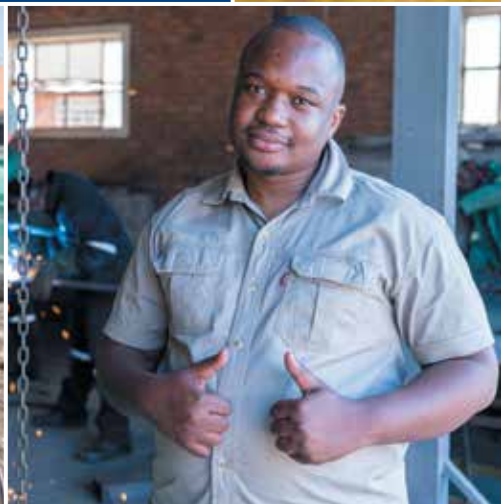




IMPALA PLATINUM LIMITED

LEANO LA LOAGO LE LA BADIRI
LE
LEKWALOKOPO LA KAROLO 102



LETLHA LAGO NEELE TSA

13 Sedimonthole 2018 • Diphlane 2021

DITENG

LEANO LA LOAGO LE LA BADIRI LE LEKWALOKOPO LA KAROLO 102

TOKOMANE E E ROMETSWENG

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IMPALA PLATINUM LIMITED
LEANO LA LOAGO
LE LA BADIRI



TOKOMANE E E ROMETSWENG
13 Sedimonthole 2018



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LENNANE LA DIKHUTSHWAFATSO

ABET	Thuto ya Bagolo ya Motheo le Katiso
ATR	Pego ya Ngwaga le Ngwaga ya Katiso
BE	Go Matlafadiwa ga Bantsho
BEE	Go Matlafadiwa ga Bantsho Seikonomi
BI	Tlhotlheetso ya Bantsho
BO	Beng Bantsho
CEB	Basari ya Ngwana wa Mothapi
CFT	Cross Functional Team
COE	Ngwana wa Mothapi
COM	Chamber of Mines
CSI	Boikarabelo Jwa Setlamo mo Loagong
DMR	Lefapha la Ditsompelo tsa Diminerale.
DPLG	Lefapha la Puso ya Porofense le la Pusoselegae
DTI	Lefapha la Kgwebo le Intaseteri
EBDA	Setheo sa Ekurhuleni sa Tlhabololo ya Kgwebo
ETD	Tlhabololo ya Thuto le Katiso
EE	Tekatekano mo Tirong
ESOP	Sekema sa Badiri sa go Nna Beng ba Dishere
ETD	Thuto, Katiso le Tlhabololo
FET	Go Tsweliditsa Pele Thuto le Katiso
FLC	Dikgono tsa Tiro Tsa Thuto ya Motheo
FOG	Go Wa ga Maje
FT	Nako e e Tletseng
FY	Ngwaga wa Ditšhelete
GCC	Setefikeiti sa Puso ya Dikgono-Tiro
GET	Thuto-Kakaretso le Katiso
GIS	Thulaganyo ya Tshedimosetso ka Ditsha
GRCF	Mokgatlho wa Baagi ba Rustenburg
HDPOC	Batho ba Ditshwanelo tsa Bone di Kileng Tsa bo di Gatakelwa E Ne e le Beng le Balaodi
Ba-HDSA	Maafrikaborwa a Ditshwanelo Tsa Bone di Neng di Gatakelwa
HET	Thutogodimo le Katiso
HO	Kantorokgolo
HoD	Tlhogo ya Lefapha
HR	Lefapha la Tsa Badiri
HRD	Tlhabololo ya Lefapha la tsa Badiri
HSE	Pholo, Tshireletsego le Tikologo
IDP	Leanotlhabololo le le Kopantsweng
IDP	Leanotlhabololo la Motho ka Nosi
Implats	Impala Platinum Holdings Limited
IRS	Ditirelo Tsa Impala Tsa go Itshekisa Maanya
JDF	Foramo e e Kopanetsweng ya Tlhabololo
JIPSA	Letsholo le le Tshwaraganetsweng la Go lthutwa ga Dikgono Tse di Tshwanetseng go Nwa Tlhokomelo ka Bonako
JR	Junior
JTTT	Setlhopho se se Kopanetsweng sa Tiro ya Setegeniki
KPI	Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone
LED	Tlhabololo ya Ikonomi ya Selegae
LRA	Molao wa Dikamano le Badiri
LTD	Limited
MOA	Memorantamo wa Tumulano
MPRDA	Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo



MQA	Balaodi ba Dithutego tsa Ditiro tsa Moepo
NGO	Mokgatlho o e Seng wa Puso
NQF	Foramo ya Bosetšhaba ya Dithutego
NRA	Setheo sa Bosetšhaba sa Ditsela
OLS	Leano la Laesense ya Tiro
PGM	Maanya a Setlhopho sa Dimmetale tsa Polatinamo
PGDS	Leano la Porofense la Kgolo le Tlhabololo
PM	Mmenejara wa Theko ya Dithoto
PMU	Yuniti ya Mmenejara wa Porojeke
PROC	Lefapha la Theko ya Dithoto
PT	Nakwana
PTP	Leano la Sepalangwa sa Botlhe
PTY	Proprietary
QLFS	Dipotso-Patlisiso tsa Badiri tsa Kotara Nngwe le Nngwe.
QCTO	Lekgotla la tsa Boleng la Kgwebisano le Tiro
RDP	Leano la Kago-Sesha le Tlhabololo
RBA	Tsamaiso ya Morafe wa Royal Bafokeng
RBN	Morafe wa Royal Bafokeng
RCDC	Senthara ya Tlhabololo mo Baaging ya kwa Rustenburg
RPL	Go Tlhatlhabiwa Pele ga Bokgoni jwa go lthuta
SADB	South African Demarcation Board
SAQA	Balaodi ba Aforikaborwa ba Dithutego
SARS	Ditirelo tsa Madi a Lekgetho tsa Aforika Borwa
SEIA	Tlhatlhubo ya Diphelelo mo Loagong le mo Ikonoming
SETA	Bathati ba Setheo sa Thuto le Katiso
SLP	Thulaganyo ya Loago le ya Badiri
SME	Kgwebopotlana go fitlha go ya Bogolo jo bo mo Magareng
SMME	Kwebopotlana, y Bogolo jo bo mo Magareng le Tse Dinnye
StatsSa	Statistics South Africa
SR	Mogolo
UIF	Letlole la Inšorense ya Botlhokatiro
VAT	Value Added Tax
WOC	Setlamo se Mong wa Sone e Leng Mosadi
WSP	Thulaganyo ya Dikgono tsa mo Tirong
YOC	Setlamo se Mong wa Sone e Leng Mosha
YTD	Ngwaga go Fitlha gompieno

Tlhaloso ya Maemo a Boleng Jwa Tiro:

- Boto
- Setlhopho sa Botsamaisi-Godimo (Maemo E: Kwa Godimo & Maemo a FI)
- Setlhopho sa Botsamaisi-Bagolo (E – Level: Kwa Tlase)
- Batsamaisi-Gare (Maemo D: Kwa Godimo)
- Batsamaisi-Potlana (Maemo D: Kwa Tlase)
- Baokamedi ba Badiri le Badiri ba Dikgono Tsa Setegeniki (Maemo C)
- Ba ba nang le bokgoni go sekae le ba ba dirang ditshwetso Go ya ka fa ba Bonang go Tlhokega ka Gone (Maemo B)
- Ba ba nang le bokgoni go sekae le ba ba dirang ditshwetso Go ya ka fa ba Bonang go Tlhokega ka Gone (Maemo A)

LEANO LA LOAGO LE LA BADIRI
Tokomane e e Rometsweng

13 Sedimonthole 2018



KAROLO 1

Matseno le Ketapele



IMPALA PLATINUM LIMITED

LEANO LA
LOAGO LE LA
BADIRI



KAROLO 1

1.1 MATSENO

1.1.1 DINTLHA-KAKARETSO

Leano la Loago le la Badiri (Social and Labour Plan [SLP]) ke patlafalo e e tthalositsweng ya molao wa diminerale Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo (28/2002) (Molao wa MPRD)) e e tshwanetseng go latelelwa ya tshwanelo nngwe le nngwe ya moepo¹. SLP e a tlokega gore seno e se ka ya nna fela polelo ya maikaelelo malebana le Tlhabololo ya Dikgono-Tiro Tsa Badiri, Tlhabololo ya Ikonomi ya Selegae le Botsamaisi jwa Phokotso ya Ditiro Tsa Moepo le Go Kgaolwa ga Badiri mo Tirong Leano leno ke tshobokanyo ya melaometheo le dipholisi tsa go tsenya tirisong mananeo a a kgethegileng a boikaelelo jwa one e leng go thusa ka tlhabololo ya loago le ikonomi le kgolo ya ikonomi mo baaging ba ba gaufi le moepo ka metlha. Kgatelopele ka diporojeke tse di kgethegileng le thuso ya moepo mo tlhabololong ya loago le ikonomi e tla begwa ngwaga le ngwaga mo Dipegong tsa SLP gore e romelwe kwa diofising tsa kgaolo tsa Lefapha la Ditsompelo tsa Diminerale kgotsa kwa lefelong le lengwe le e ka isiwang kwa go lone jaaka bathankedi ba DMR ba tthalositse. Boikaelelo jwa SLP (karolo 41 ya Melawana) ke gore:

- Go rotloetsa go thapiwa go tswetsa pele katlaatlaloago ya Maaforikaborwa otlhe ya loago le ikonomi;;
- Go thusa ka go tliša diphetogo tsa mo intasetering ya meepo;
- Go tlhomamisa gore ba ba nang le ditshwanelo tsa go dira ditiro tsa meepo ba thusa go tliša tlhabololo ya loago le ikonomi mo mafelong a ba dirang mo go one.

1.1.2 THULAGANYO YA TOKOMANE ENO

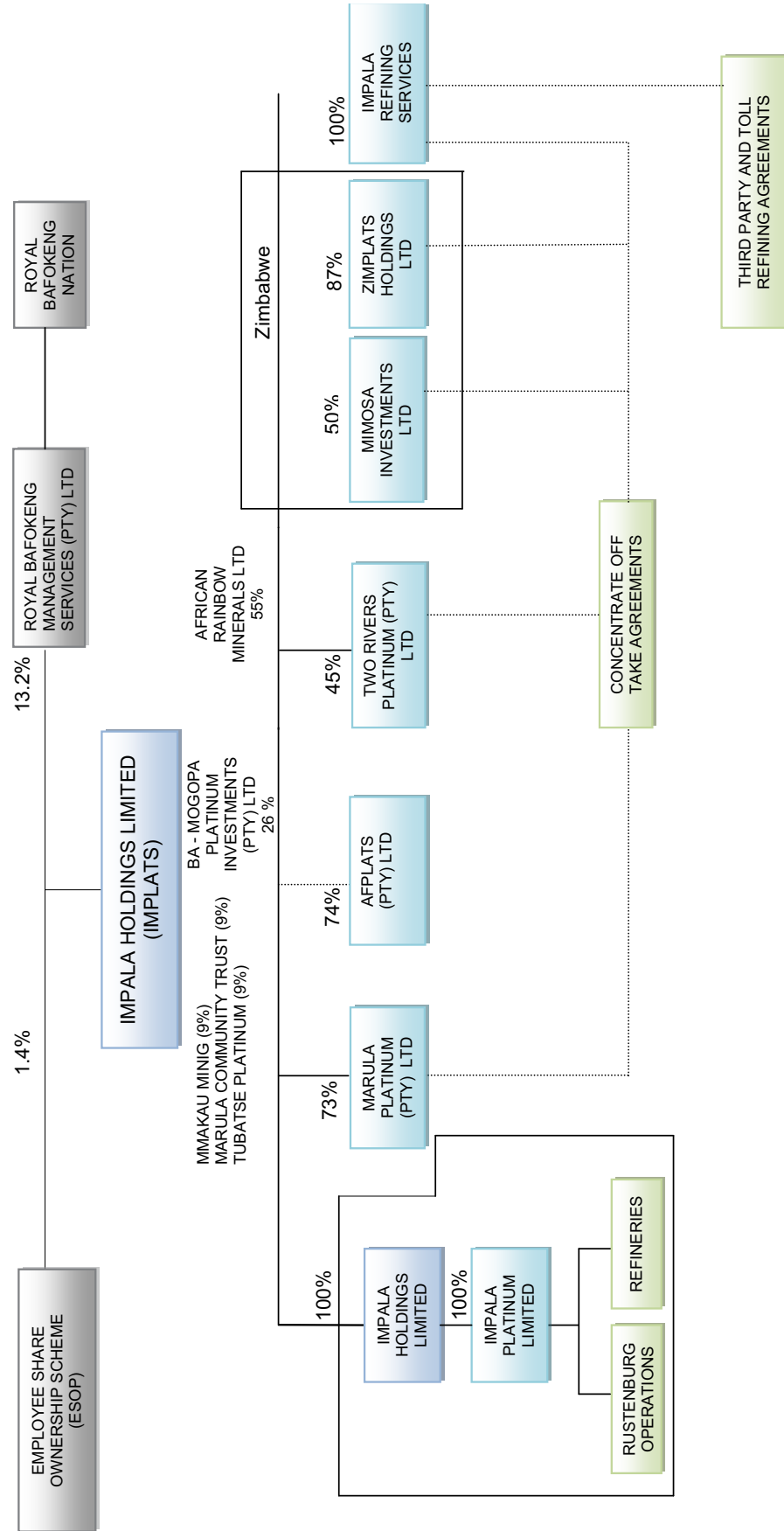
Tiro ya konokono ya moepo ya Impala Platinum Holdings Limited (Implats) (Setshwantsho 1.1), Impala Platinum Limited, e dira mo lefelong le e le hirileng la Ditiro tsa Impala Rustenburg ka fa ntlheng ya bophirima ya Bushveld Complex, go ela kwa bokone jwa toropo ya Rustenburg kwa Porofenseng ya Bokone-Bophirima (Dintlha-Tlaleletso A). Impala e tlhakanetse le ditlamo tse dingwe ditshwanelo tsa go dira ditiro tsa moepo mo setsheng sa bogolo jwa 29 773ha go ralala dipolasi di le 16, kgotsa dikarolo tsa dipolasi; mme tiro eno e akaretsa go dira mo ditshafong tse di tsepameng di le somenngwe (11) le tse dingwe di le tlhano (5) tse di mokgokolosa. Mo godimo ga tiro ya moepo, Impala Platinum Limited e akaretsa Go Tlhotlwa ga Diminerale; madirelo a go gakolosa maanya a setlhophla le madirelo a go aroganya maanya, e leng tiro e le yone e direlwang mo setsheng se se hirilweng sa Impala Rustenburg Operation, Madirelo a Impala a Go Itshekisa Maanya, a akaretsang madirelo a maanya a e seng a tshipi le a dimmetale tsa polatinamo, mo toroopong ya Springs, Gauteng. (Leba Setshwantsho sa 1.1)

Setlamo se tseere matsapa a go tlhomamisa gore ditaelo tse di amanang le loago le badiri, jaaka di tthalosiwa mo tokomaneng eno di tsenngwa tirisong le go begwa mo setlamong (Impala Platinum Limited) sotlhe, ngwaga le ngwaga. Go bothokwa go ela tlhoko gore badiri botlyhe mo setlhophneng ba thapilwe ke Impala Platinum Limited ka gonne ga go na bathapiwa ba Implats (setlamo sa kgwebo se se kwadisitsweng mo mmarakeng wa madi). Ka tsela e e ntseng jalo, Mananeo a Tlhabololo ya Lefapha la Tsa Badiri, a Tlhabololo ya Ikonomi ya Selegae, le a Botsamaisi Jwa Go Tswalwa ga Moepo le Go Kgaolwa ga Badiri mo Tirong at the operations level will be driven from central policies and principles and will be reported against in one company's annual report. Gore go lolamisiwe dipatlafalo tsa dipego tsa ngwaga le ngwaga le go nan le leano le le lomaganang sentle le loago le la badiri mo setlamong sotlhe, SLP eno, mo go tlohegang gone, tla akaretsa mafapha a Kantorokgolo ya Platinum Holdings Limited le a Madirelo a Go Itshekisa Maanya a Impala Platinum. Ka ntlha ya moo, Impala Rustenburg Operations e tla fithelela mekgele e e tthalosiwang mo teng ga SLP eno tumalanong le Molao wa MPRD. (Leba Setshwantsho sa 1.2)

¹ Go tthalosiwa fano gore SLP e tla tswela pele e dira go fitlha fa go tswalehwa ga setifikeiti (go ya ka karolo 43 ya Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo (2002)) go sena go nshiwa..

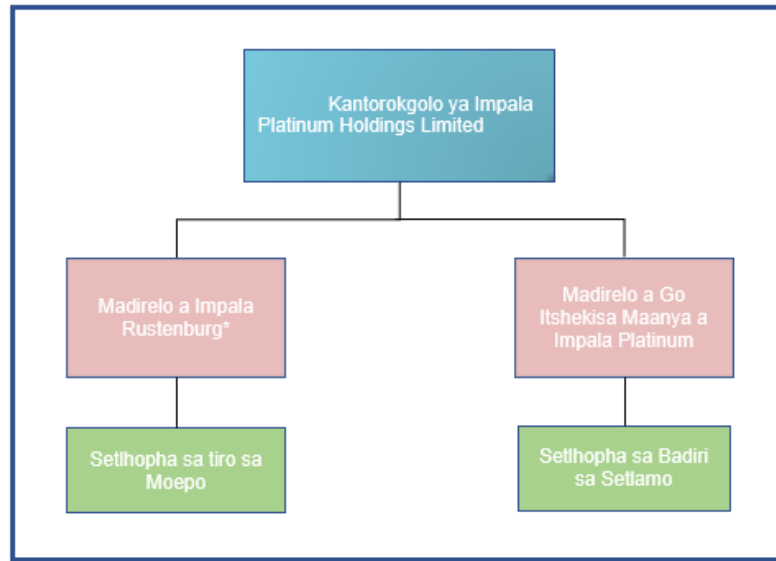


Setshwantsho 1.1: Thulaganyo ya Mafapha a Impala Platinum Holdings Limited





Setshwantsho 1.2: Thulaganyo ya Loago le ya Badiri ya Impala Platinum Limited



* **Tsweetswee Ela Tihoko** Setlamo sa Impala Rustenburg Operations se na le ditšhafo di le somenngwe (11) tsa tiro le bodirelo jwa go tlotlha diminerale. Setlhophha sa badiri, ba moepo le sa konteraka, se fetofetoga fa gare ga ditšhafo di le sometlhano (15) le bodirelo jwa go tlotlha diminerale kgwedi le kgwedi, go ya ka diphetogo tsa leano la kgwebo. As such, mine or contractor workforce at each of the shafts and plant is not fixed, in order to facilitate labour retention across the whole operation.

Tokomane e rulagantswe ka mokgwa o o latelang, tumalanong le molawana someamane le borataro (46) ya Molao wa MPRDAct:

- Karolo 1 - Matseno le Ketapele:
 - o Matseno
 - o Ketapele – Kantorokgolo ya Impala Platinum Holdings Limited
 - o Ketapele – Impala Platinum Limited Rustenburg Operations
 - o Ketapele – Madirelo a Go Itshekisa Maanya a Impala Platinum Limited
 - o Ketapele – Dikonteraka Tsa Konokono kwa Rustenburg Operations
- Karolo 2- Mananeo a Tlhabololo ya Lefapha la tsa Badiri
- Karolo 3 - Mananeo a Tlhabololo ya Ikonomi ya Selegae
- Karolo 4- Dithulaganyo Tse di Amanang le Botsamaisi Jwa go Fokotsa Ditiro tsa Moepo le Go Kgaolwa ga Badiri mo Tirong
- Karolo 5 - Tlamelo ka Madi a go Tsenya SLP Tirisong
- Karolo 6 - Maikano



Lenaanethalo 1.1: Tshobokanyo ya Ditswanelo Tsa Ditiro Tsa Moepo Tse Impala Platinum Limited e Nang le Tsone kwa Impala Rustenburg Operations

Ditswanelo tse e nang le tsone go ya ka Tswanelo ya Ditiro Tsa Moepo	Tshwanelo ya Ditiro Tsa Moepo	Letha la go Felelwa ke Nako	Tlhopho ya go ntshafatsa	Porophathi/Maina a Dipolasi	Didirisiwa tsa Moepo
Tshwanelo ya Moepo ee Fetotsweng ya MPT 35/2018	Platinum Group Metals, maanya a Nickel, maanya a Gold, maanya a Silver le maanya a Copper LE maanyaa a chrome, cobalt, sulphur, sand (tse di thamilweng) go tswa mo majaneng a tilieng go lathwiwa mmogo le maanya-tshipi.	11/12/2038	Ka tshwanelo ya go ntshafateisa lobaka le le lengwe gape la dingwaga di le 30 go fitlha tiro ya moepo e wediwa.	Boschkoppie 104JQ	6, 8, 12, 20
Nomoretshupetso ya DMR: NW 30/5/1/2/2/130 MR					
Melawna ya Tshwanelo ya Ditiro Tsa Moepo Tse di Fetotsweng ya nomore ya bo 599/2008	Platinum Group Metals, maanya a nickel, maanya a gauta, maanya a selefera le maanya a kopore LE maanyaa a cobalt, sulphur, santa, tse di thamilweng go tswa mo majaneng a tilieng go lathwiwa mmogo le maanya-tshipi.	11/12/2038	Ka tshwanelo ya go ntshafateisa lobaka le le lengwe gape la dingwaga di le 30 go fitlha tiro ya moepo e wediwa.	Elandsheuvel 282JQ Elandsheuvel 282JQ (Rem) Elandsheuvel 282JQ (Ptn 5)	Nil Mekgokoloso e le 16 Mekgokoloso e le 16, Mekgokoloso e le 17
Nomoretshupetso ya DMR: NW 30/5/1/2/2/131 MR				Reinkoyalskraal 278JQ Vlakfontein 276JQ Welbekend 117JQ Toulon 111JQ Goedgedacht 114JQ Kleindoornspruit 108JQ Doornspruit Annex 109JQ Goedgedacht 110JQ Hartbeestspruit 88JQ	16, Mekgokoloso e le 16, 1SVD, 2, 10 Mekgokoloso e le 10, 17, 17 10, 11C Mekgokoloso e le 10, 11, 14, 14 14, Mekgokoloso e le 14, 12, 12SD, 12N 12N, 20 12, 12N, 20 Lefelo



Ditshwanelo tse e nang le tsone go ya ka Tshwanelo ya Ditiro Tsa Moepo	Tshwanelo ya Ditiro Tsa Moepo	Letlha la go Felwa ke Nako	Tlhopho ya go ntshafatsa	Porophathi/Maina a Dipolasi	Didirisiwa tsa Moepo
Tshwanelo ya Moepo ee Fetotsweng ya MPT 15/2015	Platinum Group Metals, maanya a nickel, maanya a gauta, coblat, maanya a kopore, maanya a selefera , sulphur, santa (a a thamilweng) ka majana a a tilieng go latlhiwa le ka maanya-tshipi LE maanya a kheroumo.	2018/11/12	Ka tshwanelo ya go ntshafaleisa lobaka le le lengwe gape la dingwaga di le 30 go filha tiro ya moepo e wediwa.	Kookfontein 265JQ (Ptn12) Uitvalgrond 105 JQ (Ptn 1)	2A, Moepo o o Bulegileng fa Godimo 6, Moepo o o bulegileng fa godimo
Nomoretshupetso ya DMR: NW 30/5/1/2/2/132 MR	(ELA TLHOKO: kopo ya ntshafatsa e ne ya tsenngwa ka di 18 September 2018)			Uitvalgrond 105 JQ (Rem) Uitvalgrond 105 JQ (Ptn 2)	6, Moepo o o bulegileng fa godimo 6, Moepo o o bulegileng fa godimo
Melawna ya Tshwanelo ya Ditiro Tsa Moepo Tse di Fetotsweng ya nomore ya bo 600/2008	Platinum Group Metals, maanya a nickel, maanya a gauta, coblat, maanya a kopore, maanya a selefera , sulphur, santa a a thamilweng ka majana a a tilieng go latlhiwa le ka maanya-tshipi LE maanya a kheroumo.	11/12/2038	Ka tshwanelo ya go ntshafaleisa lobaka le le lengwe gape la dingwaga di le 30 go filha tiro ya moepo e wediwa.	Wildebeestfontein 274JQ Reinkoyalskraal 278JQ Vlakfontein 276JQ	1, 2, 2A, 9, 5, 10 1SV, 1SVD, 9, 10 9, 10
Nomoretshupetso ya DMR: NW 30/5/1/2/2/133 MR				Vaalkop 275JQ	2A, EF, 5, 4, 7A, 11, 10, Moepo o o bulegileng fa godimo
				Kookfontein 265JQ	EF, 2A, Moepo o o Bulegileng fa Godimo
				Beerfontein 263JQ	EF, 7A, 4, Moepo o o Bulegileng fa Godimo
				Turffontein 262JQ	7A, Moepo o o Bulegileng fa Godimo
				Doornspruit 106JQ	7A, 4, 6, 7, 11, 14, 8, Moepo o o bulegileng fa godimo
				Goedgedacht 114JQ	4, 10, 11, 14
				Kleindoornspruit 108JQ	6, 8, 14, 12, 12N
				Goedgedacht 110JQ	6, 8, 12, 20



1.2 KETAPELE – KANTOROKGOLO YA IMPALA PLATINUM HOLDINGS LIMITED

1.2.1 LEINA LA SETLAMO SA KGWEBO

Impala Platinum Holdings Limited

1.2.2 ATERESE YA TIRO & ATERESE YA POSO

No 2 Fricker Road
Illovo
2196

Private Bag X 18
Northlands
2116

1.2.3 NOMORE YA FOUNO & NOMORE YA FEKESE

Mog: (011) 731 9000

Fekese: (011) 731 9254

1.2.4 KWA KANTOROKGOLO E LENG GONE

Kantorokgolo ya Impala Platinum Limited e kwa toropong ya Johannesburg mo teng ga Porofense ya Gauteng.

1.2.5 NGWAGA WA DITŠHELETE

1 July to 30 June.



1.2.6 BOGOLO JWA SETLHOPHA SA BADIRI LE BA SE DIRILWENG KA BONE

Lenaanethalo 1.2: Ka fa Badiri ba Rulagantsweng ka Gone kwa Kantorongkgolo ya Impala Platinum Limited go simolola ka June 2018

MAEMO A TIRO	Banna				Basadi				Batswa go Sele		PALOGOTLHE
	Maaforika	Mokhalate	Mo-India	Basweu	Maaforika	Mokhalate	Mo-India	Basweu	Banna	Basadi	
Setlhophsa sa Batsamaisi-Godimo (Boleng jwa Tiro Jwa Maemo F)	0	0	0	2	0	0	1	0	0	0	3
Setlhophsa sa Batsamaisi-Bagolo (Boleng jwa Tiro Jwa Maemo E)	3	2	0	7	2	0	1	3	0	0	18
Bomankge ba ba tshwanelegang ba seporofesenale le ba ba nang le maitemogelo ba e leng batsamaisi ba maemo a a fa gare (Boleng jwa Tiro Jwa Maemo D)	1	0	0	2	6	0	2	8	1	0	20
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi ba e leng setlhophsa sa batsamaisi-potlana, diforomane le disuporithendete (Boleng jwa Tiro Jwa Maemo C)	0	0	0	0	2	0	0	1	0	0	3
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlhokega ka gone (Boleng jwa Tiro Jwa Maemo B)	0	0	0	1	1	0	0	2	0	0	4
Ba ba senang dikgono-tiro le go bolelelwa ditshwetso gore ba di dire (Boleng jwa Tiro Jwa Maemo A)	2	0	0	0	0	0	0	0	0	0	2
PALOGOTLHE	6	2	0	12	11	0	4	41	1	0	50
Badiri ba e seng ba leruri	0	1	0	1	2	0	0	0	0	0	4
Palogotlhe ya Bone Botlhe	6	3	0	13	13	0	4	14	1	0	54

1.2.7 MAFELO A BADIRI BA TSWANG KWA GO ONE

Lenaanethalo 1.3: Tshobokanyo ya mafelo ao Badiri ba Romelwang go Tswa kwa go One ya Badiri ba Kantorokgolo ya Impala Platinum Limited go simolola ka June 2018²

Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
Kapa Botlhaba	Butterworth	1	
	Umtata	1	

² Tshedimosetso eno ya mafelo a badiri ba rometsweng go tswa kwa go one e theilwe go tshedimosetso e e amogetsweng go tswa mo badiring ka tlhamalalo go simolola ka June 2018. Tshedimosetso eno e ka nna ya fetoga fa nako e ntse e tsamaya mme e tla tlhabololwa ngwaga le ngwaga mo Pegong ya Ngwaga le Ngwaga ya Lekwalopaka la SLP.



Palogotlhe kwa Kapa Botlhaba		2	4%
Foreisetata	Kroonstad	1	
	Lengau	1	
Palogotlhe kwa Foreisetata		2	4%
Gauteng	Alberton	2	
	Aspen Hills	1	
	Bedfordview	1	
	Benoni	4	
	Brakpan	2	
	Centurion	2	
	Germiston	1	
	Johannesburg	12	
	Kempton Park	2	
	Krugersdorp	1	
	Pretoria	4	
	Randburg	2	
	Roodepoort	1	
	Sandton	1	
Springs	3		
Palogotlhe mo Gauteng		39	78%
Kwa-Zulu Natal	Estcourt	1	
Palogotlhe kwa Kwa-Zulu Natal		1	2%
Swaziland	Coats Valley	1	
Palogotlhe kwa Swaziland		1	2%
Bokone-Bophirima	Mmakau	1	
	Rustenburg	3	
Palogotlhe kwa Bokone-Bophirima		4	8%
Botswana	Gaborone	1	
Palogotlhe kwa Botswana		1	2%
Palogotlhe		50	100%



1.3 KETAPELE – IMPALA PLATINUM LIMITED RUSTENBURG OPERATIONS

1.3.1 LEINA LA SETLAMO

Impala Platinum Limited ke setlamo se beng ba sone e leng Impala Platinum Limited

1.3.2 LEINA LA MOEPO

Impala Rustenburg Operations

1.3.3 ATERESE YA TIRO & ATERESE YA POSO

Diofisi Tsa konokono	PO Box 5683
Beerfontein	Rustenburg
263 JQ	0300
Phokeng	
0335	
Porofense ya Bokone Bophirima	

1.3.4 NOMORE YA FOUNO & NOMORE YA FEKESE

Mog: (014) 569 0000 Fax: (014) 569 6548

1.3.5 LEFELO LE MOEPO O LENG MO GO LONE

Impala Rustenburg Operations e bokgakala jwa dikilometara di ka nna some (10) go ela kwa bokone jwa toropo ya Rustenburg mo teng ga Mmasepala wa Selegae wa Rustenburg, mo teng ga Mmasepala wa Kgaolo ya Bojanala ya Polatinamo mo Porofenseng ya Bokone Bophirima. Leba Dintlha-Tlaleletso tsa Mmepa wa Lefelo la Impala Rustenburg Operations.

1.3.6 DIKUMO

Ke polatinamo e e kgonang go romelwa ntle e e tserweng go tswa go motswako wa maanya a Sethophya sa Dimmetale tsa Polatinamo (Platinum Group Metals [di PGM]), mmogo le dimmetale le diminerale tse di fitlhelwang mo mokgatlhong o o ithutang ka diminerale tse di tlhagisiwang ka lebelo la dionse di le **580,800** tsa Polatinamo e e itshekisitsweng jaaka go begilwe go FY2018 le dionse di ka nna 48.9 milione tsa diminerale.

1.3.7 DINGWAGA TSA MOEPO

Impala Rustenburg Operations e ne ya sekasekwa ka mo go tseneletseng mo ngwageng o o fetileng ka ntlha ya go latlhegelwa e diporofete. Boikaelelo jwa leano leno la go e sekaseka e ne e le go tlhama dipeeletsomadi tsa go itsetsepela ka Impala Rustenburg e e neng e tla nna le diporofete tsa lobaka lo lo leele ka go fetola dithulaganyo tsa ka fa setlamo se dirang ka gone. Dilo tsa konokono tse di neng tsa akanyediwa tsa go sekaseka ga moepo ono e ne e le gore o kgone go nna le boemo jo bo itsetsepetseng sentle ja madi ka go direla baagi ditiro tse di molemo gore ba kgone go nna le tiro ya lobaka lo lo leele. Thulaganyo eno ya go sekasekwa ga moepo ono e ne ya konelwa ka tlhopho e e solofetsang thata ya go fitlhelela isagwe e e kgonang go itsetsepela ya tiro mo moepo wa Impala. Thulaganyo eno ya go rulaganya setlamo bosha e ne ya dira gore go tlhomiwe mogopoloi mo isagweng, mo go dirweng ga ditiro ka bonako le mo go tlhagiseng dikumo go sireletsa isagwe ya badiri ba ka nna 27 000. Gore seno se kgonege, Boto ya Implats e amogetse leano la go emisa ditiro tsa ditšhafo tse di sa ungweng kwa Impala. Ditšhafo tsa bogologolo tse di jaaka Ditšhafo tsa 1, 4 le 9 tse di nang le Diminerale Tse di Santseng di le Teng go ka Epololwa di sekae fela di tlele go rafiwa. Ditshenyegelo tse di kwa godimo, ditšhafo tse di nang le diminerale tse dintsi jaaka Ditšhafo 12 le 14 di tla tokafadiwa le go berekwa ka fa tlase ga maemo a a etsweng tlhoko thawta pele ga thulaganyo e e dirilweng ya go emisa go di dirisa kwa bokhutlong jwa FY2020.



Mokgwa ono wa go rulaganya Impala Rusternbug bosha o tla tlisa diphetogo go simolola ka ditšhafo di le 11 tse di dirang tse di tlhagisang 50Koz ya polatinamo, go fitlha ka ditšhafo di le thataro tse di dirang tse di tlhagisang mo e ka nnang 520Koz ya polatinamo ka ngwaga. Dipholo tsa ka tlhamalalo ke go fokotsa phopholetso ya selekanyo sa Setsha sa Diminerale Tse di Santseng di le Teng go ka Epololwa tsa Moepo mo Impala

Morago ga leano la go sekaseka moepo ono, ditsha tsa diminerale tse di santseng di le teng go ka epololwa le metswedi ya ditaello tse dingwe tse disha di le nne (4) tsa ditshwanelo tsa go dira ditiro tsa meopo tse Impala Rustenburg Operations e nang le tsone le ditsha tse di bapileng le yone tse go dirwang patlisiso ya go bona gore a di na le diminerale ga di a lekana go tshwarelela leano la lobaka lwa dingwaga di le someamararo (30) tsa go dira ga moepo. Diphelelo tsa go rulaganya setlamo bosha kwa Impala koo ditšhafo dingwe di tshwailweng jaaka tse di tlieng go tswalwa ka ntlha ya mabaka a go sa tlhagise diporofete di bonwa mo porofaeleng ya Impala LoM. Boemo jwa Impala bo fokotsegile thata fa go bapisiwa jwa dingwaga tse di fetileng. Selekanyo se s kwa godimo ga 500Koz ga se kgone go bolokwa lobaka lo lo fetang lwa dingwaga di le 10. Boikaelelo jwa go balelela kwelotlase ya boleng le go akanyetsa diporojeke tse di amogetsweng semmuso ke boto and reserve centares ya kwelotlase ya boleng, palogare ya lobaka lwa dingwaga tsa go dira ga moepo kwa Impala e ne ya balelelwa go nna lwa dingwaga di le 25 (go ya ka dikanego tsa ditšhelete tsa ngwaga le ngwaga tsa 2018).

1.3.8 NGWAGA WA DITŠHELETE

1 July to 30 June.



1.3.9 BOGOLO JWA SETLHOPHA SA BADIRI LE BA SE DIRILWENG KA BONE

1.3.9.1 SETLHOPHA SA BADIRI BA BA THAPILWENG KE IMPALA RUSTENBURG OPERATIONS KA TLHAMALALO

Lenaanethalo 1.4a Ka fa Badiri ba Rulagantsweng ka Gone kwa Impala Platinum Limited Rustenburg go simolola ka June 2018

MAEMO A TIRO	Banna				Basadi				Batswa go Sele		PALOG OTLHE
	Maaforika	Mokhalate	Mo-India	Basweu	Maaforika	Mokhalate	Mo-India	Basweu	Banna	Basadi	
Setlhopha sa Batsamaisi-Godimo (Boleng jwa Tiro Jwa Maemo F)	0	0	0	1	0	0	0	0	0	0	1
Setlhopha sa Batsamaisi-Bagolo (Boleng jwa Tiro Jwa Maemo E)	15	0	2	31	5	0	0	2	1	0	56
Bomankge ba ba tshwanelegang ba seporofesenale le ba ba nang le maitemogelo ba e leng batsamaisi ba maemo a a fa gare (Boleng jwa Tiro Jwa Maemo D)	123	7	11	173	32	0	5	38	5	0	394
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi ba e leng setlhopha sa batsamaisi-potlana, diforomane le disuporithendete (Boleng jwa Tiro Jwa Maemo C)	2597	17	0	512	485	6	2	60	194	3	3876
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlokega ka gone (Boleng jwa Tiro Jwa Maemo B)	7203	7	0	57	777	2	0	6	1556	3	9611
Ba ba senang dikgono-tiro le go bolelelwa ditshwetso gore ba di dire (Boleng jwa Tiro Jwa Maemo A)	11738	10	0	8	1375	1	0	0	1387	34	14553
PALOGOTLHE YA BADIRI BA LERURI	21676	41	13	782	2674	9	7	106	3143	40	28491
Badiri ba e seng ba leruri	2	0	0	1	4	0	0	0	0	0	7
Palogotlhe	21678	41	13	783	2678	9	7	106	3143	40	28498



Lenaanethalo 1.4b Ka fa Badiri ba Rulagantsweng ka Gone kwa Impala Platinum Limited Rustenburg go simolola ka June 2018 (Badiri ba Konteraka ya Lobaka lo lo Leele)

Maemo a Tiro	Banna				Basadi				Batswa go Sele		Palogotlhe
	Maaforika	Mokhalate	Mo-India	Basweu	Maaforika	Mokhalate	Mo-India	Basweu	Banna	Basadi	
PSP	6	1	0	14	1	0	0	1	0	0	23
Palogotlhe	6	1	0	14	1	0	0	1	0	0	23
Palogotlhe e e akaretsang PSP	22240	55	29	948	2863	14	16	168	3154	42	29529

Lenaanethalo 1.5: Tshobokanyo ya mafelo ao Badiri ba Romelwang go Tswa kwa go One ya Impala Platinum Limited Rustenburg go simolola ka June 2018

Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
KAPA BOTLHABA	Aberdeen	1	
	Alice	2	
	Aliwal North	16	
	Barkly East	9	
	Bizana	196	
	Burghersdorp	2	
	Butterworth	75	
	Cala	30	
	Cofimvaba	83	
	Dordrecht	3	
	East London	56	
	Elliotdale	496	
	Engcobo	220	
	Flagstaff	168	
	Fort Beaufort	1	
	Gcuwa	2	
	Herschel	104	
	Idutywa	362	
	Indwe	3	
	Joubertina	1	
Keiskamahoeck	2		



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Kentani	99	
	King Williams Town	90	
	Komga	2	
	Lady Frere	17	
	Lady Grey	3	
	Libode	627	
	Lusikisiki	371	
	Maclear	7	
	Mdantsane - E/London	2	
	Middledrift	19	
	Motherwell	1	
	Mount Ayliff	59	
	Mount Fletcher	56	
	Mount Frere	100	
	Mqanduli	555	
	Ngqeleni	562	
	Nqamakwe	45	
	Peddie	15	
	Port Edward	1	
	Port Elizabeth	15	
	Port St. Johns	180	
	Queenstown	45	
	Qumbu	128	
	Sterkspruit	207	
	Stutterheim	5	
	Tabankulu	282	
	Tsolo	117	
	Tsomo	54	
	Ugie	1	
	Uitenhage	1	
	Umtata	327	
	Whittlesea	1	
	Willowvale	65	
	Zwelisha	5	
KAPA BOTLHABA		5896	20.7%
Foreisetata	Allanridge	13	
	Bethlehem	35	
	Bloemfontein	159	
	Bothaville	19	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Botshabelo	11	
	Bultfontein	3	
	Dewetsdorp	1	
	Edenburg	1	
	Ficksburg	89	
	Fouriesburg	22	
	Frankfort	2	
	Harrismith	1	
	Heilbron	1	
	Hertzogville	6	
	Hobhouse	2	
	Kroonstad	10	
	Ladybrand	12	
	Matjhabeng	11	
	Odendaalsrus	31	
	Parys	3	
	Phutaditjaba	4	
	Qwa Qwa	17	
	Reddersburg	3	
	Sasolburg	5	
	Thaba Nchu	91	
	Theunissen	19	
	Ventersburg	2	
	Viljoenskroon	6	
	Virginia	40	
	Welkom	150	
	Wepener	23	
	Wesselbron	3	
	Winburg	2	
	Witzieshoek	46	
	Zastron	37	
Palogotlhe kwa FOREISETATA		880	3.1%
GAUTENG	Alberton	7	
	Alexandra - Jhb	1	
	Bedfordview	1	
	Bekkersdal	1	
	Benoni	20	
	Boksburg	10	
	Brakpan	1	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Braamfontein	2	
	Bronkhorstspuit	1	
	Carletonville	77	
	Daveyton	2	
	Ennerdale	1	
	Evaton	4	
	Fochville	14	
	Ga-Rankuwa	1	
	Germiston	56	
	Hammanskraal	23	
	Heidelberg	1	
	Henlay-On-klip	2	
	Johannesburg	190	
	Kempton Park	8	
	Krugersdorp	42	
	Lenasia	4	
	Mabopane	15	
	Mamelodi	1	
	Meyerton	1	
	Midrand	5	
	Mogale City	1	
	Nigel	2	
	Orlando East	1	
	Pimville	1	
	Pretoria	153	
	Randburg		
	Randfontein	31	
	Roodepoort	19	
	Sebokeng	22	
	Sedibeng		
	Sosanguve	2	
	Soweto	8	
	Springs	17	
	Tshwane	1	
	Vanderbijlpark	11	
	Vereeniging	72	
	Vlakfontein	1	
	Vosloorus	4	
	Westonaria	31	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Winterveldt	5	
GAUTENG		873	3.1%
	Berea	1	
	Bergville	1	
	Bulwer	1	
	Claremont	3	
	Desainagar	1	
	Durban	31	
	Empangeni	9	
	Emzumbi		
	Eshowe	3	
	Greytown	1	
	Hammarsdale	1	
	Harding	21	
	Hlabisa	3	
	Hluhluwe	4	
	Howick	1	
	Ingwavuma	65	
	Ixopo	11	
	Izingolweni	13	
	Kokstad	9	
	Ladysmith - Natal	3	
	Louwsburg		
	Manguzi	3	
	Mahlabatini	14	
	Matatiele	326	
	Melmoth	4	
	Mkuze	8	
	Mtubatuba	2	
	Newcastle	7	
	Nkandhla	1	
	Nongoma	57	
	Nqutu	1	
	Pietermaritzburg	16	
	Pinetown	5	
	Pongola	12	
	Port Shepstone	2	
	Richards Bay	1	
	Richmond - Natal	2	
KWAZULU / NATAL	Ubombo	6	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Ulundi	7	
	Umzimkulu	39	
	Underberg	1	
	Ungungundlovu	1	
	Verulam		
	Vryheid	8	
Palogotlhe =kwa KWAZULU / NATAL		705	2.5%
MPUMALANGA	Acornhoek	4	
	Barberton	7	
	Burgersford	49	
	Carolina	2	
	Delmas	2	
	Ermelo	2	
	Evander	1	
	Groblersdal	8	
	Komatipoort	28	
	Kriel	1	
	Kwandebele	2	
	Lulekani	6	
	Lydenburg	2	
	Malelane	23	
	Marbel Hall	2	
	Middelburg	2	
	Middleburg - Tvl	1	
	Mziti	1	
	Nelspruit	109	
	Nsikazi	3	
	Piet Retief	7	
	Standerton	7	
	White River	2	
	Witbank	14	
Palogotlhe kwa MPUMALANGA		285	1.0%
NORTH WEST PROVINCE	Bafokeng	8	
	Bapong	10	
	Bethanie	9	
	Bleskop	7	
	Bloemhof	13	
	Boitekong	197	
	Bojanala	12	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Boons	3	
	Borolelo	2	
	Boschdal	1	
	Boshoek	8	
	Botlhabela	1	
	Brits	79	
	Buffeslpoort	1	
	Cashan	38	
	Cassel	1	
	Chaneng	372	
	Christiana	6	
	Coligny	2	
	Debraka	3	
	Delareyville	74	
	Derby	5	
	Diepkuil (maile)	2	
	Donkerhoek	2	
	Dinokana	8	
	Ditsobotla	8	
	Elandsheuwel	1	
	Fochville	3	
	Freedom Park	88	
	Ganyesa	1100	
	Geelhout Park	113	
	Gopane	2	
	Grootfontein	2	
	Haartebeesfontein	16	
	Ikageng	8	
	Itsoseng	6	
	Kanana	421	
	Karlienspark	1	
	Klerksdorp	170	
	Kopman	5	
	Kopman (Maile)	7	
	Kosmos	1	
	Koster	52	
	Kraalhoek	1	
	Kroondal	2	
	Ledig	37	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Leeudoringstad	1	
	Lefaragatlhe	182	
	Lehurutshe	368	
	Lesung	8	
	Lethabong	28	
	Lethabile	6	
	Lichtenburg	184	
	Luka	962	
	Mabeskraal	18	
	Madikwe	691	
	Mafenya	1	
	Mafika	2	
	Mafeteng	2	
	Mafikeng	946	
	Magong	6	
	Mahikeng	28	
	Maile	30	
	Maile Extention	6	
	Maile(Kopman)	1	
	Maile Rooikraal	8	
	Maile Diepkuil	4	
	Malelane	2	
	Mamerotse	8	
	Mankwe	7	
	Marico	1	
	Marikana	10	
	Matlosana	4	
	Meriteng	200	
	Mfidikwe	6	
	Mmabatho	7	
	Mmankwe	1	
	Mogajana	14	
	Mogono	3	
	Mogwase	22	
	Molopo	94	
	Monakato	36	
	Mocinooi	7	
	Mosenthal	49	
	Moses Kotane	8	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Northam	5	
	Odi	7	
	Olifants Nek	1	
	Orkney	21	
	Paardekraal	4	
	Pampierstad	16	
	Phalane	4	
	Phatsima	21	
	Phella	21	
	Phokeng	670	
	Photsaneng	2	
	Pilansberg	352	
	Potchefstroom	29	
	Protea Park	200	
	Pudimoe	22	
	Rankelenyane	2	
	Rasimone	7	
	Rhenosterfontein	2	
	Robega	42	
	Rockcliffe	0	
	Rooikraal	3	
	Rooikraal (maile)	4	
	Ruighoek	1	
	Rustenburg	3625	
	Safari Gardens	54	
	Sandfontein	6	
	Saulspoort	48	
	Schweizer Reneke	74	
	Serutube	25	
	Silwerkrans	43	
	Stilfontein	20	
	Sun City	1	
	Sun Rise Park	140	
	Swartruggens	15	
	Tantanana	12	
	Taung	1175	
	Thabazimbi	1	
	Thekwana	12	
	Tlapa	8	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Tlaseng	42	
	Tlhabane	438	
	Tlhaping-Tlharo	19	
	Tsitsing	111	
	Tweelaagte	16	
	Ventersdorp	31	
	Vryburg	500	
	Wolmaranstad	18	
	Zeerust	322	
	Zinniville	3	
Palogotlhe kwa POROFENSENG YA BOKONE-BOPHIRIMA		15064	52.9%
	De Aar	1	
	Griekwastad	1	
	Hartswater	18	
	Jan Kemp Dorp	2	
	Kimberley	24	
	Kuruman	989	
	Springbok	2	
	Upington	2	
KAPA BOKONE	Warrenton	7	
Palogotlhe kwa KAPA BOKONE		1046	3.7%
POROFENSE YA LIMPOPO	Acornhoek	2	
	Atok	1	
	Bochum	3	
	Burgesfort	31	
	Bushbuckridge	85	
	Capricorn	1	
	Chiawelo	1	
	Driekop	14	
	Elim	3	
	Ellisras	6	
	Giyani	53	
	Groblersdal	15	
	Lebowakgomo	10	
	Lephalale	13	
	Louis Trichardt	11	
	Malamulele	17	
	Mankeng	1	
	Messina	1	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Mkhulu	1	
	Modimolle	1	
	Mokopane	8	
	Mopani	2	
	Naboomspruit	2	
	Nebo	1	
	Nylstroom	2	
	Phalaborwa	18	
	Pietersburg	47	
	Polokwane	79	
	Potgietersrus	4	
	Riba Cross	1	
	Sekhukhune	18	
	SESHEGO	2	
	Sibasa	4	
	Sovenga	1	
	Steelpoort	2	
	Swartklip	1	
	Thohoyandou	33	
	Thulamahashe	3	
	Tzaneen	30	
	Warmbaths	11	
	Zebediela	4	
Palogotlhe kwa POROFENSENG YA LIMPOPO		543	1.9%
KAPA BOPHIRIMA	Amsterdam	2	
	Cape Town	9	
	Mossel Bay	1	
	Robertson	2	
	Worcester	1	
Palogotlhe kwa KAPA BOPHIRIMA		15	0.1%
BOTSWANA			
Palogotlhe kwa BOTSWANA		152	0.5%
LESOTHO			
Palogotlhe kwa LESOTHO		1681	5.9%
MOCAMBIQUE			
Palogotlhe kwa MOCAMBIQUE		1215	4.3%
SWAZILAND			
Palogotlhe kwa SWAZILAND		70	0.2%
ZIMBABWE			



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
Palogotlhe kwa ZIMBABWE		3	0.0%
Dinaga TSE DINGWE di Sele			
		63	
Palogotlhe		28491	100%



1.4 KETAPELE – MADIRELO A GO ITSHEKISA MAANYA A MOEPO WA POLATINAMO WA IMPALA

1.4.1 LEINA LA SETLAMO

Impala Platinum Limited ke setlamo se beng ba sone e leng Impala Platinum Limited

1.4.2 LEINA LA BODIRELO JWA GO ITSHEKISA MAANYA

Madirelo a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala

1.4.3 ATERESE YA TIRO & ATERESE YA POSO

Cnr Cowles Street & East Geduld Road
Springs
1561

PO Box 222
Springs
1560

1.4.4 NOMORE YA FOUNO & NOMORE YA FEKESE

Mog: (011) 360 3557

Fekese: (011) 360 3680

1.4.5 LEFELO LE MOEPO O DIRANG MO GO LONE

Madirelo a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala a kwa Mmasepaleng wa Toropokgolo ya Ekuhuleni mo teng ga Porofense ya Gauteng. Madirelo a Go Itshekisa Maanya a dikilometara di ka nna tlhano (5) go tswa kwa Kgaolong ya Bogare Jwa Toropo (Central Business District [CBD]).

