

IWestern Platinum Proprietary Limited (WPPL)

ISICWANGCISO SEZENTLALO NEZABASEBENZI

2019-2023

IINOMBOLO ZOBHALISO ZELUNGELO KWEZEZIMBIWA: NW

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IziQulatho

| | |
|--|----|
| IziQulatho | 2 |
| 1. Intshayelelo neNgabulazigcawu | 9 |
| 1.1 Intshayelelo | 9 |
| 1.2 Injongo yesiCwangciso sezeNtlalo nezabaSebenzi..... | 9 |
| 1.3 Imbulambethe | 11 |
| 1.4 IMvelaphi yoMmandla yabaSebenzi be-WPPL | 12 |
| 1.5 Ukwahlulwahluwa kwabaSebenzi be-WPPL (Abasebenzi abasisiGxina nabeSivumelwano seNgqesho) | 13 |
| 1.6 INgxelo yeNgqikelelo yabaSebenzi beBonke kwiSigaba seXesha sowe-2019 ukuya kowe-2023 | |
| 13 | |
| 1.7 UkuQeshwa kwabasebenzi beNgingqi | 15 |
| 2. UPhuhliso IwabaSebenzi..... | 16 |
| 2.1 Inkcazelو emfutshane | 16 |
| 2.2 Ukuthobela uWisomthetho loPhuhliso IwezaKhono | 16 |
| 2.3 liNjongo zoPhuhliso IwabaSebenzi | 17 |
| 2.4 UMfuziselo woPhuhliso IwabaSebenzi..... | 17 |
| 2.5 ILitheresi neNyumeresi yokuSebenza ye-WPPL | 18 |
| 2.6 IMfundو yabaDala noQeqesho (i-AET) | 19 |
| 2.6.1 ISicwangcisoqhinga sokuPhunyezwا kwe-AET | 19 |
| 2.6.2 Ekujoliswe kuko kwi-AET – liYure eziPheleleyo kune neeYure eziNgaphelelanga ze-AET | 20 |
| 2.7 UPhuhliso Iwezakhono..... | 21 |
| 2.8 Ukufunda umsebenzi kwingqesho | 21 |
| 2.8.1 ICwangcisoqhinga sokuFunda uMsebenzi kwiNgqesho..... | 21 |
| 2.8.2 OkuJolise kukuFunda uMsebenzi kwiNgqesho | 22 |
| 2.9 INkubo yezaKhono zoMsebenzi onguNdoqo..... | 22 |
| 2.9.1 IsiCwangcisoqhinga soQeqesho loMsebenzi onguNdoqo | 23 |
| 2.10 INkubo yezaKhono ezinokuSetyenziswa naphi na | 23 |
| 2.10.1 IsiCwangcisoqhinga sokuPhunyezwا koQeqesho IwezaKhono ezinokuSetyenziswa naphi na | 24 |
| 2.11 IsiCwangciso seNkqubelaphambili yeKhondo loMsebenzi onokulandelwa | 25 |
| 2.11.1 INkubosikhokelo yoPhuhliso IweTalente | 25 |
| 2.11.2 OkuJolise kwiNkqubelaphambili yeKhondo loMsebenzi onokulandelwa..... | 26 |
| 2.12 IsiCwangciso sokuba ngumzekelo ngokunika iingcebiso | 26 |
| 2.12.1 IsiCwangcisoqhinga sokuPhunyezwا kwesiCwangciso sokuba ngumzekelo ngokunika iingcebiso | 26 |
| 2.12.2 OkuJolise kwisiCwangciso sokuba ngumzekelo ngokunika iingcebiso | 27 |
| 2.13 UkuGqibezela iziFundо kwiNgqesho | 28 |
| 2.13.1 IsiCwangcisoqhinga sokuPhunyezwا kokuGqibezela iziFundо kwiNgqesho..... | 28 |

| | | |
|--------|---|----|
| 2.13.2 | OkuJolise kubaFundi abagqibezela izifundo zabo kwingqesho bangaphandle (abaneziDanga) kune noQingqomali | 29 |
| 2.14 | INkqubo yeNkxasomali yokuFunda..... | 29 |
| 2.14.1 | IsiCwangcisoqhingga sokuPhunyezwa kweNkqubo yeNkxasomali yokuFunda | 29 |
| 2.15 | OkuJolise kwiNkqubo yeNkxasomali yokuFunda | 29 |
| 2.16 | lInkqubo zoPhuhliso lwezabaSebenzi – UkuBonelelw a ngezeMali | 29 |
| 3. | UBULungisa kwezeNgqesho | 30 |
| 3.1 | Intshayelelo | 30 |
| 3.2 | I-HDP kune nokuPhunyezwa kokumelwa kwaManina..... | 31 |
| 3.2.1 | Okujolise kwi-EE ngokwe-MCIII..... | 32 |
| 4. | UPhuhliso IwabaSebenzimgodini | 33 |
| 4.1 | IMvelaphi yoQoqosho IwasekuHlalen i..... | 33 |
| 4.1.1 | Inkcazel o emfutshane yePhondo loMntla Ntshona..... | 33 |
| 4.1.2 | Inkcazel o emfutshane yeSithili saseBojanala..... | 34 |
| 4.1.3 | Inkcazel o emfutshane kaMasipala weNgingqi yaseMadibeng | 42 |
| 4.1.4 | Inkcazel o emfutshane kaMasipala weNgingqi yaseRustenburg | 45 |
| 4.2 | Ukuhambelana nesiCwangciso esihlangeneyo sikaMasipala..... | 47 |
| 4.2.1 | I-IDP kaMasipala weNgingqi waseMadibeng | 47 |
| 4.2.2 | I-IDP kaMasipala weNgingqi waseRustenburg | 47 |
| 4.3 | lProjekthi ze-WPPL LED | 47 |
| 4.3.1 | IsiCwangcisoqhingga sokuPhunyezwa kwe-LED | 48 |
| 4.3.2 | lProjekthi ze-WPPL LED | 49 |
| 4.3.3 | lProjekthi zeMimandla ekuThunyelwa kuyo abaSebenzi be-LED | 56 |
| 5. | Izindlu neeMeko ekuPhilwa phantsi kwazo..... | 59 |
| 5.1 | Intshayelelo | 59 |
| 5.1.1 | IziNyanzelo zoCwangcisoqhingga ze-FEHOP | 59 |
| 5.1.2 | IziNcedisi zoCwangcisoqhingga ze-FEHOP | 59 |
| 5.1.3 | INkqubosikhokelo eMiswe ngokuseMthethweni yezeziNd lu & neeMeko zokuHlala..... | 60 |
| 5.2 | lLifa leMveli le-WPPL lezeziNd lu & leeMeko zokuHlala | 61 |
| 5.2.1 | lInkqubo zeNkxaso yabaSebenzi eziKhoyo..... | 61 |
| 5.2.2 | IsiBonelelo seMbali yezeziNd lu | 62 |
| 5.3 | EzeziNd lu zaNgoku | 63 |
| 5.3.1 | IJoint Forum | 63 |
| 5.3.2 | UkuLinganisa ubuNinzi beSidingo sezeziNd lu se-WPPL..... | 64 |
| 5.3.3 | Ukuhlangabezana nesiDingo sezeziNd lu se-WPPL – IsiCwangciso sokuPhumeza | 67 |
| 5.3.4 | lXhamlo lwezeziNd lu neNkxaso | 68 |
| 5.3.5 | IsiVumelwano soBambiswano loPhumezo phakathi kwe-WPPL noRhulumenete..... | 69 |
| 5.3.6 | IsiBonelelo sezeMali | 72 |
| 6. | lNkqubo yeentengo nokufumana abanikinkonzo, Ushishino kune noPhuhliso IwabaNikinkonzo | 73 |

| | | |
|-----|---|----|
| 6.1 | Intshayelelo | 73 |
| 6.2 | Umxholo | 73 |
| 6.3 | IsiCwangciso soTshintsho semiNyaka emiHlanu (i-MCIII) | 73 |
| 6.4 | IsiCwangcisoqhinga sokuPhumeza | 74 |
| 6.5 | UPhuhliso IwamaShishini nolwabaNikinkonzo | 74 |
| 6.6 | lKontraki neNkqubo yeeNtengo nokuFumana abaNikinkonzo eBandakanyayo..... | 74 |
| 6.7 | UPhuhliso IwabaNikinkonzo ngabaNinifektri beziXhobo zoQobo | 74 |
| 7. | ULawulo lokuPhungula abasebenzi noDendo | 75 |
| 7.1 | Intshayelelo | 75 |
| 7.2 | Ukumiselwa kweFuture Forum..... | 75 |
| 7.3 | lindlela zokusindisa imisebenzi kwaye kulunyukelwe ukuphulukana nemisebenzi nokuncipha kwengqesho | 76 |
| 7.4 | iindlela zokunika izisombululo ezizezinye neenkqubo ukudala ukhuseleko Iwemisebenzi aphi ukuphulukana nemisebenzi kungenakuphetshwa | 78 |
| 7.5 | lindlela zokulungisa impembelelo yezentlalo neyezoqoqosho..... | 80 |
| 7.6 | UQeqesho IwezaKhono ezinokuSetyenziswa naphi na | 82 |
| 8. | IsiBonelelo seMali | 83 |
| 8.1 | Intshayelelo | 83 |
| 9. | Isivumelwano liSekela Mongameli eliyiNtloko | 85 |

Uluhlu IweeTheyibhile

| | |
|---|----|
| Itheyibhile 1: ULwazi IweMvelaphi yeQumrhu le-WPPL..... | 11 |
| Itheyibhile 2 IMvelaphi yoMmandla – Abasebenzi kunye ukusukela kuSeptemba yowe-2020 | 12 |
| Itheyibhile 3 IMvelaphi yoMmandla – likontraki ukusukela kuSeptemba yowe-2020 | 12 |
| Itheyibhile 4 Ukwahlulwahlulwa kwabaSebenzi ngokweNqanaba loMsebenzi ukusukela kuSeptemba yowe-2020 | 13 |
| Itheyibhile 5: Ukwahlulwahlulwa kweeKontraki ngokweNqanaba loMsebenzi ukusukela kuSeptemba yowe-2020 | 13 |
| Itheyibhile 6: INgxelo yeNgqikelelo yabaSebenzi beBonke ngesiGaba sexesha sika-2019 ukuya ku-2023 | 14 |
| Itheyibhile 7: UkuThobela uWisomthetho loPhuhliso IweZakhono | 16 |
| Itheyibhile 8:: IFomu Q - ILitheresi neNyumeresi yokuSebenza ye-WPPL (Abasebenzi abasisigxina) ukusukela kuSeptemba yowe-2020 | 18 |
| Itheyibhile 9: Okujolise kwi-AET – NgokusisiGxina | 20 |
| Itheyibhile 10: OkuJolise kwi-AET – Ngexesha elilelakho | 20 |
| Itheyibhile 10: OkuJolise kwi-AET – NgeXesha elilelaKho labaHlali..... | 20 |

| | |
|---|----|
| Itheyibhile 12: IsiBonelelo sezeMali se-AET | 20 |
| Itheyibhile 13: OkuJolise kukuFunda uMsebenzi kwiNgqesho | 22 |
| Itheyibhile 14: UQingqomali lokuFunda uMsebenzi kwiNgqesho..... | 22 |
| Itheyibhile 15: Okujolise kuQeqesho loMsebenzi onguNdoqo | 23 |
| Itheyibhile 16: UQingqomali loQeqesho IwezaKhono zoMsebenzi onguNdoqo | 23 |
| Itheyibhile 17: Okujolise kuQeqesho IwabaSebenzi IweZakhono ezinokusetyenziswa naphi na (18.1) | 24 |
| Itheyibhile 18: Okujolise kuQeqesho IwabaHlali IweZakhono ezinokusetyenziswa naphi na (18.2) | 24 |
| Itheyibhile 19: Okujolise kwiNkqubelaphambili yoMsebenzi | 26 |
| Itheyibhile 20: Okujolise kwisiCwangciso soQeqesho | 27 |
| Itheyibhile 21: OkuJolise kubaFund i abaqibeza izifundo zabo kwingqesho bangaphandle (abaneziDanga) kunye noQingqomali | 29 |
| Itheyibhile 22: OkuJolise kwinkqubo yeNkxasomali yokuFunda | 29 |
| Itheyibhile 23: liNKqubo zoPhuhliso IwabaSebenzi – UkuBonelelw a ngezeMali | 29 |
| Itheyibhile 24: IsiMo soBulungisa kwezeNgqesho ukusukela | 31 |
| Itheyibhile 25: Ekujoliswe kuko kweminyaka emihlanu (5) yokuthabatha inxaxheba kulawulo e-WPPL | 32 |
| Itheyibhile 26: lingiqi eziJikeleze amaqumrhu e-WPPL | 33 |
| Itheyibhile 27: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo lezoQoqosho elinabileyo i-BPDM..... | 36 |
| Itheyibhile 28: Isibonisi somlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo elinabileyo kwi-BPDM (R ibhiliyoni yamaXabiso Azinzileyo) | 39 |
| Itheyibhile 29: IMveliso yeliZwe - i-BPDM | 40 |
| Itheyibhile 30: IMveliso yeliZwe BPDM, kukonke koMntla Ntshona nokwesiZwe 2004 -2014..... | 40 |
| Itheyibhile 31: IMveliso yeliZwe – OoMasipala beNgingqi be-BPDM 2004 -2014, isabelo kunye nohlumo .. | 41 |
| Itheyibhile 32: IMveliso yeliZwe – OoMasipala beNgingqi be-BPDM 2014-2019, isabelo kunye nohlumo ... | 42 |
| Itheyibhile 33: ULwazi IweeNkcukachamanani (IsiGidimi seeNdaba sikaRhulumente se-YES MEDIA)..... | 46 |
| Itheyibhile 34: Isishwankathelo seeProjekthi zoPhuhliso IwezoQoqosho IweNgingqi yi-WPPL | 49 |
| Itheyibhile 35: Iprojekthi No. 1: IziseKo zezeMfund o – IsiKolo seMfund ePhezulu esiTsha sesiGaba 2 saseLeokeng | 50 |
| Itheyibhile 36: Iprojekthi No. 2: IziseKo zezeMpilo: IZiko lezeMpilo loluNtu laseMarikana - IsiGaba 2 | 51 |

| | |
|---|----|
| Itheyibhile 37: Iprojekthi No. 3: UKhuseleko IwezoluNtu- Izibane zaseMarikana ezinemasti ephezulu (eKaree Section)..... | 52 |
| Itheyibhile 38: Iprojekthi No. 4: IProjekthi eVelisa iNgeniso (iAgri business) | 53 |
| Itheyibhile 39: Iprojekthi No. 5: IziSeko zoluNtu ezisisiSeko - ULawulo IweeMpuphuma zaManzi: iMajakaneng neBapong iWadi 7 no-25..... | 54 |
| Itheyibhile 40: Iprojekthi No. 6: IziSeko zoluNtu ezisisiSeko – Ukuhlaziya kweendlela kwiWadi 32 yeNtshona yaseMarikana | 55 |
| Itheyibhile 41: Iprojekthi No.7: IProjekthi yokuThunyelwa kwabaSebenzi – Inkxaso yofuyo IweeGusha Iwabasakhasayo eNyandeni..... | 57 |
| Itheyibhile 42: Iprojekthi No.8: Ukuhlaziya kwesikolo saseWoods | 58 |
| Itheyibhile 43: IMbali yokuPhunyezwa kweziNdlu..... | 62 |
| Itheyibhile 44: IsiBonelelo sezeMali seziNdlu se-WPPL..... | 72 |
| Itheyibhile 45: IsiCwangciso soTshintsho semiNyaka emiHlanu se-MCIII..... | 73 |
| Itheyibhile 46: ULawulo lokuPhungula abasebenzi noDendo | 82 |
| Itheyibhile 47: iINkqubo ze-HRD zesiBonelelo sezeMali | 83 |
| Itheyibhile 48: liProjekthi ze-LED zesiBonelelo sezeMali | 84 |
| Itheyibhile 49: ULawulo lokuPhungula abasebenzi noDendo | 84 |
| Itheyibhile 50: Ukuphunyezwa kwe-FEHOP | 84 |
| Itheyibhile 51: IsiBonelelo sezeMali se-WPPL: I-SLP 2019-2023..... | 84 |

ULuhlu IweMifanekiso

| | |
|--|----|
| Umfanekso 1 INdawo Jikelele yamaQumrhu aseSibanyeStillwater yaseMarikana | 9 |
| Umfanekiso 2: IsiCwangciso soPhuhliso sikaZwelonke: Izinto ezifunekayo ezingundoqo zendlela yokuphila ngokuphucukileyo | 10 |
| Umfanekiso 3: liNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo | 10 |
| Umfanekiso 4 Ukuboniswa kwabaSebenzi (2019 to 2023) | 14 |
| Umfanekiso 5 Ubungqina bokungenisa i-WSP ne-ATR | 17 |
| Umfanekiso 6 UMfuziselo we-HRD weSikolo seMfundu ePhakamileyo saseSibanye Stillwater kunye naMalinge | 18 |
| Umfanekiso 7: UMfuziselo woLawulo IweTalente oHlanganisiweyo | 25 |
| Umfanekiso 8: INkqubosikhokelo soLawulo IweTalente eHlanganisiweyo | 25 |

| | |
|---|----|
| Umfanekiso 9: IMithethosiseko yokuba nguMzekelo ngokunika iingcebiso nokuQhelisa | 27 |
| Umfanekiso 11 UMmandla woMntla Ntshona kwiAfrica nakuMzantsi Afrika | 33 |
| Umfanekiso 11: Izithili ezikwiPhondo | 34 |
| Umfanekiso 13: OoMasipala beNgingqi kwisiThili saseBojanala | 34 |
| Umfanekiso 13: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo lezoQoqoshu elinabileyo i-BPDM 2015(R Bhiliyon) | 35 |
| Umfanekiso 14 Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo, BPDM | 36 |
| Umfanekiso 15: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo loHlanganiso, i-BPDM | 37 |
| Umfanekiso 176 Ubonisa ummandla waseMadibeng kwiSithili saseBojanala | 43 |
| Umfanekiso 17 Iprofayili yezentlalo noqoqoshu yaseMadibeng | 44 |
| Umfanekiso 18 Isimo esihlanganisiwego se-SLP | 49 |
| Umfanekiso 19 : IsiCwangcisoqhingga sokuba nguMninindlu kwabaSebenzi esiQuquzelelwego (i-FEHOS) | 59 |
| Umfanekiso 20 INkqubosikhokelo yokuThobela yezeziNdlu & neyeeMeko zokuHlala | 60 |
| Umfanekiso 21: liYunithi eziRentwayo – Usapho vs. Oyedwa | |
| Umfanekiso 22: liYunithi eziRentwayo – Ufundu notoliko Iweendindi nemiqondiso | 63 |
| Umfanekiso 23 ULungelelwaniso loBambiswano Iwe-WPPL: AmaCandelo awoHlukaneyo kaRhulumente | 64 |
| Umfanekiso 24 Iziphumo zeSaveyi yabaSebenzi zowe-2017 | 65 |
| Umfanekiso 25 Inkcazelو emfutshane yoPhuhliso Iwe-LFEHOS | 65 |
| Umfanekiso 26 IsiCwangcisoqhingga sokuba nguMninindlu ngokweeMfuno | 66 |
| Umfanekiso 27 IsiCwangcisoqhingga sokuba nguMninindlu kwabaSebenzi esiQuquzelelwego yi-WPPL | 67 |
| Umfanekiso 28 Ukuboniswa kweDesika yoNcedo yokuQuquzelelwego kokuba nguMninindlu (Umzekelo) | 69 |
| Umfanekiso 29 UBambiswano loPhumezo noRhulumente / ne-WPPL - Amalungiselelo amaZiko | 72 |

ULUHLU LWEENKCAZELO ZAMAGAMA

| UFINYEZOMAGAMA | INTSINGISELO |
|----------------|--|
| I-AET | IMfundu yabaDala noQeqesho |
| I-ATR | INgxelo yoQeqesho yoNyaka |
| I-BBBEE | UkuXhotiyiswa kwabaNtsundu kwezoQoqosho |
| I-CPP | IsiCwangciso seNkqubelaphambili yeKhondo loMsebenzi onokulandelwa |
| 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 abaVinjwa amaThuba ngaPhambili |
| I-HRD | UPhuhliso IwabaSebenzi |
| I-HRDP | INkqubo yoPhuhliso IwabaSebenzi |
| I-IDP | IsiCwangciso soPhuhliso soMntu |
| I-IDP | IsiCwangciso soPhuhliso esihlanganisiwego |
| 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 nokuKhubazeka |
| I-QCTO | IBhunga lezoMgangatho wezoRhwebo neziKhundla zoMsebenzi |
| I-SADC | ULuntu IwezoPhuhliso IwaMazantsi eAfrika |
| I-SETA | UGunyaziwe weCandelo lezeMfundu noQeqesho |
| SGL | ISibanye Stillwater 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 |

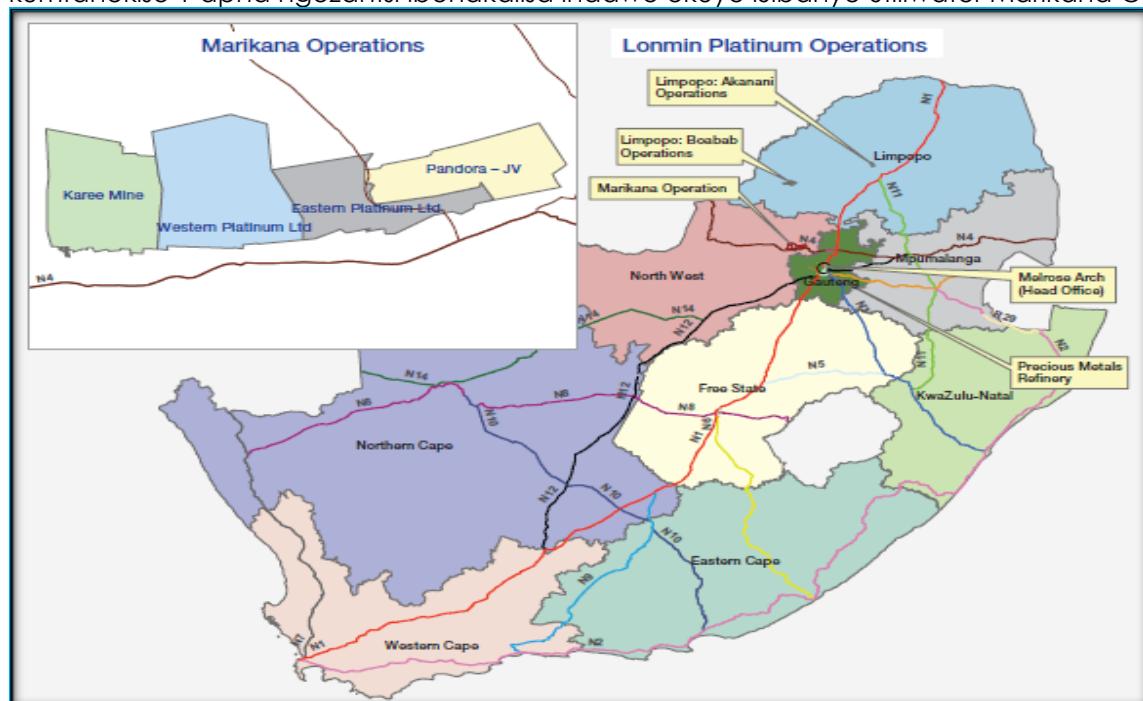
1. Intshayelelo neNgabulazigcawu

1.1 Intshayelelo

Kwihi labathi liphela, iSibanye-Stillwater ngabona bavelisi bakhulu besithathu beplatinam nephali diyam, kwaye iphakathi kweenkampani eziphezulu ehlabathini ezivelisa igolide. Ezinze eMzantsi Afrika, iSibanye-Stillwater ingumnini kwaye isebe nza esikhundleni samaqumrhu akumgangatho ophezulu nakwiiprojekthi ngokunjalo, azinze kwaye alawulwa kwimimandla emibini: Ummandla wamaZantsi eAfrika (i-SA) nakummandla waseUnited States (US).

Ukusukela ekumiselweni kwayo ngowe-2013, le nkampani izitshintshile ngokwemimandla kunye nangesinyithi esiveliswayo. Ukusuka ekubeni yinkampani yezezimbiwa yegolide yaseMzantsi Afrika, iSibanye-Stillwater ngoku ingumgodi okhuphisana kumazwe ngamazwe, onatyisiwego wezinyithi ezinexabiso ovelisa igolide nee-PGM. iSibanye Stillwater ihlelwe okokuqala kwi-JSE, eMzantsi Afrika. Le nkampani kwakhona ihlelwe kwi-NYSE.

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



Umfanekso 1 INdawo Jikelele yamaQumrhu aseSibanye Stillwater yaseMarikana1

1.2 Injongo yesiCwangciso sezeNtlalo nezabaSebenzi

Olu xwebhu lwandlala i-WPPL Generation 3 IsiCwangciso sezeNtlalo nezabaSebenzi (i-SLP) sesigaba sexesha sikaJanyuwari 2019 ukuya kuDisemba 2023. Lungeniswa ngokwayamene nemimiselo nemiqathango yelungelo lezezimbiwa; 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 kunye nezikhokelo zokuphumeza; izikhokelo zesiCwangciso sezeNtlalo nezabaSebenzi; imigaqo njengoko ilungisiwe kunye nawo onke amagatya anxulumeneyo omthetho.

Injongo njengoko kuchaziwe kwizikhokelo zesiCwangciso sezeNtlalo nezabaSebenzi:

- Kukukhuthaza uhlumo Iwezoqoqosho kunye nophuhliso lwemicimbi yezezimbiwa nepetroliyam kwiRiphablikhi - 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 kuphuhliso oluLanganisa ezentlalo nezoqoqosho zemimandla abasebenza kuyo kwakunye nakwimimandla

isininzi sabasebenzi bebonke esifumaneka kuyo - Icandelo 2 (i) le-MPRDA, kune noMqulu wamalungelo wokuXhobisa ngezoQoqosho nezentlalo oluNabileyo (Broad-Based Socio-Economic Empowerment Charter) zoShishino lwezeMigodi neziMbiwa lwaseMzantsi Afrika (South African Mining and Minerals Industry); kune

- Nokusebenzisa nokwandisa isiseko sezakhono ezikhoyo ukuxhobisa ii-HDP kune nokukhonza uluntu.

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



Umfanekiso 2: IsiCwangciso soPhuhliso sikaZweloneke: Izinto ezifunekayo ezingundoqo zendlela yokuphila ngokuphucukileyo²¹



Umfanekiso 3: liNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo³²

¹ Umthombo wolwazi: National Development Plan 2030

²http://www.indexmundi.com/south_africa/millennium-development-goals.html

1.3 Imbulambethe

Itheyibile 1: ULwazi IweMvelaphi yeQumrhu le-WPPL1

| | |
|---|---|
| IGama leNkampani | ISibanye-Stillwater INombolo yoBhaliso: 2002/031431/06 |
| IGama loMgodi | IWestern Platinum Proprietary Limited (apha ebizwa ngokuba liQumrhu le-WPPL), Icandelo leSibanye-Stillwater liNombolo zeLungelo lezeziMbiwa: NW 20/5/1/2/2/107MR NW20/5/1/2/2/106MR, |
| IDilesi yeNdawo ekuHlalwa kuyo | Middelkraal Farm, Marikana 0284, North West Province, Republic of South Africa |
| IDilesi yePosi | Private Bag X508, Marikana, 0284 |
| Indawo okuyo uMgodi okanye iQumrhu eliVelisayo | Umandla kaMasipala weSithili sePlatinam waseBojanala kwiPhondo loMntla Ntshona, uMasipala weNgingqi waseMadibeng nowaseRustenburg. |
| Imveliso ekrwada | IPlatinum Group Metals kune nazo zonke izimbiwa kune nezinyithi ezifumaneka ngokunxulumene nenzululwazi ngezezimbiwa, ukuquka kodwa kungaphelelanga apho, igolide, isilivere, inikheli, ikopolo, ikhobhalthi, ikhrowumu, ivanadiyam kune nesinyithi esikrwada kune kwakhona nee-elementi ezingezozinyithi ukuquka isalfa, iseleniyam kune netheluriyam. |
| Ubude bexesha lokusebenza koMgodi | 50 iminyaka |
| UNyakamali | 1 Janyuvari – 31 Disemba |
| Umntu onoxanduva (uMlawuli woMgodi/weQumrhu) | Dawie van Aswegen USekela Mongameli oyiNtloko kune neNtloko yamaQumrhu eMarikana Dawie.VanAswegen@Sibanyestillwater.com |
| UMntu ekuQhagamshelwana naye | Nks P.I. Mogohlong – Ukuthobela & nokuNika iNgxelo Iketleng.mogohlong@Sibanyestillwater.com |

1.4 IMvelaphi yoMmandla yabaSebenzi be-WPPL

Itheyibhile 2 IMvelaphi yoMmandla – Abasebenzi kune ukusukela kuSeptemba yowe-20202

| WPPL Employees* | Geographic Origin - Employees | | | | | | | | Grand Total | % | | |
|--------------------|-------------------------------|-----------|-----------|------------|-------------|-----------|----------|------------|--------------|----------------|--|--|
| | Male | | | | Female | | | | | | | |
| | A | C | I | W | A | C | I | W | | | | |
| South African | 9266 | 17 | 11 | 479 | 1140 | 10 | 8 | 130 | 11061 | 83,67% | | |
| Eastern Cape | 3731 | 1 | 0 | 3 | 202 | 1 | 0 | 0 | 3938 | 35,60% | | |
| Free State | 438 | 1 | 0 | 4 | 19 | 0 | 0 | 2 | 464 | 4,19% | | |
| Gauteng | 1593 | 7 | 6 | 159 | 245 | 5 | 3 | 47 | 2065 | 18,67% | | |
| KwaZulu-Natal | 363 | 0 | 3 | 6 | 18 | 0 | 1 | 2 | 393 | 3,55% | | |
| Limpopo | 529 | 1 | 0 | 8 | 56 | 0 | 0 | 0 | 594 | 5,37% | | |
| Mpumalanga | 228 | 0 | 0 | 8 | 17 | 0 | 0 | 0 | 253 | 2,29% | | |
| North West | 2204 | 4 | 1 | 282 | 562 | 4 | 4 | 76 | 3137 | 28,36% | | |
| Northern Cape | 164 | 3 | 0 | 2 | 15 | 0 | 0 | 0 | 184 | 1,66% | | |
| Western Cape | 5 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 8 | 0,07% | | |
| South Africa | 11 | 0 | 0 | 7 | 5 | 0 | 0 | 2 | 25 | 0,23% | | |
| Foreign | 2139 | 1 | 0 | 4 | 13 | 0 | 0 | 2 | 2159 | 16,33% | | |
| Botswana | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0,37% | | |
| Lesotho | 777 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 785 | 36,36% | | |
| Malawi | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0,00% | | |
| Mozambique | 1311 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 1314 | 60,86% | | |
| Namibia | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | 0,09% | | |
| Swaziland | 30 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 31 | 1,44% | | |
| United Kingdom | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0,00% | | |
| Zambia | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0,05% | | |
| Zimbabwe | 10 | 0 | 0 | 1 | 2 | 0 | 0 | 2 | 15 | 0,69% | | |
| Foreign | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 0,14% | | |
| Grand Total | 11405 | 18 | 11 | 483 | 1153 | 10 | 8 | 132 | 13220 | 100,00% | | |

*Excludes Board, Exec and Snr Management (serving on more than one entity) and
Includes fixed terms / temporary employees

Itheyibhile 3 IMvelaphi yoMmandla – likontraki ukusukela kuSeptemba yowe-20203

| WPPL -Contractors | Geographic Origin - Contractors | | | | | | | | Grand Total | % | | |
|--------------------|---------------------------------|-----------|----------|------------|------------|----------|----------|-----------|-------------|----------------|--|--|
| | Male | | | | Female | | | | | | | |
| | A | C | I | W | A | C | I | W | | | | |
| South African | 2051 | 21 | 3 | 161 | 487 | 5 | 0 | 40 | 2768 | 93,01% | | |
| Eastern Cape | 327 | 1 | 0 | 2 | 39 | 1 | 0 | 0 | 370 | 13,37% | | |
| Free State | 64 | 0 | 0 | 1 | 10 | 0 | 0 | 0 | 75 | 2,71% | | |
| Gauteng | 254 | 5 | 1 | 25 | 81 | 0 | 0 | 8 | 374 | 13,51% | | |
| KwaZulu-Natal | 53 | 1 | 1 | 6 | 1 | 0 | 0 | 1 | 63 | 2,28% | | |
| Limpopo | 202 | 1 | 0 | 4 | 22 | 0 | 0 | 0 | 229 | 8,27% | | |
| Mpumalanga | 63 | 0 | 0 | 2 | 5 | 0 | 0 | 0 | 70 | 2,53% | | |
| North West | 738 | 6 | 1 | 85 | 261 | 3 | 0 | 22 | 1116 | 40,32% | | |
| Northern Cape | 15 | 1 | 0 | 2 | 5 | 0 | 0 | 0 | 23 | 0,83% | | |
| Western Cape | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0,14% | | |
| South Africa | 331 | 6 | 0 | 34 | 63 | 1 | 0 | 9 | 444 | 16,04% | | |
| Foreign | 203 | 0 | 0 | 1 | 3 | 0 | 0 | 1 | 208 | 6,99% | | |
| Botswana | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0,48% | | |
| Bulgaria | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0,48% | | |
| Lesotho | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 18 | 8,65% | | |
| Mozambique | 175 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 176 | 84,62% | | |
| Namibia | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0,48% | | |
| Swaziland | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0,48% | | |
| Zimbabwe | 8 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 10 | 4,81% | | |
| Grand Total | 2254 | 21 | 3 | 162 | 490 | 5 | 0 | 41 | 2976 | 100,00% | | |

