ukhethekile nanje ngoko ufilekela kwicandelo elisembindini lendlela ekukuphela kwayo esuka kunxweme ukuya kolunye unxweme eAfrika. Ipaseji yempuma-ntshona ihamba ukusuka eMaputo kwimpuma yeWalvis Bay, iNamibia entshona kwaye iqhagamshelana nezikeko ezilikomkhulu zamazwe amane eSouthern African Development Community (i-SADC), ezinje ngeMaputo eseMozambique, iPitoli eseMzantsi Afrika, iGaborone eseBotswana kune neWindhoek eseNamibia.

### **Uqoqosho loMmandla – isithili seplatinam saseBojanala**

Izinto ezingundoqo eziqhabela phambili ezoqoqosho zikamasipala wesithili zezolimo, ezokhenketho, ukuvelisa kumzimveliso, ezezimbiwa kune noshishino lweenkonzo. IsiThili sePlatinam saseBojanala sizinze eMerensky Reef, okungunobangela wokuba umasipala wesithili abe yinkokeli ekuveliseni kwePlatinum Group Metals. Ngenxa yoko, ezezimbiwa ngoyena mqeshi mkhulu kwisithili. Maninzi amaqumrhu ezezimbiwa kwiSithili, awona makhulu yiSibanye Stillwater, i-Anglo American Platinum, iSamancor, iNortham Mine, iTharisa, i-Impala, iGlencore kune neRoyal Bafokeng Platinum. Ezezimbiwa (30-35%) kune neenkonzo zoluntu ngokunjalo (15-20%), ezemali (10-15%), ezorhwebo (10-15%), ezothutho (5-10%), uveliso (5-10%) kune noshishino lwezokhenketho zonke zidlala indima enkulu kwezoqoqosho lwesthili ngenxa yobuninzi bemiyeko yezilwanyana karhulumente neyabucala ekwizinga eliphezulu. ISun City eMoses Kotane yenye yeendawo zokhenketho ezinika umda. UMasipala weSithili sePlatinam saseBojanala akasebenzi ngokuzimeleyo eMntla-Ntshona, eMzantsi Afrika nakwihlabathi liphela.

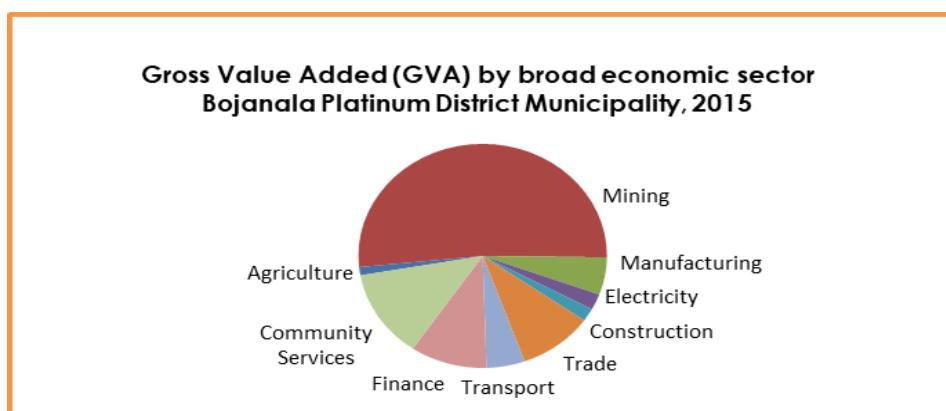
### Amacandelo ezoqoqosho

Uqoqosho lukaMasipala weSithili sePlatinam waseBojanala wenza we ngokwamashishini awahlukahlukeneyo. Ukuguquguquka koMlinganiselo weXabiso lempahla neenkonzo eziveliswayo (i-GVA) kubonisa ukwahlulwahlulwa kwecandelo, aphi icandelo ngalinye lilinganisela ngokwayamene nexabiso lalo lempahla neenkonzo eziveliswaya kuqoqosho lwengingqi. I-GVA ngumlinganiselo wokuveliswayo (imveliso iyonke) yommandla ngokwayamene nexabiso elivelisiweyo kuloo mmandla. Ungahlulwahlulwa ubo ngamacandelo okuvelisa awohlukahlukeneyo. Itheyibhile yesishwankathelo elapha ngezantsi ibeka imeko ye-GVA yayo yonke imimandla kuleyo kaMasipala weSithili sePlatinam waseBojanala.

Sector	Bojanala Platinum	North West	National Total	Bojanala Platinum as % of Province	Bojanala Platinum as % of National
Agriculture	1.4	6.0	85.1	22.8	1.6
Mining	61.1	67.2	286.0	91.0	21.4
Manufacturing	6.4	11.8	474.5	54.7	1.4
Electricity	2.7	6.7	131.6	41.1	2.1
Construction	2.2	5.6	145.3	39.5	1.5
Trade	11.5	25.7	539.0	44.7	2.1
Transport	5.9	14.3	368.0	41.0	1.6
Finance	11.8	28.0	739.1	42.0	1.6
Community Services	15.0	45.5	821.1	33.1	1.8
<b>Total Industries</b>	<b>118.0</b>	<b>210.8</b>	<b>3589.7</b>	<b>56.0%</b>	<b>3.29%</b>

### Umfanekiso 13: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo lezoQoqosho elinabileyo i-BPDM 2015(R Bhiliyon)13<sup>3</sup>

Ngowe-2015, icandelo lezezimbiwa lelona likhulu kuMasipala weSithili wePlatinam eBojanala engama-R 61.1 yebhiliyon okanye ama-51.8% e-GVA iyonke kuqoqosho lakwamasipala wesithili. Icandelo lesibini elinika elona galelo lininzi kwi-GVA kaMasipala weSithili wePlatinam waseBojanala licandelo leenkonzo zoluntu elingu-12.7%, lilandelwe licandelo lezemali elingu-10.0%. Icandelo elinegalelo elielona lincinci kuqoqosho lukaMasipala weSithili wePlatinam yaseBojanala licandelo lezolimo elinegalelo lama-R1.37 ebhiliyon okanye i-1.16% ye-GVA iyonke.



### Umfanekiso 14 Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo, BPDM14<sup>4</sup>

Iziko loluntu, eliqua iinkonzo zikarhulumente, ngokuqhelekileyo linegalelo elikhulu kwi-GVA koomasipala bengingqi abancinci nabasemaphandleni. Xa ujunge kwimimandla ekuMasipala weSithili sePlatinam waseBojanala kuyacaca ukuba icandelo leenkonzo zoluntu kumasipala wengingqi waseMadibeng ube negalelo lama-45.19% kwi-GVA yayo. Umasipala wengingqi waseMadibeng unike igalelo lama-R 34.7 ebhiliyon okanye ama-29.45% e-GVA kaMasipala weSithili sePlatinam waseBojanala, eyenza ukuba ibe ngoyena masipala wengingqi mkhulu ngokwayemene negalelo lakhe kwi-GVA iyonke yeSithili sePlatinam saseBojanala. Umasipala.

<sup>3</sup> Umthombo wolwazi: IHS Global Insight Regional explorer version 1029

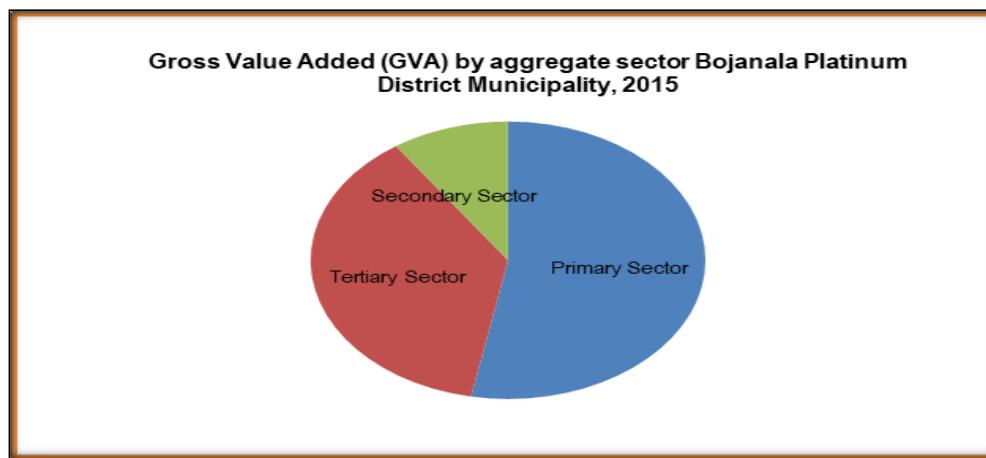
### IMbalu yoHlumo kwezoQoqosho

Kwisiqaba sexesha sowe-2005 nowe-2015, i-GVA kwicandelo lezokwakha yayineyona ineavareji ephezulu yezinga lohlumo lonyaka eBojanala Platinum nge-5.03%. Ushishino oluneavareji yesibini eyiyeyona iphezulu yezinga lohlumo lonyaka licandelo leenkonzo zoluntu eyenza iavareji ye-3.95% ngonyaka. Icandelo lezemigodi laba neavareji yezinga lohlumo lonyaka eyi-0.97%, ngelixa icandelo lombane laba neyona avareji iphantsi yohlumo lonyaka ye-0.72%. Kukonke uhlumo oluhle lwabakhona kuwo onke amashishini ngowe-2015 ngezinga lohlumo lonyaka oluyi-5.02% ukusukela kowe-2014.

**Itheyibhile 24: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo lezoQoqosho elinabileyo i-BPDM24<sup>5</sup>**

Sector	2005	2010	2015
Agriculture	0.79	0.79	0.93
Mining	40.53	46.09	44.66
Manufacturing	4.22	4.75	5.26
Electricity	1.28	1.37	1.38
Construction	1.11	1.48	1.82
Trade	6.27	6.75	8.30
Transport	2.70	2.95	3.57
Finance	6.19	7.57	8.97
Community Services	7.71	8.80	11.36

Ushishino ngemithombo yendalo linika elona galelo likhulu lomlinganiselo weXabiso lempahla neenkonzo eziveliswayo kuMasipala weSithili wePlatinam waseBojanala le-53.0%. Oku kukhulu ngokubalaseleyo kunoqoqosho lwesizwe (10.3%). Ushishino ngeenkonzo libe negalelo le-37.4% (lukumgangatho wesibini), ngelixa ushishino ngeemveliso ezisetyenziweyo lube negalelo le-9.6% ubuncinane.



**Umfanekiso 15: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo loHlanganiso, i-BPDM15<sup>6</sup>**

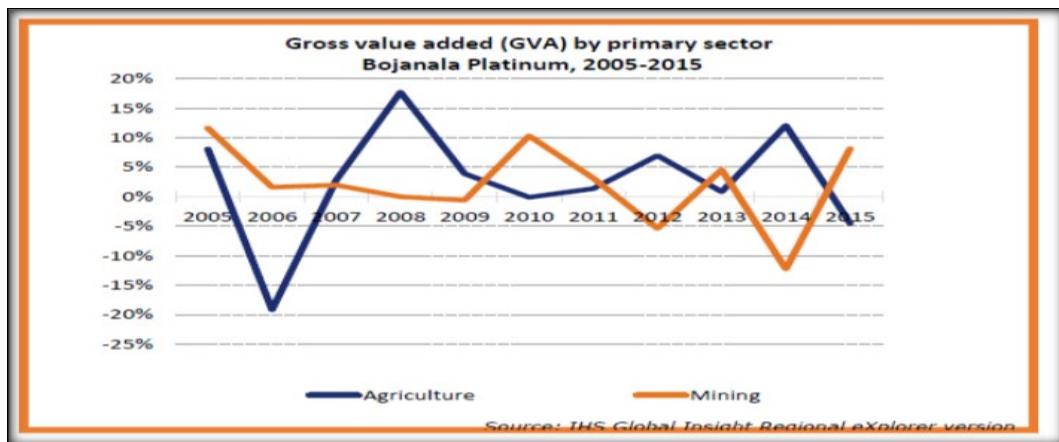
Oku kulandelayo kukwahlulwahlulwa komlinganiselo weXabiso lempahla neenkonzo eziveliswayo (i-GVA) licandelo elihlanganisiweyo:

### Ushishino ngemithombo yendalo

Ushishino ngemithombo yendalo lubandakanya amacandelo ezoqoqosho anabileyo amabini angala, elezimbiwa nelezolimo. Le tshathi ilandelayo ibonisa izinga leavareji yohlumo ye-GVA yawo omabini la macandelo kuMasipala weSithili sePlatinam waseBojanala ukusuka kowe-2005 ukuya kowe-2015.

<sup>5</sup> Umthombo wolwazi: IHS Global Insight Regional eXplorer version 1029

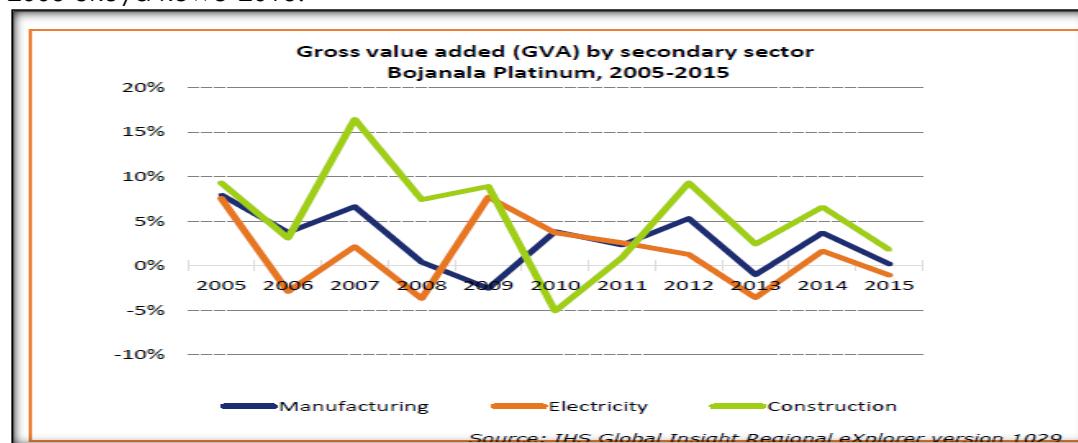
<sup>6</sup> Umthombo wolwazi: IHS Global Insight Regional eXplorer version 1029



Phakathi kowe-2005 nowe-2015, icandelo lezolimo libe nolona hlumo luphezulu oluhle ngowe-2008 ngezinga lohlumo lweavareji eliyi-17.7%. Icandelo lezezimbiwa lafikelela kwelona zinga liphezulu lohlumo lwe-11.6% ngowe-2005. Icandelo lezolimo laba nolona hlumo luphantsi ngesigaba sexesha sowe-2006 ku-19.2%, ngelixa icandelo lezezimbiwa lafika kwelona zinga lohlumo liphantsi ngowe-2014 kwi-12.2%. Omabini icandelo lezolimo nelezimbiwa ngokuqhelekileyo aphawuleka ngoguquguquku kuhlumo kwisigaba sexesha.

### UShishino ngeeMveliso eziSetyenziweyo

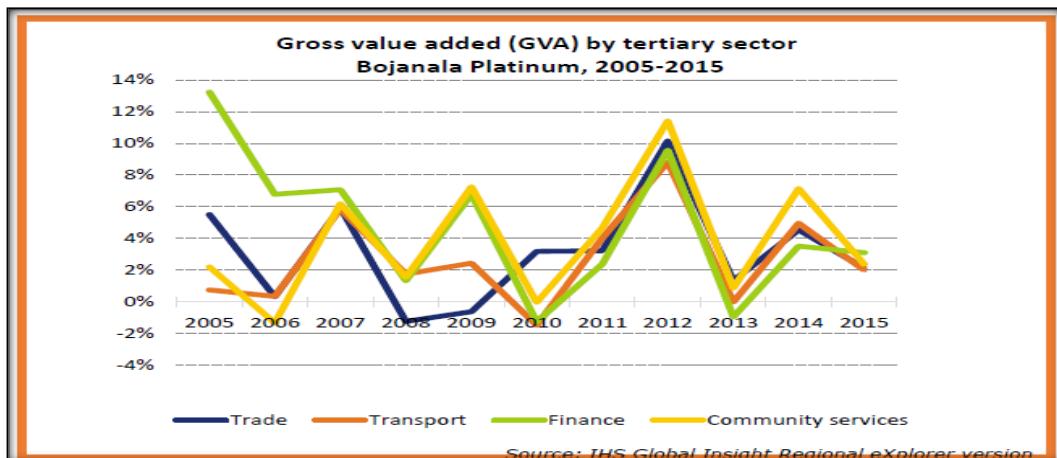
Ushishino ngeemveliso eziisetenyenziweyo lubandakanya amacandelo ezooqosho anabileyo amathathu angala, elokuvvelisa, elombane nelokwakha. Le tshathi ilandelayo ibonisa izinga leavareji yohlumo lwe-GVA lwala macandelo kuMasipala weSithili sePlatinam waseBojanala ukusuka kowe-2005 ukuya kowe-2015.



Phakathi kowe-2005 nowe-2015, icandelo ezokuvvelisa libe nolona hlumo luphezulu oluhle ngowe-2005 ngezinga lohlumo oluyi-7.9%. Icandelo lezokwakha lafikelela kwelona zinga liphezulu lohlumo ngowe-2007 lwe-16.4. Icandelo lezokuvvelisa laba nolona hlumo luphantsi ngowe-2010 ku-2.5%, ngelixa icandelo lezokwakha lafikelela kwelona zinga lohlumo liphantsi ngowe-2010 ngezinga lohlumo oluyi-5.1%. Icandelo lezombane laba nolona hlumo luphezulu ngowe-2009 ku-7.7%, ngelixa irekhode olona hlumo luphantsi lwe -3.7% ngowe-2008.

### UShishino ngeeNkonzo

Ushishino ngeenkonzo lubandakanya amacandelo ezooqosho anabileyo amane angala, urhwebo, ezothutho, ezemali kune necandelo leenkonzo zoluntu. Le tshathi ilandelayo ibonisa izinga leavareji yohlumo lwe-GVA lwala macandelo kuMasipala weSithili sePlatinam waseBojanala ukusuka kowe-2005 ukuya kowe-2015.



Icandelo lezorhwebo libe nolona hlumo luphezulu oluhle ngowe-2012 ngezinga lohlumo oluyi-10.2%. Kucaca mhlophe kwicandelo lezothutho ukuba elona zinga lohlumo luhle lube khona ngowe-2012 ku-8.8% engaphantsi kunaleyo yecandelo lokuvelisa. Icandelo lezemali ibe nelona zinga lohlumo liphezulu ngowe-2005 xa lathi lakhula nge-13.2% kwaye larekhoda elona zinga liphantsi lohlumo ngowe-2010 nge -1.3%. Icandelo lezoRhwebo lalinelona zinga lohlumo liphantsi ngowe-2008 nge -1.2%. Icandelo leenkonzo zoluntu, elibandakanya kakhulu urhulumente, lube nolona hlumo luphezulu noluhle ngowe-2012 nge-11.4% kune nelona zinga liphantsi lohlumo ngowe-2006 nge -1.3%.

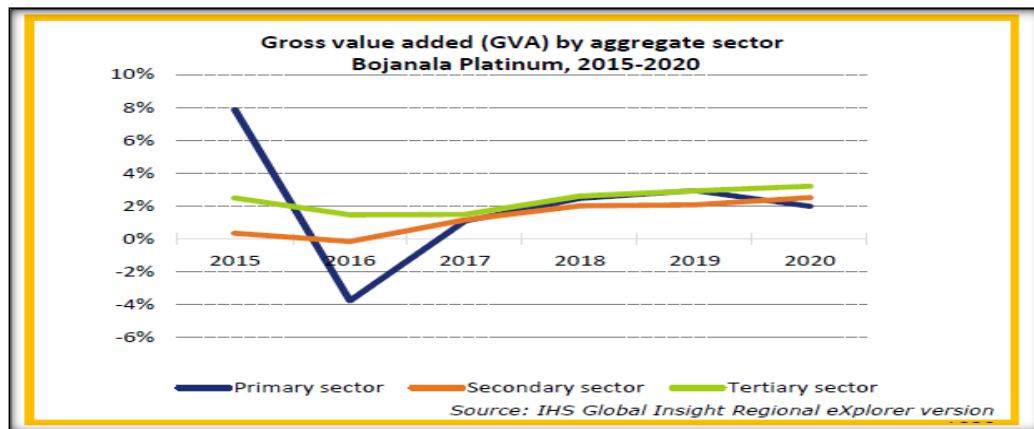
### Ingxelo yengqikelelo yoHlumo IweCandelo

Ingxelo zengqikelelo ze-GVA zisekelwe kumazinga ohlumo aqikelelweyo afunyenwe kwimithombo yolwazi emibini: imbali yeengqikelelo zamazinga ohlumo kune neengxelo zengqikelelo zoshishino kwinqanaba lesizwe. Izikhombisi ke ngoko zibhekiselele ngokungaphelelanga kwingcinga yokuba imimandla eqhuba kakuhle ngaphambili kutshanje anokuqhube ka eqhuba kakuhle (ngokuguqulelangana) kune ngokungaphelelanga kwingcinga yokuba loo mimandla inamacandelo adumileyo eqikelelwa ngokuba izu kakhula ngokukhawuleza kuqoqosho Iwesizwe (umz. ezemali nothungelwano ngomnxeba) anokuqhube kakuhle (ngokuguqulelanayo). Nanjengoko unyaka ekujoliswe kuwo uhambela phambili kunya ka ekuthelekiswa amaxabiso eminye iminyaka nawo (2010) ngoko ke ugxininiso lusuka kwimbali yamazinga ohlumo ukuya kumazinga ohlumo Iwezorhwebo lwamanqanaba esizwe.

**Itheyibhile 25: Isibonisi somlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo elinabileyo kwi-BPDM (R ibhiliyon yamaXabiso Azinileyo)25**

Sector	2015	2016	2017	2018	2019	2020	Average Annual Growth
Agriculture	0.93	0.93	0.96	0.98	1.02	1.05	2.48%
Mining	44.66	42.94	43.39	44.45	45.75	46.65	0.88%
Manufacturing	5.26	5.24	5.28	5.37	5.47	5.60	1.25%
Electricity	1.38	1.35	1.35	1.36	1.39	1.42	0.55%
Construction	1.82	1.84	1.91	1.97	2.03	2.10	2.94%
Trade	8.30	8.38	8.50	8.74	9.04	9.38	2.49%
Transport	3.57	3.58	3.64	3.75	3.87	4.02	2.43%
Finance	8.97	9.08	9.25	9.56	9.88	10.24	2.67%
Community Services	11.36	11.63	11.77	11.97	12.22	12.49	1.92%
<b>Total Industries</b>	<b>86.25</b>	<b>84.97</b>	<b>86.05</b>	<b>88.15</b>	<b>90.67</b>	<b>92.95</b>	<b>1.51%</b>

Icandelo lezokwakha liliindeleke ukuba likhule ngokukhawuleza kakhulu ngeavareji ye-2.94% rhoqo ngonyaka ukusuka kuma-R 1.82 bhiliyon ikuMasipala weSithili sePlatinam waseBojanala ukuya kwi-R 2.1 bhiliyon ngowe-2020. Icandelo lezezimbiwa liqikelelwa njengokuba lelona candeloi likhulu kuMasipala weSithili sePlatinam waseBojanala ngowe-2020, ngesabelo sisonke sama-50.2% e-GVA iyonke (njengoko kulinganisiwe kumaxabiso angoku), likhula ngezinga lonyaka leavareji ye-0.9%. Icandelo ekuqikelelwa ngokukhula ngokucotha okungaphaya licandelo lezombane ngezinga lohlumo lonyaka leavareji ye-0.55%.



UShishino ngemithombo yendalo lulindeleke ukuba lukhule ngezinga lonyaka leavareji ye-0.91% phakathi kowe-2015 nowe-2020, uShishino ngeemveliso ezisetyenziweyo lona lukhula nge-1.51% ngeavareji ngonyaka. UShishino ngeenkonzo lulindeleke ukuba lukhule ngezinga lonyaka leavareji ye-2.33% yeso sigaba sexesha sinye. Ngokusekelwe kwiprofayili ethile yelizwe elisakhulayo, singalindela uhlumo olukhawulezileyo kushishino ngeemveliso ezisetyenziweyo noshishino ngeenkonzo xa kuthelekiswa noshishino ngemithombo yendalo. Kwakhona khumbula ukuba icandelo lezolimo lixhatshakelwe luguquguquko oluphezulu kakhulu ngenxa ngenxa yezimo zezulu ekungaquinisekwanga ngazo, izitshabalali nabanye oonobangela bendalo - kune neengxelo zengqikelelo ezithiwe thaca apha ngumkhwa nje wexesha elide kunokuba kuzanywa ukunikwa ingxelo yengqikelelo yezimo zezulu ekungenakuqinisekiswa ngazo.

### IMveliso yeliZwe ngokoMmandla (i-GDP-R)

IMveliso yeliZwe (i-GDP), isikhombisi esibalulekileyo sokusebenza kwezoqoqosho, isetyenziselwa ukuthelekisa imimandla yoqoqosho oluthile kune namazwe oqoqosho. IMveliso yeliZwe ngokoMmandla (i-GDP-R) ibonisa ixabiso lazo zonke iimpahla neenkonzo ezivelisiweyo kummandla, kwisigaba sexesha sonyaka omnye, kudibene neerhafu kuze kuthatyathwe izibonelelomali. I-GDP-R ingalinganiselwa kusetyenziswa mhlawumbi amaxabiso angoku okanye azingileyo, apha amaxabiso angoku elinganisela uqoqosho ngeRandi ngqo, kwaye amaxabiso azingileyo elinganisela uqoqosho ngokususa isiphumo sokunyuka kwamaxabiso, kwaye ke ngoko kubamba uhlumo lokwenene ngokwemithamo, ngungathi amaxabiso ebezinzile konyaka ekuthelekiswa amaxabiso eminye iminyaka ngawo athile.