1.4.6 NGWAGA WA DITŠHELETE

1 July to 30 June.

1.4.7 BOGOLO JWA SETLHOPHA SA BADIRI LE BA SE DIRILWENG KA BONE

1.4.7.1 SETLHOPHA SA BADIRI BA BA THAPILWENG KA TLHAMALALO KE MADIRELO A GO ITSHEKISA MAANYA A MOEPO WA POLATINAMO WA IMPALA



Lenaanethalo 1.6: Ka fa Setlhophha sa Badiri se Rulagantsweng ka Gone kwa Impala Platinum Limited Refineries go simolola ka June 2018

	Banna				Basadi				Batswa go Sele		PALOGOTLHE
	Maaforika	Mokhalat e	Mo-India	Basweu	Maaforika	Mokhalat e	Mo-India	Basweu	Banna	Basadi	
MAEMO A TIRO											
Setlhophha sa Batsamaisi-Godimo (Boleng jwa Tiro Jwa Maemo F)	0	0	0	0	0	0	0	0	0	0	0
Setlhophha sa Batsamaisi-Bagolo (Boleng jwa Tiro Jwa Maemo E)	3	0	1	2	0	0	0	1	2	0	9
Bomankge ba ba tshwanelegang ba seporofesenale le ba ba nang le maitemogelo ba e leng batsamaisi ba maemo a a fa gare (Boleng jwa Tiro Jwa Maemo D)	18	0	6	29	12	1	4	11	1	1	83
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi ba e leng setlhophha sa batsamaisi-potlana, diforomane le disuporithendete (Boleng jwa Tiro Jwa Maemo C)	189	3	5	81	41	1	0	17	2	0	339
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlokega ka gone (Boleng jwa Tiro Jwa Maemo B)	329	6	4	24	111	3	1	16	5	1	500
Ba ba senang dikgono-tiro le go bolelelwa ditshwetso gore ba di dire (Boleng jwa Tiro Jwa Maemo A)	0	0	0	0	0	0	0	0	0	0	0
PALOGOTLHE YA BADIRI BA LERURI	539	9	16	136	164	5	5	45	10	2	931
Badiri ba e seng ba leruri	11	1	0	2	7	0	0	2	0	0	23
PALOGOTLHE YA BADIRI BA LERURI	550	10	16	138	171	5	5	47	10	2	954



1.4.8 MAFELO A BADIRI BA TSWANG KWA GO ONE

Lenaanethalo 1.7: Tshobokanyo ya mafelo ao Badiri ba Romelwang go Tswa kwa go One ya Badiri ba Madirelo a Go Itshekisa Maanya ba Impala Platinum Limited go simolola ka June 2018

Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
Kapa Botlhaba	Alice	3	
	Alicedale	1	
	Bisho	1	
	Bizana	5	
	Butterworth	1	
	Cala	3	
	Cathcart	1	
	Confimvaba	1	
	East London	1	
	Elliotdale	1	
	Engcobo	2	
	Flagstaff	1	
	Idutywa	2	
	Keiskammahoek	1	
	Kentane	1	
	Libode	1	
	Matatiele	3	
	Mdantsane	1	
	Molteno	1	
	Mount Frere	4	
	Mthatha	2	
	Nggeleni	3	
	Ntabankulu	2	
Oyster Bay	1		
Port Elizabeth	1		
Seymour	1		
Tsolo	1		
Umtata	2		
Palogotlhe kwa Kapa Botlhaba		48	5.2%
Foreisetata	Bloemfontein	3	
	Bothaville	1	
	Harrismith	1	
	Kroonstad	1	
	Mokodumela	1	
	Petrus Steyn	1	
	Phuthaditjhaba	2	
	Sasolburg	1	
	Ventersburg	1	
	Warden	1	
	Welkom	1	
	Witsieshoek	4	
	Zastron	2	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
Palogotlhe kwa Foreisetata		20	2.1%
Gauteng	Alberton	3	
	Bapsfontein	2	
	Benoni	47	
	Boksburg	12	
	Brakpan	89	
	Devon	1	
	Engcobo	1	
	Florida	1	
	Germiston	6	
	Grasmere	1	
	Halfway House	3	
	Hammanskraal	2	
	Heidelberg	4	
	Johannesburg	7	
	Kagiso	1	
	Katlehong	2	
	Kempton Park	11	
	Kwaxuma	2	
	Lehurutshe	1	
	Mamelodi	1	
	Meyerton	1	
	Nigel	37	
	Olifantsfontein	1	
	Orlando	1	
	Pimville	1	
	Polokwane	1	
	Pretoria	9	
	Randfontein	1	
	Roodepoort	1	
	Rusloo	2	
Sebokeng	4		
Soshanguve	3		
Soweto	2		
Springs	335		
Strubenvale	1		
Vanderbijlpark	1		
Vereeniging	2		
Witfontein	1		
Palogotlhe mo Gauteng		601	64.6%
Kwa-Zulu Natal	Bergville	1	
	Dundee	1	
	Durban	8	
	Empangeni	1	
	Ezakheni	1	
	Harding	2	
	Highflats	3	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Hlabisa	1	
	Howick	1	
	Inanda	1	
	Ingwavuma	1	
	Kagiso	1	
	Kokstad	2	
	Ladysmith	1	
	Mabhokweni	1	
	Mahlabatini	3	
	Margate	1	
	Mondlo	1	
	Mtubatuba	1	
	New Germany	1	
	Newcastle	2	
	Nongoma	3	
	Nqutu	1	
	Paulpietersburg	1	
	Pietermaritzburg	3	
	Pongola	6	
	Port Shepstone	1	
	Ulundi	1	
	Umbumbulu	1	
	Umkomaas	1	
	Umlazi	1	
	Umzimkhulu	6	
	Umzinto	2	
	Utrecht	1	
	Wasbank	2	
	Palogotlhe Kwa-Zulu Natal	65	7.0%
Limpopo	Bakone	1	
	Bungeni	1	
	Burgersfort	9	
	Dennilton	1	
	Driekop	5	
	Elim	1	
	Ga Mashashane	1	
	Gakgapane	1	
	Giyani	1	
	Groblersdal	10	
	Jane Furse	3	
	Kutama	1	
	Lebowakgomo	1	
	Letsitele	1	
	Louis Trichardt	13	
Malamulele	3		
Marble Hall	4		
Mokopane	3		



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Moetsi Kanana	1	
	Musina	1	
	Nebo	1	
	Polokwane	23	
	Potgietersrus	2	
	Sekhukhune	2	
	Sibasa	1	
	Soekmekaar	1	
	Steelpoort	1	
	Tafelkom	1	
	Thabazimbi	1	
	Thohoyandou	5	
	Tzaneen	2	
Limpopo Total		102	11.0%
Mpumalanga	Balfour	1	
	Belfast	2	
	Bronkhorstspuit	5	
	Bushbuckridge	9	
	Delmas	3	
	Dennilton	1	
	Dumbe	1	
	Ermelo	2	
	Hazyview	8	
	Kwaggafontein	1	
	Kwamhlanga	2	
	Leslie	1	
	Maromeng	1	
	Middelburg	1	
	Mkhuhlu	1	
	Mpuluzi	1	
	Nelspruit	5	
	Piet Retief	1	
	Secunda	1	
	Springs	1	
	Sundra	1	
	Thulamahashe	1	
	Volkstrust	1	
	White River	1	
	Witbank	1	
Palogotlhe kwa Mpumalanga		53	5.7%
Kapa Bokone	Kimberley	1	
	Pampierstad	1	
Palogotlhe kwa Kapa Bokone		2	0.2%
Bokone-Bophirima	Brits	1	
	Delareyville	1	
	Klerksdorp	2	
	Lehurutshe	1	



Lefelo le badiri ba romelwang go tswa kwa go one (Porofense/Naga)	Lefelo le Badiri ba Romelwang go Tswa Kwa go One (Toropo)	Palo ya Badiri kwa Moepong (Badiri ba Moepo)	% ya Badiri ba Lefelo ka Lengwe le Badiri ba Romelwang go Tswa Kwa go Lone
	Lerato	1	
	Mafikeng	5	
	Mmabatho	3	
	Pomfret	3	
	Rustenburg	7	
	Stella	1	
	Taung	3	
	Vryburg	3	
	Wolmaranstad	1	
Palogotlhe kwa Bokone-Bophirima		32	3.4%
Kapa Bophirima			
	Cape Town:	1	
Palogotlhe kwa Kapa Bophirima		1	0.1%
Lesotho			
	Butha Buthe	1	
	Maseru	2	
Palogotlhe kwa Lesotho		3	0.3%
Botswana			
	Gaborone	1	
	Palapye	1	
	Tonota	1	
Palogotlhe kwa Botswana		3	0.3%
Swaziland			
	Mbabane	1	
Palogotlhe kwa Swaziland		1	0.1%
Palogotlhe		931	100%



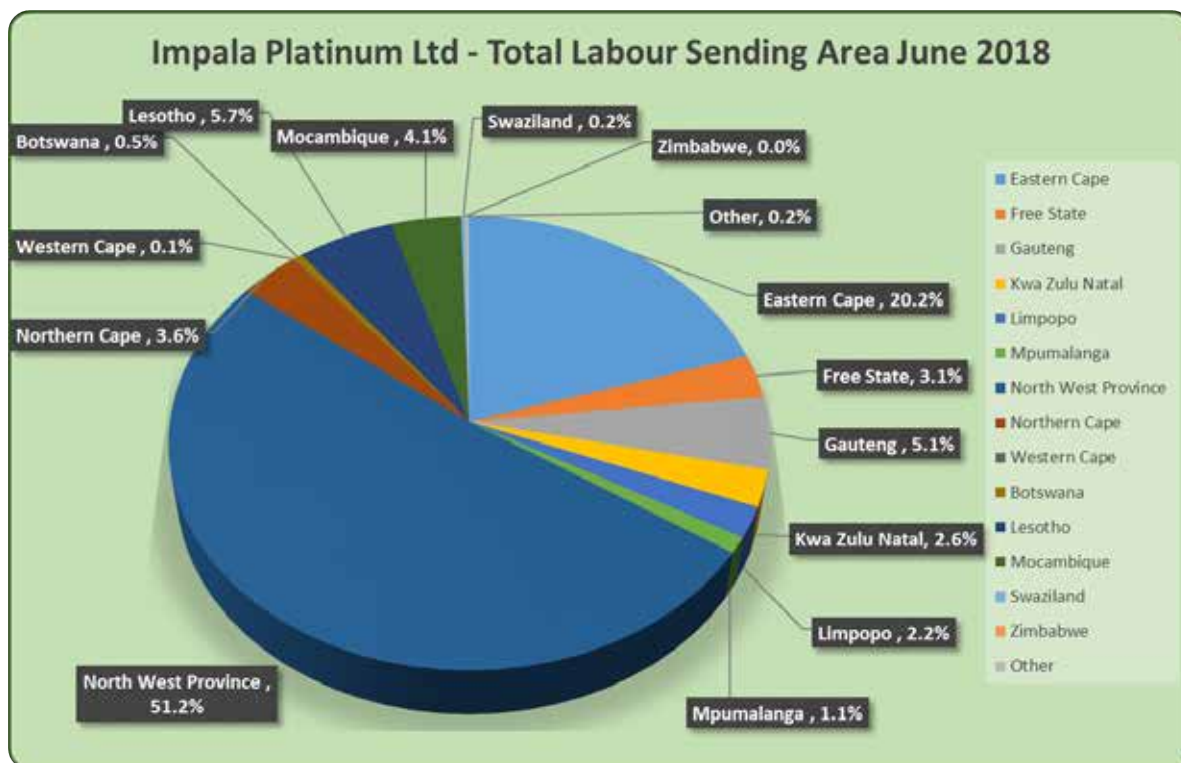
1.5 TSHOBOKANYO YA BADIRI KWA IMPALA PLATINUM LIMITED

Lenaanethalo 1.8: Ka fa Setlhophha sa Badiri ba Setlamo se Rulagantsweng ka Gone kwa Impala Platinum Limited go simolola ka June 2018

MAEMO A TIRO	Banna			Basadi				Batswa go Sele		PALOGOTLHE	
	Maaforika	Bakhalate	Mo-India	Maaforika	Bakhalate	Mo-India	Basweu	Banna	Basadi		
Setlhophha sa Batsamaisi-Godimo (Boleng jwa Tiro Jwa Maemo F)	0	0	0	3	0	0	1	0	0	0	4
Setlhophha sa Batsamaisi-Bagolo (Boleng jwa Tiro Jwa Maemo E)	21	2	3	40	7	0	1	6	3	0	83
Bomankge ba ba tshwanelegang ba seporofesenale le ba ba nang le maitemogelo ba e leng batsamaisi ba maemo a a fa gare (Boleng jwa Tiro Jwa Maemo D)	142	7	17	204	50	1	11	57	7	1	497
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi ba e leng setlhophha sa batsamaisi-potlana, diforomane le disuporithendete (Boleng jwa Tiro Jwa Maemo C)	2786	20	5	593	528	7	2	78	196	3	4218
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tihokega ka gone (Boleng jwa Tiro Jwa Maemo B)	7532	13	4	82	889	5	1	24	1561	4	10115
Ba ba senang dikgono-tiro le go bolelelwa ditshwetso gore ba di dire (Boleng jwa Tiro Jwa Maemo A)	11740	10	0	8	1375	1	0	0	1387	34	14555
PALOGOTLHE YA BADIRI BA LERURI	22221	52	29	930	2849	14	16	165	3154	42	29472



Setshwantsho 1.3: Mafelo a Konokono a Badiri ba Setlamo ba Romelwang go Tswa Kwa go One kwa Impala Platinum Limited go simolola ka June 2018



LEANO LA LOAGO LE LA BADIRI
Tokomane e e Rometsweng

13 Sedimonthole 2018



KAROLO 2

Tlhabololo Ya Lefapha La Tsa Badiri



IMPALA PLATINUM LIMITED

LEANO LA
LOAGO LE LA
BADIRI



KAROLO 2

2.1 MANaneo A TLHABOLOLO YA LEFAPHA LA TSA BADIRI

2.1.1 DINTLHA-KAKARETso

Mananeo a Tlhabololo ya Lefapha la tsa Badiri a Impala Rustenburg Operations (le a Madirelo a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala le a Kantorokgolo ya Moepo wa Polatinamo wa Impala) a dirilwe go ya ka leano la tlhabololo ya Lefapha la Tsa Badiri la Impala Platinum Limited. Leano leno le tserwe mo thulaganyong ya leano la ngwaga le ngwaga la Lefapha la Tsa Badiri la Impala Platinum Limited mme le akanyetsa ditlhoko tsa setlamo tse di leng malebana le leano la kgwebo (le le malebana le badiri), molao maikutlo a baagi. Ka jalo, dipatlafalo tsa badiri di tlotlhomisiwa ka dilo tsa konokono tse di latelang:

- Tshata ya Moepo
- Thulaganyo ya Loago le ya Badiri (Social and Labour Plan [SLP])
- Mananeo a Tlhabololo ya Ikonomi ya Selegae (Local Economic Development [LED])
- Tlhagiso-dikumo ya setlamo le ditlhoko tse di tla dirang gore setlamo se tsewelele pele
- Leano la Dikgono tsa mo Tirong (Workplace Skills Plan [WSP]) le Pego ya Ngwaga le Ngwaga ya Katiso (Annual Training Report [- WSP ATR])
- Go Matlafadiwa Seikonomi ga Bantsho ka Kakaretso (B-BBEE) B-BBEE

Disenthara tsa Tlhabololo ya Lefapha la tsa Badiri tsa Impala Platinum di netefaditswe, ke ISO 9001:2015, e bile Balaodi ba Dithutego tsa Ditiro tsa Moepo (Mining Qualifications Authority [MQA]) e neile mananeothuto a a kwadisitsweng a di Seta tsotlhe tetelelo-semmuso ka botlalo, Rustenburg Operation le yone e neilwe tetelelo-semmuso ke Leggotla la tsa Boleng la Kgwebisano le Tiro (Quality Council of Trades and Occupations [QCTO]) la dithutego tse di kwadisitsweng tsa QCTO, le le kwadisitsweng ke NAMB ya dikgwebo tsotlhe tse di kwadisitsweng.

Impala e nna e ntse e ikemiseditse go dira dilo tumalanong le molao wa tlhabololo ya dikgono-tiro, Maano a Dikgono Tsa kwa Lefelong la Tiro le go romela Dipego tsa Ngwaga le ngwaga tsa Katiso ka di 30 Moranang go ya ka fa Molao wa Tlhabololo ya Dikgono tsa mo Tirong o tthalosang ka gone.

Leina la SETA

Balaodi ba Dithutego tsa Ditiro tsa Moepo

:

Go nwa Tetelelo-semmuso ke Seta

Rustenburg: L520713662 : 16/MQA/0750/AC4/021117 – 21 November 2017 - 2020

Bodirelo jwa go itshekisa maanya jwa kwa Springs L410713855 : 16/MQA/0686/AC4/021116
– 02 November 2016 - 2019

Tetelelo-semmuso ya QCTO (Rustenburg Operation fela): SDP122/17/021

Katiso ya go leka kgwebo le Senthara ya Go Leka Kgwebo (4)

Dithutego tsa Ditiro tsa Moepo (2)

Karolo eno ya SLP e tla tsepa mogopolo mo Mananeong a Tlhabololo ya Lefapha la tsa Badiri gore a tsenngwe tirisong mo boemong jwa Impala Platinum Limited³. Mo go leng bothokwa teng, go tla abiwa tshedimosetso e e kgethegileng ka ga Madirelo a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala le ka Kantorokgolo ya Impala Platinum Limited.

Go simolola ka June 2018 palogotlhe ya batho ba le dikete di le somenne le masomemasupa le borongwe (40 079) ba thapilwe kwa Impala Rustenburg Operations. Impala Rustenburg Operations

³ Impala Platinum Ltd – Impala e na le ditshafa di le 13 tse di dirang tse di tsepameng, di le 5 tsa tsone ke tse di mkgokolosa, mme tshafa e le nngwe e santse e epiwa, go tlotlhiwa diminerale, madirelo a go itshekisa maanya le kantorokgolo



e ikaelelo go diragatsa Karolo 101 ya Molao wa MPRD le go tihomamisa gore badiri botlhe ba leruri mo moepong kgotsa badiri ba dikonteraka, ba kgona go fitlhelela mananeothuto a Tlhabololo ya Lefapha la tsa Badiri, a a tshwarwang kgotsa a a laolwang gongwe ke moepo kgotsa ke ditlamo tsa dikonteraka. Lenaneothuto lengwe le lengwe le beetswe dinako tse le tshwanetseng go konelwa ka tsone le mekgele tumalanong le thulaganyo ya togamaano ya kgwebo ya HRD mme kgatelopele ya lone e tla begwa mo dipepong tsa ngwaga le ngwaga tsa SLP tsa Impala Platinum Limited..

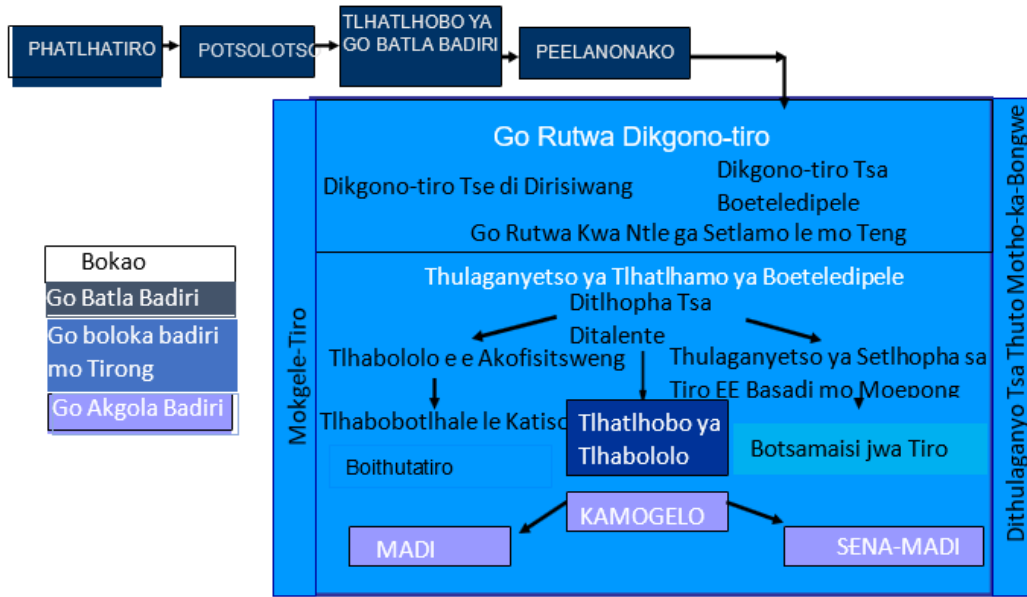
Go ya ka Molawana **46 (b)** wa MPRDA, setlamo se tla dira dilo tse di latelang mme se mme tla bega tiro eo mo go Karolo 2 ya pego eno.

- Tlhabololo ya Dikgono-Tiro
 - Go thusa ka go tswa matsholo a a ka ga dikgono-tiro tsa Badiri (18.1) le Mafelo ao Badiri ba Romelwang go Tswa kwa go One & le Baagi bao Moepo o Tlhomilweng mo Tikologong ya Bone (18.2)
 - Go Tlhome Foramo ya Thuto le Dikgono-Tiro, le go kopa kgakololo go tswa go mokgatlho wa badiri ka metlha ka ga tlhabololo ya dikgono-tiro tsa badiri.
 - Go kwala le go romela leano la Dikgono Tsa kwa Lefelong la Tiro (Workplace Skills plan (WSP) le Pego ya Katiso ya Ngwaga le Ngwaga (Annual Training Report [ATR]) go Balaodi ba Dithutego tsa Ditiro tsa Moepo (Mining Qualifications Authority [MQA]) jaaka go tlhalosiwa go Moalo wa Tlhabololo ya Dikgono-Tiro wa bo 97 wa ka 1998 le Molao wa Maemo a Pholo le Tshireletsego mo Moepong (karolo 10) ka go gakoloalna le mokgatlho wa badiri.
 - Go rotloetsa badiri gore ba ikatisetse go tlamela ka ditlhoko tsa kgwebo ka go tsweletsa dithuto tsa bone le gore re ba tshegetska ka ka madi tumalanong le ditlhoko tsa kgwebo (go ya ka fa impala e bonang go tlhokega ka gone).
 - Letsholo la HRD le golagane le go fitlhelela maano a Tekatekano mo Tirong fela jaaka go tlhalosiwa mo teng ga Tšhata ya Moepo, dikarolo 2.3, 2.4.7 le 2.4.8
- Thuto ya Bagolo le Katiso (AET)
- Dikgono tsa Morago ga go Rola Tiro
- Dibasari
- Bokatisediwa-tiro (mo teng ga setheo le kwa ntle ga setheo)
- Kgatelepele ya Mokgele wa Tiro le Tlhabobothale
- Go tlisa tlhabololo mo baaging

Setshwantsho 2.1 se bontsha Mokgwa o o Kopantsweng wa Botsamaisi jwa Ditalente o o dirisiwang ke Impala Platinum's Operations go etelela pele katiso e e tseneletseng ya HRD le kgatelopele lya mokgele wa tiro ya badiri ba yone. Ditaello tsa HRD tse di tlhalosiwang mo karolong eno ya SLP di tswerwe mo mokgweng ono mmogo le melaometheo ya mekgwa e e gaisang yotlhe ya tiro ya botsamaisi jwa HRD. Mo godimo ga go etelela pele karolo nngwe le nngwe ya lenaneothuto la HRD kwa Impala Platinum mo karolong eno, go abilwe leano le le logetsweng maano le mekgele e e tsamaisanang le lone la dingwaga di le tlhano (5) le le theilweng go Leano la setlamo la Tlhabololo ya Dikgono-Tiro le Dikgono Tsa kwa Lefelong la Tiro (Workplace Skills plan (WSP) le go akanyetsa leano la kgwebo, hisitori ya deitha le palo ya badiri e go lebeletsweng gore re nne le yone mo lobakeng lono lwa nako.



Setshwa 2.1 Porokeramo ya Impala Platinum ya Botsamaisi jwa Ditalente



2.1.2 IMPALA PLATINUM LIMITED: MAFELO A KATISO LE DIKAGO TSA TENG

Mo letsatsing lepe fela, barutwana ba ba fa gare ga makgolo a le robonngwe (900) le sekete makgolo a le matlhano (+1500) ba nna le seabe mo go katisiweng ka nako e e tletseng kgotsa ka nakwana kwa lefelong le le dirisiwang mo boemong jwa Impala Platinum Limited. Barutwana ba ba ikwadisitseng bano ba akaretsa bao ba katisediwang ditiro tse di kgethegileng tsa mo moepong, boenjere, go tlhotlha diminerale, dipalangwa, thuto ya bagolo le katiso (adult education and training [AET]), bokgoi jwa go dirisa khomphiutha, katiso ya go okamela badiri mo tirong, go katisiwa o le mo tirong le dikgatotharabololo tsa go tokafatsa setlhophha sa badiri . Disenthara tsothe tsa katiso ya Impala Platinum Limited di neilwe tetelelosemmuso ka botlalo ya go nna bakatise ke Balaodi ba Dithutego tsa Ditiro tsa Moepo (Mining Qualification Authority [MQA]), e bile ba neilwe tetelelosemmuso ya dithutego tsa tiro e e leng teng ka Lekgotla la tsa Boleng la Kgwebisano le Tiro (Quality Council for Trades and Occupations [QCTO]). Tshobokanyo ya mafelo a a farologaneng ga katiso a a dirisiwang mo boemong jwa Impala Platinum Limited e kwadilwe mo lenaanethalong le le fa tlase:



Lenaanethalo 2.1 Impala Platinum Limited: Mafelo a Katiso le Dikago tsa Teng

LEFELO LA GO KATISA	DIKAGO TSE DI LENG TENG	KATISO E GO TLAMELWANG KA YONE	DITHULAGAN YO TSA DINAKO TSE DI TLHOMILWENG	PALOGOT LHE YA BA BA KATISIWANG
Ssenthara ya Katiso ya Boenjenere – Tšhafo ya No. 2	Diphaposi di le 20 tsa botlhatlhelelo tse di tsentsweng didirisiwa le phaposi ya botlhatlheledi e le 1 ya Go Ithuta	Go katisediwa Motlakase, Go Dira ka Diboilara, Go Lomaganya Dikarolo Tsa Metšhini, Mekheneke wa Enjene; go Lomaganya Dikarolo tsa Metšhini (go katisediwa bokgoni jo bo feletseng jwa tiro le bokgoni bo sekae, Mokgweetsi wa Kolotsana ya mo Teng ga Moepo, Katiso ya go ikgopotsa tiro ya ba ba tswang malatsing a khunologo, le katiso e e tswelelang pele ya botegenik	Nako e e tletseng ka nako ya lenaneothuto.	Barutwana ba le 230
Senthara ya Katiso ya Tšhafo ya No. 2 (Senthara ya Katiso ya Tlhabololo ya Lefapha la tsa Badiri)	<u>AET/Go Katisediwa Tiriso ya Khomphiutha:</u> Diphaposi di le 8 tsa katiso tse di tsentsweng didirisiwa, go akaretsa le Diphaposi di le 2 tsa khomphiutha tse di nang le dikhomphiutha di le 28	AET, Dikgono-tiro tsa khomphiutha, Dikhoso tsa Puo	Nako e e Tletseng Nakwana	Barutwana ba ne 100
	<u>Go Katisediwa Dikgono Tsa Morago ga Go Rola Tiro:</u> Diphaposi di le 2 tsa katiso tse di tsentsweng didirisiwa	Matseno a Bookamedi jwa Badiri kwa Impala Bookamedi jwa Badiri Dikgono Tsa Botshelo ka tsa Madi Dikgono tsa Motheo tsa Kgwebo	Malatsi a le 3 ka kgwedi Malatsi a le 3 ka kgwedi Letsatsi le le 1 ka kgwedi Malatsi a le 3 ka kgwedi	Barutwana ba le 16-20 phaposi ka nngwe
Senthara ya Katiso ya Ditšhafo di le 2 tsa Moepo	Diphaposi di le 12 Tsa Tiro ya Fa Godimo ga Lefatshe	Botsamaisi Iwa Bookamedi jwa Badiri – Batlabosheng le Ba ba Tswang Malatsing a Khunologo Moetelediple wa Phanele Ba ba Tswang Malatsing a Khunologo Baeteledipele botlhe ba	Letsatsi le letsatsi	Barutwana ba le 25 phaposiboru telo ka nngwe (25 x 12 = 300)



LEFelo LA GO KATISA	DIKAGO TSE DI LENG TENG	KATISO E GO TLAMELWANG KA YONE	DITHULAGAN YO TSA DINAKO TSE DI TLHOMILWENG	PALOGOT LHE YA BA BA KATISIWANG
		<p>Setlhopha Ba ba Tswang Malatsing a Khunologo Katiso ya GDI</p> <p>Boenjenere jwa Ba ba Tswang Malatsing a Khunologo le Batlabosheng Katiso ya TARP (Setlhopha 4 – 8)</p> <p>Mokgweetsi wa Motšhini o o Tsholetsang Dilo Tse di Boima/Mothusi Motšhini o o Kgaolong Dilo ka Bogale jwa Metsio (Setlhopha 4 – 8) – Batlabosheng le Re-Class</p> <p>Setlhopha 4 go ya go 8: Ba ba Tswang Malatsing a Khunologo ba Ditšhafo Tse di ka fa Borwa Strata Control (Supervisory)</p>		
	Di Mock-up di le 5 tse di tse tse tse tse tse didirisiwa ka botlalo	<p>Go tshwaya le go bora Ipaakanyetso ya Maemo a Tshoganyetso</p> <p>Go Lomaganya Dikarolo tsa Metšhini</p> <p>Sedirisiwa sa go Goga le Kago</p> <p>Mabanta a Tshireletsego</p> <p>Kgokagano ya mogala wa Sedirisiwa sa go Goga</p> <p>Go tšhatšha le nako</p> <p>Bobolokelo jwa Dibeteri tsa Ditimela</p> <p>Sebulaphatla sa Borulelo sa RDO</p>		
	Phaposi ya dikhomphiutha	Bokatisetso jwa Tiriso ya Khomphiutha - Seka-Khomphiutha		
	Kago ya go lthela ya LMO	Tshekatsheko Go Katisediwa Tiriso ya Khomphiutha Dikopano		
Senthara ya Katiso ya Tšhafo ya No. 6 (Moepo)	Diphaposi di le 15 tse di tse tse tse tse tse didirisiwa ka fa tlase ga lefatshe (Mafelo a FOG) le lefelo la go katisediwa tiro ya diatla	Dikgono-Tiro A & B, Metšhini & ba ba tswang malatsing a khunologo Batlabosheng ba ba Katisiwang mo Moepong (Baagi)	Nako e e Tletseng	Barutwana ba le 405
	Diphaposi di le 5 Tsa Tiro ya Fa Godimo ga Lefatshe	Katiso, Thuto mo Mafaratlathheng, Tiriso ya Metšhini le		Barutwana ba le 100



LEFELO LA GO KATISA	DIKAGO TSE DI LENG TENG	KATISO E GO TLAMELWANG KA YONE	DITHULAGAN YO TSA DINAKO TSE DI TLHOMILWENG	PALOGOT LHE YA BA BA KATISIWANG
		Katiso fa e tlokega		
	E le 2 e e dirang jaana metšhini (ya bogologolo)	Metšhini ya Go Bora le LHD	Nako e e Tletseng	8 ya Barutwana
	Diphaposi di le 4 tsa katiso tse di tsentsweng didirisiwa	AET	Nakwana (Morago ga diura tsa tiro)	Barutwana ba le 100
Senthara ya Katiso ya Tšhafo ya No. 9	Diphaposi di le 5 tsa katiso tse di tsentsweng didirisiwa	Lenaneothuto la Dikgonotiro la OHS la Maemo a bo 2	Nako e e Tletseng	Barutwana ba le 100
	Phaposi e le 1 ya katiso e e tsentsweng didirisiwa	Maemo a Halofo Tlhagisodikumo ka Tshireletsego	Nako e e Tletseng	40 ya Barutwana
Go tlotlha diminerale	Diphaposi di le 9 tsa bothatlheledi tse di tsentsweng didirisiwa	Katiso ya Ba ba Tswang Malatsing a Khunologo, Thuso ya potlako;		80 ya Barutwana
Laboratori ya Impala	Phaposiborutelo e le 1	HSE & Katiso ya Ex leave		20 ya Barutwana
Senthara ya Katiso ya Madirelo a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala	Diphaposi di le 8 tsa katiso, go akaretsa le	Dikgono tsa go dirisa tsa khomphiutha, Dikgono tsa Botshelo le Dikhoso tsa Botsamaisi Go katisediwa molao Go katisediwa laesense	Nako e e tletseng ya lobaka lotlhe lwa lenaneothuto	Barutwana ba le 180
	Holo e le 1 le Diphaposi di le 2 tsa katiso tse di nang le dikhomphiutha di le 24			20 ya Barutwana



2.2 LEANOTLHABOLOLO LA DIKGONO-TIRO

2.2.1 DINTLHA-KAKARETISO

Ga jaanong jaana Impala Platinum Limited e fitlhelela dipatlafalo tsa Molao wa Tlhabololo ya Dikgono-Tiro e bile e tla tswelela pele go di fitlhelela. Seno se akaretsa go romela Leano la Dikgono Tsa kwa Lefelong la Tiro (Workplace Skills Plan [WSP]) le Pego ya Katiso ya Ngwaga le Ngwaga (Annual Training Report [ATR]) ya ditiro tsothe mo teng ga Impala Platinum Limited ngwaga le ngwaga. Ka jalo, mo teng ga tokomane eno go na le dilo tse di tshwanetseng go romelwa Kantorokgolo ya Impala Platinum Limited, Impala Rustenburg Operations mmogo le Madirelo a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala tumalanong le Leano la Tlhabololo ya Lefapha la Tsa Badiri la Impala Platinum Limited. Mo godimo ga moo, Impala Rustenburg Operations ba kwadisitswe kwa Lefapheng la Ditirelo tsa Madi a Lekgetho tsa Aforika Borwa (South African Revenue Service [SARS]) le kwa lefapheng le le maleba la Bathati ba Setheo sa Thuto le Katiso e leng SETA (Sector Education Training Authority), Lekgotla la tsa Boleng la Kgwebisano le Tiro (Quality Council for Trades and Occupations [QCTO]) le kwa Setheong sa Bosetšhaba sa National Artisan Moderating Body (NAMB) e bile gone jaanong jaana ka thusa ka peresente e le nngwe (1%) mo lenaaneng la baduelwa la Makgetho a Dikgono-Tiro. E rometswe gape le kopo ya go nna Motlamedi wa Poraefete wa Tlhabololo ya Dikgono-Tiro kwa DHET mme e santse e letetse go kwadisiwa.

2.2.2 KGONO YA GO BUISA LE GO KWALA LE GO ITSE DIPALO

2.2.2.1 Dintlha-Kakaretso

Go na le mananeothuto a Thuto ya Bagolo le Katiso (Adult Education and Training [AET]) kwa Impala Rustenburg Operations. Mananeothuto ano a ne a ntse a rutwa e bile a tla tswelela pele a rutwa jaaka karolo ya Leano la Tlhabololo ya Lefapha la Tsa Badiri la Impala Platinum Limited mme a rotloedwa ke lebaka la gore AET e eteletsa dikgono-tiro kwa pele jaaka fa seno se tshalosiwa mo Leanong la Dikgono Tsa kwa Lefelong la Tiro la Moepo (Workplace Skills Plan [WSP]) wa Polatinamo wa Impala. Karolo ya konokono ya leano leno ke boikemisetso jwa go tlhama lefelo la thuto la badiri ba Impala Platinum Limited, le go tlhomamisa gore badiri botlhe ba newa tšhono ya gore ba kgone go buisa le go kwala le go itse dipalo (Maemo a bo 3 a AET, a a tla dirang gore badiri ba tshwanelegele go ikwadisetsa thutego e ba tlleng go e newa mo tironngwe kwa NQF).

2.2.2.2 Leano le le Logetsweng Maano

Mafelo a Bokatisetso le Bakatise: Mananeothuto a AET kwa Impala Platinum⁴ a tllile go rutwa ka dinako tse pedi (2) tse di farologaneng ka nako e e tletseng (go simolola ka Mosupologo go fitlha ka Labothano), le ka nakwana (go simolola ka Mosupologo go fitlha ka Labone) go naya badiri ba ba thapilweng kwa ditšhafong tse di farologaneng tse ba rofosanang nako kwa go tsone go nna le seabe., Mafelo otlhe le dikago tsa bokatisetso (Lenaanethalo 2.1) a neilwe tetlelelo-semmuso ke MQA mme mananeothuto otlhe a AET a amogelwa semmuso ke Setheo sa Thuto le Katiso (Education and Training Development [ETD]) SETA. Impala Platinum Rustenburg e tla nna le batlhatheledi ba le batlhano (5) ba nako e e tletseng ba AET le batlhatheledi ba nakwana ba le somenngwe (11) go ya ka fa kgwebo e tlhokang ka gone. Batlhatheledi ba AET ke bakatise ba ba nang le dithutego tsa katiso mo ditirong tsa bone, gape ke batlathobi ba ba nang le dithutego tsa go tlathoba le dimotereitara tse di kwadisitsweng kwa MQA. Mo godimo ga moo, batlhatheledi botlhe ba AET ba tla ikobela dipatlafalo tsa ISO 9001, mme ba tla tswelela pele go tokafatsa dikgono-tiro tsa bone tse di tlhokegang.

Taolo ya MQA malebana le AET, ya go tlhomamisa gore diphitlhelelo di a sekasekwa gore a ke tse di siameng, di tlhamilwe le go tlathobiwa, disenthara/batlamela ka ditirelo ba le 3 fela ka kwa ntle ga setheo ba tshekatsheko ba ne ba tlhomiwa go direla intaseteri tiro eno. Impala e direlwa ditirelo ke Benchmark gore e dire tiro yotlhe ya Pele ga AET le ya Ditlathobo tsa Maemo 1-3 a AET, le gore Boto e e Ikemetseng ka nosi ya Ditlathobo (Independent Examination Board [IEB]) e dire tiro yotlhe

⁴ Badiri botlhe kwa Kantorokgolo ya Impala Platinum Limited ba itse go buisa le go kwala e bile ba itse le dipalo ka jalo ga ba thoke go tsenngwa ABET.



ya Maemo 4 ya AET le dihlathobho tsa Dikgono tsa Tiro tsa Maemo a Motheo (Foundational Level Competency [FLC]).

Lenaneothuto la Katiso Impala Platinum Rustenburg e tla tswelera pele go ruta badiri mananeothuto a AET ba ba dirang mo ditheong tsa one tse di farologaneng, go ba naya tshono ya go kgona go buisa le go kwala le go itse dipalo. Impala e tla tswelera pele go katisetsa Maemo 1 a Dithutego ka botlalo (NQF): Matseno ka ga Ditiro tsa Moepo le Setheo sa Diminerale, go fitlha ka nako ya go ikwadisa ka go nna thutego eo e felelelwa ke nako. Ga jaanong jaana go rutwa mananeothuto e bile a tla tswelera pele a ntse a rutwa mo boemong jwa Impala Platinum Rustenburg, mme go akanyediwa dipatlafalo tsa thutego tsa badiri ba yone:

- Pre-AET (Maemo a motheo/Breakthrough)
- Maemo 1 a AET: Tlhaeletsano le Dipalo
- Maemo 2 a AET: Tlhaeletsano, Go Katisediwa Botshelo le Dipalo

- Maemo 3 a AET: Tlhaeletsano, Go Katisediwa Botshelo, Saense ya Tlhago le Dipalo
- Maemo 4 a AET: Tlhaeletsano, Go Katisediwa Botshelo, Saense ya Tlhago le Mmetshe
- Maemo 1 a NQF: Matseno ka Ditiro Tsa Moepo le Setheo sa Diminerale (fa fela se santse se kwadisitswe kwa SETA).
- FLC– (Foundational Learning Competency) Dikgono tsa Tiro Tsa Thuto ya Motheo

Thuto epe e e rutwang e tla rutwa e le khoso e khoso e khutshwane, mme morago ga go konelwa ga lenaneothuto leo, go tla dirwa tshobokanyo ya tshokatsheko. Impala Platinum Limited e tla tswelera pele go dirisa ditshekatsheko tsa MQA fela e e neilweng tetelelosemmuso le mananeothuto. Puo e go tla rutwang ka yone ke ka Seesemane. Le fa go ntse jalo, mo mophatong wa motheo le breakthrough go mananeothuto a puisokwalo, motlathleledi o tla thusa morutwana ka puogae ya gagwe, fa go tlhokega, le ka Seesemane.

Gape go tlathlobiwa pele bokgoni jwa go ithuta (Recognition is given to prior learning [RPL]) ka go tlathlobiwa go bona gore badiri ba tsentswe mo maemong a a tshwanetseng a AET. Badiri ba rotloediwa go nna teng kwa ditelaseg tsa AET koo Maemo 4 a AET e leng motheo wa go tsenela mekgele e mentsi ya tiro ya moepo le ya boenjeneri, le go naya badiri ditshono tsa go tswelera dithuto tsa bone pele kwa ditheong tsa FET. Badiri ba ba bontshang boineelo le katlego mo mananeothutong a nakwana go tshitshingwa gore ba nne teng kwa ditelaseg tsa AET ka nako e e tlatseng.

Impala Rustenburg Operations le bone ga jaanong jaana ba tsaya karolo ka tlhagafalo e bile ba tla tswelera ba dira jalo mo lenaneothutong la go tswa letsholo la thuto (ka go tsepa mogopolo mo serutweng sa mmetshe, saense ya tlhago le Seesemane) ka o dirisana mmogo le dikolo tsa sekontari tsa baagi ba ba leng gaufi le moepo.

Dintlha-tlaleletso B (Foromo Q ya DMR) e tlamela Kantorokgolo ya Impala Platinum Limited ka maemo a ntlha a dipalo le puisokwalo, Impala Rustenburg Operations le badiri ba yone ba konteraka, mmogo le badiri ba Madirelo a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala. Diforomo tseno di tla tlhabololwa ngwaga le ngwaga di bo di romelwa go Pego ya Ngwaga le ngwaga ya SLP ya Impala Platinum Limited. Pego ya Ngwaga le ngwaga ya SLP e tla tsenyeletsa Impala Rustenburg Operations mo dikonterakeng tsa yone tsa tiro ya konokono, Madirelo a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala le Kantorokgolo ya Impala Platinum Limited. E re ka re santse re na le badiri ba le bantsi ba re sa itseng boemo jwa bone jwa thuto, go tla dirwa maiteko otlhe a go tswelera go kopa dithutego tsa badiiri bao le kgotsa go kopa gore ba tlathlobiwe go bona gore a ba a tshwanelega.

Lenaneo la Tlhaeletsano: Tlhaeletsano ya mananeothuto a AET e tla tsenyeletsa mekgwa e e farologaneng go dira gore bontsi jwa badiri ba fitlhelele katiso eno e ba e newang ke Impala Platinum Rustenburg. Tlhaeletsano ka mananeothuto a puisokwalo a a rutwang e tla dirwa ka nako ya mananeo a go katisiwa ga batlabosheng, mananeothuto a ba ba tswang malatsing a khunologo, ka matsholo a go maketa (maeto-papatso, ITV), Ditaelo Tse di Kaelang Batsamaisi, Foramo ya Thuto le Dikgono-tiro, e e akaretsang mokgatlho wa badiri.

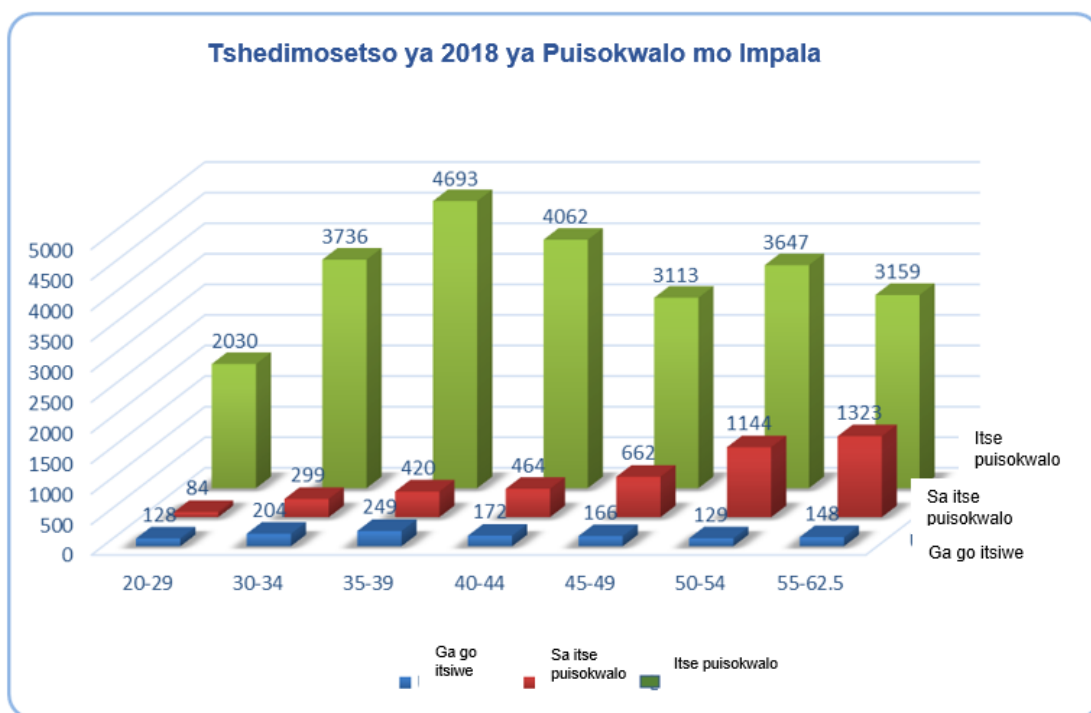
Mekgele ya Lenaneothuto: Boikaelelo jwa lenaneothuto la AET ke:



- Go oketsa katiso ya AET 3,4 le FLC gore e nne ya nako e e tletseng, go tihomamisa gore mekgele ya badiri ya tiro e gatela pele. (IDP, Tlhabobothale & le Mokgele wa Tiro)
- Go oketsa kgono ya go tlhama kgonego e e oketsegileng ya go fitlhelela katiso ya nakwana segolobogolo ya Maemo 1, 2, & 3 a Pre-AET.
- go tshwara ditherisano le baagi gore ba tsenele mananeothuto a AET
- Go tswelela ka go amogela baithuti ba nako e e tletseng go ya ka lenaanethalo 2.3 tumalanong le leano la kgwebo la Impala go tihomamisa gore go na le setlhopha se se tihomameng sa thuto.

Lenaane 2.3 le na le mekgele ya katiso ya AET ya maemo otlhe ya lobakwa lwa dingwaga di le tlhano (5) la ditlase tsa nakwana le tsa nako e e tletseng ya go falola ditlathhobo ka 100% (ba nako e e tletseng le ba nakwana) mo maamong mangwe le mangwe.

Setshwantsho 2.2: Maemo ka Badiri ka tsa puisokwalo a a theilweng go dingwaga tsa bone tsa bogolo mo Rustenburg Operation



Dipoelothuto tsa Lenaneothuto:

Thuto ya bagolo ya motheo le katiso ke mophato o o akanyeditsweng wa go ithuta botshelo jotlhe le go tlisa tlhabololo, o o akaretsang kitso, dikgono-tiro le maikutlo a a tlhokegang gore ba nne le seabe mo loagong, mo ikonoming le mo dipolotiking le mo phetogong mo dilong tse dintsi. AET e fetofetoga le maemo, e tlisa tlhabololo le go leka go tlamela ka ditlhoko tse di kgethegileng tsa badiri mme e bile e tlamela ka ditifikeiti tse di amogelesegang mo nageng yotlhe.

Fa moithuti a sena go wetsa maemo a lthutego ya AET ka katlego, o nwa setifikeiti sa bokgoni. Mo godimo ga ditlamorago tse di molemo tsa tlhabololo ya dikgono tsa badiri ba rona ka go ba katisetsa go nna le kitso ya dipalo le puisokwalo, (segolobogolo go ba katisetsa Dikgono Tsa Botshelo tsa maemo 1 le 2 a AET), Maemo 4 a AET le FLC di thofofalentsa batsayakarolo ba ba atlegileng go tsenela thuto ya go nna le Setifikeiti sa DMR sa go Thuba Maje, le lenaneothuto la Maemo 2 la go nna Mothusa Motegeniki le go nna le dithutego tsa tiro ya Go Dirisa Metšhini.



Lenaanethalo 2.3: Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya katiso ya AET

Madirelo a Mosepo wa Impala wa Rustenburg		2019		2020		2021		2022		2023		Total	
Thuto ya Mitho le Katiso ya Bagolo Maemo a (ABET)	Maemo a Tshimologo a Puisokwalo	Katiso mo Setlamong e Khutla ka June 2018	Go Batla Baikwadisi ba Basha	% ya Maemo a Puisokwalo	Go Batla Baikwadisi ba Basha	% ya Maemo a Puisokwalo	Go Batla Baikwadisi ba Basha	% ya Maemo a Puisokwalo	Go Batla Baikwadisi ba Basha	% ya Maemo a Puisokwalo	Go Batla Baikwadisi ba Basha	Maemo a a Lebeleletsweng a Puisokwalo	
PELE GA ABET		15	10		20		18		21		20	89	
ABET Maemo 1	81.40%	9	0		0		0		0		0	0	
ABET Maemo 2		28	24		47		50		49		51	221	
ABET Maemo 3		8	12		24		24		24		24	108	
ABET Maemo 4/NQF Maemo 1	(end June 2018)	14	22		38		37		36		40	173	
FLC		9	12		24		24		24		24	108	
		12	10	81%	20	82%	19	83%	22	84%	21	92	
		15	11		22		22		22		22	99	
		0	0		0		0		0		0	0	
		0	0		0		0		0		0	0	
		0	0		0		0		0		0	0	
Totals		41	35		70		70		70		70	315	
		69	66		125		124		128		132	575	
		110	101		195		194		198		202	890	

Bathatheled	FT	5
	PT	11



2.2.3 BOITHUTATIRO

2.2.3.1 Maikano

Impala Platinum Limited, ka go nna le seabe ga yone ka tthagafalo mo thutegong ya tiro ya QCTO le mo mananeothutong a boithutatiro a MQA, ka go tshegetsatsa dipatlafalo tsa Tshata ya Moepo ya MPRDA le leano la Tekatekano mo Tirongga go thuse fela ka ditlhoko tsa kgwebo mme gape go thusa ka tsa naga yotlhe. Mo nakong eno, ngwaga mongwe le mongwe, Impala Platinum Limited e thusa baithuti baithuti ba boenjenere ba ba fitlhang go someamatlhano (50) go nna le thutego ya serutwa seno le ba ba fitlhang go some le botlhano (15) go nna le setifikeiti sa Go Thuba Maje (DMR). Badiri le maloko a setshaba ba tla nwa tshono ya go tsenela boithutatiro, le go ba naya tiro go ya ka ditlhoko tsa kgwebo le leano la go thapa badiri ba setlamo. Boithutatiro jwa baagi mo tikologong e tla nna jwa go tshegetsatsa leano la tlhabololo ya ikonomi ya selegae la tokomane eno.

2.2.3.2 Leano le le Logetsweng Maano

Lenaneothuto la Katiso: Impala Platinum Limited e simolotse mananeothuto a boithutatiro mme e tla tswela pele ka one go ya ka dipatlafalo tse di maleba tsa SETA, QCTO le NAMB. Impala Rustenburg le Impala Refineries Operations⁵ di tla tswela pele go fetola katiso le mananeo a go ruta badiri dikgono-tiro gore e nne mananeothuto a boithutatiro kgotsa a go rutwa dikgono-tiro fa a rebolwa ke SETA e e maleba le/kgotsa QCTO.

Palo ya mananeo a boithutatiro le mefuta ya one e e rutwang ngwaga le ngwaga e tla laolwa ke thulaganyo e e dirilweng ke mokgatho wa badiri e e tla bong e dirwa mo teng ga setlamo go tsamaisana le ditlhoko tse di farologaneng tsa kgwebo, maano a go emisetsa badiri ba ba tsamaileng, go tlogela tiro ga badiri, phokotso ya palo ya badiri ka mabaka a a utlwalang, jj. Mo teng ga satlamo sa Impala Platinum Limited, (go ya ka tshedimose tso ya hisitiro ya dingwaga di le tlhano (5) le ya dingwaga di le tlhano (5) tsa polelelopele ya maemo mo setlamong. Setlamo se ikaelela go netefatsa gore go gatelelwa thata kang ya go tlotla go tsaya karolo mo HDSA mo Lenaneothutong la boithutatiro, ka go tlhoma mogopolo mo go batlang basadi gore ba tsenele boithutatiro jwa boenjenere go rarabolola ditlhoko tsa Tekatekano mo Tirong jaaka fa Tshata ya Moepo e tlhalosa.

Mo godimo ga tlhabololo ya dikgono tsa badiri mo teng ga setlamo, Impala Platinum Limited e dira mmogo le baagi ba ba gaufi le moepo go leka go ruta baša ba ba tsenetseng boithutatiro jwa boenjenere dikgono-tiro.

Mananeothuto otlhe a katiso a tla tsenngwa tirisong tumalanong le molao o o maleba wa katiso (MQA, QCTO le Balaodi ba Aforikaborwa ba Dithutego (South African Qualifications Authority [SAQA]), mme o tla dirisiwa kwa lefelong la katiso le le neilweng tsetlelosemmuso tumalanong le leano la Tekatekano mo Tirong la Impala Platinum Limited. Go tla begwa kgatelopele malebana le boithutatiro ngwaga le ngwaga mo pegong ya SLP ya ngwaga le ngwaga ya Impala Platinum Limited le mo Pegong ya Ngwaga le Ngwaga ya Katiso ya Impala Platinum Limited e e rometsweng MQA.

Impala e ne ya simolola gape lenaneothuto la katiso la setifikeiti sa DMR sa Moepo sa go Thuba Maje ka Seetebosigo 2017 tumalanong le taelo e ntšha go tswa go Lefapha la ditsompelo le diminerale, le le neng la emisetsa dithutego tsa Go Thuba Maje tsa L2 le L3

Thulaganyo ya katiso ya Setifikeiti sa Go Thuba Maje sa DMR e tsamaisiwa go ya ka Karolo 28 ya Taolo ya Diminerale. Lenaneo la setifikeiti sa go thuba maje le tla tsamaisiwa go ya ka melawana le taelo ya DMR. Impala Platinum e tla tsamaisa mananeothuto a mabedi. i). lenaneothuto leno la katiso le tla thusa Baalogi ba Boenjenere jwa Moepo go ba baakanyetsa go nna le setifikeiti sa Go Thuba Maje fa ba sena go dira ditšhifiti tse di tlhokegang di le 200. ii). lenaneothuto leno la Katiso le tla thusa barutwana ba bangwe botlhe go ba baakanyetsa go nna le setifikeiti sa go Thuba Maje fa ba sena go dira ditšhifiti tse di tlhokegang di le 400.

Baithuti ba ba tsenelang lenaneothuto leno ba tla saena konteraka ya boithutatiro e e bontshang gore go tla bo go sena patelesego ya gore moithuti a thapiwe / kgotsa a tlhomiwe mo maemong a tiro fa a sena go wetsa lenaneothuto le go nna le setifikeiti sa Go Thuba Maje.

Mekgele ya Lenaneothuto: Lenaanethalo 2.4 le tlhalosa mekgele ya boithutatiro ya Impala Platinum ya lobaka lwa dingwaga di le tlhano (5) le go akanyetsa leano la go rutwa dikgono tsa tiro, WSP le ATR, go akaretsa ditlhoko tsa kgwebo tsa setlamo, le maano a tekatekano mo tirong gore go fithelelwe mekgele e e tlhokegang. Go tshwanetse ga tlhologangwa gore lenaneothuto lengwe le lengwe mo teng ga lenaanethalo ke la bolelele jo bo kae fa go akanyediwa maemo a go lebeletsweng gore ditlathobho di falolwe ka one ngwaga le ngwaga. Ela tlhoko gore maemo a go falola ditlathobho ke dingwaga di le tharo (3) go simolola ka nako ya go ikwadidsa, mekgele ya go ikwadisa e tsamaisangwa le nako e baithuti ba tlileng go wetsa mananeothuto ka tsone gore go bolokwe palo e e batlegang ya

⁵ Kantorokgolo ya Impala Platinum e tsentswe mo Lenaneothutong la Boithutatiro ka gone go na le ditšhono tse di seng dintsi go le kalo tsa Boithutatiro mo teng ga lefapha la bone.



baithuti ka dinako tsotlhe. Mekgele ya Boenjenere e kgaogantswe fa gare ga Karolo 18.1(badiri ba mo teng ga setheo) le 18.2 (maloko a baagi ba moepo o tlhomilweng mo tikologong ya bone), le tumalanong le dipatlafalo tsa kgwebo ya setlamo.