1.5 Ukwahlulwahlulwa kwabaSebenzi be-WPPL (Abasebenzi abasisiGxina nabeSivumelwano seNgqesho)

Itheyibile 4 Ukwahlulwahlulwa kwabaSebenzi ngokweNqanaba loMsebenzi ukusukela kuSeptemba yowe-20204

| WPL -Employees | Male | | | Female | | | | Total HDP | Male | Male | Female | Total Non-HDP | Grand Total |
|---|------|----|----|--------|----|---|-----|-----------|------|-------------------|--------|---------------|-------------|
| | A | C | I | A | C | I | W | | W | Foreign Nationals | | | |
| Occupational Categories | | | | | | | | | | | | | |
| Top Management | 3 | 0 | 0 | 1 | 0 | 0 | 1 | 5 | 5 | 1 | 1 | 7 | 12 |
| Senior Management | 10 | 1 | 2 | 2 | 0 | 0 | 1 | 16 | 14 | 2 | 0 | 16 | 32 |
| Professionally Qualified & experienced specialists/mid-management | 56 | 3 | 4 | 27 | 1 | 2 | 17 | 110 | 73 | 7 | 2 | 82 | 192 |
| Skilled Tech and Academically Qualified: Jnr Management; Supervisors; Foreman and Superintendents | 1079 | 7 | 4 | 287 | 4 | 6 | 99 | 1486 | 360 | 109 | 2 | 471 | 1957 |
| Semi-Skilled and Discretionary Decision-Making | 3412 | 6 | 0 | 211 | 3 | 0 | 9 | 3641 | 20 | 1150 | 0 | 1170 | 4811 |
| Unskilled and Defined Decision-Making | 4639 | 0 | 0 | 563 | 2 | 0 | 0 | 5204 | 3 | 875 | 11 | 889 | 6093 |
| Total Permanent | 9199 | 17 | 10 | 1091 | 10 | 8 | 127 | 10462 | 475 | 2144 | 16 | 2635 | 13097 |
| Temporary Employee | 70 | 0 | 1 | 50 | 0 | 0 | 4 | 125 | 9 | 1 | 0 | 10 | 135 |
| Grand Total | 9269 | 17 | 11 | 1141 | 10 | 8 | 131 | 10587 | 484 | 2145 | 16 | 2645 | 13232 |

* Kuquka amaLungu eBhodi kunye nabaSebenzi beXesha eliMisiwego /abaSebenzi abaNgxungxileyo

Itheyibile 5: Ukwahlulwahlulwa kweeKontraki ngokweNqanaba loMsebenzi ukusukela kuSeptemba yowe-20205

| WPL: Contractors | Male | | | Female | | | | Total HDP | Male | Male | Female | Total Non-HDP | Grand Total |
|---|------|----|---|--------|---|---|----|-----------|------|-------------------|--------|---------------|-------------|
| | A | C | I | A | C | I | W | | W | Foreign Nationals | | | |
| Occupational Categories | | | | | | | | | | | | | |
| Top Management | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 2 |
| Senior Management | 5 | 0 | 0 | 1 | 0 | 0 | 3 | 9 | 11 | 0 | 1 | 12 | 21 |
| Professionally Qualified & experienced specialists/mid-management | 24 | 1 | 2 | 4 | 0 | 0 | 2 | 33 | 24 | 0 | 0 | 24 | 57 |
| Skilled Tech and Academically Qualified: Jnr Management; Supervisors; Foreman and Superintendents | 359 | 7 | 1 | 155 | 4 | 0 | 28 | 554 | 85 | 15 | 2 | 102 | 656 |
| Semi-Skilled and Discretionary Decision-Making | 901 | 7 | 0 | 177 | 0 | 0 | 5 | 1090 | 21 | 92 | 0 | 113 | 1203 |
| Unskilled and Defined Decision-Making | 761 | 6 | 0 | 150 | 1 | 0 | 2 | 920 | 19 | 97 | 1 | 117 | 1037 |
| Total Permanent | 2051 | 21 | 3 | 487 | 5 | 0 | 40 | 2607 | 161 | 204 | 4 | 369 | 2976 |
| Temporary Employee | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total | 2051 | 21 | 3 | 487 | 5 | 0 | 40 | 2607 | 161 | 204 | 4 | 369 | 2976 |

1.6 INgxelo yeNgqikelelo yabaSebenzi beBonke kwiSigaba seXesha sowe-2019 ukuya kowe-2023

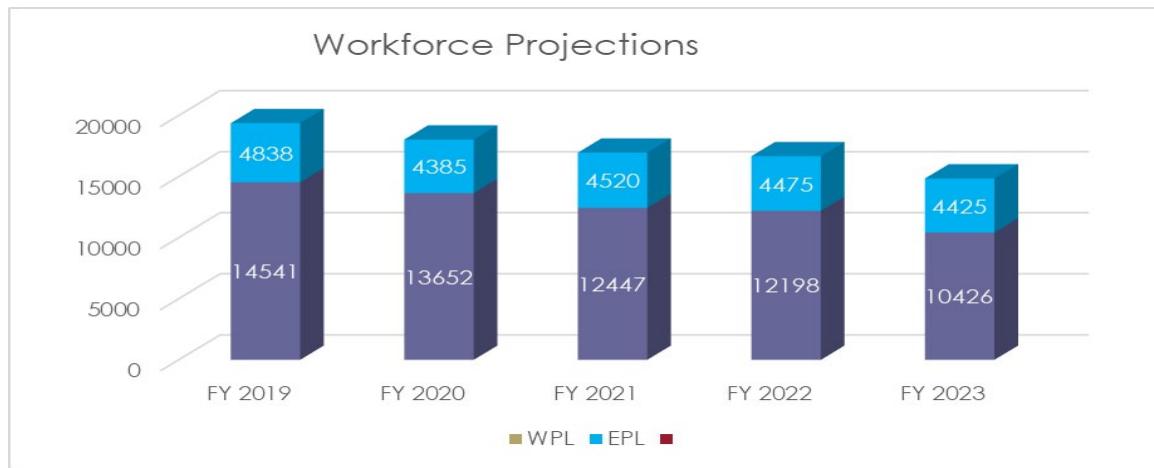
Ushishino Iwezezimbiwa luzise ezona mbuyekezo zingantlanga kwishumi leminyaka elidlulileyo kwaye icandelo lePlatinam lelona liye labetheka kakhulu. Amaxabiso akhoyo kunye nomyinge wotshintshomali, malunga nama-60% eshishini leplatinam lenza ilahleko. Ishishini lethu libuthathaka ngokugqithise kakhulu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

- Ixabiso leplatinam likwisiqingatha ukusukela kunyulo luka-2008;
- Ukulungiselela usetyenziso ngokutsha kukulukhuphiswano olukhulu;
- Ukuqhekeka koshishino;
- Imigodi iya iba nzulu - ifuna ukubandiswa, oko ke kuneendaleko ezingaphaya;
- Amazinga obuninzi bezimbiwa ayehla nanje ngoko imigodi isemba izimbiwa ngokugqithisileyo;

- f. Imikhwa yabasebenzi kune namazinga okuguquguquka kwamaxabiso aphezulu; kune
- g. Izinyanzelo eziphezulu kwabachaphazelekayo

La manyathelo okuphila alandelayo athathiwe ziinkampani zezezimbiwa:

- a. Ukumisa ukuqeshwa kwabasebenzi okungabalulekanga;
- b. Ukuvala imigodi eneendleko eziphezulu;
- c. Ukuphungula abasebenzi;
- d. Ukuqoqosha;
- e. Ukunciphisa imali eyinkunzi ukuxhasa iingxelo zobume bezimali; kune nokuHlanganisa



Umfanekiso 4 Ukuboniswa kwabaSebenzi (2019 to 2023)4

The Long-term Business Plan (LGBP): 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 LGBP is updated and adjusted from time-to-time affecting workforce projections.

Itheyibile 6: INgxelo yeNgqikelelo yabaSebenzi beBonke ngesiGaba sexesha sika-2019 ukuya ku-20236

| Occupational Categories | 2019 | 2020 | 2021 | 2022 | 2023 |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|
| Top Management (Board)* | | | | | |
| Snr. Management (EXCO)* | | | | | |
| Middle Management (E-Band) | 60 | 42 | 37 | 36 | 35 |
| Jnr Management (D-Band) | 194 | 209 | 206 | 202 | 198 |
| Core & Critical Skills | 12931 | 12069 | 11124 | 10902 | 9179 |
| Non-Core / Non-Critical | 1347 | 1322 | 1070 | 1049 | 1005 |
| TOTAL PERMANENT | 14541 | 13652 | 12447 | 12198 | 10426 |
| Temporary | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 14541 | 13652 | 12447 | 12198 | 10426 |

1.7 UkuQeshwa kwabasebenzi beNgingqi

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

| | | |
|--------------------------------------|--|---------------------------|
| IsiShwankathelo sesiVumelwano | I-WPPL izinikele ekuqesheni ngokukhethekileyo izikhundla ezikwinqanaba labasafundayo nabasaqalayo kubahlali bengingqi. liKontraki ezingUNdoqo zoMgodi kuza kufuneka ukuba nazo zidale izikhundla zabasebenzi abasaqalayo kubahlali bengingqi, kuze kube zizikhundla kuhela ezingenakugcwaliswa kwingingqi ezinokufunwa ngaphandle. | |
| IsiKhundla esinoXanduva | IsiCwangcisoqhingga | Ixesha elibekiweyo |
| UMphathi weYunithi: AbaSebenzi | NgeNgxoxiswano nabaHlali iSebe liqalise izivumelwano nabahlali aphi kuza kubekwa phambili ukuqeshwa kwabasebenzi nokupuhhlisa kwabantu beengingqi ezimiselwe kwimimandla engaphandle yequmrhu. | Kuyaqhube ka |
| UMphathi weYunithi: AbaSebenzi | Xa uqesha abasebenzi abakwinqanaba lokuqala lokuvelisa, kuza kubekwa phambili abahlali bengingqi. | Kuyaqhube ka |
| UMphathi weYunithi: AbaSebenzi | Amathuba oqequeso 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 engqesho. | Kuyaqhube ka |
| UMphathi weYunithi: AbaSebenzi | Imigoai izu kuqinisekisa ukuba iikontraki ezikhoyo nezintsha zihambiselana nemigaqonqubo yokuqeshwa kwabasebenzi yengingqi naleyo yoMgodi. | Kuyaqhube ka |

2. UPuhliso IwabaSebenzi

2.1 Inkcazelo emfutshane

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

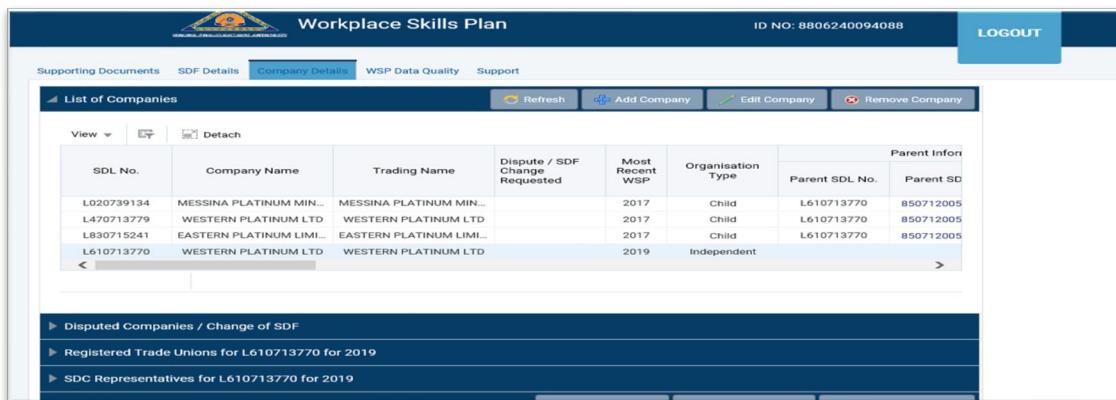
I-WPPL inoxanduva lokuphendula ngokupheleleyo ngokuchonga nokuphumeza iimfuno zayo zoPhuhliso IwabaSebenzi kwaye inenkuleko engaphaya ngokusekelwe kwiimfuno zoshishino Iwayo ngokuphathelele kwisicwangciso seminyaka emihlanu kunye neemeko kwimo yoMfuziselo we-HRD onabileyo weSibanye-Stillwater. Ngenxa yokuba imingeni yokusebenza neendleko ezingelolutho zibe nempebelelo engantlanga kwizicwangciso zoPhuhliso IwabaSebenzi kwiminyaka emibini edlulileyo, ekujoliswe kuko kuye kwalungelelaniswa ngokwaloo meko ngokwezidigo 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 ezinkqenkqeza phambili kwi-WPPL kunye nakuyo yonke iSibanye-Stillwater Group. I-SSA iqinisekiswe ngokupheleleyo nguGunyaziwe weziQinisekiso zezeziMbiwa (MQA) kwaye, inkqubo yamkelwe zii-SETA ezininzi, ziyinika isakhono sokunika imfundo noqequesho ezaziwayo neqinisekisiwego kuninzi lwemimandla engenanto yakwenza nezezimbiwa. Isakhono sokuhlangabezana nezivumelwano zayo ngokunxulumana kwazo noPhuhliso loBunkokeli, iMfundu yabaDala noQequesho (i-AET), izaKhono zobuChwepheshe nezaKhono ezinokuSetyenziswa naphi na ngoko ke siyandiswa, kwaye ikhampasi eyisathelayithi eseberenza ngokupheleleyo ye-SSA iseberenzela e-WPPL. Itheyibhile elapha ngezantsi inikeza iinkcukacha eziphathelele kukuthobela kwe-WPPL nomthetho woPhuhliso IwezaKhono.

Itheyibhile 7: UkuThobela uWisomthetho loPhuhliso IwezaKhono7

| 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 |



| SDL No. | Company Name | Trading Name | Dispute / SDF Change Requested | Most Recent WSP | Organisation Type | Parent SDL No. | Parent SD |
|------------|-----------------------------|-----------------------------|--------------------------------|-----------------|-------------------|----------------|-----------|
| L020739134 | MESSINA PLATINUM MINING LTD | MESSINA PLATINUM MINING LTD | | 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 | | |

► Disputed Companies / Change of SDF
 ► Registered Trade Unions for L610713770 for 2019
 ► SDC Representatives for L610713770 for 2019

Umfanekiso 5 Ubungqina bokungenisa i-WSP ne-ATR5

2.3 iINjongo zoPhuhliso IwabaSebenzi

Injongo ezipambili ze-HRD kukuqinisekisa:

- UkuFumaneka, ngokuphathelele kumgangatho, ubuninzi, kunye nobulungisa kwezengqesho, kwintlobo ngeentlobo zezakhono ezifunekayo ukufikelela, ukukhupha nokulungisa intsimbi ekrwada ngokuvvelisa isiqhamo esihle nangokukhuselekileyo, ngokwesiseko esizinzileyo nesinoxanduva kokwendalo, ebandakanya ukuvelisa, ezobuchwepeshe, inkxaso, izakhono zolawulo kunye nophuhliso lobunkokeli; kunye
- 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, uqequeso lwe-AET (Inqanaba I, II, III), i-AET Inqanaba 4/NQF Inqanaba 1 kunye namanye amalinge oqequeso abonakalisa iinkcukachamanani zabemi njengoko kuchaziwe kuMqulu wamaLungelo ezeziMbiwa ne-MRPDA. Zonke iinzame kule meko zilungelaliniswe nesiCwangciso soPhuhliso seSizwe kunye neeNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo ngokunxulumene (i) nezeMfundu, (ii) uLingano ngokweSini, (iii) Ukuncitshiswa kokungalingani, iv) uMsebenzi oPhucukileyo kunye noHlumo lwezoQoqosho.

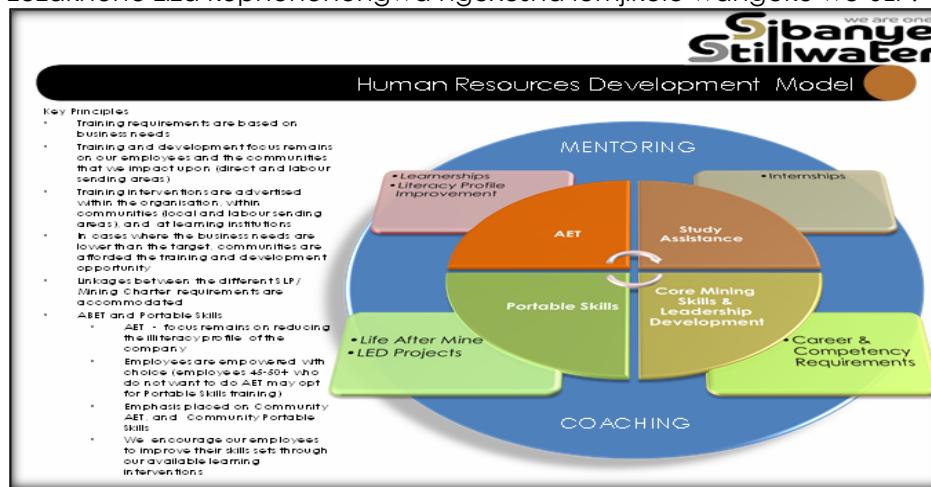
| | |
|--------------------|---|
| Undertaking | WPPL will ensure the availability, in terms of the quality and quantity of the range of skills required to access, extract and process the ore body productively and safely, on a sustainable and environmentally responsible basis as per the business needs. 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). |
| Guidelines | 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-WPPL kwisigaba sexesha sowe-2019 ukuya kowe-2023. Nangona kunjalo, inkcazeloe emfutshane yeendlela, imigaqonqubo nezicwangcisoqhingga zoPhuhliso IwabaSebenzi (i-HRD) kwimeko yoMfuziselo woPhuhliso IwabaSebenzi beSibanye-Stillwater onabileyo, ibalulekile emxholweni nasekuqondeni.

Ngelixa i-WPPL inoxanduva lokuphendula ngokupheleleyo ukuchonga nokuphumeza izidingo zayo ze-HRD kwaye inenkululeko engaphaya ngokuphathelele kwizidingo zoshishino lwayo neemeko ngokunjalo, isebenza 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-WPPL.

Apho kufanelekileyo kwesi sicwangciso, kuyangqiniswa kwezo nxalenye zomfuziselo ezinempembelelo engqalileyo kuphumezo lvesicwangciso se-HRD esithile se-WPPL. Ngokwayamene nokumiselwa kokujoliswe kuko ngamangenelelo e-HRD awohlukahlukenyero; kwagxininiswa ngokukhethekileyo ekupuhuhlisweni kwesicwangciso se-HRD esasilungelelene neemfuno zoshishino nokufikeleka. Oku kwaqhutilywa ngendlela yokuqhuba uhlalutyo kwidesktop olwalubandakanya iinguqulo zezakhono eziphuthileyo kune nezithuba zomsebenzi zengqikelelo (okanye iimfuno zezakhono eziboniseweyo) ngenjongo yokumisela ekujoliswe kuko ngommandla woqequeso ngamnye. Ukuqinisekisa ukuba izidingo zoshishino ze-HRD kuolangatyewana nazo ngokuqhubekayo, ezinye iindlela zokuphicothwa kwezidingo zezakhono ziza kophononongwa ngexesha lomjikelo wangoku we-SLP.



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

2.5 Ilitheresi neNyumeresi yokuSebenza ye-WPPL

ISibanye-Stillwater, ukuquka ne-WPPL, 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 8: IFomu Q - Ilitheresi neNyumeresi yokuSebenza ye-WPPL (Abasebenzi abasisigxina) ukusukela kuSeptemba yowe-20208

| 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 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 2 | 4 |
| ABET 1 | 444 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 448 | 0 | 0 | 61 | 0 | 0 | 241 | 268 |
| ABET 2 / STD 3, Grade 5 | 358 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 359 | 0 | 0 | 113 | 0 | 0 | 231 | 241 |
| ABET 3 / Std 5, Grade 7 | 499 | 20 | 1 | 1 | 0 | 0 | 3 | 0 | 524 | 0 | 0 | 90 | 0 | 3 | 411 | 200 |
| ABET 4 / Std 7, Grade 9 | 68 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 72 | 0 | 0 | 27 | 0 | 0 | 73 | 26 |
| Std 8 / Grade 10, NATED 1 / NCV Level 1 | 11 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 18 | 0 | 0 | 3 | 0 | 0 | 11 | 10 |
| Std 9 / Grade 11, NATED 2 / NCV Level 2 | 43 | 7 | 0 | 0 | 0 | 0 | 18 | 0 | 68 | 0 | 0 | 6 | 0 | 2 | 48 | 24 |
| Std 10 / Grade 12, NATED 3 / NCV Level 3 | 59 | 16 | 1 | 0 | 2 | 1 | 38 | 15 | 132 | 0 | 0 | 2 | 2 | 7 | 102 | 27 |
| National Certificate/Diploma/Advanced Certificate/NATED 4 - 6 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 6 | 0 |
| National Certificate/ Advanced Diploma/ B Tech Degree/ Bachelor's Degree | 9 | 6 | 0 | 0 | 0 | 0 | 0 | 1 | 16 | 0 | 0 | 0 | 0 | 2 | 11 | 3 |
| 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 | 7765 | 1084 | 15 | 9 | 9 | 7 | 410 | 114 | 9413 | 0 | 0 | 1841 | 13 | 370 | 8276 | 2621 |
| | 9266 | 1140 | 17 | 10 | 11 | 8 | 479 | 130 | 11061 | 0 | 0 | 2144 | 15 | 384 | 9412 | 3424 |

2.6 IMfundo yabaDala noQeqesho (i-AET)

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

Ukutshintsha kwasigama ku-ABET sibe ngu-AET kusemgceni nesikhundla esibanjwe yi-MQA sokuba imfundo yabadala ingaphezulu kakhulu kunokufunda okusiseko. Kule meko, Isikolo seMfundu ePhakamileyo senze isigqibo sokuba sihambelane ne-MQA kwaye sisebenzise isigama esitsha ukuya phambili.

Ukulungela ukuba ungene ngokupheleleyo ku-AET, umntu kufuneka abe uye wangena kwinkqubo yokuhluzelwa ukufakwa ye-RPL. Abalingwa ababonakalisa amanqanaba aphezulu esakhono ngeliax lohlolo lokufakwa/RPL kungandululwa ukuba bangene ngokupheleleyo ku-AET nguMlawuli wabaSebenzi, kune neekomiti zeShafti. Ukuchongelwa kwabafundi kwi-AET kuza kusekelwa kwizidingo ezizayo zoshishino lwasemgodini. Ngeliax inkampani ilangazelela uknika amathuba kwaye iphumeze ejolise kuko, kubekho imbali yokuncipha ekuthathweni kune nokunyuka kwamazinga okuphuma phakathi okuthi ekugaibeleni kuchaphazele ukuthobela. Kwakhona, oku kusekelwe kubasebenzi abangamavolontiya okuthabatha inxaxheba, kwaye amanqanaba aphantsi okuthabatha inxaxheba anempembelelo kwiinkqubo zophuhliso lwamakhondo.

| | |
|--------------------|---|
| Undertaking | <p>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:</p> <p>Recruitment of employees will be based on the information on Form Q, and as per identified business needs;</p> <p>Recruitment of community members will be done in consultation with the Local community leadership and councils in conjunction with Local Economic Development department (LED).</p> |
| Guidelines | <p>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.</p> <p>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.</p> |

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 kune neeYure eziNgaphelelanga ze-AET

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

Itheyibhile 9: Okujolise kwi-AET – NgokusisiGxina9

| AET Full-Time | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|----------------------------|---------------|---------------|---------------|-------------|-------------|---------------|
| Pre-AET | 28 | 7 | 7 | 7 | 7 | 56 |
| AET Level 1 | | | | | | |
| AET Level 2 | | | | | | |
| AET Level 3 | | | | | | |
| AET Level 4 | | | | | | |
| Total No. of AET Enrolment | 28 | 7 | 7 | 7 | 7 | 56 |
| Financial Provision | R2 706 255,00 | R2 064 611,00 | R1 790 581,00 | R949 008,00 | R782 404,00 | R8 292 859,00 |

Itheyibhile 10: OkuJolise kwi-AET – Ngexesha elilelakho10

| AET Own-Time (Employees) | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|----------------------------|---------------|---------------|-------------|-------------|-------------|----------------|
| Pre-AET | 15 | 15 | 15 | 15 | 15 | 75 |
| AET Level 1 | | | | | | |
| AET Level 2 | | | | | | |
| AET Level 3 | | | | | | |
| AET Level 4 | | | | | | |
| Total No. of AET Enrolment | 15 | 15 | 15 | 15 | 15 | 75 |
| Financial Provision | R3 844 152,00 | R5 979 792,00 | R224 516,00 | R224 516,00 | R241 355,00 | R10 514 331,00 |

Itheyibhile 10: OkuJolise kwi-AET – NgeXesha elilelaKho labaHlali11

| AET Own-Time (Communities) | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|----------------------------|-------------|-------------|-------------|-------------|-------------|---------------|
| AET Level 1 | 19 | 15 | 15 | 15 | 15 | 79 |
| AET Level 2 | | | | | | |
| AET Level 3 | | | | | | |
| AET Level 4 | | | | | | |
| Total No. of AET Enrolment | 19 | 15 | 15 | 15 | 15 | 79 |
| Financial Provision | R608 096,00 | R430 779,00 | R109 520,00 | R109 520,00 | R109 520,00 | R1 367 435,00 |

Itheyibhile 12: IsiBonelelo sezeMali se-AET12

| AET Financial Provision | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|-------------------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Total Budget | R7 158 503,00 | R8 475 181,00 | R2 124 617,00 | R1 283 044,00 | R1 133 279,00 | R20 174 624,00 |

2.7 UPhuhliso Iwezakhono

| | |
|---------------------|--|
| Isivumelwano | <p>I-WPPL ivuma:</p> <ul style="list-style-type: none"> • Ukuchonga abasebenzi abanesakhono semfundo enganeno kweyesidanga elungiselelw abantu abasele bebadala ukuba banganena isikolo, uqequesho nophuhliso; • Ukuqequeshela izakhono ezingundoqo ukuqinisekisa ubukho bezakhono ezaneleyo ukuzinzisa izidingo zoshishino; • Ukuqinisekisa ubukho bezakhono ezaneleyo ukuzinzisa izidingo zoshishino; kunye • Ukunika amathuba esibonelelo sokufunda bonke abasebenzi ukuxhasa izidingo zeshishini. |
| Izikhokelo | <p>Injongo yemfundo yabadala abashiye imfundo esesikweni phakathi noqequesho yabasebenzi kukuqinisekisa umzila olulutho wezakhono zobungcali, zobuchwephesh kune nezobunkokeli. Oku kuqinisekisa ngala mangenelelo alandelayo:</p> <ul style="list-style-type: none"> • Amathuba enkubo yokugqibezela izifundo kwingqesho, enkxasomali yokufunda kunye nawokufundela umsebenzi kwingqesho ukuhlangabezana nezithuba zomsebenzi ekunzima ukuzigcwala, amanina akwezezimbiwa kunye nee-HDP ezikuLawulo; • Uqequesho olusemthethweni (lunyanzelekile) oluqinisekisa ukuba i-WPPL ithobela iimfuno ezimiswe ngokusemthethweni; • Zombini iSibanye-Stillwater Academy ne-WPPL Campus ziza kusetyenziselwa ukuphumeza onke amanyathelo e-HRD. |

2.8 Ukufunda umsebenzi kwingqesho

| | |
|---------------------|---|
| Isivumelwano | I-WPPL iqonda ukubaluleka kokufundela umsebenzi kwingqesho njengomba ongundoqo wokuphumeza isiCwangcisoqhinga soBulungisa kwezeNgqesho senkampani, kunye nokuhlangabezana nezidingo zamashishini nezelizwe. |
| Isikhokelo | Ukufundela umsebenzi kwingqesho kuza kunikwa abasebenzi namalungu asekuhlaleni. Ukufundela umsebenzi kwingqesho kuza kwabiwa ngokweemfuno zeshishini nangokwesicwangcisoqhinga sengqesho senkampani. Ukufundela umsebenzi kwingqesho kwabahlali bengingqi kuza kuxhasa isicwangcisoqhinga sophuhliso loqoqosho. |

2.8.1 IsiCwangcisoqhinga sokuFunda uMsebenzi kwiNgqesho

| IsiKhundla soXanduva IokuNika iiMpendulo | IsiCwangcisoqhinga | Ixesha elibekiwego |
|---|---|-------------------------------|
| UMLawuli weYunithi: INgxoxiswano noluNtu kunye noPhuhliso | 1. Makabhengeze amathuba okufundela umsebenzi kwingqesho ngaphandle kumaphephandaba asekuhlaleni, amabhunga kamasipala kunye nabanye oogunyaziwe abafanelekileyo ukutsala ukuqeshwa kwabasebenzi kubahlali bengingqi. | KuyaqhubeKA |
| UMLawuli weYunithi: HRD | 2. Makabhengeze amathuba okufundela umsebenzi kwingqesho kubasebenzi bangaphakathi. | KuyaqhubeKA |
| UMLawuli weYunithi: HRD | 3. Abalingwa bamathuba okufundela umsebenzi kwingqesho baza kuchongwa ngokwayamene nenkqubo yokuchonga yenkampani. Okujoliswe kukufundela umsebenzi kwingqesho kusekelwe kwiimfuno zeshishini. | KuyaqhubeKA |

| IsiKhundla soXanduva IokuNika iiMpendulo | IsiCwangcisoqhinga | Ixesha elibekiwego |
|---|---|-----------------------|
| UMLawuli weYunithi: HRD | 4. Makanike iinkqubo zokufunda eziqinisekisiwego ngokweemfuno ze-SETA. | Kuyaqhube ka |
| UMLawuli weYunithi: HRD | 5. Abaququzeleli abaqinisekisiwego mabanike uqe qesho olusemgangathweni. | Kuyaqhube ka |
| UMLawuli weYunithi: HRD | 6. Izincedisi zokufunda kufuneka zincede ekufundeni. | Kuyaqhube ka |
| UMLawuli weYunithi: HRD | 7. li-IDP zikho ukulungiselela abafundi abanesakhono, kwaye abafundi bayazisa ngamakhondo emisebenzi kwiinkalo zokufunda ezi semxholweni. | Kuyaqhube ka |
| UMLawuli weYunithi: HRD | 8. Iqela labangumzekelo abaqinisekisiwego labafundi abakrelekrele. | Kuyaqhube ka |

2.8.2 OkuJolise kukuFunda uMsebenzi kwiNgqesho

Itheyibhile 13: OkuJolise kukuFunda uMsebenzi kwiNgqesho13

| Learnership Programme | Length of Programme (e.g. 3 years, etc.) | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|-----------------------|---|------|------|------|------|------|---------------|
| Mining 18.1 | 2 Years | 11 | 11 | 22 | 22 | 22 | 88 |
| Engineering 18.1 | 3 Years | 2 | 1 | 1 | 1 | 1 | 6 |
| Processing 18.1 | 3 Years | 3 | 1 | 1 | 1 | 1 | 7 |
| Learnerships 18.2 | | 2 | 6 | 7 | 7 | 7 | 29 |
| Total | | 18 | 19 | 31 | 31 | 31 | 130 |

Itheyibhile 14: UQingqomali IokuFunda uMsebenzi kwiNgqesho14

| Financial Provision | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|---------------------|----------------|----------------|----------------|----------------|---------------|-----------------|
| Mining 18.1 | R86 533,00 | R96 690,00 | R35 398,00 | R37 699,00 | R40 149,00 | R296 469,00 |
| Engineering 18.1 | R15 140 050,00 | R25 679 208,00 | R14 310 186,00 | R15 240 348,00 | R360 688,00 | R707 304 810,00 |
| Processing 18.1 | R236 430,00 | R302 158,00 | R53 633,00 | R57 119,00 | R60 832,00 | R710 171,00 |
| Learnerships 18.2 | R48 681 640,00 | R35 046 400,00 | R10 678 171,00 | R14 237 600,00 | R8 996 291,00 | R117 640 102,00 |
| Total | R64 144 654,00 | R61 124 456,00 | R25 077 388,00 | R29 572 766,00 | R9 457 960,00 | R189 377 224,00 |

2.9 INkqubo yezaKhono zoMsebenzi onguNdoqo

linkqubo zokufunda zezakhono zoMsebenzi onguNdoqo zi quka zonke iimfuneko ezi semthethweni ezichazwe kwiiprofayili zezakhono zen kampani, iinkqubo zazakhono ezi bhalisiwego zesizwe kunye nowisomthetho lwezezimbiwa olusemxholweni. Izakhono ezingundoqo zikhobisa abasebenzi bangoku ngezakhono/ ulwazi ezi(olu)tsha zeemfuno zasemgodini nezecandelo lokulungisa ngokwezidingo zoshishino, ezi nje ngokongeza ezi nje izakhono okanye ukuxhobisa ngokutsha ngezakhono. linkqubo zokufunda ngamangenelelo ezakhono zobuchwepheshe ezikhobelwa ngumsebenzi ezi jonge:

- Ukunika abasebenzi ulwazi oluyimfuneko nezakhono ezi funekayo ukuqhoba umsebenzi wabo ngokwanelisayo kwaye ngendlela ekhuselekileyo; kwaye
- Ukunika uphuhliso lwezakhono kwinkqubelaphambili yekhondo lomsebenzi onokulandelwa.

