



MOEPO WA SOUTH DEEP GOLD

THULAGANYO YA LOAGO LE BODIRI

2020 – 2024



GOLD FIELDS

Our Purpose Creating enduring value beyond mining



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery

DITENG

[illegible]

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KAROLO



MATSENO

KAROLO 1

MATSENO

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KAROLO 1 – MATSENSO

Gold Fields Limited ke motlhagisi wa gauta yo o farologaneng lefatshe ka bophara yo o nang le meepo e le robedi e e dirang mo Aforika Borwa, Australia, Ghana le Peru le porojeke e ntšhwa ya tlabololo ya meepo kwa Chile. Gold Fields e na le tthagiso ya ngwaga le ngwaga e e lekanang le ya gauta e e ka nnang 2.7Moz, Dipolokelo tsa Diminerale tsa gauta tse di ka nnang 47.4Moz le Didirisiwa tsa Diminerale tsa gauta tse di ka nnang 102.0Moz. Dipolokelo tsa Diminerale tsa kopore tse di amanang le palogotlhe ya diponto di le dimilione di le 474 le Didirisiwa tsa Diminerale tsa kopore tse di amanang le diponto di le dimilione di le 4,711. Gold Fields e na le lenaane la ntlha mo JSE Limited, ka manaane a bobedi mo Phapanyetsa Nong ya Dithoto ya New York (NYSE) le Phapanyetsano ya Switzerland (SWX).

Ditiro tsa Masimo a Gauta ("GFO") le Dikgwebo tse di Kopanetsweng tsa GFI (Pty) tse di Lekanyeditsweng ("GFI Holdings") di dira mmogo mo maemong a tsone jaaka batsayakarolo mo kgwebong e e kopanetsweng e e sa akarediwanng e e bidiwang Kgwebo e e Kopanetsweng ya South Deep (e morago ga fano e bidiwang "South Deep"). South Deep e santse e le letlotlo la togamaano la Gold Fields, mme go solofetswe gore e tla tliša tthagiso ya paka e telele, e e tla dirang madi mo Setlhopheng jaaka e tlatlogela kwa tthagisong e e tihomameng ya puso. Go tlamela ka katlego ga South Deep – e e dirang 59% ya Ditsompelo tsa Diminerale tse di ka amanang le Setlhopho le 62% ya Dipolokelo tsa Diminerale tse di ka amanang le Setlhopho – ke karolo ya bothokwa ya photefolio ya paka e telele ya Gold Fields. South Deep e tswela go oketsa ntshokuno go ya kwa ntshokunong e e tihomameng ya ntshodikuno ya gauta ya 12t ka ngwaga ka 2027.

South Deep ke mong wa tshwanelo ya meepo ya South Deep e e neetsweng ke Lefapha la Ditsompelo tsa Diminerale le Maatla ("DMRE") mme e diragaditswe ka la bo 13 Phukwi 2010. Tshwanelo ya meepo e naya South Deep tshwanelo ya go epa gauta, selefera, nikel, yuraniamo, kopore le pyrite. Tshwanelo ya meepo e fetotswe go ya ka Ntlha 7 ya Mametlelelo II ya Molao wa Tlabololo ya Diminerale le Metswedi ya Petroleamo, 28 wa 2002 (MPRDA) mabapi le kgaolo ya meepo e e bogolo jwa diheketara di le 4,268, mme e dira mo pakeng e e khutlang ka la bo 12 Phukwi De South 2040. o na le kgetho ya go dira kopo ya ntšhwafatso ya tshwanelo ya meepo mo malatsing a le 90 pele ga go fela ga tshwanelo ya meepo.

Jaaka karolo ya thomelo ya kopo ya yona ya phetolo, South Deep e ne e tlohega semolao go romela gape LeaNo la Loago le Badiri ("SLP") jaaka go akanyeditswe mo Molaong wa Tlabololo ya Ditsompelo tsa Diminerale le Petroliamo, 28 wa 2002 ("MPRDA") le Diminerale, le Melawana ya Tlabololo ya Didirisiwa tsa Petroliamo ("Melawana") mmogo le pegelo ya ngwaga le ngwaga e e tthalosang ka bottlalo selekanyo sa kobamelo ya Moepo le dipeelo tsa MPRDA, le Melawana ya yona. Ka jalo, SLP ya South Deep e ne ya amogelwa ka Phatwe 2010 jaaka karolo ya phetolo ya yona ya Tshwanelo ya Meepo.

T Maikaelelo a MPRDA jaaka a tsentswe mo dikarolong 2(d), (f) le (i) tsa Molao ke gareng ga tse dingwe go:

1	Go rotloetsa kgolo ya ikonomi le Tlabololo ya Diminerale le Peteroliamo mo Rephaboliking
2	Go atolosa ka bottlalo le ka tsela e e nang le bokao ditšhono tsa batho ba ba neng ba le mo maemong a a kwa tlase mo hisitoring, go akaretsa basadi, go tsena mo madirelong a diminerale le a peteroliamo le go solegelwa molemo ke go dirisiwa ga diminerale tsa setšhaba le metswedi ya peteroleamo.
3	Rotloetsa go thapiwa le go tswela loago le ikonomi ya Aforika Borwa yotlhe.
4	Go tihomamisa gore batho ba ba nang le ditshwanelo tsa go epa le go ntsha meepo ba nna le seabe mo tlabololong ya loago le ikonomi ya mafelo a ba dirang mo go one.

SLP ke karolo ya bothokwa le mokgwa wa go fitlhelela maikaelelo a Tšhata ya Meepo jaaka go tthagisitswe mo karolong ya 100 ya MPRDA.

Maikaelelo magolo a SLP ke go nna le seabe mo phetogong ya intaseteri ya meepo le go netefatsa gore baagi ba ba amogelang baeng ba solegelwa molemo ke go dirisa metswedi ya diminerale. Seno se akaretsa go tswela ditiro le go tswela pele katlatlelolago le ikonomi ya maforikaborwa otlhe. SLP e tloka gore intaseteri ya meepo e tihame le go tsenya tirisong Mananeo a a tseneletseng a Tlabololo ya Badiri (go akaretsa le Maano a Tekatekano ya Tiro), Mananeo a Tlabololo ya Ikonomi ya Selegae le gape go tihama dithulaganyo tsa go boloka ditiro le go laola go fokotsa selekanyo le/kgotsa go tswalwa ga diporojeke tsa meepo.

Fa go sekasekwa SLP e e rometsweng (2023 – 2027), Lefapha la Ditsompelo tsa Diminerale le Maatla (DMRE) le ntshitse South Deep kitsiso e e kwadiwang ka letlha la 16 Phatwe 2023 le lekwalo le le latelang la letlha la 04 Sedimonthole 2023 le le gakololang gore SLP e e rometsweng jalo, ga e a kgotsofatsa 46 ya MPRDA. Matshwenyego a magolo a DMRE a amana le go sa tihomamang ga tsamaiso fa gare ga dipaka kgotsa Didiko tsa SLP tse di rometsweng ke South Deep, le Didiko tsa SLP tse di beilweng tsa dingwaga di le tshano tse di balelwang fa e sa le go simololwa ga Tshwanelo ya Meepo e e fetotsweng ya South Deep ka 2010.

Ka nako ya kopano e e neng e tshwerwe le DMRE ka la bo 11 Ferikgong 2024, molaodi o ne a tthalosa sentle tshimologo le mofuta wa phoso eno ya tsamaiso. Go lemotshega gore, phoso e e amanang le diragalo tse di latelang tshakatsheko ya

Modikologo wa I wa DMRE SLP (2010 go ya go 2014) ka 2013. Taelo ya DMRE ya 2013 e ne e tlhoka gore South Deep e boeletse dintlha dingwe tse e neng e itlamile mo go tsone mo SLP ya yona ya Modikologo wa 1 (2010 go ya go 2014). Le fa South Deep e ne ya tlhabolola dintlha tse di lemogilweng go tsamaisana le taelo ya DMRE ya 2013, e ne ya tlhabolola paka ya yone ya SLP ka phoso gore e tsamaisane le letlha la taelo ya DMRE e leng 2013 mme e akaretsa paka ya dingwaga di le tlhano go fitlha ka 2018. Molaodi o ne a tlhalosa gape gore

Taelo ya DMRE ya 2013 e ne e tlhoka gore South Deep e boeletse dintlha tse di itlamilweng fela e seng paka. Tota e bile, paka ya ntsha ya Modikologo wa I e e akaretsang 2010 go fitlha ka 2014 e ka bo e ile ya bolokwa.

Didikologo tsa SLP di tlhokega go akaretsa dipaka tsa dingwaga di le tlhaNo tse di simololang ka ngwaga o Tshwanelo ya Meepo e e Fetotsweng e ntshiwang ka yona. Tshwanelo ya Meepo e e Fetotsweng ya South Deep Mine e ne ya ntshiwa ka 2010 mme Ditshekeletsa tsa yona tsa SLP di tshwanetse go akaretsa dipaka tsa dingwaga di le tlhaNo ka tsela e e latelang:

SLP Sekele	Paka ya ngwaga-tlhano ya SLP
Sekele I	2010 go ya go 2014
Sekele II	2015 go ya go 2019
Sekele III	2020 go ya go 2024

Go busetsa tekanyetso ya Modikologo wa SLP wa South Deep, go ne ga dumalanwa magareng ga DMRE le South Deep go tlhama sešwa Modikologo wa SLP III go akaretsa paka ya dingwaga di le tlhano go tloga ka 2020 go fitlha ka 2024.

Ka go amogela gore South Deep e dirile ditlamego tsa yona ka tshwanelo ka fa tlase ga Molawana 45 wa MPRDA ka thomelo le kamogelo ya Dipegelo tse di tlhokegang tsa Kobamelo tsa dipaka tsa 2020, 2021 le 2022, Modikologo o o tlhabolotsweng ono wa SLP III o tla akaretsa maemo a mmatota a SLP a a konoseditsweng ka tshwanelo a Dipaka tsa 2020, 2021 le 2022 le, maano le dintlha tsa SLP tse di tshamilweng sešwa tsa 2023 le 2024.

South Deep e diragaditse SLP Sekele II ka tshwanelo mme e koNoseditse tirisaNommo go ya yona le therisaNo le bannaleseabe ba ba supilweng ka nako ya go tlhama SLP Sekele III e ka jalo e thibelang tlhokego epe ya tirisaNommo go le therisaNo e e ntseng jalo mabapi le SLP e e tshamilweng sešwa e.

Go nna go obamela melawana le maemo a tshwanelo ya ga jaana ya meepo, Nomoro ya Tshwanelo ya Meepo: GP30/5/1/2/2(220) MR, South Deep e tshamile SLP e e Tshamilweng Sešwa e ya paka ya 2020 go fitlha ka 2024 go ya ka Molawana 46 jaaka go buisitswe le Molawana 43 le 44 wa Melawana ya MPRDA, mme e tla bidiwa SLP ya 2020-2024 ya South Deep.

SLP eNo ke pegelo ya boineelo jo bo tswelatang pele jwa South Deep jwa go tsenya tirisong ditaelo tsa Tšhata ya Meepo ya 2018.

Maikaelelo a SLP e ke go:

Go rotloetsa go thapiwa le go tswelatsa boitekanelo jwa loago le ikoNomi ya ba ba direlang South Deep gammogo le ba ba tswang mo baaging ba South Deep (Ditšhaba tse di amogelang baeng)	Go dirisa le go atolosa motheo wa bokgoni o o leng teng wa go maatlafatsa HDSA le go direla baagi	Go netefatsa gore jaaka motshodi wa Ditshwanelo tsa Meepo, South Deep e nna le seabe mo tlhabololo ya loago le ikonomi ya baagi ba e dirang mo go bona	Diragatsa tirisanommogo le tlhaeletsano e e Nofileng le e e bonalang le batsayakarolo
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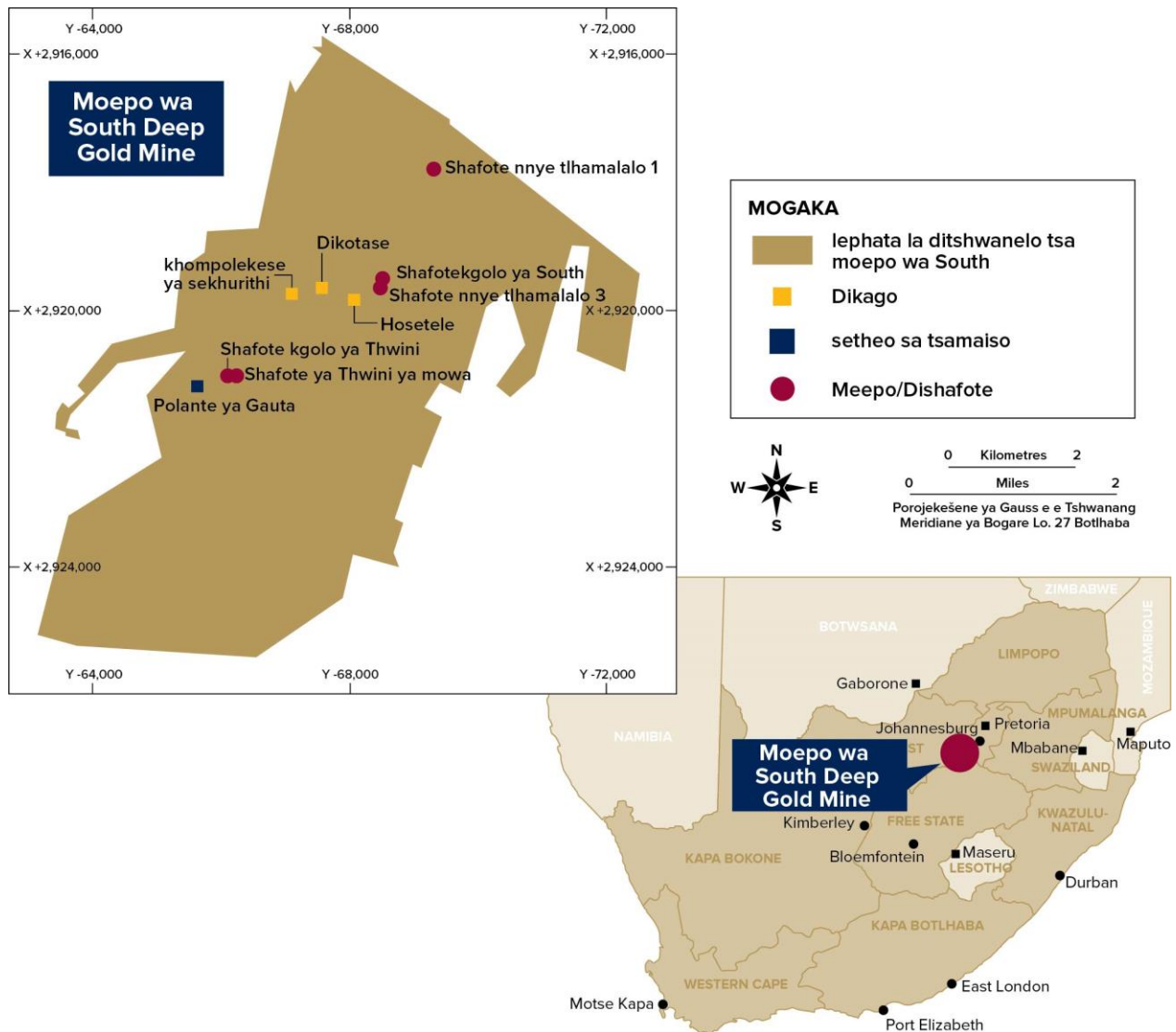
1.1 Pulamadibogo

Leina la Setlamo: Gold Fields Operations Limited ('GFO') le GFI Joint Venture Holdings (Pty) Limited (?? GFI Holdings ??) ba dira mmogo jaaka batsayakarolo mo kgwebong e e kopanetsweng e e sa akarediwanng e e itsegeng jaaka South Deep Joint Venture	Lefelo la me: South Deep e mo Polaseng Modderfontein, Old Vereeniging Road, e e mo kgaolong ya Westonaria (e e ka nnang 45km borwa bophirima jwa Johannesburg) mo porofenseng ya Gauteng mme phitlhelelo ke ka tsela mo N12 kgotsa ka tsela ya R28 (Randfontein / Westonaria).
Leina la Tiro: Mmaene wa South Deep Gold	Phatlho: Gauta, selefera, nikele, yuraniamo, kopore le phaeraite
Aterese ya Lefelo: South Deep Farm Modderfontein Old Vereeniging Road Westonaria	Botshelo jwa me: Tshwanelo ya go epa e simolotse ka 13 Phukwi 2010 ka paka ya dingwaga di le 30 mme e tla fela ka 12 Phukwi 2040. Botshelo jo bo solofetsweng jwa moepo mo tiregong eno bo fitlha ka 2101 go fitlha ka Sedimonthole 2021. South Deep e na le boikgethelo jwa go dira kopo ya go ntšhwafatsa tshwanelo ya moepo mo malatsing a le 90 pele ga tshwanelo ya moepo e fela.
Dintlha tsa kgolagano: Mog: (011) 411 1000 Fekese: (011) 411 1588	Ngwaga wa Ditšhelete wa me: 01 Ferikgong – 31 Sedimonthole
Motho yo o nang le Maikarabelo: Motlatsa Moporesidente wa Khuduthamaga – Kgaolo ya SA	Ngwaga wa Pegelo ya Ngwaga le Ngwaga ya SLP: Ka 31 Mopitlwe ngwaga mongwe le mongwe.

1.2 Lefelo

Moepo wa Gauta o o Boteng wa Borwa: Lefelo ka Kakaretso la Dithoto tsa Didirisiwa

Setshwantsho sa 1: Kgomo ya Gauta ya South Deep: Lefelo le le Tlwaelegileng la Dithoto



1.3 Kwa Badiri le Bakonteraka ba Tswang Gone ka 31 Phukwi 2022¹

Go ya ka lefelo le badiri ba le dikete di le nne le makgolo a le robongwe le masome a supa le botlhaNo (4 975) ba tswang mo go lone go bontshitswe mo Lenaneong e e fa tlase faNo:

Lenaneo 1: Tshimologo ya ya mafelo a Badiri

Province	Total number of South Deep employees at the mine
Gauteng	1 107
Kapa Botlhaba	416
KwaZulu-Natal	165
Limpopo	159
Bokone Bophirima	117
Free State	114
Mpumalanga	83
Kapa BokoneKapa Bokone	7
Kapa BophirimaKapa Bophirima	1
Palogare: Badiri ka Porofense	2 169
Dinaga tse dingwe	
Mozambique	168
Lesotho	110
Swaziland	21
Botswana	12
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¹ Go ya ka Lenaneo le le Tlhabolotsweng la SLP Sekele III, motheo o tla dira mo Ditogamaanong le maikaelelo a 2023 le 2024

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KAROLO

2



**LENAANE YA TLHABOLOLO YA
DITHOTO TSA
BATHO**

KAROLO 2

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KAROLO 2:

THULAGANYO YA TLHABOLOLO YA DITHOTO TSA BATHO

Go diragadiwa ga mananeo a Tlhabololo ya Badiri (HRD) go tla gokaganngwa le go rulaganngwa go tsamaisana le leano la kgwebo la tiro la ngwaga le ngwaga le tekanyetsokabo mme fa go tlokega, go tla golaganngwa le ditlhokego tsa kgwebo tsa togamaano.

Go tsamaelana le Molawana 46(b), karolo eno ya SLP e samagana ka botlalo le leano la dingwaga di le tlhano la South Deep go fitlhelela tlhabololo e e siameng ya badiri ba yone. Go neetswe tshedimosetso e e latelang:

- Thulaganyo ya go Tokafatsa Bokgoni
- Maemo a thuto a gone jaanong
- Mafelo a go leng thata go a tlatsa
- Thuto le Katiso ya Bagolo
- Bokgoni jwa go Ithuta jwa Motheo
- Go ithutela tiro
- Mananeo a bokgoni
- Dithuso tsa madi
- Thuso ya go ithuta
- Go ithutela tiro
- Lenaneo la go katisa bokgoni jwa motheo
- Bokgoni jo o ka bo dirisang
- Mananeo a go thapisa a setšhaba
- Thulaganyo ya go tokafatsa tsela e o dirang ka yone Dibasari



Molawana wa 46(b) wa MPRDA o tlhoka gore diteng tsa SLP di nne le lenaneo la HRD le le tshwanetseng go akaretsa Leano la Tlhabololo ya Bokgoni le le supang le go bega ka:

	maemo a palo le a a badiri (Foromo Q);
	palo ya diphatlhatiro tse opereishene ya meepo e sa kgoneng go di tlatsa mo pakeng e e fetang dikgwedi di le 12 le fa go dirilwe maiteko a a kopanetsweng a go thapa batho ba ba tshwanetseng (Foromo R);
	leano la tswelopele ya boitshediso le go tsenngwa tirisong ga lone go tsamaelana le leano la tlhabololo ya bokgoni; le
	leano la bogakolodi le tsenyotirisong ya lone go tsamaelana le leano la tlhabololo ya bokgoni le ditlhokego tsa ditlhopha tsa matlafatso.

Go ikaeletswe gore Pholisi ya HRD ya South Deep e tshegetse leano la kgwebo le maikaelelo a Setlamo.

2.1 Go ikobela Molao wa Tlhabololo ya Bokgoni

Leano la South Deep HRD le tsaya tsia tlhokego le tlamelo ya bokgoni mo intasetering ya meepo ka go bua ka bokgoni jo bo tlhangelang le jo bo bothokwa, go akaretsa go tlhama mothale o o tsweleng wa badiri ba ba nang le bokgoni, e e leng karolo e e bothokwa ya leano.

HRD e laolwa mo maemong otlhe a tiro mme gape e tsewa e le karolo e e bothokwa ya go fitlhelela maikaelelo a mokgatlo le go netefatsa gore go ikobelwa melao. Ka ntlha ya moo, maano a HRD a Moepo a tswelela go tsamaisana le Maano a Bokgoni jwa kwa Tirong (WSP) le go kopanngwa mo leanong la kgwebo la mokgatlo go fitlhelela ditlhokego tsa tlhabololo ya letlotlo la batho la pakakhutshwane, pakagare le pakatelele.

Moepo o ikaeletse go netefatsa gore badiri ba one, go akaretsa le badiri ba dikonteraka le baagi ba selegae ba nwa tšhono ya go nna le bokgoni jo bo naana gore ba kgone go fitlhelela maikaelelo a motho ka bongwe le a mokgatlo mo bokaong jwa maikaelelo a moepo a go dira le a tlhabololo ya ikonomi ya selegae.

Tshedimosetso e e Tlhokegang ya SETA	Dintlha tsa SETA	
Leina la SETA:	Setheo sa Borutegi jwa Meepo (MQA)	
Nomoro ya go ikwadisa le SETA e e bo naana:	L770732933	
Motsereganyi wa Tlhabololo ya Bokgoni:	Emmanuel Bolosha	
Bosupi jwa go romelwa ga Thulaganyo ya Bokgoni jwa kwa Tirong le letlha la go romelwa ga yone:	30 Moranang 2022	
Go tsaya kgato	Go bega	Letlha la go romelwa
South Deep go isa WSP-ATR kwa MQA go nna le tshwanelo ya go dira kopo ya go fiwa madi a go katisa kwa moepong.	Ngwaga le ngwaga	30 Moranang 2019

2.2 Leano la Tlhabololo ya Bokgoni

Katlego e e tswelelang ya South Deep e ikaegile ka badiri ba ba nang le bokgoni jo bo tshwanetseng go fitlhelela maikaelelo a yone a togamaano le a tiro. Tlhabololo ya Badiri gape ke karolo e e bothokwa ya maiteko a khamphani a go tlhoma badiri ba ba bontshang dipalopalo tsa batho ba naga. Ka jalo South Deep e ikaeletse go tlhabolola kitso, le bokgoni jwa badiri botlhe ba yone, ka go kopanya mekgwa ya go ithuta e e akaretsang go gakolola le go katisa, ithutlotirong, dikhoso tse di tlhomameng, mananeo a bokgoni le go ithuta le dikabelo tse di otlogileng.

Ka fa teng, dithulaganyo tsa taolo ya tiragatso le talente di kgontsha go thaiwa ga ditlhoko tsa katiso le go neela tshegetso ya badiredi mapabi le dikgeto tsa tiro, go baakanyetsa ba ba nang le bokgoni ba go rwala maikarabelo a a oketsegileng kgotsa a farologane mo ntlheng ya tswelelopele ya tiro ya nako e e tlang.

Moepo o ikaelela go tlamela ka leano le le tseneletseng la tlhabololo ya bokgoni le le tlhalosang ka moo o ikaeleletseng go neela badiri tlhabololo ya bokgoni jo bo tlhokegang mabapi le: Adult Education and Training (AET);

- Thuto le Katiso ya Bagolo (AET);
- Bokgoni jwa go bala le go kwala le dipalo jwa badiri le ba e seng badiri (maloko a baagi);
- Dithuto tsa go ithuta;
- Dibasari;
- Go ithuta o le mo tirong;

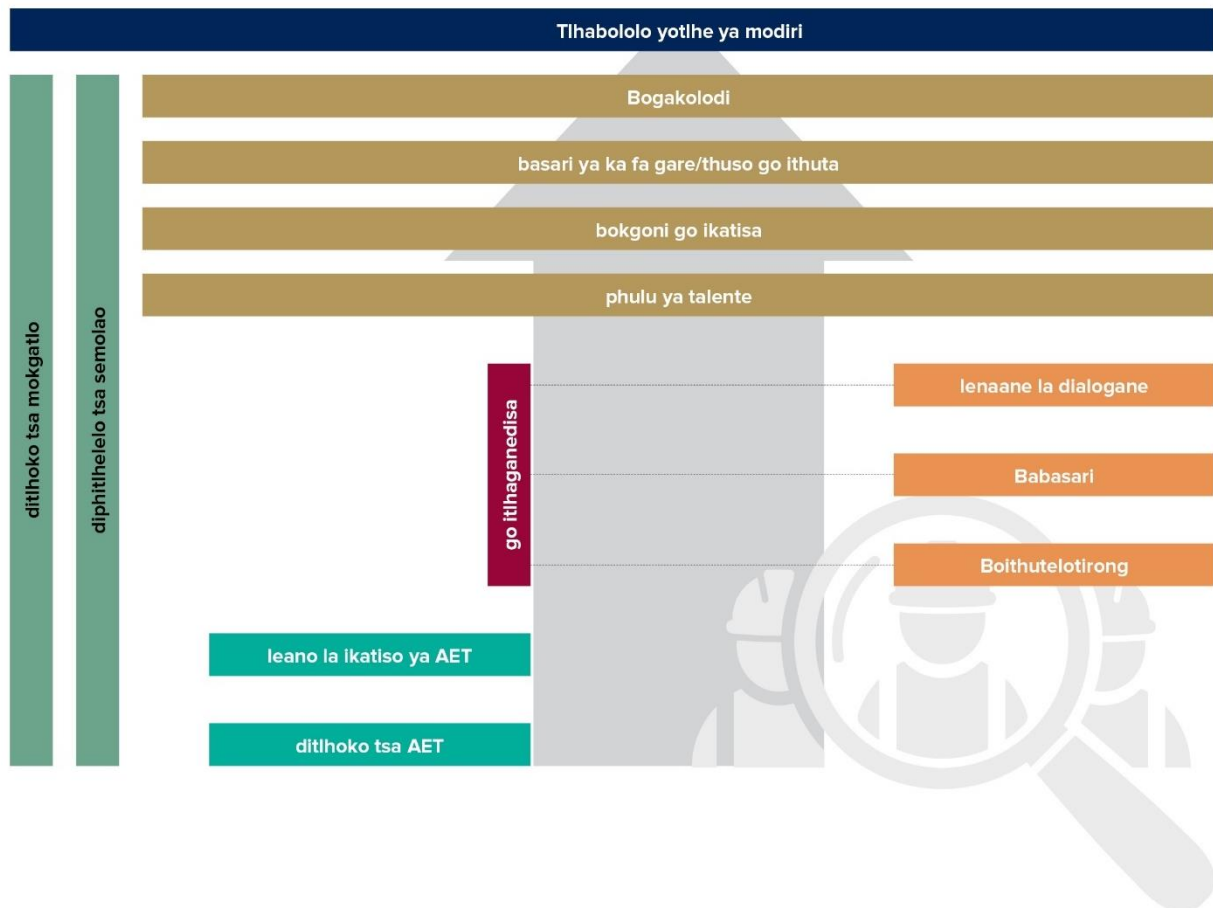
Maiteko a mangwe a katiso a a supang dipalopalo tsa batho jaaka go tlhalositswe mo Tšhateng ya Meepo e e baakantsweng ya 2010 (jaaka e baakantswe nako le nako).

Maikaelelo a Leano la Tlhabololo ya Bokgoni e tla nna go sekaseka le go kwala maemo a gajaana a bokgoni le thuto. Dipholo tsa ditlathlthobo tseo di tla dirisiwa jaaka motheo wa go tlhabolola bokgoni jwa badiri ba gajaana le maiteko a isago a tlhabololo ya bokgoni. Leano la Tlhabololo ya Bokgoni le tla bopa motheo o go tswa mo go ona thuto, katiso le maiteko a tlhabololo a tla neelwang.

Gore go baakanngwe tlhalelo ya bokgoni, South Deep e tla dirisana le ditheo tsa semolao tse di jaaka Bothati jwa Dithutego tsa moepo (MQA), mo go tllhameng leano le le tseneletseng la tlhabololo ya bokgoni go netefatsa gore go nna teng ga bokgoni jo bo rileng jwa moepo le jwa tlhagiso, badiri ba ba nang le bokgoni le katiso ya badiri ka bokgoni jo bo ka dirisiwang e seng fela mo madirelong a meepo kgotsa a tlhagiso, mme le mo ditšhonong tsa tiro tsa isago. Maiteko mangwe le mangwe a a utlwalang a tla dirwa go netefatsa gore Leano la Tlhabololo ya Badiri la South Deep le tshegetsa Leano la Tlhabololo la Bosetšhaba (NDP) le Maikaelelo a Tlhabololo a Ngwagakete mabapi le: Education (Primary)

- Thuto (Motheo)
- Bokgoni le Tiro kgotsa Go kgona go Thapiwa
- Tekatekano ya Bong

Setshwantsho sa 4: Letlhomiso la Tlhabololo ya Metswedi ya Batho la South Deep



2.2.1 Ditheo tsa Katiso (tsa Thekeniki le Tse e Seng tsa Thekeniki)

South Deep e fana ka lenane le akaretsang la mananeo a katiso le dithuto tse kgutshwane tsa setegeniki tse tsamaiswang ke baneela katiso b aba amogelelang. Mananeo a a farologaneng a Tlhabololo ya Bokgoni a neelwa kwa mafelong a a latelang: External service providers:

- Batlamedi ba ditirelo ba kwa ntle: South Deep e dirisa ditirelo tsa batlamedi ba ditirelo ba kwa ntle ba bontsi jwa bone ba amogetsweng ka botlalo ke MQA. Mo godimo ga moo, batlamedi bano ba ditirelo ba amogetse mananeo mo Dithating tse dingwe di le mmalwa tsa Lekala la Thuto le Katiso (di-SETA), mme seno se ba naya bokgoni jwa go tlamela ka thuto le katiso tse di amogelwang le tse di amogetsweng semmuso mo mafapheng a le mmalwa a meepo le a e seng a meepo. Dingwe tsa bokgoni le dithutego tse di neelwang ke badiri ba meepo ba ba nang le setifikeiti sa go thunya, balebedi ba tlhagiso (sekao, beng ba dishifiti), baokamedi ba tlhagiso (sekao, balebedi ba meepo) le batsamaisi ba meepo. Di tlamela ka katiso go baithuti mo maemong otlhe ke gore go tswa mo go ba bašwa go ya kwa maemong a motsamaisi wa moepo. Gape baithuti ba tlamelwa ka borutegi jwa bosetšhaba mo maemong a NQF a 2 go ya go 5.
- Setheo sa Katiso sa South Deep: South Deep e na le mafelo a mabedi a katiso a a tlamelang ka katiso ya bokgoni jwa go tsenngwa mo tirong le jwa meepo kwa Senthareng ya Katiso ya Bogare le kwa Setheong sa Katiso sa TM3 kwa Twin Shafts. Mafelo a katiso a tlamela ka thuto le katiso fela go badiri ba Gold Fields South Deep (go akaretsa le borakonteraka ba ba direlang South Deep ditirelo).

Lefelo la Katiso la Bogare (South Shaft) le na le ditsereganyo tse di latelang tsa katiso:	TM3 Senthara ya Ikatiso (Twin Shaft) e na le ditsereganyo tse di latelang tsa katiso:
- Katiso ya go simolola e e akaretsang tse di latelang: - ya tsa madi • Katiso ya Thuso ya Pele • Go ithuta go dirisa ditshipi • Boitekanelo le Pabalesego • Go Tlhokomela Tikologo • Go ithuta ka khomputara • Katiso ya go Dirisa Sedirisiwa sa go Lemoga Gase (GDI) • Katiso ya Thulaganyo ya go Lemoga Batho ba ba GaufiTrans 4 mine training course "Trackless Mobile Machines (TMM)" - Khoso ya katiso ya moepo ya Trans 4 'Motšhine o o tsamayang o se na tsela (TMM)' - Khoso ya katiso ya go laola distrata - Khoso ya katiso ya go ipaakanyetsa maemo - Khoso ya katiso e e nang le bokgoni - Khoso ya katiso ya bokgoni 'B' - Khoso ya go katisa bathusi ba go thuntsha¹.	- Katiso ya motsamaisi e e akaretsang metšhini yotlhe e e tsamayang ka fa tlase ga lefatshe le e e sa tsamayang ka ditselana - Katiso ya metšhine le motlakase e e akaretsang metšhini yotlhe e e tsamayang ka fa tlase ga lefatshe e e se nang diporo le metšhine e e mo godimo ga lefatshe - Thulaganyo ya Maxus ya go katisa batho mo lefelong - Katiso ya motheo ya boenjineri ya hydraulics - Khoso ya katiso ya go tsholetsa dilo ka pabalesego - Khoso ya motheo ya go dira ditshipi

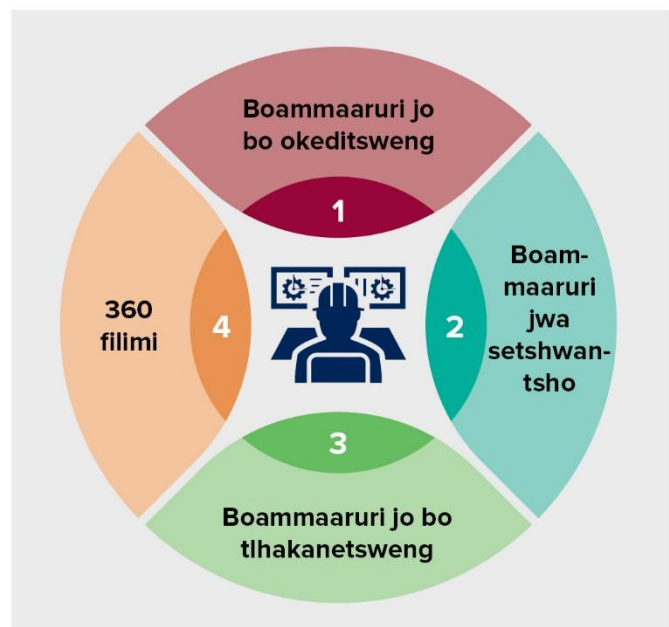
Tsela ya Rona ya go Thapisa

Setshwantsho 5: Dikai Tsa Maitemogelo a go Ithuta ka Tsela e e Feteletseng

Mekgwa ya go ithuta ya bagolo e tswelela go fetoga go tsamaisana le go dirisiwa ka bonako le ka tsela e e anameng ya Thekenoloji mo mafelong a tiro a segompieno. South Deep e amogetse e bile e tla tswelela go tokafatsa Tikologo ya yone ya go Ithuta e e Tsenelelang (ILE) e e leng mekgwa wa go ithuta o o tumileng mo dingwageng tsa bosheng jaana. Mekgwa e e farologaneng ya go ithuta e e tseneletseng e fetola lephata la thuto, go ithuta le tlhabololo ya batho.

Go ithuta ka go tsenelela ke mekgwa wa go ruta le go ithuta o o kopanyang Thekenoloji le mekgwa ya setso ya thuto, o o tlamelang ka tikologo e e nang le mmatota le e e tlhotlheletsang kgolo. E tlhoma mogopolo thata mo maitemogelong a go ithuta go tokafatsa go tlhaloganya diteng tsa moithuti le go di boloka go na le bokgoni jwa moithuti jwa go boeletsa diteng fela.

ILE e akaretsa bobegakgang jwa dijithale, ditshwantsho, le didirisiwa tse dingwe tse di dirisanang go tlhamela baithuti maitemogelo a a "tsenelelang". Mofuta ono wa thuto/go ithuta o ka dirisiwa mo dikhosong tsa mo inthaneteng le tse di kopantsweng tse di eteletseng pele ke motsamaisi ka go etsisa, go tshameka karolo, kgotsa ditiro tse dingwe tse di letlang baithuti go itemogela ka namana se ba leng sone go ithuta.



Maitemogelo a go ithuta a a tseneletseng a ikaeletse go tsenya barutwana gore ba kgone go ithuta botoka.

2.3 Maemo a Thuto ya Badiri ba kwa Moepong wa South Deep

Foromo ya palo le maemo a thuto e e bidiwang Foromo Q (go tloga ka Moranang 2022) ya badiri e bontshitswe fa tlase. South Deep e tla bo e dira boruni jo bo tseneletseng jwa bokgoni le dithutego ka 2023 go tokafatsa le go tlhabolola bokgoni jwa badiri le dithulaganyo tsa thuso tsa HRD. Ela tlhoko: Diporofaele tsa dipalo tse di mo lenaaneng la 3 le 4 la ba Moranang 2022 fa diporofaele tsa badiri le borakonteraka mo Karolong ya 1 di amana le Phukwi 2022.

Palo le maemo a thuto a borakonteraka go tloga ka Moranang 2022 a bontshitswe fa tlase. Go netefadiwa go kgaoganngwa go gongwe go ya ka maemo a thuto. Lenaneo le le tletseng le le nang le tlhaloso le tla romelwa moragonyana jaaka mametlelelo le go latela boruni jwa bokgoni le dithutego tse di umakilweng fa godimo.

