

GLENCORE



**Leano la go Hlabolla
Bašomi le Setšhaba**

Eastern Chrome Mines

SLP 4

2025-2029

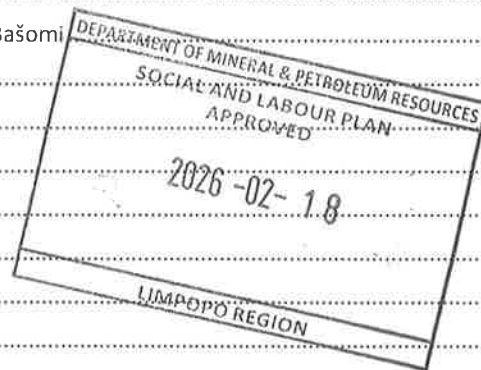
Tokelo ya go Epa
LP 30/5/1/2/2/176MR

GLENCORE OPERATIONS SA
(PTY)LTD



2026

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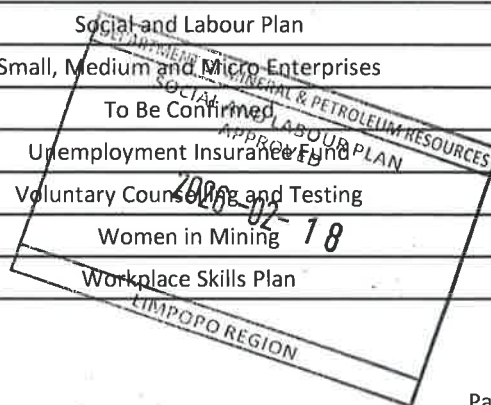


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DIKHUTSOFATŠO

KHUTSOFAŠO	TLHALOSO
AET	Adult Education and Training
SDM	Sekhukhune District Municipality
BEE	Black Economic Empowerment
CV	Curriculum Vitae
DMRE	Department of Mineral Resources & Energy
DoL	Department of Labour
DTI	Department of Trade and Industry
EE	Economic Empowering
EIA	Environmental Impact Assessment
FLC	Foundation Learning Competence
FY	Financial Year
GET	General Education and Training
HAFH	Home Away from Home
HDSAs	Historically Disadvantaged South Africans
HET	Higher Education and Training
HRD	Human Resources Development
HRDP	Human Resources Development Programme
ICDP	Individual Career Development Plan
IDPs	Integrated Development Plans
JV	Joint Venture
LED	Local Economic Development
LEDP	Local Economic Development Programme
LSA	Labour Sending Area
MPRDA	Mineral and Petroleum Resources Development Act, 28 of 2002
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
NSDP	National Spatial Development Perspective
PGDS	Provincial Growth and Development Strategy
FGTM	Fetakgomo Greater Local Municipality
SA	South Africa
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
TBC	To Be Confirmed
UIF	Unemployment Insurance Fund
VCT	Voluntary Counselling and Testing
WIM	Women in Mining
WSP	Workplace Skills Plan



TLHATLAMANO YA MANTŠU

"Ngwaga wa khalendara " o hlaloswa e le lebaka la ngwaga o tee wo o thomago ka di 1 tša January gomme o fela ka di 31 tša December.

"Setšhaba" ke sehlopha sa batho bao ba phelago mmogo bao ba nago le kgahlego ya ditokelo tša lefelo le itšego la naga, yeo maloko a nago le yona goba a e kopanelago go ya ka tumelelano, motlwae goba molao.

"Dipalopalo" ke dipalo tša badudi (mohl., bogolo bja setšhaba, mengwaga, sebopego, bong, morafo, bjlbjl.).

"Batho bao ba sego ba rutega" Motho ga se a rutega ge e ba a na le thuto ya ka fase ga kereiti 7/mphato wa bohloko (5).

"Batho Bao ba Kilego ba Kgethollwa Afrika Borwa" ("HDSA") ke badudi ba Afrika Borwa, legoro la batho goba badudi ba itšego bao ba itlhakelago ka lebaka la ge ba ile ba kgethollwa pele ga ge Molaotheo wa 1993 wa Repabliki ya Afrika Borwa (Molao wa bo-200 wa 1993) o ka thoma go šoma woo o emelago badudi ba naga.

"Mafelo ao bašomi ba tšwago go wona" ke ditikologo tšeo bontši bja bašomi ba moepong ba dulago go tšona, ba ka ba ba dutše moo go tloga kgale le kgale goba gona bjale goba ba biditšwe go tšwa moo.

"Legato la bolaodi" ke mollwane wa magareng ga maemo a go fapafapana a bolaodi.

"Bophelo bja Moepo" ke palo ya mengwaga yeo moepo o itšego o tlogo go e fetša o šoma.

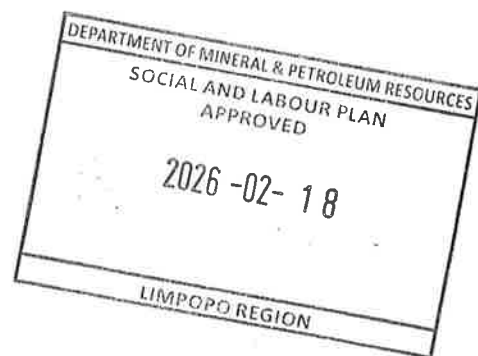
"Molao wa Meepo" ke Molao-kakaretšo wa tšhabollo ya setšhaba le bašomi bakeng sa Intaseteri ya Afrika Borwa ya Meepo le Diminerale.

"Motse wa Moepong" ke metse ya moo moepo o lego gona le ditikologo tšeo bašomi ba moepo ba tšwago go tšona.

"Tšhelete ya Setšhaba" ke mašelang ao a thekgago dipakane tša dipeeletšo tša go thuša badiidi le metse ya go itlhakela go ya ka maitlamo ao a dirilwego ke dikhamphani go ya ka maano a tšona a go hlabolla setšhaba le bašomi.

"Tšhabollo ya go swarelela" ke go kopantšha setšhaba, ikomomi le ditaba tša tikologo leanong, phethagatšong le go dirweng ga diphetho go netefatša gore ditšweletšwa tša diminerale le petroliamo di thuša meloko ya gona bjale le ya nakong e tlogo.

"Eastern Chrome Mines" ke yuniti e latelago ya kgwebo ya moepo ya ka gare ga karolo ya Eastern Mine (Meepo ya Eastern Chrome, Moepo wa Magareng, Moepo wa Helena, Mototolo le Groote Boom).



KAROLO 1: KETAPELE

1.1. Maikemišetšo a Leano la go Hlabolla Setšhaba le Bašomi

Ditlhalo tša Lefapha la Mineral Resources (DMR) tša mabapi le maikemišetšo a SLP ke:

- Go oketša mešomo le go kaonefatša maphelo a badudi ba Mafrika Borwa ka moka
- Go tsenya letsogo phetogong ya intaseteri ya meepo
- Go netefatša gore Eastern Chrome Mines and Operations e tsenya letsogo tlabollong ya setšhaba le ikonomi ya ditikologong tša moepo gammogo le ditikologong tšeo bontšhi bja bašomi ba wona ba tšwago tšona

Ka Leano la yona la go Hlabolla Setšhaba le Bašomi, Eastern Chrome Mines and Operations mengwageng ya go feta e lekile go tsenya letsogo intasetering ya go bolokega, ya go atlega, ya go tšweletša le yeo e lwelago go di goga pele. Eastern Chrome Mines and Operations e na le pono ya go hlohleletša bohwa bja go swarelela. Morero wa Eastern Chrome Mines and Operations ke go šomela kgo long le katlegong ka go dira dipeeletšo go batho le go tšwetšwa pele ga ikonomi ya go akaretša mehutahuta ya batho le ya go ikemela. Eastern Chrome Mines and Operations e ka kgona go fihlelela se ge feela e swarišana mmogo le Bašomi, Setšhaba le Badirišani ba bangwe ba moepo, e lego go swarišana mo go theilwego tabeng ya go tshepana, go ba ngatana e tee, go se ute selo le go dirišana go fihlelela katlego.

1.2. Matseno

Leano le la go Hlabolla Setšhaba le Bašomi le tlišwa bakeng sa Eastern Chrome Mines and Operations go ya ka Molawana 45 wa Molao wa Mineral and Petroleum Resources Development bakeng sa lebaka la pego la di 1 tša January 2020 go ya go di 31 tša December 2024.

Tokelo ye ya go Epa (Nomoro ya tšhupetšo: LP 30/5/1/2/2/176MR) e kgobokeditšwe ka tshepedišo ya go phethagatša, ya go šala morago le ya go bega yeo e theilwego meepong wa Eastern Chrome Mines and Operations. Leano le sepedišana le melaotheo ya molao o šomago, mešomo le merero yeo e hlalositšwego ya Molao wa bo-28 wa Mineral and Petroleum Resources Development, wa 2008 (MPRDA) le Leano la go Hlabolla Setšhaba le Bašomi leo le rometšwego go Lefapha la Diminerale (DMR) bakeng sa:





1.3. Tshedimošo ya Bohlokwa ya Kgopelo

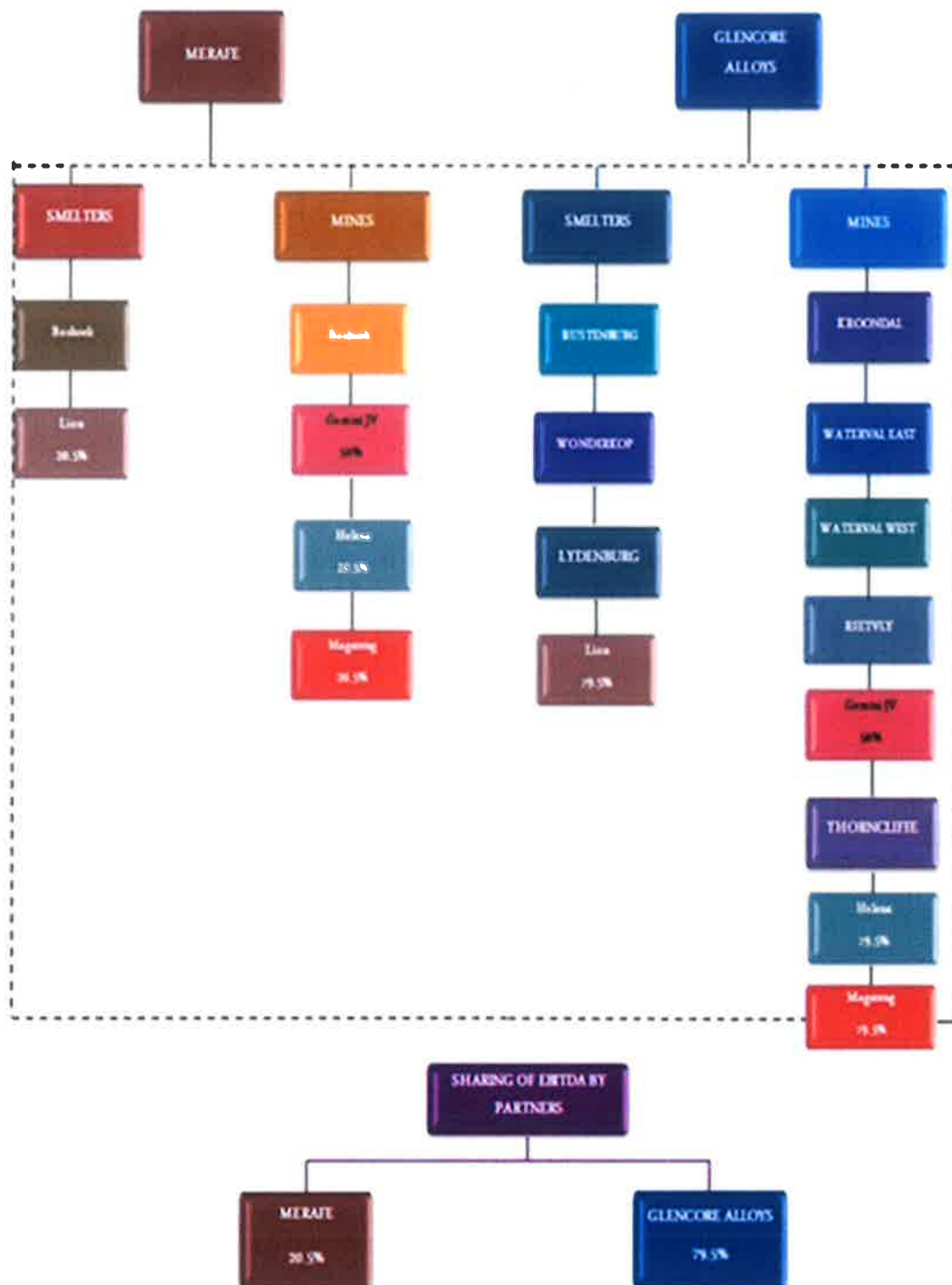
1.1 Leina la Khamphani	Glencore Operations SA (Pty)Ltd
1.2 Leina la Moepo	Thornccliffe Operations
1.3 Aterese ya Lefelo	Eastern Chrome Mines Farm Thornccliffe 374 KT Limpopo Province
1.4 Aterese ya Poso	P.O Box 403 Lydenburg 1120
1.5 Nomoro ya Mogala	013 230 6750
1.6 Nomoro ya Fekese	013 230 6502
1.7 Lefelo la Moepo	Moepo wa Thornccliffe o mo e ka bago dikhilomithara tše 60 go ya ka Bodikela bja Lydenburg Profenseng ya Limpopo. Lefelo la moepo le kua Eastern Limb go la Bushveld Igneous Complex
1.8 Serafša	Khoroumo
1.9 Bophelo bja Moepo	Mengwaga e 30
1.10 Ngwaga wa Ditšhelete	
1.11 Motho yo a Ikarabelago	Morena L Murenzvi
1.12 Mafelo ao bašomi ba tšwago go wona (Metse ya kgauswi le moepo le mafelo a kgole le moepo)	
Metse ya Kgauswi le Moepo	Mafelo Ao Bašomi ba Tšwago go Wona
Profense	Profense
Limpopo	Limpopo
Mmasepala wa Selete	Mmasepala wa Selete
Sekhukhune	Sekhukhune
Mmasepala wa Selegae	Mmasepala wa Selegae
Mmasepala wa Selegae wa Fetakgomo Tubatse	Mmasepala wa Selegae wa Fetakgomo Tubatse

[illegible]

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN
APPROVED
2026-02-18
LIMPOPO REGION

Sebopego sa gona bjale sa kgwebo le badirišani ba Glencore Operations South Africa (Pty) Ltd se bontšhitšwe go Seswantšho 1.1 sa ka mo tlase

TAOLO YA DITHOTO BJALO KA KAROLO YA TUMELELANO YA KOPANELO LE KABELANO



1.4. Bašomi ba gona bjale le bao ba letetšwego

Tumelo ya Thorncliffe Mine and Operations ke go thwala sehlopha sa go ineela sa bašomi ba go epa maswika a bohlokwa le go šomana le wona.

Ka leano la yona la go Hlabolla Setšhaba le Bašomi, Thorncliffe Mine and Operations mengwageng ya go feta e lekile go tsenya letsogo intasetering ya go bolokega, ya go atlega, ya go tšweletša le yeo e lwelago go di goga pele. Thorncliffe Mine and Operations e na le pono ya go hlohleletša bohwa bja go swarelela. Morero wa Thorncliffe Mine and Operations ke go šomela kgolong le katlegong ka go dira dipeeletšo go batho le go tšwetšwa pele ga ikonomi ya go akaretša mehutahuta ya batho le ya go ikemela. Thorncliffe Mine and Operations e ka kgona go fihlelela se ge feela e swarišana mmogo le Bašomi, Setšhaba le Badirišani ba bangwe ba moepo, e lego go swarišana mo go theilwego tabeng ya go tshepana, go ba ngatana e tee, go se ute selo le go dirišana go fihlelela katlego.

Thorncliffe Mine and Operations e tseba ka ga kgatelelo e oketšegilego yeo mešomo ya yona ya moepong e e bakelago ditirelo tša mmasepala tikologong yeo, ka go realo o itlama go fokotša kgatelelo yeo ka leano la go tsoma bašomi ka botlalo.

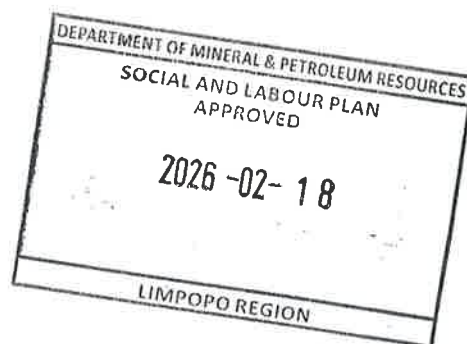
Leano le le tlo netefatša gore metse yeo e dikologilego moepo e holwa ke dibaka tša mošomo tše di tlišwago ke moepo.

Boitsebišo bja bašomi	Palomoka ya bašomi	%
Palomoka ya bašomi (ntle le boradikonteraka)	2625	100%
Banna	2135	81%
Basadi	490	19%

Leano le le tlo netefatša gore metse yeo e dikologilego moepo e holwa ke dibaka tša mošomo tše di hlokwago ke moepo. Mafelo ao go tšwago bašomi ba moepo wa Eastern Chrome ba bopša ke batho ba ba latelago (bona lepokisana 1.4.1).

Mafelo ao go tšwago bašomi ba moepong:

Mafelo a Bašomi ba Moepong	Palo	%
Tikologong ya moepo	1398	53%
Profenseng	977	37%
Magareng ga Diprofense	234	9%
Batšwantle	16	1%
Palomoka	2625	100%



KAROLO 2: LENANEO LA GO HLABOLLA BAŠOMI

2.1 Matseno

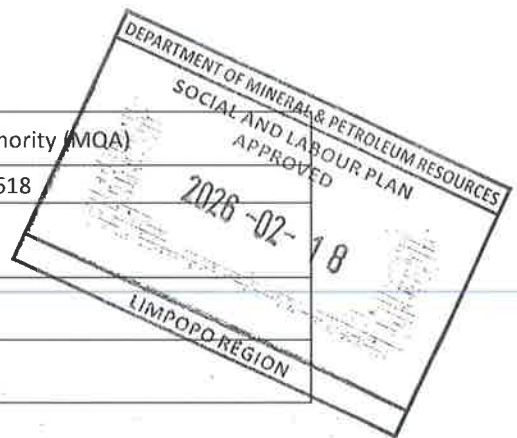
Karolo e latelago e bolela ka tshedimošo yeo e nyakegago ka fase ga Molawana 46(b) mabapi le Lenaneo la go Hlabolla Bašomi (HRD). Ke moka se se hlahlwa ke molao wa Broad Based Black Economic Empowerment Charter bakeng sa Intaseteri ya Meepo ya Afrika Borwa (Molao wa Meepo). Molao wa Meepo o gatelela gore intaseteri ya Meepo ya Afrika Borwa e hlabollwe le go kaonefatšwa, moo senyakwa se segolo e lego go hlabollwa kapejana ga Batho Bao ba Kilego ba Kgethollwa mo Afrika Borwa (HDSAs). Go ya ka Molao wa Meepo, dikhamphani tša meepo di swanetše go dira ditokišetšo tša go hlabolla sehlopha se le go dira gore se tsenye letsogo ka botlalo maemong a godimo ka gare ga intaseteri ye.

Morero o mogolo wa moepo wa go hlabolla mabokgoni a bašomi ke go tšweletša bašomi ba dikgwari mešomong ya wona le go hlabolla mabokgoni a batho ba bangwe ka moso e sego feela bakeng sa Meepo ya Thorncliffe. Ka baka leo, morero o mogolo wa moepo ke go netefatša gore bašomi ba rutwa mešomo e mengwe ka phihlelelo ya ditshwanelego tša maleba tšeo di hweditšwego go batlwaetši ba maleba le mananeo a maleba. Ka gona, tlwaetšo ka moka yeo e fiwago moepong, (moo go kgonegago) e tla ba mafelelo ao a theilwego mananeong a maleba a tlwaetšo ka mokgatlo wa Quality Council for Trades and Occupations "QCTO".