Itheyibhile 26: IMveliso yeliZwe - i-BPDM26<sup>7</sup>

Period	Bojanala Platinum	North West	National Total	Bojanala Platinum as % of Province	Bojanala Platinum as % of National
2004	40.5	82.2	1,476.6	49.30%	2.70%
2005	47.5	94.8	1,639.3	50.00%	2.90%
2006	52.8	104.2	1,839.4	50.70%	2.90%
2007	62	119.2	2,109.5	52.00%	2.90%
2008	73.5	137.1	2,369.1	53.60%	3.10%
2009	79.3	145.9	2,507.7	54.30%	3.20%
2010	88.8	162.2	2,748.0	54.80%	3.20%
2011	101.7	184.3	3,025.0	55.20%	3.40%
2012	102.8	189.1	3,262.5	54.40%	3.20%
2013	119.2	215.8	3,534.3	55.20%	3.40%
2014	122.9	226.4	3,795.4	54.30%	3.20%

Nge-GDP yama-R 123 bhiliyoni ngowe-2014 (ukuya kutsho kuma-R 40.5 bhiliyoni ngowe-2004), uMasipala weSithili saseBojanala wanika igalelo lama-54.29% kwi-GDP yePhondo loMntla Ntshona yama-R 226 bhiliyoni ngowe-2014 inyuka ngesabelo soMntla-Ntshona ukusuka ku-49.29% ngowe-2004. UMasipala weSithili sePlatinam waseBojanala unika igalelo le-3.24% kwi-GDP yoMzantsi Afrika ebine-GDP epheleleyo engama-R 3.8 thriliyonи ngowe-2014 (njengoko kulinganisiwe ngokwamaxabiso amagama okanye angoku). Igalelo layo kuqoqosho lwasizwe lwahlala lufana

<sup>7</sup> Umthombo wolwazi: IHS Global Insight Regional eXplorer version 944

ngokubaluleka ukusukela ku-2004 ngelixa ibinegalelo le-2.74% kuMzantsi Afrika, kodwa ingaphantsi kunencam ye-3.37% ngowe-2013.

**Itheyibile 27: IMveliso yeliZwe BPDM, kukanke koMntla Ntshona nokwesiZwe 2004 -2014<sup>27</sup>**

Period	Bojanala Platinum	North West	National Total
2004	6.30%	3.70%	4.40%
2005	10.00%	6.80%	5.10%
2006	1.60%	4.30%	5.30%
2007	6.20%	4.90%	5.40%
2008	0.60%	2.00%	3.20%
2009	1.00%	-2.20%	-1.50%
2010	6.10%	3.90%	3.00%
2011	3.30%	3.00%	3.20%
2012	1.80%	-0.40%	2.20%
2013	3.50%	2.90%	2.20%
2014	-2.20%	-0.60%	1.50%
Average Annual Growth 2004 -2014+	3.15%	2.42%	2.94%

Ngowe-2014, uMasipala weSithili sePlatinam waseBojanala wafumana izinga lohlumo lonyaka le-2.24% eluhlumo Iwe-GDP oliphantsi ngokubalaseleyo kunamaPhondo oMntla-Ntshona -0.64%, kwaye ingaphantsi kunaleyoy oMzantsi Afrika, apho izinga lohlumo le-GDP yowe-2014 yayingu-1.53%. Ngokuchaseneyo nezinga lohlumo lexesha elifutshane lowe-2014, izinga lohlumo Iweavareji lexesha elide laseBojanala (3.15%) liphezulu kancinci kunelo laseMzantsi Afrika (2.94%). Uhlumo Iwezoqoqosho eBojanala lwenyuka kakhulu ngowe-2005 nge-10.03%.

UMasipala weSithili sePlatinam waseBojanala wayene-GDP epeheleleyo engama-R 123 bhiliyoni ngokwayamene negalelo lilonke kwiPhondo IoMntla-Ntshona uMasipala weSithili sePlatinam waseBojanala waba kudidi olulolona luphezulu ngokunxulumeneyo nayo yonke imimandla yoqoqosho kwi-GDP iyonke yoMntla-Ntshona. Oku kwahlulwa ngokwayamene nobungakanani ngokuthelekiswa neminye imimandla yaseBojanala kwahlala kunjalo oko kwango-2004. Ngokwayamene nesabelo sayo, ngowe-2014 (54.3%) sasisikhulu ngokubalaseleyo xa kuthelekiswa koko sasikuko ngowe-2004 (49.3%). Kwisigaba sexesha sowe-2004 ukuya kowe-2014, iavareji yezinga lohlumo lonyaka ye-3.1% yaseBojanala yayiyeyesithathu xa kunxulunyaniswa noogxa bayo ngokwayamene nohlumo kumaxabiso azingileyo yowe-2010.

**Itheyibile 28: IMveliso yeliZwe – OoMasipala beNgingqi be-BPDM 2004 -2014, isabelo kunye nohlumo<sup>28</sup>**

Municipality	2014 (Current prices)	Share of district municipality	2004 (Constant prices)	2014 (Constant prices)	Average Annual growth
Moretele	6.98	5.68%	4.15	5.17	2.20%
Madibeng	39.21	31.89%	18.67	29.76	4.77%
Rustenburg	58.29	47.41%	35.13	45.59	2.64%
Kgetlengrivier	4.49	3.65%	2.86	3.43	1.83%
Moses Kotane	13.97	11.37%	8.54	10.60	2.18%
Bojanala	122.94		69.36	94.54	

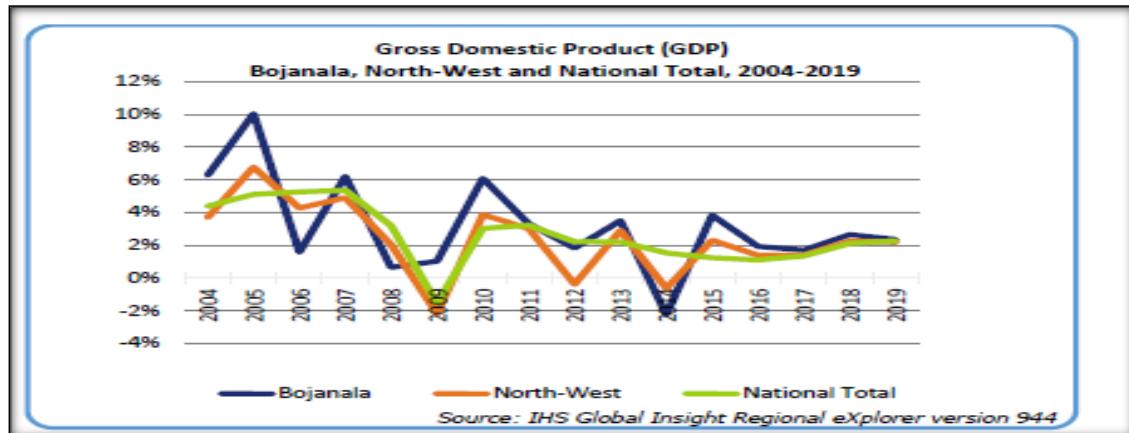
IMadibeng yayineavareji yohlumo Iwezoqoqosho yonyaka eyiyeyona iphezulu, iyavaregi ye-4.77% phakathi kowe-2004 nowe-2014, xa ithelekiswa nayo yonke eminye imimandla kaMasipala xa kuthelekiswa nayo yonke eminye imimandla kaMasipala weSithili sePlatinam waseBojanala. Umasipala wengingqi waseRustenburg wayeneyona avareji iphezulu yesibini yezinga lohlumo lonyaka le-2.64%. Umasipala wengingqi waseKgetlengrivier yayineyona avareji iphantsi yezinga lohlumo lonyaka le-1.83% phakathi kowe-2004 nowe-2014.

<sup>28</sup> Umthombo wolwazi: IHS Global Insight Regional eXplorer version 944

<sup>29</sup> Umthombo wolwazi: IHS Global Insight Regional eXplorer version 944

### INgxelo yeNgqikelelo yoHlumo IwezoQoqosho

Kulindeleke ukuba uMasipala weSithili waseBojanala uza kuhluma ngeavareji yezinga lonyaka ye-2.49% ukusukela kowe-2014 ukuya kowe-2019. Iavareji yezinga lohlumo lonyaka yePhondo loMntla-Ntshona kunye noMzantsi Afrika ilindeleke ukuba ihlume nge-1.90% kunye ne-1.61% ngokwahlukahlukaneyo.



Ngowe-2019, i-GDP ingxelo yengqikelelo yaseBojanala izi kuba ngama-R 107 bhiliyon i aqikelelwego (amaxabiso yowe-2010 azingileyo) okanye i-57.2% e-GDP iyonke yoMntla-Ntshona. Ukwahlulwa ngokwayamene nobungakanani bukaMasipala weSithili sePlatinam waseBojanala kuza kuhlala kunjalo phakathi kowe-2014 nowe-2019, negalelo le-GDP yoMntla-Ntshona ye-57.2% ngowe-2019 xa kuthelekiswa ne-55.6% ngowe-2014. Ngeavareji ye-2.49% yezinga lohlumo le-GDP yonyaka phakathi kowe-2014 nowe-2019, iBojanala yaba yeyona iphezulu xa kuthelekiswa neminye imimandla yoqoqosho.

Itheyibhile 29: IMveliso yeliZwe – OoMasipala beNgingqi be-BPDM 2014-2019, isabelo kunye nohlumo<sup>29<sup>10</sup></sup>

Municipality	2019 (Current prices)	Share of district municipality	2014 (Constant prices)	2019 (Constant prices)	Average Annual growth
Moretele	9.55	8.93%	5.17	5.38	0.80%
Madibeng	55.29	51.70%	29.76	32.74	1.93%
Rustenburg	82.87	77.49%	45.59	53.17	3.12%
Kgellengrivier	6.23	5.82%	3.43	3.81	2.08%
Moses Kotane	20.08	18.78%	10.60	11.84	2.24%
Bojanala	174.01		94.54	106.94	

Xa kujongwa imimandla kaMasipala weSithili sePlatinam waseBojanala kulindeleke ukuba ukusukela kowe-2014 ukuya kowe-2019 umasipala wengingqi waseRustenburg uza kufumana eyona avareji iphezulu yezinga lohlumo lonyaka ye-3.12%. Ummandla olindeleke ukuba ufumane eyona avareji iphezulu yesibini yezinga lohlumo lonyaka ngulowo kamasipala wengingqi iMoses Kotane, oneavareji ye-2.24% phakathi kowe-2014 nowe-2019. Kwelinye icala ummandla owaqhuba ngokusilele kakhulu xa kunxulunyaniswa neminye imimandla kaMasipala weSithili waseBojanala ngumasipala wengingqi waseMoretele ngeavareji yezinga lohlumo lonyaka oluyi-0.80%.

#### 4.2.3 Inkcazelo emfutshane kaMasipala weNgingqi waseMadibeng

UMasipala weNgingqi waseMadibeng ngumasipala luDidi B lukamasipala elizinze kwiPhondo loMntla Ntshona kwiSithili sePlatinam saseBojanala, eyahlulwe ngokweewadi ezingama-41. Imi phakathi kweMagaliesberg neWitwatersrand, ama-60km ukusuka eRustenburg kunye nama-50km kumntla wePitoli. Ngomnye woomasipala abahlau kwisithili ofikelela ummandla wama-3 720km.

<sup>10</sup> Umthombo wolwazi: IHS Global Insight Regional eXplorer version 944

UMasipala uzinze ngendlela enobuchule ngokunxulumene neGauteng, iLimpopo, iHarare kune neZibuko laseMaputo, kwaye imi kwiNdlela yeLifa leMveli, eqhagamshelanisa neNdawo yamaFa eMveli eHlabathi nemiyeko yeziLwanyana iPilanesberg neMadikwe. IMadibeng ibe nokwanda kakhulu kwabemi ukusukela kuma-475 796 ngowe-2011 kwinani eliqikelelwayo ama-536 110 ngowe-2016. Eli nani lingaphezulu kuneavareji yokunyuka yonyaka yesithili ye-2%. IMadibeng. Yaziwa ngoqoqosho Iwayo olunatyisiwego. Ngoku, ezezimbiwa ngumsebenzi wezoqoqosho ophambili, kwaye iHartbeespoort Dam yeyona ndawo yesibini etyelelwa kakhulu emva kweWaterfront. Uqoqosho IwaseMadibeng nalo luyazuza kummandla walo kwiNdlela eHlawulelwayo u-N4, kwaye nakukuba kufuphi kwayo kumbindi wezoqoqosho welizwe waseJohannesburg.

Imimandla emibini engundoqo enegalelo kwezoqoqosho kuMasipala weNgingqi waseMadibeng yiMimandla iBrits neHartbeespoort. Ihayidroloji yendalo yaseMadibeng ibonakalisa amathuba ezoqoqosho kwizithabazi zamanzi. Kukho ukunyuka koxinzelelo kwizakhiwo zasekuhlaleni ngaseHartbeespoort Dam kune neRooikoppies Dam. Elokujala libe noxinzelelo lolwakhwiwozindlu ixesha elide kunelokugqibela. Oku kungenxa yembonakalo yelizwe yesimo sentlalo sendalo esiphakathi kwamadama. Imilambo kwelinje icala inemisebenzi yezolimo ngenxa yeemeko ezivumayo kwiindonga zomlambo kune nemimandla ekufutshane nayo. Imimandla engundoqo emi-4 kule ndawo yiBrits, iHartbeespoort, imiMandla yaseziLalini nePhelindaba.

**Umandla weDolophu iBrits uzinze kuMasipala weNgingqi yaseMadibeng emntla weHartbeespoort Dam kwaye wayamene nesiphambuka seNdlela enkulu engundoqo u-N4 Bakwena-Platinum. Ikummandla ongama-54,47 km<sup>2</sup> uwonke ongama-3,839 km<sup>2</sup> kaMasipala weNgingqi waseMadibeng. Umandla wedolophu ubandakanya le mimandla ilandelayo:**

- Idolophu yaseBrits kuqukwanoMbindidolophu
- Indawo yokuhlala emelene ne-Elandsrand
- IPrimindia
- UMmandla wezoShishino waseBrits
- Illokishi ezikude iOukasie, iDamonsville kune neMothutlung; kune
- Izahlulo zeefama phakathi kwale mimandla.

UMmandla weDolophu waseBrits liziko elingundoqo lezoqoqosho kune nelolawulo kuMasipala weNgingqi waseMadibeng. iBrits izinze kufutshane namaziko edolophu angundoqo eGauteng kwaye ingama-65 km ukusuka eRustenburg. Lo mmandla uqhagamshelaniswe namaziko edolophu aseRustenburg neGauteng yiNdlela enkulu engundoqo u- N4 Bakwena-Platinum. Kwakhona iqhagamshelana ngokubonakalayo nangokusebenzayo kwiindawo zoMntla weTshwane kwiqela leelali, ezinje ngeMmakau, isinge empuma ukusuka eMothutlung ukuya eGa-Rankuwa. Izakhiwo zendawo yokuhlala ezisesikweni zifumaneka eLethlabile izinze kumntla weBrits neMothutlung kwicala lasempuma yedolophu yaseBrits.

**iHartbeespoort** izinze kumda ophakathi kwePhondo laseGauteng neloMntla Ntshona. UMmandla ukufutshane kwaye uqhagamshelene kakuhle nemimandla yedolophu engundoqo yaseGauteng enje ngePitoli, iSandton, iRandburg, iMidrand neKrugersdorp kwaye ingama-65 km ukusuka eRustenburg. Lo mmandla uqhagamshelaniswe namaziko edolophu aseRustenburg neGauteng yiNdlela enkulu engundoqo u- N4 Bakwena-Platinum. Ngokwemeko yezokhenketho yommandla, le ndawo ikufutshane neLanseria International Airport enika iinkonzo zophapho zasekhaya nezamazwe ngamazwe eGauteng. Lo mmandla ubandakanya iindawo ezijikeleze iHartbeespoort Dam kuMasipala weNgingqi waseMadibeng kwaye udlulela malunga nama-180 km<sup>2</sup>. iHartbeespoort iphawulwa ngendawo yezakhiwo zokuhlala enje ngeSchoemansville, iIfafi, iMeerhof neKosmos. lindawo zokuhlala zicace kakhulu kunezo zaseBrits. Intaba zaseMagaliesberg ngokolwakheko lomhlaba zahlula le mimandla mibini. Ukuya eMzantsi wentaba, kukho ii-estate zamaxabiso aphezulu kune neendawo zokuphumla ezelungiselela abaphila ubomi bempucuko ePhezulu. Le ndawo inezindlu zokuhlala iquka kodwa ingaphelelanga aphi amabala egalufa, imiyeko yendalo, amazibuko eenqanawa namaphenyane okuzonwabisu kune nolawulo Iwezokhuselko. Le mimandla iquka iindawo ezinje ngePecanwood, iBirdwood, kune neXanadu ukukhankanya nje ezimbawla.

Kwiindawo zamaphandle, ufilelelo kwiinkonzo, umhlaba, umvuzo kune neempiliso kune galelo ekuboniseni uluntu loomasipala kwaye ke ngoko kube nefuthe kwizinga lophuhliso lwezamaphandle. Lindawo zamaphandle ziphawulwa ziyyunithi zokuhlala ezinabantu abambalwa. Lindawo zokuhlala ezikwanjalo nezithe saa kakhulu ziya fumaneka kwiyyunithi ze zolimo nezeefama. Olu hlobo lweendawo zokuhlala ziya fumaneka kwicala lasempuma lommandla kamasipala. Le mimandla iquka iOskraal, iMadinyane, iKlipvoor Dam neKilpvoorstad. Ezi ndawo zokuhlala ziphawulwa ngokulimela nangokufuyela ukuziphilisa. Okuzinze kwicala lempuma le Schoemansville kune noMzantsi wentaba iMagaliesberg yindawo yezolimo iMelodi. Injongo yeMelodi, ngokungafaniyo nazo zonke ezinye iindawo zamaphandle zokulimela nokufuyela ukuziphilisa, kukuqhube indlela yokuphila ngokungcono emaphandleni. Oku kubonakaliswa zizindlu zobunewunewu ezilapho.

IPhelindaba Nuclear Plant iququzelela imisebenzi yenyukliya ukulungiselela urhulumente. Izinze kwicala lomMzantsi Mpuma lommandla kamasipala kwaye ine-5 km yommandla othintelwego kulwakhiwozindlu.



Umfanekiso 176 Ubonisa ummandla waseMadibeng kwiSithili saseBojanala16

### Izibonisi zeenkukachamanani zabemi

Isakhono sabantu sokuba negalelo ekuveliseni sixhomekeke kakhulu kwinqanaba lophuhliso lwezakhono zabasebenzi. Eli nqanaba lophuhliso libonakaliswa zizibonisi zeenkukachamanani zabemi ezinje ngemfundo, izindlu, ingqesho kune namanganaba omvuzo. Imduno kune noqeqesho olusesikweni zidlala indima ebalulekileyo kwixabiso lilonke labantu. Ixabiso elinyukileyo labahlali bakaMasipala weNgingqi waseMadibeng lingaphucula iimeko zabo zokuhlala. Ikholeji zeMfundu enganeno kweyesidanga elungiselelwwe abantu abasele bebadala ukuba bangangena isikolo kune noQeqesho (i-FET), egxile kumaziko ezoqoqosho akhoyo kuMasipala, ziza kuphucula izakhono zabasebenzi eMadibeng. Oku kuza kunciphisa izinga lentswelangqesho kuMasipala.

<b>Population Size</b>		<b>Population group</b>	
Census 1995	319 974	Black African	426 192
census 2001	347 578	Coloured	4 292
Census 2011	477 381	Indian or Asian	2 445
		White	42 691
<b>Average annual Growth Rate</b>	3.17%	<b>Population (Area km<sup>2</sup>)</b>	3839
<b>Population Density</b>	124 per km <sup>2</sup>	Sex Ratio (Male/100 Females)	114
<b>Number of Households</b>	160 724	Dependency ration	0.44
<b>Average Household size</b>	3	Female headed hh	30.3
<b>Gender distribution</b>		<b>Age Distribution structure:</b>	
Male	53%	Young (0-14 Years)	25.70%
Female	47%	Working age (5-65 Years)	69.20%
		Elderly (older than 65 Years)	5.10%
<b>Employment status- Persons 15 to 65 years of Age</b>		<b>Monthly Income Levels:</b>	
Employment	69.60%	No Income	23.30%
Unemployment	30.40%	Income up to R800	27.30%
Youth Unemployment (15-34)	38.20%	Income between R800 - R6500	43.30%
		Income above R6500	6.30%
<b>Education Levels- Persons Older Than 20 Years</b>	7.80%	<b>Formal dwellings</b>	59.2%
No scholing	57.30%		
Some Primary to Secondary	7.30%	Household owned/paid off	54.1%
Grade 12	27.60%	Flush toilets connected to sewerage	27.2%
Higher			
HIV 45.5% compared against North West Province prevalence rate of 26.7		<b>Agricultural hh</b>	23.621%
		<b>Piped water Inside Dwelling</b>	22.2%
		<b>Electricity for lighting</b>	81%
		<b>Weekly refuse removal</b>	77.7%

Umfanekiso 17 Iprofayili yezentlalo noqoqosho yaseMadibeng17

## Iprofayili yezoqoqosho

### • Uqoqosho ngemithombo yendalo

Ezolimo, ezoKhenketho nezezimbiwa luqoqosho ngemithombo yendalo engundoqo.

- **Icandelo lezolimo**, elivelisa ukutya, lolona qoqosho ngemithombo yendalo luhlulu. Luhlewe ngokweendidi ezine, ezizezi, ulimonofuyo olunoqoqosho lwemveli olungafuni mali eyinkunzi ininzi (44% yommandla kaMasipala), ezolimo lwale mihla olufuna ubuchwephesh nemali eninzi (18%), ufuyo lwezilwanyana zasendle (10%) kune nokulimela nokufuyela ukuziphilisa. Le misebenzi yezoqoqosho kufuneka ilawulwe ngendlela yokuqinisekisa impembelelo yayo kwimekobume yendalo nakubutyebi bendalo iyalawulwa.
- **Ezokhenketho** nazo zidlala indima enkulu kwezoqoqosho nanje ngoko isekelwe kwiinkqubo zendalo (11%). Lindlela zembonakalo yelizwe, iindawo zamafa emveli, iindawo zokuphumla kune nemizezo yendalo zezinye zeendawo ezinomtsalane ezingundoqo kwicandelo lezokhenketho.
- **Icandelo lezezimbiwa** longanyelwa kukumbiwa kweplatinam nekhromiyam kune nemisebenzi yokumbiwa kwamatye ekwarini.

Imisebenzi yokumbiwa kweplatinam izinze kwicala lomzantsi wempuma kwicala laseBrits ngelixa ukumbiwa kwamatye ekwarini  
kunabele kummandla kamasipala.

### • Uqoqosho ngeemveliso ezisetyenziwego

Uqoqosho ngeemveliso ezisetyenziwego lubhekiselele kwimisebenzi ebandakanyeka ekuveliseni impahla eqgityiwego. Ushishino ngeemveliso ezisetyenziwego luquka konke ukuvelisa, ukulungisa, kune nokwakha. Imisebenzi enxulunyaniswayo kukusebenza ngesinyithi, ukunyibilikisa isinyithi, ukuveliswa kweemoto, ukuveliswa kwempahla, amashishini ezamachiza, amashishini ezobunjinel, ukuvelisa, izinto eziluncedo zamandla ombane, imizi yosilotywala, abagaleli beziselo ezibhotileni, kune nokwakha. Le misebenzi yezoqoqosho ngokuqhelekileyo idityaniswa nomsebenzi wezoqoqosho ngemithombo yendalo. Ngoko umsebenzi wemveliso esetyenziwego kuMasipala weNgingqi waseMadibeng ulungelelaniswe nokulungiswa kwezolimo kungabekelwanga bucala ukuvelisa nokwakha. Iziko elingundoqo lale misebenzi yiBrits, kwindlela enguHola u-N4 kwaye akukho msebenzi ungako eLethabile.

### • Uqoqosho ngeenkonzo

Ushishino ngeenkonzo lwezoqoqosho lunxulunyaniswa kakhulu namashishini ezeenkonzo. Eli candelo linika iinkonzo kubantu jikelele nakumashishini. Imisebenzi enxulunyaniswa ngokuqhelekileyo noqoqosho ngeenkonzo iquka ukuthengisa kune neentengiso zehoseyile, ezothutho, uhambiso, ezokonwabiso, iindawo zokutyle, iinkonzo zoonobhala, amajelo eendaba, ezokhenketho, i-inshorensi, ezebhanki, ukhathelelo lwempilo nomthetho. Kumazwe amaninzi aphuhlileyo nasaphuhlayo, umyinge okhulayo wabasebenzi uzinikele kushishino ngeenkonzo.

Indlela enkulu engundoqo i-N4 idlala indima ebonakalayo kwimisebenzi yezothutho, amalungiselelo onikonkonzo kune nemisebenzi yohambiso kummandla kamasipala. U-N4 uququzelela uqhagamshelwano ngezothutho phakathi kweRustenburg, iTshwane kune neJohannesburg. IBrits likomkhulu lolawulo lukamasipala, ithwele uninzi lweenkonzo zikamasipala nezikarhulumente. Indawo yenyukliya iPhelindaba nayo iyinxenyen yeenkonzo zikarhulumente. Izinze kwicala lemzantsi mpuma kummandla kamasipala.

### • Uphuhliso lwezamaphandle

Isilinganisimbombo somntla mpuma kaMasipala senziwe ziindawo zokuhlala zamaphandle (iilali). Ezi lali ziphawulwa ngokulimela nangokufuyela ukuziphilisa kune neenkqubo zolwazi lwemveli. Uphuhliso lwezamaphandle luhlolwa ngokuphanda iimpiliso zamaphandle, ukufumana ingenisomali, ukuba nomhlaba kune nokufikelela kwiinkonzo. Le yindlela iinkonzo ezisiseko ezinikwa ngayo kwaye nembonakalo yezamaphandle egcinwa ngayo. Lindawo zamaphandle ziphawulwa ngeendleko zamalungiselelo eziphezulu kakhulu ngeendleko zeenkonzo ngokomntu ngamnye elizweni. Ngako oko ukubonelelwa ngeenkonzo zikarhulumente ezinje ngeofisi kamasipala, iklinikhi, izikolo, kuziindleko. Ngoko ke kwiimeko apho kubonelelwa ngeenkonzo, iindleko eziphindaphindayo zazo zonke kodwa iinkonzo ezisiseko kufuneka kuhlangatyezwane nazo ngabo bazisebenzisayo.