| | |
|--------------|--|
| Isivumelwano | Uqe qesho lwezakhono zomsebenzi ongundoqo ziyanika ukuqinisekisa ukuba umsebenzi ngamnye uhlangu bezana neemfuneko ezi semthethweni zesikhundla akuso. Amangenelelo ahlangu bezana ngokwanelisayo nezona mfuneko ziphantsi kunye namava esikhundla ngokwezidingo zeshishini. |
|--------------|--|

| | |
|-------------------|---|
| Izikhokelo | <p>Injongo yoqeqesho lwezakhono ezingundoqo zabasebenzi kukuqinisekisa ukuba umntu ngamnye uxhotyisiwe ukuze asebenze ngokufezekileyo kwisikhundla akuso. Oku kuqinisekisa ngala mangenelelo alandelayo:</p> <ul style="list-style-type: none"> • UQeqesho IwezaKhono zobuChwepheShe • Uqeqesho Iwezomthetho (lunyanzelekile) oluqinisekisa ukuba i-WPPL kunye nomsebenzi bathobela zonke iimfuno ezimiswe ngokusemthethweni • UQeqesho lobuNkokeli nolwabaPhathi • Amangenelelo eqela nawokugaya inkxaso <p>Zombini iSibanye-Stillwater Academy ne-WPPL Campus ziza kusetyenziselwa ukuphumeza onke amanyathelo e-HRD.</p> |
|-------------------|---|

2.9.1 IsiCwangcisoqhinga soQeqesho loMsebenzi onguNdoqo

| IsiKhundla soXanduva IokuNika iiMpendulo | IsiCwangcisoqhinga | Ixesha elibekiwego |
|---|--|-----------------------|
| li-HOD | 1. Abasebenzi bahlolwe rhoqo ngokweemfuneko zomsebenzi | Kuyaqhubeka |
| UMLawuli weYunithi: HRD | 2. Unika inkqubo yokufunda eqinisekisiweyo | Kuyaqhubeka |
| UMLawuli weYunithi: HRD | 3. Abaququzeleli abaqinisekisiweyo banike uqeqesho olusemgangathweni | Kuyaqhubeka |
| UMLawuli weYunithi: HRD | 4. IzINcedisi zokuFunda kufuneka zilungele ukufunda | Kuyaqhubeka |

Itheyibhile 15: Okujolise kuQeqesho loMsebenzi onguNdoqo15

| UQeqesho loMsebenzi onguNdoqo | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|-------------------------------------|--------------|-------------|-------------|-------------|-------------|---------------|
| UQeqesho loMsebenzi onguNdoqo | 20380 | 6499 | 5258 | 4140 | 3134 | 39411 |
| IKhosI yoLungiselelo loQhushumbo | 33 | 4 | 4 | 4 | 4 | 49 |
| Bebonke | 20413 | 6503 | 5262 | 4144 | 3138 | 39 463 |

Itheyibhile 16: UQingqomali loQeqesho IwezaKhono zoMsebenzi onguNdoqo16

| Core Business Training | 2019 | 2020 | 2021 | 2022 | 2023 | Total |
|------------------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|
| Financial Provision | R89 459 415,00 | R78 780 388,00 | R146 948 354,00 | R160 589 534,00 | R207 384 616,00 | R683 162 307,00 |

2.10 INkqubo yezaKhono ezinokuSetyenziswa naphi na

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

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

| | |
|---------------------|--|
| Isivumelwano | I-WPPL izinikele ekunikeni amathuba okufunda, ngoko ke kusandiswa ukumaketheka kwabasebenzi nabahlali kunye nokuqesheka kwimakethi evulekileyo kubasebenzi kwisehlo esinokwenzeka sokuphungulwa kwabasebenzi kunye/okanye nokuvalwa komgodi. |
| Izikhokelo | <p>I-WPPL inika abasebenzi uqequesho lwezakhono ezinokusetyenzisa naphi na. Ezi nkondo zidluliselwe kumalungu akwingingqi ejikelezileyo. Ezi zakhono zijolise ekuhlangabezeni nezithile okanye nazo zonke kwezi njongo zilandelayo:</p> <p>Ukomeleza isakhono somsebenzi esiza kukhokelela ekubenit umntu akwazi ukuzimaketha komnye umsebenzi;</p> <p>Ukuxhasa imisebenzi engenisa imali enokwenziwa "Naxa kungasasetyenzwa eMgodini"; kunye</p> <ul style="list-style-type: none"> • Nokunika izakhono ezinokusetyenzisa hayi kuphela kwicandelo elisesikweni kodwa nakwicandelo elingekho sesikweni. |

2.10.1 IsiCwangcisoqhinga sokuPhunyezwa koQeqesho lwezakhono ezinokusetyenzisa naphi na

| IsiKhundla soXanduva lokuNika iiMpendulo | IsiCwangcisoqhinga | Ixesha elibekiweyo |
|---|--|-------------------------------|
| UMLawuli weYunithi: INgxoxiswano noluNtu kunye noPhuhliso | 1. Kubhengeze amathuba ezakhono ezinokusetyenzisa naphi na ngaphandle ngokufunda umsebenzi kwingqesho kubahlali beNgingqi kunye nangamabhunga ngokuhlangene nesebe lophuhliso lezoQoqosho IweNgingqi (i-LED), kunye nabanye oogunyaziwe abafanelekileyo ukutsala ukuqeshwa kwabasebenzi kubahlali bengingqi. | KuyaqhubeKA |
| UMLawuli weYunithi: HRD | 2. Kubhengeze izakhono ezinokusetyenzisa naphi na kubasebenzi abangaphakathi | KuyaqhubeKA |
| UMLawuli weYunithi: HRD | 3. linkqubo zokufunda eziqinisekisiweyo ngokweemfuno ze-SETA | KuyaqhubeKA |
| UMLawuli weYunithi: HRD | 4. Abaquuzeleli abaqinisekisiweyo banike uqequesho olusemgangathweni | KuyaqhubeKA |
| UMLawuli weYunithi: HRD | 5. Izincedisi zokufunda kufuneka zincede ekufundeni. | KuyaqhubeKA |

Itheyibhile 17: Okujolise kuQeqesho IwabaSebenzi lweZakhono ezinokusetyenzisa naphi na (18.1)17

| UQeqesho lwezakhono ezinokusetyenzisa naphi na | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|---|------------------|------------------|-----------------|-----------------|------------------|----------------------|
| IzaKhono ezinokusetyenzisa naphi na 18.1 | 7 | 7 | 7 | 7 | 7 | 35 |
| Uqingqomali | R 555 032 | R 693 792 | R 90 354 | R 97 131 | R 103 907 | R 1 540 216 |

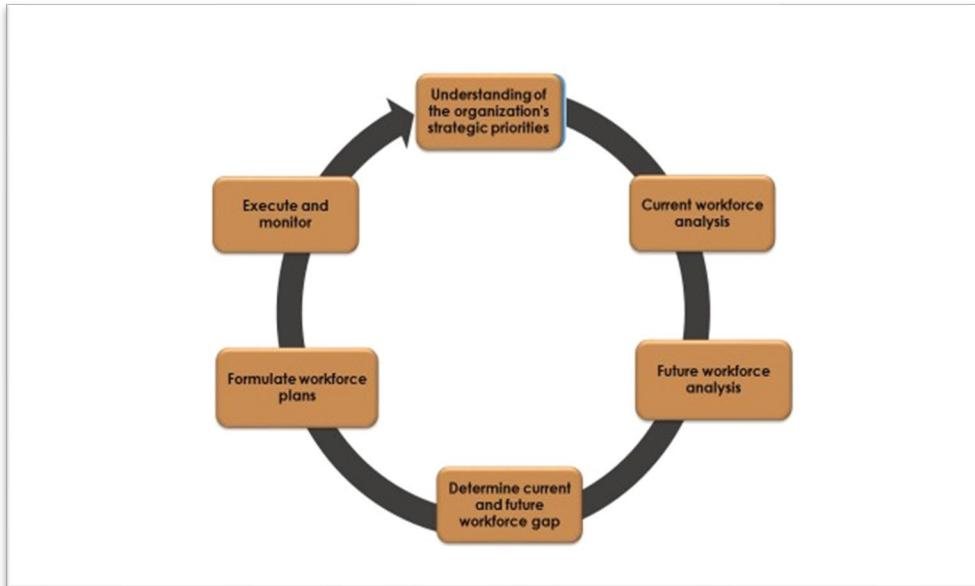
Itheyibhile 18: Okujolise kuQeqesho IwabaHlali lweZakhono ezinokusetyenzisa naphi na (18.2)18

| Uhlobo loQeqesho lwezakhono ezinokusetyenzisa naphi na | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|---|------------------|------------------|------------------|------------------|------------------|----------------------|
| IzaKhono ezinokusetyenzisa naphi na 18.2 | 24 | 36 | 41 | 41 | 41 | 183 |
| Uqingqomali: | R 273 800 | R 602 357 | R 602 370 | R 821 395 | R 985 680 | R 3 285 602 |

2.11 IsiCwangciso seNkqubelaphambili yeKhondo loMsebenzi onokulandelwa

Inkubo yoLawulo IweTalente ehlanganisiwego 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 ukuhlangabedana nezidingo zabasebenzi bexesha elizayo kuthathelwa ingqalelo ubuLungisa kwezeNgqesho, amaNina akwezeMigodi, intengiso neprofayili yokuvelisa.

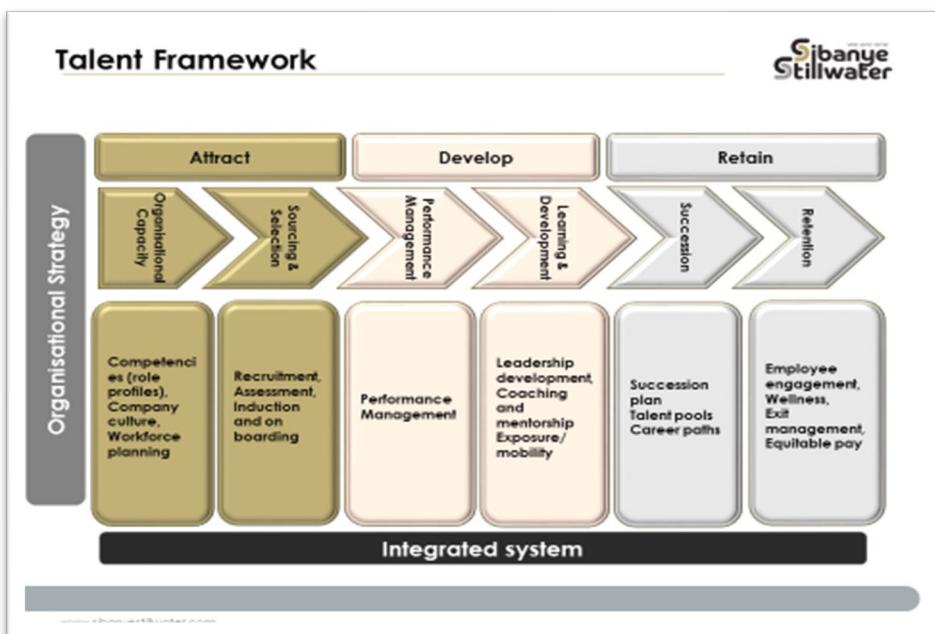
Lo mfanekiso ukhankanywe apha ngezantsi udandalazisa inkubo yoLawulo IweTalente.



Umfanekiso 7: UMfuziselo woLawulo IweTalente oHlanganisiwego7

2.11.1 INkubosikhokelo yoPhuhliso IweTalente

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



Umfanekiso 8: INkubosikhokelo soLawulo IweTalente eHlanganisiwego8

2.11.2 Okujolise kwinkubelaphambili yeKhondo loMsebenzi onokulandelwa

Isibanye-Stillwater iza kuzama ukukhuthaza i-15% yabasebenzi ubuncinane ababandakanyeka kwinkubo zoQeqesho kwinkubo zeNkubelaphambili yeKhondo loMsebenzi onokulandelwa. Ukunyuselwa ngumsebenzi weemfuno zokuSebenza eza kuthi Isibanye-Stillwater izame ukukhuthaza.

Itheyibile 19: Okujolise kwinkubelaphambili yoMsebenzi19

| Training programmes within career progression paths = 15% | Core mining occupations | Target position working towards | Target | | | | | Total 2019-2023 |
|---|---|---------------------------------|--------|------|------|------|------|--------------------|
| | | | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 18.1 Operator Skills Programme | General Worker (A-Band) | RDO/Loco/Winch/Loader | 19 | 17 | 15 | 14 | 12 | 77 |
| 18.1 Team leader Programme | Operator (BL-Band) | B-Upper bands | 4 | 3 | 3 | 3 | 2 | 15 |
| 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 | | | 27 | 23 | 21 | 20 | 17 | 108 |

2.12 Isicwangciso sokuba ngumzekelo ngokunika iingcebiso

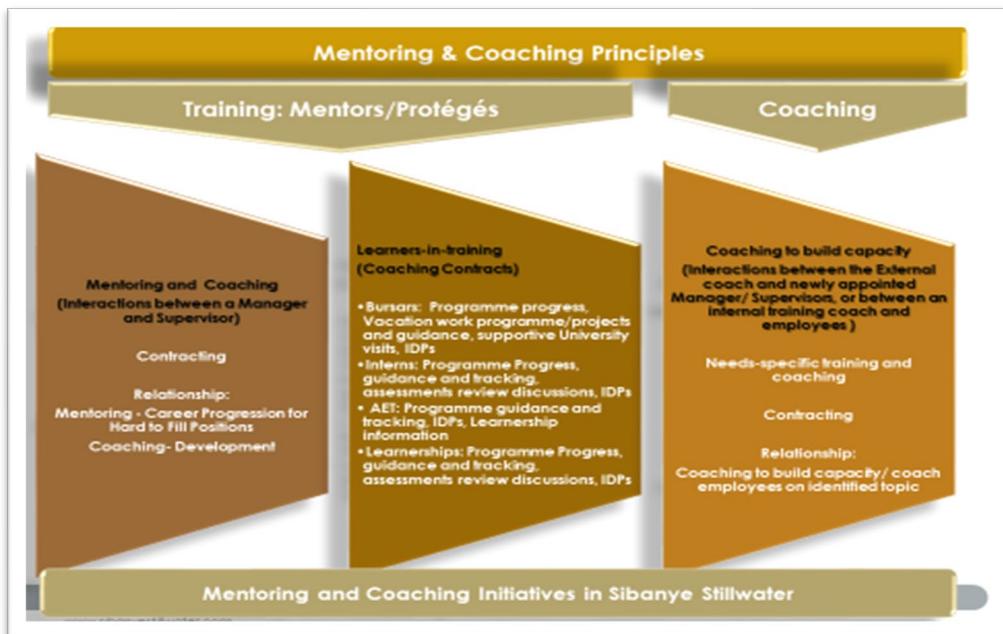
Ukuba ngumzekelo ngokunika iingcebiso yinkubo yokusebenisa abantu abachongwe ngokukhethekileyo nabaqequeshiweyo ukuba banike isikhokelo neengcebiso, okuza kunceda ekupuhhliseni amakhondo emisebenzi enokulandelwa yabantu abaphantsi kogcino lwabanye ababelwe bona. Ukuba ngumzekelo ngokunika iingcebiso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

| | |
|--------------|---|
| Isivumelwano | I-WPPL ivuma ukwenza ngokusesikweni inkubo yayo yokuba ngumzekelo ngokunika iingcebiso, eza kubandakanya izivumelwano zokuba ngumzeleko ngokunika iingcebiso ezisesikweni phakathi kwabangumzekelo ngokunika iingcebiso nabo baphantsi kogcino lwabo zabafundi abakuqequesho/abakwiqubo zophuhliso. |
| Izikhokelo | Isicwangciso sokuba ngumzekelo ngokunika iingcebiso siza kuyilelwa: <ul style="list-style-type: none"> • Ukuchonga imimandla yophuhliso efuna uqequesho; • Ukunika isicwangciso soqequesho esicacileyo ngesivumelwano soqequesho; • Kugxininisa inani labaquequeshi neprotégés ezinokujoliswe kuko namaxesha amiselweyo; • Ukubeka iliso ekuphunyezweni kwenkubo. |

2.12.1 Isicwangcisoqhingga sokuPhunyezwa kwesiCwangciso sokuba ngumzekelo ngokunika iingcebiso

| Isikhundla soXanduva lokuNika iimpendulo | Isicwangcisoqhingga | Ixesha elimiselweyo |
|--|---|---------------------|
| UMLawuli we-HRD | 1. Ukujonga kwakhona isicwangciso soqequesho | KuyaqhubeKA |
| AbaLawuli beNgqequesho UMLawuli we-HRD | 2. Kuchongwa uhlanganiso lwabangumzekelo wabantu abaphantsi kogcino lwabanye (abasebenzi abakuqequesho/Abaphathi kune nabaLawuli abaPhakathi abanobukrelekrele) | KuyaqhubeKA |

| | | |
|---|---|-------------|
| AbaLawuli beNgqeQesho UMLawuli we-HRD | 3. Ubonelela ngenkubo yokuba ngumzekelo ngokunika iingcebiso kanye noqeqesho lomntu ophantsi kogcino lomnye ukwakha isakhono aphi kufunekayo | KuyaqhubeKa |
| AbaLawuli beNgqeQesho UMLawuli HRM | 4. Ukunika ikontraki ngezivumelwano zokuba ngumzekelo ngokunika iingcebiso ngokunxulumene nenqubo yokufundela umsebenzi kwingqesho/ixesha lenqubo yokufunda | KuyaqhubeKa |
| UMLawuli we-HRD | 5. Ukubeka iliso ukuphumeza nokuqinisekisa kokuba ngumzekelo ngokunika iingcebiso ngokuphathelele: <ul style="list-style-type: none"> Kwiinkukacha zoBuqu zomntu ophantsi kogcino lomnye ukuquka uhlanga, isini, isikhundla sangoku kanye nenqanaba kanye namathuba exesha elizayo anokubakhona linkukacha zoBuqu zongumzekelo ngokunika iingcebiso kanye nesikhundla | KuyaqhubeKa |



Umfanekiso 9: IMithethosiseko yokuba ngumzekelo ngokunika iingcebiso nokuQhelisa9

2.12.2 Okujolise kwisiCwangciso sokuba ngumzekelo ngokunika iingcebiso

Ukuba ngumzekelo ngokunika iingcebiso yinkubo yokusebenisa abantu abachongwe ngokukhethekileyo nabaqeQeshiweyo ukuba banike isikhokelo neengcebiso, okuza kunceda ekupuhuliseni 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 ngumnini womsebenzi. Ukuqhelisa kujonge ngokukodwa kubasebenzi abakwqela C5 lenqubo yokuhlela uphononongo lomsebenzi (Paterson C5 Band) nangaphantsi.

Itheyibile 20: Okujolise kwisiCwangciso soQeqesho20

| Inkubo yokuba ngumzekelo ngokunika iingcebiso | Iziphumemo zekhondo lomsebenzi onokulandelwa | Isithuba sexesha | Ekujoliswe kuko | | | | | 2019- 2023 |
|---|--|--------------------------------------|-----------------|------|------|------|------|---------------|
| | | | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Ukufunda umsebenzi kwingqesho | Isatifiketi soQhushumbo/Isatifiketi soMsebenzi wobuGcisa | linyanga ezili-18 (ezeziMbiwa) | 33 | 17 | 28 | 28 | 28 | 134 |

| | | Iminyaka emi-3 (ubuNjineli) | | | | | | |
|---|-----------------------------|-----------------------------------|-----------|-----------|-----------|-----------|-----------|------------|
| linkxasomali zokufunda | Isidanga | Iminyaka emi-3-4 | 10 | 1 | 1 | 1 | 1 | 14 |
| linkqubo zokugqibezela izifundo kwingqesho | Uqequesho lokunika amava | Iminyaka emi-2-3 | 2 | 1 | 1 | 1 | 1 | 6 |
| I-AET yeentsuku neeveki ezipheleleyo | Inqanaba eliNye le-AET | Unyaka om- 1 | 28 | 7 | 7 | 7 | 7 | 56 |
| Bebonke | | | 73 | 26 | 37 | 37 | 37 | 210 |

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

2.13 UkuGqibezela iziFundoo kwiNgqesho

I-WPPL iqonda isidingo sokumisela nokulondoloza iQela labaneziDanga ngenjongo yokwakha nokulondoloza okuzayo kweenkokeli zexesha elizayo zequmrhu. I-WPPL izibophelela ekuncediseni abaneziDanga abalugqibileyo ufundo lwethiyor/lwemfundo yaseyunivesithi 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.

| | |
|---------------------|---|
| Isivumelwano | INkqubo yokuGqibezela iziFundoo kwiNgqesho ye-WPPL inika abantu beenginqi eziijikelezileyo abafunde ngamava abagqibezela iziqinisekiso zemfundoo ephakamileyo nabo banesiqinisekiso semfundoo ephakamileyo ukuze babe nako ukufuna ingqesho eyinene. |
| Izikhokelo | Bonke abafundi abaggibezela izifundo zabo kwingqesho baza kufumana uqequesho emsebenzini. Baza kunikwa umqequeshi kunye nomlawuli onoxanduva. lincwadi zengxelo zezihlo ziza kugcinwa kwaye zilondolozwe ngokulungelelene neemfuneko zoqinisekisomfundoo. Inkampani ithi kumaxesha ngamaxeshya ithathele ingqalelo abanezidanga abangekho kwingqesho abazihlawulelayo imali ukuba bathabathe inxaxheba kumathuba enkqubo yethu yophuhliso yabanezidanga ngokusekelwe kwiimfuno zokusebenza |

2.13.1 IsiCwangcisoqhingga sokuPhunyezwaa kokuGqibezela iziFundoo kwiNgqesho

| IsiKhundla soXanduva IokuNika iiMpendulo | IsiCwangcisoqhingga | Ixesha elibekiwego |
|---|---|-----------------------|
| UMLawuli weYunitihi: HRD | 1. Ukunika iNkqubo yoPhuhliso lwabaneziDanga | Kuyaqhubeke |
| UMLawuli weYunitihi: HRD | 2. Ukunika inkqubo yoqheliso neyokuba ngumzekelo ngokunika iingcebiso | Kuyaqhubeke |
| UMLawuli weYunitihi: HRD | 3. Abasebenzi kufuneka bahlolwe ngokuqhubekeyo ngeziphumo zenkqubo ezifunekayo | Kuyaqhubeke |
| UMLawuli weYunitihi: HRD | 4. Ii-IDP zikhona ukulungiselela abafundi kwaye abafundi bayaxeletwa ngamakhono anokulandelwa | Kuyaqhubeke |

2.13.2 OkuJolise kubaFundi abagqibezela izifundo zabo kwinqesho bangaphandle (abaneziDanga) kunye noQingqomali

Itheyibile 21: OkuJolise kubaFundi abagqibezela izifundo zabo kwinqesho bangaphandle (abaneziDanga) kunye noQingqomali21

| Field/ Area of Training | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|-------------------------|---------------|---------------|---------------|---------------|-------------|----------------|
| Graduates | 1 | 1 | 1 | 1 | 1 | 5 |
| Financial Provision | R8 887 404,00 | R8 563 648,00 | R3 840 120,00 | R2 556 080,00 | R544 445,00 | R24 391 697,00 |

2.14 INkubo yeNkxasomali yokuFunda

2.14.1 IsiCwangcisoqhingga sokuPhunyezwa kweNkubo yeNkxasomali yokuFunda

| IsiKhundla soXanduva IokuNika iiMpendulo | IsiCwangcisoqhingga | Ixesha elibekiwyo |
|---|---|----------------------|
| UMLawuli weYunithi: HRD | 1. Kubhengezwe amathuba enkxasomali yokufunda ngaphakathi kwabasebenzi. | Kuyaqhubeka |
| UMLawuli weYunithi: ImiCimbi yezoShishino | 2. Kubhengezwe amathuba enkxasomali yokufunda ngaphandle kumaphephandaba asekuhlaleni, amabhunga kamaspala kunye nabanye ogunyaziwe abafanelekileyo ukutsala ukuqeshwa kwabasebenzi kuluntu lwengingqi nakwiinggingqi ezithumela abasebenzi | Kuyaqhubeka |
| UMLawuli weYunithi: HRD | 3. Abalingwa bamathuba enkxasomali yokufunda baza kuchongwa ngokwayamene nenqubo yokuchonga yenkampani. | Kuyaqhubeka |
| UMLawuli weYunithi: HRD | 4. Amaziko okufunda aqinisekisiwyo ngokwezidingo zenkampani aza kusetyenziswa | Kuyaqhubeka |
| UMLawuli weYunithi: HRD | 5. li-IDP zikhona ukulungiselela abafundi, kwaye abafundi bayaxeletwa ngamakhondo emisebenzi enokulandelwa akwiinkalo zokufunda ezesemxholweni | Kuyaqhubeka |
| UMLawuli weYunithi: HRD | 6. Abangumzekelo ngokunika iingcebiso abaqinisekiselwe abafundi | Kuyaqhubeka |

2.15 OkuJolise kwiNkubo yeNkxasomali yokuFunda

Itheyibile 22: OkuJolise kwinkqubo yeNkxasomali yokuFunda22

| Annual Targets | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 – 2023) |
|---------------------|---------------|----------------|---------------|---------------|---------------|----------------|
| External Bursars | 1 | 1 | 1 | 1 | 1 | 5 |
| Financial Provision | R7 333 428,00 | R11 805 967,00 | R3 868 724,00 | R2 060 096,00 | R1 535 801,00 | R26 604 016,00 |

2.16 liNkubo zoPhuhliso IwezabaSebenzi – UkuBonelelw ngezeMali

Itheyibile 23: liNkubo zoPhuhliso IwabaSebenzi – UkuBonelelw ngezeMali23

| HRD - Financial Provision | 2019 | 2020 | 2021 | 2022 | 2023 | (2019 - 2023) |
|---------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | R179 380 476,00 | R172 050 000,00 | R184 093 500,00 | R196 980 045,00 | R221 145 689,00 | R953 649 709,00 |

3. UBulungisa kwezeNgqesho

3.1 Intshayelelo

Phambi kokuba uMzantsi Afrika ube sisizwe esinedemokhrasi, kwakukho imithetho yobukoloniyalu neyocalucalulo eyayibekela bucala abantu abantsundu ekuthabatheni inxaxheba kwiinkqubo zezemfundo nezabasebenzi. Ukulungisa nokuphelisa ucalucalulo, kwabekwa uMgaqosiseko, onika bonke abemi bomhlaba ilungelo lokulingana. Ngenxa yokuba inkqubo yangaphambili yayiqhubi 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, kuphunyezwu amanyathelo okunika amathuba abo bebewavinjiwe ngaphambili ukulungelelanisa ukusilela kwingqesho okufunyenwe ngamaqela ahlelelekileyo." Sgcine oku engqondweni, injongo yalo Mthetho kukufanisa indlela ekuqhutya ngayo ngokwayamene nendlela abasebenzi (abantu) kwiqumrhu abalawulwa ngayo ngokwayamene neendima zabo abazidlatayo, izakhono kune nomvuzo ukuze zibe ngendlela enobulungisa nengacalucaluliyo. Lo Mthetho kwakhona unceda amaquamrhu ukuba acwangcise kwaye alawule ukuqesha kwavo abasebenzi, kune nemigaqonkqubo yokuqhubela phambili kune neenkqubo ngokunjalo ezichasene neemfuno zoMthetho.

Ngenxa yemeko etshintshayo neguquguqukayo yequmrhu elililo kune neshishini lalo, sibona amaquamrhu amaninzi anemingeni okuthobela uMthetho. Impendulo enye eyiyeyona intsonkothileyo nenomdintsi yequmrhu kukulungelelanisa izicwangcisoqhinga zokuthobela zalo nezo zeshishini kune neenjongo zesicwangcisoqhinga zeshishini zisonke, izicwangciso ezinobuchule kune nenkcubeko. Kwisaveyi yakutshanje yobulungisa kwezengqesho eyenziweyo (ngowe-2017 / 2018), kwaqatshelwa ukuba okune kokona kusilela kukhulu kwamaquamrhu 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 ekuggibeleni nokuthobela. I-WPPL ikwinkqubo yeengxoxiswano noMbutho wabaSebenzi ukuchonga abameli abatsha beqonga leengxoxo. Kwimeko yangoku yokuthobela, i-WPPL ilawula kwaye ixhasa zonke izicwangcisoqhinga 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 nokhuphiswano loshishino lwezezimbiwa. Ngenjongo yokudala imekobume eluncedo ukuqinisekisa ukuba iyantlukwano kune nokuthabatha inxaxheba kwe-HDPat kune namanina kuzo zonke izikhundla zokuthathwa kwezigqibo kune neendidi zomsebenzi obalulekileyo kushishino lwezezimbiwa.t: Ukongeza, iinkampani zezezimbiwa kufuneka zichonge kwaye zikhawulezise iintlanganisela zeetalente ezikhoyo ukuqinisekisa ukuba sesichengeni solwazi oluphangaleleyo lokusebenza okukwinqanaba eliphezulu ngokwayamene neenkqubo zamakhondo omsebenzi anokulandelwa".

I-WPPL Platinum izi kuqhube ka nokuhokela ukususwa kwemiqobo yobulungisa nophuhliso, kwaye izi kuthi ngenjongo ikhokelele kwinkqubo yemikhwa esesikweni eyakhiwe ngenkolelo yokuba umntu ngamnye unelungelo lesidima, lokuhlonitshwa kune nokuqondwa kwesakhono sakhe. Ukuza kufikelela apha, uMqulu wamaLungelo we-WPPL Platinum kune nemikhwa eSulungekileyo wamkela iyantlukwano emsebenzini kwaye ukhuthaza ukumelwa kweenkukachamanani zabemi belizwe. Injongo ezinabileyo zefilosofi ye-WPPL 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 nokukhubazeka kunye nokuqinisekisa ukudalwa kwesithetho sokuhlonipha abantu abaphila nokukhubazeka, ngokuthathela ingqalelo imeko nobungakanani bomsebenzi ongundoqo;
- ukudala imekobume yequmrhu eluncedo kubulungisa, kufaneleko, kwisidima kunye nakukuhloniphana, kwaye ebonakalisa iyantlukwano kwitalente ekhoyo ekuhlaleni kwethu;
- ukusebenzela ukwakha abasebenzi abaxhotyisiweyo abaza kuba nako ukuhlangabezana nayo yonke imingeni eza nenguqoko notshintsho, nokubeka iliso nokuvavanya iinguqulelo ukuqinisekisa ukuba sijonga kwakhona rhoqo inkqubela phambili ekuyileni iqumrhu elinobulungisa;
- ukushenxisa iziphumo zocalucalulo ngokobuhlenga, ngokobuzwe nangokwesini emsebenzini, kunye nokufundisa wonke umntu kwiqumrhu malunga neziphumo ezibuyisela umva zezo zimongqondo; kunye
- nokuqinisekisa ukuba ulwimi alusetyenziselwa njengomqobo wokucalucalula abasebenzi kodwa njengesixhobo esincedayo, esiqinisekisa unxibelewano olusebenzayo.

Itheyibhile elapha ngezantsi inika isimo se-WPPL EE ukusukela ku-Septemba 2020 .