Lenaneo 4: Maemo a Thuto a Bakonteraka go tloga ka Moranang 2022

Lebanta	NQF	Thulaganyo ya bogologolo	Banna				Basadi				Gotlhe		Gotlhe
			Bantsho	Bammala	Balntiya	Basweu	Bantsho	Bammala	Balntiya	Basweu	Banna	Basadi	
Thuto le Katiso ya Kakaretso (GET)	1	Ga gona sekolo? Ga go itsege	1 709	46	11	339	179	1	0	23	2 105	203	2 308
		Kereiti 0/Pre	0	0	0	0	0	0	0	0	0	0	0
		Kereiti 1/Sub A	0	0	0	0	0	0	0	0	0	0	0
		Kereiti 2/Sub B	1	0	0	0	0	0	0	0	1	0	1
		Kereiti 3/Std 1/ABET 1	0	0	0	0	0	0	0	0	0	0	0
		Kereiti 4/Std 2	2	0	0	0	0	0	0	0	2	0	2
		Kereiti 5/Std 3/ABET 2	2	0	0	0	0	0	0	0	2	0	2
		Kereiti 6/Std 4	1	0	0	0	0	0	0	0	1	0	1
		Kereiti 7/Std 5/ABET 3	2	0	0	0	0	0	0	0	2	0	2
		Kereiti 8/Std 6	5	0	0	0	0	0	0	0	5	0	5
		Kereiti 9/Std 7/ABET 4	4	0	0	0	0	0	0	0	4	0	4
Thuto le Katiso e e Tsweleng (FET)	2	Kereiti 10/Std 8/N1	4	0	0	2	1	0	0	0	6	1	7
	3	Kereiti 11/Std 9/N2	11	0	0	2	1	0	0	0	13	1	14
	4	Kereiti 12/Std 10/N3	32	0	0	8	6	0	0	1	40	7	47
	5	N4	0	1	0	0	0	0	0	0	1	0	1
	6	N6	1	0	0	0	1	0	0	0	1	1	2
Thuto e e Kwa Godimo le Katiso (HET)	7	Dipoloma/Ditifiketi	0	0	0	0	0	0	0	0	0	0	0
	8	Dikeri tsa ntlha /didipoloma tse di kwa godimo	0	0	0	0	0	0	0	0	0	0	0
	9	Dikeri ya Onase/Masetase	0	0	0	0	0	0	0	0	0	0	0
	10	Dokotase	0	0	0	0	0	0	0	0	0	0	0
Gotlhe			1 774	47	11	351	188	1	0	24	2 183	213	2 396

2.4 Mafelo a a Tletseng Batho a go Leng Thata go a Tlatsa

Lenaneo 5: Diphatlhatiro Tse go Leng Thata go di Tlatsa

Seemo sa tiro	Setlhogo sa tiro sa phatlhatiro	Go thata go e tlatsa	olea	Lebaka la konokono la go sa kgone go tlatsa phatlhatiro
Botsamaisi jo Bogolo	Go Epa Leidi	X	X	Bokgoni jo bo Tlhaelang, Bokgoni & Mefutafuta
	Go Rulaganya Meepo	X	X	Bokgoni jo bo Tlhaelang, Bokgoni & Mefutafuta
Baitseanape ba ba nang le bokgoni le ba ba nang le maitemogelo le ba ba mo maemong a a fa gare a botsamaisi	Baenjenere ba Dikarolo	X	X	Bokgoni jo bo Tlhaelang, Bokgoni & go Nna le Mekgwa e e Farologaneng; Maitemogelo a Thekenoloji e e Kgethegileng
	Baokamedi ba C&I	X	X	Bokgoni jo bo Tlhaelang, Bokgoni le go Nna le Mekgwa e e Farologaneng; Maitemogelo a Thekenoloji e e Kgethegileng
	Baenjenere ba Maje	X	X	Bokgoni jo bo Tlhaelang, Bokgoni le Mefutafuta
	Baitseanape ba Thekenoloji ya Ditschedi	X	X	Bokgoni jo bo Tlhaelang, Bokgoni le Mefutafuta

Seemo sa tiro	Setlhogo sa tiro sa phatlhathiro	Go thata go e tlatsa	olea	Lebaka la konokono la go sa kgone go tlatsa phatlhathiro
	Baenjenere ba go Thuba & go Thuba	X	X	Bokgoni jo bo tlhaelang, bokgoni & go farologana ga dilo tse di tlhokegang; Mekgwa ya go dira le maitemogelo a mokgwa wa go epa
Badiri ba ba nang le bokgoni jwa botegeniki le ba ba nang le bokgoni jwa go ithuta, baokamedi ba babotlana, baokamedi, baokamedi le baokamedi	Baenjeniri ba Didirisiwa & Baenjeniri	X	X	Bokgoni jo bo Tlhaelang, Bokgoni le go Nna le Mekgwa e e Farologaneng; Maitemogelo a Thekenoloji e e Kgethegileng
	Didirisiwa Tsa go Fetlha Maatla a Motlakase	X	X	Bokgoni jo bo lekanyeditsweng, bokgoni & go farologana ga dilo tse di tlhokegang; maitemogelo a a kgethegileng a didiriswa tse di senang diporo
	Badiri ba motlakase	X	X	Bokgoni jo bo lekanyeditsweng, bokgoni le go farologana ga dilo tse di tlhokegang; maitemogelo a a kgethegileng a didiriswa tse di senang diporo
	Ba ba tlhomang dilo	X	X	Bokgoni jo bo lekanyeditsweng, bokgoni le go farologana ga dilo tse di tlhokegang; maitemogelo a a kgethegileng a didiriswa tse di senang diporo
	Baenjeneri ba Motlakase/Baenjeneri ba Metshine	X	X	Bokgoni jo bo lekanyeditsweng, bokgoni le go farologana ga dilo tse di tlhokegang; maitemogelo a a kgethegileng a didiriswa tse di senang diporo
	Badiri ba Meepo ba ba sa Direng mo Ditseleng	X	X	Bokgoni, Bokgoni le Mefutafuta e e Feteletseng ya Dilo Tse di Tlhokegang; Maitemogelo a Mekgwa ya go Epa Kwa Tlase ga Lefatshe
	Badiri ba Didirisiwa Tsa go Thuba Dithanele Tse di Kgolwane Tse di se Nang Mmila	X	X	Bokgoni jo bo tlhaelang, bokgoni le go farologana go go tlhokegang; Shifiti e e kgethegileng le maitemogelo a HP Rig
	Badiri ba Metshine	X	X	Bokgoni jo bo tlhaelang, bokgoni le go farologana ga batho ba maemo a a kwa godimo; Kereiti 12/NQF 4 Dithuto
	Batlhankedi ba Bagolo ba Katiso ETD	X	X	Bokgoni jo bo tlhaelang, Bokgoni le go farologana ga mefutafuta; maitemogelo a ILE, Tlhabololo ya diteng le Thekenoloji

Lenaneo 6: Diphatlathiro tse go leng thata go di tlatsa go ya ka Leano la Bokgoni la Lefelo la Tiro le Pegelo ya Ngwaga le Ngwaga ya Katiso

Leina la tiro kgotsa la boithutelo	Lebaka la go bo tiro e le nnye	Tsenya dikakgelo tse di malebana le go tlhela ga dijo, Ke gore, ke ditiro /ditlhagiso dife tse di bothokwa mo tirong tse di sa diragadiweng kgotsa tse di sa dirwang ke badiri.	Ke mefuta efe ya mananeo a go ithuta e o akanyang go e dira go rarabolola bothata joNo jwa go tlhela ga ditiro?	NQF Boemo
Go Epa Leidi	Bokgoni jo bo Tlhaelang, Bokgoni le Mefutafuta	Setifikeiti sa Molaodi wa Meepo wa Semolao	Lenaneo la go aloga; Setifikeiti sa Batsamaisi ba Meepo	> NQF 7
Go Rulaganya Meepo	Bokgoni jo bo Tlhaelang, Bokgoni le Mefutafuta ya Dilo	Togamaano e e kopaneng; Ditsamaiso tsa Togamaano ya Tiragatso le bokgoni jwa boeteledipele	Lenaneo la go aloga; Lenaneo la Tlhabololo ya Togamaano ya Tiragatso	> NQF 7
Baenjenere ba Dikarolo	Bokgoni jo bo tlhaelang, bokgoni le go farologana ga dilo tse di tlhokegang; TM3 le Tlhokomelo e e Kopanetsweng ya Dithoto	Bokgoni jwa setegeniki; TM3 & Integrated Asset Management	Thulaganyo ya go aloga	> NQF 7
Badiredibagolo ba C&I	Bokgoni jo bo Tlhaelang, Bokgoni le go Nna le Mekgwa e e Farologaneng; Maitemogelo a Thekenoloji e e Kgethegileng	Bokgoni jwa setegeniki; Thekenoloji e e Kgethegileng (Newtrax)	Thulaganyo ya go aloga; Thekenoloji e e Tlhagelang	> NQF 7
Baenjenere ba Maje	Bokgoni jo bo Tlhaelang, Bokgoni le Mefutafuta ya Dilo	Tekete ya Boenjeniri jwa Maje	Lenaneo la go aloga; Lenaneo la Tlhabololo	> NQF 7
Baitseanape ba Thekenoloji ya Ditshedi	Bokgoni jo bo Tlhaelang, Bokgoni le Mefutafuta ya Dilo	Tshekatsheko ya metswedi; dipalopalo tsa lefatshe le tshekatsheko e e amanang le tsone	Lenaneo la go aloga; Lenaneo la Tlhabololo	> NQF 7
Baenjenere ba go Thuba le go Thuba	Bokgoni jo bo tlhaelang, bokgoni le go farologana ga dilo tse di tlhokegang; Ditsamaiso tsa tiragatso le maitemogelo a mokgwa wa moepo	Tshekatsheko ya metswedi; dipalopalo tsa lefatshe le tshekatsheko e e amanang le tsone	Lenaneo la go aloga; Lenaneo la Tlhabololo	> NQF 7
Baenjeniri ba Didirisiwa le Badiri ba Thekeniki	Bokgoni jo bo Tlhaelang, Bokgoni le go Nna le Mekgwa e e	Bokgoni jwa setegeniki, ditsamaiso tsa tiragatso (NEWTRAX)	Thulaganyo ya go aloga; Thekenoloji e e Tlhagelang	> NQF 5

Leina la tiro kgotsa la boithutelo	Lebaka la go bo tiro e le nnye	Tsenya dikakgelo tse di malebana le go tlaela ga dijo, Ke gore, ke ditiro /dithagiso dife tse di bothokwa mo tirong tse di sa diragadiwang kgotsa tse di sa dirwang ke badiri.	Ke mefuta efe ya mananeo a go ithuta e o akanyang go e dira go rarabolola bothata joNo jwa go tlaela ga ditiro?	NQF Boemo
	Farologaneng; Maitemogelo a Thekenoloji e e Kgethegileng			
Didirisiwa Tsa go Fetlha Maatla a Motlakase	Bokgoni jo bo lekanyeditsweng, bokgoni le go farologana ga dilo tse di tlokegang; maitemogelo a a kgethegileng a didirisiwa tse di senang diporo	TM3 Maitemogelo a a Kgethegileng	Boithutlotirong MQA	> NQF 4
Badiri ba motlakase	Bokgoni jo bo lekanyeditsweng, bokgoni le go farologana ga dilo tse di tlokegang; maitemogelo a a kgethegileng a didirisiwa tse di senang diporo	TM3 Maitemogelo a a Kgethegileng	Boithutlotirong MQA	> NQF 4
Ba ba tlhomang dilo	Bokgoni jo bo lekanyeditsweng, bokgoni le go farologana ga dilo tse di tlokegang; maitemogelo a a kgethegileng a didirisiwa tse di senang diporo	TM3 Maitemogelo a a Kgethegileng	Boithutlotirong MQA	> NQF 4
Baenjeneri ba Motlakase/Baenjeneri ba Metšhine	Bokgoni jo bo lekanyeditsweng, bokgoni le go farologana ga dilo tse di tlokegang; maitemogelo a a kgethegileng a didirisiwa tse di senang diporo	TM3 Maitemogelo a a Kgethegileng	Boithutlotirong MQA	> NQF 4
Badiri ba Meepo ba ba sa Direng ka Tsela	Bokgoni jo bo tlaelang, bokgoni le go farologana ga dilo tse di tlokegang; Maitemogelo a mokgwa wa go epa o o dirisiwang ka fa tlase ga lefatshe	Maitemogelo a go Epa Kwa Tlase ga Lefatshe le le se Nang Ditsela	Boithutlotirong MQA	> NQF 4
Badiri ba Didirisiwa Tsa go Thuba Dithanele Tse di Kgonang go Thuba Dithanele Tse Dikgolo	Bokgoni jo bo tlaelang, bokgoni le go farologana go go tlokegang; Simba e e kgethegileng le maitemogelo a HP Rig	Go nna le maitemogelo a Shifti, Rhino & HP Rig	Katiso e e Kgethegileng ya Badirisi ba Sedirisiwa sa go Thuba & O4R	> NQF 4
Badiri ba Dikgwa	Bokgoni jo bo tlaelang, Bokgoni le Mefuta e e Farologaneng ya Dilo Tse di Tlokegang; Kereiti ya 12/NQF 4 Dithuto	Bokgoni jwa Setegeniki & Kereiti 12/ NQF 4 Dithuto	Lenaneo la Tlhabololo ya Badiri ba Methare ya Shafote/Thuso ya Thuto	> NQF 4
Batlhankedi ba Bagolo ba Katiso ETD	Bokgoni jo bo tlaelang, Bokgoni le go farologana ga mefutafuta; maitemogelo a ILE, Tlhabololo ya diteng le Thekenoloji	Maitemogelo a ILE, Tlhabololo ya Diteng le Thekenoloji	Emishene & Tiragatso ya ILE, Badiredi ba HRD & 3D/VR Dikhoso tsa Tiragatso Dithuto tsa Tiragatso ya 3D/VR	> NQF 6

2.5 Thuto le Katiso ya Bagolo (AET)

AET e bopa karolo ya motheo ya go aga tlhabololo ya bokgoni jwa tiro le tswelolepele ya tsela ya tiro. E neelana ka ntlha ya go tsena ka lebaka la batho ba ba simololang go Maemo 1 AET go tswelolepele ka mokgwa wa go ithuta go fitlha go Maemo 4 yaAET (thutego ya NQF 1), e neelana ka phitlhelelo ya mananeo a bokgoni jo bo lebisitsweng mo tirong le dithutong tse di moteng ga ithutlotirong.

South Deep e tlhabolotse maemo a yona a bonnye jwa go tsena le go tlhatlholisa go nna Mophato wa 12 kgotsa Maemo NQF 4. Go neela badiri ba ba leng teng tšhono ya go tokafatsa dithutego tsa bone, Moepo o tla tsepamisa mogopolo mo go tlaoleng badiri ka ditshekatsheko tsa bokgoni le dithutego tse di latelang. Badiri bano ba ne ba tla nwa tšhono ya go tsena le go gatela pele go tsamaelana le mananeo a go tokafatsa thuto a AET le go tlhoma mogopolo mo go tswelolepele ga baithuti ba AET ba Maemo 4 mo lenaneong la Thuto ya Motheo. Badiri ba ba gatelang pele go feta Maemo a AET 4 le badiri ba ba tshwanelegang mo dithlopheng tsa Maemo NQF 4 ba tla kgona go bona mananeo a a tsamaelanang a thuto a boikaelelo jwa one e leng go bona Mophato wa 12 kgotsa Maemo NQF 4.

South Deep e tla tswela go netefatsa gore maloko a Baagi ba ba Amogetseng a newa tšhono ya go nna le kitso e e dirang ka go tsenya tirisong mananeo a AET. Dikgweetsi tsa konokono tsa leano la AET di akaretsa matsholo a papatso mo Moepong le kwa ntle ga one go gogela badiri ba moepo, le go amogela maloko a baagi.

Diporokeramo tse di latelang tsa AET di tla neelwa:

AET	Boemo 1	Std 1	Kereiti 3	
	Boemo 2	Std 3	Kereiti 5	
	Boemo 3	Std 5	Kereiti 7	
	NQF1	Boemo 4	Std 7	Kereiti 9

Netefatso ya boleng ba diteng, thomelo ya diteng tse di beilweng le mafelo a katso go fitlhelela ditlhoko tsa MQA. AET e tla neelwa badiri le maloko a baagi jaaka karolo ya lenaneo la South Deep HRD.

Didiriswa tsa diphaposiborutelo di tlamelwa kwa South Deep go neela AET go badiri le maloko a baagi ba ba amogelang baeng.

Kwa ntle ga dikgwetlho tse di lebanang le intaseteri ya meepo ka kakaretso mabapi le AET, South Deep gape e kopane le dikgwetlho tse di farologaneng mo go amogeleng badiri mo AET. Dikgwetlho tse di simolola ka go fetoga ga baithuti go fitlha ka go tlhoka kgatlhego mo karolong ya baagi ka ntlha ya dingwaga tsa bona, ka bontsi jwa bona ba atamela dingwaga tsa go rola tiro. Le fa go ntse jalo, South Deep e tswelletse ka go rotloetsa babereki go ikwadisa.

Lenaneo 7: Nako ya AET go ya ka Maemo

Nako ya AET go ya ka maemo	Lobaka (ka nako e e tletseng)	Kereiti e e lekanang
Seemo sa 1 (Setswana le Dipalo)	6 dikgwedi	Std 1/Kereiti 3
Seemo sa 2 (Setswana, DiNomoro le Tshimololo ya Botshelo)	6 dikgwedi	Std 3/Kereiti 5
Seemo sa 3 (Senyesemane; Nyumeresi; Tshimololo ya Botshelo le Meepo)	6 dikgwedi	Std 5/Kereiti 7
Legato la 4 / NQF 1 (Setswana; Dipalo; Botshelo, Saense ya Tlholego le Dithuto tsa Meepo)	12 dikgwedi	Std 7/Kereiti 9

Kaelo ya AET ka Maemo

South Deep e tla neela dithuto tsa AET ka maikaelelo a go tokafatsa maemo a thuto a ga jaana a badiri le maloko a yone a baagi. Dithuto tsohle di tla rutwa ka nako e e tletseng mme go tla dirwa dithulaganyo tsa go amogela badiri ba moepo go tsenela dithuto tse di ntseng jalo tsa nako e e tletseng ka nako ya dishifiti tsa bone tsa go sa dire.

Badiri ba tla supiwa ka thulaganyo ya netefatso ya thuto mme fa modiri a ka gana tšhono ya go tsenela AET, go tla tlhokega gore a tlatse tlhomamiso e e saenilweng go netefatsa tshwetso ya gagwe.

Lenaneo 8: Go Dirisiwa ga AET (Baagi)

Selekanyo sa AET	PHITLHELELO				
	2020	2021	2022	2023	2024
Baagi	226	213	276	80	80
Gotlhe	226	213	276	80	80

Lenaneo ya 8a: Batsenela AE (Badiri - Boithaopo)

Selekanyo sa AET	PHITLHELELO				
	2020	2021	2022	2023	2024
Bathapiwa	0	0	0	10	10
Gotlhe	0	0	0	10	10

Lenaneo 9: Ditshenyegelo tsa AET

Ditshenyegelo tsa AET	PHITLHELELO				
	2020	2021	2022	2023	2024
Baagi	226	213	276	80	80
Bathapiwa				10	10
Palogare ya madi a a duelwang ke motsayakarolo mongwe le mongwe	R33 508	R35 518	R37 650	R39 909	R42 304
Gotlhe	R7 572 808	R7 565 334	R10 391 400	R3 591 810	R3 807 360

2.6 Bokgoni jwa go Ithuta jwa Motheo (FLC)

South Deep e tla fa maloko a baagi tšhono ya go tsaya karolo mo thulaganyong ya FLC mo ditlhaeletsanong le mo dipalong. FLC mo Ditlhaeletsanong e tlhabolola kitso ya motheo ya batsayakarolo ya puo le dithulaganyo tsa go akanya tse di tlhokegang go buisana ka katlego mo tirong. Lenaneo le tlhabolola bokgoni jwa go buisa, go kwala, go bua le go reetsa jo bo tla kgontshang moithuti go dira sentle mo tirong, go samagana ka katlego le go ithuta go ya pele mme kwa bofelong a fitlhelele didirisiwa tsa katiso ya tiro le ditlhatlhobo tse di amanang le tsona. Ditlhaeletsano tsa FLC di kwadisitswe kwa NQF Level 2 mme di na le dikrediti di le 20.

FLC ya Puisokwalo ya Dipalo e naya baithuti motheo o o lekaneng go lepalepana le ditlhokego tsa dipalo tsa katiso ya tiro le go nna le seabe ka tsela e e nang le bokao mo maemong a mmatota a botshelo a a akaretsang dipalo. Puisokwalo ya Motheo ya Dipalo gape e tla dira jaaka motheo wa tlhabololo e e tsweleng ya motho mo mabakeng a puisokwalo ya dipalo le dikgopolo tsa dipalo tse di ka nnang tsa ama tiro nngwe.

Lenaneo 10: FLC Batsewa (Go tswelela pele)

FLC (maloko a baagi)	PHITLHELELO				
	2020	2021	2022	2023	2024
FLC: Puisano le go Ithuta Dipalo	21	35	55	10	10
Gotlhe	21	35	55	10	10

Tshenyegelo ya FLC	PHITLHELELO				
	2020	2021	2022	2023	2024
Batsayakarolo	21	35	55	10	10
Palogare ya madi a a duelwang ke motsayakarolo mongwe le mongwe	R5 618	R5 955	R6 312	R6 690	R7 092
Gotlhe	R117 978	R208 425	R347 160	R66 900	R70 920

2.7 Boithutelotirong

Dithuto ke mananeo a go ithuta a a kwadisitsweng le a a amogetsweng semmuso a a felelang ka thutego e e kwadisitsweng le Bothati jwa Dithutego jwa Aforika Borwa (SAQA). Dithuto di na le motswako wa thuto ya tiori, e e tokafadiwang ka maitemogelo a tiro a a mosola a mo tirong. Mananeo a go ithuta gape ke nngwe ya mekgwa e e supilweng ya go fitlhelela bokgoni jo bo rwalegang mme ka go dira jalo go fokotsa ditlamorago tse di sa siamang tsa go fokotsa badiri le go fokotsa badiri. Dithuso tsa go ithuta di neelwa ka mokgwa wa:

1	2
Badiri ba ba lthutang (18.1 Go ithuta: Molao wa Tlhabololo ya Bokgoni, 97 wa 1998, ts18.1)	Go lthuta mo Malokong a Setšhaba (18.2 Go ithuta: Molao wa Tlhabololo ya Bokgoni, 97 wa 1998, ts18.2)

South Deep e neelana ka dithuto mo dirutweng tsa konokono tsa tlhagiso ke gore meepo le boenjenere. Bonnye jwa nako ya go ithuta meepo ke dikgwedi di le 18 mme dithuto tsa boenjenere ke dikgwedi di le 24 – 36. Dithuto tsotlhe di tla amogelwa le go newa tetelelosemmuso ke MQA mmogo le Lekgotla la Boleng la Dikgwebo le Ditiro (QCTO).

Go nna teng ga dithuto go ikaegile ka ditlhokego tse di rileng tsa bokgoni jwa thuto, mmogo le go nna teng ga dithuto go tswa kwa Bathating ba ba farologaneng ba Katiso ya Thuto ya Bokgoni (di-SETA). Go amogelwa gore go tlhama ditiro mo baaging ba selegae go tshwanetse ga akaretse ditšhono tsa bašwa.

Go kwadisa Dithuto tsa go lthuta go tla naya bašwa ditšhono tsa go nna mo merafeng ya bona le go nna le seabe mo kgolong ya ikonomi mo lefelong leo. Dithuto tseno di tla abiwa mo ditlhopheng tse di farologaneng tsa baagi go akaretse le basadi. Dithuto tsa boenjenere le tsa meepo di tla tlhomamisiwa ke South Deep ngwaga le ngwaga morago ga go tsaya tsia bokgoni jo bo tlhokegang mo Moepong. *Table 12: Learnership Intake (Engineering and Other)*

Ngwaga	Maemo	Dithutokatiso tsa Boenjenere		Baenjenere ba Babotlana	Enjene e e golaganang Bakgweetsi	Motlhami
		18.1	18.2		18.1	18.1
2020	Go tswelela peleGo tswelela pele	12	27	8	0	0
	Batho ba ba Tsenang ba le Bantsi	0	0	0	0	0
2021	Go tswelela pele	6	9	3	0	0
	Batho ba ba Tsenang ba le Bantsi	0	13	0	0	0
2022	Go tswelela pele	6	18	2	0	0
	Batho ba ba Tsenang ba le Bantsi	1	16	0	0	0
2023	Go tswelela pele	1	29	0	0	0
	Batho ba ba Tsenang ba le Bantsi	4	6	0	1	1
2024	Go tswelela pele	5	35	0	0	0
	Batho ba ba Tsenang ba le Bantsi	4	6	0	1	1
Gotlhe	Go tswelela pele	30	118	13	0	0
Gotlhe	Batho ba ba Tsenang ba le Bantsi	9	41	0	2	2

Tlhomamela: Kakaretso ya baenjenere ba ba potlana ka 2023 le 2024 e akareditswe mo go 2.11 fa tlase

Lenaneo 13: Tshenyego ya Boithutelotirongther)

Baithuti ba Boenjenere		PHITLHELELO				
		2020	2021	2022	2023	2024
18.1 Baithuti	Bathlophiwa	12	6	7	5	9
	Palo ya Batho ba ba Tlhophilweng	R179 232	R194 014	R200 196	R212 207	R224 940
18.2 Baithuti	Bathlophiwa	27	22	34	35	41
	Palo ya Batho ba ba Tlhophilweng	R179 232	R194 014	R200 196	R212 207	R224 940
Baenjenere ba Babotlana	Bathlophiwa	8	3	2	0	0
	Palo ya Batho ba ba Tlhophilweng	R179 232	R194 014	R200 196	R0	R0
Total		R8 423 904	R6 014 434	R8 608 428	R8 488 280	R11 247 000

Table 14: Learnership Intake (Mining)

Ngwaga	Maemo	Batho ba ba ithutang go epa mo meepong	
		18.1	18.2
2020	Go tswelala pele	1	6
	Batho ba ba Tsenang ba le Bantsi	0	0
2021	Go tswelala pele	0	1
	Batho ba ba Tsenang ba le Bantsi	0	1
2022	Go tswelala pele	0	1
	Batho ba ba Tsenang ba le Bantsi	3	1
2023	Go tswelala pele	15	6
	Batho ba ba Tsenang ba le Bantsi	7	3
2024	Go tswelala pele	18	9
	Batho ba ba Tsenang ba le Bantsi	7	3
Gotlhe	Go tswelala pele	34	23
Gotlhe	Batho ba ba Tsenang ba le Bantsi	17	8

Lenaneo 15: Ditshenyegelo tsa go Ithuta (Go Epa)

Mining learners		PHITLHELELO				
		2020	2021	2022	2023	2024
18.1 Baithuti	Bathlophiwa	1	0	3	22	25
	Palo ya Batho ba ba Tlhophilweng	R179 232	R194 014	R200 196	R212 207	R224 940
18.2 Baithuti	Bathlophiwa	6	2	2	9	12
	Palo ya Batho ba ba Tlhophilweng	R179 232	R194 014	R200 196	R212 207	R224 940
Gotlhe		R1 254 624	R388 028	R1 000 980	R6 578 417	R8 322 780

2.8 Tlhabololo ya Bolebedi le Boeteledipele

Tlhabololo ya badiri ka mananeo a a farologaneng a tlhokomelo le boeteledipele ke selo sa botlhokwa thata mo katlegong ya nako e telele ya South Deep. Moepo o tla dira konteraka le batlamedi ba ditirelo ba le mmalwa go thusa ka tlhabololo ya mananeo a tlhabololo ya tlhokomelo le botsamaisi a a tlhalositsweng mo Lenaneong 16. Baitluti ba tlhabololo ya tlhokomelo le boeteledipele ba tla gogwa go tswa kwa tirong mme ba tlhabololwe ka kopanyo ya katiso ya mo tirong le ya mo phaposiborutelong.

Lenaane la 16: Mananeo a go Tokafatsa Boeteledipele le go Lebalela

Thulaganyo ya Tlhabololo	Maikaelelo a Lenaneo la go Ithuta
Tlhokomelo	Lenaneo le ikaeletse go tlamela motsamaisi mongwe le mongwe wa mola wa ntlha ka kitso le bokgoni tse di thokegang go: - Tlhagisa, etelela pele le go rotloetsa ditlhopho tse di nang le matswela mo tirong - Dira gore maloko otlhe a setlhopho a kgone go fitlhelela bokgoni jwa bone ka botlalo
Boeteledipele jo bo Nonofileng	Borutegi jono bo diretswe batsamaisi ba maemo a a kwa tlase ba mekgatlho e mennenye, batsamaisi ba mola wa ntlha ba diyuniti tsa kgwebo mo mekgatlhong e e magareng le e megolo, kgotsa ba ba eletsang go nna mo maemong ano. Batsamaisi ba babotlana ba akaretsa baeteledipele ba ditlhopho, baokamedi, baokamedi le ditlhogo tsa dikarolo. E thaya motheo wa go tlhabolola tsamaiso go ya pele. Maikaelelo a borutegi jono ke go kgontsha barutwana go tlhabolola bokgoni mo kitsong, bokgoni, maitsholo le boleng.
Setifikeiti sa Bokgoni sa Mookamedi wa Meepo	Setifikeiti sa Batsamaisi ba Meepo Karolo A = Jeoloji 1+2 1 = Kgangkgolo 2 = Tiragatso e e rulaganyeditsweng go tlamela mokopi yo o kwadisitsweng ka kitso ya theoretiki e e tlhokegang ya maitemogelo a motheo a jeoloji mo meepo ya matlapa a a thata a a ntshang ditshipi mo Aforika Borwa, mmogo le kitso ya tiragatso ya go thalela dikarolo tsa jeoloji le go tlhalosa tshedimosetso ya khuti. Khoso eno e na le dikarolo tse pedi: thuto ya malatsi a le 10, thulaganyo ya malatsi a le 5 le setshwantsho sa karolo.
Thulaganyo ya Tlhabololo ya Botsamaisi	Go tlhabolola bokgoni jwa botsamaisi le boeteledipele jwa badiri ba ba dirang le/kgotsa ba ba tlhophilweng go dira, mo isagweng, ditiro tsa botsamaisi le/kgotsa tsa boeteledipele. Batho ba tla bona kitso le temogo ka ga mekgwa ya bona ya tlholego ya go laola le go etelela pele, le ka fa ba ka tokafatsang mekgwa ya bone ka teng le go laola le go etelela ditlhopho pele ka katlego.
Lenaneo la Tlhabololo ya Botsamaisi jo bo Tswelelang	E baakanyetsa batsamaisi ba ba nang le bokgoni jwa maemo a a kwa godimo ditiro tsa boeteledipele jwa kgwebo. E oketsa seabe sa boeteledipele mme e fetola tsepamo go tswa mo botsamaising jwa tiragatso go ya boeteledipeleng jwa togamaano.

Lenaneo 17: Thulaganyo ya Tlhabololo ya Bolebedi le Boeteledipele

Thulaganyo ya Tlhabololo	PHITLHELELO				
	2020	2021	2022	2023	2024
Go Fetola Molaodi wa Tsela	1	10	24	0	0
Thulaganyo ya go tlhokomela Tlhabololo	48	290	338	30	30
Boeteledipele jo bo Nonofileng	8	28	18	10	10
Setifikeiti sa Bokgoni sa Mookamedi wa Meepo	6	1	2	2	2
Botsamaisi Thulaganyo ya Tlhabololo	31	31	30	22	22
Thulaganyo ya Taolo e e Tswelelang ya Tlhabololo	21	15	13	5	5

Lenaneo 18: Ditshenyegelo tsa Tlhokomelo le Tlhabololo ya Boeteledipele

Thulaganyo ya Tlhabololo		PHITLHELELO				
		2020	2021	2022	2023	2024
Go Fetola Molaodi wa Tsela	Batlhophiwa	1	10	24	0	0
	Sekgapha sa go Tsamaisa / Kgatelopele	R11 236	R11 910	R12 625	0	0
Thulaganyo ya go tlhokomela Tlhabololo	Batlhophiwa	48	290	338	30	30
	Sekgapha sa go Tsamaisa / Kgatelopele	R22 472	R23 820	R25 250	R26 765	R28 370
Boeteledipele jo bo Nofileng	Batlhophiwa	8	28	18	10	10
	Sekgapha sa go Tsamaisa / Kgatelopele	R33 708	R35 730	R37 874	R40 146	R42 555
Setifikeiti sa Bokgoni sa Mookamedi wa Meepo/Mookamedi wa Meepo	Batlhophiwa	6	1	2	2	2
	Sekgapha sa go Tsamaisa / Kgatelopele	R44 944	R47 641	R50 499	R53 528	R56 740
Botsamaisi jwa Thulaganyo ya Tlhabololo	Batlhophiwa	31	31	30	22	22
	Sekgapha sa go Tsamaisa / Kgatelopele	R84 270	R89 326	R94 666	R89 785	R95 172
Adv. Lenaneo la Tlhabololo la Botsamaisi	Batlhophiwa	21	15	13	5	5
	Sekgapha sa go Tsamaisa / Kgatelopele	R95 506	R101 236	R107 311	R203 106	R215 293
GOTLHE		R6 247 216	R12 362 627	R13 855 253	R4 302 266	R4 560 379

2.9 Dibasari

South Deep e na le sekema se se tlhomameng sa dibasari e e bulegileng. Maikaelelo a sekema sa basari ke go oketsa bokgoni, go tswala phatlha mo diphathatirong tse di thata go tladiwa le bokgoni jo bo tlhokegang, le go tshegetsa maikaelelo a phetogo a South Deep. Dibasari di tla abelwa baithuti ba ba nang le kgatlhego kgotsa ba ga jaana ba ithutang mo dirutweng tsa konokono tsa meepo le mafapha a tirelo. Dibasari di tla newa bonthopheng ba ba fitlhelelang dithokego. Go tlhophiwa ga dibasari go tla tsamaisana le Leano la Tekatekano ya Tiro la Khamphani.

South Deep e tla abela moithuti wa basari madi a a tlhokegang a ngwaga mongwe le mongwe ka nako ya tumalano ya basari mme e tla akaretsa dibuka, tuelo, bonno, le dituediso tsa diithuto.

Lenaneo ya bo 19: Thulaganyo ya Dithuso (Go akaretisa Go tswelala pele – 'Tswelelang')

Tshimo ya go Ithuta	PHITLHELELO									
	2020		2021		2022		2023		2024	
	Tswelelang	Feditse	Tswelelang	Feditse	Tswelelang	Feditse	Tswelelang	Phitlhelelo	Tswelelang	Phitlhelelo
Go maena	1	9	1	5	2	19	1	2	3	2
Go tsamaisa	1		1		2		4	1	2	1
Boenjiniere			1		2		6	3	7	3
MRM	1		1		2					
Ditirelo (HR, Ditšhelete, SHE)	3				1		6	4	8	4
GOTLHE	6	9	4	5	9	19	17	10	20	10

Lenaneo 20: Ditshenyegelo tsa Basari (Go tswela pele go akarediwa)

Basari	PHITLHELELO				
	2020	2021	2022	2023	2024
Basari	15	9	28	27	30
Palogare ya Tihwatlhwa ka Basari	R137 358	R145 599	R154 335	R127 200	R134 832
GOTLHE	R2 060 370	R1 310 391	R4 321 380	R3 434 400	R4 044 960

2.10 Thulaganyo ya Thuso ya go Ithuta

Katiso ya mo tirong ke karolo e e bothokwa ya Lenaneo la Tlhabololo ya Bokgoni la South Deep. Katiso ya mo tirong e akaretsa mekgwa e mentsi e e farologaneng ya katiso, go akaretsa dithuto tse di rulagantsweng, diseminara le katiso ya mo tirong.

Karolo ya botlhokwa ya katiso ya mo tirong ya South Deep ke sekema sa go ithuta ka namana. Sekema se se neelana ka thuso ya matlole go badiri botlhe ba leruri bakeng sa dithuto tsa nakwana tsa thuto tse di isang kwa thutegong e e amogetsweng, fa fela dithuto tse di tshitshintsweng di wela mo dirutweng tsa kgebo ya Moepo. Sekema sa go ithuta se naya badiri ditshono tsa go tswelsetsa tlhabololo ya bone go tsamaisana le mekgele ya botho le ya mokgatlho. Go botlhokwa go ela tlhoko gore sekema se se kgweediwa ke motho ka bongwe go ikaegilwe ka tsela ya ga jaana ya tiro ya modiri jaaka e tsamaelana le maemo a sekema.

Go dirilwe tlamelo ya matlole ya sekema se ka e le sekema se se ikaegileng ka boithaopo...

Lenaneo 21: Thuso ya go lthuta tlamelo ya ditšhelete

Thuso ya go Ithuta	PHITLHELELO				
	2020	2021	2022	2023	2024
Baamogedi	12	20	41	Ikaegile ka tlokego	Ikaegile ka tlokego
Palogare ya Tlhwatlhwa ya Motho a le Mongwe	R42 135	R44 663	R47 343	Ka tsereganyo	Ka tsereganyo
GOTLHE	R505 620	R893 260	R1 941 063	R500 000	R530 000

2.11 Thulaganyo ya go aloga

South Deep e fana ka thupelo e sebetsang ho baithuti le dibasari mabapi le mosebetsi wa matsatsi a phomolo. Bakatisiwa ba dialogane le bone ba amogelwa ka katiso ya morago ga dialogane mme moitseanape mongwe le mongwe yo o katisiwa yo o abetsweng motlhomasekao. Kgatelelo e mo go dialogane mme ke go supa bontlhopheng ba bašwa ba ba nang le bokgoni jo bo kwa godimo ba Aforikaborwa ba ba sa Tshwanelang mo Hisetoring (HDSA) le go dira gore bontlhopheng ba ba tswang mo setšhabeng sa selegae ba tle pele.

Maemo a bakatisi ba dialogane a a neelwang ke South Deep a ikaegile ka ditlhokego tse di rileng tsa tiro tsa Moepo mme a tla tsepamisa mogopolo mo dirutweng tsa konokono tsa meepo le ditirelo tsa meepo. Fa baithuti bano ba sena go wetsa lenaneo la dialogane, South Deep e dirisa tlhopho ya ntlha ya gore a e tla naya batlhophiwa tiro ya leruri.

Lenaneo 22: Lenaneo la ditshenyegelo tsa Dialogane (Go tswela pele - Tswelatang)

Tshimo ya go lthuta	PHITLHELELO									
	2020		2021		2022		2023		2024	
	Tswelatang	Feditse	Tswelatang	Feditse	Tswelatang	Feditse	Tswelatang	Phitlhelelo	Tswelatang	Phitlhelelo
Moepo					1		8		5	
Go Fetlha/ Metšhine ya Tshipi	3				1		1			
Moenjiniri/Moenjiniri yo mmotlana					1		2		2	
MRM										
- Jeoloji		27		24		28		0		0
- Boenjenere jwa Maje	5				1		1		1	
- Patlisiso							4		2	
Ditirelo (HR, Ditšhelete, SHE)	4				1		1		1	
GOTLHE	12	27	0	24	5	28	23	0	16	0

Lenaneo 23: Lenaane la Ditshenyegelo tsa Dialogane (Go tswela pele)

Lenaane la Dialogane	PHITLHELELO				
	2020	2021	2022	2023	2024
Dipalo	27	24	28	23	16
Palogare ya Dipalo tsa Baithuti ba ba Felelang go Feta	R341 411	R304 440	R322 706	R359 263	R380 819
GOTLHE	R9 218 097	R7 306 560	R9 035 768	R8 263 049	R6 093 104

2.12 Mananeo a Katiso ya Bokgoni jwa Botlhokwa

Mo godimo ga katiso e e tlhalositsweng fa godimo, South Deep gape e naya lenaane le le tseneletseng la mananeo a katiso le dithuto tse dikhutshwane tsa setegeniki tse di tsamaisiwa ke batlamedi ba katiso ba ba amogetsweng. Mananeo a a farologaneng a Tlhabololo ya Bokgoni a neelwa kwa Setheong sa Katiso sa Bogare (South Shaft) le kwa Setheong sa Thupelo sa TM3 (Twin Shaft).

Mananeo a konokono a bokgoni jwa kgwebo a akaretsa ditlhokego tsotlhe tsa semolao tse di tlhalositsweng mo diporofaeleng tsa bokgoni jwa khamphani, mananeo a bokgoni a a kwadisitsweng a bosetšhaba le molao o wa meepo. Mananeo ke ditseraganyo tsa bokgoni jwa setegeniki tse di lebisitsweng mo tirong tse di ikaeletswe go tlamela badiri ka kitso le bokgoni jo bo tlokegang go dira tiro ya bona ka pabalesego le ka mokgwa wa bokgoni le go tlamela ka tlhabololo ya bokgoni go ya kwa tswelatsong ya tiro. Katiso ya boitekanelo le pabalesego, katiso ya tikologo le katiso ya thuso ya potlako ke dimmojulu tse di patelediwa tse di tlokegang mo badiring ba ba boang kwa malatsing a boikhutso mmogo le badiri ba bašwa ba ba tsenang mo Moepong.