Lepokisi 2.1 le fana ka ditaba tša mabapi le go romelwa ga Boingwadišo bja SETA bja Moepo wa Thorncliffe:

Lepokisi 2.1: BOINGWADIŠO BJA SETA

Leina la SETA	Mining Qualification Authority (MQA)
Nomoro ya go Ingwadiša le SETA	16/MQA/0793/AC4/120618
Mookamedi wa Tlhabollo ya Mabokgoni	Bronwyn Goosen
Leano la tlhabollo ya mabokgoni mošomong le rometšwe	MQA Ee
Letšatšikgwe di la Thomelo ya Leano (WSP)	29 April 2024



2.2 Leano la Tlhabollo ya Mabokgoni

Morero o mogolo wa lenaneo la go hlabolla mabokgoni ke go hwetša le go boloka maloko HDSA gore a tlaleletše bašomi bao ba lego gona le go rulaganya go hlatlolana, go ruta maloko a HDSA le go a nea thekgo le thušo go netefatša gore a ka dira mešomo ya wona ka katlego, go lemoga mešomo ya go amana le moepo leanong la bašomi le go diragatša maano le dipakane go thekga go akaretšwa ga basadi mešomong yeo. Lenaneo la tshekatsheko ya mabokgoni le tlo thuša go lemoga bašomi bao ba ka hlatlošetšwago maemong a bolaodi gomme mananeo a tlhabollo ya mošomo a tla thuša bašomi ba go gatela pele le go gola.

2.3 Maemo a Gona Bjale a Thuto

Lepokisi 2.3 a. - Fomo ya Q e fana ka boitsebišo bja maemo a thuto a bašomi ba Thorncliffe Mine and Operations gomme Lepokisi 2.3 b fomo ya Q e fana ka boitsebišo bja maemo a thuto a bašomi ba konteraka ba Thorncliffe Mine and Operations. Lepokisi 2.3 ke kakaretšo ya Dipakane tša AET le kgatelopele ge di bapetšwa le dipakane. Bašomi ba go rutega ba Thorncliffe Mine and Operations bjalo ka ge ba tšwelela go fomo ya Q ke 98.82% gomme bašomi bao ba sego ba rutega ke 1.18% le 99.5% gammogo le 0.5% ya bašomi ba konteraka bao ba sego ba rutega. Mošomi o swanetše gore bonnyane a be le Ditshwanelego tša Legato 3 tša AET go tsenela lenaneo la tlhabollo ya mabokgoni moo a swanetšego go kgona go bala le go ngwala gomme a balwa legorong la batho ba go rutega.

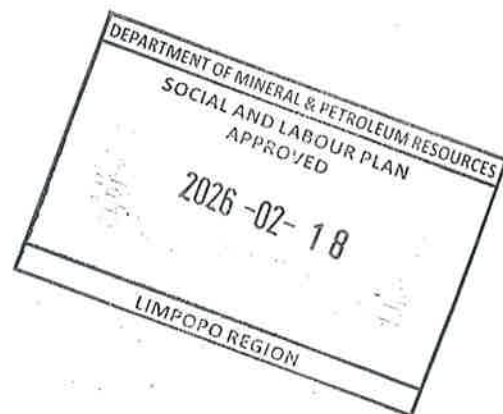
Lepokisi 2.3 a: Fomo ya Q ya Moepo wa Eastern Chrome go tloga ka di 31 tša December 2023 - Bašomi

Sehlopha	Legato la NQF	Mokgwa wa Kgale	Bathobaso		Ba Mmala		MaMaindia		Makgowa		Palomoka	
			M	F	M	F	M	F	M	F	M	F
Thuto le Twaetšo e Tlwaelegilego (GET)	1	Ba sego ba tsena sekolo	0	0	0	0	0	0	0	0	0	0
		Kereiti 0/Pre	1	0	0	0	0	0	0	0	1	0
		Kereiti 3/Std 1/ABET 1	3	0	0	0	0	0	0	0	3	0
		Kereiti 4/Std 2	3	0	0	0	0	0	0	0	3	0
		Kereiti 5/Std 3/ABET 2	18	0	0	0	0	0	0	0	18	0
		Kereiti 6/Std 4	6	0	0	0	0	0	0	0	6	0
		Kereiti 7/Std 5/ABET 3	26	1	0	0	0	0	0	0	26	1
		Kereiti 8/Std 6	17	0	0	0	0	0	0	0	17	0
		Kereiti 9/Std 7/ABET 4	42	1	0	0	0	0	1	0	43	1
Thuto le Tlwaeetšo e Oketšegilego (FET)	2	Kereiti 10/Std 8/N1 / NVC 2	246	18	1	0	0	0	23	0	270	18
	3	Kereiti 11/Std 9/N2 / NVC 3	485	64	1	2	0	0	21	3	507	69
	4	Kereiti 12/Std 10/N3/ NVC 4	927	259	7	11	2	1	123	22	1059	293
Thuto le Tlwaeetšo ya Godimo (HET)	5	Diploma/Ditifikheiti	94	34	0	1	0	1	12	5	106	41
	6	Diploma/Setifikheiti sa Godingwana	32	27	0	0	0	0	6	6	38	33
	7	Bachelor's degree /Diploma ya Godingwana	23	17	1	0	0	0	5	3	29	20
	8	Honours Degree	5	7	0	0	0	0	2	6	7	13
	9	Masters Degree	1	1	0	0	0	0	1	0	2	1
	10	Doctorate Degree	0	0	0	0	0	0	0	0	0	0
		PALOMOKA	1929	429	10	14	2	2	194	45	2135	490



Lepokisi 2.3 b: Fomo ya Q ya Moepo wa Eastern Chrome go tloga ka di tša 31 December 2023 – Bašomi ba Konteraka

Sehlopha	Legat ola NQF	Mokgwa wa Kgale	Bathobaso		Ba Mmala		MaMaimdia		Makgowa		Palomoka	
			M	F	M	F	M	F	M	F	M	F
Thuto le Twaetšo e Tlwaelegileg o (GET)	1	Ba sego ba tsena sekolo	0	0	0	0	0	0	0	0	0	0
		Kereiti 0/Pre	0	0	0	0	0	0	0	0	0	0
		Kereiti 3/Std 1/ABET 1	3	0	0	0	0	0	0	0	3	0
		Kereiti 4/Std 2	3	0	0	0	0	0	0	0	3	0
		Kereiti 5/Std 3/ABET 2	6	0	0	0	0	0	0	0	6	0
		Kereiti 6/Std 4	5	0	0	0	0	0	0	0	5	0
		Kereiti 7/Std 5/ABET 3	18	2	0	0	0	0	0	0	18	2
		Kereiti 8/Std 6	25	0	0	0	0	0	1	0	26	0
		Kereiti 9/Std 7/ABET 4	58	4	0	0	0	0	0	1	58	5
Thuto le Tlwaeetšo e Oketšegileg o (FET)	2	Kereiti 10/Std 8/N1 / NVC 2	241	27	0	0	0	0	9	2	250	29
	3	Kereiti 11/Std 9/N2 / NVC 3	327	43	1	0	0	0	9	1	337	44
	4	Kereiti 12/Std 10/N3/ NVC 4	1200	138	4	0	2	0	121	11	1327	149
Thuto le Tlwaeetšo ya Godimo (HET)	5	Diploma/Ditifikheiti	45	35	0	0	0	0	24	0	69	35
	6	Diploma/Setifikheiti sa Godingwana	9	3	0	0	0	0	0	0	9	3
	7	Bachelor's degree /Diploma ya Godingwana	2	3	0	0	1	0	0	0	3	3
	8	Honours Degree	1	0	0	0	0	0	0	0	1	0
	9	Master's degree	0	0	0	0	0	0	0	0	0	0
	10	Doctorate Degree	0	0	0	0	0	0	0	0	0	0
		PALOMOKA	1943	255	5	0	3	0	164	15	2115	270



2.4 Leano la thuto le tlwaetšo ya batho ba bagolo

Lenaneo la Thuto le Tlwaetšo ya Batho ba Bagolo (AET) ke karolo ya bohlokwa ya leano la tša kgwebo la Thornccliffe Mine and Operations. Thornccliffe Mine and Operations e dumela gore bašomi ba go rutege, go akaretša bagwebišane ba rena le borakonteraka, ba bohlokwa bakeng sa katlego ya yona. Re ikemišeditše go obamela dinyakwa tša Molao wa Meepo wa gore mošomi yo mongwe le yo mongwe le rakonteraka o swanetše go fiwa sebaka sa go rutege.

Moepo o tlo fihlelela se ka go oketša dipalo tša bašomi ba go kgona go bala le go ngwala le go kgatha tema go AET ka go diragatša lenaneo le lebotse la AET. Thornccliffe Mine and Operations e tla lwela go nea mošomi yo mongwe le yo mongwe le rakonteraka sebaka sa go kgona go bala, go ngwala le go tseba dipalo. Go oketša moo, moepo wo o hlomile tlhohleletšo ya mašeleng bakeng sa morutwana yo mongwe le yo mongwe yo a feditšego ka katlego Legato le itšego la AET. Maikemišetšo a Thornccliffe Mine and Operations a go fediša go se rutege a kwagala gabotse maitlamong a yona a go lefelela ditshenyagalelo tša barutwana ba nako e tletšego ba AET, go akaretša ba mafapheng ao re gwebišanago le wona le borakonteraka. Barutwana ba ba hwetša bobedi megolo le diponase tša tšweletšo ge ba dutše ba tsena sekolo.

Ge e ba go sa fihlelelwe dipakane tše di beilwego go Karolo 18.1 mabapi le gore bašomi le/goba borakonteraka ba kgathe tema tlwaetšong ya AET, go palelwa moo go tla tswalelwa ka go oketša palo ya bakgathatema ba setšhaba ka fase ga Karolo 18.2 gore go fihlelelwe pakane ya mengwaga e mehlano. Thornccliffe Mine and Operations e lemoga bohlokwa bjo bogologolo bja go hlohleletša thuto go badudi. Go arabela go seo, re tšere magato a go godiša mananeo a go ruta batho go bala le go ngwala ka morero wa go thuša maloko a setšhaba go kgona go bala le go ngwala. Morero wa maiteko a ke go oketša palo ya batho bao ba ka thwalwago le go matlafatša maemo a thuto setšhabeng sa gabo rena.

2.4.1 Leano la bašomi ba nako e tletšego 18.1 AET (Bašomi) 2025-2029

	Pakane 2025	Pakane 2026	Pakane 2027	Pakane 2028	Pakane 2029	Palomoka (FY1 go ya go FY5)
	Ba Baswa	Ba Baswa	Ba Baswa	Ba Baswa	Ba Baswa	
Palo ga AET – Legato	2	2	2	2	2	10
Palomoka	2	2	2	2	2	10

2.4.2 Leano la bašomi ba nako e tletšego – Bagwebišani (Rakonteraka) – Ba baswa go AET ka 2025-2029

	Pakane 2025	Pakane 2026	Pakane 2027	Pakane 2028	Pakane 2029	Palomoka (FY1 go ya go FY5)
	Ba Baswa	Ba Baswa	Ba Baswa	Ba Baswa	Ba Baswa	
Palo ga AET – Legato	1	2	2	2	2	9
Palomoka	1	2	2	2	2	9



2.4.3 Leano la bašomi ba nako e tletšego 18.2 AET Maloko a Setšhaba 2025-2029

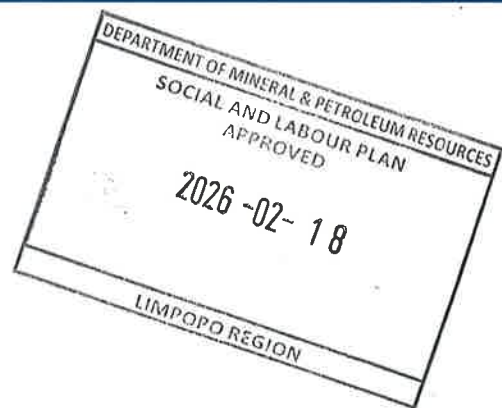
	Pakane 2025	Pakane 2026	Pakane 2027	Pakane 2028	Pakane 2029	Palomoka (FY1 go ya go FY5)
	Ba Baswa	Ba Baswa	Ba Baswa	Ba Baswa	Ba Baswa	
Pelo ga AET – Lagatš	10	10	10	10	10	50
Palomoka	10	10	10	10	10	50

2.4.4. Bokgoni bjo Morutwana a Nago le Bjona

Magato a thuto a barutwana ba AET a tla ithekga ka bokgoni bja tša thuto bjo morutwana a šetšego a na le bjona. Morutwana wa AET o na le menyetla e 3 thutong e nngwe le e nngwe go mo thuša go fetša magato a gagwe.

2.4.5 Ditšhelete tša Thekgo ya AET 2025-2029 Bakeng sa Bašomi le Barutwana ba Setšhabeng

AET	2025	2026	2027	2028	2029	PALOMOKA
18.1 ya Bašomi	652,800	682,176	712,874	744,951	778,474	3,571,275
Mogwebišani (Rakonteraka)	30,000	120,000	124,000	130,000	136,000	540,000
18.2 ya Maloko a Setšhaba	1,128,000	1,178,760	1,231,804	1,287,235	1,345,161	6,370,961
Palomoka	1 810,800	1 980,936	2 068,678	2 162,187	2 259,635	10,282,236



2.5 Go Ruta Batho Mešomo e Mengwe

Lenaneo la go Ruta Batho Mešomo e Mengwe ke karolo ya leano la bohlokwa la tša kgwebo ya Thorncliffe Mine and Operations, moo morero e lego go thuša bašomi ba moepong gore ba be le mabokgoni a oketšegilego. Lenaneo le ke la go lokišetša bašomi le bagwebišani (borakonteraka) bakeng sa bokamoso moo go ka nyakegago gore ba tloge lefapheng le lengwe la mošomo go ya go le lengwe goba go ithomela dikgwebo tša bona, kudukudu nakong ya ge moepo o tswalelwa.

E le ge re lemoga mathata ao setšhaba sa rena se lebeletšanego le wona, Lenaneo la go Ruta Batho Mešomo e Mengwe gape le rarolla mathata a gona bjale a go hlokega ga mešomo ka go lebiša šedi go maloko a setšhaba. Lenaneo le le nyaka kudu batho bao ba sa šomego, gomme la ba thuša go ba le bokgoni le tsebo e nyakegago gore ba hwetše mešomo ka ntle ga moepo.

Ka lenaneo le, bakgathatema ba tlo ba le mabokgoni a bohlokwa ao a ba thušago go ithomela dikgwebopotlana goba go gatela pele mešomong ya ka moepong. Ka go hlama bašomi, borakonteraka le maloko a setšhaba ka mabokgoni a a bohlokwa, Thorncliffe Mine and Operations ga e thuše feela batho go gatela pele, eupša gape e tsenya letsogo go matlafatšeng ikonomi ya metse yeo re e hlankelago. Mokgwa wo wa ponelopele o netefatša gore batho ba kgona go hwetša mešomo mafapheng a go fapafapana a mešomo, ka go realo gwa ba le dikgonagalo tša godimo tša go thwalwa le go kgona go iphediša.

2.5.1 Leano la 2025-2029 la go Ruta Batho Mešomo e Mengwe Bakeng sa 18.1 ya Bašomi 2025-2029

Diklase tša go ruta batho mešomo e mengwe	2025	2026	2027	2028	2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Botsefatša Batho – Dintšhi tša Mahlo	5	5	5	5	5	25
Go Botsefatša Batho - Dinala	5	5	5	5	5	25
Go Lokiša Diselefouno	5	5	5	5	5	25
Go Rutwa Dikhomphutha, go akaretša Microsoft	5	5	5	5	5	25
Go Apea le go Peikha	5	5	5	5	5	25
Go Hlokomela Bana le go ba Ruta	5	5	5	5	5	25
Go Itokišetša Mošomo (Go ngwala CV le go ithuta mabokgoni a go hlahlobelwa mošomo)	5	5	5	5	5	25
Go Lokiša di-Laptop	5	5	5	5	5	25
Go Roka	5	5	5	5	5	25
Lengwalo la go Otlela la Khouto 10	5	5	5	5	5	25
Lengwalo la go Otlela la Khouto 14	5	5	5	5	5	25
Palomoka ya bao ba tlogo go tlwaetšwa	55	55	55	55	55	275



2.5.2 Leano la 2025-2029 la go Ruta Batho Mešomo e Mengwe Bakeng sa Bagwebišani

Diklase tša go ruta batho mešomo e mengwe	2025	2026	2027	2028	2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Botsefatša Batho – Dintšhi tša Mahlo	2	2	2	2	2	10
Go Botsefatša Batho - Dinala	2	2	2	2	2	10
Go Lokiša Diselefouno	2	2	2	2	2	10
Go Rutwa Dikhomphutha, go akaretša Microsoft	2	2	2	2	2	10
Go Apea le go Peikha	2	2	2	2	2	10
Go Hlokomela Bana le go ba Ruta	2	2	2	2	2	10
Go Itokišetša Mošomo (Go ngwala CV le go ithuta mabokgoni a go hlahlobelwa mošomo)	2	2	2	2	2	10
Go Lokiša di-Laptop	2	2	2	2	2	10
Go Roka	2	2	2	2	2	10
Lengwalo la go Otlela la Khouto 10	2	2	2	2	2	10
Lengwalo la go Otlela la Khouto 14	3	3	3	3	3	15
Palomoka ya bao ba tlogo go tlwaetšwa	23	23	23	23	23	115

2.5.3 Leano la 2025-2029 la go Ruta Batho Mešomo e Mengwe Bakeng sa Maloko a Setšhaba

Diklase tša go ruta batho mešomo e mengwe	2025	2026	2027	2028	2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Botsefatša Batho – Dintšhi tša Mahlo	5	5	5	5	5	25
Go Botsefatša Batho - Dinala	5	5	5	5	5	25
Go Lokiša Diselefouno	10	10	10	10	10	50
Go Rutwa Dikhomphutha, go akaretša Microsoft	10	10	10	10	10	50
Go Apea le go Peikha	5	5	5	5	5	25
Go Hlokomela Bana le go ba Ruta	5	5	5	5	5	25
Go Itokišetša Mošomo (Go ngwala CV le go ithuta mabokgoni a go hlahlobelwa mošomo)	20	15	20	20	20	95
Go Lokiša di-Laptop	5	5	5	5	5	25
Go Roka	5	0	5	5	5	20
Lengwalo la go Otlela la Khouto 10	10	15	10	10	10	55
Lengwalo la go Otlela la Khouto 14	10	15	10	10	10	55
Palomoka ya bao ba tlogo go tlwaetšwa	90	90	90	90	90	450

2.5.4 Ditšhelete tša go Thekga Leano la 2025-2029 la go Ruta Batho Mešomo e Mengwe, e Lego 18.1 ya Bašomi, Bagwebišani (Rakonteraka) le 18.2 ya Maloko a Setšhaba.

Go ruta batho mešomo e mengwe	2025	2026	2027	2028	2029	PALOMOKA
18.1 ya Bašomi	742,500	775,913	810,829	847,316	885,390	4,061,947
Mogwebišani (Rakonteraka)	310,500	324,473	339,074	354,332	370,254	1,698,632
18.2 ya Maloko a Setšhaba	1,215,000	1,269,675	1,326,811	1,386,517	1,448,820	6,646,822
Palomoka	2,268,000	2,370,060	2,476,713	2,588,164	2,704,464	12,407,401

2.6 Go Ruta Batho Mešomo

Thornccliffe Mine and Operations e ikemišeditše go fana ka mehuta ya tlwaetšo go batho ya go amana le mešomo ya intasetering ya meepo, go akaretša mananeo a go swana le Barutwana ba go lthuta go Epa, ao a akaretšago ditshwanelego tša go swana le DMRE Blasting Ticket le Setifikheiti sa go Thuthupiša Maswika. Go oketša moo, mananeo a rena ga se a go ruta batho ba rena mešomo feela, eupša a fetela le ka ntle ga lefapha la meepo, gomme a akaretša mešomo ya go swana le go ba Ramehlagase, Poilara, Fithara, Molokiša Metšhene, le go Šoma ka Metšhene.

E le ge re lemoga bohlokwa bja batho ba bong ka moka bašoming ba moepong, maikemišetšo a rena a etiša pele go akaretšwa ga basadi mananeong a go ruta batho mešomo. Ka baka leo, moepo o bea šedi e kgolo go kgethweng ga basadi, ka go realo wa nea basadi dibaka tše di lekalekanego intasetering ya meepo.