Dipoelothuto tsa Lenaneothuto: Boithutelatiro ya boenjenere bo golagantswe le thutego ya kharikhulamo ya QCTO mme barutwana ba newa ditifikeiti tsa botegeniki fa ba sena go fitlhelela dipholo tsotlhe tse di tlhokegang tsa go ithuta. Badiri ba ba nnang le ditifikeiti tsa Go Thuba Maje tsa DMR, ba tla newa setifikeiti sa go thuba maje sa DMR le laesense ya go thuba maje, badiri bano ba tla tlhomiwa go nna Borameepo, mme go tla ikaega ka gore kgwebo e tlhoka eng ka nako eo, ga ba patelesego go ka newa tiro fa katiso e sena go fela. Go dirwa maitoko a go tsenya baithuti ba Karolo 18.2 jaaka Bategeniki fa ba sena go wetsa lenaneothuto leno ka katlego go ya ka ditlhoko tsa kgwebo ka nako eo. Tsweetswee ela tlhoko gore mekgele ya ngwaga le ngwaga e ka nna ya fetoga jaaka go supilwe, di theilwe go tshedimosetso ya hisitori le mo leanong la ga jaanong la kgwebo la gore kgwebo e tlhoka eng



Lenaanethalo 2.4: Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeoithuto a Boithutatlato⁵

Impala Platinum Limited	Lobaka	Katiso mo teng ga setlamo e fela ka Seetebosigo 2028	2019	2020	2021	2022	2023	PALOGOTLHE YA Dingwaga di le 5	
								Go ikwadisa boshha	Go ikwadisa boshha
Motegeniki									
Ramotlakase wa Boenjenere (18.1)	Dikgwedi di le 42	0	0	0	6	5	4		
Ramotlakase wa Boenjenere (18.2)	Dikgwedi di le 42	47	0	0	7	5	7		
Modira-ka-diboilara wa Boenjenere (18.1)	Dikgwedi di le 36	0	0	0	3	1	2		
Modira-ka-diboilara wa Boenjenere (18.2)	Dikgwedi di le 36	15	0	0	7	4	0		11
Boenjenere jwa Mekheneke wa Enjene (18.1)	Dikgwedi di le 36	1	0	0	3	0	0		3
Boenjenere jwa Mekheneke wa Enjene (18.2)	Dikgwedi di le 36	23	0	0	3	2	0		5
Boenjenere jwa Motlhama-Didirisiwa (18.1)	Dikgwedi di le 36	0	0	0	2	0	0		2
Boenjenere jwa Motlhama-Didirisiwa (18.2)	Dikgwedi di le 36	2	1	4	4	1	0		6
Boenjenere Jwa go Lomaganya Dikarolo Tsa Metshini (18.1)	Dikgwedi di le 36	6	0	5	5	5	6		19
Boenjenere Jwa go Lomaganya Dikarolo Tsa Metshini (18.2)	Dikgwedi di le 36	22	0	8	8	5	6		21
Boenjenere Jwa go Bora (18.1)	Dikgwedi di le 36	0	0	2	2	0	0		2
Boenjenere Jwa go Bora (18.2)	Dikgwedi di le 36	3	0	2	2	3	0		5
Palogotlhe		119	1	5	52	31	25		114
Yo e Seng Motegeniki									
Setfikeiti sa DMR sa Go Thuba Maje	Dikgwedi di le 12	67	0	20	10	10	10		50
Boenjenere: Mokgweetsi wa Waenara ya Enjene	Dikgwedi di le 12	0	0	4	0	4	0		8
Palogotlhe		67	0	24	10	14	10		58
PALOGOTLHE									
		186	1	29	62	45	35		172

⁵ Mekgele yotlhe e akareisa bakatisiwa go tswa mo Baaging bao Moepo o Thomilweng mo Tikologong ya Bone le Mafelo ao Badiri ba Rometsweng go Tswa Kwa go One.



Lenaanethalo 2.4(i): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeohtuto a Boithutatiro

Moepo wa Newrak	Lobaka	Katiso mo teng ga setlamo e fela ka Seetebosigo 2028	2019	2020	2021	2022	2023	PALOGOTLHE YA Dingwaga di le 5
Motegeniki								
Ramotlakase wa Boenjenerere (18.1)	Dikgwedi di le 42	11	5	5	5	5	5	25
Modira-ka-diboilara wa Boenjenerere (18.1)	Dikgwedi di le 36	2	0	0	0	0	0	0
Boenjenerere jwa Mekheneke wa Enjene (18.1)	Dikgwedi di le 36	1	0	0	0	0	0	0
Palogotlhe		14	5	5	5	5	5	25
Yo e Seng Motegeniki								
Setifikeiti sa DMR sa Go Thuba Maje	Dikgwedi di le 12	10	8	8	8	8	8	40
Boenjenerere: Mokgweetsi wa Waenara ya Enjene	Dikgwedi di le 12							0
Palogotlhe		10	8	8	8	8	8	40
PALOGOTLHE		24	13	13	13	13	13	65



Lenaanethalo 2.4(ii): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeothuto a Boithutatiro

Moepo wa Platchro	Lobaka	Katiso mo teng ga setlamo e fela ka Seetebosigo 2028					2019	2020	2021	2022	2023	PALOGOTLHE YA Dingwaga di le 5
		Go ikwadisa boshha	Go ikwadisa boshha	Go ikwadisa boshha	Go ikwadisa boshha	Go ikwadisa boshha						
Yo e Seng Motegeniki												
Setifikeiti sa DMR sa Go Thuba Maje	Dikgwedi di le 12	1	1	1	1	1	1	1	1	1	5	
Boenjenerere: Mokgweetsi wa Waenara ya Enjene	Dikgwedi di le 12	0	0	0	0	0	0	0	0	0	0	
PALOGOTLHE		1	1	1	1	1	1	1	1	1	5	



2.2.4 S MAANOTHUTO A TLHABOLOLO YA DIKGONO-TIRO

2.2.4.1 Maikano

Impala Platinum Limited (Impala), tumalanong le Leano la Tlhabololo ya Lefapha la tsa Badiri le togamaano ya teng, e tla tlamela ka katiso ya dikgonotiro tsa tiro ya konokono go tihomamisa gore modiri mongwe le mongwe o fitlhelela dipatlafallo tsa semolao tsa boemo jwa bone. E tla tswela pele go tlhama le go tsenya tirisong mananeothuto a a tshwanetseng a go katisediwa dikgono-tiro fa go tlhokega le fa a mananeothuto ao a le teng. Impala e tla tswela ka iketlo go fetola katiso le go tlhama mananeothuto a Boithutatio kgotsa mananeothuto a dikgono-tiro, fa a rebolwa ke SAQA le QCTO, go tsenyeletsa mananeothuto a a amanang le tiro go rutwa dikgono-tiro fa go tlhokega.

2.2.4.2 Leano le le Logetsweng Maano

Lenaneothuto la Katiso: Go ya ka dipatlafalo tsa MOlao wa Maemo a Pholo le Tshireletsego mo Moepong, Impala Rustenburg Operations o tla tswela pele go tihomamisa gore badiri ba ba tshwanelegang ba a tshwanelega ka fa tlase ga Dikgonotiro A, Dikgono-tiro B, Mothusa Go Thuba Maje, le mananeothuto a go katisediwa dikgono-tiro a a neilwe tetelelo-semmuso ke Moemedi wa Pholo le Pabalesego mo Tirong go ya ka fa maemo a bone a tiro a tlhokang ka gone. Mefuta eno ya go ba thusa e dira gore ba fithelele dipatlafalo-potlanba le go ba naya maitemogelo a tiro go netefatsa gore modiri mongwe le mongwe o tlhomeletswe gore a dire ka botlalo mo tirong ya gagwe e bile o tla nna mongwe wa ba ntlha go katisiwa jaaka batlabosheng mmogo le go tsengaw mo setlhopheng se sesha sa trio le go tihatlosiwa maemo.

Mo godimo ga moo, lenaneothuto la katiso le le kwadilweng fa godimo, gape go tlamelwa kwa katiso mo mananeothutong a mangwe a a kwadisitsweng a dikgono-tiro go netefatsa gore mo teng ga Setheo, badiri ba rutilwe dikgono-tiro tsa morago ga go rola tiro, jaaka tsa go nna Mothusa Motegeniki Maemo 2, Badirisi ba Didirisiwa Tsa Go Bora, Bakgweetsi ba Metšhini ya Moepo e e sa Tsamayeng mo Seporong, Mokgweetsi wa Kolotsana ya mo Teng ga Moepo ya Maatla a Motlakase a Selekanyo se se mo Magareng le mananeothuto a dikgono tsa go Tlhotlha Diminerale le Tshekatsheko ya Boleng jwa Diminerale.

Mekgele ya Lenaneothuto: LeLenaanethalo 2.5 le na le mekgele ya Mananeothuto a Go Rutwa Dikgono-Tiro lobaka lwa dingwaga di le tlhano (5). Mekgele eno e theilwe mo dipalong tse go lebeletsweng gore di nne gone tsa tsamaiso ya kgwebo ya ngwaga le ngwaga ya dikumo tsa kgwebo tse di bonwang ka tshedimoseetso ya hisitori le dipatlafalo tsa dikgono-tiro tsa mo isagweng, go ya ka leanokgwebo le le tsamaisanang le dikgono-tiro tsa konokono tse di WSP e di eteletsang kwa pele. Le fa go ntse jalo, go ikwadisa mo mananeothutong ano go tla ikaega ka dithoko tse di ikaegileng ka go tlhomiwa ga batho ba basha mo tirong kgotsa go ba tsenya mo setlhopheng se sesha/go tihatlosiwa ga bone maemo amo tirong.

Dipoelothuto tsa Lenaneothuto: Fa ba fetgsa katiso ya Dikgono-Tiro A, B, Go Thusa Go Thuba Maje, le Moemedi wa Pholo le Pabalesego mo Tirong, dithutego tsa mananeothuto a Dikgono-Tiro tsa badiri ba ba maleba di tla dira gore moepo o ikobele Molao wa Maemo a Pholo le Tshireletsego, gape badiri ba ba maleba ba tla nwa dithutego tse di neilweng tetelelosemmuso tse di rutwang badiri mo setheong sotlhe tsa moepo, tse gape e leng dikgono tsa morago ga go rola tiro. Mo gare ga dikgono tseno tsa morago ga go rola tiro go tla nna gape le Dithutego tsa Maemo 2 tsa go nna Mothusa Motegeniki, Badirisi ba Didirisiwa tsa go Bora, Bakgweetsi ba Metšhini ya Moepo e e sa Tsamayeng mo Seporong, Kolotsana ya mo Teng ga Moepo ya Selekanyo sa Maatla a Motlakase a Selekanyo se se mo Magareng



Lenaanethalo 2.5: Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeoithuto a Go Rutwa Dikgono-Tiro⁵

Impala Platinum Limited		2019	2020	2021	2022	2023	Palogotlhe ya Dingwaga di le 5
Lobaka		Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele
Mananeoithuto a Dikgono-Tiro		Palo ya Baikwadisi	Palo ya Baikwadisi	Palo ya Baikwadisi	Palo ya Baikwadisi	Palo ya Baikwadisi	Palo ya Baikwadisi
Dikgono-Tiro A	Malatsi a le ± 5	10	20	20	20	20	90
Dikgono-Tiro B	Malatsi a le ± 5	50	140	130	130	130	580
Mothusa Go Thuba Maje	Malatsi a le ± 5	50	130	130	130	130	570
Moemedi wa OHS	Malatsi a le ± 10	70	250	250	200	150	920
Mothusa Motegeniki	Dikgwedi di le 12	4	10	10	10	10	44
Kolotsana ya mo Teng ga Moepo	Dikgwedi di le ± 12	2	5	5	5	5	22
Modirisi wa Sedirisiwa sa Go Bora	Dikgwedi di le ± 3	10	30	30	30	30	130
Maatla a Motlakase a mo Magareng	Self-Paced	2	5	5	5	5	22
Tse Dingwe (Met/Lab)	Self-Paced	40	80	75	50	30	275
PALOGOTLHE		238	670	655	580	510	2653

⁵ MQA Seta le Kgotsa Lekgotla la tsa Boleng la Kgwebisano le Tiro, e leng QCTO (Quality Council for Trades & Occupations) di neile mananeoithuto ano tetelelosemmuso



Lenaanethalo 2.5(i): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeothuto a Go Rutwa Dikgono-Tiro

Moepo wa Newrak	2019		2020		2021		2022		2023	
	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi
Mananeothuto a Dikgono-Tiro	Lobaka									
Dikgono-Tiro A	Malatsi a le ± 5	2	2	2	2	2	2	2	2	2
Dikgono-Tiro B	Malatsi a le ± 5	20	20	20	20	20	20	20	20	20
Mothusa Go Thuba Maje	Malatsi a le ± 5	20	20	20	20	20	20	20	20	20
Moemedi wa OHS	Malatsi a le ± 10	3	3	3	3	3	3	3	3	3
Modirisi wa Sedirisiwa sa Go Bora	Dikgwedi di le ± 3	5	5	5	5	5	5	5	5	5
PALOGOTLHE		50	50	50	50	50	50	50	50	250

Lenaanethalo 2.5 (ii): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeothuto a Go Rutwa Dikgono-Tiro

Moepo wa Platchro	2019		2020		2021		2022		2023	
	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi
Mananeothuto a Dikgono-Tiro	Lobaka									
Dikgono-Tiro A	Malatsi a le ± 5	2	2	2	2	2	2	2	2	2
Dikgono-Tiro B	Malatsi a le ± 5	2	2	3	3	3	3	3	3	3
Mothusa Go Thuba Maje	Malatsi a le ± 5	0	0	0	0	0	0	0	0	0
Moemedi wa OHS	Malatsi a le ± 10	6	6	6	6	6	6	6	6	6
Modirisi wa Sedirisiwa sa Go Bora	Dikgwedi di le ± 3	1	0	1	0	1	0	1	0	1
PALOGOTLHE		11	10	12	11	12	11	12	12	56



Lenaanethalo 2.5 (iii): Mekgele ya dingwaga di le tihano (5) go simolola ka 2019 go fitilha ka 2023 ya Mananeoithuto a Go Rutwa Dikgono-Tiro

Moepo wa Reagetsewe	Lobaka	2019		2020		2021		2022		2023	
		Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi
Dikgono-Tiro A	Malatsi a le ± 5	20	20	25	20	20	20	20	20	20	105
Dikgono-Tiro B	Malatsi a le ± 5	40	40	45	40	40	40	40	40	40	205
Mothusa Go Thuba Maje	Malatsi a le ± 5	40	40	45	40	40	40	40	40	40	205
Moemedi wa OHS	Malatsi a le ± 10	10	10	10	5	5	5	5	5	5	35
Modirisi wa Sedirisiwa sa Go Bora	Dikgwedi di le ±3	2	2	10	10	15	15	15	15	20	57
PALOGOTLHE		112	115	135	115	120	125	120	125	125	607



2.2.5 GO KATISEDIWA DIKGONO-TIRO TSA MORAGO GA GO ROLA TIRO

2.2.5.1 Maikano

Impala Platinum Limited, jaaka nngwe ya ditiro tsa yone tsa leano la go ruta dikgono-tiro le lenaneo la botsamaisi jwa go kgaola badiri mo tirong, e tlamela ka katiso ya dikgono tsa morago ga go rola tiro, go tlamela ka ditšhono tsa go ithuta mme ka katiso eno, e oketsa tiro ya go maketa badiri le go ba thapa mo mmarakeng wa tiro le go tlhomamisa gore mananeothuto ao a katiso a fetolwa gore a tsamaisane le maemo go ya ka ditlhoko tse badiri ba moepo ba nang le tsone. Ka jalo setlamo se tlhalosa dikgono tsa morago ga go rola tiro e re ke dikgono-tiro tse di neilweng tetelelosemmuso tse di tlhamilweng ka go ba ruta khoso e khutshwane tse di ka dirisiwang kwa ntle ga setheo sa moepo, go tshegetsa mokgwa wa go nna le lotseno lwa madi fa "moepo o sa tshole o dira".

Ka go dirisana mmogo le batlamela ka ditirelo ba ba neilweng tetelelosemuuso, Impala e tla tlamela ka katiso ya go nna le dikgono tsa Morago ga go Rola Tiro tse di tlhamilweng ka tsela e e kgethegileng go tlhomelela badiri, ba ba mo tirong le fa ba tlogela tiro, ka go ba naya bokgoni jwa go ipereka ka nako ya fa go fokodiwa badiri ba moepo/ fa moepo o tswalwa kgotsa fa ba tiro pele ga nak kgotsa fa ba golofetse. Go tshwanetse ga elwa tlhoko gore le fa go ne go sa tlhomiwa mekgele epe, katiso yotlhe ya konokono ya setegeniki e go tlametsweng ka yone e e neilwe tetelelo-semmuso, gape ke ya morago ga go rola tiro mo setheong sa moepo.

2.2.5.2 Leano le le Logetsweng Maano

a. Go Katisediwa Dikgono tsa Morago ga go Rola tiro ka Katiso ya Soft Skills kwa Lenaneong la Katiso la Impala Platinum Limited:

Moepo o tswelela pele go tlamela ka bookamedi jwa badiri mo tirong le go katisetsa badiri tiro ya botsamaisi ya maemo a a dirang gore go kgonege go rutwa dikgono-tiro tsa kgwebo ka kakaretso, tsa ditšheletes, le dikgono tse di amanang le tsa botsamaisi, tsa go tlhomelela badiri ka dikgono-tiro tsa motheo tsa go laola badiri le gore ba itshware jang mo tirong. Dikgono-tiro tsa motheo tsa go dirisa khomphiutha le tsone di rutwa badiri botlhe ba ba nang le kgatlhego ya go di itse ba nako e e tletseng le ba nakwana. Lenaanethalo 2.6 le tlamela ka mekgele.

b. Go Katisediwa ga Badiri Dikgono-Tiro tsa Morago ga go Rola Tiro Tse di sa Amaneng le Ditiro Tsa Moepo

Impala e tlhomile pholisi ya thulaganyo ya go tlhopha badiri bao ba tlhophiwang jaaka ba ba tla nngang teng kwa dikhosong tsa dikgono tsa morago ga go rola tiro fa ba santse ba le mo tirong, fa ba le gaufi le go rola tiro kgotsa ba kaiwang ba golafetse. Mananeothuto ano a tla tokafatsa bokgoni jo badiri ba nang le jone jwa ditšhono tsa go bona tiro e sele e e seng ya moepo, ka go ba ruta dikgono-tiro tse ba ka di dirisang mo setlamong sa semmuso le se e seng sa semmuso se ba iperekang mo go sone. Setshwantsho 2.3 le dintlha-tlaleletso G. Lenaanethalo 2.6 fa tlase le tlhalosa mekgele e e tlhomilweng ya lobaka lwa dingwaga di le tlhano (5).

c. Go Katisediwa ga Badiri Dikgono-Tiro tsa Morago ga go Rola Tiro ka Nako ya Go Kgaolwa ga Badiri mo Tirong/ Phokotso ya Ditiro Tsa Moepo

Fa go ka tlhokega gore go kgaolwe badiri mo tirong ka nako ya Go Dira ga Moepo ka ntlha ya diphetogo tsa maemo mo mmarakeng, leano la kgwebo kgotsa e le karolo ya thulaganyo ya gore go fokodiwe ditiro tsa moepo, go tla tlamelwa ka Letlole la Dikgono tsa Morago ga go Rola Tiro ka nako ya go kgaolwa ga badiri mo tirong jaaka go tlhalosiwa go Karolo 4.1, 4.2 le 4.3 ya tokomane eno.

Ka nako ya go kgaolwa ga badiri mo tirong, letlole le tla dirisiwa ka mokgwa o o latelang:

- Go katisa badiri botlhe ba ba amegang.
- Mananeothuto a a ntseng jalo a katiso a tla dirwa go ya ka fa bana-le-seabe botlhe ba dumalaneng ka gone.
- Go tla beelwa kwa thoko nako ya go katisiwa ya modiri mongwe le mongwe yo o amegang e e sa feteng malatsi a le 15 a tiro.
- Mananeothuto a a umakilweng ka nako ya pego eno, a go katisetsa badiri ba ba amegang dikgono tsa Morago ga go Rola Tiro kwa ntle ga intaseteri ya moepo ka nako ya go kgaolwa ga badiri mo tirong a umakiwa go setshwantsho 2.3 fa tlase. (Leba Dintlha-Tlaleletso G (B))



Setshwantsho 2.3 Ditiro tse di batlang dikgono-tiro kwa ntle ga intaseteri ya meepo

Moo go Tlhokegang Katiso gone ya Dikgono tsa Morago ga go Rola tiro	Palogare ya Malatsi a Lobaka lwa Katiso
Metšhini	15
Motlakase	15
Kago	15
Temothuo	10-15
Dikgono-Tiro tsa Kgwebo	5-15

Mekgele ya Lenaneothuto: Mekgele ya go katisediwa dikgono tsa Morago ga go Rola tiro lobaka lo lo latelang lwa dingwaga di le tlhano (5) e ne ya tlhamiwa tumalanong le mananeo ka bongwe a tokafatso ya dikgono-tiro tsa go katisediwa go okamela badiri mo tirong, kgwebo ya ka gale, le dikgono tsa go dira ka madi mo gare ga badiri botlhe le Maano Go Rutwa Dikgono-Tiro mo lobakeng lono mme e dirilwe ka ntlha ya baikwadisi ba basha/ba ba amogelelwang lenaneothuto ka lengwe le le tlhalosiwang go Lenaanethalo 2.6. Dikhoso tsa dikgono tsa morago ga go rola tiro di tlhalosiwa ka mo go tseneletseng ke Mokgatlho wa badiri mo Foramong ya Dikgono Tiro e bile di maleba ka nako ya pego, mme di ka nna tsa fetoga go ya ka ditlhoko tsa badiri. Ditifikeiti tsa bokgoni di tla ntshiwa fa ba sena go konela dikhoso tseno ka katlego.



Lenaanethalo 2.6: Mekgele ya lobaka lwa dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya go Katisetsa Badiri Dikgono tsa Morago ga go Rola Tiro tse di sa Amaneng le Ditiro tsa Meeop⁶

Impala Platinum Limited		2019					2020					2021					2022					2023					PALOGOTLHE YA Dingwaga di le 5																				
		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha		Mokgele Baikwadisi ba basha																							
Mananeo ka Katiso Maemo mo Tirong go ya ka Foromo S		Lobaka																																													
Go Katisediwa Bookamedi jwa Badiri le Kgwebo																																															
Dikgono Tsa Bookamedi jwa Badiri	Ba ba nang le dikgono-tiro go sekae, ba ba nang le dikgono-tiro ka botlalo & badiri ba ba nang le ditshutego, Batsamaisi-potlana, Mookamedi wa Badiri mo Tirong, foromane, suporithendete., & Mop. Bomankge ba ba nang le Dithutego (Boleng jwa Tiro Jwa Maemo A, B, C & D-kwa tlase fa e le kopole e e kgethegileng ya one)																							80	200	200	200	200	200	200	200	200	200	200	200	200	200	200	200	200	200	200	200	200	200	200	900
Dikgono Tsa Botshelo ka tsa Madi	Ba ba senang dikgono-tiro le go bolelelwa ditshwetso gore ba di dire, ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go thokega ka gone (Boleng jwa Tiro Jwa Maemo A & B)																							60	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	660
Dikgono-Tiro Tsa Motheo tsa Kgwebo	Ba ba nang le dikgono-tiro go sekae le go bolelelwa ditshwetso gore ba di dire, ba ba nang le dikgono-tiro/ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go thokega ka gone (Boleng jwa Tiro Jwa Maemo A, B, C & D kwa tlase)																							50	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	650
Mat seno a Tiriso ya Dikhomphiutha	Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go thokega ka gone (Boleng jwa Tiro Jwa Maemo B & A fa e le kopole e e kgethegileng ya one)																							40	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	360
Lenaneo thuto la Tihabololo ya Ditiro tsa Botsamaisi	Badiri ba ba nang le dikgono-tiro e bile ba na le ditshutego, batsamaisi-potlana, Mookamedi wa Badiri mo Tirong, foromane, suporithendete, Moporofesa, bomankgwe ba ba nang le ditshutego e bile ba na le maitemogelo le sethopho sa botsamaisi sa maemo a fa gare (Boleng jwa Tiro Jwa Maemo C, & D)																							5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	25
Palogotlhe																								235	585	585	585	585	585	585	585	585	585	585	585	585	585	585	585	585	585	585	585	585	585	585	2 595
Dikgono-Tiro Tse Dingwe Tsa Morago ga go Rola Tiro (Tihaloso ya Tsone e Ikaegile ka Gore go Tihophiwe Badiri Bate)	Malatsi a le 10-15																							108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	108	540
Palogotlhe																								343	693	693	693	693	693	693	693	693	693	693	693	693	693	693	693	693	693	693	693	693	693	693	3 135

⁶ Go bona ditlhaloso ka botlalo ka diteng tsa tsa dikhoso mo karolong nngwe le nngwe, tsweetswee leba Nlha-tlaleletso G.



Lenaanethalo 2.6(i): Mekgele ya lobaka lwa dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya go Katisetsa Badiri Dikgono tsa Morago ga go Rola Tiro tse di sa Amaneng le Ditiro tsa Meepeo

Moepo wa Platchro	2019		2020		2021		2022		2023			
	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi		
Mananeo ka Katiso Maemo mo Tirong go ya ka Foromo S	Lobaka											
Go Katisediwa Bookamedi jwa Badiri le Kgwebo												
Matseno a Tiriso ya Dikhomphiutha	Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go thokega ka gone (Boleng jwa Tiro Jwa Maemo B & A fa e le kopo e e kgethegileng ya one)		Malatsi a le 2 Nako e e Tletseng		1		0		1		0	
Palogotlhe	1		0		1		0		0			

Lenaanethalo 2.6 (ii): Mekgele ya lobaka lwa dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya go Katisetsa Badiri Dikgono tsa Morago ga go Rola Tiro tse di sa Amaneng le Ditiro tsa Meepeo

Moepo wa Reagetsewe	2019		2020		2021		2022		2023	
	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi	Mokgele	Palo ya Baikwadisi
Mananeo ka Katiso Maemo mo Tirong go ya ka Foromo S	Lobaka									
Go Katisediwa Bookamedi jwa Badiri le Kgwebo										
Matseno a Tiriso ya Dikhomphiutha	Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go thokega ka gone (Boleng jwa Tiro Jwa Maemo B & A fa e le kopo e e kgethegileng ya one)		Malatsi a le 2 Nako e e Tletseng		2		2		2	
Palogotlhe	2		2		2		2		2	



2.2.6 GO KATISEDIWA TIRO YA KONOKONO MO MAFELONG A KGWEBO

2.2.6.1 Maikano

Tiro ya konokono ya Impala Platinum Limited ke go dira tiro ya moepo mme e tla tswela e le tiro eo mo nakong yotlhe ya ditiro tsa one tse di farologaneng, go netefatsa gore modiri mongwe le mongwe o fitlhelela patlafalo-potlana ya semolao mo maemong a gagwe a tiro. Ka ntlha ya lebaka leno, setlamo se tla dira gore bontsi jwa katiso ya sone le madi a go tlisa tlhabololo di dirisediwe go tlhabolola ditiro tsa moepo, boenjenerere, go tlhotlha diminerale le dikgono-tiro tse di amanang le go dira mo madirelong.

2.2.6.3 Dithulaganyo Tse di Logetsweng Maano

Mafelo a Bokatisetso: Impala Platinum Limited e tla tswela pele go tlhomelela badiri ba moepo, ba boenjenerere, le ba ba tlhotlhang diminerale le ba ba dirang mo madirelong ka khoso e khutshwane, go katisediwa tiro go go nang le dipholo tsa teng le mananeothuto a dikgono-tiro, go ya ka dipatlafalo le go tlamelwa ka tsone ke SAQA, QCTO le ke SETA e e maleba.

Lenaneothuto la Katiso: Mekgele ya tiro e e amanang le go katisiwa dingwaga di le tlhano (5) tse di latelang kwa Impala Platinum⁷ e theilwe go WSP (le mo Pegong ya Ngwaga le Ngwaga ya Katiso) le mo kitsong ya palo ya badiri ba ba neng ba tlogela tiro gho tla go fitlha gompieno mme e bontshiwa go Lenaanethalo 2.7. Ka ntlha ya diphetogo tse di diregang gone jaanong tse di bakwang ke boemo jwa ditšhelete le togamaano ya go rulaganya dilo boshia, mekgele e ke nna ya fetofetoga go ya ka dipatlafalo tsa ngwaga le ngwaga tsa kgwebo. Mekgele e mengwe ya go katisediwa ditiro tsa konokono tsa kgwebo ka mananeothuto boithutathiro (Lenaanethalo 2.4) le Mananeothuto a Go Rutwa Dikgono-Tiro (Lenaanethalo 2.5) le one go dirilwe tshwetso ka one go ya ka ditlhoko tsa kgwebo mme GA A BONTSHIWA go Lenaanethalo 2.7 Palo ya badiri ba moepo le ba madirelo ba ba katisitsweng ka ngwaga e tla begwa mo Dipegong tsa Ngwaga le Ngwaga Tsa Moepo Tsa SLP. Lobaka lwa go katisiwa ga badiri ba basha le go tsengwa ga badiri gape mo ditlhopheng tse dingwe le a farologana gape le farologana go ya ka mofuta wa tiro. Mo tironng ya moepo, katisong ya mo moepong ya go tsenya badiri mo setlhopheng se sesha sa katiso fa gare ga malatsi a le 30-40. Go katisediwa go tlhotlha diminerale go tsaya malatsi a le 1 go ya go 3 mo mmojuleng ka mongwe mme Boenjenerere le jone ke malatsi a le 1-3 a go ikgopotsa tiro le malatsi a le 5 -10 a go katisediwa dikgono-tiro.

Mo godimo ga go katisediwa tiro ya konokono mo serutweng sengwe le sengwe, Impala Platinum Limited e tla tshwara katiso ya ba ba tswang malatsing a khunologo ka maiteko a go tlhomamisa gore dikgono-tiro tsa badiri di tswela pele go tokafala le go tlhabololwa le go lemoga diphetogo dipe tsa dithulaganyo kgotsa tsa melawana. Impala Platinum Limited e tla tswela ka katiso ya ba ba tswang malatsing a khunologo ka nako ya digwaga tsa go dira ga moepo fa badiri ba boa kwa malatsing a khunologo kgotsa ba tla go tshwara ditherisano tse dingwe ka ntlha ya mabaka a mangwe. Lobaka lwa katiso eno ya go ikgopotsa tiro lo gape lo tlamelang ka tšhono ya gore go tshwarwe dipuisano tsa konokono le badiri (ka mathata a a tshwanang le mananeothuto a AET, mananeothuto a dikgono tsa Morago ga go rola, thuto ka dijo tsa dikotla, HIV/Aids, jj.).

Dintlha-tlaleletso C (Foromo fya R ya DMR) e bontsha diphatlathiro tse go leng thata go di tlatsa ga jaanong mo Impala Platinum Limited. Diforomo tseno di tla tladiwa ngwaga le ngwaga di bo di romelwa jaaka karolo ya Pego ya Ngwaga le ngwaga ya SLP ya Impala Platinum Limited. Ga jaanong jaana Impala ga e na diphatlathiro tse go leng thata go di tlatsa go ntsha pego ka tsone ka gonne ga go a tlhaga phatlathiro epe lobaka lwa dikgwedi di le 12 kgotsa go feta. Malebana le go rulaganngwa boshia ga dilo gone jaanong, ga go bonale go tlele go nna le diphatlathiro tse go leng thata go di tlatsa mo dingwageng di le 5 tse di tlang.

Mekgele ya Lenaneothuto: Go tlhamiwa mekgele ya go katisediwa tiro ya konokono fa go baakanyediwa ka WSP ya ngwaga le ngwaga le kgatelopele ya thulaganyo eno, mme go tlele go begwa ka rona mo pegong ya katiso ya ngwaga le ngwaga e e rometsweng kwa Seta le mo Pegong ya Ngwaga le Ngwaga ya SLP ya Impala Platinum Limited. Fa go ka nna le diphetogi dikpe mo mekgeleng ya ngwaga le ngwaga e e thalosiwang mo thulaganyong eno ka ntlha ya diphegote tsa thulaganyo ya kgwebo le dithulaganyo tse dingwe tse di amanang le yone, diphetogo tseno di tla begelwa DMR ka go latelela thulaganyo ya Karolo 102.

Dipoelothuto Tsa Lenaneothuto: Mekgele ya tiro (e e thalosiwang go Karolo 2.3) e botsha moo badiri ba kgonang go tsamaya gone go feleletsa katiso ya bone ya tiro ya konokono. Seno ke pontsho fela ya moo ba

⁷ Kwantle ga go akaretsa Kantorokgolo ya Moepo wa Polatinamo wa Impala

LEANO LA LOAGO LE LA BADIRI Tokomane e e Rometsweng

13 Sedimonthole 2018



kgonang go bona mekgele ya tiro gone, le basolegelwa molemo ke mekgele ya tiro, seno gape se ka nna sa bontshiwa mo go SLP, ka jalo dipalopalo tseno ga di a tshwanela go kokotlelediwa palo ya kgatelopele. Go tlotlwa ka mekgele eno ya tiro ka nako ya katiso ya konokono le ka nako ya mananeo a go katisediwa tiro ya Ba ba Tswang Malatsing a Khunologo



Lenaanethalo 2.7a: Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Katsediwa Tiro ya Konokono

Impala Platinum Limited		2019		2020		2021		2022		2023		Dingwaga di le 5	
		Mokgele	Palo ya Batsayakarolo	Mokgele	Palo ya Batsayakarolo	Mokgele	Palo ya Batsayakarolo	Mokgele	Palo ya Batsayakarolo	Mokgele	Palo ya Batsayakarolo	Mokgele	Palo ya Batsayakarolo
Katso e e Amanang le Tiro	Go Etelediwa Kwa Pele ga Dikgono-Tiro Tsa WSP												
Tiro ya Moepo *	Tiro ya Konokono ya Moepo	1 000	1 383	1 106	884	707	5 080						
Boenjenerere *	Boenjenerere jwa Konokono	360	360	460	370	370	1 920						
Sepalangwa	Boenjenerere jwa Konokono	120	200	150	100	75	645						
Go Tlhotlha Diminerale *	Tiro ya Konokono ya Go Tlhotlha Diminerale	100	230	150	100	75	655						
Bodirelo	Bodirelo jwa Konokono	80	130	130	130	130	600						
Palogotlhe		1 660	2 303	1 996	1 584	1 357	8 900						
Badiri ba ba nang le Bogole	Katso ya Konokono	150	298	310	310	310	1 378						



Lenaanethalo 2.7b (i): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Katisediwa Tiro ya Konokono

Impala Platinum Limited		2019	2020	2021	2022	2023	Dingwaga di le 5
		Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele
Go Katisiwa ga ba Tswang Malatsing a Khunologo	Go Etelediwa Kwa Pele ga Dikgono-Tiro Tsa WSP	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya Batsayakarolo
Tiro ya Moepo	Tiro ya Konokono ya Moepo	6 500	8 800	7 040	5 632	4 505	32 477
Boenjenera	Katiso	400	640	520	400	400	2 360
Go tlhotlha diminerale	Boenjenera jwa Konokono	750	1 400	1 300	1 200	1 000	5 650
Bodirelo	Bodirelo jwa Konokono	500	930	930	930	930	4 220
Palogotlhe		8 150	11 770	9 790	8 162	6 835	44 707
Badiri ba ba nang le Bogole	Katiso ya Konokono	350	500	500	500	500	2 350

* Mananeo a katiso a a bontshiwang mo Lenaanethalong 2.5 ga a tsenngwa mo dipalong tse di fa godimo

** Le fa badiri ba ka tsenela katiso ya go ikgoptisa tiro go feta gangwe, go tla dirwa matleko otlhe a go supa basolegelwa molemo e seng dikgatotharabololo mme ka ntlha ya moo, dipalo mo pegong ya bofelo di tla bo di farologana le tsa dipego tsa kotara nngwe le nngwe tsa kgatelopele.

*** Dipalo tsa batho ba ba tshelang ka bogole ga se mekgele, mme di supa fela mefuta ya batho ba ba emetsweng fano ba ba tshelang ka bogole mo katisong eno ya konokono.



Lenaanethalo 2.7b (ii): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Katisediwa Tiro ya Konokono

Moepo wa Newrak	2019	2020	2021	2022	2023	Mokgele wa Dingwaga di le 5
	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	
Go Katisiwa ga ba ba Tswang Malatsing a Khunologo	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya Batsayakarolo
Tiro ya Moepo	1 366	1 366	1 366	1 366	1 366	6 830
Boenjenere	10	10	10	10	10	50
Palogotlhe	1 376	1 376	1 376	1 376	1 376	6 880

Lenaanethalo 2.7b (iii): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Katisediwa Tiro ya Konokono

Moepo wa Platchiro	2019	2020	2021	2022	2023	Mokgele wa Dingwaga di le 5
	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	
Go Katisiwa ga ba ba Tswang Malatsing a Khunologo	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya baikwadisi	Palo ya Batsayakarolo
Tiro ya Moepo	344	344	344	344	344	1 720
Boenjenere	2	2	2	2	2	10
Palogotlhe	346	346	346	346	346	1 730



Lenaanethalo 2.7b (iv): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Katisediwa Tiro ya Konokono

Moepo wa Reagetsewe	2019		2020		2021		2022		2023	
	Mokgele	Palo ya baikwadisi	Mokgele	Palo ya baikwadisi	Mokgele	Palo ya baikwadisi	Mokgele	Palo ya baikwadisi	Mokgele	Palo ya baikwadisi
Tiro ya Moepo	612	612	680	680	690	690	690	690	690	690
Boenjenere	0	0	0	0	0	0	0	0	0	0
Go tlhothla diminerale	0	0	0	0	0	0	0	0	0	0
Bodirelo	0	0	0	0	0	0	0	0	0	0
Palogotlhe	612	612	680	680	690	690	690	690	690	690
Mokgele wa Dingwaga di le 5										
Palo ya Batsayakarolo										
3 362										
0										
0										
0										
3 362										



2.3 THULAGANYO YA MOKGELE WA TIRO

2.3.1 MAIKANO

Impala Platinum Limited e dumalana le filosofi ya gore modiri mongwe le mongwe o tshwanetse go nwa tšhono ya go dira kgatelopele mo go nngwe ya mekgele ya tiro e e leng teng. Gore ba kgone go dira seno, moepo o tshamile mekgele ya tiro ya serutwa sengwe le sengwe go thusa modiri mongwe le mongwe go bona mekgele wa tiro o o mo tshwanelang, le go itse dipatlafalo tsa one mo maemong mangwe le mangwe a mekgele wa tiro o a o tlhophang.

Impala Platinum Limited e na le leano le le rulagantsweng sentle la go kgatelopele ya mekgele wa tiro le ba ba atlegang malebana le lone ba tlhophiwang le go katisiwa gore ba thuse ka dithoko tsa ditsompelo tsa ka bonako le ka tsa mo isagweng. Mekgele ya tiro ya serutwa sa konokono e mameleletswe fano. (Mamelelelo ya E).

2.3.2 DITHULAGANYO TSE DI LOGETSWENG MAANO⁸

Go bontsha leano le le kopantsweng le a mangwe la mekgele wa tiro kwa Impala Platinum la leano la go rutwa dikgono-tiro tse dintsi le dipatlafalo tse di kgethegileng tsa mekgele ya tekatekano mo Tirong, go botlhokwa go ela tlhoko dintloha tse di latelang:

- Kgatelopele ya mekgele ya tiro (Lenaanethalo 2.8) e bontsha palo ya badiri (Boleng jwa Tiro Jwa Maemo A4 go ya go Maemo C) go tswa palogotheng ya badiri ba ba tla tsayang karolo mo mananeothutong a konokono a katiso a a kailweng tumalanong le leano la bone la Kgatelopele ya Mekgele wa Tiro.
- Ka jalo, lenaneo la kgatelopele ya mekgele wa tiro le lenaneo la go rulaganyetsa thathamano ya baeteledipele le tlhomiwa go lebilwe dithopho tse di farologaneng tsa badiri: gongwe setlhopha sotlhe sa badiri; kgotsa mafapha a a farologaneng a badiri. Ka ntlha ya moo, mananeothuto ano a bontsha mekgwa o o kopantsweng ka ga tekatekano mo Tirong le ka mekgele ya go rutwa dikgono tsa tiro. Maano ano a akanyetsa dipatlafalo tsa Tšhata ya Moepo jaaka go tlhalosiwa go dikarolo 2.4.7 le 2.4.8 tsa Tšhata.
- Maano le dithulaganyo tse di bontshiwang mo manaanethalong ano (Manaanethalo 2.8 le 2.9) a ntse a dirwa gore a tsamaisane le ditogamaano tsa go fitlhelela baHDSA mo tirong ya botsamaisi jaaka leano la go boloka tekatekano mo Tirong, mme ga a dirisediwe go solegela molemo badiri ba ba HDSA fela.

a. Maano a go Baakanyetsa Badiri ka Kakaretso Mekgele ya Tiro

Tumalanong le mekgwa wa mekgele ya tiro ya Impala Platinum Limited, badiri botlhe ba nwa katiso ya badiri ba basha e e ba itsiseng ka dipatlafalo tsa kgatelopele mo mekgeleng ya bone ya tiro e e amanang le serutwa se ba se tlhophileng. Mekgele ya tiro ka kakaretso ya serutwa ka sengwe e e bontshang lobaka lwa nako, dithoko tse di kgethegileng le dipatlafalo tsa maemo ka bongwe go thusa badiri go tlhola mekgele wa tiro o o ba tshwanelang, mmogo le go tlhaelena le dipatlafalo tsa maemo a mangwe le mangwe mo mekgeleng wa tiro e ba e tlhophileng e botshiwa ka botlalo go are presented in detail in Dintlha-Tlaleletso E.

b. Leanotlhabololo la Modiri ka Bongwe

Morago ga thulaganyo ya puisano ka mekgele ya tiro ya badiri botlhe ka kakaretso, Go tlhamiwa maano a Go Rutwa Dikgono Tsa Tiro ga Badiri ka Bongwe go thusa badiri go gatela pele. Maano a go ruta badiri ka bongwe dikgono tsa tiro a sekasekwa ka metlha ebile ba nwa thuso moo go tlhokegang gone.

⁸ Go na le lobaka lwa nako lwa kakaretso lo lo umakiwang mo mekgeleng eno ya tiro gore batho ba gatele pele go ya maemong a a latelang. Kgatelopele eno e ka nna ya diragadiwa ka nako e le nngwe le go tsenngwa tirisong ga manaanethuto a a akofisiwang a tlhabololo gore go fitlhelelwe mekgele ya go tliša diphetogo kwa Impala Platinum.



Lenaanethalo 2.8 le bontsha mekgele ka botlalo ya kgatelopele ya mekgele ya tiro lobaka lwa dingwaga di le tlhano (5) kwa Impala Platinum. Jaaka re kgona go bona, lenaanethalo le tlhalosa ka botlalo mekgele ya tiro e badiri ba ba tlhaotsweng ba tileng go gatela pele mo go yone (eo ke tiro ya bone ya ntlha e bile ke tiro e ba berekelang go e simolola) morago ga go katisediwa dikgono-tiro tse di kgethegileng tsa yone tse di dirisediwang go dira gore mekgele eo ya tiro e gatele pele. Go tlhomilwe mekgele ya leano la go rutwa dikgono-tiro kwa moepong mme dipholo tsa metlotlo eo di na le badiri go tla go fitlha gompiono.

Mekgele eno e bontshiwa mo manaanethalong a mangwe a a farologaneng kwantle ga a a amanang le Tlhabololo ya Dikgono-Tiro tsa Foromane, CPDP, Modirisi-Mogolo wa Bodirelo. Tse dingwe tsotlhe di begwa go Manaanethalo 2.4, 2.5, 2.7 le 2.14.

c. Lenaneo le le Akofisitsweng la Katiso

Go kgontsha Impala Platinum Limited go tlamela ka ditlhoko tsa badiri ba bone tsa mo isagweng, go tlhomiwa mananeo a katiso a a akofisiwang go thusa badiri ba ba setseng ba tlhaotswe gore ba newe katiso ya nako e e tletseng e e akofisiwang ya go katisediwa ga bone mokgele wa tiro o ba o latelelang. Kgono ya go loga maano a mekgele ya tiro tumalanong le mekgele ya setlamo ya go boloka tekatekano mo tirong le go tlamela ka dithulaganyo tsa go katisiwa ga badiri ka bongwe e tla tswelala pele go nna leano le legolo la go tlhaola badiri ba ba HDSA gore ba katisiwe. Mananeo a a thamiwang ka bongwe a bontshiwa go Lenaanethalo 2.10. Lenaanethalo le bontsha mekgele ya go eteletsa badiri ba Impala Platinum kwa pele ka bonako mo lobakeng lwa dingwaga di le tlhano (5), ka go tsepa mogopolo mo go katiseng ba HDSA ka boikaelelo jwa go tokafatsa dikgono-tiro tsa ba HDSA mo moepong.

Mekgele eno e bontsha baikwadisi ba basha fa b bapisiwa le ba ba konelang mananeothuto. Dipalo ga di oketsege ka gonne di bontshiwa gape ka fa tlase ga Manaanethalo 2.4, 2.8, 2.10, 2.14.

Go rulaganyetsa tlhatlhamano ya baeteledipele

Diforamo tsa ditalente di tswelala pele tse mo go tsone baeteledipele ba tlhomang mogopolo mo dikarolong tse di farologaneng tsa go tlhaola ditlhopheng tsa badiri ba ba nang le ditalente, ke gore, dipatlafalo-potlana tsa mo tirong, ba ba tlogelang tiro, dingwaga tsa go rola tiro, mokgwa wa go dira tiro, go bulega ga ditšhono le Tekatekano mo Tirong. Seno ke go tlhomamisa gore go latelelwa thulaganyo e e sa gobelegeng ope le e e tshwanang ka dinako tsotlhe mo bodirelong otlhe. Go gatelelwa kgang ya go tlhaola ba go nang le kgonego ya gore ba atlege gareng ga ba HDSA go tsena mo maemong a D le E a tiro. Ba basha ba ba atlegileng, ba tla tlhomelwa mekgele e mesha mo setlamong sotlhe mo lobakeng lwa dingwaga di le tlhano (5) tse di tlang jaaka go bonshiwa go Lenaanethalo 2.9. Go tla begwa dipalo tsa kgatelopele ngwaga le ngwaga. Mo baya ba ba atlegileng leitho tumalaong le metsamao ya bone (ba ba tlogelang tiro, ba ba tlhatlosiwang maemo mo tirong le lobaka lwa nako lo lo tlhomilweng) le go iketleeletsa tiro go begwa ka metlha mme go tla sekasekwa ngwaga le ngwaga.



Lenaanethalo 2.8a: Mekgele ya dingwaga di le tihano (5) go simolola ka 2019 go fitiha ka 2023 ya Maano a Kgatelopele ya Mokgele wa Tiro

Mananeo a Katiso a Mekgwa ya Kgatelopele ya Mekgele ya Tiro	Maemo a go simolwalang mo go one	Kgatotharabololo ya ga jaanong ya Katiso	Maemo-Tiro a go Berekelwang kwa go One	2019	2020	2021	2022	2023	Dingwaga di le 5
				Palo ya badiri ba ba sa tswang go supiwa	Palo ya badiri ba ba sa tswang go supiwa	Palo ya badiri ba ba sa tswang go supiwa	Palo ya badiri ba ba sa tswang go supiwa	Palo ya badiri ba ba sa tswang go supiwa	Palo ya badiri ba ba sa tswang go supiwa
Moenjenerere yo o Katisiwang*	Moenjenerere-Mmotlana/Katisiwang	Lenaneo la BanjenerePotlana7	Moenjenerere	1	1	4	7	0	13
Moenjenerere wa Foromane	Motegeniki	Lenane la Katiso 52ya Diforomane	Foromane wa Boenjenerere	5	5	7	5	1	23
Baithutaitiro ya Baenjenerere **	Morutwana	10Boithutaitiro	Motegeniki	1	5	52	31	25	114
Mothusa Motegeniki Memo a bo 2 ***	Mothusi	Mothusa Motegeniki Maemo 2 Lenaneo la Thuto ya Dikgonotiro	Modiri wa Ditirelo	5	10	10	10	10	45
Foromane wa Bodirelo	Modirisi wa Bodirelo	Go theilwe go ditekanyetso Tse di tihomilweng	Foromane wa Bodirelo	0	0	0	0	0	0
Katiso e e Kgaogantsweng ka Dommojule	Modirisi-Mogolo wa Bodirelo	Katiso e e Kgaogantsweng ka Dommojule	Molaodi wa go Tlhotlha Maanya	20	20	20	20	20	100
Lenaneo la Kgatelopele ya Mokgele wa Tiro (CPDP)	Mosekaseki wa Katiso	Lenaneo la Kgatelopele ya Mokgele wa Tiro (CPDP)	Mosekaseki (B5)	5	5	5	5	5	25
PALOGOTLHE				37	46	98	78	61	320

* Moenjenerere yo o Katisiwang – Go amogelwa ga ba basha ka ngwaga le go isenngwa mo Lenaanethaleng 2.11 ka fa tlase ga Tlhabobothale

** Seifikeiti sa DMR sa Go Thuba Maje le mokgele wa Boithutaitiro ya Boenjenerere: Baikwadisi ba basha ka ngwaga tumalanong le mekgele e e bontshiwang go Lenaanethalo 2.4 la Boithutaitiro

*** Mekgele ya Mothusa Motegeniki: Go amogelwa ga ba basha ka ngwaga tumalanong le mekgele ya Lenaanethalo 2.5 Mananeo a Go Rutwa Dikgono Tsa Tiro



Lenaanethalo 2.8b, Tswelela.: Mekgele ya dingwaga di le tshano (5) go simolola ka 2019 go fittha ka 2023 ya Maano a Kgatelopele ya Mokgele wa Tiro

Mananeo a Katiso a kgatelopele ya Mokgele wa Tiro	Maenano a tiro go simolola ka	Dikgatotharabololo Tsa ga Jaanong Jaana Tsa Katiso	Maemo a Tiro a Modiri a Gagamalelang Kwa go One	2019	2020	2021	2022	2023	Palogotlhe ya Dingwaga di le 5
Setifikeiti sa DMR sa Go Thuba Maje	Go Katisediwa Tiro ya Moepo	Setifikeiti sa DMR sa Go Thuba Maje	Modiri wa Moepo	0	20	10	10	10	50
Moenjenerere wa Moepo mo katisong (Moalogi)	Moalogi mo Moepong	Mothankedi wa Moepo wa Moithuti	Mookamedi wa Shifti	2	0	3	2	0	7
Badiri ba Moepo ba Nako e e Fetileng	Modiri wa Moepo	Mookamedi wa Shifti	Mookamedi wa Shifti	4	6	5	4	5	24
Operator Mining	Sediriwa se se Thusang sa Moepo	Katiso ya Badiri ba Metshini	Modirisi	70	100	100	100	100	470
Motlabošeng katiso moepo [^]	Motlabošeng	Sediriwa se se Thusang sa Moepo	Sediriwa se se Thusang sa Moepo	30	50	50	50	50	230
Boenjenerere jwa Maje ^{^^}	Moerutwana	Lenaneo la boenjenerere jwa maje	Boenjenerere jwa Maje	2	0	0	0	0	2
Pattisiso ^{^^}	Mothusa pattisiso	Lenaneo la pattisiso	Mmatlisisi	29	0	0	0	0	29
Jioloji	Moalogi wa Jioloji	Lenaneo la Jioloji	Jioloji	0	1	0	1	0	2
Go foka mowa ^{^^}	Moelatlhoko go foka ga mowa	Lenaneo la go foka ga mowa	Mothankedi wa Go Foka ga Mowa	1	0	0	0	0	1
PALOGOTLHE				138	177	168	167	165	815
PALOGOTLHE				175	223	266	245	226	1 135

* Moenjenerere yo o Katisiwang – Go amogelwa ga ba basha ka ngwaga le go tsemngwa mo Lenaanethaleng 2.11 ka fa tšise ga Thabobothale
 ** Setifikeiti sa DMR sa Go Thuba Maje le mokgele wa Boithutlatiro ya Boenjenerere: Baikwadisi ba basha ka ngwaga tumalanong le mekgele e e bontshiwang go Lenaanethalo 2.4 la Boithutlatiro
 *** Mekgele ya Mothusa Motegeniki: Go amogelwa ga ba basha ka ngwaga tumalanong le mekgele ya Lenaanethalo 2.5 Mananeo a Go Rutwa Dikgono Tsa Tiro



Lenaanethalo 2.9: Mekgele* ya lobaka lwa dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Rulaganyetsa Tlhatlhamano ya Baetedipele (Boleng jwa Tiro Jwa Maemo D & E Fela)

Impala Platinum Limited	2019	2020	2021	2022	2023	Palogotlhe ya Dingwaga di le 5
	Palo ya Batlhatlhami ba Ba-HDSA	Palo ya Batlhatlhami ba Ba-HDSA	Palo ya Batlhatlhami ba Ba-HDSA	Palo ya Batlhatlhami ba Ba-HDSA	Palo ya Batlhatlhami ba Ba-HDSA	
Mokgele o o Latelelang						
Tiro ya Moepo	5	8	9	9	9	40
Ditirelo tsa Setegeniki	4	6	7	7	7	31
Boenjenere	2	4	4	4	4	18
Lefapha la Tsa Badiiri	3	5	6	6	6	26
Ditirelo Tsa Kalafi	1	2	2	2	2	9
Tshireletsego	1	2	2	2	2	9
Ditšhelete	2	4	4	4	4	18
Go Tlhotlha Dikumo	2	4	4	4	4	18
Madirelo a go itshekisa maanya	6	9	9	9	9	42
Kantorokgolo	2	4	4	4	4	18
Dipalagotlhe	28	48	51	51	51	229

* Mekgele e bontsha batlhatlhami ba ba sa Tswang go Tlhaolwa mo Setlamong sothe ba dingwaga di le 5 tse di tlang



Lenaanethalo 2.9(i): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Rulaganyetsa Tlhatlhamano ya Baeteledipele

Moepo wa Reagetsewe	2019	2020	2021	2022	2023	Palogotlhe ya Dingwaga di le 5
Mokgele o o Latelelang	Palo ya Bathatlhami ba Ba-HDSA	Palo ya Bathatlhami ba Ba-HDSA	Palo ya Bathatlhami ba Ba-HDSA	Palo ya Bathatlhami ba Ba-HDSA	Palo ya Bathatlhami ba Ba-HDSA	Palo ya Bathatlhami ba Ba-HDSA
Lefapha la Tsa Badiri	2	2	2	2	2	10
Tshireletsego	1	2	2	2	2	9
Dipalogotlhe	3	4	4	4	4	19

Lenaanethalo 2.10: Mekgele* ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Akofisa

Impala Platinum Limited	Lenaneo mo teng ga setlamo Bokhutlo Seetebosi go 18	2019		2020		2021		2022		2023		Palogotlhe ya Dingwaga di le 5	
		Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele	Mokgele
Badira-moepong ba pele	13	4	4	6	5	5	4	4	4	5	5	24	24
Setifiketi sa DMR sa Go Thuba Maje	67	0	0	20	10	10	10	10	10	10	10	50	50
Baenjenere ba ba Katsiawang (Moenjenere-Mmotlana)	8	1	1	1	4	4	7	5	0	0	0	13	11
Motegeniki wa RPL	0	6	6	0	0	0	0	0	0	0	0	6	6
PALOGOTLHE	88	11	11	27	19	19	21	19	15	15	15	93	91

*Mekgele e bontsha palo ya bathuti ba basha ba ba tsenelang lenaneo leno fa ba bapisiwa le palo e tshwanetseng go fitlhelwa gore ba tshwanelege ngwaga le ngwaga. Dipalo tseno ga di oiketsege ka gonne di bontshiwa gape mo manaanethalolong 2.4, 2.10 & 2.1



Lenaanethalo 2.10(i): Mekgele* ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Go Akofisa

Moepo wa Platchro	lenaneo mo teng ga Bokhutlo Seetebosig o 18	2019		2020		2021		2022		2023	
		Ba ba Etelediawang kwa Pele	Ba-HDSA ba Etelediawang kwa Pele	Ba ba Etelediawang kwa Pele	Ba-HDSA ba Etelediawang kwa Pele	Ba ba Etelediawang kwa Pele	Ba-HDSA ba Etelediawang kwa Pele	Ba ba Etelediawang kwa Pele	Ba-HDSA ba Etelediawang kwa Pele	Ba ba Etelediawang kwa Pele	Ba-HDSA ba Etelediawang kwa Pele
Badira-moepong ba pele	0	0	0	0	0	0	0	0	0	0	0
Setifiketi sa DMR sa Go Thuba Maje	1	1	1	1	1	1	1	1	1	1	1
PALOGOTLHE	1	1	1	1	1	1	1	1	1	1	1

Palogothle ya Dingwaga di le 5	Mokgele	
	Ba ba Etelediawang kwa Pele	Ba-HDSA ba Etelediawang kwa Pele
	0	0
	5	5
	5	5



2.4 LEANO LA TLHABOBOTLHALE

2.4.1 MAIKANO

Impala Platinum Limited e ikemiseditse go nna le thulaganyo e e seng ya semmuso ya go tlhaba badiri bothhale. Impala Platinum Holdings Limited, mo boemong jwa Impala Platinum Holdings Limited, gape e tasya karolo ka tlhagafalo mo go tlameleng ka thuso ya mefuta e e farologaneng ya go tlhomelela fela thata ditlhophha tse di dirang mo lefapheng la Impala Platinum Holdings Limited, mme e gatelela thata Royal Bafokeng Nation (RBN), o o nnang mo teng ga kgaolo ya Impala Rustenburg Operations mme o lejwa e le leloko la togamaano ya Moepo wa Polatinamo wa BEE ka thulaganyo ya LED.