South Deep e rulaganya go tsenya tirisong ditseraganyo tse di latelang tse di amanang le meepo tsa katiso ya go tsenngwa mo kgwebong ya konokono mo badiring ba Moepong le borakonteraka:

Lenaneo 24: Core Skills Training Plan

Katiso ya Bokgoni Jwa Botlhokwa	PHITLHELELO				
	2020	2021	2022	2023	2024
Katiso ya go lthuta ka Boitekanelo, Pabalesego le Tikologo	2 089	3 992	2 409	1 000	1 000
Katiso ya Thuso ya Potlako	1 411	2 990	2 624	1 000	1 000
Taolo ya Maje Mech/Strata & Tlhatlhobo ya Kotsi	4	0	0	50	50
GOTLHE	3 504	6 982	5 033	2 050	2 050

Lenaneo 25: Tshenyegelo ya Katiso ya Bokgoni jwa Botlhokwa

Katiso ya Bokgoni jwa Botlhokwa		PHITLHELELO				
		2020	2021	2022	2023	2024
Thuto ya go lthuta ka Boitekanelo, Pabalesego le Tikologo	Dipalo	2 089	3 992	2 409	1 000	1 000
	Palogare ya Tlhwatlhwa ka Moithuti	R1 124	R1 191	R1 262	R1 337	R1 417
Katiso ya Thuso ya Potlako	Dipalo	1 411	2 990	2 624	1 000	1 000
	Palogare ya Tlhwatlhwa ka Moithuti	R1 124	R1 191	R1 262	R1 337	R1 417
Taolo ya Maje Mech/Strata & Tlhatlhobo ya Kotsi	Dipalo	4	0	0	50	50
	Palogare ya Tlhwatlhwa ka Moithuti	R1 124	R0	R0	R1 337	R1 417
GOTLHE		R3 938 496	R8 315 562	R6 351 646	R2 740 850	R2 904 850

Mananeo a katiso ya bokgoni jwa setegeniki a bopa karolo e e botlhokwa ya ditserenganyo tsa katiso le tlhabololo mo ditlhopheng tse di latelang tsa tiro: badirisi ba metšhini, bagweetsi le badiri ba motheo. Mananeo a bokgoni jwa setegeniki a a neelwang ke South Deep a tsamaisana le ditlhokego tsa maemo a yuniti ya NQF le MQA mme ka jalo a naya batsayakarolo dikrediti tsa bokgoni jo bo rwalegang go ya kwa thutegong e e kwadisitsweng ya NQF. Mananeo a bokgoni jwa setegeniki a a neelwang ke South Deep a tlhalosiwa fa tlase faNo

Lenaneo 26: Leano la Katiso ya Bokgoni jwa Boranyane

Katiso ya Bokgoni jwa Boranyane	PHITLHELELO				
	2020	2021	2022	2023	2024
Kgonne A	41	10	54	10	10
Kgonne B	74	144	261	50	50
Mothusi wa go thuntsha	0	42	15	10	10
Modiri wa Metlhare wa Shafote	0	0	0	3	3
Molaola Lokho	10	25	10	5	5
Badirisi ba Diepi Riki	62	157	66	8	8
Badirisi ba Dillori tsa Dithotobolo	44	86	70	8	8
Badirisi ba LHD	188	140	64	8	8
Badirisi ba Dikoloi tsa Ditirelo	159	157	120	8	8
GOTLHE	578	761	660	110	110

Lenaneo 27: Katiso ya Bokgoni jwa

Katiso ya Bokgoni jwa Boranyane		PHITLHELELO				
		2020	2021	2022	2023	2024
Kgonne A	Dipalo	41	10	54	10	10
	Palogare ya Tlhwatlhwa ka Moithuti	R44 944	R47 641	R50 499	R53 528	R56 740
Kgonne B	Dipalo	74	144	261	50	50
	Palogare ya Tlhwatlhwa ka Moithuti	R57 124	R54 191	R57 443	R60 889	R64 542
Mothusi wa go thuntsha	Dipalo	0	42	15	10	10
	Palogare ya Tlhwatlhwa ka Moithuti	R0	R15 483	R16 412	R17 396	R18 440
Modiri wa Metlhare wa Shafote	Dipalo	0	0	0	3	3
	Palogare ya Tlhwatlhwa ka Moithuti	R0	R0	R0	R29 425	R31 191
Molaola Lokho	Dipalo	10	25	10	5	5
	Palogare ya Tlhwatlhwa ka Moithuti	R2 247	R2 382	R2 525	R2 676	R2 837
Badirisi ba Diepi Riki	Dipalo	62	157	66	8	8
	Palogare ya Tlhwatlhwa ka Moithuti	R21 629	R22 927	R24 303	R25 761	R27 306
Badirisi ba Dillori tsa Dithotobolo	Dipalo	44	86	70	8	8
	Palogare ya Tlhwatlhwa ka Moithuti	R21 629	R22 927	R24 303	R25 761	R27 306
Badirisi ba LHD	Dipalo	188	140	64	8	8
	Palogare ya Tlhwatlhwa ka Moithuti	R17 978	R19 056	R20 200	R21 412	R22 696
Badirisi ba Dikoloi tsa Ditirelo	Dipalo	159	157	120	8	8
	Palogare ya Tlhwatlhwa ka Moithuti	R7 865	R8 337	R8 837	R9 367	R9 929
Gotlhe		R13 015 423	R18 537 760	R23 649 447	R4 513 753	R4 784 554

2.13 Mananeo a Katiso ya Bokgoni jwa go Tshwara

2.13.1 Lenaneo la go Humisa Bokgoni jwa go Rwala Tiro la Batho ba ba Rotseng Tiro le ba ba sa Kgoneng go Dira ka ntlha ya bolwetsi

Go tsamaelana le boineelo jwa South Deep mo itekanelong ya badiri ba rona, Moepo o rulaganya go tlagisa Lenaneo la Katiso ya Bokgoni jo bo Tshwarwang jwa batho ba ba rotseng tiro le badiri ba ba sa kgoneng go dira tiro ya kalafi ka 2023/4. Go gatelelwa gore maiteko a ga a kgweediwe ke go akanya ka go fokotsa badiri jaaka go umakilwe ka fa tlase ga Karolo 7: Botsamaisi jwa go Fokotsa Badiri le go Fokotsa Badiri, mme a diretswe go tlamela ka tshegetso le ditšhono go badiri bano. Thupelo e tla dirwa ke batlamedi ba ditirelo ba ba amogetsweng, mme ga go na tuelo epe e e tla dirwang go bakopatiro. Ela tlhoko gore lenaneo le le umakiwa mo karolong e ya SLP go bona bokao fa tlamelo ya lone ya matlole e kwadilwe ka fa tlase ga Karolo 7

Lenaneo 28: Lenaneo la go Humisa Bokgoni jwa go Tshwara

Ditshenyegelo tsa go Humisa Bokgoni jwa go Tshwara	2023	2024
Batho ba ba rotseng tiro le go sa kgone go dira tiro ka ntlha ya bolwetse	24	27
Seelo ka motlhatlhojwa	R59 150	R62 699
Gotlhe	R1 419 600	R1 692 873

2.13.2 Katiso ya Bokgoni jwa go Tshwara – Baagi

Jaaka karolo ya leano la tlhabololo ya bokgoni jwa South Deep, Moepo o tla tlamela ka katiso ya bokgoni jo bo rwalwang ka diatla jo bo dirisiwang mo intasetering ya meepo le mo makaleng a mangwe. Maitlhommo a magolo ke go neela maloko a baagi mananeo a katiso ya bokgoni jo bo rwalwang ka diatla, go fokotsa go ikaega ka Moepo le go rotloetsa ditšhoNo tsa go tlhama ditiro. Katiso ya bokgoni jwa go rwala dithoto e tla wela mo ditlhopheng tse di latelang:

Bokgoni jwa go nna mogwebi	Lenaneo la katiso ya bokgoni jwa botshelo	Bokgoni go tshwara
Bokgoni jo bo farologaneng jo bo tlohegang gore dikgwebo di atlege. Bokgoni joNo bo ka kgaoganngwa ka dithlopha tse dikgolo tse di jaaka botsamaisi jwa kgwebo, bokgoni jwa go bapatsa, bokgoni jwa go dira, ICT le botsamaisi jwa madi.	Thulaganyo eno e tla thusa batsayakarolo ka go ba ruta ka bokgoni jwa botshelo jo bo botlhokwa jo bo tlohegang go rotloetsa go itshedisa ka tsela e e tswelelang. Dikai dingwe di akaretsa bokgoni jwa go laola madi, go rulaganya tekanyetsokabo, go duela makgetho le makgetho, bokgoni jwa go aga lelapa le go nna le seabe mo isagweng ya motho.	Bokgoni jo bo sa amaneng le meepo mo mafelong a a romelang badiri ba ba sa amaneng le meepo mme bo ka dirisiwa go tshegetsa le go tokafatsa ditšhono tsa go thapiwa.

Lenaneo 29: LeaNo la Katiso ya Bokgoni jwa go Tshwara

Katiso ya bokgoni jwa go tshwara	PHITLHELELO				
	2020	2021	2022	2023	2024
Baagi	0	40	30	20	20
Gotlhe	0	40	30	20	20

Lenaneo 30: Tshenyegelo ya Katiso ya Bokgoni

Katiso ya ya Bokgoni go Tshwara	PHITLHELELO				
	2020	2021	2022	2023	2024
Baagi	0	40	30	20	20
Kelo ka Motlhophiwa	R49 663	R52 643	R55 802	R59 150	R62 699
Gotlhe	R0	R2 105 720	R1 674 060	R1 183 000	R1 253 980

2.14 Go Tshwara Mananeo a Katiso ya Baagi

2.14.1 Lenaane la dipalo le Saense

South Deep e tla tlamela ka mananeo a mangwe a dipalo le saense a baithuti ba Mophato wa 10, 11 le 12 kwa Setheong sa yona sa AET ka Matlhatso go thusa baithuti go tswa kwa baaging ba selegae. Maikaelelo a lenaneo le ke go neela baithuti ba selegae dithuto tsa go humisa dipalo le saense. Go tshegetsa porojeke e go ya pele South Deep e tla tlamela ka, dijo, dipalangwa, le dikwalelo go baithuti.

Lenaneo 31: Lenaane la Dipalo le Saense la Dikereite 10, 11 & 12

Lenaane la Dipalo & Saense	PHITLHELELO				
	2020	2021	2022	2023	2024
Kereiti 10 Baithuti	30	30	30	20	20
Kereiti 11 Baithuti				20	20
Kereiti 12 Baithuti				20	20
Gotlhe	30	30	30	60	60

Lenaneo 32: Mathematics and Science Programme

Porokeramo ya Dipalo le Saense	PHITLHELELO				
	2020	2021	2022	2023	2024
Kereiti 10 Baithuti	30	30	30	20	20
Kereiti 11 Baithuti				20	20
Kereiti 12 Baithuti				20	20
Palogare ya Kelo ka Moithuti	R40 405	R42 829	R45 399	R20 900	R22 154
Gotlhe	R1 212 150	R1 284 870	R1 361 970	R1 254 000	R2 215 400

2.14.2 Dithuto tsa Boenjenere tsa Kholetšhe ya FET

South Deep e tla leka go oketsa botsayakarolo jwa baagi ba rona ba selegae mo teng ga lephata la boenjenere ka go tsenya tirisong sekema sa dibasari sa Thuto le Katiso e e Tswelelang. Sekema sa basari se tla kgontsha baithuti ba Mophato wa 12 ba dipalo le saense go tswa kwa dikolong tsa rona tsa selegae go ikwadisa le dikholetšhe tsa TVET le go bona dithutego tsa N1, N2 le N3. Fa ba sena go wetsa N3, baithuti ba ka nna bathusi mo mananeong a go ithuta mo mmarakeng.

Lenaneo 33: FET LeaNo la Dithuto tsa Boenjenere tsa Kholetšhe

FET	PHITLHELELO				
	2020	2021	2022	2023	2024
Bathapiwa	8	6	1	0	0
Baagi	32	35	38	20	20
Gotlhe	40	41	39	20	20

Lenaneo 34: FET Ditshenyegelo tsa Dithuto tsa Boenjenere tsa Kholetšhe

FET	PHITLHELELO				
	2020	2021	2022	2023	2024
Palo	40	41	39	20	20
Palogare ya Kelo ka Moithuti	R35 259	R37 374	R39 617	R32 796	R34 764
Gotlhe	R1 410 360	R1 532 334	R1 545 063	R655 920	R695 280

2.14.3 Sekema sa Madi a Seolo Kereiti 10-12

Go simolola ka 2023, South Deep e tla tlhabolola mananeo a yone a tshegetso ya dikolo go tlamela ka tsepamo e e anameng le e e tsepameng thata ya tlhabololo ya dithuso tsa madi a go ithuta e e tla tlamelang baithuti ba ga jaanong ba Mophato wa 10, 11 le 12 ba ba dirang sentle thata ba Dipalo le Saense go tswa kwa dikolong tsa rona tsa selegae ka thuso ya madi a go ithuta.

Lenaneo 35: Thulaganyo ya Madi a Sekolašipi

Thulaganyo ya Madi a Sekolašipi	2023	2024
Kereiti 10	10	10
Kereiti 11	10	10
Kereiti 12	10	10
Gotlhe	30	30

Lenaneo 36: School Scholarship Scheme Cost (Including Go tswela pele)

Sekolašipi Kereiti 10-12	2023	2024
Baagi	30	50
Kelo ka motlhatlhojwa	R32 800	R34 768
Gotlhe	R984 000	R1 738 400

2.14.4 Lenaneo la Tshegetso ya Sekolo

South Deep ka tirisanommogo le Signa Academy e simolotse lenaneo la go thusa batho ba ba nang le bogole. Signa Academy ke setheo sa bosetšhaba se se nang le dikhamphase di le thataro tsa leruri mo diporofenseng di le tlhano le palogare ya baithuti ba le 1400 ba ba tsayang karolo mo mananeong a a fetang 44 a a amogetsweng a tlhabololo ya bokgoni. Dithuto di tlhokomelwa mo lefelong kwa Signa Academy kgotsa mo inthaneteng.

Maikaelelo a lenaneo leno ke go fitlhelela batho ba ba mo kotsing thata mo baaging ba Aforika Borwa go ba naya tšhono ya go ithuta lenaneo le le amogelwang le le le kwadisitsweng le go tlhomelela botoka le go ema nokeng batho bano go tsena mo mmarakeng wa ditiro.

Lenaneo 37: Lenaneo la Tshegetso ya Sekolo tlamelo ya ditšhelete

Lenaneo la Tshegetso ya Sekolo e	2023	2024
Gotlhe ka ngwaga	R810 000	R1 200 000
Gotlhe	R810 000	R1 200 000

2.14.5 Lenaneo la Batho ba ba nang le Bogole (PWD)

South Deep ka tirisanommogo le Signa Academy e simolotse lenaneo la go thusa batho ba ba nang le bogole. Signa Academy ke setheo sa bosetšhaba se se nang le dikhamphase di le thataro tsa leruri mo diporofenseng di le tlhano le palogare ya baithuti ba le 1400 ba ba tsayang karolo mo mananeong a a fetang 44 a a amogetsweng a tlhabololo ya bokgoni. Dithuto di tlhokomelwa mo lefelong kwa Signa Academy kgotsa mo inthaneteng.

Maikaelelo a lenaneo leno ke go fitlhelela batho ba ba mo kotsing thata mo baaging ba Aforika Borwa go ba naya tšhono ya go ithuta lenaneo le le amogelwang le le le kwadisitsweng le go tlhomelela botoka le go ema nokeng batho bano go tsena mo mmarakeng wa ditiro.

Lenaneo 38: Leano la PWD

Leano la PWD	2023	2024
Batlhophiwa	50	50
Gotlhe	50	50

Lenaneo 39: Tshenyegelo ya PWD

Tshenyegelo ya PWD	2023	2024
Batlhophiwa	50	50
Kelo ya Motlhatlhojwa	R54 000	R57 240
Gotlhe	R2 700 000	R2 862 000

2.14.6 Lenaneo la Dikadete la Baagi (CCP)

Go tshegetsa gape bašwa ba ba sa direng mo baaging ba rona ba selegae, South Deep e tsamaisa lenaneo la katiso ya bokadete le le kopanyang maitemogelo a a mosola a mo tirong le katiso e e tlhomameng, e e tlhofadiwang. Lenaneo le le tsepamisitse maikutlo mo go ithuteng ka maitemogelo le go bona tiro mo ditirong tsa meepo tsa maemo a go tsena mo konterakeng ya paka e e tlhomameng ya ngwaga o le mongwe. Lenaneo leno le neelwa ka tirisanommogo le Yes4Youth mme boikaelelo jwa lone ke go tlamela baithuti ka maitemogelo a tiro ya motheo jaaka paakanyetso ya go gaisana le ditšhono tsa tiro kwa South Deep kgotsa mo mmarakeng o o anameng wa tiro.

Lenaneo 40: Leano la CCP

Leano la CCP	2023	2024
Batlhophiwa	40	40
Gotlhe	40	40

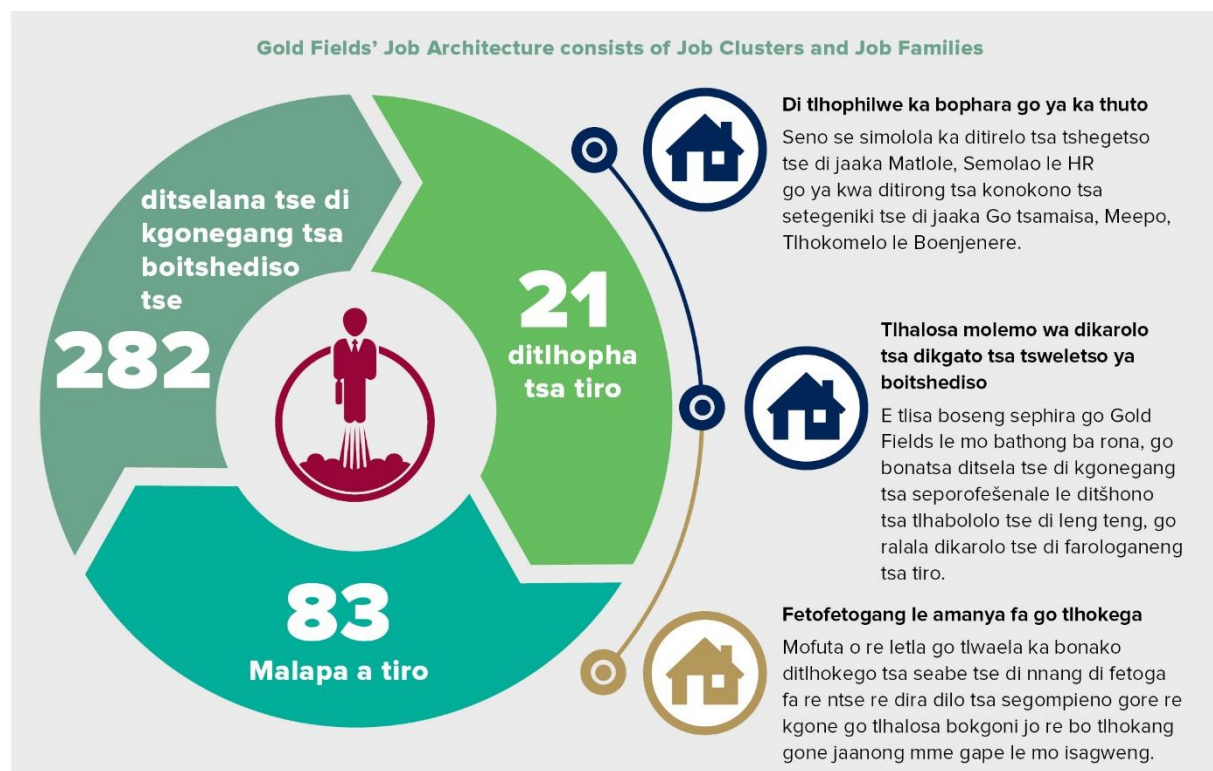
Lenaneo 41: Tshenyegelo ya CCP

Tshenyegelo ya CCP	2023	2024
Batlhophiwa	40	40
Kelo ya Motlhatlojwa	R78 000	R82 680
Gotlhe	R3 120 000	R3 307 200

2.15 Leano la Kgatelopele ya Tiro

Thulaganyo ya Tiro ya Setlhophsa sa Gold Fields e tlhoma motheo o leano le mokgwa wa mokgatlo wa Botsamaisi jwa Talente le Kgatelopele ya Tiro di theilweng mo go one. Thulaganyo ya Tiro e tshala ka thulaganyo tatelano ya ditiro mo teng ga setlhophsa se se tshalositsweng sa ditlhophsa tsa ditiro di le 21, malapa a ditiro a le 83 le ditsela tse di kgonegang tsa tiro di le 282 mo photefoliong ya lefatshe lotlhe ya Gold Fields.

Setshwantsho 6: Setshwantsho sa Thulaganyo ya Tiro ya Gold Fields



Ditlhophsa tsa ditiro di diretswe go kopanya ka kakaretso thebolo e e tshalositsweng ya tiro go ralala ketane ya boleng jwa mokgatlo le go tshagisa bokgoni jo bo tlokegang jwa mokgatlo go tlamela ka dipelo tsa kgwebo tse di ikaletsweng ka katlego. Malapa a Tiro a emela go kopanngwa gape ga dikarolo kgotsa ditiro tsa motho ka bongwe mo teng ga kago ya tiro kgotsa ya tiro e e bontshang mofuta e e tshwanang ya tiro le bokgoni jo bo amanang le yona jo bo tlokegang go fithelela maikaelelo a tiro a a tshalositsweng go kgontsha thebolo ya dipelo tsa kgwebo tse di ikaletsweng.

Kago ya thulaganyo ya tiro, ditlhophsa tsa tiro le malapa a tiro e kgontsha mmapa o o tlhomameng le o o bonalang wa ketane ya boleng jwa mokgatlo, bokgoni jo bo tlokegang jwa mokgatlo, dikarolo tse di kgontshang le bokgoni jo bo amanang le seabe go netefatsa kgolo e e tswelang ya mokgatlo. Ka jalo, mmapa onNo o naya batsamaisi le badiri tshalo e e thanatsegang go tshaloganya botoka mabaka a a farologanyang go raraana ga seabe se se latelanang, bokgoni jo bo tlokegang le dikgonagalo tsa kgolo ya motho ka bongwe. E tlhoma motheo wa thulaganyo ya tiro e e bofelo le e fetofetogang, tlhabololo ya motho ka bongwe le, ditshono tse di rulagantsweng tsa gore badiri ba fithelele bokgoni jwa bone.

Lenaneo e e fa tlase e bontsha dintlha tsa motheo tsa lelapa la tiro le thulaganyo ya lone ya thulaganyo e e supang kaelo ya kgatelopele ya tiro, dikgato tse di amanang le seabe le bokgoni:

Lenaneo 42: Dintlha tsa Motheo tsa Lelapa la Tiro le Dikago tsa Letlhomeso la tsona

1	Sebothwana	Go tlhopha malapa a tiro a a amanang le bokgoni bo le bongwe jwa konokono jwa mokgatlho.
	Lelapa la Tiro	Mola o o rileng wa tiro kgotsa kotlhao ya tiro e e emelang tswelelopele e e utlwalang ya tiro e e emeng.
2	Boikaelelo jwa Lelapa	Kakaretso ya maikarabelo a magolo/maikarabelo a botlhokwa a lelapa.
	Dikgato tsa Kgatelopele	Diphithelole tsa tlhabolole tse di emelang maemo a a farologaneng a tiro le seabe mo moleng ya tiro. Tsena ke dikgato tsa tlhaho tse emeng tsa tswelopele ya mosebetsi.
	Boikaelelo jwa Tiro	Kakaretso e khutshwane ya maikaelelo a konokono a a emetsweng ke tiro kgotsa maemo a tiro. E emela maikaelelo a konokono a go nna le maemo ano a tiro mo mokgatlhong.
3	Maikarabelo a Botlhokwa	Dikarolo tsa konokono tse tiro eno e tshwanetseng go nna le matswela mo go tsone gore e fithelele boikaelelo jwa yone. Dikarolo tsa boikarabelo tse di tlhalosiwang jaaka tse di kgethegileng mo moleng wa tiro mme di mosola go tlhalosa gore ke jang tiro e nna teng mo lelapeng la tiro.
	Mabaka a a Farologanyang	Dikarolo tsa tiro tse di dirang go farologanya ka tlhamalalo maemo a le mangwe a go raraana ga tiro le a a latelang. Di tlhophiwa ka tlhamalalo go supa dipharologano mo go raraaneng ga tiro mo e filwe lelapa.
4	Thuto	Bonnye jwa thuto jo bo tlhokegang go dira ka katlego mo tirong kgotsa mo maemong a tiro.
	Kitso e e Dirisiwang	Kitso e e tlhokegang go dira ka katlego mo tirong eo kgotsa mo maemong ao a tiro.
	Maitemogelo	Mofuta wa maitemogelo a a tlhokegang go ipaakanyetsa go dira ka katlego mo tirong kgotsa mo maemong a tiro.
5	Bokgoni jwa Boitshwaro	Maitsholo a a botlhokwa a a tlhokegang go supiwa mo tirong kgotsa mo maemong a tiro go dira le go tsamaisana le boleng jwa Gold Fields le setso se se eletsegang. Bokgoni bo rulagantswe mo dikarolong tsa Kgopolo, Diphelelo, Batho le Boithati. Bokgoni jwa motheo bo a patelesaga mo mefuteng yotlhe ya ditiro. Tse dingwe ke tsa lelapa.
	BARS (Sekale sa Tekanyetso se se Tlhomamisitsweng sa Boitshwaro)	E emela mofuta wa tiro go ralala dikgato di le nne tsa seabe. Se se dirisiwa go dira mmapa wa moja ditshupo tsa boitshwaro go tiro.
	Bokgoni jwa Setegeniki	Bokgoni jo bo botlhokwa jwa setegeniki bo a tlhokega mo lelapeng la tiro go dira ka katlego, le ka maemo a a abetsweng a bokgoni ka tiro.

SeNotlolo sa phithelole ya tiragatso e e kwa godimo e e tsweleng ke mokgatlho o o tlhamilweng sentle, dikarolo tse di tlhalositsweng sentle, ditiro le maikarabelo, le go tshwantshanya ka nepo bokgoni jwa badiri le tiro e e tlhokang go dirwa. Go lemoga bokgoni jo bo tletseng jwa batho ba rona le dithoto, ka jalo, go ikaegile ka batho ba ba siameng mo ditirong tse di siameng, ba dira tiro e e siameng.

Thulaganyo ya ditiro ya Gold Fields, dithopha tsa ditiro le malapa a ditiro di tlamela ka letlhomeso le le kgontshang le mo go lone go ka agiwa le go kaelwa mokgatlho, boeteledipele jwa one le badiri ba one go fithelela tiragatso e e kwa godimo e e tsweleng le, go lemoga bokgoni jo bo tletseng jwa batho ba rona le dithoto tsa rona.

2.15.1 Ditselana tsa boitshidiso

Ditsela tsa tiro kwa Moepong wa South Deep ke dithulaganyo tsa thulaganyo ya tlhabolole tse di rulagantsweng le tse di akaretsang tse di tlamelang baeteledipele ba mela le badiri ka tsela e e tlhalositsweng e ba ka rulaganyang kgatelopele ya tiro mo go yona. Ka jalo badiri ba kgona go sekaseka ditsela tse di tlhalositsweng tsa tiro mabapi le dikeletso tsa bone tsa tiro le go dirisana le baeteledipele ba bone ba mola go bona kgakolole le tshegetso ya go tlhama dikgetho tsa tlhabolole tse di tsamaelanang le dikeletso tseo.

Setlhokego sa konokono sa gore badiri ba simolole maano a tlhabolole ya tiro a a dumelelwang ke gore, mo lekgetlong la ntsha, ba fithelele tiragatso e e tletseng mo go fitheleleng ka tlhomamo ditlhokego tsa bona tsa ga jaana tsa thebolo ya tiro. Seno ke go netefatsa thebolo e e siameng ya tiro, netefatso ya bokgoni jwa modiri le gore ga go na modiri kgotsa thebolo ya tiro e e amegang bosula ka ntsha ya ditlhokego tse dingwe tsa tlhabolole.

Mananeo a semmuso a tswelopele ya tiro le tlhabolole a tlhoka gore seabe sa ga jaana sa badiri se nne mo teng ga lelapa le le rileng la tiro le tlhabolole e e ntseng jalo e lebisitsweng mo go lone. Se ke go netefatsa gore baeteledipele ba mela ba kgona go

tlhama ditšhoNo tse di lekaneng tsa go senola, katiso le tshegetso go tlhophatsa tlhabololo e e ntseng jalo. Se se dira ka go lekana go badiri ba ba batlang go fithelela thuto e e tswelelang e e tshegediwa ke Khamphani kgotsa e e thusiwa ka matlole le dithuso tsa thuto tse di amanang le yona. Le fa makoko ka bobedi a na le maikarabelo a go netefatsa gore go obamela leaNo la tlhabololo la ka fa gare (IDP), modiri o solofetswe go tsaya maikarabelo ka kakaretso go netefatsa gore maikaelelo a tlhabololo a fithelelwa le go sekasekwa ka tlhomamo.

Kgato eno ya tswelelopele ya tiro ka kakaretso e ikaetse go tlhabolola badiri go ipaakanyetsa tswelelopele ya tiro e e tsepameng mo teng ga ditlhopho tsa tiro tse di tlhalositsweng tsa bokgoni jo bo seng kana ka sepe le tse di nang le bokgoni. Mo maemong a a kgethegileng, tlhabololo e e ntseng jalo e ka ikaelela go baakanyetsa kgatelopele ya tiro ya mo gare ga ditlhopho tsa ditiro.

Kgatelopele ya tiro e e tsepameng	Kgatelopele ya boiphediso mo setlhopheng sa ditiro	Kgatelopele ya boiphediso jwa setlhopho sa ditiro tse di farologaneng
fa modiri a fetela pele mo lelapeng la tiro go tswa mo tirong e le nngwe go ya go e nngwe e e latelanang le e e raraaneng go feta.	fa mothapiwa a tswa mo tirong e le nngwe ya lelapa la tiro go ya kwa tirong e nngwe ya lelapa la tiro mo go yone setlhopho sa tiro e e tshwanang. Go fuduga go go ntseng jalo go ka tswa go tswa mo tirong e nngwe go ya go e nngwe ya go raraana go go lekanang go atolosa maitemogelo kgotsa go ka nna ga akaretso go fudugela mo tirong e e raraaneng go feta.	fa mothapiwa a tswa mo tirong e le nngwe kgotsa mo tseleng e a batlang go e tsaya mo tirong, go tswa mo setlhopheng sa tiro e le nngwe go ya go se sengwe kgotsa setlhopho sa tiro se se farologaneng. Go fuduga go go ntseng jalo go ka nna ga nna mo tirong e e raraaneng ka tsela e e tshwanang go oketsa maitemogelo kgotsa go ka nna ga akaretso go fudugela mo tirong e e raraaneng go feta.

Badiri ba ba tswelelang go tsena mo ditlhopheng tsa tiro tse di nang le bokgoni jwa setegeniki le tsa thuto le/kgotsa tsa seporofesene mo teng ga lelapa la tiro le le tlhomilweng, le tiro ya bona e tlhlang e lekanngwa jaaka e e kwa godimo mme, ba ba tlhatlholilweng jaaka ba ba nang le bokgoni jwa go dira mo maemong a a kwa godimo a go raraana ba ka tlhaolwa jaaka talente e e tlhagelelang kgotsa e e beilweng mo lenaaneng la go lebelela talente ya kgalemo.

Fela fa ba arotswe jalo, badiredi ba ka amogelwa mananeong a kgatelopele ya talente ya kgalemo e e baakantsweng mme ba tla abelwa mokatisi le / kgotsa motataisi wa kgalemo e ikgethileng ho netefatsa go nyalanya semmuso le ditlhoko tsa ntshetsopole e ikgethileng ya kgalemo. Seno gape se tla akaretso ditshekatsheko tsa kgatelopele ya talente ya dikgalemo le tlhokomelo ya tlhogo ya dikgalemo.

a. Tsela ya Tiro e e senang Motlhala

Lenaneo 43: Tsela ya Tiro ya Meepo le Meepo e e senang Motlhala

Maemo a tswelelopele ya tlhabololo	Tsela ya tiro ya meepo ya motšhini (ntle le ditlhalaganyo)	Kereiti	Teko ya Dover	Ditlhoko tse di ratiwang	Ditlhoko tsa pateletso	Laesense ya go kgweetsa	Puisokwalo ya khomphiutha	Bomekheniki jwa motheo jwa matlapa	Khoso ya kanaanelo ya haeteroliki	Katiso e e kgethegileng ya motšhini	Maitemogelo a meepo ya motšhini
1	Modirikakaretso	AU	Nnyaa	NQF 4	Kereiti 12/ Comp B, Melao ya Tlhagiso e e Babalesegileng, Khoso/go tsenngwa mo tirong ya Pholo le Pabalesego	Nnyaa	Nnyaa	Nnyaa	Nnyaa	Nnyaa	Epe
2	Modirisi wa Sethubi sa Thulano	BL	Ee	NQF 4	Kereiti 12/ Comp B, Melao ya Tlhagiso e e Babalesegileng, Khoso/go tsenngwa mo tirong ya Pholo le Pabalesego, katiso e e kgethegileng ya motšhini	Nnyaa	Nnyaa	Nnyaa	Ee	3 matsatsi	6 dikgwedi
3	Modirisi wa Sekale/ Modirisi wa Koloi ya Ditirelo/ Modirisi wa Charmec/ Modirisi wa Spray-mec	BU	Ee	NQF 4	Kereiti 12/ Comp B, Melao ya Tlhagiso e e Babalesegileng, Khoso/go tsenngwa mo tirong ya Pholo le Pabalesego, katiso e e kgethegileng ya motšhini	Ee	Nnyaa	Nnyaa	Ee	5 matsatsi	12 kgwedi
4	Modirisi wa Dithotobolo/ Modirisi wa Kereiti/ Modirisi wa Dozer	BU	Ee	NQF 4	Kereiti 12/ Comp B, Melao ya Tlhagiso e e Babalesegileng, Khoso/go tsenngwa mo tirong ya Pholo le Pabalesego, katiso e e kgethegileng ya motšhini	Ee	Nnyaa	Nnyaa	Ee	10 matsatsi	18 dikgwedi

Maemo a tswelolepele ya thabololo	Tsela ya tiro ya meepo ya metšhini (ntle le dithulaganyo)	Kereiti	Teko ya Dover	Dithokego tse di ratiwang	Dithokego tsa pateletso	Laesense ya go kgweetsa	Puisokwalo ya khomphiutha	Bomekheniki jwa motheo jwa matlapa	Khoso ya kanaanelo ya haeteroliki	Katso e e kgethegileng ya metšhini	Matemogelo a meepo ya metšhini
5	LHD Mothapi	CL	Ee	Setifikeiti sa go thunya/NQF 4	Kereiti 12/ Comp A, Melawana ya Tlhagiso e e Sireletsegileng, Khoso ya Boitekanelo le Pabalesego/tlhagiso, katso e e kgethegileng ya metšhini	Ee	Nnyaa	Ee	Ee	10 matsatsi	24 dikgwedi
6	Mothapi wa Sedirisiwa sa go Thuba/ Mothapi wa Sedirisiwa sa go Thusa/ Mothapi wa Sedirisiwa sa go Thuba se Selele	CL	Ee	Setifikeiti sa go thunya	Kereiti 12/ Comp A, Melawana ya Tlhagiso e e Sireletsegileng, Khoso ya Boitekanelo le Pabalesego/tlhagiso, katso e e kgethegileng ya metšhini	Ee	Nnyaa	Ee	Ee	10 matsatsi	30dikgwedi
7	Moeteledipele wa Sethopha	CU	Ee	Baithuti ba ba lthutleng mo Thutong e e Tlwaelegileng ya POLC	Kereiti 12/ Setifikeiti sa go thuntsha, Melawana ya Thulaganyo e e Sireletsegileng ya go Dira, Thuto ya Boitekanelo le Pabalesego	Ee	Ee	Ee	Ee	Go Gatela Pele go ya ka Dikarolo	4 dingwaga
8	Mookamedi wa Thulaganyo	CU	Ee	Setifikeiti sa MO/Khoso ya POLC	Kereiti ya 12/ Setifikeiti sa Baokamedi ba go Thuba le go Dira, Setifikeiti sa Teko ya Methane, Melawana ya Thulaganyo e e Sireletsegileng ya go Dira, Thuto ya Boitekanelo le Pabalesego	Ee	Ee	Ee	Ee	Go Gatela Pele go ya ka Dikarolo	6 dingwaga
9	Mookamedi wa Meepo	DL	Ee	Setifikeiti sa Batsamaisi ba Meepo/GIBS-MDP/LDP	Kereiti 12/ Setifikeiti sa Mookamedi wa Meepo, Melao ya Tlhagiso e e Sireletsegileng, Khoso ya Boitekanelo le Pabalesego	Ee	Ee	Ee	Ee	Go Gatela Pele go ya ka Dikarolo	8 dingwaga
10	Mookamedi wa Lekala	DU	Ee	Dikerii/Diploma/GIBS - MDP/LDP ya moepo	Kereiti ya 12/ Setifikeiti sa Batsamaisi ba Meepo, Diwego tsa Badiri, Melawana ya Thulaganyo e e Sireletsegileng ya go Dira, Thuto ya Boitekanelo le Pabalesego	Ee	Ee	Nnyaa	Nnyaa	Go Gatela Pele go ya ka Dikarolo	10 dingwaga
11	Mookamedi wa Ditirelo	EL	Ee	Dikerii/Diploma/GIBS - MDP/LDP ya moepo	Kereiti ya 12/ Setifikeiti sa Batsamaisi ba Meepo, Diwego tsa Badiri, Melawana ya Thulaganyo e e Sireletsegileng ya go Dira, Thuto ya Boitekanelo le Pabalesego	Ee	Ee	Nnyaa	Nnyaa	Nnyaa	12 dingwaga
12	Mookamedi wa Kgwebo ya Meepo	EU	Ee	Dikerii/Diploma/GIBS - MDP/LDP ya moepo	Kereiti ya 12/ Setifikeiti sa Batsamaisi ba Meepo, Diwego tsa Badiri, Melawana ya Thulaganyo e e Sireletsegileng ya go Dira, Thuto ya Boitekanelo le Pabalesego	Ee	Ee	Nnyaa	Nnyaa	Nnyaa	15 dingwaga
* Nako ya Katso le Tlhabololo e ikaegile ka tiragatso ya motho ka nosi, bokgoni le kgatelopele * Setifikeiti sa thuso ya potlako se se siameng le Setifikeiti sa Boitekanelo sa Boitekanelo se a patelesaga mo badiring botlhe ba ba berekang ka fa tlase ga lefatše											

b. Tsela ya Tiro ya Boenjenere

Lenaneo 44: Tsela ya Tiro ya Boenjenere

Maemo a tswelopele ya tlhahlobo	Tsela ya tiro ya boenjeniri	Kereiti	Teko ya kwa Dover	Dithokego tse di tlophile	Dithokego tse di tlamang	Laesense ya go kweetsa	Go itse go dirisa dikhomputara	Dithuto tsa botebeniki go ya ka kgwebisano	Khoso ya go lthutha go Dirisa Metswedi ya Metsi	Katiso e e kgethegileng ya metšhini	Maitemogelo a boenjenere
1	Mothusi wa Boenjeniri	AU	Nnyaa	NQF 4	Kereiti 12/Melao ya Tlhagiso e e Sireletsegileng, Khoso ya Boitekanelo le Pabalesego/tlhagiso, Setifikeiti sa Mothusi wa Boenjiniri	Nnyaa	Nnyaa	Nnyaa	Nnyaa	Nnyaa	Epe
2	Boithutlotirong	NG	Ee	N3 / NQF 4	Kereiti 12/Melao ya Thulaganyo e e Sireletsegileng ya Thulaganyo, Khoso ya Boitekanelo le Pabalesego/Thulaganyo ya go Simolola	Ee	Ee	Nnyaa	Ee	Ee	3-4 dingwaga ka paka ya katiso
3	Mothankedi yo o lthutang	NG	Ee	BSC Eng/ Dipoloma tsa Bosetšhaba	Kereiti 12/Melao ya go Dira ka Pabalesego, Khoso ya Boitekanelo le Pabalesego/tlhagiso, Katiso e e kgethegileng ya Boenjeniri le Didirisiwa	Ee	Ee	Ee	Ee	Ee	Tigelo ya aporentiseshipi kgotsa Deg. Dip
4	<i>Ba ba dirang ka diatia</i>	CL	Ee	N3 / NQF 4	Kereiti 12/ Melawana ya Thulaganyo e e Sireletsegileng, Khoso ya Boitekanelo le Pabalesego/tlhagiso, Katiso e e kgethegileng ya didirisiwa, Teko ya Kgwebo	Ee	Ee	Nnyaa	Ee	Ee	Tigelo ya boithutlotirong 3-4 dingwaga
5	Mothokomedi wa Boenjenere	CU	Yes	NQF 4/ N3/ Setifikeiti sa Foreman	Kereiti 12/Melao ya go Dira ka Pabalesego, Khoso ya Boitekanelo le Pabalesego/tlhagiso, Katiso e e kgethegileng ya metšhini/didirisiwa, Teko ya Kgwebo	Yes	Yes	Yes	Yes	Yes	5 dingwaga morago boithutlotirong
6	Moenjenere yo Mmotlana	NG	Ee	BSC Eng/ Dipoloma tsa Bosetšhaba	Kereiti 12/ Melawana ya Thulaganyo e e Sireletsegileng ya go Dira, Khoso ya Boitekanelo le Pabalesego/tlhagiso, Katiso e e Kgethegileng ya Didirisiwa	Ee	Ee	Ee	Ee	Ee	4 dingwaga
7	Molebedi wa Tlhokomelo	DL	Ee	N4	Kereiti 12/N4, Melawana ya go Dira ka Pabalesego, Khoso ya boitekanelo le pabalesego/tlhagiso, Katiso e e kgethegileng ya metšhini/didirisiwa, Teko ya Kgwebo	Ee	Ee	Ee	Ee	Ee	Dingwaga di le 10 morago ga Boithutlotirong / Moitseanape wa Metšhine
8	Mookamedi wa Karolo ya Boenjenere	DU	Ee	BSC Eng/Dipoloma ya Bosetšhaba	GCC, Melawana ya go Dira Dilo ka Pabalesego, Khoso ya Boitekanelo le Pabalesego	Ee	Ee	Ee	Ee	Ee	Dingwaga di le 1-2 morago ga thulaganyo ya Moenjiniere mmotlana
9	Mookamedi wa Boenjeniri	EL	Ee	BSC Eng Dipoloma ya Bosetšhaba	GCC, Melawana ya go Dira Dilo ka Pabalesego, Khoso ya Boitekanelo le Pabalesego	Ee	Ee	Ee	Ee	Ee	Dingwaga di le 10 morago ga thulaganyo ya Moenjiniere mmotlana
10	Mookamedi wa Boenjeniri	EU	Ee	BSC Eng/Dipoloma Bosetšhaba	GCC, Melawana ya go Dira Dilo ka Pabalesego, Khoso ya Boitekanelo le Pabalesego	Ee	Ee	Ee	Ee	Ee	Dingwaga di le 15 morago ga thulaganyo ya Moenjiniere mmotlana
* Nako ya Katiso le Tlhabololo e ikaegile ka tiragatso ya motho ka bongwe, bokgoni le tswelopele * Setifikeiti se se dirang sa Thuso ya Potlako le Setifikeiti sa Kalafi sa Boitekanelo di patelediwa ke badiri botlhe ba ba dirang mo sephiring											

2.15.2 Kgono

Jaaka go lemogilwe fa godimo, go lemoga bokgoni jo bo tletseng jwa batho ba rona le dithoto go ikaegile ka batho ba ba siameng mo ditirong tse di siameng le go dira tiro e e siameng. Seno se tlhoka tshwano e e siameng fa gare ga tlhaloso ya seabe le bokgoni jwa motho jwa go dira tiro jaaka bo tlhalosiwa ke ditlhopho tsa tiro le malapa a tiro. Ho ya ka mohlala wa kaho ya mosebetsi, mosebetsi o hlophisitswe ka maemo a ho rarahana ho eketsehang mokgatlong ka e nngwe le e nngwe ya maemo a eketsa boleng mokgatlong ka tsela e ikhethang.