Itheyibhile 24: IsiMo soBulungisa kwezeNgqesho ukusukela24

| Occupational Categories | Male | | | | Female | | | | HDP | Male | | | Foreign | | | Non-HDP | Total | People with Disability | |
|---|---------|----------|--------|---------|----------|--------|-------|-------|-----|-------|------|--------|---------|--------|------|---------|-------|------------------------|--------|
| | African | Coloured | Indian | African | Coloured | Indian | White | White | | White | Male | Female | Male | Female | Male | Female | | Male | Female |
| Top Management (Board) | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | 3 | 0 | 0 | 3 | 4 | 0 | 0 | | | |
| Snr Management (E-Band) | 12 | 2 | 2 | 2 | 0 | 0 | 2 | 20 | | 17 | 3 | 0 | 20 | 40 | 0 | 0 | | | |
| Professionally Qualified and Experienced Specialists and Mid-Management (D-Band) | 51 | 3 | 5 | 26 | 1 | 2 | 17 | 105 | | 67 | 7 | 3 | 77 | 182 | 3 | 0 | | | |
| Skilled Tech and Academically Qualified: Jr Management; Supervisors; Foreman and Superintendents (C-Band) | 1104 | 16 | 4 | 307 | 4 | 6 | 107 | 1548 | | 372 | 107 | 2 | 481 | 2029 | 30 | 6 | | | |
| Semi-Skilled and Discretionary Decision-Making (B-Band) | 3463 | 2 | 1 | 233 | 1 | 0 | 11 | 3711 | | 24 | 1181 | 0 | 1205 | 4916 | 73 | 4 | | | |
| Unskilled and Defined Decision-Making (A-Band) | 4674 | 1 | 0 | 584 | 2 | 0 | 0 | 5261 | | 3 | 899 | 11 | 913 | 6174 | 164 | 3 | | | |
| Total Permanent | 9305 | 24 | 12 | 1152 | 8 | 8 | 137 | 10646 | | 486 | 2197 | 16 | 2699 | 13345 | 270 | 13 | | | |

I-WPPL 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-WPPL 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 kunye nokuPhunyezwu kokumelwa kwaManina

| | |
|--------------|---|
| Isivumelwano | UBulungisa kwezeNgqesho kufuneka bulawulwe nje ngomba wotshintsho kwaye kufuneka uhlanganiswe kwishishini lilonke ukuhlangabezana nemingeni ngokufezekileyo. Kanjalo, i-WPPL izibophelela ekuhlangabezeni nokumela okunobulungisa kwe-HDP ngenqanaba ngalinye lolawulo. |
|--------------|---|

| | |
|------------|--|
| Izikhokelo | <ul style="list-style-type: none"> Kuqikelelwa utshintsho kulawulo kwiminyaka emi-5 ezayo. Okuphambili oku kubangelwa luqikelelo lokuphungulwa kwabasebenzi kunye nokungazinzi okuziswa koku kwikhondo lomsebenzi – abanye bangayishiya inkampani ngenxa yoku kungazithembi. Ukuba kwiingxoxo nabasebenzi abakumaqela ahlelekileyo ukunciphisa impembelelo yezo nkqubo ziqikelelwayo. Apho iimeko zemali zivumayo, kuphunyezwe amanyathelo okugcina abasebenzi. Xa zivela izithuba zomsebenzi, zigcwaliswe izithuba ezo kangangoko ngabantu abasuka kumaqela avinjwe amathuba. |
|------------|--|

| I-HDP KuLawulo - IsiCwangciso soPhumezo loCwangcisoqhingga e-WPPL | | |
|--|-------------------------|--------------------|
| IsiCwangcisoqhingga sokuPhumeza | IsiKhundla esinoXanduva | Ixesha elibekiwego |
| Ukubeka iliso kutshintsho kwaye iziphathamandla zibe noxanduva lokuphendula ngesicwangciso sophumezo + kuhlanganiswe okujolise kutshintsho kumanyathelo angundoqo okusebenza kweshishini | I-EXCO | Ngekota |
| Ishishini liqhubeke nokuthatha uxanduva Iwe-HDP kokujolise kukumelwa IwabaLawuli. | I-Manco | Ngokuqhubekayo |
| Ukulandeleta nokubeka iliso kwinkqubelaphambili | I-HR | Ngokuqhubekayo |

3.2.1 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 25: Ekujoliswe kuko kweminyaka emihlanu (5) yokuthabatha inxaxheba kulawulo e-WPPL25

| Occupational Levels | MCIII 5Yr Target (2023) | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|------------------------------------|-------------------------|--------|--------|--------|--------|--------|
| | | 2019 | 2020 | 2021 | 2022 | 2023 |
| Board* | | | | | | |
| HDP's | | | | | | |
| % HDP Women | | | | | | |
| Executive Management* | | | | | | |
| HDP's | | | | | | |
| % HDP Women | | | | | | |
| Snr Management* | | | | | | |
| HDP's | | | | | | |
| % HDP Women | | | | | | |
| MIDDLE MANAGEMENT | | | | | | |
| HDP representation | 60% | 43,00% | 48,00% | 51,00% | 55,00% | 60,00% |
| Female representation | 25% | 8,00% | 10,00% | 12,00% | 15,00% | 25,00% |
| JUNIOR MANAGEMENT | | | | | | |
| HDP representation | 70% | 49,00% | 50,00% | 55,00% | 60,00% | 70,00% |
| Female representation | 30% | 18,00% | 20,00% | 23,00% | 25,00% | 30,00% |
| EMPLOYEES WITH DISABILITIES | | | | | | |
| HDP representation | 1.50% | 1,50% | 1,55% | 1,60% | 1,65% | 1,70% |
| CORE AND CRITICAL SKILLS | | | | | | |
| HDP representation | 60% | 80,00% | 80,50% | 81,00% | 81,50% | 82,00% |

*AbaLawuli abaziilNtloko, i-EXCO kunye neBhodi ababalwa kwinqanaba leBhodi.

4. UPhuhliso IwabaSebenzimgodini

Eli candelo ligxile kwiinkqubo zesicwangcisoqhinga eziza kufikelela kumalinge aphambili eNgingqi nawommandla ophuhliso lwezoqoqosho, ezemfundo, ezempiro, ukuphakanyiswa koluntu kanye nokuphuculwa kobomi babantu kanye nozinzo lutexesha elide ngaphaya kobude bexesha lokusebenza koMgodi. I-WPPL izinze kwiPhondo loMntla weNtshona kuMasipala weSithili waseBojanala ifikelela koomasipala bengingqi baseMadibeng

Amaqumrhu enkampani ajikelezwe ziinggaqzi zabahlali kwimimandla yasezilalini naleyo ikufutshane nedolophu.

Itheyibile 26: lingingqi ezijkeleze amaqumrhu e-WPPL26

| 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. Bapong Central(Oustad, Leokeng, Legalaopeng, Nomnor 1, Skoolplaas, Newtown) 2. Segwaelane 3. Wonderkop 4. Amatyotyombe aseNkaneng 5. Amatyotyombe aseKhalamtwana | 1. UMbindidolophu waseMooinooi 2. Barnardsvlei 3. Modderspruit 4. Majakaneng 5. Amatyotyombe aseMamba (indawo yokuhlala yaseSamancor) | 1. UMbindidolophu waseSonop 2. ERegorogile/ eSifikile 3. liFama (Kareepoort) |

4.1 IMvelaphi yoQoqosho IwasekuHlalen

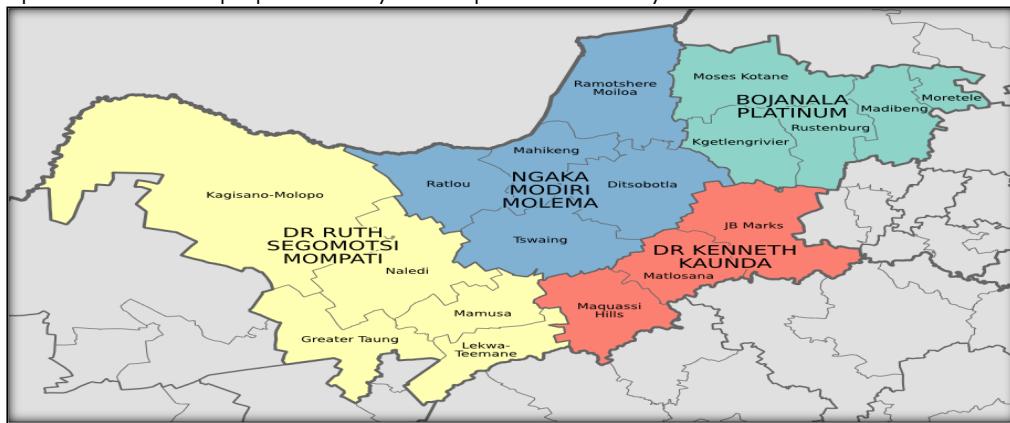
4.1.1 Inkcazeloe mfutshane yePhondo loMntla Ntshona

IPhondo loMntla Ntshona laseMzantsi Afrika likwaziwa ngokuba yiBokone Bophirima (i-BB). Ikumda weBotswana nephondo laseLimpopo kumntla, iPhondo loMntla Koloni kanye neKalahari Desert eNtshona, iphondo laseGauteng ukuya empuma, kanye 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 emhlabenai omalunga nama-104 882km², oko kukuthi 8.6% yoMzantsi Afrika) enabemi abaqikelewa ngokuba bangama-3 787 978 (6,8% yoMzantsi Afrika), abahlala malunga nakwizindlu 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 kanye neDr Kenneth Kaunda. lidolophu ezinkulu yiRustenburg, iBrits, iMahikeng, iTlokwe, iMatlosana kanye neVryburg.



Iphondo lijongene nemingeni emininzi yezentlalo noqoqosho ezinje ngentswelangqesho, intlupheko, uhlumo lwezoqoqosho oluphantsi, ukuxhaphaka kwe-HIV ne-AIDS, ukufumaneka kokutya, iziseko ezinganelanga, ukungakwazi ukufunda nokubhala kunye nokunyuka kwenani labemi okukhawulezileyo. Uqoqosho lwayo 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 ezimbiwayo ziquka iplatinam eRustenburg naseBrits; iglide, eOrkney naseKlerksdorp; iyuraniyam, eKlerksdorp; kunye needayimani eLichtenburg, eChristiania, naseBloemhof. Ezolimo nazo zichongwe njengeziqhubela phambili uphuhliso lwezoqoqosho kunye nempumelelo kunye namashishini okuvelisa anxulumeneyo.



Umfanekiso 11: IziThili ezikwiPhondo11

4.1.2 Inkcazelو emfutshane yeSithili saseBojanala

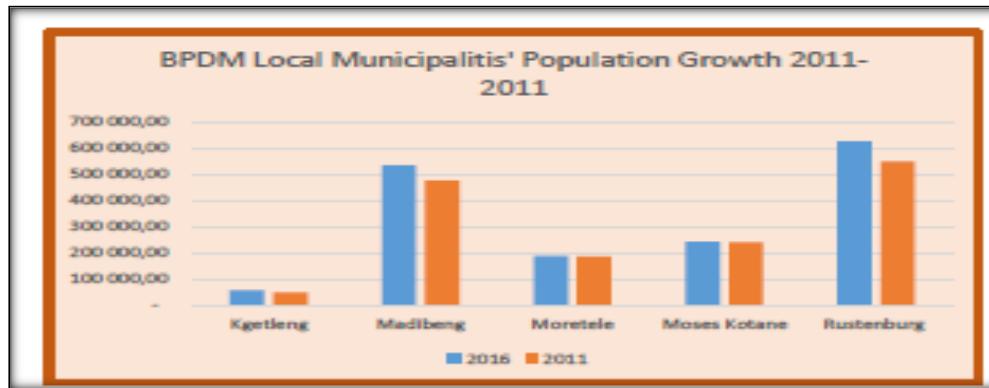
UMasipala weSithili sePlatinam saseBojanala (i-BPDM) ludidi C lukamasipala kwanye ngomnye woomasipala besithili abane kwiPhondo loMntla Ntshona. Izinze kwinxenyе yempuma yephondo kwaye yabelana ngemida yephondo neLimpopo, iMpumalanga kunye neGauteng kunye nomda wesizwe neBotswana kwicala lentshona. Ubungakanani bayo ngokommandla ngama-18 333km², 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 neTlhabane.

Oomasipala benginqi 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.



Indlela enguhola 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 ufilelela kwicandelo elisembindini lendlela ekukuphela kwayo esuka kunxweme ukuya kolunye unxweme eAfrika. Ipaseji yempuma-ntshona ihamba ukusuka eMaputo kwimpuma yeWalvis Bay, iNamibia entshona kwaye iqhagamshelana nezixeko 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 eziqhubela 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 amaquamrhu ezezimbiwa kwiSithili, ezona zinkulu 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 lwsithili ngenxa yobuninzi bemiyeko yezilwanyana karhulumente neyabucala. iSun City eMoses Kotane yenge yeendawo zokhenketho ezinika umdla. UMasipala weSithili sePlatinam saseBojanala akasebenzi ngokuzimeleyo eMntla-Ntshona, eMzantsi Afrika nakwihiabathi liphela.

Amacandelo ezoqoqosho

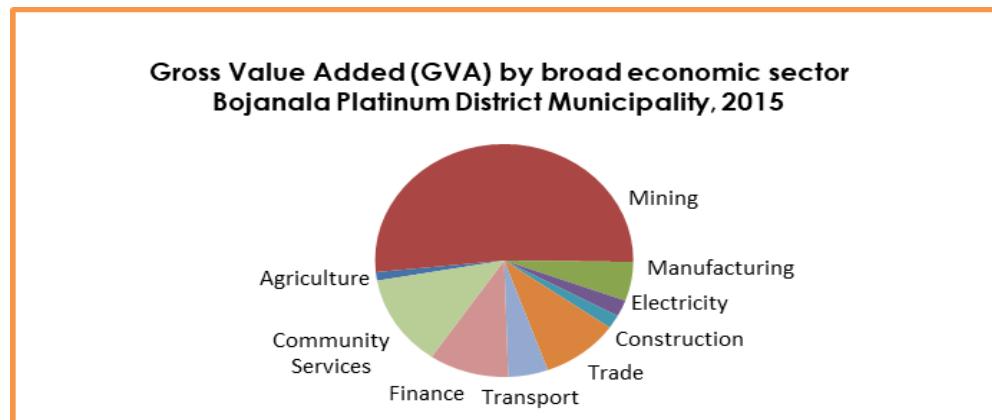
Uqoqosho lukaMasipala weSithili sePlatinam waseBojanala wenziwe ngokwamashishini awahlukahlukaneyo. Ukuguquguquka koMlinganiselo weXabiso lempahla neenkonzo eziveliswayo (i-GVA) kubonisa ukwahlulwahlulwa kwecandelo, aphi icandelo ngalinye lilnganiselwa ngokwayamene nexabiso lalo lempahla neenkonzo eziveliswa kuqoqosho lwengingqi. I-GVA ngumlinganiselo wokuvveliswayo (imveliso iyonke) yommardla ngokwayamene nexabiso elivelisiweyo kuloo mmandla. Ungahlulwahlulwa ube ngamacandelo okuvelisa awohlukahlukaneyo. Itheyibhile yeshwankathelo elapha ngezantsi ibeka 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 |
| Total Industries | 118.0 | 210.8 | 3589.7 | 56.0% | 3.29% |

Umfanekiso 13: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo lezoQoqosho elinabileyo i-BPDM 2015(R Bhiliyon)13³

³ Umthombo wolwazi: IHS Global Insight Regional explorer version 1029

Ngowe-2015, icandelo lezezimbiwa lelona likhulu kuMasipala weSithili wePlatinam eBojanala engama-R 61.1 yeebhiliyon i 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 elilelona lincinci kuqoqosho lukaMasipala weSithili wePlatinam yaseBojanala licandelo lezolimo elinegalelo lama-R1.37 ebhiliyon i okanye i-1.16% ye-GVA iyonke.



Umfanekiso 14 Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo, BPDM14⁴

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

Umasipala.

IMbalu yoHlumo kwezoQoqosho

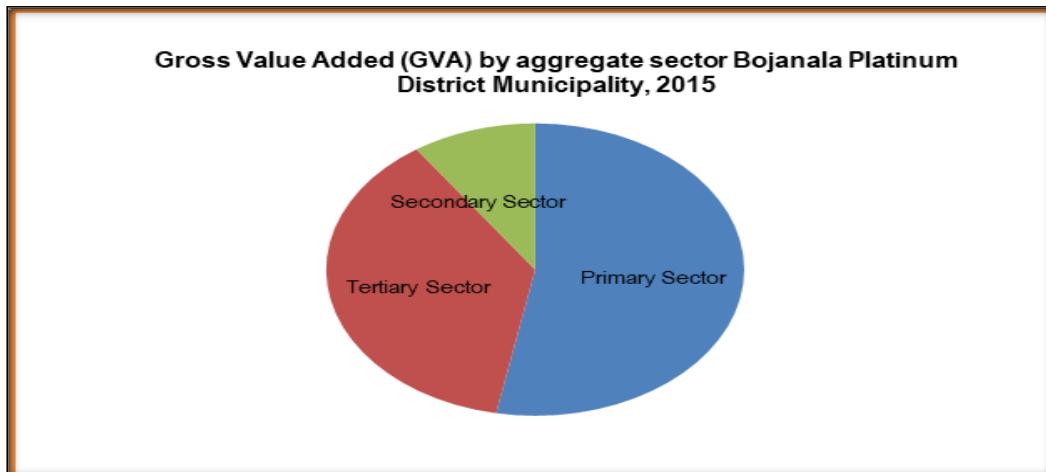
Kwisigaba sexesha sowe-2015 nowe-2005, i-GVA kwicandelo lezokwakha yayineyona avareji iphezulu yezinga lohlumo lonyaka eBojanala Platinum nge-5.03%. Ushishino oluneavareji yesibini eyiyeyona iphezulu yezinga lohlumo lonyaka licandelo leenkonzo zoluntu eyenza iavareji ye-3.95% ngonyaka. Icandelo lezemigodi 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.

Ittheyibile 27: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo lezoQoqosho elinabileyo i-BPDM27⁵

| 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 |

⁴ Umthombo wolwazi: IHS Global Insight Regional eXplorer version 1029

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

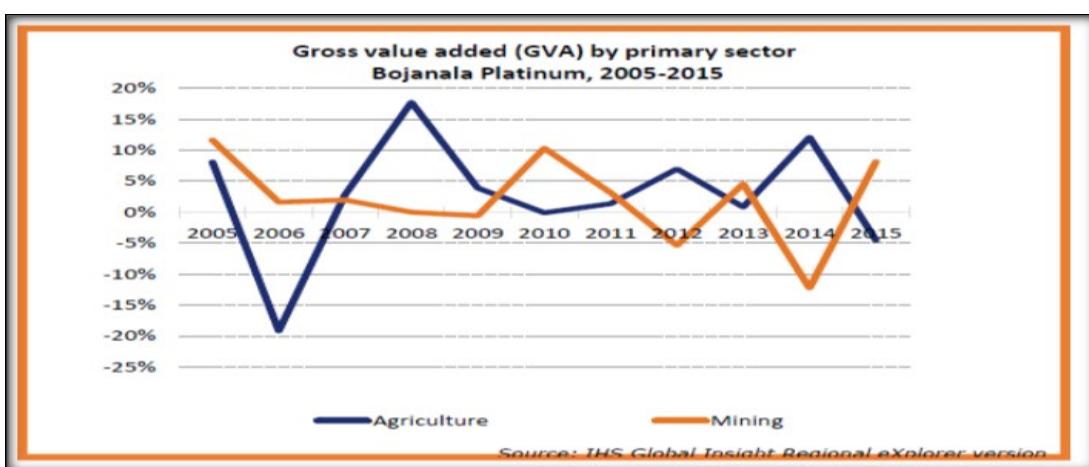


Umfanekiso 15: Umlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo loHlanganiso, i-BPDM15⁶

Oku kulandelayo kukwahlulwahlulwa koMlinganiselo weXabiso lempahla neenkonzo eziveliswayo (i-GVA) licandelo elihlanganisiwego:

Ushishino ngemithombo yendalo

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

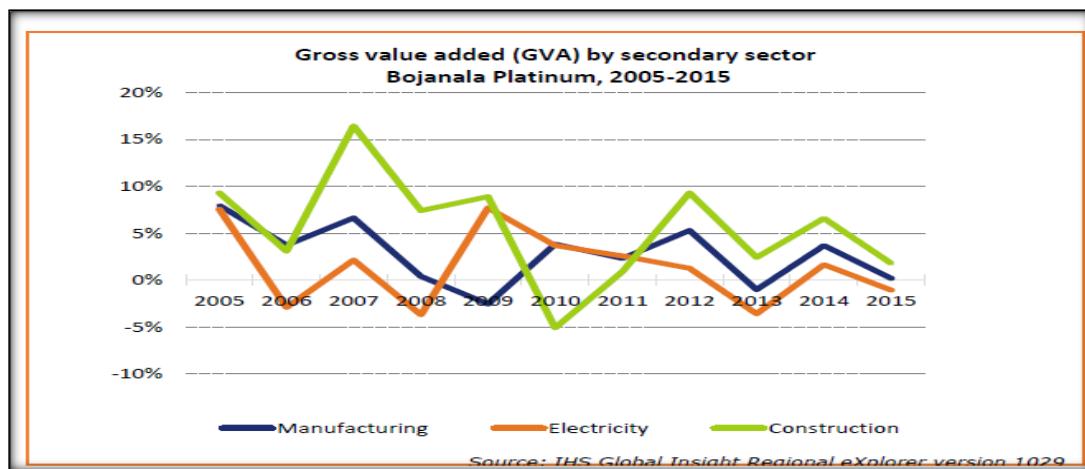


Phakathi kowe-2005 nowe-2015, icandelo lezolimo libe nolona hlumo luphezulu oluhle ngowe-2008 ngezinga lohlumo lweavareji eliyi-17.7%. Icandelo lezezimbiwa lafikelela kwelona zinga liphezulu lohlumo lwe-11.6% ngowe-2005. Icandelo lezolimo laba nolona hlumo liphantsi ngesigaba sexesha sowe-2006 ku-19.2%,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

Ushishino ngeemveliso ezisetyenziwego

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

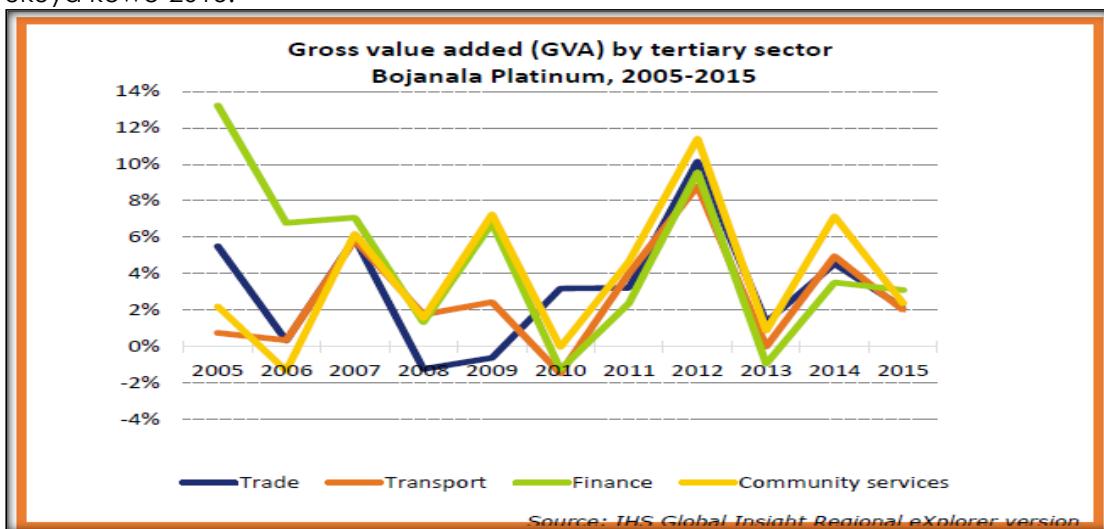
⁶ Umthombo wolwazi: IHS Global Insight Regional eXplorer version 1029



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 liphantsi 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 liphantsi lwe -3.7% ngowe-2008.

Ushishino ngeeNkonzo

Ushishino ngeenkonzo lubandakanya amacandelo ezoqoqosho anabileyo amane angala, urhwebo, ezothutho, ezemali kunye necandelo leenkono zoluntu. Le tshathi ilandelayo ibonisa izinga leavareji yohlumo lwe-GVA Iwala 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 kunaleylo yecandelo lokuvvelisa. 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 leenkono zoluntu, elibandakanya kakhulu urhulumente, lube nolona hlumo luphezulu noluhle ngowe-2012 nge-11.4% kunye nelona zinga liphantsi lohlumo ngowe-2006 nge- -1.3%.

Ingxelo yengqikelelo yoHlumo lweCandelo

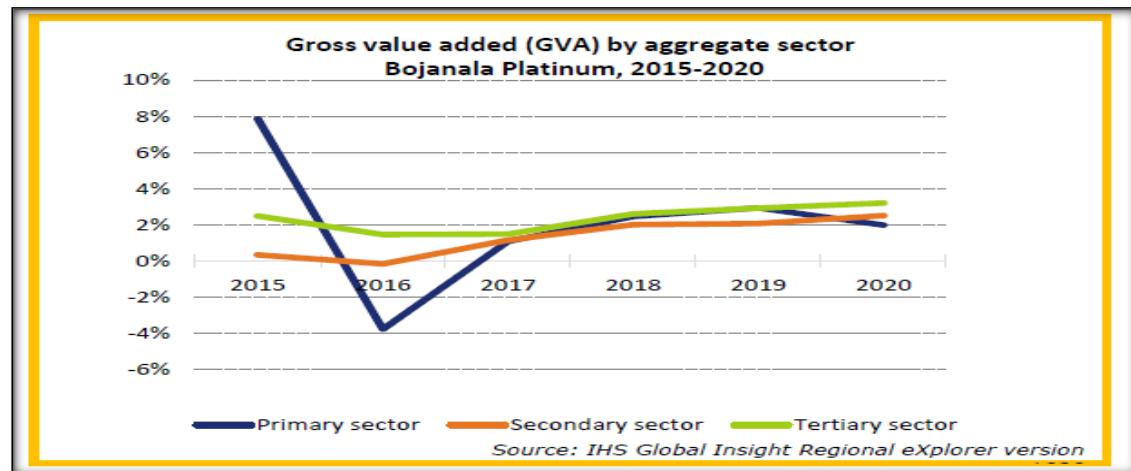
Ingxelo zengqikelelo ze-GVA zisekelwe kumazingaohlumo aqikelelwego afunyenwe kwimithombo yowlazi emibini: imbali yeengqikelelo zamazingaohlumo kunye neengxelo zengqikelelo zoshishino kwinqanaba lesizwe. Izikhombisi ke ngoko zibhekiselele ngokungaphelelanga kwingcinga yokuba imimandla eqhuba kakuhle ngaphambili kutshanje anokuqhube ka huba kakuhle (ngokuguqulelana) kunye ngokungaphelelanga kwingcinga yokuba loo mimandla inamacandelo adumileyo eqikelelwego ngokuba iza kukhula ngokukhawuleza kuqoqosho lwasizwe (umz. ezemali nothungelwano ngomnxeba) anokuqhube kakuhle (ngokuguqulelanayo). Nanjengoko unyaka ekujoliswe kuwo uhambela phambili kunya ekuthelekiswa amaxabiso eminyaka nawo (2010)

ngoko ke ugxininiso lusuka kwimbali yamazinga ohlumo ukuya kumazinga ohlumo Iwezorhwebo lwamanqanaba esizwe.

Itheyibile 28: Isibonisi somlinganiselo weXabiso lempahla neenkonzo eziveliswayo liCandelo elinabileyo kwi-BPDM (R ibhiliyon yamaXabiso Azinzileyo)28

| 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% |
| Total Industries | 86.25 | 84.97 | 86.05 | 88.15 | 90.67 | 92.95 | 1.51% |

Icandelo lezokwakha lilindeleke ukuba likhule ngokukhawuleza kakhulu ngeavareji ye-2.94% rhoqo ngonyaka ukusuka kuma-R 1.82 bhiliyon kuMasipala seSithili sePlatinam waseBojanala ukuya kwi-R 2.1 bhiliyon ngowe-2020. Icandelo lezezimbiwa liqikelelwa njengokuba lelona candelo likhulu kuMasipala seSithili 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, izitshabalalisi nabanye oonobangela bendalo - kune neengxelo zengqikelelo ezithiwe thaca apha ngumkhwa nje wexesha elide kunokuba kuzanywa ukunikwa ingxelo yengqikelelo yezimo zezulu ekungenakuqjinisekiswa 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 kumandla, kwisigaba sexesha sonyaka omnye, kudibene neerhafu kuze kuthatyathwe izibonelelomali. I-GDP-R ingalinganisela 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, ngokungathi amaxabiso ebezinzile kunya ka ekuthelekiswa amaxabiso amaxabiso eminyaka ngawo othile.

Itheyibile 29: IMveliso yeliZwe - i-BPDM⁷

| 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 bhiliyonu ngowe-2014 (ukuya kutsho kuma-R 40.5 bhiliyonu ngowe-2004), uMasipala weSithili saseBojanala wanika igalelo lama-54.29% kwi-GDP yePhondo loMntla Ntshona yama-R 226 bhiliyonu 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 thriliyonu ngowe-2014 (njengoko kulinganisiwe ngokwamaxabiso amagama okanye angoku). Igalelo layo kuqoqosho lwasizwe lwahlala lufana ngokubaluleka ukusukela ku-2004 ngelixa ibinegalelo le-2.74% kuMzantsi Afrika, kodwa ingaphantsi kunencam ye-3.37% ngowe-2013.

Itheyibile 30: IMveliso yeliZwe BPDM, kukonke koMntla Ntshona nokwesiZwe 2004 -2014³⁰

| 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 lwe-GDP oluphantsi ngokubalaseleyo kunamaPhondo oMntla-Ntshona -0.64%, kwaye ingaphantsi kunaleyso yoMzantsi Afrika, apho izinga lohlumo le-GDP yowe-2014 yayingu-1.53%. Ngokuchaseneyo nezinga lohlumo lexesha elifutshane lowe-2014, izinga lohlumo lweavareji lexesha elide laseBojanala (3.15%) liphezulu kancinci kunelo laseMzantsi Afrika (2.94%). Uhlumo lwezoqoqosho eBojanala lwenyuka kakhulu ngowe-2005 nge-10.03%.

UMasipala weSithili sePlatinam waseBojanala wayene-GDP epheleleyo engama-R 123 bhiliyonu ngokwayamene negalelo lilonke kwiPhondo loMntla-Ntshona uMasipala weSithili sePlatinam waseBojanala waba kudidi olulolona liphezulu ngokunxulumeneyo nayo yonke imimandla yoqoqosho kwi-GDP iyonke yoMntla-Ntshona. Oku kwahlulwa ngokwayamene nobungakanani ngokuthelekiswa

⁷ Umthombo wolwazi: IHS Global Insight Regional eXplorer version 944

⁸ Umthombo wolwazi: IHS Global Insight Regional eXplorer version 944

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.

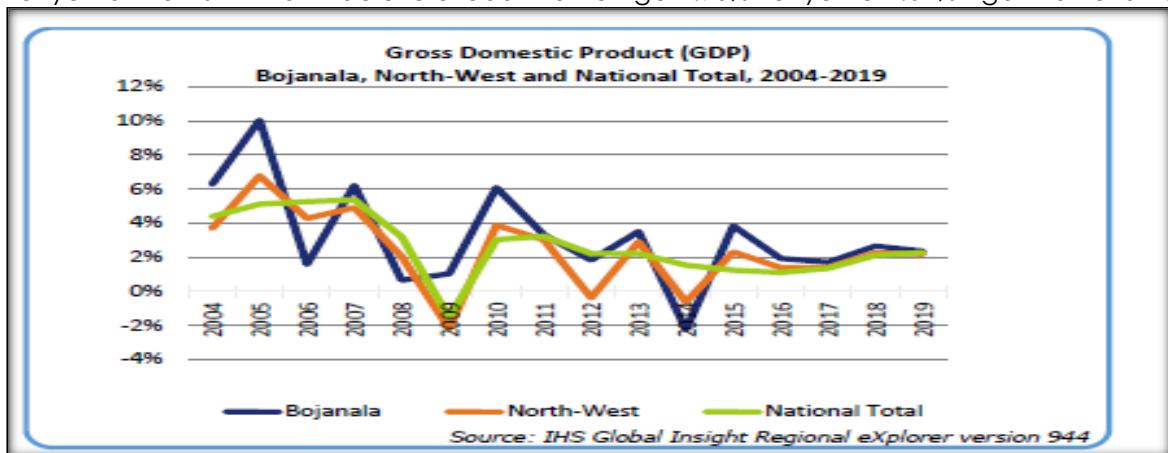
Itheyibhile 31: IMveliso yeliZwe – OoMasipala beNgingqi be-BPDM 2004 -2014, isabelo kunye nohlumo⁹

| 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% |
| Kgettengrivier | 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, iyiavaregi 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 waseKgettengrivier yayineyona avareji iphantsi yezinga lohlumo lonyaka le-1.83% phakathi kowe-2004 nowe-2014.

INgxelo yeNgqikelelo yoHlumo IwezoQoqosho

Kulindeleke ukuba uMasipala weSithili waseBojanala uza kuhluma ngeavareji yezinga lonyaka ye-2.49% ukusukela kowe-2014 ukuya kowe-2019. lavareji yezinga lohlumo lonyaka yePhondo IoMntla-Ntshona kunye noMzantsi Afrika ilinndeletekukuba ihlume nge-1.90% kunye ne-1.61% ngokwahluhlukeneyo.



Ngowe-2019, i-GDP ingxelo yengqikelelo yaseBojanala izu kuba ngama-R 107 bhiliyon iqikelelwego (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.

⁹ Umthombo wolwazi: IHS Global Insight Regional eXplorer version 944

Itheyibhile 32: IMveliso yeliZwe – OoMasipala beNgingqi be-BPDM 2014-2019, isabelo kunye nohlumo¹⁰

| 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% |
| Kgettengrivier | 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 kunxulunyanisa neminye imimandla kaMasipala weSithili waseBojanala ngumasipala wengingqi waseMoretele ngeavareji yezinga lohlumo lonyaka oluyi-0.80%.

4.1.3 Inkcazeloe mfutshane 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 kune nama-50km kumntla wePitoli. Ngomnye woomasipala abahlanu kwisithili ofikelela ummandla wama-3 720km. UMasipala uzinze ngendlela enobuchule ngokunxulumene neGauteng, iLimpopo, iHarare kune neZibuko laseMaputo, kwaye imi kwiNdlela yelifa leMveli, eqhagamshelanisa neNdawo yamaFa emVeli eHlabathi nemiYezo 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 yeona 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. Elokuaqala libe noxinzelelo lolwakhiwozindlu ixesha elide kuenelokugqibela. Oku kungenxa yembonakalo yelizwe yesimo sentlalo sendalo esiphakathi kwamadama. Imilambo kwelinye icala inemisebenzi yezolimo ngenxa yeemeko ezivumayo kwiindonga zomlambo kune nemimandla ekufutshane nayo. Imimandla engundoqo emi-4 kule ndawo yiBrits, iHartbeespoort, imiMandla yaseziLalini nePhelindaba.