Impala, e tla tsamaisana le dipatlafalo jaaka di tlhalosa mo karolong 2.4.7 le 2.4.8 mo teng ga Tšhata ya Moepo tsa go tlhawba badiri bothhale.

2.4.2 THULAGANYO E E LOGETSWENG MAANO - GO TLHABA BADIRI BOTLHALE

Go tlhaba badiri bothhale go lejwa e le kgato e e bothhokwa thata e ka yone setlamo se ka fitlhelelang mekgele ya sone ya katiso le go fitlhelela tekatekano mo Tirong mo setlamong sotlhe tumalanong le Leano la Tekatekano mo Tirong. Lenaanethalo 2.11 le tlhalosa ditlhophha tsa konokono tse di newang thuso ya tlhabobothhale e e seng ya semmuso mo teng gha Impala Platinum. Go ya pele, lenaanethalo leno le sobokanya dipholo tse di neng di lebeleletswe tsa tlhabobothhale e e ntseng jalo (jaaka setlhophha sa badiri ba ba nang le ditalente kgotsa mafelo a dikgono-tiro tse di kgethegileng), mo godimo ga boleele jwa lenaneo la tlhabobothhale mo kgannyeng nngwe le nngwe. E re ka seno e le kgato e e bothhokwa e ka yone go ka fitlhelelwang mekgele ya Tekatekano mo Tirong mo teng ga setlamo, setlamo se tlhoma thulaganyo ya tlhabobothhale/ya go katisa baithututiro ba sone, Barutwana/Bakatisiwa le ba ba tlileng go newa Dibasari, Badiri ba ba umakiweng mo leanong la go rulaganyetsa tlhatlhamamo ya baeteledipele go mo Lenaanethalong 2.9 le bone e tla nna bangwe ba badiri ba ba tlhabiwang bothhale.

Selo se se bothhokwa thata malebana le go tlhabiwa bothhale ke ka fa setlamo se laolang ka gone baithuti ba sone ba ba tlileng go newa dibasari mmogo le go tlhabiwa bothhale ga bone le go katisediwa go nna le maitemogelo ga baithuti bano. Setshwantsho 2.3 (Karolo 2.5) e sobokanyo mokgwa o o kopantsweng mo go tlhophiweng le go laola baithuti ba Impala e ba nayang dibasari le ka mokgwa o ba bapalang maitemogelo ka gone mo setlhopheng se se nang le ditalente sa setlamo. Setlhophha sa batlhaba-bothhale (Lenaanethalo 2.12) se tlas bolowka kwa madirelong gore se tswelitse pele tlhabobothhale e e tswelelang pele ya barutwana ba ba umakiweng jaaka fa Lenaanethalo 2.11 le tlhalosa.



Lenaanethalo 2.11: Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Tlhabobothhale

Impala Platinum Limited	Dipholo tsa Mokgele wa Tiro	Lobaka	Batsayakarolo ba ga Jaanong Seetebosigo 2018	MOKGELE					Palogotlhe ya Dingwaga di le 5
				2019	2020	2021	2022	2023	
Bathuthi ba Dibasari	Setlhopha sa ba ba nang le ditlente ba ba latelang	Dingwaga di le 4	44	0	18	16	17	51	
Moenjenerere wa Moepo mo kattsong (Moaloti)	Mookamedi wa Shifti	Bobotlana Dingwaga di le 3	29	4	1	1	1	9	
Badira-moepong ba pele	Mookamedi wa Shifti	Ngwaga e le 1	13	4	5	4	5	24	
Baenjenerere ba ba Katsiawang (Moenjenerere-Mmotlana)	Baenjenerere	Dingwaga di le 3	8	1	4	7	0	13	
Boithutlatiro jwa Boenjenerere *	Bategeniki	Dikgwedi tse 36-42	111	1	52	31	25	114	
Go Tlhaba Badiri Bothhale	Ba ba latelang	Bobotlana Dingwaga di le 3	0	32	56	56	56	253	
Go ithuta ka go newa tiro / bokatisediwa-tiro **	Dirutwa Tsa Konokono le Tse Dingwe	Ngwaga e le 1	18	6	16	16	23	77	
PALOGOTLHE			223	48	83	152	131	127	

* Go ithaba bothhale ba ba tlieng go newa dibasari & Baithutlatiro ba ba akaretsang Mafelo ao Badiri ba Romelwang go Tswa kwa go One le Baagi ba ba mo Tlholobong

** Mokatisiwa yo o Kwanile ga Setheo yo o Ithutang ka go Dira le Dirutwa tsa Bokatisediwa-tiro: Tiro ya Moepo, Boenjenerere, Go Tlholoha Diminerale, Khemeseteri mmogo le Ditišhelete, Patlisiso ka HR & Tikologo

Lenaanethalo 2.11(t): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Tlhabobothhale

Moepo wa Reagetswe		MOKGELE					Batsayakarolo ba ga Jaanong Seetebosigo 2018	2019	2020	2021	2022	2023	Palogotho ya Dingwaga di le 5
		Dipholo tsa Mokgele wa Tiro	Lobaka	Batlhabiwa- bothale ba Basha	Batlhabiwa- bothale ba Basha	Batlhabiwa- bothale ba Basha							
Badira-moepong ba pele	Mookamedi wa Shifiti	Ngwaga e le 1		1			3	2	3	3	3	14	
PALOGOTLHE				1		3	2	3	3	3	14		





**Lenaanethalo 2.12: Tshobokanyo ya Mekgele ya Motlhaba-Botlhale ya dingwaga di le Tlhano (5)
(2019 – 2023)**

Tlhabobotlhale	Lefelo	Palo e e Tlhomilweng ya Batlhababotlhale	Makgetlo a Tlhabobotlhale
Baithuti ba Dibasari	Impala Platinum Limited	12	Mananeo a le 3 a Tlhabobotlhale ka ngwaga
Baalogi mo Moepong	Impala Rustenburg Operations	12	Ka Kotara
Baenjenere ba ba Katsiwang	Impala Rustenburg Operations	5	Ka Kotara
Go ithuta ka go newa tiro / Bokatisediwa-tiro	Impala Platinum Limited	13	Ka Kotara
Boithutelatiro ya Boenjenere	Impala Platinum Limited	16	Ka Kotara
Palogotlhe ya Batlhaba-Botlhale		58	

2.4.2.1 Mananeo a Tlhabobotlhale a Dibasari, a Baalogi/Badipolomate & a Bokatisediwa-Tiro:

Go tlhaba botlhale baithuti ba ba umakilweng fa godimo ke karolo ya thulaganyo ya semmuso le e e seng ya semmuso ya Impala Platinum Limited ya go ba tlhaba botlhale jaaka go tlhalosiwa go Karolo 2.4.

- **Baithuti ba Dibasari**

Ga jaanong jaana Impala Platinum e na le baithuti ba le someamane le bone (44) ba yunibesiti ba ba neilweng dibasari, go akaretsa le batho ba Mafelo ao badiri ba romelwang go tswa kwa go one le Baagi bao Moepo o Tlhomilweng mo Tikologong ya Bone (Lenaanethalo 2.11: Lenaanethalo 2.12). Baithuti bano ba ba someamane le bone (44) ba tla tlhabiwa botlhale makgetlo a le mararo (3) ka ngwaga jaaka go tlhalosiwa go Lenaanethalo 2.12: Mananeo a mabedi (2) a tlhabobotlhale ka ngwaga kwa ditheong tsa bone (baithuti) tsa thešari mme ba ba setseng bone e tla nna ka nako ya fa ba le mo malatsing as khunologo a tiro kwa moepgong, koo baithuti ba tlhabiwang botlhale ka bongwe ka bongwe gone.

- **Baalogi le Badipolomate:**

Go tlhaba baalogi le badipolomate botlhale jaaka go bontshitswe mo Lenaanethalong 2.12 go tla dirwa kotara nngwe le nngwe. Tlhabobotlhale eno e tla tsewelela pele lobaka lwa mananeothuto a bone.

- **Bokatisediwa-tiro jo bongwe le baithuti ba lenaneo la Go Ithuta ka go Dira**

Go tlhaba baithuti bano botlhale go tla dirwa ka kotara nngwe le nngwe jaaka go supilwe go Lenaanethalo 2.12. Tlhabobotlhale eno e tla tsewelela pele lobaka lwa mananeothuto a bone jaaka Lenaanethalo 2.11 le tlhalosa.



2.5 BASARI, MOALOGI/MODIPOLOMATE & LEANO LA LENANEOTHUTO LA BOKATISEDIWA-TIRO

2.5.1 MAIKANO

Sekema sa basari sa Impala Platinum Limited ke sekema sa open bursary ya mokgele wa go alosa badiri ba ba rutegileng sentle ka nako, ba ba kgonang go katisiwa gore ba kgonego gatela pele le go tokafatsa dikgono-tiro tsa bone. Impala Rustenburg Operations le Impala Platinum Refineries di tla dira gore bokatisediwa-tiro jotlhe le dibasari, Impala Platinum Limited e nne yone e di abelang basologelwamolemo mo boemong jwa tsone ngwaga le ngwaga.

2.5.2 DITHULAGANYO TSE DI LOGETSWENG MAANO

Mekgele ya Lenaneothuto: Lenaanethalo 2.14 le tlamela ka mananeothuto a a neng a lebeletswe a Baalogi/Badipolomante, Mokatisiwa yo o lthugang ka Go Dira le a Bokatisediwa-tiro a lobaka lwa dingwaga di le thano (5) mo Impala Platinum. Dintlha malebaana le dirutwa tse di kgethegileng tsa go ithuta, HDSA le maemo a bong di tthalosiwa go ya pele mo pegong ya kgatelopele. Lenaneothuto la bokatisediwa-tiro le tlhophatsa mananeop a tlhabololo ya dikgono-tiro tsa ditlhopho tse di farologaneng tsa ba ba nang le ditalente le a Boithutelatiro go thusa mo dikarolong tse di farologaneng tsa go tsenela mokgele wa tiro jaaka go tthalosiwa mo lenaanethalong.

Impala Platinum Limited e tlamela badiri ba ba tshwanelegang ka ditšhono tsa go tsewedisetša pele dithuto tsa bone le go oketsa kitso ya bone ka go tlamela ka tshegetso ya madi a go ithuta kwa ditheong tsa thešari tse di itsegeng le tse di amogetsweng semmuso. Lenaane 2.14 (b) lew tlamela ka palo e e batliwang ya badiri ba basha ba ba tshegediwang ka ngwaga gore ba newe thuso ya madi mo dingwageng di le thano (5) tse di tlang.

Dibasari Tsa Yunibesiti Impala Platinum Limited e naya baithuti ba ba kwa ntle ga setheo dibasari Tsa Yunibesiti jaaka go tthalosiwa go lenaanethalo 2.14 le le akaretsang dibasari tsa bana go tsa kwa mafelo ao badiri ba romelwang go tswa kwa go one le mo gare ga baagi ba moepo o tlhomilweng mo tikologong ya bone. Badirikopo botlhe ba tlhophiwa go ikaegilwe ka diphithelelo tsa bone mo dithutong tsa bone go ntse go akanyediwa le pholisi ya setlamo ya Tekatekano mo Tirong le mekgele e mengwe e e amanang le seno le dipatlafalo tsa dikgono-tiro tsa lenao la kgwebo ya mo isagweng. Go akanyediwa fela bakopatiro ba ba fitlheletseng bobotlana maduo a C mo Mmetsheng le mo Saeseng ya Higher Grade. Mokgele o o beetsweng basari ke palo ya ba basha ba ba newang dibasari ka ngwaga.

Bokatisediwa-tiro/Leano la Go Katisiwa ka go Dira

Bokatisediwa-tiro jo bo latelang le mananeothuto a go ithuta ka go dira a rutwa ke Impala Platinum Limited:

- i. **Tiro ya Malatsi a Boikhutso a bao Impala Platinum Limited e ba Neileng Dibasari** mo teng gha mafapha a a farologaneng e amanngwa thata le tiro e ba e ithutetseng kwa Impala Platinum Limited Operations ka nako ya lobaka lwa tiro ya malatsi a boikhutso. Baithuti ba ba neilweng dikabelotiro go di dira ba ka nna ba newa thuso mme botlhe ba ba neilweng dibasari ba thusiwa go reka dikhomphiutha tsa bone go dira gore ba nne le bokgoni ka botlalo jwa thekenoloji ya khomphiutha e e amanang le serutwa se ba nang le bokgoni mo go sone.
- ii. **Go Aloga mo Teng ga Setheo/Go Rutwa Dikgono-Tiro ga badiri.** Impala Platinum Limited e tla thusa baalogi botlhe ka go tlhabolola dikgono-tiro tsa bone bao e leng beng ba dibasari ba ba thapilweng mo dirutweng tse di latelang, Go Tlhotlha Diminerale le Boenjenere jwa Dikhemikale, Khemiseteri, Tiro ya Moepo, Patlisiso, Boenjenere, dirutwa tsa Tikologo le Boenjenere jwa Maje. Baalogi bano ba tla tsengwa mo lenaneothutong la tlhabololo ya dikgono-Tiro go ba baakanyetsa go nna l;e ditifikeiti tsa Puso tse di tlhokegang tsa dikgono-Tiro. Boleele jwa mananeothuto ano bo fa gare ga dingwaga di le 2.5 go ya go 3.
- iii. **Lenaneothuto la Moenjenere yo o Katsiawang** le rulagantswe gore le kgone go tlhabolola dikgono-tiro tsa baenjenere mo dirutweng tsoitlhe tsa boenjenere. Dirutwa tsa boenjenere tse di tseentsweng ke



Impala Platinum Limited ke: Motlakase, Metšhini, Go tlhotlha diminerale, Boenjenere jwa Dikhemikale le jwa Tiro ya Moepo. Mananeothuto ano a ka tsaya dingwaga di le pedi (2) go a feta le go kgontsha baalogi ba ba botlana kgotsa baenjenere ba badipolomate gore ba tlhomiwe go nna baenjenere mo tirong e ba nang le bokgoni mo go yone.

- iv. **Go Katsiwa ga ba ba kwa Ntle ga Setheo ka go ba Naya Tiro & bokatisediwatiro ba ba sa berekeng** Malebana le baagi, MQA, Diyunibesiti tsa Thekenoloji le Diyunibesiti, Impala Platinum Limited e tla tswelela go katiso baithuti ka go ba naya tiro le ka bokatisediwatiro ya Go Tlhotlha Diminerale le boenjenere jwa Dikhemikale, Khemiseteri, Tiro ya Moepo, Ditšhelete, Lefapha la Tsa Badiri, Boenjeneri, Patlisiso, dirutwa tsa Tikologo le Boenjenere jwa Maje. Baithuti ba ba katisiwang ka go newa tiro ba tla kgona go bona dithutego tse di maleba fa ba sena go wetsa ka katlego tiro e ba neng ba e neilwe go e dira ngwaga otlhe. Mananeothuto ano a go ba katisa ka go ba naya tiro a tla begwa kwa Impala Rustenburg Operations le kwa Madirelong a Go Itshekisa Maanya a Moepo wa Polatinamo wa Impala kwa Springs. Baalogi le Badipolomate ba tla tsenngwamo lenaaneng la bokatisediwa tiro ngwaga o le mongwe gore ba bapale maitemogelo, mme bakatisediwatiro ba ba alogileng mo dirutweng tsa Tiro ya Moepo, Boenjenere kgotsa Go Tlhotlha Diminerale ka dikonteraka tsa MQA bone ba tla tsenngwa mo lenaanethutong leno dingwaga di le pedi, seno se tla thusa baithuti ba Tiro ya Moepo le ba Boenjenere go bona thuto e ba e tlhokang gore ba siamele go nna le Ditifikeiti tsa Puso tsa Bokgoni jwa Tiro.

2.5.2.1 Go Thuswa ka Dithuto

Go thuswa ka dithuto go newa badiri ba ba tshwanelegang gore ba tswelele ka dithuto tsa bone gore ba bapale kitso go ya pele e e amanang le tiro e ba e dirang ka nakwana gore ba bone Ditifikeiti tsa Bokgoni jwa Tiro kgotsa tsa Pele ga Kalogo le tsa dithuto tsa morago ga kalogo le tsa dithutego tsa seporofeshenale. Sekema seno se tlamela badiri ka tshegetso e ba e tlhokang ya madi a go duelela dithuto le go reka dibuka, malatsi a khunologo a go ya go ithuta le go kwala ditlhatlhobo, le go tsena dikolo tse ba patelediwang gore ba di tsene jaaka go tlhokega.



Lenaanethalo 2.13: Leano la Kgatelopele la Bokatisediwa-tiro & Leano la Basari kwa Impala Platinum (Nomoretshupetso Karolo 2.5.2)





Lenaanethalo 2.14(a): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeoithuto a Dibasari Tsa ba ba Kwantle ga Setlamo

Impala Platinum Limited		2019	2020	2021	2022	2023	Palogotho ya Dingwaga di le 5
Lenaneoithuto	Serutwa : Lenaneo mo teng ga setlamo Bokhutlo Seetebosigo 2018	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha
Dibasari Tsa Yunibesiti (Tsa ba ba Kwa Ntle)	Boenjeneri jwa Moepo	0	0	4	3	2	9
	Boenjeneri jwa Dikhemikale	0	0	2	1	1	4
	Boenjeneri jwa Mottlakase	0	0	1	1	2	4
	Tlhatlho ya Diakhaonto	0	0	3	1	2	6
	Boenjeneri jwa Mekhenikale	0	0	2	1	1	4
	Khemeseteri	0	0	0	1	1	2
	Jiooloji	0	0	0	1	3	4
	Patlisiso	0	0	1	2	0	3
	Lefapha la Tsa Badiri	0	0	1	1	1	3
	Booki	0	0	1	1	0	2
	Go Ruta	0	0	3	3	3	9
	Di Dikirii Tse Dingwe	0	0	0	0	1	1
	Ba Morago ga Kalogo	0	0	0	0	0	0
	PALOGOTLHE	44	0	0	18	16	17

Dibasari tseno di akaretse Baagi bao moepo o tlhomilwieng mo tikologong ya bone le Mafelo ao badiri ba romelwang go tswa kwa go one Gape go bontshiwa dipalo ka fa tlase ga Tlhabobothale.



Lenaanethalo 2.14(b): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeothuto a Baalogi mo Teng ga Setlamo/Badipolomate**

Lenaneothuto	Impala Platinum Limited		2019	2020	2021	2022	2023	Palogotho ya Dingwaga di le 5
	Serutwa se se ithutlwang	Lenaneo mo teng ga setlamo Bokhutlo Seetebosigo 2018						
Bokatisediwiro jwa Moalogi/Modipolomate & Mananeothuto a Katiso ka go Nwa Tiro (Mo Setlamong)	Go Katisediwa Tiro ya Moepo ga Moalogi/Modipolomate	18	2	0	3	2	0	7
	Go Katisediwa Boenjenerere ga Moalogi/Modipolomate	8	1	1	4	5	0	11
	Kalogo ya Boenjenerere jwa Maje	8	0	0	0	0	0	0
	Boalogi jwa Go Tsena ga Mowa	2	0	0	0	0	0	0
	Katiso ya Patlisiso ya Modipolomate/Moalogi	2	2	0	1	0	0	3
	PALOGOTLHE	38	5	1	8	7	0	21

**Barutwana bano go buiwa ka bone gape golo gongwe mo pegong jaaka baikwadisi ba basha kgotsa ba ba feditseng. Mekgele eno e emela palogare ya barutwana ba ba ikwadisiseng mo lenaneothutong leno ka ngwaga. Arno ga se rnaikwadiso a masha ka ngwaga.



Lenaanethalo 2.14 (b) (i): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 ya Mananeothuto a Baalogi mo Teng ga Setlamo/Badipolomate

Moepo wa Newrak		2019	2020	2021	2022	2023	Palogotlhe ya Dingwaga di le 5
Lenaneothuto	Lenaneo mo teng ga setlamo Seetebosigo 2018	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha
	Serutwa se se ithutlwang	0	0	0	0	0	0
	Go Katisediwa Tiro ya Moepo ga Moalogi/Modipolomate	4	0	0	0	0	0
Bokatisediwetro jwa Moalogi/Modipolomate & Mananeothuto a Katiso ka go Nwa Tiro (Mo Setlamong)	Go Katisediwa Boenjenera ga Moalogi/Modipolomate	0	0	0	0	0	0
	PALOGOTLHE	4	0	0	0	0	0



Lenaanethalo 2.14 (c): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go ffilha ka 2023 ya Bokatisediwa-Tiro jwa ba Kwantle ga Setlamo & Mananeothuto a Katiso ka go Newa Tiro***

Impala Platinum Limited		2019	2020	2021	2022	2023	Palogothhe ya Dingwaga di le 5	
Lenaneothuto	Serutwa se se ithutelwang	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	
	Lenaneo mo teng ga setlamo Bokhutlo Seetebosigo 2018							
Bakatisediwa-tiro ba bangwe & Mananeothuto a Katiso ka go Newa Tiro (Kwantle ga Setlamo)	Go Tlhotlha Diminerale/Boenjenerere jwa Dikhemikale	7	8	8	8	8	34	
	Khemeseteri	7	5	5	5	5	21	
	Tiro ya Moepo	1	1	1	1	1	5	
	Boenjenerere	5	2	2	2	2	10	
	Dipatlisiso	0	0	0	0	0	0	
	HR	5	0	0	0	0	1	
	Ditshelete	1	0	0	0	0	2	
	Di Dikirii Tse Dingwe	0	0	0	0	0	4	
	Boenjenerere - Bodirelo	0	0	0	0	0	0	
	Tikologo	0	0	0	0	0	0	
	PALOGOTLHE	26	6	16	16	16	23	77

*** Mekgele eno e emela palogare ya barutwana ba ba ikwaditseng mo lenaneothutong leno ka ngwaga. Ano ga se maikwadiso a masha ka ngwaga. Barutwana bano ke ba ba kwantle ga setlamo mme ga ba a thapiwa ke Impala.

Lenaanethalo 2.14 (d): Mekgele ya dingwaga di le tlhano (5) go simolola ka 2019 go fitlha ka 2023 Mothapi mo Teng ga Setlamo Go Thuswa ka Thuto

Impala Platinum Limited		2019	2020	2021	2022	2023	Palogotlhe ya ba ba amogetsweng
Go Thusa Badiri ka Thuto	Katiso mo teng ga setlamo e feila ka Seetebosigo 2028	85					
		Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	Mokgele Kamogelo ya ba Basha	
Tshegetso ya Badiri		28	27	30	29	29	143





2.6 LEANO LA TEKATEKANO MO TIRONG

2.6.1 DINTLHA-KAKARETISO

Impala Platinum e a lemoga gore Tekatekano mo Tirong ke selo sa botlhokwa mo kgwebong e bile e tswela go leba seno jaaka karolo ya konokono ya letsholo la yone la go tlisa phetogo ya boineelo jwa yone ja go ikobela dipatlafalo tsa semolao tsa Molao wa Tekatekano mo Tirong (Employment Equity Act [EEA]), Molao wa Tlhabololo ya Dikgono-Tiro; le Tshata ya Moepo go ya ka Molao wa Tlhabololo ya Diminerale le Peteroliamo (Minerals and Petroleum Development Act [MPRDA]), gape ke karolo ya mekgwa e e gaisang yotlhe ya tiro. Setlamo se tla rulaganya maiteko otlhe a go tlisa Tekatekano mo Tirong jaaka go thalositse go supa dintlha-tshelo ka Aforikaborwa mme se ikemiseditse go latelela thulaganyo ya:

- Tlhabololo, go tsenya tirisong dipholisi tsa tiro le go di baya leitlho, mekgwa-tasmaiso le mekgwa-tiro go tlhomamisa gore ga go motho ope yo o bontshiwang tlhalele ka tsela e e sa siamang (ka tlhamalalo le ka tsela e e seng ya ka tlhamalalo) ka ntlha ya bong, lotso, bogole, bodumedi, dingwaga tsa bogodi, puo le mabaka a mangwe.
- Go oketsa katlego ya selamo go tswetsa pele kgaisano ka go tsoma badiri, go tlhopha le go katisa badiri ba HDP gore ba ntshe bokgoni jotlhe jwa bone;
- Go naya badiri botlhe ditshono tsa go tlhabolola dikgono-tiro tsa bone ka go tlhoma mogopolo thata mo go ba ba sa akarediwang mo go nneng le seabe mo ikonoming ka ntlha ya go bontshiwa tlhalele e e sa siamang;
- Go boloka mokgele wa lobaka lo lo khutshwane go fitlha go lo lo mo magareng lwa go boloka tekatekano ka go lwantsha botlhoka-tekatekano jwa nako e e fetileng mo gare ga badiri ka ntlha ya molao le/kgotas mekgwa ya setso;
- Gio tsamaisanya thulaganyo ya go boloka tekatekano mo Tirong le mekgwa-mentle ya setlamo le mekgele ya sone.

2.6.2 MAIKANO

Impala Platinum e tla tsenya tirisong Leano la Tekatekano mo Tirong go tlhomamisa gore mekgele e e tlhomilweng e a fitlhelelwa le gore badiri botlhe ba itse ka mekgele ya setlamo. Leano la Tekatekano mo Tirong (jaaka le tlhalosiwa fa tlase go Lenaanethalo 2.10) le akaretsa ditogamaano, mekgele le dithulaganyo tsa go ikobela boikaelelo jwa Tshata ya Moepo ya go tsepa mogopolo ka mo go kgethegileng go Batho ba Ditshwanelo tsa Bone di Kileng Tsa bo di Gatakelwa (Historically Disadvantaged Persons [ba HDP]) mo maemo a botsamaisi.

2.6.3 DITHULAGANYO TSE DI LOGETSWENG MAANO TSA TEKATEKANO MO TIRONG

2.6.3.1 MELAOMETHEO YA TEKATEKANO MO TIRONG KWA IMPALA PLATINUM

Impala Platinum e tlhomile mekgele ya dipalo tsa ngwaga le ngwaga malebana le go boloka tekatekano mo tirong. Mo thulaganyong ya go fitlhelela mekgele eno setlamo se ngaparelaw melaometheo e e latelang:

- Ga go na motho ope yo o tla tlhomiwang mo maemong ntle le fa a tshwanelegela maemo ao ka botlalo e bile/kgotsa a na le dikgono tsa tiro;
- Batho ba ba tshwanelegang ka botlalo go tswa mo ditlhopheng tsa HDP e tla nna bone ba ba tlhophiwang pele gore ba tlitse diphatlhatiro le go thatlhosiwa maemo;
- Go go kgaolwa ga badiri mo tirong ga go kitla go patelediwa fela gore go fitlhelelwe mekgele e e amanang le dipalo tse di batlegang;
- Go eletswa gore ba ba sa tswang go tlhomiwa e nne ba ba tswang mo ditlhopheng tsa HDP gore go fitlhelelwe mekgelel ya dipalo tse di tlhomilweng;



- Impala Platinum, fa e simolola go gagamalela mekgele ya dipalo tse di batliwang, e tla akanyetsa maemo a ga jaanong a ikonomi le a ditšhelete a a amanang le intaseteri e setlamo se dirawng mo go yone.
- Setlamo se tla kanayetsa kgolo kgotsa phokotso ya badiri mo lobakeng lwa nako lo lo beetsweng go fithelelwa ga mekgele;
- Bontsi jwa dikgono tsa tiro tse di botlhokwa ga jaanong jaana di abiwa kwantle ga di HDP. Batho ba tshwanetse go tlogela go nna le maikutlo a a sa siamang ka ga go tsenngwa tirisong ga leano leno. Ka jalo setlamo se dumela go amogela pholisi ya go dira dilo kwantle ga bofitlha bope ka go nna le dipuisano le ba bangwe ka tshwanelo ba e sengh ba ditlhopho tsa HDP mme e tla supa gore tebelelo ya bone ya go dira kgatelepele e tla fokodiwa gore go fithelelwe mekgele e e tlhomilweng mo leanong leno.
- Lobaka lwa Leano la Tekatekano mo Tirong le tla laolwa ke go ikobela ga setlamo melawana yotlhe e e maleba e e amanang le go boloka tekatekano mo tirong, mmogo le mekgele ya Tšhata ya Moepo.

2.6.3.2 BOTSAMAISI JWA MAANO A GO BOLOKA TEKATEKANO MO TIRONG KWA IMPALA PLATINUM

- Setlamo se ile sa tlhoma Komiti ya Loago, Tsamaiso-Sentle le ya Diphetogo (Social, Ethics and Transformation [SET]) gp tlhomamisa gore go tlhamiwa leano le go le tsenya tirisong le boikaelelo jwa lone e leng go fithelela tekatekano mo tirong. Go tlhomamisa gore leano leno le tsenngwa tirisong le go tlhama leano go ya pele la go tlisa diphetogo la setlhopho sa di Implats nako le nako, komiti-potlana ya boto ya Implats e ne ya tsenela kopano e mo go yone go neng go na le bakaedi botlhe ba bakhuduthamaga; ba bangwe ba e seng bakaedi ba bakhuduthamawga le Mokhuduthamaga wa Lefapha la Tsa Badiri. Komiti-potlana e tla kopana gangwe ka kotara le go sekaseka kgatelepele ya leano la go tlisa diphetogo, le le akaretsang Leano la Loago le la Badiri.
- Mmenejara-Mogolo o abetswe go sikara boikarawbelo jwa go tsenya tirisong le go baya leitlho leano leno.
- Go tlhomilwe dikomiti Tse di Eteletseng Pele tse di tlising diphetogo mo tirong, tse di ipegang kwa Komiting e e Etelelang Pele e e Tlising Diphetogo ya setlamo. Dikomiti tseno tsa tiro di ikarabela ka go tlhama ditlhopho tsa tsone tsa badiri maano le go tlhomamisa gore di tsenya tirisong mananeothuto a tlhaeletsano, a letsholo le katiso.
- Dimmenejara tsa mafapha kwa Madirelong a Meepo ba ikarabela ka go tlhomamisa gore maano ano a tsenngwa tirisong mo mafelong a bone a tiro.
- Le fa Molao wa Tekatekano mo Tirong o sikarisa setlhopho sa batsamaisi boikarabelo jwa go boloka tekatekano mo Tirong, seabe se segolo se Impala Rustenburg le Madirelo a Go Itshekisa Maanya a Dikomiti Tse di Eteletseng Pele Tse di Tlising Diphetogo tsa go fithelela maikaelelo a leano leno di nang le sone se a amogelwa ke bana-le-seabe botlhe.
- Badiri botlhe ba itse dintlha-kakaretso tsa Molao wa Tekatekano mo Tirong le dipatlafalo tsa Tšhata ya Moepo.

2.6.3.3 DITHULAGANYO TSE DI LOGETSWENG MAANO TSA GO FITLHELELA DI BA HDP MO TIRONG YA BOTSAMAISI KWA IMPALA PLATINUM

Lenaanethalo 2.10 le tlhalosa mekgele ya Tekatekano mo Tirong lobaka lwa dingwaga di le tlhano (5) tse di latelawng kwa Impala Platinum ya badiri ba ba mokgele wa bone e leng go fithelela 50% le lgo feta ya di HDP mo setlhopheng sa botsamaisi le maemo a konokono le dikgono-tiro tsa botlhokwa tumalanong le dipatlafalol tsa Tšhata ya Moepo. Go rulaganyetsa mekgele eno le maano a a tlhalosiwang fa tlase go ne go ikaegile ka go nna teng ga dipatlhatiro mo Leanong le Kgwebo mmogo le mo go nneng teng ga baithuti ga jaanong jaana ba HDP mo serutweng sengwe le sengwe mo moepong.

Gore go fithelelwe mekgele ya tekatekano mo Tirong e e tlhalosiwang mo Lenaanethalo 2.10, matsholo a a latelang a tla tsenngwa tirisong:



- **Mananeo a Katiso a a Akofisitsweng:** Go kgontsha moepo gore o tlamele ka ditlhoko tsa badiri mo isagweng, mananeo a katiso a a akofisitsweng a tsenngwa tirisong gore a thuse badiri ba ba setseng ba tlhaotswe go akofisa katiso ya bone gore ba fitlelele mongwe wa mekgele ya tiro e e leng teng (leba dikarolo 2.3 le 2.4).
- **Kgatelopele ya mokgele wa tiro** Go tlaolwa batho ba go bonalang ba na le bokgoni ba bo ba tsenngwa mo leanong la kgatelopele ya mokgele wa tiro (Leba Karolo 2.3);
- **Go Rutwa Dikgono-Tiro:** ke thulaganyo e ka yone di HDP di tlhabiwang botlhale go fitlha di nna le dikgono-tiro gore ba ka tlhomiwa mo maemong a a rileng Boikaelelo ke go thibela setlamo go latlhegelwa ke dikgono-tiro tse dintsi, segolobogolo mo ditirong tsa konokono tsa kgwebo.
- **Ba ba Neilweng Dibasari:** go tlhomiwa ga baithuti fa ba wetša dithuto tsa bone kwa ditheong tsa thešari;
- **Go Katisiwa ka go Newa Tiro:** Katiso ya mofuta ono e newa Baalogi e bile ba tla tswelala pele ba e newa gore ba nne le thutego.
- **Mananeo a Tlhabobotlhale** (a e seng a semmuso) a tla tswelala pele go tsenngwa tirisong go tokafatsa dikgono-tiro tsa badiri ba ba tshwaetsweng go tsenngwa mo maemong a botsamaisi.
- **Go batlana le badiri/Go tsoma badiri ba ba tshwanelegang** ba ba nang le ditalente tse di gaisang tsotlhe ba ba batliwang ke ditheo tas go tsoma badiri le go ba tsoma kwa ditheong tsa thešari kle ditogamaan tse di tla tswelalang pele go dirisiwa fa go tlhokega.
- **Mananeothuto a Sekolo:** a tlamela ka kaelo ya mokgele wa tiro ka ga mekgele wa tiro ya mo moepong

Mo godimo ga matsholo a a umakilweng fa godimo, go tlhomamisa gore basadi le bone ba tsaya karolo mo ditirong tsa moepo, matsholo a a latelang a tla tsenngwa tirisong e bile a tla tswelala pele kwa Impala Platinum:

- Go tlhama ditšhono tsa go newa basari go ngoka basadi le go ba naya tiro ya malatsi a boikhutso;
- Go etelediwa kwa pele go tlhomiwa ga basadi ba bantsho mo tirong;
- Go Tlhomea Komiti ya Bogakolodi ya Basadi;
- Go tlhola dikgoreletsi tse di thibelang basadi go bona ditiro;
- Go tlhama leano la go emisetsa ba ba rotseng tiro;
- Go tlhola diphatlhatiro tse basadi ba ka tsenngwang mo go tsone mo maemong a C;
- Go sekaseka ditalente tsa lekgotla le dithulaganyo tsa botsamaisi jwa dithulaganyo tsa tlhatlhamamo ya baeteledipele

Implats le Dikomiti Tsa Tiro Tse di Etelelang Pele tse Di Tlisang Diphetogo di tla nna le seabe sa konokono sa go tswelatsa dithulaganyo tse di logetsweng maano jaaka go tlhalosiwa fa godimo. Dikomiti Tse di Eteletseng Pele Tsa Go Tlisa Diphetogo di tla etelatsa kwa pele Mathata a konokono mme seno se ka nna sa felela ka maano a a oketsgileng a a latelang a Dikomiti di tlileng go a tsenya tirisong:

- Go baya leitlho go tlhomiwa ga maloko a setlhopha sa HDP;
- Go baya leitlho go tlaolwa ga badiri ba HDP gore e nne bone ba ba tlhatlhamang baeteledipele mo mafapheng le/kgotsa mo dikarolong le go tlhomamisa gore mananeo a katiso le a tlhabololo ya dikgono-tiro a tsenngaw tirisong;
- Go tlhotlhomisa kgonego ya go tlhatlosiwa maemo mo tirong ga maloko a ditlhopha tsa HDP;
- Go tlhomamisa gore badiri ba ditlhopha tsa HDP ga ba tlogele tiro;
- Go fetola dipholisi, mekgwa-tsamaiso le mekgwa mengwe e e tlhalosiwang e le e e nang le dikgoreletsi tsa go tsenya tirisong leano la tekatekano mo Tirong le go fitlhelwa ga mekgele e e tlhomilweng semolao;
- Lobaka lwa Leano la Tekatekano mo Tirong le tla laolwa ke go ikobela ga setlamo melawana yotlhe e e maleba e e amanang le go boloka tekatekano mo tirong, mmogo le mekgele ya Molao wa MPRD.



2.6.3.4. Go baya leitho le go sekaseka boleng jwa Maano a go Boloka Tekatekano mo Tirong kwa Impala Platinum

Maano a Go Boloka Tekatekano mo Tirong a tla sekasekwa gangwe ka kotara ke Impala Rustenburg le ke Dikomiti Tse di Eteletseng Pele Tse di Tlisang Diphetogo tsa Madirelo a Go Itshekisa Maanya go tlhomamisa gore go nna le kgatelopele ya tiro. Maloko a komiti a tla newa nako e e telele sentle ka mo go lekaneng gore ba begele baemedi ba bone morago ga dikopano. Go tla tlotlwa ka mathata a Go Boloka Tekatekano mo Tirong kwa dikopanong tsa Impala Platinum Holdings Limited (Implats) Social, tsa Komiti ya Tsamaiso-Sentle le ya Go Tlisa Diphetogo mme mathata ao a tla tsewa tsia ka botlalo fela jaaka go dirwa ka dikgang tsa ditogamaano le ditiro.

Lenaanethalo 2.10: Mekgele ya dingwaga di le tlhano (5) ya Tekatekano mo Tirong

Setlhopha	Mokgele o o tlhaloisitsweng	2019	2020	2021	2022	2023
		Mokgele (%)	Mokgele (%)	Mokgele (%)	Mokgele (%)	Mokgele (%)
Boto (di HDP Tsotlhe)	50%	50%	50%	50%	50%	50%
Boto (Basadi ba HDP)	20%	20%	20%	20%	20%	20%
Setlhopha sa Botsamaisi-Godimo (Maemo E: Kwa Godimo) Badiri ba HDP	50%	50%	50%	50%	50%	50%
Setlhopha sa Botsamaisi-Godimo (Maemo E: Kwa Godimo) Basadi ba HDP	20%	20%	20%	20%	20%	20%
Setlhopha sa Batsamaisi-Bagolo (Maemo-E: Kwa Tlase) Badiri ba HDP	60%	49%	50%	54%	56%	60%
Setlhopha sa Batsamaisi-Bagolo (Maemo-E: Kwa Tlase) Basadi ba HDP	25%	17%	17%	18%	19%	20%
Batsamaisi-Gare (Maemo D: Kwa Godimo) Badiri ba HDP	60%	58%	58%	59%	59%	60%
Batsamaisi-Gare (Maemo-D: Kwa Godimo) Basadi ba HDP	25%	24%	24.5%	24.5%	25%	25%
Batsamaisi-Potlana (Maemo D: Kwa Tlase) Badiri ba HDP	70%	81%	81%	81%	81%	81%
Batsamaisi-Potlana (Maemo D: Kwa Tlase) Basadi ba HDP	30%	15%	15.5%	17%	19%	20%
Dikgono-tiro Tsa Konokono le tsa Botlhokwa	60%	94%	94%	94%	94%	94%

LEANO LA LOAGO LE LA BADIRI
Tokomane e e Rometsweng

13 Sedimonthole 2018



KAROLO 3

Mananeo A Tlhabololo Ya Loago Le Ikonomi



IMPALA PLATINUM LIMITED

LEANO LA
LOAGO LE LA
BADIRI



KAROLO 3

3.1 MAEMO A LOAGO LE IKONOMI & DITIRO TSA KONOKONO TSA IKONOMI TSA MAFELO A A AMEGILENG

3.1.1 MATSENO

Impala Platinum Rustenburg Operations e mo teng ga Mmasepala wa Selegae wa Rustenburg mo teng ga Mmasepala wa Kgaolo ya Bojanala ya Polatinamo kwa Porofenseng ya Bokone Bophirima (Dintlha-Tlaleletso A). Toropo-kgolo e e gaufi le yone ke Rustenburg. Madirelo a Go Itshekisa Maanya a Moepo wa Impala wa Polatinamo a kwa Springs kwa Mmasepala wa Toropokgolo ya Ekurhuleni mo Porofenseng ya Gauteng mme Kantorokgolo ya Impala Platinum Limited yone e kwa Johannesburg, kwa Gauteng.

Fa re leba mafelo a ditlamo tseno di leng kwa go one le go akanya ka mafelo a magolo a badiri ba romelwang go tswa kwa go one (jaaka go bontshiwa go Setshwantsho 1.3), karolo eno e tlotla ka maemo a loago le ikonomi a diporofense tsa Bokone Bophirima, Gauteng le Kapa Botlhaba, Bommasepala ba Kgaolo ya Bojanala le ya Ekurhuleni, mmogo le Mmasepala wa Selegae wa Rustenburg.

3.1.2 POROFENSE YA BOKONE BOPHIRIMA

3.1.2.1 MAEMO A LOAGO LE IKONOMI A POROFENSE

Dipholo tsa patlisiso e e neng ya dirwa mo baaging ka 2016 di fopholetsa gore baagi ba Porofense ya Bokone Bophirima ba fitlha go dimilione di le tharo le dikete di le makgolo a le supa le someamane le borobedi le makgolo a le mane someamararo le botlhanano (3 748 435), e leng kgolo ya 1.5% go tswa go dipholo tsa Mmalabatho tsa 2011.

Quarterly Labour Force Survey (QLFS) go tswa kwa Stats SA ya kotara ya bobedi ya 2013 e ne ya bega gore baagi ba ba mo dingwageng tsa go bereka (dingwaga tse di fa gare ga 15 le 64) kwa Bokone Bophirima e ne ya tlhagisa gore baagi botlhe ba ba mo dingwageng tsa go bereka mo Aforika Borwa ke 68.3%. Le fa go ntse jalo, palogotlhe ya batho ba ba berekang kwa Bokone Bophirima ke 36% ya baagi botlhe ba ba mo dingwageng tsa go bereka (dingwaga tse di fa gare ga 15 le 64). Palo ya ba ba sa berekeng e e neng ya begwa mo lobakeng loo e ne e le 13% mme ba ba neng ba sa tseye karolo ka tlhagafalo mo ikonoming ba ba mo setlhopheng sa dingwaga tsa go bereka e ne e le 51%. Re tshwanetse go akanyetsa ntlha ya gore dipalo tseno ga di akaretsa lotseno lwa madi go tswa go mothapi yo o seng wa semmuso kgotsa madi a malapa a a romelwang ke batho ba ba bererekang go tswa golo gongwe.

Lenaanethalo 3.1 fa tlase le bontsha ditirelo tsa motheo mo teng ga Porofense ya Bokone Bophirima, dilo di tokafetse fela thata go ralala dingwaga malebana le go tlamela ka ditirelo tsa motheo go simolola ka 2001 go fitlha ka 2011. Bogolo jwa malapa a a dirisang motlakase jaaka motswedi wa konokono wa eneji go bonesa, go thuthafatsa le go apaya go oketsegile thata m porofenseng ytolhe; ka 2001 go ne go dirisiwa 72.3% ya eneji go bonesa mme jaanong e tlhatlogetse gop 84% ka 2011. Go nnile le koketsego ya go tlamela ka metsi a a tsamayang ka diphaephe (a a tswang mo pompong) mo teng ga ntlo/jarata ya go simolola go 52.8% ka 2001 go fitlha go 69.3% ka 2011.



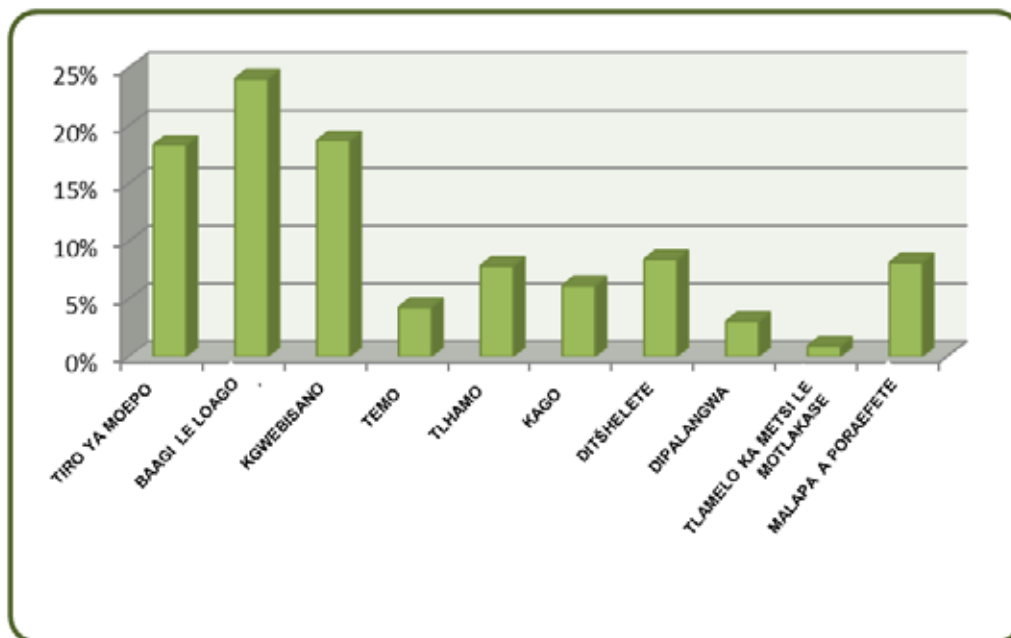
Lenaanethalo 3.1: Tshobokanyo ya maemo a tlamelo ka ditirelo kwa Porofeseng ya Bokone Bophirima ka 2011 (Mmalabatho 2011)

TLHALOSO YA DITIRELO TSA MOTHEO	
Tlamelo ka Motlakase	
Mabone	84.0%
Go apaya	75.3%
Go Thuthafatsa	61.8%
Ba ba Kgonang go Bona Metsi	
Metsi a a tswang mo phaepheng (pompong) mo teng ga ntlo/jarata	69%
Metsi a a tswang mo phaepheng (pompong) kwa ntle ga ntlo/jarata	22%
Ba ba sa a boneng	8%
Mefuta ya Matlwana a Boithusetso	
Ntwana e e folashwang/ya Dikhemikale	47%
Ntwana ya mokoti	46%
Ntlwana ya bakete	1%
Ba ba senang yone	6%

3.1.2.2 DITIRO TSA KONOKONO TSA IKONOMI MO POROFENSENG

Setheo sa meepo se rekotilwe jaaka sa maemo a boraro a 18% se se thapang badiri mo porofenseng ya Bokone Bophirima, setheo sa kgwebo sone ke 19% mme baagi & ditirelo tsa loago tsone ke 28%. Setheo sa tlamelo ka motlakase sone bobotlana se thusa ka 1% (Setshwantsho 3.1).

Setshwantsho 3.1 Ditheo Tse di Thapang Badiri mo Porofenseng ya Bokone Bophirima ka 2013 (Q2: QLFS)





3.1.3 GAUTENG

3.1.3.1 MAEMO A LOAGO LE IKONOMI A POROFENSE

Go ya ka Patlisiso ya Mmalabatho ya 2011 porofense ya Gauteng e na le baagi ba ba kwa godimo go gaisa ba tse dingwe mo bathong ba le dimilione di le 12.2 mo Aforikaborwa. Bontsi jwa baagi bano ba ba dirang 72% e ne e le ba ba mo dingwageng tas go bereka, mme palo e nnye ya bone ya 31% e ne e le ya ba ba ka fa tlase ga dingwaga di le 19. Ka jalo, se go bonalang e tlile go nna matshwenyo a magolo thata a porofense eno e tšile go nna go tlhama ditšhono tse di lekaneng tsa go bona ditiro, mmogo le go tlamela palo e e goaing ka lebelo eno ya batho ka ditirelo tsa motheo.

Go ya ka QLFS e e dirilweng ka kotara ya bobedi ya 2013, palo ya ba ba berekang mo Gauteng e botoka go gaisa palo ya ba diporofense tse dingwe mo Aforikaborwa. Diperesente di le someamathano (52%) tsa ba ba leng mo dingwageng tsa go bereka (dingwaga di le 15 – 64) ba ne ba bereka mme 30% yone e ne e sa tseye karolo ka thagafalo mo ikoniming.

Malebana le ditirelo tsa motheo, selekanyo sa malapa a a dirisang motlakase jaaka motswedi wa konokjono wa eneji ya go bonesa, go thuthafatsa le go apaya se ne sa oketsega mo porofenseng yotlhe. Malapa a a nang le metsi a a tswang ka diphaephe mo teng ga ntlo kgotsa mo jarateng a oketsegile go simolola go 82.7% ka 2001 go fitlha go 89.4 ka 2011 mme malapa a asa kgoneng go bona metsi a a tswang mo pompong le one a ntse a a fokotsega. Kakaretso, tlamelo ka ditirelo tsa motheo mo porofenseng e tokafetse fela thata.

Lenaanethalo 3.2: Tshobokanyo ya maemo a tlamelo ka ditirelo kwa Porofenseng ya Gauteng (Mmalabatho 2011)

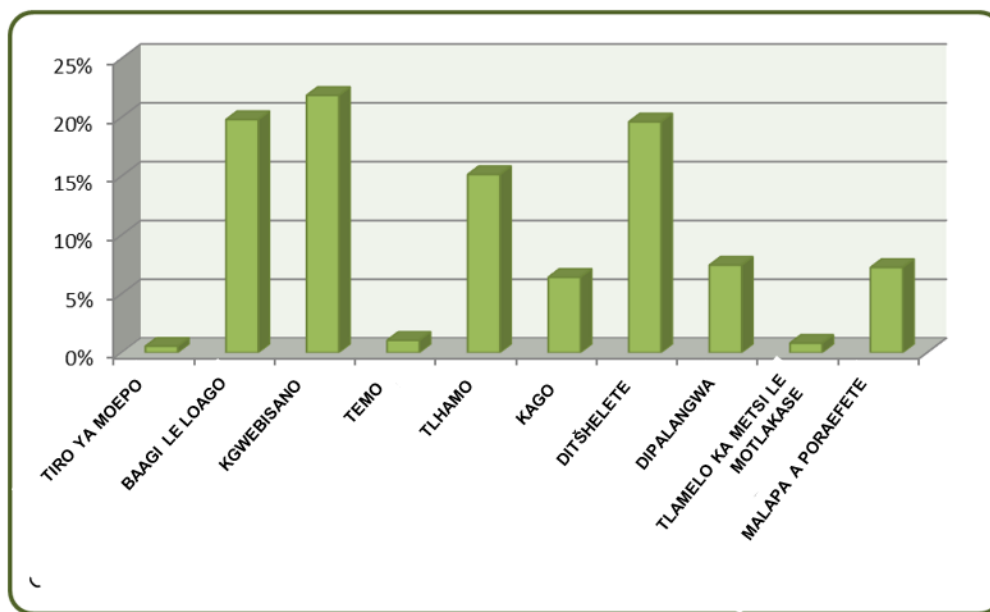
TLHALOSO YA DITIRELO TSA MOTHEO	
Tlamelo ka Motlakase	
Mabone	87.4%
Go apaya	83.9%
Go Thuthafatsa	74.7%
Ba ba Kgonang go Bona Metsi	
Metsi a a tswang mo phaepheng (pompong) mo teng ga ntlo/jarata	89.4%
Metsi a a tswang mo phaepheng (pompong) kwa ntle ga ntlo/jarata	8.8%
Ba ba sa a boneng	1.8%
Mefuta ya Matlwana a Boithusetso	
Ntwana e e folashiwang/ya Dikhemikale	86.5%
Ba ba senang tsone	1.1%

3.1.3.2 DITIRO TSA KONOKONO TSA IKONOMI MO POROFENSENG

Setheo sa meepo mo Gauteng se thusitse ka 1% fela go palogotlhe ya go thapiwa ga badiri mo porofenseng mo kotareng ya bobedi ka 2013 ya QLFS. Setheo sa kgwebo se ne sa rekotiwa jaaka se se tshegetsang ikonomi go di gaisa tsotlhe mo porofenseng ka 22% mme go tlamela ka motlakase le ka metsi le ka tsa temothuo go ne go le kwa tlase go eme mo go 1%. Ditirelo tsa baagi le loago, intaseteri ya go tlhama le ya ditšhelete di ne tsa tlhaga mmogo jaaka bathapi b a bagolo mo porofenseng ka 20%, 15% le ka 20% (Setshwantsho 3.2).