Go sekaseka go raraana ga ditiro mo maemong a a farologaneng, go netefatsa palo e e nepagetseng ya dikarolo tsa mokgatlo le go nyalanya bokgoni jwa badiri le mofuta le go raraana ga tiro e e tshwanetseng go dirwa go tla thusa go netefatsa gore mokgatlo o a atlega le gore batho ba ba mo teng ga one ba dira go ya ka bokgoni jwa bone. Go netefatsa gore go nna le tshiamo le go tlhomama mo tshekatshekong ya bokgoni, go tla elwa tlhoko dipeelo tse di Bannaba tsa Molao wa Tekatekano mo Tirong tse di batlang gore ditshekatsheko tseo di nne le mosola wa saense le go ikanyega, di dirisiwe ka tshiamo mo badiring botlhe, mme di se ka tsa tsaya letlhakore kgatlanong le motho kgotsa setlhopho sepe. Bokgoni bo na le dielemente di le tlaNo jaaka di kwadilwe fa tlase:

1	Bokgoni jwa go dira dilo ka tlhologanyo	Bokgoni jwa go rarabolola mathata bo amana le selekanyo le go raraana ga tshedimosetso e motho a kgonang go e rarabolola. Ke bokgoni jwa go dira thulaganyo go tswa mo tlhakatlhakaNong, le go rulaganya le go tlhalosa lefatshe go ya ka selekanyo le nako, ke gore, gore motho o rulaganya jang le go dirisa tshedimosetso e a e tsayang go rarabolola mathata le go dira boleng ditshwetso.
2	Bokgoni jwa go Dira ka Dilo tsa Loago	Bokgoni jwa go dirisana le ba bangwe le go dirisana mmogo ke bokgoni jo bo nayang mothapiwa bokgoni jwa go tlhologanya maemo a loago, go tlhologanya dithulaganyo tsa loago tse di leng teng le go tlhotlheletsa dithulaganyo tseo ka tsela e e nang le mosola.
3	Kitso ya Tiro	Bokgoni le kitso e e rileng ya tiro ke bokgoni jwa semmuso jwa mothapiwa, se mothapiwa a se itseng le se a se ithutileng. Go tlhologanya tshedimosetso e e Bannaba ya setegeniki/ya tiro, e e ka akaretsang tshedimosetso yotlhe kgotsa karolo ya tshedimosetso Kitso e e amogetsweng ya kitso le/kgotsa ya Thekenoloji (kitso e e itiretsweng).
4	Bokgoni jwa Setegeniki	Boitemogelo le rekoto e e supilweng ya tiro e e supang bokgoni mo tirisong ya tiragatso kgotsa tiragatso ya kitso, ke gore, bokgoni jwa go dira ditiro tse di rileng o dirisa didirisiwa, dithulaganyo le/kgotsa dithulaganyo.
5	Kopo	Maatla, go kgweetsa le go dira ka natla le mothapiwa yo o supang selekanyo se se lekaneng sa maatla a go dira ka natla, go kgweetsa le go tsaya dikgato tse di dirisiwang le go ntsha dipolelo ka tsela e e tshwanang.

Mo bokaong jwa South Deep, modiri o tsewa jaaka yo o nang le bokgoni fa dintlha tsotlhe tse tlhano tsa bokgoni di bontshiwa le go sekasekwa jaaka tse di fitlhelelang ka tlhomamo tlhaloso e e tlhalositsweng ya seabe. Ka gonne dielemente tseNo tsotlhe di amana e bile di na le kamaNo e e ikaegileng ka tse dingwe, go tlhokafala ga nngwe kgotsa go feta ya dielemente tseNo go tla dira gore modiri a "se kgone" mme go tla tlhokega tlhabololo e nngwe go fitlhelela bokgoni.

o boeletsa, tiragatso e e kwa godimo e tlhoka tshwano e e siameng magareng ga tlhaloso ya seabe le bokgoni jwa motho jwa go dira tiro jaaka bo tlhalosiwa ke ditlhopho tsa tiro tse di Bannaba le malapa a tiro. South Deep e dirisa thulaganyo e e ikaegileng ka boleng e e tlhokang tshwano go netefatsa gore batho ba rona ba dira ka tsela e e nang le matswela le ka bokgoni jwa bone. Badiri ba tlhoka go tsaya maikarabelo go netefatsa gore ba laola tlhabololo ya bona fa baeteledipele ba mela ba na le maikarabelo a go tlhama tikologo, maemo le mekgwa ya tshegetso go netefatsa gore badiri ba tlhabologa ka botlalo le gore ba dira ka bokgoni jwa bona ka botlalo.

Ka jalo baeteledipele ba mela ba tlhoka go dira katiso le tlhabololo e e tlhokegang go netefatsa gore ba kgona go laola dintlha tse go tlhohofatsa tlamelo e e itekanetseng ya bokgoni le ditalente mo mokgatlong.

2.15.3 Botsamaisi jwa talente

Thulaganyo ya tiro ya Gold Fields ke motheo wa taolo ya ditalente mo teng ga Setlhophla. E supa dintlha tsotlhe tsa bokgoni tse di dirang gore motho a atlege mo tirong ya ga jaana kgotsa ya isago mme e letla taolo ya talente ya pakakhutshwane le ya pakatelele. Jaaka fa thulaganyo ya tiro e dirisiwa go ralala Setlhophla sa Gold Fields, e tlhalosa dikarolo tse di latelang tsa konokono tsa taolo ya ditalente:

a. E tlhalosa bokgoni jo bo tlhokegang mo kgwebong yotlhe mo dikgaolong tsotlhe le mo dikarolong tsotlhe	b. E tlhalosa sentle le ka tsela e e tshwanang ditlhokego tsa bokgoni tsa tiro nngwe le nngwe
c. E bontsha badiredi go ya ka ditlhophla tsa ditiro le malapa a ditiro mme e sekaseka bokgoni jwa bone gore ba nne le poNo e e akaretsang ya bokgoni jwa talente	d. E naya tshedimosetso e e rulagantsweng sentle dipuisano ka ga tlhabololo mo pakeng e khutshwane, e e fa gare le e telele

Go tsamaelana le maikaelelo a togamaano a South Deep a go aga bokgoni jwa batho jo bo tsweleng, go notsha boeteledipele le go fitlhelela bokgoni jwa phetogo, Moepo o tla tswela go tlhoma mogopolo mo talenteng jaaka motswedi o o botlhokwa o o tshwanetseng go laolwa. Go ikaegilwe ka sekao sa ga jaana sa taolo ya ditalente le go lebilwe kanelo e e fa godimo ya tsela ya tiro, lethomeso la taolo ya ditalente le le rulagantsweng le tsepamisitse mogopolo thata mo ditlhopheng tsa tiro tsa ba ba nang le dithutego tsa seporofeshenale le tsa botsamaisi jo bo kwa godimo. Badiri ba ba supilweng ba ba nang le bokgoni ba setegeniki le ba ba nang le bokgoni jwa thuto ba ba tlhalelwang jaaka ditalente tse di tlhagelelang kgotsa ba ba beilweng mo lenaaneng la go lebelela ditalente tsa kgalemo ba akarediwa ka mokgwa o o sa tlwaelegang mme go ikaegilwe ka bokgoni jo bo sekasekilweng. Badiri ba ba kwa ntle ga setlhophla seno ba laolwa ke maemo a a rulagantsweng a tlhabololo ya bokgoni a a tla buiwang moragonyana mo tokomaneng eno.

Go fitlhelela seno, go tshamilwe leano le le kopantsweng la taolo ya ditalente le le tlamelang ka ditlhokego tsa khamphani le tsa motho ka bongwe. Togamaano e na le:

1	Botsamaisi jwa Tiragatso	Mekgwa ya ngwaga le ngwaga ya go dira tiro e e rulagantsweng e e akaretsang dikarata tsa go dira tiro tse di lekalekaneng le di-IDP tsa badiri botlhe ba ba mo Bolong ya D le go feta tse di tsamaisanang le maikaelelo a magolo a South Deep a a amanang le kgwebo. Kgatelopele e e dirilweng go fitlhelela maikaelelo a a beilweng a go dira sentle le a tlhabololo e sekasekwa gangwe mo dingwageng tse pedi, mme go tsenngwa tirisong ga dikgato go netefatsa gore go fithelelwa maikaelelo ano ka tsela e e siameng fa go tlhokega.
2	Ditshekatsheko tsa Ngwaga le Ngwaga tsa Talente	Kgatelopele ya tiro le dipuisano tse di amanang le yone di kopiwa fa go rulaganngwa dikarata tse di lekalekaneng tsa maduo le IDP ya badiri botlhe ba setlhophla sa D le go feta mme di sekasekwa ngwaga otlhe. Dipolelo tsa dipuisano tse di ditlathobong di fetoletswa mo ditekong tsa bokgoni tse di rileng tsa katiso go sekasekwa le tekanyetso ya boitekanelo jwa katiso, go dirisiwa ga bokgoni jo bo ka nnang teng, go akarediwa ga tatelano, tlhabololo ya bokgoni jo bo oketsegileng/go tlhagelela, jj. Ditiro le ditsereganyo tse di tswang mo ditlathobong tsa ngwaga le ngwaga tsa bokgoni di fetoletswa go nna ditsereganyo tsa tiragatso le go tsenngwa mo ditshono tse dingwe tsa tlhabololo, go romela, jj.

Dikhansele tsa Dithalente tsa Dithuto di kopiwa mo kgaolong nngwe le nngwe ka maikaelelo a magolo a go:

- Go sekaseka maano a badiri ba moepo go sekaseka ditshoNo le mafelo a tlhabololo
- Go boloka, go tokafatsa le/kgotsa go ntshwafatsa bokgoni jwa go tlhatlhoba mo kgaolong le go tlhatlhoba bokgoni jo bo golang kgotsa jo bo tsentsweng mo lenaaneng la go tlhatlhoba mo kgaolong
- Go sekaseka boteng le bophara jwa ditlamelo tsa morafe tse di latelang le go tsenya tirisong maano a tlhatlhamano ya ditiro tse di bonweng tse di botlhokwa le tse di nang le seabe se segolo
- Go sekaseka go nna teng ga batho ba ba nang le bokgoni mo nakong e khutshwane, e e fa gare le e e telele
- Go itlhaganedisa tlhabololo ya badiredi ba ba nang le bokgoni jo bo kwa godimo le ba ba lemogilweng le go tlhophiwa ka go tsamaisa tlhabololo ya bone ka matlhagatlhaga
- Sekaseka go ngoka le go boloka ditalente tse di botlhokwa, mmogo le go dirisa ditalente le go di tsamaisa ka batho.
- Go itlhaganedisa tlhabololo ya ditalente tse di farologaneng tse di lemogilweng, di-HDSA, jalo le jalo go tshegetsa maikaelelo a phetogo a khampani
- Go tlhama le/kgotsa go tlhabolola maemo a tshekatsheko ya ngwaga le ngwaga ya bokgoni

Maikaelelo a kakaretso a thulaganyo ya taolo ya ditalente tsa modikologo ke go tokafatsa go lepalepana magareng ga thulaganyo ya tiro ya setlhopho, go tlhabolola thulaganyo ya tiro le go tlhama maano a a banna ba a tshoganyetso go netefatsa gore tlamelo e e siameng ya ditalente e tsamaisana le leano la kgwebo la pakakhutshwane, le le magareng le le telele.

2.15.4 Tlhabololo ya Bokgoni le Kgatelepele e e rulagantsweng (SSDP)

SSDP ke tema ya bobedi ya tswelopele ya tiro e e tlagisitsweng go tlhabolola e e tsepameng ya badiri ba ba supilweng go ipaakanyetsa tswelopele ya tiro e e tsepameng go nna ditlhopho tsa tiro tse di nang le bokgoni tsa setegeniki le tsa thuto. Lenaneo le le farologana le tsepamisomogopolo ya tsela ya tiro ka kakaretso jaaka go tlahositswe pelenyana ka gore thulaganyo ya lone e lebisitswe fela mo go simololeng le go latedisa ka bonako go baakanyetsa tswelopele ya tiro ya badiri mo gare ga ditlhopho tsa tiro tse di senang bokgoni, tse di nang le bokgoni jo bo seng kana ka sepe le tse di nang le bokgoni..

Phitlhelelo ya SSDP e tlhoka:

- Go tlhophiwa ke moeteledipele wa setlhopho kana tlhogo ya kgalemo
- Go dira ka botlalo ka dinako tsotlhe mo tirong ya gago ya jaanong
- Bokgoni jo bo lekanyeditsweng le go dirisa le go dira dilo tsa loago
- Go iketleeletsa go tseweletsa go tlhatloga mo tirong mo setlhopheng sa tiro ya setegeniki
- Go iketleeletsa go dira le go itlama go dira dithuto tse di rileng tse di tsepameng mo tirong le/kgotsa mo dithutong
- Tlhatlhobo ya tlhologanyo ya bobotlana maemo a tiro 2

Go ikwadisa semmuso mo lenaneong la SSDP go akaretsa:

- IDP e e rulagantsweng go ya ka maemo a a rileng e e tsamaelanang le maemo a a rileng a Maemo 2 mo lelapeng la ditiro tse di tlahositsweng
- Tumulano ya semmuso ya go nna mogakolodi le mookamedi wa maemo a a fa gare yo o tlhophilweng
- Tlhabololo e e rulagantsweng ya akatemi le thulaganyo ya tiro ya go ithuta e e amanang le yone e bontsi jwa baithuti ba e dirang ka nako ya bone ya go ithuta/ya go ithuta
- Ditiro tse di mosola, tiro ya porojeke le ditiro tsa go tshameka
- Tlhatlhobo e e rulagantsweng ya kgatelepele le tlhatlhobo ya tiro
- Go tlhatloga ga dituelo go tsamaelana le go wetsa ka katlego dimodule tse di tlahositsweng
- E na le nako e e rileng, ke gore, thulaganyo e tshwanetse go wediwa mo nakong e e rileng

Go aloga ka katlego go ne go tla baya modiri mo setlhopheng sa tiro e e nang le bokgoni jwa setegeniki le ya thuto mme modiri o tla nna ka fa tlase ga dithulaganyo tsa taolo ya ditalente tsa kgalemo tse di amanang le talente e e tlhagelelang kgotsa a bewa mo lenaaneng la go lebelela ditalente tsa kgalemo. Go palelwa ke go fitlhelela tlhaolo e e ntseng jalo go tla felela ka gore modiri a tloswa mo thulaganyong le go abelwa tiro e nngwe e e tshwanetseng.

Maano a go Gatela Pele mo Tirong - 2023 go ya 2024

Lenaneo la 45 le le fa tlase le bontsha Leano la Kgatelopele ya Tiro la badiri ba leruri. Go thapiwa ga baithuti ba baagi le fa go ntse jalo go golaganngwa le ditlhokego tsa tiro le diphatlhatiro tse di ka tlhagelelang mo kgwebong

Lenaneo 45: Thulaganyo ya go Gatela Pele mo Tirong ya Badiri ba ba Dirang ka Metlha

Maemo a ga jaana	Tsereganyo ya Katiso	Borutegi jo bo bonweng	2023	2024
Moithuti wa Boenjenere	Boithutelotirong	Motaki	10	10
Moithuti wa Mokgweetsi wa Enjene e e Mapokologang (WED)	WED Boithutelotirong	Mokgweetsi wa Enjene e e Tlhakologang	1	1
Moithuti wa Tshimologo	Lenaneo la Moithuti wa Tshimologo	Tshimologo	1	1
Moithuti wa Meepo	Lenaneo la Moithuti wa Moepo	Thekete ya go thunya	10	10
Basari	Dithuto tsa Akatemi	Dikerii/ Kalogo	10	10
Dialogane	Thulaganyo ya Tlhabololo ya Dialoganr	Go thapiwa mo lephateng le le rileng	0	0
Gotlhe			32	32

2.16 Leano la Bogakolodi

South Deep e ikemiseditse go fa baeteledipele le badiri tšhono ya go nna le seabe ka tlhagafalo mo mananeong a go gakolola. Go fitlhelela seno, batho ba ba latelang ba rotloediswa go nna le seabe mo mananeong a go gakolola:



Badiri ka tlhabololo ya kago go ya ka pelo ya tsamaiso ya tebogape ya talente.



Badiri ba ba supilweng jaaka balatedi ba isagwe ka tsamaiso ya tebogape ya talente.



Badiri ba baithutelotirong, baithuti ba dira le dibasari.



Dialogane tse di tsenang sešwa mo tirong.



Badiri b aba lebilweng go phulu ya talente.

Lenaneo la go tlhaba botlhale le neelwa mo ditlhopheng tse di latelang: Botsamaisi jo bo Botlana, Baenjenere ba ba botlana, Dibasari (Dialogane), Dithuto tsa Boenjenere le Dithuto tsa Meepo. Go newa badiri kgakololo/ katiso.

Lenaneo 46: Bagakolodi

Bogakolodi	PHITLHELELO				
	2020	2021	2022	2023	2024
Palo ya ba ba amogetsweng	209	29	0	27	27
Palo ya Bagakolodi	11	23	0	14	14

2.17 Tlamelo ya ditšhelete HRD

Lenaneo 47: Tlamelo ya ditšhelete HRD

Ditshenyegelo tsa HRD le Ditlhotlhma	2020	2021	2022	2023	2024	Total
	R54 359 110	R72 832 089	R83 076 327	R54 606 245	R61 331 040	R326 204 811

KAROLO

3



TEKATEKANO YA THAPO

KAROLO 3

TEKATEKANO YA TIRO

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KAROLO 3

TEKATEKANO YA

South Deep e tshegetsa maikaelelo le melawana e e ka fa tlase ga Molao wa Tekatekano ya Tiro, No. 59 wa 1998 ("EEA") le Molao wa Tlhabololo ya Diminerale le Didirisiwa tsa Petroliamo, No. 28 wa 2002 ("MPRDA").

Khamphani ka boineelo jwa yona mo Tekatekanong ya Tiro, ka jalo e tla tswelela go kgaratlhela go:

- Go fedisa kgethololo e e sa siamang;
- Go rotloetsa badiri ba ba emelang ka bophara;
- Go baakanya go tlhoka tekatekano go go bakilweng ke ditiro tsa nako e e fetileng tsa kgethololo e e sa siamang;
- Go netefatsa ditšhono tse di siameng le tse di lekanang tsa botlhe;
- Go laola pharologano gore mokgatlo le badiri ba one ba solegelwe molemo ka nako e telele;
- Go tsaya boleng jwa seabe se se dirilweng ke badiri botlhe; le
- Go netefatsa kobamelo ya EEA le MPRDA.
-

Go diragatsa maitlamo ano go tlhoka go tlhamiwa le go tseengwa tirisong ga mmapa wa tsela o o akaretsang dinako, maikaelelo le dikgato tse di siameng tse ka tsona maikaelelo a Tekatekano ya Tiro ya South Deep a ka fitlhelelwang.

Ka jalo South Deep e tlhamile LeaNo la Tekatekano ya Tiro la dingwaga di le tlhaNo ("LeaNo la EE") e seng fela go tsamaisana le tlamego ya yone ya semolao go ya ka EEA le MPRDA, mme gape e batla go samagana le maikaelelo a togamaano a Khamphani ka go fitlhelela motheo o o anameng wa bokgoni . .

Maikaelelo a LeaNo la EE ke go netefatsa pharologaNo mmogo le botsayakarolo jwa Maaforika Borwa a a Tlhokileng Ditšhono mo Hisetoring ("HDSA") mo maemong otlhe a go tsaya ditshwetso le mo ditlhopheng tsa konokono tsa ditiro mo intasetering ya meepo.



Go tsamaelana le Karolo 20 ya Molao wa Tekatekano ya Tiro le Molawana 46(b): Lenaneo la Tlhabololo ya Badiri tshedimosetso e e latelang e neetswe mo karolong e: Molawana 46 (b) (v):



Matseno



Leano tekatekano tiro le dipalopalo



Pholisi ya tekatekano tiro



Tekano ya bong le bogole

3.1 Maikaelelo a a Tshwanetseng go Fitlhelelwa mo Ngwageng Nngwe le Nngwe wa Leano la EE

Go tihomilwe maitlhommo a a rileng go tihomamisa gore go nna le kgatelopele e e utlwalang mo go fetoleng dilo. Ke tse di latelang:

Setshwantsho 7: Mekgele ya tekatekano ya thapo

MAKO 2020 - 2024				
	1	2	3	4
 MAIKAELELO	Dirisa dikgato tse di siameng dikgato tsa go tlosa ka iketlo dikgoreletsi dingwe le dingwe tekatekaNo mo tirong	Tokafatsa boemedi jwa ditlhopho tse di tlhophilweng ka go tiragatso ya ngwaga le ngwaga ya dipalo PHITLHELELO	Tokafatsa diperesente tsa badiri ba ba tlhalosiwang jaaka HDSA le basadi ka PHITLHELELO patlothapo	Go tokafatsa bogole PHITLHELELO go thapiwa le lefelo la tiro Lefelo la bonno
5	6	7	8	9
Tlhagisa le go tsenya tirisong katiso le dikgato tsa tlhabololo le mananeo a batho go tswa go ba ba tlhophilweng ditlhopho tse di supang bokgoni jwa go fitlhelela ditlhokego tsa bokgoni go dira ditiro tse di rileng	Go tokafatsa palo ya basadi ka mananeo a boithutelong le bokgoni	Supa bathophiwa b aba tshanelegang go thapo ya matangwana a leng gona a ditlhopho tse di tshwanelego	Aga le lebagape ditogamaano tsa tsholo ya batho go tswa go ditlhopho	Baya le go lebagape tshekatsheko, tekanyetso le ditsamaiso tsa tlhaeletsano

3.2 Foramo ya tekatekano ya thapo

Foramo ya Tekatekano ya Tiro (Foramo ya EE) e tihomilwe go samagana le merero ya Tekatekano ya Tiro le Pharologano le Kakaretso le go dira dikgakololo jaaka go tlametswe mo molaong wa tekatekano ya tiro. Maloko a Foramo ya EE a tsamaisana le melawana ya tshupetso jaaka go dumalanwe ka therisano magareng ga baemedi ba botsamaisi, mekgatlho ya badiri le baemedi ba ba tlhophilweng ba maloko a e seng a mekgatlho ya badiri.

3.3 Dikgoreletsi tsa kwa Tirong le Dikgato tsa Tiragatso e e Siameng

Go ya ka ditlhokego tsa EEA, tshekatsheko ya dipholisi tsa tekatekano ya tiro, ditsamaiso le tikologo ya tiro e dirilwe kwa Moepong wa South Deep go supa dikgoreletsi tsa tiro tse di amang batho ba ba tswang mo ditlhopheng tse di tihomilweng bosula. Tshobokanyo ya tshekatsheko e e dirilweng le leanotiro la go rarabolola dikgoreletsi e tlhalosiwa fa tlase

Lenaneo 48: Dilo Tse di Kgoreletsang Batho go Bona Tiro

Dikgoreletsi tsa go thapiwa tse di lemogilweng go ya ka S19 ya EEA	Dikgato tse di tshwanetseng go tloswa go ya ka S15 (2) (a) ya EEA
Mekgwa ya go thapa	Sekaseka Leano la Kgwebo ya Meepo go lemoga le go fedisa kgethololo nngwe le nngwe e e sa siamang go kgontsha go fitlhelelwa ga Leano la EE Netefatsa gore thulaganyo ya go thapa e tsaya tsia maitlomo a EE le phitlhelelo tse di tlhalositsweng mo Leanong la EE
Maemo a go phasalatsa	Go netefatsa gore diphatlhatiro tse di phasaladitsweng ka gale di tlhagisiwa mo sethala sa khiri sa eleketeroniki se se dumeletsweng sa Meepo. Gone jaanong, lefelo leno ke Inthanete le Interanete ya Setlhophha Diphasalatso tse di bontshang ka phepafalo gore ke eng se se dirang gore motho a nne le EE le tshwanelo ya mothapi ya go mo thapa go ya ka Leano la gagwe la go nna le EE jaaka mokgele wa leano
Mekgwa ya go tlhophha	Go katisa batsamaisi ba bagolo go ba tlamela ka mekgwa ya go botsolotsa e e ikaegileng ka bokgoni le go latela dikaello tse di leng teng tsa go tlhophha le go botsolotsa batlhophiwa ba ba ka nnang teng
Dithapo	Akanya ka bokgoni le kgonagalo ya Batlhophiwa go bona bokgoni mo pakeng e e utlwalang ya nako Neela kaelo ka ga maikaelelo a tlhabololo le ditsholofelo tsa badiredi ba ba sa tswang go thapiwa go tlhobofatsa go tlhama mmogo maano a tlhabololo a motho ka nosi le ditsholofelo tsa tiro
Tuelo le ditshiamelo	South Deep go nna mothapi yo o tlhophilweng mo tikologong ya meepo ya metšhine; go lemoga le go rotloetsa mesola ya go thapiwa mo tikologong e e senang diporo
Melawana le maemo a tiro	Go supa le go diragatsa maano a go dira ditokafatso tse di utlwalang mo badiring ba ba tshwanelegang go ya ka bong le batho ba ba nang le bogole
Tikologo ya tiro le didirisiwa	Diragatsa tshekatsheko ya gangwe le gape le dikgato go tokafatsa phitlhelelo le ditlamelo tsa PWD kwa moepong
Ditlhatloso	Go tsenya tirisong letlhomiso le le ikaegileng ka bokgoni le le tshagediwa ke ditseraganyo tse di rulagantsweng tsa HRD, go akaretsa le mananeo a go katisa, go baakanyetsa badiri ba ba tshwanelang go ka gaisana ka ditšhono tsa go tlhatlosiwa maemo
Thulaganyo ya tatelano le maitemogelo	Go dumelanisa go tlhatloga ga badiri, go rulaganya tiro le mananeo a tsamaiso ya tatelano ya ditiro le thulaganyo ya Gold Fields Group Job Architecture le go tlamela ka ditirelo tsa tlhabololo le thulaganyo ya tiro tse di fitlhelelwang ke badiri le batsamaisi ba moleng go tlhobofatsa go tlhamiwa mmogo ga dithulaganyo tsa tlhabololo ya motho ka nosi
Dikgato tsa kotlhao	Tlhagisa le go tlamela ka katiso ya khoutu ya kgalemo le tsamaiso go badiri botlhe
Go boloka	Tsenyeletsa letsholo la Dipuisano tsa Bopelokgale go kgontsha maitemogelo a a tokafaditsweng a badiri go ikaegilwe ka ditlhogo tse di tlhaotsweng tsa tirisano mmogo ya badiri
Setso sa kgwebo	Go rotloetsa go akarediwa mo loagong le go nna le "kgolagano" mo setsong sa kwa Borwa jo bo Boteng Go tlhoma boeteledipele Thulaganyo ya Tlhabololos Go neela batsamaisi ba bagolo katiso ka TEKATEKANO YA THAPO
Dithulaganyo tse di utlwalang	Sekaseka dithono tsa go tsalana le bokgoni jwa badiri, bogole jo bo kgaogantsweng le diphetogo tsa kwa tirong go thusa gore go nne le manno a a lekaneng a batho ba ba nang le PWD
Thulaganyo ya go ruta le go thibela HIV/AIDS	Go nyalanya letsholo la go ruta batho ka ga HIV/AIDS le letsholo le legolo la boitekanelo le go tswela ka letsholo la VCT jaaka le tsamaisiwa ke Setheo sa Boitekanelo sa kwa Tirong
Mookamedi yo mogolo yo o tlhophilweng go laola tiragatso ya EE	Tsweletsa go thapa Tlhogo ya HR jaaka Motsamaisi wa EE le go supa didirisiwa tsa tshegetso go lekola le go laola mmogo EE le phetogo kwa South Deep
Kabelo ya madi go tshegetsa maikaelelo a TEKATEKANO YA THAPO	Go netefatsa gore go na le tekanyetsokabo e e lekaneng le go fitlhelela metswedi go ka tlamela ka matlole a maano le mananeo a EE South Deep go tlamela ka katiso e e tsweletseng go badiri ba ba rulagantsweng ka dikarolo tsa TEKATEKANO YA THAPO ka go kopanya batlamedi ba katiso ba kwa ntle le ba ka fa teng.

3.4 Porofaele le Maikaelelo a tekatekano ya thapo

3.4.1 Porofaele le Maikaelelo a tekatekano ya thapo – 2023 & 2024

Maikaelelo a SLP ke go netefatsa pharologaNo mmogo le go tsaya karolo ga di-HDSA mo maamong otlhe a go tsaya ditshwetso le mo ditlhopheng tsa konokono tsa tiro mo intasetering ya meepo. Go bona gore batho ba ba tswang mo ditlhopheng tse di tlhomilweng ga ba emelwe sentle go le kana kang mo maamong a go tsaya ditshwetso, South Deep e ne ya dira tshekatsheko ya porofaele ya lefelo la tiro e bapisa porofaele ya yone ya pharologano kgatlhanong le baagi ba ba matlhagatlhaga mo ikonoming ba kgaolo e e dirang mo go yone. Lenaneo la 49 le emela porofaele ya ga jaanong ya tekatekano ya badiri mo maamong a go tsaya ditshwetso go ya ka bong le morafe.

Lenaneo 49: Profaele ya batho mo maamong a go tsaya ditshwetso ka Sedimonthole wa 2023

Seemo sa Tiro	Banna				Basadi				Moditšhaba		Gotlhe
	A	C	I	W	A	C	I	W	M	F	
Botsamaisi jo bo kwa godimo	0	0	0	0	0	0	0	0	0	0	0
Botsamaisi jo bo kwa godimo	2	1	0	8	2	0	1	0	1	0	15
Tshwanelego ya seporofeshenale	33	5	6	42	22	1	2	21	1	0	133
Setegeniki se se kgono	701	9	5	188	213	5	3	26	93	2	1 245
PWD	33	0	0	3	38	0	0	0	1	0	75

Molao wa Tekatekano ya Tiro o batla gore mothapi yo o tlhomilweng o tshwanetse, jaaka karolo ya Leano la gagwe la Tekatekano ya Tiro, go tlhomamisa maikaelelo le dintlha tsa dipalo go fitlhelela kemedi e e lekalekanang ya batho ba ba nang le dithutego go tswa mo ditlhopheng tsotlhe tse di tlhomilweng (go akaretsa batho ba ba nang le bogole) mo teng ga setlhopha sengwe le sengwe sa tiro ya tiro. Ditekanyetso di tla bopa lethomeso la go tsenya tirisong Leano la EE. South Deep Mine e tsere tshwetso ya pholisi ya go ipeela maikaelelo mo maamong a a latelang:

1	2	3	4	5
Palo ya baagi ba ba dirang mo ikonoming ya kgaolo eo go tsewa tsia mo maamong a a kwa godimo a botsamaisi, botsamaisi jwa maemo a a kwa godimo, ba ba nang le bokgoni mo tirong, ba ba nang le bokgoni mo tirong ya botegeniki, ba ba nang le bokgoni go sekae le ba ba se nang bokgoni, go akaretsa le batho ba ba nang le bogole.	The Broad Based Black Economic (Tlhotlha e e Atolositsweng ya Batho ba Bantsho) Molao wa Matlafatso (53 wa 2003) Melawana ya Mekgwa e e Siameng , go tsewa tsia mo botsamaising jwa maemo a a kwa godimo, botsamaisi jwa maemo a a kwa godimo, mo maamong a a nang le borutegi le bokgoni jwa setegeniki, go akaretsa bokgoni jwa motheo le jo bo bothokwa, mmogo le batho ba ba nang le bogole. Botsamaisi jo bo kwa godimoTshwanelego ya seporofeshenale Setegeniki se se kgono	Thatafatso ya loago le ikonomi e e anameng Mokwalo wa Ditshwanelo wa Madirelo a Meepo le a Diminerale (2018) , go tsewa tsia mo botsamaising jwa maemo a a kwa godimo, botsamaisi jwa maemo a a kwa godimo, mo maamong a a nang le borutegi le bokgoni jwa setegeniki, go akaretsa le bokgoni jwa motheo le jo bo bothokwa mmogo le batho ba ba nang le bogole. Botsamaisi jo bo kwa godimoTshwanelego ya seporofeshenaleSetege niki se se kgono	Molao wa TEKATEKANO YA THAPO (55 wa 1998) jaaka o tlhabolotswe , Go na le moo, go na le go le gontsi go go akareditsweng mo maamong a a kwa godimo a botsamaisi, botsamaisi jo bo kwa godimo, ba ba nang le bokgoni jwa tiro, ba ba nang le bokgoni jwa botegeniki, ba ba nang le bokgoni jo bo kwa tlase le ba ba se nang bokgoni, go akaretsa le batho ba ba nang le bogole. Botsamaisi jo bo kwa godimoTshwanelego ya seporofeshenaleSetege niki se se kgono	Lefapha la Ditiro tsa Badiri Tlhagiso ka ga TEKATEKANO YA THAPO PHITLHELO ya Ditheo tsa Meepo le Ditheo tsa Ditheo (Sekhula ya boto Nr48/22) , go tsewa tsia mo maamong a a kwa godimo a botsamaisi, botsamaisi jo bo kwa godimo, maemo a a nang le bokgoni jwa seporofeshene le bokgoni jwa setegeniki, gammogo le batho ba ba nang le bogoleBotsamaisi jo bo kwa godimoTshwanelego ya seporofeshenaleSetege niki se se kgono.

Lenaneo tse di fa tlase di bontsha maikaelelo a tekatekano ya tiro a South Deep e tla leka go a fitlhelela mo maemong a go tsaya ditshwetso le go ya ka batho ba ba nang le bogole (PWD) a ngwaga mongwe le mongwe wa Leano la EE.

Tlhaloso	
Botsamaisi jo bo Kwa Godimo	Batsamaisi ba Gold Fields Operations Limited, GFI Joint Venture Holdings (Pty) Limited le Newshelf 899 (Pty) Limited
Botsamaisi jo Bogolo	Badiri botlhe ba E-Band (Badiri ba leruri le Badiri ba nakwana ba ba thapilweng go feta dikgwedi di le 3)
Go Tshwanelega ka Tsela ya Tiro Tshwanelego ya seporofeshenale	Badiri botlhe ba E-Band (Badiri ba leruri le Badiri ba nakwana ba ba thapilweng go feta dikgwedi di le 3)Tshwanelego ya seporofeshenale
Baitseanape ba ba Nang le BokgoniSetegeniki se se kgono	Baitseanape ba ba nang le Bokgoni ba Setegeniki le ba ba Nang le Borutegi/Bolaodi jo bo Kwa Tlase/Bokgokaganyi. Badiri botlhe ba D1 le C Band, go akarediwa le Badiri ba NG (Badiri ba leruri le Badiri ba nakwana ba ba thapilweng go feta dikgwedi di le tharo)
Dikgono tsa konokono & tsa botlhokwa	Saense, Thekenoloji, boenjeniri le bokgoni jwa dipalo mo maemong otlhe a mokgatlo, mo ntshokuNong le mo ditirong tsa khamphane ya meepo. Badiri botlhe ba ba dirang mo dikarolong tse di latelang tsa konokono tsa ntshokuno: Meepo, Boenjiniri, Diporojeke, Metšhine, Ditirelo tsa Thekeniki, Pabalesego le Tikologo ntle le Ditirelo tsa Boitekanelo.