Mananeo a rena a go ruta batho mešomo a fana ka tlwaetšo ya maitemogelo a mmalwa, ao a akaretšago bobedi tsebo le go dira mošomo. Go šomiša ka botlalo lenaneo la tlwaetšo ya barutwana bjalo ka motheo wa go thuša batho go tseba mošomo, bakgathatema bao ba swanelegago ba kgona go ngwadišwa go tlwaeletšwa mešomo e mengwe, ka go realo gwa ba le palo e kgolo ya bašomi ba dikgwari. Leano la Thornccliffe Mine and Operations le akaretša go ruta batho bao e lego Bašomi ba 18.1, Bagwebišani (Rakonteraka) le 18.2 ya maloko a Setšhaba.



2.6.1 Go Ruta Bašomi Mešomo (18.1)

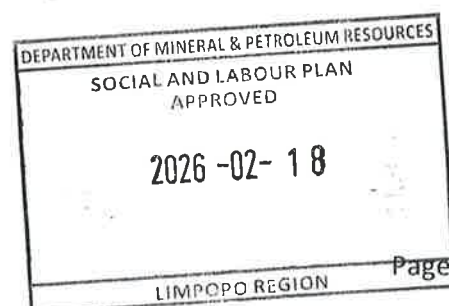
	Pakane 2025	Pakane 2026	Pakane 2027	Pakane 2028	Pakane 2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Bašomi Mešomo	3	3	3	3	3	15
Go Ruta	0	0	6	0	0	6
Palomoka	3	3	9	3	3	21

2.6.2 Go Ruta Bagwebišani Mošomo (Rakonteraka)

	Pakane 2025	Pakane 2026	Pakane 2027	Pakane 2028	Pakane 2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Bagwebišani Mošomo	0	2	2	2	2	8
Go Ruta	0	0	2	0	0	2
Palomoka	0	2	4	2	2	10

2.6.3 Barutwana Bao e Lego Maloko a Setšhaba (18.2)

	Pakane 2025	Pakane 2026	Pakane 2027	Pakane 2028	Pakane 2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Barutwana Bao e Lego Maloko a Setšhaba	13	13	13	13	13	65
Go Ruta	0	0	1	0	0	1
Palomoka	13	13	14	13	13	66



2.6.4 Ditšhelete tša Thekgo ya Leano la 2025-2029 la go Ruta Batho Mešomo, e Lego Bašomi le Maloko a Setšhaba

Barutwana	2025	2026	2027	2028	2029	PALOMOKA
18.1 ya Bašomi	886,200	926,079	2,903,258	1,011,301	1,056,807	6,783,645
Mogwebišani (Rakonteraka)	0.00	341,506	713,747	372,933	389,715	1,817,902
18.2 ya Maloko a Setšhaba	2,124,200	2,219,789	2,498,116	2,424,065	2,533,148	11,799,319
Palomoka	3,010,400	3,487,374	6,115,122	3,808,300	3,979,670	20,400,866

2.7 Lenaneo la mešomo ya bohlokwahlokwa ya kgwebo

Mananeo a tlwaetšo ya Mešomo ya Bohlokwahlokwa a bohlokwahlokwa kudu go dira go tšhabe diatla mokgatlong wa rena mola ka lehlakoreng le lengwe re oketša mabokgoni a bašomi ba rena. Re lebeleletše kudu go tšweletša dikgwari mešomong ka moka ya kgwebo ya rena. Se se akaretša magato a go fana ka tlwaetšo e kgethegilego, go akaretša Mananeo a Bokgoni bja go Epa, Mananeo a go Rutwa go Reila Metšhene e Megolo, go Diriša Dithulusi tša Matsogo / Dithulusi tša Mohlagase, Legato 2 la Bolaodi bja Mothušwa, Mananeo la Mabokgoni a go ba Mothušwa Bašoma ka Diatla Legato 2, go Rutwa go Etelela Pele, Lenaneo la Bolaodi bja Magareng le Mananeo a Bolaodi bja Godingwana. Ka go etiša pele mananeo a a tlwaetšo, re kgonthišetša gore bašomi ba rena ba dula ba na le bokgoni le go lokela go dira mešomo yeo e hlokagalago intasetering ya rena, gomme ra hlohleletša setšo sa bokgwari le go kaonefatša mo go tšwelago pele.

2.7.1 (18.1) Leano la go Tlwaetša Bašomi ba Rena Mešomo ya Bohlokwahlokwa

Mohala/Mešomo wa tlwaetša	Pakane 2025	Pakane 2026	Pakane 2027	Pakane 2028	Pakane 2029	Pakane FY1 go ya go FY5
Bokgoni bja go Tša	30	30	30	30	30	150
Bokgoni bja Boammanang	30	30	30	30	30	150
Bokgoni bja go Diriša Metšhene	30	30	30	30	30	150
Bokgoni bja go Tšhabe Palanteng	10	10	10	10	10	50
Bokgoni bja go Etšhelela Pano	25	25	25	25	25	125
Palomoka	125	125	125	125	125	625

2.7.2 Leano la go Tlwaeletša Bagwebišani ba Rena Mešomo ya Bohlokwahlokwa

Mohluta/Melomo wa Tlwaelo	Pakane 2015	Pakane 2016	Pakane 2017	Pakane 2018	Pakane 2019	Palomoka (FV1 go ya go 2017)
Bokgoni ba go Epe	10	10	10	10	10	50
Bokgoni ba Boentšane	10	10	10	10	10	50
Bokgoni ba go Bitha Mafihane	5	5	5	5	5	25
Bokgoni ba go Sina Palanteng	5	5	5	5	5	25
Palomoka	30	30	30	30	30	100

2.7.2 (18.2) Leano la go Tlwaeletša Maloko a Setšhaba Mešomo ya Bohlokwahlokwa

Mohluta/Melomo wa Tlwaelo	Pakane 2015	Pakane 2016	Pakane 2017	Pakane 2018	Pakane 2019	Palomoka (FV1 go ya go 2017)
Bokgoni ba go Epe	40	40	40	40	40	200
Bokgoni ba Boentšane	30	30	30	30	30	150
Bokgoni ba go Bitha Mafihane	5	5	5	5	5	25
Bokgoni ba go Sina Palanteng	5	5	5	5	5	25
Palomoka	80	80	80	80	80	300

Tlhokomedišo: Lenaneo la go tlwaeletša batho mešomo ya bohlokwahlokwa ya kgwebo e tla ba selo sa nakwana, seo se beakanyeditšwego go phethwa dikgweding tše 12 goba ka fase ga moo.

2.7.4. Ditšhelete tša Thekgo ya Lenaneo la 2025-2029 la go Tlwaeletša Batho Mešomo ya Bohlokwahlokwa ya Kgwebo, e Lego Bašomi, Bagwebišani (Rakonteraka) le Maloko a Setšhaba

Mešomo ya Bohlokwahlokwa	2025	2026	2027	2028	2029	PALOMOKA
18.1 ya Bašomi	1,875,000	1,959,375	2,047,546	2,139,686	2,235,973	10,257,580
Bagwebišani	450,000	470,250	491,411	513,525	536,633	2,461,819
18.2 ya Maloko a Setšhaba	1,200,000	1,254,000	1,310,430	1,369,399	1,431,022	6,564,851
Palomoka	3,525,000	3,883,625	3,849,387	4,022,610	4,203,628	19,284,250

Mešomo Yeo go Lego Thata go Hwetša Batho ba go e Kgona

Maemo a Mošomo	Thaetlele ya mošomo le sekgoba sa mošomo	Lebaka le iegolo la go se kgone go tswa ela sekgoba sen
Bolaodi bja godimodimo	Balaodi ba Basadi ba HDP – Moepo le Boentšeneare	Basadi ba HDP ba go šetša kudu dithuto tša Mabokgoni a Taolo (Akhaonthing, Tšhireletšego le go Hirwa ga Bašomi).
	Maindia le Ba mmala ba go tlwaetšwa Moepong le go Boentšeneare	Bothata bja go gogela Maindia le Ba mmala mošomong wa moepo – palo ya fase ya merafo ye ditikologong tšeo bašomi ba moepong ba dulago go tšona.
Bolaodi bja godingwana	Balaodi ba Basadi ba HDP – Moepo le Boentšeneare	Mengwageng ya moragobjale, basadi ba tsenetše dithuto tša Mešomo ya Diatla le ya Moepong. Le ge basadi ba bantši ba thomile go tsena maamong a, ba sa le legatong la go ithuta mešomo ye gore ba be le maitemogelo ao a hlokalago gore ba fiwe maemo a bolaodi.
	Maindia le Ba mmala ba go tlwaetšwa Moepong le go Boentšeneare	Bothata bja go gogela Maindia le Ba mmala mošomong wa moepo – palo ya fase ya merafo ye ditikologong tšeo bašomi ba moepong ba dulago go tšona.
Ditsebi tša Sefofošenele le tša maitemogelo le bolaodi bja magareng	Basadi ba HDP ba Bolaodi bja Magareng – Boentšeneare	Mengwageng ya moragobjale, basadi ba tsenetše dithuto tša Boentšeneare. Le ge basadi ba bantši ba thomile go tsena maamong a, ba sa le legatong la go ithuta mošomo wo gore ba be le maitemogelo ao a hlokalago gore ba fiwe maemo a bolaodi bja magareng.
	Maindia le Ba mmala ba go tlwaetšwa Moepong le go Boentšeneare	Bothata bja go gogela Maindia le Ba mmala mošomong wa moepo – palo ya fase ya merafo ye ditikologong tšeo bašomi ba moepong ba dulago go tšona.
Bašomi ba go ba le Tsebo le Bokgoni, Bolaodi bja ka Tlasana, Bookamedi, Foromane le Bahlankedi ba Bagolo	Basadi ba HDP ba Balaodi, Mešomo ya Diatla	Palo e itekanetšego ya basadi ba go kgona mešomo ya diatla ba go ba le maitemogelo ao a nyakegago maamong a bolaodi.
	Ba go Šoma ka Metšhene (Millwrights) ka maitemogelo a go Lokaša Metšhene ya go Bora le go Thekga Moepo	Go dirišwa ga batho ba go bora le go thekga moepo ka Dithekgo go thomile go šoma ka lebelo morago bjale gomme gwa dira gore moepo o hlaele batho ba go šoma ka metšhene, kudukudu ba maitemogelo le go tlwaetšwa go šoma ka Metšhene ya Dithekgo
Ba go ba le bokgoni bjo itšego le go dira diphetho tše bohlale	Baotledi ba Metšhene ya go Bora le go Thekga Moepo	Go dirišwa ga batho ba go thekga moepo ka Dithekgo go thomile go šoma ka lebelo morago bjale gomme gwa dira gore moepo o hlaele batho ba maitemogelo le ba go swanelega ba go šoma ka metšhene yeo
Ba go hloka bokgoni bjo itšego le go dira diphetho tše bohlale	Ga ba gona	Ga ba gona

2.11 Leano la Kgatelopele Mošomong (Molawana 46 (b) (ii))

Thorncliffe Mine and Operations e ikemišeditše go hlohleletša lefelo la mošomo la go akaretša batho ba mehuthuta moo go thwalwago batho ka tekatekano le go matlafatša bašomi ka moka, kudukudu basadi ba morafo wa ba Mmala, Maandia, le Makgowa, gore ba hlatlogele maemong a Bolaodi bja Godingwana. Leano le la go Hlabolla Setšhaba le Bašomi le hlalosa mokgwa wa rena wa go kaonefatša kgatelopele mošomong, magato a lebanyago le ditseno-gare mengwageng e mehlano e tlogo (2025-2029).

2.11.1 Mathata a go Hirwa ga Batho ka Tekatekano

Go sa šetšwe maiteko a tšwelago pele a go hlohleletša go hirwa ga batho ba go fapafapana, mapheko a kgatelopele a sa le gona bakeng sa basadi ba lefapheng la meepo, kudukudu basadi bao ba tšwago dihlopheng tša batho bao ba kilego ba kgethollwa. Ka go lemoga mathata a, Thorncliffe Mine and Operations e ikemišeditše go hlola seemo sa thekgo seo se thušago batho ka moka go fihlelela dibaka tša kgatelopele mošomong.

2.11.2 Lenaneo la Kgatelopele Mošomong

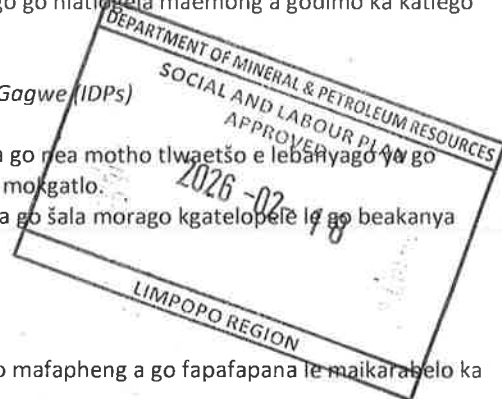
Lenaneo la rena la kgatelopele mošomong le akaretša mekgwa e fapafapanego le ditseno-gare tše di hlametšwego go hlatlošetša batho maemong a godimo go tloga go maemo a tlase a mošomo go ya go maemo a Bolaodi bja Godingwana. Dikarolo tše di latelago tša motheo di tla diragatšwa e le karolo ya leano la rena la mengwaga e mehlano:

2.11.2.1 Mananeo a go Newa Tlhahlo

Go hlama mekgwa ya go nea tlhahlo magareng ga Bolaodi ba Godingwana ka morero wa go thuša bašomi ba basadi. Go kgothaletša go abelana ka tsebo, tlhahlo, le thekgo go hlatlogela maemong a godimo ka katlego mošomong.

2.11.2.2 Mananeo a go Kaonefatša ga Motho Mabokgoni a Gagwe (IDPs)

Go šomišana le bašomi bao ba hlaotšwego go hlama leano la go nea motho tlwaetšo e lebananyago go sepedišana le dipakane tša gagwe tša mošomo le merero ya mokgato. Go sekaseka ka mehla le go kaonefatša mananeo a bakeng sa go šala morago kgatelopele le go beakanya dipakane ge go hlokega.



2.11.2.3 Maitemogelo a Lefelong la Mošomo

Go nea bašomi sebaka sa go hwetša maitemogelo a mošomo mafapheng a go fapafapana le maikarabelo ka gare ga mokgato.

Go diragatša lenaneo la go hlatlolana mošomong go nabiša mabokgoni le go kaonefatša kwešišo ya mešomo ya go fapafapana.

2.11.2.4 Magato a Bohlali

Go fana ka dibaka tša tlhahlo tšeo di eteletšwego pele ke baetapele ba maitemogelo go thuša bašomi go ba le mabokgoni ao a hlokagalago gore ba gatele pele. Go lebiša šedi go bokgoni bja boeteledipele, poledišano, go rarolla mathata bakeng sa go hlama basadi go swara maemo a Bolaodi bja Godingwana.

2.11.2.5 Go Tlwaeletša Batho Mešomo

Go thoma mananeo a go tlwaeletša batho mešomo ao a kopanyago go ithuta le go dira mošomo thwii, go lebeletšwe kudu basadi ba baswa bao ba tsenago intasetering ya meepo.

2.11.2.6 Mananeo a Boetapele

Go thoma mananeo a go tlwaeletšwa boetapele, moo go gatelelwago go ja marapo a hlogo, go dira diphetho le go etelela pele sehlopha.

Go hlama mananeo a diwekešopo le tlwaetšo ao a thušago batho go ba le boitshepo le mabokgoni a go etelela pele.

2.11.2.7 Go Thekga Bašomi ka Ditšhelete (Thušo ya Thuto)

Go thekga ka mašeleng bašomi bao ba tšwetšago pele dithuto tša bona goba ditshwanelego tša mošomo tša go amana le kgatelopele ya bona mošomong.

Go lemoša bašomi ka ditheko tša mašeleng tše di hwetšagalago le go hlohleletša bao ba swanelegago gore ba dire dikgopelo.

2.11.3 Nako ya Tiragatšo

Go diragatšwa ga maano a ka mo godimo go tla latela nako e beakantšwego go tloga ka 2025 go ya go 2029, ka ditshekatsheko le diphetošo tša ka mehla go netefatša katlego. Ditiragalo tše dikgolo di tla akaretša tše di latelago:

2025: Go hlaola bašomi bao ba ka bago le bokgoni bjo bogolo le go thoma ditumelano tša tlwaetšo le mananeo a IDP; go thewa ga leano la mengwaga e mehlano la kgatelopele.

2026: Go bea leihlo bašomi bao ba hlaotšwego bao ba ka bago le bokgoni bjo bogolo, go hlahloba le go mpshafatša mananeo a IDP, le go diragatša dikarolo ka moka tša SLP
Go aroga maikemišetšong – go hlahloba Lenaneo la go Hlahla Batho.

2027: Go sekaseka mafelelo a leano la kgatelopele, go hlahloba kgatelopele ya bašomi bao ba hlaotšwego bao ba ka bago le bokgoni bjo bogolo, go hlahloba le go mpshafatša mananeo a IDP, go lokiša dikarogo ka moka tša SLP – go hlahloba Lenaneo la go Hlahla Batho.

2028: Go bea leihlo kgatelopele ya bašomi bao ba hlaotšwego bao ba ka bago le bokgoni bjo bogolo, go hlahloba le go mpshafatša mananeo a IDP, go diragatša dikarolo ka moka tša SLP
Go aroga maikemišetšong – go hlahloba Lenaneo la go Hlahla Batho.

2029: Go sekaseka mafelelo a leano la kgatelopele, go hlahloba kgatelopele ya bašomi bao ba hlaotšwego bao ba ka bago le bokgoni bjo bogolo, go hlahloba le go mpshafatša mananeo a IDP, go lokiša dikarogo ka moka tša SLP – go hlahloba Lenaneo la go Hlahla Batho.

Thornccliffe Mine and Operations e ineetše go rarolleng mathata a go hirwa ga batho ka go se lekalekane ka go diriša lenaneo le legolo la kgatelopele mošomong. Ka go lebiša šedi go hlabolleng basadi, re ikemišeditše go hlola lefelo la mošomo la tekatekano le la go akaretša kutšwanyana batho ba go fapafapana. Ka maano a rena a mabotse, re nyaka go matlafatša bašomi ba basadi go tsena dikarolong tša boetapele le go tsenya letsogo katlegong ya mokgatlo wa rena.

Re le mmogo, re ka aga sehlopha sa baetapele ba go fapafapana seo se emelago setšhaba seo re se hlankelago le go kgontšha maikemišetšo a rena a kgolo le tlabologo intasetering ya meepo.



2.10 Leano la Kgatelopele Mošomong (Molawana 46 (b) (ii))

Thabolelo	2025	2026	2027	2028	2029	Palamoka	Matlamo
Bolaodi bja Godingwana	3	3	3	3	3	15	Go hwetša bašomi ba 15 ba go ba le kgonagalo e kgolo ya go ba Balaodi gore ba fiwe Maemo a Bolaodi bja Godingwana moo 75% e tla bago basadi ba go lebelela CF, IF le WF
Bolaodi	5	5	5	5	5	25	Go hwetša bašomi ba 25 ba go ba le kgonagalo e kgolo ya go ba Balaodi ba ka Fasana gore ba fiwe Maemo a Bolaodi moo 75% e tla bago basadi ba go lebelela CF, IF le WF
Bolaodi bja ka Fasana – Maemo a Bookomadi (Molomaganyi, mookamedi wa dišifiti goba maemo a mohuta woo)	10	10				50	Go hwetša bašomi ba go ba le bokgoni ba 50 ba go ba le kgonagalo e kgolo ya go fiwa Maemo a Bolaodi bja ka Fasana moo 75% e tla bago basadi.
Bašomi ba dikgwari (Bašoma ka Diatla / Maemo a boepi goba a mohuta woo)	15	15	15	15	15	75	Go hwetša bašomi ba go ba le bokgoninyana ba 75 ba go ba le kgonagalo e kgolo ya go fiwa Maemo a Bao ba Nago le Bokgoni moo 75% e tla bago basadi.
Ba bokgoninyana (Mothuši, Moetapele wa Sehlopha, goba maemo a mohuta woo)	25	25	25	25	25	125	Go hwetša bašomi ba 125 ba go ba le kgonagalo e kgolo ya go fiwa maemo a ba go ba le bokgoninyana moo 75% e tla bago basadi.
Palamoka	58	58	58	58	58	290	Kgatelopele modomong go tloga maemong a fane go ya maemong a Bolaodi bja Godingwana moo 75% e tla bago basadi



2.12 Leano la go Newa Tlhahlo (Molawana 46 (b) (iii))

Thornccliffe Mine and Operations e nyaka go tla ka mananeo a go nea tlhahlo bakeng sa bašomi ao a sepedišanago le maano a go hlabolla mabokgoni a go fapafapana le maano a kgatelopele mošomong.