Kubalulekile ukuba iMadibeng ifumane kwakhona iindleko kwimimandla ekufutshane nedolophu nakwiindawo zamaphandle ngemigaqonkqubo yoqokelelo matyala esebenzayo. Inkqubo yokwenza ngokusesikweni iindawo zokuhlala kwiindawo zokuhlala kumaphandle ibalulekile. Le nkqubo inceda ukuvula isakhono sezooqoqosho kummandla, iququzelela ulawulo lomhlaba ngokufanelekileyo kwaye kwakhona incede umasipala ukuba aphumeze ukubuyiselwa kweendleko. Oku kuza kuqinisekisa iindawo zokuhlala zamaphandle okuzinzileyo.

#### **4.2.4 Inkcazelo emfutshane kaMasipala weNgingqi waseRustenburg**

UMasipala weNgingqi waseRustenburg (i-RLM) uyinxenyi yePhondo loMntla-Ntshona, elingumda phakathi koMzantsi Afrika neBotswana. Imi kuMasipala weSithili saseBojanala kwaye inee wadi ezingama-45, nommandla wama-3 423.23 km<sup>2</sup>. Ngokophononongo IweNkqubosikhokelo yoPhuhliso loMmandla (i-SDF) yowe-2010, iibhodi zolawulo ezintathu ziyasebenza kwaye zinegunya kuMmandla kaMasipala wase okanye inxenyi yakhe. Ezi nguMasipala weSithili wePlatinam waseBojanala, uMasipala weNgingqi waseRustenburg kune noLawulo IweRoyal Bafokeng:

**UMasipala weSithili wePlatinam waseBojanala** – I-RLM iyinxenyi kaMasipala weSithili wePlatinam waseBojanala ngokudibeneyo nooMasipala bengingqi baseMoretele, eMadibeng, eKgetlengrivier naseMoses-Kotane. UMasipala weSithili wePlatinam waseBojanala unoxanduva lokunka isicwangciso nolawulo Iweziseko kwisithili sisonke kune nemicimbi yezophuhliso

**UMasipala weNgingqi waseRustenburg** - UMasipala weNgingqi waseRustenburg unoxanduva locwangciso nolawulo Iweziseko kune nophuhliso olukwimida kamaspala. Oku kuquka ukulungiselela (okanye ukulungiselela egameni labo) awo onke amaxwebhu afunekayo ngokusemthethweni kune nophuhliso lommandla. Ezi ziquka ukulungiselela kweNkqubosikhokelo yoPhuhliso loMmandla, isicwangciso soPhuhliso oluHlangeneyo, isicwangciso sezothutho, isiCwangciso soPhuhliso IweeNkonzo zaManzi kune nesiCwangciso soLawulo IweNtlekele

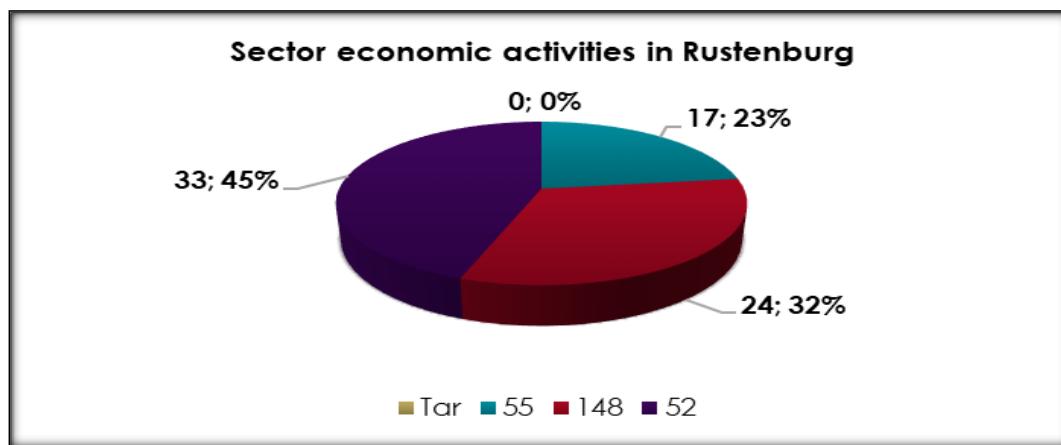
**ULawulo IweRoyal Bafokeng** - Iqumrhu lolawulo Iwesithathu lisebenza ngokusemthethweni kwiindawo ezithile zoMmandla kaMasipala waseRustenburg: ULawulo IweRoyal Bafokeng. Asebenza kwimeko yoMgaqosiseko waseMzantsi kwaye ngenxa yokuba iSizwe seRoyal Bafokeng siyi-universitas personae. IBafokeng iliqumrhu elisemthethweni ngokokwalo, inako ukungena kwisivumelwano, ukwenza amatyala nezibophelelo nokuba nomhlaba. Kwakhona benza imisebenzi ethile karhulumente wengingqi. IBhunga leBafokeng liye apha eminyakeni, ngentlawulo yemali ebhatalwa umnininmlaba liqumrhu efunyenwe kwimigodi yeplatinam eqhuba ezezimbiwa emhlabeni wabo, lalawula ummandla walo ngokobuzwe. Oku kuquke ukuqhube imisebenzi emininzi yengingqi, yephondo neyesizwe, enje ngokubonelela ngeziseko zoluntu (izikolo neeklinikh), iziseko zendlela kune neziseko zakwamasipala (amanzi nogutulyo Iwelindle) kummandla wabo ngokobuzwe.

**Itheyibhile 30: ULwazi IweeNkukachamanani (IsiGidimi seeNdaba sikaRhulumente se-YES MEDIA)30**

<b>Demographic Data</b>	<b>2016</b>	<b>2011</b>
<b>Population</b>	<b>626 522</b>	<b>549 575</b>
<b>Age Structure</b>		
<b>Population under 15</b>	<b>28.1%</b>	<b>24.1%</b>
<b>Population 15 to 64</b>	<b>68.9%</b>	<b>72.5%</b>
<b>Population over 65</b>	<b>3.0%</b>	<b>3.4%</b>
<b>Dependency Ratio</b>		
<b>Per 100 (15-64)</b>	<b>45.2</b>	<b>37.9</b>
<b>Sex Ratio</b>		
<b>Males per 100 females</b>	<b>120.9</b>	<b>121.8</b>
<b>Population Growth</b>		
<b>Per annum</b>	<b>2.98%</b>	<b>n/a</b>
<b>Labour Market</b>		
<b>Unemployment rate (official)</b>	<b>n/a</b>	<b>26.4%</b>
<b>Youth unemployment rate (official) 15-34</b>	<b>n/a</b>	<b>34.7%</b>
<b>Education (aged 20 +)</b>		
<b>No schooling</b>	<b>4.7%</b>	<b>5.4%</b>
<b>Matric</b>	<b>34.6%</b>	<b>31.0%</b>
<b>Higher education</b>	<b>7.4%</b>	<b>8.9%</b>
<b>Household Dynamics</b>		
<b>Households</b>	<b>262 576</b>	<b>199 044</b>
<b>Average household size</b>	<b>2.4</b>	<b>2.5</b>
<b>Female headed households</b>	<b>24.3%</b>	<b>26.4%</b>
<b>Formal dwellings</b>	<b>68.1%</b>	<b>68.7%</b>
<b>Housing owned</b>	<b>45.0%</b>	<b>31.4%</b>
<b>Household Services</b>		
<b>Flush toilet connected to sewerage</b>	<b>52.9%</b>	<b>52.7%</b>
<b>Weekly refuse removal</b>	<b>67.1%</b>	<b>69.2%</b>
<b>Piped water inside dwelling</b>	<b>28.5%</b>	<b>35.8%</b>
<b>Electricity for lighting</b>	<b>83.7%</b>	<b>83.0%</b>

**Uqoqoshlo**

iRustenburg likhaya kwimisebenzi yezezimbiwa emikhulu ziinkampani ezinje nge-Anglo Platinum, i-Impala Platinum, iGlencore neSibanye Stillwater. Malunga nama-97% emveliso yeplatinam yonke iqbubeka eRustenburg, icandelo lezezimbiwa linika ngaphezulu kwama-50% engqesho yonke esesikweni


**Imingeni engundoqo ejongene nomasipala iquka:**

- Amanqanaba entswelangqesho aphezulu, ukungabikho kwamathuba omsebenzi kunye noxhomekeko lwexesha elide kwizibonelelo zikarhulumente.
- Ukungahlawulwa kweenkonzo zakwamasipala.
- Uxhomekeko kwezezimbiwa kunye nokungabikho konatyiso kweminye imimandla yezoqoqosho.

- Umfanekiso wesixeko esihluphekayo – ukungena edolophini kunempembelelo engantlanga kwi-FDI kune nabatyalimali besizwe.
- Izakhono ezivela kumazwe angaphandle kune nokungaqondwa kwengqikelelo ye-LED ngokuphikisana nokuncitshiswa kwentlupheko

#### **4.3 Ukuhambelana nesiCwangciso esiHlangeneyo sikaMasipala**

IsiCwangciso soPhuhliso oluHlangeneyo, i-IDP isebenza njengesixhobo sesicwangcisoqhinga aphi izidingo zophuhliso koomasipala beengingqi owaseMadibeng nowaseRustenburg zichongwa, ziphunyezwe kwaye zibekwe iliso. Ezi zicwangciso ziphuhliswa ngokubonisana nabachaphazelekayo ngenjongo yokunika isicwangciso solwakhiwo ejonge ukwandlala amalinge aphambili ophuhliso. IMadibeng IDP ka-2017 – 2021 kune neRustenburg IDP 2017 – 2022, zazise iiProjekthi zoPhuhliso lwezoQoqosho lweNgingqi ezichongiwego kule SLP. Zonke iiprojekthi zijonge ukuhlangabezana nemingeni engundoqo kwaye zijolise kumalinge aphambili kaMasipala ngamnye. Uninzi lweeprojekthi ezihleliwego zikwii-IDP. Kwiimeko aphi iiprojekthi bezingabhalwanga kwii-IDP, unxibelwelwano olusesikweni lwafunyanwa kubo bobabini ooMasipala ukuze zibandakanywe. Kwakhona ukuthengwa kwaMaqumrhu aseLonmin yiSibanye Stillwater ngoJuni 2019, kwaye kwaboniswana ngako ngokungaphaya nabachaphazelekayo ukuquka nooMasipala, ooCeba bengingqi, iinkokeli zoMthonyama nee-NGO ukuqinisekisa iiprojekthi ezichongiwego. (jonga ubungqina beengxoxo buqhotyoshelwe)

##### **4.3.1 I-IDP kaMasipala weNgingqi waseMadibeng**

I-IDP yaseMadibeng 2017/21 yayiyintlanganiso yenqubo yokuthabatha inxaxheba kwiwadi yomntu eyayibanjwe ngo-Okthobha nangoNovemba 2016. Izidingo kune neeprojekthi zachongwa kwaye zabekwa phambili ngokwamanqanaba amathandathu:

- Ilinge eliphambili 1: Amanzi noGutuulo lweLindle
- Ilinge eliphambili 2 : lindlela neeMpuphuma zamanzi
- Ilinge eliphambili 3: Umbane
- Ilinge eliphambili 4 : liNkonzo zoluNtu
- Ilinge eliphambili 5 : UMhlaba nezeziNdlu
- Ilinge eliphambili 6 : UPhuhliso lwezoQoqosho lweNgingqi

##### **4.3.2 I-IDP kaMasipala weNgingqi waseRustenburg**

I-IDP kaMasipala weNgingqi waseRustenburg 2017/22 kune nenqubo yoQingqomali yayiqhutywa ngabantu. Yaziswa zizidingo nangamalinge aphambili eewadi ezingama-45

IsiCwangcisoqhinga soPhuhliso lwezoQoqosho lweNgingqi lwaseRustenburg (i-LED) sandlala imimandla engundoqo yokusebenza esixhenxe ukuqinisekisa ukuba baphumeza iinjongo zabo zophuhliso ingakumbi kule mimandla ilandelayo:

- Ukubonelela ngokufezekileyo kweenkonzo ezisisiseko ezisemgangathweni kune neziseko ngokunjalo kulwakheko lommandla olucwangciswe ngokugqibeleyo
- Ukuqhuba uhlumo lwezoqoqosho olunatyisiwego kune nokudalwa kwemisebenzi
- Ukuqinisekisa ngokusebenza kwezemali zakwamasipala nolawulo lwazo ngokunjalo
- Ukulondoloza imekobume kamasipala ecocekileyo, entle, ekhuselekileyo nelulutho ukulungiselela wonke umntu
- Ukutshintsha nokulondoloza uphuhliso lwezamaphandle oludlamkileyo noluzinzileyo
- Ukuxhasa ulawulo olululo kune nemithethosiseko yokuthabatha inxaxheba koluntu
- Ukuqhuba uphuhliso lwezamaziko kamasipala ngokugqibeleyo, utshintsho kune nokuxhobisa nezakhono.

#### **4.4 iiProjekthi ze-EPL LED**

ISibanye Stillwater iqhubeaka nokudlala indima ebalulekileyo kuPhuhliso lwezoQoqosho lwasekuHlaleni ngokomeleza umgangatho wobomi wabahlali abajikeleze iqumrhu, kwakunye nalapho bafumana abasebenzi khona eMpuma Koloni. Le Nkqubo yoPhuhliso lwezoQoqosho lweNgingqi iquka iiprojekthi nezicwangciso zokuvuselela uphuhliso lwezoqoqosho lwengingqi, ukunciphisa indlala, unatyiso loqoqosho lwengingqi ngenjongo yokwandisa isiseko sezozoqosho esiquka uhlumo lwezoqoqosho kwaye kunyuswe uluntu nasemva kwezezimbiwa. iiprojekthi ze-LED

ekujongwana nazo ngale SLP ziza kujolisa kokuphambili okunxulumene nophuhliso lwaseRustenburg kunye nolooMasipala beNgingqi baseMadibeng njengoko kuphawulwe kwi-IDP zazo.

Indlela ehlanganisiweyo iyasetyenziswa ukuqinisekisa ukuphunyezwa kophuhliso lwezoqoqosho okuza kubanesiphumo esivakalayo kwaye kuxhamlise ummandla kamasipala wengingqi uwonke. Ngenxa yesi sizathu, iSibanye Stillwater iza kuqinisekisa ukuba iiprojekthi eziza kuqhutywa ziyazinza kwaye zikwazi ukuqokelela kunye imithombo eyongezeleweyo ngoomasibambisane. Iiprojekthi ze-LED kule SLP zikwezi ndawo kujoliswe kuzo zi-3;

### i. Ezemfundo kune nokuPhuhliswa kweZakhono

**Izakhono:** Okuqhubela phambili intlupheko engapheliyo, izinga lentswelangqesho eMzantsi Afrika ngoku likuma-25%, ngamazinga kwakhona aphezulu olutsha, angaphezulu kwi-50%. NjengakwiAfrika yonke, apho ama-60% abasebenzi bengaphantsi kweminyaka engama-30 ubudala, kubalulekile ukuba uMzantsi Afrika uguqule abemi bayo abangabantu abatsha abanyuka ngokukhawuleza babe sisahlulo kunokuba babe ngumthwalo. Imfundu noqequesho zezakhono zexesha elizayo yinxenye ebalulekileyo yokuqonda esi sakhono.

**Imfundu:** Intusa yentswelangqesho ayikokunqongophala kwemisebenzi nje kuphela; umba oyintusa ngabasebenzi kwakhona abangafundanga ngokwaneleyo. Lo mngeni unokwanda kweminyaka ezayo ngenxa yokuShetyenziswa kobuChwepheshe bale mihi, ephawulwa ngenqubelaphambili yobuchwepheshe obukhawuleza ngamandla budityaniswe notshintsho lwezentlalo noqoqosho nezeenkukachamanani zabemi, okuza kuthi kwakhona kutshintshe iimakethi zabasebenzi.

### ii. EzeMpilo noKhuseleko zoluNtu

Iiprojekthi kule nkalo kujoliswe kuyo zijonge ukuqinisekisa ukuba impilo nokhuseleko loluntu zikhathalelwwe kwaye ngokuqhelekileyo oko kuquka ukufakwa kwezibane ezinemasti ephezulu, ukwakhiwa kweeklinikh, iindlela kunye neenkubo zogutu yulo lwelindle.

### iii. Ezolimo

I-UN imeme oorhulumente kwihlabathi liphela ukubeka ufuyo nolimo lwabasakhasayo Phambili kwimigaqonqubo yommandla, yesizwe yeyehlabathi yezolimo, ezendalo yeyoluntu; kwaye kunyuswe indima yamafama eefama ezincinci njengabaququzeleli abalawula kwaye bakhusele ubutyebi bendalo kwaye baqhube uphuhliso oluzinzileyo.

#### 4.4.1 IsiCwangcisoqhinga sokuPhunyezwa kwe-LED

Isebe leeNgxoxiwano noluNtu kunye noPhuhliso (i-CED) yeSibanye Stillwater linobutyebi obufanelekileyo kwaye lixhotyiswe ngezakhono nezixhobo ezifanelekileyo ukulawula ngokufezekileyo ukuphunyezwa koluhlu lweeprojekthi ezichongwe kwiinginqi ezisingathileyo kunye nemimandla ethumela abasebenzi. Njengommi wezorhwebo onoxanduva, iSibanye Stillwater iqhuba kwaye igcina ingxoxiwano elulutho nabo bonke abachaphazelekayo ngenjongo yokuphumeza umbono wethu ukudala ixabiso eliphucukileyo labo bonke abachaphazelekayo, eyona ingundoqo kuluntu. Iqela le-CED liza kusebenza ngokusondeleyo nabo bonke abachaphazelekayo ukuze kuphunyezwe ngokuyimpumelelo ezi projekthi. Ingcinga yethu yabachaphazelekayo isekelwe ekuqondeni umxholo wemeko eguquguqukayo yabachaphazelekayo kwaye iqonda ukabaluleka kwabo bonke abachaphazelekayo ekucwangciseni iajenda yophuhliso. Ngoko ke siyazibophelela kwingxoxiwano esebezayo, evulelekileyo nelulutho nabachaphazelekayo, eyenza ukuthathwa kwasigqibo okuphathelele kuthabathonxaxheba.

Inkubo yethu yengxoxiwano nabachaphazelekayo iza kuqinisekisa ukuba:

- Kukho iingxoxiwano zarhoqo kunye nempendulo ekhawulezileyo kwimiba ephathelele kwabachaphazelekayo
- Kukho ukuqonda okuchanekileyo kwempembelelo yemisebenzi yoshishino kwabachaphazelekayo kunye nempembelelo eqikelelwayo abanokuba nayo

abachaphazelekayo kushishino, nokuba ngaba intle okanye ayintlanga, ukomeleza inkqubo yengxoxiswano.

- lingxoxiswano ziqhutywa ngendlela yexesha elililo, echanekileyo nesemxholweni
- Kukho ubekoliso , uhlaziyo kunya nokuphuculwa kwemisebenzi yengxoxiswano okuqhubeckay

Ekuphumezeni iiprojekthi ze-LED, kuza kuthathelwa ingqalelo imo ehlanganisiwego ye-SLP, apha uphuhliso IwabaSebenzi, amathuba enkqubo yeentengo nokufumana abanikinkonzo kunya nezeZindlu neeMeko zokuHlala zonke zijinge ukuba negalelo kuphuhliso oluzinzileyo kuluntu oluchaphazelekileyo.



Umfanekiso 18 Isimo esihlanganisiwego se-SLP18

#### 4.4.1 IiProjekthi ze-EPL LED

Ezi projekthi zilandelayo zichongwe njengezfanelekileyo ngokwayamene nefilosofi yeSibanye-Stillwater yokusebenza kunya nabachaphazelekayo ukuqinisekisa impembelelo ephezulu nozinzo. Utyalomali kule meko ilingene kwakhona namazinga okuvelisa angoku kunya namazinga enzala anxulumeneyo yamaqumrhu e-EPL.

#### Itheyibhile 31 Isishwankathelo seeProjekthi zoPhuhliso IwezoQoqosho IweNgingqi yi-EPL31

PROJECT NAME	PROJECT TYPE & FOCUS AREA	MUNICIPALITY	BENEFICIARIES	PROPOSED BUDGET FY2019 - FY2023
New Sonop Secondary School	Infrastructure - Education	Madibeng LM	Sonop Community	R18 000 000,00
Installation of high mast lights in wards 7, 25,27,28,31 and 40	Infrastructure - Community Safety	Madibeng LM	Madibeng local Municipality communities of wards 7,25,27,28,31 and 40	R6 000 000,00
Upgrading of Bapong and Wonderkop CHC Sewage System	Health Institutional Support	Madibeng LM	Bapong & Wonderkop	R3 800 000,00
Rhode School Upgrade	Infrastructure - Education	Alfred Nzo	Mount Ayliff	R3 000 000,00
Shearing Sheds	Income Generating - Small Scale Farming	Nyandeni	Nyandeni	R800 000,00
Total LED Budget				R31 600 000,00

**Itheyibile 32: Iprojekthi No. 1: Iziseko zezeMfundu – IsiKolo saseSekondari saseSonop esiTsha32**

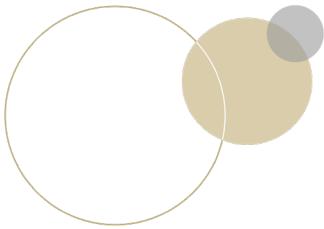
Project Name:	New Sonop Secondary School - Education Infrastructure				Project start date:	2020			
Background to project:	Lack of education results in challenges such as Education is the key to eradicating extreme poverty around the world. A lot of social issues which are experienced in communities like inequality, gender discrimination, crime, substance abuse and many other problems. There is currently two primary schools in Sonop, i.e. Sonop and Tebogo, both with enrolment of over 1500 learners combined. Secondary school learners travel more than 10km to access schools in Brils, Bapong, Segwaelane or Majakaneng. This is adding more to the cost to parents in an area with a high rate of unemployment. In order to address this ongoing challenge, Sibanye commits to building a new secondary school in Sonop that is in line with the minimum requirements of the norms and standards set out by the Department of Basic Education. Important to note is the project will be executed subject to agreement with the relevant Department of Basic Education and finalisation of needs based assessment.				Project End Date:	2023			
					Information Valid as at:	June, 2018			
Project Partners	Department of Basic Education, Madibeng & Rustenburg	Beneficiaries (Community/Village Specific)	Sonop	SMME Opportunities:	Local SMMEs				
Project Incorporated into which IDP:	No, Part of DBE Strategic Plan	IDP Reference Number of Project:	N/A	Geographical Location of Project:	North West > Bojanala > Madibeng > Sonop				
Classification of Jobs	Total Number of Jobs to be created:	Male Adults	Female Adults	Male Youth	Female Youth	Disabled			
Short Term	60	20	10	20	10	0			
Output	Responsible Entity	Activity		Timeframe				Financial Provision	
		KPA (Key Performance Area)	KPI (Key Performance Indicator)	FY2019	FY2020	FY2021	FY2022		FY2023
Baseline Infrastructure Assessments	Sibanye-Stillwater	Engagement with DBE of future plans for the area	Project Charter		X			R0,00	
Stakeholder Engagement	Sibanye-Stillwater	Confirmation of Project and buy-in	Letter of acceptance		X			R0,00	
Design and Documentation	Sibanye-Stillwater	Engagement on Scope, Time and Costs	Signed-Off Scoping and design Documents		X	X		R800 000,00	
Tender, Evaluation, Adjudication and appointment of a Service Provider	Sibanye-Stillwater	Issuing of Tender, Evaluation and Adjudication Process.	Tender Documents, Adjudication Report and Service Provider Contract			X		R1 000 000,00	
Construction	Sibanye-Stillwater	Construction Process	Progress Report			X	X	R10 000 000,00	
Commissioning	Sibanye-Stillwater	Occupation of newly built or renovated buildings	Practical Completion Certificate				X	R5 200 000,00	
Handover /Exist	Sibanye-Stillwater		Completion of Project Handover documentation				X	R1 000 000,00	
Budget Allocation per Year				R0,00	R1 800 000,00	R10 000 000,00	R5 200 000,00	R1 000 000,00	
Budget:	Total: R 18 000 000								
Exit Strategy:	Handover of the facility to the DoBE			Completion Date:			Mar-23		

**Itheyibile 33: Iprojekthi No.2: UKhuseleko lwabahlali- UkuFakelwa kwezibane ezinemasti ephezulu kuMasipala wengingqi waseMadibeng kwiiwadi 7, 25,27,28,31 no-4033**

<b>Project Name:</b>	<b>Madibeng Installation of high mast lights in Madibeng local Municipality wards 7, 25,27,28,31 and 40</b>					<b>Project start date:</b>	<b>2020</b>			
<b>Background to project:</b>	Proper lighting is an essential public service that provides a safer environment at nighttime to the entire community. It is therefore a critical protective method which provides economic and social benefits to the people including: elimination in night time accidents, aid to police protection and enhanced sense of personal security.					<b>Project End Date:</b>	<b>2022</b>			
	A rise in crime and numerous safety challenges in these 6 Wards are very evident. One key contributing factor is the darkness in the evening which inhibits visibility and therefore safety and proper law enforcement As a result, Sibanye-Stillwater is committing to installing 4 Mast Lights per ward as listed above.					<b>Information Valid as at:</b>	June, 2018			
<b>Project Partners</b>	South African Police Services, Madibeng Local Municipality	Beneficiaries (Community/Village Specific)	Police Station & Marikana West.  Madibeng local Municipality communities of wards 7,25,27,28,31 and 40	SMME Opportunities:	Yes					
<b>Project Incorporated into which IDP:</b>	Madibeng Municipality IDP	IDP Reference Number of Project:	Madibeng IDP Page38,39,40 and 45	Geographical Location of Project:	North West>Bojanala>Madibeng>Wards 7,25,27,28,31 and 40					
<b>Classification of Jobs</b>	<b>Total Number of Jobs to be created:</b>	Male Adults	Female Adults	Male Youth	Female Youth	<b>Disabled</b>				
<b>Medium Term</b>	<b>15</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>0</b>				
<b>Output</b>	<b>Responsible Entity</b>	<b>Activity</b>		<b>Timeframe</b>				<b>FY Budget Allocation</b>		
Project Inception	Sibanye-Stillwater	Engagement with SAPS and Local Government		Project Definition Statement		X		0		
Stakeholder Engagement	Sibanye-Stillwater	Confirmation of Project buy-in		Signed Off Project Definition		X		0		
Design and Documentation	Sibanye-Stillwater	Engagement on Scope, Time and Costs		Signed-Off Scoping Documentation		X	X	R600 000		
Tender, Evaluation, Adjudication and Appointment	Sibanye-Stillwater	Issuing of Tender and Completion of Adjudication		Internal Tender Documents, Adjudication Report and Service Provider's Contract		X		0		
Installation	Sibanye-Stillwater	Supply, delivery and installation		Progress Report		X		0		
Commissioning	Sibanye-Stillwater	Connection and Testing		Certificate of Compliance		X		R 5 000 000		
Operations and Maintenance	Sibanye-Stillwater			Maintenance Report		X	X	R400 000		
Handover /Exit	Sibanye-Stillwater			Handover Certificate		X		0		
<b>Budget Allocation per Year</b>				<b>R0,00</b>	<b>R600 000,00</b>	<b>R5 000 000,00</b>	<b>R400 000,00</b>	<b>R0,00</b>		
<b>Budget:</b>	<b>TOTAL R6 000 000</b>									
<b>Exit Strategy:</b>	Handover to Madibeng Local Municipality				<b>Completion Date:</b>		<b>December, 2022</b>			