Lenaneo 50: Tekatekano ya thapo phitlhelelo 2023

Seemo sa Tiro	Banna				Basadi				Motswakwa		Gotlhe
	A	C	I	W	A	C	I	W	M	F	
Botsamaisi jo bo kwa godimo											
Botsamaisi jo bo botlhokwa	6	1	0	11	4	0	1	1	0	0	24
Tshwanelego ya seporofeshenale	45	5	6	39	24	4	2	14	2	0	141
Setegeniki se se kgono	652	14	12	157	242	7	9	42	80	3	1 218
Dikgono tsa konokono & tsa botlhokwa	620	13	13	107	337	13	10	40	77	6	1 236
PWD	27	1	2	4	21	1	1	0	2	0	59

Lenaneo 51: Tekatekano ya thapo phitlhelelo 2024

Seemo sa Tiro	Banna				Basadi				Foreign National		Gotlhe
	A	C	I	W	A	C	I	W	M	F	
Botsamaisi jo bo kwa godimo											
Botsamaisi jo bo botlhokwa	6	1	0	10	4	1	1	1	0	0	24
Tshwanelego ya seporofeshenale	46	5	6	35	26	5	2	14	2	0	141
Setegeniki se se kgono	656	18	15	146	273	10	11	48	73	3	1 254
Dikgono tsa konokono & tsa botlhokwa	586	16	17	97	372	15	13	46	68	6	1 236
PWD	27	1	2	4	21	1	1	0	2	0	59

3.4.2 Maikaelelo a tekatekano ya thapo – Kemedi ya HDSA & PWD

Lenaneo le le fa tlase le bontsha maemo a HDSA & PWD a South Deep e tla leka go a fitlhelela mo maemong a go tsaya ditshwetso le go ya ka batho ba ba nang le bogole a ngwaga wa 2023 le 2024 wa Leano la EE

Lenaneo 52: Phesente ya HDSA & PWD 2023 le 2024

Tekanyo	Okamelolo PHITLHELELO	PHITLHELELO	
		2023	2024
Botsamaisi jo bo kwa godimo			
Botsamaisi jo bo botlhokwa	60,0%	54,0%	58,0%?? BM
Tshwanelego ya seporofeshenale	60,0%	71,0%	74,0%
Setegeniki se se kgono	70,0%	80,0%	82,0%
Dikgono tsa konokono & tsa botlhokwa	60,0%	85,0%	86,0%
Batho b aba tshelang ka bogolo	1,5%	2,0%	2,0%

3.5 Leano la Tswelopele ya Basadi go Moepo le Botsayakarolo go Bolaodi jwa HDSA

South Deep e ikemiseditse tswelopele ya basadi mo intasetering ya meepo mmogo le go oketsa go tsaya karolo ga HDSA mo tsamaisong. Moepo o tla fa basadi tšhono e e lekanang ya go tsaya karolo mo ditirong tsotlhe tsa ona, le mo maemong otlhe a maikarabelo. Maiteko a a tserweng go netefatsa phitlhelelo ya seno:

Patlothapo:
Basadi ba ba tla tshwanelwang ke go thapiwa ba tla tlhophiwa go ya ka maemo a tiro e ba e batlang le go bontsha gore ba na le bokgoni jwa go dira tiro eo..
Tlhaolo:
Basadi ba ba tla tshwanelwang ke go thapiwa ba tla tlhophiwa go ya ka maemo a tiro e ba e batlang le go bontsha gore ba na le bokgoni jwa go dira tiro eo.
Katiso:
Ka ntlha ya go tlhoka bokgoni ka kakaretso jo basadi ba nang le jone mo intasetering, South Deep e ikemiseditse go supa badiri bao le go ba katisa go nna le bokgoni jo bo tlhokegang. Moepo o tla tsepamisa mogopolo mo tlhabololong ya basadi go kgontsha setlamo go fitlhelela dintlha tsa tekatekaNo ya ditiro.
Se se tla dirwa ka mananeo a a farologaneng a bokgoni, katiso ya maitemogelo le e e tseneletseng le go tsamaisana le matlhomiso a Moepo le a tswelopele ya tiro.

Lenaneo le le fa tlase le bontsha maemo a Basadi mo Meepo kwa South Deep go tloga ka Sedimonthole 2023:

Lenaneo 53: Tshedimosetso e e Amanang le Basadi ba ba Berekang Kwa Mminong ka Sedimonthole 2023

Basadi mo Moepong	Jaaka ka Sedt-23:
Matla otlhe a moepo	2582
Basadi mo Moepong	716 (27.8%)
Palo ya bathapiwa go diphatlhatiro tsa Moepo	2101
Basadi go diphatlhatiro tsa konokono tsa Moepo	462 (64.5%)

Lenaneo 54: Basadi mo Meepo: Tiro ya konokono le ya tshegetso ka Sedimonthole 2023

Basadi ba ba Berekang Kwa Meepong	Basadi					HDSA (RSA) %	Batswakwa %
	A	C	I	W	Foreign Nationals		
Basadi go dikarolo konokono	415	4	3	18	22	61.5%	3.2%
Basadi go dikarolo tshegetso	205	6	4	32	7	34.5%	1.0%

Formula: *Women in core roles/Total Women on Mine*

Lenaneo 55: Basadi go Moepo ka Lekala konokono jaaka ka Sedimonthole 2023:

Kereiti	Gotlhe mo Moepong	Gotlhe go konokono	Basadi botlhe go Dikarolo konokono							
			Moepo	Boenjiniere	Tsa tshipi	Tegeniki	HEE	Pabalesego	Gotlhe	% Basadi go konokono
E-Bente	15	9	0	0	0	0	0	0	0	0.0%
D-Bente	135	80	1	4	0	10	0	3	18	39.1%
C-Bente	1 194	1 055	48	72	11	10	9	7	157	69.8%
B-Bente	548	443	75	40	7	0	0	3	125	67.6%
A-Bente	611	514	64	80	3	4	11	0	162	76.1%
NG	79	0	0	0	0	0	0	0	0	0.0%
Gotlhe	2 582	2 017	188	196	21	24	20	13	462	64.5%

3.5.1 Leano thulangany

Maano a a latelang a tiro a tshamilwe go netefatsa go thapiwa le go thapiwa ga basadi mo ditirong tse e seng tsa setegeniki le tsa setegeniki kgotsa tsa konokono tsa tiro:

- Khamphani e tshwanetse go ela tlhoko maitlamo a yona a a farologaneng a phetogo a ka fa gare le a ka kwa ntle le go netefatsa gore tseno di dumalanngwa go tisa dipelo tsa phetogo tse di nang le mosola. Segolobogolo, ditlamego tsa konokono tsa semolao di amana le Molao wa Tekatekano ya Tiro, Tshata ya Meepo, Melawana ya Tiriso e e Siameng ya B-BBEE fa ditlamego tsa ka fa gare di amana le Gold Fields Group Diversity & Inclusion le ditlhokego tsa phetogo ya mokgatlo mabapi le maitlamo a yona a ESG. Ka jalo maikaelelo a phetogo a South Deep a batla go fetolela ditlamego tse go nna leano le le nang le mosola le le dirang jaaka motswedi wa maatlal a go ka kgweetsang dipelo tsa kgwebo tse di kwa godimo mo go ona ka go dirisa ditlante tse di farologaneng tsa badiri ba yona.
- Go sekaseka ka matlhagatlhaga le go supa ditshono tse di rileng go ikaegilwe ka diphatlhatiro tse di supilweng jaaka di ka amogelwa mo tekanyetsokabong nngwe le nngwe ya ngwaga le ngwaga ya badiri e e simololang ka 2023 le mo pakeng ya Maano a SLP/EE. Ditshono tse di tla abelwa le go tlhomelwa sethlopha sa baagi se se tlhalositsweng le/kgotsa PWD go netefatsa gore ditaelo tsa go thapa tse di tsepameng le tse di rileng di a amogelwa le gore maiteko otlhe a dirwa go bona batho ba ba tlhokegang.
- Go sekaseka kgatelopele ya Moepo kgatlhanong le maano a yona a ngwaga le ngwaga a EE le go tlhalosa ditekanyetso tse di tlhokegang tsa go thapa tsa ditlhopha tse di farologaneng tsa baagi. Fa Moepo o sa kgone go bona motho yo o nang le dithutego tse di tshwanetseng go tswa mo setlhopheng sa baagi se se tlhomilweng, lefapha la HR le tla tlhoka go baakanya ditekanyetso tsa go thapa tsa ditlhopha tse di farologaneng tsa baagi go netefatsa gore go dirwa kgatelopele e e utlwalang go fitlhelela dintlha tsa ngwaga le ngwaga tsa EE.
- Go sekaseka ditshono tse di tshamilweng morago ga thekiso go netefatsa gore ditekanyetso tsa go thapa kgotsa ditlhopha tsa go batla di a fetolwa go netefatsa gore go dirwa kgatelopele e e utlwalang go ya kwa go fitlheleleng dintlha tsa ngwaga le ngwaga tsa EE.
- Go supa badiri ba ba tshwanelegang ba ba bontshang bokgoni jwa go tswela pele le go tlhama maaNo a a tshwanelang botlhe a go tswela pele mo tirong. Mananeo a tlhabololo a tla latela letlhomiso la Tlhabololo le Kgatelopele ya Bokgoni jo bo Rulagantsweng (SSDP) la moepo go baakanyetsa badiri ba ba tshwanelegang ditshoNo tsa kgatelopele ya tiro.
 - SSDP e tla fitlhelelwa gape go supa maemo a a Thata go a Tlatsa le, jaaka serala se mo go sona go ka agiwa ditseraganyo tsa tswelolepele ya tiro e e potlakileng kgotsa e e potlakileng jaaka tsela ya go tswelolela phitlholelo ya maaNo a EE. Seno se tla akaretsa dirutwa tsa konokono tse di ikaeletsweng ka go fitlhelela dithuto tsa go ithuta, dibasari, mananeo a dialogane le mananeo a katiso ya bokgoni jwa konokono.
- Tlhabololo ya badiri e tla akaretsa Thuto e e Tsenelelang, e leng mokgwa wa go ruta le go ithuta o o kopanyang thekenoloji le mekgwa ya setso ya thuto, e e tlamelang ka tikologo e e nang le mmatota le e e tlhotlheletsang kgolo. E tsepamisitse mogopolo thata mo maitemogelong a go ithuta go tokafatsa go tlhologanya diteng tsa moithuti le go di boloka go na le bokgoni jwa moithuti jwa go tlhotlhora diteng fela.
- Badiri ba ba amogetsweng le ba ba gatelang pele ka katlego kgotsa ba ba alogang ka SSDP ba tshwanelega go akarediwa mo letangwaneng le le rulagantsweng semmuso la Talente le Tatelano ya Moepo mme, ba tla nna ka fa tlase ga taolo ya tiragatso e e ineetseng, tshkatsheko ya talente ya ngwaga le ngwaga le tlhokomelo ya lekgotla la ditlante.
- Tsepamiso mogopolo ya botlhokwa ya tsereganyo ya South Deep HRD le EE ke phetogo le tlhabololo ya basadi. Ka ntlha ya seo, go tla gatelelwa go supa badiri ba basadi ba ba tshwanelegang ka Boruni jwa Bokgoni le Dithutego jwa 2022/2023 go tlhabolola go ya pele.

3.5.2 Leano la karoopedi go fitlhelela ditebelelo

South Deep e rulagantse leano la yona la phetogo go dira gore EE, Pharologano le Kakaretso le tswelopele ya basadi go tsamaelana le mokgwa o o latelang:

Plan 1	Plan 2
- Bathapiwa ba basadi ba ga jaana ba tla nna le kgatelopele mo tirong ya bone (go ithutela tiro, dibasari, go ikatisetsa tiro, jalo le jalo); le - Badiri ba basadi ba ba nang le dithutego tse di botlhokwa tse di leng teng mo mafapheng a ditirelo ba tla lebelelwa gore ba kgone go tlhatlosiwa mo tirong mo ditirong tse di botlhokwa ka go dirisa thulaganyo ya go Tokafatsa Bokgoni le go Tokafatsa (SSDP) jaaka go tlhalositswe fa godimo.	- Tlhome basadi ba ba mo morafeng o o amogelang baeng go thapiwa mo dithulaganyong tsa go ithuta, dibasari, go ikatisetsa tiro; - Go ikaelela basadi ba ba tswang mo baaging ba ba amogelang baithuti go thapiwa mo AET; - Go tlhama maemo a tlhabololo a a kgethegileng mo badiring ba HDSA ba e seng basweu ba ba tsamaelanang le thulaganyo ya SSDP; le - Tlhome basadi go thapiwa mo maemong a a sa dirisiwang le go netefatsa gore badiri ba basadi ba ba tlogelang moepo ba emelwa ke basadi ba bangwe

3.5.3 Dikgoreletsi go fitlhelela Maikaelelo go di fenyha

Go ngoka le go boloka talente: Ka ntlha ya tlhalelo ya bokgoni mo intasetering ya meepo go ya ka basadi ba ba nang le maitemogelo a a tshwanetseng, South Deep e gaisana le matlo a mangwe a meepo. Tsepamisomogopolo e e mabedi ya go baya dituelo tse di Bannaba tsa kgaishano ya mmara le go tokafatsa maitemogelo a badiri ke dilo tse di botlhokwa tse di kgontshang go gogela le go boloka bokgoni jo bo tlokegang jo bo tlokegang gore South Deep e atlege mo pakeng e telele. Ka matsholo a a tswelang a Patlisiso ya go Tsenelela ga Badiri le Dipuisano tse di Bopelokgale, Moepo o tlotlhedlwa gore o supile dikgoreletsi tsa konokono le dikgato tse di tsamaelanang le go fokotsa dikgoreletsi go tokafatsa bokgoni jwa one jwa tlhologo jwa go ngoka le go boloka ditale.

3.5.4 Botsayakarolo go Bolaodi jwa HDSA:Leano

Go tsamaisana le Letlhomiso le le kopantsweng la Kgatelopele ya Talente le Bokgoni la South Deep, go dirwa pharologano ka bophara mabapi le go farologanya ditiro tsa konokono le tse e seng tsa konokono tsa thuto le dikarolo tse di amanang le tsone. Ka jalo Moepo o tlaola tseno ka tsela e e latelang:

Maphata konokono:



Maphata a eseng a konokono:



Go sa kgathalesege dipharologano tse, filosofi ya South Deep HRD ke go netefatsa gore badiri botlhe, go sa kgathalesege gore ke ba thuto efe, ba na le tshwanelo ya go akanyediwa go gatela pele mo tirong le go gatela pele mo tirong.

KAROLO

4



TLHABOLOLO YA BAAGI BA MOEPO

KAROLO 4

THLABOLOLO YA BAAGI BA MOEPO

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4.3.5	Thapo	63	4.8	Go Tshegetsa Diporojeke Tsa LED ka Madi	70
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4.3.7	Bohuma	64	4.9.1	Diporojeke tsa LED tsa kwa Borwa jo bo Boteng mo Ditikologong Tse di Amogelang Baeng	71
4.3.8	bosenyi	65	4.10	Diporojeke Tse di Akantshiwang	71
4.3.9	Boitekanelo	65	4.10.1	Go baakanya Lefelo la Thusong (Bekkersdal)	72
4.3.10	HIV/AIDS	65	4.10.2	Go tlamela dikolo tsa selegae le mafelo a botlhe ka maatla a letsatsi (Rand West City)	74
4.3.11	Matlo le mafaratlhatlha	66	4.10.3	Go agiwa ga diphaposi tsa borutelo kwa Thusa Setjhaba Secondary School (Poortjie Township)	75
4.3.12	Motlakase	66	4.10.4	Go agiwa ga diphaposi tsa borutelo kwa Sekolong se se Kwa Gare sa Zuurbekom (Zuurbekom)	77

KAROLO 4

THLABOLOLO YA BAAGI BA MOEPO

Maikaelelo a magolo a tlhabololo ya baagi ba moepo ke go nna le seabe se se nang le bokao mo tlhabolong ya loago le mo tlhatlosong ya baagi ba ba amogelang baagi ba South Deep.

South Deep e amogela gore seabe se se jalo se fitlhelelwa botoka ka ditherisano tse di nang le bokao le tirisano mmogo le bannaleseabe ba botlhokwa mo go tlameng le go sekasekeng ga Leano le le Kopanetsweng la Tlhabololo (di-IDP) la bothati jwa selegae la baagi ba rona. South Deep e tla tswelela go buisana le matlhomiso a mangwe a tlhabololo ya ikonomi jaaka LeaNo la Kgolo le Tlhabololo la Porofense (PGDS), LeaNo la Bosetšhaba la Tlhabololo ya Sebaka (NSDS), Dittlapele tsa Bosetšhaba le bannaleseabe ba bangwe.

Tšhata ya Meepo e bolela gore Baagi ba Meepo ba bopa karolo e e botlhokwa ya tlhabololo ya meepo, e e tlhokang tekatekano magareng ga meepo le tlhabololo ya loago le ikonomi ya Baagi ba Meepo. South Deep e na le seabe se se nang le bokao mo tlhabolong ya Setšhaba sa Meepo (ka go tsaya letlhakore mo baaging ba meepo e diragalang mo go bona) ka bobedi go ya ka khuetso le gape go tsamaelana le melawana ya laesense ya loago ya go dira. Diporojeke tsa Tlhabololo ya Baagi tsa Moepo di ikaelela go akaretša diporojeke tsa mafaratlhatlha, diporojeke tse di dirang lotseNo le tlhabololo ya

4 Dimmasepala tsa didika, teropokgolo le selegae

Bommasepala ba dikgaolo, ba teropokgolo, le ba selegae jaaka ditheo tse di laotsweng ke molaotheo tsa tlhabololo ya baagi, ba na le maikarabelo a go kokoanya maano a a kopantsweng a tlhabololo (di-IDP) ka go rerisana le bannaleseabe botlhe ka tsela e e bonalang le e e akaretsang. South Deep e tshwanetse go nna le seabe mo tlhabolong ya Baagi ba Moepo ka go sekaseka ditšhoNo tsa go tshegetsa dingwe tsa diporojeke/diporojeke tse di tlang pele tse di supilweng ka di-IDP.

South Deep e beeletsa mo tlhabolong ya baagi ba ba amiwang ka tlamalalo le ka tsela e e sa tlamalalang ke ditiro tsa yona. Diporojeke tse di tshagediwa go Moepo di na le seabe mo tlhabolong e e tswelelang ya loago le ikoNomi mo baaging ba bontsi jwa badiri ba yona le ba malapa a bona ba nnang mo go bona. Ka go dira jalo Moepo o rulaganya gape go diragatsa maikaelelo a ona a Tlhabololo ya IkoNomi ya Selegae (LED), jaaka a le mo SLP ya ona.

4.2 Dipuisano le tirisano ya baamegi go SLP

Tšhata ya Meepo ya 2018 e tlhoka gore motshodi wa tshwanelo ya meepo, ka go buisana le bommasepala, baagi ba meepo, bothati jwa setso, le bannaleseabe go supa ditlapele tsa tlhabololo tsa baagi ba meepo. Baagi ba meepo ba tlhalosiwa jaaka baagi ba meepo e diragalang mo teng ga mmasepala wa selegae, mmasepala wa teropokgolo, kgotsa mmasepala wa kgaolo le mafelo a magolo a a romelang badiri.

Mo SLP eno, South Deep e tsepamisitse ditherisano tsa yona mo baaging ba yona ba ba amogelang, bogolosegolo Poortjie, Bekkersdal, Simunye, Thusanang le Zuurbekom e dirisa ditlhopho tse di tsepamisitsweng go tswa kwa baaging go tsamaelana le dikaelo tsa go tsaya karolo ga setšhaba tsa Tshekatsheko ya Diphelelo tsa Tikologo (EIA). Se se ne sa tlhokega morago ga ditieo mo Mmasepaleng wa Selegae wa Rand West City (RWCLM) – e leng mmasepala wa selegae o Moepo o dirang mo teng ga ona – go tshwara dikopaNo tsa yona tsa IDP. South Deep e ne e tlhoka go wetsa ditiro tsa yone tsa SLP e ntšhwa. Mekgatlho e e seng ya puso (di-NGO) go tswa kwa merafeng e e farologaneng le yona e ne ya lalediwa kwa dithutong go tla go buisana ka mokgwa o o tshwanang le wa baagi mme go ikaegilwe ka mafelo a bona a a tsepamisitseng mogopolo le diporojeke tsa bona. Ditherisano tse di dirilwe ka tirisano mmogo le makhanselara a selegae, maloko a dikomiti tsa diwoto a a emetseng RWCLM le baeteledipele ba baagi.

Go botlhokwa go ela tlhoko gore South Deep e dira mo lefelong le le gaufi le toropo le le tlaolwang ke batho ba ba farologaneng. Mafelo a kgethilwe go bapisitswe le molemo o fetileng le diporojeke tse di tseentsweng tirisong e le karolo ya di-SLP tse fetileng. Dikopano tsa ditherisano di ne tsa dirwa go tloga ka Seetebosigo go fitlha ka Phatwe 2022. Go thusa go ya pele mo go tlhaloganyeng ditlhokego tsa ga jaana tsa baagi ba rona ba ba amogelang, South Deep e dirile Thutopatlisiso ya Motheo ya Loago le Ikonomi ya 2022 (SEBS).

Mo ditherisanong dingwe le dingwe, makhanselara a selegae le baeteledipele ba baagi ba ne ba tlamela ka maemo a loago le ikonomi ya lefelo leo mme South Deep e ne ya tlagisa dipholo tsa SEBS. Seno se ne sa dira gore baagi ba kgone go tsholetsa ditlapele tsa bone tsa tlhabololo. Thulaganyo eno e ne ya felela ka gore go supiwwe diporojeke tsa LED tsa SLP

4.3 Tshedimosetso ya lemorago la loago le ikonomi

IkoNomi ya porofense ya Gauteng e tlhalosiwa go ya ka Palogotlhe ya Dikumo tsa Naga (GDP), botlhokatiro, dipholo go ya ka lekala la ikoNomi, dipeeletso, ntshodikuNo ya badiri le lotseNo lo lo tswang mo bojanaleng. Mathata a a eteletseng pele a thebolo ya ditirelo a a lebaneng le bommasepala kwa Gauteng go ya ka SEBS, ke ditshenyegelo tsa motlakase; go tlhoka kgotsa go sa lekana ga ditšhoNo tsa tiro; tirisodikgoka le bosenyi; go tlhoka tlamelo e e ikanyegang ya motlakase le matlo a a sa lekanang. Kabo e e kwa godimo ya tiro ya Rand West City ke ya meepo fa e e kwa tlase e ne e le ya motlakase, gase, metsi le temothuo, dikgwa le botshwaraditlhapi. Maemo a thuto a kwa tlase thata mo Mmassepale wa Kgaolo, le fa go na le ditokafatso tse dinnye go ralala dimmasepala tsotlhe tse tharo tsa selegae. Botlhokatiro jwa bašwa ke kgwetlho e kgolo mo baaging ba ba amogelang South Deep.

Lenaneo 56: Ditshupo tsa Botlhokwa tsa Loago le Ikonomi

Ditshupokgolo	Yuniti/pharologanyo	SA	Gauteng	West Rand DM	Rand West City LM
dipalopalo	Palobatho yotlhe ¹	55 653 654	13 399 724	838 594	308 567
	% shere ka kgaolo	N/A	24.1% ²	6.2% ³	31.7% ⁴
	Kgobokanyo ya palobatho (palo ya batho ka km ²) (2018)	45.3	737.0	203.5	238.1
	Kelo ya kgolo ya palobatho kwa diteropong (%) (2016 – 2020) ⁵	1.4%	2.4%	1.2%	1.2%
Tlhabololo	Indekese ya tlhabololo batho (HDI) ⁶	0.71	0.65	0.65	0.65
	Kelo ya Gini (2019) ⁷	0.63	0.62	0.64	0.60
	Selekanyo sa pharologano ya lehuma (go tswa mo moleng o o kwa godimo wa lehuma) ⁸	49.2%	46.9%	49.9%	49.9%
	Palo e e nang le dingwaga tsa go ikwadisa tse di fetang 20 ⁹	14 644 033	4 808 764	257 310	68 356
	% Ba ba nang le dingwaga di le 20 le go feta ba ba tsenang sekolo kwa matriking ¹⁰	43.4%	52.4%	44.1%	37.4%
	Dipalo tsa malapa a a berekang ka tsela e e rulagantsweng matlo ¹¹ (2017)	87.0%	82.3%	77.4%	74.1%
¹ Community Survey 2016 ⁷ Gauteng SERO 2021 ² Relative to the national figure ⁸ Gauteng SERO 2021 ³ Relative to Gauteng ⁹ Community Survey 2016 ⁴ Relative to West Rand DM ¹⁰ Community Survey 2016 ⁵ Gauteng SERO 2021 ¹¹ Community Survey 2016 ⁶ Tshwane Economic Output Presentation 2017					

Bontsi jwa lefatshe le le mo taolong ya Mmassepala wa Selegae wa Rand West City le mo diatleng tsa poraefete, ka dipampitshana tse dikgolo tse di nang le dikhamphani tsa meepo. Lefatshe le le lolea la mmasepala le gasame go kgabaganya Ranta ya Bophirima. Ditoropo tse pedi tse dikgolo tsa Randfontein le Westonaria di golagantswe ka tiro le lefelo la toropo ya Mogale ka tsela ya R28. Go nna teng ga ditiro tsa meepo go netefatsa selekanyo se se rileng sa kgaogano ya sebaka magareng ga Randfontein le Westonaria. Tlhabololo ya go kitlanya le go tlatsa e atologa go tswa kwa Toropong ya Mogale ka ntsha ya borwa-bophirima go ya kwa Randfontein. Tlhabololo mo lefelong leno e kgaogane thata ka ntsha ya gore dikarolo tsa lefatshe ga di a tshwanela go tlhabololwa. Mafelo a meepo, a bontsi jwa one a leng gaufi le meepo e direlang mo go one, a dira gore go nne le go kgaogana go ya pele.

Setshwantsho 8: Mmasepala wa Selegae mo Kgaolong ya West Rand



Go sa kgathalesege tlhabololo e e bonako ya madirelo le tiro e e nang le dikgolagano tse di kwa morago le tse di kwa pele, le meepo ya gauta, karolo e kgolo ya West Rand e ntse e na le semelo sa yona sa magae.

Lefelo leno le akaretsa mafelo a mantle a Gauteng. Gape e itumelela maemo a bosa a a eletsegang, a a siametseng thata bojanala jwa tikologo. Gape ke karolo ya lefelo la Ngwaoboswa ya Lefatshe la Cradle of Humankind la diheketara di le 47 000 le le itsegeng mo lefatsheng lotlhe.

West Rand e kile ya bo e le lesaka le setulo sa bogosi sa Khosi Musi wa Ndebele, yo o neng a busa go tswa kwa eMhlangeni go ya kwa gompiano e leng City of Tshwane, Mooklabong kwa Randfontein e ne ya tewa ka rraagwe Khosi Musi, Mhlanga. Mo bofelong jwa dingwaga tsa bo 1900, ka go ribololwa ga gauta, West Rand e ne ya gola ka go itsege mme ya ngoka batho ba le bantsi ba kwa tshimologong ba neng ba tlile kwa "Toropong ya Gauta" e e tumileng, Johannesburg, ba batla dikhumo.

Ikonomi ya Kgaolo ya Sedika sa West Rand

Le fa e le nnye go gaisa diporofense di le robongwe tsa Aforika Borwa, Gauteng ke yone e e nang le maatla a ikonomi ya naga, mme porofense eno e na le seabe sa 34% ya GDP ya Aforika Borwa (StatsSA, 2017). Le fa mo hisetoring e agilwe mo motheong wa meepo le madirelo, ikonomi ya Gauteng e fetogile mme jaanong e kgweediwa thata ke ditirelo tsa thuto e kgolwane le tsa baagi.

Temothuo le meepo ke tsona tse di tlhotlheletsang tiro ya ikonomi ya West Rand. Ka 2018, dipholo tsa meepo di ne di dira 29.2% ya dipholo tsa ikonomi ya kgaolo. Ditirelo tsa kgwebisano le tsa maemo a a kwa godimo, bogolosegolo lekala la matlole, di na le seabe se se botlhokwa mo teng ga Gauteng le mo teng ga Sedika sa West Rand. Seabe se segolo sa ditirelo tse di amanang le baagi ke ditlamorago tsa palo e ntsi ya baagi.

Maphata a ikonomi

Ikonomi ya Mmasepala wa Kgaolo ya West Rand e dirilwe ka madirelo a a farologaneng. Setshwantsho sa 9 se neelana ka kakaretso ya phesente ya seabe sa lekala lengwe le lengwe mo ikonoming ya Mmasepala wa Kgaolo ya Ranta Bophirima. Mofuta wa Boleng jo bo Okeditsweng jotlhe (GVA) o neelana ka karoganyo ya lekala, moo lekala lengwe le lengwe le lekanyediwang go ya ka boleng jo bo okeditsweng jwa lone mo ikonoming ya selegae. GVA ke tekanyo ya dipholo (tlhagiso yotlhe) ya kgaolo go ya ka boleng jo bo tlhamilwang mo teng ga kgaolo. E ka arolwa ka makala a fapaneng a tlhahiso.

Mmasepala wa Selegae wa Rand West City ke senotlolo sa South Deep jaaka Moepo o dira fano mme o tshwanetse go tshegetsa ditlapele tsa ona tsa tlhabololo. Le fa tokomane e e tla umaka tshedimosetso le dipalopalo ka ga mmasepala wa kgaolo go bona bokao jo bogolo, go tla gatelelwa mmasepala wa selegae le baagi ba ba amogelang. Go botlhokwa go ela tlhoko gore South Deep e dirisa tekanyetsokabo ya yona ya SLP go solegela RWCLM le baagi ba e amogelang baeng molemo. Baagi ba ba amogelang baeng ba tlhalosiwa jaaka ba ba gaufi le Moepo, mme ka jalo ba amiwa ke ditiro tsa meepo. Jaaka khamphani e e nang le maikarabelo, South Deep e ikaetse go nna le seabe se se siameng mo go tlatloseng loago le mo tlhabololong ya baagi bano le go fokotsa ditlamorago dipe tse di sa siamang tsa mmatota le tse di lemogiwang.

4.3.1 Palobatho

Porofaele ya palobatho

Ranta ya Bophirima ke kgaolo e e nang le batho ba bannye mo Porofenseng ya Gauteng. Bogolo jwa baagi (go ya ka Stats SA) bo fopholediswa go nna kwa tlase ga batho ba le 900 000 ka phokotsego e nnye magareng ga 2010 le 2016.

Lefelo le le kopantsweng la RWCLM le Woto ya 5 ya Toropo ya Johannesburg (COJ) le kaiwa fano jaaka Lefelo la Khuetso (AOI). AOI e ne e na le batho ba le 308 567 go ya ka patlisiso ya baagi ya 2016. Mabapi le kabo, Bantsho ba Aforika ba etsa . go ya kwa godimo ga setlhopha se segolo sa batho, ka banna ba le bantsinyana go feta basadi. Magareng ga 2016 le 2020, Aforika Borwa e ne e na le palogare ya seelo sa kgolo ya baagi sa 1.4% (The World Bank, 2022).

Mmasepala wa Selegae wa Rand West City (o o sa tswang go tlhamiwa le go kopanya Mmasepala wa Selegae wa Westonaria le Mmasepala wa Selegae wa Randfontein) o na le batho ba le 308 567, ka tshedimosetso ya Stats SA go tloga ka 2011 le 2016 e e bontshang phokotsego ka kakaretso ya 2.6% mo bogolong jwa baagi. Bogolo jwa malapa mo mmasepaleng wa selegae bo bonnye fa bo bapisiwa le Sedika le Porofense, ka palogare ya batho ba le 2.8 mo lalapeng lengwe le lengwe (2015 – Westonaria, Ditoropo tsa Meepo tse di mo Mathateng).

Phasalatso ka dingwaga

Diperesente di le masome a maratara le bothano tsa baagi mo teng ga AOI ke ba dingwaga tsa go bereka, ba dingwaga tse di fa gare ga 18 le 64. Gauteng, jaaka Aforika Borwa yotlhe, e na le se se itsegeng jaaka 'karolo ya temokerafi'. Karolo ya temokerafi ke bokgoni jwa kgolo ya ikonomi jo bo tlhagelelang fa karolo ya baagi ba dingwaga tsa go dira e le kgolo go feta karolo ya baagi ba dingwaga tse di sa direng. Melemo ya karolo eno ya temokerafi e a fokotsega jaaka fa popego ya dingwaga tsa baagi e ntse e sutela kwa godimo ka iketlo fa nako e ntse e tsamaya. Go lemoga mosola wa karolo e e leng teng ya temokerafi, ikonomi ya Aforika Borwa e tlhoka go godisa ditšhono tsa ditiro le go tokafatsa ditsholofelo tsa mmara wa badiri go batho ba ba botlana ba dingwaga tsa go dira. Tiro e kgolo e tla tlhatlosa lotseNo lo lo magareng, go letla maaforikaborwa go beeletsa mo thutong le go boloka. Dikgato tse di bothokwa thata go fitlhelela karolo ya bobedi ya temokerafi (Oosthuizen, 2016). Ka jalo, go na le tšhono ya kgolo e e bonako ya ikonomi le itekanelo ya malapa, mme go tlhokega baagi ba ba rutegileng sentle le ba ba nang le bokgoni.

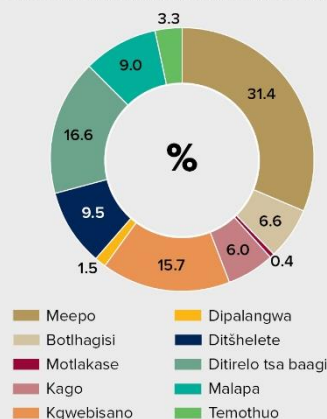
Tlhogo ya lelapa

Le fa go na le kabo e e lekalekanang ya baagi magareng ga banna le basadi, bontsi jo bogolo jwa malapa mo AOI a eteletswe pele ke banna.

Tshimologo ya palobatho le khudugo

Go tthaloganya mekgwa ya go fuduga go senola dikgatelelo tsa baagi le tsa tlhabololo tse di dirwang mo lefelong la thutafatshe. Seno ke nnete bogolosegolo mo Gauteng, ka gone porofense e bone khudugo e kgolo ya nete ya

Setshwantsho 9: Peresente ya Seabe sa Lekala lengwe le lengwe mo Ikonoming ya Mmasepala wa Kgaolo ya West Rand



Source: Community Survey 2016

Lenaneo 61: Population Profile

 Porofaele ya palobatho		
Porofaele	Palobatho	%
Montsho	253 202	82.1
Bammala	16 096	5.2
Mointiya	753	0.2
Mosweu	38 420	12.4
Ba bangwe	96	0.0
Palobatho ya basadi	49.0	

Palobatho yotlhe 308 567

Motswedi: Sensase 2011 le Patlisiso ya baagi 2016

Lenaneo 62: Age Profile

 Porofaele ya dingwaga		
Dingwaga	Palobatho	%
Tlase go 18	95 572	31.0
18 - 64	199 050	65.0
65+	13 944	5.0

Motswedi: Sensase 2011 le Patlisiso ya baagi 2016

bafaladi ba selegae le ba boditšhabatšhaba fa e sale ka 2016 (BusinessTech, 2021). Setshwantsho sa 10 se bontsha selekanyo sa dikgatelelo tsa bafaladi tse di dirilweng mo Gauteng fa di bapisiwa le diporofense tse dingwe tse robedi tsa Aforika Borwa.

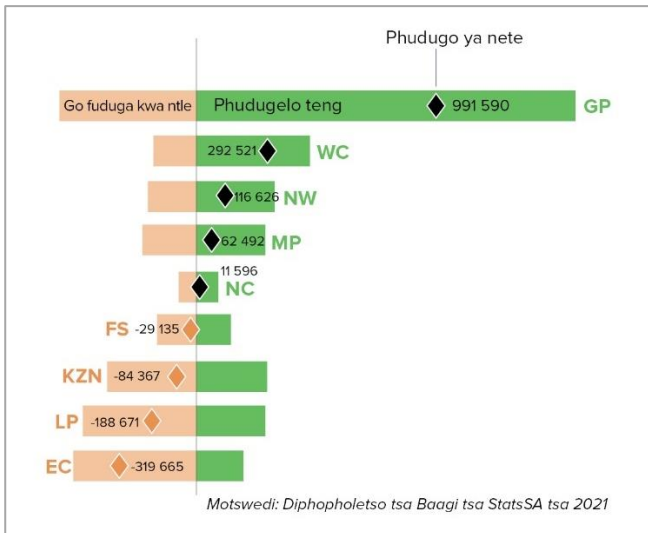
Go lemoga ditlamorago tsa go fuduga go go kwa godimo go tshwanetse ga tsewa tsia fa go tlhamiwa selegae se se tsweleng pele.

Lenaneo 63: Head of Household

Tlhogo ya lelapa		
Lelapa	Palobatho	%
Banna	77 687	67.0
Basadi	38 777	33.0

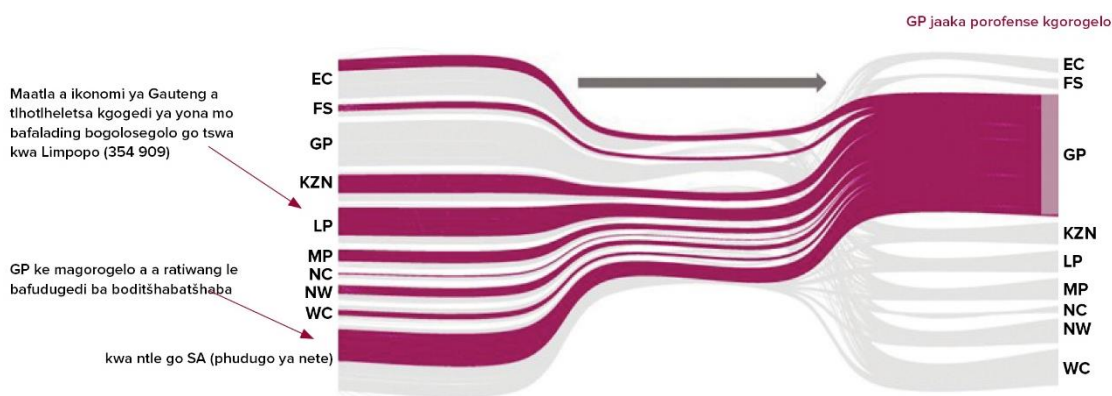
Motswedi: Sensase 2011 le Patlisiso ya baagi 2016

Setshwantsho 10: Net Migration 2016-2021 by Province



Setshwantsho 11: Se bontsha kwa batswakwa ba ba tswang mo malapeng le ba ba tswang kwa dinageng di sele ba gorogelang teng kwa Gauteng, mme porofense eno ke lefelo le le ratwang thata ke batswakwa ba ba tswang kwa Limpopo e bile e amogela bontsi jwa batswakwa ba ba tswang kwa dinageng di sele.

Setshwantsho 11: Gauteng as a Destination Province



Mo AOI, pedi-tharong ya baagi ba ne ba belegetswe mo Gauteng, fa nngwe-tharong e le batswakwa ba kokomana ya ntlha. Seno se dumalana le tsela e diporofense di ntseng ka yone jaaka go bontshitswe fa godimo

Lenaneo 57: Porofense of

 Porofense ya tsalo		
Lefelo	Palobatho	%
Gauteng	202 982	66.0
Eastern Cape	22 343	7.0
Kwa ntle go aforika borwa	23 803	8.0
Kwa-Zulu Natal	11 671	4.0
Limpopo	9 918	3.0
Tse dingwe	17 965	6.0
Bokone Bophirima	17 067	6.0
Free State	2 816	1.0
Gotlhe	308 565	100.0

Motswedi: sensase 2011 le Patlisiso ya baagi 2015

4.3.2 Puo

Dipuo tse di renang di tlhotlheletsa bobedi sediriswa sa tlhaeletsano se se dirisiwang mo teng ga merafe ya rona, mmogo le go gatsiwa ga tokomane ya SLP e e amogetsweng. Mo gare ga AOI, puo e e buiwang thata ke Setswana, mme e latelwa ke Seaforikanse.

Lenaneo 58: Dipuo

 Languages		
Language	Population	%
Setswana	87 491	28.4
Afrikaans	50 609	16.4
IsiXhosa	45 769	14.8
Sesotho	43 807	14.2
IsiZulu	36 657	11.9
Xitsonga	16 258	5.3
Sepedi	1 093	0.4
Other	26 883	8.7
Total	308 567	100.0

Source: Census 2011 and Community Survey 2016

4.3.3 Porafaele ya Ikonomi

RWCLM e na le ikoNomi e e farologaneng e e nang le seabe mo GDP ya kgaolo ya R3.7 bilione ka 2011.

Ikonomi ya Rand West e kgweediwa thata ke lekala la meepo mme, ka jalo, e ikaegile ka diphetogo le ditlamorago tsa kwa ntle. Ka go nna jalo, karolo e e kwa godimo ya tiro kwa Rand West City ke ya meepo le go epa matlapa, le ditirelo tsa baagi fa tse di kwa tlase di le mo motlakaseng, gase le metsi le temothuo, dikgwa le botshwaraditlhapi.