Morero wa go nea tlhahlo:

- Go dira gore bašomi bao ba nago le bokgoni ba fetišetše tsebo ya bona le bokgoni go bašomi bao ba se nago bokgoni bjo bokaalo.
- Go netefatša gore tsebo yeo e lego gona bašoming ba khamphani e dula e le gona.
- Go fana ka tshepedišo e oketšegilego ya thekgo ya mošomo le tlhabollo ya mabokgoni a motho ka o tee ka o tee.
- Go fana ka tsela e lebanyago ya go hlabolla bašomi.
- Go matlafatša bao e ka bago baetapele gore ba šome e le bahlahli.
- Go oketša bokgoni le bokgwari go netefatša gore bašomi ba hlamilwe ka botlalo go phethagatša maikarabelo a bona.
- Go fihlelela dinyakwa tša mokgatlo tša bašomi ba bokgoni go sa šetšwe morafo wa bona, bong goba bogolofadi.
- Go nea bašomi mabokgoni le go ba hlamela mešomo ya ka moso, ka go realo ra netefatša gore ka moso re tla ba le bašomi ba dikgwari le ba go tseba mešomo e mentši.
- Go akgofiša tlwaetšo ya barutwana bjalo ka ge ba kgethilwe ke mokgatlo.

Dipakane tša Lenaneo la go Newa Tlhahlo

MENANEOTLHAHLO			PAKANE MENGWAGENG YA GO FETA E 5			
Legoro	Mošomo	Nako	Bahlahli ba HDSA	Baithuti ba HDSA	Palomoka ya Bahlahli	Palomoka ya Baithuti
Baithuti ba go Epa	Baepi	Ngwaga o 1	4	10	6	12
Baithuti ba Boentšeneare	Ba go šoma ka diatla	Mengwa ga e 3	10	40	20	55
FLDP	Baokamedi	Ngwaga o 1	5	10	10	12
Ramatlotlo	Balaodi	Mengwa ga e 4	4	5	6	6
Sekgwari / Leano la go hlatlolana	Balaodi	Go ya ka IDP	20	44	50	290
Baithuti ba go Epa	Balaodi / Baokamedi	Ngwaga o 1	4	5	5	6
Palomoka			47	114	97	381

2.13 Thekgo ya Ditšhelete le Leano la go Ruta Barutwana Mešomo

Thornccliffe Mine and Operations e ikemišeditše go thekga bašomi ba yona, bagwebišani (borakonteraka) le maloko a setšhaba ka lenaneo la yona la thekgo ya ditšhelete, leo morero wa lona e lego go fana ka thušo ya mašelang bakeng sa thuto le tšhabollo ya mabokgoni. Lenaneo le hlametšwe go thuša bašomi go kaonefatša ditshwanelego tša bona le go gatela pele ka gare ga khamphani, gotee le go thekga maloko a setšhaba go phegelela dithuto tšeo di ba thušago go hwetša mešomo yeo e hlokalago moepong.

Khamphani e beile thekgo ya yona ya mašelang ka magoro a moswananoši:

- **Go thekga bašomi ka mašelang:** Lenaneo le le hlametšwe go nea bašomi ba sa ruri le bagwebišani (borakonteraka) thekgo ya mašelang gore ba hwetše ditshwanelego tša semmušo, bao ba fihlelago dinyakwa tše di boletšwego ka go tshepedišo ya khamphani. Dithuto di dirwa ka nakwana. Maiteko a a thuša batho go tšwetša pele mabokgoni a bona go sepedišana le mehuta ya mešomo yeo ba e kgethilego, ka go realo gwa hlohleletšwa kgatelopele mešomong ya ka mokgatlong wo.
- **Go thekga batho ba ka ntle ka mašelang:** Lenaneo le le nea batho ba ka ntle sebaka sa go ithuta ka nako e tletšego dithutong tše di fapafapanego. Morero wa lenaneo le la thekgo ya mašelang ke go rarolla dinyakwa tše itšego tšeo di lemogwago ngwaga le ngwaga, le go ruta batho bakeng sa dinyakwa tša rena tša kgwebo. Dithekgo tša mašelang di tla newa batho bao ba fihlelago dinyakwa le bao ba hweditšwego ka ditsela tša maleba le megato ya go kgethwa. Leano la Khamphani ye la thekgo ya mašelang le fana ka dibaka tša tlwaetšo ya mošomo go batho ba dinakong tša maikhutšo gomme go tla ba le mohlali bakeng sa morutwana yo mongwe le yo mongwe. Mananeo a go rutwa ka namana a tla bopa karolo ya thekgo ye go netefatša gore barutwana ba newa thekgo le go thušwa go fihlelela dipelo tše di nyakegago.

Lepokisi 2.13.1 Go thekga bašomi ka mašelang, 18.1 ya Bašomi

Kamoo	2025	2026	2027	2028	2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Thekga Bašomi ka Mašelang	39	40	42	45	48	214
Palomoka	39	40	42	45	48	214

Lepokisi 2.13.2 Go thekga bagwebišani ka mašelang (Borakonteraka)

Kamoo	2025	2026	2027	2028	2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Thekga Bašomi ka Mašelang	3	3	3	3	3	15
Palomoka	3	3	3	3	3	15



Lepokisi 2.13.3 Go Thekga Batho ba ka Ntle ka Mašeleng 18.2 ya Maloko a Setšhaba

Katsi	2025	2026	2027	2028	2029	Palomoka (P71) 2025-2029 P71
	Ba Baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Thekga Batho ba ka Ntle ka Mašeleng	6	6	6	6	6	30
Palomoka	6	6	6	6	6	30

Tlhokomedišo: Ka ge dikarolo tše itšego tša thekgo ya mašeleng di se tša bolelwa e sa le pele, di tla hlaolwa go ithekgile ka dinyakwa tše di fetogago tša khamphani le setšhaba. Dithekgo tše tša mašeleng di tla akaretša dibaka tše dintši tše di fapafapanego, go ithekgile ka kgetho ya moamogedi wa thekgo ya ditšhelete go akaretša, eupša e sego go felela go, mešomo ya go swana le ya Boentšeneare bja Moepo, Thutafase, Thutamahlale ya Tikologo, go Sekiša Dirafšwa, go Hirwa ga Batho, tša Kalafo, bjlbj.

2.13.4 Ditšhelete tša go Thekga Mananeo a 2025-2029 a Tlwaetšo ya Batho, e Lego Bašomi, Bagwebišani (Rakonteraka) le Maloko a Setšhaba

Leano la Thekgo ya Mašeleng	2025	2026	2027	2028	2029	PALOMOKA
18.1 ya Bašomi	1,170,000	1,254,000	1,375,952	1,540,574	1,717,227	7,057,752
Bagwebišani (Borakonteraka)	90,000	94,050	98,282	102,705	107,327	492,364
18.2 ya Maloko a Setšhaba	360,000	376,200	393,129	410,820	429,307	1,969,456
Palomoka	1,620,000	1,724,250	1,867,363	2,054,099	2,253,860	9,519,572



2.14.1 Lenaneo la go Ruta Barutwana Mešomo

Lenaneo la go ruta barutwana mešomo le hlametšwe go phethagatša dinyakwa tša moswananoši tša Moepo mola ka nako e swanago le hlohleletša go hlabollwa ga metse ya kgauswi le moepo le bašomi. Go kgatha tema go lenaneo la go ruta barutwana mešomo go fiwa batho bao ba fihlelelago dinyakwa tše di boletšwego ebile ba fetile megatong ya go hwetšwa le go kgethwa. Bakgathatema bao ba tlogo go kgethwa ba tla newa sebaka sa bohlokwa kudu sa go hwetša tlwaetšo ya mošomo wo ba o kgethilego.

Khamphani e beakantše lenaneo la yona la tlwaetšo ka magoro a latelago:

- **Go Ruta Bašomi Mešomo:** Lenaneo le le hlametšwe go thuša bašomi ba sa ruri, bagwebišani (borakonteraka) go akaretša le baamogedi ba thekgo ya mašelang a thuto bao ba fiwago mešomo ya sa ruri ka khamphaning e le dialoga tša tlwaetšong goba bašomi bao ba nago le mangwalo a ditikirii eupša ba se na maitemogelo a lefelong la mošomo. Gape lenaneo le le tla ba nea tlwaetšo ya mošomo dikarolong tše ba ithutetšego tšona, ka go realo ba godiša bokgoni bja bona.
- **Go Ruta Batho ba ka Ntle Mešomo:** Lenaneo le le lebeletše kudu batho ba setšhabeng bao ba hlokago tlwaetšo ya mošomo gore ba be le maitemogelo a seo ba ithutilego sona sekolong, bjalo ka tlwaetšo ya P1 le ya P2. Gape lenaneo le le thuša maloko a setšhaba ao a nago le mangwalo a ditikirii eupša ba se na maitemogelo a lefelong la mošomo, ka go realo la ba thuša go ba le maitemogelo a kgontha a seo ba ithutetšego sona.

Bakgathatema ba ka ntle ba tla kgethwa lebakeng le itšego la nako gomme ba newa mogolo kgwedi le kgwedi. Bobedi bakgathatema ba ka gare ga khamphani le ba ka ntle ba tla fiwa bahlali ba dikgwari go ba nea tlhahlo le thekgo nakong ka moka ya tlwaetšo ya bona.

Lepokisi 2.14.2 Go Ruta Bašomi Mešomo 18.1 ya Bašomi

Go Ruta Batho Mešomo	2025	2026	2027	2028	2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Ruta Bašomi Mešomo	5	5	5	5	5	25
Palomoka	5	5	5	5	5	25

Lepokisi 2.14.3 Go Ruta Bašomi Mešomo Bagwebišani (Borakonteraka)

Go Ruta Batho Mešomo	2025	2026	2027	2028	2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Ruta Batho ba ka Ntle Mešomo	2	2	2	2	2	10
Palomoka	2	2	2	2	2	10

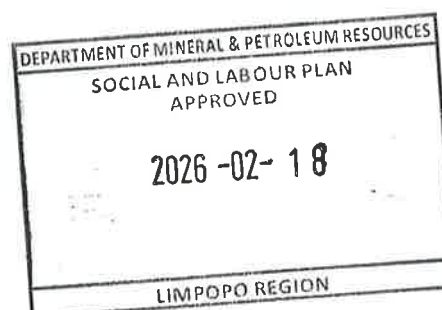


Lepokisi 2.14.3 Go Ruta Batho ba ka Ntle Mešomo 18.2 ya Maloko a Setšhaba

Go Ruta Batho Mešomo	2025	2026	2027	2028	2029	Palomoka (FY1 go ya go FY5)
	Ba baswa	Ba baswa	Ba baswa	Ba baswa	Ba baswa	
Go Ruta Batho ba ka Ntle Mešomo	9	9	9	9	9	45
Palomoka	9	9	9	9	9	45

Ditšhelete tša go Thekga Lenaneo la 2025-2029 la go Tlwaeletša Barutwana Mešomo, e lego Bašomi, Bagwebišani (Rakonteraka) le Maloko a Setšhaba

Go Ruta Batho Mešomo	2025	2026	2027	2028	2029	PALOMOKA
18.1 ya Bašomi	1,200,000	1,254,000	1,310,430	1,369,399	1,431,022	6,564,852
Mogwebišani (Rakonteraka)	360,000	376,200	393,129	410,820	429,307	1,969,456
18.2 ya Maloko a Setšhaba	1,620,000	1,692,900	1,769,081	1,848,689	1,931,880	8,862,550
Palomoka	3,180,000	3,323,100	3,472,640	3,628,908	3,792,209	17,396,857



KAROLO 3: TEKATEKANO MOŠOMONG

3.1. Matseno

3.2. Lenaneo la phetogo le tekatekano mošomong

Go ya ka Molawana 46(b): Lenaneo la go hlabolla bašomi,
tshedimošo e latelago e fiwa karolong ye:
Molawana 46(b) (v): Leano la tekatekano mošomong le dipalopalo

- Matseno
- Pholisi ya tekatekano mošomong
- Tekatekano ya bong le bogolofadi
- Go kgatha tema ga maloko a HDSA maemong a bolaodi

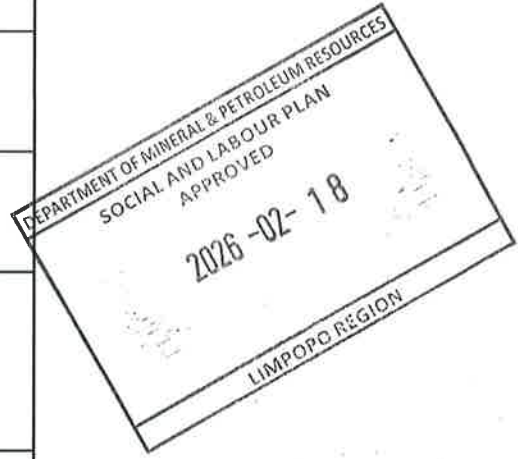


Dipakane tša Tekatekano Mošomong - 2025

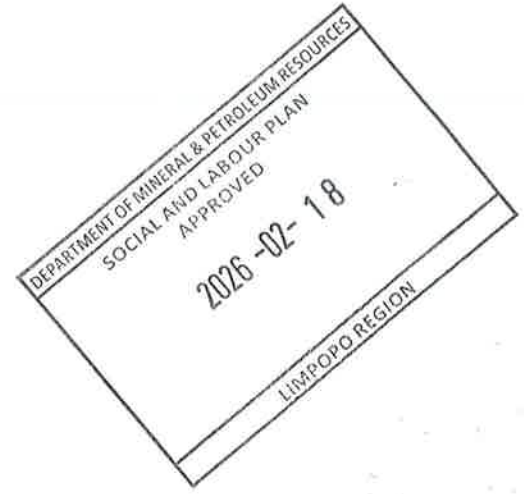
Maemo a Mošomo	Bao ba Kgethlwago						Bao ba Sego ba Kgethwa		Palomoka	
	Monna			Mosadi			Makgowa	Makgowa	Banna	Basadi
	Bathobaso	Ba Mmala	Maindia	Bathobaso	Ba Mmala	Maindia				
Bolaodi bja Godingwana	8	0	0	2	0	0	8	0	18	0
Bolaodi bja Magareng	9	1	0	10	0	0	11	5	36	0
Bolaodi bja ka Fasana	58	2	1	13	0	0	34	8	116	1
Mabokgoni a Bohlokwahlokwa	1859	10	1	409	14	2	137	32	2464	0



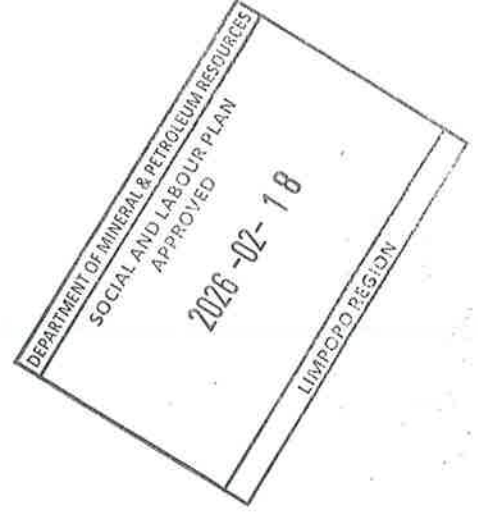
Maemo a Mošomo	Bao ba Kgethilwego						Bao ba Sego ba Kgethwa	Palomoka		
	Banna			Basadi			Makgowa a Banna	Banna	Basadi	Bagolofadi
	Bathobaso	Ba Mmala	Maindia	Bathobaso	Ba Mmala	Maindia	Makgowa			
Bolaodi bja Godingwana	8	0	0	2	0	0	8	18	0	0
Bolaodi bja Magareng	9	1	0	10	0	0	11	36	0	0
Bolaodi bja ka Fasana	58	2	1	13	0	0	34	116	0	1
Mabokgoni a Bohlokwahlakwa	1842	10	1	425	14	2	137	2464	20	0



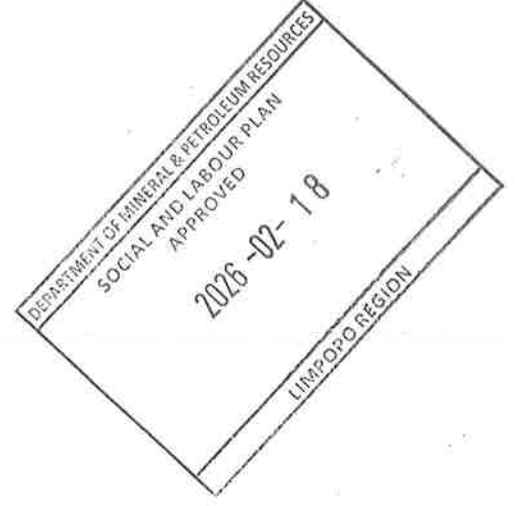
Maemo a Mošomo	Bao ba Kgethilwego						Bao ba Segoe ba Kgethwa		Palomoka					
	Banna			Basadi			Makgowa a Banna		Basadi					
	Bathobaso	Ba Mmala	Maindia	Bathobaso	Ba Mmala	Maindia	Makgowa	Makgowa	Basadi					
									Banna	Basadi	Banna	Basadi	Banna	Basadi
Bolaodi bja Godingwana	8	0	0	2	0	0	0	8	18	0	0	0		
Bolaodi bja Magareng	9	1	0	10	0	0	5	11	36	0	0	0		
Bolaodi bja ka Fasana	58	2	1	15	0	0	8	32	116	0	0	1		
Mabokgoni a Bohlokwahlakwa	1835	10	1	425	14	2	40	137	2464	20	0	0		



Maemo a Mošomo	Bao ba Kgethilwego						Bao ba Sego ba Kgethwa		Palomoka		Bago lofadi	
	Banna			Basadi			Makgowa a Banna		18	0	0	0
	Bathobaso	Ba Mmala	Maindia	Bathobaso	Ba Mmala	Maindia	Makgowa	Makgowa				
Bolaodi bja Godingwana	8	0	0	2	0	0	8	0	18	0	0	0
Bolaodi bja Magareng	9	1	0	10	0	0	11	5	36	0	0	0
Bolaodi bja ka Fasana	58	2	1	15	0	0	32	8	116	0	1	1
Mabokgoni a Bohlokwahlakwa	1818	10	1	439	14	3	137	42	2464	20	0	0



Maemo a Mošomo	Bao ba Kgethilwego						Bao ba Sego ba Kgethwa			Palomoka			
	Banna			Basadi			Makgowa a Banna			Basadi			
	Bathobaso	Ba Mmala	Maindia	Bathobaso	Ba Mmala	Maindia	Makgowa	Makgowa	Makgowa	Banna	Basadi	Banna	Basadi
Bolaodi bja Godingwana	8	0	0	3	0	0	1	7	18	0	0	0	0
Bolaodi bja Magareng	9	1	0	10	0	0	5	11	36	0	0	0	0
Bolaodi bja ka Fasana	58	2	1	16	0	0	8	31	116	0	0	1	1
Mabokgoni a Bohlokwahlakwa	1818	10	1	439	14	3	42	137	2464	20	0	0	0





3.3 Basadi ba moepong le mehuthahuta ya bong

E le gore re fihlelele pakane ya 10% ya Basadi ba Moepong, Thorncliffe Mine and Operations e kopane le ditlholo tša go fapafapana. Moepo wo o tšwetše pele o boledišana le setšhaba sa tikologong ya moepo gore se hwetše le go hira basadi maemong a bohlokwa moepong. Basadi ba fiwa sebaka sa pele tabeng ya go tswalela dikgoba tše itšego tša mošomo le dibaka tša go tlwaeletšwa mešomo, sehlopha sa bakgathatema gape se thušwa ka lebelo gore se fihlelele maemo a bolaodi.