Setshwantsho 3.2 Ditheo Tse di Thapang Badiri mo Porofenseng ya Gauteng 2013 (Q2: QLFS)



3.1.4 KAPA BOTLHABA

3.1.4.1 MAEMO A LOAGO LE IKONOMI A POROFENSE

Porofense ya Kapa Botlhaba e ne e na le palo e e boitshegang ya baagi e e kwa godimo ga dimillione di le 6.5 tsa batho go ya ka Mmalabatho o o neng wa dirwa ka 2011 mme seno se ne se dira gore enne porofense ya boraro e e nang bontsi jwa batho go feta tse dingwe mo nageng yotlhe. Go nnile le kwelotlase ka metlha mo palong ya maloko a baagi a dingwaga di le 0-14 (36.6% ka 2001 go fitlha go 33.0% ka 2011), e leng koketsego ya ba setlhophsa sa dingwaga di le 15-64 (57.1% ka 2001 go fitlha go 60.2% ka 2011) le 65+ (6.3% ka 2001 go fitlha go 6.7% ka 2011). Ka kotara ya bobedi ya 2013, QLFS e ne ya bega gore baagi ba ba mo dingwageng tsa go bereka kwa Kapa Botlhaba e ne e le 12.7% ya palogotlhe ya baagi botlha ba ba mo dingwageng tsa go bereka mo Aforika Borwa. Palo ya ba ba sa berekeng e e neng ya begwa mo lobakeng loo e ne e le 14% mme ba ba neng ba sa tseye karolo ka thagafalo mo ikonoming ba ba mo setlhopheng sa dingwaga tsa go bereka e ne e le 55%.

Malebana le go fitlhelela ditirelo tsa motheo, dilo di tokafetse fela thata kwa Kapa Botlhaba go ralala dingwaga. Palo ya malapa a a dirisang motlakase jaaka motswedi wa one wa konokono wa go bonesa ka 2001 e ne e le 50% mme jaanong e oketsegile go fitlha go 75% ka 2011, go raya gore go nnile le koketsego gape ya go tlamele ka metsi a a tswang mo phaepheng (pompong) mo teng ga ntlo/jarateng e e leng koketsego e e fitlhang go 89.4% ka 2011. Mo e ka nnang 86.5% e na le matlwana a boithusetso a leswe le le ntshiwang ka diphaephe.



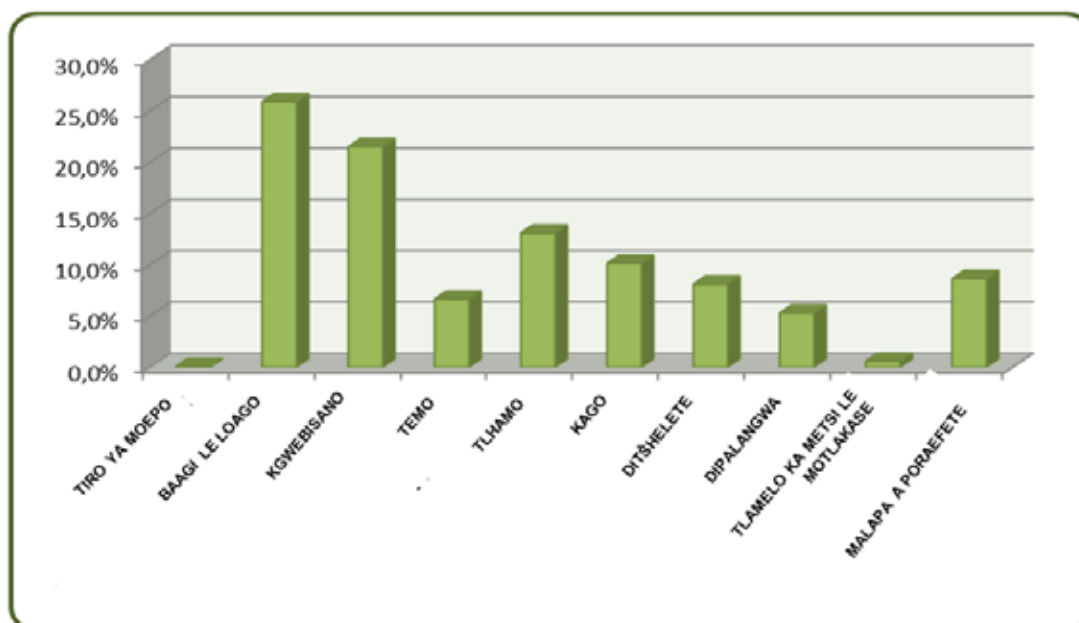
Lenaanethalo 3.3: Tshobokanyo ya maemo (%) a tlamelo ka ditirelo kwa porofenseng ya Kapa Botlhaba ka 2011 (Mmalabatho 2011)

TLHALOSO YA DITIRELO TSA MOTHEO	
Tlamelo ka Motlakase	
Mabone	75.0%
Go apaya	62.1%
Go Thuthafatsa	31.2%
Ba ba Kgonang go Bona Metsi	
Metsi a a tswang mo phaepheng (pompong) mo teng ga ntlo/jarata	89.4%
Metsi a a tswang mo phaepheng (pompong) kwa ntle ga ntlo/jarata	8.8%
Ba ba sa a boneng	1.8%
Mefuta ya Matlwana a Boithusetso	
Ntwana e e folashiwang/ya Dikhemikale	86.5%
Ba ba senang tsone	1.1%

3.1.4.2 DITIRO TSA KONOKONO TSA IKONOMI MO POROFENSENG

Go ya ka kotara ya bobedi ya 2013 ya QLFS, moepo o ne o tlamela ka ditiro tse di sa reng sepe kwa porofenseng ya Kapa Botlhaba, o ne o thusa ditheo tse di thapang badiri ka 0.1% fela. Se se neng sa thusa thata e ne e le baagi le ditirelo tsa loago ka 26% go bo go latela ditlamo tsa kgwebisano ka 21%. Bathapi ba bangwe ba ba bothokwa ke ba tlhamo ba ba thusang ka 13% le ba kago ba ba thusang ka 10%. Dintlha tsa batho ba ba thapilweng mo porofenseng di mo Setshwantshong 3.3 fa tlase.

Setshwantsho 3.3 Ditheo Tse di Thapang Badiri mo Porofenseng ya Kapa Botlhaba ka 2013 (Q2: QLFS)



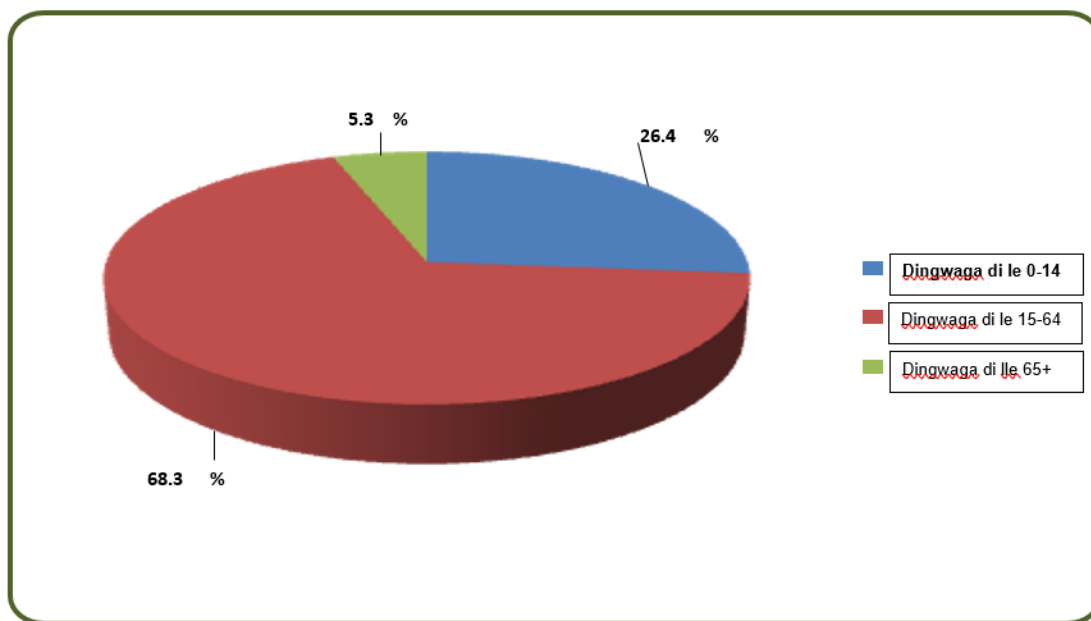


3.1.5 MMASEPALA WA KGAOLO YA POLATINAMO YA BOJANALA

3.1.5.1 MAEMO A LOAGO LE IKONOMI MO KGAOLONG

Mo baaging ba ba fetang dimilione di le 1.5 ba ba rekotilweng ka nako ya Mmalabatho 2011, 68.3% e ne e le ba ba lkgeng mo dingwageng tsa go bereka (ba ba fa gare ga diglwaga di le 15 le 64), mme 26.4% ya baagi ba ne ba le ka fa tlase ga dingwaga di le 14. Maemo a dingwaga tsa bogodi tsa baagi ba ba bontshiwang go setshwantsho 3.4 fa tlase. The unemployment rate of the region had declined extensively from 40.9 in 2001 to 30.7 in 2011.

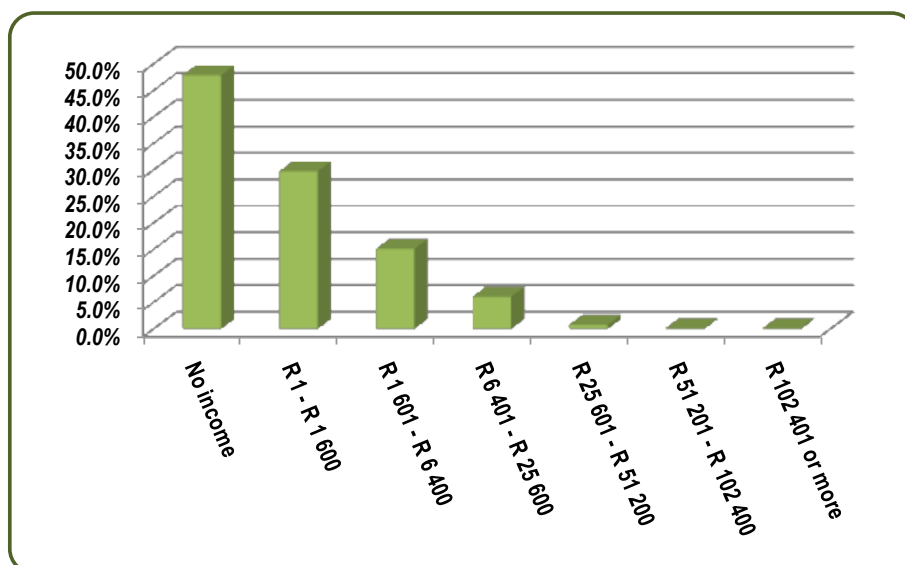
Setshwantsho 3.4: Dipalo tsa dingwaga tsa baagi ba Mmasepala wa Kgaolo ya Bojanala (Census 2011)



Batho ba ba neng ba thapilwe ba begilwe gore ba fitlha go 42% ya baagi baba mo dingwageng tsa go bereka mme 19% yone ke ya ba ba sa berekeng mme 4% yone ke batho ba ba kgobegileng marapo ba ba batlang tiro. Boemo jono bo etegediwa ke gore 29.8% yabatho ba ba neng ba bereka ba ne ba amogela madi a a ka fa tlase ga R1 600 ka kgwedi. Mo godimo ga moo, 15.1% e nngwe ya batho e ne e amogela fa gare ga R1 601 le R6 400 ka kgwedi. Go bonala sentle gore ke palo e nnye fela mo malapeng a Kgaolo ya Mmasepala ya ba ba bereang, mme bontsi jwa bone ba amogela madi a a kwa tlase (ka fa tlase ga R1600). Maemo a lotseno lwa madi lwa Mmasepala wa Kgaolo, a a sa akaretseng lotseno lwa thuso ya madi go tswa kwa pusong, diphenshene, le ditiro tse e seng tsa semmuso, a supywa go Setshwantsho 3.5 fa tlase.



Setshwantsho 3.5: Lotseno Lwa Madi Lwa Motho ka Bongwe Lwa Kgwedi le Kgwedi Lwa Batho ba ba Berekang mo Teng ga Mmasepala wa Kgaolo ya Bojanala (Mmalabatho 2011)



Setshwantsho 3.4 se re naya tshobokanyo ya ditshupo tsa tlamelo ka tirelo ya konokono ya Mmasepala wa Kgaolo ya Bojanala. Ditirelo tse go tlamelang ka tsone mo teng ga mmasepala di ne tsa tokafala. Le fa dilo di ile tsa tokafala, re santse re tshwenyega ka mefuta ya Matlwana a Boithusetso a a dirisiwang mo teng ga mmasepala, go feta halofo ya palo ya malapa otlhe (55.9%) e santse e dirisa matlwana a Boithusetso a mokoti.

Lenaanethalo 3.4: Tshobokanyo ya maemo a tlamelo ka ditirelo kwa Mmasepala wa Kgaolo wa Bojanala (Mmalabatho 2011)

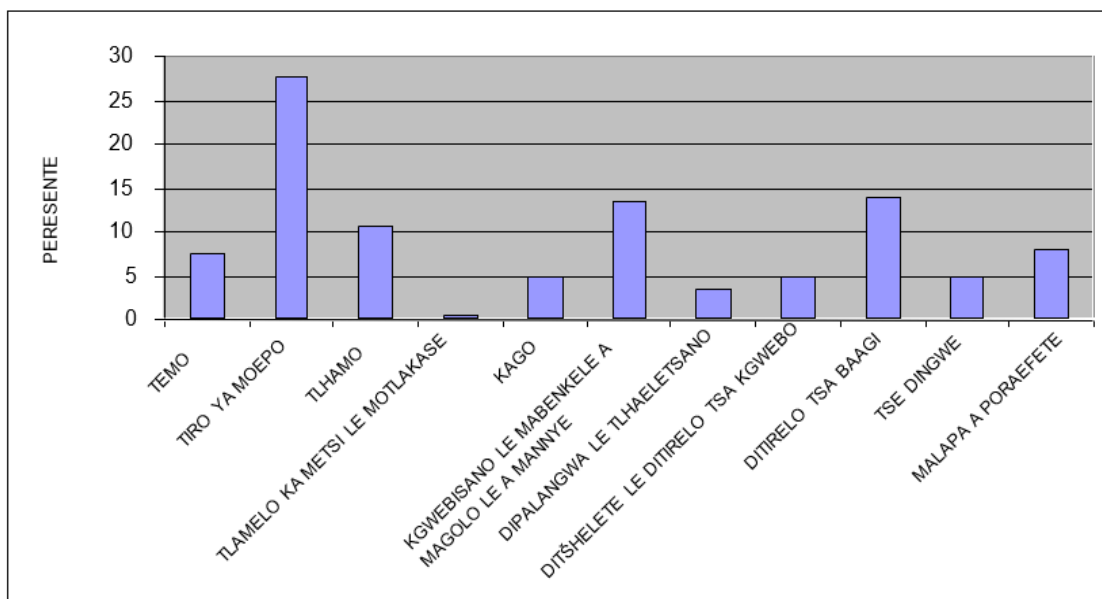
TLHALOSO YA DITIRELO TSA MOTHEO	
Tlamelo ka Motlakase	
Mabone	84.2%
Go apaya	77.2%
Go Thuthafatsa	66.4%
Ba ba Kgonang go Bona Metsi	
Metsi a a tswang mo phaepheng (pompong) mo teng ga ntlo/jarata	73.4%
Metsi a a tswang mo phaepheng (pompong) kwa ntle ga ntlo/jarata	16.8%
Ba ba sa a boneng	9.7%
Mefuta ya Matlwana a Boithusetso	
Ntwana e e folashiwang/ya Dikhemikale	38.8%
Ntwana ya mokoti	55.9%
Ntlwana ya bakete	0.9%
Ba ba senang tsone	4.4%



3.1.5.2 DITIRO TSA KONOKONO TSA IKONOMI MO KGAOLONG

Jaaka go begilwe go IDP ya 2010 ya kgaolo, setheo sa moeop ke sone motswedi o mogolo wa mo Bojanala wa tiro mme bontsi jwa ba ba dirang mo moepong ke badiri ba ba fudugetseng mono go tla go batla tiro go tswa kwa dikarolong tse dingwe tsa naga. Palo ya batho ba ba sa berekeng ba setlhopa sa batho ba ba tsayang karolo mo ikonoming mo kgaolong ya rona e eme mo go 16%. Jaaka fa re kgona go bona go Setshwantsho 3.6 fa tlase, setheo sa meepo ke intaseteri e kgolo go di feta tsotlhe mo Kgaolong ya Mmasepala wa Kgaolo, mme batho ba e ba thusang ka tiro ke 27% fela. Tiro ya go tlamela dikgwebo ka dithoto le ya kgwebisano (13%) le go direla baagi ditirelo (14%) ke karolo e nngwe e kgolo ya setheo sa tsa ikonomi mo kgaolong. Setheo sa tsa temothuo se tswela e le sa bothokwa thata mo kgaolong, mme se thusa ka go thapa 7.5% ya badiri.

Setshwantsho 3.6: Setheo se se thapang badiri mo teng ga Mmasepala wa Kgaolo ya Polatinamo ya Bojanala (BPDM: 2010 IDP)



3.1.7 MMASEPALA WA SELEGAE WA RUSTENBURG

3.1.7.1 MAEMO A LOAGO LE IKONOMI MO TENG GA MMASEPALA WA SELEGAE

Palogotlhe ya baagi ya 626 522 e ne ya rekotiwa gore ke ya Mmasepala wa Selegae wa Rustenburg go ya ka Patlisiso mo Baaging ka 2016, 54% ya banna le 46% ya basadi. Rustenburg e lejwa e le lefelo la baagi la motsetetopo wa Boemo jo bo mo Magareng (100 000–600 000) le kgolo ya lone ya baagi e feta 20%. Kgolo e kgolo mo Rustenburg e bakwa thata ke gore go na le meepo e le mene e megolo go gaisa mo lefatsheng gaufi le toropo e leng Anglo Platinum (e ga jaanong e bidiwang Sibanye), Glencore, Lonmin le rona Impala Platinum.

Palogotlhe ya Baagi ka Bong le Dingwaga Tsa Bogodi

Dintlha-Kakaretso tsa palogotlhe ya baagi mo teng ga RLM, di bontsha ditlhapha tsa batho ka bong le ka dingwaga tsa bogodi go simolola ka 2011 go fitlha ka 2016. Go bonala sentle gore ka kakaretso, palo ya baagi e ne ya oketsega go simoola ka 2011 go fitlha ka 2016 mme e gola ka iketlo gantsi ka ntlha ya ditiro tsa moepo mo lefelong leo. Malebana le bong jwa bone, go bontshiwa gore bontsi jwa baagi mo teng ga RLM ke banna ka 55% ka 2011 le 54% ka 2016. Tiragalo eno e ka tswa e le ka ntlha ya batho ba ba fudugetseng mo Rustenburg go tla go batla tiro e le go fuduga ga banna ka bontsi ba tla mo toropong go tla go batla ditšhono tsa go bona tiro.



Baagi

Rustenburg e na le palo ya baagi e e fitlhang go batho ba le 626 522 go ya ka Patlisiso e e Dirilweng ka baagi (Stat SA, 2016). Ba ka mokgwa o o latelang fa ba kgaogangwa ka bong:

Banna	Basadi	Palogotlhe
342 865	283 657	626 522

Palogotlhe ya basha (dingwaga di le 15-34) go ya ka Patlisiso e e dirilweng mo Baaging (Stats SA, 2016) ke 225 181 mme ba ka mokgwa o o latelang fa ba kgaogangwa ka bong:

Banna	Basadi	Palogotlhe
121 810	103 371	225 181

Palo ya basha fa e tsenwa mo go ya baagi botlhe ke 35.9%.

Manno

Jaaka fa Rustenburg e ntse e gola, go fopholediswa gore ka 2040 e tla kgona go tshola baagi ba ba fetang milione (IMP, 2014). Manno a semmuso a 178 941, mme a a 1 016 ke a setso mme a le 76 062 ke a baipei mme go na le a mangwe gape a le 6 491. Palogotlher ya malapa go ya ka Patlisiso mo Baaging (Stats SA, 2016) ke 262 576, ka bogolo jwa lelapa le le tsayang batho ba le 2.4.

Ikonomi

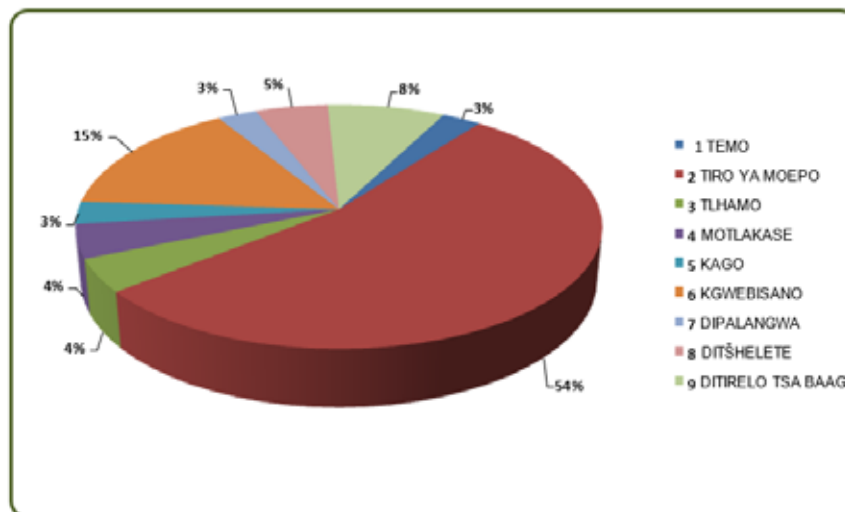
Ponelopele ya kgolo ya ikonomi e lebeletse gore Mmasepala wa Selegae wa Rustenburg o tla gola ka selekanyo sa palogare ya ngwaga le ngwaga ya 12.34% go simolola ka 2013 go fitlha ka 2018 (IHS). Diphopholetso tseno tsa kgolo ga di a itirelwa fela, mme di theilwe mo dikgatong tse di neng tsa tsewa tsa go tokafatsa ikonomi ya selegae ya Rustenburg. Ikonomi ya teng e ntsi ka mo go feteletseng (Mokgwa o Moshwa wa Kgolo). Gareng ga dilo tsa bothokwa tse di akanyediwang ke go fetola Rustenburg gore e se nne fela ikonomi e e nang le ditsompelo mme e nne e go nang le kitso ya gore go dirwe eng ka yone. Ikonomi ya selegae e tshwanetse go fetoga gore e se ka ya nna ikonomi e bogolo jwa yone e leng jwa moepo fela mme e nne e e nang le tekatekano le ya mefuta e e farologaneng, e e nang le ditšhono tsa go bona tiro g bao ba nang le thuto ya sekontari le ya thešari. Ditheo tsa sekontari le tsa thešari di tla thusa ikonomi fela thata. Go fopholediswa gore di tla tlamela ka mo e ka nnang 130,000 ya ditiro tsa tlhamo ya dithoto le 170,000 ya ditiro tse di amanang le tlamelo ka ditirelo ka 2040 (IMP, 2014). Ikonomi ya NWP, kwantle ga meepo, ke ya dikgwebopotlana, tsa bogolo jo bo mo magareng le tse dinnye (small, medium and micro enterprises [SMME]). Fa re akanya ka bomasisi jwa ikonomi ya porofense malebana le ditlhwatlhwa tsa diminerale mo lefatsheng, NWP e rulaganyetsa go fokotsa go ikaega ga yone thata ka tsa meepo, mme e batla go nna le ditiro tsa methalethale jaaka tsa bojanala le diintaseteri tse di sa amaneng le ditiro tsa meepo mme e le tsa tlhamo ya dithoto, e leng se se bonalang sentle mo kgolong ya bosheng jaana ya 2.5% mo ditirong tsa mofuta ono.

3.1.7.2 DITIRO TSA KONOKONO TSA IKONOMI MO TENG GA MMASEPALA WA SELEGAE

Jaaka fa re kgona go bona mo setshwantshong 3.9 fa tlase, intasetri ya moepo ke yone e kgolo go di gaisa e e tlamelang ka ditiro mo teng ga Mmasepala wa Selegae wa Rustenburg e bile e ikarabela ka go tlamela ka mo e ka nnang halofi ya ditiro tsothle tsa semmuso. Bathapi ba bangwe ba ba leng botlhokwa ke kgwebo (15%) le tirelosetšhaba (8%).



Setshwantsho 3.9: Setheo se se Thapang Badiri mo teng ga Mmasepala wa Selegae wa Rustenburg (RLM: IDP 2013/2014)





3.2 DIPHELELO TSE DI MOLEMO TSA IMPALA PLATINUM LIMITED OPERATIONS

3.2.1 MAIKEMISETSA A IMPALA PLATINUM KA TLHABOLOLO YA LOAGO LE IKONIMI⁹

Impala Platinum e ne ya rulaganya boshwa leano la yone ka Tlhabololo ya Ikonomi ya Selegae gore e tshegetse ditlhoko tsa Leanotlhabololo le le Kopantsweng la Pusoselegae tsa go tlamela ka ditlamelkwa, tlhabololo ya kgwebo le ka tlhabololo ya thulaganyo ya tlamelo ka matlo. Setshwantsho 3.10 se tshwantsha dikgatotharabololo tsa leano leno, budget allocations and beneficiaries for each stream. Tshobokanyo e e tseneletseng e e bontshang Tlhabololo yotlhe ya Ditlamelwa, diporojeke Tse di Tsenyang Lotseno lwa Madi mmogo le matsholo a mangwe a lobaka lwa dingwaga di le tlhano e bontshwa fa tlase fano, mme e salwa morago ke dithulaganyo tsa porojeke tse di tseneletseng tsa diporojeke tsoitlhe tsa LED. Leano le le tseneletseng la porojeke le togamaano ya go aga matlo le ya maemo a go tshelwang mo go one jaaka go tlotlwa ka dilo tseno go Karolo 3.3.

3.2.2 THULAGANYO YA GO TLHAOLA POROJEKE

Kaelo ya SLP e batla ditlamo tsa meepo gore di ikgolaganye le ba Leanotlhabololo le le Kopantsweng (Integrated Development Plan [IDP]) la bommassepala ba selegae bao ditlamo tseno di dirang mo go bone. Impala e ne ya simolola ka go batla tokomane ya IDP go tswa go Mmassepala wa Selegae wa Rustenburg (Rustenburg Local Municipality [RLM]) le go tlhola diporojeke tse go nang le kgonego ya gore di dirwe tse di tshwaetsweng go dirwa mo gare ga baagi ba moepo o tlhomilweng mo tikologong ya bone tumalanong le IDP. Impala e ne ya ikgolaganya le baeteledipele ba Royal Bafokeng Nation mmogo le Mmassepala wa Selegae wa Rustenburg.

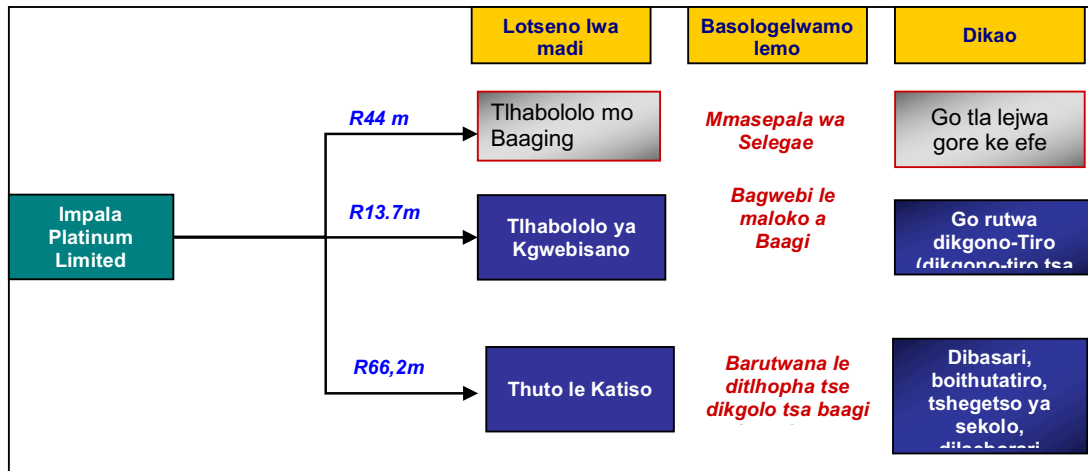
Ka ntlha ya ditlamorago tsa go rulaganya dilo boshwa, bana-le-seabe Royal Bafokeng le Mmassepala wa Selegae wa Rustenburg) ba ne ba tlhalosa maikutlo a bone a gore diporojeke tsa SLP eno di tshwanetse go tlhoma mogopolo mo go tlameng diintasteri tse di farologaneng gore go se ka ga ikaegwa ka meepo mo lefelong la Rustenburg. Mo kगतong eno, go tshwerwe metlotlo e le mmalwa le bana-le-seabe le ditheo tsa tlhabololo (DTI, IDC) go bona gore diporojeke tse di tshwanetseng tse di ka tlamang diikonomi tsa maemo a bobedi. Diporojeke ka bongwe di tla tlotlwa le DMR ka bonako fela fa patlisiso ya go bona gore a di tla kgonega e sena go wediwa.

Morago ga moo lenaane le diporojeke tse go tshithintsweng gore di dirwe le ne la newa baeteledipele ba baagi ka Kopano ya Motlotlo le Baeteledipele ba Baagi ya Moepo (Mine Community Leadership Engagement Forum (MCLEF)) gore e netefadiwe. Diporojeke di ne tsa netefadiwa mme di mo lenaaneng le le fa tlase.

⁹ Ela tlhoko gore karolo ya SLP eno ya Tlhabololo ya Loago le Ikonomi e rometswe ngwaga go sa le gale ka Seetebosigo 2012



Setshwantsho 3.10: Matsholo a Togamaano ya Tlhabololo ya Ikonomi ya Selegae ya Impala Platinum



a. Diporojeke tsa Tlhabololo mo Baaging

Ka ntlha ya go rulaganya dilo boshwa bosheng jaana kwa Rustenburg operations le kgonego ya go latlhegelwa ke ditiro, go tshwara ditherisano le bana-le-seabe (Mmasepala wa Selegae wa Rustenburg le Royal Bafokeng) go bontshitse ka fa go tlhokegang ka gone gore Rustenburg e nne le diikonimi tsa methalethale le go tlhabolola ikonimi ya yone gore e tlhama ditheo tsa maemo a bobedi tse di ka thusang go amogela ba ba tla latlhegelwang ke ditiro le go fokotsa diphelelo tse di seng monate tsa Loago le Ikonimi mo baaging. Mo kगतong eno, ga go a tlaolwa diporojeke dipe tse di ikemetseng ka nosi. Diporojeke tseno di tla tlotlwa le DMR ka bonako fela fa patlisiso ya go bona gore a di tla kgonega e sena go wediwa.

b. Diporojeke tsa Tlhabololo ya Kgwebo

Go tlhofofatsa go bopiwa ga setlamo sa BEE, go tokafatsa kgaisano ya di SMME tsa selegae le ditlamo tse beng ba tsone e leng bantsho le go thusa theko ya dithoto gore e oketse madi a BEE e a dirisang. Re tla tsweletsa pele tiro ya tlhabololo ya Kgwebisano ka mananeo a a jaaka Lenaneo la Go Tlhabolola Tiro ya Go Tlamela ka Dithoto, Lenaneo la Tlhabololo ya Kgwebo, Tirelo ya Kgakololo ka Tsa Kgwebo (ga jaanong jaana go tsenwa fela kwa teng) mmogo le porojeke ya tekeletso ya Awethu, mme go tla ikaega ka ditlhoko tsa setlamo le boemo jwa sone jwa ditshetele. Tiro ya tlhabololo ya Kgwebisano ga e motlhofo e bile e na le diphetogo tse di sa feleng. Ka ntlha ya lebaka leno, Lefapha la ED le tshwanetse gore le kgone go fetola mananeo a lona go berekana le diphetogo tseno.

c. Matsholo a thuto

Go ne ga tlaolwa matsholo a thuto/diporojeke tsa mafelo ao badiri ba romelwang go tswa kwa go one, baagi ba ba mo tikologong ya Rustenburg Operations le Madirelo a Go Itshekisa Maanya a Imapala kwa Springs.

Dibasari

Matsholo ano a naya barutwana dibasari ba ba tswang kwa Mafelong ao Badiri ba Romelwang Go Tswa kwa go One mmogo le go tswa go baagi ba rona ba selegae. Pholisi ya Impala Platinum e tla dirisiwa



Baithutapiro

Letsholo leno ke la go naya barutwana awate ya Boithutapiro ba ba tswang kwa Mafelong ao Badiri ba Romelwang Go Tswa kwa go One mmogo le go tswa go baagi ba rona ba selegae. Barutwana bano ba tla thapiwa lobaka lotlhe lwa Boithutapiro jwa bone fa ba ntse ba katisediwa go tswetsa dithuto tsa bone pele kgotsa tiro ya mo isagweng.

Go tokafatsa Didirisiwa Tsa Botlhokwa tsa Baagi

Impala, ka go dirisana mmogo le dipuso tsa porofense e bone go tlokega go tokafatsa didirisiwa tsa botlhokwa tse di jaaka metswedi ya tshedimosetso, Ditlilini, Diholo tsa Baagi, jj. Mo Mafelong a a Hirilweng ke Meepo le mo Mafelo ao Badiri ba Romelwang go Tswa kwa go One. Go tokafatsa dilo tseno go tla thusa mo go tokafatseng boleng jwa botshelo jwa baagi.

Lenaneo-Tshegetso la Sekolo

Mmetshe le Porojeke ya Saense Porojeke ya Sekolo sa Tekeletso Koketso-Kitso ya Morutabana

Tsamaiso ya thuto ya nako e e fetileng e ile ya itsa barutabana ba ba HDSA ba Mmetshe le ba Saense kitso e e lakeneng ya dirutwa tseno gore ba kgone go di ruta ka katlego. Go fetolwa ga kharikhulamo bosheng jaana go tlogetse barutabana bangwe ba na la mathata a go tlhologanya diteng tsa kharikhulamo e ntšha. Go ne ga tshwarwa thutano ya go utlwa go tswa go barutabana ba Mmetshe le Saense ba dikolo tse go neng go dirwa tekeletso ka tsone mme botlhe ba ne ba tlhalosa matshwenyego a bone a ka fa ba batlang go newa kitso ka gone go ya pele mo Mmetsheng le mo Saenseng. Gape ba ne ba kopa gore go dirwe jalo ka go b a tshwarela thutano mo boemong jwa go tla ka lenaneothuto la semmuso la sekolo. Lenaneothuto leno ke la barutabana ba dilo tse dikgolo le tsa poraemari.

Mmetshe le Porojeke ya Saense Porojeke ya Sekolo sa Tekeletso Tshegetso ya Baituthi

Go fetolwa ga kharikhulamo bosheng jaana go tlogetse barutabana bangwe ba na la mathata a go tlhologanya diteng tsa kharikhulamo e ntšha. Go ne ga tshwarwa thutano ya go utlwa go tswa go barutabana ba Mmetshe le Saense ba dikolo tse go neng go dirwa tekeletso ka tsone mme botlhe ba ne ba tlhalosa matshwenyego a bone a ka fa ba batlang go newa kitso ka gone go ya pele mo Mmetsheng le mo Saenseng. Gape ba ne ba kopa gore go dirwe jalo ka go b a tshwarela thutano mo boemong jwa go tla ka lenaneothuto la semmuso la sekolo. Lenaneothuto leno ke la barutabana ba dilo tse dikgolo le tsa poraemari. Bangwe ba barutwana ba lenaneo leno ba tla tsenngwa mo Setlhophapha sa Badiri ba ba Nang le Ditalente sa Impala.

3.2.3 DIPOROJEKE TSE DI RULAGANYEDITSWENG GO DIRWA

Mananethalo a a fa tlase ano a tlhalosa dithulaganyo tse di kgethegileng tsa porojeke le tshedimosetso ka matsholo otlhe a tlhabololo ya Ikonomi ya selegae. Dintlha tseo di akaretsa tshedimosetso ka porojeke, mafelo a e tlileng go dirwa mogo one le ka tekanyetsokabomadi.



Leina la Porojeke:		Leina la porojeke																			
Go thhlofatsa go bopiwa ga setlamo sa BEE, go tokafatsa kgaisano ya di SMME tsa selegae le ditlamo tse beng ba tsona e leng bantsho le go thusa theko ya dithoto gore e oketse madi a BEE a e dirisang. Re tla tswelela pele tiro ya thabololo ya Kgwebisano ka mananeo a jaaka Lenaneo la Go Tlhabolola Tiro ya Go Tlamela ka Dithoto. Lenaneo la Tlhabololo ya Kgwebo, Tirelo ya Kgakololo ka Tsa Kgwebo (ga jaanong jaana go tsenwa fela kwa teng) mmogo le Porojeke ya Tekeletso ya Awethu. Tiro ya thabololo ya Kgwebisano ga e molotho e bile e na le diphetogo tse di sa feleng. Ka ntlha ya tebaka leno, Lefapha la ED le tshwanetse gore le kgone go fetola mananeo a lona go berekana le diphetogo tseeno. Ka jalo dintlha tas mananeo di ka nna tsa feloga mme Impapa e ineeletse go diragatsa melaometho ya di SMME le ya Tlhabololo ya Kgwebo go ya tekanyetsokabomadi e e dirilweng.		Baagi ba Selegae ba Rustenburg Mine Operations e thomilweng mo tikologong ya bone		Lefha la go Simololwa ga Porojeke:		Banna		FY2019		FY2020		FY2021		FY2022		FY2023		FY2024 go fitlha ka Sedimonthole 2024		Tekanyetsokabomadi yotlhe	
Lefelo le porojeke e dirilwang kwa go lone:		Ga e itsiwe		Banna		Ga e itsiwe		Basadi:		Ga e itsiwe		Basha:		Y2024						Ga e itsiwe	
Palogotlhe ya ditiro tse go lebeleletsweng gore di tla thamiwa:		Ga e itsiwe		Banna		Ga e itsiwe		Basadi:		Ga e itsiwe		Basha:		Y2024						Ga e itsiwe	
Tiro ya Konokono:		Tiro		KPI (Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone)		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024 go fitlha ka Sedimonthole 2024		Tekanyetsokabomadi yotlhe			
Lenaneoithuto la Tlhabololo ya Tlamelo ka Dithoto.		KPA(Mafelo a tiro ya konokono)		Impala ED		R 1 385 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 1 375 000		R 13 760 000			
Lenaneoithuto la Tlhabololo ya Kgwebisano		Impala ED		R 1 385 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 1 375 000		R 13 760 000			
Tirelo ya Kgakololo ya Tsa Basawri (Go tsenwa fela kwa teng gone jaanong).		Impala ED		R 1 385 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 1 375 000		R 13 760 000			
Porojeke ya Tekeletso ya Awethu		Impala ED		R 1 385 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 1 375 000		R 13 760 000			
Tekanyetsokabomadi ya porojeke yotlhe:		R 1 385 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 2 750 000		R 1 375 000		R 13 760 000			
Basologelwamolemo: (Baagi bate)		Gantsi e nna batho ka bongwe ba e leng bagwebi ba bantsho go tswa mo baaing ba ba mo tikologong		Badirisanimmogo ba Porojeke/Ditsala:		Impala															



Dibasari ba Baagi ba Moepo o thomilweng mo tikologong ya bone									
Leina la Porojeke:	Dibasari ba Baagi ba Moepo o thomilweng mo tikologong ya bone								
Tshedimosetso ka porojeke:	Impala e simolotse letsholo leno, jaaka karolo ya Leano la Loago le la Badiri, go naya barutwana go tswa mo baaging bao moepo o thomilweng mo gare ga bone dibasari. Barutwana bano e tla nna baithuti ba ba thwaelegileng ba dibasari. Morago ga go weisa dithuto, Impala e ka nna ya ba thapela tiro ya dithuto tse ba di ithutetseng								
Lefelo le porojeke e direlwanng kwa go lone:	Baagi bao moepo o thomilweng mo tikologong ya bone	Letha la go Simololwa ga Porojeke:	FY 2019	Letha la go Konelwa ga Porojeke:					FY 2024
Palogotho ya ditiro tse go lebeletsweng gore di tla thamiwa:		Banna:	Basadi:	Basha:					
Tiro ya Konokono:	Tiro		Setheo se se sikereng boikarabelo			Sebaka sa Nako			Tekanyetsokab omadi yothhe
	KPA(Mafelo a tiro ya konokono)	KPI (Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone)	FY2019	FY2020	FY2021	FY2022	FY2023		
Go oketsa palo ya baalogi ba ba nang le dikgono-tiro mo nagering	Letsholo la go balla barutwana ka dipotsoloto	Go rulaganya barutwana le go ba tlhophisa, go boloka direkoto tsa dipotsoloto iseno	Lefapha la Dibasari						
Go fokotsa lehunga ka go tlhama ditiro, le go thusa ka JIPSA (Joint Initiative on Priority Skills Acquisition)	Go tsamaisa barutwana bano ka sepalangwa le go ba naya bonno kwa Rustenburg, go nna karolo ya dipotsoloto tsa bofelo le barutwana ba bangwe ba ba tswang kwa Dikgaolong tse dingwe	Go rulaganyetsa lenaneo la dipontsho tsa mekgele ya tiro, go etela kwa meepong go akaretisa le go tsena ka fa tlase ga lefatsho, le go dirisana mmogo le baenjenerere. Go thalosa mesola ya dibasari le melao le melawana	Impala Platinum						
Go tsibosa basha ba bangwe gore ba ithulele Boenjenerere, Saeense le dirutwa tse dingwe tse di amanag le iseno	Go tlhophiwa ke seithopha sa dibasari ga barutwana ba ba atlegileng.	Go baya kgatelopele ya dithuto leilitho ka setheo sa go ithuta	R 3 387 200	R 2 901 312	R 3 269 652	R 3 531 225	R 5 879 489	R 18 968 878	
Thhabobothale	Go buisana le mafapha a maleba kwa madirelong bakeng sa ditiro tsa diatla ngwaga le ngwaga wa dithuto (4)	Go eteja mafelo a tiro, go dira dithathobho le go ba thusa ka lenaneo la katiso	Impala Platinum						
Dikgono-tiro	Tiro ya moepo, Motlakase, Metshini, Dikhemikale, Bobalamafotlo jwa B-Com, Go thotha diminerale, Jijoloji, Dipotso-Patlisiso, Lefapha la tsa badiri le dithuto tse dingwe tse di maleba	Ba ba amogelwang ba laolwa ke BP le ke baalogi	Impala Platinum						
Tekanyetsokabomadi ya porojeke yothhe:			R 3 387 200	R 2 901 312	R 3 269 652	R 3 531 225	R 5 879 489	R 18 968 878	
Basologelwamolemo: (Baagi bafe)	Baagi bao moepo o thomilweng mo tikologong ya bone		Badirisanimmogo ba Porojeke/Ditsala:					Impala	



Lenaneo thuto la batlabosheng & la Baithutatlire (Bojanala, EC & Taung)										
Leina la Porojeke:	Ka nako ya go gakololana le bana-le-seabe, go ne go dumalanwe gore go thuswe mafelo ao badiri ba romelwang go tswa kwa go one & le baagi bao moepo o tihomilweng mo tikologong ya bone ka go ba tsenya mo katisong ya Boithutatlire jwa Boenjenere.									
Tshedimosetso ka porojeke:	FY2019		FY2023		FY2023		FY2023			
Lefelo le porojeke e direlwang kwa go lone:	Mafelo ao badiri ba romelwang go tswa kwa go one & baagi ba moepo o tihomilweng mo tikologong ya bone.	Letlha la go Simololwa ga Porojeke:		Letlha la go Konelwa ga Porojeke:		FY2023				
Palogothle ya ditiro tse go lebeleletsweng gore di tia tlhamiwa:		Banna:	Basadi:		Basha:		Ga e itsiwe			
Tiro ya Konokono:	Tiro	KPI	Sebaka sa Nako							Tekanyetso kabomadi yothle
	KPA (Mafelo a tiro ya konokono)	(Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone)	FY19	FY20	FY21	FY22	FY23			
Go tthaola barutwana	Go tthaola barutwana	Sethopha se se le teng sa barutwana	R 14 381 762	R 6 097 743	R 4 706 693	R 8 555 040	R 6 314 401	R 40 055 639		
Motlotlo le barutwana le konteraka	Barutwana ba konteraka	Dikonteraka tse di saenilweng								
Go Katisa	Tumalano ka sekejule sa katiso	Go baya kgatelopele le tlho								
Tekanyetso kabomadi ya porojeke yothle:			R 14 381 762	R 6 097 743	R 4 706 693	R 8 555 040	R 6 314 401	R 40 055 639		
Basologelwamolemo: (Baagi bafe)	Mafelo ao badiri ba romelwang go tswa kwa go one & baagi ba moepo o tihomilweng mo tikologong ya bone.		Badirisanimogo ba Porojeke/Ditsala:							Impala



Tshegetso ya Sekolo le Porojeke ya We Care									
Leina la Porojeke:	FY 2014			FY 2018			Tekanyetsokabomadi yotlhe		
	Lefha la go Simololwa ga Porojeke:	Basadi:	Banna:	Lefha la go Konelwa ga Porojeke:	Basha:				
Tshedimosetso ka porojeke:	Re na le kgathhego e kgolo ka dikolo tse re thuiseng go di aga e reka di agwiwe mo gare ga baagi ba go nang le badiri ba rona ba bantsi mo gare ga bone. Go tlamela ka ditirelo ka botlalo mo dikolong tse no gore dikago tsa tsone di nne di sireletsegile le gore di tswelile di dira sentle mo dihutong le tse la e di tsamaiswang ka yone.								
Lefelo le porojeke e direlwanng kwa go lone:	Kgaoalo ya Bojanala								
Palogotlhe ya ditiro tse go lebeletsweng gore di tla tihamiwa:									
Tiro ya Konokono:	Tiro			Sebaka sa Nako			Tekanyetsokabomadi yotlhe		
	KPA(Mafelo a tiro ya konokono)	KPI (Ditshupo Tsa ka fa Tiro e Dirilwanng ka Gona)	Banna:	FY19	FY20	FY21		FY22	FY23
Go tswa letsholo la go batla bathababothale ba Mmetsho, Saense le dirutwa tse setegeniki le go baya baotsamaisi jwa sekolo leitho	Go tswa letsholo la go batla bathababothale ba Mmetsho, Saense le dirutwa tse setegeniki le go baya baotsamaisi jwa sekolo leitho	Go tswa letsholo la go batla bathababothale ba Mmetsho, Saense le dirutwa tse setegeniki le go baya baotsamaisi jwa sekolo leitho	Go tswa letsholo la go batla bathababothale ba Mmetsho, Saense le dirutwa tse setegeniki le go baya baotsamaisi jwa sekolo leitho	R 1 048 000	R 1 110 480	R 1 176 689	R 1 246 849	R 1 321 197	R 5 903 215
Go tshagetsa baruwana ba sekolo se Segolo mo dirutweng tsa setegeniki le tsa ditluto	Go tshagetsa baruwana ba sekolo se Segolo mo dirutweng tsa setegeniki le tsa ditluto	Go tshagetsa baruwana ba sekolo se Segolo mo dirutweng tsa setegeniki le tsa ditluto	Go tshagetsa baruwana ba sekolo se Segolo mo dirutweng tsa setegeniki le tsa ditluto	R 160 000	R 166 400	R 129 792	R 134 984	R 140 383	R 731 559
Go tshagetsa dikolo ka go di naya tshagetsa ka metshamako le ka ditiro tsa setso	Go tshagetsa dikolo ka go di naya tshagetsa ka metshamako le ka ditiro tsa setso	Go tshagetsa dikolo ka go di naya tshagetsa ka metshamako le ka ditiro tsa setso	Go tshagetsa dikolo ka go di naya tshagetsa ka metshamako le ka ditiro tsa setso	R 60 000	R 63 000	R 66 150	R 69 458	R 72 930	R 331 538
Lenaneo la METF	Go etleetsa diyumbesiti ka magoro a moepo	Go etleetsa diyumbesiti ka magoro a moepo	Go etleetsa diyumbesiti ka magoro a moepo						R 0
Boikaelelo jwa lenaneo leno ke go tihomelela barutabana gore ba rule Mmetsho le Saense ka katlego.	Boikaelelo jwa lenaneo leno ke go tihomelela barutabana gore ba rule Mmetsho le Saense ka katlego.	Boikaelelo jwa lenaneo leno ke go tihomelela barutabana gore ba rule Mmetsho le Saense ka katlego.	Boikaelelo jwa lenaneo leno ke go tihomelela barutabana gore ba rule Mmetsho le Saense ka katlego.						R 0
Go thusa bana bao batsadi ba bone ba bolaiwang ke dikotsi tsa tsela ka ditlhoko tsa bone tsa thuto	Go thusa bana bao batsadi ba bone ba bolaiwang ke dikotsi tsa tsela ka ditlhoko tsa bone tsa thuto	Go thusa bana bao batsadi ba bone ba bolaiwang ke dikotsi tsa tsela ka ditlhoko tsa bone tsa thuto	Go thusa bana bao batsadi ba bone ba bolaiwang ke dikotsi tsa tsela ka ditlhoko tsa bone tsa thuto	R 25 000	R 26 250	R 27 563	R 28 941	R 30 388	R 138 141
Tekanyetsokabomadi ya porojeke yotlhe:				R 1 293 000	R 1 366 130	R 1 400 193	R 1 480 231	R 1 564 898	R 7 104 452
Basogelwamolomo: (Baagi bate)	Baagi bao moepo o tlhomilwanng mo tlhokang ya bone	Baagi bao moepo o tlhomilwanng mo tlhokang ya bone	Baagi bao moepo o tlhomilwanng mo tlhokang ya bone						Impala



Tlhabololo ya Ditlamelwa Tsa Baagi ba Moepo wa Rustenburg																			
Leina la Porojeke:	Go thaboloa ga ditlamelwa go tisa tshono e e molemo ya go tisa tlhabololo mo Tikologong ya Baagi ba ba leng gaufi le madirelo a Impala. Go na le tlhokego mo gare ga Baagi botlhe ba Meepo e thomilweng mo tikologong ya bone ya go thaboloa Dideriswa tsa Baagi jaaka Ditseta, Dipone tsa mo Mebileng, Mafelo a Metshameko le Disentlharo tsa Ditiro Tsotho. Ka ntlha ya ditlamorago tsa go rulaganya dilo boshwa, bana-le-seabe Royal Batokeng le Mmasepala wa Selegae wa Rustenburg) ba ne ba thalosa maikuto a bone a gore diporojeke tsa SLP eno di tshwanetse go tlhama mogopolo mo go tlhameng diintasteri tse di farologaneng gore go se ka ga ikaeowa ka meepo mo lefelong la Rustenburg. Mo kgatong eno, go tshwerwe metlotlo e le minalwa le bana-le-seabe le ditheo tsa tlhabololo (DTI, IDC) go bona gore diporojeke tse di tshwanetseng tse di ka tlhamang diikonomi tsa maemo a bobedi. Diporojeke ka bongwe di tla tlotlwa le DMR ka bonako feia fa patlisiso ya go bona gore a di tla kgonega e sena go wediwa.																		
	Letlha la go Simololwa ga Porojeke:	FY2021	Letlha la go Konelwa ga Porojeke:			Basha:		FY2024 go fitlha ka Sedimonthole ole 2024		Tekanyetsok abomadi yotlhe									
Lefelo le porojeke e direlwanng kwa go lone:		Ga e itsiwe	Banna:	Basadi:			FY2020												
Palogotlhe ya ditiro tse go lebeleletsweng gore di tla tlhamiwa:		Ga e itsiwe		Sebaka sa Nako			FY2021												
Tiro		Setheo se se sikereng boikarabelo		FY2020		FY2021		FY2022		FY2023									
KPA(Mafelo a tiro ya konokono)		KPI (Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone)		FY2019		FY2020		FY2021		FY2022									
Patlisiso ya go bona kgonego ya porojeke	Pego ya go bona kgonego ya porojeke	Go felelediwa ga Pego	Sethopho sa Porojeke sa Impala	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0								
Tlhamo e e tsenelletseng	Tlhamo ya kago le boalo jwa naga	Go felelediwa ga Tlhamo	Sethopho sa Porojeke sa Impala	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0								
Go Saeniwa ga Tlhamo le karolo ya bofelo	Tumalano le bana-le-seabe ka tlhamo e e tsenelletseng	Go saeniwa ga ditokomane tsa tlhamo	Sethopho sa Porojeke sa Impala/Ditherisano le bana-le-seabe/Thulaganyo ya Baagi le RLM	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0								
Kgato ya Kago	Go agiwa ga dikago	Dikago tse di weditsweng go ya ka bogolo jwa tiro jo bo dumalanweng le tlhamo ya tsone	Sethopho sa Porojeke sa Impala	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0								
Leano la go Tswa - Go Naya Dikago go Beng ba Tsone	Go newa ga RLM dikago tse di weditsweng	Modiro wa go neelwa ga dikago ka katlego le go amogelwa ga tsone ke maloko a baagi	Sethopho sa Porojeke sa Impala/Ditherisano le bana-le-seabe/Thulaganyo ya Baagi le RLM	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0								
Tekanyetsokabomadi ya porojeke yotlhe:										R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
Basologelwamolemo: (Baagi bafe)										Impala / RLM/RBA (RLM/RBA go sikara boikarabelo le go di tlhokomele morago ga go di newa)									
Badirisanimmogo ba Porojeke/Ditsala:										Impala / RLM/RBA (RLM/RBA go sikara boikarabelo le go di tlhokomele morago ga go di newa)									



Go Tsenya Dikago Didirisiwa (
Leina la Porojeke:	Go thusa ka tlhabololo ya mafelo ao badiri ba romelwang go tswa kwa go one (Taung, Ganvesa le Kapa Botlhaba). Ga go a tshoalwa diporojeke tsa didirisiwa mme go umakilwe go tokafadiwa ga dikago (s.k. Dileaborari, ditlilimiki le disenthara tsa dikhorophutha, jj.) ka go di tsenya didirisiwa. Ka jalo ga re tshoase dintlha tsa mmaneohtuto mme re dirisiwa molamotho wa ditluso tse go tshitsweng gore di dirwe le dithekanyetsokabomadi. Porojeke epe ka fa tlase ga letsholo leno e tla dumalanwa ke bana-le-seabe botlhe ba ba maleba mme e tla nna tumalanong le ditlhoko tse di umakilweng tsa baagi.									
Tshedimosetso ka porojeke:	Letha la go Simolola ga Porojeke:		Letha la go Koneilwa ga Porojeke:			Y2024				
Lefelo le porojeke e direlwanng kwa go lone:	Baagi ba LSA	FY2019								
Palogothle ya ditiro tse go lebelelsweng gore di tla tlhamiwa:	Phopholetso 5 - Palo ya bofelo-felo e tla nna teng morago ga patlisiso ya go bona kgonego ya porojeke	Banna:	Basadi:			Basha:				
Tiro		Babaka sa Nako			Tekanyetsokabomadi yothle					
Tiro		Setheo se se sikereeng boikarabelo								
KPA (Mafelo a tiro ya konokono)		KPI (Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone)			FY2024 go fitlha ka Sedimonthole 2024					
Dintlha ka Porojeke	Go wediwa ga tokomane ya dintlha ka porojeke	Tumalano le bana-le-seabe ya dintlha ka porojeke	Go nna teng ga didirisiwa kgotsa dikago	FY2019	FY2020	FY2021	FY2022	FY2023	R 2 000 000	
Go saeniwa ga dintlha tsa borelo ka porojeke	Tumalano le bana-le-seabe ya dintlha ka porojeke	Go saena tokomane ya dintlha ka porojeke	Go nna teng ga didirisiwa kgotsa dikago	R 500 000	R 500 000	R 500 000	R 500 000	R 0	R 0	
Kgato ya go Simolola	Go nna teng ga didirisiwa kgotsa dikago	Go nna teng ga didirisiwa kgotsa dikago	Go nna teng ga didirisiwa kgotsa dikago	R 500 000	R 500 000	R 500 000	R 500 000	R 0	R 0	
Leano la go Tswa - Go Naya Dikago go Beng ba Tsone	Go rolela porojeke e e weditsweng go beng ba Tsone	Go rolela porojeke e e weditsweng go beng ba Tsone	Go rolela porojeke e e weditsweng go beng ba Tsone	R 500 000	R 500 000	R 500 000	R 500 000	R 0	R 0	
Tekanyetsokabomadi ya porojeke yothle:										
Basologelwamolemo: (Baagi bafe)	Baagi ba mafelo ao badiri ba romelwang go tswa kwa go one			Badirisanimmogo ba Porojeke/Ditsala:						
	Baagi ba mafelo ao badiri ba romelwang go tswa kwa go one			R 500 000	R 500 000	R 500 000	R 500 000	R 0	R 0	R 2 000 000
	Baagi ba mafelo ao badiri ba romelwang go tswa kwa go one			Bommasepala ba selegae le Matapha a Maleba a Puso (setheo se se maleba gore se sikare matkarabelo ka dikago le go di tlhokomelela morago g go newa beng ba tsone.						