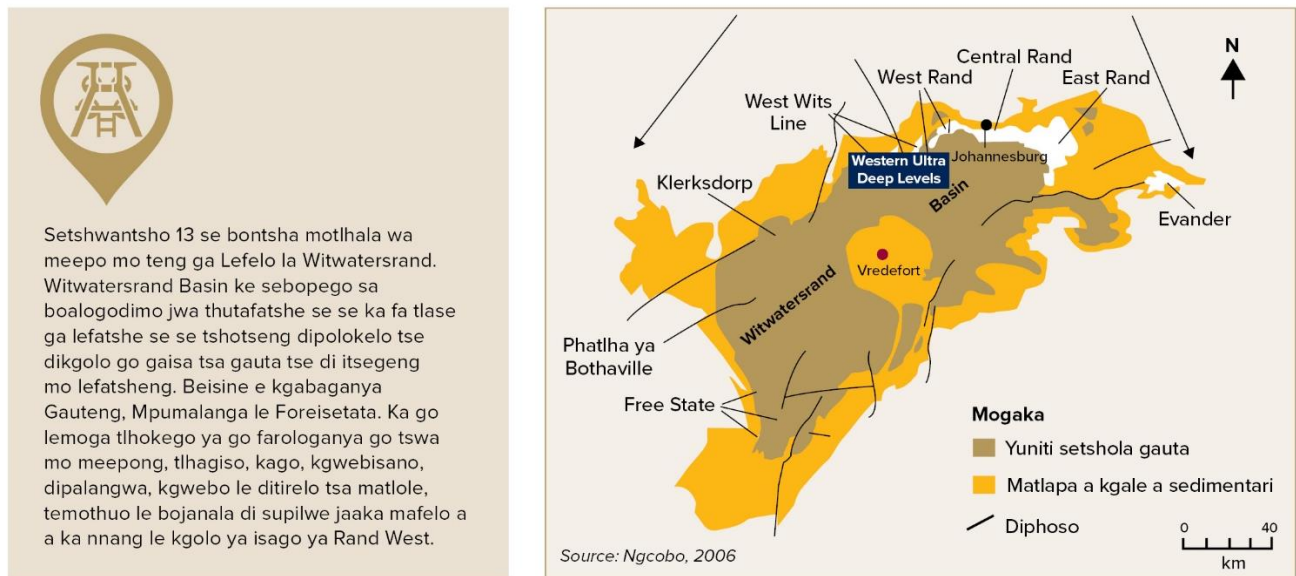
Meepo le makala a mangwe a le mmalwa a itemogetse kwelotlase ya kgolo ya dipholo tsa lekala ka 2020.

Lenaneo 59: Sector Output Growth 2020

Lephata	Gauteng (%)	Rand West (%)	Merafong (%)	Mogale (%)
Temothuo	16.6	16.3	19.7	16.8
Meepo	(16.5)	(13.5)	(20.7)	(16.7)
Botlhagisi	(10.0)	(9.4)	(11.3)	(9)
Motlakase	(17.2)	(13.4)	(10.7)	(12.4)
Kago	(10.4)	(10.8)	(11.6)	(10.4)
Kgwebisano	(11.70)	(11.9)	(12.4)	(11.7)
Dipalangwa	(9.1)	(7.6)	(7.7)	(7.5)
Ditšhelete	(1.7)	(2.1)	(1.1)	(2.2)
Baagi	(4.7)	(4.8)	(5.4)	(4.2)

Motswedi: Gauteng SERO 2021

Figure 12: Mining Footprint of the Witwatersrand Basin



4.3.4 Maemo a thuto

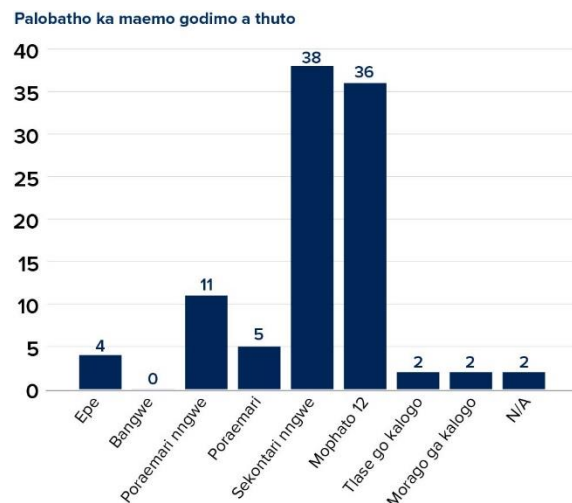
Thuto ke tshwanelo ya motheo ya batho go ya ka Molaothomo wa Ditshwanelo, Kgaolo 2 ya Molaotheo wa Naga. Diperesente di le masome a supa le bone tsa baagi mo AOI di na le maemo a thuto a sekontari kgotsa a Mophato wa bo 12. Maemo a thuto ya morago ga sekolo se segolo a kwa tlase thata, ka 4% fela ya baagi e e welang mo setlhopheng seno.

Lenaneo 60: Population by highest level of education

Maemo a thuto godimo		
Maemo a thuto	Palobatho	%
Epe	8 791	4.0
Bangwe	545	0.0
Poraemari nngwe	23 063	11.0
Poraemari	10 036	5.0
Sekontari nngwe	78 020	38.0
Mophato 12	75 386	36.0
Pele go kalogo	3 729	2.0
Morago ga kalogo	3 493	2.0
Epe N/A	4 700	2.0
Gotho	207 763	100.0

Motswedi: sensase 2011 le Patlisiso ya baagi 2016

Figure 13: Population by highest level of education



Leroborobo la COVID-19 le dikgoreletsi tsa loago tse di neng tsa latela di nnile le tshusumetso e kgolo mo thutong go ralala Aforika Borwa. Mo pegelong e e ntshitsweng ke StatsSA ka Tlhakole 2022, go lemogilwe ditlamorago tse di latelang tse di botlhokwa tsa COVID-19 mo thutong:

- Ke fela 11.7% ya dikolo tse di neng di neelana ka ditlhopho tsa go ithuta go tswa kgakala, fa tse di setseng di ne di diragatsa go ithuta ka go refosana. Seno se ne sa fokotsa thata nako ya go ikgolaganya le baithuti bao mo tleaseng ba ba neng ba sa kgone go ithuta ba le kgakala.
- Go lemogilwe koketsego e e bonalang ya bana ba ba sa tseneng sekolo, ka bana ba ba ka nnang milione o le mongwe ba dingwaga di le 5-18 ba ba sa tseneng sekolo go tlhelele mo pakeng ya leroborobo.
- Ke fela 24.7% ya malapa a a nang le bana ba dingwaga di le 5-24 a a nang le khomphiutha kgotsa lepethopo, se se lekanyetsang phitlhelelo ya inthanete le dikgetho tsa go ithuta go tswa kgakala go didiriswa tsa selulafouno fela.
- Go na le karogano e e bonalang ya magae le ditoropo mo go fitlheleleng inthanete le didiriswa tse di jaaka dilepethopo kgotsa dikhomphiutha, mmogo le kgolagano ya inthanete kwa gae.

Go tlhokega dipeeletso tse di bonalang mo thutong go se tokafatse fela ditlhaelo tsa Aforika Borwa tse di bonalang pele ga leroborobo, mme le go tshhegetsatsa baithuti bao ba ba nang ba salela kwa morago mo thutong ya bona ka nako ya leroborobo.

Maemo a thuto a kwa tlase thata mo Mmassepaleng ono wa Kgaolo, le fa go na le ditokafatso tse dinnye go ralala dimmassepala tsotlhe tse tharo tsa selegae. Phesente ya batho ba ba "sa tseneng sekolo" kwa Ranteng ya Bophirima ke 3.8% (2015), fa e bapisiwa le 2010 fa e ne e le 4.8%. Go molemo go lemoga gore go na le koketsego e nnye ya phesente ya batho ba ba nang le marematlou, go tswa go 29.7% go ya go 31.2% (2015).

Gape go na le koketsego ya phesente ya batho ba ba nang le thuto e kgolwane, 11.2%, go tswa go 10.3%. Mokgwa o o tokafaditsweng o mo maemong a thuto o bonala mo go bommassepala botlhe ka boraro (Mmassepala wa Kgaolo ya Rand West, IDP 2016/7 go ya go 2020/1_14 Tokomane ya Dipolelo). Koketsego ya maemo a thuto ya marematlou le ya thuto e kgolwane mo RWCLM e rotloetsa South Deep Mine ka jaana Moepo o na le seabe se se bonalang mo thutong.

Motse wa Westonaria o na le dikolo tse dipotlana di le 13, dikolo tse dikgolwane di le nne le dikolo tse pedi tse di magareng. Gore South Deep e nne le seabe se se siameng mo thutong mo mmassepaleng ono, tsepamo ya yone e tshwanetse go nna mo dikolong tseno tse di supilweng. Maemo a thuto a tokafetse mo lefelong la mmassepala mme khamphani, mmogo le Diterasete tsa yona (Terasete ya Thuto e e Tseneletseng ya Borwa le Terasete ya Baagi ya Borwa e e Tseneletseng) di nnile le seabe ka tlhomamo mo koketsegong ya diperesente tseno, go lebilwe palo ya dithuso tsa madi a go ithuta tse di tlamelwang ka ditheo tse di umakilweng. Dikago mo dikolong di le dintsi ga di a siama, mme ke dikolo di le 6 fela mo go tse 12 tse di nang le dilaeborari.

Seelo sa go falola materiki se oketsegile ka iketlo magareng ga 2012 le 2016, go tswa go 78% go ya go 87%. Palogare ya Tekanyetso ya Moithuti le Morutabana e oketsegile, e tsamaelana le Gauteng yotlhe.

Ka 2016, 55% ya bana ba sekolo kwa Mmassepaleng wa Selegae wa Westonaria (wa pele) ba ne ba tsamaya ka dinao go ya sekolong. Mo palong eNo, mo e ka nnang 67% e tsere metsotso e e fa gare ga 15 le 30 go fitlha kwa e yang teng.

(web.state.state). Le fa dipalangwa tsa botlhe ka sebopego sa dithekisi di le dintsi mo makeišeneng, ditshenyegelo di thibela bana go tsamaya ka tsela eno.

Go botlhokwa go ela tlhoko tlhaelo ya dikago tsa metshameko kwa dikolong tse di mo mafelong a lotseno lo lo kwa tlase mo Mmassepaleng wa Selegae, go akaretse le Bekkersdal le Simunye, e leng se se farologaneng thata le dikolo tse di mo mafelong a a humileng thata, jaaka Westonaria. Go tlhoka ditlamelo tsa metshameko e ka nna ntlha e e nang le seabe mo seelong se se kwa godimo sa bosenyi mo mmassepaleng wa selegae, mme bontlhannngwe bo amana le go tlhoka tiro ga bašwa le go borega.

4.3.5 Thapo

Aforika Borwa gantsi go bolelwa fa e itemogela morwalo o o menaganeng gararo wa lehuma, go tlhoka tekatekano le botlhokatiro, mme seno sa bofelo se itshupa e le mathata a loago a a gakadiwang ke leroborobo la COVID-19 le go fokotsega ga kgolo ya ikoNomi. Go tloga ka la bo 1 Seetebosigo 2022, Stats SA e umakile dipalo tse di latelang tsa botlhokatiro mo maemong a naga:

Tshedimosetso e bontsha sentle gore bašwa ke bone ba ba rwalang morwalo o mogolo wa botlhokatiro mo Aforika Borwa. Go botlhokwa go tlhama lenaneo le le kopantsweng la tlhabololo ya bokgoni le go ithuta ka maitemogelo le le dirang gore bašwa ba kgone go thapiwa mo intasetering ya meepo le mo makaleng a mangwe a a farologaneng a ikonomi.

Mo gare ga AOI ka 2016, 24% ya baagi e ne e le batho ba ba sa direng kgotsa ba ba kgobegileng marapo ba ba batlang tiro. Go lebeletswe gore palo eNo e tla bo e oketsegile ka 2022.

Lenaneo 61: Palo ya batho go ya ka maemo a bone a tiro

 Palobatho ka maemo a thapo		
Maemo a thapo	Palobatho	%
Mmatlatiro yo o weleng mooko	8 382	4.0
Thapilwe/dirang	102 186	48.0
Bangwe ga ba tseyekarolo go ikonomi	60 969	28.0
Ga a dire	43 180	20.0
Gotlhe	214 717	100.0

Motswedi: Sensase 2011 le patlisiso ya baagi 2016

Lenaneo 62: Palo ya baagi go ya ka dikarolo tsa tiro

 Lephata la thapo		
Lephata	Palobatho	%
Lephata le le rulaganntsweng	78 496	76.0
ILephata le le sa rulaganngwang	11 924	12.0
Lelapa la poraefete	10 777	10.0
Ga a itse	2 254	2.0
Gotlhe	103 451	100.0

Motswedi: sensase 2011 le Patlisiso ya baagi 2016

Bontsi (76%) jwa bao ba dirang, ba dira jalo mo teng ga lekala le le tlhomameng. Se se santse se supa palo e e bonalang ya baagi ba ba dirang mo teng ga lekala le le sa tlhomameng. Lekala le le sa tlhomameng ke botshabelo jwa mo e ka nnang

nngwetharong ya baagi ba Gauteng, fa palogare ya bosetšhaba e bontsha gore mo e ka nnang moagi a le mongwe mo go ba le batlhano ba ba matlhagatlhaga mo ikonoming o mo lephateng le le sa tlhomamang. Setshwantsho se se tlhagelelang se gwetlha pholisi ya tlhabololo le badiragatsi ba tlhabololo ya ikonomi ya selegae go akanya ka kwa ntle ga lebokoso le go simolola go tlhama sebaka se se siametseng gore lekala le le sa tlhomamang le gole le go nna le seabe ka tsela e e agang mo ikoNoming ya selegae le ya bosetšhaban to create a conducive space for the informal sector to grow and constructively contribute to the local and national economy.

Lotseno (go akarediwa le dituelo tsa loago)

Bontsi jwa baagi mo AOI ba ne ba amogela madi a a fa gare ga R40 000 le R75 000 ka ngwaga ka 2016. Se se kaya gore lotseno lwa palogare lwa kgwedi le R4 800, lo lo kwa godimo ga tuelo e e kwa tlase ya bosetšhaba ya R3 710,40 ka kgwedi (Puso ya Aforika Borwa, 2022). Go ya ka maemo a lehuma a a fetotsweng a a supilweng ke Stats SA ka 2021:

Mola wa Lehuma la Dijo (lotseno lwa kgwedi le kgwedi lo lo tlhokegang ka motho go kgona go duelela maemo a motheo a go ja maatla) ke R624;

Mola wa Lehuma o o kwa Tlase (go akaretsa dilwana tsa motheo tsa dijo le dithoto tsa tlaleletso tsa mo ntlong) ke R890;

Mola wa Lehuma o o Kwa Godimo (o o kgonang go reka dijo tse di lekaneng le tse e seng tsa dijo) ke R1 335.

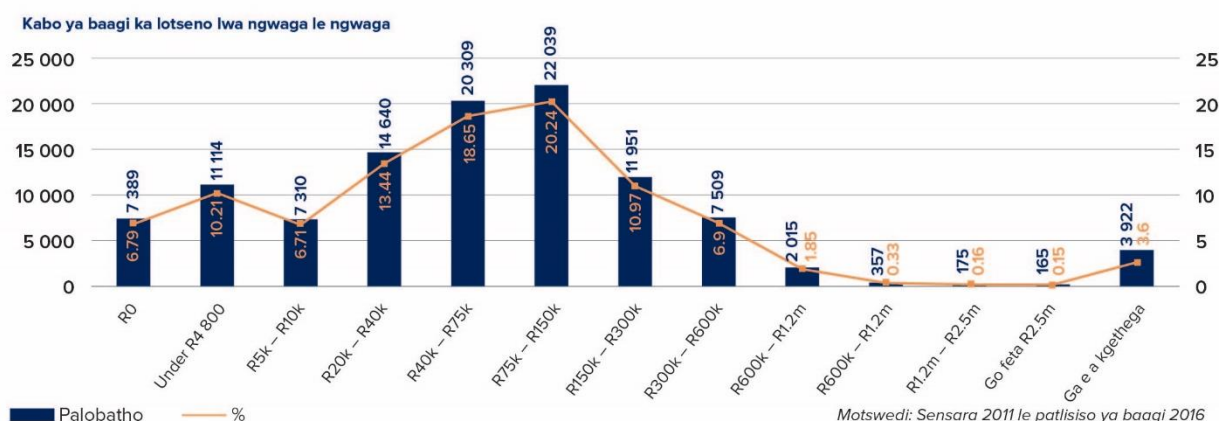
Le fa dintlha tse di rileng di se teng tsa setlhophpha sa lotseno lwa R0 go ya go R4 800, bonnye 6.79% ya baagi e begile gore ga e na lotseno mme ka jalo e wela ka fa tlase ga mela ya lehuma e e umakilweng fa godimo.

Lenaneo 63: Go abiwa ga lotseno lwa ngwaga le ngwaga lwa baagi

 Kabo ya baagi ka lotseno lwa ngwaga le ngwaga		
Maemo a letseno	Palobatho	%
R0	7 389	6.8
Under R4800	11 114	10.2
R5k – R10k	7 310	6.7
R10k – R20k	14 640	13.4
R20k – R40k	20 309	18.7
R40k – R75k	22 039	20.2
R75k – 150k	11 951	11.0
R150k – R300k	7 509	7.0
R300k – R600k	2 015	1.9
R600k – R1.2M	357	0.3
R1.2M – R2.5M	174	0.2
Go feta R2.5M	165	0.2
Ga e a kgethega	3 922	3.6
Gotlhe	108 894	100.0

Motswedi: sensase 2011 le Patlisiso ya baagi 2016

Setshwantsho 14: Go kgaoganngwa ga batho ka lotseno lwa ngwaga le ngwaga



Go tlhama matshelo a a tsweleng le go dira lotseno ke karolo e e botlhokwa ya go fokotsa lehuma mme go botlhokwa thata mo maitekong a a tsweleng a go aga ikonomi sešwa morago ga leroborobo la COVID-19.

4.3.6 Baagi ba baamogedi ba diwate le South Deep

Botlhokatiro jwa bašwa ke kgwetlho e kgolo mo baaging ba ba gaufi le Moepo wa South Deep go akaretsa le Mmasepala wa Selegae wa pele wa Westonaria jaaka go senotswe ke tshedimose tso go tswa mo thutopatlisisong ya motheo e e laetsweng ke Gold Fields e e dirilweng ke ERM ka Phukwi 2017. Baagi ba Bekkersdal le Simunye (Diwoto 27, 28, 29, 31, 32, 33, 34 le 35) di na le seelo se se kwa godimo sa botlhokatiro sa go 50%.

Lenaneo 64: Botlhokatiro jwa bašwa

Diwate	Bašwa b aba dirang	Botlhokatiro jwa bašwa	Badiri ba ba sa leng basha	Kelo ya botlhokatiro jwa bašwa (%)
Diwate 30, 17 (Thusanang, Hillshaven & Zuurbekom)	3 742	1 504	5 246	29%
Diwate 23, 25 (Glenharvie, LibaNon & Venterspost)	3 821	1 113	4 934	23%
Diwate 24, 26 (Westonaria CBD, Westonaria Borwa)	2 216	736	2 952	25%
Diwate 27, 28, 29, 31, 32, 33, 34 le 35 (Simunye le Bekkersdal)	8 360	8 391	16 751	50%
Mmasepala wa selegae wa pejana wa Westonaria	18 138	11 745	29 883	39%

4.3.7 Bohuma

Go botlhokwa go tlhagisa kgwetlho ya lehuma le go tlhoka tshireletse go ya dijo mo mmasepaleng ono wa selegae go sa kgathalesege dipalopalo tsa tiro, ka gonne ke kgang e e tshwenyang thata.

Ka 2016 mo e ka nnang 15% ya malapa mo Mmasepaleng wa Selegae wa pele wa Westonaria a ne a tshela ka fa tlase ga mola wa lehuma. Tekanyo ya palo ya dihlhogo tsa lehuma (ke gore e tlhalosiwa jaaka karolo ya baagi ba ba leng teng, kgotsa ba ba tshelang, ka fa tlase ga mola wa lehuma mo kgaolong), e kwa godimo thata go na le Gauteng le Aforikaborwa.

Lenaneo 65: Malapa a a humanegileng

	2011	2016
Westonaria LM	15.4%	14.9%
Gauteng	4.8%	4.6%
Aforika Borwa	8.0%	8.0%

Tshupane ya Lehuma la Aforika Borwa ya Dikarolo tse dintsi (SAMPI), e leng selekanyo sa lehuma le le tseneletseng, e bontsha gore phesente ya RWCLM ya 2016 e ne e le kwa go 0.07%, mme Gauteng e le kwa go 0.02% mme Aforika Borwa e le kwa go 0.03%. Fa go lejwa pabalesego ya dijo kgatthanong le go tlhoka pabalesego, go botlhokwa go ela tlhoko gore:

10%	15%
of the population in 2016 stated that they had "skipped a meal in the past 12 months"	had "run out of money to buy food in the past 12 months"

www.statssa.gov.za, 2016 survey data

4.3.8 Bosenyi

Seemo sa bosenyi kwa Mmasepaleng wa Selegae wa pele wa Westonaria ke kotsi e e bonalang, e e gatelelwang fano jaaka karolo ya go tlhoma bokao le go akanyediwa jaaka setlapele sa tlhabololo ya loago. Tshedimosetso ya sešweng e bontsha dikoketsego go ralala palo e e bonalang ya bosenyi jo bo masisi, mo pakeng ya dingwaga di le tlhano le ngwaga o le mongwe, ka mmasepala wa selegae wa Westonaria o le kwa godimo thata go feta Porofense ya Gauteng mo palong ya bosenyi jo bo masisi. (Thutopatlisiso ya Motheo ya ERM, Phukwi 2017).

Lenaneo 66: kelo ya bosenyi kwa Westonaria

	Gauteng	Westonaria LM	Gauteng	Westonaria LM
	Diphetogo tsa selekanyo sa bokebekwa mo dingwageng tse 5: 2012 – 2016		Diphetogo tsa selekanyo sa bokebekwa mo ngwageng o le 1: 2015 – 2016	
Bokebekwa jwa go kopana le batho				
Polao	28.0%	39.0%	5.0%	7.0%
Maiteko a polao	33.0%	54.0%	9.0%	43.0%
Go tlhasela (ka maikaelelo a go utlwisana motho botlhoko)	0.0%	29.0%	2.0%	18.0%
Bogodu jo bo nang le maemo a a masisi	42.0%	17.0%	5.0%	6.0%
Ditlolomolao tse di amanang le dithoto				
bogodu ba leruo	35.0%	225.0%	2.0%	24.0%
Bosenyi jo bongwe jo bo masisi				
Bosenyi jwa dikgwebo	(21.0%)	26.0%	(1.0%)	7.0%
Bosenyi jo bo lemogilweng ka ntlha ya ditiro tsa mapodisi				
Bokebekwa jo bo Amanang le Diokobatsi	114.0%	387.0%	(21.0%)	(35.0%)
Go kgweetsa o nole	56.0%	76.0%	25.0%	10.0%
Dikarolwana tsa bogodu jo bo masisi				
Go utswa dikoloi	48.0%	30.0%	7.0%	(6.0%)
Go utswa diteraka	57.0%	400.0%	(14.0%)	(20.0%)
Go thukutha mo mafelong a batho ba nnang mo go one	25.0%	91.0%	(3.0%)	38.0%
Dintshontsho mo Mafelong a e Seng a Bonno	35.0%	11.0%	9.0%	11.0%

Dipalopalo tse di fa godimo di bapisa phetogo ya bosenyi mo pakeng ya dingwaga di le tlhano kgatlhanong le ngwaga o le mongwe mo maemong a porofense le a mmasepala. Go botlhokwa go ela tlhoko gore koketsego ya 387% ya bosenyi jo bo amanang le diritibatsi mo mmasepaleng e kaya gore palo ya mefuta eno ya bosenyi e ne e oketsegile go tswa go 62 ka 2012 go ya go 302 ka 2016. Mo ntlheng ya porofense dipalo di oketsegile go tswa go bokana ka 25 000 . go ya go dikgetse di feta 55 000 mo pakeng e e tshwanang, ka jalo ke koketsego ya 114%.

Tshedimosetso e tsamaisana thata le tshedimosetso ya ditiragalo e maloko a baagi a e abelanang le baemedi ba Moepo mo diforamong tsa go nna le seabe ga baagi. Pabalesego ya baagi e tshwanetse go nna setlapele sa bannaleseabe botlhe ba ba dirang mo mmasepaleng wa selegae.

4.3.9 Boitekanelo

Ga go na dikokelo tsa setšhaba mo Mmasepaleng wa Selegae wa pele wa Westonaria, mme go na le ditheo tsa boitekanelo di le robedi (8). TseNo di akaretsa ditleliniki tse di kwa Venterspost, Westonaria, Bekkersdal Bophirima, Bekkersdal Botlhaba, Simunye, Thusanang, Zuurbekom le Glenharvie. Ditleliniki tse di tsamayang di dirisiwa go thusa mafelo a mangwe a a se nang ditleliniki tsa pholo.

4.3.10 HIV/AIDS

IDP ya RWCLM e nopola tshedimosetso go tswa mo “Global Insight”, e e bontshang phokotsego e nnye ya dikgetse tsa HIV/AIDS magareng ga 2003 le 2013. Toropokgolo ya Mogale e ne e na le 8.8% ya baagi ba ba tshelang ka bolwetse jono ka 2003, e e neng ya fokotsega go nna 8.5% ka 2013. Randfontein e ne e na le phesente e e kwa tlase ya batho ba ba tshelang ka HIV mo nakong ya 2013, ka 7.6% (e e kwa tlase go tswa go 7.9% ka 2003). Westonaria e ne e na le phesente ya bobedi e e

kwa godimo ya kgaolo ka 2013, ka 10.3%, mme palo e fokotsegile go nna 10.09% ka 2013. Ka 12%, Merafong e ne e na le phesente e e kwa godimo ya batho ba ba tshelang ka HIV mo LM ya West Rand ka 2003 le 2013.

4.3.11 Matlo le mafaratlhatlha

Tshedimosetso ya Palobatho ya 2011 e supa gore ba ba nnang mo matlong a semmuso mo teng ga RWCLM ba amogela ka palogare makgetlo a le 2.5 go feta baagi bao ba ba nnang mo matlong a a sa tlhomamang. Tshedimosetso e supa gape gore palo ya matlo a semmuso le a a sa tlhomamang ka bobedi e oketsegile magareng ga 2011 le 2016 fela phesente e e lekanang ya matlo a a sa tlhomamang e ne ya fokotsega (go tswa go 40.0% go ya go 38.0%) mo pakeng e e tshwanang.

4.3.12 Motlakase

Phitlhelelo ya motlakase e kwa godimo mme e kwa godimo ga 80.0% mo Toropong ya Mogale, Toropo ya Merafong le Randfontein, fela e kwa tlase mo Westonaria, e e ntseng mo 60.6%. Koketsego ya tuelo ya motlakase go tswa go Eskom magareng ga 2011/12 le 2012/13 e nnile e e kwa godimo mo Westonaria.

Tshedimosetso ya Stats SA go tloga ka 2016 e bontsha gore 32% ya baagi ba ba mo RWCLM ga ba na "phitlhelelo ya motlakase" mme ba ba nang le phitlhelelo ba wetse tlase go tswa go 71.0% (2011) go ya go 67.0% . (2016).

4.3.13 Kgeleloleswe

Phapang le phitlhelelo ya metsi, malapa otlhe mo kgaolong a bone koketsego ya phitlhelelo ya kgeleloleswe e e siameng.

Ka 2003, malapa a Randfontein a ne a na le maemo a a kwa godimo a phitlhelelo, ka 86.6%, a latelwa ke Mogale City ka 86.4%. Le fa go ntse jalo, Randfontein e nnile le kgolo e nnye fela mo phitlhelelong, ya fitlha go 87.5% ka 2012. Phitlhelelo kwa Mogale City e ne ya gola go fitlha go 91.6% mo pakeng e e tshwanang, mme ya dira gore e nne kwa godimo ka 2012. E kwa tlase gape mo Westonaria LM, ka 77.1%.

Go na le dipharologaNo magareng ga di-IDP tsa Mmasepala wa Kgaolo le tshedimosetso go tswa kwa Ditoropong tsa Meepo tse di Tshwenyegileng", patlisiso ya 2015, fela e santse e bontsha tokafalo e e bonalang mo kgelelolesweng ya mmasepala wa Selegae wa Westonaria. "2015 – Ditoropo tsa Meepo tse di Tshwenyegileng tsa Westonaria", di bolela gore "palo ya malapa a a nang le phitlhelelo ya matlwana a boithomelo a a tlhatswang e oketsegile go tswa go 49% go ya go 62.6% magareng ga paka ya 1995-2013. Palo ya malapa a a nang le phitlhelelo ya kgeleloleswe e e kwa tlase ga maemo a RDP e fokotsegile go tswa go 10% go ya go 4.7% magareng ga 1995 le 1996. 2013.

Lenaneo 67: Palo ya batho ka go latlwa ga matlakala

 Palobatho ka tatlo ya matlakala		
Mofuta wa matlakala a a lwatshiwang	Palobatho	%
Moneelatrelo (ka gale)	256 483	83.0
Thotobolo ya gago	24 637	8.0
Thotobolo ya botlhe	10 600	3.0
Epe	6 414	2.0
Dingwe	10 431	3.0
Gotlhe	308 565	100.0

Motswedi: Sensase 2011 le patlisiso ya baagi 2016

Lenaneo 68: Palo ya batho go ya ka thulaganyo ya go tlosa leswe

 Palobatho ka kgeleloleswe		
mMofuta wa kgeleloleswe	Palobatho	%
Ntlwanaboithumelo e e folashang	219 010	79.0
Ntlwanaboithumelo ya mosima	41 534	15.0
Ntlwanaboithumelo ka kgamelo	10 674	4.0
Epe	3 468	1.0
Dingwe	2 950	1.0
Gotlhe	277 636	100.0

Motswedi: Sensase 2011 le patlisiso ya baagi 2016

Lenaneo 69: Palo ya b

 Palobatho la moneela metsi		
Moneela/motlamedi ka metsi	Palobatho	%
Moneelatirelo	268 124	8.7
Motlamedi	19 993	6.5
Sekema sa metsi	14 564	5.0
Ga a itse	2 799	1.0
Thenka	838	0.3
Mosima wa metsi	244	0.1
Dingwe	1 805	0.6
Gotlhe	308 367	100.0

Motswedi: Sensase 2011 le patlisiso ya baagi 2016

4.3.14 Ditirwanakgolo tsa ikonomi

Merapo, Tlhagiso le Kago ke metswedi ya konokono ya ikonomi ya Mmassepala wa Sedika mme Merapo ke ya Mmassepala wa Selegae wa Rand West kwa South Deep e dirang teng. Temothuo le phetolelo ya temothuo di supilwe jaaka dipharologano tse di botlhokwa mme bobedi bommassepala ba kgaolo le ba selegae ba dira mo go godiseng lekala leNo.

Sibanye-Stillwater Resources e dira mo kgaolong e le nngwe le mo mmassepaleng wa selegae mme e abelana baagi ba ba amogelang baeng le South Deep. Dikhamphani tse pedi di dirisitse go nna gaufi go tlisa boleng jo bo kwa godimo jo bo siameng mo baaging, ka thulaganyo ya semmuso ya tirisaNomnogo e e neng e itsege jaaka Gold Alliance. Ka Gold Alliance, dikhamphani di ne tsa tsenya tirisong "Lenaneo la Temothuo la Gold Alliance", le le ikaeletseng go tlhabolola balemirui ba ba tlhagelelang ba bantsho ba selegae le go tlhama ditiro. Kgatelelo eNo ya temothuo e tsamaelana le go supa ga mmassepala wa porofense le kgaolo ya Gauteng ga temothuo jaaka mokgweetsi yo mogolo wa ikoNomi wa kgaolo, mmogo le "Tokomane ya Dipelo di le 14" ya RWCLM, e e nang le ditlapele tsa mmassepala.

KgolagaNo ya Gauta e emiseditswe ke tirsanommmogo e ntšhwa magareng ga Sibanye-Stillwater le Moepo wa Gauta wa Borwa wa Deep.

4.3.15 Ditlamorago tse di sa Siamang tsa Tiro ya Meepo

Go fudusiwa ga batho

South Deep ga e ise e fuduse batho bape mme ga e na maano a go fudusa a a tlhomilweng. Dithulaganyo tsa kgolo ya Moepo ga di tlhoke go fudusiwa ga baagi/batho ka bongwe.

Thologelo ya batho – baipei

Moepo o supile kgolo ya Thusanang jaaka kotsi e e ka nnang teng mo ditirong tsa yona mmogo le mo mmasepaleng, ka gonne seNo ga se motseletso o o itsisitsweng. Lefelo le le itsegeng jaaka Thusanang le godile fa e sale le tlhongwa ka 1998 go tswa go malapa a le 121 go ya go malapa a le 1 182 ka 2016. Sebopego sa go nna mong wa lefatshe se oketsa go raraana ga go batla tharabololo ya go tsena ga batho, ka gonne go na le batho ba le babedi ba poraefete jaaka beng ba lefatshe, mme mong wa lefatshe wa boraro e le . “Terasete ya Baagi ya Thusanang”.



**RWCLM ga e na tlhabololo ya
Thusanang jaaka setlapele mo IDP e
ntšhwa mme e amogela bonno jo bo sa
tlhomamang jaaka
‘gwetlhang go tlhoko ya tharabololo’.**

4.4 Baagi ba baamogedi ba South Deep

Moepo o ne o supile baagi ba ba latelang ba le robongwe ba ba gaufi le tiro mme ba amilwe ke Moepo:

Thusanang (Ward 30)	Westonaria (Ward 24)	Hillshaven (Ward 30)
Bekkersdal (Ward 29,31,33,34,35)	Simunye (Ward 27,28)	Jachtfontein (Ward 30)
Kalbasfontein (Ward 30)	Zuurbekom (Ward 17)	Poortjie (Ward 5, Region D, CoJ)

Ditlamorago tseno ke tse di siameng (tiro) le tse di ka nnang bosula (lerole, modumo, pharakano, jj.), mme Moepo o na le maikarabelo a loago mo baaging ba ba ka amiwang ke ditiro tsa meepo. Tlhaloso ya baagi ba ba amogelang baeng jaanong e aname go supa RWCLM morago ga go kopanngwa ga bommasepala ba selegae ba Randfontein le Westonaria ka Phatwe 2016

4.5 Bolekani le tirisano mmogo

South Deep e dira dipeeletso tsa baagi go feta maitlamo a yona a SLP. Tlhabololo ya loago le ikonomi e dirwa ka tlhamalalo ke Moepo le gape ka tirisano mmogo le diterasete tsa baagi tsa Moepo – Terasete ya Thuto e e Tseneletseng ya Borwa le Terasete ya Baagi e e Tseneletseng ya Borwa. Peeletso ya loago ya Gold Fields e lebile tlhabololo ya loago le ikonomi le diporojeke tsa boleng jo bo abelanwang mo maemong a baagi. Diporojeke tseNo di tlhola ditlamorago tse di siameng tsa loago le ikonomi mo baaging ba ba amogelang baeng ka go lebisa ditlhokego tsa bona tsa botlhokwa go akaretsa le tiro le bokgoni le tlhabololo ya dikgwebo. Diporojeke tsa boleng jo bo abelanwang di netefatsa gore boleng jo bo tlhamilweng bo abelanwa ke kgwebo le baagi. Kwa South Deep tseno di akaretsa diporojeke tsa theko ya baagi ba ba amogelang baeng le lenaneo la thuto le katiso ya bokgoni.

Diterasete tse pedi tsa baagi di dira di ikemetse ka nosi mo South Deep, go tlisa mosola wa tlhabololo ya loago le ikonomi mo baaging ba ba amogelang Moepo le ba ba romelang badiri. Diporojeke tse di dirilweng di mo mafapheng a thuto le katiso, boitekanelo le boitekanelo le go farologanya ikonomi.

Go fitlhelela maikaelelo a yone a LED, mmogo le boineelo jwa Mokgatlho wa Gold Fields le Tšhata ya Baagi jwa go aga dikamano tse di nonofileng le go tshepana, South Deep e dirisana ka katlego le bannaleseabe ba yone go ya ka melaometheo ya yone ya go dirisana le bannaleseabe go fitlhelela:

1	2	3
Go nna le seabe ka tsela e e nang le mosola mo tihabololong ya ikonomi ya loago ya baagi ba ba amogelang baeng.	Tirisanommogo le bommasepala ba selegae le ba kgaolo le go nna le seabe mo go rulaganyeng le go tsenyeng tirisong Dithulaganyo tsa Tihabololo e e Kopanetsweng.	Kgokagano, ditherisano le go dirisana le baagi, mafapha a a puso le ditheo tse di amanang le mananeo a tihabololo.

4.6 Maikaelelo a diporojeke tsa tihabololo ya ikonomi ya selegae (LED)

Diporojeke tsa LED di ikaeletse go fedisa lehuma le go tlatlosa baagi mo lefelong le South Deep e dirang ditiro tsa meepo mo go lone. Diporojeke tseno di supiwa ka therisano le bothati jwa selegae, baagi, bannaleseabe ba botlhokwa le mo teng ga bokao jwa bafaladi ba mmasepala wa selegae.

Mo bokaong jwa SLP III e e tihamilweng sešwa eno jaaka go tihalositswe mo Karolong 1 – Matseno, South Deep e ne e dirile gore baagi ba yone ba ba e amogelang baeng ba baakanyetse diporojeke tse di supilweng tsa LED tse di rulaganyeditsweng dipaka tse di farologaneng tsa 2018 go ya go 2022 le tsa 2023 go ya go - 2027. Ditherisano tsa South Deep di ne di lebile mo baaging ba ba amogelang baeng, bogolosegolo Poortjie, Bekkersdal, Simunye, Thusanang le Zuurbekom go dirisiwa dithlopha tse di tsepameng go tsamaelana le dikaelo tsa botsayakarolo jwa setšhaba tsa EIA. Seno se bakilwe ke tiego ya RWCLM go tshwara dikopano tsa yona tsa IDP, fa South Deep e ne e tlhoka go wetsa dipuisano tsa yona tsa SLP e ntšhwa.

Setlhophsa sa diNGO go tswa kwa baaging ba ba farologaneng le sone se ne sa lalediwa kwa dithutano go buisana ka mokgwa o o tshwanang le wa baagi, go ikaegilwe ka mafelo a bona a a tsepamisitsweng le diporojeke. Ditherisano tseno di dirilwe ka tirisanommogo le makhanselara a selegae, maloko a dikomiti tsa diwoto le bannaleseabe ba bangwe ba ba botlhokwa mo setšhabeng sengwe le sengwe. Dibaka di kgethilwe ho ipapisitswe le molemo o fetileng le diporojeke tse kentsweng tshebetsong e le karolo ya di-SLP tse fetileng.

Mo therisaNong nngwe le nngwe, makhanselara a selegae le baeteledipele ba baagi ba ne ba tlamela ka maemo a maemo a loago le ikoNomi a lefelo leo mme South Deep e ne ya tthagisa dipholo tsa Thutopatlisiso ya Motheo ya Loago le Ikonomi e e neng ya dirwa semmuso ka 2022. Seno se ne sa letla baagi go tthagisa ditlapele tsa tihabololo mme kwa bofelong diporojeke . di ne tsa supiwa gore di akarediwe mo SLP eno.