**Itheyibile 34: Iprojekthi No. 3: Ukuhlaziya kwenkqubo yogutu yelo lwe lindle ye Klinikhi yase Wonderkop neyase Bapong 34**

<b>Project Name:</b>	Upgrading of Wonderkop and Bapong Clinic sewage system					<b>Project start date:</b>	2020			
<b>Background to project:</b>	Disease causing germs can be spread from sewage if it is not disposed of and maintained properly. Communities can encounter ailments such as trachoma, diarrhoea, hepatitis A and tapeworm infections. Sibanye Stillwater supports the provision of comprehensive Primary Health Care to local communities. This project will entail the connection of Bapong Community Health Centre and Wonderkop clinic sewage systems to the Municipality infrastructure. The 2 centres are currently using onsite sewage system					<b>Project End Date:</b>	2022			
						<b>Information Valid as at:</b>	30-06-2018			
<b>Project Partners</b>	Department of Health		<b>Beneficiaries (Community/Village Specific)</b>	Bapong, and Wonderkop		<b>SMME Opportunities:</b>	Local SMMEs			
<b>Project Incorporated into which IDP:</b>	Project is Aligned to the DoH Strategic Plan		<b>IDP Reference Number of Project:</b>	N/A		<b>Geographical Location of Project:</b>	North West > Bojanala > Madibeng > Wonderkop and Bapong			
<b>Classification of Jobs</b>	<b>Total Number of Jobs to be created:</b>	Male Adults		Female Adults		<b>Male Youth</b>	<b>Female Youth</b>	<b>Disabled</b>		
<b>Short Term</b>	40	15		5		15	5	0		
<b>Output</b>	<b>Responsible Entity</b>	<b>Activity</b>		<b>Timeframe</b>						
Project Inception	Sibanye Stillwater	Project Charter Formulation		Fund Application		X				
Stakeholder Engagement	Sibanye Stillwater	Enrolment of key Stakeholders		Meeting Minutes		X				
Detailed Planning Stage	Sibanye Stillwater	Assessment of milestones		Meeting with Service Provider		X				
Design and Documentation	Sibanye Stillwater	Completion of Project Documentation		Internal Approval		X				
Tendering Process	Sibanye Stillwater	Successful tender award		Appointment of Service Provider			X			
Construction Stage	Service Provider	Completion of Project Milestones		Project Implementation			X			
Monitoring and Evaluation	Sibanye Stillwater	Consistent Project Monitoring		Monthly and Quarterly reports			X			
Completion Stage	Sibanye Stillwater and Service Provider	Completions of Scope of Work		Ongoing Monthly Report			X	X		
Project Exit	Sibanye Stillwater and Service Provider	Completion of Project Handover documentation		Closeout Report			X	R800 000,00		
<b>Budget Allocation per Year</b>				<b>R0,00</b>	<b>R200 000,00</b>		<b>R2 800 000,00</b>	<b>R800 000,00</b>		
<b>Budget:</b>	Total: R3 800 000,00									
<b>Exit Strategy:</b>	Handover of the facility to the DoH to operationalise				<b>Completion Date:</b>	2022				

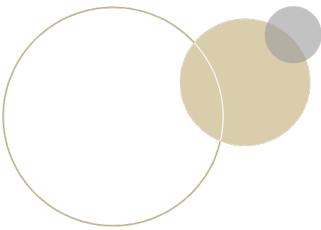


#### **4.4.2      iiProjekthi zeMimandla ekuThunyelwa kuyo abaSebenzi**

IMpuma Koloni ibalasele ngokuba ngummandla wamaphandle, kwaye isalele emva ngokuphathelele kuphuhliso lweziseko. Ngeengxoxiswano nabachaphazelekayo, iSibanye-Stillwater ifumanise ukuba abafundi basezilalini zaseMpuma Koloni bayo eziklasini phantsi kweemeko ezinganqwenelekiyo. Inkampani izinikele kwiiprojekthi ezenza igalelo ekuphuculen iinkqubo zezemfundo namanqanaba kwimimandla yeengingqi zemigodi. Ngenxa yokuba ama-40% abasebenzi be-EPL ivela eMpuma Koloni njengoko kubonisiwe kuMfanekiso olapha ngezantsi, iSibanye iqhubeka nokuphumeza iiprojekthi ze-LED eMpuma Koloni ngokusebenzisana namaziko awohlukeneyo kaRhulumente.

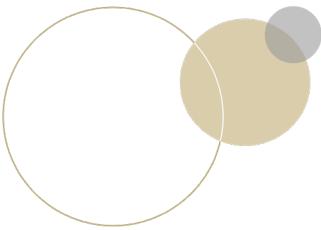
Kule SLP, ezi projekthi zilandelayo ziza kuxhaswa:

- i. Ukuhlaziwa kweRode Senior Secondary School (i-SSS) eMount Ayliff.
- ii. Ukwakhiwa kweeShedi zokuCheba kuMasipala eNgingqi waseMbashe.



### Itheyibile 35: Iprojekthi No. 4: Iprojekthi yokuthunyelwa kwabaSebenzi – Ukuhlaziya kweSikolo saseRhode35

<b>Project Name:</b>	Upgrade of Rhode School - Education Infrastructure				<b>Project start date:</b>	2020						
<b>Background to project:</b>	Lack of education results in challenges such as Education is the key to eradicating extreme poverty around the world. A lot of social issues which are experienced in communities like inequality, gender discrimination, crime, substance abuse and many other problems. It is therefore very important that the creation of a conducive teaching and learning environment be prioritized.				<b>Project End Date:</b>	2023						
	The Eastern Cape is predominantly rural, with social infrastructure development backlog, and schooling being highly affected. Learners in most villages of the Province attend classes under trees, in mud and zinc structures. 40% of Sibanye-Stillwater's EPL operation's labour is from the Eastern Cape.					Information Valid as at:						
	The upgrade will cover the renovation of existing structures within budget to provide safe and conducive teaching and learning environment to comply with the norms and standards of the department of basic education.				June, 2018							
<b>Project Partners</b>	Department of Education (Eastern Cape)		<b>Beneficiaries (Community/Village Specific)</b>	Mount Ayliff	<b>SMME Opportunities:</b>	Local SMME's						
<b>Project Incorporated into which IDP:</b>	Not in IDP (Part of DoBE Strategic Plan)		<b>IDP Reference Number of Project:</b>	N/A	<b>Geographical Location of Project:</b>	EC > Alfred Nzo DM > Mount Ayliff						
<b>Classification of Jobs</b>	<b>Total Number of Jobs to be created:</b>	<b>Male Adults</b>		<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Disabled</b>					
<b>Short Term</b>	25	10		5	5	5	0					
<b>Output</b>	<b>Responsible Entity</b>	<b>Activity</b>		<b>Timeline</b>								
		<b>KPA (Key Performance Area)</b>		<b>KPI (Key Performance Indicator)</b>	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY Budget Allocation</b>		
Baseline Infrastructure Assessments	Sibanye-Stillwater	Engagement with DBE of future plans for the area		Project Charter		X				-		
Stakeholder Engagement	Sibanye-Stillwater	Confirmation of Project and buy-in		Letter of acceptance		X				-		
Design and Documentation	Sibanye-Stillwater	Engagement on Scope, Time and Costs		Signed-Off Scoping Document			X			R300 000		
Tender, Evaluation, Adjudication and appointment of a Service Provider	Sibanye-Stillwater	Issuing of Tender, Evaluation and Adjudication Process.		Tender Documents, Adjudication Report and Service Provider Contract			X			-		
Construction	Sibanye-Stillwater	Construction Process		Progress Report			X	X		R 1 500 000		
Commissioning	Sibanye-Stillwater	Occupation of newly built or renovated buildings		Practical Completion Certificate				X	X	-		
Handover / Exist	Sibanye-Stillwater			Final Completion Certificate signed off by project implementation team.					X	R 1 200 000		
<b>Budget Allocation per Year</b>				R0,00	R0,00	R300 000,00	R1 500 000,00	R1 200 000,00	R3 000 000,00			
<b>Budget:</b>	Total: R 3 000 000											
<b>Exit Strategy:</b>	Handover of the facility to the School Management to operationalise				<b>Completion Date:</b>	April, 2023						



### Itheyibile 36: Iprojekthi No. 5: UkuThunyelwa kwabaSebenzi – Ukwakhiwa kweeShedi zokuCheba eNyandeni36

<b>Project Name:</b>	Shearing Sheds						<b>Project start date:</b>	2020							
<b>Background to project:</b>	<p>The Eastern Cape vision 2030 has identified agriculture-led growth and agricultural value chains as "clear-cut priorities for accelerated industrialization". This sector is further prioritised to allow the municipality to benefit from growth opportunities in the region and beyond. The agricultural sector is one of the main drivers of economic development in this rural municipality. This project seeks to build and equip shearing sheds, to enable subsistence farmers to participate in the commercial wool production. In this way, a sustainable income stream will be created for the woolgrowers.</p> <p>The establishment of one (1) shearing shed which will reduce the barriers to entry to the wool production for subsistence farmers and will provide them with the much-needed infrastructure that will support this economic activity.</p>						<b>Project End Date:</b>	2022							
							<b>Information Valid as at:</b>	Jun-18							
<b>Project Partners</b>	1. Sibanye-Stillwater: Assist with funding for sharing equipment and project management. 2. Nyandeni Local Municipality: support the local economic development initiatives. 3. Department of Rural development and Agrarian reform: Technical support		<b>Beneficiaries (Community/Village Specific)</b>	Subsistence farmers from Nyandeni		<b>SMME Opportunities:</b>	Yes								
<b>Project Incorporated into which IDP:</b>	Nyandeni IDP 2017/2022		<b>IDP Reference Number of Project:</b>	LED Objective Page No.39		<b>Geographical Location of Project:</b>	Nyandeni Local Municipalities								
<b>Classification of Jobs</b>	<b>Total Number of Jobs to be created:</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Disabled</b>									
<b>Short Term</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>									
<b>Output</b>	<b>Responsible Entity</b>	<b>Activity</b>	<b>Timeframe</b>	<b>KPA (Key Performance Area)</b>		<b>KPI (Key Performance Indicator)</b>	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY Budget Allocation</b>			
<b>Project Inception</b>	Sibanye Stillwater	<b>Identification of Role Players</b>		<b>Create Project Definition</b>		X					-				
<b>Stakeholder Engagement</b>	Sibanye Stillwater	<b>Identify participating farmers</b>		<b>Outcome of Investigation</b>			X				-				
<b>Needs Analysis</b>	Sibanye Stillwater	<b>Engagement participating farmers</b>		<b>Signed Definition Statement</b>				X			-				
<b>Implementation</b>	Sibanye Stillwater	<b>Procurement of production inputs</b>		<b>Procurement of Inputs &amp; Resources</b>				X			R800 000				
<b>Monitoring &amp; Evaluation</b>	Sibanye Stillwater	<b>Feedback from Local Farmers</b>		<b>Management of System</b>				X			-				
<b>Exit/Handover</b>	Sibanye Stillwater	<b>Handover to Local Farmers &amp; Municipality</b>		<b>Sustainable Project</b>				X			-				
<b>Budget Allocation per Year</b>						R0,00	R0,00	R800 000,00	R0,00	R0,00	R800 000,00				
<b>Budget:</b>	R800 000,00														
<b>Exit Strategy:</b>	Handover to Local Farmers & Municipality					<b>Completion Date:</b>	December, 2021								

## 5. Izindlu neeMeko ekuPhilwa phantsi kwazo

### 5.1 Intshayelolo

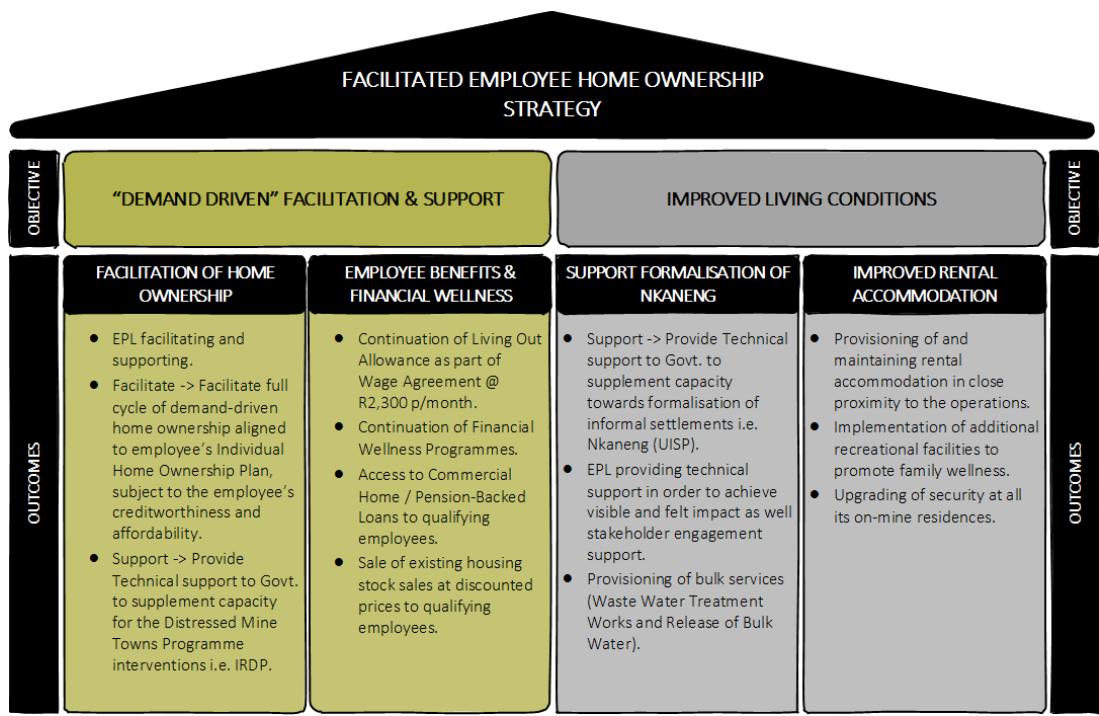
UMgaqo 46 c (iv) we-MPRDA ufunu ukuba: "Umxholo wesiCwangciso sezeNtlalo nesezabaSebenzi kufuneka uqulathe amanyathelo okuhlangabezana neemeko zezindlu kunye neendlela zokuhlala zabasebenzimgodini."

#### 5.1.1 IziNyanzelo zoCwangcisoqhinga Iwe-FEHOP

Ukudala iimekobume zokuhlala ngokuphucukileyo kungaphezulu kunokubonelela nje ngezindlu – kumalunga nokwakha uluntu. ISibanye Stillwater iyaqonda ukuba kuyimfuneko ukuthathela ingqalelo isicwangcisoqhinga sayo sezezindlu ngokunxulumene nophuhliso lommandla lwendawo. Inkampani iyaqonda ukuba iimeko zokuhlala zabasebenzi bethu neentsapho zabo banempembelelo engqalileyo kwimpilontle yabo eqhelekileyo kunye nesakhono sokujolisa kwaye basebenze kwiimekobume zabo zokusebenza. Sikholelwa ukuba abasebenzi bethu bafanelwe yimigangatho ephucukileyo yokuhlala kwaye kufuneka babe nako ukuthatha isiqqibo sokuba bafuna ukuphila njani na kwaye nokuba bafuna ukuhlala phi na. Isiqqibo sabo sibavumela ukuba bathathelwe iingqalelo ezinje ngeemeko zobuqu, iirhafu zikamasipala ezifikelelekayo nezinxulumene nemakethi, kunye nokuhlanganiswa noluntu ngokubanzi ngelixa nasemva kwengqesho yabo e-EPL.

ISibanye Stillwater ngokubambisene nabachaphazelekayo abangundoqo iphumeza iNkqubo yokuba nguMninindlu kwabaSebenzi eQuquzelelwego (FEHOP) yenkampani, ukuxhasa abasebenzi bayo ukuphucula iimeko zokuhlala kwaye bahlangabezane nokulangazelela kwabo indawo yokuhlala eyeyabo nezidingo zabo ngokunjalo kugxininiswa ukuba ngumninindlu mhlawumbi emsebenzini kunye/okanye kwindawo ozalelwwe kuyo.

- a) Ukubonelelwwe ngendawo yokuhlala ephucukileyo erentwayo kunye neemeko zokuhlala eziphuculwego emsebenzini;
- b) Uququzelelo lokuba ngumninindlu emsebenzini;
- c) Uququzelelo lokuba ngumninindlu kwindawo ozalelwwe kuyo;
- d) Isakhono esomeleziwego sabasebenzi ukuba bathenge izindlu; kunye
- e) Imeko zokuhlala eziphuculwego.



Umfanekiso 19 : IsiCwangcisoqhinga sokuba nguMnininndlu kwabaSebenzi esibhexeshwa yi-EPL (i-FEHOS)19

### 5.1.2 IziNcedisi zoCwangcisoqhinga ze-FEHOP

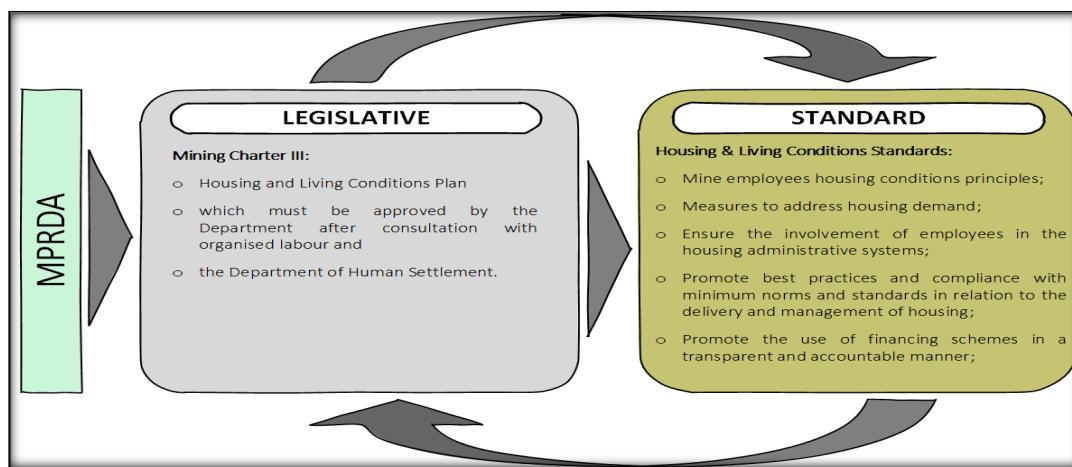
Ezi zincedisi zilandelayo zingundoqo zichongiwe njengezingundoqo kwi-FEHOP:

- INkxasomali:**
  - Izibonelelo zezindlu ngumqeshi;
  - limalimboleko zezindlu; kunye
  - Izibonelelolamali zikarhulumente
- Ukuma kakuHle kwezeMali koMsebenzi:**
  - UkuFikeleta;
  - Ukulungela ukunikwa ityala; kunye
  - Isakhono nolangazelelo lokuthenga
- iziseko:**
  - UkuFumaneka komhlaba;
  - Ulwakhiwo lwezindlu;
  - linkonzo/izincedisi ezininzi ngexesha elinye; kunye
  - Izibonelelo zoluntu
- Ubambiswano:**
  - IManyano esisiNinzi (i-AMCU);
  - lingingqi zabahlali kummandla omkhulu waseMarikana;
  - Urhulumente (iSebe lezeziMbiwa, iSebe lezoCwangciso, uBekoliso kunye noHlolo, iSebe lezokuHlalisa koluNtu, iArhente yoPhuhliso lwezeziNdlu, uRhulumente wePhondo woMntla Ntshona kunye nooMasipala beNgingqi (waseRustenburg / waseMadibeng); kunye
  - Abaxhasi ngemali & nabaBolekisi ngemali

### 5.1.3 INkqubosikhokelo eMiswe ngokuseMthethweni yezeziNdlu & neeMeko zokuHlala

ISebe lezeziMbiwa liphuhlise izikhokelo ezisisiseko ejijonge ukukhuthaza imigangatho yezinndlu ezifanelekileyo kanye neyeemeko zokuhla zabantu abasebenza emgodini. Injongo yemiGangatho yezeziNdlu neyeeMeko zokuHlala iza kuphumeza icandelo 100 (1) (a) leMineral and Petroleum Resources Development Act (uMthetho woPhuhliso IwezeziMbiwa nePetroliyam) (i-MPRDA), 2002 kanye namacandelo 26(1) no-(3) no-27(1) no-(3) oMgaqosiseko weRiphablikhi yoMzantsi Afrika, 1996, kanye nomnye umthetho onxulumeneyo ukuqinisekisa iinkonzo zokhathalelo lwempilo olufanelekileyo, olufikelelekayo, olunobulungisa noluzinzileyo kanye nesondlo esizinzileyo.

Ngenxa yommandla akuwo amaqumrhu ezezimbiwa, imiGangatho yezeziNdlu neyokuHlala ijonge ukuqinisekisa ukuhlaliswa kwabantu okuphuculwego nokuhlangeneyo apho abasebenzimgodini banokuhlala khona ngelixa besengqeshweni. Kwakhona, ijonge ukuhlangabezana nempembelelo engentlanga yenqubo yamagoduka kanye neenkxalabo ezinxulumeneyo nezentlalo noqoqosho. Injongo iyonke yolu xwebhu kukunika imigangatho eza kunceda abasebenzimgodini ukuba bakwazi ukukhetha ukuzifunela izindlu neemeko zokuhlala ezifanelekileyo. Ukuphumeza le njongo, nokunika ungginelwano kwizindlu neemeko zokuhlala ezamkelekileyo nezizinzileyo ezindilisekileyo zabasebenzimgodini, uRhulumente kufuneka, ngokubonisana neBhunga lezeMpilo noKhuseleko laseMgodini (Mine Health and Safety Council), kanye nabachaphazelekayo ngokunjalo, amanyathelo andululwego ngomgangatho wezezindlu nowesondlo wabasebenzi basemgodini.



Umfanekiso 20 INkqubosikhokelo yokuThobela yezeziNdlu & neyeeMeko zokuHlala20

### 5.2 ILifa leMveli le-EPL lezeziNdlu & nelezeeMeko zokuHlala

#### 5.2.1 liNkquo zeNkxaso yabaSebenzi eziKhoyo

I-EPL ngoku inikeza abasebenzi le nkxaso ilandelayo:

- **Indawo yokuhlala erenti yayo ixhaswa ngemali / indlu:**

Njengokuba uphuhliso lwamagumbi adibeneyo aqeshwayo angxalwayo lugqityiwe, i-EPL inama 1,195 esitokhwe seeyunithi ezirentwayo, ekuza kubonelelwa abasebenzi ngazo. Ezi yunithi zirentwayo ziza kwanela ukuhlangabezana nezidingo zendawo yokuhlala erentwayo nge-c.25% yabasebenzi.

- **Inkxasomali (emva kwengeniso yokurenta):**

Inkxasomali enikwayo yi-EPL ngokuphathelele kwiiyunithi ezirentwayo ezikhoyo yi-R1,829.00 ngenyanga ngowe-2019 ngenxa yomlinganiselo werenti exhaswe ngemali. lavareji yomlinganiselo werenti ngeyunithi nganye ngowe-2019 yayingama-R471.00 ngenyanga.

- **Isibonelelo sokuhlala ngaphandle (i-LOA):**

I-EPL inikeza isiBonelelo sokuHlala ngaPhandle sama-R2, 300 ngenyanga (edityaniswa nesivumelwano somvuzo sangoku sowe-2029 ukuya ku-2021), ngomsebenzi ngamnye kubasebenzi abakudidi 4 ukuya ku-9. Esi sibonelelo ngowe-2019 singama-c.R114 miliyoni. Umngeni ochongiweyo yi-EPL kukuba abasebenzi, abafumana i-LOA, abasisebenzisi isibonelelo ngenjongo yaso. Okuqhelekileyo okuqatshelweyo e-EPL kukuba abasebenzi basebenzisa i-LOA njengesongezo kumvuzo wabo ngoko ke baphelele behlala kwiindawo zokuhlala ezitshiphu nezikumgangatho ophantsi.

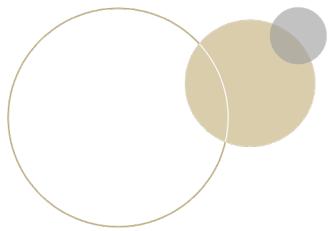
**Okubalulekileyo:** I-EPL izi kuqhubeke nokunika le nkxaso kwixesha elifutshane, ngokuxhomekeke kukusebenza kwezemali kwiNkampani kune namandla etyala leNkampani kune nobume benkunzi kwixesha elizayo.

## 5.2.2 IsiBonelelo seMbali yezeziNdlu

Itheyibhile 39 elapha ngezantsi ibonisa imisebenzi yeQumrhu laseMarikana eminyakeni enxulumene nokubonelelwa ngezindlu. Ekupheleni kowe-2018, amaQumrhu aseMarikana ngewayebonelele malunga nama-7,740 ezindlu ukuquka nesitokhwe esirentwayo.