Ummandla wedolophu iBrits uzinze kuMasipala weNgingqi yaseMadibeng emntla weHartbeespoort Dam kwaye wayamene nesiphambuka seNdlela enkulu engundoqo u-N4 Bakwena-Platinum. Icummandla ongama-54,47 km² uwonke ongama-3,839 km² kaMasipala weNgingqi waseMadibeng. Ummandla wedolophu ubandakanya le mimandla ilandelayo:

- Idolophu yaseBrits kuqukwano Mbiddolophu
- Indawo yokuhlala emelene ne-Elandsrand
- IPrimindia
- UMmandla wezoShishino waseBrits
- Ilokishi 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

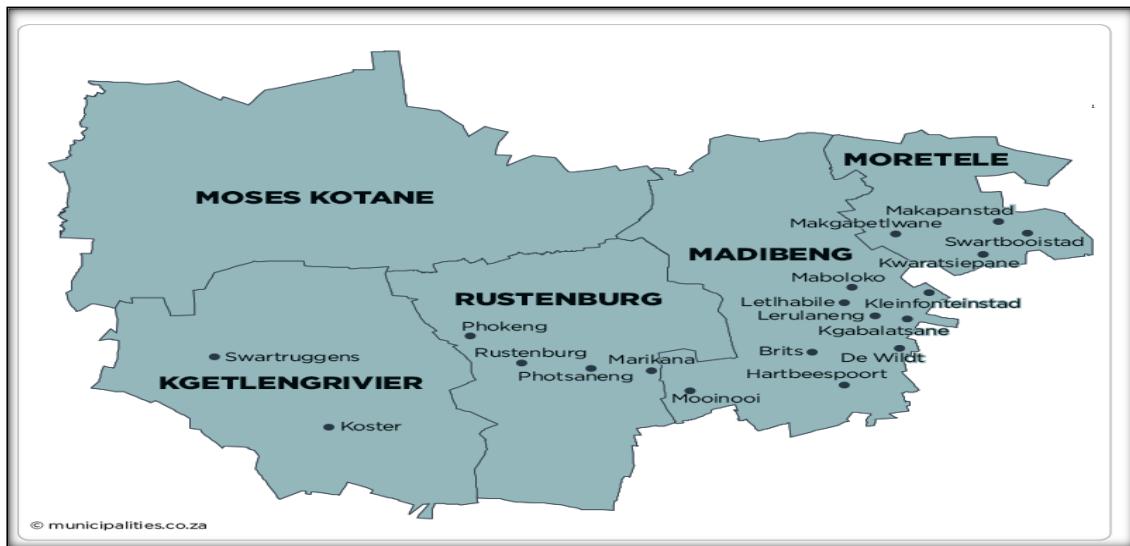
¹⁰ Umthombo wolwazi: IHS Global Insight Regional eXplorer version 944

leelali, ezinje ngeMmakau, isinge empuma ukusuka eMothutlung ukuya eGa-Rankuwa. Izakhiwo zendawo yokuhlala eziseskweni zifumaneka eLethlabile ezinze kumntla weBrits neMothutlung kwicala lempuma 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 eziijkeleze iHartbeespoort Dam kuMasipala weNgingqi waseMadibeng kwaye udlulela malunga nama-180 km². IHartbeespoort iphawulwa ngendawo yezakhiwo zokuhlala enje ngeSchoemansville, i-Ifafi, iMeerhof neKosmos. lindawo zokuhlala zicace kakhulu kunezo zaseBrits. lintaba zaseMagaliesberg ngokolwakheko lomhlaba zahlula le mimandla mibini. Ukuya eMzantsi wentaba, kukho ii-estate zamaxabiso aphezulu kuye neendawo zokuphumla ezilungiselela abaphila ubomi bempucuko ePhezulu. Le ndawo inezindlu zokuhlala iquka kodwa ingaphelelanga apho amabala egalufa, imiyelo yendalo, amazibuko eenqanawa namaphenyane okuzonwabisu kuye nolawulo Iwezokhuseleko. Le mimandla iquka iindawo ezinje ngePecanwood, iBirdwood, kuye neXanadu ukukhankanya nje ezimbalwa.

Kwiindawo zamaphandle, ufilelelo kwiinkonzo, umhlabu, umvuzo kuye neempiliso kunegalelo ekuboniseni uluntu loomasipala kwaye ke ngoko kube nefuthe kwizinga lophuhliso lwezamaphandle. lindawo zamaphandle ziphawulwa ziyyuniti zokuhlala ezinabantu abambalwa. lindawo zokuhlala ezikwanjalo nezithe saa kakhulu ziyafumaneka kwiiyuniti zezolimo nezeefama. Olu hlobo Iweendawo zokuhlala ziyafumaneka kwicala lasempuma lommandla kamasipala. Le mimandla iquka iOskaal, iMadinyane, iKlipvoor Dam neKilpvoorstad. Ezi ndawo zokuhlala ziphawulwa ngokulimela nangokufuyela ukuziphilisa. Okuzinze kwicala lempuma leSchoemansville kuye noMzantsi wentaba iMagaliesberg yindawo yezolimo iMelodi. Injongo yeMelodi, ngokungafaniyo nazo zonke ezinje iindawo zamaphandle zokulimela nokufuyela ukuziphilisa, kukuqhuba 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 othintelweyo kulwakhiwozindlu.



Umfanekiso 176 Ubonisa ummandla waseMadibeng kwiSithili saseBojanala16

Izibonisi zeenkukachamanani zabemi

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

| | | | |
|--|-------------------------------|---|-------------------------------------|
| Population Size Census 1995 census 2001 Census 2011 | 319 974 347 578 477 381 | Population group Black African Coloured Indian or Asian White | 426 192 4 292 2 445 42 691 |
| Average annual Growth Rate | 3.17% | | |
| Population Density | 124 per km ² | | |
| Number of Households | 160 724 | | |
| Average Household size | 3 | | |
| Gender distribution | | | |
| Male | 53% | | |
| Female | 47% | | |
| Employment status- Persons 15 to 65 years of Age | | | |
| Employment | 69.60% | | |
| Unemployment | 30.40% | | |
| Youth Unemployment (15-34) | 38.20% | | |
| Education Levels- Persons Older Than 20 Years | 7.80% | | |
| No scholing | 57.30% | | |
| Some Primary to Secondary | 7.30% | | |
| Grade 12 | 27.60% | | |
| Higher | | | |
| HIV 45.5% compared against North West Province prevalence rate of 26.7 | | | |
| Monthly Income Levels: | | | |
| No Income | | | 23.30% |
| Income up to R800 | | | 27.30% |
| Income between R800 - R6500 | | | 43.30% |
| Income above R6500 | | | 6.30% |
| Formal dwellings | 59.2% | Agricultural hh | 23.621% |
| Household owned/paid off | 54.1% | Piped water Inside Dwelling | 22.2% |
| Flush toilets connected to sewerage | 27.2% | Electricity for lighting | 81% |
| | | Weekly refuse removal | 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 lukhulu. Luhlelwe ngokweendidi ezine, ezizezi, ulimonofuyo olunoqoqosho lwemveli olungafuni mali eyinkunzi ininzi (44% yommandla kaMasipala), ezolimo lwale mihla olufuna ubuchwepheshe nemali eninzi (18%), ufuyo lwezilwanyana zasendle (10%) kunye nokulimela nokufuyela ukuziphilisa. Le misebenzi yezoqoqosho kufuneka ilawulwe ngendlela yokuqinisekisa impembelelo yayo kwimekobume yendalo nakubutyebi bendalo iyalawulwu.
- Ezokhenketho** nazo zidlala indima enkulu kwezoqoqosho nanje ngoko isekelwe kwiinkqubo zendalo (11%). lindlela zembonakalo yelizwe, iindawo zamafa emveli, iindawo zokuphumla kunye nemizezo yendalo zezinye zeendawo ezinomtsalane ezingundoqo kwicandelo lezokhenketho.
- Icandelo lezezimbiwa** longanyelwa kukumbiwa kweplatinam nekhromiyam kunye nemisebenzi yokumbiwa kwamatye ekwarini.

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

- Uqoqosho ngeemveliso ezisetyenziwyo**

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

- Uqoqosho ngeenkonzo**

Ushishino ngeenkonzo lwezoqoqosho lunxulunyaniswa kakhulu namashishini ezeenkonzo. Eli candelolinko iinkonzo kubantu jikelele nakumashishini. Imisebenzi enxulunyaniswa ngokuqhelekileyo noqoqosho ngeenkonzo iquka ukuthengisa kunye neentengiso zehoseyile, ezothutho, uhambiso, ezokonwabiso, iindawo zokutyela, 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 kunye nemisebenzi yohambiso kummandla kamaspala. U-N4 uququzelela

uqhagamshelwano ngezothutho phakathi kweRustenburg, iTshwane kunye neJohannesburg. IBrits likomkhulu lolawulo lukamasipala, ithwele uninzi lweenkonzo zikamasipala nezikarhulumente. Indawo yenyukliya iPhelindaba nayo iyinxenye yeenkonzo zikarhulumente. Izinze kwicala lemzantsi mpuma kummandla kamasipala.

• **Uphuhliso Iwezamaphandle**

Isilinganisimbombo somntla mpuma kaMasipala senziwe ziindawo zokuhlala zamaphandle (iilali). Ezi lali ziphawulwa ngokulimela nangokufuyela ukuziphilisa kunye neenkubo zolwazi lwemveli. Uphuhliso Iwezamaphandle luhlolwa ngokuphanda iimpiliso zamaphandle, ukufumana ingenisomali, ukuba nomhlaba kunye nokufikelela kwiinkonzo. Le yindlela iinkonzo ezisiseko ezinika ngayo kwaye nembonakalo yezamaphandle egcinwa ngayo. lindawo zamaphandle ziphawulwa ngeendleko zamalungiselelo eziphezulu kakhulu ngeendleko zeenkonzo ngokomntu ngamnye elizweni. Ngako oko ukubonelelw a ngeenkonzo zikarhulumente ezinje ngeofisi kamasipala, iklinikh, izikolo, kuziindleko. Ngoko ke kwiimeko apho kubonelelw a 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 yoqokelelomatyal a esebebenzayo. Inkqubo yokwenza ngokusesikweni iindawo zokuhlala kwiindawo zokuhlala kumaphandle ibalulekile. Le nkqubo inceda ukuvula isakhono sezozoqosho kummandla, iququzelela ulawulo lomhlaba ngokufanelekileyo kwaye kwakhona inceda umasipala ukuba aphumeze ukubuyiselwa kweendleko. Oku kuza kuqinisekisa iindawo zokuhlala zamaphandle okuzinzileyo.

4.1.4 Inkcazelo emfutshane kaMasipala weNgingqi yaseRustenburg

UMasipala weNgingqi waseRustenburg (i-RLM) uyinxenye yePhondo loMntla-Ntshona, elingumda phakathi koMzantsi Afrika neBotswana. Imi kuMasipala weSithili saseBojanala kwaye ineewadi ezingama-45, nommandla wama-3 423.23 km². Ngokophononongo lweNkqubosikhokelo yoPhuhliso loMmandla (i-SDF) yowe-2010, iibhodi zolawulo ezintathu ziyasebenza kwaye zinegunya kuMmandla kaMasipala wase okanye inxenye yakhe. Ezi nguMasipala weSithili wePlatinam waseBojanala, uMasipala weNgingqi waseRustenburg kunye noLawulo lweRoyal Bafokeng:

UMasipala weSithili wePlatinam waseBojanala – I-RLM iyinxenye kaMasipala weSithili sePlatinam waseBojanala ngokudibeneoyo nooMasipala bengiqi baseMoretele, eMadibeng, eKgetlengrivier naseMoses-Kotane. UMasipala weSithili wePlatinam waseBojanala unoanduva lokunka isicwangciso nolawulo Iweziseko kwisithili sisonke kunye nemicimbi yezophuhliso

UMasipala weNgingqi waseRustenburg - UMasipala weNgingqi waseRustenburg unoanduva locwangciso nolawulo Iweziseko kunye nophuhliso olukwimida kamasipala. Oku kuquka ukulungiselela (okanye ukulungiselela egameni labo) awo onke amaxwebhu afunekayo ngokusemthethweni kunye nophuhliso lommandla. Ezi ziqaqua ukulungiselela kweNkqubosikhokelo yoPhuhliso loMmandla, isicwangciso soPhuhliso oluHlangeneyo, isicwangciso sezothutho, isiCwangciso soPhuhliso lweNkonzo zaManzi kunye nesiCwangciso soLawulo lweNtlekele

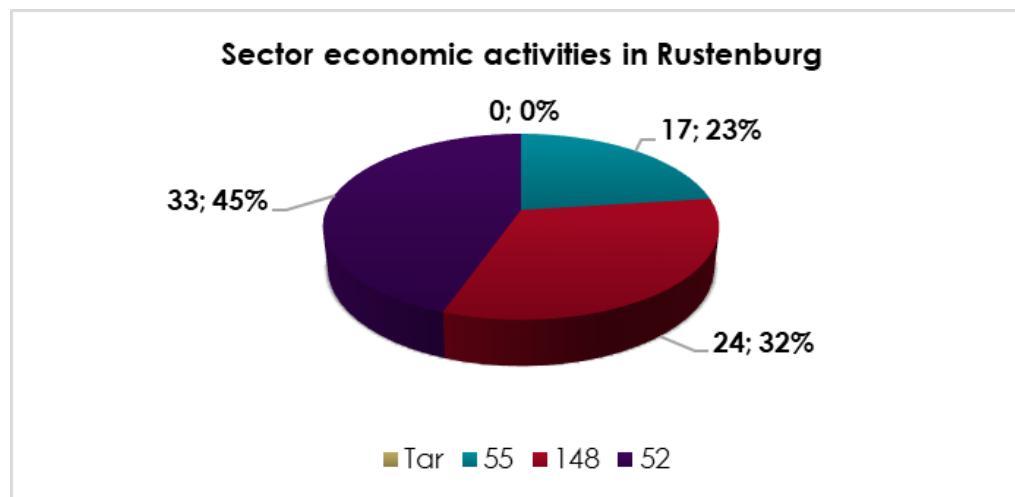
ULawulo lweRoyal Bafokeng - Iqumrhu lolawulo lweithathu lisebenza ngokusemthethweni kwiindawo ezithile zoMmandla kaMasipala waseRustenburg: ULawulo lweRoyal Bafokeng. Asebenza kwimeko yomgaqosiseko waseMzantsi kwaye ngenxa yokuba iSizwe seRoyal Bafokeng siyi-universitas personae. IBafokeng iliqumrhu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

Itheyibile 33: ULwazi IweeNkukachamanani (IsiGidimi seeNdaba sikaRhulumente se-YES MEDIA)33

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

Uqoqosho

IRustenburg likhaya kwimisebenzi yevezimbiwa emikhulu ziinkampani ezinje nge-Anglo Platinum, i-Impala Platinum, iGlencore neSibanye-Stillwater. Malunga nama-97% emveliso yeplatinam yonke iqbhubeka eRustenburg, icandelo levezimbiwa linika ngaphezulu kwama-50% engqesha yonke esesikweni


Imingeni engundoqo ejongene nomasipala iquka:

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

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

4.2 Ukuhambelana nesiCwangciso esihlangeneyo sikaMasipala

IsiCwangciso soPhuhliso oluHlangeneyo (i-IDP) sisebenza njengesixhobo sesicwangcisoqhinga apho izidingo zophuhliso koomasipala beengingqi owaseMadibeng nowaseRustenburg zichongwa, ziphunyezwе kwaye zibekwe iliso. Ezi zicwangciso ziphuhliswa ngokubonisana nabachaphazelekayo ngenjongo yokunika isicwangciso solwakhiwo ejonge ukwandalala amalinge aphambili ophuhliso. IMadibeng IDP ka-2017 – 2021 kunye neRustenburg IDP 2017 – 2022, zazise iiprojekthi zoPhuhliso IwezoQoqosho IweNgingqi ezichongiwego kule SLP. Zonke iiprojekthi zijonge ukuhlangabezana nemingeni engundoqo kwaye zisolise kumalinge aphambili kaMasipala ngamnye. Uninzi Iweeprojekthi ezihleliwego zikwii-IDP. Kwiimeko apho iiprojekthi bezingabhalwanga kwii-IDP, unxibelewano 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)

4.2.1 I-IDP kaMasipala weNgingqi waseMadibeng

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

- Ilinge eliphambili 1: Amanzi noGutyulo IweLindle
- Ilinge eliphambili 2 : lindlela neeMpuphuma zamanzi
- Ilinge eliphambili 3: Umbane
- Ilinge eliphambili 4 : liNkonzo zoluNtu
- Ilinge eliphambili 5 : UMhlaba nezeziNdlu
- Ilinge eliphambili 6 : UPuhliso IwezoQoqosho IweNgingqi

4.2.2 I-IDP kaMasipala weNgingqi waseRustenburg

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

IsiCwangcisoqhinga soPhuhliso IwezoQoqosho IweNgingqi IwaseRustenburg (i-LED) sandlala imimandla engundoqo yokusebenza esixhenxe ukuqinisekisa ukuba baphumeza iinjongo zabo zophuhliso ingakumbi kule mimandla ilandelayo:

- Ukubonelela ngokufezekileyo kweenkonzo ezisisiseko ezsengangathweni kunye neziseko ngokunjalo kulwakheko lommandla olucwangciswe ngokugqibeleyo
- Ukuqhuba uhlumo Iwezoqoqosho olunatyisiweyo kunye nokudalwa kwemisebenzi
- Ukuqinisekisa ngokusebenza kwezemali zakwamasipala nolawulo Iwazo ngokunjalo
- Ukulondoloza imekobume kamasipala ecocekileyo, entle, ekhuselkileyo nelulutho ukulungiselela wonke umntu
- Ukushintsha nokulondoloza uphuhliso Iwezamaphandle oludlamkileyo noluzinzileyo
- Ukuxhasa ulawulo olululo kunye nemithethosiseko yokuthabatha inxaxheba koluntu
- Ukuqhuba uphuhliso Iwezamaziko kamasipala ngokugqibeleyo, utshintsho kunye nokuxhobisa ngezakhono.

4.3 iProjekthi ze-WPPL LED

ISibanye-Stillwater iqhubeka nokudlala indima ebalulekileyo kuPhuhliso IwezoQoqosho IwasekuHlaleni ngokomeleza umgangatho wobomi wabahlali abajikeleze iqumrhu, kwakunye nalapho bafumana abasebenzi khona eMpuma Koloni. Le Nkqubo yoPhuhliso IwezoQoqosho IweNgingqi iquka iiprojekthi nezicwangciso zokuvuselela uphuhliso Iwezoqoqosho Iwengingqi, ukunciphisa indlala, unatyiso loqoqosho Iwengingqi ngenjongo yokwandisa isiseko sezoqoqosho esiquka uhlumo Iwezoqoqosho kwaye kunyuswe uluntu nasemva kwezezimbiwa. Iiprojekthi ze-LED ekujongwana nazo ngale SLP ziza kujolisa kokuphambili okunxulumene nophuhliso IwaseRustenburg kunye nolooMasipala beNgingqi baseMadibeng njengoko kuphawulwe kwi-IDP zazo.

Indlela ehlanganisiweyo iyasetyenziswa ukuqinisekisa ukuphunyezwе kophuhliso Iwezoqoqosho 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 eyongezelelwego ngoomasibambisane. Iiprojekthi ze-LED kule SLP zikwezi ndawo kujoliswe kuzo zi-3;

i. Ezemfundu kune nokuPhuhliswa kweZakhono

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

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

ii. EzeMpilo noKhuseleko zoluNtu

Iprojekthi kule nkalo kujoliswe kuyo zijonge ukuqinisekisa ukuba impilo nokhuseleko loluntu zikhathalelwewake ngokuqhelekileyo oko kuquka ukufakwa kwezibane ezinemasti ephezulu, ukwakhiwa kweeklinikihi, iindlela kuneenqubo zogutu yulo lwelelindle.

iii. Ezolimo

I-UN imeme oorhulumente kwihiabathi liphela ukubeka ufuyo nolimo Iwabasakhasayo Phambili kwimigaqonkqubo yommandla, yesizwe yeylehabathi yezolimo, ezendalo yeyoluntu; kwaye kunuuswe indima yamafama eefama ezincinci njengabaququzeleli abalawula kwaye bakhusele ubutyebi bendalo kwaye baqhube uphuhliso oluzinzileyo.

4.3.1 IsiCwangcisoqhinga sokuphunyezwakwe-LED

Isebe leeNgxoxiswano noluNtu kune noPhuhliso (i-CED) yeSibanye-Stillwater linobutyebi obufanelekileyo kwaye lihotiyiswe ngezakhono nezihobo ezifanelekileyo ukulawula ngokufezelekyo ukuphunyezwakoluhlu lweeprojekthi ezichongwe kwiinggingqi ezisingathileyo kune nemimandla ethumela abasebenzi. Njengommi wezorhwebo onoxanduva, iSibanye-Stillwater iqhuba kwaye igcina ingxoxiswano elulutho nabo bonke abachaphazelekayo ngenjongo yokuphumeza umbono wethu ukudala ixabiso eliphucukileyo labo bonke abachaphazelekayo. Iqela le-CED liza kusebenza ngokusondeleyo nabo bonke abachaphazelekayo ukuze kuphunyezwae ngokuyimpumelelo ezi projekthi. Ingcinga yethu yabachaphazelekayo isekelwe ekuqondeni umxholo wemeko eguquguqukayo yabachaphazelekayo kwaye iqonda ukabaluleka kwabo bonke abachaphazelekayo ekucwangciseni iajenda yophuhliso. Ngoko ke siyazibophelela kwingxoxiswano esebezay, evulelekileyo nelulutho nabachaphazelekayo, eyenza ukuthathwa kwsigqibo okuphathelele kuthabathonxaxheba.

Inkubo yethu yengxoxiswano nabachaphazelekayo izakuqinisekisa ukuba:

- Kukho iingxoxiswano zarhoqo kune nempendulo ekhawulezileyo kwimiba ephathelele kwabachaphazelekayo
- Kukho ukulawula okuchanekileyo kwempembelelo yemisebenzi yoshishino kwabachaphazelekayo kune nempembelelo eqikelelwayo abanokuba nayo abachaphazelekayo kushishino, nokuba ngaba intle okanye ayintlanga, ukomeleza inkubo yengxoxiswano.
- Iingxoxiswano ziqhutywa ngendlela yexesha elililo, echanekileyo nesemxholweni
- Kukho ubekoliso, uhlaziyo kune nokuphuculwa kwemisebenzi yengxoxiswano okuqhubelekyo

Ekuphumezeni iiprojekthi ze-LED, kuza kuthathelwa ingqalelo imo ehlanganisiweyo ye-SLP, apha uphuhliso lwabasebenzi, amathuba enkubo yeentengo nokufumana abanikinkonzo kune nezeZindlu neeMeko zokuHlala zonke zijonge ukuba negalelo kuphuhliso oluzinzileyo kuluntu oluchaphazelekileyo.



Umfanekiso 18 Isimo esihlanganisiwyo se-SLP18

4.3.2 IiProjekthi ze-WPPL LED

Ezi projekthi zilandelayo zichongwe njengezifaneleklekileyo ngokwayamene nefilosofi yeSibanye-Stillwater yokusebenza kune Nabachaphazelekayo ukuqinisekisa impembelelo ephezulu nozinzo. Utyalomali kule meko ilingene kwakhona namazinga okuvelisa angoku kune namazinga enzala anxulumeneyo yamaqumrhu e-WPPL Itheyibhile elapha ngezantsi ithi thaca uluhlu lweeprojekthi ze-LED ekuvunyelwene ngazo noogunyaziwe bengingqi, oomasipala kune noluntu.

Itheyibhile 34: Isishwankathelo seeProjekthi zoPhuhliso IwezoQoqosho IweNgingqi yi-WPPL34

| PROJECT NAME | PROJECT TYPE & FOCUS AREA | MUNICIPALITY | BENEFICIARIES | Financial Provision |
|--------------------------------------|--|-------------------------|---|-----------------------|
| | | | | FY2019 - FY2023 |
| Leokeng Secondary School Phase 2 | Infrastructure - Education | Madibeng | Bapong, Wonderkop communities | R14 000 000,00 |
| Marikana CHC-Phase 2 | Infrastructure - Health | Rustenburg | Greater Marikana communities | R24 000 000,00 |
| Marikana High Mast Lights | Infrastructure - Community Safety | Rustenburg | Karee ward 45 community | R2 000 000,00 |
| Agri business | Income Generation - Agriculture | Madibeng and Rustenburg | Madibeng and Rustenburg communities | R5 000 000,00 |
| Storm Water Management | Infrastructure - Community Basic Water Service | Madibeng | Majakaneng and Bapong communities ward 7 and 25 | R14 000 000,00 |
| Refurbishment of Road Infrastructure | Infrastructure - Community Roads | Rustenburg | Marikana West Ward 32 | R5 000 000,00 |
| Support to small scale Sheep farmers | Income Generation - Agriculture | Nyandeni | Nyandeni Small Scale Sheep Farmers | R2 000 000,00 |
| The Woods College Upgrade | Infrastructure - Education | Hibiscus Coast | Port Edward and surrounding communities | R20 000 000,00 |
| Total LED Financial Provision | | | | R86 000 000,00 |

Itheyibhile 35: Iprojekthi No. 1: Iziseko zezeMfundo – IsiKolo seMfundo ePhezulu esiTsha sesiGaba 2 saseLeokeng35

| Project Name: | Education Infrastructure – Leokeng Secondary School Phase 2 | | | | | Project start date: | 2019 | |
|--|---|---|--|-----------------------------------|--|--------------------------|--------|---------------------|
| 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. It is therefore very important that the creation of a conducive teaching and learning environment be prioritized. | | | | | Project End Date: | 2021 | |
| | There are no high schools in Leokeng Section and Modderspruit and learners are bussed to other sections of Bapong and Brits. The commitment in this period is to complete this double story school which consists of, amongst others, 20 classrooms, 1 Computer Laboratory, Science Laboratory, Library, Administration Block, Kitchen, combi court and a gravel soccer pitch. | | | | | | | |
| | Phase one commenced in 2018 as part of generation 2 SLP and Phase two scope includes, one double story block with 12 classroom and storage facilities. | | | | | Information Valid as at: | 18-Jun | |
| Project Partners | Department of Basic Education, Madibeng | Beneficiaries (Community/Village Specific) | Bapong (Leokeng Section), Wonderkop & Sonop | SMME Opportunities: | Local SMMEs | | | |
| Project Incorporated into which IDP: | Madibeng Local Municipality, and Part of DBE Strategic Plan | IDP Reference Number of Project: | N/A | Geographical Location of Project: | North West > Bojanala > Madibeng Leokeng Section; Bapong | | | |
| 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 | | Time Frames | | | | Financial Provision |
| | | KPA (Key Performance Area) | KPI (Key Performance Indicator) | FY19 | FY20 | FY21 | FY22 | |
| 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 | | | | R 1 000 000 |
| 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 10 000 000 |
| Commissioning | Sibanye Stillwater | Practical Completion | Practical Completion Certificate | | | X | | R 2 500 000 |
| Handover /Exit | Sibanye Stillwater | Occupation of newly built or renovated buildings | Final Completion Certificate signed off by project implementation team | | | X | | R500 000 |
| Budget: | | | | R1 000 000 | R10 000 000 | R3 000 000 | | R14 000 000 |
| Exit Strategy: | Handover of the facility to the DoBE | Completion Date: | Apr-21 | | | | | |

Itheyibhile 36: Iprojekthi No. 2: Iziseko zezeMpilo: Iziko lezeMpilo loluNtu laseMarikana - IsiGaba 236

| Project Name: | Marikana Community Health Centre - Phase 2 | | | | | Project start date: | 2020 | | | |
|--------------------------------------|--|--|---|-----------------------------------|---|--------------------------|------------|-------------------------------|---------------------|--|
| Background to project: | Health affects every facet of life, from a child's ability to learn to an adult's ability to work. It is therefore very critical for human survival. The Department of Health has requested Sibanye Stillwater to support them in converting the existing clinic into a Community Health Centre. The intention in this SLP is to upgrade this clinic into a community health centre which will be able to operate 24 hours. The scope of the project includes Ante Natal Care, Post Natal Care, Labour Ward and Emergency Unit | | | | | Project End Date: | 2023 | | | |
| | | | | | | Information Valid as at: | 30-06-2018 | | | |
| Project Partners | Rustenburg Local municipality and Department of Health | Beneficiaries (Community/Village Specific) | Greater Marikana Communities | SMME Opportunities: | Local SMMEs | | | | | |
| Project Incorporated into which IDP: | Project is Aligned to the DoH Strategic Plan | IDP Reference Number of Project: | No, aligned to Bojanala Department of Health Strategy | Geographical Location of Project: | North West > Bojanala > Rustenburg > Marikana | | | | | |
| Classification of Jobs | Total Number of Jobs to be created: | Male Adults | Female Adults | Male Youth | Female Youth | Disabled | | | | |
| Short Term | 50 | 15 | 10 | 15 | 10 | 0 | | | | |
| Output | Responsible Entity | Activity | | Timeframe | | | | | Financial Provision | |
| | | KPA (Key Performance Area) | KPI (Key Performance Indicator) | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 | | |
| Project Inception | Sibanye Stillwater | Project Charter Formulation | Project Charter | | X | | | - | | |
| Stakeholder Engagement | Sibanye Stillwater | Enrolment of key Stakeholders | Signed-Off Stakeholder Engagement | | X | | | - | | |
| Detailed Planning Stage | Sibanye Stillwater | Assessment of milestones | scope of work | | | X | | R1 500 000,00 | | |
| Design and Documentation | Sibanye Stillwater | Completion of Project Documentation | Signed-Off Scoping Document | | | X | | - | | |
| Tendering Process | Sibanye Stillwater | Successful tender award | Tender Documents, Adjudication Report and Service Provider Contract | | | X | | - | | |
| Construction Stage | Sibanye Stillwater | Completion of Project Milestones | Monthly Reports | | | | X | - | | |
| Monitoring and Evaluation | Sibanye Stillwater | Consistent Project Monitoring | Progress Report | | | | X | - | | |
| Completion Stage | Sibanye Stillwater | Completions of Scope of Work | Practical Completion Certificate | | | | | X R20 000 000,00 | | |
| Project Exit | Sibanye Stillwater | Completion of Project Handover documentation | | | | | | X R2 500 000,00 | | |
| Budget per year | | | | R0,00 | R0,00 | R1 500 000,00 | R0,00 | R22 500 000,00 R24 000 000,00 | | |
| Financial Provision | Total: R24 000 000 | | | | | | | | | |
| Exit Strategy: | Handover of the facility to the DoH to operationalise | | | | Completion Date: | Dec-23 | | | | |

Itheyibile 37: Iprojekthi No. 3: UKhuseleko IwezoluNtu- Izibane zaseMarikana ezinemasti ephezulu (eKaree Section)37

| Project Name: | Marikana High Mast lights | | | | Project start date: | Complete | | | |
|--|---|--|--|-----------------------------------|---|---------------|--------|---------------------|--------|
| Background to project: | <p>Proper lighting is an essential public service that provides a safer environment at nightime to the entire community. It is therefore a critical protective method, which provides economic and social benefits to the people including: elimination in nightime accidents, aid to police protection and enhanced sense of personal security.</p> <p>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 6 Mast Lights in Kree section of ward 45, Rustenburg Local Municipality</p> | | | | Project End Date: | Complete | | | |
| | | | | | Information Valid as at: | Jun-18 | | | |
| Project Partners | Rustenburg Local Municipality | Beneficiaries (Community/Village Specific) | Kree community(Ward 45) | SMME Opportunities: | Yes | | | | |
| Project Incorporated into which IDP: | N/A | IDP Reference Number of Project: | N/A | Geographical Location of Project: | North West > Bojanala > Rustenburg > Kree; ward 45; | | | | |
| Classification of Jobs | Total Number of Jobs to be created: | Male Adults | Female Adults | Male Youth | Female Youth | Disabled | | | |
| Medium Term | 10 | 5 | 0 | 5 | 0 | 0 | | | |
| Output | Responsible Entity | Activity | | Timeframe | | | | Financial Provision | |
| | | KPA (Key Performance Area) | KPI (Key Performance Indicator) | FY2019 | FY2020 | FY2021 | FY2022 | | FY2023 |
| Project Inception | Sibanye Stillwater | Engagement with Stakeholders | Project Definition Statement | | X | | | - | |
| Stakeholder Engagement | Sibanye Stillwater | Confirmation of Project buy-in | Signed Off Project Definition | | X | | | - | |
| Design and Documentation | Sibanye Stillwater | Engagement on Scope, Time and Costs | Signed-Off Scoping Documentation | | X | X | | - | |
| 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 | | - | |
| Installation | Sibanye Stillwater | Supply, delivery and installation | Progress Report | | | X | | 1 500 000 | |
| Commissioning | Sibanye Stillwater | Connection and Testing | Certificate of Compliance | | | X | | - | |
| Operations and Maintenance | Sibanye Stillwater | | Maintenance Report | | | X | | - | |
| Handover /Exit | Sibanye Stillwater | | Handover Certificate | | | X | | R500 000 | |
| Financial Provision | | | | R0,00 | R0,00 | R2 000 000,00 | R0,00 | R2 000 000,00 | |
| Exit Strategy: | TOTAL R2 000 000 | | | | Completion Date: | May-21 | | | |
| | Handover to Rustenburg Local Municipality | | | | | | | | |