Mokgwa wa rona o tsamaisana le melaometheo ya thebolo le maemo moo diporojeke tse di tshegediwang di tshwanetseng:



4.7 Ditlhoko tse di supilweng tsa baagi

Mo setšhabeng sengwe le sengwe, go ne ga tlhagisiwa dintlha di le mmalwa, e leng: bothokatiro, go tlhoka bokgoni kgotsa go sa lekana, mafaratlhatlha a a sa lekanang a ditirelo tsa setšhaba (thuto, dipalangwa, boitekanelo, jj.) jaaka dikgwetlho tse dikgolo. Bannaleseabe go tswa mo setšhabeng sengwe le sengwe ba ne ba tshitshinya diporojeke tsa SLP, ba tlhagisa diporojeke tse di tlang pele. Lenaane la diporojeke go ya ka baagi le fa tlase: *Table 70: Identified projects per community*

Kakaretso	Mofuta wa tlhoko	Tlhoko e e rileng	Mmasepala
Thuto	Mafaratlhatlha	Dikolo tse dingwe le sekolo se sesha se segolwane	City of Johannesburg (Poortjie, Zuurbekom)
Tlhabololo ya Kgwebo	Mafaratlhatlha	Ditlala tsa barekisi mo renkeng ya ditekesi	Mmasepala wa selegae wa Rand West City (Bekkersdal)
Ditirelo tsa Setšhaba	mafaratlhatlha	Lefelo le le Dirisiwang mo Dilong Tse Dintsi	Mmasepala wa selegae wa Rand West City (Bekkersdal)
Ditirelo tsa Setšhaba	mafaratlhatlha	Lefelo la Tshedimoseketo la Bekkersdal	Mmasepala wa selegae wa Rand West City (Bekkersdal, Simunye)
Tlhabololo ya Kgwebo/Tlhaselo ya Lehuma	Mafaratlhatlha, Tlhabololo ya dikgono, Kago ya Bokgoni le Katiso, Tshegetso ya Madi	Go tshegetsa balemirui ba lefelo leo le diporojeke tsa go tlhola ditiro	Mmasepala wa selegae wa Rand West City (baagi botlhe)
Go fedisa lehuma (Go tlhola ditiro)	Tlhabololo ya bokgoni	Tlhabololo ya bokgoni le tshegetso ya bagwebi, baša, basadi, batho ba ba tshelang ka bogole	Mmasepala wa selegae wa Rand West City (baagi botlhe)
Ditirelo tsa boitekanelo	Mafaratlhatlha	Lefelo la go leta kwa tlilining	Mmasepala wa selegae wa Rand West City (Thusanang)
Go fedisa lehuma, Tlhabololo ya Kgwebo	Tlhabololo ya Bokgoni, Katiso, go Godisa le go Tsena mo Mmarakeng	Ditšhono tsa go dira mo makaleng a a farologaneng jaaka fanitšhara, go baka, temothuo, go dira diaparo, jalo le jalo.	Mmasepala wa selegae wa Rand West City (baagi botlhe)
Metshameko le boitapoloso	Mafaratlhatlha	Mafelo a metshameko le boitapoloso	Mmasepala wa selegae wa Rand West City (Thusanang)
Matlo	Mafaratlhatlha	Matlo a a siameng a a sa tureng	Mmasepala wa selegae wa Rand West City (Thusanang)
Thuto	Mafaratlhatlha	Dikolo tse dingwe le sekolo se sesha se segolwane	City of Johannesburg (Poortjie, Zuurbekom)

Ka kakaretso, go na le mekgwa e e bonalang e le ditlhokego tsa tlhabololo mo ditšhabeng tse dintsi tse di amogelang baeng. Tseno di akaretse tse di latelang:



Tshegetso ya mafaratlhatlha a dikolo le ditirelo tsa baagi



Kago ya bokgoni le tlhabololo ya bokgoni jwa ditlhopho tse di farologaneng mo merafeng jaaka bomme, bašwa le batho ba ba tshelang ka bogole



Tshegetso ya balemirui mo dikgatong tse di farologaneng le mo maemong a opereishene



Ditšhono tsa go tlhama ditiro le tlhokego ya diporojeke tsa maatla a a ntšhwafadiwang

4.8 Diporojeke tsa matlole tsa LED

South Deep e tlamela ka matlole a yona a Diporojeke tsa LED go tsamaelana le Leano la Kgwebo la Tshebetso. Mo pakeng ya 2018-2022 South Deep e itlamile go tsenya tirisong diporojeke tse di latelang:

Tlamelo ya ditšhelete	2018	2019	2020	2021	2022	Tlamelo ya SLP
DIPOROJEKE TSA SLP (LED)						
Ditšhaba Tse di Amogelang Baeng	3,900,000	6,600,000	5,000,000	850,000	650,000	17,000,000
Tleliniki ya Setšhaba Hillshaven	500,000	500,000	500,000	250,000	250,000	2,000,000
Setheo sa Metshameko sa Hillshaven	800,000	900,000	200,000	100,000	-	2,000,000
Westonaria TVET Kgato 1	500,000	2,000,000	2,500,000			5,000,000
Laeborari ya Maikaelelo a Mabedi Zuurbekom	500,000	1,000,000	500,000			2,000,000
Laboratori ya Saense kwa sekolong se segolo sa TM Letlhake kwa Simunye	1,000,000	1,000,000	500,000			2,500,000
Tlamelo ya madi ya SMME le Setheo sa Thuso ya Kgwebo Westonaria	400,000	400,000	400,000	200,000	100,000	1,500,000
Thulaganyo ya go Tshegetsisa Temothuo Jachtfontein	200,000	800,000	400,000	300,000	300,000	2,000,000
Mafelo a go Romela a Thapo (LSA)	500,000	5,500,000	1,400,000	300,000	300,000	8,000,000
Porojeke ya Mafaratlhatlha		5,000,000	1,000,000			6,000,000
Porojeke ya Tirisano ya Temothuo (Limpopo, EC, KZN)	500,000	500,000	400,000	300,000	300,000	2,000,000
Diporojeke tsotlhe tsa SLP LED	4,400,000	12,100,000	6,400,000	1,150,000	950,000	25,000,000

4.9 Diporojeke tsa LED: 2023 go ya go 2024

Molawana wa 46 (c) IV o tlhoka gore Moepo o diragatse diporojeke tsa Mafaratlhatlha le tsa Phediso ya Lehuma tse Moepo o neng o tla di dira go tsamaelana le Leano la Tlhabololo le le Kopanetsweng (IDP) la mafelo le mathomeso a mangwe a Moepo o dirang mo go ona le mafelo a magolo a a romelang. Diporojeke tse di tla tsenngwang tirisong di tshwanetse go arogangwa ka tsela e e latelang:

- Diporojeke tsa Mafaratlhatlha
- Diporojeke tse di Tlhamang Lotseno, tse di tswelwang pele le tse di nang le diphelelo

Go samagana le phoso ya tsamaiso le go lepalepanya modikologo wa SLP le tshwanelo ya meepo jaaka go tlhalositswe mo Karolong 1 – Matseno, SLP III e e tlhamilweng sešwa e e tlhalosa fela ka bottlalo diporojeke tse di rulaganyeditweng 2023 go ya go 2024. Diporojeke tse di rulagantswe mme di tla tsenngwa tirisong fa di amogelwa le go tswelletscape ka SLP III e e tlhamilweng sešwa ke DMRE.

4.9.1 Diporojeke tsa baagi ba baamogemodi jwa South Deep LED

South Deep e tsaya karolo mo maitekong a tlhabololo ya loago le ikonomi ya Bommasepala ba Selegae ba Rand West City le Bommasepala ba Sedika sa West Rand le go tshegetsa diporojeke tse di tsamaelanang le diporojeke tsa bona tsa IDP tse di amanang le batho le tlhabololo ya mafaratlhatlha. Diporojeke tse di supilweng le go bewa kwa pele jaaka ditlhokego tse di botlhokwa tsa tlhabololo di arogantswe ka tsela e e latelang:



4.10 Diporojeke tse di akantsweng

South Deep e dirile tiro ya go nna le seabe le go sekaseka go tsenelela mo dipuisanong ka ga peipi e e tshitsintsweng ya diporojeke tsa tlhabololo. Tlhopho ya bofelo e ikaegile ka dipuisano tseno le ditherisano le bannaleseabe mmogo le go tlhoma mogopolo mo diporojekeng tseo di tla nnang le ditlamorago tse di siameng thata, go tokafatsa dipolelo le go tlholela baagi ba rona ditiro.

Lenaneo 71: Diporojeke tsa Tlhabololo ya Setšhaba tse di Tshitsinngwang tsa Setšhaba se se Amogelang Baeng:

#	Kakaretso	E e rileng	Mofuta wa tlhoko	Mmasepala	motseseteropo	Balekane ba ba kgonegang
1.	Ditirelo tsa Setšhaba	Go agiwa ga Lefelo la Dithulusu (Thusong)	Mafaratlhatlha	Mmasepala wa selegae wa Rand West City	Lekeishene la Bekkersdal	Mmasepala wa selegae wa Rand West City
2.	Thuto/ditirelo tsa setšhaba	Go tsenngwa ga maatla a letsatsi mo dikolong/mo dikokelong tsa selegae, mo dikantong tsa mapodise	Didirisiwa tsa Motheo le Maatla a a Tlhabololwang	Mmasepala wa selegae wa Rand West City	Mmasepala wa selegae wa Rand West City	Balekane ba Kgwebo Tsa South Deep
3.	Thuto	Go agiwa ga diphaposi tse dingwe tsa borutelo kwa Sekolong se Segolwane sa Thusa Setjhaba	Mafaratlhatlha & Thuto	City of Johannesburg	Lekeishene la Poortjie	Lefapha la thuto la Gauteng
	Thuto	Go agiwa ga diphaposi tse dingwe tsa sekolo kwa Zuurbekom Combined School	Mafaratlhatlha & thuto	Rand West City	Zuurbekom Agricultural Holdings, Zuurbekom Agricultural Holdings, Rand West City Local Municipality Rand West City	Lefapha la thuto la Gauteng
4.	Ditirelo tsa Setšhaba	Go agiwa ga Lefelo la Dithulusu (Thusong)	Mafaratlhatlha	Mmasepala wa selegae wa Rand West City	Lekeishene la Bekkersdal	Mmasepala wa selegae wa Rand West City
Tekanyetsokabo ya Diporojeke tsa Setšhaba se se Amogetseng					R20 500 000	

Leina la Porojeke		Tekanyetsa yotlhe
1.	Go agiwa ga Lefelo la Maitlhommo a a Farologaneng (Lefelo la Thusong kwa Lekeisheneng la Bekkersdal)	R 3 500 000
2.	Go tsenngwa ga maatla a letsatsi mo ditheong tsa setšhaba le dikolo tsa selegae (Mmasepala wa selegae wa Rand West City)	R4 000 000
3.	Go agiwa ga diphaposi tse dingwe tsa borutelo kwa Thusa Setjhaba Sekolo sa Sekontari (Poortjie)	R 5 000 000
4.	Go agiwa ga diphaposi tse dingwe tsa sekolo kwa Zuurbekom Sekolo sa Magareng (Mmasepala wa selegae wa Rand West City)	R 8 000 000
GOTLHE		R20 500 000

4.10.1 Kago ya senthara ya tirontsi (Thusong - Bekkersdal)

1. Tlhaloso ya porojeke

Baagi ba Bekkersdal le Mmasepala wa Selegae wa Rand West City ba supile gore fa e sale ka 2012 ba kgaratlha thata go fitlhelela ditirelo tsa baagi mo motseletoropong wa bona. South Deep e itlamo go aga Senthara ya Thusong e e sentsweng gore baagi ba kgone go fitlhelela ditirelo tsa baagi gaufi le mafelo a ba nnang mo go one. Mmasepala o phepafaditse lefelo le Senthara e neng e le mo go lone, mme go tshwanetse ga agiwa kago e ntšhwa

2. Morero was porpjeke

Go isa ditirelo kwa baaging ke maikarabelo a pusoselegae. Le fa go ntse jalo, RWCLM ga e kgone go tlamela ka ditirelo dingwe tse di gaufi le baagi ba Bekkersdal ka botlalo ka gonne dikago tse di neng di neelwa mo go tsona di ne tsa senngwa ka nako ya dikhuduego tsa baagi. Seno gape se lekanyetsa ditirelo tse dingwe tsa puso jaaka tse di dirwang ke Lefapha la Tlhabololo ya Loago, Lefapha la Merero ya Selegae le SASSA tse di tlamelang ka ditirelo go baagi ba ba mo kotsing. Ka go aga Senthara ya Thusong, Mafapha ano le mmasepala wa selegae ba tla kgona go dira ditirelo tsa baagi kwa Bekkersdal. Seno ga se kitla se tokafatsa thebolo ya ditirelo fela, mme se tla bolokela maloko a baagi madi le nako fa ba tlhoka ditirelo.

3. Maikaelelo a porojeke

Porojeke e ikaelela go thusa RWCLM ka thebolo ya ditirelo ka go aga le go tlhofofatsa tlamelo ya ditirelo mo mafaratlhatlheng a a sireletsegileng kwa Bekkersdal.

4. Lefelo la Porojeke

Porojeke e tla nna mo teng ga Mmasepala wa Selegae wa Rand West City kwa Bekkersdal.

5. Baungwelwa ba porojeke

Porojeke e tla solegela baagi ba Bekkersdal le mafelo a a mabapi molemo.

6. Ditshenyegelo tsa porojeke

Ditshenyegelo tsa porojeke e mo pakeng ya dingwaga di le pedi (2023 – 2024) ke R3.5 milione.

Tsenyotirisong le Leano la tswelletso

Moepo o tla netefatsa gore go na le tirisanommogo le RWCLM. Mokgwa o ke go netefatsa gore go na le tswelletso ya thebolo ya ditirelo go baagi mo kgaolong eo.

Go tsenngwa tirisong ga porojeke go akaretsa dintlha tse di latelang jaaka di bontshitswe ka fa mojang:

Borakonteraka ba selegae ba ba nang le makwalo a ba tla dirisiwa go dira ditlhabololo. Ba tla rotloediwa go thapa maloko a baagi ba selegae. Se se tla netefatsa gore baagi ba selegae ba solegelwa molemo ke go bona ditiro ka nako ya kago.

Go tlhama le go saena memorantamo go tlhaganya magareng ga balekane

Tshwetso le tumalano ya bogolo jwa tiro

Go bona ditumelelo tsotlhe tse di tlhokegang

Kago ya senthara



Go neela senthara e e agiweng sešwa

Togamaano go suthisa

Fa porojeke e weditse, Moepo o tla neela Mmasepala wa Selegae porojeke. Go tla nna le tumalano e e tlamang semolao pele ga kago e e tla akaretsang boineelo jwa Mmasepala wa Selegae go tlamela, go dira le go tlhokomela mafaratlhathla a South Deep e tla a agang. Mmasepala o tla tsena mo ditumalanong le badirisi ba ba farologaneng ba ba tla duedisiwang madinyana a rente go duelela ditshenyegelo tsa tlhokomelo ya kago.

Lenaneo 73: Kago ya senthara ya Thusong (Bekkersdal)

Kago ya Senthara ya Thusong Bekkersdal									
Porojeke e e tsentsweng mo go IDP		MMASEPALA WA SELEGAE WA RAND WEST CITY						Porojeke ya Kago ya Senthara ya Thusong	
Balekane ba porojeke		Mmasepala wa selegae wa Rand West City						Baungwelwa	Baagi ba mmasepala wa selegae wa Rand West City
Letlha la go simolola la porojeke	Mopitlwe 2023	Nr. ditiroto	Nr. Tiro ya nakwana	Banna ba ba dirang	Basadi ba ba dirang	Bašwa ba ba dirang	Batho ba ba tshelang ka bogole	Porojeke ya lefelotikologo	
Poelo		TBC	TBC	TBC	TBC	TBC	TBC	Bekkersdal Rand West City	
		Setheo se se maikarabelo		Maiteko a tirwana KPI		KPI (lekanyetsa)		Paka	
								2023	2024
Go dirisana le RWCLM, malebana le go tshegetsisa porojeke ka madi, go e tsamaisa le go e tlhokomela		South Deep Mine		Tlhagisa le go diragatsa lenaneo		Tiro ya porojeke e weditsewe		X	X
Tumalano ya semmuso le RWCLM le balekane ba bangwe		South Deep Mine		Go dira tumalano ka maemo le maemo a botsalano		Go saeniwa ga MOU magareng ga balekane		x	X
Tiro ya go baakanyetsa go akaretsa go tlhomamisa le go bona ditlankana tsotlhe		South Deep Mine and partners				Ditella tse di rebotsweng		x	X
Go tlhophiwa le go tlhomiwa ga rakonteraka		South Deep Mine				Mokonteraka yo o Tlhophilweng		x	X
Go agiwa ga Setheo		South Deep Mine		Thulaganyo ya go aga		Kago e weditsewe		x	X
Lefelo la go Neela		South Deep Mine & Partners						x	X
TLAMELO YA DITŠHELETE								R1 750 000	R1 750 000
Gotlhe TLAMELO YA DITŠHELETE								R 3 500 000	

4.10.2 Go tlamela dikolo tsa selegae le mafelo a botlhe ka maatla a letsatsi (Rand West City)

1. Tlhaloso ya Porojeke

Aforika Borwa e itemogela mathata a maatla. Se se kgoreletsa ditirelo tse di neelwang baagi. Go ruta le go ithuta kwa dikolong ga go ka ke ga diragala ka katlego, diteišene tsa mapodisi le ditleliniki ga di kgone go neelana ka ditirelo tsa tsona ka botlalo le ka nonofo ka ntlha ya go kgaoga ga motlakase. Go thusa ka go fokotsa tlhokego ya motlakase go tswa mo keriting, go thusa ditheo tseno go laola ditshenyegelo tsa tsona tsa motlakase le go tokafatsa go tihomama ga go tlamela ka ditirelo, South Deep e itlamilile go tlamela ka maatla a letsatsi kwa dikolong tse di tlhophilweng le kwa ditheong tsa puso mo RWCLM.

2. Morero wa Porojeke

Maatla a letsatsi a tla tlamela ka maatla a tlhologo, a mahala mo dikolong, a fokotsa motlhala wa khabone le ditshenyegelo tsa motlakase. SeNo gape se tla thusa mo go tokafatseng thuto e gantsi e amiwang ke go kgaoga ga motlakase go go diragalang mo Aforika Borwa yotlhe. Go tsenya maatla a letsatsi kwa dikolong go dira gore go kgonege go ruta le go ithuta ka dijithale kwantle ga dikgoreletsi. Seno gape se tla fokotsa tlhokego ya motlakase mo RWCLM, mme ka fa letlhakoreng le lengwe mo keriting ya bosetšhaba. Ditirelo kwa diteisheneng tsa mapodisi le ditleliniki di tla tswelela di sa kgorelediwe.

3. Maikaelelo a porojeke

Porojeke e ikaelela go thusa RWCLM ka tlamelo ya maatla a a ntšhwafadiwang a ditirelo tse di botlhokwa tsa baagi kwa ditleliniki, kwa dikolong, le kwa diteišene tsa mapodisi. Batlhomi ba letsatsi ba selegae ba ba katisitsweng ba tla dirisiwa go dira ditlhommo tseno ka borakonteraka ba selegae ba ba nang le bokgoni le ba ba nang le ditlankana. Gape go tla nna le tlihabololo ya dikgwebo tsa batho ba selegae ba ba katisitsweng go ba matlafatsa go tlhokomela ditlhommo tsa motlakase wa letsatsi kwa mafelong ano a baagi.

4. Lefelo la porojeke

Porojeke e tla nna mo teng ga RWCLM kwa dikolong tse di tlhophilweng le kwa mafelong a setšhaba (diteišene tsa mapodisi le ditleliniki) kwa West onaria le kwa Randfontein.

5. Baungwelwa ba porojeke

Porojeke e tla ungwela baagi ba Mmasepala wa Selegae wa West Rand City le mafelo a a mabapi. Bonnye dikago di le nne (4) di tla tsamaisiwa ka maatla a letsatsi. Tseno e tla nna motswako wa dikolo, diteišene tsa mapodisi le ditleliniki mo setšhabeng. Ba tla tlhophiwa ka therisano le bothati le badirisanimmogo go ikaegilwe ka ditlhokego.

6. Tshenyegelo ya porojeke

South Deep e itlamilile madi a a kana ka R4 milione mo pakeng ya dingwaga di le pedi (2023 – 2024) go ya kwa porojekeng eno

Tsenyotirisong le Leano la Tswelelo

Moepo o tla netefatsa gore go na le tirisanommogo le RWCLM, le botsamaisi jwa dikolo le dikago tse dingwe.

Mokgwa o ke go netefatsa gore go na le tsweliso ya thebolo.

Go tsenngwa tirisong ga porojeke go akaretsa dikgato jaaka di bontshitswe ka fa mojang:

Tshupiso le go saena bogolo jwa porojeke

Go aga le go saena bogolo jwa porojeke

Netefatso ya tumelelo ya tekanyetsokabo ya porojeke

Thapo ya baneelatirelo

Go tsenya disisetime tsa sola



Go neela ka tirelo

Leano la go Tlogela

Fa porojeke e weditswe, Moepo o tla neela Mmasepala wa Selegae porojeke le go bathati go e laola. Se se tla netefatsa gore go na le bong jwa baagi jwa dithoto le boikarabelo. Go tla nna le tumalano e e tlamang semolao pele ga kago e e tla akaretsang boineelo jwa RWCLM le botsamaisi jwa baagi le jwa dikolo/dikago go tsamaisa le go tlhokomela mafaratlhatlha a South Deep e tla a tsenyang

Lenaneo 74: Go tlamela dikolo tsa selegae le mafelo a botlhe ka maatla a letsatsi (Rand West City)

Go tsenngwa ga motlakase wa letsatsi mo mafelong a botlhe									
Porojeke e e tsentsweng mo go IDP		MMASEPALA WA SELEGAE WA RAND WEST CITY					Go tsenngwa ga motlakase wa letsatsi mo mafelong a botlhe		
Balekane ba porojeke		Mmasepala wa selegae wa Rand West City					Baungwelwa	Baagi ba mmasepala wa selegae wa Rand West City	
		Dikolo/Ditleliniki/Diteishene tsa mapodisi							
Letlha la go simolola la porojeke	Seetebosigo 2023	Nr. ditiroto	Nr. Tiro ya nakwana	Banna ba ba dirang	Basadi ba ba dirang	Bašwa ba ba dirang	Batho ba ba tshelang ka bogole	Porojeke ya lefelotikologo	
		TBC	TBC	TBC	TBC	TBC	TBC	Westonaria Rand West City LM	
Poelo		Setheo se se maikarabelo		Maiteko a tirwana KPI		KPI (tekanyetso)		Paka	
								2023	2024
Go tthalosa bogolo jwa porojeke le go saena tumalano		Moepo wa South Deep le balekane				Go tthalosa bogolo jwa porojeke le go saena tumalano		X	X
Tirisanommogo le RWCLM, le balekane ba bangwe malebana le go tshagetsa porojeke ka matlole, tiragatso le thokomelo		South Deep Mine		Rulaganya tumalano ya maemo a botsalano		Go saeniwa ga MOU magareng ga balekane		x	X
Tumalano ya semmuso le RWCLM le balekane ba bangwe		South Deep Mine and partners				Ditella tse di rebotsweng		x	X
Go tlhophiwa le go tlhomiwa ga borakonteraka		Rulaganya tumalano ya maemo a botsalano				Letlhomiso la palogotlhe le tekanyetsokabo e e amogetsweng		x	X
Go tsenya didirisiwa		South Deep Mine				Ditheo tse di feditsweng tsa matla a sola		x	X
Go saena semmuso, go neelana le go lekola		South Deep Mine and partners						x	X
TLAMELO YA DITŠHELETE								R2 000 000	R2 000 000
Gotho TLAMELO YA DITŠHELETE								R4 000 000	

4.10.3 Go aga diphaposi kwa Sekolong sa Sekontari sa Thusa Setjhaba (Lekeishene la Poortjie)

1. Tlhaloso ya porojeke

South Deep e itlamilile go aga matlo a borutelo a le maratara (6) kwa sekolong se segolwane sa Thusa Setjhaba kwa Poortjie.

2. Morero wa porojeke

Thusa Setjhaba ke sona fela sekolo se segolwane mo Poortjie, moo go nang le dikolo tse tharo tse di potlana. Ga go na dikolo tse dingwe tse dikgolwane tse di ka amogelang barutwana ba ba tswang kwa dikolong tseno tse di potlana. Diperesente di feta 90 tsa baithuti ba sekolo se se potlana go tswa kwa Thusanang, e leng motse o o mo kgorong ya South Deep, ba tsena sekolo kwa Poortjie mme ba ikwadisa kwa Sekolong se Segolwane sa Thusa Setjhaba fa ba fetsa thuto ya sekolo se se potlana. Ka ntlha ya tlhokego e kgolo ya sebaka kwa Thusa Setjhaba, baithuti ba le bantsi ba ikwadisa ngwaga le ngwaga kwa ntle ga mafaratlhatlha a a okeditsweng. Ka go aga diphaposiborutelo tse dingwe, go ruta le go ithuta go tla tokafadiwa ka gonne go tla fokodiwa go tla ga batho mme go tla nna le tikologo e e siameng ya go ithuta.

3. Maikaelelo a porojeke

Porojeke e ikaeleitse go thusa Lefapha la Thuto, sekolo, le baagi ba selegae, ka go netefatsa gore baithuti ba kgona go ithuta mo tikologong e e siametseng.

Se se ikaeleitse go tokafatsa maduo a baithuti kwa sekolong mme se tla kgontsha South Deep go bona bangwe ba batlhophiwa ba yona ba barutwana go tswa kwa Thusanang le Poortjie.

4. Lefelo porojeke

Porojeke e tla nna mo teng ga Woto ya bo 5 ya Kgaolo ya D ya Toropo ya Johannesburg, kwa Poortjie.

5. Baungwelwa ba porojeke

Porojeke e tla solegela baagi ba Poortjie le Thusanang molemo kwa Mmasepaleng wa Selegae wa West Rand City le mafelo a a mabapi.

6. Ditshenyegelo tsa porojeke

South Deep e itlamilile madi a a kana ka R5 milione mo pakeng ya dingwaga di le pedi (2023 – 2024)

Tsenyotirisong le Leano la tswelletso

Moepo o tla netefatsa gore go na le tirisano mmogo le Lefapha la Thuto le Setlhophapha se se Laolang Sekolo gore porojeke eno e atlege. Mokgwa o ke go netefatsa gore go na le tswelletso ya thebolo ya ditlamelo tsa tshegetso tsa thuto ya boleng go baagi ba kgaolo. Go tsenngwa tirisong ga porojeke go akaretsa dikgato jaaka di bontshitswe ka fa mojang:



Leano tigelo

Fa porojeke eno e sena go wediwa, Moepo o tla neela Lefapha la Thuto le Setlhophapha se se Laolang Sekolo (SGB) porojeke eno gore e solegele baagi ba sekolo molemo. Go tla nna le tumalano e e tlamang semolao pele ga kago magareng ga makoko, e e tla akaretsang maitlamo a Lefapha la Thuto le SGB, go tsamaisa le go tlhokomela mafaratlhatlha a South Deep e tla a tlamelang.

Go agiwa ga diphaposi tsa borutelo kwa Thusa Setjhaba Secondary School									
Porojeke e e tsentsweng mo go IDP		CITY OF JOHANNESBURG						Go agiwa ga diphaposi tsa borutelo kwa Thusa Setjhaba Secondary School	
Balekane ba Porojeke		Lefapha la Thuto, Setlhopha se se Laolang sa Sekolo						Baungwelwa	Baagi ba mmasepala wa selegae wa Poortjie l e Rand West City
Letlha la go simolola porojeke	Seetebosig o 2023	Palo ya ditiro tsa leruri	Nr. ya ditiro tsa nakwana	Banna ba ba thapilweng	Basadi b aba thapilweng	Bašwa b aba dirang	Batho ka bogole b aba dirang	Porojeke ya lefelo la tikologo	
		TBC	TBC	70%	30%	50%	1%	Baagi ba Poortjie, City of Johannesburg	
Poelo		Setheo se se maikarabelo		Kgatelopele ya KPI ya Tiro		KPI (tekanyetso)		Paka	
								2023	2024
Tirisanommogo le Tsamaiso ya Sekolo, le Lefapha la Thuto malebana le go tshegetsa, go tsamaisa le go tlhokomela porojeke		Moepo wa South Deep		Lenaaneo go aga le go tsenyatirisong		Maemo a porojeke a digetswe		X	X
Tumalano ya semmuso le DoE, SGB le balekane ba bangwe		Moepong wa South Deep		Go dira tumalano ka maemo a botsalano		Go saeniwa ga MOU magareng ga balekane		x	X
Tiro ya go baakanyetsa go akaretsa go torowa le go amogelwa ga diphaposi tsa borutelo		Moepo ya South Deep le balekane				Ditella tse di rebotsweng		x	X
Go tlhophiwa le go thomiwa ga borakonteraka		Moepong wa South Deep		Tlhopha rakonteraka wa mo lefelong la porojeke		Mokonteraka yo o tlhophilweng		x	X
Go agiwa ga diphaposi tsa borutelo		Moepong wa South Deep		Thulaganyo ya go aga		Ditlamelo tsa mo phaposing ya borutelo		x	X
Go saena semmuso le go neelana le go lekola		Meepo ya South Deep le balekane ba yone						x	X
TLAMELO YA DITŠHELETE								R2 500 000	R2 500 000
Gotlhe TLAMELO YA DITŠHELETE								R 5 000 000	

4.10.4 Go agiwa ga Diphaposi kwa Sekolo Magareng sa Zuurbekom (Zuurbekom)

1. Tlhaloso ya Porojeke

South Deep e itlamilile go aga matlo a borutelo a le matlhano (5) kwa sekolong se se magareng sa Zuurbekom go tlamela baithuti ba dikole tse dikgolwane.

2. Morero wa Porojeke

Sekolo sa Magareng sa Zuurbekom se se mo kgaolong ya temothuo ya Zuurbekom, ke sekolo se se potlana se se tlhokomelang baithuti ba sekolo se se potlana le se segolwane (go fitlha kwa Mophatong wa borobongwe). Se se ne sa tlhokega ka ntlha ya gore ga go na dikolo tse dikgolwane tse di lekaneng mo lefelong leo. Goo feta fao, tlhokego ya dikolo e godimo ka fao barutwana ba ba tswang Soweto le bona ba nkwadisitswe kwa Zuurbekom ka lebaka la go nna gaufi le sekolo le motsetoropo o o sa tswang go agiwa le go atoloswa wa Protea Glen. Ga jaana baithuti ba sekolo se segolwane ba nna mo lefelong le le lengwe le baithuti ba sekolo sa pele ga sekolo se se potlana le sa sekolo se segolwane. Se se baka dikgwetlho tsa kgalemo kwa sekolong ka ntlha ya dipharologanyo tsa dingwaga tsa baithuti. Ka go aga diphaposiborutelo tse dingwe, go ruta le go ithuta go tla tokafadiwa ka gonnye go tla fokodiwa go tlala ga batho mme go tla nna le tikologo e e siameng ya go ithuta.

3. Maikaelelo a Porojeke

Porojeke e ikaeletse go thusa Lefapha la Thuto, sekolo, le baagi ba selegae, ka go netefatsa gore baithuti ba kgona go ithuta mo tikologong e e siametseng.

Maikaelelo a bobedi ke go tokafatsa dipholo tsa baithuti kwa sekolong gore South Deep e kgone go bona bangwe ba baithuti ba yone go tswa mo baaging ba selegae.

4. Lefelo la Porojeke

Porojeke e tla nna mo teng ga Woto ya 17 ya Mmasepala wa Selegae wa Rand West City, kwa Zuurbekom.

5. Baungwelwa ba porojeke

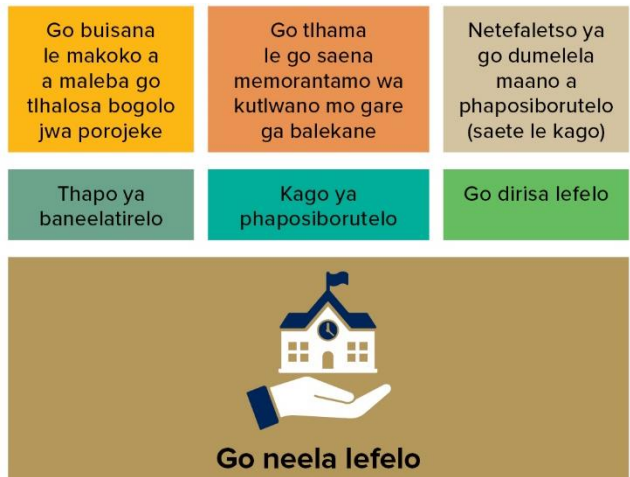
Porojeke e tla solegela baagi ba Zuurbekom molemo kwa Mmasepaleng wa Selegae wa West Rand City le mafelo a a mabapi.

6. Ditshenyegelo tsa porojeke

South Deep e itlamile madi a a kana ka R8 milione mo pakeng ya dingwaga di le pedi (2023 – 2024).

Tsenyotirisong le Leano la Tsweletso

Moepo o tla netefatsa gore go na le tirisano mmogo le Lefapha la Thuto le Setlhophapha se se Laolang Sekolo gore porojeke eno e atlege. Mokgwa o ke go netefatsa gore go na le tsweletso ya thebolo ya ditlamelo tsa tshegetso tsa thuto ya boleng go baagi ba kgaolo. Go tsenngwa tirisong ga porojeke go akaretsa dikgato jaaka di bontshitswe ka fa mojang:



Leano tigelo

Fa porojeke eno e sena go wediwa, Moepo o tla neela Lefapha la Thuto le Setlhophapha se se Laolang Sekolo (SGB) porojeke eno gore e solegele baagi ba sekolo molemo. Go tla nna le tumalano e e tlamang semolao pele ga kago magareng ga makoko a a Bannaba, e e tla akaretsang maitlamo a Lefapha la Thuto le SGB, go tsamaisa le go tlhokomela mafaratlhatlha a South Deep e tla a tlamelang.

Lenaneo 76: Go agiwa ga diphaposi tsa borutelo kwa Sekolong se se Kopanetsweng sa Zuurbekom (Zuurbekom)

Go agiwa ga diphaposi tsa borutelo kwa Sekolong se se Kopanetsweng sa Zuurbekom (Zuurbekom)									
Porojeke e e tsentsweng mo go IDP		MMASEPALA WA SELEGAE WA RAND WEST CITY						Go agiwa ga diphaposi tsa borutelo kwa Sekolong se se Kopanetsweng sa Zuurbekom (Zuurbekom)	
Balekani ba porojeke		Lefapha la Thuto, Setlhopha se se Laolang sa Sekolo						Baungwelwa	Baagi ba Mmasepala wa Baagi ba Rand West City le City of Johannesburg
Letlha la tshimololo la porojeke	Lwetse 2023	Palo ya ditiro tsa leruri	Palo ya tiro ya nakwana	Ba nna ba ba dirang	Basadi ba ba dirang	Bašwa ba ba dirang	Batho ka bogole ba ba dirang	Lefelo la porojeke la tikologo	
Poelo		TBC	TBC	70%	30%	50%	1%	Baagi ba Zuurbekom, Rand West City	
		Setheo se se nang le maikarabelo		Maiteko a tirwana KPI		KPI (tekanyetsa)		Paka	
								2023	2024
Tirisano mmogo le Tsamaiso ya Sekolo, le Lefapha la Thuto malebana le go tshegetsa, go tsamaisa le go tlhokomela porojeke		Moepo wa South Deep		Lenaneo go tlhabolola le go diragatsa		Go feditswe tiro ya porojeke		X	X
Formal agreement with DoE, SGB and other partners		Moepo wa South Deep		Go dira tumalano ka maemo a tirisano mmogo		Go saeniwa ga MOU magareng ga balekane		x	X
Tiro ya go baakanyetsa go akaretse go torowa le go amogelwa ga diphaposi tsa borutelo		Moepo wa South Deep le balekane				Ditetla tse di rebotsweng		x	X
Go tlhophiwa le go tlhomiwa ga borakonteraka		Moepo wa South Deep		Tlhopha rakonteraka wa mo lefelong la porojeke		Mokonteraka yo o tlhophilweng		x	X
Go agiwa ga diphaposi tsa borutelo		Moepo wa South Deep		Thulaganyo ya go aga		Ditlamelo tsa mo phaposing ya borutelo		x	X
Go saena semmuso le go neela le go lekola		Moepo wa South Deep le balekane						x	X
TLAMELO YA DITŠHELETE								R 4 000 000	R4 000 000
Gothe TLAMELO YA DITŠHELETE								R 8 000 000	

KAROLO

5



**MATLO LE
MAEMO A
BOTSHELO**

KAROLO 5

MATLO LE MAEMO A BOTSHELO

5.1	Matseno	Introduction
5.2	Patlisiso ya Lefelo la Bonno	Accommodation Surve
5.3	Go tsamaelana le ditlhokego tsa Molao wa Intaseteri ya Diminerale le Peteroliamo	Compliance with the r
5.4	Togamaano ya Matlo	Housing Strategy

KAROLO 5

MATLO LE MAEMO A BOTSHELO

5.1 Matseno

South Deep e dumalana ka botlalo le melawana e e tihalositsweng mo Maemo a Bonno le Maemo a Botshelo mo Indasetering ya Meepo le ya Diminerale e e dirilweng go ya ka karolo 100 (1) (a) ya MPRDA le Mining Charter e e akaretsang:

Setshwantsho 15: Melaometheo e e tihalosiwang mo Melawaneng ya Bonno le Maemo a Botshelo



5.2 Patlisiso ya Lefelobonno

Ka kgwedi ya Mopitlwe 2019 South Deep e ne ya thapa Shisaka Development Management Services (Shisaka) go thusa ka go rulaganya gape lenaneo la tshegetso ya beng ba matlo la Mine. Diphithlelo le dikatlanegiso tsa tshekatsheko di ne tsa sekasekwa le go tsenngwa go sedimosetsa South Deep Home Ownership Scheme e e akaretsang dintlha tse di botlhokwa tse di latelang:

South Deep e na le leano le le akaretsang la matlo le pholisi e e lebisang kwa ditlhohegong tsa bathapiwa ba yone tsa go nna le matlo le tsa go nna le matlo.	Maikaelelo a pholisi eno ke go rotloetsa badiri go tlogela go dirisa matlo a boleng jo bo kwa tlase (Living out Allowance) mme ba dirise matlo a boleng jo bo kwa godimo ka go dirisa Tuelo ya Matlo.	South Deep e na le Go na le matlo a boleng jo bo siameng.	Leano leno gape le ikaeletse go tshegetsa go oketsega ga palo ya batho ba ba nang le matlo ka go rekisa diyuniti tse South Deep e nang le tsone, go nna le dikgetho tsa gore mong wa ntlo a ka aga eng le go thusa ka madi ka go adima batho madi a a se nang morokotso.
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Dingwe tsa dipoelokgolo tsa patlisiso di amana le:

Patlisiso ya South Deep e ne ya dirwa ka kgwedi ya Diphilane 2020 ka tiriso ya tlhaeletsano ya WhatsApp. Batho ba ba neng ba le mo patlisisong eno ba ne ba kopiwa go araba dipotso tse di latelang: • Mofuta wa bonno kwa tirong. • Go nna mo tirong. • Gore a mothapiwa o na le lefelo le lengwe la bonNo kwa tirong kgotsa kwa ntle ga tiro. • Go eletsa go nna le matlo	Ka nako ya fa go ne go dirwa patlisiso eNo, South Deep e ne e na le badiri ba le 2.237. Mo palong eno, palogotlhe ya badiri ba le 837 ba ne ba araba, ba ba dirang 37% ya palo yotlhe ya batho ba ba neng ba batlisisiwa. Diphelelo tse di latelang di ne tsa bonwa mo patlisisong eNo: • 33.0% ba ka rata go reka ntlo gaufi le kwa ba berekang teng • 24,0% ba ka rata go nna baagi ba ba nang le ditsha • 16.0% ba ka rata go tokafatsa magae a bone a a leng teng gaufi le kwa ba berekang teng • 5,0% ba ka rata go hira • 36.0% ga ba batle go tswelela ba beeletsa
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5.3 Go tsamaelana le ditlhokego tsa Molao wa Intaseteri ya Diminerale le Peteroliamo

Tona ya Metswedi ya Diminerale le ya Maatla o ne a phasalatsa Maemo a Bonno le Maemo a Botshelo mo Indasetering ya Meepo gore a akgelwe ka 20 Mopitlwe 2019.

Maitlomo a magolo a Tekanyetso ke go tlamela ka matlo le maemo a botshelo a a gagametseng ka melao e e tthalositsweng sentle, dithulaganyo, dinako le dikgato tsa tiragatso.

Tekanyetso e tthalosa melaometheo e e latelang e mong wa ditshwanelo tsa meepo a tshwanetseng go e diragatsa:

- Tlhabololo e e kopaneng ya loago, ya mmele le ya ikonomi ya matlo mo setšhabeng sa moepo.
- Dira dithulaganyo tse di lekaneng go tsibogela ditlhokego tsa bonno tsa badiri go tsamaelana le dithulaganyo tsa yone tsa kgolo.
- Go tlhomamisa gore badiri ba nna le seabe mo dithulaganyong tsa tsamaiso ya matlo.
- Go rotloetsa mekgwa e e siameng le go latela melao le ditekanyetso tse di kwa tlase.
- Go rotloetsa go dirisiwa ga dithulaganyo tsa go duelela ka tsela e e bonalang le e e nang le boikarabelo. Mo ntlheng e, bonno jaaka karolo ya pakete ya dituelo bo tshwanetse go buisanelwa kago dira ditherisano ka setlhophu.