Go etša ge go boletšwe ka mo godimo, basadi ba a naganelwa mananeong a tlhabollo ao a akaretšago leano la go hlatlamana mošomong, go thušwa ka lebelo, go tlwaeletšwa mešomo, thekgo ya mašeleing a thuto le go rutwa mešomo. Mananeo a go tlwaeletšwa go šoma Moepong le Boentseneare a lebeletše kudu go thuša basadi ba moepong. Basadi ba ba tsentšhwa lenaneong la go newa tlhahlo go ba lokišetša mošomo dikarolong tša go fapafapana moo ba ka kgethwago ge ba se no fetša tlwaetšo ya bona. Leano la ka mo fase le bontšha go hlabollwa ga basadi maemong a Sehlopha B go ya go E. Sehlopha F se akareditšwe go bega Ofising-Kgolo.

Dipakane tša Basadi ba Moepong

Legoro	Molao wa go Reita Batho wa Patterson	Pakane			
		Bathobaso	Ba Mmala	Maindia	Makgowa
Bolaodi bja godimo	F	0	0	0	0
Bolaodi bja godingwana	D4 le E	2	0	0	0
Bolaodi bja magareng	D1-D3	8	0	0	2
Bolaodi bja ka fasana	C4-C5	10	0	0	0
Bao ba nago le bokgoni	C1-C3	64	2	1	4
Bao ba nago le bokgoninyana	B	246	8	0	3
Bao ba se nago bokgoni	A	0	0	0	0
	Palomoka	330	10	1	9
Palomoka ya maemo a mošomong ge e Bapetšwa le Basadi ba moepong		2287			
% ya basadi ba moepong		15%			

Maloko a HDSA Maamong a Bolaodi

Maikemišetšo le leano la Moepo wa Eastern Chrome ke go thuša maloko a HDP a gare ga bašomi bao ba lego gona gore a fihlelele maamong a bolaodi go e na le go yo ba nyaka ka ntle gore ba tlo newa maemo a ka moepong. Dithulusi tše di šomišwago go laola mogato wo ke go ba tlwaetša ka lebelo le leano la go hlatlolana mošomong, moo basadi gape ba lebelelwago kudu. Maamong ao mabokgoni ao a nyakegago le botsebi di sa hwetšagalego gare ga bašomi ba ka moepong wo, go tla nyakwa batho ba bjalo ka ntle ka go dumelelana le leano le le dumeletšwego la go hira batho ka tekatekano.

Pakane ya 40% e be e tlo fihlelelwa ka December 2014 go dumelelana le Molao wa Meepo gomme ka go realo moepo o nyaka go kgetha pele batho ba go swanelega gare ga badudi ba tikologong, eupša ge e ba pakane yeo e ka se fihlelelwe, Moepo wa Eastern Chrome o tla nyaka batho bao ba ka swanelegago gomme wa latela leano la go hira batho ka tekatekano le la kgatelopele mošomong go etša ge go hlalositšwe ka go leano le la SLP gore moepo wo o fihlelele pakane yeo.



Dipakane tša Maloko a HDSA Maemong a Bolaodi

Leano	Tlhaloso	Maemo	Pakane e Nyakegago	2025	2026	2027	2028	2029
Go Hira ka Tekatekano	Go hira mehutahuta ya bašomi ba nageng ye go fihlelela go phadišana	Bolaodi bja Godingwana	60% ya maloko a HDP ka karolelano e na le baemedi go ya ka dipalopalo tša profense, 25% (25% ya 60%) ye e tla bago basadi	HPD Banna -44% HDP Basadi - 11%	HPD Banna -44% HDP Basadi - 11%	HPD Banna -44% HDP Basadi - 11%	HPD Banna -44% HDP Basadi - 11%	HPD Banna -44% HDP Basadi - 17%
		Bolaodi bja Magareng	60% ya maloko a HDP ka karolelano e na le baemedi go ya ka dipalopalo tša profense, 25% (25% ya 60%) ye e tla bago basadi	HPD Banna -43% HDP Basadi - 41%	HPD Banna -43% HDP Basadi - 41%	HPD Banna -43% HDP Basadi - 41%	HPD Banna -43% HDP Basadi - 41%	HPD Banna -43% HDP Basadi - 41%
		Bolaodi bja ka Fasana	70% ya maloko a HDP ka karolelano e na le baemedi go ya ka dipalopalo tša profense, 30% (30% ya 70%) ye e tla bago basadi	HPD Banna -70% HDP Basadi - 18%	HPD Banna -70% HDP Basadi - 18%	HPD Banna -70% HDP Basadi - 20%	HPD Banna -70% HDP Basadi - 20%	HPD Banna -70% HDP Basadi - 21%



KAROLO 4: GO HLABOLLWA GA IKONOMI YA TIKOLOGONG YA MOEPO

Go ya ka Molawana 46(c): Lenaneo la tlabollo ya tikologong ya moepo, ditaba tše di latelago di akaretšwa ka go karolo ye:

- Molawana 46(c)(i): Maemo a setšhaba le ikonomi ya tikologong ya moepo
- Molawana 46(c)(ii)(a): Mešomo ya bohlokwahlokwa ya ikonomi tikologong ya moepo
- Molawana 46(c)(ii)(b): Tema ya moepo tikologong ya moepo le metseng yeo bašomi ba tšwago go yona
 - Palo ya mešomo yeo e hlotšwego le batho bao ba holegago
 - Mehola e mengwe ya tša ikonomi setšhabeng
- Molawana 46(c)(iii): Diprojeke tša go aga dilo le go fediša bodiidi tikologong ya moepo le mafelong ao bašomi ba tšwago go wona
 - Tirišano le mmasepala wa selegae
 - Go hlolwa ga mešomo
 - Go agwa ga dilo
 - Go fokotšwa ga bodiidi
 - Go hlokomelwa ga tikologo
 - Thušo yeo e sa hlokego ditšhelete
 - Tema ya tirišanommogo tlabollong ya bosetšhaba
 - HIV/AIDS
- Molawana 46(c)(iv): Dintlo le maemo a bodulo
- Molawana 46(c)(v): Megato ya go rarolla bothata bja dijo tša phepo
- Molawana 46(c)(vi) : Leano la go hwetša baabaditirelo

4.1. Tshedimošo ka ga maemo a setšhaba le ikonomi (Molawana 46 (c) (i))

Lenaneo la go Hlabolla Ikonomi ya Tikologong ya Moepo la leano le lengwe le le lengwe la go Hlabolla Setšhaba le Bašomi le nyaka go kgontšha badudi, bao moepo o lego tikologong ya bona (go akaretša le ba tikologong yeo bašomi ba tšwago go yona) gore ba be le ikonomi ya go ikemela ka, eupša e sego fao feela, go oketša mabokgoni a tša kgwebo, go tlaetšwa go dira kgwebo, go hlola mešomo le megolo. Bontšhi bja badudi ba ditikologong tše gantši ba kgaphelwa ka thoko gomme sebopego sa diprojeke tša LED di tsoma go oketša menyetla gammogo le go fokotša bodiidi ditikologong tšeo bašomi ba moepong ba dulago go tšona. Mabokgoni le thušo ya mathomo tše di newago ke moepo di swanetše go netefatša gore mešomo yeo e hlotšwego nakong ya mogato wa go Hlabolla Ikonomi ya Tikologong ya Moepo, e tla kgona go tšwela pele e le gona ka morago ga gore moepo o fetše ka lenaneo le lengwe le le lengwe gomme kudukudu ge moepo o se sa šoma.





4.2. Mešomo ya bohlokwahlokwa ya ikonomi

Moedi wa Steelpoort o hwetšagala Mmassepaleng wa Selete wa Sekhukhune woo o bopšwago ke mebasepala e mene ya selegae. Mebasepala yeo ya selegae ke Fetakgomo Tubatse, Makhuduthamaga, Elias Motsoaledi le Ephraim Mogale. Glencore Operations SA (Pty) Ltd. e na le mešomo ya moepo kua Mmassepaleng wa Selegae wa Fetakgomo Tubatse feela gomme ga e na mešomo mebasepaleng e mengwe ya selegae.

Mmassepala wa Selegae wa Fetakgomo Tubatse (GTM) o tsebja e le e nngwe ya ditikologo tša Sekhukhune tšeo di golago ka lebelo ka kopanyo ya ngwaga le ngwaga ya kgolo ya ikonomi ya 6% magareng ga 1996 le 2002. Kgolo ye e makatšago e bakwa kudu ke intaseteri yeo e golago ya moepo woo o tšweletšago kudu leswika la khoroumo le dimenerale tša mohuta woo tša PMGM+Au.

Maemo a setšhaba le ikonomi a Mmassepala wa Selegae wa Fetakgomo Tubatse a bontšhitšwe ka go Lepokisi 4.1.a -4.1.f.

Lepokisi 4.1a: Maemo a Setšhaba le Ikonomi tša Tikologong ya Moepo – Dipalopalo tša Badudi go ya ka Bong

NYAKIŠIŠO YA BADUDI YA 2016				DIPALOPALO TŠA 2022 TŠA AFIKA BORWA			
Mmassepala	Banna	Basadi	Palomoka	Banna	Basadi	Palomoka	Koketšego
Selete sa Sekhukhune	548 463	621 299	1 169 762	629,558	707,247	1,336,805	2,1
Ephraim Mogale	59 908	67 260	127 168	62,367	70,101	132,468	0,7

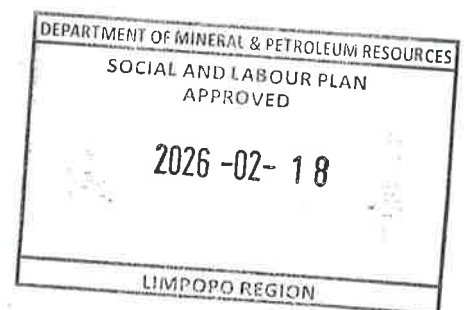
NYAKIŠIŠO YA BADUDI YA 2016				DIPALOPALO TŠA 2022 TŠA AFIKA BORWA			
Mmassepala	Banna	Basadi	Palomoka	Banna	Basadi	Palomoka	Koketšego
Elias Motsoaledi	125 133	143 123	268 256	135,762	152,287	288,049	1,4
Makhuduthamaga	124 963	158 993	283 956	155,771	184,557	340,328	2,1
Fetakgomo Tubatse	238 458	251 923	490 381	275,658	300,302	575,960	2,9

Lepokisi 4.1b: Maemo a Setšhaba le Ikonomi tša Tikologong ya Moepo – Dipalopalo tša Bong

Maemo a Setšhaba le Ikonomi	Mmassepala wa Selete wa Sekhukhune	Ephraim Mogale	Elias Motsoaledi	Makhuduthamaga	Mmassepala wa Selegae wa Fetakgomo Tubatse
Banna	548 463	59 908	125 133	124 963	238 458
Basadi	621 299	67 260	143 123	158 993	251 923
PALOMOKA	1 169 762	127 168	268 256	283 956	490 381
Tshekatsheko e Kopana	Go tloga ka 1996, dipalopalo tša bong ga se tša fetoga kudu. Ka 2011, go na le banna ba 497 428 ge ba bapetšwa le basadi ba 579 191. Go se lekalekane mo go ka ba go bakwa ke dipalo tše dikgolo tša banna bao ba hudugelago diprofenseng tše dingwe go yo tsoma mešomo. Ka ge selete sa Sekhukhune e le metsemagaeng, go sa dutše go na le batho bao ba šomago diprofenseng tše dingwe tša go swana le Gauteng gomme ba etla gae feela kgwedi le kgwedi goba gabedi mo kgwedding go tlo bona malapa a bona. Boemo bjo gape bo re botša gore go ka ba go na le palo ye kgolo ya malapa ao a eteletšwego pele ke basadi seleteng se.				

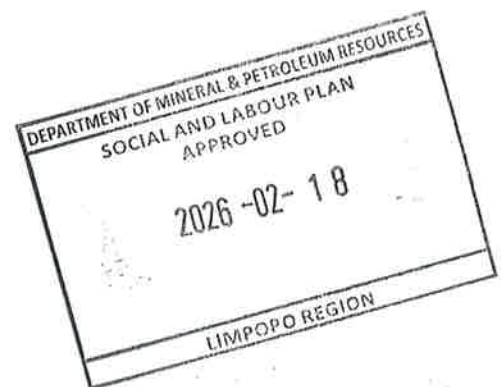
Lepokisi 4.1e: Maemo a Setšhaba le Ikonomi tša Tikologong ya Moepo – Mogolo wa ka Malapeng

Legoro la Mogolo	Mmasepala wa Selete Sekhukhune	Ephraim Mogale	Elias Motsoaledi	Makhuduthamaga	Mmasepala wa Selegae wa Fetakgomo Tubatse
	Mogolo wa Malapa wa Ngwaga le Ngwaga (Go akaretša mogolo wa thušo ya mmušo, phenšene le mešomo ye e sego ya semmušo)				
Kakaretšo ya mogolo wa lapa wa ngwaga le ngwaga	45 977	41 398	41 398	38 109	51 160
Tshekatsheko e Kopana	Le ge batho ba go se šome e le ba bantši kudu mmasepaleng wa Fetakgomo Tubatse, bao ba šomago go bonala ba gola tšhelete e ntšhi.				



Lepokisi 4.1f: Maemo a Setšhaba le Ikonomi tša Tikologong ya Moepo – Maemo a Madulo

Maemo a Setšhaba le Ikonomi	Mmasepala wa Selete wa Sekhukhune	Ephraim Mogale	Elias Motsoaledi	Makhudu-thamaga	Fetakgomo Tubatse
Dintlo (% e boletšwe bakeng sa malapa a Ditikologong tša Mmasepala)					
Dintlo tša go agiwa	87.6%	90.5%	88.5%	88.8%	85.7%
Dirantabola	4.9%	1.1%	4.1%	3.8%	7.0%
Mekhukhu	6.1%	7.5%	5.2%	6.0%	6.3%
Tše dingwe	1.4%	0.8%	2.2%	1.3%	1.1%
Dithoilete tša go folaša tša go ba le kelela-tšhila	7.2%	9.1%	10.1%	3.0%	6.6%
Dithoilete tša Melete (Tša go se tsenye moya)	65.7%	62.7%	70.8%	78.1%	51.4%
Ba go hloka dithoilete	5.1%	5.2%	4.4%	3.9%	6.8%
Dithoilete tša dipakete	1.1%	1.9%	0.8%	0.4%	1.5%
Meetse ka dintlong	24.8%	12.3%	12.2%	6%	9.5%
Meetse a dipomping tša setšhaba	35%	58.1%	34.7%	25.9%	21.5%
Ba go hloka meetse	37.5	58.3%	31.9%	35%	36.1%
Ditšhila tša go rwalwa ke mmasepala gatee ka beke	8.8%	10.6%	10.2%	2%	7.9%
Bolahlo bja ditšhila bja motho ka noši	77.4%	70.6%	70.6%	88.9%	72.3%
Ba go se rwalelwe ditšhila	13%	13.5%	14.1%	7.1%	13.5%
Mohlagase wa mabone	86%	89.6%	91%	90.4%	83.6%
Mohlagase wa go itutetša	42.2%	41.3%	50.5%	36.4%	43.8%
Mohlagase wa go apea	54.5%	46.7%	62.8%	49.5%	56.2%
Tshekatsheko e Kopana	Malapa a go feta 80% a Sekhukhune a dula dintlong tša go agwa gabotse moo malapa a ka fase ga 10% a dulago go dirantabola goba mekhukhung. Mabapi le ditirelo tša motheo, mmasepala wa selegae o na le tlhaelelo e kgolo ya meetse metseng moo batho ba go dira 36% ba se nago meetse. Bontši bja malapa a na le dithoilete tša melete le ge malapa a mangwe a sa dutše a se na tšona.				



4.3 Dinyakwa tša tikologo go ya ka dilo tše di tlogo pele

Mmasepala wa Selegae wa Fetakgomo Tubatse Dilo tše di Tlogo Pele Mmasepaleng wa Selegae:	
1.	Go dirwa ga tsela ya D2219
2.	Lepatlalelo la Dipapadi la setšhaba
3.	Go kaonefatšwa ga Lefelo la Bohwa la Tjate
4.	Thekgo ya tša temo
5.	Go Hlabollwa ga Ikonomi ya Selegae

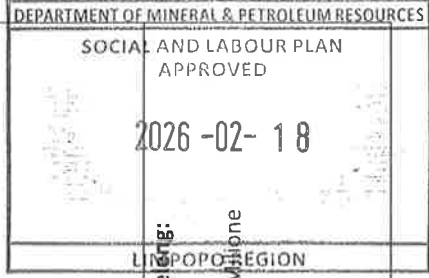
Bothata bjo bogolo le senyakwa se se lemogilwego Mmasepaleng wa Selegae wa Fetakgomo Tubatse ke go hlokega ga dilo tša motheo tša go swana le ditsela, meetse, kelela-tšhila, dikolo tša go hlagala, mohlagase, bjlbjl. Go lemogilwe gore ka lebaka la koketšego e kgolo ya badudi mmasepaleng wo, kudukudu mengwageng e lesome e fetilego, go bohlokwa gore baetapele ba tikologong ye ba dire dilo tše tša motheo ka lebelo la go feta la go oketšega ga badudi.



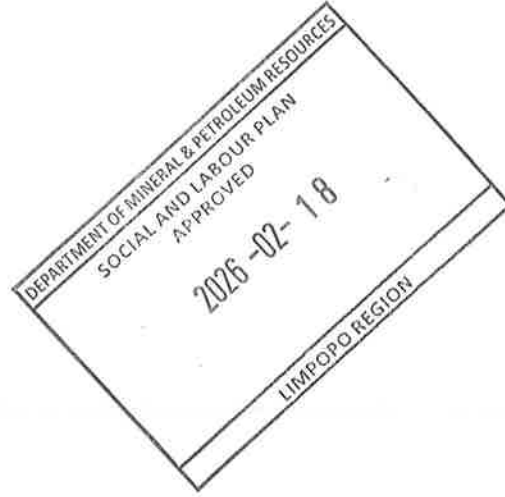
4.4 DIPROJEKE TŠA GO HLABOLLA IKONOMI - MMASEPALA WA SELEGAE WA FETAKGOMO TUBATSE

4.4.1 Go ala sekontiri ka leswa Mmileng wa D737 – Go tloga tseleng ya go aroga Steelpoort (R555) go ya Lydenburg /Mmila wa Burgersfort (R37) 18km

Leina la Projeke	Go ala sekontiri ka leswa Mmileng wa D737 – Go tloga tseleng ya go aroga Steelpoort (R555) go ya Lydenburg /Mmila wa Burgersfort (R37) 18km.	Mananeo-kgoparara
Kakaretšo	- Mmila wa D737 ke tsela ya sekontiri ya dikhilomithara tše 18 ya go kopanya metse ya Steelpoort go la Limpopo, le metse ya Burgersfort (Limpopo) le Lydenburg go la Mpumalanga. Tsela ye ke ya botelele bja dikhilomithara tše 18, gomme ke mmila o mogolo le wa bohlokwa kudu wa go kopanya metse e meraro yeo e boletšwego ka mo godimo. Ka se sebaka, mmila wo o senyegile, gomme dikarolong tše dingwe, seo se dira gore go be thata go sepela go wona ka mohuta o itšego wa dinamelwa le go se bolokege. Ka ge mebila ya go swana le wa R555 le wa R577 e pitlagane kudu, bao ba yago mešomong ba šomiša mmila wa D737 go ya metseng ye e meraro. Mmila wa R577 gabjale o sa lokišwa, ka gona palo ya dikoloi mmileng wa D737, gotee le wa R37 e oketšegile, gomme se se gobatša ditsela tše, le go baka sephethephethe le pitlagano e kgolo bakeng sa Steelpoort le Burgersfort ka go kgethega. Mmila wa D737 o šomišwa ke dikoloi, difatanaga tše bofefo tša kgwebo, difatanaga tša dipolaseng, gotee le ditheraka tše dikgolo tše boima, e lego seo se sentšego mmila wo o šoro. - Morero wa projeke ye ke go tsošološa mo e ka bago dikhilomithara tše 10 tša mmila wo, ntle le tšhitišo, le go lokiša le go tlotša sekontiri leswa karolong e šetšego ya dikhilomithara tše 8 tša mmila wo. Morero o mogolo wa projeke ye ke go Hlabolla Ikonomi le Setšhaba sa Tikologong ya Moepo. Meepo ya Glencore Eastern Chrome e nyaka go tsošološa mmila ka moka wa D737, le go fokotša sephethephethe motseng wa Steelpoort le Burgersfort, moo batho ba +/- 500 000 ba tlogo go hloga projekeng ye.	
Lefelo la projeke	Mmasepala wa Selete: Mmasepala wa Selete wa Sekhukhune Mmasepala wa Selegae: Mmasepala wa Selegae wa Fetakgomo Tubatse Leina la motsana: Steelpoort / Burgersfort Letšatšikgwedi la go Thoma ga Projeke: 2026 Letšatšikgwedi la go Fela ga Projeke: 2028	
Dipoelo	Mošomo wa Bohlokwahlakwa: Go dirwa ga mmila wa bohlokwa kudu wa go kopanya mafelo a magolo a kgwebo Leswao la Katlego ya Mošomo: Tumelelo go tšwa go SANRAL, ESKOM Mokgatlo o ikarabelago: Glencore Alloys SA, RAL, ESKOM le Mmasepala wa Selegae wa Dinako tša ganne ka ngwaga le tša ngwaga: Go rulaganya, dipoledišano le go nyakišiša Dinako tša ganne ka ngwaga le tša ngwaga: Phethagatšo Dinako tša ganne ka ngwaga le tša ngwaga: Go fetišetša Mašalelo: R50 Milione	



			Fetakgomo Tubatse	ka katlego ya projeke	Baswa ba Basadi	dilo go beng	
Legoro la mešomo	Palo ya mešomo yeo e tlo hloiwago	Banna ba Bagolo	Basadi ba Bagolo	Baswa ba Banna	Baswa ba Basadi	Palomoka	Ditlhaloso
Lebaka le le Kopana	50	10	5	30	5	50	
Lebaka la Magareng	20	5	2	10	3	20	
Lebaka le Letelele	0	0	0	0	0	0	
Letšatšikgwedi la go feta le mokgwa wa go feta mošomo: Projeke e tla fetšetšwa go Mmasepala wa Selegae wa Fetakgomo Tubatse bjalo ka mohlokomedi. Go swarelela ga projeke: Projeke ya mmila e tla tšea mengwaga ya go feta e 20.							