Itheibhile 38: Iprojekthi No. 4: IProjekthi eVelisa iNgeniso (i-Agri business)38

| Project Name: | Income Generating Project (Agri Business) | | | | Project start date: | 2021 | | | |
|--|---|---|---|-----------------------------------|--|---------------|---------------------|--|--|
| Background to project: | Most rural areas in South Africa face the triple structural challenges of unemployment, poverty and inequality as can be attested by the profiling of Comprehensive Rural Development Programme sites by the DRDLR in the 27 priority districts in South Africa, including Bojanala. The overall purpose of this intervention is to improve the quality of life of rural households, enhancing food security through a broader base of rural industrial and agricultural production and exploiting the varied economic potential of agriculture in both Rustenburg and Madibeng Local Municipalities. A high impact agricultural project for the region will be developed to create much needed sustainable jobs. This project will be implemented in collaboration with a similar project in EPL for scale and impact. | | | | Project End Date: | 2023 | | | |
| | | | | | Information Valid as at: | Jun-18 | | | |
| Project Partners | Department of Agriculture | Beneficiaries (Community/Village Specific) | Near mine communities in Madibeng and Rustenburg Municipalities | SMME Opportunities: | Yes | | | | |
| | Local Municipalities | | | | | | | | |
| | Private sector partners | | | | | | | | |
| Project Incorporated into which IDP: | Madibeng and Rustenburg | IDP Reference Number of Project: | 2019/20IDP/185 | Geographical Location of Project: | Madibeng and Rustenburg local Municipalities | | | | |
| Classification of Jobs | Total Number of Jobs to be created: | Male Adults | Female Adults | Male Youth | Female Youth | Disabled | | | |
| Short Term | 40 | 10 | 10 | 10 | 10 | 0 | | | |
| Output | Responsible Entity | Activity | | Timeframe | | | Financial Provision | | |
| | | KPA (Key Performance Area) | KPI (Key Performance Indicator) | FY2019 | FY2020 | FY2021 | | | |
| Project Inception | Sibanye Stillwater | Identification of Role Players | Create Project Definition | | X | | - | | |
| Project Conceptualisation | Sibanye Stillwater | Feasibility study | Outcome of Investigation | | X | | R100 000 | | |
| Stakeholder engagement | Sibanye Stillwater | Engagement participating farmers | Signed Definition Statement | | | X | | | |
| Tender, Evaluation, Adjudication and Appointment | Sibanye Stillwater | Procurement of production inputs | Procurement of Inputs & Resources | | | X | X | | |
| Installation | Sibanye Stillwater | Feedback from Local Farmers | Management of System | | | X | X | | |
| Commissioning | Sibanye Stillwater | Handover to Local Farmers & Municipality | Sustainable Project | | | | X | | |
| Operations and Maintenance | Sibanye Stillwater | Feedback from Farmers | Monitoring and Evaluation | | | | X | | |
| Handover /Exit | Sibanye Stillwater | Closeout Report | Deeds of Donation | | | | X | | |
| Financial Provision per Year | | | | R0,00 | R100 000,00 | R1 500 000,00 | R2 000 000,00 | | |
| | | | | TOTAL R5 000 000 | | R1 400 000,00 | R5 000 000,00 | | |
| Financial Provision | | | | | | | | | |
| Exit Strategy: | Hand over to the Beneficiaries | | | | Completion Date: | Complete | | | |

Itheyibhile 39: Iprojekthi No. 5: Iziseko zoluNtu ezisisiSeko - ULawulo lweeMpuphuma zaManzi: iMajakaneng neBapong iWadi 7 no-2539

| | | | | | | | | | | | | |
|---|---|---|--|---|--|---------------------------------|----------------------|----------------------|----------------------|----------------------------|--|--|
| Project Name: | Storm Water Management | | | | | Project start date: | 2021 | | | | | |
| Background to project: | As development occurs, buildings, roads and impermeable surfaces increase the amount of runoff. This runoff traditionally has been considered a nuisance because it can result in flooding. | | | | | Project End Date: | 2023 | | | | | |
| | The topographical layout in and around some communities hosting Sibanye Stillwater Marikana mining operations is mountainous. The area does not have well developed roads and proper storm water management.. Current road infrastructure serves as storm water channels which results in road erosion and therefore limiting access to villages. This project is aimed at assisting to improve storm water management at Majakaneng and Bapong | | | | | Information Valid as at: | Jun-18 | | | | | |
| Project Partners | Madibeng Local Municipality, Bapo Traditional Council | Beneficiaries (Community/Village Specific) | Majakaneng Ward 7, Bapong Ward 25, | SMME Opportunities: | Local SMME's | | | | | | | |
| Project Incorporated into which IDP: | Madibeng Local Municipality. | IDP Reference Number of Project: | Prioritized Ward Needs and Projects, Ward 7 - Page 30, Ward 25 Page 38. | Geographical Location of Project: | North West > Bojanala > Madibeng > Majakaneng & Bapong | | | | | | | |
| Classification of Jobs | Total Number of Jobs to be created: | Male Adults | | Female Adults | Male Youth | | Female Youth | Disabled | | | | |
| Medium Term | 80 | 25 | | 15 | 20 | | 20 | 0 | | | | |
| Output | Responsible Entity | KPA (Key Performance Area) | | KPI (Key Performance Indicator) | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 | Financial Provision | | |
| Project Inception | Sibanye Stillwater | Needs Analysis | | Project Charter | | X | X | | | - | | |
| Stakeholder Engagement | Sibanye Stillwater | Reference to IDP, Council Resolution | | Project Execution Plan | | X | X | | | - | | |
| Detailed Planning Stage | Sibanye Stillwater | Survey | | Report | | | X | | | R500 000,00 | | |
| Design and Documentation | Sibanye Stillwater | Engineering Design | | Scoping Document Signed Off | | | X | | | R1 000 000,00 | | |
| Tendering Process | Sibanye Stillwater | Design Scoping, Time, Cost Estimation | | Tender, Evaluation, Adjudication reports, and Signed Service Contracts | | | X | X | | - | | |
| Construction Stage | Sibanye Stillwater | Calling for tenders | | Progress Reports | | | | X | | - | | |
| Monitoring and Evaluation | Sibanye Stillwater | Construction & Monitoring | | Review Reports | | | | X | X | R8 000 000,00 | | |
| Completion Stage | Sibanye Stillwater | Construction & Monitoring | | Revised Implementation Plan | | | | | X | - | | |
| Project Exit | Sibanye Stillwater | Review | | Final Completion Certification | | | | | X | R4 500 000,00 | | |
| Financial Provision p/a | | | | | R0,00 | R0,00 | R1 500 000,00 | R8 000 000,00 | R4 500 000,00 | R14 000 000,00 | | |
| Financial Provision | TOTAL R 14 000 000 | | | | | | | | | | | |
| Exit Strategy: | Hand over to Madibeng Local Municipality | | | | | Completion Date: | 2023 | | | | | |

Itheyibile 40: Iprojekthi No. 6: Iziseko zoluNtu ezisisiSeko – Ukuhlaziya kweendlela kwiWadi 32 yeNtshona yaseMarikana40

| | | | | | | | | | |
|--------------------------------------|--|---|--|-----------------------------------|------------------|--|---------------|---------------|----------------------|
| Project Name: | Refurbishment of road infrastructure in Marikana West | | | | | Project start date: | 2021 | | |
| Background to project: | <p>An effective and efficient road infrastructure forms part of the social safety net, enabling trade and employment opportunities in both urban and rural communities since it facilitates the movement of goods and services in all sector of the economy including: tourism, education, health and agriculture among others. Indeed it is a fact that road infrastructure plays a key role in the socioeconomic development of a community.</p> <p>Marikana west roads are dilapidated thus posing a safety risk to communities as well as adding maintenance financial burden to vehicle owners especially taxis and busses. This cost is ultimately passed on the members of the communities.</p> <p>Sibanye Stillwater is committed to supporting the Rustenburg local municipality to refurbish identified tarred roads in Marikana Wes, ward 32 within allocated budget by using appropriate methods supporting the current existing infrastructure.</p> | | | | | Project End Date: | 2023 | | |
| | | | | | | Information Valid as at: | Mar-20 | | |
| Project Partners | Rustenburg Local Municipality | Beneficiaries (Community/Village Specific) | Marikana West Ward 32. | SMME Opportunities: | | Local SMME's | | | |
| Project Incorporated into which IDP: | Rustenburg Municipality | IDP Reference Number of Project: | 2019/20/IDP/138 | Geographical Location of Project: | | North West > Bojanala > Madibeng > Marikana West | | | |
| Classification of Jobs | Total Number of Jobs to be created: | Male Adults | Female Adults | Male Youth | Female Youth | Disabled | | | |
| Medium Term | 40 | 15 | 10 | 10 | 5 | | | | |
| Output | Responsible Entity | Activity | KPI (Key Performance Indicator) | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 | FY Budget Allocation |
| Project Inception | Sibanye Stillwater | Needs Analysis | Project Charter | | X | X | | | - |
| Stakeholder Engagement | Sibanye Stillwater | Reference to IDP, Council Resolution | Project Execution Plan | | X | X | | | - |
| Design and Documentation | Sibanye Stillwater | Engineering Design | Scoping Document Signed Off | | | X | | | R500 000 |
| Tendering Process | Sibanye Stillwater | Design Scoping, Time, Cost Estimation | Tender, Evaluation, Adjudication reports, and Signed Service Contracts | | | X | X | | - |
| Construction Stage | Sibanye Stillwater | Calling for tenders from Local Communities | Progress Reports | | | | X | | - |
| Monitoring and Evaluation | Sibanye Stillwater | Construction & Monitoring | Review Reports | | | | X | X | 3000000 |
| Completion Stage | Sibanye Stillwater | Construction & Monitoring | Revised Implementation Plan | | | | X | X | 1000000 |
| Project Exit | Sibanye Stillwater | Review | Final Completion Certification | R0,00 | R0,00 | R500 000,00 | R3 000 000,00 | R1 500 000,00 | R5 000 000,00 |
| Budget: | TOTAL R 5 000 000 | | | | | | | | |
| Exit Strategy: | Hand over to Rustenburg Local Municipality | | | | Completion Date: | 2023 | | | |

4.3.3 liProjekthi zeMimandla ekuThunyelwa kuyo abaSebenzi be-LED

IMpuma Koloni ibalasele ngokuba ngummandla wamaphandle, kwaye isalele emva ngokuphathelele kupuhliso lweziseko. Ngeengxoxiswano nabachaphazelekayo, iSibanye Stillwater ifumanise ukuba abafundi basezilalini zaseMpuma Koloni bay aeziklasini phantsi kweemeko ezinganqwenelekiyo. linkcukachamanani zenkampani zibonisa ukuba ama-40% abasebenzi be-WPPL bavela eMpuma Koloni ngako oko inkampani izibophelela ukuqhubeka nokuxhasa uluntu lwe-LSA kwimimandla echongwe ngokukodwa eMpuma Koloni ngokusebenzisana namaziko awohlukeneyo kaRhulumente. Kule SLP, ezi projekthi zilandelayo ze-LED ziza kuxhaswa:

- i. linkxaso yamafama asakhasayo aseNyanden
- ii. Ukuhlaziya kweWoods Kholeji yasePort Edward.

Itheyibile 41: Iprojekthi No.7: IProjekthi yokuThunyelwa kwabaSebenzi – Inkxaso yofuyo lweeGusha lwabasakhasayo eNyandeni41

| | | | | | | | |
|---|--|---|--|--|--------------|---|---|
| Project Name: | Income Generating - Support Small Scale Farming | | | | | Project start date: | FY2022 |
| Background to project: | The Eastern Cape vision 2030 has identified agriculture-led growth and agricultural value chains as "clear-cut priorities for accelerated industrialization". Nyandeni's prioritisation of this sector will allow the municipality to benefit from growth opportunities in the region and beyond. The agricultural sector has been a mainstay of the Nyandeni's economy and driver of economic development in this rural municipality. | | | | | Project End Date: | FY2023 |
| | This project aims to support small scale sheep farmers by building two shearing sheds that enable to participate in commercial wool production to sustain their income and livelihoods. | | | | | | Information Valid as at: Jun-18 |
| Project Partners | Nyandeni Local municipality and Department of Rural Development & Agrarian Reform | Beneficiaries (Community/Village Specific) | Small Scale Farmers | SMME Opportunities: | | Local Subsistence Farmers | |
| Project Incorporated into which IDP: | Nyandeni IDP 2017/2022 | IDP Reference Number of Project: | LED Objective No. 39 | Geographical Location of Project: | | EC > OR Tambo DM > Nyandeni LM | |
| Classification of Jobs | Total Number of Jobs to be created: | Male Adults | Female Adults | Male Youth | | Female Youth | Disabled |
| Short Term | 10 | 5 | 5 | 0 | | 0 | 0 |
| Output | Responsible Entity | Activity | | Timeframe | | | FY19-23 Budget |
| Project Inception | Sibanye Stillwater | Identification of Role Players | Create Project Definition | FY19 | FY20 | X | - |
| Stakeholder Engagement | Sibanye Stillwater | Identify participating farmers | Outcome of Investigation | | X | | - |
| Project Conceptualisation | Sibanye Stillwater | Feasibility study | Outcome of Investigation | | X | | - |
| Needs Analysis | Sibanye Stillwater | Engagement participating farmers | Signed Definition Statement | | X | X | R500 000 |
| Implementation | Sibanye Stillwater | Procurement of production inputs | Procurement of Inputs & Resources | | | X | X |
| Monitoring & Evaluation | Sibanye Stillwater | Feedback from Local Farmers | Management of System | | | X | X |
| Exit/Handover | Sibanye Stillwater | Handover to Local Farmers & Municipality | Sustainable Project | | | X | R500 000 |
| Budget per year | | | | R0,00 | R0,00 | R500 000,00 | R1 000 000,00 |
| Budget: | Total R2 000 000,00 | | | | | | |
| Exit Strategy: | Hand Over project to identify small-scale farmers. And the Department of Agriculture | | | | | Completion Date: | FY2023 |

Itheyibhile 42: Iprojekthi No.8: Ukuhlaziya kwesikolo saseWoods42

| Project Name: | The Woods School Upgrade - 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. It is therefore very important that the creation of a conducive teaching and learning environment be prioritized. | | | | Project End Date: | 2022 | | | |
| | | | | | Information Valid as at: | Jun-18 | | | |
| Project Partners | Department of Education(KZN) | Beneficiaries (Community/Village Specific) | Port Edwards | SMME Opportunities: | | Local SMME's | | | |
| Project Incorporated into which IDP: | Not in IDP(Part of DoBE Strategic Plan) | IDP Reference Number of Project: | N/A | Geographical Location of Project: | | KZN>Ugu DM>Hibiscus Coast LM>Port Edward | | | |
| Classification of Jobs | Total Number of Jobs to be created: | Male Adults | Female Adults | Male Youth | Female Youth | Disabled | | | |
| Medium Term | 60 | 20 | 15 | 15 | 10 | | | | |
| Output | Responsible Entity | Activity | | Timeframe | | | | | FY19-23 Budget |
| | | KPA (Key Performance Area) | KPI (Key Performance Indicator) | FY19 | FY0 | FY21 | FY22 | FY23 | |
| Project Inception | Sibanye Stillwater | Needs Analysis | Project Charter | | X | | | R0,00 | |
| Stakeholder Engagement | Sibanye Stillwater | Reference to IDP, Council Resolution | Project Execution Plan | | X | | | R0,00 | |
| Detailed Planning Stage | Sibanye Stillwater | | Marketing and Sales Plan | | X | | | R0,00 | |
| Design and Documentation | Sibanye Stillwater | Engineering Design | Scoping Document Signed Off | | X | | | R0,00 | |
| Tendering Process | Sibanye Stillwater | Design Scoping, Time, Cost Estimation | Tender, Evaluation, Adjudication reports, and Signed Service Contracts | | | X | | R1 000 000,00 | |
| Construction Stage | Sibanye Stillwater | Calling for tenders from Local Communities | Progress Reports | | | X | | R1 000 000,00 | |
| Monitoring and Evaluation | Sibanye Stillwater | Construction & Monitoring | Review Reports | | | X | X | R0,00 | |
| Completion Stage | Sibanye Stillwater | Construction & Monitoring | Revised Implementation Plan | | | | X | R8 000 000,00 | |
| Project Exit | Sibanye Stillwater | Review | Final Completion Certification | | | | X | R10 000 000,00 | |
| Budget per year | | | | R0,00 | R0,00 | R2 000 000,00 | R18 000 000,00 | R0,00 | |
| Budget: | | | | TOTAL R 20 000 000,00 | | | | | |
| Exit Strategy: | | | | Project Close Out Report | Completion Date: | Jun-22 | | | |

5. Izindlu neeMeko ekuPhilwa phantsi kwazo

5.1 Intshayelelo

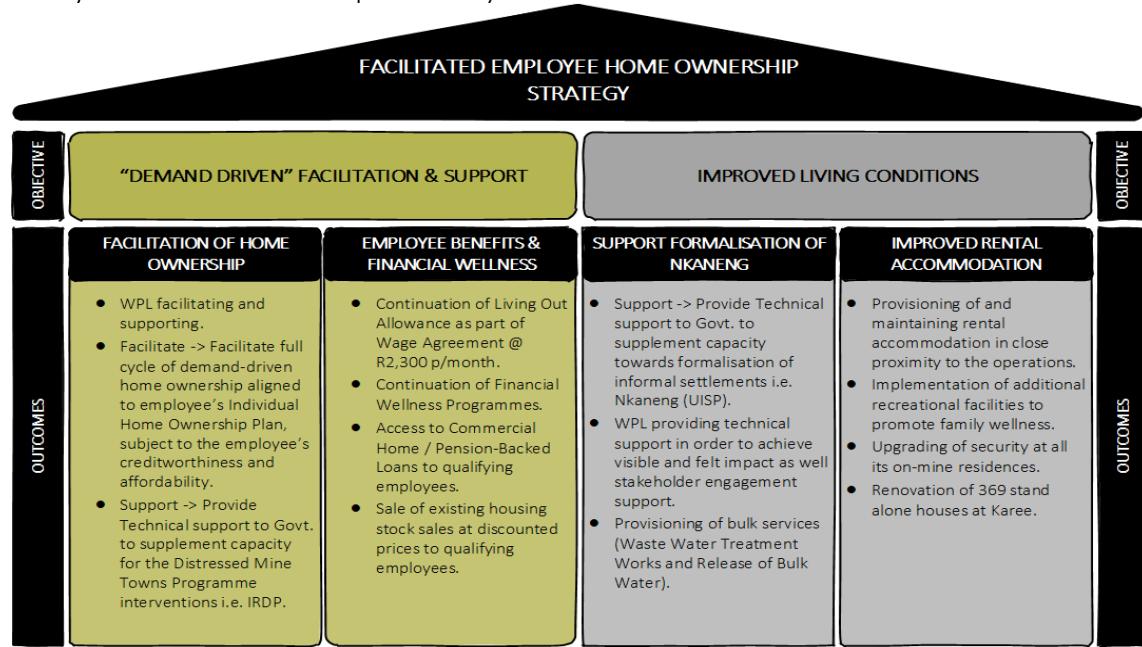
UMgaqo 46 c (iv) we-MPRDA ufuno ukuba: "Umxholo wesiCwangciso sezeNtlalo nesezabaSebenzi kufuneka uqulathe amanyathelo okuhlangabezana neemeko zezindlu kanye neendlela zokuhlala zabasebenzimgodini."

5.1.1 IziNyanzelo zoCwangcisoqhinga ze-FEHOP

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

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

- Ukubonelelwwe ngendawo yokuhlala ephucukileyo erentwayo kanye neemeko zokuhlala eziphuculwego emsebenzini;
- Uquuzelelo lokuba ngumninindlu emsebenzini;
- Uquuzelelo lokuba ngumninindlu kwindawo ozalelwwe kuyo;
- Isakhono esomeleziwego sabasebenzi ukuba bathenge izindlu; kanye
- Imeko zokuhlala eziphuculwego.



Umfanekiso 19 : IsiCwangcisoqhinga sokuba nguMninindlu kwabaSebenzi esiQuuzelelwego (i-FEHOS)19

5.1.2 IziNcedisi zoCwangcisoqhinga ze-FEHOP

Ezi zincedisi zilandelayo zingundoqo zichongiwe njengezingundoqo kwi-FEHOP:

• INkxasomali:

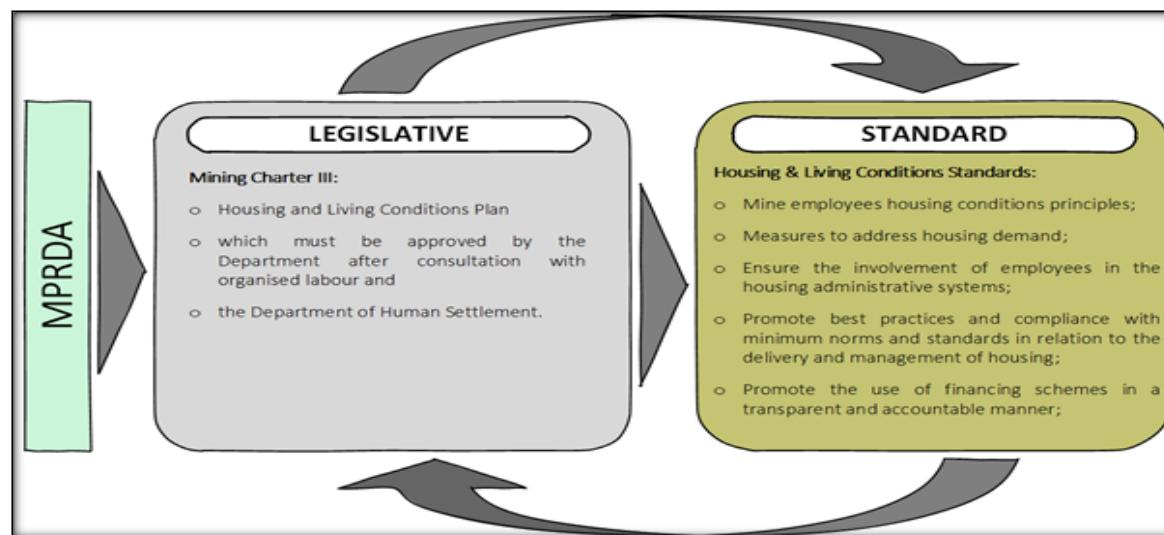
- Izibonelelo zezindlu ngumqeshi;
- limalimboleko zezindlu; kanye

- Izibonelelo malizikarhulumente
- **Ukuma kakuHle kwezeMali koMsebenzi:**
 - Ukufikelela;
 - 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);
 - linginqi zabahlali kummandla omkhulu waseMarikana;
 - Urhulumente (iSebe lezeziMbiwa, iSebe lezoCwangciso, uBekoliso kunye noHlolo, iSebe lezokuHlaliswa koluNtu, iArhente yoPhuhliso lwezeziNdlu, uRhulumente wePhondo woMntla Ntshona kunye nooMasipala beNgingqi (waseRustenburg / waseMadibeng); kunye
 - Abaxhasi ngemali & nabaBolekisi ngemali

5.1.3 INkubosikhokelo eMiswe ngokuseMthethweni yezeziNdlu & neyeeMeko zokuHlala

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

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



Umfanekiso 20 INkubosikhokelo yokuThobela yezeziNdlu & neyeeMeko zokuHlala20

5.2 ILifa leMveli le-WPPL lezeziNdlu & neleeMeko zokuHlala

5.2.1 liNkqubo zeNkxaso yabaSebenzi eziKhoyo

I-WPPL ngoku inikeza abasebenzi le nkxaso ilandelayo:

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

Njengokuba uphuhliso lwamagumbi adibeneyo aqeshwayo angxalwayo lugqityiwe, i-WPPL inama 3,650 esitokhwe seeyunithi ezirentwayo ezinikwa abasebenzi. Ezi yunithi zirentwayo ziza kwanela ukuhlangabezana nezidingo zendawo yokuhlala erentwayo nge-c.25% yabasebenzi.

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

Inkxasomali enikwayo yi-WPPL ngokuphathelele kwiiyunithi ezirentwayo ezikhoyo yi-R1,829 ngenyanga ngowe-2021 ngenxa yomlinganiselo werenti exhaswe ngemali. lavareji yomlinganiselo werenti ngeyunithi nganye ngowe-2018 yayingama-R471.00 ngenyanga.

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

I-WPPL 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.R303 miliyoni. Umneni ochongiweyo yi-WPPL kukuba abasebenzi, abafumana i-LOA, abasisebenzisi isibonelelo ngenjongo yaso. Okuqhelekileyo okuqatshelweyo e-WPPL kukuba abasebenzi basebenzisa i-LOA njengesongezo kumvuzo wabo ngoko ke baphelele behlala kwiindawo zokuhlala ezitshiphu nezikumgangatho ophansi.

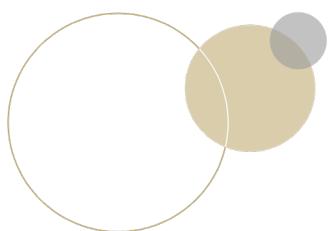
Okubalulekileyo: I-WPPL iza kuqhube ka nokunika le nkxaso kwixesha elifutshane, ngokuxhomekeke kukusebenza kwezemali kwiNkampani kune namandla etyala leNkampani kune nobume benkunzi kwixesha elizayo.

5.2.2 IsiBonelelo seMbali yezeziNdlu

Itheyibile 46 elapha ngezantsi ibonisa imisebenzi yeQumrhu laseMarikana eminyakeni enxulumene nokubonelelwa ngezezinlu. Ekupheleni kowe-2018, amaQumrhu aseMarikana ngewayebonelele malunga nama-7,740 ezindlu ukuquka nesitokhwe sokurentisa.

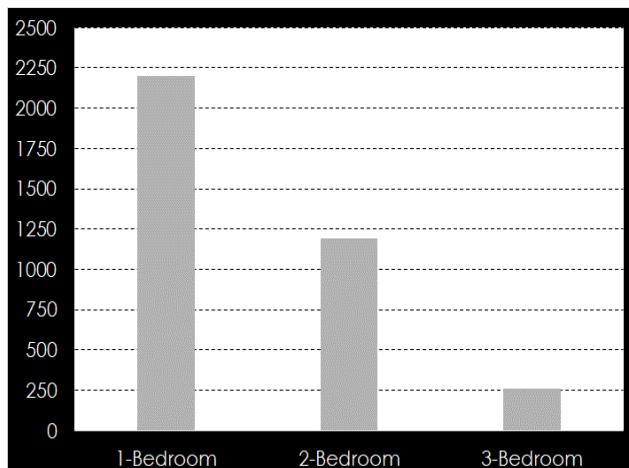
Itheyibile 43: IMbali yokuPhunyezwa kweziNdlu43

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

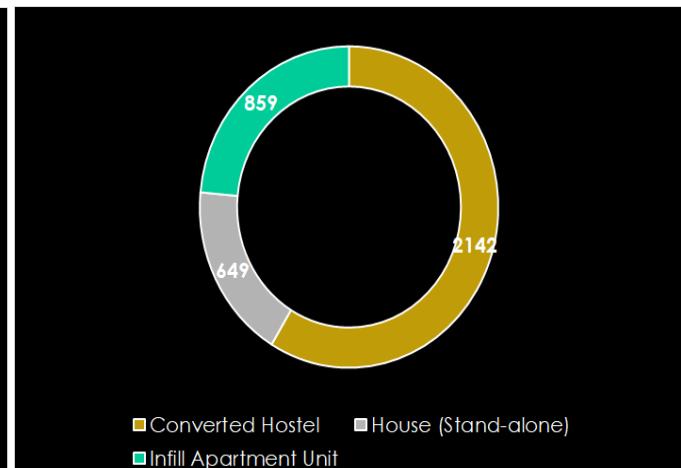


5.3 EzeziNdlu zaNgoku

I-WPPL ngoku inama-3,650 eeyunithi zokurentisa ezikhoyo ezilungiselelw abasebenzi bethu. Iiyunithi ezinegumbi lokulala elinye zibonakalisa ama-60% esitokhwe sonke kwaye iiyunithi ezinamagumbi okulala amabini ngama-33% esitokhwe sonke zize iiyunithi ezinamagumbi okulala amathathu zibe yi-7%. Ligrafu ezilapha ngezantsi zibonisa indlela ekwakhiwe ngayo kunye nokwahlulwahluwa kwestokhwe esikhoyo esirentwayo.



Umfanekiso 21: liYunithi eziRentwayo – Usapho vs. Oyedwa21
eziRentwayo – Ufundu notoliko lweendindi nemiqondiso22

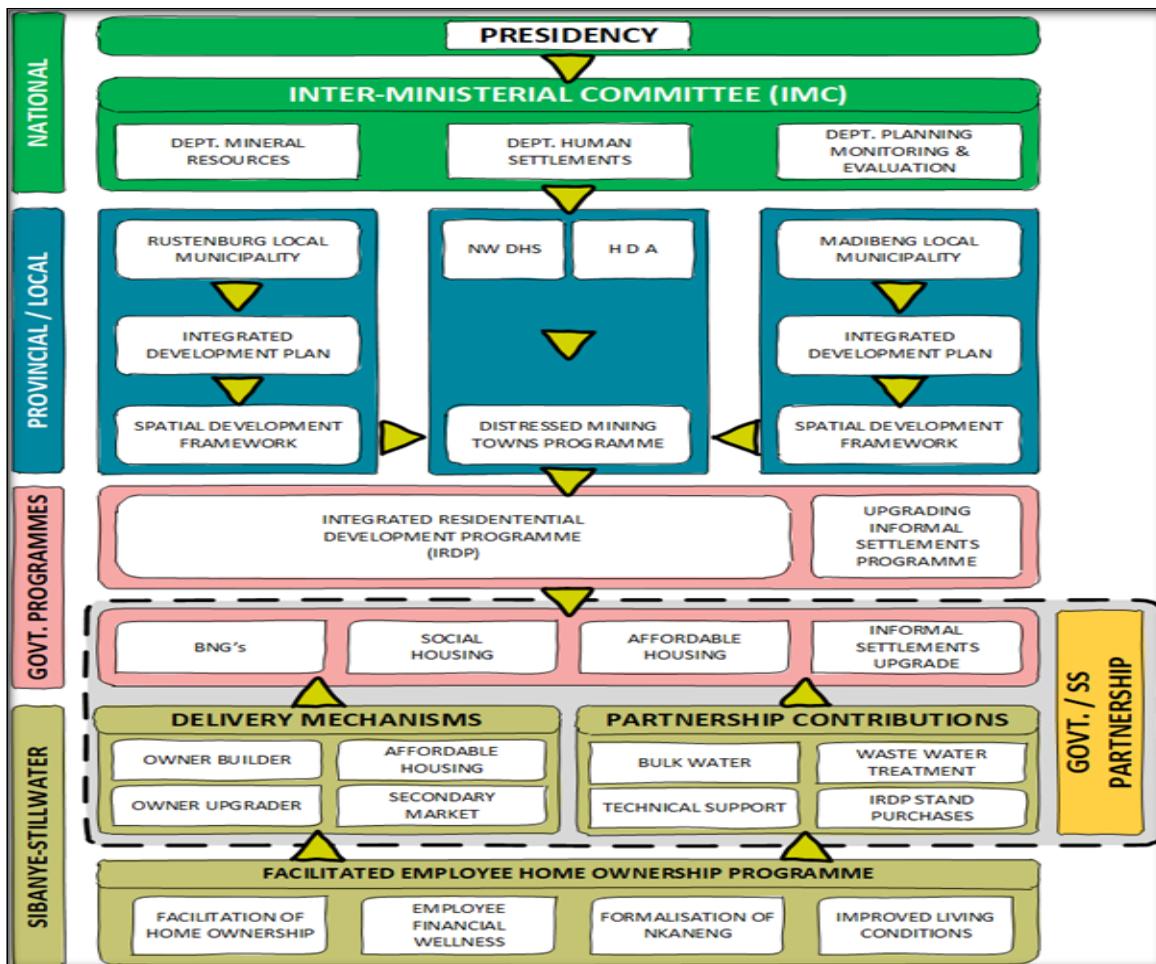
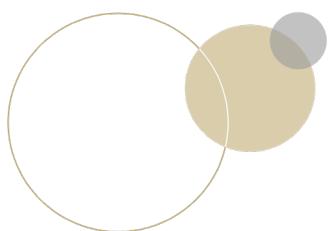


Umfanekiso 22: liYunithi

5.3.1 IJoint Forum

IJoint Forum iqulethe imibutho yabameli be-WPPL ne-AMCU (imanyano yethu esisininzi) (UMququzeleli, iSebe kunye nemibutho enganeno yezeziNdlu). IForum iquhubeka nokuhlangana rhoqo kwaye uphuhliso lweSiCwangcisoqhinga sokuba nguMnininindlu sabaSebenzi esiququzelelw yi-WPPL (i-LFEHOS) sachatshazelwa ngamagalelo awenziwayo ngale Forum. IJoint Forum ibe neengxoxiswano ezinabileyo ngeziganeko ezibalulekileyo zesicwangciso sonatyiso kwaye iza kujolisa kukulungela kophumezo lwaphambili. Ingxoxiswano ngokuphathelele kwisiCwangciso sokuPhumeza iyaqhubeke kwaye iza kuhlala ilixa lale SLP.