Didirisiwa tsa Mmasepala wa Kgaolo wa Ngaka Ruth Segomotsi Mompoti											
Lina la Porojeke:	Letlha la go Simololwa ga Porojeke:			Letlha la go Konelwa ga Porojeke:			Sebaka sa Nako				
	Baagi ba Mmasepala wa Kgaolo wa Ngaka Ruth Segomotsi Mompoti	Banna:	Ga e itsiwe	Basadi:	Ga e itsiwe	FY2020	FY2021	FY2022	FY2023		
Tshedimosetso ka porojeke:	Porojeke eno e umakilwe ka go gakololana ga bana-le-seabe ba ba farologaneng ba ba supileng gore go a tlokega go nna le didirisiwa mo teng ga Mmasepala wa Kgaolo wa Ngaka Ruth Segomotsi Mompoti, le ngwe la mafelo ao badiri ba romelwang go tswa kwa go one. Go thamiwa ga porojeke eno go tswa tshono e e molomo ya go tswa tlhabololo mo baaging ba Diishwanelo Tsa Bone di Kileng Tsa bo di Gatakelwa tse di neng di sena didirisiwa go le kalo. Diporojeke tse di santseeng di tloka go tloka go tloka ke bana-le-seabe.										
Lelelele le porojeke e direlwang kwa go lone:	Banna: Ga e itsiwe										
Palogotho ya ditiro tse go lebeleletsweng gore di tla thamiwa:	Basadi: Ga e itsiwe										
Tiro ya Konokono:	Tiro										
Tiro ya Konokono:	KPA (Mafelo a tiro ya konokono)	KPI (Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone)	Setheo se se sikereng boikarabelo	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024 go fitlha ka Sedimont hole 2024	Tekanyetso kabomadi yothhe	
Go tsenya didirisiwa tse di fitlhang go boleng jwa R4 milione.	Porojeke e tla tsenya didirisiwa tse di tla dirisiwang ke baagi.	Porojeke ya didirisiwa e e tlleng go thamiwa e tla nna e e tlamelang Baagi ba Selegae ka ditlhoko tsa bone.	Impala, Baagi ba Selegae le Matapha a a Maleba a Puso								
Go saeniwa ga ditlha tsa bofelo ka porojeke	Go tshwanetse ga dumalanwa ka MoU (Memorantamo wa Tumalano)	Tokomane ya maikano e e tshosang maikarabelo a monale-seabe mongwe le mongwe mo kगतong nngwe le nngwe ya porojeke (jaka go aga, tlhokomelo ya dikago le go tsenya badiri mo tsone)	Impala, Baagi ba Selegae le Matapha a a Maleba a Puso								
Kgato ya go e tsenya tirisong	Go tsibosa bana-le-seabe ba bangwe le go tlhama tirisano mogo go netefatsa gore dikago di a tlhokomelwa le go tlhabololwa ka metha	Go tlhoma leano la go dirisa matole a madi a a tswang go baabi ba ba farologaneng ba one go tlhoma dikago, go di tlhokomela le go di tlhabolola ka metha.	Impala, Baagi ba Selegae le Matapha a a Maleba a Puso	R 4 000 000						R 4 000 000	
Leano la go Tswa - Go Naya Dikago go Beng ba Tsone	Go rulaganyetse tumalano/tirisano mogo le bana-le-seabe le baeteetsi ka madi go tlhokomela holo ya baagi le go baakanya gore e se onale. Dikago tseno di tshwanetse go tlhokomelwa gore di se onale le go tlhabololwa ka metha	Didirisiwa tse di dirang sentle	Impala, Baagi ba Selegae le Matapha a a Maleba a Puso								
Tekanyetsekabomadi ya porojeke yothhe:				R 0	R 4 000 000	R 0	R 0	R 0	R 0	R 4 000 000	
Basologelwamolemo: (Baagi bafe)				Badirisanimmogo ba Porojeke/Ditsala:							Bommasepala ba selegae le Matapha a a Maleba a Puso (setheo se se maleba gore se sikare maikarabelo ka dikago le go di tlhokomela morago g go newa beng ba tsone.



3.3 TLAMELO KA MATLO & LE MAEMO A BADIRI BA MOEPO BA TSHELELANG MO GO ONE

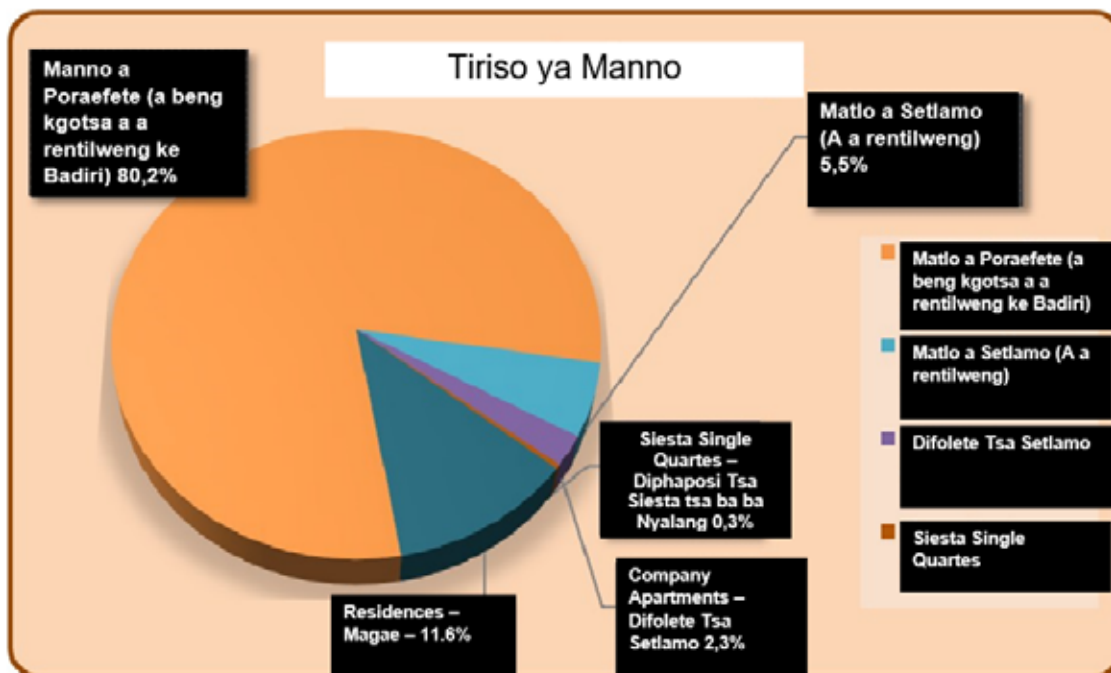
3.3.1 BOEMO JWA GA JAANONG JAANA JWA TLAMELO KA MATLO KWA IMPALA RUSTENBURG OPERATIONS

Badiri ba Impala Platinum le dikonteraka tsa bone ba dirisa marobalo a a latelang a a leng mo tikologong ya dikilometara di le someamarataro (60) ya Madirelo a Moepo (Setshwantsho 3.10) kwantle ga matlo a bone. Gore nne motho a le mongwe mo phaposing, magae otlhe a dirisediwa badirei ba Impala fela:

- Marobalo a poraefete mo mafelong a a mo tikologong (a a neng le beng ba bone le a a rentiwang);
- Matlo a setlamo mo Rustenburg (a a fa gare ga dikilometara di le somepedi (12) le someamararo (30) go tswa kwa Rustenburg Operations);
- Diapohateme tse Setlamo se tlamelang ka tsone mo Rustenburg & Tlhabane (fa gare ga dikilometara di le somepedi (12) le someamararo (30) go tswa kwa Rustenburg Operations)
- Dikamotshana tsa batho ba ba sa nyalang tsa Siesta tsa banna le tsa basadi mo Rustenburg;
- Magae a le mararo (3) a setlamo (a batho ba bong jo bo tshwanang) kwa Rustenburg Operations a a tsenyang badiri ba ka nna dikete di le tharo (3 000) motho a le mongwe mo phaposing go simolola ka Seetebosigo 2018;

Tlhaloso go ya pele ka tiriso ya marobalo mo dikagong tse beng ba tsone e leng Impala Platinum Limited gaufi le Impala Rustenburg Operations, Madirelo a go Itshekisa Maanya le Kantorokgolo (go simolola ka Seetebosigo 2018) e mo Setshwantshong 3.10:

Setshwantsho 3.10: Tiriso ya Marobalo kwa Impala Rustenburg Operations (Peresente) go simolola ka Seetebosigo 2018





3.3.2 MELAOMETHEO YA PHOLISI YA TLAMELO KA MATLO YA IMPALA RUSTENBURG OPERATIONS

a. *Polelo ya maikaelelo*

Impala Platinum Limited e a lemoga gore go tlhomiwa ga marobalo a a tshwanetseng a badiri ke karolo e e botlhokwa ya maikarabelo a bone a go tliša tlhabololo mo baaging mo mafelong a moepo o dirang mo go one. Ka jalo, go botlhokwa gore pholisi le leano la go tlamela badiri ba Rustenburg Operations ka matlo le tsennngwe tirisong tumalanong le molaomotho wa kgwebo wa go direla baagi ditiro tse di molemo. Impala Platinum Limited e dumalana le kgopolo ya gore badiri ba tshwanetse go nna le bamalapa a bone mo tikologong e e ritiibetseng, e e itekanetseng le e e sireletsegileng sekgala se se seng kgakala go le kalo go tswa kwa tirong. Sekgala se se ntseng jalo se se tsamaiwang go tswa tirong se dirilwe gore e nne ya dikilometara di le someamarataro (60) go tswa kwa tirong.¹⁰

b. *Boikaelelo*

Boikaelelo jwa pholisi ya tlamele ka matlo ke go naya Rustenburg Operations dikaelelo malebana le go tlamela ka matlo a a tshwanetseng, marobalo le dilkgang tse dingwe tse di amanang le tseno go tlhomamisa gore dilo di tsamaela badiri sentle, mme ka thulaganyo eno, go thusa gore go fitlhelelwe mekgale ka kakaretso ya kgwebo ya Impala Platinum Limited.

Dikaelelo

Mokgwa o Impala Rustenburg Operations e o dirisang wa go tlamela ka matlo o ikaegile ka go dira gore go nne le ditlhopho tse di tla thusang badiri go itirela tsa bone tse di ba tshwanelang malebana le marobalo. Maano a ditiro tse di amanang le tlamele ka matlo le marobalo a tlhamilwe go ya ka thulaganyo:

- E e rotloetsang badiri go nna le matlo a bone e bile e thusa badiri go nna beng ba matlo.
- Go tokafatsa boleng jwa botshelo jwa badiri ba ba nnang mo marobalong a go nnang motho wa bong bo le bongwe mo go jone a a tlhabolotsweng gore motho a kgone go nna a le nosi mo phaposing le gore a mangwe e nne diyuniti tse di kgonang gore go nne lelapa mo go tsone.
- Go thibela le/kgotsa go dira gore go se nne le baipei mo lefelong le setlamo se dirang mo go lone, ka mananeo a go tlosa mafelo a baipei ka go dirisana mmogo le puso.

Go akofisiwa ga ditirelo ka matlo le dikago go tshwanetse ga dirwa ka mokgwa o o kopantsweng, ka go akanyetsa ditlhoko tsa kgwebo malebana le dikgono-tiro, maemo a ikonometri le dikago tse di leng teng tse di ka dirisiwang ke badiri botlhe le ke baagi botlhe. Mo godimo ga moo, Rustenburg Operations e tla akaretsa bana-le-seabe botlhe mo maitekong a yone a go tlamela badiri ka tlhopho e e molemo ya bonno.

d. *Maikarabelo le go baya maemo leitho*

Go amogelwa semmuso ga maano a ditiro tse di amanang le tlamele ka matlo e tla nna boikarabelo jwa **Bakhuduthamaga: Rustenburg Operations**.

e. *Melaometho*

Molaomotho wa konokono o o kaelang leano leno la ditiro tsa tlamele ka bonno, ka nako ya fa madirelo a la mantsi a santse a dirwa, o akaretsa dintlha tsa go re:

- Rustenburg Operations e tla tswelela e le mothapi yo o nang le maikarabelo yo o tla tlhomamisang gore go na le ditlhopho tsa manno a a nang le seriti a badiri ba yone le go thusa badiri gore ba nne beng ba matlo go ya bokgakaleng jo bo kgonegang ka jone;

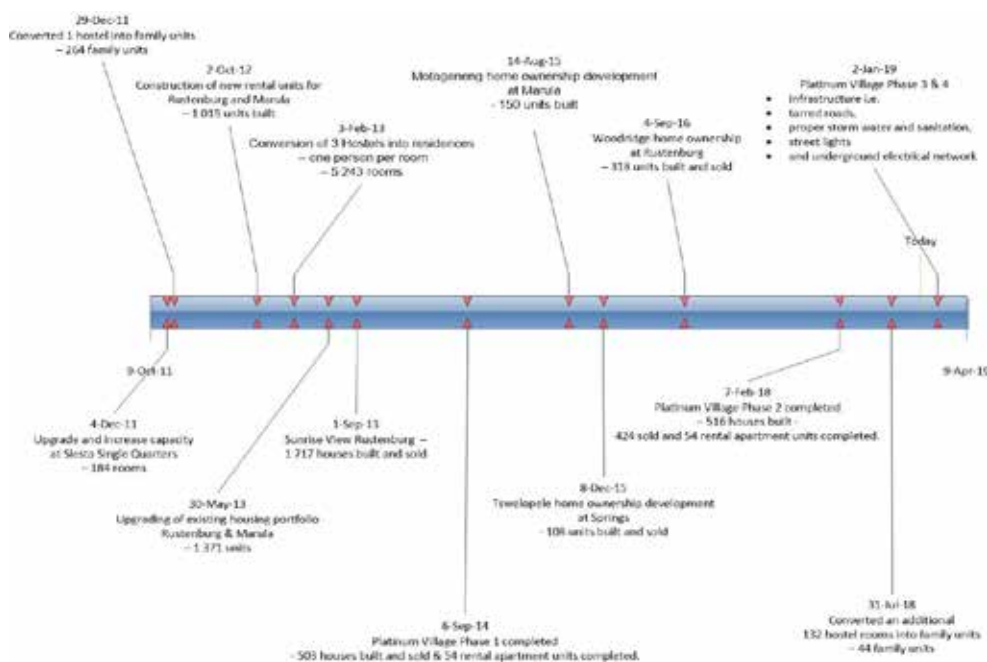
¹⁰ Sekgala sa go ya tirong se tla tlhalosiwa e le dikilometara di le someamarataro (60) mo tikologong go tswa kwa lefelong la tiro.



- Lefa Rustenburg Operations e dirisa manno a le mararo (3) a a nnang batho ba bong bo le bongwe fela a mo go one motho a nnang a le nosi mo phaposing, go dumelwa gore boemo jono bo tla tlogelwa bo ntse jalo gore seno e nne bonno jo bo nang le seriti ebile bo ka kgona go fetolwa go nna bonno jwa lelapa fa nako e ntse e tsamaya, fa seo se ka tlhokega. Le fa go ntse jalo, Rustenburg Operations e tla dira gore badiri ba nne le matlo a bone tumalanong le pholisi ya Impala Platinum Limited;
- Pholisi ya bonno ya Rustenburg Operations e tsamaisanngwa le mokgwa wa yone wa go tsoma badiri, dituelo le mananeo a tlhabololo ya Ikonomi ya selegae mo tirong, ka boikaelelo jwa go rarabolola bothata jono ka botlalo ka nako ya fa madirelo a a farologaneng a santse a dira le go tla ka ditharabololo tse di kgonang go itsetsepela morago ga dingwaga tsa go dira ga moepo;
- Pholisi ya bonno e kgona go amogela diphetogo dipe go ya ka dipatlafalo tsa kgwebo e bile e dira gore go kgonege go dira dithulaganyo tse di mosola le go tsenngwa ga tsone mo tirisong.

3.3.3 DIPHITLHELELO TSA DITHULAGANYO TSE DI LOGETSWENG MAANO

Leano la nako e e fetileng la boono la Impala Platinum le ne la tlhamiwa ka ntlha ya dipatlisiso di le mmalwa ka bonno (2013, 2014 & 2017) tsa Rustenburg Operations. Mokgwa ono o ne wa thusa Impala go tlhama leano le le atlegileng le le mosola la bonno, go solegela badiri molemo le go dira gore setlamo seno e nne se se eteletseng pele mo intasetering.



3.3.4 DITHULAGANYO TSE DI LOGETSWENG MAANO DI GATELA PELE

Photefolio ya Impala ya go renta e akaretsa tlamelo ka matlo le diyuniti tsa bonno tse go nnang batho ba ba sa nyalang mo go tsone. Go rarabolola dikgwetlho tsa boemo jwa ga jaanong jaana jwa maemo a a kwa tlase a ikonomi le ditšhafo tse di sa ungweng kwa Impala Rustenburg Operations, go kopiwa gore leano la go tlamela ka bonno le fetolwe gore le kgone go rarabolola



kgwetlho eno le go baakanyetsa ka phokotso ya palo ya badiri. Rustenburg Operations.e ne ya dira kgatelopele e e moemo tota melbana le tlabololo ya tlamelo ka matlo la maemo a go tshelwang mo go one fa e sa le e tlhongwa.l Ka jalo Impala e mo boemong jwa go ela tlhoko gore bathapiwa botlhe ba na le bonno jo bo nang le seriti le gore ga ba tlhoke go dira diporojeke tse dingwe gape tsa go tlamela ka bonno. Dintlha tse di latelang e tla nna karolo ya mafelo a konokono a go tlhomiwang mogopolo mo go one:

a) Motsana wa Platinum

Jaaka karolo ya Motsana wa Platinum Kgato 3 & 4, Impala e weditse ditirelo di le 1 000. Ga go a rulaganyediwa tiriso epe e nngwe ya madi ya Kgato 3 & 4. Go tla akanyediwa ditsela dingwe gape di sele, ke gore, batlhami ba dipolane ba poraefete/ditlamo tse dikgolo tsa kadimisano ka madi gore ba dire dikago tse di kwa godimo (ba age matlo). Setlamo se se tlamang dipolane tsa kago se tla duelwa ke banka fa bonto ya ntsha e sena go kwadisiwa mme badiri ba santse ba tla tshwanelwa ke go tthatlhabiwa le go newa maduo malebana le boemo jwa bone jwa ditšhelete.

d) Magae

Go na le magae ka fa bokone, borwa le kwa karolong e e kwa gare mme a ka tsenya badiri ba le 5 207 Legae lengwe le lengwe le na le Amadina, Amasupa (lebenkel la dilwana tsa botlhokwa), bara, mafelo a dibanka, tiliniki le ditirelo tse dingwe tse dinnye (ke gore, lefelo la go baakanya moriri, botlhatswetso, jj.).

e) Matlo - Ke a rona

Re tswelela pele go rotloetsa gore badiri ba nne le matlo a bone a a tlhophiwang ke setlamo kwantle ga tuediso ya morokotso. Matlo ga a rekisediwa badiri gore a tsenngwe mo thendareng ya mmara wa poraefete.

3.3.5 KONELO

Mokgele wa rona o o loegetsweng maano o tla nna o le teng go tlhomamisa gore badiri ba rona ba nna le bonno jo bo nang le seriti ka mokgwa wa go dirisa madi ka tsela e e nang le boikarabelo.



3.4 LEANO LA DIJO TSE DI NANG LE DIKORTLA

3.4 LENANELO KA DIJO TSE DI NANG LE DIKORTLA

3.4.1 DINTLHA-KAKARETSEO

Karolo nngwe ya leano la loago la Impala Rustenburg Operations ke go fokotsa tiriso ya magae a yone go tshegetsatsa pholisi ya tlamelo ka matlo jaaka e tthalosiwa go karolo 3.4. Impala Rustenburg Operations e mo boemong jwa go dira ditshwetso ka dijo tse di nang le dikotla, mme kwa bofelong go jewa ga dijo tse di nang le dikotla, tsa peresente ya badiri ba yone fela (ke gore, banni ba ba mo magaeng) ke setlamo se se tlhomilweng sa kapeo ya dijo. Ka jalo Rustenburg Operations e lemoga botlhokwa jwa go ruta badiri ba yone ka ga dijo tse di lekaneng tsa dikotla mo dijong tas b one, ka boikaelelo jwa go tokafatsa pholo le botsogo jaw bone jwa badiri le go nna le matswela ga bone mo tirong.

3.4.2 DITHULAGANYO TSE DI LOGETSWENG MAANO

Lenaneo la dijo tsa dikotla la Impala Platinum Limited, le le diretsweng Impala Rustenburg Operations, le ka nna la kgaogangwa ka dikarolo tse pedi, e leng tse di nang le tlhotlheletso ka tlhamalalo le tse di senang tlhotlheletso ka tlhamalalo ka ga go ja dijo tse di nang le dikotla.

a. A ka tlhamalalo

- Banni ba ba nnang mo magaeng a Rustenburg Operations ba newa dijo gararo (3) ka letsatsi. Gore go tokafadiwe dijo tse di nang le dikotla tse ba di jang, go dirilwee mananeo a a latelang a a logetsweng maano:
- Ga jaanong jaana Rustenburg Operations e dirisa bomankge ba dijo tsa dikotla le batlhatlhobi ba tsa pholo go bona selekanyo sa ga jaanong sa dijo tse di nang le dikotla le go tlamela ka kgakololo ya go tokafatsa dio fa go kgonega, go e naya bomankge ba kapeo ya dijo le baeteledipele ba baagi.
- Badiri ba ba nnang kwa magaeng ba na le tlhopho e ba ka e dirang kwa holong ya bojelo ka dijo tsa mefuta e b a ka tlhophang mo go yone. Tsamaiso eno e bidiwa **Miner Diner** e badiri ba ka itirelang tshwetso kwa go yone ya gore ba batla go ja eng.
- Go ja dijo tse di nang le dikotla le bophepa jwa banni ba dikamotshana tsa batho ba ba sa nyalang go tlhatlhobiwa gabedi ka ngwaga ka thuso ya mankge wa dijo tse di nang le dikotla yo o ikemetseng ka nosi mme dipego tseno di newa motho fa a di kopa.

b. A e semng a ka tlhamalalo

- Mananeothuto a e seng a ka tlhamalalo a go tokafatsa go ja dijo tse di nang le dikotla ga badiri botlhe ba ba sa nneng mo dikamotshaneng tsa batho ba ba sa nyalang a akaretsa a a latelang:
- Go tlhoma lenaneo la go tswa letsholo mo badiring botlhe gangwe ka ngwaga, ka lenaneo la katiso ya Mpala ka ga dijo tse di amogelesegang tse di nang le dikotla le thuto ka tsa pholo.

Go rotloetsa letsholotemoso la tiriso ya dikotla tsa tlaeletso tsa batho ba ba nang le HIV/AIDS.



3.5 LEANOTHEKO

3.5.1 MATSENO

Impala e simolotse ka leano le le tseeneletseng. Le tshwaetswe gore le wediwe ka kotara ya ntlha ya 2019. Boikaelelo jwa leano leno ke go dira gore go dirwe diphitlhelelo tse dikgolo, m ditshupo tsa ka fa tiro ya konokono e dirilweng ka gone, mekgele e e bonalang sentle; dikgatharabololo tse di tshwanetseng go etelediwa kwa pele; Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone (key performance indicators [di KPI]); le leano le le khutshwane le le tlleng go tsenngwa tirisong ka mekgele e e tlhalositsweng sentle e e tshwanetseng go fithelelwa, gareng ga tse dingwe, ka ga gore Impala e tllile go fithelela jang mekgele ya Tšhata ya Moepo. Leano leno e tla nna lone mothoe wa Impala wa go tsaya dikgato tsa go diragatsa maikarabelo a yone a SLP.

Go na le kitsonyana e e amanang le thulaganyo ya go fetolwa ga dithulaganyo (go rulaganya ditiro bosha) go go dirwang kwa Rustenburg Operations. Seno se tla akaretse go tswalwa ga ditšhafo di le nne tse di tsenyeleditsweng mo maanong. Palo e e kwa godimo ya rešio ya Ba Ditshwanelo tsa Bone di Kileng Tsa bo di Gatakelwa le go Laolwa (Historically Disadvantaged Persons Owned and Controlled [HDPOC]) e tla fokodiwa ka setlhopha sa Ditirelo se le sosi fela mo thulaganyong eno. A tiro ya epe ya ditšhafo tseno e tshwanetse go abelwa Konteraka, Impala e tla tshwanelwa ke go sekaseka mekgele ya yone gape ka gone seno se kwa nna sa ama fela thata mekgele e e tlhomilweng le go ikobela ga melawana ya teng morago ga moo.

Mo Dithutong Tsa Aforikaborwa rtse di tlhamilweng, Impala e tlhomile mekgele e e tshwanang fela le ya Tšhata ya Moepo. Le fa go ntse jalo, seno se theilwe mo dipatlafalong tse di ntšha tsa bobotlana 60% ya diteng ka dikgang tsa selegae. Ka ntlha ya tlhalelo ya tshedimose tso ka ga diteng tsa dikgang tsa selegae mo mmarakeng, ga go kgonege ebile go a gweltha go tlhoma mekgele mo nakong eno. Go ka direga gore Karolo 102 e akaretse poeletso ka ga mokgele wa Dithoto fa Dikaelo tsa go e tsenya tirisong di le teng mmogo le leano le le tseeneletseng le le umakilweng fa godimo.

Lenaanethalo 1: Mekgele ya SLP ya Impala Platinum Limited: FY2019 go fitlha go FY2023

Ditlhophha tsa Tlanelo ka Dithoto Tsa Tšhata ya Moepo	FY20 19	FY20 20	FY20 21	FY20 22	FY20 23
Dithoto Tse di Tlhamilweng Tsa Aforika Borwa	10.0 %	20.0%	35.0%	50.0%	70.0%
HDPOC ≥51%	3.0%	6.0%	10.5%	15.0%	21.0%
WOC or YOC ≥51%	0.7%	1.4%	2.5%	3.6%	5.0%
Go ikobela melawana ya BEE >25% & Maemov4 kgotsa a a botoka mo go ao	6.3%	12.6%	22.0%	31.4%	44.0%
Ditirelo	51.5 %	53.4%	57.3%	59.4%	63.3%
HDPOC ≥51%	38.4 %	37.7%	37.7%	37.8%	39.7%
WOC ≥51%	4.4%	5.7%	7.2%	8.7%	10.2%
YOC ≥51%	0.0%	0.0%	2.4%	2.9%	3.4%
Go ikobela melawana ya BEE >25% & Maemov4 kgotsa a a botoka mo go ao	8.8%	10.0%	10.0%	10.0%	10.0%

LEANO LA LOAGO LE LA BADIRI
Tokomane e e Rometsweng

13 Sedimonthole 2018



KAROLO 4

Dithulaganyo Tse Di Amanang
Le Botsamaisi Jwa Go Fokotsa
Ditiro Tsa Moepo Le Go Kgaolwa
Ga Badiri Mo Tirong



IMPALA PLATINUM LIMITED

LEANO LA
LOAGO LE LA
BADIRI



KAROLO 4

4.1 DITHULAGANYO TSE DI AMANANG LE BOTSAMAISI JWA GO FOKOTSA DITIRO TSA MOEPO LE GO KGAOLWA GA BADIRI MO TIRONG

4.1.1 DINTLHA-KAKARETSO & MEKGELE

Moalomotheo wa konokono wa kabobedi Lenaneo la Tlhabololo ya Lefapha la tsa Badiri (le le kaelang Katiso ya Dikgono-Tiro tsa Morago ga go Rola tiro, ABET, lenaneothuto la boithutatho, jj.) le Lenaneo la Tlhabololo ya Ikonomi ya Selegae (le le tsamaisanang le dikgatharabololo tsa tlhabololo e e kgonang go itsetsepela, dipholisi tsa tlanelo ka matlo jj) ke go tlhama ditiro mo teng ga SLP ya Impala Rustenburg. Le fa go ntse jalo, fa moepo o tswalwa, e le se se ka se kang sa kgonag go tilwa kgotsa o tswalwa go sa lebelela, diphelelo tse dikgolo tsa seo e tla nna go latlhegelwa ke ditshono tsa tiro. Ka ntlha ya moo, karolo ya konokono ya SLP ke go loga mekgwa le maano a go thibela go latlhegelwa ke ditiro kgotsa fa seno se sa kgone go tilwa, go tlhoma maano a a tshwanetseng a go okobatsa diphelelo tse di seng monate tsa seno mo loagong le mo ikonoming tseo phokotso ya ditiro tsa moepo le/kgotsa go tswalwa ga one go ka nnang ga nna le tsone mo badiring, mo baaging le mo ikonoming.

Mekgele ya botlhokwa ya maano a dingwaga tsa moepo e dumalana le mekgwa e mentle ya Lefapha la Leano la Loago le Badiri mmogo le Molao mme e akaretsa:

- Go thibela go latlhegelwa ke ditiro jaaka go tlhalosiwa mo go 4.2 fa tlase.
- Moo go sa kgoneng gone go tla latlhegelo ya ditiro go fokotsa palo ya ditatlhegelo tsa ditiro ka ntlha ya thulaganyosešwa e kgolo kgotsa ditiro tsa go kgaolwa ga badiri mo tirong;
- Gore seno se kgonege, go ya bokgakaleng joo go kgonegang ka jone, go fithelela ditshono di sele tsa go bona tiro mo teng ga setlamo;
- Gore seno se kgonege, ka katiso e e tsweleng pele ya tiro ya konokono le leano la go katisediwa dikgono-tiro tsa morago ga go rola tiro tse di sa amanang le ditiro tsa moepo, go fithelela mananeo a a tshwanelang a katiso a a kgontshang badiri ba ba amegang gore ba tswelale ba tsaya karolo mo ikonoming gongwe ba le mo teng ga setlamo kgotsa intaseteri kgotsa ba le kwa ntle ga yone;
- Go tla, go okobatsa kgotsa go fokotsa kgonego epe ya diphelelo tse di sa siameng tsa loago le tsa ikonomi mo badiring, mo baaging, mo loagong le mo diikonoming tsa kgaolo le mo mafelong a badiri ba romelwang go tswa kwa go one, ka mananeo a tlhabololo ya Ikonomi ya selegae jaaka go tlhalosiwa mo Leanong;
- Go tlhomamisa gore go na le dithulaganyo tse di mosola tsa go tswalwa ga moepo, go nna le dithulaganyo tsa botsamaisi jwa seo dingwaga di le nne (4) kgotsa di le tlhano (5) pele ga go tswalwa ga moepo go go rulaganyeditsweng;
- Go tlhaeletsana le botlhe sentle ka seno le go utlwa maikutlo a bone le go tlotla le bone ka gone le go tlhama ditogamaano le dithulaganyo tse di tshwaraganetsweng le bana-le-seabe, ka maano a Foramo ya Dikgwetlho tsa Isagwe, ka nako yotlhe ya dingwaga tsa moepo ka mathata a a umakilweng fa godimo.

4.1.2 FORAMO YA MO ISAGWENG

Ka ntlha ya ditlhoko tsa methalethale le tse dikgolo, mekgele le dikgathego tse Bana-le-Seabe ba Impala ba nang le tsone, go tlhomiwe diforamo di le pedi (2) tse di farologaneng tsa puisano. Sa ntlha, Foramo ya mo Isagweng e a tlhomiwa mme maloko a yone ke bontsi jwa ba mokgatlho wa badiri le maloko a Setlhopho sa Botsamaisi sa Impala. Sa bobedi, Impala e kopiwa go dira gore maloko a baagi ba moepo o tlhomilweng mo tikologong ya bone ba tseye karolo, ka jalo, foramo ya baeteledipele ba baagi e a tlhomiwa mme e bidiwa Kopano ya Motlotlo le Baeteledipele ba Baagi ya Moepo (Mine Community Leadership Engagement Forum (MCLEF))



Mokhuduthamaga-Mogolo: Rustenburg Operations.e tlhomile bommenejara-bagolo ba le babedi (2) gore e nne badulasetulo ba diforamo tseno.

GO TLHOMIWA GA KOPANO YA GO TLHABANA BOTLHALE

Go tlhamiwa melawana e e kaelang le go tlhofofatsa ditherisano tsa Kokoano ya Isagwe ya Go Tlhabana Botlhale! Dikopano tseno di rulaganyediwa go tshwara gabedi ka kgwedi mme e tla tshwarwa lobaka lotlhe lwa fa madirelo a santse a dira. Ajenda e akaretsa:

- Go senolwa ga tshedimosetso yotlhe e e maleba go kgontsha baemedi mo kopanong eno go tshwara metlotlo e e mosola le go tsaya karolo mo go direng ditshwetso. Seno se tla akaretsa ditshupo tsa lefatshe lotlhe le tsa naga ya rona tsa ditšhelete, tse di amang intaseteri ya moepo yotlhe mme segolobogolo le setheo sa moepo wa polatinamo. Maano ka tshedimosetso ya tsa ditšhelete, ka kgwebo ya ngwaga le ngwaga le ka badiri, ka lobaka lwa dingwaga tsa madirelo, ka dikatoloso tse di tlleng go dirwa kgotsa phokotso ya ditiro tsa moepo/go tswalwa ga moepo le kgonego ya diphelelo tse di seng monate tsa seo mo badiring.
- Go tlaola mathata le dikgwetlho le go di sekaseka tse ditiro tsa moepo di lebaneng le tsone segolobogolo tse di ka felelang ka gore go fokotswe ditiro tsa moepo le/gotsa go tswalwe ditiro tsa moepo.
- Tlhamo ya ditogamaano le dithulaganyo tsa go rarabolola mathata le dikgwetlho tse di lemogilweng.
- Tlhamo ya ditogamaano le dithulaganyo tsa go thibela tatlhegelo ya ditiro fa go kgonega
- Tlhamo ya ditogamaano le dithulaganyo tsa go fokotsa go latlhegelwa ke ditiro le go fokotsa manokonoko a a bogale le ditlamorago tse di seng monate mo loagong tse phokotso ya ditiro tsa moepo le go tswalwa ga one go ka nnang le tsone mo badiring.
- Go tsenngwa tirisong ga ditogamaano le dikgato tse go dumalanweng ka tsone.
- Go tshwara metlotlo le go romela pegelokarabo ka matsholo a Tlhabololo ya Lefapha la tsa Badiri (Human Resources Development [HRD]) ka mananeo a dikgono-tiro le katiso le ka maemo a go tshelwang mo go one.
- Go abelana tshedimosetso ka tlhabololo mo baaging (karolo 3) ya baaging ba moepo o tlhomilweng mo tikologong ya bone, e leng mafelo ao badiri ba romelwang go tswa kwa go one.
- Bontsi jwa Maloko a Mokgatlho wa Badiri ba tshwanetse go itsise maloko dilo tse di tlottlilweng mo foramong mme maloko le one a tshwanetse go dira jalo.

FORAMO YA MOEPO YA METLOTLO LE BAETELEDIPELE BA BAAGI

MCLEF e tlhomiwa go tsamaisana le puso-selegae, e leng, Mmasepala wa Selegae wa Rustenburg (Rustenburg Local Municipality [RLM]) le Balaodi ba Setso ka fa tlase ga Royal Bafokeng Nation (RBN) go tlhothomisa gore ditlhoko tsa baagi bao moepo o tlhomilweng mo tikologong ya bone ke dife le go ba tlamela ka tsone. Ka ntlha ya moo, faromo eno e rulagantswe ka mokgwa o o latelang:

- Baemedi ba batsamaisi-Bagolo ba ba tlhomilweng ke Mokhuduthamaga-Mogolo: Rustenburg Operations go ya ka ajenda ya foramo.
- Baemedi ba ba tlhophilweng ke RLM
- Baemedi ba ba tlhophilweng ke RBN



RLM le RBN di tla bolelela Impala ka baemedi ba tsone ba ba tlhophilweng. Nako le nako, fa ditlamo tseno di ka batla go emisetsa baemedi ba tsone mo MCLEF, Impala e tla itsisiwe semmuso ka diphetogo tseo.

Dikopano tsa MCLEF

Go kaela metlotlo ka nako ya dikopano, Foramo e tlhamile Melawana go tlhofofatsa metlotlo. Dikopano di rulaganyediwa go tshwara gabedi ka kgwedi mme dikopano Tse di Kgethegileng tsone di tshwarwa fa maloko a di thoka. Dikopano tseno di tla tshwarwa ka nako yotlhe ya dingwaga tsa go dira ga madirelo. Boikaelelo jwa MCLEF ke go netefatsa gore maloko a baagi a na le kitso e ntsi ka maemo a ikonomi ya setlamo malebana le boemo jwa Impala jwa ditšhelete le jwa tlhagiso-dikumo. Dilo tseno di tshwanetse go bolelelwa maloko a baagi ke baeteledipele ba ba tlhomilweng ba baagi. Ka tsela e e tshwanang, pegelokarabo ya baagi e tshwanetse go bolelela Impala. Ka jalo, go raya gore MCLEF ke mosele wa puisano fa gare ga Impala, RLM le RBN le baagi bao moepo o tlhomilweng mo tikologong ya bone.

Mokgele o mongwe go ya pele ke go tlotla le go fitlhelela tumalano ka Tlhabololo ya Ikonomi ya Selegae jaaka go tlhalosiwa go Karolo 3 ya tokomane. Ajenda ya foramo e akaretsa dilo tse di latelang mme ga se tsone tsothle:

- Go senolwa ga tshedimosetso yotlhe e e maleba go kgontsha baemedi mo kopanong eno go tshwara metlotlo ka katlego le go dira ditshwetso ka bothale. Seno se tla akaretsa ditshupo tse di amang intaseteri ya meepo yotlhe le segolobogolo setheo sa moepo wa polatinamo. Mabaka a a ka felelang ka dikatoloso tse go neng go lebeletgwe gore di dirwe kgotsa phokotso ya ditiro tsa moepo/go tswalwa ga moepo le diphelelo tsa teng tse go ka diregang gore di nne gone mo baaging bao moepo o tlhomilweng mo tikologong ya bone jaaka go tlotlilwe.

Go tlotla dintlha go ya pele ka matsholo a Tlhabololo ya Ikonomi ya Selegae (Local Economic Development [LED] ao a akaretsang diporojeke tsa baagi, Dibasari, Boithutatlire le letsholo lepe le lengwe le le amang LED.

- Go abelana le ba bangwe tshedimosetso ka maano le dithulaganyo tse di tlhamiweng ke Foramo ya Isagwe, go thibela le go fokotsa tatlhegelo ya ditiro le go okobatsa diphelelo tse dikgolo tse di seng monate tseo phokotso ya ditiro tsa moepo le tsa go tswalwa ga one go ka nngang le tsone mo baaging le mo ikonoming.
- Foramo eno e tlhabolola ka metlha ka ga diphelelo tse di seng monate tse di amang Tikologo le Tshireletsego le gore Impala e okobatsa jang manokonoko ano.



4.2 MEKGWA YA GO SIRELE TSA DITIRO LE GO TILA DITATLHEGEO TSA DITIRO LE PHOKOTSEGO YA GO THAPA BADIRI

4.2.1 MAIKANO

Tumalanong le Karolo 52 (1) ya Molao, fa go lemogwa tlhokego ya gore ditiro tsa moepo di fokodiwe kwa t Impala Rustenburg Operations, fa lotseno lwa porofete lwa tiro e e rileng lo le kwa tlase ga palogare ya diperesente di le thataro ka dinako tsothe lobaka lwa dikgwedi di le somepedi (12) kgotsa fa go ka direga gore diperesente di le some (10%) kgotsa palo e kgolo go feta moo ya badiri (kgotsa badiri ba ba fetang makgolo a le matlhano (500)) ba kgaolwe mo tirong, go tla tshwarwa kopano e e tseneletseng ya dikgakololano le Future Forum le Lefapha la Tsa Badiri, mme Karolo 189 ya Molao wa Dikamano le Badiri o tla tsennngwa tirisong fa dikgakololano tseno di sena go wediwa. Boto ya Diminerale le Tlhabololo ya Moepo e tla itsisiwe mme go tla ikobelwa Kaelo ya Tona.

4.2.2 THULAGANYO E E LOGETSWENG MAANO

Fa moepo o ka kopiwa go simolola ka phokotso ya ditiro tsa moepo kgotsa ka thulaganyo ya go tswalwa (tumalanong le maikano a a fa godimo) thulaganyo e e latelang e tla tsennngwa tirisong:

a. *Tlhaeletsano le Thulaganyo ka Future Forums*

- Go lebeletswe gore patlafalo epe ya phokotso ya ditiro tsa moepo kgotsa go tswalwa ga one e tla bonwa fa ditherisano, metlotlo le go dirwa ga ditshwetso kwa dikopanong tsa Future Forum tsa mo teng ga setheo.
- Dithulaganyo tsothe tse di logetsweng maano tse di umakilweng ke Future Forum di tla tsennngwa tirisong ka boikaelelo jwa gore go se nne le ba ba latlhegelwang ke ditiro. Dithulaganyo le ditogamaano di tla thathobiwa ka metlha go tlhomamisa gore di tsamaisana sentle le maemo a ga jaanong jaana ka nako ya fa go lebeletswe gore moepo o tswalwe kgotsa gore go fokodiwe ditiro tsa moepo.
- Future Forum e tla tlathloba maemo a ikonomi le palo ya badiri ba go ka diregang gore ba amiwe ke phokotso ya ditiro tsa moepo kgotsa go tswalwa ga one.
- Future Forum e tla tlotla le go tlhama ditogamaano le dikgato tse di tlileng go tsewa gore go se ka ga nna le ba ba latlhegelwang ke ditiro.

b. *Ditogamaano le dithulaganyo tse di ka dirisiwang gore bangwe ba se latlhegelwe ke ditiro*

Ditatlhegelo tsa go latlhegelwa ke ditiro le dithulaganyo di tla akaretsa dilo tse di latelang mme ga se tsone tsothe:

- Go ithaopela go rola tiro pele ga nako ga badiri ba ba tshwanelegelang go dira jalo go ya ka matlole a provident a a maleba/matlole a phenshene
- Go fedisiwa ga tiro ya nako e e okeditsweng, dikema tsa go tlhakanela tiro, malatsi a khunologo a makhutshwane le a a okeditsweng;
- Kgonego ya go fudusediwa kwa mafapheng a mangwe kwa Impala Rustenburg Operations kgotsa kwa madirelong a mangwe mo teng ga Implats Group, ka tebelelo ya go newa katiso e e tshwanetseng fa go tlhokega;
- Go emisa go tsoma badiri ba basha go fitlha Impala Rustenburg Operations/ Madirelo a go ltshekisa Maanya a lekile go tlatsa diphatlhatiro tse di iseng di tladiwe go tswa mo teng ga setlamo;
- Moo go tshwanelang teng e bile go tlhokega, go emisa go thapiwa ga badiri ba nakwana le/kgotsa dikonteraka;
- Fa e le gore go tlile go nna le phokotso ya ditiro tsa moepo, phatlhatiro nngwe le nngwe e e nngang gone ka ntlha ya go tlogela tiro, go rola tiro, loso kgotsa go lelekwa mo tirong mo lobakeng lo lo isang kwa phokotsong ya ditiro tsa moepo kgotsa go tswalwa ga one, e sekasekwa ka mo go tseneletseng pele phatlhatiro eo e tladiwa gore palo ya badiri e fokodiwe ka mabaka a a utlwalang, gore go se nne le ditatlhegelo tsa ditiro kgotsa go kgaolwa ga badiri mo tirong go sa tlhokege.



- Ka nako ya go dira ga madirelo go tla tswela go na le katiso e e neilweng tsetselelosemmuso ya go tlhomelela badiri ka dikgono-tiro di sele gore ba tswela ba tsaya karolo mo ikonoming fa ba ka kgaolwa mo tirong.
- Ka nako ya dingwaga tsa moepo Impala Rustenburg Operations le Madirelo a Go Itshekisa Maanya a tla tswela pele go leka go dira gore o tswela o ntse o le teng ka go sekaseka ka metlha dithulaganyo tsa kgwebo le dipeelotsomadi tsa porojeke ya go tsamaisa tiro tumalanong le maemo a ikonomi a o dirang mo gare ga one le a ka fa mmara o dirang ka gone. Thulaganyo e e tsweleng pele ya tlhabetlho ya kgwebo e tla thusa ka tlhamalalo ka go sireletsa ditiro tsa badiri mo madirelong a moepo.
- Mo godimo ga moo, go ema nokeng ga Impala Platinum Limited diporojeke tse di kgonang go itsetsepela tsa tlhabetlho, ka mananeo a yone a Tlhabetlho ya Ikonomi ya Selegae, (Karolo 3.3) mo mafelong a badiri ba romelwang go tswa kwa go one, e tla thusa go ya pele ka go tlhama ditshono tsa go bona ditiro le go di sireletsa gore di nne lobaka lo lo leele. Maiteko a go reka dithoto mo lefelong la rona (Karolo 3.6) a a amanang le go katisediwa kgwebo le go tlaela ka dikgono-tiro di sele tsa bagwebi ba lefelo la rona go tla tswela pele go fokotsa bothoka tshireletsego mo setlhopheng sa badiri ba lefelo la rona.

c. Go tsenya tirisong Karolo 189 ya Molao wa Dikamano le Badiri wa ka 1995 (O o Tlhabolotsweng)

Go tsenngwa tirisong ga Karolo 189 le 189 (A) ya Molao wa Dikamano le Badiri go tla nna maleba fa maano a dikgakololano le dithulaganyo tsa Future Forum di sena go lekwa tsotlhe, le fa e le gore ga go kgonege go tla ditatlhegelo tsa ditiro e bile go akanyediwa go kgaolwa ga badiri mo tirong.

Go tla ikobelwa ka botlalo ditaelo tsa Karolo 189 le 189 (A) tsa Molao wa Dikamano le Badiri, kgotsa fa go nang le ditumalano tse di dumalanweng fa gare ga mekgatlho e e lwelang ditshwanelo tsa badiri le setlhopho sa botsamaisi se se ka tlhokomologang ditaelo tsa Molao wa Dikamano le Badiri, go bo go latelwa dithulaganyo tse di tlhalosiwang mo ditumalanong tseno tse di dirilweng ke bone botlhe. Mathata a a latelang ke a go leng maleba gore go ka tlotlwa ka one fa go tshwarwa ditherisanole mekgatlho e e maleba e e lwelang ditshwanelo tsa badiri/baemedi ba badiri:

- Go tlhomamisa gore go ikobelwa melaometheo e e amogelwang ya go kgaolwa ga badiri mo tirong kwantle ga go gobelega ka tsela epe, go akaretsa ditherisano le dithaeletsano le baemedi ba ba tlhophilweng ba badiri kwa moepo;
- Go dumalanwe le ditumalano tse di dirilweng fa gare ga mekgatlho wa badiri le setlamo;
- Go senolwa ga tshedimosetso yotlhe e e maleba;
- Dikgato tsa go tla kgotsa go fokotsa go leleka ga bangwe mo tirong jaaka go tlhalosiwa mo tumalanong e e tsenetsweng ke botlhe.

d. Kitsiso go Bathati ba Puso

Morago ga ditherisano le Future Forum le mekgatlho e e itsegeng ya badiri le fa go bonala sentle gore maano le dithulaganyo ga di atlege mo go thibeleng go latlhegelwa ke ditiro, setlamo se tla itsise Boto ya Diminerale le Tlhabetlho ya Moepo tumalanong le Karolo 52(1) (a) ya Molao wa MPRDA ka tlhokegoya phokotso ya ditiro tsa moepo/go tswalwa ga moepo fa go tlhokega ka nako ya dingwaga tgsa moepo dingwaga di le nne (4) go ya go di le tlhano (5) go ela kwa bokhutlong jwa dingwaga wa moepo. Bathati ba puso ba tla newa kitsiso ka nako ya go tswalwa ga moepo le/kgotsa fa go na le dithulaganyo tsa phokotso ya ditiro tsa moepo, ditherisano tse di tsweleng pele, matsholo a a logetsweng maano le dithulaganyo jaaka go tlotlilwe ka di Future Forum. Go tla romelwa dipego tsa kgatelopele ka metlha kwa mafapheng a di tshwanetseng go romelwa kwa go one, le kwa Legotleng la Bogakolodi ka Thulaganyo ya Loago le ka Tlhagiso-Dikomo le kwa Lefapheng la Puso ya Porofense le ya Selegae. Go tla ngaparelwa ditaelo tsa Boto gore go fitlhelelwe dikgato-paakanyo tse di tshwanetseng jaaka fa Boto e laetse.



e. Go Ikobela Taelo ya Tona

Setlamo se tla ikobela dikgato-paakanyo dipe le melawana le dipeelo go ya ka fa Tona e ka swetsang ka gone. Setlamo se tla netefatsa ka go kwala gore se ikobetse taelo le gore se tsere dikgato-paakanyo tse di laetsweng ke Tona. Go tla tlamelwa ka dipego tsa ka metlha tsa kgatelopele ka ga go ikobela dikaelo tseno.



4.3 MEKGWA YA GO TLAMELA KA DITHARABOLOLO DI SELE LE MEKGWATSAMAISO YA GO SIRELE TSA DITIRO MOO GO SA KGONEGENG GONE GO BOLOKA BATHO BA LE MO TIRONG.