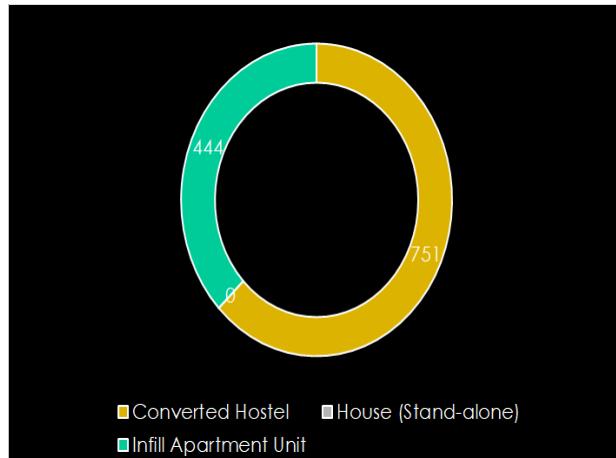
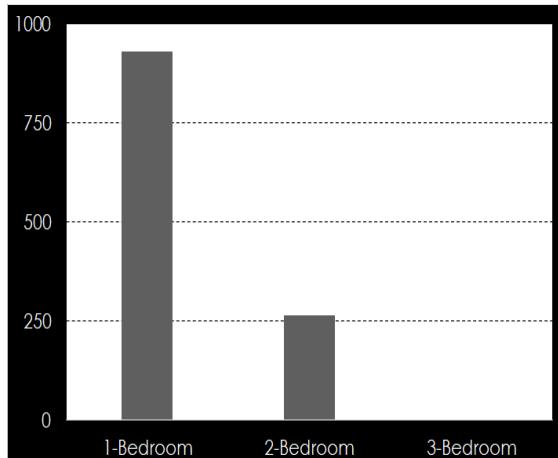
Itheyibhile 37: UPhumezo IweMbali yezeziNdlu37

TIMELINES	1977 - 1988	1989 - 1990	1991 - 2000	2001 - 2003	2004 - 2005	2006 - 2014	2015 - 2018
HOUSING PROVISIONING ACTIVITIES	<ul style="list-style-type: none"> <li>Lonmin and Samancor initially partnered to undertake very first major development in Mooinooi, comprising more than 1,000 houses.</li> <li>Lonmin owned 877.</li> </ul>	<ul style="list-style-type: none"> <li>280 Houses built at Renamile Township, adjacent to Wonderkop.</li> <li>Development comprised 46 (3x bedrooms) and 234 (4x bedrooms) houses.</li> </ul>	<ul style="list-style-type: none"> <li>Marikana X1 Rent-to-Buy Home Ownership Scheme .</li> <li>1,149 homes (2x bedrooms   Size: 40m2).</li> <li>Houses sold @ R62,426 vs. BNG @ R160,000.</li> <li>418 Houses sold to-date – full title deed.</li> </ul>	<ul style="list-style-type: none"> <li>369 Houses of 40m2 built, (2x bedrooms   Size: 40m2).</li> <li>Forms part of current rental stock.</li> </ul>	<ul style="list-style-type: none"> <li>650 Affordable Houses Built, (2x bedrooms   Size: 40m2).</li> <li>Donated to Rustenburg Local Municipality.</li> <li>Allocations done by Municipality to community members.</li> </ul>	<ul style="list-style-type: none"> <li>Hostel Conversion Programme, 128 blocks converted in line with Mining Charter II, yielding a total of 2,764 units (759 family and 2,162 single units).</li> <li>Est. cost of R379m.</li> <li>Highly subsidised @ Avg R386 p/month.</li> </ul>	<ul style="list-style-type: none"> <li>Allocated 1,240 modern multi-storey apartments.</li> <li>Est. cost of R456m. <ul style="list-style-type: none"> <li>Ph1: 2015 = 325</li> <li>Ph2: 2016 = 168</li> <li>Ph3: 2017 = 300</li> <li>Ph4: 2018 = 447</li> </ul> </li> </ul>
NO. OF UNITS	877	280	1,149	369	807	2,764	1,240
OTHER UNITS	254 (Rustenburg – 42, Mooinooi – 184, Brits – 28) Mainly occupied by artisans, miners, first line supervisors - market related rentals apply						
GRAND TOTAL	7,740						



### 5.3 EzeziNdlu zaNgoku

I-EPL ngoku inama-1,195 eeyunithi zokurentisa ezikhoyo ezilungiselelwe abasebenzi bethu. Iiyunithi ezinegumbi lokulala elinye zimele ama-78% esitokhwe sonke kwaye iiyunithi ezinamagumbi okulala amabini ngama-22% esitokhwe sonke. Ligrafu ezilapha ngezantsi zibonisa indlela ekwakhiwe ngayo kunye nokwahlulwahlulwa kwesitokhwe esikhoyo esirentwayo.



Umfanekiso 21: IYunithi eziRentwayo – Usapho vs. Oyedwa21

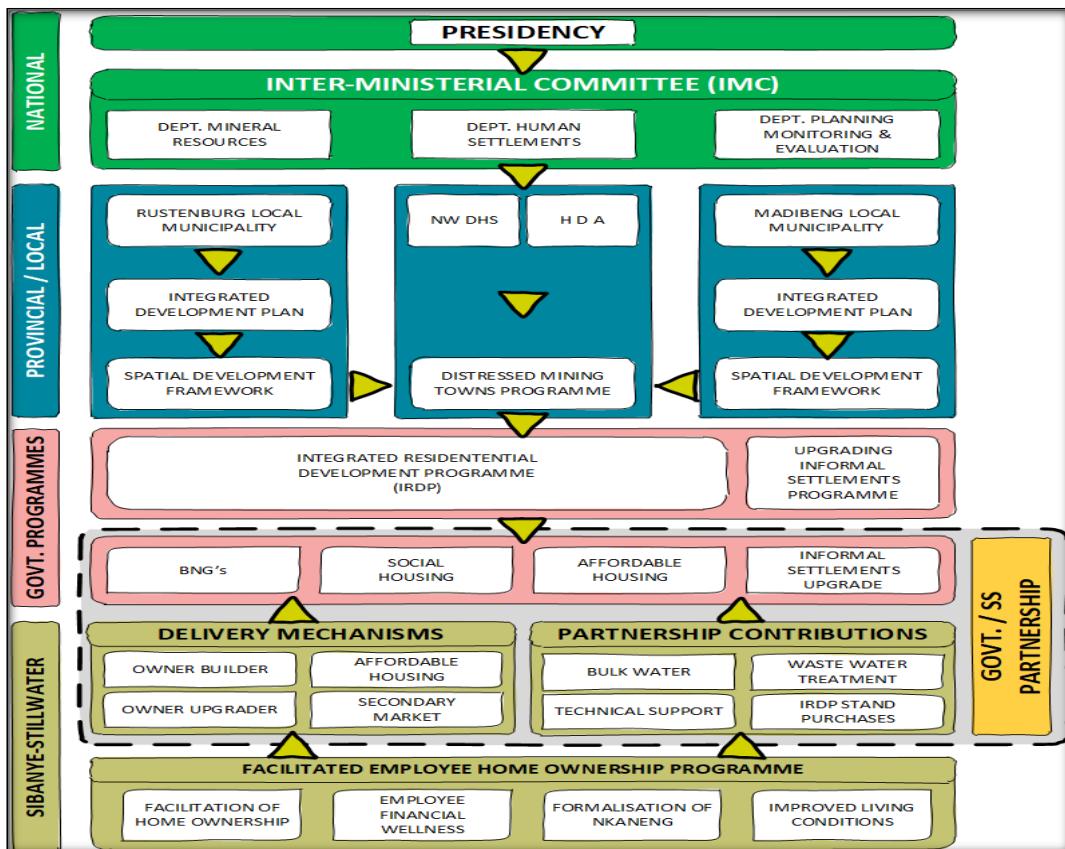
IiYunithi eziRentwayo – Ufundu notoliko lweendindi nemiqondiso22

Umfanekiso 22:

#### 5.3.1 IJoint Forum

IJoint Forum iqulethe imibutho yabameli be-EPL ne-AMCU (imanyano yethu esisininzi) (UMquuzeleli, imiButho enganeno yezeziNdlu). IForum iqhubeka nokuhlangana rhoqo kwaye uphuhliso lvesiCwangcisoqhinga sokuba nguMninindlu sabaSebenzi esiQuuzelelwe yi-EPL (i-FEHOS) sachatshazelwa ngamagalelo awenziwayo ngale Forum. IJoint Forum ibe neengxoxiswano ezinabileyo ngeziganeko ezibalulekileyo zesicwangciso sonatyiso kwaye iza kujolisa kukulungela kophumezo lwangaphambili. Ingxoxiswano ngokuphathelele kwisiCwangciso sokuPhumeza iyaqhube ka kwaye iza kuhlala ilixa lale SLP.

ISibanye Stillwater iqhubeka neengxoxiswano rhoqo neArhente yoPhuhliso lwezeziNdlu (i-HDA) njengearhente yeSebe lezokuHlaliswa koluNtu likaZwelonke. I-FEHOP yandulula uBambiswano loPhumezo phakathi kwe-HDA ne-EPL oluza kuquuzelela uphumezo lwezindlu eGreater Marikana ngenkqubo esekelwe kuluntu enableyo, ehlangeneyo nequkayo. Luza kujolisa ekuhlangabezeni nolangazelelo lwezindlu lwabasebenzi be-EPL ngamalinge ezezindlu nawo alungiselela izidingo zoluntu lwengingqi olunabileyo. Idayagram elapha ngezantsi ibonisa imeko entsonkothileyo kunye nemisebenzi yangaphakathi yolungiselelo lobambiswano lwe-EPL / uRhulumente. Le yeyokuqala ebomini, idala indlela yezindlu zasemgodini noRhulumente ngokuphathelele kwintsebenziswano yexesha elizayo.



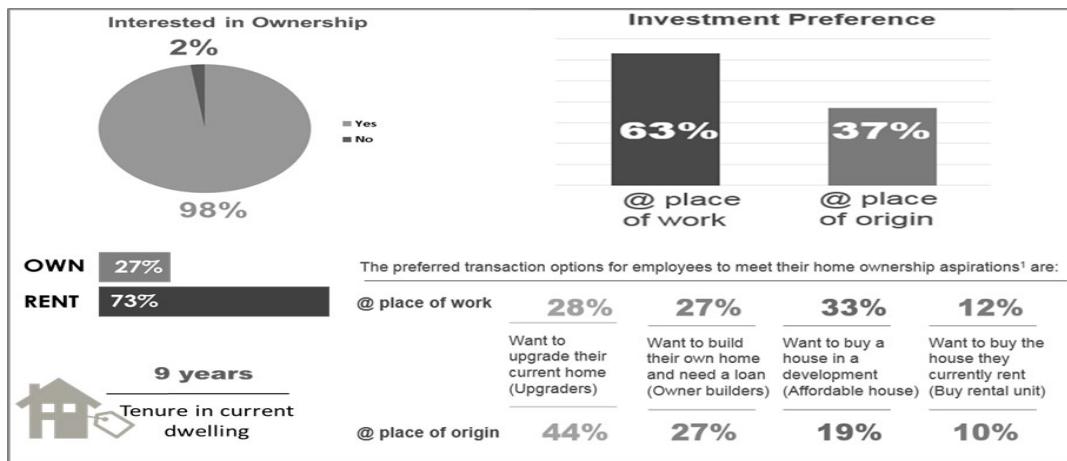
Umfanekiso 23 ULungelelwani soBambiswano lwe-EPL: AmaCandelo awoHlukeneyo kaRhulumente23

### 5.3.2 UkuLinganisa ubuNinzi beSidingo sezeziNdlu se-EPL

#### a) IziPhumo zeSaveyi yabaSebenzi

Isaveyi yabasebenzi yaqhutywa ngowe-2017 ukuqonda iimeko zangoku zabasebenzi ezinxulumene nezezindlu, ulangazelelo lwabo kune nesakhono sabo sokuthenga. Isampuli esemthethweni ngokweenkukachamanani zabemi (ngama-95% okuzithembu) kwama-2,600 abasebenzi kwensiwa isaveyi ngabo. Idatha yesaveyi isemthethweni ngokweenkukachamanani kwaye ibonisa abasebenzi baseMarikana bebonke ngelo xesa (Janyuwari-17: 23,647). lingqiyo zale saveyi zazise i-FEHOP. Okufunyanisiweyo okuphambili kwisaveyi kwandlalwe apha ngezantsi (jonga umfanekiso olapha ngezantsi). Kubo bonke abasebenzi, ama-37% ahlala kwiimeko ezingekho sikweni.

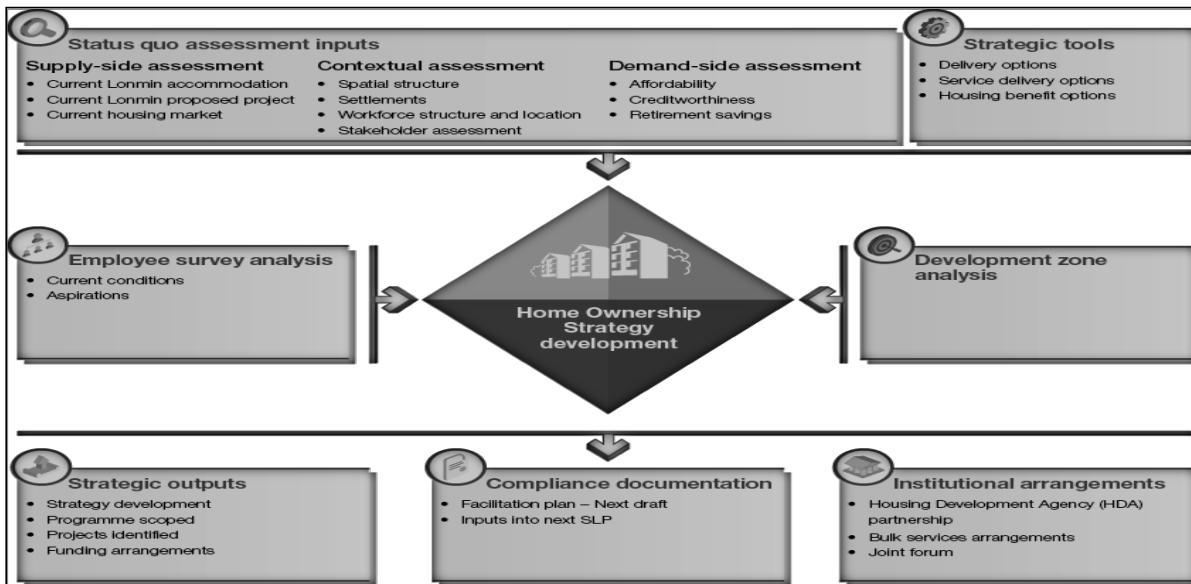
Kwinani lilonke labasebenzi e-EPL, ama-27% anepropati aphi i-15% ihlala kwiimeko ezesikweni izi i-12% eseleyo ihlale kwiimeko ezingekho sikweni. linkonzo zikumgangatho ophantsi kwindawo ethile abasebenzi abahlala kuyo (ingakumbi abo basematyotyombeni). Iziphumo zesaveyi yabasebenzi zibonisa ukuba uninzi lwabasebenzi bethu bayakulangazelela ukutyala kwindawo abasebenza kuyo (ama-63%). Kwabo bafuna ukutyala kwindawo abasebenza kuyo, ama-33% afuna ukuthenga indlu balandelwe ngabo bafuna ukuhlaziya amakhaya abo angoku (ama-28%) kune nabo bafuna imalimboleko ukuzakhela awabo amakhaya.



Umfanekiso 24 IziPhumo zeSaveyi yabaSebenzi zowe-201724

**b) Izinto eziyimfuneko zesiCwangcisoqhinga sokuba ngumminindlu babaSebenzi esiquuzelewa yi-EPL**

IsiCwangcisoqhinga sokuba ngumminindlu babaSebenzi esiquuzeleweyo seNkampani (i-FEHOS) saphuhliswa ngokubonisana nabachaphazelekayo abangundoqo kwaye sazisa lophengululo olunabileyo lohlolo lwenxenyen yokuvelisa nokunika iinkonzo, lwenxenyen emalunga nomxholo neemfuno, ukusetyenzisa kweengcamango ezingundoqo zezindlu zesixeko nolawulo ngokunjalo, isaveyi eneenkcukacha ezibanzi zeemeko zezindlu zangoku zabasebenzi nolangazelelo ngokunjalo, kune nohlolo lwalungiselelo endawo yokuhlala yangoku kune namathuba okuphumeza kwimimandla yophuhliso eyahlukahlukeneyo ekufutshane namaqumrhu e-EPL. Idayagram elapha ngezantsi ibonisa umfanekiso opheleleyo wenkubo yophuhliso lwe-FEHOS eqhutywe nombutho wabasebenzi kune nabanye abachaphazelekayo abangundoqo.

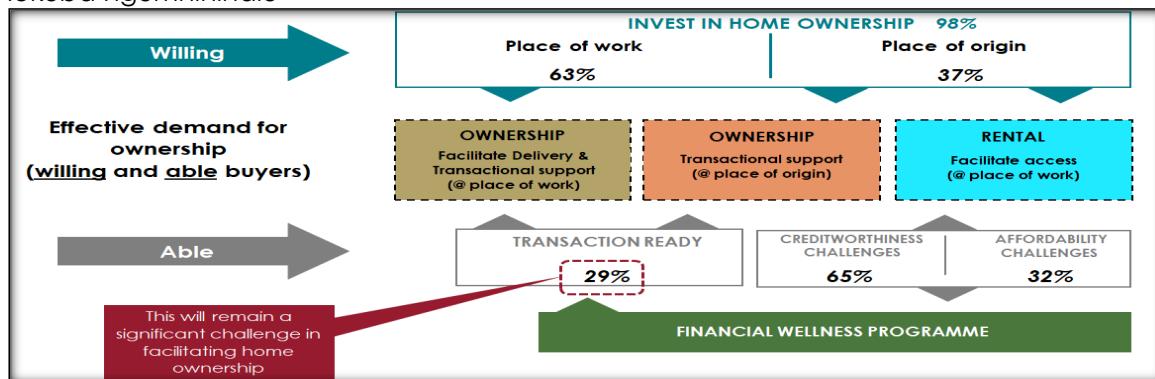


Umfanekiso 25 Inkcazeloyofuhliyo lwe-FEHOS25

Iziphumo zesaveyi yabasebenzi, imeko yangoku yophengululo kune nesicwangcisoqhinga esindululweyo zandlalwa kwisiCwangciso soQuquzelelo sokuGqibela njengoko saye sangeniswa

ngNovemba 2017 saza sathiwa thaca kwi-DMR ngomhla wesi-7 kuDisemba yowe-2017 kwiifisi zoMmandla zaseKlerksdorp. Eli candelo liphinda iziphumo zocwangcisoqhinga zizonke, imizekeliso yemeko evavanyiweyo kunye nesicwangcisoqhinga njengemvelaphi yesiCwangciso seNkqubo yokuba nguMninindlu yabaSebenzi eQuquzelelwego (i-FEHOP) yenkompani ezilandelayo apha ngezantsi.

Imeko ekhoyo yophengululo oluqhutyiweyo idlale indima ebalulekileyo ekunikeni ingcinga kwimeko yangoku enxulumene nezezindlu zabasebenzi. Inkxalabo eyachongwayo ngelixa lale nkqubo kukuba ama-65% abasebenzi babe nemingeni yokulungela ukunikwa ityala kwaye ama-29% abasebenzi ayenemingeni yokuba nako ukuhlawula. Esinye sezincedisi zempumelelo ye-FEHOP siza kuba phaya kukuquzelela ukuba nako ukuhlawula kunye nokuhlanganiswa / ukubuyiselwa kwisimo sangaphambili kwamatyala ngenjongo yokuphumeza ulangazelelo lwabo lokuba ngumninindlu

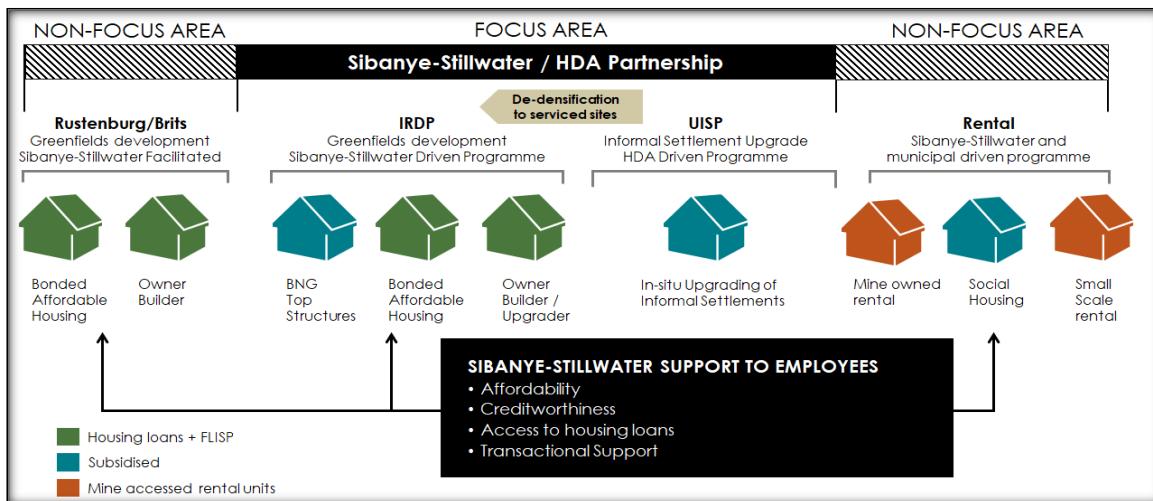


Umfanekiso 26 IsiCwangcisoqhinga sokuba nguMninindlu ngokweeMfuno26

**Okubalulekileyo:** Ukuze arente, athenge okanye akhe umzi umsebenzi kufuneka abe uyakwazi ngokwezimali ukwenza njalo. Oku kuthetha ukuba kufuneka balungele ukunikwa ityala kwaye kufuneka ube nentsalela kwingeniso eyaneleyo neyokonga ukuhlangabezana ukuhlawula irenti okanye imalimboleko kunye neendleko zokulondoloza ikhaya kwimeko ezinzileyo ngokwezemali. Kuza kubakho abasebenzi abathile abalungele ukuthenga kunye nabanye abaza kufuna inkxaso ukuba balungele ukunikwa ityala kwaye / okanye bakwazi ukufikelela ngokwezemali ukuba babe nako ukuba babe nako ukuhlawulela ukuba ngabaniindlu. Asingabo bonke abasebenzi abanokuthi okanye abanokunqwenela ukuthenga ngoko nangoko. Abanye banokungalungeli ngenxa yengxaki yeemeko zezentlalo okanye yomyinge womdlawotyalomali. Abanye kuza kufuneka basombulule izithintelo zokulungela ukunikwa ityala (iirekhodi ezingekho ntle okanye ukunywila ematyalen) phambi kokuba abe nako ukuthenga. Kulindeleke ukuba zonke ezi meko zikhankanywe apha ngentla ziza kuchaphazela izinga lemfuno elililo lokulangazelela ukuthenga.

### c) IsiCwangcisoqhinga sokuba nguMninindlu kwabaSebenzi esiQuquzelelwego yi-EPL

Inkqubo yocwangcisoqhinga isekelwe kwisivumelwano sobambiswano sophumezo olubanzi ne-HDA, (ixhaswa liSebe lezokuHlaliswa koluntu, ngooMasipala beNgingqi baseRustenburg naseMadibeng ngemithetho elandelwayo yophumezo lwangaphakathi ekuvunyelwene ngayo) ukuqhuba ezi nkqubo zilandelayo (jonga lo mfanekiso ulapha ngezantsi).



Umfanekiso 27 IsiCwangcisoqhinga sokuba nguMnininindlu kwabaSebenzi esiQuquzelelwa yi-EPL 27

### 5.3.3 Ukuhlangabezana nesiDingo sezeziNdlu se-EPL – IsiCwangciso sokuPhumeza

#### a) IiNkqubo zoPhumezo

Lilinge eliphambili le-EPL ukujinisekisa ukuba abasebenzi baphila phantsi kweemeko zokuhlala eziphucukileyo ngexesha lengqesho yabo e-EPL. INKampani kwakhona ikholelwu ukuba kufuneka ixhase kwaye iququzelele bonke abo basebenzi, abathi ukongeza kwimigangatho yokuhlala ephucukileyo emsebenzini, bafune ukumisela ukuba ngumninindlu kwindawo azalwa kuyo okanye naphi na. Abasebenzi baza kuhetha okuphambili ngokwahlukeneyo kwaye i-FEHOP yakhiwe ngendlela yokuba iququzelele:

- ufilelelo kukuba ngumnini aphi asebenza khona ngokuququzelela iindlela zokhetho ezinanzi ukufumana ikhaya kanye neendlela zokhetho ngokunjalo ezinika inkaso eza kunceda abasebenzi ukuba bathenge ngokululutho.
- ufilelelo kwindawo yokuhlala erentwayo kwindawo ekusetyenzwa kuyo kwabo basebenzi abangekabi nasakhono okanye abakhetha ukuba bangabi ngabaninindlu kwindawo abasebenza kuyo.
- ufilelelo kukuba ngumnini kwindawo umntu azalelw kuyo ngokunika inkaso yokuthenga.

Xa ujonga oku kungentla, i-FEHOP inika iinkqubo zophumezo ezinxibelelanayo njengoko kubonisiwe kuMfanekiso olapha ngezantsi. Ukongeza, ngelixa zonke iinkqubo ziphunyezwu emsebenzini, ezine zibhekiselele kwindawo avela kuyo ngokunjalo, njengezi: Izinndlu eziFikelelekayo kubakhi babucala (ngokungaphandle kwe-IRDP), uMakhi woMnini kumhlaba ongowakhe (ngokungaphandle kwe-IRDP), iNkqubo yokuHlaiziywa koMzi osele uKhona (ngokungaphandle kwe-IRDP) kanye nokuthenga indlu kwiMakethi yezeziNdlu sesigaba sesiBini. Uncedo luquka amakhaya azinze kumhlaba wobumnini ngokuhlangeneyo.