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



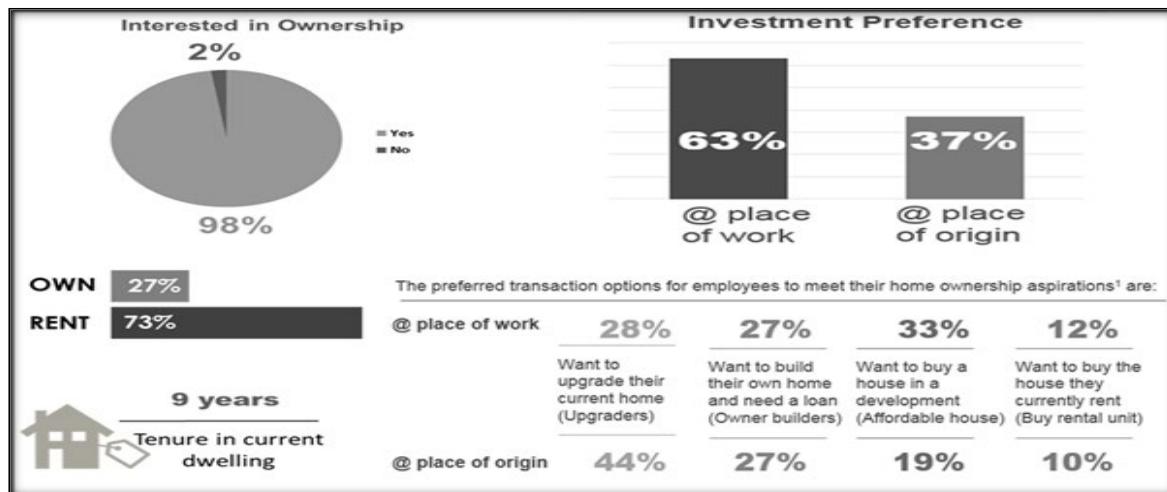
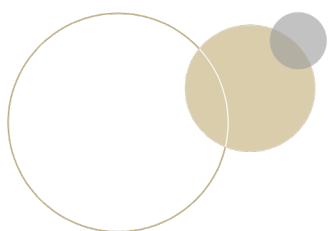
Umfanekiso 23 ULungelelwano loBambiswano lwe-WPPL: AmaCandelo awoHlukaneyo kaRhulumente23

5.3.2 UkuLinganisa ubuNinzi beSidingo sezeziNdlu se-WPPL

a) IziPhumo zeSaveyi yabaSebenzi

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

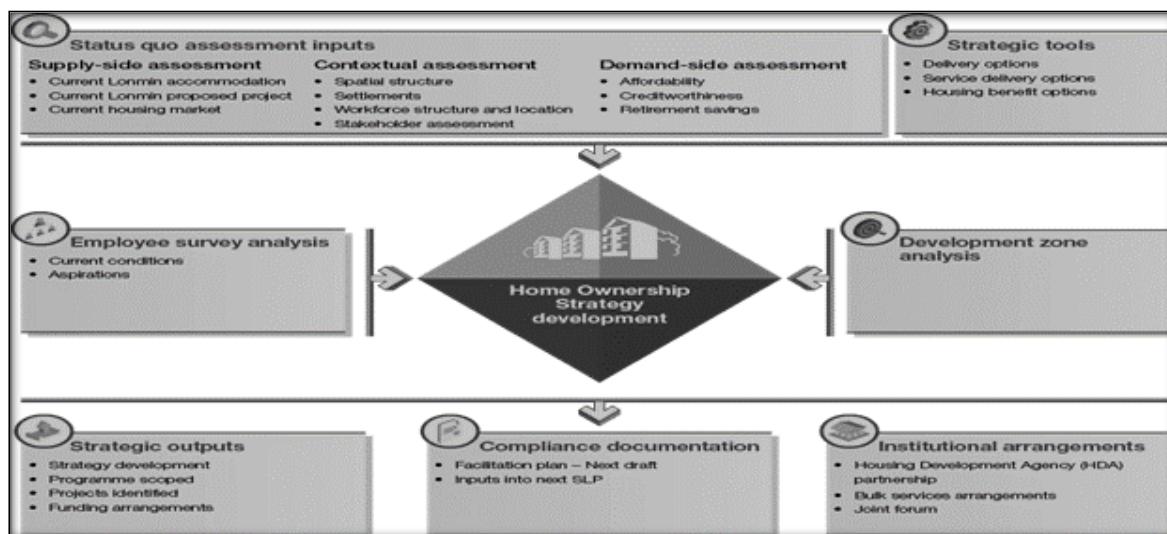
Kwinani lilonke labasebenzi e-WPPL, ama-27% anepropati aphi i-15% ihlala kwiimeko ezisesikweni izi i-12% eseleyo ihlale kwiimeko ezingekho sikweni. linkonzo zikumgangatho ophantsi kwindawo ethile abasebenzi abahlala kuyo (ingakumbi abo basematyotyombeni). Iziphumo zesaveyi yabasebenzi zibonisa ukuba 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

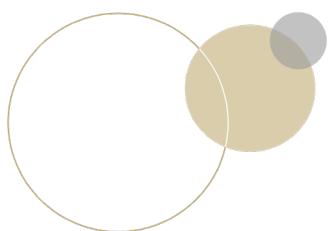
b) IziNto eziyiMfuneko zesiCwangcisoqhinga sokuba nguMninindlu kwabaSebenzi esiquuzelelwa yi-WPPL

IsiCwangcisoqhinga sokuba nguMninindlu kwabaSebenzi esiquuzelelweyo se-WPPL (i-FEHOS) saphuhliswa ngokubonisana nabachaphazelekayo abangundoqo kwaye sazisa luhengululo olunabileyo lohlolo lwenxenyne yokuvvelisa nokunika iinkonzo, lwenxenyne emalunga nomxholo neemfuno, ukusetyenziswa kweengcamango ezingundoqo zezindlu zesixeko nolawulo ngokunjalo, isaveyi eneenkukacha ezibanzi zeemeko zezindlu zangoku zabasebenzi nolangazelelo ngokunjalo, kune nohlolo lwamalungiselelo endawo yokuhlala yangoku kune namathuba okuphumeza kwimimandla yophuhliso eyahlukahlukeneyo ekufutshane namaqumrhu e-WPPL. Idayagram elapha ngezantsi ibonisa umfanekiso opheleleyo wenkqubo yophuhliso lwe-LFEHOS eghutywe nombutho wabasebenzi kune nabanye abachaphazelekayo abangundoqo.



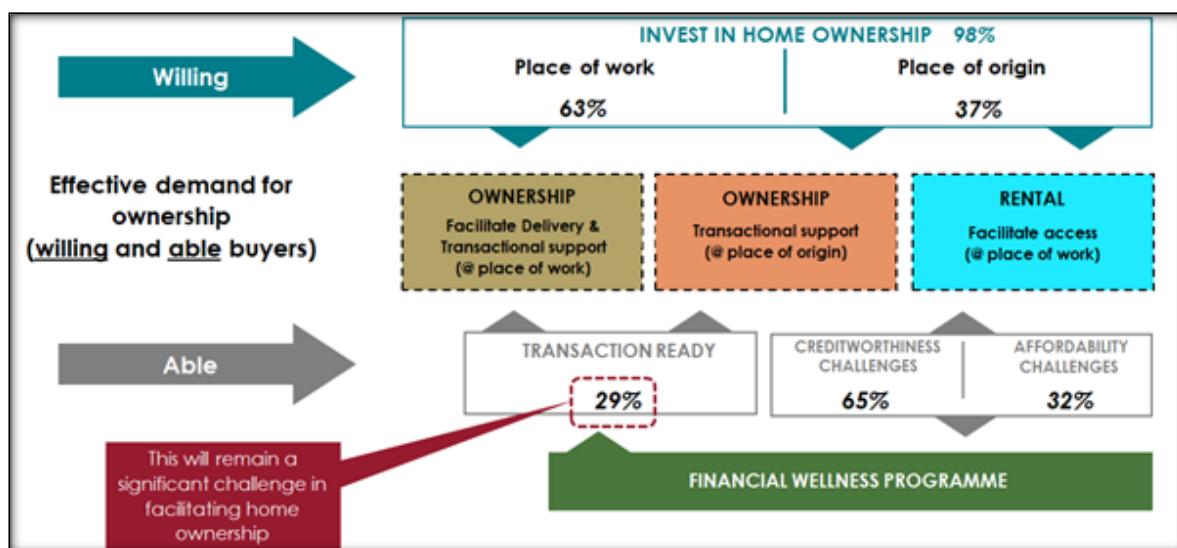
Umfanekiso 25 Inkcazeloo emfutshane yoPhuhliso lwe-LFEHOS25

Iziphumo zesaveyi yabasebenzi, imeko yangoku yophengululo kune nesicwangcisoqhinga esindululweyo zandlalwa kwisiCwangciso soQuuzelelwa sokuGqibela njengoko saye sangeniswa ngoNovembra 2017 saza sathiwa thaca kwi-DMR ngomhla wesi-7 kuDisemba yowe-2017 kwiiofisi



zoMmandla zaseKlerksdorp. Eli cadelo liphinda iziphumo zocwangcisoqhinga zizonke, imizekeliso yemeko evavanyiweyo kunye nesicwangcisoqhinga njengemvelaphi yesiCwangciso seNkqubo yokuba nguMninindlu kwabaSebenzi eQuquzelelwego (i-FEHOP) ye-WPPL elandelayo apha ngezantsi.

Imeko ekhoyo yophengululo oluqhutyiwego 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 kukuququzelela ukuba nako ukuhlawula kunye nokuhlanganiswa / ukubuyiselwa kwisimo sangaphambili kwamatyala ngenjongo yokuphumeza ulangazelelo lwabo lokuba ngumminindlu



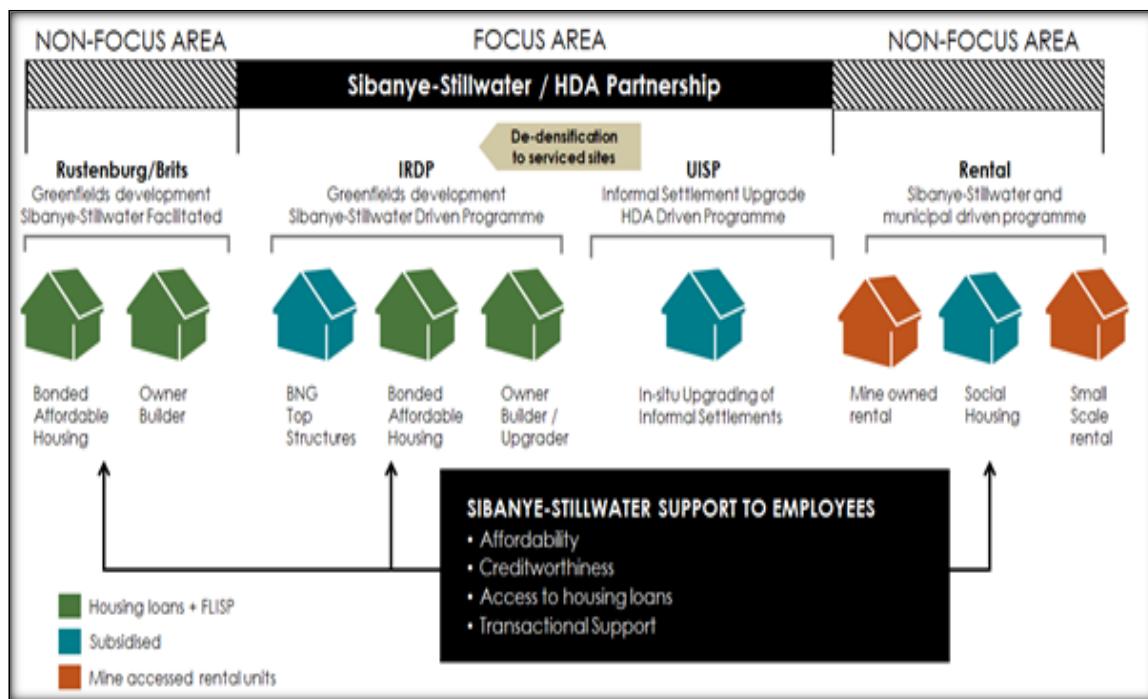
Umfanekiso 26 IsiCwangcisoqhinga sokuba nguMninindlu ngokweeMfuno26

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 neendaleko 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 ngabanihindlu.

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 ityalas (iirekhodi ezingekho ntle okanye ukuntywila ematyaleni) 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-WPPL

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 esiQuquzelewa yi-WPPL 27

5.3.3 Ukuhlangabezana nesiDingo sezeziNdlu se-WPPL – IsiCwangciso sokuPhumeza

a) iNkqubo zoPhumezo

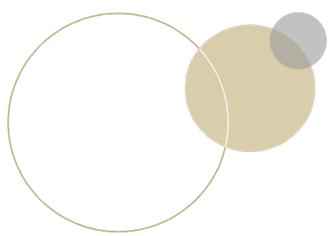
Lilinge eliphambili le-WPPL ukuqinisekisa ukuba abasebenzi baphila phantsi kweemeko zokuhlala eziphucukileyo ngexesha lengqesho yabo e-EPL. INkampani kwakhona ikholelwa ukuba kufuneka ixhase kwaye iququzelele bonke abo basebenzi, abathi ukongeza kwimigangatho yokuhlala ephucukileyo emsebenzini, bafune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

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

Xa ujonga oku kungentla, i-FEHOP inika iinkqubo zophumezo ezinxibetelanayo njengoko kubonisiwe kumfanekiso olapha ngezantsi. Ukongeza, ngelixa zonke iinkqubo ziphunyezwu emsebenzini, ezine zibhekiselele kwindawo avela kuyo ngokunjalo, njengezi: IziNdlu eziFikelelekayo kubakhi babucala (ngokungaphandle kwe-IRDP), uMakhi woMnini kumhlaba ongowakhe (ngokungaphandle kwe-IRDP), iNkqubo yokuHlaziya komzi osele uKhona (ngokungaphandle kwe-IRDP) kune nokuthenga indlu kwiMakethi yezeziNdlu sesigaba sesibini. Uncedo luquka amakhaya azinze kumhlaba wobumnini ngokuhlangeneyo.

b) INkxaso yeziSeko ezinikezwa ngokobuNinzi

IMarikana Operations ngumthombo ekukuphela kwawo wonikezo lwamanzi ngokobuninzi eMarikana ngokunabileyo. I-WPPL kwakhona inayo kwaye ilawula imiSebenzi yokuCocwa kwaManzi aMdaka emithandathu, kune nothungelwano lokwahlula amanzi anikezwa ngokobuninzi eMooi naseMarikana. I-WPPL isebeanza ngenkunkuma eqinileyo yasetiphini yengingqi kune nokuqokelela



inkunkuma emizini kwindawo yonke. Njengenxene yeSiVumelwano soPhuhliso ne-HDA kune nophuhliso lalonke lommandla waseMarikana kundululwa la malungiselelo alandelayo.

i. Amanzi anikezwa ngokobuninzi kune 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 (indibenisela yokulungiselela usetyenziso ngokutsha kwemibhobho yogutyulo lwelindle yemisebenzi eyeyabo, olunye ulwabelo lwamanzi olukhoyo (umz. Buffelspoort Dam) kune neekhwifaya ezikwisa 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 kuqhutya 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 ngetiphu ngelayisenisi kwaye iza kubiza umrhumo wetiphu ozinzileyo. IMarikana Operations iza kuyekisa ukuqokelela kwenkunkuma yemizi inikele koomasipala bengingqi njengenxene yolungiselelo lokuqheleka kophumezonkonzo.

5.3.4 UXhamlo IwezeziNdlu neNkxaso

Ngokwayamene ne-FEHOP, iSibanye Stillwater iza kunika le nkxaso ilandelayo abasebenzi bayo:

• UXhamlo Iwezindlu:

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

• Icebiso ngezindlu:

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

• Inkxaso yokulungela ukunikwa ityala:

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

• Ukufikelela kwityala lendlu elinikwe ixabiso ngokunganeno:

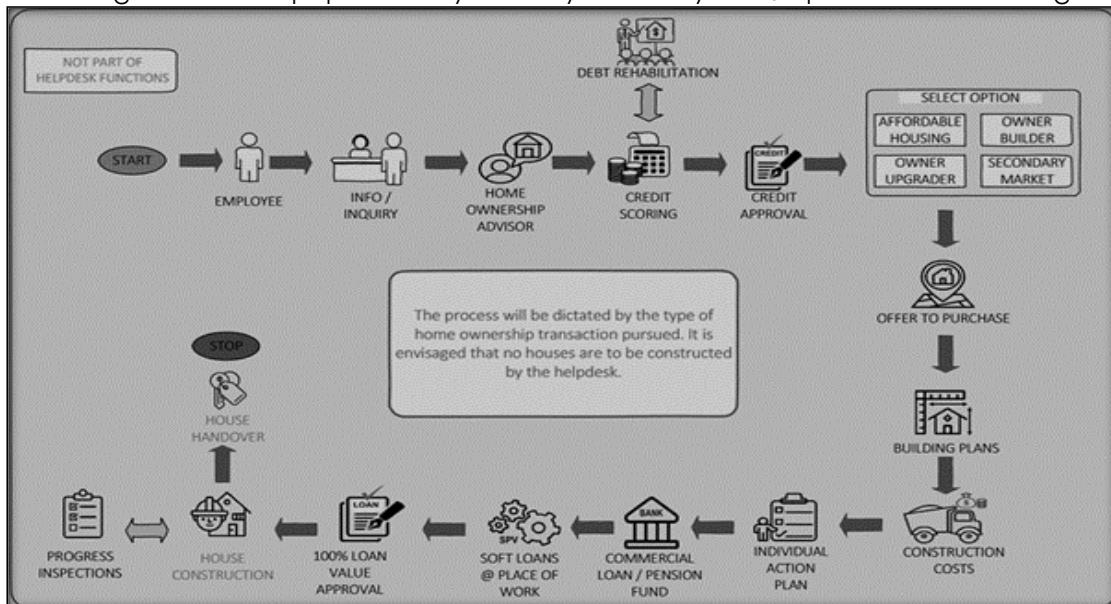
I-WPPL iza kumisela amalungiselelo oncedomali olulungelelanisiweyo, ukuze abasebenzi bafikelele kwityala lendlu elibekwe ixabiso ngokwendlela elungileyo kune namatyala endlu anesibambiso sengxowamali yomhlalaphantsi.

• INkxaso yeNtengiselwano:

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

Kulungeleewaniso lwenkubo yengcebiso ngezindlu, kuyimfuneko ukuqonda ukuba abasebenzi kufuneka baqhube inkqubo yothabathozigqibo enableyo phambi kokuba balungele ukwenza

intengiselwano. Le nkqubo ixhasa bona ekulungiseni ulangazelelo lwabo lwezindlu ngokwezemali kwabo okuyinene, ukuze babe nesicwangciso sokusebenza sezindlu esibonakalayo esifikelelekayo nesinokuphunyezw. 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 ukuququzelelw yiDesika yoNcedo yokuQuquzelelw kokuba nguMninindlu.



Umfanekiso 28 Ukuboniswa kweDesika yoNcedo yokuQuquzelelw 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 ityalas (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.

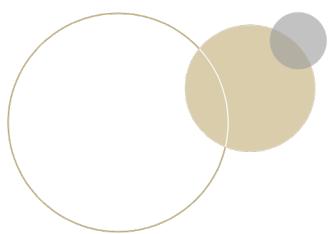
Inkxaso enikiwego kufuneka iqonde ezi meko zohlukeneyo kwaye kufuneka incedise umsebenzi ngamnye ukuba achonge indlela esebezenzayo efanelekileyo ekufuneka ayilandele ekubenit ngumninindlu. Kuza kubakho isidingo esiqhubekayo lwendawo yokuhlala erentwayo kwindawo ekusetyenzwa kuyo. Njengoko isidingo sendawo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

5.3.5 IsiVumelwano soBambiswano IoPhumezo phakathi kwe-WPPL noRhulumente

a. linjongo

linjongo zoBambiswano IoPhumezo -

- kukuxhasa ukuphunyezw kwamanyathelo okuqala okuhlalisa koluntu okuqingqiweyo athathiweyo njengenxeny yeSebe lezeziNdlu likaZwelonek yeNkqubo yokuVuselelw kweeNgingqi zeeDolphu zezeziMbiwa eziXhwalekileyo kuMmandla oNabileyo waseMarikana, eBrits naseRustenburg ngokuhambisana nooGonyaziwe abanoXanduva ngenjongo yokuphucula



iimeko zezezindlu zangoku kwaye kunyuswe amathuba okuba ngabanimizindlu kwangoku kwabasebenzi be-WPPL kune noluntu ngokubanzi; kune

- nokuqinisekisa ukuba amanyathelo okuqala asebenzayo ayaphunyeza ngendlela yokumisela nokulondoloza iimekobume ezilulutho, ezikhuselekileyo nezinzileyo, ezilawulwa ngokuqhubekeyo ngooGunnyaziwe abanoXanduva, kwaye ngendlela enika ebonelela imizi ngofikelelo kwezempi, kwezemfundu nakwizibonelelo zezentlalo eziphuculwego.

b. Iziphumo

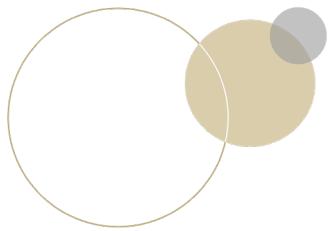
UBambiswano loPhumezo luza kufuna ukuphumeza ezi ziPhumo zilandelayo ngelixa lobukho balo

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

c. INkqubo Gabala

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

- I-WPPL / iNkqubosikhokelo yoMmandla yeArhente yoLwakhiwo lweziNdalu iza kuhlaziwa kumaxesha ngamaxesha ngokwayamene nemithethosiseko equulathwe sisiHlomelo seziNdululo seNkqubosikhokelo yoMmandla yesiVumelwano soBambiswano;
- iiProjekthi zelinge eliphambili zichongiwe kwisiHlomelo seeProjekthi zeLinge eliPhambili eliNdululwego kwaye, kangangoko kufuneka, iiProjekthi ezichongiwego kweso siHlomelo ziza kulungelelaniswa ngokwayamene nolungelewaniso lweiHlomelo seziNdululo zeNkqubosikhokelo yoMmandla kwaye nangenjongo yokuthathela ingqalelo ukusebenza kwezakhiwo ezithile;
- amalungiselelo ophumezo aza kujolisa ngexesha elinye ekuhlaziyweni amatyotyombe kune nasekuphumezeni iziza ezisevisiwego kwizakhiwo eztsha zasegreenfield;
- amaphononongo okukhangela ukusebenza aza kuqhutywa ngokuphathelele kwiProjekthi echongiwego 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 yimiGaqa yezeziNdalu) iza kuba liSebe lezokuHialiswa kwabaNtu lePhondo, (ii) iSebe liza kuyalela i-HDA njengearhente yayo yophumezo kwaye i-HDA yona iza kuba noxanduva lokuphumeza iProjekthi, (iii) iiNkxasomali zeziNdalu kune neziBonelelo zeziNcedisi zikaMasipala ziza kuqinisekisa zize zisetyenziswe ekuphunyezwensi kweProjekthi, (iv) i-WPPL iza kudlala indima kulawulo lweProjekthi kwaye loo ndima iza kuyilwa ngendlela yokuqinisekisa ukuba i-HDA ithobela i-PFMA kune nemigaqonqubo yayo yenqubo yeentengo nokufumana abanikinkonzo esebezayo, (v) indima ye-WPPL iza kurekhodwa kwisiVumelwano seProjekthi esiza kuggitywa phakathi kwamaQela, kune (vi) ukuba iProjekthi yiProjekthi ye-IRD, isiVumelwano seProjekthi siza kurekhoda ukuba ukuba inani ekuvunyelwene ngalo leziza ezisevisiwego kwiProjekthi ziza kulungiselelw ukuba zithengiswe ngabasebenzi be-WPPL



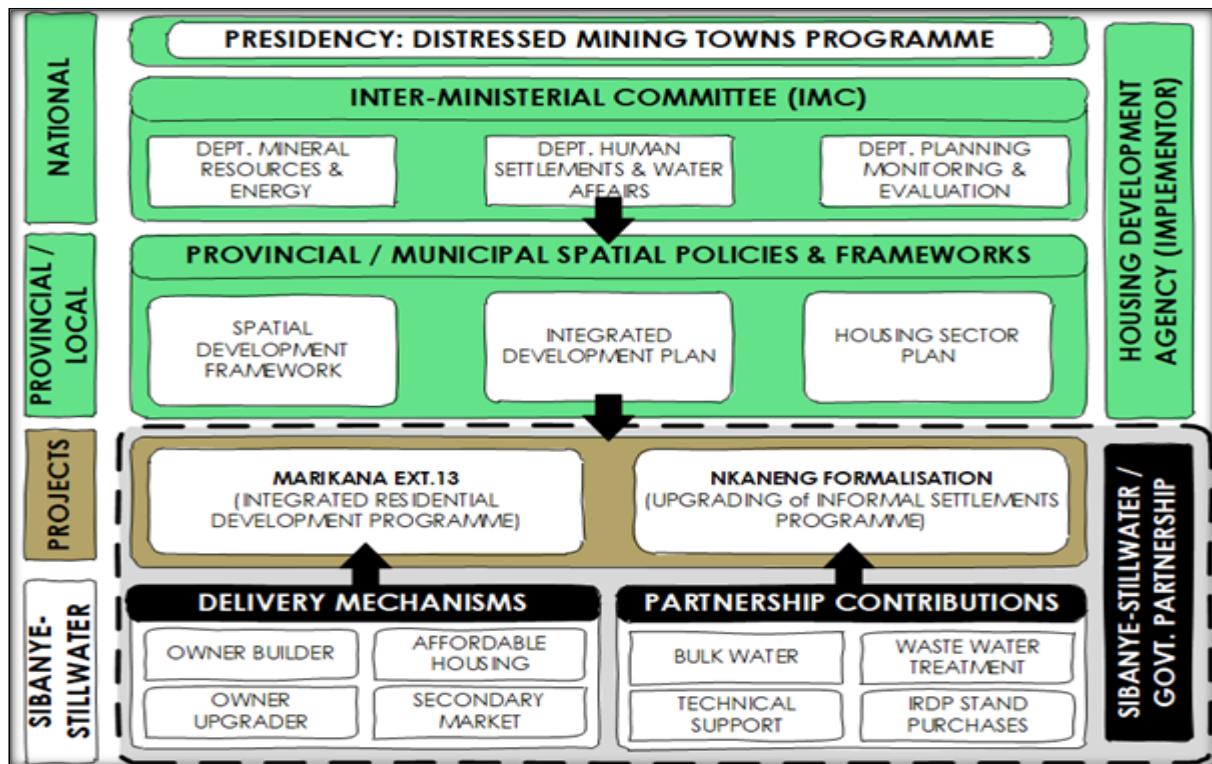
ngamaxabiso afikelelwayo ngabasebenzi be-WPPL kwaye ekufuneka amiselwe ngokwayamene nolwazinkqubo oluqulethwe kwisiVumelwano seProjekthi;

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

Injongo yoBambiswano IoPhumezo Iwe-HDA / WPPL kukunceda i-WPPL ne-HDA ukuba iphumeze ngokuhlangeneyo amanyathelo okuqala evezindlu 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 iidolophu zezezimbiwa ngendlela ezinzileyo. ISebe lezokuHlalisa koluNtu likaZwelonke ngeArhente yolwaKhiwo IweziNdlu (i-HDA) ikwiphulo lokugqibezela isiCwangciso soTshintsho IoMmandla weDolophu yezeziMbiwa (i-STP) njengesixhobo songenelelo. IKomiti eBandakanya aPhathiswa aboHlukaneyo (i-IMC) equka i-Ofisi yoBongameli, iSebe lezokuHlalisa koluNtu likaZwelonke (i-DHS), iSebe lezoCwangciso, uBekoliso nokuHlola (i-DPME) kune neSebe lemiCimbi yezeziMbiwa (i-DMR) atyunjelwe umsebenzi wokuphumeza inkqubo ngokusebenzisana ne-HDA. I-WPPL iphuhlise isicwangcisoqhinga sayo ukusihlanganisa neNkqubo yoTshintsho yoMmandla weeDolophu zezeziMbiwa zikaRhulumente ukuze kuphunyezwe ukuhlaliswa koluntu okuhlangeneyo. I-WPPL inike inkxaso yokuphucula i-STP ngokuhlanganisa ibhale isiCwangciso soMmandla esineeNkalo eziNdululwego njengesicwangciso soyilo esindululwego sobambiswano lukarhulumente-lwabucala kune nawo onke amanye amanyathelo exesha elizayo. UBambiswano IoPhumezo luquka oku kulandelayo kwimeko yesiCwangciso soTshintsho soMmandla ekuvunyelwene ngaso sommandla we-Greater Marikana:

- **linkqubo zezezindlu** ezhambelana nezicwangcisonkqubo zokuhlaliswa koluntu zephondo, oomasipala kune ne-WPPL;
- **liprojekthi zelinge eliphambili** maziqhutywe ngokwesicwangciso sommandla esihambelanayo esiza kulungiselela iinkqubo zezezindlu ezingundoqo;
- **linkxasomali zezezindlu nenqubosikhokelo karhulumente** kufuneka zihlolwe kune neemalimboleko zezindlu zabucala ukuqhuba ezi projekthi;
- **Isiseko isakhono sezobuchwepheshe** esiza kunikwa phantsi kwaso yi-HDA ne-WPPL ukunceda ngokuhambelana nomasipala nephondo kune nokuphakheja kwaye kukhawuleziswe iiprojekthi; kune
- **Isiseko inkubosikhokelo nophumezo Iweenkonzo** phakathi kwe-WPPL noomasipala eza kubekwa emgaqwensi phantsi kwaso.



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

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

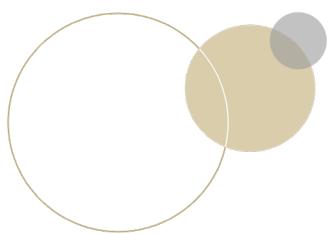
5.3.6 IsiBonelelo sezeMali

I-WPPL iza kube ichithe ama-R400 miliyoni aqikelelweyo ngesigaba sexesha se-Gen 2 SLP ngezezindlu neemeko zokuhlala. Ngeemeko zemakethi zangoku zoxinzelelo i-WPPL isengaphantsi koxinzelelo ngokuphathelele kuzinzo lwayo lwesthesha elide njengeshishini. I-WPPL Exco neBhodi kwakhona zizibophelele amanye ama-R315 miliyoni kwi-Gen 3 SLP (2019 – 2023) naphantsi kobunzima kwezemali kwangoku okuhlangabezeno noshishino.

Oku kukanke kungalutyalomali olupheleleleyo ngelixa le-Gen 2-3 ukuya malunga nama-R715 miliyoni okanye R71,5 miliyoni ngonyaka. Kwangeso sigaba sexesha sinye, kuyaqikelelwa ukuba siza kube sihlawule phantse ama-R3 bhiliyonи kwiziBonelelo zokuHlala ngaPhandle (i-LOA) okulingana phaya kuma-4,615 ezindlu ezifikelelekayo (Amagumbi okulala ama-3 angama-60m²) ngama-R650, 000 ngendlu nganye.

Itheyibhile 44: IsiBonelelo sezeMali seziNdlu se-WPPL44

| Implementation of FEHOP | FY19 | FY20 | FY21 | FY22 | FY23 | TOTAL |
|-------------------------|----------------|----------------|----------------|----------------|----------------|-----------------|
| | R63 000 000,00 | R315 000 000,00 |



6. Inkqubo yeentengo nokufumana abanikinkonzo, Ushishino kunye noPhuhliso IwabaNikinkonzo

6.1 Intshayelelo

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

6.2 Umxholo

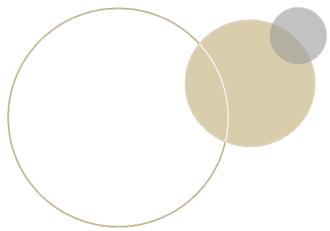
Umsebenzi weNkqubo yeentengo nokufumana abanikinkonzo weSibanye-Stillwater uqhutywa yinkampani engaphantsi kwayo ngokupheleleyo, iShared Services (Proprietary) Limited njengearhente yayo okanye egameni lamaqumrhu aseMzantsi Afrika eSibanye-Stillwater kumanqanaba onke enkqubo yeentengo nokufumana abanikinkonzo,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

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

6.3 IsiCwangciso soTshintsho semiNyaka emiHlanu (i-MCIII)

Itheyibile 45: IsiCwangciso soTshintsho semiNyaka emiHlanu se-MCIII45

| 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, impahlala, izibophelelo zomnikinkonzo nophuhliso loshishino nezinyanzelo.
- Ukubeka kwizinga eliphezulu iinkqubo (ukuthenga nokuba ngumvi) ukuxhasa isicwangcisoqhinga senkqubo yeentengo nokufumana abanikinkonzo ekhethwayo.
- Ukuphuhlisa 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 ngenkqubo yommandla emiswe ngendlela ukuze kubekho impembelelo engaphaya ebandakanya abahlali.

6.5 UPhuhliso IwamaShishini nolwabaNikinkonzo

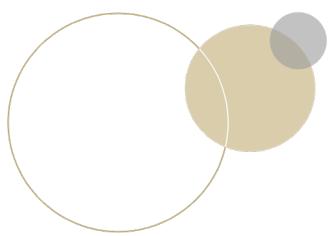
- Uncedomali lophuhliso loshishino Iwe-CEO luyafumaneka ngoncedo lokuqalisa ishishini.
- UNcedomali bayalufumana abanikinkonzo bethu bengingqi ngengxowamali yoPhuhliso IwanaNikinkonzo.
- INkxaso yeShishini enikezwa ngumasibambisane wethu wophuhliso Iwabanikinkonzo.
- UQeqesho Iwezakhono zoShishino ngomasibambisane wethu wophuhliso. (IQinisekiswe yi-SETA).
- Ukomeliza iiprojekthi ze-SLP ukuphuhlisa abanikinkonzo basekuhlaleni.
- Kuchongwe iinkonzo zeengcebiso ukukhokela nokuxhasa ukuthobela ubunini babanikinkonzo nokumiselwa kokuqinisekiswa kwamaphulo ahlanganyelwego.
- Amathuba emali eyabelwe injongo ethile anokunikezwa ngabanikinkonzo bengingqi (nokuxhasa kwakhona ukusekwa kwabanikinkonzo bengingqi abatsha) ngenkqubo 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 ukuza 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 ukuphuhlisa ukuqhutywa komsebenzi wemikhombandlela ukomeleza impembelelo yotshintsho ngee-SMME zengingqi 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 neenkubo ukudala ukhuseleko lwemisebenzi apha ukuphulukana nemisebenzi kungenakuphetshwa; kunye
- neendlela zokulungisa impembelelo yezentlalo neyezoqoqosho ebantwini, kwimimandla nakuqoqosho apha udendo okanye ukuvalwa komgodi kunokwenzeka.