4.4.2 Go agwa leswa ga mmila wa 5km go tloga magahlanong a ditsela kua Two Rivers mmileng wa R577 go tloga Steelpoort, go ya karogong ya go leba Moepong wa Thornccliffe 5km

Leina la Projeke	Go agwa leswa ga mmila wa 5km go tloga magahlanong a ditsela kua Two Rivers mmileng wa R577 go tloga Steelpoort, go ya karogong ya go leba Moepong wa Thornccliffe 5km.	Mananeo-kgoparara
Kakaretšo	- Magahlano a ditsela ao a boletšwego ka mo godimo, tseleng ya go tšwa Steelpoort le Lion Ferrochrome, o labile Moepong wa Two Rivers, o bitšwa “Two Rivers Crossing” ke bašomi ka moka le badiřiši ba mmila woo. Magahlano a ditsela ke a leemaema gape a pitlagane, ebile a šomišwa ke mehuta ka moka ya dinamelwa, eupša kudukudu ditori tše boima tša go sepetša dilo go ya le go boa meepong ya tikologong ye. Karolo ye ya mmila e goga go tloga magahlanong a ditsela tša Meepong ya Two Rivers, go ya tseleng ya go aroga ya Moepo wa Thornccliffe, e lego mo e ka bago dikhilomithara tše 3,5 go tloga magahlanong a ditsela a magolo. Karolo ye ya tsela e senyegile kudu ebile e kotsi kudu ka lebaka la pitlagano, yeo e gakatšwago le ke seemo sa go se kgahiše sa mmila wo. Mmila wo o šomišwa go sepetša dilo tše boima, go akaretša difatanaga tše boima le dipese tša go nametša bašomi ba moepong, eupša gape o šomišwa ke batho ba bangwe ba go swana le bašomi ba moepong le dithekisi. Se se baka maemo a kotsi moo mehuta ka moka ya difatanaga e kopanago, gomme go bile le dikotsi tša dikoloi tše di bolalego batho e sego kgale kudu. Karolo ye ya mmila e senyegile o šoro, gomme maiteko a go o lokiša/go thibathiba a paletšwe. Mmila o hloka go agwa ka leswa. - Morero wa projeke ke go aga leswa mmila wo go boletšwego ka wona ka mo godimo. Karolo ye ya mmila ke ya botelele bja dikhilomithara tše e ka bago tše 3,5, eupša ge re ka oketša methaladi ya maleba, go akanyetšwa gore e tla ba botelele bja dikhilomithara tše 5. Leswao la bohlokwa la projeke ye ke go Hlabolla Ikonomi le Setšhaba sa Tikologong ya Moepo. Meepo ya Glencore Eastern Chrome e nyaka go tsošološa mmila ka moka wa D737 le go fokotša sephethephethe motseng wa Steelpoort le Burgersfort, moo batho ba +/- 500 000 ba tlogo go holwa ke projeke ye.	
Lefelo la projeke	Mmasepala wa Selete: Mmasepala wa Selete wa Sekhukhune Mmasepala wa Selegae: Mmasepala wa Selegae wa Fetakgomo Tubatse Leswao la Katlego ya Mošomo: Tumelelo go tšwa go SANRAL, ESKOM	Leina la motsana: Steelpoort Letšatšikgwedi la go Thoma ga Projeke: 2026 Letšatšikgwedi la go Fela ga Projeke: 2028
Dipoelo	Mošomo wa Bohlokwahlokwa: Go dirwa ga mmila wa bohlokwa kudu wa go kopanya mafelo a magolo a kgwebo	Dinako tša ganne ka ngwaga le tša ngwaga: Go rulaganya, dipoledišano Dinako tša ganne ka ngwaga le tša ngwaga: Phethagatšo Dinako tša ganne ka ngwaga le tša ngwaga: Go fetišetša Mašelang: R10 Milione

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			Fetakgomo Tubatse	le go nyakiša ka katlego ya projeke		dilo go beng	
Legoro la mešomo	Palo ya mešomo yeo e tlo hloiwago	Banna ba Bagolo	Basadi ba Bagolo	Baswa ba Banna	Baswa ba Basadi	Palomoka	Ditlhaloso
Lebaka le le Kopana	25	10	5	5	5	25	
Lebaka la Magareng	10	5	2	2	1	10	
Lebaka le Letelele	0	0	0	0	0	0	
Letšatšikgweedi la go fetša le mokgwa wa go fetša mošomo: Projeke e tla fetišetšwa go Mmasepala wa Selegae wa Fetakgomo Tubatse bjalo ka mohlokomedi. Go swarelela ga projeke: Projeke ya mmila e tla tšea mengwaga ya go feta e 20.							



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4.5 DIPROJEKE TŠA GO HLABOLLA IKONOMI YA SELEGAE – MMASEPALA WA SELEGAE WA THABA CHWEU

4.5.1 Go Alwa ka Ditena ga Mmila Kua Ext 8 Monabo wa 2.5km

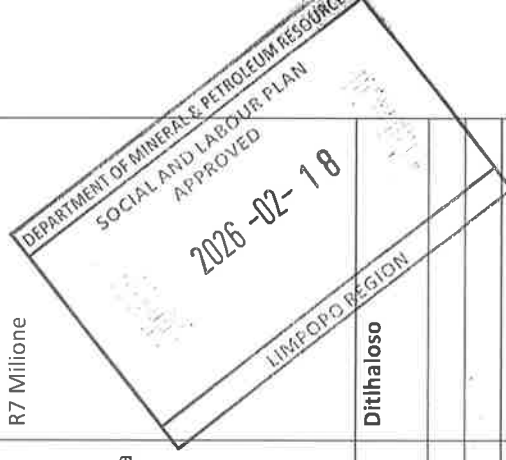
Leina la Projeke			GO ALWA GA MMILA WA EXT 8 monabo wa 2.5KM		Mananeo-kgoparara			
Kakaretšo			• Morero wa projeke ke go kaonefatša ditsela, menyetla ya kgwebo le polokego go la Mashishing. Leswao la bohlokwa la projeke ye ke go Hlabolla Ikonomi le Setšhaba sa Tikologong ya Moepo. Meepo ya Glencore Eastern Chrome e nyaka go ala ka ditena dikilomithara tše 2.5 tša mmila wo o holago ka go lebanya motse wa Mashishing kua Ext 8, Ext 9 le Ext 10 moo batho ba +/- 500 000 ba tlogo go holwa ke projeke ye.					
Lefelo la projeke			Mmasepala wa Selete: Mmasepala wa Selete wa Ehlanzeni	Mmasepala wa Selegae: Mmasepala wa Selegae wa Thaba Chweu	Leina la motsana: Mashishing Extension 8	Letšatšikgwedi la go Thoma ga Projeke: 2026	Letšatšikgwedi la go Fela ga Projeke: 2029	
Dipoelo			Mošomo wa Bohlokwahlakwa: Go kaonefatša ditsela bakeng sa batho ka moka ba Mashishing le ka ntle ga Mashishing. Go kaonefatša polokego go badiriši ka moka ba mmila ba ext. 8 go akaretša bašomi ba moepong.	Leswao la Katlego ya Mošomo:	Mokgatlo o ikarabelago: Glencore Alloys le Mmasepala wa Selegae wa Thaba Chweu.	Dinako tša ganne ka ngwaga le tša ngwaga: Go rulaganya, dipoledišano le go nyakišiša ka katlego ya projeke	Dinako tša ganne ka ngwaga le tša ngwaga: Go fetišetša dilo go beng	Mašeleng: R7 Millione
Legoro la mešomo			Palo ya mešomo yeo e tlo hlolwago	Banna ba Bagolo	Basadi ba Bagolo	Baswa ba Banna	Baswa ba Basadi	Palomoka
Lebaka le le Kopana			+25	07	05	7	6	25
Lebaka la Magareng			0	0	0	0	0	0
Lebaka le Letelele			0	0	0	0	0	0

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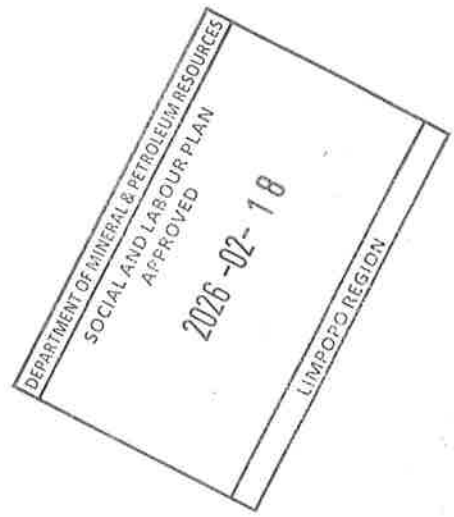
SOCIAL AND LABOUR APPROVED

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Letšatšikgwedi la go fetša le mogwa wa go fetša mošomo: Projeke e tla fetšetšwa go Mmasepala wa Selegae wa Thaba Chweu bjalo ka mohlokomedi ka morago ga go fetšwa.





KAROLO 5: LEANO LA GO HWETŠA BAABADITIRELO

5.1. Matseno

Meepo ya Glencore Eastern Chrome e ikemišeditše go oketša palo ya baabaditirelo bao e lego maloko a HDSA le maloko a setšhaba sa kgauswi le meepo ye. Re ikemišeditše go netefatša go oketša baabaditirelo ba maloko a HDSA le go tlo šomiša kudu mekgwa ya ditheko tše dibotse le ditsela tša maleba tša go hwetša baabi ba ditlabakelo le Ditirelo tša Moepong ba dikhamphaning tša maloko a HDSA le tše di laolwago ke wona metseng yeo meepo e lego go yona.

5.2. Mokgwa wa go Hwetša Baabaditirelo

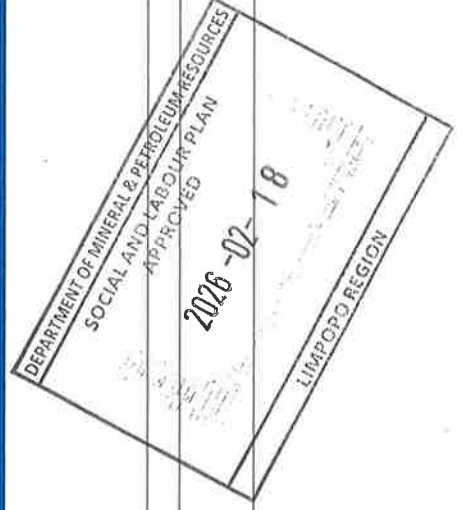
Mokgwa wa go Hwetša Baabaditirelo		
Boitlamo	Meepo ya Glencore Eastern Chrome e ikemišeditše go oketša palo ya baabaditirelo bao e lego maloko a HDSA le maloko a setšhaba sa kgauswi le meepo ye. Re ikemišeditše go netefatša go oketša baabaditirelo ba maloko a HDSA le go tlo šomiša kudu mekgwa ya ditheko tše dibotse le ditsela tša maleba tša go hwetša baabi ba ditlabakelo le Ditirelo tša Moepong ba dikhamphaning tša maloko a HDSA le tše di laolwago ke wona metseng yeo meepo e lego go yona.	
Tlhahlo	Meepo ya Glencore Eastern Chrome e latetše Pholisi ya go Kgetha Baabaditirelo ba Itšego gomme seo se phethagaditšwe le go bolokwa e le mokgwa wa tlwaelo wa go dira dilo. Ka lebaka la pholisi ye, dilo di dirwa ka toka, ka botshepegi le go obamela melao maemong ka moka a bahlankedi ba go kgetha Baabaditirelo.	
Leano la go Phethagatša Maikemišetšo		Yo a Ikarabelago
1. Go hlaola le go rekhota seemo sa go hwetšwa ga baabaditirelo ba dikhamphaning tša maloko a HDSA dikgweding tše dingwe le tše dingwe tše nne ka ngwaga gotee le mafelo ao dikhamphani tše di lego go wona.		Molaodi wa Matlotlo
2. Go hwetša baabaditirelo ba maloko a HDSA mengwageng e (5).		Molaodi wa Matlotlo
3. Go kgothaletša dikhamphani ka moka go dirišana le dikhamphani tša maloko a HDSA eupša go sa tshedišwe mahlo dinyakwa tša maleba tša go hwetša thendara. Se se ka dirwa ka go hlangwa ga bobolokelo bja tshedimošo bja dikhamphani tša selegae tše di kgethilwego semmušo dikgwebong tša go fapana le mafelong a go fapana a go aba ditirelo le go lebiša karolo ya tšhelete ye e šomišitšwego go baabaditirelo le/goba dikarolo tše di šeditšwego kudu tša tšhelete ye e šomišitšwego go baabaditirelo meepong go Dikhamphani tša Badirišani tša go ba le ditirelo tše dikgolwanyana/kabo ya ditirelo. Mekgwa e mengwe e ka akaretša go hloma melao ya maleba ya go lefa badirišani ba HDSA le/goba Dikgwebopotlana (SMME).		Molaodi wa Matlotlo
4. Go fana ka tlhahlo le thekgo go baabaditirelo ba HDSA go ba thuša go kaonefatša mekgwa ya bona ya kgwebo ka morero wa go hlama lefapha la go dira dilo bonolo la Dikgwebopotlana leo le dirišanago le Moepo.		Molaodi wa Matlotlo
		Letšatšikgwedi la Bofelo
		Go tšwela pele
		2029
		Go tšwela pele
		2029

5.3 Diprojeke tša go Thuša Dikgwebopotlana le Maano a Phethagatšo

Thaloso	2023 - Pakane	2026 - Pakane	2027 - Pakane	2028 - Pakane	2029 - Pakane	Palomoka
Dilapološi (Kofi, Teye, Khirimora, Doom bjibi.)	R700,000.00	R742,000.00	R786,520.00	R833,711.20	R883,733.87	R3,945,965.07
Dilo tša go Penta (Diporatshe / Dirolara)	R200,000.00	R212,000.00	R224,720.00	R238,203.20	R252,495.39	R1,127,418.59
Go Epa ka Fase ga Mmu	R1,400,000.00	R1,484,000.00	R1,573,040.00	R1,667,422.40	R1,767,467.74	R7,891,930.14
Ditlabela tša Sekolo (Kabo le Tilibari)		R1,200,000.00	R1,272,000.00	R1,348,320.00	R1,429,219.20	R5,249,539.20
Ditheko tša ka Fase ga Mmu – ditheko tša tlhaka (Ditheko tša Dikheibole) (Kabo le Tilibari)		R2,500,000.00	R2,650,000.00	R2,809,000.00	R2,977,540.00	R10,936,540.00
Taolo ya Dikheibole tša Diela le Difithara			R8,600,000.00	R9,116,000.00	R9,662,960.00	R27,378,960.00
Ditirelo tša Dinamelwa tša Kgwebo tša LDV			R3,700,000.00	R3,922,000.00	R4,157,320.00	R11,779,320.00
Ditirelo tša Bohlweki – Mafelo a go tšhentšetša diaparo (ntle le Dithoilete tša ka Fase ga Moepo)			R7,900,000.00	R8,374,000.00	R8,876,440.00	R25,150,440.00
Diaparo tša go Phadima (Kabo le Tilibari)				R900,000.00	R954,000.00	R1,854,000.00
Ditlabakelo tše di Tlwaelegilego (Kabo le Tilibari)				R5,400,000.00	R5,724,000.00	R11,124,000.00
Dikurufu, Dipauto le Mawašere				R730,000.00	R773,800.00	R1,503,800.00
Ditirelo tša go Hlokomela Serapana					R3,000,000.00	R3,000,000.00
Ditena tša Mašoba le tša Maxi (Kabo le Tilibari)					R3,000,000.00	R3,000,000.00
Ditirelo tša go Lokiša Ditsela					R1,500,000.00	R1,500,000.00
Palomoka	R2,300,000.00	R5,138,000.00	R26,706,280.00	R35,338,636.80	R44,958,976.21	R115,441,913.01



DILAPOLOŠI (KOFI, TEYE, KHIRIMORA, DOOM BILBIL.)									
Moepo o rulaganya go matlafatša dikgwebopotlana (SMME) tša tikologong ya moepo ka go di nea sebaka sa go aba dilapološi meepong e 3.									
Letšatšikgwedi la go Thoma ga Projeke: 2025									
Letšatšikgwedi la go Fela ga Projeke: 2029									
Lelelele la projeke									
Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse									
Lebaka la nako									
FY: Mašatšeng									
2025									
2026									
2027									
2028									
2029									
R883,733.87									
R3,945,965.07									



DILO TŠA GO PENTA (DIPORAŠE / DIROLARA)

Letšatšikgwedi la go Fela ga Projeke

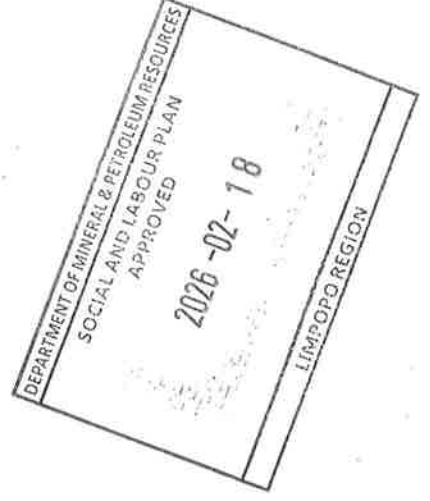
Kakaretso ya Projeke		Moepo o rulaganya go matlafatša dikgwebopotlana (SMME) tša tikologong ya moepo ka go di nea sebaka sa go aba dilo tša go penta					Letšatšikgwedi la go Thoma ga Projeke:		
							Letšatšikgwedi la go Fela ga Projeke:	2025 2029	
Palo ya maloko a sešhaba ao a tlingo go hloga	Palo ya mesomo yeo e tlo hlolwago-ke projeke ye	Banna	Basadi	Baswa	Bagotofoadi	Lefelo la projeke			
	Dibako tše dingwe tša mošomo	1	1	1		Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse			
Dipolelo	Mokgabo o ikarabelago	Modiro		Lebaka la nako					IPV
		KPA	KPI	2025	2026	2027	2028	2029	Maseling
Go nea dikgwebopotlana (SMME) tša selegae konteraka ya go aba dilapološi	Glencore ECM	Dikgwebopotlana (SME) tša selegae di tla tsoma le go aba dilo tša go penta moepong	Dikgwebopotlana tša selegae (SME) tše di abago dilo tša go penta moepong	R200,000.00	R212,000.00	R224,720.00	R238,203.20	R252,495.39	R1,127,418.59
Palomoka									
Mokgwa wa go fetša: Moepo o tla fetša projeke mafelelong a bophelo bja SLP ka 2029.									
DEPARTMENT OF MINERAL & PETROLEUM RESOURCES SOCIAL AND LABOUR PLAN APPROVED 2026-02-18 LIMPORO REGION									
GO EPA KA FASE GA MMU									
Lona la Projeke							Letšatšikgwedi la go Thoma ga Projeke:		2025