#### b) INkxaso yeziSeko ezinikezwa ngokobuNinzi

IMarikana Operations ngumthombo ekukuphela kwawo wonikezo Iwamanzi ngokobuninzi eMarikana ngokunabileyo. I-EPL kwakhona inayo kwaye ilawula imiSebenzi yokuCocwa kwaManzi aMdaka esixhenxe, kanye nothungelwano lokwahlula amanzi anikezwa ngokobuninzi eMooinooi naseMarikana. Isebenza ngenkunkuma eqinileyo yasetiphini yengingqi kanye nokuqokelela inkunkuma emizini kwindawo yonke. Njengenxenyi yesiVumelwano soPhuhliso ne-HDA kanye nophuhliso lulonke lommandla waseMarikana kundululwa la malungiselelo alandelayo.

### i. Amanzi anikezwa ngokobuninzi nokuCocwa kwaManzi aMdaka

IMarikana Operations izibophelela ngokovelisa isakhono sokucoca amanye amanzi amdaka wayo ukulungiselela ulwakhiwo lwendawo yokuhlala yexesha elizayo, ngokuxhomekeke kwiMarikana Operations ukuba igcine yonke imijelo yamanzi amdaka na kwimisebenzi yokucocwa kwamanzi amdaka amatsha aqikelelwayo, ngokuphathelele kwiimfuno zokusebenza kwayo. IMarikana Operations iza kuthi ngokwezigaba, ekuhambeni kwexesha, ikhuphe ulwabelo lwamanzi athile ayo eRand Water Board (i-RWB) kwisigaba sexesha seminyaka emi-5 (i-1ML/yomyinge wosuku okhutshwayo ngonyaka) usetyenziswe ngabahlali ngokufikelela kweminye imithombo yamanzi ukulungiselela usetyenziso (indibanisela yokulungiselela usetyenziso ngokutsha kwemibhobho yogutyulo lwelindle yemisebenzi eyeyabo, olunye ulwabelo lwamanzi olukhoyo (umz. Buffelspoort Dam) kune neekhwifaya ezikwisiza ezibangelwa yimpembelelo yabantu kwindalo).

### ii. UMbane onikezwa ngokobuninzi

IMarikana Operations iza kuqhube ka nokufumana umbane ukulungiselela imisebenzi (ukuquka amagumbi adibeneyo aqeshwayo asemgodini awakhiwa phakathi kwezakhiwo esezikhona njl.njl.). Zonke ezinye iimveliso zangoku nezexesha elizayo ziza kuqhutywa nguEskom ngqo okanye ngokusebenzia oomasipala. Ke ngoko, iMarikana Operations ayizi kudlala ndima ekunikeni iinkonzo zombane.

### iii. ULawulo IweNkunkuma eLahlwayo

IMarikana Operations iza kuqhube ka (kude kube sekupheleni koqeshiso lwangoku) nokusebenza netiphu ngelayisenisi kwaye iza kubiza umrhumo wetiphu ozinzileyo. IMarikana Operations iza kuyekisa ukuqokelewa kwenkunkuma yemizi inikele koomasipala bengingqi njengenxenyeloyolungiselelo lokuqheleka kophumezonkonzo.

#### 5.3.4 UXhamlo IwezeziNdlu neNkxaso

Ngokwayamene ne-FEHOP, i-EPL iza kunika le nkxaso ilandelayo abasebenzi bayo:

- **UXhamlo Iwezindlu:**

I-EPL iza kunika uxhamlo Iwezindlu abasebenzi abalungeleyo ngendlela "yesaphulelo" kune nesibonelelo serenti (apho kusebenzayo) kwiiyuniti ezirentwayo ze-EPL ukomeleza ukuba nako ukuhlawulela ukuba ngumninindlu okanye indawo yokuhlala erentwayo. Iiyuniti ezirentwayo zixhaswa ngemali ephezulu kwaye ziza kuthi ngokuthe chu zinxulunyaniswe nemakethi ukuqinisekisa uzinzo lwenqubo.

- **Icebiso ngezindlu:**

Oku kuza kubhalisa abasebenzi kwinkqubo kwaye kunike icebiso elilungelelaniswe ngolangazelelo lwabo lokuba ngumninindlu, iindlela zokhetho zokuthenga indlu, kune neendleko ezalhukahlukeneyo kune nokuhle nokungakuhlanga kwendlela yokhetho nganye.

- **Inkxaso yokulungela ukunikwa ityala:**

. Abasebenzi abangakwaziyo ukufikelela imalimboleko yezindlu kuba bentywila ematyaleni kwaye / okanye beneerekhodi zetyala ezingantlanga baza kuxhaswa ukubuyisela kwisimo sangaphambili sendlela abame ngayo ematyaleni abo (kangangoko kunokwenzeka).

- **Ukufikelela kwityala lendlu elinikwe ixabiso ngokunganeno:**

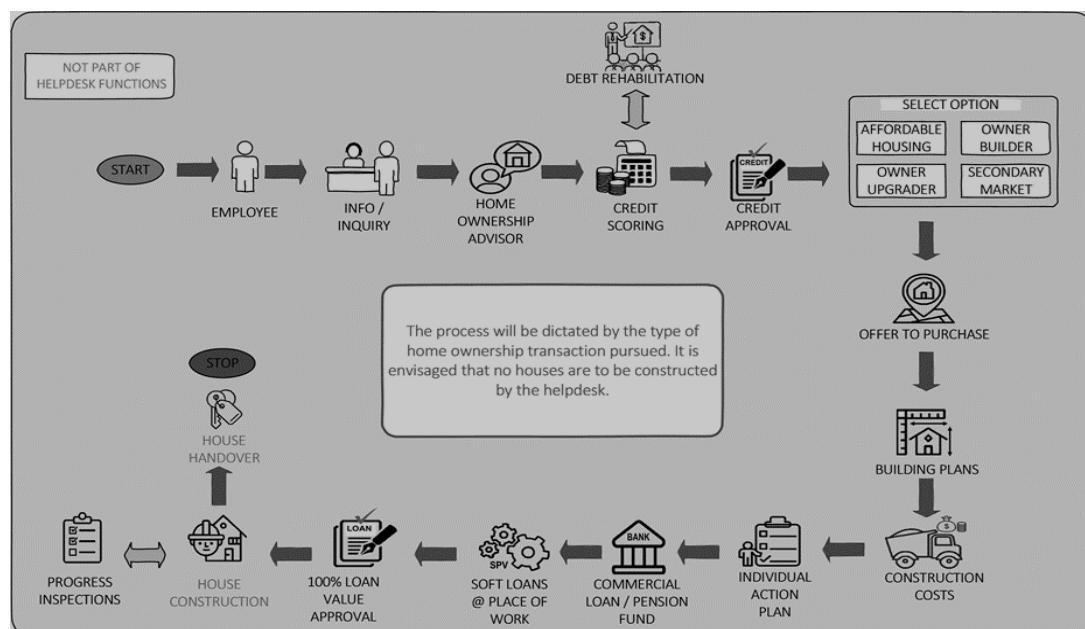
I-EPL iza kumisela amalungiselelo oncedomali olulungelelanisiweyo, ukuze abasebenzi bafikelele kwityala lendlu elibekwe ixabiso ngokwendlela elungileyo kune namatyala endlu anesibambiso sengxowamali yomhlalaphantsi.

- **INkxaso yeNtengiselwano:**

Ukongeza kwingcebiso ngezindlu eqhelekileyo, abasebenzi baza wukwazi ukufumana ingcebiso nenkxaso eqhubekayo ngeliax bathengayo. Ingcebiso enjalo iza kugxila kwintengiselwano kwaye iza kunika ngayo nganye kwiinkqubo zophumezo ezilapha ngentla.

Kulungelelwaniso lwenkqubo yengcebiso ngezindlu, kuyimfuneko ukuqonda ukuba abasebenzi kufuneka baqhube inkqubo yothabathozigqibo enableyo phambi kokuba balungele ukwenza intengiselwano. Le nkqubo ixhasa bona ekunciphiseni ulangazelelo lwabo lwezindlu ngezemali kwabo okuyinene, ukuze babe nesicwangciso sokusebenza sezindlu esibonakalayo esifikelelekayo nesinokuphunyeza.

Ukongeza, kufuneka babe nako ukuhlawula ngokwaneleyo, balungele ukunikwa ityala, babe nolwazi kwaye balungele ukuthenga ngokusekelwe kulwazi kune ngokwezentlalo nangokwasemoyeni. Le dayagram ilapha ngezantsi ibonisa ngokwezinga eliphezulu leenkonzo ezicwangciselwe ukuququzelelwya yiDesika yoNcedo yokuQuquzelelwya kokuba nguMninindlu.



Umfanekiso 28 Ukuboniswa kweDesika yoNcedo yokuQuquzelelwya kokuba nguMninindlu (Umzekelo)28

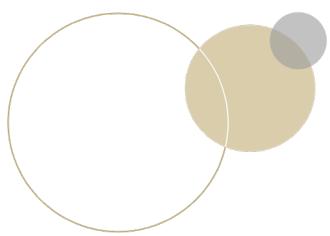
**Okubalulekileyo:** Asingabo bonke abasebenzi abanokuthi okanye abanokunqwenela ukuthenga ngoko nangoko. Abanye banokungalungeli ngenxa yengxaki yeemeko zezentlalo okanye yomyinge womdla wotyalomali. Abanye kuza kufuneka basombulule izithintelo zokulungela ukunikwa ityala (iirekhodi ezingekho ntle okanye ukuntywila ematyalen) phambi kokuba abe nako ukuthenga. Kulindeleke ukuba zonke ezi meko zikhankanywe apha ngentla ziza kuchaphazela izinga lemfuno elililo lokulangazelela ukuthenga.

Inkaso enikiwego kufuneka iqonde ezi meko zohlukeneyo kwaye kufuneka incedise umsebenzi ngamnye ukuba achonge indlela esebebenzayo efanelekileyo ekufuneka ayilandele ekubeni ngumninindlu. Kuza kubakho isidingo esiqhubekayo lwendawo yokuhlala erentwayo kwindawo ekusetyenzwa kuyo. Njengoko isidingo sendawo yokuhlala erentwayo kwindawo ekusetyenzwa kuyo kuza kuhla ekuhambeni kwexesha, njengoko abasebenzi betyala imali ekubeni ngabanihindlu kwindawo abasebenza kuyo, kuza kuthathelwa ingqalelo ukunikwa inkuthazo yesithethe sokurenta phezu kwaleylo yokuba ngumninindlu. Inkqubo yenkxaso ilungelelaniswe ukubhalisa umsebenzi kwinkqubo ize imncede ukuba akhawulezise inkqubo.

### 5.3.5 IsiVumelwano soBambiswano loPhumezo phakathi kwe-EPL noRhulumente

#### a. linjongo

linjongo zoBambiswano loPhumezo -



- kukuxhasa ukuphunyezwa kwamanyathelo okuqala okuhlalisa koluntu okuqingqiweyo athathiwego njengenxene yeSebe lezeziNdlu likaZwelonke yeNkqubo yokuVuselelwka kweeNgingqi zeeDolophu zezeziMbiwa eziXhwalekileyo kuMmandla oNabileyo waseMarikana, eBrits naseRustenburg ngokuhambisana nooGunyaziwe abanoXanduva ngenjongo yokuphucula iimeko zezezindlu zangoku kwaye kyunuswe amathuba okuba ngabaniinizindlu kwangoku kwabasebenzi be-EPL kune noluntu ngokubanzi; kune
- nokuqinisekisa ukuba amanyathelo okuqala asebenzayo ayaphunyezwa ngendlela yokumisela nokulondoloza iimekobume ezilulutho, ezikhuselekileyo nezinzileyo, ezilawulwa ngokuqhubekeyo ngooGunyaziwe abanoXanduva, kwaye ngendlela enika ebonelela imizi ngofikelelo kwezempi, kwezemfundo nakwizibonelelo zezentlalo eziphuculwego.

**b. Iziphumo**

UBambiswano loPhumezo luza kufuna ukuphumeza ezi ziPhumo zilandelayo ngelixa lobukho balo

- ukuba iiProjekthi ze-IRD ziyaphunyezwa kuMmandla oNabileyo waseMarikana, eBrits naseRustenburg, kusetyenziswa iiNkxasomali zeziNdlu kune neziBonelelo zamaZiko akhoyo kaMasipala, ngokungqinelanayo ukuba iziza zendawo yokuhlala zidalwe kwaye zidluliselwe kubaXhamli beNkxasomali nakubathengi abangazilungelanga iiNkxasomali zeziNdlu, kune (ii) izaKhiwo eziPhezulu zakhiwa kwezo ziza zendawo yokuhlala ziseviswe mhlawumbi ngabahlala kwezo ziza okanye ziikontraki eziqeshwe ngaloo njongo;
- ukuba iziza zeendawo zokuhlala ezisevisiweyo kwezoo Projekthi zoLwakhiwo IweNdawo yokuHlala eziHlanganisiweyo (i-IRDP) ziayafumaneka ukuba zingathengwa ngabahlali bonke ukuquka nabasebenzi be-EPL ngamaxabiso afikelelekayo;
- ukuba zonke iiProjekthi eziphunyeziweyo zihambelana neNkqubosikhokelo yoMmandla (eziveliswe ngokungqinelana nesiHlomelo seziNdululo zeNkqubosikhokelo yoMmandla) kwaye iiNkonzo eziphunyezwa ngokobuNinzi zyanikwa kuzo zonke ezoo Projekthi
- ukuba inkxaso yezobuchwepheshe iyanikwa, apho kuyimfuneko, kooGunyaziwe abanoXanduva ngendlela elindelwego kwisiHlomelo seNkxaso yezobuChwepheshe (jonga isiVumelwano sokuSebenzisana soPhumezo).

**c. INkubo Gabalala**

Kwinkcazeloe emfutshane, uBambiswano loPhumezo luza kufuna ukuphumeza ezi ziPhumo ngale ndlela ilandelayo

- I-EPL / iNkqubosikhokelo yoMmandla yeArhente yoLwakhiwo IweziNdlu iza kuhlaziya kumaxesha ngamaxesha ngokwayamene nemithethosiseko eequalathwe sisiHlomelo seziNdululo seNkqubosikhokelo yoMmandla yesiVumelwano soBambiswano;
- iiProjekthi zelinge eliphambili zichongiwe kwisiHlomelo seeProjekthi zelinge eliPhambili eliNdululwego kwaye, kangangoko kufuneka, iiProjekthi ezichongiweyo kweso siHlomelo ziza kulungelelaniswa ngokwayamene nolungelewaniso IwesiHlomelo seziNdululo zeNkqubosikhokelo yoMmandla kwaye nangenjongo yokuthathela ingqalelo ukusebenza kwezakhiwo ezithile;
- amalungiselelo ophumezo aza kujolisa ngexesha elinye ekuhlaziyweni amatyotyombe kune nasekuphumezeni iziza ezisevisiweyo kwizakhiwo eztsha zasegreenfield;
- amaphononongo okuhangela ukusebenza aza kuqhutywa ngokuphathelele kwiProjekthi echongiweyo ngokwayamene nesiHlomelo seProjekthi yelinge eliPhambili eNdululwego kwaye ukuba onke amaQela anelisekile ukuba kuyasebenza ukuphumeza loo Projekthi (ngokwezemali kune nangokombono wezophuhliso nowezentlalo noqoqosh)
- amalungiselelo ngokunxulumene nayiphi na iProjekthi ye-IRD aza kukuba (i) "onoxanduva lokwakha" weProjekthi ekubhekiselelw kuyo (njengoko kulindelwe yimiGaqqo yezeziNdlu) iza kuba liSebe lezokuHlaliswa kwabaNtu lePhondo, (ii) iSebe liza kuyalela i-HDA njengearhente yayo yophumezo kwaye i-HDA yona iza kuba noxanduva lokuphumeza iProjekthi, (iii) iiNkxasomali zeziNdlu kune neziBonelelo zeziNcedisi zikaMasipala ziza kuqinisekiswa zize

zisetyenziswe ekuphunyezweni kweProjekthi, (iv) i-EPL iza kndlala indima kulawulo lweProjekthi kwaye loo ndima iza kuyilwa ngendlela yokuqinisekisa ukuba i-HDA ithobela i-PFMA kune nemigaqonqubo yayo yenqubo yeentengo nokufumana abanikinkonzo esebezay, (v) indima ye-EPL iza kurekhodwa kwisiVumelwano seProjekthi esiza kugqitywa phakathi kwamaQela, kune (vi) ukuba iProjekthi yiProjekthi ye-IRD, isiVumelwano seProjekthi siza kurekhoda ukuba ukuba inani ekuvunyelwene ngalo leziza ezisevisiwego kwiProjekthi ziza kulungiselelwa ukuba zithengiswe ngabasebenzi be-EPL ngamaxabiso afikelelwayo ngabasebenzi be-EPL kwaye ekufuneka amiselwe ngokwayamene nolwazinkqubo oluqulethwe kwisiVumelwano seProjekthi;

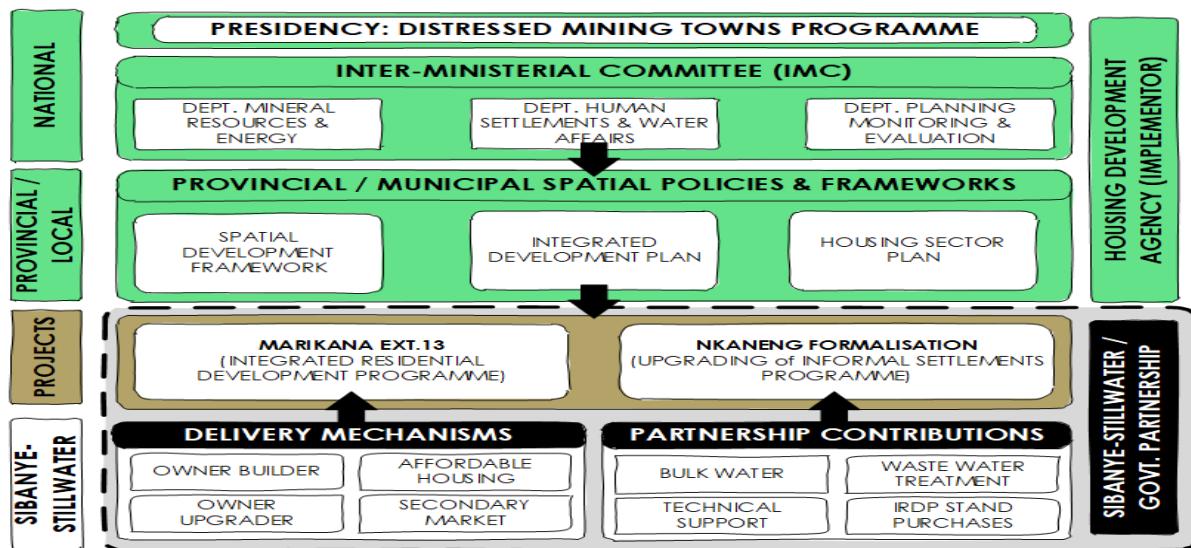
- liProjekthi zokuHlaziwa kwamaTyotyombe (i-UISP) iza kuphunyezwa yi-HDA kune, nakangangoko i-EPL iza kndlala nayiphi na indima koko kuphunyezwa, loo ndima iza kurekhodwa kwisiVumelwano seProjekthi esiza kugqitywa phakathi kwamaQela ngokuphathelele kwiProjekthi ekubhekiselelwe kuyo;
- kangangoko i-EPL iza kuthi ibonelele ngamanzi nogutuulo lwelindle ngokuphathelele kwiProjekthi ethile, izibophelelo zayo ekuvunyelwene ngazo ziza kurekhodwa kwisiVumelwano seProjekthi esigqityiwego ngokuphathelele kuloo Projekthi;
- inkxaso yezobuchwepheshe iza kunikwa, apho kufanelekileyo, kooGunnyaziwe abanoXanduva kwaye, kangangoko amaQela avumelanayo ukunika loo nkxaso, izibophelelo zavo ziza kurekhodwa kwisiVumelwano seNkxaso yezobuChwepheshe.

Injongo yoBambiswano loPhumezo lwe-HDA / EPL kukunceda i-EPL ne-HDA ukuba iphumeze ngokuhlangeneyo amanyathelo okuqala ezezindlu aqinisekisiwego eMarikana nakwimimandla ejikelezileyo ngokuhambelana ngokugqibeleyo noomasipala bengingqi nephondo, ukuze kuphuculwe iimeko zangoku zezezindlu kwaye kunyuswe amathuba endawo yokuhlala akhoyo kulungiselelwa abasebenzi be-EPL kune noluntu ngokubanzi.

IPhakhegi kaMongameli eKhethekileyo (i-SPP) ijonge ukuvuselela iidolphu zezezimbiwa ngendlela ezzinileyo. ISebe lezokuHlaliswa koluNtu likaZwelonke ngeArhente yolwaKhiwo lweziNdlu (i-HDA) ikwiphulo lokugqibezelu isiCwangciso soTshintsho loMmandla weDolphu yezeziMbiwa (i-STP) njengesixhobo songenelelo. IKomiti eBandakanya aPhathiswa aboHlukeneyo (i-IMC) equka i-Ofisi yoBongameli, iSebe lezokuHlaliswa koluNtu likaZwelonke (i-DHS), iSebe lezoCwangciso, uBekoliso nokuHlola (i-DPME) kune neSebe lemiCimbi yezeziMbiwa (i-DMR) atyunjelwe umsebenzi wokuphumeza inkqubo ngokusebenzisana ne-HDA. I-EPL iphuhlise isicwangcisoqhinga sayo ukusihlanganisa neNkqubo yoTshintsho yoMmandla weeDolphu zezeziMbiwa zikaRhulumente ukuze kuphunyezwe ukuhlaliswa koluntu okuhlangueneyo. I-EPL inike inkxaso yokuphucula i-STP ngokuhlanganisa ibhale isiCwangciso soMmandla esineeNkalo eziNdululwego njengesicwangciso soyilo esindululwego sobambiswano lukarhulumente-lwabucala kune nawo onke amanyathelo exesha elizayo.

UBambiswano loPhumezo luquka oku kulandelayo kwimeko yesiCwangciso soTshintsho soMmandla ekuvunyelwene ngaso sommandla we-Greater Marikana:

- linkqubo zezezindlu ezhambelana nezicwangcisonqubo zokuhlaliswa koluntu zephondo, oomasipala kune ne-EPL;
- liprojekthi zelinge eliphambili maziqhutywe ngokwesicwangciso sommandla esihambelanayo esiza kulungiselelwa iinkqubo zezezindlu ezingundoqo;
- linkxasomali zezezindlu nenqubosikhokelo karhulumente kufuneka zihlolwe kune neemalimboleko zezindlu zabucala ukuqhuba ezi projekthi;
- Isizathu isakhono sezobuchwepheshe esiza kunikwa phantsi kwaso yi-HDA ne-EPL ukunceda ngokuhambelana nomasipala nephondo kune nokuphakheja kwaye kukhawuleziswe iiprojekthi; kune
- Isizathu inkqubosikhokelo nophumezo lweenkonzo phakathi kwe-EPL noomasipala eza kubekwa emgaqwani phantsi kwaso.



Umfanekiso 29 UBambiswano loPhumezo noRhulumente / ne-EPL - Amalungiselelo amaZiko29

**Okubalulekileyo:** ukuba kukho ukungaphumeleli ukubamba iziVumelwano zeProjekthi norhulumente, i-EPL kufuneka igcine indlela yokhetho yokubuyela kwisicwangcisoqhinga esijolise kumsebenzi kuze kuhlolwe iiempembelelo zokuba nako ukuhlawula, uphumezo kunye namaxesha abekiwego.

### 5.3.6 IsiBonelelo sezeMali

I-EPL iza kube ichithe ama-R100 miliyoni aqikelelwego ngesigaba sexesha se-Gen 2 SLP ngezezindlu neemeko zokuhlala. Ngeemeko zemakethi zangoku zoxinzelelo i-EPL isengaphantsi koxinzelelo ngokuphathelele kuzinzo lwayo lwexesha elide njengeshishini. I-EPL Exco neBhodi kwakhona zizibophelele amanye ama-R105 miliyoni kwi-Gen 3 SLP (2019 – 2023) naphantsi kobunzima kwezemali kwangoku okuhlangabezene noshishino. Oku kukonke kungazisa utyalomali olupheleleyo ngelixa le-Gen 2-3 ukuya malunga nama-R205 miliyoni okanye R20,5 miliyoni ngonyaka. Kwango sigaba sexesha sinye, kuyaqikelewa ukuba siza kube sihlawule phantse ama-R1,2 bhiliyoni kwiziBonelelo zokuHlala ngaPhandle (i-LOA) okulingana phaya kuma-1,846 ezindlu ezifikelelekayo (Amagumbi okulala ama-3 angama-60m<sup>2</sup>) ngama-R650, 000 ngendlu nganye.

Itheyibhile 38: IsiBonelelo sezeMali sezeziNdlu se-EPL38

Implementation of FEHOP	2019	2020	2021	2022	2023	Total
	R20 500 000,00	R102 500 000,00				

## 6. Inkqubo yeentengo nokufumana abanikinkonzo, Ushishino kunye noPhuhliso IwabaNikinkonzo

### 6.1 Intshayelelo

UMqulu wamaLungelo wokuXhotyiswa kwabaNtsundu kwezoQoqosho okuNabileyo woShishino IwezeziMbiwa ("UMqulu wamaLungelo ezeziMbiwa") walungiswa waza wakhutshwa liSebe lezeziMbiwa naMandla (i-DMRE) ngoSeptemba yowe-2018. UMqulu wamaLungelo wezeziMbiwa yowe-2018 ufunu ukuba iinkampani zezezimbiwa zingenise isicwangciso seNkqubo yeentengo nokufumana abanikinkonzo seminyaka emihlanu esitsha, esibonakalisa ekujoliswe kuko konyaka okunyuka ngokuqhabela phambili ngokuthobel a ekujoliswe kuko kwenkqubo yeentengo nokufumana abanikinkonzo entsha yoMqulu wamaLungelo ezeziMbiwa yowe-2018.