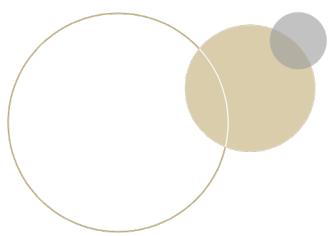
Umthethosiseko weNkqubo yoPhuhliso IwabaSebenzi be-WPPL (okhokela uQeqesho IwezaKhono ezinokuSetyenziswa naphi na, i-AET, iinkqubo zokuFunda uMsebenzi kwiNgqesho njl.njl.) kunye neNkqubo yoPhuhliso IwezoQoqosho IweNgingqi (ukwazisa amanyathelo ophuhliso oluzinzileyo, imigaqonkqubo yezezindlu njl.njl.) 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 nezicwangcisoqhingga 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 ohlengahlengiso okanye odendo;
- ukuquuzeleta, kangangoko kunokwenzeka, ukufikeleta kumathuba engqesho angamanye kwinkampani;
- ukuquuzeleta uqeqesho lomsebenzi ongundoqo oluqbhubekayo kunyenofikelelo kwisiwangciso soqeqesho Iwezakhono ezinokusetyenziswa naphi na esinganxulumananga nezezimbiwa ukunceda 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 kwinkqubo zophuhliso loqoqosho Iwengingqi njengoko kwandlaliwe kwisiCwangciso;
- ukuquinisekisa ukuba iinkqubo ezisemxholweni zolawulo lokuvala okusebenzayo zikhona iminyaka emine (4) okanye emihlanu (5) ethile phambi kokuvalwa komgodi okucwangcisiweyo; kunye
- nokunxibeletana nokubonisana ngokusebenzayo kunye nokuxoxa kwaye kupuhliswe izicwangcisoqhingga 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-WPPL. 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 ukuphuhlisa, ukuphumeza nokunxibelelana ngezicwangcisoqhinga kunye nezicwangciso ukunqanda okanye ngapha koko ukujongana nokuphungulwa kwabasebenzi okubalaseleyo okanye ukuvalwa kwequmrhu elo.

Ukuxhaphaka kweentlanganiso kuza kunyuka ukuba kukho imiba ebalulekileyo ekufuneka kuhlangatyezwane nayo ngokungxamisekileyo. Iajenda yeeFuture Forum iquka, kodwa ingaphelelanga apho:

- ukuchonga nokuhlalutywa kweengxaki nemingeni ehlangabezana nequmrhu ingakumbi apho ezi zinokukhokelela ekuphungulweni kwabasebenzi kunye/okanye ekuvalweni kwamaqumrhu;
- uphuhliso kwezicwangcisoqhinga nezicwangciso ukujongana neengxaki ezichongiweyo nemingeni ngokunjalo;
- uphuhliso lwezicwangcisoqhinga nezicwangciso ukunqanda ukuphulukana nemisebenzi ukuba kunokwenzeka;
- uphuhliso lwezicwangcisoqhinga nezicwangciso ukunciphisa ukuphulukana nemisebenzi kuze kudanjiswe iziphumo ezibalaseleyo ekunokuthi ukuphungulwa kwabasebenzi, kunye nokuvalwa kube nazo kubasebenzi, kuluntu nakuqoqosho;
- 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-WPPL zoNyaka, impumelelo kunye nenqubelaphambili lwazo zonke iinkqubo zolawulo lokuphulukana nemisebenzi nezolawulo lodendo ezicwangciselwe kwaye eziphunyezwe ngexesha lokuphungulwa kwabasebenzi, ukuvala okanye ngesigaba sexesha sasemva kokuvala esifanelekileyo.

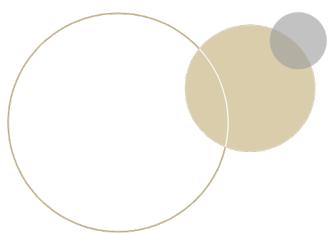
7.3 Lindlela zokusindisa imisebenzi kwaye kulunyukelwe ukuphulukana nemisebenzi nokuncipha kwengqesho

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

- aphi iimeko zoqoqosho ezikhoyo zisenza inzuso 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 ngenqubo yokuphungula abasebenzi okanye yokuvala (ngokuhambelana nesivumelwano esilapha ngentla) inkqubo yokuPhungulwa kwabaSebenzi kunye neyoDendo iza kulandelwa:

- unxibelewano nesiCwangciso ngeeFuture Forum.
- kuyacingelwa ukuba nayiphi na imfuno yokuphungulwa kwabasebenzi okanye yokuvala iza kuchongwa ngelixa lokubonisana, leengxoxo kunye nelokucamngca eliqhubekayo kwiintlanganiso zarhoqo zeeFuture Forum.
- zonke izicwangcisoqhinga ezichongiweyo ziiFuture Forum ziza kuphunyezwa ngoluvo lokulumkela ukuphulukana nemisebenzi. Izicwangciso kunye nezicwangcisoqhinga ziza kuhlolwa



ngokuqhubekayo ukuqinisekisa ukuba zisemxholweni neemeko ezikhoyo ngelixa kukrokrelwa ukuba kuza kuvalwa okanye kuza kphungulwa abasebenzi.

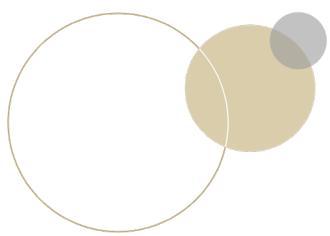
- iFuture Forum iza kuhlola iimeko zoqoqosho kanye nenani labasebenzi elinokuchaphazeleka kphungulwa kwabasebenzi okanye kkuvala.
- iFuture Forum iza kuxoxa kwaye ivumelane ngezicwangcisoqhinga nezicwangciso zokusebenza eziza kphunyezwa ukulumkela ukuphulukana nemisebenzi.

IziCwangcisoqhinga eziQikelelwayo kanye nezicwangciso zokulumkela ukuphulukana nemisebenzi ziureka kodwa zingaphelelanga apha:

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

Ukuphunyezwa kweCandelo 189 kanye no-189 (A) leLabour Relations Act okanye apha kukho izivumelwano ezhlangeneyo 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 / abamelis babasebenzi ngokunjalo:

- ukuqinisekisa ukuzibophelela nemithethosiseko eyamkelwe kwihiabathi jikelele yokudendwa ngokobulungisa, kubandakanywa ukubonisana nothethathethwano nabamelis babasebenzi abachongiweyo emgodini.
- ukuthobela izivumelwano ezhlangeneyo phakathi kombutho wabasebenzi nenkampani.
- ukubhengezwa kwalonke ulwazi olusemxholweni.
- iindlela zokulumkela okanye ukunciphisa ukugxothwa njengoko kwandlaliwe kwisivumelwano esihlangeneyo.



UkwaZiswa kooGunnyaziwe bakaRhulumente

Emva kokubonisana ngoqhamshelwano neFuture Forum kunye neemanyano zabasebenzi apha kucacayo ukuba izicwangcisoqhinga kunye 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 kunye neminyaka emine (4) ukuya kwemihlanu (5) phambi kwasekupheleni kobude bexesha lokusebenza koMgodi. OoGunnyaziwe bakaRhulumente baza kunikwa inothisi yexesha elibekiwego lokuvala kunye/okanye inkqubo yokuphungulwa kwabasebenzi, ukubonisana okuqhubekayo, amalinge ezicwangcisoqhinga nawezicwangciso njengoko kuxoxiwe ngoqhamshelwano 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 neenkqubo ukudala ukhuseleko lwemisebenzi apha ukuphulukana nemisebenzi kungenakuphetshwa

Ngokuthobela iCandelo 52(1) loMthetho, xa unokuthi umlinganiselo wentengiso yenzuso 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-WPPL kwaye apha ukuphulukana nemisebenzi kunokubangelwa zezi nkqubo, inkqubo yokubonisana enableyo iza kwenziwa kwFuture Forum. Icandelo 189 kunye nele-189(A) liza kuthotyelwa ukujongana neenkucacha zokudendwa, iBhodi yoPhuhliso IwezeziMbiwa nezemiGodi (Minerals and Mining Development Board) iza kwazisa, kwaye nawaphi na amanyathelo okulungisa kunye nemiyalelo njengoko kumiselwe nguMphathiswa ziza kuthotyelwa.

a) IsiCwangcisoqhinga

Inkqubo yokubonisana enableyo iza kwenziwa ngoqhamshelwano nemibutho yeFuture Forum apha amalinge esicwangcisoqhinga nawezicwangciso aphiunyezwa yiForum engaphumeleli ekuphepheni ukuphulukana nemisebenzi. Apha ukuphulukana nemisebenzi kungenakuphetshwa iFuture Forum iza kuxoxa kwaye iphumeze izicwangcisoqhinga ukhulola nokuphumeza izisombululo ezizezinye kwaye kudalwe ukugcinwa kwemisebenzi yabasebenzi abachaphazelekayo ikuhuselekile.

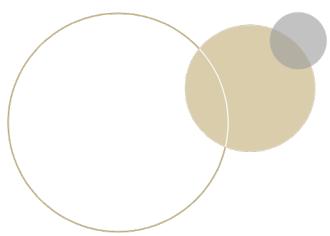
IFuture Forum iza kuhlola iimeko zoqoqosho nezizezinye ezinokubangela ukuphulukana nemisebenzi ize imisele inani labasebenzi abanokuchaphazelekaka kukuphungulwa kwabasebenzi okanye ukvala.

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

b) Izisombululo ezizezinye kunye nezicwangcisoqhinga ukudala ukhuseleko lwemisebenzi

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

- iindlela zokunciphisa inani labasebenzi abanokuchaphazelekaka ludendo olubalulwego; kwaye
- abasebenzi ekujoliswe kubo ukuba badendwe baza kunikwa uqequesho olufanelekileyo ukuze bahlale besebenza ngokuphathelele kwezoqoqosho ukuba badendiwe. (Oku kuza kwenziwa ngeenkqubo zokufunda umsebenzi kwingqesho ezithile ejijonge ukunika abasebenzi izakhono ezizezinye namava ngokunjalo eziza komeleza ukunesheka kwabo ngaphandle kwecandelo levezimbiwa. Le nkqubo iza kuqinisekisa ukuba abasebenzi abadendiweyo bamaketheka ngokungaphaya kwaye banokuthi bathathe ithuba kumathuba engqesho angoku navelayo akhoyo kwinkqubo yokugaywa kwabasebenzi yengingqi.)
- iiNkqubo zoPhuhliso IwezoQoqosho IweNgingqi ekufuneka zipunyezwe njengenxe ye-SLP ziylilelw ukudala amashishini exesha elide nazinzileyo kunye 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 ezisungulwe yinkampani.

- inkampani iza kuqhagamshelana neSebe lezabaSebenzi, abanye abaqueshi abakummandla wokusebenza kune neendawo ezithumela abasebenzi emigodini ukuchonga onke amathuba engqesho anokuthi abekhona kune nezithuba zomsebenzi ngokunjalo. Abasebenzi abachaphazelekayo baza kunikwa ulwazi oluhalziyiweyo rhoqo kwaye baza kunikwa uncedo olufanelekileyo ukuba benze izicelo zezikhundla ezipulekileyo.
- ukunika uncedo oosomashishini kune nophuhliso Iwee-SMME ngamaziko amashishini asakhasayo asele emiselwe, abanye abanikinkonzo kummandla ofanelekileyo kune neenkubo ze-LED ngokunjalo.
- iNkubo yoPhuhliso IwabaSebenzi iza kuqinisekisa ukuba abasebenzi bafumana izakhono eziqinisekisiweyo noqequesho ngokunjalo. Ezo zakhono ziqinisekisiweyo kune noqequesho ngokunjalo zingasetyenziswa kwenye indawo kwicandelo lezezimbiwa 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)

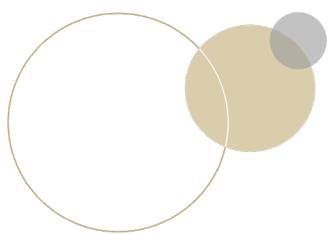
Ukuba iingxoxo kwiFuture Forum zifinciwe kwaye ukuphulukana nemisebenzi akunakuphetshwa amagatya eCandelo 189 nele-189(A) leLabour Relations Act (uMthetho wemiCimbi yezabaSebenzi) kune namagatya esivumelwano esihlangeneyo esikhoyo aza kuphunyezwa. Inkubo yokubonisana iza kusungulwa nomsebenzi ofanelekileyo,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

d) Ukwazisa iBhodi

Emva kokubonisana ngoqhagamshelwano neeFuture Forum kune neemanyano zabasebenzi ezaziwayo nalapho kucacayo ukuba izicwangcisoqhingga kune 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 wenzuso 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 kune neminyaka ethile emine (4) okanye emihlanu (5) phambi kokuphela kobude bexesha boMgodi. Oogunyaziwe bakarhulumente baza kunikwa inothisi yexesha elibekiweyo lokuvala kune/okanye inkubo yokuphungulwa kwabasebenzi, ukubonisana okuqhubekeyo, amalinge ezicwangcisoqhingga nawezicwangciso njengoko kuxoxiwe ngoqhagamshelwano neeFuture Forum. Iingxelo zenkqabelaphambili zarhoqo okulandelayo ziza kusiwa kumaSebe kaRhulumente afanelekileyo. Ukuthobela umyalelo weBhodi kuza kubanjelelwa kuwo ngenjongo yokuhlangabezana namanyathelo okulungisa njengoko kukhankanyiwe yiBhodi.

e) UkuNxibelelana ngoDendo olunoKwenzeka

Apho zonke iinkalo zokuphepha ukuphulukana nemisebenzi zifinciwe kwaye kubalulwe ukuba udendo luza kuqhutywa, isicwangcisoqhingga sonxibelelwanu esinabileyo kune nesicwangciso ziza kuphunyezwa emva kwengxoxo nesivumelwano kwiintlanganiso zeFuture Forum. Unxibelelwanu ngemiba ekuxoxwe ngayo kwiFuture Forum, izicwangcisoqhingga nokuphumeza ke ngoko ziza kuba



yinxene yeAjenda yeentlanganiso zarhoqo zeFuture Forum. Emva kwentlanganiso yeFuture Forum nganye bonke abasebenzi baza kwaziswa ngokufutshane ngemiba ekuxoxwe ngayo kune nezicwangcisoqhingga eziza kuphunyezwa ziFuture Forum. Apho udendo lungenakunqandwa ezi ndlela zilandelayo ziza kusetyenziswa ukuqinisekisa uxibelewano olusebenzayo kubo bonke abasebenzi: ukunika amagqabantshintshi kwabawaluli, isigidimi seendaba seNkampani, iintlanganiso zabawaluli, amaqonga eengxoxo onxibelewano kune namacwego.

Abamel i bemandi yabasebenzi kwakhona baza kuxela imiba evela kwiingxoxo zeFuture Forum ngexesha lezabo iintlanganiso zeSebe nezeKomiti kune neentlanganiso zesininzi nabasebenzi. Imiba ekufuneka yaziswe apho kunokubakho udendo izi kuquka kodwa kungaphelelanga apha:

- izizathu zodendo olucingelwayo;
- izicwangcisoqhingga eziphunyezwayo yiFuture Forum ukulumkela nokunciphisa ukuphulukana nemisebenzi;
- inani labasebenzi abanokuchaphazeleka ludendo;
- iinkcukacha zeenkubo zoqequesho lwezakhono ezinokusetyenziswa naphi na ezandisiwego kwaye nendlela ekunokufikelewa kuzo ngayo;
- iinkqubo ze-LED namathuba akhoyo kubasebenzi abanokuthi badendwe;
- amathuba engqesho 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 olongezelweyo oluza kunikwa umsebenzi.

7.5 Lindlela zakulungisa impembelelo yezentlalo neyezoqoqosho

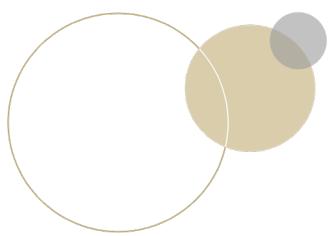
Eli cadelo lijongene neendlela zakulungisa impembelelo yezentlalo neyezoqoqosho ebantwini, imimandla nakuqoqosho apho udendo okanye ukuvalwa kwequmrhu kuqinisekileyo. Ngelia iinkqubo zoPhuhliso lwabasebenzi nezoQoqosho IweNgingqi ezanddalwe kwiziqendu ezingaphambili ziphuhliselwe kwaye zacwangciselwa ukuba ziphunyezwe ngenjongo yokuququzelela uhlumo Iwezentlalo nolwezoqoqosho oluzinzye kulu Iwengingqi ngexesha lokusebenza kwequmrhu, amanyathelo okulawula impembelelo kuluntu Iwengingqi kune nakwiingqiqi zoluntu ekufumaneka kuzo abasebenzi ngamaxesa okuphungula abasebenzi nokuvalwa aseza kufunwa. Eli cadelo landlala iindlela eziza kusetyenziswa ukudambisa, kangangoko kunokwenzeka, impembelelo yezentlalo neyezoqoqosho yokuvala neyokudendwa ebantwini, kwimimandla kune nakuqoqosho. Ucwangciso oluchazwe ngokubanzi oluza kuqhube ka ngokuhlangeneyo nabachaphazelekayo kune namasebe karhulumente afanelekileyo luza kufuneka iminyaka ethile emine (4) okanye emihlanu (5) phambi kokuvalwa komgodi.

a) UPhononongo IweMpembelelo yezeNtlalo nezoQoqosho lokuvala

Njengayo nayiphi na inkqubo yophuhliso yokwenene, uhlalutyo lwempembelelo yezentlalo neyezoqoqosho (i-SEIA) izi kuqhutywa ngabacebisi abaziingcali phambi kokuqalisa isicwangciso sokuvala esichazwe ngokubanzi. I-SEIA izi kuqalisa iminyaka emine (4) okanye emihlanu (5) phambi kokuvala kwaye ixhaswe yintsebenziswano yemibutho yoluntu kune neeFuture Forum.

b) Unxibelewano nabachaphazelekayo

Uphuhliso Iwesicwangciso sokuvala luza kugxinisa kakhulu kukubonisana okubanzi nokunovakalelo nabo bonke abachaphazelekayo. Abalawuli abanenkaso banokubakhona phakathi kwabachaphazelekayo, njengaboshishino Iwengingqi, abanoloyiko neenkxalabo ngokuvala kwaye ke befanele. Ukubonisana nokunxibelelana namaqela abachaphazelekayo beengingqi ekufumaneka kuzo abasebenzi, amasebe karhulumente afanelekileyo kune namaqonga eengxoxo zabamashishini engingqi nako kuza kuqhutywa. Aba bachaphazelekayo bangathabatha inxaxheba kwiFuture Forum emiselweyo okanye iikomitana baze baququzelele iingxoxo ngamanyathelo aphambil ophuhliso



Iwengingqi kwinkqubosikhokelo yocwangciso lokuvala kwaye baqinisekise ukuba amangenelelo oluntu azinzile ngelixa lokuvala nasemva kokuvala.

c) IziCwangcisoqhingga zokuLawula iMpembelelo yezeNtlalo nezoQoqosh

NjengeNkqubo yoPhuhliso IwabaSebenzi e-WPPL, iNkqubo yoPhuhliso yoQoqosh IweNgingqi kulo lonke ixesha lokusebenza komGodi enenjongo ephambili yokuqinisekisa ukuba naluphi na ungenelelo lwequmrhu loluntu kunye noncedo Iwe-LED olunikiwego, luza kuba loluzinzileyo kwaye luza kunceda uluntu ekujoliswe kulo sekukudala emva kokuba kuvaliwe:

- ukuququzelela ubambiswano lukarhulumente nolwabucala olujonge ukuhlangabezana nezidingo ezithile ekuhlalen, nokuba ngaba zezeziseko zophuhliso, ukunyusa izakhono okanye uphuhliso Iwezakhono;
- ukuncedisa kuhlumo Iwesakhono kwimibutho yengingqi emiselwego, ngokwayamene nezakhono zobunkokeli, ulawulo Iwezemali, ulawulo Iweprojekthi kunye nonxibelewano;
- ukuthathelwa ingqalelo ukusetyenziswa okuqikelelwayo kweziseko zasemgodini eziphelelwixiesha / ezingasasetyenziswayo okulandela ukuphungulwa kwabasebenzi okupheleleyo nokuvalwa komgodi (amaziko oqequesho, izakhiwo zeeofisi njl.njl.);
- inkqubo yoqequesho Iwezakhono ezinokusetyenziswa naphi na eyilelw ukuqinisekisa ukuba abasebenzi bagcina imisebenzi yabo ikhuselekile kwaye bahlale bezisebenzela ngokuphathelele kuqoqosh 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 kunye/okanye amava afunyenwe ngelixa umntu eseberna e-WPPL ziqinisekisa kwaye zinikezwa isatifiketi ngokufanelekileyo;
- ukunika uncedo lokubanga i-UIF komsebenzi kunye nolunye uncedo lombuso ukuba luyafuneka; kunye
- nokunika uncedo locwangciso Iwezemali ngokuphathelele kwintlawulomali yokudendwa, umhlalaphantsi kunye/okanye ingxowamali yomhlalaphantsi njl.njl. ukuqinisekisa ukusetyenziswa ngokufanelekileyo kunye/okanye ukulondoloza imali emva kodendo.

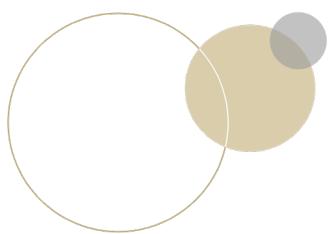
d) IsiCwangciso saseMva kokuVala

Izicwangcisoqhingga zabalawuli zesigaba sexesha sasemva kokuvalwa kwakhona ziza kupuhliswa ngenkqubo esemthethweni ekhokelwa yi-DMRE ngokusebenziana nabo bonke abachaphazelekayo abanomdla kwinkqubo yocwangciso lokuvala. Izicwangcisoqhingga zokulumkela ukuxhomekeka kwabaxhamli bongenelelo Iwezentlalo baze bakhuthaze ukuzimela ebantwini nakumashishini asenginqini ziza kupuhliswa ukuqinisekisa uzinzo emva kovalo.

Ukubonisana okuqhubeckay kune noxanduva lokucebisa okuququzelewa ngoqhagamshelwano nemibutho yeFuture Forum okanye iikomitana zayo ezifanelekileyo ziza kusetyenziselwa ukuqinisekisa ukuba iinkqubo nezicwangciso ziyaghubeckay ukuphumeza iinzuzo ezizinzileyo nezisebenzayo. Igalelo eliqhubekay kune noxanduva Iwabalawuli oluqhubeckay likarhulumente wengingqi ngokuphathelele apha liza kufuneka kule nkqubo yolawulo Iwasemva kokuvala.

e) UkuBonelelw kokuPhungulwa kwabaSebenzi kunye nokuValwa koMgodi

I-WPPL iqinisekise ukuba kwenziwa isibonelelo seenkcitho zodendo ngokuhambelana nomthetho wezabasebenzi osemxholweni ngokuphathelele kubasebenzi base-WPPL.



7.6 UQeqesho IwezaKhono ezinokuSetyenziswa naphi na

Isicwangciso sophuhliso Iwezakhono e-WPPL sibandakanya uqequesho nophuhliso oluxhasa iimfuno zemeko yangoku. Uqequesho Iwezakhono ezinokusetyenziswa naphi na lubandakanya ukupuhuhlisa izakhono zomsebenzi ezinganxulumananga nezezimbiwa, ukuze kubancede ukuba babe nokuqesheka ngaphandle koshishino xa unokuthi uvalwe umgodi, kuphungulwe abasebenzi okanye ngenye indlela. Inkubo yoqequesho igxile kakhulu kushishino njengenyoba yozinzo Iwezoqoqosho lwabantu abavinjwa amathuba ngaphambili.

I-WPPL iza kunika uqequesho Iwezakhono ezinokusetyenziswa naphi na kwiinkalo zokufunda zomsebenzi ongundoqo ezahlukahlukeneyo kuwo onke amanqanaba obungcali ngelixa lokusebenza komgodi. Oku kuza kuxhobisa abasebenzi ngezakhono ngaphandle koshishino Iwezezimbiwa. Kwakhona, i-WPPL ilindeleke ukuba imisele iindlela zokulungisa impembelelo yezentlalo nezoqoqosho ebantwini, kwimimandla kunye noqoqosho apha udendo okanye ukuvala 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:

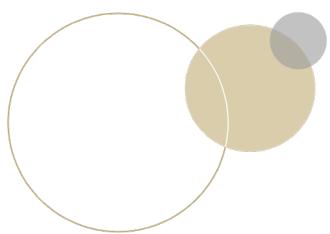
- ngomlomo;
- ngezaziso, ngeephaflethi; kanye
- nangamaqonga eengxoxo abachaphazelekayo.

Izakhono ezinokusetyenziswa naphi na ziza kunikwa abasebenzi kanye nabahlali. I-WPPL iza kujolisa kwinani labasebenzi nabahlali ngonyaka abaza kuthi bakhethwe ngokuphathelele kuhlololo lohlalutyo Iwezidingo ukulumkela ukuqequesha abantu kwimimandla abangenakuzuza nto kuyo ngokuphathelele okanye ngokungabi namdla kolo qeqesho luthile. Abantu abaza kuthabatha inxaxheba kwiinkqubo zoqequesho Iwezakhono ezinokusetyenziswa naphi na baza kuwongwa ngezatifiketi zobukho basakube beyigqibile inkubo yoqequesho.

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

Itheyibhile 46: ULawulo lokuPhungula abasebenzi noDendo46

| Financial Provision for Management of Downscaling and Retrenchments | 2019 | 2020 | 2021 | 2022 | 2023 | Total (2019 to 2023) |
|---|-----------------|-----------------|----------------|----------------|-----------------|----------------------|
| | R572 561 851,00 | R124 938 006,00 | R98 687 209,00 | R39 474 883,00 | R621 327 842,00 | R1 456 989 792,00 |



8. IsiBonelelo seMali

8.1 Intshayelelo

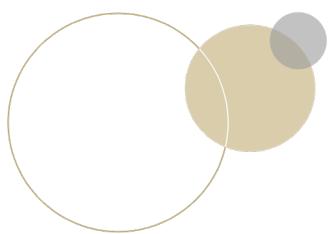
Isakhono se-WPPL sokuxhasa ngemali, ngokuqhubekayo, iinkqubo ezichazwe kwisiCwangciso sezeNtlalo nabaSebenzi, nangona kunjalo, sixhomekeke kwisakhono sequmrhu sokungenisa imali ebonakalayo emva kwenkcitho yen kunzi. Njengoko sisazi ukuba injongo yesicwangcisoqhinga sethu kukwandisa ukumba izinyithi ezikrwada, 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, inzuzo nokwensiwa kwemali kuxhomekeke kwixabiso leRandi/lePlatinam efunyenweyo, njengobukho bemithombo yesinyithi esikrwada ukuba ilungiswe ngendlela yokwenza inzuzo. Ubuthathaka bexabiso leplatinam lemithombo ngokweewansi bubonakalisa 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 kwayo esinokuzinzisa imithombo yesinyithi esikrwada sethu ngayo ngoko ke ikamva lethu, kungokunyusa imveliso kuwo onke amacandelo oshishino, ukuquka ulawulo lweendleko olungqingqwa. Xa ixabiso lePlatinam linokungafikelewa ngokwemo ezinzileyo kwaye xa unatyiso lwe-SLP yethu lunokuncipa sisenzeko sezechlo ezingaphaya kwamandla ethu, okanye xa kunokuthi kwenzeke okanye kutshintshe nawuphi na unobangela womngcipheko (ukuquka, ngokungenamda, ooNobangela boMngcipheko ekubhekiselele kubo apha ngentla), ukunatyiswa kweenkqubo ezandlalwe kule SLP kungafuna ukuvavanywa kwakhona. Ngokwenene, izivumelwano ze-WPPL kule SLP kufuneka zifundwe kwaye ziqondwe ngokwalo mxholo kwaye ngokwale mvelaphi.

Itheyibhile 47: liNkqubo ze-HRD zesiBonelelo sezeMali⁴⁷

| Financial Provision | 2019 | 2020 | 2021 | 2022 | 2023 | Financial Provision (2019 - 2023) |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------------------------------|
| Human Resources Development | R179 380 476 | R172 050 000 | R184 093 500 | R196 980 045 | R221 145 689 | R953 649 709 |



Itheyibhile 48: liProjekthi ze-LED zesiBonelelo sezeMali48

| LED Projects | 2019 | 2020 | 2021 | 2022 | 2023 | Financial Provision (2019 - 2023) |
|--------------------------------------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--------------------------------------|
| Leokeng Secondary School Phase 2 | R1 000 000,00 | R10 000 000,00 | R3 000 000,00 | R0,00 | R0,00 | R14 000 000,00 |
| Marikana CHC-Phase 2 | R0,00 | R0,00 | R1 500 000,00 | R0,00 | R22 500 000,00 | R24 000 000,00 |
| Marikana High Mast Lights | R0,00 | R0,00 | R2 000 000,00 | R0,00 | R0,00 | R2 000 000,00 |
| Agri business | R0,00 | R100 000,00 | R1 500 000,00 | R2 000 000,00 | R1 400 000,00 | R5 000 000,00 |
| Storm Water Management | R0,00 | R0,00 | R1 500 000,00 | R8 000 000,00 | R4 500 000,00 | R14 000 000,00 |
| Refurbishment of Road Infrastructure | R0,00 | R0,00 | R500 000,00 | R3 000 000,00 | R1 500 000,00 | R5 000 000,00 |
| Support to small scale Sheep farmers | R0,00 | R0,00 | R500 000,00 | R1 000 000,00 | R500 000,00 | R2 000 000,00 |
| The Woods College Upgrade | R0,00 | R0,00 | R2 000 000,00 | R18 000 000,00 | R0,00 | R20 000 000,00 |
| Total | R1 000 000,00 | R10 100 000,00 | R12 500 000,00 | R32 000 000,00 | R30 400 000,00 | R86 000 000,00 |

Itheyibhile 49: ULawulo lokuPhungula abasebenzi noDendo49

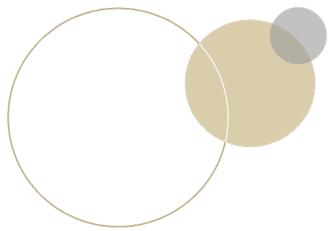
| Financial Provision for Management of Downscaling and Retrenchments | 2019 | 2020 | 2021 | 2022 | 2023 | Total (2019 to 2023) |
|---|-----------------|-----------------|----------------|----------------|-----------------|----------------------|
| | R572 561 851,00 | R124 938 006,00 | R98 687 209,00 | R39 474 883,00 | R621 327 842,00 | R1 456 989 792,00 |

Itheyibhile 50: Ukuphunyezwa kwe-FEHOP50

| Implementation of FEHOP | FY19 | FY20 | FY21 | FY22 | FY23 | TOTAL |
|-------------------------|----------------|----------------|----------------|----------------|----------------|-----------------|
| | R63 000 000,00 | R315 000 000,00 |

Itheyibhile 51: IsiBonelelo sezeMali se-WPPL: I-SLP 2019-202351

| Programme | 2019 | 2020 | 2021 | 2022 | 2023 | Financial Provision (2019 - 2023) |
|--|------------------------|------------------------|------------------------|------------------------|------------------------|--------------------------------------|
| Human Resources Development | R179 380 476,00 | R172 050 000,00 | R184 093 500,00 | R196 980 045,00 | R221 145 689,00 | R953 649 709,00 |
| Local Economic Development Projects | R1 000 000,00 | R10 100 000,00 | R12 500 000,00 | R32 000 000,00 | R30 400 000,00 | R86 000 000,00 |
| Implementation of FEHOP | R63 000 000,00 | R315 000 000,00 |
| Management of Downscaling & Retrenchment | R572 561 851,00 | R124 938 006,00 | R98 687 209,00 | R39 474 883,00 | R621 327 842,00 | R1 456 989 792,00 |
| Total Financial Provision | R815 942 327,00 | R370 088 006,00 | R358 280 709,00 | R331 454 928,00 | R935 873 531,00 | R2 811 639 501,00 |



9. Isivumelwano liSekela Mongameli eliyiNtloko

Mna, _____, osayine apha ngezantsi kwaye ogunyaziswe ngokufanelekileyo yi**Sibanye-Stillwater (Inkampani)** ndivuma ukuthobela ulwazi, iimfuneko, izibophelelo kune nemiqathango ebekiwego kwisicwangciso sezentlalo nesezabasebenzi.

Kusayinwe aphangalo mhla
2020

Usayino: _____

Isikhundla: USekela Mongameli oyiNtloko neNtloko yeOperations Marikana