Kakaretso ya Projeke	Moepo o rulaganya go matlafatša dikgwebopotlana (SMME) tša tikologong ya moepo ka lenaneo la go hlabolla dikgwebopotlana, ka sebaka sa kgwebo sa go fana ka ditirelo tša go hlwekiša.					Letšatsikgwe di la go Fela ga Projeke:				2029
Palo ya matloko a subhaba ao a tšago go hlolega	Palo ya mešomo yeo e tlo hlolwago ke projeke ye	Banna 5	Basadi 20	Baswa	Bagolofadi	Lefelo la projeke				
	Dibaka tše dingwe tša mošomo	Banna	Basadi	Baswa	Bagolofadi	Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse				
Dipolelo	Mokgatlo o ikarabelago	Modiro		2025	2026	2027	2028	2029	FY:	
Dikgwebopotlana (SME) tše di tilelego, tša go tsepama le tša go šoma gabotse tšeo di tla fanago ka ditirelo tša go hlwekiša moepong.	Glencore ECM	Dikgwebopotlana (SMME) tša selegae di tla fana ka ditirelo tša go hlwekiša moepong.	Dikgwebopotlana (SMME) tša selegae di tla fana ka ditirelo tša dinamelwa go moepo.			R7,900,000.00	R8,374,000.00	R8,876,440.00	Mašeleng R25,150,440.00	
Patlamoša										
Mokgwa wa go fetša: Moepo o tla fetša projeke mafelelong a bophelo bja SLP ka 2029										
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DIAPARO TŠA GO PHADIMA (KABO LE TILIBARI)										
Letšatsi la Projeke	Letšatsikgwe di la go Thoma ga Projeke:								2028	

Kakaretso ya Projeke	Moepo o rulaganya go matlafatša dikgwebopotlana (SMME) tša tikologong ya moepo gore di abe le go tilibara diaparo tša go phadima.					Letšatšikgwedi la go Fela ga Projeke:				2029	
Palo ya maibole a sethaba ao a hlaga go hloga	Palo ya mešomo yeo e tlo hlokwago ke projeke ye	Banna	Basadi	Baswa	Bagolofadi	Lefelo la projeke				Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse	
	Dibaka tše dingwe tša mošomo	Banna	Basadi	Baswa	Bagolofadi						
Diabalo	Mokgatlo o ikarabelago	Modiro			Lebaka la nako				FY:		
Go nea dikgwebopotlana (SMME) tša selegae konteraka ya go aba le go tilibara diaparo tša go phadima.	Glencore ECM	KPA	KPI	2025	2026	2027	2028	2029	Mašelang		
		Dikgwebopotlana (SME) tša selegae di tla tsoma, tša aba le go tilibara diaparo tša go phadima moepong	Dikgwebopotlana (SME) tša selegae tša go aba dilo tša go phadima.				R900,000.00	R954,000.00	R1,854,000.00		
Palomoka											R1,854,000.00
Mokgwa wa go fetša: Moepo o tla fetša projeke mafelelong a bophelo bja SLP ka 2029.											



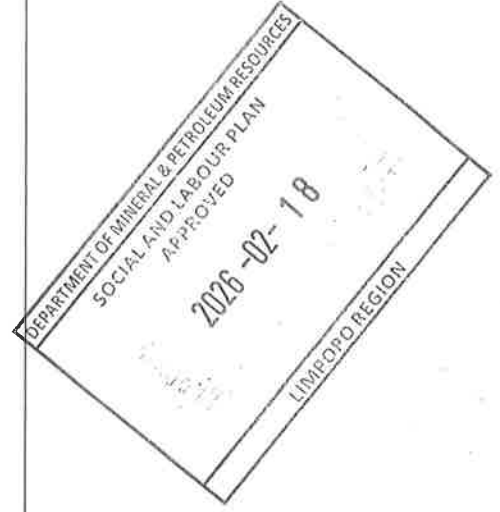
DITLABAKELO TŠE TLWAELEGILEGO (KABO LE TILIBARI)										
Leina la Projeke										
Kakaretšo ya Projeke	Moepo o rulaganya go matlafatša dikgwebopotlana (SMME) tša tikologong ya moepo gore di abe le go tilibara ditlabakelo tše di tlwaelegilego.					Letšatšikgwedi la go Thoma ga Projeke:		2028	2029	
						Letšatšikgwedi la go Fela ga Projeke:				
Palo ya maoko a setšhaba ao a tšago go hulega	Palo ya mešomo yeo e tlo hlolwago ke projeke ye	Banna	Basadi	Baswa	Bagolofadi	Lefelo la projeke				
	Dibaka tše dingwe tša mošomo	2	2			Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse				
		Banna	Basadi	Baswa	Bagolofadi					
Dipolelo	Mokgatlo o ikarabelago	Modiro				Lebaka la nako				FY:
		KPA	KPI	2025	2026	2027	2028	2029	Mašelang	
Go nea dikgwebopotlana (SMME) tša selegae konteraka ya go aba le go tilibara ditlabakelo tše di tlwaelegilego.	Glencore ECM	Dikgwebopotlana (SMME) tša selegae di tla tsoma, tša aba le go tilibara ditlabakelo tše di tlwaelegilego moepong	Dikgwebopotlana (SMME) tša selegae tša go aba ditlabakelo tše di tlwaelegilego				R5,400,000.00	R5,724,000.00	R11,124,000.00	
Palomola										R11,124,000.00
Mokgwa wa go fetša: Moepo o tla fetša projeke mafelelong a bophelo bja SLP ka 2029.										



DIKURUFU, DIPAUTO LE MAWAŠERE									
Leina la Projeke	Moepo o rulaganya go matlafatša dikgwebopotlana (SMIME) tša tikologong ya moepo gore di abe le go tlibara dikurufu, dipauto le mawašere.								Letšatšikgwe di la go Thoma ga Projeke:
Kakaretšo ya Projeke									2028
Palo ya maloko a sešhabela go a tšego go hloga	Palo ya mešomo yeo e tlo hloiwago ke projeke ye	Banna	Basadi	Baswa	Bagolofadi	Lefelo la projeke			
		2	2			Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse			
	Dibaka tše dingwe tša mošomo	Banna	Basadi	Baswa	Bagolofadi				
Dipotšo	Mokgatlo o ikarabelago	Modiro			Lebaka la nako				FY:
		KPA	KPI	2025	2026	2027	2028	2029	
Go matlafatša dikgwebopotlana (SMIME) tša selegae ka go di nea konteraka ya go aba le go tlibara ditlabakelo tše di tlwaelegilego.	Glencore ECM	Dikgwebopotlana (SME) tša selegae di tla tsoma, tša aba le go tlibara ditlabakelo tše di tlwaelegilego moepong	Dikgwebopotlana (SME) tša selegae tša go aba ditlabakelo tše di tlwaelegilego.				R5,400,000.00	R5,724,000.00	R11,124,000.00
Palomoka									
Mokgwa wa go fetša: Moepo o tla fetša projeke mafelelong a bophelo bja SLP ka 2029.									
									R11,124,000.00

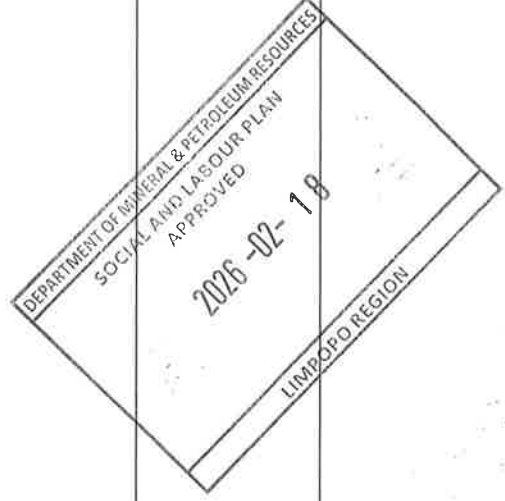


DITIRELO TŠA GO HLOKOMELA SERAPANA										
Leina la Projeke		Moepo o rulaganya go matlafatša dikgwebopotlana (SMME) tša tikologong ya moepo gore di fane ka ditirelo tša go hlokomela serapana.					Letšatšikgwedi la go Thoma ga Projeke:		2029	
Kakaretšo ya Projeke							Letšatšikgwedi la go Fela ga Projeke:		2029	
Faio ya majoko a setshaba au a tlago go hloga	Palo ya mešomo yeo e tlo hloiwago ke projeke ye	Banna	Basadi	Baswa	Bagolofadi	Lefelo la projeke				
	Dibaka tše dingwe tša mošomo	Banna	Basadi	Baswa	Bagolofadi	Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse				
	Mokgatlo o ikarabelago	Modiro				Lebaka la nako				
		KPA	KPI	2025	2026	2027	2028	2029	FY: Mašelang	
	Go matlafatša dikgwebopotlana (SMME) tša selegae ka go di nea konteraka ya go fana ka ditirelo tša go hlokomela serapana.	Glencore ECM	Dikgwebopotlana (SME) tša selegae di tla fana ka ditirelo tša go hlokomela serapana moepong.	Dikgwebopotlana (SME) tša selegae tša go fana ka ditirelo tša go hlokomela serapana					R3,000,000.00	R3,000,000.00
Palomake										
Mokgwa wa go fetša: Moepo o tla fetša projeke mafelelong a bophelo bja SLP ka 2029.										
R3,000,000.00										

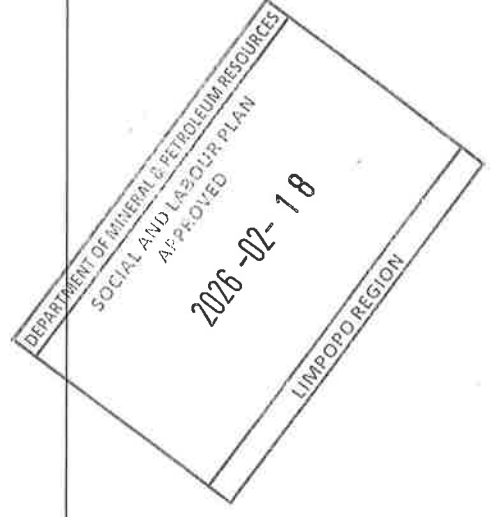


DITENA TŠA MAŠOBA LE TŠA MAXI (KABO LE TILIBARI)									
Lena la Projeke Kaharetšo ya Projeke	Moepo o rulaganya go matlafatša dikgwebopotlana (SMME) tša tikologong ya moepo gore di abe le go tilibara ditena tša mašoba le tša maxi.							Letšatšikgwedi la go Thoma ga Projeke: Letšatšikgwedi la go Fela ga Projeke:	
	Palo ya mešomo yeo e tlo hloiwago ke projeke ye	Banna 2	Basadi 1	Baswa	Bagolofadi	Lefelo la projeke			2029 2029
Dipontso	Dibaka tše dingwe tša mošomo	Banna	Basadi	Baswa	Bagolofadi	Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse			
	Mokgatlo o ikarabelago	Modiro		2025	2026	2027	2028	FY:	
Go matlafatša dikgwebopotlana (SMME) tša selegae ka go di nea konteraka ya go aba le go tilibara ditena tša mašoba le tša maxi.	Glencore ECM	Dikgwebopotlana (SME) tša selegae di tla aba le go tilibara moepong ditena tša mašoba le tša maxi.	Dikgwebopotlana (SME) tša selegae tša go aba le go tilibara ditena tša mašoba le tša maxi.					2029	R3,000,000.00
R3,000,000.00									

Mokgwa wa go fetša: Moepo o tla fetša projeke mafelelong a bophelo bja SLP ka 2029.



Ditirelo tša go Lokiša Ditsela											
Leina la Projeke Kakaretšo ya Projeke	Moepo o rulaganya go matlafatša dikgwebopotlana (SMME) tša tikologong ya moepo gore di fane ka ditirelo tša go lokiša ditsela.						Letšatšikgwe di la go Thoma ga Projeke:		2023 2024		
	Palo ya mešomo yeo e tlo hloiwago ke projeke ye		Banna	Basadi	Baswa	Bagolofadi	Lefelo la projeke Steelpoort, Mmasepala wa Selegae wa Fetakgomo Tubatse				
Diphelelo	Dibaka tše dingwe tša mošomo		Banna	Basadi	Baswa	Bagolofadi					
	Mokgatlo o ikarabelago		Modiro		2025	2026	2027	2028	2029	FY:	
	Glencore ECM		KPA	KPI						Mašelang	
	Go matlafatša dikgwebopotlana (SMME) tša selegae ka go di nea konteraka ya go fana ka ditirelo tša go lokiša tsela.		Dikgwebopotlana (SME) tša selegae di tla fana ka ditirelo tša go lokiša tsela.		Dikgwebopotlana (SME) tša selegae tša go fana ka ditirelo tša go lokiša tsela.		R1,500,000.00 R1,500,000.00				
Palo e nnye											
Mokgwa wa go fetša: Moepo o tla fetša projeke mafelelong a bophelo bja SLP ka 2029.											
R1,500,000.00											



DITHOTO TŠA MOEPO (TŠHELETE LE DITŠWELETŠWA)					
	2025	2026	2027	2028	2029
	Kobamelo Pakane %	Kobamelo Pakane %	Kobamelo Pakane %	Kobamelo Pakane %	Kobamelo Pakane %
Dithoto tše di Tšweleditšwego tša Afrika Borwa tšeo di hlamilwego ke khamphani ya BEE ya go obamela melao	44.00%	44.00%	44.00%	44.00%	44.00%
Dithoto tše di Tšweleditšwego tša Afrika Borwa tšeo di hlamilwego ke khamphani ya Batho Bao ba Kilego ba Kgethollwa le yeo e laolwego ke bona	21.00%	21.00%	21.00%	21.00%	21.00%
Dithoto tše di Tšweleditšwego tša Afrika Borwa tšeo di hlamilwego ke khamphani ya basadi le ya go laolwa ke bona GOBA khamphani ya baswa le yeo e laolwego ke bona	5.00%	5.00%	5.00%	5.00%	5.00%
KOBAMELO %	70.00%	70.00%	70.00%	70.00%	70.00%
DITIRELO					
	Kobamelo Pakane %	Kobamelo Pakane %	Kobamelo Pakane %	Kobamelo Pakane %	Kobamelo Pakane %
Ditirelo tša Batho Bao ba Kilego ba Kgethollwa	50.00%	50.00%	50.00%	50.00%	50.00%
Ditirelo tša dikhamphani tša Basadi le tša go laolwa ke bona	15.00%	15.00%	15.00%	15.00%	15.00%
Ditirelo tša Dikhamphani tša Baswa le tša go laolwa ke bona	5.00%	5.00%	5.00%	5.00%	5.00%
Ditirelo tša khamphani ya BEE ya go obamela melao	10.00%	10.00%	10.00%	10.00%	10.00%
KOBAMELO %	80.00%	80.00%	80.00%	80.00%	80.00%



KAROLO 6: DINTLO LE MAEMO A BODULO

Pholisi ya Glencore Alloys ke go kgothaletša batho go ba le dintlo, ka go realo, e nea bašomi tšhelete ya madulo go thuša bašomi gore ba dule dintlong tša bona ka noši. Ga go na dintlo Meepong ya Eastern Chrome.

6.1. Leano la Dintlo

Leano la Dintlo		
Boitlamo	Khamphani e hlomile Foramo ya Madulo yeo e kopanago kgwedi le kgwedi le borakgwebo bao ba amegago bakeng sa Western Limb.	
Tlhahlo	Go nolofatša molaotheo wa tokologo ya boikgethelo mabapi le madulo a mabotse le a go se ture kudu bakeng sa bašomi ka moka. Go fana ka tšhelete ya madulo bjalo ka ge go dumelelanwe nako le nako nakong ya Ditherišano tša Megolo tša Ngwaga le Ngwaga. Go tla ka leano la maleba le le bonolo la go hwetša madulo. Go bea leihlo le go phethagatša pholisi ya leano le madulo. Go ruta le go hlahlisa bašomi ka ditaba ka moka tša mabapi le madulo. Go lebelela dinyakwa tša dikgopelo tša madulo. Dintlha tša Diboka tša Foramo ya Madulo di a hwetšagala ge o di kgopela.	
Yo a Ikarabelago	Leano la go Phethagatša Maikemišetšo	Seemo
Molaodi wa HR	1. Leano la madulo le dipoledišano di tla akaretšwa ditherišanong tša Foramo ya Nakong e Tlago.	Go sa tšwelapele
Molaodi wa HR	2. Go tla dirwa ditšhišinyo khamphaning bakeng sa thušo ya madulo.	Go sa tšwelapele
Molaodi wa HR	3. Phethagatšo ya maano le pholisi ya madulo di tla bewa leihlo le go sekasekwa.	Go sa tšwelapele
Molaodi wa HR	4. Go diragatša lenaneo la go akaretša mabaka a dinako go rarolla dinyakwa tša bašomi.	Go sa tšwelapele
Molaodi wa HR	5. Bašomi ba tla newa tlhahlo le go rutwa ka ditaba ka moka tša mabapi le madulo.	Go sa tšwelapele
Molaodi wa HR	6. Dinyakwa tša dikgopelo tša madulo di tla lebelelwa.	Go sa tšwelapele

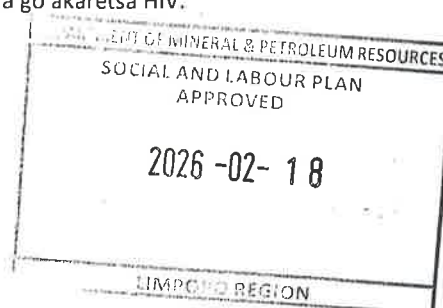
6.1. Seemo sa madulo ao a lego gona bakeng sa bašomi

Madulo	Palo	%
Hostele	0	0
Dintlong tša go ba le Beng	1286	49%
Ga go Renta	1339	51%
Palomoka	2625	100%

6.2. Tlhokomelo ya Maphelo le Dijo tša Phepo

Moepo o fana ka dijo tše di lekalekanego (Ditchaba original) go bašomi ka moka bao ba šomago ka tlase ga lefase.

Go tlaletša go se se lego ka mo godimo, moepo o na le mananeo a temošo gore bašomi ba tsebe kamoo ba ka holwago ke dijo tša phepo, go ja ka tekatekano, tsela ya maleba ya go apea dijo gore ba holwe kudu ke dijo tša phepo, gotee le go ja dijo tša phepo go laoleng malwetši a go se fole a go akaretša HIV.



KAROLO 7: MOGATO WA TAOLO YA GO FOKOTŠWA LE GO LEBOGIŠWA GA BATHO MOŠOMO

7.1. Go hlongwa ga foramo ya nakong e tlogo

Moepo o hlomile Foramo ya Nakong e Tlogo gomme diboka di swarwa dikgweding tše dingwe le tše dingwe tše nne.