4.3.1 MAIKANO

Tumalanong le Karolo 52(1) ya Molao, fa palogare ya rešio ya porofete ya lotseno lwa madi lwa tiro e e dirilweng e le ka fa tlase ga 6% lobaka lo lo tsweleng lwa dikgwedi di le somepedi (12), kgotsa fa 10% ya badiri kgotsa go feta moo (kgotsa badiri ba ba fetang magkolo a le tlhano (500)) ba ka kgaolwa mo tirong, fa go ka bonwa mabaka a phokotso ya ditiro tsa moepo kgotsa go emisa ditiro tsa moepo kwa Impala Platinum Operations e bile go sena pelaelo gore bangwe ba tlile go latlhegelwa ke ditiro ka ntlha ya dithulaganyo tseno, go tla tshwarwa ditherisano tse di tseneletseng kwa Future Forum, go tla ikobelwa Karolo 189 le 189(A) gore go tlotlwe ka dintlha tsa go kgaola mo tirong, Boto ya Diminrale le ya Tlhabololo ya Moepo e tla itsisiwe mme go tla ikobelwa dikgato-paakanyo dipe le ditaelo go ya ka fa Tona e laelang ka gone.

4.3.2 THULAGANYO E E LOGETSWENG MAANO

a. *Tlhaeletsano le Thulaganyo ka Future Forums*

Future Forum e tla tshwara thulaganyo ya ditherisano tse di tseneletseng e mo go yone matsholo a a logetsweng maano le dithulaganyo tse di tshitshintsweng ke forum di sa atlegang go thibela ditatlhegelo tsa ditiro. Fa go sa kgonege go tla ditatlhegelo tsa ditiro, Future Forum e tla tlotla le go tshitshinya gore go sekasekwe dithulaganyo tse di logetsweng maano le ditharabololo di sele le go sireletsa ditiro tse di amegang tsa badiri.

- Future Forum e tla tlathloba maemo a ikonomi le maemo a mangwe a a ka felelang ka go latlhegelwa ke ditiro le go tlhotlhomisa gore ke palo ya badiri e e kana kang ya ba go ka diregang gore ba amiwe ke phokotso ya ditiro tsa moepo kgotsa go tswalwa ga one.
- Future Forum e tla tlotla ka ditogamaano le dikgato tse di tlileng go tsewa go sireletsa ditiro tsa badiri ba go senang pelaelo gore ba tla latlhegelwa ke ditiro.

b. *Dikgato-tharabololo di sele le maano a go sireletsa ditiro*

Ditharabololo di sele tse go ka diregang gore go dirisiwe tsone le ditogamaano tsa go sireletsa ditiro tse di tla akanyediwang ke Future Forum di ka nna tsa akaretsa dilo tse di latelang mme ga se tsone tsothle:

- Ditsela tsa go fokotsa palo ya badiri ba go seng pelaelo gore ba tlile go amiwa ke go kgaolwa ga badiri mo tirong go go akanyeditsweng;
- Palo ya badiri ba ba tlileng go katisiwa e tlaw gola tumalanong le palo ya badiri ba go nang le kgonego ya gore ba tla kgaolwa mo tirong. Go tla dirwa tshwetso ka diteng tsa katiso morago ga tshakatsheko e e tseneletseng ya dikgono tse di tlhokegang mo lefelong la bodirelo, mafelo ao badiri ba romelwang go tswa kwa go one mmogo le mo nageng yotlhe. Seno se tla netefatsa gore badiri ba newa katiso mo mafelong a go nang le kgonego ya gore ba bone ditiro mo go one fa bva ka kgaolwa mo tirong. Boikaelelo-bogolo ke go tlhomamisa gore badiri ba ba kgaotsweng mo tirong ba newa katiso e e tlhokegang gore ba tsewelele ba tsaya karolo ka tlhagafalo mo ikonoming fa ba ka kgaolwa mo tirong.
- Fa e le gore go tlile go nna le phokotso ya ditiro tsa moepo, phatlhatiro nngwe le nngwe e e nnang gone ka ntlha ya go tlogela tiro, go rola tiro, loso kgotsa go lelekwa mo tirong mo lobakeng lo lo isang kwa phokotsong ya ditiro tsa moepo kgotsa go tswalwa ga one, e sekasekwa ka mo go tseneletseng pele phatlhatiro eo e tladiwa gore palo ya badiri e fokodiwe ka mabaka a a utlwalang, gore go se nne le ditatlhegelo tsa ditiro kgotsa go kgaolwa ga badiri mo tirong go sa tlhokege.
- Mananeo a Tlhabololo ya Ikonomi ya Selegae a a tlileng go tsenngwa tirisong jaaka karolo ya SLP (Karolo 3) a diretsewe go tlhama dikgwebu tse di tsayang lobaka lo lo leele le tse di kgonang go itsetsepela le ditiro tsa ikonomi tse di sa ikaegang ka ditiro tsa moepo.
- Setlamo se tla bua le Lefapha la Tsa Badiri, bathapi ba bangwe mo lefelong la tiro le mo mafelong ao badiri ba romelwang go tswa kwa go one go tla go tlhaola ditšhono tsothle tse di ka nnang teng



tša go bona tiro le tša go bulega ga diphatlhatiro. Badiri ba ba amilweng ke seno ba tla newa tshedimotsetso e e tlhabolotsweng ka metlha mme ba tla newa thuso e e tlhokegang ya go dira dikopo tša go bona tiro go phatlhatiro e e bulegileng.

- Go tlamela bagwebi ka thuso le ka tlhabololo ya SMME ka go tlhoma disenthara tša dikgwebo-potlana le batlamela ka ditirelo ba bangwe ba ba tshwanelegang mo kgaolong e e maleba;
- Lenaneo la Tlhabololo ya Lefapha la tša Badiri (jaaka go tlhalosiwa go Karolo 2) le tlhomamisang gore badiri ba amogela katiso ya dikgono-tiro tse di neilweng tsetlelelosemmuso le tse di ntshediwang setifikeiti. Dikgono-tiro tse di ntseng jalo tse di neilweng tsetlelelosemmuso di ka dirisiwa gongwe le ongwe mo setheong sa moepo, kgotsa go farologana le moo, mo ditheong tse di farologaneng tša intaseteri kgotsa ka go latelela mekgele e mengwe ya go nna batsamisi ba kgwebo (di SMME kgotas BEE).

c. Go tsenya tirisong Karolo 189 ya Molao wa Dikamano le Badiri wa ka 1995 (O o tlhabolotsweng)

Fa go sena go dirwa dikgakololano tsotlhe mo Foramong ya Dikgwetho Tša Isagwe mme go sa kgonege go tla go latlhegelwa ke ditiro, ditaello tša Karolo 189 le 189(A) ya Molao wa Dikamano le Badiri mmogo le ditaello tša tumalano e e leng teng e e kopanetsweng e tla tsenngwa tirisong. Go tla simololwa thulaganyo ya dikgakololano le mekgatlho e e maleba ya badiri mme e tla akaretsa dikarolo tsotlhe tse di tlhaotsweng mo LRA mmogo le ditumalano tse di tsenetsweng. Mathata a a jaaka ditsela tša go fokotsa go kgaolwa ga badiri mo tirong, nako ya go kgaolwa ga badiri mo tirong le go duelwa madi a go tlogediwa tiro a tla tlotlwa ke setlamo le ke baemedi ba badiri. Dithulaganyo tse dingwe le mathata a mangwe a go dumalanweng ka one ka nako ya thulaganyo eno ya kgakololano di tla tsenngwa tirisong.

d. Kitsiso e e Yang go Boto

Morago ga ditherisano le Foramo ya Dikgwetho tša mo Isagweng, ke gore le mekgatlho e e itsegeng ya badiri, le fa go bonala gore ditogamaano le dithulaganyo ga di atlege mo go thibeleng go latlhegelwa ke ditiro, setlamo se tla itsise Boto ya Diminerale le Tlhabololo ya Moepo tumalanong le Karolo 52(1) (a) ya Molao wa MPRD fa palogare ya rešio ya porofete ya lotseno lwa madi lwa tiro e e dirilweng e le ka fa tlase ga 6% lobaka lo lo tswelelang lwa dikgwedi di le somepedi (12), kgotsa fa 10% ya badiri kgotsa go feta moo (kgotsa fa ba feta maskgolo a tlhamo (500)) ba tshwanelwa ke gore ba kgaolwe mo tirong, Dikitsiso tse di ntseng jalo di tla ntshiwa fa go tlhokega jalo ka nako ya dingwaga tša moepo le dingwaga di ka nna nne (4) go ya go tse tlhano (5) pele ga bokhutlo jwa dingwaga tša moepo. Bathati ba puso ba tla newa kitsiso ka nako ya go tswalwa ga moepo le/kgotsa fa go na le dithulaganyo tša phokotso ya ditiro tša moepo, ditherisano tse di tswelelang pele, matsholo a a logetsweng maano le dithulaganyo jaaka go tlotlilwe ka di Future Forum. Go tla romelwa dipego tša kgatelopele ka metlha kwa mafapheng a di tshwanetseng go romelwa kwa go one, le kwa Lekgotleng la Bogakolodi ka Thulaganyo ya Loago le ka Tlhagiso-Dikumo le kwa Lefapheng la Puso ya Porofense le ya Selegae. Go tla ngaparelwa ditaello tša Boto gore go fitlhelwe dikgato-paakanyo tse di tshwanetseng jaaka fa Boto e laetse.

e. Go Tlotla ka Kgonego ya Go Kgaolwa ga Badiri mo Tirong

Fa mekgwa yotlhe ya go tla go latlhegelwa ke ditiro e dirisitswe yotlhe e bile go bonala gore badiri ba tlile go kgaolwa mo tirong, go tla tlhomiwa leano le thulaganyo e e tseneletseng ya dithaeletsano ka ga seno morago ga ditherisano le tumalanokwa Foramong ya Dikgwetho Tša mo Isagweng. Motlotlo ka mathata a a tlotlilweng kwa diforamong, dithulaganyo tse di logetsweng maano le go tsenngwa tirisong ga tsone go tla bopa Ajenda ya dikopano tša ka metlha tša foramo. Morago ga kopano nngwe le nngwe ya Foramo ya Dikgwetho tša mo Isagweng badiri botlhe ba tla bolelelwa ka mathata a go tlotlilweng ka one le dithulaganyo tse di logetsweng maano tse Foramo ya Dikgwetho tša mo Isagweng e dumalaneng ka tsone.

Fa go sa kgonege go tla go kgaolwa ga badiri mo tirong, go tla dirisiwa ditsela tse di latelang tša puisano go tlhomamisa gore go buisanwa ka katlego le badiri botlhe: ditaello tse di yang go setlhophsa sa botsamaisi, imeile & interanete, di-billboards, diboto tša puisano (diboto tša dikitsiso), mekgatlho e e kopaneng ya badiri le dikopano tša dithlhopha tša botsamaisi, diroramo tša tlhaeletsano le dithutano,



Baemedi ba mokgatlo wa badiri le bone ba tla tlotla dikgang tse di tlhagisitsweng mo metlotlong ya Diforamo tsa Dikgwetho Tsa mo Isagweng ka nako ya dikopano tsa bone tsa Lekala le tsa Komite mmogo le ka dikopano tsa bone le badiri botlhe. Mathata a go tla tlotlwang ka one mo go bonalang go akanyediwa go kgaolwa ga badiri mo tirong a tla akaretsa a a latelang mme ga se one otlhe:

- Mabaka a go kgaolwa mo tirong ga badiri go go akanyeditsweng;
- Dithulaganyo tse di logetsweeng maano tse di tlhomilweng ke Foramo ya Dikgwetho Tsa mo Isagweng go tila le go fokotsa ditatlhegelo tsa ditiro;
- Palo ya badiri ba go seng pelaelo gore ba tlile go amiwa ke go kgaolwa ga badiri mo tirong;
- Dintlha tsa mananeothuto a a atositsweng a go katisediwa dikgono tsa morago ga go rola tiro le ka fa mananeo ano a ka fitlhelelwang ka gone;
- Mananeo a LED le ditšhono tse di bulegetseng badiri ba ba ka nnang ba kgaolwa mo tirong;
- Ditšhono di sele tsa go bona ditiro le thuso e e tla newang badiri gore ba kgone go fitlhelela ditšhono tseno;
- Nako ya go kgaolwa ga badiri mo tirong le go newa madi a go tlogela tiro a a tla duelwang badiri;
- Thuso e e tla newang badiri le ba malapa a bone go lebanana le ditlamorago tse di sa siamang mo maikutlong tsa go kgaolwa ga badiri mo tirong;
- Thuso epe e nngwe e e tla neang badiri.

Bakhanselara ba selegae/Dipuso tsa selegae go tswa mo mafelong a madirelo ba tla nna le baemedi mo MCLF bao ba tla tsayang karolo mo go yone mme ka ntlha ya moo, ba tla newa ditaello ka botlalo ka ga ditsela tsothle trsa go kgaolwa ga badiri mo tirong tse go nang le kgonego ya gore di nne teng.

Go tla tshwarwa mananeo a ditlhaeletsano le batho ba e seng karolo ya MCLF ke gore, baemedi ba Puso-Selegae ba mafelo ao badiri ba romelwang go tswa kwa go one, mafapha a puso ya bosetšhaba, dikgwebo tse dingwe tse di ikaegileng ka intasetri ya moepo mmogo le makoko ape a mangwe a go bonalang a tlile go nna le kgatlhego mo go kgaolweng ba badiri mo tirong go go akanyeditsweng kgotsa ba ba tlileng go amiwa ke gone. Go tla tshwarwa puisano go lebanwe difatlhego gore go tshalosiwe sentle mathata mangwe le go tlotla ka one. Mo godimo ga moo, makoko otlhe a a umakilweng fa godimo mmogo le leloko lepe le lengwe a tla newa kitsiso e e kwadilweng ke Foramo ya Dikgwetho Tsa Isagwe le ke MCLF.

Setlamo se tla gololelwa kitsiso e e gololelwang babegadikgang le/kgotsa go tshwara khonferense ka dipotsolotso ka babegadikgang fa go tlhokega gore babegadikgang ba newe tshedimosetso gore ba kgone go nna le tshedimosetso e e nepagetseng le e e ka ikanngwang ka ga go kgaolwa ga badiri mo tirong. Go tla abiwa dikgang tsa bosheng tse di gololelwang babegadikgang.



4.4 MEKGWA YA GO OKOBATSA DIPHELELO TSE DI SA SIAMANG MO BATHONG TSA LOAGO LE IKONOMI, MO DIKGAOLONG LE MO DIIKONOMING TSE MO GO TSONE GO SA KGONEGENG GO TILA GO KGAOLWA GA BADIRI MO TIRONG KGOTSA GO TSWALWA GA MOEPO

4.4.1 MAIKANO

Le fa mananeo a a umakilweng mo dikgaolong tsa Karolo 2 le 3 tsa tokomane eno a Lefapha la Tsa Badiri le Tlhabololo ya Ikonomi ya Selegae a tlamilwe le go rulaganyediwa go tsenngwa tirisong go tswaledisetsa pele kgolo ya loago le ikonomi mo gare ga baagi ba rona ka nako yotlhe ya go dira ga moepo, dikgato tsa go laola ditlamorago tse di seng monate go maloko a setšhaba le baagi ba go bonweng badiri mo go bone ka nako ya phokotso ya ditiro tsa moepo le go tswalwa ga one di sa ntse di tla tlhokega.

Karolo eno e tshalosa mekgwa e e tla dirisiwang go okobatsa, goi ya bokgakaleng joo go kgonegang ka jone, ditlamorago tse di seng monate mo loagong le mo ikonoming tse go tswalwa ga moepo kgotsa go kgaolwa ga badiri mo tirong go nnang le tsona mo badiing, mo dikgaolong le mo diikonoming. Thulaganyo e e tseneletseng e e tla nnang gone malebana le bana-le-seabe ba ba amegileng le mafapha a a maleba a puso e tla tlhokega dingwaga di le nne (4) kgotsa di le tlhano (5) pele moepo o tswalwa. Ka ntlha ya moo, kgaolo eno ga e kgone go tlamela ka leano la go tswalwa gotlhelele kgotsa morago ga go tswalwa gotlhelele ga madirelo a moepo malebana le ditlamorago ts di seng monate tsa loago le ikonomi. Lebaka fela la go bo baagi ba metseselegae le ba ba amogelang madi a a kwa tlase ba ikaegile ka madirelo a meepo lobaka lo lo leele thata le dira gore go nne le tlhokego ya leano la go tswalwa ga moepo go go fetofetogang le maemo le go go tshwanetseng go go dirisang ditlhopho tsa baagi tse di leng teng ka nako ya go tswalwa ga moepo. Ka jalo ga go kgonege ga jaanong jaana go boleelela pele kitso ya maemo a loago le ikonomi mo lefelong leno ka nako ya go tswalwa ga moepo.

4.4.2 DITHULAGANYO TSE DI LOGETSWENG MAANO

a. *Patlisiso ka Ditlamorago mo Loagong le mo Ikonoming Tsa go Tswalwa ga Moepo*

Fela jaaka go ntse ka lenaneo la tlhabololo, ditshekatsheko tsa diphelelo tse di seng monate mo loagong le mo ikonoming (socio-economic impact analysis [SEIA]) di tla dirwa ke bomankge ba ba nang le bokgoni pele ga fa setlhopho sa botsamaisi se tlhama dithulaganyo tse di tseneletseng tsa go tswalwa moepo. SEIA e tla simolola dingwaga di le nne (4) go ya go di le tlhano (5) pele moepo o tswalwa le go tshegediwa ka go dirisana le diforamo ka bobedi.

b. *Tlhaeletsano le Bana-le-Seabe*

Go tlhamiwa ga thulaganyo ya go tswalwa ga moepo go tla gatelelwa thata go tshwarwa ga ditherisano tse di tseneletseng le tse di masisi le bana-le-seabe botlhe. Maloko a setlhopho sa botsamaisi a a gananang le ntlha eno a mo gare ga bana-le-seabe, jaaka kgwebo ya lefelo la rona, ba ba nang le poifo le matshwenyo ka ntlha ya mabaka a a utlwalang ka ga go tswalwa gono ga moepo. Ditherisano le ditlhaeletsano tse di dirwang le ditlhopho tsa bana-le-seabe mo baaging ba moepo o tlhomilweng mo gare ga bone, mafapha a a maleba a puso le diforamo tsa kgwebo ya lefelo la rona le tsona di tla diragadiwa ka MCLF.

c. *Dithulaganyo tse di Logetsweng Maano tsa go Laola Ditlamorago Tse di Seng Monate mo Loagong le mo Ikonoming*

Fela jaaka go ntse ka Lenaneo la Tlhabololo ya Lefapha la Tsa Badiri kwa Impala Platinum, Lenaneo la Tlhabololo ya Ikonomi ya Selegae (Karolo 3.2) e tla tsenngwa tirisong ka nako yotlhe ya go dira ga madirelo a moepo ka boikaelelo-bogolo jwa go thomamisa gore kgatoharabololo epe ya tsa kgwebo mo loagong le thuso e e abilweng ya LED, e tla nna e e kgonang go itsetsepela le go solegela maloko a baagi ba e diretsweng bone molemo fa moepo o sena go tswalwa. Go ntse jalo le ka go dirisana mmogo le batlamela ka dithoto le le ka ditirelo ba lefelo la rona ka Leano la Kgatelopele ya Theko ya Dithoto (Karolo



3.5). Go tla dirwa maiteko otlhe, ka nako ya fa moepo o santse o dira, go katisa bagwebi ba lefelo la rona ba ba tlamelang ka dithoto kgotsa ka ditirelo go tihomamisa gore ba na le dikgono-tiro tse di tshwanetseng tsa go tsamaisa kgwebo-potlana ka katlego mme gape ba santse ba ka nna ba dira gore ditirelo kgotsa dikumo tsa bone e nne tsa methalethale le go nna tse di direlwang diintaseteri tse dingwe tse e seng tsa meepo.

Le fa go na le maano ano ka nako yotlhe ya fa madirelo a moepo a santse a dira, go itse ka go tswalwa ga moepo le kgonego ya go latlhegelwa ke kgwebo kgotsa ke ditsela tsa puisano le tsa go bona thuso e go ka nna ga tlhokego thuso ka bonako ya go ba thusa go tlwaela go se nne maloko a setlamo sa Impala Rustenburg kgotsa sa Madirelo a Moepo le ka tsela e ba akanyang ka yone. Dipuisano tse di ntseng jalo di tla simololwa ke MCLF, le ka mekgwa e mengwe e e tihomilweng ya puisano jaaka go thalositse fa godimo (Karolo 4.4. 2). Ditlhoko tse di kgethegileng le/kgotsa dipatlafalo tsa katiso di tla thaalwa ke Impala Platinum mme senos se ka nna sa thusa ka nako ya phokotso ya ditiro tsa moepo. Thuso e e tlhokegang ga e ka ke ya rulaganyediwa ka mo go tseneletseng go fitlha ka nako ya phokotso ya ditiro tsa moepoka gonne ditlhoko tsa baagi le dipatlafalo tsa katiso di tla fetoga nako le nako. Thuso eo e ka nna ya akaretsa dilo tse di latelang:

- Go thuswa ga bagwebi ba lefelo la rona ka go dirisa dineteweke tsa batho tse di setseng di tihomilwe, ditheo tsa puso malebana le seno le ditheo tse di nang le maitemogelo tsa di NGO (Mekgatlho e e Seng ya Puso);
- Go dirisa ditirisano mmogo fa gare ga ditlamo tsa puso le tsa poraefete go tlamela baagi ka ditlhoko tse di kgethegileng, e leng ditlamelwa, go okediwa ga palo ya badiri kgotsa tlhabololo ya dikgono tsa tiro.
- Fa re tshwara ditherisano ka Tumulano ya Go Hira Moepo, re akanyetsa kgonego ya go dirisa meepo e e sa tlholeng e dira / e e sa tlholeng e dirisiwa morago ga morago ga phokotso e e feletseng ya ditiro tsa moepo le go tswalwa ga moepo (disenthara tsa go katisiwa, dikago tsa diofisi, jj.);
- (Lenaneo la go katisediwa dikgono-tiro tsa morago ga go rola tiro le le diretsweng go tihomamisa gore tiro ya badiri e sireletsegile le gore ba tsaya karolo mo ikonoming ka tlhagafalo fa moepo o sena go tswalwa;
- Ditirelo tsa Tshidilo-maikutlo tsa badiri mme fa go tlhokega, le ba malapa abone go tihomamisa gore ba tlhomeletswe sentle go ka lebane le kgatelesego mo tlhaloganyong go ka diregang gore ba lebane le yone ya go latlhegelwa ke tiro;
- Go kgona go fitlhelela Disenthara tsa Kgakololo ka Tsa Tiro mo baaging ba lefelo la rona kgotsa mo Mafelong a a Maleba a badiri ba romelwang go tswa kwa go one;
- Go thuswa go ikwadisa jaaka motho yo o batlang tiro (Kwa lefaphenbg le le maleba la Badiri, kwa setheong se se thapang badiri kgotsa kwa meepong e mengwe ya lefelo la rona), dithulaganyo tsa go batla tiro le go tsenya dikopo tsa yone;
- Go tihomamisa gore dikgono-tiro tsothle le/kgotsa maitemogelo a a bonweng ke badiri fa ba ne ba direla Impala Platinum Platinum Operations di neilwe tsetlelelosemmuso e e tshwanetseng le setifikeiti;
- Go thusa modiri fa a dira topotuelo kwa UIF le thuso epe e ngnwe fa a e tlhoka;
- Go tlamela ka thuso ya thulaganyetso ya go nna le madi e e amanang le go duelwa madi a a kompa morago ga go kgaolwa mo tirong, phenshene le/kgotsa matlole a provident jj go tihomamisa tiriso e e tshwanetseng le/kgotsa tshomarelo ya madi morago ga go kgaolwa mo tirong.

d. Thulaganyetso ya Morago ga Go Tswala ga Moepo

Maano a setlhopho sa botsamaisi a lobaka lwa morago ga go tswala ga moepo le one a tla tlhamiwa mmogo le MCLF ka nako ya thulaganyo ya go rulaganyetsa go tswala moepo. Maano a go tila go ikaega ka ba bangwe ga ba ba tlileng go solegelwa molemo ka nako ya tharabololo eno mo loagong le go rotloetsa batho ka bongwe le dikgwebo go ikemela ka nosi mo loagong le one a tlile go tlhamiwa go tihomamisa gore ba kgona go ithokomela morago ga go tswala. Go tla dirisiwa ditherisano tse di tswelelang pele le diabe tsa go gakolola ba bangwe tse di dirwang ke MCLF go tihomamisa gore mananeothuto le dithulaganyo di tswelela pele go tlhagisa mesola e e nnelang ruri e e mosola. Thuso e e tswelelang pele le seabe se se tswelelang pele sa boetedipele jwa setso jwa puso-selegae mo kgannyeng eno e tla nna mosola thata morago ga botsamaisi jwa thulaganyo ya morago ga go tswala ga moepo.

KAROLO 5

Tlameho Ka Ditšhelete



IMPALA PLATINUM LIMITED

LEANO LA
LOAGO LE LA
BADIRI





KAROLO 5

5.1 TLAMELO KA DITŠHELETE

5.1.1 DINTLHA-KAKARETSO

Go ya ka Karolo 23(1) (e) “Tona e tshwanetse go naya modirakopo tshwanelo ya go dira ditiro tsa moepo fa Modirakopo a tlametse Leano la Loago le Badiri ka madi le go le tlamela ka ditsela tse dingwe.” Boikaelelo jwa karolo eno ke go tihalosa mokgwa o ka one Impala Platinum Limited a ikaelelang go tlamela karolo nngwe le nngwe ka madi ya Leano la Loago le Badiri ka nako ya fa moepo o sa ntse o diraw. Le fa go ntse jalo go tshwanetse ga elwa tlhoko gore diphopholetso tseno di theilwe mo dithulaganyong tsa ga jaanong tsa kgwebo kwa Impala Platinum Limited le mo mebarakeng e e amanang le kgwebo eo le mo maemong a ikonomi a madirelo a moepo a dikologilweng ke one. Moo go tlhokegang diphetogo tgone mo diphopholetsong tseno, go tla begwa ka tsone mo Pegong ya Ngwaga le ngwaga ya SLP. Lenaanethalo 5.1 le sobokanya tlamelo ka ditšhelete ya Impala Platinum Limited la dingwaga di le tlhano (5) tse di latelang malebana le karolo nngwe le nngwe ya thulaganyo e e theilweng mo leanong la kgwebo la dingwaga di le tlhano (5).

Lenaanethalo 5.1: Tshobokanyo ya Ditlamelo ka Ditšhelete ya Dikarolo tsa Konokono tsa SLP tsa dingwaga di tlhano (5)

Setlhopha	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024 go fitlha ka Sedimontho le 2024	Palogotlhe
<i>Mananeo a Tlhabololo ya Lefapha la tsa Badiri (Karolo 2)</i>	5%	5%	5%	5%	5%		
<i>Mananeo a Tlhabololo ya Ikonomi ya Selegae (Karolo 3)</i>	R 20 446 962	R 17 115 185	R 18 626 539	R 29 816 496	R 30 008 788	R 7 875 000	R 123 888 970
<i>Botsamaisi jwa Phokotso ya Ditiro Tsa Moepo (Karolo 4)</i>	R15.5m						

5.1.2 TLAMELO KA DITŠHELETE YA MANANEO A TLHABOLOLO YA LEFAPHA LA TSA BADIRI

Impala Platinum Limited ga jaanong jaana e dirisa bobotlana mo e ka nngang diperesente dile tlhano (5%) tsa sekoloto sa badiri ka ngwaga mo tironing ya go katiso le tlhabololo ya dikgono tsa badir ba yone ba ga jaanong.



Lenaanethalo 5.2: Dintlha tsa Tshobokanyo ya ya Tekanyetsokabomadi ya Tlhabololo ya Lefapha la tsa Badiri

Setlhopha	FY2019	FY2020	FY2021	FY2022	FY2023
<i>Mananeo a Tlhabololo ya Lefapha la tsa Badiri (Karolo 2)*</i>	5%	5%	5%	5%	5%



5.1.3 TLAMELO KA DITŠHELETE YA TLHABOLOLO YA IKONOMI YA SELEGAE

Lenaanethalo 5.3: Tlamele ka ditšhelete ya Tlhabololo ya Ikonomi ya Selegae

Mokgatho wa Basolegelwa Molemo kgotsa leina la Porojeke:	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024 go fitlha ka Sedimonthole 2024	Palogotlhe
Tlhabololo ya Kgwebisano							
Leina la porojeke	1 385 000	2 750 000	2 750 000	2 750 000	2 750 000	R 1 375 000	R 13 760 000
Tlhabololo ya ka botlao ya Kgwebo	R 1 385 000	R 2 750 000	R 2 750 000	R 2 750 000	R 2 750 000	R 1 375 000	R 13 760 000
Matsholo a thuto							
Basari (Bojanala, EC, Taung)	R 3 387 200	R 2 901 312	R 3 269 652	R 3 531 225	R 5 879 489	R 0	R 18 968 878
Batlabosheng & Baithutaitiro (Bojanala, EC & Taung)	R 14 381 762	R 6 097 743	R 4 706 693	R 8 555 040	R 6 314 401	R 0	R 40 055 639
Tshegetso ya Sekolo & Porojeke ya We Care	R 1 293 000	R 1 366 130	R 1 400 193	R 1 480 231	R 1 564 898	R 0	R 7 104 452
Matsholo a a Feletseng a Thuto	R 19 061 962	R 10 365 185	R 9 376 539	R 13 566 496	R 13 758 788	R 0	R 66 128 970
Diporojeke Tsa Didirisiwa							
Tlhabololo ya Ditlamelewa Tsa Baagi ba Moepo wa Rustenburg	R 0	R 0	R 6 000 000	R 13 000 000	R 13 000 000	R 6 000 000	R 38 000 000
Go Tsenya Dikago Didirisiwa (R 0	R 0	R 500 000	R 500 000	R 500 000	R 500 000	R 2 000 000
Didirisiwa tsa Mmasepala wa Kgaolo wa Ngaka Ruth Segomotsi Mompoti	R 0	R 4 000 000	R 0	R 0	R 0	R 0	R 4 000 000
Matsholo a a Feletseng a Didirisiwa	R 0	R 4 000 000	R 6 500 000	R 13 500 000	R 13 500 000	R 6 500 000	R 44 000 000
Palogotlhe ya Tlamele ka Matlo							
	R 0	R 0	R 0	R 0	R 0	R 0	R 0
PALOGOTLHE	R 20 446 962	R 17 115 185	R 18 626 539	R 29 816 496	R 30 008 788	R 7 875 000	R 123 888 970



5.1.4 TLAMELO KA DITŠHELETE YA BOTSAMAISI JWA PHOKOTSO YA DITIRO TSA MOEPO & GO KGAOLWA GA BADIRI MO TIRONG

Ditšhelete tsa katiso e e tsweleng pele ya kgwebo ya konokono e e rutang ka mananeothuto a katiso a dikgono-tiro tsa morago ga go rola tiro (Karolo 2.2.5) a tla rutwa ka Tekanyetsokabomadi ya Tlhabololo ya Lefapha la tsa Badiri ya katiso le tlhabololo ya dikgono-tiro kwa Impala Platinum Limited e e theilweng mo dikgono-tiro tse di tlokegang mo lefelong la tiro ngwaga le ngwaga le tumalanong le leano la kgwebo.

Mo godimo ga moo, jaaka go supilwe go Karolo 2.2.5 moepo o tla tlamela ka madi a dikgono-tiro tsa morago ga go rola tiro tse di sa amaneng le ditiro tsa moepo ka Letlole la Dikgono-Tiro Tsa Morago ga Go Rola Tiro la R15,5 milione ka nako ya go kgaolwa ga badiri mo tirong.

Ka nako ya go kgaolwa ga badiri mo tirong, modiri mongwe le mongwe o tla katisiwa bobotlana malatsi a le mabedi (2) gore a newe ditirelo tse di oketsegileng tsa botsamaisi jwa go kgaolwa ga badiri mo tirong go go dirwang ke moepo jaaka go tlhalosiwa go Karolo 4 ya tokomane eno. Ditirelo tseno di ka akaretsa go thobiwa maikutlo le go newa kgakololo ya tsa mokgele wa tiro, disenthara tsa ditiro mme go ikwadisa jaaka motho yo o batlang tiro ka sekai, e tla nna go oketsa seno ka go katisediwa dikgono tsa Morago ga go rola tiro tse di tshwanetseng go rutwa badiri ka nako ya go kgaolwa ga bone mo tirong Ditshenyegelo tseno di tla duelelwa ke Impala Platinum Limited ka tekanyetsokabomadi ya bone ya SLP. Ba tla duela ditshenyegelo tseno mo godimo ga tsa madi a a kompa a ba a duelang badiri ba ba kgaolwang mo tirong tse di tla rulaganngwang go ya ka molao wa ga jaanong wa go kgaolwa ga badiri mo tirong le ka go tshwara ditherisano le ditheo le/mekgatlh ya badiri e e maleba e e emelang badiri.

LEANO LA LOAGO LE LA BADIRI
Tokomane e e Rometsweng

13 Sedimonthole 2018



KAROLO 5

Maikano



IMPALA PLATINUM LIMITED

LEANO LA
LOAGO LE LA
BADIRI





KAROLO 6

6.1 POLELO YA MAIKANO

Nna, _____ yo ke saenneng fa tlase fano e bile ke letleletswe ke

_____ (Setlamo) ke ikana fano gore ke tla ngaparela

Tshedimsoetso, dipatlafalo, maikemisetso le maemo a a tthalosiwang mo Leanong la Loago le Badiri.

E saenilwe kwa _____ ka di _____ letsatsi la _____ 20 _____

Mosaeno wa motho yo o sikarang maikarabelo _____

Maemo mo Tirong _____

Dintlhakgokagano: _____

E rebotswwe

E saenilwe kwa _____ ka di _____ letsatsi la 20 _____

Mosaeno wa motho yo o sikarang maikarabelo _____

Maemo mo Tirong _____

E saenilwe kwa _____ ka di _____ letsatsi la 20 _____

Mosaeno wa motho yo o sikarang maikarabelo _____

Maemo mo Tirong _____

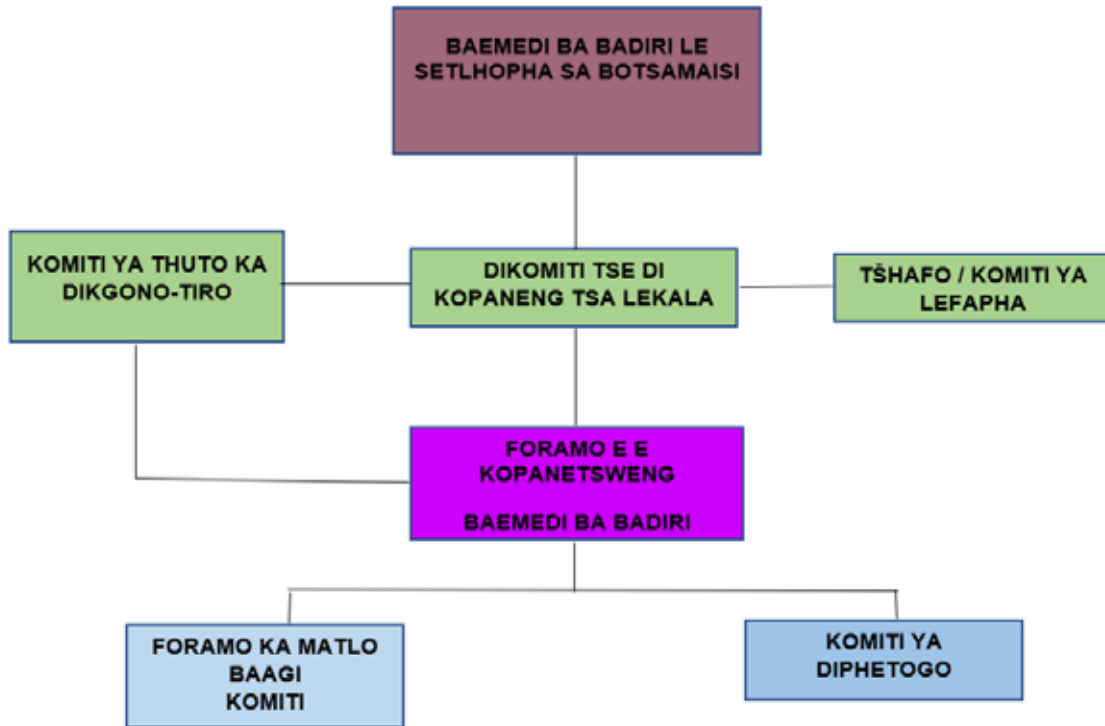
Lenaneo la go bolelela badiri le bana-le-seabe ka SLP

Setshwantsho 6.1 fa tlase se tthalosa mafapha a a farologaneng ao SLP ya Impala Platinum Limited SLP e tla tthalosiwang ka one.. Malebana le dilo tse di kgatlhegelwang ke Mekgatlho ya Badiri, batho ba di kgatlhegelang mmogo, Kopano ya botlhe e tla kgontsha gore gonne le tlhaeletsano.

Mo godimo ga dithulaganyo tseno tsa puisano, ditaelo tsa setlhophsa sa botsamaisi tse di romeletsweng badiri botlhe, mmogo le lekwalodikgang la gabedi ka kgwedi la Impala platinum limited SLP, le le bidiwang 'Team Spirit', le tla dirisediwa go bolelela botlhe ka SLP ya Impala Platinum Limited.



Setshwantsho 6.1: Mafapha a Setlamo a a tla dirisediwang go bolelela botlhe ka SLP ya Impala Platinum Limited



LEANO LA LOAGO LE LA BADIRI
Tokomane e e Rometsweng

13 Sedimonthole 2018



DINTLHA-TLALELETSO A

Lofelo Le Impala Rustenburg
Operations E Fitlhelwang Kwa Go Lone



IMPALA PLATINUM LIMITED

LEANO LA
LOAGO LE LA
BADIRI



LEANO LA LOAGO LE LA BADIRI
Tokomane e e Rometsweng

13 Sedimonthole 2018



DINTLHA-TLALELETSO B

Foromo Q

Palo le maemo a thutego ya:

- Kantorokgolo ya Impala Platinum Limited
- Impala Rustenburg Operations
- Madirelo a go itshekisa maanya a moepo wa polatinamo wa Impala



IMPALA PLATINUM LIMITED

LEANO LA
LOAGO LE LA
BADIRI



FOROMO Q: KANTOROKGOLO YA IMPALA PLATINUM LIMITED

SETLHOPHA	Kgato ya NQR	TSAMAISO YA BOGOGOLO	Banna			Basadi			Palogotho			
			Maaforika	Bakhalate	Ba-India	Basweu	Maaforika	Bakhalate	Ba-India	Basweu	Banna	Basadi
Thuto- Kakaretso le Katiso (GET)	1	Ga a tsena sekolo/Ga e itsiwe	2	0	0	2	1	0	0	3	4	5
		Mophato 0/Pele ga Sekolo	0	0	0	0	0	0	0	0	0	0
		Mophato 1/Sub A	0	0	0	0	0	0	0	0	0	0
		Mophato 2/Sub B	0	0	0	0	0	0	0	0	0	0
		Mophato 3/Seema 1/AET 1	0	0	0	0	0	0	0	0	0	0
		Mophato 4/Seema sa 2	0	0	0	0	0	0	0	0	0	0
		Mophato 5/Seema 3/AET 2	0	0	0	0	0	0	0	0	0	0
		Mophato 6/Seema sa 4	0	0	0	0	0	0	0	0	0	0
		Mophato 7/Seema 5/AET 3	0	0	0	0	0	0	0	0	0	0
		Mophato 8/Seema sa 6	0	0	0	0	0	0	0	0	0	0
Tseledisetso Pele ya Thuto le Katiso (FET)	2	Mophato 9/Seema 7/AET 4/ NQF Maemo 1	0	0	0	0	0	0	0	0	0	0
		Mophato 10/Seema 8/N1	0	0	0	0	0	0	0	0	0	0
		Mophato 11/Seema 9/N2	0	0	0	0	0	0	0	0	0	0
		Mophato 12/Seema 10/N3	0	0	0	0	1	0	0	2	0	3
Thutogodimo le Katiso (HET)	5	Ditifiketi Tse di Kwa Godimo / Mmueleli NCV	0	0	0	1	0	0	0	0	1	0
		Di dipoloma / Ditifiketi tsa Mmueleli	0	0	0	0	1	0	0	0	0	1
		Dikiri ya Batshelara / Mmueleli wa Dipoloma	3	1	0	0	3	0	2	3	4	8
		Thutego-Godimo / Onase / Dikiri / Mop	1	0	0	5	3	0	1	5	6	9
		Dikiri ya Masetase	1	1	0	4	2	0	1	1	6	3
		Digerata tsa Bongaka	0	0	0	0	0	0	0	0	0	0
PALOGOTLHE			7	2	0	12	11	0	14	21	29	



FOROMO Q: IMPALA PLATINUM LIMITED RUSTENBURG OPERATION

SETLHOPHA	MAEMO A NQF	TSAMAISO YA BOGOGOLO	Banna				Basadi				Palogotlhe	
			Maaforika	Bakhalate	Ba-India	Basweu	Maaforika	Bakhalate	Ba-India	Basweu	Banna	Basadi
Thuto-Kakaretso le Katiso (GET)		Ga a tsena sekolo/Ga e itsiwe	931	3	1	60	126	1	6	995	137	
		Mophato 0/Pele ga Sekolo	1119	0	0	7	21	0	0	1126	21	
		Mophato 1/Sub A	29	0	0	0	0	0	0	29	0	
		Mophato 2/Sub B	19	0	0	0	0	0	0	19	0	
		Mophato 3/Seema 1/AET 1	560	0	0	0	0	0	0	560	0	
		Mophato 4/Seema sa 2	606	0	0	0	0	0	0	606	0	
		Mophato 5/Seema 3/AET 2	695	1	0	0	2	0	0	696	2	
		Mophato 6/Seema sa 4	1099	0	0	0	2	0	0	1099	2	
		Mophato 7/Seema 5/AET 3	2154	1	0	43	30	1	0	2198	38	
		Mophato 8/Seema sa 6	2483	0	0	2	9	0	0	2485	9	
Tswelisetso Pele ya Thuto le Katiso (FET)		Mophato 9/Seema 7/AET 4/ NQF Maemo 1	2608	1	0	6	38	0	0	2615	38	
		Mophato 10/Seema 8/N1	1753	2	0	38	59	0	3	1793	62	
		Mophato 11/Seema 9/N2	3018	4	0	109	248	0	2	3131	250	
		Mophato 12/Seema 10/N3	7288	23	1	393	1865	5	54	7705	1925	
Thutogodimo le Katiso (HET)		Ditifiketi Tse di Kwa Godimo / Mmueleli NCV	204	0	0	33	75	2	3	237	80	
		Di dipoloma / Ditifiketi tsa Mmueleli	133	2	1	35	155	1	4	171	160	
		Dikiri ya Batshelara / Mmueleli wa Dipoloma	71	2	3	27	62	0	13	103	77	
		Thutego-Godimo / Onase / Dikiri / Mop	39	1	4	24	21	0	8	68	31	
		Dikiri ya Masetase	5	1	3	10	2	0	2	19	4	
		Digerata tsa Bongaka	0	0	0	0	0	0	0	0	0	
PALOGOTLHE			24814	41	13	787	2715	10	98	25655	2836	

Q: IMPALA PLATINUM LIMITED MADIRELO A GO ITSHEKISA MAANYA A OPERATION

SETLHOPHA	MAEMO A NQF	TSAMAISO YA BOGOGOLO	Banna			Basadi			Palogotlhe				
			Maaforika	Bakhalate	Ba-India	Basweu	Maaforika	Bakhalate	Ba-India	Basweu	Banna	Basadi	
Thuto- Kakaretso le Katiso (GET)	1	Ga a tsena sekolo/Ga e itsiwe	62	0	0	18	1	0	0	1	80	3	
		Mophato 0/Pele ga Sekolo	0	0	0	0	0	0	0	0	0	0	
		Mophato 1/Sub A	0	0	0	0	0	0	0	0	0	0	
		Mophato 2/Sub B	0	0	0	0	0	0	0	0	0	0	
		Mophato 3/Seema 1/AET 1	0	0	0	0	0	0	0	0	0	0	
		Mophato 4/Seema sa 2	3	0	0	0	0	0	0	0	3	0	
		Mophato 5/Seema 3/AET 2	0	0	0	0	0	0	0	0	0	0	
		Mophato 6/Seema sa 4	8	0	0	0	0	0	0	0	8	0	
		Mophato 7/Seema 5/AET 3	0	0	0	0	0	0	0	0	0	0	
		Mophato 8/Seema sa 6	10	0	0	0	0	1	0	0	10	1	
Tswelisetso Pele ya Thuto le Katiso (FET)	2	Mophato 9/Seema 7/AET 4/ NQF Maemo 1	1	0	0	0	0	0	0	1	0		
		Mophato 10/Seema 8/N1	12	0	0	3	2	0	0	15	3		
		Mophato 11/Seema 9/N2	37	0	0	24	3	0	0	61	3		
		Mophato 12/Seema 10/N3	291	7	6	42	104	2	1	346	126		
Thutogodimo le Katiso (HET)	3	Ditifiketi Tse di Kwa Godimo / Mmueleli NCV	32	0	2	7	14	0	0	41	16		
		Di dipoloma / Ditifiketi tsa Mmueleli	19	1		15	14	1	1	35	22		
		Dikiri ya Batshelara / Mmueleli wa Dipoloma	15	1	2	13	19	0	0	31	25		
		Thutego-Godimo / Onase / Dikiri / Mop	6	0	5	10	5	1	1	21	17		
		Dikiri ya Masetase	6	0	1	5	2	0	1	12	4		
		Digerata tsa Bongaka	1	0	0	2	0	0	1	3	1		
			546	9	16	139	165	5	5	710	221		
		PALOGOTLHE											

DINTLHA-TLALELETSO C

Foromo R

Diphatlhatiro tse go leng thata go di tlatša tša

- Kantorokgolo ya Impala Platinum Limited
- Impala Rustenburg Operations
- Madirelo a go itshekisa maanya a moepo wa polatinamo wa Impala



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LOAGO LE LA
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FOROMO R: KANTOROKGOLO YA IMPALA PLATINUM LIMITED

Maemo mo Tirong	Maemo a Tiro le phatlha-tiro	Lebaka le legolo la go sa kgonego tlatsa phatlhatiro
Setlhopha sa Batsamaisi-Godimo	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Setlhopha sa Batsamaisi-Bagolo	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Bomankge ba seporofesenele ba ba rutegileng ba ba nang le maitemogelo le setlhopha sa botsamaisi sa maemo a a fa gare	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi, setlhopha sa batsamaisi-potlana, baokamedi ba badiri mo tirong, diforomane le disuporithendete	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlhokega ka gone	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Ba ba senang dikgono-tiro le defined decision-making	Ga go diphatlhatiro tse go leng thata go di tlatsa	



FOROMO R: IMPALA PLATINUM LIMITED RUSTENBURG OPERATION

Maemo mo Tirong	Maemo a Tiro le phatlhatiro	Lebaka le legolo la go sa kgonego tlatsa phatlhatiro
Setlhopha sa Batsamaisi-Godimo	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Setlhopha sa Batsamaisi-Bagolo	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Bomankge ba seporofešenale ba ba rutegileng ba ba nang le maitemogelo le setlhopha sa botsamaisi sa maemo a a fa gare	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi, setlhopha sa batsamaisi-potlana, baokamedi ba badiri mo tirong, diforomane le disuporithendete	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlhokega ka gone	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Ba ba senang dikgono-tiro le defined decision-making	Ga go diphatlhatiro tse go leng thata go di tlatsa	



FOROMO R: MADIRELO A GO ITSHEKISA MAANYA A IMPALA PLATINUM LIMITED

Maemo mo Tirong	Maemo a Tiro le phatlha-tiro	Lebaka le legolo la go sa kgonego tlatsa phatlhatiro
Setlhopha sa Batsamaisi-Godimo	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Setlhopha sa Batsamaisi-Bagolo	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Bomankge ba seporofeshenale ba ba rutegileng ba ba nang le maitemogelo le setlhopha sa botsamaisi sa maemo a a fa gare	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi, setlhopha sa batsamaisi-potlana, baokamedi ba badiri mo tirong, diforomane le disuporithendete	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlhokega ka gone	Ga go diphatlhatiro tse go leng thata go di tlatsa	
Ba ba senang dikgono-tiro le defined decision-making	Ga go diphatlhatiro tse go leng thata go di tlatsa	

DINTLHA-TLALELETSO D

Foromo R

Diphatlhatiro tse go leng thata go di tlatša tša

- Kantorokgolo ya Impala Platinum Limited
- Impala Rustenburg Operations
- Madirelo a go itshekisa maanya a moepo wa polatinamo wa Impala



IMPALA PLATINUM LIMITED

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FOROMO S: KANTOROKGOLO YA IMPALA PLATINUM LIMITED

MAEMO A TIRO	Banna				Basadi				Batswa go Sele		PALOGOTLHE
	Maforika	Bakhalate	Ba-India	Baswen	Maforika	Bakhalate	Ba-India	Baswen	Banna	Basadi	
Sethopha sa Batsamaisi-Godimo (Boleng jwa Tiro Jwa Maemo F)	0	0	0	2	0	0	1	0	0	0	3
Sethopha sa Batsamaisi-Bagolo (Boleng jwa Tiro Jwa Maemo E)	3	2	0	7	2	0	1	3	0	0	18
Bomankge ba ba tshwanelegang ba seporofeshenale le ba ba nang le maitemogelo ba e leng batsamaisi ba maemo a a fa gare (Boleng jwa Tiro Jwa Maemo D)	1	0	0	2	6	0	2	8	1	0	20
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi ba e leng sethopho sa batsamaisi-potlana, diforomane le disuporithendete (Boleng jwa Tiro Jwa Maemo C)	0	0	0	0	2	0	0	1	0	0	3
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlokega ka gone (Boleng jwa Tiro Jwa Maemo B)	0	0	0	1	1	0	0	2	0	0	4
Ba ba senang dikgono-tiro le go bolelelwa ditshwetso gore ba di dire (Boleng jwa Tiro Jwa Maemo A)	2	0	0	0	0	0	0	0	0	0	2
PALOGOTLHE	6	2	0	12	11	0	4	14	1	0	50



FOROMO S: MADIRELO A RUSTENBURG A IMPALA PLATINUM LIMITED

MAEMO A TIRO	Banna				Basadi				Batswa go Sele		PALOGOTLHE
	Maforika	Bakhalate	Ba-India	Basweu	Maforika	Bakhalate	Ba-India	Basweu	Banna	Basadi	
Sethopha sa Batsamaisi-Godimo (Boleng jwa Tiro Jwa Maemo F)	0	0	0	1	0	0	0	0	0	0	1
Sethopha sa Batsamaisi-Bagolo (Boleng jwa Tiro Jwa Maemo E)	15	0	2	31	5	0	0	2	1	0	56
Bomankge ba ba tshwanelegang ba seporofeshenale le ba ba nang le maitemogelo ba e leng batsamaisi ba maemo a a fa gare (Boleng jwa Tiro Jwa Maemo D)	123	7	11	173	32	0	5	38	5	0	394
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi ba e leng sethopho sa batsamaisi-potlana, diforomane le disuporithendete (Boleng jwa Tiro Jwa Maemo C)	2597	17	0	512	485	6	2	60	194	3	3876
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlhokega ka gone (Boleng jwa Tiro Jwa Maemo B)	7203	7	0	57	777	2	0	6	1556	3	9611
Ba ba senang dikgono-tiro le go bolelelwa ditshwetso gore ba di dire (Boleng jwa Tiro Jwa Maemo A)	11738	10	0	8	1375	1	0	0	1387	34	14553
PALOGOTLHE YA BADIRI BA LERURI	21676	41	13	782	2674	9	7	106	3143	40	28491



FOROMO S: IMPALA PLATINUM LIMITED REFINERIES OPERATIONS

	Banna				Basadi				Batswa go Sele		PALOGOTLHE
	Maforika	Bakhalate	Ba-India	Basweu	Maforika	Bakhalate	Ba-India	Basweu	Banna	Basadi	
MAEMO A TIRO											
Sethopha sa Batsamaisi-Godimo (Boleng jwa Tiro Jwa Maemo F)	0	0	0	0	0	0	0	0	0	0	0
Sethopha sa Batsamaisi-Bagolo (Boleng jwa Tiro Jwa Maemo E)	3	0	1	2	0	0	0	1	2	0	9
Bomankge ba ba tshwanelegang ba seporofesenale le ba ba nang le maitemogelo ba e leng batsamaisi ba maemo a a fa gare (Boleng jwa Tiro Jwa Maemo D)	18	0	6	29	12	1	4	11	1	1	83
Badiri ba ba nang le dikgono-tiro tsa setegeniki le ba ba nang le dithutego tsa akatemi ba e leng sethopho sa batsamaisi-potlana, diforomane le disuporithendete (Boleng jwa Tiro Jwa Maemo C)	189	3	5	81	41	1	0	17	2	0	339
Ba ba nang le dikgono-tiro go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go thokega ka gone (Boleng jwa Tiro Jwa Maemo B)	329	6	4	24	111	3	1	16	5	1	500
Ba ba senang dikgono-tiro le go bolelelwa ditshwetso gore ba di dire (Boleng jwa Tiro Jwa Maemo A)	0	0	0	0	0	0	0	0	0	0	0
PALOGOTLHE YA BADIRI BA LERURI	539	9	16		164	5	5	45	10	2	931