### 6.2 Umxholo

Umsebenzi weNkqubo yeentengo nokufumana abanikinkonzo weSibanye-Stillwater uqhutywa yinkampani engaphantsi kwayo ngokupheleleyo, iShared Services (Proprietary) Limited njengearhente yayo okanye egameni lamaqumrhu aseMzantsi Afrika eSibanye-Stillwater kumanqanaba onke enkqubo yeentengo nokufumana abanikinkonzo, njengeenkonzo kunye nezinto ezisetyenziswayo eziphelayo.

Ngokulandela ukulondoloza iLayisenisi yezeziMbiwa yethu, iSibanye-Stillwater Shared Services iphumeza iNkqubo yeentengo nokufumana abanikinkonzo ephilileyo, iNkqubo yabaNikinkonzo neyoShishino ukuhlangabezana nezibophelelo zethu zezentlalo nezomthetho. Inkqubo yeentengo nokufumana abanikinkonzo enableyo ekhethwayo ijonge ukuzisa utshintsho olukhulu nokuxhotyiswa kwamashishini abantu abantsundu, nokukhulisa uqoqosho IwaseMzantsi Afrika ngokubandakanya amashishini engingqi angaphaya kwinkqubo yeentengo nokufumana abanikinkonzo yenkompani. Ilinge loPhuhliso loShishino nolwabaNikinkonzo (i-ESD) ijonge ukudala ufilelelo olungaphaya kwezoqoqosho kubahlali beengingqi, ngokunceda uhlumo loShishino lwengingqi, nokuphucula umgangatho wobomi babahlali beSibanye-Stillwater.

### 6.3 IsiCwangciso soTshintsho semiNyaka emiHlanu (i-MCIII)

Itheyibhile 39: IsiCwangciso soTshintsho semiNyaka emiHlanu se-MCIII39

Element Description	MEASURE	YEAR 1 2019	YEAR 2 2020	YEAR 3 2021	YEAR 4 2022	Year 5 2023
Mining Goods	South African Manufactured Goods	10%	20%	35%	50%	70%
A minimum of 70% of total mining goods procurement spend (excluding non-discretionary expenditure) must be on South African manufactured goods. The 70% shall be allocated as follows:	HDP owned and controlled companies	2%	4%	7%	11%	21%
	Woman and/or Youth owned and controlled companies	1%	1%	2%	3%	5%
	BEE compliant companies	4%	9%	15%	22%	44%
Services	South African Based Companies	70%	80%	80%	80%	80%
A minimum of 80% of the total spend on services (excluding non-discretionary expenditure) must be sourced from South African based company. The 80% shall be allocated as follows:	HDP owned and controlled companies	45%	50%	50%	50%	50%
	Woman owned and controlled companies	13%	15%	15%	15%	15%
	Youth owned and controlled companies	3%	5%	5%	5%	5%
	BEE compliant companies	9%	10%	10%	10%	10%
Research and Development	SA based Research and Development entities			70%		
A minimum of 70% South African based research and development entities, either in public or private sector.	South African based research and development entities.	70%	70%	70%	70%	70%
Sample Analyses	South African based laboratories			100%		
A mining right holder must use South African based facilities or companies for the analysis of 100% of all mineral samples across the mining value chain.	South African based facilities or companies.	100%	100%	100%	100%	100%

#### **6.4 IsiCwangcisoqhinga sokuPhumeza**

- Ukomeliza izixhobo zolawulo kwinkcithomali yolawulo ngokwezigqibo ukuhlangabezana neenkonzo, impahla, izibophelelo zomnikinkonzo nophuhliso loishishino nezinyanzelo.
- Ukubeka kwizinga eliphezulu iinkqubo (ukuthenga nokuba ngumvi) ukuxhasa isicwangcisoqhinga senkqubo yeentengo nokufumana abanikinkonzo ekhethwayo.
- Ukupuhlisa abanikinkonzo abathobelayo bempahla yorhwebo engundoqo nengengondoqo ukunceda kwisakhono sokuxoxisana namaqumrhu eSibanye-Stillwater.
- Ukomeliza abanikinkonzo abakhoyo nee-SMME ngokunjalo ukuqinisekisa uzinzo.
- Ukuchonga abanikinkonzo abangathobeliyo kwaye kwensiwe / kuqhutywe utshintsho lokuthobela ukuquka nomqulu wamalungelo wezezimbiwa III.
- Ukuqinisekisa ukuba iSibanye-Stillwater iqhubela phambili ngokukhuthaza ukubeka ngokwemimandla ukuqhuba udaloxabiso notshintsho.
- Ukuba ubo nesixhobo samaseko nesenxaso kummandla ngamnye ukulawula amalinge e-ED.
- Ukomeliza ukusebenzisa kwe-SLP ngenqubo yommandla emiswe ngendlela ukuze kubekho impembelelo engaphaya ebandakanya abahlali.

#### **6.5 UPhuhliso IwamaShishini nolwabaNikinkonzo**

- Uncedomali lophuhliso loishishino Iwe-CEO luyafumaneka ngoncedo lokuqalisa ishishini.
- UNcedomali bayalufumana abanikinkonzo bethu benginqi ngengxowamali yoPhuhliso IwanaNikinkonzo.
- INKxaso yeShishini enikezwa ngumasibambisane wethu wophuhliso Iwabanikinkonzo.
- UQeqesho Iwezakhono zoShishino ngomasibambisane wethu wophuhliso. (IQinisekiswe yi-SETA).
- Ukomeliza iiprojekthi ze-SLP ukupuhlisa abanikinkonzo basekuhlaleni.
- Kuchongwe iinkonzo zeengcebiso ukukhokela nokuxhasa ukuthobela ubunini babanikinkonzo nokumiselwa kokuqinisekisa kwamaphulo ahlanganyelweyo.
- Amathuba emali eyabelwe injongo ethile anokunikezwa ngabanikinkonzo benginqi (nokuxhasa kwakhona ukusekwa kwabanikinkonzo benginqi abatsha) ngenqubo yezinikimaxabiso.
- Ukuphengulula izivumelwano zengqesho nokuchonga amathuba ophuhliso omnikinkonzo,

#### **6.6 liKontraki neNkqubo yeeNtengo nokufumana abaNikinkonzo eBandakanyayo**

- Inkqubo yeentengo nokufumana abanikinkonzo ekhethwayo elandelwa zizinikimaxabiso zonke.
- Ukubhengeza zonke izinikimaxabiso kwiwebhusayithi yethu.
- Ukunika uncedomali kwi-SMME yethu nakubanikinkonzo abaqalisa ishishini.
- Ukusebenza nabanikinkonzo be-SMME ukuphucula indlela abasebenza ngayo nokomeleza ukuthabatha inxaxheba kwiprofayili yabo yokusebenzisa.
- Amaziko e-ED akhona kummandla ngamnye ukwandisa ukuba afikeleleke kuluntu lwethu.

#### **6.7 UPhuhliso IwabaNikinkonzo ngabaNinifektri beziXhobo zoQobo**

- Ukujonga kwakhona izivumelwano zengqesho ze-OEM kuze kuchongwe amathuba ophuhliso abanikinkonzo,
- Ukujolisa kubanikinkonzo be-OEM ukupuhlisa ukuqhutywa komsebenzi wemikhombandlela ukomeleza impembelelo yotshintsho ngee-SMME zenginqi yethu.

## 7. ULawulo lokuPhungula abasebenzi noDendo

### 7.1 Intshayelelo

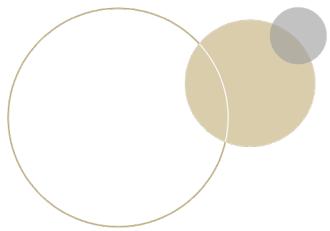
UMgaqo 46 (d) we-MPRDA ufunu ukuba umxholo wesiCwangciso sezeNtlalo nezabaSebenzi uqulathe iinkqubo eziphathelele ekulawulweni kokuphungulwa nokudendwa kwabasebenzi ekufuneka kuquke-

- ukumiselwa kweqonga leengxoxo lexesha elizayo;
- iindlela zokonga imisebenzi kwaye kulunyukelwe ukulahleka kwemisebenzi kunye nokuncipha kwengqesho;
- iindlela zokunkika izisombululo ezizezinye neenkqubo ukudala ukhuseleko Iwemisebenzi apha ukuphulukana nemisebenzi kungenakuphetshwa; kunye
- neendlela zokulungisa impembelelo yezentlalo neyezoqoqosho ebantwini, kwimimandla nakuqoqosho apha udendo okanye ukuvalwa komgodi kunokwenzeka.

Umthethosiseko weNkqubo yoPhuhliso IwabaSebenzi be-EPL (okhokela uQeqesho IwezaKhono ezinokuSetyenziswa naphi na, i-AET, iinkqubo zokuFunda uMsebenzi kwiNgqesho njl.njl.) kunye neNkqubo yoPhuhliso IwezoQoqosho IweNgingqi (ukwazisa amanyathelo ophuhliso oluzinzileyo, imigaqonkqubo yezezindlu njl.njl.) we-PSA kukudala amathuba emisebenzi. Nangona kunjalo, ekuvalweni komgodi, nokuba ngaba akunakunqandwa okanye akulindelekanga, isiphumo esingundoqo siza kuba kukuphulukana namathuba engqesho. Okulandelayo, umba ongundoqo we-SLP kukuphuhlisa iindlela nezicwangcisoqhinga ukunqanda ukuphulukana nemisebenzi okanye apha oku kungenakuphetshwa, ukuphumeza izicwangciso ezifanelekileyo ukulungisa impembelelo yezentlalo neyezoqoqosho ukuphungulwa kwabasebenzi kwiqumrhu kunye/okanye ukuvalwa kwalo okunokuba nayo kubasebenzi, uluntu kunye noqoqosho.

linjongo ezisisiseko zeziwangciso ekufuneka zisekiwe ngobomi bemayini zihambelana nemithetho yentlalo "yesiCwangciso sezeNtlalo" seSebe lezabaSebenzi kwakunye noMthetho kwaye ziquka:

- ukunqanda ukuphulukana nemisebenzi njengoko kwandlaliwe apha ngezantsi;
- apha ukuphulukana nemisebenzi kungenakuphetshwa kuncitshiswe ubungakanani bokuphulukana nemisebenzi okugqibeleta kumanyathelo ohlhengahlengiso okanye odendo;
- ukuququzeleta, kangangoko kunokwenzeka, ukufikeleta kumathuba engqesho angamanye kwinkampani;
- ukuququzeleta uqequesho lomsebenzi ongundoqo oluqhubekeyo kunyenofikelelo kwisicwangciso soqequesho Iwezakhono ezinokusetyenziswa naphi na esinganxulumangananezezimbiwa ukuneda abasebenzi abachaphazelekileyo ukuba bahlale besebenza ngokuphathelele kwezoqoqosho kwinkampani okanye kushishino okanye ngaphandle kwazo;
- ukulumkela, ukudambisa okanye ukunciphisa naziphi na iimpembelelo ezingantlanga zentlalo nezoqoqosho ezinokubakho kubasebenzi, kuluntu, kuqoqosho Iwengingqi nolommandla kunye nolweendawo ezithumela abasebenzi xa kunokuthi kubekho imfuno yokuba kudendwe okanye kuvalwe ngokuphathelele kwiinkqubo zophuhliso loqoqosho Iwengingqi njengoko kwandlaliwe kwisiCwangciso;
- ukuqinisekisa ukuba iinkqubo ezisemxholweni zolawulo lokuvala okusebenzayo zikhona iminyaka emine (4) okanye emihlanu (5) ethile phambi kokuvalwa komgodi okucwangcisiwego; kunye
- nokunxibelelana nokubonisana ngokusebenzayo kunye nokuxoxa kwaye kupuhliswe izicwangcisoqhinga nezicwangciso ngokuhlangeneyo nabachaphazelekayo abangundoqo, ngendlela yeFuture Forum, kubo bonke ubude bexesha lokusebenza komgodi ngemiba eyandalwe apha ngentla.



## 7.2 Ukumiselwa kweFuture Forum

Ngenxa yemeko yeyantlukwano yequmrhu, kunye nommandla walo ngokunjalo, iFuture Forum zimiselwe e-EPL. iFuture Forum imiselwe ngokuhlangeneyo nombutho wabasebenzi. iFuture Forum yakhiwe ngale ndlela ilandelayo:

- abameli babalawuli; kunye
- nabasebenzi okanye abameli babo (uMbutho wabaSebenzi).

iFuture Forum idibana rhoqo, mhlawumbi ngekota okanye njengoko kuvunyelwene kubo bonke ubude bexesha lokusebenza kwamaqumrhu buponke ukupuhlisa, ukuphumeza nokunxibelelana ngezicwangcisoqhinga kunye nezicwangciso ukunqanda okanye ngapha koko ukujongana nokuphungulwa kwabasebenzi okubalaseleyo okanye ukupalwa kwequmrhu elo. Ukuxhaphaka kweentlanganiso kuza kunyuka ukuba kukho imiba ebalulekileyo ekufuneka kuLangatyezwane nayo ngokungxamisekileyo. Iajenda yeeFuture Forum iquka, kodwa ingaphelelanga apho:

- ukuchonga nokuhlalutywa kweengxaki nemingeni ehlangabezana nequmrhu ingakumbi aphi ezi zinokukhokelela ekuphungulweni kwabasebenzi kunye/okanye ekuvalweni kwamaqumrhu;
- uphuliso kwezicwangcisoqhinga nezicwangciso ukujongana neengxaki ezichongiwego nemingeni ngokunjalo;
- uphuliso lwezicwangcisoqhinga nezicwangciso ukunqanda ukuphulukana nemisebenzi ukuba kunokwenzeka;
- uphuliso lwezicwangcisoqhinga nezicwangciso ukunciphisa ukuphulukana nemisebenzi kuze kudanjiswe iziphumo ezibalaseleyo ekunokuthi ukuphungulwa kwabasebenzi, kunye nokuvalwa kube nazo kubasebenzi, kuluntu nakuqoqosh;
- ukuphunyezwa kwezicwangcisoqhinga kunye nezicwangciso zokusebenza ekuvunyelwene ngazo;
- ukujonga kwakhona iinkqubo zoqequesho zezakhono ezinokusetyenzisa naphi na kunye neenkqubo zophuhliso lwezoqoqosho lwengingqi;
- uhlolo kunye nokunika ingxelo, ngeeNgxelo ze-SLP ze-EPL zoNyaka, impumelelo kunye nenqubelaphambili lwazo zonke iinkqubo zolawulo lokuphulukana nemisebenzi nezolawulo lodendo ezicwangciselwe kwaye eziphunyezwe ngexesha lokuphungulwa kwabasebenzi, ukuala okanye ngesigaba sexesha sasemva kokuvala esifanelekileyo.

## 7.3 Lindlela zokusindisa imisebenzi kwaye kulunyukelwe ukuphulukana nemisebenzi nokuncipha kwengqesho

Icandelo 52 (1) le-MPRDA libalula ukuba umnini welungelo lezezimbiwa kufuneka, emva kokubonisana nayo nayiphi na imanyano yabasebenzi ebhalisiwego okanye abasebenzi abachaphazelekayo okanye abameli babo abachongiwego aphi ingekhoyo imanyano yabasebenzi, yazise iBhodi ngendlela emisiwego:

- aphi iimeko zoqoqosho ezhkoyo zisenza inuzo kumlinganiselo wentengo yomgodi ofanelekileyo ibe ngaphantsi kuneepesenti ezintandathu (6%) ngokwesiqhelo ngesigaba sexesha esiqhubekayo seenyanga ezili-12 okanye
- ukuba naliphi na iqumrhu lezemigodi liyaphungulwa okanye liyayeka ngesiphumo sokuba i-10 pesenti okanye ngaphezulu yabasebenzi okanye ngaphezulu kwabasebenzi abangama-500, nayiphi na engaphantsi, bangadendwa ngaso nasiphi na isigaba sexesha seenyanga ezili-12;

Xa kunokuthi uMgodi kufuneke ukuba iqalise ngenkqubo yokuphungula abasebenzi okanye yokuvala (ngokuhambelana nesivumelwano esilapha ngentla) inkqubo yokuPhungulwa kwabaSebenzi kunye neyoDendo iza kulandelwa:

- unxibelelwano nesiCwangciso ngeeFuture Forum.

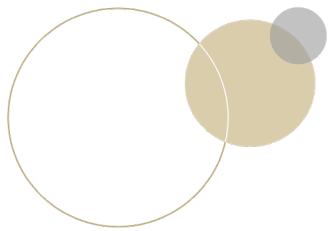
- kuyacingelwa ukuba nayiphi na imfuno yokuphungulwa kwabasebenzi okanye yokuvala iza kuchongwa ngelixa lokubonisana, leengxoxo kune nelokucamngca eliqhubekayo kwiintlanganiso zarhoqo zeeFuture Forum.
- zonke izicwangcisoqhinga ezichongiweyo ziiFuture Forum ziza kuphunyeza ngoluvo lokulumkela ukuphulukana nemisebenzi. Izicwangciso kune nezicwangcisoqhinga ziza kuhlolwa ngokuhubekayo ukuqinisekisa ukuba zisemxholweni neemeko ezikhoyo ngelixa kukrokrelwa ukuba kuza kuvalwa okanye kuza kuphungulwa abasebenzi.
- iFuture Forum iza kuhlola iimeko zoqoqosho kune nenani labasebenzi elinokuchaphazeleka kukuphungulwa kwabasebenzi okanye kukuvala.
- iFuture Forum iza kuxoxa kwaye ivumelane ngezicwangcisoqhinga nezicwangciso zokusebenza eziza kuphunyeza ukulumkela ukuphulukana nemisebenzi.

IziCwangcisoqhinga eziQikelelwayo kune nezicwangciso zokulumkela ukuphulukana nemisebenzi ziapka kodwa zingaphelelanga apha:

- ukuthatha umhlalaphantsi kwangoko kokuzithandela kubasebenzi abakulungeleyo oko ngokuphathelele kwingxowamali yomhlalaphantsi efanelekileyo, njl.njl.;
- ukunqunyanyiswa kokusebenza ixesha elidluleleyo, izikim zolwabelwano ngomsebenzi, ikhefu elifutshane nelide;
- ukuyeka ukuqesha abasebenzi abatsha ade amaqumrhu e-EPL abe azame ukugcwalisa izithuba ezingenamntu ngaphakathi;
- aphi kufanelekileyo kwaye kunokwenzeka, kuyekwe ukuqesha abasebenzi abangxungxileyo kune/okanye abesivumelwano sengqesho;
- aphi kukrokrelwa ukuba kuza kuvalwa okanye kuza kuphungulwa abasebenzi isithuba ngasinye esivelayo ngokurhoa, ngokuthatha umhlalaphantsi, ukusweleka okanye ukugxothwa komsebenzi, kwisigaba sexesha ukuya kutsho ekuphungulweni kwabasebenzi okanye ukuvala kuza kujongwa kwakhona ngengqiqo phambi kokuba isithuba sigcwaliswe ukuvumela ukungaqeshi kwizithuba zabasebenzi abemkileyo ngalo ndlela kulnyukelwa ukuphulukana nemisebenzi nokudendwa okungeyomfuneko;
- ngelixa lobude bexesha lokusebenza kwequmrhu kuza kubakho uqequesho olunxulumene nezezimbiwa eziqinisekisiweyo oluqhubekayo kune neenkubo zoqequesho Iwezakhono ezinokusetyenziswa naphi na ezingahlangananga nezezimbiwa ukuxhobisa abasebenzi ngezakhono ezizezinye ukuze bahlale bengabasebenzayo ngokuphathelele kwezoqoqosho xa banokuthi badendwe; kwaye
- nokongeza, inkxaso ye-EPL eqhubekayo yeeprojekthi zophuhliso ezizinzileyo, ngeenkubo zayo zoPhuhliso IwezoQoqosho IweNgingqi, kwiingqiqi zoluntu ekufumaneka kuzo abasebenzi iza kongeza kwakhona amathuba okudala imisebenzi kune nokugcina uzinzo lwazo lwexesha elide. linzame zenkqubo yokufumaneka kweentengo nabankinkonzo kwinginqi aphi kunokwenzeka kuhlanganiswe noqequesho loshishino olunxulmeneyo nokunikwa kwezakhono ezizezinye zoosomashishini bengingqi kuza kuthi kwakhona kunciphise ukungazithembi kwingqesho kubasebenzi bengingqi.

Ukuphunyeza kweCandelo 189 kune no-189 (A) leLabour Relations Act okanye aphi kukho izivumelwano ezihlangeneyo phakathi kweemanyano zabasebenzi nabalawuli ezingananzi amagatya eLabour Relations Act (uMthetho wezabaSebenzi), iinkqubo ezandlalwe kwezi zivumelwano zihlangeneyo ziza kulandelwa. Le miba ilandelayo isemxholweni kwinkqubo yokubonisana eza kuqhutywa neemanyano zabasebenzi ezifanelekileyo / abameli babasebenzi ngokunjalo:

- ukuqinisekisa ukuzibophelela nemithethosiseko eyamkelwe kwihiabathi jikelele yokudendwa ngokobulungisa, kubandakanya ukubonisana nothethathethwano nabameli babasebenzi abachongiweyo emgodini.
- ukuthobela izivumelwano ezihlangeneyo phakathi kombutho wabasebenzi nenkampani.
- ukubhengeza kwalo lonke ulwazi olusemxholweni.



- lindlela zokulumkela okanye ukunciphisa ukugxothwa njengoko kwandlaliwe kwisivumelwano esihlangeneyo.

### **UkwaZiswa kooGunnyaziwe bakaRhulumente**

Emva kokubonisana ngoqhagamshelwano neFuture Forum kune neemanyano zabasebenzi apha kucacayo ukuba izicwangcisoqhinga kune nezicwangciso aziphumelelanga ekuphepheni ukuphulukana nemisebenzi, inkampani iza kwazisa iBhodi yoPhuhliso IwezeziMbiwa nezemiGodi (Minerals and Mining Development Board) ngokwayamene neCandelo 52(1) (a) le-MPRDA lesidingo sokuphungula abasebenzi / sokuvala xa kufuneka njalo ngobude bexesha lokusebenza koMgodi kune neminyaka emine (4) ukuya kwemihlanu (5) phambi kwasekupheleni kobude bexesha lokusebenza koMgodi. OoGunnyaziwe bakaRhulumente baza kunikwa inothisi yexesha elibekiweyo lokuvala kune/okanye inkubo yokuphungulwa kwabasebenzi, ukubonisana okuqhubekayo, amalinge ezicwangcisoqhinga nawezicwangciso njengoko kuxoxiwe ngoqhagamshelwano neFuture Forum. lingxelo zenkqabelaphambili zarhoqo okulandelayo ziza kusiwa kumaSebe kaRhulumente afanelekileyo. Nawuphi na umyalelo yile Bhodi ikhankanywe apha ngentla kuza kubanjelelwa kuwo ngenjongo yokuhlangabezana namanyathelo okulungisa njengoko kukhankanyiwe.

#### **7.4 lindlela zokunika izisombululo ezizezinye neenkubo ukudala ukhuseleko lwemisebenzi apha ukuphulukana nemisebenzi kungenakuphetshwa**

Ngokuthobela iCandelo 52(1) loMthetho, xa unokuthi umlinganiselo wentengiso yenzozo yequmrhu elifanelekileyo ube ngaphantsi kwe- 6% ngokuqhelekileyo ngesigaba sexesha esiqhubekayo seenyanga ezilishumi elinesibini (12) okanye, xa kunokuthi i-10% okanye ngaphezulu yabasebenzi kufuneke idendwe, ngokuchonga isidingo sokuphungula abasebenzi okanye ukuyekisa imisebenzi yasemgodini e-EPL kwaye apha ukuphulukana nemisebenzi kunokubangelwa zezi nkqubo, inkubo yokubonisana enableyo iza kwenziwa kwiFuture Forum. Icandelo 189 kune nele-189(A) liza kuthotyelwa ukujongana neenkukacha zokudendwa, iBhodi yoPhuhliso IwezeziMbiwa nezemiGodi (Minerals and Mining Development Board) iza kwazisa, kwaye nawaphi na amanyathelo okulungisa kune nemiyalelo njengoko kumiselwe nguMphathiswa ziza kuthotyelwa.

##### **a) IsiCwangcisoqhinga**

Inkubo yokubonisana enableyo iza kwenziwa ngoqhagamshelwano nemibutho yeFuture Forum apha amalinge esicwangcisoqhinga nawezicwangciso aphyunyeza yiForum engaphumeleli ekuphepheni ukuphulukana nemisebenzi. Apha ukuphulukana nemisebenzi kungenakuphetshwa iFuture Forum iza kuxoxa kwaye iphumeze izicwangcisoqhinga ukuhlola nokuphumeza izisombululo ezizezinye kwaye kudalwe ukugcinwa kwemisebenzi yabasebenzi abachaphazelekayo ikhuselekile.

IFuture Forum iza kuhlola iimeko zoqoqosho nezizezinye ezinokubangela ukuphulukana nemisebenzi ize imisele inani labasebenzi abanokuchaphazeleka kukuphungulwa kwabasebenzi okanye ukuvala.

IFuture Forum iza kuxoxa kwaye ivumelane ngezicwangcisoqhinga nezicwangciso zokusebenza eziza kuphunyeza ukudala ukhuseleko lwabasebenzi abanokuchaphazeleka kukuphulukana nemisebenzi.