Lepokisi 7.1. Morero wa Foramo ya Nakong e Tlogo

Morero	Yo a Ikarabelago	Letšatšikgwe di la Bofelo
1. Go hlama temošo-kakaretšo ka SLP le mešongwana go bašomi	Komiti ya Foramo ya Nakong e Tlogo	Go tšwela pele
2. Go šoma bjalo ka mokgwa wa poledišano ditabeng tša go amana le Khamphani	Komiti ya Foramo ya Nakong e Tlogo	Go tšwela pele
3. Go šoma bjalo ka mokgwa wa poledišano ditabeng tša go amana le SLP ya Khamphani	Komiti ya Foramo ya Nakong e Tlogo	Go tšwela pele
4. Go rulaganya go hwetša ditharollo tša mathata le ditlhohlo le ditharollo tše di ka bago gona ka ga tšweletšo le go hirwa ga batho	Komiti ya Foramo ya Nakong e Tlogo	Go tšwela pele
5. Go hwetša maano a tšweletšo le go hirwa ga batho	Komiti ya Foramo ya Nakong e Tlogo	Go tšwela pele
6. Go diragatša maano ao Khamphani le mekgatlo e dumelelanego ka wona	Komiti ya Foramo ya Nakong e Tlogo	Go tšwela pele
7. Go lomaganya mogato wa go lemoša batho	Komiti ya Foramo ya Nakong e Tlogo	Go tšwela pele
8. Go beakanya Lefapha la go Hira le Leano la Ditirelo tša Bašomi le Setšhaba (mohl., thušo ya seteginiki, Lefelo la Maele a Mešomo, Sehlopha sa go Lebogišwa ga Batho Mešomo bjlbj.).	Komiti ya Foramo ya Nakong e Tlogo	Go tšwela pele

7.1.1. Sebopego sa Foramo ya Nakong e Tlogo

- Baemedi ba bolaodi
- Moemedi wa tša polokego
- Moemedi wa HR
- Baemedi ba tša Ditšhelete
- Mohlankedi wa go Emela Bašomi ka Nako e Tletšego
- Baemedi ba Mokgatlo wa Maloko a Mannyane
- Moemedi wa maloko a go hloka mokgatlo



7.2 Mekgwa ya go šireletša mešomo, ya go tla ka ditharollo tše dingwe le megato ya go hlola tšhireletšo ya mešomo moo go loba mošomo go ka se phengwego

LEANO

Le ge go fokotša palo ya batho bao ba hirilwego thwii ke mokgatlo go bonala e le tsela yeo e lego molaleng kudu ya go boloka ditšhelete, mekgwa e mengwe ya go thibela go lobja ga mešomo e swanetše go naganelwa.

Mekgwa e mengwe ya go thibela go lobja ga mešomo:

Lelokelelo la mekgwa ya go phema go lebogišwa mošomo ke le letelele gomme le ithekgile ka mongmošomo le intaseteri ya gagwe. Mehlala ke ye:

- mekgwa ya go oketša tšweletšo;
- go sekaseka ditshenyagalelo le tšhelete yeo e tšwago;
- go oketša goba go fokotša dišifiti le botelele bja dišifiti;
- go fokotša palo ya dikonteraka goba bašomi ba nakwana;
- go šomiša bašomi go dira mešomo yeo e dirwago ke borakonteraka goba bašomi ba nakwana;
- go hlabolla mabokgoni go thuša bašomi go fetela maamong a mangwe a mošomo;
- go kgaotša go šoma diiri tše di oketšegilego goba go šoma ka Disontaga;
- go dira gore bašomi ba baswa ba tšeelwe legato ke ba kgale;
- go fokotša megolo (ka tumelano);
- dikgothaletšo tša go rola modiro pele ga nako goba disekema;
- go emiša ka nakwana go hira bašomi ba baswa;
- go fokotšwa ga bašomi ganyenyane-ganyenyane ka tsela ya go no itlela;
- go emišwa mošomong nako e telele o sa lefiwe goba go emišwa ka nakwana



7.3 Temošo ya Letseno le phokotšo moepong tšeo di amago mešomo.

Moepo o tla boledišana le Foramo ya Nakong e Tlago le mekgatlo ya bašomi ke moka ka morago ya tsebiša bhoto ka go dumelelana le Molao wa Mineral and Petroleum Resources Development, 2002 Karolo 52(1) ka dilo tše di latelago: -

- Maemo ao a lego gona ao a dirago gore letseno leo le dirwago ke moepo le be ka tlase ga 6% ka kakaretšo lebakeng le le tšwelago pele la dikgwedi tše 12.
- Maikemišetšo a go fokotša goba go kgaotša ka kgonagalo ya gore 10% goba go feta mo ya bašomi goba bašomi ba go feta 500 ba ka lebogišwa mošomo nakong efe goba efe lebakeng la dikgwedi tše 12.

7.4 Taolo ya go Lebogišwa ga Batho Mešomo

Moepo o tla latela Karolo 189 ya LRA ge o thoma mogato wa go lebogiša batho mešomo

- Moepo le badirišani ba wona ba tla tsebiša Bhoto ya Diminirale le Meepo goba Molaodi-pharephare ka ga seemo sa moepo
- Ge maiteko a ka mo godimo a ka se atlege, mogato o latelago wa semolao o tla latelwa:
- Go tla boledišanwa le badirišani ba fapafapanego ba moepo, go akaretša mekgatlo ya bašomi
- Meepo ya Eastern Chrome le maloko a mangwe a ditherišano a tla akaretšwa mogatong wo go dumelelanwego ka wona wa go tsoma le go leka go hwetša mekgwa ya maleba ya:
 - Go phema go lebogiša batho mešomo.
 - Go fokotša palo ya batho bao ba lebogišwago mešomo
 - Go fetoša nako ya go lebogišwa ga batho mešomo
 - Go fokotša ditlamorago tše šoro tša go lebogišwa ga batho mešomo
- Mokgwa wa go kgetha bašomi bao ba tlogo go lebogišwa mešomo
- Moputso wa go kgaotša mošomo bakeng sa bao ba lebogišitšwego mešomo

Moepo o tla ntšha tsebišo e ngwadilwego go laletša maloko a mangwe a ditherišano go boledišana le wona le go hlalosa ka lengwalong tshedimošo ka moka ya bohlokwa, go akaretša, eupša e sego go felela fa:

- Lebaka la go lebogiša batho mešomo mo go šišintšwego
- Mekgwa e mengwe yeo Moepo e o sekasekilego pele o šišinya go lebogiša batho mešomo le mabaka a go gana o mongwe le o mongwe wa mekgwa yeo.
- Palo ya bašomi bao ba ka amegago le mehuta ya mešomo yeo ba hirilwego go yona.
- Mokgwa wo o šišintšwego wa go kgetha bašomi bao ba lebogišwago mošomo
- Nako yeo bašomi bao ba ka lebogišwago mošomo ka yona.
- Palo ya bašomi bao ba hirilwego ke Moepo
- Palo ya bašomi bao Moepo o ba lebogišitšego mešomo go ya ka dinyakwa tša wona tša mošomo dikgweding tše 12 tše di fetilego.
- Badirišani ba moepo ba tla newa sebaka nakong ya ditherišano go ntšha maikutlo a bona ka taba efe goba efe ye go boledišanwago ka yona le ka taba efe goba efe ya go amana le go lebogišwa ga batho mešomo mo go šišintšwego.
- Balaodi ba tla sekaseka le go araba maikutlo a maloko ao a mangwe gomme ge e ba Moepo o sa dumelelane le bona, Balaodi bao ba tla bolela mabaka a bona a go gana ga bona. Moepo o tla araba maikutlo ao ka go ngwala
- Moepo o tla kgetha bašomi bao ba tlogo go lebogišwa mešomo go ya ka lenaneo la go kgetha:
 - Leo le dumetšwego ke maloko a ditherišano; goba
 - Ge e ba go se na lenaneo leo le dumetšwego, lenaneo leo e swanetše go ba le toka le tekatekano.

7.5 Mokgwa wa go nolofatša ditlamorago tše mpe go setšhaba le bašomi, ditikologo le ikonomi moo go lebogišwa ga batho mešomo goba go tswalelwa ga moepo go ka se phemegego.

- Go fokotšwa le go lebogišwa ga batho mešomo go ka ama e sego feela bašomi, eupša gape le dikgwebo tša kgauswi le setšhaba. Ka baka leo, moepo o tla lwela go nolofatša ditlamorago tše mpe ka go rulaganya dilo ka kelohlolo go fokotša ditlamorago tša seo. Maano a go laola ditlamorago tše mpe setšhabeng ge batho ba lebogišwa mešomo le/goba ge moepo o tswalelwa a swanetše go akaretša maemo ka moka le mekgwa ka moka. Balaodi ba Moepo, gammogo le Diforamo tša Nakong e Tlogo, ba tla sekaseka e sa le pele ditlamorago tše di tlo bakwago ke go lebogišwa ga batho mešomo le/goba go tswalelwa ga moepo.
- Go Hlabollwa ga Batho mo go tšwelago pele le go tlwaetšwa nakong ya ge moepo o sa šoma go na le morero wa go thuša bašomi go ba le mabokgoni ao a tlo ba thušago gore ba hire ge moepo o se no tswalelwa. Ka phethagatšo e botse ya leano la wona la HRD, moepo o tla tlwaetša bašomi mešomo ya go fapafapana, eupša go molaleng gore go lobja ga mešomo go ka se tšhabelwe, ka gona Lenaneo la go Ruta Batho Mešomo e Mengwe le tla dirwa ka botlalo.

7.6 Megato e latelago e tla dirišwa ke moepo mmogo le maloko ao a amegago:

- Go boledišana e sa le pele le baetapele ba Setšo, Diforamo tša Setšhaba, mmasepala le Lefapha la Diminerale ka taba ya go fokotšwa ga bašomi.
- Go dira tlhahlobo e tseneletšego ya mabokgoni a bašomi bao ba amegago
- Go lemoga Mešomo e Mengwe yeo e ka rutwago bašomi bao ba amegago
- Go diragatša leano la HRD
- Go kgothaletša setšhaba go ithomela dikgwebopotlana (SMME) tše di tla swarelelago.
- Mogato wo o tla netefatša gore bašomi bao ba lebogišwago mošomo ba na le mabokgoni a mangwe gomme ba hirwa mehuteng e mengwe ya mešomo yeo e tšwelelago yeo e lego gona tikologong ya gabo bona.

7.7 Poledišano le Balaodi

Meepo ya Eastern Chrome e kgethile Molaodi wa HSEC mmogo le Molaodi wa HR gore ba boledišane le balaodi ka ditaba tša go amana le Leano la go Hlabolla Setšhaba le Bašomi

Lepokisi la ka mo tlase le bontšha leano la seo se tlogo go dirwa go boledišana le Balaodi



Leano la go oledišana le balaodi	Bao ba Ikarabelago	Letšatšikgwedi la Bofelo
1. Go boledišana le balaodi ka ditaba tša go amana le SLP	Molaodi wa HR /Molaodi wa HSEC	2029
2. Go romela dithekgo tša ngwaga le ngwaga go DMR	Molaodi wa HR / Molaodi wa HSEC	2029
3. Go lomaganya diketelo tša DMR moepong go dira ditlahlobo ditekolo	Molaodi wa HSEC	2029

7.8 Leano la ka Morago ga Gore Moepo o Tswalele

Meepo ya Eastern Chrome e tla boledišana le makgotla a go fapafapana a setšhaba sa kgauswi le moepo le mmasepala wa selegae ka tirišo ya dithoto tša moepo kudukudu meago bakeng sa go hola setšhaba. Lefelo la moepong le la polanteng a tla lokišwa gomme a dirwa gore e be naga ya mafulo go ya ka lenaneo la taolo ya tikologo. Dithoto tša polanteng di tla rekišwa goba tša išwa mafelong a mangwe a Glencore; lega go le bjalo, leano ke gore meago ya sa ruri e tlogelelwe setšhaba gore se e šomiše.

7.9 Mokgwa wa go Boledišana ka Leano la go Hlabolla Setšhaba le Bašomi (SLP)

Gore Moepo a Eastern Chrome o obamele dinyakwa tša Molao wa MPRD (ka go kgethega Molawana 46(f)) moepo wo o tla netefatša gore mošomi yo mongwe le yo mongwe o tsebišwa ka ditaba tše di hlalositšwego ka go leano la moepo la SLP gotee le tšwelopele ya go fihlelela maikemišetšo a moepo ngwaga le ngwaga. Poledišano e kgwagalago, e atlegago le yeo bohle ba tšeago karolo go yona ya Leano la go Hlabolla Setšhaba le Bašomi, go akaretša go šomiša Leano la Kgatelopele Mošomong, Leano la go Hlabolla Mabokgoni le Diforamo tša Bašomi go netefatša gore di hlalotswa ka tsela yeo mošomi yo mongwe le yo mongwe a tlogo go e kwešiša.

Mokgwa wa go Boledišana ka Leano la go Hlabolla Setšhaba le Bašomi

Mokgwa wa Poledišano wa SLP	Bao ba Ikarabelago	Letšatšikgwedi la Bofelo
Seboka sa Taolo le Foramo ya Nakong e Tlogo se tla šomišetšwa go boledišana ka ditaba tša go amana le SLP	Molaodi wa HR	2029
Seboka sa Komiti ya EE le SD se tla šomišetšwa go rarolla mathata a go Hirwa ga Batho ka Tekatekano, go tlwaetša le mathata a mangwe a HRD	Molaodi wa HR	2029
Tshepedišo ya khamphani ya dipolelišano (Tshepedišo ya go se šomiše data e gona difounong tša bašomi ka moka – HAFH portal) e tla šomišetšwa go boledišana ka ditaba tša go amana le SLP go bašomi ka moka.	Molaodi wa HR	2029



KAROLO 8: DITŠHELETE

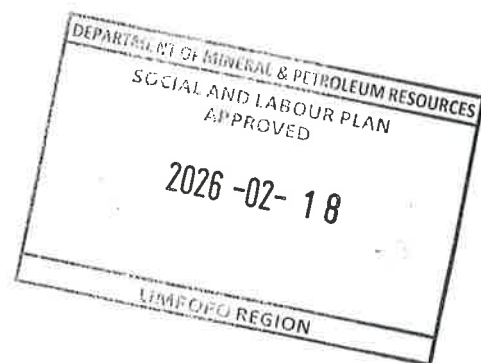
8.1 Ditšhelete (Molawana 46(e) (i) (ii) (iii))

Go ya ka Karolo 23(1) (e) ya MPRDA “Tona o swanetše go fana ka tokelo ya moepo ge e ba mokgopedi a fane ka tšhelete goba go se bjalo bakeng sa Leano la go Hlabolla Setšhaba le Bašomi”. Ka go realo, Moepo o ikemišeditše go fana ka tšhelete bakeng sa Leano la go Hlabolla Setšhaba le Bašomi, go elwa hloko karolo e nngwe le e nngwe ya motheo ya tše di latelago:

1. Mananeo a go Hlabolla Batho
2. Lenaneo la go Hlabolla Ikonomi ya Selegae
3. Taolo ya go Fokotšwa le go Lebogišwa ga Batho Mešomo

Lepokisi 8.1. Kakaretšo ya Tšhelete ya Dikarolo tša Motheo go SLP Mengwageng e Mehlang (5)

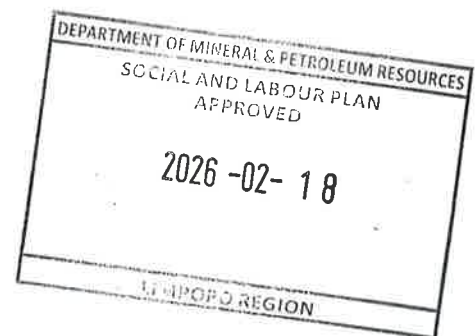
Legoro	2025	2026	2027	2028	2029	PALOMOKA
Mananeo a go Hlabolla Batho	15,414,200	16,569,345	19,849,903	18,264,268	19,193,466	89,291,182
Mananeo a go Hlabolla Ikonomi ya Selegae	18,400,000	18,400,000	18,400,000	18,400,000	18,400,000	92,000,000
Taolo ya go Fokotšwa ga Bašomi	25,278,750	26,542,688	27,869,822	29,263,313	30,726,479	139,681,051
Palomoka	59,092,950	61,512,033	66,119,725	65,927,581	68,319,945	320,972,233



8.2. Tšhelete ya go Thekga Lenaneo la go Hlabolla Batho

Lepokisi 8.2. Kakaretšo ya Maitlamo a Tšhelete ya go Hlabolla Batho Mengwageng e Mehlanu

HRD	2025	2026	2027	2028	2029	PALOMOKA
Tšhelete ya Mananeo a Tlwaetšo ya ABET	1,810,800	1,980,936	2,068,678	2,162,187	2,259,635	10,282,236
Tšhelete ya Mananeo a go Ruta Batho Mešomo e Mengwe	2,268,000	2,370,060	2,476,713	2,588,164	2,704,464	12,407,401
Tšhelete ya Mananeo a go Ruta Batho Mešomo	3,010,400	3,487,374	6,115,122	3,808,300	3,979,670	20,400,866
Tšhelete ya Mananeo a go Ruta Batho Mešomo ya Bohlokwhlokwa	3,525,000	3,683,625	3,849,387	4,022,610	4,203,628	19,284,250
Tšhelete ya go Tšwetša Dithuto Pele	1,620,000	1,724,250	1,867,363	2,054,099	2,253,860	9,519,572
Tšhelete ya go Ruta Barutwana Mešomo	3,180,000	3,323,100	3,472,640	3,628,908	3,792,209	17,396,857
Palomoka ya Tšhelete ya Lenaneo la go Hlabolla Batho	15,414,200	16,569,345	19,849,903	18,264,268	19,193,466	89,291,182



8.3. Tšhelete ya Lenaneo la go Hlabolla Ikonomi ya Selegae

Lepokisi 8.3. Kakaretšo ya Maitlamo a Tšhelete ya go Hlabolla Ikonomi ya Selegae Mengwageng e Mehlang

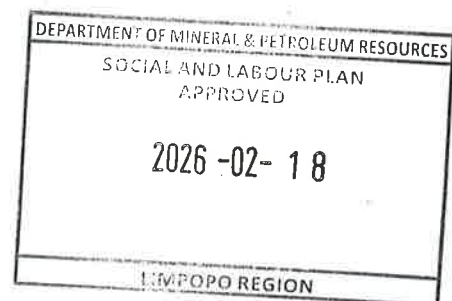
Tšhelete ya Mananeo a go Hlabolla Ikonomi ya Selegae	2025	2026	2027	2028	2029	PALOMOKA
Tšhelete ya Mananeo a go Hlabolla Ikonomi ya Selegae	18,400,000	18,400,000	18,400,000	18,400,000	18,400,000	92,000,000
Palomoka	18,400,000	18,400,000	18,400,000	18,400,000	18,400,000	92,000,000

8.2. Tšhelete ya Taolo ya go Fokotšwa le go Lebogišwa ga Batho Mešomo

Mananeo ao a tšwelago pele a go Hlabollwa ga Batho le go tlwaetšwa nakong ya ge moepo o sa šoma a na le morero wa go thuša bašomi go ba le mabokgoni ao a tlo ba thušago gore ba hirwe ge moepo o se no tswalelwa. Go tlaleletša go se, Moepo o dirile maitlamo a ditšhelete motheong wa wa mogato wo o tlogo go latelwa nakong ya go fokotšwa ga batho moepong bjalo ka ge go dumetšwe ke mekgatlo.

Lepokisi 8.4. Kakaretšo ya Maitlamo a go Fokotšwa le go Lebogišwa ga Batho Mešomo Mengwageng e Mehlang

Tšhelete ya Mananeo a Taolo ya go Fokotšwa le go Lebogišwa ga Batho Mešomo	2025	2026	2027	2028	2029	PALOMOKA
Tšhelete ka Moka	25,278,750	26,542,688	27,869,822	29,263,313	30,726,479	139,681,051



KAROLO 9: BOITLAMO

Molawana 46(f): Maitlamo a moswari wa tokelo ya moepo go netefatša kobamelo ya Leano la go Hlabolla Setšhaba le Bašomi le go le tsebiša bašomi

Nna, Lloyd Murenzvi, yo a saennego ka mo tlase le yo a dumeletšwego ke Glencore Operations SA (Pty Ltd), ke itlame gore ke tla latela tshedimošo, dinyakwa, ditlamo le dipeelano tše di ngwadilwego ka go Leano la go Hlabolla Setšhaba le Bašomi.

Le saennwe Meepong ya Eastern Chrome ka di 29th tša JANUARY 2026

Mosaeno wa Motho yo a Ikarabelago: M. Mueni

LE DUMELETŠWE:

Le saenetšwe	
Letšatšikgwedi	
Mosaeno	
Moemedi	

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES

SOCIAL AND LABOUR PLAN

APPROVED

2026-02-18

TIMBUCTO REGION