DINTLHA-TLALELETSO E

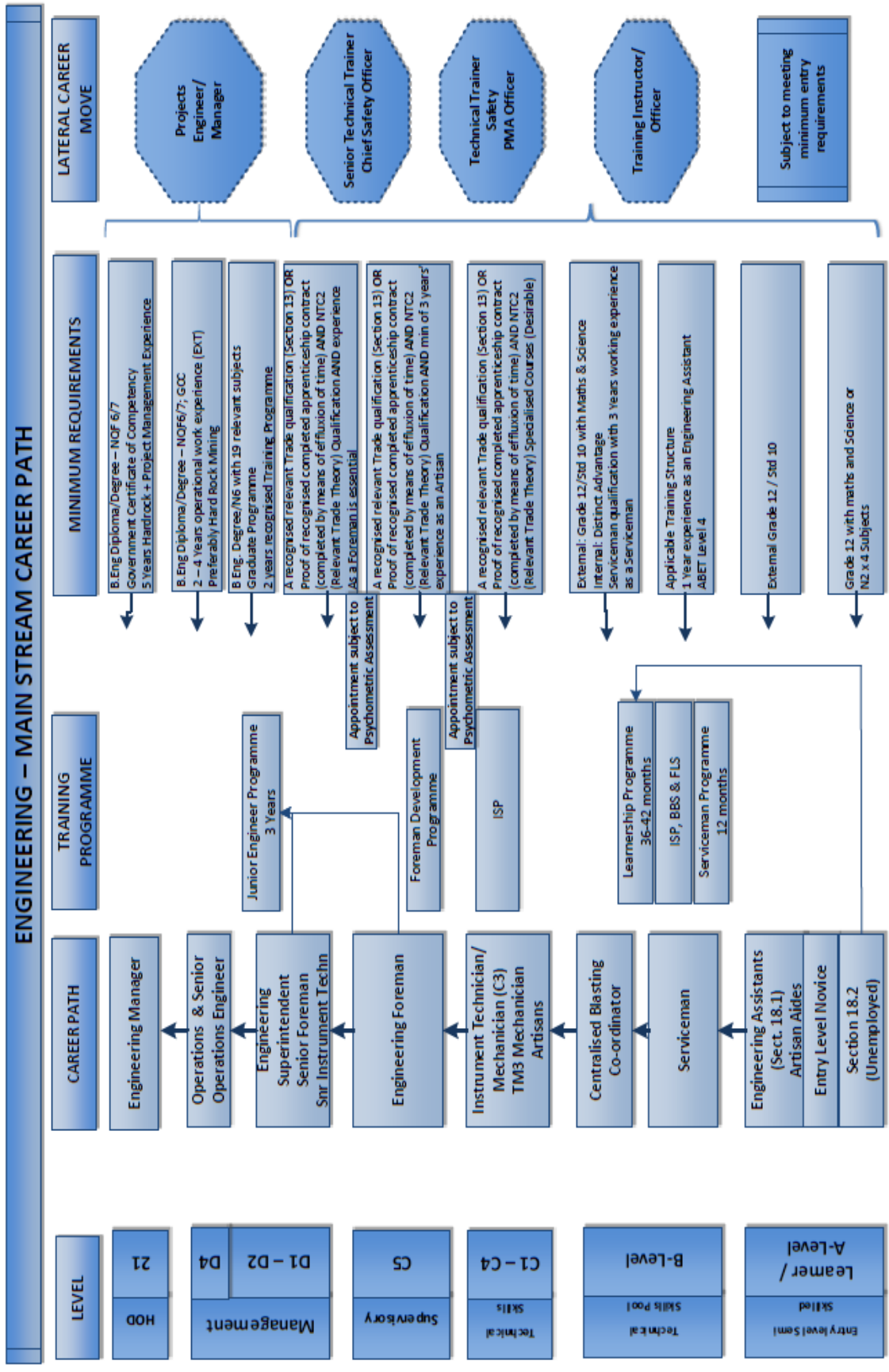
Mekgwa ya go tlhama mekgele
ya tiro kwa Impala Rustenburg
madirelo le madirelo a go itshekisa
maanya a moepo wa Impala

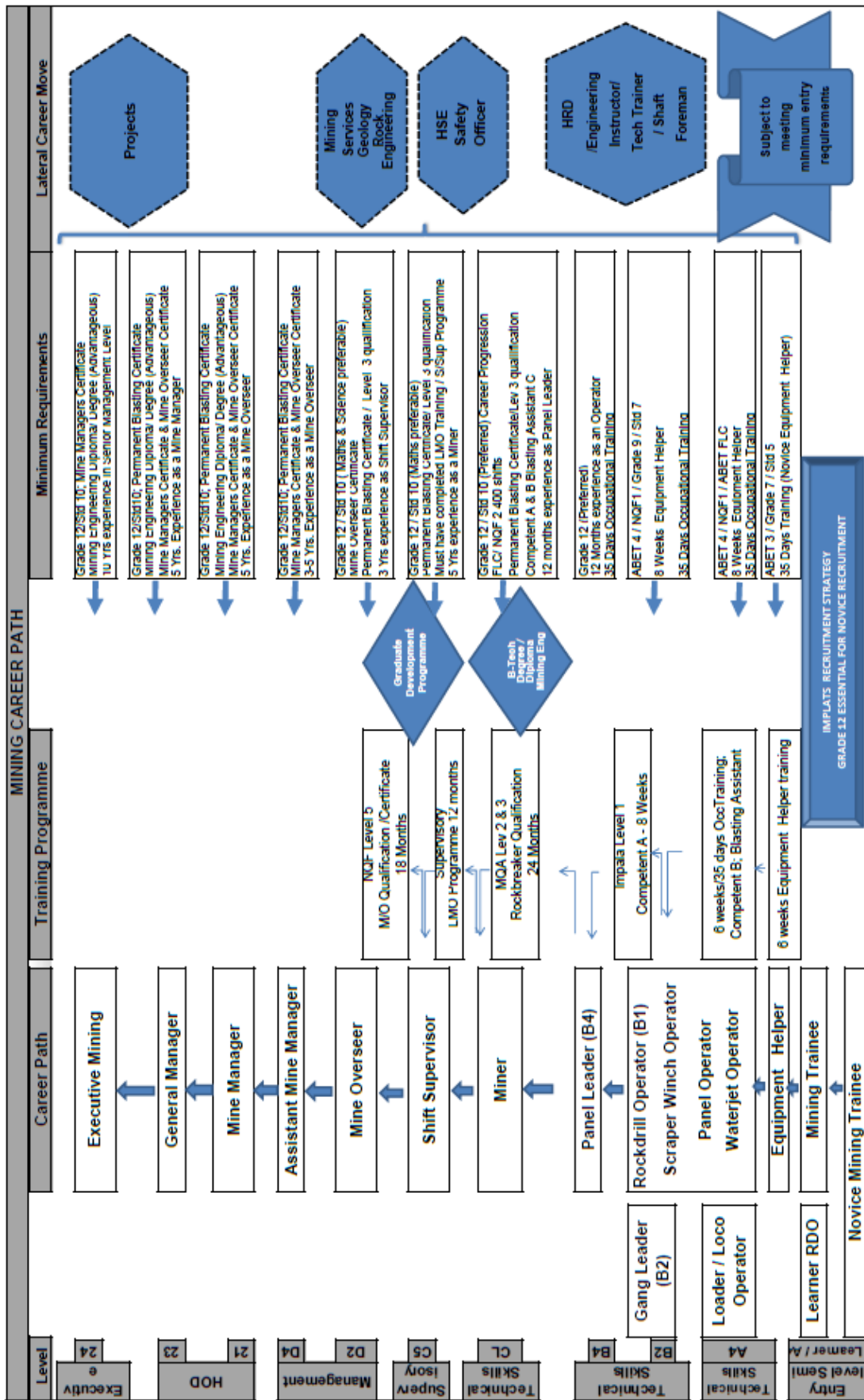


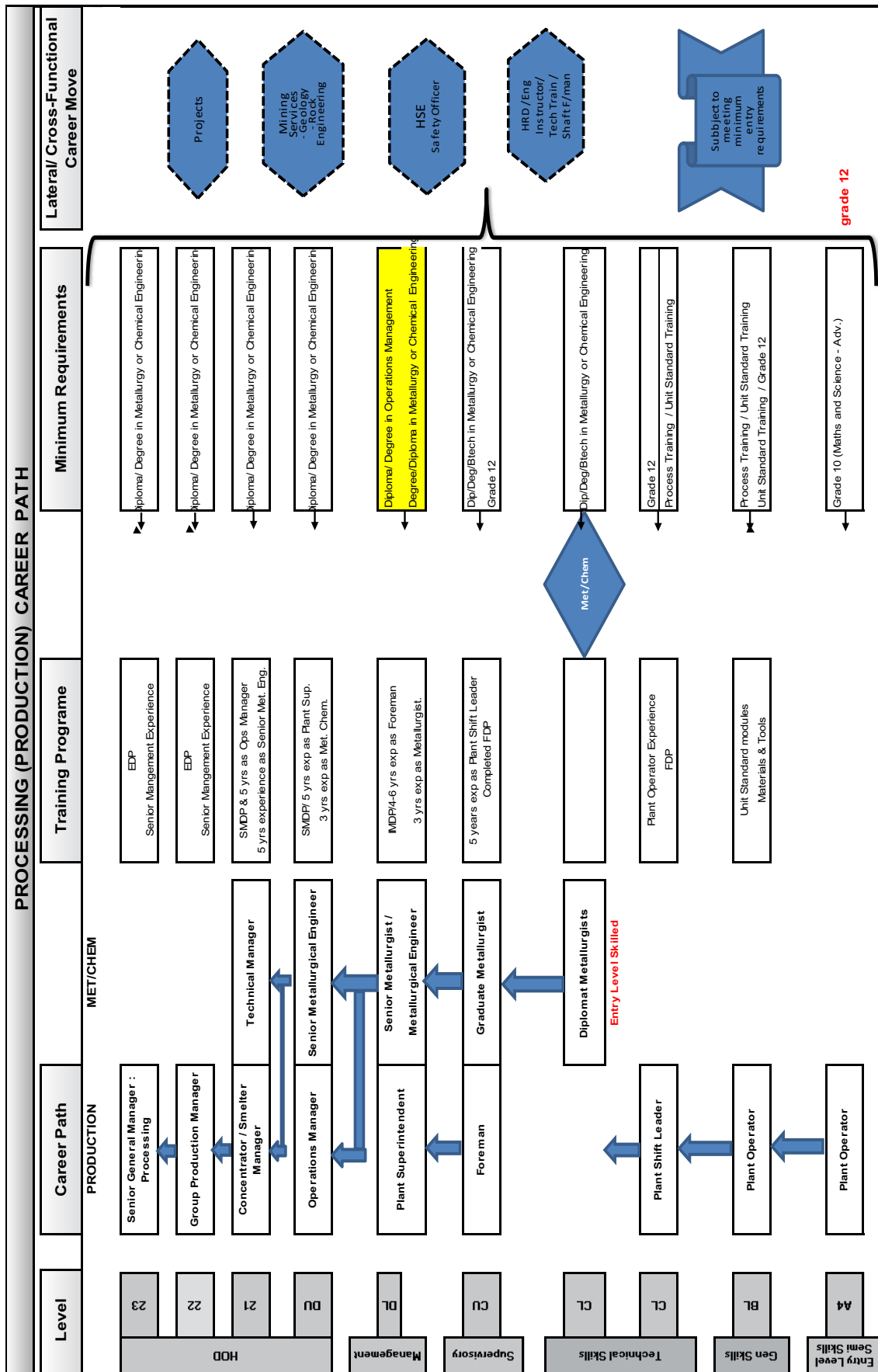
IMPALA PLATINUM LIMITED

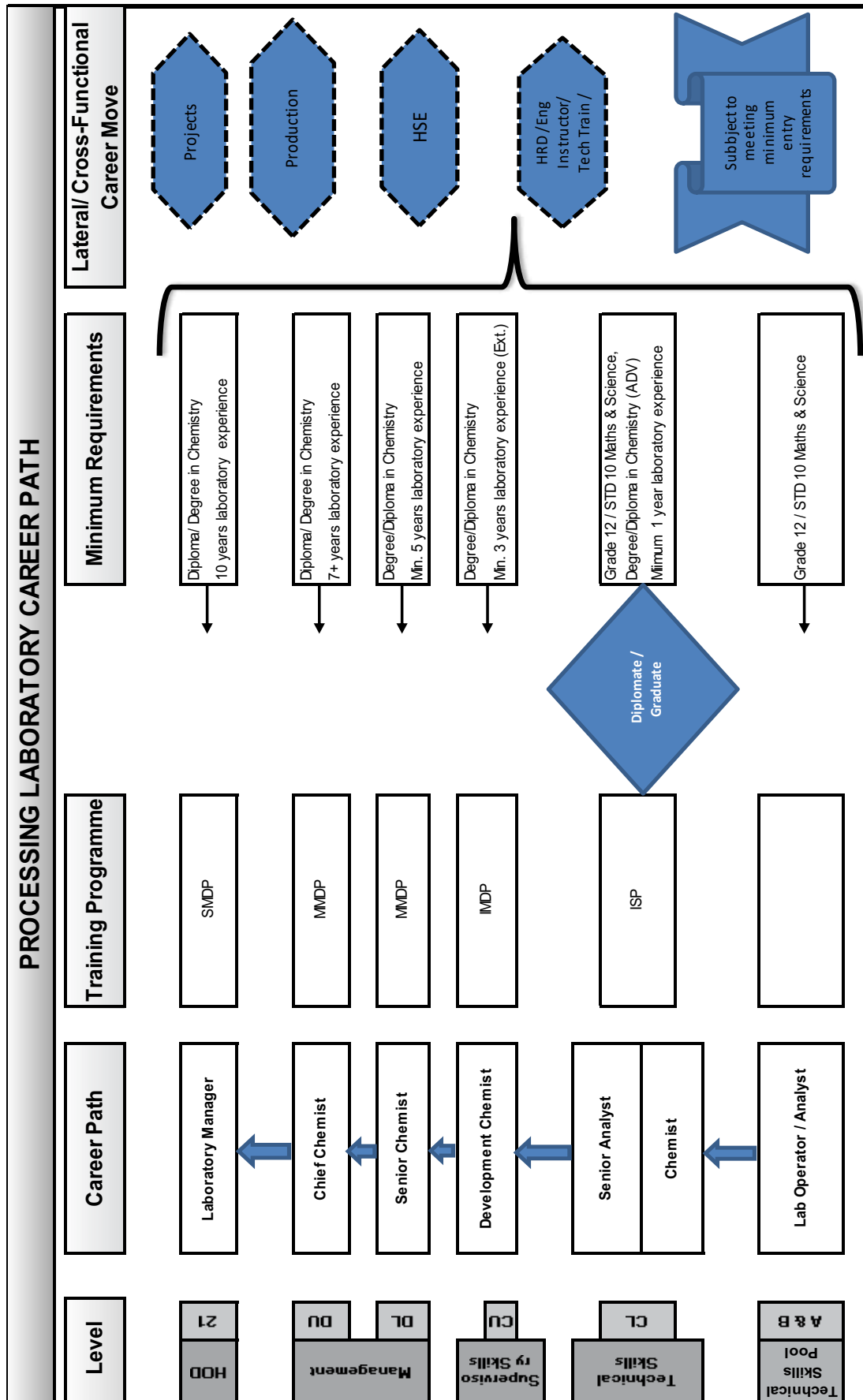
LEANO LA
LOAGO LE LA
BADIRI











DINTLHA-TLALELETSO F

Foromo T – theko ya dithoto kwa Impala Platinum Limited

Foromo T e na le tshedimosetso ya khupamarama mme fa
o ka tlhoka tshedimsoetso eno, tsweetswee
latelela thulaganyo ya PAIA.

IMPALA PLATINUM LIMITED

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LOAGO LE LA
BADIRI



DINTLHA-TLALELETSO G

Go bewa ka ditlhophha ga dikgono-tiro tsa morago ga go rola tiro

- Dikgono tsa morago ga go rola tiro kwa ntle ga setheo sa meepo
- Dikgono-tiro tsa morago ga go rola tiro tsa mananeothuto a a sa amaneng le go katisediwa ditiro tsa meepo ka dinako tsa go kgaolwa ga badiri mo tirong/phokotso ya ditiro tsa meepo



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A. Dikgono-tiro Ka Kwantle ga Intaseteri ya Moepo

Katiso ya Go Okamela Badiri mo Tirong le ya Kgwebo

Dikgono-Tiro Tsa Bookamedi	Go nna le dikgono-tiro go sekae le go dira ditshwetso ka tsela e go tlhokegang ka yone. (boleng jwa maemo a tiro b & a fa a kopilwe ka mo go kgethegileng
Dikgono tsa botshelo ka madi	Go nna le dikgono-tiro go sekae le tshwetso e e tlhalositsweng ya go nna le dikgono-tiro go sekae le go dira ditshwetso go ya ka fa go tlhokegang ka gone (boleng jwa maemo a tiro a & b)
Dikgono-tiro tsa motheo tsa kgwebo	Go nna le dikgono-tiro go sekae le tshwetso e e tlhalositsweng ya go nna Le dikgono-tiro go sekae le go dira ditshwetso go ya ka fa go tlhokegang ka gone (boleng jwa maemo a tiro a & b)
Matseno go thuto ya motheo ya dikhomphiutha	Go nna le dikgono-tiro go sekae le go dira ditshwetso ka tsela e go tlhokegang ka yone. (boleng jwa maemo a tiro b & a fa a kopilwe ka mo go kgethegileng



**B. MANaneo A GO KATISEDIWA DIKGONO-TIRO TSE E SENG TSA TIRO YA MOEPO
KA NAKOYA GO KGAOWLA GA BADIRI MO TIRONG/PHOKOTSO YA DITIRO TSA
MOEPO**

MOTLAMELA KA TSONE: SKILLS FOR AFRICA

GO RUTA DIKGONO-TIRO, KGWEBO YA TLHAGISO-DIKUMO – LE DIKGONO TSA
BOTHO/TSA BOTSHELO

Go rutwa dikgono-tiro tsa botsamaisi jwa kgwebo
Go ruta batsamaisa-kgwebo ka maemo a a etsisang a kgwebo
Lenaneo la letsholotemoso ka tlhagiso-dikumo
Dikgono tsa go laola madi
Go tlhokomela dibuka tsa bobalamatlotlo
Tsela ya go itshimololela kgwebo

Mananeothuto a tiriso ya metšhini e e kgweediwang

Mokgweetsi wa terekere
Tlhokomelo ya terekere gore e se onale
Modirisi wa terekere e e nang le didirisiwa
Gase & le go weleta mo polasing
Tlhokomela ya dikoloi tse dinnye gore di se onale
Mokgweetsi wa lori – dikgono tsa go kgweetsa ka tsela e e somarelang leokwane
Laesense ya go kgweetsa – khoutu 8, 10 & 14

Temo

Go tsenya legora
Go nosetsa le go tshela menonstha
Go jala merogo
Go poma
Go rua dikolobe/dinku/dikgomo
Go tsamaisa lebenkele le didirisiwa



Motlamela ka ditirelo tseno – Botlhe ba ka kgona

Temo – ditifikeiti tsa bosetšhaba (tsa nqf I1 & 2)
Merogo le ditshingwana
Setoko se se potlana
Kgwebo ya dikoko
dikgono tsa kgwebo
Dikgono tsa motheo tsa kgwebo
Dikgono tsa go rekisa
Botsamaisi jwa kgwebo
Tlhokomelo ya dibuka tsa bobalamatlotlo (tsa motheo le tsa tshimologo)

Motlamela ka ditirelo tseno: Skills for all

Mananeo a dikgono-tiro

Go rua diphologolo
Tlhagisi ya merogo
Kgwebo le tlhagiso-dikumo
Dikgono tsa botho mo botshelong
Malapa le motho ka bongwe

Malapa le motho ka bongwe

Tlhokomelo ya legae
Go roka (ka motšhini)
Tshomarelo ya maungo le merogo
Kgwebo ya go apaya dijo
Go dira diaparo
Go dira dikerese



Metšhini

Tlhokomelo ya diterekere gore di se onale
Tlhokomelo ya dilori gore di se onale
Mothusi mo bodirelong
Go tlhokomela dikoli tse dinnye gore di se onale
Gase ya go weleta / go kgaola ditshipi
Dilwana tsa arc tsa go weleta
Co2 welding
Go tsenya legora
Moneelesi wa didirisiwa mo tirong
Dikgono tsa motheo tsa tiro

LEANO LA LOAGO LE LA BADIRI
Tokomane e e Rometsweng

13 Sedimonthole 2018





IMPALA PLATINUM LIMITED
LEANO LA LOAGO
LE LA BADIRI

Kopo ya Karolo 102



Diphlane 2021



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KAROLO 3

Mananeo a Tlhabololo ya loago le Ikonomi



IMPALA PLATINUM LIMITED
LEANO LA LOAGO
LE LA BADIRI

Kopo ya Karolo 102





KAROLO 3 MANANEO A TLHABOLOLO YA IKONOMI YA SELEGAE

1. Tshedimosetso le Matseno

Ka Sedimonthole 2018 Impala Platinum Limited e ne ya romela Leano la Loago le Badiri (Social and Labour Plan [SLPIII]) le le tlhabolotsweng morago ga go tshwara ditherisano le Foramo ya Dikgwetlho tsa Isagwe le Foramo ya Moepo ya Metlotlo le Baeteledipele ba Baagi (Mine Community Leadership Engagement Forum [MCLEF]). Ka nako eo, diporojeke tsa didirisiwa tsa Baagi tsa Moepo wa Rustenburg tse go buiwang ka tsone go Tlhabololo ya Ikonomi ya Selegae (Karolo 3) di ne di sa tlhalosiwa gore ke dife mme go beetswe kwa thoko R38 milione. Seno se dirilwe jaana ka ntlha ya gore go nna le ditherisano le baagi bao moepo o tlhomilweng mo tikologong ya bone le bana-le-seabe ba bangwe, di tla tshwarwa ka ngwaga wa 2019-2020 go tlhalosa baagi le diporojeke tse di tla abelwang madi otlhe (R38 milione), mme morago ga moo, DMRE e tla romelwa dipampiri tsa diporojeke.

Ditherisano tseno tse go lebeletsweng gore di dirwe di ne tsa diegisiwa ke go sa kgone go fitlhelela tumalano le baeteledipele bangwe ba baagi ba MCLEF. Go sa kgone go fitlhelela tumalano go ne ga felela ka go sekegwa ga dikopano tsa MCLEF. Mo lobakeng lono lwa nako lwa 2019-2020, go ne ga tshwarwa ditherisano le Mmasepala wa Selegae wa Rustenburg le ba Tsamaiso ya Morafe wa Royal Bafokeng ka ga go tlhola porojeke. Ka nako ya ditherisano tseno, ditheo tse pedi di ne di tlhalositse botlhokwa jwa go nna le porojeke ya go tlhama ditiro mo boemong jwa go tlamela ka didirisiwa tsa mo loagong. Mo godimo ga go sa kgone go fitlhelela tumalano ga MCLEF, go tshwara ditherisano tse dingwe gape go ne ga amiwa ke leroborobo la Covid-19 le dithibelo tse di amanang le gone ka ga dikokoano. Kopano ya MCLEF e ne ya kopana fela ka di 29 Diphalane 2020. Go sa ntse go ntse jalo, ka di 27 tsa Mopitlwe 2020, melawana e e tlhabolotsweng ya Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo o ne wa tsenngwa tirisong ka di 27 tsa Mopitlwe 2020. Melawana e e tlhabolotsweng eno e tlhoka, gareng ga tse dingwe, tlhabololo ya di SLP di tshwanetse got tlotlwa pele le Baagi bao Moepo o Tlhomilweng mo Tikologong ya Bone le Makoko a a Nang le Kgatlhego e bile a amiwa ke porojeke eno morago ga go latelela melawana ya Molao wa Bosetšhaba wa Botsamaisi jwa Tikologo (National Environmental Management Act [NEMA]).



2. Go abiwa ga porojeke le Thulaganyong ya Go Nna le Seabe ga Maloko a Setšhaba

Fa MCLEF e sena go kopana gape, baeteledipele ba baagi ba ne ba bontsha gore baagi ba ne ba santse ba lebeletse gore go nne le diporojeke tsa didirisiwa tsa baagi, segolobogolo baagi ba ba sa solegelwang molemo ke SLP. Seno se ne sa akanyediwa ke Impala mme sa tlotlwa le RLM le RBA. Go tshwara ditherisano le MCLEF tsa go tlhoma diporojeke tumalanong le Leanotlhabololo le le Kopantsweng (Integrated Development Plan [IDP]) la RLM le Leano la Konokono la RBA le ne la tswela pele go simolola ka Ferikgong - Phatwe 2021, tseno di ne tsa berekwa mo teng ga setlamo ke Impala. Ditshwetso tse di Dirilweng mo Kopanong, direjiserata tsa ba ba neng ba le teng le Diajenda tsa dikopano tseno di tshwaragantswe fano jaaka Dimamettlelelo. Ditlhopha di le tlhano tsa baagi bao moepo o tlhomilweng mo tikologong ya bone ba ne ba tlhaolwa jaaka ba ba sa solegelwang molemo ke diporojeke tsa LED (Bobuanja, Phokeng, Tsitsing, Seraleng le Meriting). Mo nakong eno, Mogakolodi wa Thulaganyong ya Go Nna le Seabe ga Maloko a Setšhaba (Batumile Investments) e ne ya tlhomiwa ke Impala gore e tshware ditherisano tse dikgolo go ya ka fa MPRDA e batlang ka gone.

Pego e e e e ntshitsweng ke Batumile le ditshwetso tse di amanang le yone tse di dirilweng mo kopanong le ba ba neng ba le teng mo kopanong di Mamettleletswe fano.



KAROLO 3 DIPAMPIRI TSA POROJEKE YA LED

Ditsela le Mesele ya Metsi a Elelang ka Bontsi kwa Phokeng						
Leina la Porojeke:	Phokeng	Letlha la go Simololwa ga Porojeke:	FY2022	Letlha la go Konelwa ga Porojeke:	FY2023	
Tshedimosetso ka porojeke:						
Lefelo le porojeke e direlwiang kwa go lone:	20 (Phopholeitso)	Banna:	Ga e itsiwe	Basadi: Ga e itsiwe	Basha: Ga e itsiwe	
Palogotlhe ya ditiro tse go lebelletseng gore di tla tlhamiwa:						
Tiro ya Konokono:	Tiro		Setho se se sikereng boikarabelo	Sebaka sa Nako		Tekanyetsokabomadi yotlhe
	KPA(Mafelo a tiro ya konokono)	KPI (Ditshupo Tsa ka fa Tiro e Dirilwiang ka Gone)		FY2021	FY2022	FY2023
Patlisiso ya go bona kgonego ya porojeke	Pego ya go bona kgonego ya porojeke	Go felelediwa ga Pego	Sethopha sa Porojeke sa Impala		3 000 000	5 000 000
Tlhamo e e tseneletseng	Tlhamo ya kago le boalo jwa naga	Go felelediwa ga Tlhamo	Sethopha sa Porojeke sa Impala			
Go Saeniwa ga Tlhamo le karolo ya bofelo	Tumalano le bana-le-seabe ka tlhamo e e tseneletseng	Go saeniwa ga ditokomane tsa tlhamo	Sethopha sa Porojeke sa Impala/Dithersano le bana-le-seabe/Thulaganyo ya Baagi le RBA			
Kgato ya Kago	Dikago le go agiwa ga ditsela	Dikago tse di weditsweng go ya ka bogolo jwa tiro jo bo dumalanweng le tlhamo ya tsone	Sethopha sa Porojeke sa Impala			
Go di naya beng ba tsone	Go nwa ga RBA dikago tse di weditsweng	Modiro wa go neelwa ga dikago ka katlego le go amogelwa ga tsone ke maloko a baagi	Sethopha sa Porojeke sa Impala/Dithersano le bana-le-seabe/Thulaganyo ya Baagi le RBA			
Tekanyetsokabomadi ya porojeke yotlhe:					3 000 000	8 000 000
Basologelwamolemo: (Baagi bafe)	Phokeng / Maloko a baagi ba bothe					Impala / RBA



Sekolo sa Poraemari sa Moremogolo - kwa Phokeng – Go agiwa ga diphaposiborutelo tse di oketsegileng									
Leina la Porojeke:	Ka nako ya ditherisano tsa bana-le-seabe, dithlopha tsa tiro di ne tsa ithaola porojeke ya kago ya diphaposiborutelo tse dingwe gape dile 4 kwa Sekolong sa Poraemari sa Moremogolo kwa motseng wa Phokeng (wate 5 & 6) (go ya ka RLM IDP2018/2019 tsebe 180). Boikaelelo jwa mo isagweng jwa Impala ke go nna mothusi yo mogolo wa go thama tikologo e go dirwang ka natla mo go yone ya e kgonang go tsetsepela ya loago le ikonomi mo gare ga baagi ba o dirang mo gare ga bone.								
Lefelo le porojeke e direlwang kwa go lone:	Phokeng	Letha la go Simololwa ga Porojeke:	FY2022	Letha la go Konelwa ga Porojeke:	FY2023				
Palogotho ya ditiro tse go lebelelsweng gore di tla thamiwa:	30 (Phopholetso)	Banna:	Ga e itsiwe	Basadi:	Ga e itsiwe	Basha:	Ga e itsiwe		
Tiro ya Konokono:	Tiro		Setho se se sikereng boikarabelo			Sebaka sa Nako			
KPA(Mafelo a tiro ya konokono)	KPI (Dithshupo Tsa ka fa Tiro e Dirilweng ka Gone)				FY2021	FY2022	FY2023	Tekanyetsokabomadi yotho	
Patisiso ya go bona kgonego ya porojeke	Pego ya go bona kgonego ya porojeke	Go felelediwa ga Pego	Sethopha sa Porojeke sa Impala	2 500 000	2 500 000	2 500 000	5 000 000		
Tlhamo e e tseneletseng	Tlhamo ya kago le boalo jwa naga	Go felelediwa ga Tlhamo	Sethopha sa Porojeke sa Impala						
Go Saeniwa ga Tlhamo le karolo ya bofelo	Tumalano le bana-le-seabe ka tlhamo e e tseneletseng	Go saeniwa ga ditokomane tsa tlhamo	Sethopha sa Porojeke sa Impala/Ditherisano le Bana-le-Seabe/Thulaganyo ya Baagi le RBI/ NWDoe						
Kgato ya Kago	Go agiwa ga dikago	Dikago tse di weditsweng go ya ka bogolo jwa tiro jo bo dumalanweng le tlhamo ya tsone	Sethopha sa Porojeke sa Impala						
Go di naya beng ba tsone	Go newa ga RBI dikago tse di weditsweng	Modiro wa go neelwa ga dikago ka katlego le go amogelwa ga tsone ke maloko a baagi	Sethopha sa Porojeke sa Impala/ Ditherisano le Bana-le-Seabe						
Tekanyetsokabomadi ya porojeke yotho:									
Basolegelwamolemo: (Baagi bafe)	Phokeng / Maloko a baagi ba botlhe		Badirisanimmogo ba Porojeke/Ditsala:			-	2 500 000	2 500 000	5 000 000
			Impala / RBI / NWDoe						



Sekolo sa Poraemari sa Sekontari sa Matale - kwa Phokeng – Go agiwa ga Diphaposiborutelo Tse di Oketsegileng										
Leina la Porojeke:	Ka nako ya Thulaganyo ya Go Nna le Seabe ga Maloko a Setšhaba ditherisano le ba Tsamaiso ya Morafe wa Royal Bafokeng (Royal Bafokeng Administration [RBA]) le Setheo sa Royal Bafokeng (Royal Bafokeng Institute [RBI]), go ne ga umakiwa sekolo se sengwe gape (Seilo sa Matale sa Sekontari) kwa Phokeng (Wate 4 & 5 se se neng e thoka gore se agelwe diphaposiborutelo di le 6. Boikaelelo jwa mo isagweng jwa Impala ke go nna mothusi yo mogolo wa go tlhama tikologo e go dinwang ka matla mo go yone ya e e kgonang go itsetsepela ya loago le ikonomi mo gare ga baagi ba o dirang mo gare ga bone									
Lefelo le porojeke e direlwanng kwa go lone:	Phokeng	Letha la go Simololwa ga Porojeke:	FY2022			Letha la go Konelwa ga Porojeke:	FY2023			
Palogotho ya ditiro tse go lebeleletsweng gore di tla tlhamiwa:	30 (Phopholetso)	Banna:	Ga e itsiwe	Basadi:	Ga e itsiwe	Basha:	Ga e itsiwe			
Tiro ya Konokono:	Tiro		Setheo se se sikereng boikarabelo			Sebaka sa Nako				
	KPA(Mafelo a tiro ya konokono)	KPI (Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone)	FY2021			FY2022		FY2023		Tekanyetsokabomadi yothhe
Patliso ya go bona kgonego ya porojeke	Pego ya go bona kgonego ya porojeke	Go felelediwa ga Pego	Sethopha sa Porojeke sa Impala			3 000 000		3 000 000		6 000 000
Tlhamo e e tseneletseng	Tlhamo ya kago le boalo jwa naga	Go felelediwa ga Tlhamo	Sethopha sa Porojeke sa Impala							
Go Saeniwa ga Tlhamo le karolo ya bofelo	Tumalano le bana-le-seabe Go saeniwa ga ka tlhamo e e tseneletseng	Go saeniwa ga ditokomane tsa tlhamo	Sethopha sa Porojeke sa Impala/Ditherisano le Bana-le-Seabe/Thulaganyo ya Baagi le RBI/ NWDoe							
Kgato ya Kago	Go agiwa ga dikago	Dikago tse di weditsweng go ya ka bogolo jwa tiro jo bo dumalanweng le tlhamo ya tsone	Sethopha sa Porojeke sa Impala							
Go di naya beng ba tsone	Go newa ga RBI dikago tse ga di weditsweng	Modiro wa go neelwa ga dikago ka katlego go beng ba tsone le go amogelwa ga tsone ke maloko a baagi	Sethopha sa Porojeke sa Impala/ Ditherisano le Bana-le-Seabe							
Tekanyetsokabomadi ya porojeke yothhe:						3 000 000		3 000 000		6 000 000
Basolege lwamolemo: (Baagi bafe)	Phokeng / Maloko a baagi ba botlhe		Badirisanimmogo ba Porojeke/Ditsala:					Impala / RBI / NWDoe		



Senthara ya Baagi kwa Bobuanja									
Leina la Porojeke:	Ka nako ya go tshwara ditherisano le MCLF, re ne ra tihaoia porojeke ya go aga ditsela le mesele ya metisi a pula a elelang ka bontsi kwa Bobuanja (wate 7). Le fa go ntshe jalo, ka nako ya Ditherisano tsa Go Nna le Seabe ga Maloko a Setshaba, bakhuduthamaga ba Bobuanja di ne tsa bontsha gore thokego e e potlakieleng thata ke senthara ya baagi ya tsamaiso e e dirisediwiang tsamaiso ya dikgang segolobogo ka gore RLM e dira ditsela di le mmala mo tikologong ya bone. Go tshamiwa ga porojeke eno go tla tisa tshono e e molemo ya go tisa thabololo mo baaging ba Ditswanelo Tsa Bone di Kileng Tsa bo di Gatakelwa ba ba leng gaufi le madirelo a Impala.	FY2022		FY2023					
		Letlha la go Simololwa ga Porojeke:	Basadi: Ga e itsiwe	Basha: Ga e itsiwe	Letlha la go Konelwa ga Porojeke:	Tekanyetsokabomadi yotlhe			
Lefelo le porojeke e direlwang kwa go lone:	Bobuanja	Banna:	Sebaka sa Nako						
Palogotho ya ditiro tse go lebeletsweng gore di tla tshamiwa:	20 (Phopholetso)								
Tiro ya Konokono:	KPA(Mafelo a tiro ya konokono)	Tiro		FY2021					
Palatiso ya go bona kgonego ya porojeke	Pego ya go bona kgonego ya porojeke	KPI (Ditshupo Tsa ka fa Tiro e Dirilwang ka Gone)	Setheo se se sikereng boikarabelo	FY2022	FY2023				
Tlhamo e e tseeneletseng	Tlhamo ya kago le boalo jwa naga	Go felelediwa ga Pego	Sethopha sa Porojeke sa Impala	2 500 000	2 500 000				
Go Saeniwa ga Tlhamo le karolo ya bofelo	Tumalano le bana-le-seabe ka tlhamo e e tseeneletseng	Go felelediwa ga Tlhamo	Sethopha sa Porojeke sa Impala						
Kgato ya Kago	Dikago le go agiwa ga senthara	Go saeniwa ga ditokomane tsa dipolane tsa kago	Sethopha sa Porojeke sa Impala/Ditherisano le bana-le-seabe/Thulaganyo ya Baagi le RBA						
Go di naya beng ba tsone	Go nwa ga RBA dikago tse di weditsweng	Dikago tse di weditsweng go ya ka bogolo jwa tiro jo bo dumalanweng le tlhamo ya tsone	Sethopha sa Porojeke sa Impala						
Tekanyetsokabomadi ya porojeke yotlhe:		Modiro wa go neelwa ga dikago ka katlego le go amogelwa ga tsone ke maloko a baagi	Sethopha sa Porojeke sa Impala/Ditherisano le bana-le-seabe/Thulaganyo ya Baagi le RBA	2 500 000	2 500 000				
Basologelwamolemo: (Baagi bafe)	Maloko a Bontsi jwa baagi ba Bobuanja			-	5 000 000				
					Impala / RBA				



Leina la Porojeke:		Ditsela le Mesele ya Metsi a Elelang ka Bontsi kwa Seraleng				
Ka nako ya go tshwara ditherisano le MCLEF, re ne ra tihabela porojeke ya go aga ditsela le mesele ya metsi a pula a elelang ka bontsi kwa Seraleng (wate 41) (Go ya ka IDP2018/2019 Tsebe 172). Go tlhamiwa ga porojeke eno go tisa tshono e molemo ya go tisa tihabololo mo baaging ba Dithwanelo Tsa Bone di Kijeng Tsa bo di Gatakeiwa ba ba leng gaufi le madrelo a Impala. Ka jalo go ne ga dumalanwa gore go ntshiwe madi a tla dirisediwa go aga ditsela le mesele ya metsi a pula a elelang ka bontsi kwa lekeisheneng la Seraleng.		FY2022		FY2023		
Lefelo le porojeke e direlwanng kwa go lone:		Lethla la go Simololwa ga Porojeke:		Lethla la go Konelwa ga Porojeke:		
Patlogothhe ya ditiro tse go lebeleletsweng gore di tla tlhamiwa:		Seraleng		FY2023		
Tiro ya Konokono:		Tiro		Tekanyetsokabomadi yotlhe		
Patisiso ya go bona kgonego ya porojeke		KPA(Mafelo a tiro ya konokono)		FY2023		
Tlhamo e e tseeneletseng		Pego ya go bona kgonego ya porojeke		3 000 000		
Go Saeniwa ga Tlhamo le karolo ya bofelo		Tlhamo ya kago le boalo jwa naga		3 500 000		
Kgato ya Kago		Tumalano le bana-le-seabe ka tlhamo e e tseeneletseng		6 500 000		
Go di naya beng ba tsone		Dikago le go agiwa ga ditsela		-		
Tekanyetsokabomadi ya porojeke yotlhe:		Go newa ga RLM dikago tse di lebeleletsweng		3 000 000		
Basolegelwamolemo: (Baagi bafe)		Maloko a Bontsi jwa baagi ba Seraleng		Impala / RLM		
		Badiisanimmogo ba Porojeke/Ditsala:		3 500 000		
				6 500 000		



Go tihabolola ga Mafelo a Botlhapelo a Sekolo sa Poraemari sa Seraleng									
Leina la Porojeke:	Ka nako ya ditherisano le bana-le-seabe kwa MCLEF, go ne ga tihaoiwa porojeje ya go tihabolola mafelo a botlhapelo kwa Sekolong sa Poraemari sa Seraleng (wate 41) (go ya ka IDP2018/2019 tsebe 178). Go tihamiwa ga porojeje eno go ita tisa tshono e e molemo ya go tisa tihabololo mo baaging ba Ditshwanelo Tsa Bone di Kileng Tsa bo di Gatakelwa ba ba leng gaufi le madirelo a Impala.								
Lefelo le porojeje e direlwang kwa go lone:	Lefelo la Seraleng	Letlha la go Simololwa ga Porojeke:	FY2022	Letlha la go Konelwa ga Porojeke:	FY2022	Basha:	Ga e itsiwe	Tekanyetsokabomadi yotlhe	2 000 000
Palogotlhe ya ditiro tsa nakwana tse go lebeleletsweng gore di ita tihamiwa:	20 (Phopholetso)	Banna:	Ga e itsiwe	Basadi:	Ga e itsiwe	Sebaka sa Nako	FY2021	FY2022	2 000 000
Tiro ya Konokono:	Tiro KPA(Mafelo a tiro ya konokono)	Setho se se sikereng boikarabelo	Setho se se sikereng boikarabelo						
Patlisiso ya go bona kgonego ya porojeje	Pego ya go bona kgonego ya porojeje	Go felelediwa ga Pego	Sethopha sa Porojeke sa Impala						
Tlhamo e e tseeneletsweng	Tlhamo ya kago le boalo jwa naga	Go felelediwa ga Tlhamo	Sethopha sa Porojeke sa Impala						
Go Saeniwa ga Tlhamo le karolo ya bofelo	Tumalano le bana-le-seabe ka tlhamo e e tseeneletsweng	Go saeniwa ga ditokomane tsa tlhamo	Sethopha sa Porojeke sa Impala/Ditherisano le Bana-le-Seabe/ NWDoE le Mafapha a Baagi						
Kgato ya Kago	Dikago le go tihomiwa ga kago ya mafelo a botlhapelo	Dikago tse di weditsweng go ya ka bogolo jwa tiro jo bo dumalanweng le tlhamo ya tsone	Sethopha sa Porojeke sa Impala						
Go di naya beng ba tsone	Go newa ga RLM dikago tse di weditsweng	Modiro wa go neelwa ga dikago ka katlego le go amogelwa ga tsone ke maloko a baagi	Sethopha sa Porojeke sa Impala/Ditherisano le Bana-le-Seabe/Thulaganyo ya Baagi le RLM						
Tekanyetsokabomadi ya porojeje yotlhe:	2 000 000								
Basologelwamolemo: (Baagi bafe)	Baagi ba Seraleng le mafelo a mangwe a a gaufi a baagi								
Badirisanimogo ba Porojeke/Ditsala:									Impala / NWDoE



Tlhabololo ya ditlamelwa tsa Sekolo sa Sekontari sa Meriti							
Leina la Porojeke:	Ka nako ya Ditherisano tsa Go Nna le Seabe ga Maloko a Setšhaba, go ne ga lemogwa tlhokego ya go thabolola didirisiwa tsa Sekolo sa Sekontari sa Meriti (Wate 12). Go tlhamiwa ga porojeke eno go tla tliša tšhono e e molemo ya go tliša thabololo mo baaging ba Ditshwanelo Tsa Bone di Kileng Tsa bo di Gatakelwa ba ba leng gaufi le madirelo Impala.						
Lefelo le porojeke e dirilwang kwa go lone:	Lefelo le Meriting e leng kwa go lone	Letha la go Simololwa ga Porojeke:	FY2022	Letha la go Konelwa ga Porojeke:	FY2022		
Palogotho ya ditiro tsa nakwana tse go lebeletsweng gore di tla tlhamiwa:	20 (Phopholetso)	Banna:	Ga e itsiwe	Basadi:	Ga e itsiwe	Basha:	Ga e itsiwe
Tiro ya Konokono:	Tiro	Sebaka sa Nako					
	KPA(Mafelo a tiro ya konokono)	Setho se se sikereng boikarabelo		FY2022	FY2023	Tekanyetsokabomadi yotho	
Patliso ya go bona kgonego ya porojeke	Pego ya go bona kgonego ya porojeke	Go felelediwa ga Pego	Sethopha sa Porojeke sa Impala	FY2021		2 500 000	
Tlhamo e e tseneletseng	Tlhamo ya kago le boalo jwa naga	Go felelediwa ga Tlhamo	Sethopha sa Porojeke sa Impala				
Go Saeniwa ga Tlhamo le karolo ya bofelo	Tumalano le bana-le-seabe ka tlhamo e e tseneletseng	Go saeniwa ga ditokomane tsa tlhamo	Sethopha sa Porojeke sa Impala/Ditherisano le Bana-le-Seabe/ NWDoe le Matapha a Baagi				
Kgato ya Kago	Dikago le go tsengwa ga didirisiwa	Dikago tse di weditsweng go ya ka bogolo jwa tiro jo bo dumalanweng le tlhamo ya tsone	Sethopha sa Porojeke sa Impala				
Go di naya beng ba tsone	Go nwa ga RLM dikago tse di weditsweng	Modiro wa go neelwa ga dikago ka katlego le go amogelwa ga tsone ke maloko a baagi	Sethopha sa Porojeke sa Impala/Ditherisano le Bana-le-Seabe/Thulaganyo ya Baagi le RLM				
Tekanyetsokabomadi ya porojeke yotho:					-	2 500 000	
Basolegelwamolemo: (Baagi bafe)	Baagi ba Meriting le mafelo a mangwe a a gaufi a baagi		Badirisanimmogo ba Porojeke/Ditsala:			Impala / NWDoe	



Tlhabololo ya Ditirolo Tsa Metsi - Tsitsing (Wate 25)									
Leina la Porojeke:	Tlhabololo ya Ditirolo Tsa Metsi - Tsitsing (Wate 25)								
Tshedimosetso ka porojeke:	Ka nako ya Ditherisano tsa Maloko a Setshaba ba Tsamaiso ya Morafe wa Royal Bafokeng (Royal Bafokeng Administration [RBA]) le Komiti e e Etelolang Pele ya Porojeke ya Tlhabololo ya Tsitsing go ne ga dirwa kopo ya gore go tlhabololwe ditlhamelwa tsa metsi. RBA e netefaditse gore tekanyetsokabomadi e e beetsweng seno e tla nna e e lekaneang go dira porojeke eno e e akaretsang go baakanngwa ga seteishene se se pompang metsi go oketsa kgatelelo e metsi a tswang ka yone a Tsitsing e tlamelang ka one go tswa kwa bobolokelong jwa metsi jwa Bospoort. Boikaelelo jwa Impala ke go nna mothusi yo mogolo wa go thama tikologo e go dirwang ka natla mo go yone e e kgonang go isetsepela ya loago le ikonomi mo gare ga baagi ba o dirang mo gare ga bone, ka tlhabololo ya didirisiwa le ditlhamelwa.								
Lefelo le porojeke e direlwang kwa go lone:	Kanana	Letha la go Simololwa ga Porojeke:	FY2022			Letha la go Konelwa ga Porojeke:	FY2022		
Palogothle ya ditiro tse go lebelelsweng gore di tla tlhamiwa:	10 (Phopholeiso)	Banna:	Ga e itsiwe			Basadi:	Ga e itsiwe		
Tiro ya Konokono:	Tiro	Setheo se se sikereng boikarabelo			Sebaka sa Nako				
	KPA(Mafelo a tiro ya konokono)	KPI (Ditshupo Tsa ka fa Tiro e Dirilweng ka Gone)	FY2021			FY2022			FY2023
Patlisiso ya go bona kgonego ya porojeke	Pego ya go bona kgonego ya porojeke	Go felelediwa ga Pego	Sethopha sa Porojeke sa Impala			3 000 000			3 000 000
Tlhamo e e tseneletseng	Tlhaloganyo ya kago le tlhamo ya dipolane	Go felelediwa ga Tlhamo	Sethopha sa Porojeke sa Impala						
Go Saeniwa ga Tlhamo le karolo ya bofelo	Tumalano le bana-le-seabe ka tlhamo e e tseneletseng	Go saeniwa ga ditokomane tsa tlhamo	Sethopha sa Porojeke sa Impala/Ditherisano le bana-le-seabe/Thulaganyo ya Baagi le RBA						
Kgato ya Kago	Dikago le go tsennngwa ga didirisiwa le ditlhamelwa tsa metsi	Dikago tse di weditsweng go ya ka bogolo jwa tiro jo bo dumalanweng le tlhamo ya tsone	Sethopha sa Porojeke sa Impala						
Go di naya beng ba tsone	Go nwa ga RBA dikago tse di weditsweng	Modiro wa go neelwa ga dikago ka katlego le go amogelwa ga tsone ke maloko a baagi	Sethopha sa Porojeke sa Impala/Ditherisano le bana-le-seabe/Thulaganyo ya Baagi le RBA						
Tekanyetsokabomadi ya porojeke yotlhe:									
Basolegelwamolemo: (Baagi bafe)			Baagi ba Seraleng le mafelo a mangwe a a gaufi a baagi			Badirisanimmogo ba Porojeke/Ditsala:			Impala
			3 000 000			-			3 000 000



KAROLO 5

Tlameho ka ditšhelete



IMPALA PLATINUM LIMITED
LEANO LA LOAGO
LE LA BADIRI

Kopo ya Karolo 102



5.1.3 Tlamelo ka Ditšhelete ya Tihabololo ya Ikonomi ya Selegae

Lenaanethalo 5.3: Tlamelo ka ditšhelete ya Tihabololo ya Ikonomi ya Selegae

Mokgatlo wa Tsholegelo-Molemo kgotso leiona la Porojeke	Ngwaga 2019	Ngwaga 2020	Ngwaga 2021	Ngwaga 2022	Ngwaga 2023	Ngwaga 2024 go fitilha ka Semonthole 2024	Palogotlhe
Tihabololo ya Kgwebisano							
Leina la porojeke	1 385 000	2 750 000	2 750 000	2 750 000	2 750 000	R 1 375 000	R 13 760 000
Tihabololo ya ka botlalo ya Kgwebo	R 1 385 000	R 2 750 000	R 2 750 000	R 2 750 000	R 2 750 000	R 1 375 000	R 13 760 000
Matsholo a thuto							
Basari (Bojanala, EC, Taung)	R 3 387 200	R 2 901 312	R 3 269 652	R 3 531 225	R 5 879 489	R 0	R 18 968 878
Batlabosheng & Baithutairo (Bojanala, EC & Taung)	R 14 381 762	R 6 097 743	R 4 706 693	R 8 555 040	R 6 314 401	R 0	R 40 055 639
Tshegetso ya Sekolo & Porojeke ya We Care	R 1 293 000	R 1 366 130	R 1 400 193	R 1 480 231	R 1 564 898	R 0	R 7 104 452
Matsholo a Feletseng a Thuto	R 19 061 962	R 10 365 185	R 9 376 539	R 13 566 496	R 13 758 788	R 0	R 66 128 970
Diporojeke Tsa Didirisiwa							
Ditsela tsa kwa Phokeng le Mosele o Metsi a Pula a Elelang ka Bontsi	R 0	R 0	R 0	R 3 000 000	R 5 000 000	R 0	R 8 000 000
Phokeng - Sekolo sa Poraemari sa Moremogolo - Go Agiwa ga Diphaposiborutelo Tse di Oketsegileng	R 0	R 0	R 0	R 2 500 000	R 2 500 000	R 0	R 5 000 000



Mokgatlo ho wa Tsholegelo-Molemo kgotsa leiona la Porrojeke	Ngwaga 2019	Ngwaga 2020	Ngwaga 2021	Ngwaga 2022	Ngwaga 2023	Ngwaga 2024 go fitilha ka Semonthole 2024	Palogotlhe
Phokeng - Sekolo sa Poraemari sa Matale - Go Agwa ga Diphaposiborutelo Tse di Oketsegleng				R 3 000 000	R 3 000 000	R 0	R 6 000 000
Sentharo ya Baagi ya Bobuanja	R 0	R 0	R 0	R 2 500 000	R 2 500 000	R 0	R 5 000 000
Ditsela tsa kwa Seraleng le Mosele o Metsi a Pula a Elelang ka Bontsi	R 0	R 0	R 0	R 3 000 000	R 3 500 000	R 0	R 6 500 000
Sekolo sa Poraemari sa Seraleng – Tlhabololo ya Mafelo a Bothapelo	R 0	R 0	R 0	R 2 000 000	R 0	R 0	R 2 000 000
Sekolo sa Sekontari sa Meriti – tlhabololo ya didirisiwa le ditlamelwa	R 0	R 0	R 0	R 0	R 2 500 000	R 0	R 2 500 000
Tlhabololo ya Ditlamelwa le Didirisiwa Tsa Metsi Tsa Tsitsing	R 0	R 0	R 0	R 3 000 000	R 0	R 0	R 3 000 000
Go Tsenya Dikago Didirisiwa (R 0	R 0	R 0	R 1 000 000	R 1 000 000	R 0	R 2 000 000
Didirisiwa tsa Mmasepala wa Kgaolo wa Ngaka Ruth Segomotsi Mompoti	R 4 000 000	R 0	R 0	R 0	R 0	R 0	R 4 000 000
Matsholo a Feletseng a Didirisiwa	R 4 000 000	R 0	R 0	R 19 500 000	R 20 500 000	R 0	R 44 000 000
Palogotlhe ya Tlamelo ka Matlo	R 0	R 0	R 0	R 0	R 0	R 0	R 0
GRAND TOTAL	R 24 446 962	R 13 115 185	R 12 126 539	R 35 816 496	R 37 008 788	R 1 375 000	R 123 888 970



KAROLO 6

Maikano



IMPALA PLATINUM LIMITED
LEANO LA LOAGO
LE LA BADIRI

Kopo ya Karolo 102





karolo 6

6.1 Polelo ya Maikano

Nna, _____ yo ke saenneng fa tlase fano e bile ke
letleletswe ke

_____ (Setlamo) ke ikana fano gore ke tla
ngaparela

Tshedimisetso, dipatlafalo, maikemisetso le maemo a a tthalosiwang mo Leanong la Loago le Badiri.

E saenilwe kwa _____ ka di _____ letsatsi la _____ 20 _____

Mosaeno wa motho yo o sikarang
maikarabelo _____

Maemo mo Tirong _____

Dintlhakgokagano: _____



MAMETLELELO A – BOSUPI JWA GO TSAYA KAROLO GA MALOKO A BAAGI MO DITHERISANONG

1. Dikopano tsa MCLEF

1. 19 Tlhakole 2021
 1. Ajenda
 2. Rejisetara ya ba ba leng teng
 3. Ditshwetso tse di Dirilweng mo Kopanong
2. 30 Mopitlwe 2021
 1. Ajenda
 2. Rejisetara ya ba ba leng teng
 3. Ditshwetso tse di Dirilweng mo Kopanong
3. 18 Motsheganong 2021
 1. Ajenda
 2. Rejisetara ya ba ba leng teng
 3. Ditshwetso tse di Dirilweng mo Kopanong
4. 30 Phatwe 2021
 1. Ajenda
 2. Rejisetara ya ba ba leng teng
 3. Ditshwetso tse di Dirilweng mo Kopanong

2. Pego ya Ditherisa ya Setlamo se se Ikemetseng ka Nosi



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