##### **b) Izisombululo ezizezinye kune nezicwangcisoqhinga ukudala ukhuseleko lwemisebenzi**

Izisombululo ezizezinye eziqikelelwayo kune nezicwangcisoqhinga zokudala imisebenzi eziza kuthathelwa ingqalelo yiFuture Forum zingabandakanya kodwa zingaphelang apha:

- iindela zokunciphisa inani labasebenzi abanokuchaphazeleka ludendo olubarulwego; kwaye

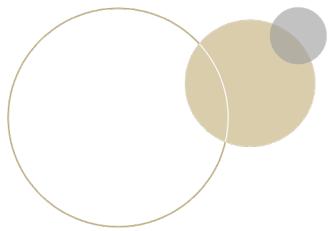
- abasebenzi ekujoliswe kubo ukuba badendwe baza kunikwa uqequesho olufanelekileyo ukuze bahlale besebenza ngokuphathelele kwezoqoqosho ukuba badendiwe. (Oku kuza kwensiwa ngeenkubo zokufunda umsebenzi kwingqesho ezithile ezijonge ukunika abasebenzi izakhono ezizezinye namava ngokunjalo eziza komeleza ukuesheka kwabo ngaphandle kwecandelo levezimbiwa. Le nkqubo iza kuqinisekisa ukuba abasebenzi abadendiweyo bamakethka ngokungaphaya kwaye banokuthi bathathe ithuba kumathuba engqesho angoku navelayo akhoyo kwinkqubo yokugaywa kwabasebenzi yengingqi.)
- iiNkqubo zoPhuhliso IwezoQoqosho IweNgingqi ekufuneka ziphunyeze njengenxe ye-SLP ziyllelwe ukudala amashishini exesha elide nazinzileyo kuye nemisebenzi yezoqoqosho engaxhomekekanga kwimisebenzi yezezimbiwa. La malinge e-LED anokuthi ke ngoko adale amathuba engqesho abasebenzi abanokuthi badendwe. Abasebenzi abanokudendwa baza kubekwa phambili ngokwamathuba engqesho avelayo ngeenkubo ze-LED ezsungulwe yinkampani.
- inkampani iza kuqhagamshelana neSebe lezabaSebenzi, abanye abaqeshi abakummandla wokusebenza kuye neendawo ezithumela abasebenzi emigodini ukuchonga onke amathuba engqesho anokuthi abekhona kuye nezithuba zomsebenzi ngokunjalo. Abasebenzi abachaphazelekayo baza kunikwa ulwazi oluhlaziyewo rhoqo kwaye baza kunikwa uncedo olufanelekileyo ukuba benze izicelo zezhundla ezivulekileyo.
- ukunika uncedo oosomashishini kuye nophuhliso Iwee-SMME ngamaziko amashishini asakhasayo asele emiselwe, abanye abanikinkonzo kummandla ofanelekileyo kuye neenkubo ze-LED ngokunjalo.
- iNkqubo yoPhuhliso IwabaSebenzi iza kuqinisekisa ukuba abasebenzi bafumana izakhono eziqinisekisiweyo noqequesho ngokunjalo. Ezo zakhono ziqinisekisiweyo kuye noqequesho ngokunjalo zingasetyenziswa kwenye indawo kwicandelo levezimbiwa okanye, kungenjalo, kumacandelo oshishino awahlukahlukeneyo okanye ngokujonga kumaphulo okuba ngusomashishini (ii-SMME okanye ii-BEE).

**c) Ukuphumeza iCandelo 189 le-Labour Relations Act 1995 (uMthetho wemiCimbi yezabaSebenzi)(njengoko ulungisiwe)**

Ukuba iingxoxo kwiFuture Forum zifinciwe kwaye ukuphulukana nemisebenzi akunakuphetshwa amagatya eCandelo 189 nele-189(A) leLabour Relations Act (uMthetho wemiCimbi yezabaSebenzi) kuye namagatya esivumelwano esihlangeneyo esikhoyo aza kuphunyeza. Inkubo yokubonisana iza kusungulwa nomsebenzi ofanelekileyo, imibutho yabamel kwaye iza kubandakanya yonke imimandla echongiweyo kwi-LRA kuye nezivumelwano ezihlangeneyo. Imiba enje ngeendlela zokunciphisa udendo, ixesha lodendo kuye nentlawulo yokuyekiswa umsebenzi iza kuxoxwa yinkampani kuye nangabameli bomsebenzi. Zonke izicwangciso neminye imiba ekuvunyelwene ngayo ngelixa lale nkqubo yokubonisana ziza kuphunyeza.

**d) Ukwazisa iBhodi**

Emva kokubonisana ngoqhagamshelwano neefuture Forum kuye neemanyano zabasebenzi ezaziwayo nalapho kucacayo ukuba izicwangcisoqhinga kuye nezicwangciso aziphumeleli ukuphepha ukuphulukana nemisebenzi, inkampani iza kwazisa iBhodi yoPhuhliso IwezeziMbiwa nezemiGodi (Minerals and Mining Development Board) ngokwayamene neCandelo 52(1) le-MPRDA ukuba umlinganiselo weentengo wenzuzo yequmrhu elifanelekileyo ungaphantsi kwe-6% ngokwesiqhelo ngesigaba sexesha esiqhubekayo seenyanga ezilishumi elinesibini (12)okanye xa kunokuthi i-10% okanye ngaphezulu yabasebenzi kufuneke idendwe. Ezo zaziso ziza kunikwa ngelo xesha zifunwa ngalo ngobude bexesha lokusebenza koMgodi kuye neminyaka ethile emine (4) okanye emihlanu (5) phambi kokuphela kobude bexesha boMgodi. Oogunyaziwe bakarhulumente baza kunikwa inothisi yexesha elibekiwego lokuvala kuye/okanye inkqubo



yokuhungulwa kwabasebenzi, ukubonisana okuqhubekeyo, amalinge ezicwangcisoqhinga nawezicwangciso njengoko kuxoxiwe ngoqhamshelwano neefuture Forum. lingxelo zenqubelaphambili zarhoqo okulandelayo ziza kusiwa kumaSebe kaRhulumente afanelekileyo. Ukuthobela umyalelo weBhodi kuza kbanjelelwa kuwo ngenjongo yokuhlangabezana namanyathelo okulungisa njengoko kukhankanyiwe yiBhodi.

#### e) UkuNxibelelana ngoDendo olunoKwenzeka

Apho zonke iinkalo zokuphepha ukuphulukana nemisebenzi zifinciwe kwaye kabalulwe ukuba udendo luza kuqhutywa, isicwangcisoqhinga sonxibelelwano esinabileyo kune nesicwangciso ziza kuphunyezwa emva kwengxoxo nesivumelwano kwiintlanganiso zeFuture Forum. Unxibelelwano ngemiba ekuxoxwe ngayo kwiFuture Forum, izicwangcisoqhinga nokuphumeza ke ngoko ziza kuba yinxenye yeAjenda yeentlanganiso zarhoqo zeFuture Forum. Emva kwentlanganiso yeFuture Forum nganye bonke abasebenzi baza kwaziswa ngokufutshane ngemiba ekuxoxwe ngayo kune nezicwangcisoqhinga eziza kuphunyezwa ziFuture Forum. Apho udendo lungenakunqandwa ezi ndlela zilandelayo ziza kusetyenziswa ukuqinisekisa unxibelelwano olusebenzayo kubo bonke abasebenzi: ukunika amagqabantshintshi kwabalawuli, isigidimi seendaba seNkampani, iintlanganiso zabalawuli, amaqonga eengxoxo onxibelelwano kune namacwego.

Abamel i bemandano yabasebenzi kwakhona baza kuxela imiba evela kwiingxoxo zeFuture Forum ngexesha lezabo iintlanganiso zeSebe nezeKomiti kune neentlanganiso zesinini nabasebenzi. Imiba ekufuneka yasiswe apho kunokubakho udendo iza kuquka kodwa kungaphelelanga apha:

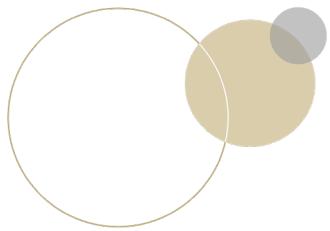
- izizathu zodendo olucingelwayo;
- izicwangcisoqhinga eziphunyezwayo yiFuture Forum ukulumkela nokunciphisa ukuphulukana nemisebenzi;
- inani labasebenzi abanokuchaphazeleka ludendo;
- iinkukacha zeenkubo zoqequesho lwezakhono ezinokusetyenziswa naphi na ezandisiweyo kwaye nendlela ekunokufikelelwa kuzo ngayo;
- iinkukacha ze-LED namathuba akhoyo kubasebenzi abanokuthi badendwe;
- amathuba engquesho angamanye akhoyo kubasebenzi abanokuthi badendwe;
- ixesha lodendo kune nemali yokudendwa eza kuhlawulwa abasebenzi;
- uncedo oluza kunikwa abasebenzi neentsapho zabo ukujongana nempembelelo yokwasemoyeni yodendo; kune
- naluphi na uncedo olongezelelwego oluza kunikwa umsebenzi.

#### 7.5 lindlela zokulungisa impembelelo yezentlalo noqoqosho ebantwini, kwimimandla nakuqoqosho apho udendo okanye ukavalwa kwequmrhu kuqinisekile.

Ngelixa iinkqubo zoPhuhliso lwabasebenzi nezoQoqosho lweNgingqi ezandlalwe kwiziqendu ezingaphambili zipuhliselwe kwaye zacwangciselwa ukuba zipunyezwe ngenjongo yokuququzelela uhlumo lwezentlalo nolwezoqoqosho oluzinzileyo kuluntu lwengingqi ngexesha lokusebenza kwequmrhu, amanyathelo okulawula impembelelo kuluntu lwengingqi kune nakwiqingqi zoluntu ekufumaneka kuzo abasebenzi ngamaxeha okuphungula abasebenzi nokuvalwa aseza kufunwa.

Eli candelo landlala iindlela eziza kusetyenziswa ukudambisa, kangangoko kunokwenzeka, impembelelo yezentlalo neyezoqoqosho yokuvala neyokudendwa ebantwini, kwimimandla kune nakuqoqosho. Ucwangciso oluchazwe ngokubanzi oluza kuqhubekeyo ngokuhlangeneyo nabachaphazelekayo kune namasebe karhulumente afanelekileyo luza kufuneka iminyaka ethile emine (4) okanye emihlanu (5) phambi kokuvalwa komgodi.

#### a) UPphononongo lweMpembelelo yezeNtlalo noQoqosho lokuvala



Njengayo nayiphi na inkqubo yophuhliso yokwenene, uhlalutyo lwempembelelo yezentlalo neyezoqoqosho (i-SEIA) iza kuqhutywa ngabacebisi abaziingcali phambi kokuqalisia isicwangciso sokuvala esichazwe ngokubanzni. I-SEIA iza kuqalisia iminyaka emine (4) okanye emihlanu (5) phambi kokuvala kwaye ihaswe yintsebenziswano yemibutho yoluntu kunya neeFuture Forum.

**b) Unxibelewano nabachaphazelekayo**

Uphuhliso lwasicwangciso sokuvala luza kugxininisa kakhulu kukubonisana okubanzi nokunovakalelo nabo bonke abachaphazelekayo. Abalawuli abanenkcaso banokubakhona phakathi kwabachaphazelekayo, njengaboshishino lwengingqi, abanoloyiko neenkhalabo ngokuvala kwaye ke befanele. Ukubonisana nokunxibelewana namaqela abachaphazelekayo beengingqi ekufumaneka kuzo abasebenzi, amasebe karhulumente afanelekileyo kunya namaqonga eengxoxo zabamashishini engingqi nako kuza kuqhutywa. Aba bachaphazelekayo bangathabatha inxaxheba kwFuture Forum emiselwego okanye iikomitana baze baquazuzelele iingxoxo ngamanyathelo aphambili ophuhliso lwengingqi kwinkqubosikhokelo yocwangciso lokuvala kwaye baqinisekise ukuba amangenelelo oluntu azinzile ngelixa lokuvala nasemva kokuvala.

**c) Izicwangcisoqhinga zokuLawula iMpembelelo yezeNtlalo noQoqosho**

NjengeNkqubo yoPhuhliso lwaSebenzi e-EPL, iNkqubo yoPhuhliso yoQoqosho lweNgingqi kulo lonke ixesha lokusebenza koMgodi enenjongo ephambili yokuqinisekisa ukuba naluphi na ungenelelo lwequmrhu loluntu kunya noncedo lwe-LED olunikiwego, luza kuba loluzinzileyo kwaye luza kunceda uluntu ekujoliswe kulo sekukudala emva kokuba kuvaliwe:

- ukuquuzelela ubambiswano lukarhulumente nolwabucala olujonge ukuhlangabezana nezidingo ezithile ekuhlaleni, nokuba ngaba zezeziseko zophuhliso, ukunusa izakhono okanye uphuhliso lwezakhono;
- ukuncedisa kuhlumo lwasakhono kwimibutho yengingqi emiselwego, ngokwayamene nezakhono zobunkokeli, ulawulo lwezemali, ulawulo lweprojekthi kunya nonxibelewano;
- ukuthathelwa ingqalelo ukusetyenziswa okuqikelelwayo kweziseko zasemgodini eziphelelwe lixesha / ezingasasetyenziswayo okulandela ukuphungulwa kwabasebenzi okupheleleyo nokuvalwa komgodi (amaziko oqequesho, izakhiwo zeeofisi njl.njl.);
- inkqubo yoqequesho lwezakhono ezinokusetyenziswa naphi na eyilelwe ukuqinisekisa ukuba abasebenzi bagcina imisebenzi yabo ikhuselekile kwaye bahlale bezisebenzela ngokuphathelele kuqoqosho emva kokuvalwa komgodi;
- iiNkonzo zolulekongqondo zabasebenzi kwaye ukuba kuyimfuneko, iintsapho zabo okanye ingingqi ekufumaneka kuyo abasebenzi efanelekileyo;
- uncedo lokubhalisa umntu okhangela umsebenzi (neSebe lezabaSebenzi elifanelekileyo, iarhente yezengqesho okanye eminye imigodi yengingqi), iinkqubo zokukhangela umsebenzi nezokufaka izicelo zomsebenzi;
- ukuqinisekisa ukuba zonke izakhono kunya/okanye amava afunyenwe ngelixa umntu eseberga e-EPL ziqinisekisa kwaye zinikezwa isatifiketi ngokufanelekileyo;
- ukunika uncedo lokubanga i-UIF komsebenzi kunya nolunye uncedo lombuso ukuba luyafuneka; kunya
- nokunika uncedo locwangciso lwezemali ngokuphathelele kwintlawulomali yokudendwa, umhlalaphantsi kunya/okanye ingxowamali yomhlalaphantsi njl.njl. ukuqinisekisa ukusetyenziswa ngokufanelekileyo kunya/okanye ukulondoloza imali emva kodendo.

**d) Izicwangciso saseMva kokuVala**

Izicwangcisoqhinga zabalawuli zesigaba sexesa sasemva kokuvalwa kwakhona ziza kupuhliswa ngenkqubo esemthethweni ekhokelwa yi-DMR ngokusebenzisana nabo bonke abachaphazelekayo abanomdla kwinkqubo yocwangciso lokuvala. Izicwangcisoqhinga

zokulumkela ukuxhomekeka kwabaxhamli bongenelelo lwezentlalo baze bakhuthaze ukuzimela ebantwini nakumashishini asenginqini ziza kupuhulisa ukuqinisekisa uzinzo emva kovalo. Ukubonisana okuqhubekeyo kune noxanduva lokucebisa okuququzelelwa ngoqhagamshelwano nemibutho yeFuture Forum okanye iikomitana zayo ezifanelekileyo ziza kusetyenziselwa ukuqinisekisa ukuba iinkqubo nezicwangciso ziqaqhubekeyo ukuphumeza iinzuso ezizinzileyo nezisebenzayo. Igalelo eliqhubekayo kune noxanduva lwabalawuli oluqhubekeyo likarhulumente wengingqi ngokuphathelele apha liza kufuneka kule nkqubo yolawulo lwasemva kokuvala.

#### e) UkuBonelelwa kokuPhungulwa kwabaSebenzi kune nokuValwa koMgodi

I-EPL iqinisekise ukuba kwensiwa isibonelelo seenkcitho zodendo ngokuhambelana nomthetho wezabasebenzi osemxholweni ngokuphathelele kubasebenzi base-EPL.

#### 7.6 UQeqesho IwezaKhono ezinokuSetyenziswa naphi na

Isicwangciso sophuhliso lwezakhono e-EPL sibandakanya uqequeso nophuhliso oluxhasa iimfuno zemeko yangoku. Uqequeso lwezakhono ezinokusetyenziswa naphi na lubandakanya ukupuhulisa izakhono zomsebenzi ezinganxulumananga nezezimbiwa, ukuze kubancede ukuba babe nokuqesheka ngaphandle koshishino xa unokuthi uvalwe umgodi, kphungulwe abasebenzi okanye ngenye indlela. Inkqubo yoqequeso igxile kakhlulu kushishino njengenyoba yozinzo lwezoqoqosho lwabantu abavinjwa amathuba ngaphambili.

I-EPL iza kunika uqequeso lwezakhono ezinokusetyenziswa naphi na kwiinkalo zokufunda zomsebenzi ongundoqo ezahlukahlukeneyo kuwo onke amanqanaba obungcali ngelixa lokusebenza komgodi. Oku kuza kuxhobisa abasebenzi ngezakhono ngaphandle koshishino lwezezimbiwa. Kwakhona, i-EPL ilindeleke ukuba imisele iindlela zokulungisa impembelelo yezentlalo nezoqoqosho ebantwini, kwimimandla kune noqoqosho aphi udendo okanye ukuvula kuqinisekile. UQeqesho IwezaKhono ezinokuSetyenziswa naphi na ngokwezakhono ezinganxulumananga nezezimbiwa ngeenjongo zodendo okanye ukuphungulwa kwabasebenzi luza kunikwa. Izakhono ezinokusetyenziswa naphi na ziza kubhengezwu kusetyenziswa ezi ndlela zilandelayo:

- ngomlomo;
- ngezaziso, ngeephaflethi; kune
- nangamaqonga eengxoxo abachaphazelekayo.

Izakhono ezinokusetyenziswa naphi na ziza kunikwa abasebenzi kune nabahlali. I-EPL iza kujolisa kwinani labasebenzi nabahlali ngonyaka abaza kuthi bakhethwe ngokuphathelele kuhlolo lohlalutyo lwezidingo ukulumkela ukueqesha abantu kwimimandla abangenakuzuza nto kuyo ngokuphathelele okanye ngokungabi namdla kolo qeqesho luthile. Abantu abaza kuthabatha inxaxheba kwiinkqubo zoqequeso lwezakhono ezinokusetyenziswa naphi na baza kuwongwa ngezatifiketi zobukho basakube beyigqibile inkqubo yoqequeso.

Izibonelelo zezemali ezinkwe kwitheyibhile elapha ngezantsi ziquka iingqikelelo zephakheji yodendo ukuquka ukuxhobisa ngokutsha ngezakhono.

**Itheyibhile 34: ULawulo lokuPhungula abasebenzi noDendo40**

Financial Provision for Management of Downscaling and Retrenchments	2019	2020	2021	2022	2023	Total (2019 to 2023)
	R76 342 190,00	R51 757 137,00	R9 584 655,00	R10 063 888,00	R10 567 082,00	R158 314 951,00

## 8. IsiBonelelo seMali

### 8.1 Umxholo

Isakhono se-EPL sokuxhasa ngemali, ngokuqhubekayo, iinkqubo ezichazwe kwisiCwangciso sezeNtlalo nabaSebenzi, nangona kunjalo, sixhomekeke kwisakhono sequmrhu sokungenisa imali ebonakalayo emva kwenkcitho yen Kunzi. Njengoko sisazi ukuba injongo yesicwangcisoqhinga sethu kukwandisa ukumba izinyithi ezikrwada, ngokunceda bonke abachaphazelekayo bethu, ngakumbi abasebenzi bethu abakhuseleko lemisebenzi yabo isomelezwa sisakhono sethu sokwandisa ubude bexesha lokusebenza kwemigodi yethu ngokutsala intlawulo elinganiselweyo, iziggibo ngokunjalo ziza kusoloko zisenziwa ngokuthathela ingqalelo iimpembelelo zexesha elide, kwaye kuza kufuneka sifumane uzinzo phakathi kweenzala ezikhuphisanyo. Ngokunjalo, inzuso nokwenziwa kwemali kuxhomekeke kwixabiso leRandi/lePlatinam efunyenweyo, njengobukho bemithombo yesinyithi esikrwada ukuba ilungiswe ngendlela yokwenza inzuso. Ubuthathaka bexabiso leplatinam lemithombo ngokweeawunsi bubonakaliswa ngezithuba ze-5 pesenti (5%) ngaphezulu nangaphantsi kwesiseko sexabiso lePlatinam. Ngexabiso leplatinam elinyukayo, ngokuqhelekileyo, umgangatho ophakathi owombiweyo uyancipha kodwa ngeetoni ezongezelelweyo, imveliso yeplatinam iyenyuka. Ngexabiso leplatinam elihlayo, imigangatho ephezulu yembiwa ngeetoni eziphantsi ezilingana nemveliso yeplatinam ehlileyo.

Ngokunjalo, inzuso nokwenziwa kwemali kuxhomekeke kwixabiso leRandi/lePlatinam efunyenweyo, njengobukho bemithombo yesinyithi esikrwada ukuba ilungiswe ngendlela yokwenza inzuso. Ubuthathaka bexabiso leplatinam lemithombo ngokweeawunsi bubonakaliswa ngezithuba ze-5 pesenti (5%) ngaphezulu nangaphantsi kwesiseko sexabiso lePlatinam. Ngexabiso leplatinam elinyukayo, ngokuqhelekileyo, umgangatho ophakathi owombiweyo uyancipha kodwa ngeetoni ezongezelelweyo, imveliso yeplatinam iyenyuka. Ngexabiso leplatinam elihlayo, imigangatho ephezulu yembiwa ngeetoni eziphantsi ezilingana nemveliso yeplatinam ehlileyo.

Ngaphandle kokuba asinawukwazi ukulawula ixabiso lePlatinam lamazwe ngamazwe okanye ixabiso lotshintshomali leRandi/iDola, indlela ekukuphela kwaye esinokuzinzisa imithombo yesinyithi esikrwada sethu ngayo ngoko ke ikamva lethu, kungokunyusa imveliso kuwo onke amacandelo oshishino, ukuquka ulawulo Iweendleko olungqingqwa. Xa ixabiso lePlatinam linokungafikelelwa ngokwemo ezzizileyo kwaye xa unatyiso Iwe-SLP yethu lunokuncipa sisenzeko sezhlo ezingaphaya kwamandla ethu, okanye xa kunokuthi kwenzeke okanye kutshintshe nawuphi na unobangela womngcipheko (ukuquka, ngokungenamda, ooNobangela boMngcipheko ekubhekiselelw kubo apha ngentla), ukunatyiswa kweenkqubo ezandlalwe kule SLP kungafuna ukuvavanywa kwakhona. Ngokwenene, izivumelwano ze-EPL kule SLP kufuneka zifundwe kwaye ziqondwe ngokwalo mxholo kwaye ngokwale mvelaphi.

Itheyibile 41: liNkqubo ze-HRD zesiBonelelo sezeMali41

HRD Financial Provision	2019	2020	2021	2022	2023	Total
	R20 163 158,00	R24 441 050,00	R24 462 217,00	R17 282 325,00	R8 582 853,00	R94 931 603,00

Itheyibile 42: liProjekthi zeLED zesiBonelelo sezeMali42

EPL Projects - Financial Provision	2019	2020	2021	2022	2023	Total
New Sonop Secondary School	R0,00	R1 800 000,00	R10 000 000,00	R5 200 000,00	R1 000 000,00	R18 000 000,00
Installation of high mast lights in wards 7, 25,27,28,31 and 40	R0,00	R600 000,00	R5 000 000,00	R400 000,00	R0,00	R6 000 000,00
Upgrading of Bapong and Wonderkop CHC Sewage System	R0,00	R200 000,00	R2 800 000,00	R800 000,00	R0,00	R3 800 000,00
Rhode School Upgrade	R0,00	R0,00	R300 000,00	R1 500 000,00	R1 200 000,00	R3 000 000,00
Shearing Sheds	R0,00	R0,00	R800 000,00	R0,00	R0,00	R800 000,00
<b>Total</b>	<b>R0,00</b>	<b>R2 600 000,00</b>	<b>R18 900 000,00</b>	<b>R7 900 000,00</b>	<b>R2 200 000,00</b>	<b>R31 600 000,00</b>

Itheyibile 43: Ukuphunyezwa kwesiBonelelo sezeMali se-FEHOP43

Implementation of FEHOP	2019	2020	2021	2022	2023	Total
	R20 500 000,00	R102 500 000,00				

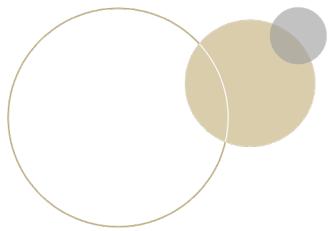
Itheyibile 44: ULawulo lokuPhungula abasebenzi noDendo44

Financial Provision for Management of Downscaling and Refreshments	2019	2020	2021	2022	2023	Total (2019 to 2023)
	R76 342 190,00	R51 757 137,00	R9 584 655,00	R10 063 888,00	R10 567 082,00	R158 314 951,00

## 8.2 IsiBonelelo seMali siSonke

Itheyibile 45: EPL - IsiBonelelo sezeMali sisoNke45

Programme	2019	2020	2021	2022	2023	Total Financial Provision (2019 - 2023)
Human Resources Development	R20 163 158,00	R24 441 050,00	R24 462 217,00	R17 282 325,00	R8 582 853,00	R94 931 603,00
Local Economic Development Projects	R0,00	R2 600 000,00	R18 900 000,00	R7 900 000,00	R2 200 000,00	R31 600 000,00
Implementation of FEHOP	R20 500 000,00	R20 500 000,00	R20 500 000,00	R20 500 000,00	R20 500 000,00	R102 500 000,00
Management of Downscaling and Refreshments	R76 342 190,00	R51 757 137,00	R9 584 655,00	R10 063 888,00	R10 567 082,00	R158 314 951,00
<b>Total</b>	<b>R117 005 348,00</b>	<b>R99 298 187,00</b>	<b>R73 446 872,00</b>	<b>R55 746 213,00</b>	<b>R41 849 935,00</b>	<b>R387 346 554,00</b>



## **9. Isivumelwano nguSekela Mongameli**

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Mna, \_\_\_\_\_, osayine apha ngezantsi kwaye ogunyaziswe ngokufanelekileyo yiSibanye-Stillwater (Inkampani) ndivuma ukuthobela ulwazi, iimfuneko, izibophelelo kanye nemiqathango ebekiwego kwisicwangciso sezentlalo nesezabasebenzi.

Kusayinwe apha .....ngalo mhla we  
..... 2021 2020

Usayino: \_\_\_\_\_

Isikhundla: USekela Mongameli oyiNtloko kanye neNtloko yeOperations Marikana