Morago ga dipuisano tse di tseneletseng le batsayakarolo ba ba farologaneng, go akarediwa badiri ba ba rulagantsweng, Lefapha la Gauteng la Bonno jwa Batho, Lenaneo la Bosetšhaba la Ditoropo tsa Meepo tsa Matlhotlhapelo, Mmasepala wa Rand Bophirima le Mmasepala wa Kgaolo ya Rand Bophirima, Leano la matlo le maemo a botshelo la South Deep le mametleletswe fano jaaka Mametlelelo 1..

5.4 Togamaano ya Matlo

Mabaka a a fa godimo a nnile le seabe mo go tlhamiweng ga togamaano ya gajaana ya matlo ya Moepo wa South Deep gajaana. Nngwe ya dilo tse di bothokwa mo leanong leno ke gore South Deep, jaaka moepo o o nang le maikarabelo, e batla gore badiri ba yone ba nne mo matlong a a nang le boleng jo bo siameng, a a tlhwathwatlase a a leng mo mafelong a a kopaneng, a a gaufo le moepo.

Leano la gajaana la Pholisi ya Matlo ya South Deep (Bente C fa tlase) le ikaeletse go kgontsha badiri go nna le bonno jwa boleng jo bo siameng le jo bo tlhwathwatlase ka ntlha ya khiro kgotsa ka ntlha ya go nna le bonno jo e leng jwa bone ka nako e e utlwalang ya go tsamaya letsatsi le letsatsi go ya kwa moepong wa South Deep.

Leano la gajaana la South Deep la matlo le ikaeletse go thusa batho go nna le matlo a a tlhwathwa e e kwa tlase le go nna le matlo a a siameng mme le na le dikarolo di le tlhano: Housing Policy

- Pholisi ya Matlo
- Thebolelo ya bonno,
- Tuelo ya go sa Tihole o Tshela,
- Go neelana ka bonno jo bo leng jwa moepo gore bo hirisiwe; le
- Thuso ya madi ya go nna mong wa ntlo e e akaretsang kadimo e e senang morokotso ya R200 000 ya go reka ntlo e e agilweng ke moepo.

Mo badiring ba ba eletsang go beeletsa mo go nneng le ntlo e e leng ya bone mo sekgaleng se se utlwalang sa dikilometara di le 100 go tswa kwa tirong, South Deep Home Ownership Support Programme e dira gore ba kgone go nna le ntlo e e leng ya bone:

- Go reka matlo kwa South Deep;
- Go reka matlo mo bathong ba ba agang matlo kgotsa mo bathaping ba bangwe;
- Go reka ntlo e e setseng e le teng mo mmarakeng wa bobedi; kgotsa
- Go reka setsha le go aga, kana go aga mo setsheng se o setseng o na le sone jaaka moagi wa setsha.

Mo godimo ga moo, South Deep e tla tlamela ka Mananeo a Tshegetso ya Beng ba Matlo a a akaretsang tse di latelang:

- Kgakololo ya go nna mong wa ntlo;
- Tsamaiso ya boleng jwa sekoloto e e amanang le go nna mong wa ntlo;
- Thuso ya ditirisano ka go thusa badiri ka dikopo tsa dibonto, kwadiso, jalo le jalo;• Tshegetso ya madi ya go nna mong wa ntlo ka go dirisa ditshiamelo tsa kadimo e e senang morokotso jaaka go tthalositswe fa tlase;
- Tlhwatlhwa e e kwa tlase ya matlo a a leng teng a South Deep.

Kadimo ya go nna mong wa ntlo e e senang morokotso e dirwa mme e ka bonwa ka tsela e e latelang:

- Tlhwatlhwa e e kwa godimo ya kadimo eno ke R200 000 e e tla ntshiwang ka tsela e e rulagantsweng sentle.
- Fa ditirisano di feta R400 000 bogolo jwa kadimo e e senang morokotso bo tla fokotsega ka tsela e e lekanang go nna lefela mo ditirisanong tsotlhe tsa boleng jwa R800 000 kgotsa go feta.
- Ka tsela e e tshwanang, fa boleng jwa thekisetano bo le kwa tlase ga R400 000 kadimo e e senang morokotso ga e kitla e feta boleng jotlhe jwa thekisetano e e feletseng.
- Paka ya go duela ya kadimo e e senang morokotso e tla tlhomamisiwa ke letlha la go rola tiro ga modiri, mme e ka nna dingwaga di le 15 kgotsa dikgwedi di le 180. South Deep e tlhomile Summit Financial Partners go tlamela badiri botlhe ka ditirelo tsa boitekanelo jwa madi, go kopanya melato le go tsosolosa melato gore ba kgone go bona kadimo e e senang morokotso.

Badiri ba South Deep ba kgona go bona ditlhopho tsa bonno le ditlamelo tse di amanang le tsone jaaka di kwadilwe fa tlase:

Mafelo a bonno ka nosi

Ntlafatso ya hostele e weditswe ka 2014 mme dikamore tsothe jaanong ke tsa batho ba le nosi. Badiri ba le 848 ba ka nna mo dikamoreng tsa bonno tse di nang le kamore e le nngwe fela. Baagi ga ba duele rente, ga ba duelele metsi le motlakase. Gape go abiwa dijo le dino letsatsi le letsatsi.

Mafelo a lelapa

Kago ya bonno e ne ya fetolwa go nna dikamore tse pedi le tse tharo tse jaanong di nang le malapa a le 203. Baagi ga ba duele rente, ga ba duelele metsi le motlakase. Diyuniti tseno di na le matlwana a boapeelo gore malapa a kgone go itirela dijo. South Deep e tsweletse ka go tlhokomela bonno jo bo tokafaditsweng ka metlha le ka matlhagathaga go netefatsa gore bonno jono bo siametse badiri ba rona.

Matlo a a leng teng le difolete tse e leng tsa moepo wa South Deep

Go na le matlo a le 471 mo ditoropong tsa Hillshaven, Westonaria le Glenharvie. Dithuso tsa matlo tsa kgwedi le kgwedi di oketsegile ka palogare ya 8.2% go tswa go R4110 ka 2020 go ya go R4445 ka 2022 mme e oketsegile ka 7.5% go ya go R4780 ka 2023.

Madi a go duelela bonno a diretswe go duelela rente ya bone ya kgwedi le kgwedi le ditshenyegelo tsa metsi le motlakase. Kgwebo ya Meepo e dira tiro ya go e tlhokomela ka ditshenyegelo tsa yone. Badiri ba ka nna ba tsena mo thulaganyong ya matlo go reka matlo a ba nnang mo go one.

South Deep e ne ya hira matlo go tswa go beng ba matlo ba e seng ba yone

South Deep e ne ya oketsa rente ya matlo a batho ba boraro magareng ga 2020 go ya go 2022 ka palogotlhe ya diyuniti di le 246 tse di hirilweng kwa bokhutlong jwa 2022 go tshola badiri. Go hiriwa ga matlo ke batho ba bangwe go tla fedisiwa ka iketlo fa badiri ba le bantsi ba nna beng ba matlo.

Thebolelo ya bonno jo bo tlhofaditsweng jo e seng jwa Meepo

Kwa bokhutlong jwa Sedimonthole wa 2022, badiri ba le 1010 ba ne ba tlhopha go amogela madi a kgwedi le kgwedi a bonno a a kana ka R4445 go nna mo lefelong le ba le tlhophileng le le amogetsweng le le leng mo sekgaleng sa dikilometara di le 100 go tswa kwa South Deep Mine. Mo badiring bano ba le 1010, ba le 162 ba nna mo matlong a a duetsweng ka botlalo, ba le 439 ba duela bonto mme ba ba setseng ba le 409 ba nna mo matlong a a hirilweng.

Komiti ya Matlo

Go tsenya tirisong LeaNo la Ntlo le Maemo a Botshelo, moepo o tlhomile Komiti e e Kopanetsweng ya Kago ya Matlo jaaka thulaganyo ya konokono e ka yone Khampani le Mekgatho ya Badiri ba ba Rulagantsweng ba tla rerisanang ka dikgang tse di amanang le go Nna le Matlo ka Tsela e e Tlhofaditsweng, mmogo le tse di laolwang ke Maemo a Ntlo le Maemo a Botshelo mo Intasetering ya Diminerale, jaaka a ntshitswe ke Lefapha la Diminerale le Motlakase. Melawana ya referense ya Joint Housing Committee e mametleletswe faNo jaaka Annexure 2.

Maikaelelo a Komiti e e Kopanetsweng ya Kago ya Matlo ke go:

- Go okamela le go nna le seabe mo tlabolong le tiragatsong ya South Deep Facilitated Home Ownership Programme;
- Go thusa mo go rulaganyeng Leano la Kago ya Matlo le Maemo a Botshelo gore le romelwe kwa DMRE;
- Sekaseka kgatelopele le go tlamela ka tshwaelo gangwe le gape ka ga go nna le mosola ga Lenaneo la Tshegetso ya Beng ba Matlo; le
- Go buisana ka maikaelelo a a siameng ka ga go tsenngwa tirisong ga Lenaneo la go Nna le Matlo le le Tlhofaditsweng la South Deep le merero e e amanang le matlo.

Dikotla

Go tlamela badiri ka dijo tse di nang le dikotla le tse di lekalekaneng ke selo sa botlhokwa se se tla ba thusang gore ba nne le dijo tse di nang le dikotla le tse di lekalekaneng. Go ya ka maitlamo ano, South Deep e na le maiteko a a latelang:

Baapei ba katisitswe ke HTA School of Culinary Art go dira dijo tsa boleng jo bo kwa godimo tsa badiri ba kwa South Deep; Dijo di apewa go ya ka dikaelo tsa dijo tsa Centre for Scientific and Industrial Research (CSIR); didirisiwa tse dintšhwa tsa boapeelo di rekilwe mme boapeelo bo tsamaelana le maemo a ISO 14001;

Go dirilwe thulaganyo ya go ja dijo tse di nang le dikotla kwa ntlwaneng ya boapeelo ya kwa South Shaft.

KAROLO

6



TSHENKELO YA DIKGWEBO LE TLHABOLOLO YA MONEELATIRELO

KAROLO 6

TSHENKELO, GO TLAMELA LE GO TLHABOLOLA KGWEBO

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KAROLO 6

TSHENKELO, KGWEBO LE TLHABOLOLO YA BATLAMEDI

6.1 Matseno

South Deep e itse gore tshenkelo e e akaretsang botlhe ke mokgwa o o siameng wa go matlafatsa Batho ba ba Tlhokileng Lesego mo Hisetoring (HDPs).

Go tlamela badiri ka dijo tse di nang le dikotla le tse di lekalekaneng ke selo sa botlhokwa se se tla ba thusang gore ba nne le dijo tse di nang le dikotla le tse di lekaneng. Go ya ka maitlamo ano, South Deep e na le maiteko a a latelang:

Baapei ba katisitswe ke HTA School of Culinary Art go dira dijo tsa boleng jo bo kwa godimo tsa badiri ba kwa South Deep; Dijo di apewa go ya ka dikaelo tsa dijo tsa Centre for Scientific and Industrial Research (CSIR); didirisiwa tse dintšhwa tsa boapeelo di rekilwe mme boapeelo bo tsamaelana le maemo a ISO 14001;

Go dirilwe thulaganyo ya go ja dijo tse di nang le dikotla kwa ntlwaneng ya boapeelo ya kwa South Shaft..

South Deep e tla neela maemo a motlamedi yo o tlhophilweng go dikhampani tse di leng mo diatleng le tse di laolwang ke HDP (go akaretsa bašwa le basadi) ka go diragatsa dikgato tse di latelang:

- Go oketsa maemo a go dira dikgolagano le batho, kgotsa dithopha tsa batho, ba ba neng ba sa ntse ba le mo maemong a a maswe ka ntlha ya go tlaolwa ka tsela e e sa siamang ka ntlha ya lotso, bong kgotsa bogole;
- Go oketsa ditšhoNo tsa kgwebo tsa ditlamo tse di tsamaelanang le B-BBBEE, segolo jang ditlamo tse di laolwang ke HDP, bašwa le basadi;
- Go godisa dikgwebo tsa selegae, go tswa mo baaging ba ba amogelang, gore ba kgone go nna ba ba tshwarelelang le gore kgabagare ba nne batlamedi ba ba ka nnang teng ba South Deep (ke gore, go rotloetsa bo-rakgwebo mo dikgwebong tsa HDP/B-BBBEE);
- Go naya ba ba tlamelang ba ba dumalanang le B-BBBEE ba ba nang le seabe mo go tsholeng ditiro mo setšhabeng se se amogelang ba ba ikaegileng ka mabaka a a utlwalang a kgwebo le a a tswelletseng pele;
- Go oketsa ditshenyegelo tsa go reka mo baaging ba ba amogelang baeng ka go tsenya letsogo ga South Deep ESD Programme; le
- Go oketsa palo ya baamogedi ba tlhabololo ya dikgwebo le batlamedi ka Letlole la ESD le le tlhomilweng.



(The Mining Charter) Tšhata ya Meepo e bolela gore trisokgolo go tswa mo metsweding ya diminerale ya Rephaboliki go tla tlhoka go matlafatsa dikgolagano magareng ga intaseteri ya meepo le diminerale le ikonomi ka bophara. Tshenkelo ya selegae e amana le kgaisano le phetogo, e tshwara boleng jwa ikonomi, e tlhagisa ditšhono tsa go atolosa kgolo ya ikonomi e e letlang go tlhamiwa ga ditiro tse di nang le seriti le go atolosa sebaka sa phitlhelelo ya mebaraka ya dithoto le ditirelo tsa matlotlo tsa Aforika Borwa.

Go fitlhelela seno, intaseteri ya meepo e tshwanetse go senkela ditheo tsa BEE go tsamaisana le mokgwa o o latelang:



Bonnye

70%

jwa tshenyegelo ya tshenkelo ya thoto ya meepo e tshwanetse go nna jwa dithoto tse di tlhagisitsweng go Aforika borwa.



Bonnye

80%

go tshenyegelo yotlhe ya ditirelo e tshwanetse go batliwa go tswa go dikhampani tse di ikaegileng mo aforika Borwa.

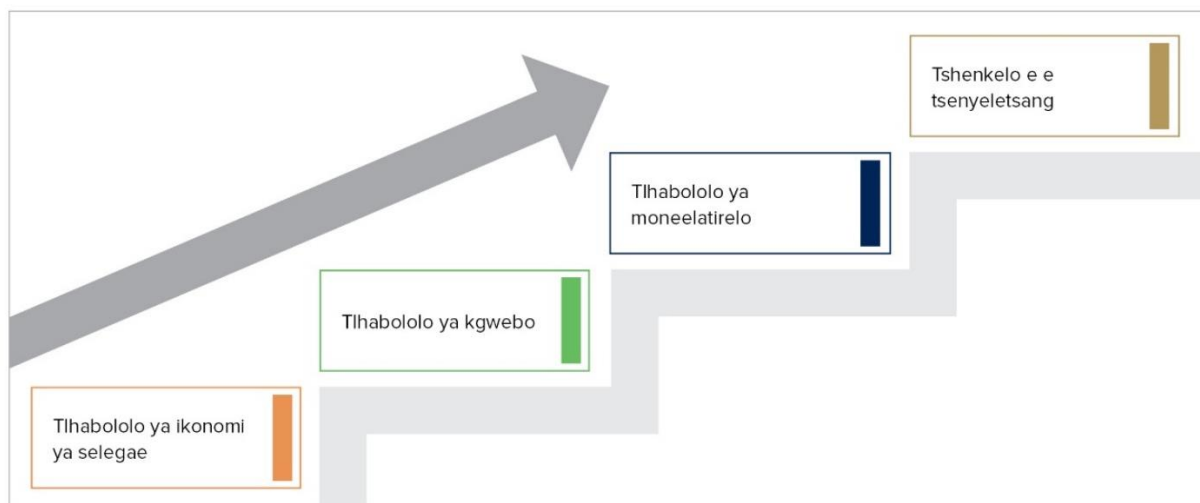
Tshenkelo e e Akaretsa

Tshenkelo e e tsenyeletsang



Mokgwa wa ESD go Tshenkelo tsenyeletso e e nang le dipilara tse di latelang:

Setshwantsho 16: Mokgwa wa ESD wa Tshenkelo tsenyeletso



Go ya ka Letlhomiso la Tshenkelo e e Akaretsang le ESD, South Deep e ipeetse maikaelelo a a latelang a a tshwanetseng go fitlhelelwa ka 2027:

1	2	3	4	5
Thulaganyo ya go Tlhabolola Dikgwebo le Batlamedi (ESD) e e amogetsweng semmuso ya setšhaba sa South Deep e e tsamaisanang le maikaelelo a go reka ka tsela e e kgethegileng a moepo.	Diperesente di le masome a mabedi le botlhano tsa ditshenyegelo tsa go reka di dirwa ke batlamedi ba setšhaba se se amogelang baeng.	Diporojeke tse di amogetsweng tsa Tlhabololo ya Ikonomi ya Selegae (LED) tse di tlohang ditiro tse di tswelelang (dikgono tse di ka fetolwang).	Go kgontsha kgolo ya South Deep Business Development Centre (BDC) go nna lefelo la go godisa dikgwebo le le tsamaelanang le di-KPI tsa South Deep.	Letlole la ESD la go tlhabolola di-SMME.

Go tsamaelana le Mining Charter ya 2018, South Deep e batla go rotloetsa le go neela maemo a motlamedi yo o tlhophilweng go dikgwebo tsa HDP tse di tsenyeletsang dikgwebo tse mo go tsona batho ba ba nang le mathata a hisetori ba tshwereng bonnye 51% ya ditshwanelo tsa go tlhopha tse di ka dirisiwang, le kgalhego ya ikonomi, e tsepamisitse mo basading le bašwa.

6.2 Diphithlelelo tsa tshenkelo e e kgethegileng

South Deep e dirisitse ditshenyegelo tsa 2019 jaaka motheo wa go tlhama dintlha tsa tshenkelo tse di kgethegileng

Lenaneo 77: Diphithlelelo tsa tshenkelo e e kaelwang

Diphithlelelo tsa tshenkelo	PHITLHELELO	2020	2021	2022	2023	2024
		PHITLHELELO	PHITLHELELO	PHITLHELELO	PHITLHELELO	PHITLHELELO
DITHOTO TSA MOEPO (dikhampani tse di obamelang)	70.0%				71.0%	73.0%
Khamphani e e laolwang ke HDP (51% HDP)	21.0%	31%	40%	40%	21%	22%
Khamphani e e laolwang ke basadi kgotsa bašwa	5.0%	5%	10%	13%	6%	7%
Khamphani e e obamelang BEE (25%+1 Tlhopho BEE)	44.0%	47%	54%	52%	44%	44%
DITIRELO (dikhampani tse di obamelang)	80.0%				82.0%	85.0%
Khamphani e e laolwang ke HDP	50.0%	47%	69%	69%	51%	52%
Khamphani e e laolwang ke basadi	15.0%	16%	26%	25%	16%	17%
Khamphani e e laolwang ke bašwa	5.0%	0%	0%	4%	1%	2%
Setlamo se se ikobelang melao ya BEE	10.0%	85%	90%	88%	14%	14%

* Lenaneo le le fa godimo le ya ka dintlha tsa Tšhata ya Meepo ya 2018 tsa paka ya 2020 - 2024, le fa go ntse jalo SLP ya rona ya 2020/21/22 e ne ya romelwa go ya ka dintlha tsa Tšhata ya Meepo ya 2010 go ya ka lenaneo le le fa tlase.

Table 78: Preferential Procurement Targets

Elemente ya tshenkelo	2020	2021	2022
	PHITLHELELO	PHITLHELELO	PHITLHELELO
Dithoto tsa matlotlo (40%)	81%	86%	88%
Ditirelo (70%)	90%	91%	90%
Dithoto tse di dirisiwang (50%)	92%	90%	90%

* Lenaneo le le fa godimo le ya ka dintlha tsa Tšhata ya Meepo ya 2010 tsa paka ya 2020 – 2022 le jaaka go begilwe mo nakong e e fetileng ka dipegelo tsa kobamelo ya SLP tsa ngwaga le ngwaga tsa 2020 - 2022.

6.3 Tshenkelo ya baagi ba baamogedi

Go tlhamiwa ga Lefapha la Ditlamelo tsa Setšhaba go ikaelela go kaela le go tshegetsa ditshwetso tsa lefapha la Ditlamelo tsa Setšhaba ka leano la lona la Ditlamelo tsa Setšhaba. Leano la go reka mo setšhabeng se se amogelang baeng le tlhalosa maitlamo a khampani go nna le seabe mo tlhabololong ya ikonomi ya baagi ba ba amogelang baeng ka go reka dithoto le ditirelo mo dikgwebong tsa mo setšhabeng se se amogelang baeng, go rarabolola dikgoreletsi tsa bokgoni, le go dira gore batlamedi ba nne le bokgoni jwa go gaisana le ba bangwe gore ba kgone go fitlhelela ditekanyetso tsa lefatshe lotlhe le go tshwanelegela dikgolagano tse di mosola.

South Deep e fetotse tlhaloso ya yone ya gore batho ba ba nnang mo lefelong la rona ke batho ba ba amiwang ka tlhamalalo ke ditiro tsa rona e bile ba lebeletse gore re ba thuse. Ka tlwaelo di akaretsa metse e e gaufi le ditiro tsa rona, mo mmasepaleng wa selegae wa Rand West le Poortjie, mme di akaretsa motho mongwe le mongwe yo o nnang koo.

Melawana e e rileng e e tshwanetseng go fitlhelelwa e akaretsa e e latelang: Capacitating host community SMMEs to operate sustainable and competitive entities;

- Go kgontsha di-SMME tsa baagi ba ba amogelang go tsamaisa ditheo tse di tswelletseng le tse di gaisanang;
- Go kopanya di-SMME tsa baagi ba ba amogelang mo kgwebong ya rona ya tlamelo;
- Go supa dikgolagano tse di tlaelang mo ketaneng ya boleng le go di baya kwa pele mo go ngokeleng dikgwebo tse dintšhwa mo kgaolong;
- Go dira gore go nne bonolo go nna le dikamano magareng ga di-SMME tsa setšhaba sa baamogedi le ditheo tse di tlhomilweng tsa setšhaba tse e seng tsa baamogedi; le

- Go bopa tikologo e e siametseng tlhabololo ya dikgwebo ka go rotloetsa tirisannmogo magareng ga dikgwebo le ditheo tsa puso tsa setšhaba se se amogelang baeng.

Go tlhatlhoba ditšhono tsa go beeletsa mo go tlhabololeng bokgoni jwa setšhaba se se amogelang baeng gantsi go simolola ka tshekatsheko ya tlhokego. Seno se akaretsa go tllaola ditšhono tsa batlamedi le go sekaseka bokgoni jwa bone go tšhono nngwe le nngwe le tshekatsheko e e tseneletseng ya go boloka ditshenyegelo tsa go reka go tswa kwa khampaning ya setšhaba se se amogelang mo maemong a kgaolo kgotsa a bosetšhaba. Ka kakaretso, dikhampani di tshwanetse go simolola ka tse dinnye, ka dikgolaganano tse di bonolo le tse dinnye mme di fetele kwa dikgolaganong tse di raraaneng.

Setshwantsho 17: Ditsela tse di dirisiwang go tlhopha Batlamedi ba Baagi ba Baamogedi

		
Mokgwa wa tshenkolo ya baagi b aba amogelang	Mokgwa o o tshwanelegang ka meterike: Itlhophelo 1	Mokgwa o o tshwanelegang ka meterike: Itlhophelo 2
Lefelo lotlhe kgotsa karolo ya lefelo	Ee (e tshwanetse go nna mo metseeseteropong ka tthaloso ya baagi b aba amogelang)	No
Lefelo la beng le(ma)loko a baagi b aba amogelang	Ee (e tshwanetse go nna bonnye 25%+1% le tebelelo e e tshwanetseng go neelwa maloko a baagi – basadi, banna, bašwa, bogole)	Ee (e tshwanetse go nna bonnye 25%+1% le tebelelo e e tshwanetseng go neelwa maloko a baagi – basadi, banna, bašwa, bogole)
Karolo ya thapo ya baagi a ba amogelang	Ee (bonnye 25% ya bodiri jotlhe jwa konteraka bo tshwanetse go tsa go baagi ba baamogedi jaaka go tthalositswe)	Ee (bonny 50% jwa bodiri botlhe ka konteraka go tshwanetse go tswa go baagi b aba amogelang jaaka go tthalositswe)

South Deep e supile dintlha tse di latelang jaaka karolo ya lenaneo la yona la Tlhabololo ya Dikgwebo le Batlamedi mo go tlhabololeng batlamedi ba ba amogelang baeng.

Lenaneo la 79: Maikaelelo a Tlhabololo ya Kgwebo

Tlhabololo ya Kgwebo	2020 PHITLHELELO	2021 PHITLHELELO	2022 PHITLHELELO	2023 PHITLHELELO	2024 PHITLHELELO
Palo ya barekisi ba ba amogelang baeng ba ba ikaeletseng ngwaga le ngwaga, ba ba fitlhelang ditlhokego tsa go tlhopha	2	5	8	3	3
Katiso ya SMME (palo ya Ditlamo tse di Katisitsweng)	14	8	10	5	5
Palo ya batseneledi ba bašwa	22	30	28	5	5
Bajaboswa ba tlhabololo ya kgwebo	N/A	N/A	N/A	10	10
Bajaboswa ba tlhabololo ya batlamedi	N/A	N/A	N/A	9	10

Magareng ga 2020 le 2022, go ne go lebilwe thata go tsennngwa ga batho ba ba sa tswang go tsena mo kgwebong ka kakaretso (HDP SMMEs tse di tsennngwang mo kgwebong jaaka barekisi ba bašwa), le fa go ntse jalo, ka 2023 re ne ra tsenya lenaneo la ESD le le tlhokang gore batho ba ba amogelang thuso ya ESD ba begelwe ka 2023/24. Baamogela ditshiamelo ba ESD ba ba umakilweng fa godimo, ke di-SMME tsa baagi ba ba amogelang ba ba katisitsweng go solegelwa molemo ke dithendara tsa rona tse di akaretsang le mebaraka e mengwe e e tlhokang bokgoni le kitso ya bona.

6.4 Go Tlhome Kgwebo le Batlamedi ba South Deep

Lenaneo la Tlhabololo ya Kgwebo le Motlamedi (Enterprise and Supplier Development - ESD) ke leano la South Deep le le ikaeletseng go tsenya tirisong Molao-tlamo wa Meepo wa 2018, Molao-tlamelo o o Tlhabolotsweng wa Tlhabololo ya Ikonomi ya Bantsho le Melawana ya Mekgwa e e Siameng, le go diragatsa maikaelelo a South Deep le go tsenya tirisong Molao-tlamelo wa

Kgwebo le Motlamedi (Enterprise and Supplier Development - ESD) le thulaganyo ya tshegetso ya ditheko go solegela molemo dikgwebo tsa rona tsa baagi le diporojeke tsa tlhabololo ya ikonomi ya selegae.

Setheo sa Tlhabololo ya Batlamedi (CfSD) ke molekane wa rona mo go diragatseng lenaneo la ESD le le rweleng tiro ya go tlhabolola lenaneo la ESD le le tsibogelang dikgwetlho tsa ga jaana tsa South Deep le maemo a teng mo ditšhabeng tse di re amogelang. Go na le dikarolo tse tlhano (5) tsa konokono le dintlha tsa lenaneo la ESD tse di ka sobokanngwang jaana:

1. Go tlamela ka tshegetso e e tswelletseng ya tlhabololo ya kgwebo ya SMME le ditirelo tsa boleng jo bo okeditsweng go itebaganya le ditlhokego tsa tlhabololo ya kgwebo le ditlhokego tsa dikgwebo le bagwebi ba ba amogelang South Deep.
2. Go tlamela ka dithulaganyo, ditsamaiso le didiriswa go laola le go tlhokomela database ya dikgwebo tsa baagi ba ba amogelang le go tlamela ka tshegetso ya go reka go thusa go nna le seabe ga dikgwebo tsa baagi ba ba amogelang mo ketaneng ya boleng jwa tshenkelo ya South Deep.
3. Go tlamela ka mananeo a katiso le tlhabololo ya di-SMME go aga bokgoni jwa bagwebi ba baagi ba ba amogelang go tlhoma, go godisa, le go tswelletsa dikgwebo tsa bone kgotsa diporojeke tse di tlišang lotseno tsa baagi ba selegae.
4. Go tlamela ka ditlamelo tsa go godisa di-SMME le tsa katiso ya setegeniki go tlhola tikologo go tlhabolola bokgoni jwa setegeniki le jwa kgwebo jo bo tlhokegang go tlhoma le go tshegetsa bagwebi ba ba amogelang ba South Deep le dikgwebo tse di simololang.
5. Go tlamela ka tshegetso ya madi e e tlhokegang go maatlafatsa Lenaneo la ESD le go fithelela matlole ga bagwebi le dikgwebo tsa baagi ba ba amogelang.



Lenaane tlhabololo la kgwebo

- Neelana ka dikgono tsa SMME tsa katiso le tlhabololo
- Neelana ka katiso le tlhabololo ya dikgono tsa SMME tsa tegeiki
- Tsamaisa ditšhono tsa tlhamo tse diswa tsa diSMME
- Neela didiriswa tsa thutuso ya kgwebo le ditirelo go simolola diSMME
- Neela ditseraganyo tsa kago bokgoni go diSMME tse diswa le tse di leng gona

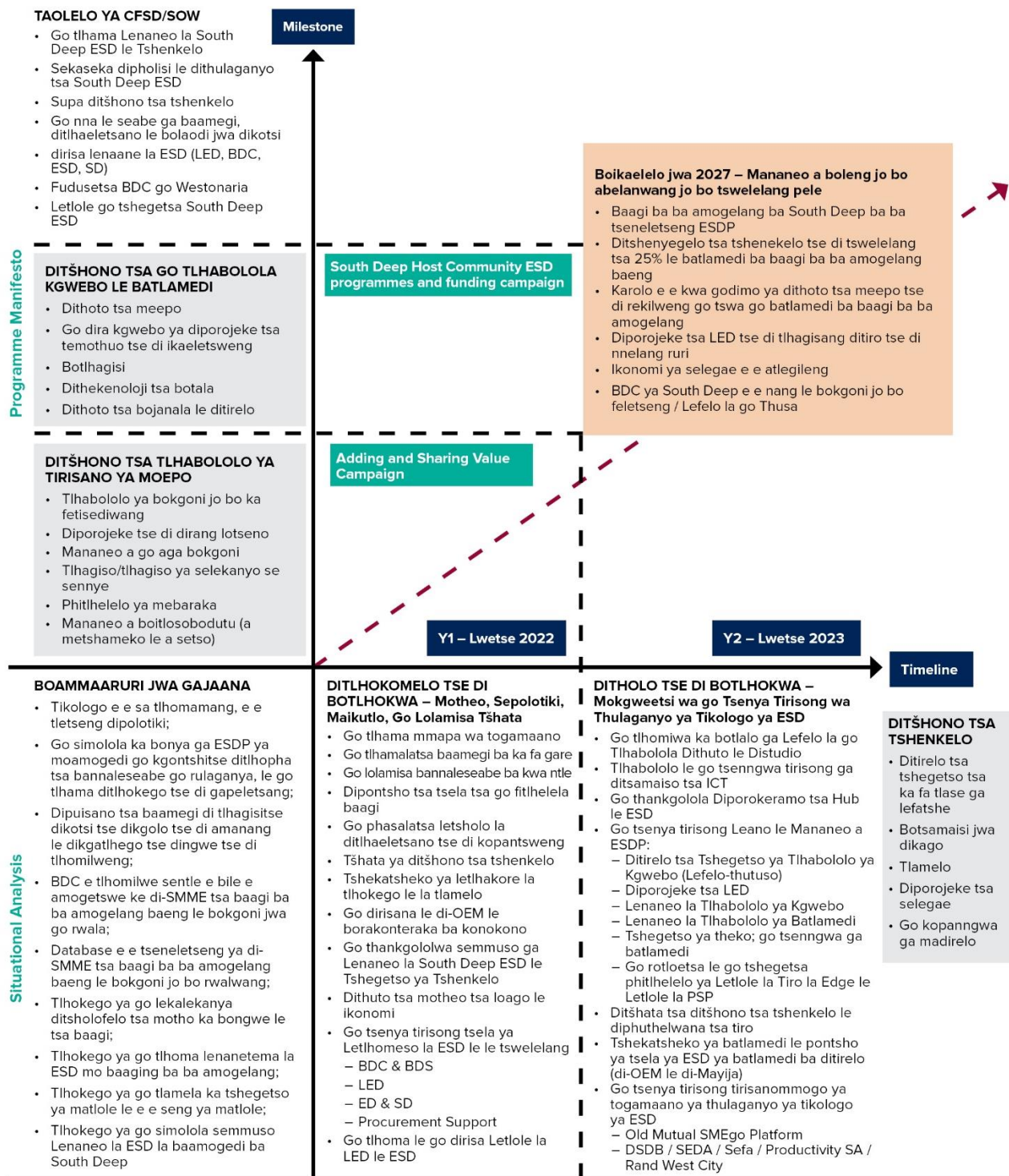


Lenaane la tlhabololo ya moneelatirelo

- Go tsamaisa lenaneo la go itlhaganedisa kgwebo go itlhaganedisa kgolo, tlhabololo, le go tswelletsa ga dikgwebo tse di tlhophilweng tsa baagi ba ba amogelang
- Go tlamela ka ditseraganyo tse di tswelletseng tsa kago ya bokgoni go tshegetsa bajaboswa ba tlhabololo ya batlamedi ba ba tlhophilweng
- Go tsamaisa go tlhamiwa le go nna le seabe ga dikgwebo tsa baagi ba ba amogelang baeng mo ditšhonong tsa dikoloi tse di nang le maikaelelo a a kgethegileng
- Go neela kaelo ya dithendara le katiso go tokafatsa maemo le maemo a botsayakarolo mo dithendareng ke dikgwebo tsa baagi tse di amogelang baeng.

Fa tlase fano go na le tshobokanyo ya thulaganyo ya ESD ya dingwaga tse tlhano tse di tlang

Setshwantsho 18: Tshobokanyo ya Lenaane la ngwaga-tlhano ya ESD



Thulaganyo enNo e setse e dirilwe mo mafelong le mo ditšhabeng tse di tshalositsweng fa tlase fano. Tseno di akaretsa metse e le robongwe e e re amogelang mmogo le metse e e tsewang e le botlhokwa mo pholising ya dithendara. Go na le go tseelwa kwa godimo ditlhopho tsa batho ba ba neng ba sa itsholege sentle mo nakong e e fetileng ka kakaretso, le mafelo a a humanegile mo go tsa loago le tsa ikonomi mo ditlhopheng tseNo. Lenaneo le lekanyeditswe mo mafelong a setšhaba jaaka go tshalositswe fa tlase.:

Lenaneo 80: Mafelo a baagi ba baamoge

Host Community Areas			
Westonaria *	Randfontein	Greenhills	Bootha Plots
Bekkersdal *	Mohlakeng	Westergloor	Loumarina
Simunye *	Zenzele	Helikon Park	Middlelei
Hillshaven *	Toekomsrus	Culemborg Park	Randridge
Kalbasfontein *	Pelzvale	Eike Park	Rietvallei
Jachtfontein *	Finsbury	Hecterton	Rikasrus
Zuurbekom *	Hillside	Kocksoord	Tenacres
Thusanang *	Aureus	Orion Park	Vleikop
Venterspost *	Bhongweni	West Porges	Wheatlands
Libanon *	Homelake	Brandvlei	Witbetsdal
Glenharvie *	Randgate	Dennydale	City of Johannesburg Poortjie*
Waterpan	Robinspark	Dwarskloof	
Wagterskop	Randpoort	Elandsvlei	

* Baadi ba baamogedi ba poraemari

Go tshongwa ga Letlole la ESD la South Deep

Leano la ESD le Leano la Tiragatso le ne la gatelela botlhokwa jwa go tlamele ka tshegetso ya madi le ditirelo tse di akaretsang tsa boleng jo bo okeditsweng go fithelela ditlhokego le ditlhokego tsa ESD tsa baamogeladitshiamelo ba lenaneo, le baagi ba ba amogelang South Deep ka kakaretso.

Ka jalo, South Deep e dirisane le Edge Growth e leng Motsamaisi wa Letlole la Tlhabololo ya Di-SME yo o nang le maitemogelo go bula bokgoni jwa dikgwebo tsa rona tsa mo lefelong le le re amogelang. South Deep e ntshitse madi a a fetang R60 million mo pakeng ya 2021/22 go ya kwa Letloleng la ESD mme e tla tswelala go dira madi a mangwe gape ngwaga le ngwaga.

Letlole le rulagantswe ka tsela ya gore go na le matlole a le mabedi a a tsamaisiwang ke Edge Growth le Profit Share Partners go amogela ka bobedi Tlhabololo ya Batlamedi le Kgwebo Tlhabololo.



Edge Action Fund (Supplier Development Funding)	Profit Share Partners Fund (Enterprise Development Funding)
Committed R45.3 million for Supplier Development - Aimed at providing growth finance to South Deep suppliers who are investment ready but struggle to get funding elsewhere. - Due to the high number of fund applications that did not meet the fund mandate, South Deep has decided to review the fund mandate to accommodate more investment ready SMMEs who requires funds for operational purposes.	Committed R19.7 million for Enterprise Development - Aimed at providing short-term finance to South Deep SMMEs / suppliers who need cash to procure goods or pay their suppliers - Providing loans to eligible SMMEs to help them overcome financial challenges and invest in growth. - Since its inception, the fund has distributed over R7 million to nine (9) host community SMMEs and that has led to the creation of 49 jobs for host community members who were previously unemployed.

These funds are an integral part of South Deep's commitment to the ESD programme and its beneficiaries, with a strong focus on women and youth owned and controlled businesses. Both funds were well received by our host communities and enquiries regarding the fund have since increased.

These funds will form the foundation towards supporting the ESD programme and its beneficiaries, host community enterprises and the identification and development of women and youth owned and controlled businesses.

MISSING TRANSLATION

KAROLO

7



**BOLAODI YA GO
FOKOTSA LE GO
KGAOLWATIRONG**

KAROLO 7

TAOLO YA GO FOKOTSA BADIRI LE GO FOKOTSWA GA BADIRI

7.1	Foramo ya Isago	99
7.2	Ditiro tsa Foramo ya Isago	99
7.3	Dipuisano tsa foramo	100
7.4	Dithulaganyo tse di tshwanetseng go latelwa go tla go latlhegelwa ke ditiro le go fokotsega ga ditiro	100
7.5	Karolo 52 ya MPRDA	100
7.6	Tlamele ya Matlole ya go Fokotsa Badiri le go Fokotswa ga Badiri	100
7.7	Lenaneo la go Humisa Bokgoni jwa go Rwala Tiro la Batho ba ba Rotseng Tiro le ba ba sa Kgoneng go Dira ka ntlha ya bolwetse	102

KAROLO 7

TAOLO YA GO FOKOTSA BADIRI LE GO FOKOTSWA GA BADIRI

Molawana wa konokono wa go laola go fokotsa le go fokotsa badiri ke go tihomamisa gore ga gona ditsela tse dingwe tse di ka kgonegang tsa go fitlhelela ditlhokego tsa tiragatso pele ga go akanyediwa go fokotsa badiri. Go fitlhelela seno, go tihomilwe tse di latelang:

7.1 Foramo ya Isago (“Forum”)

South Deep e amogela tlhokego ya semolao e e amanang le go tihomiwa ga Foramo ya Isagwe (‘Forum’) go netefatsa gore go a obamelwa fa go ka nna le go fokotsa. Ka jalo, moepo o kopantse badiri ba ba rulagantsweng go thapa baemedi go dira mo Foramong eno mme maloko a a kwa godimo a botsamaisi le one a emetswe. Foramo e batla go tsenyeletsa badiri ba ba rulagantsweng mo mererong ya kgwebo le ditlamorago tsa yona mo badiring ka mabaka a a tsamaelanang le a a tthalositsweng mo Molaotheong 46

7.2 Ditiro ya Foramo ya Isago

Maikaelelo a Foramo, jaaka a tthalositswe mo Lenaneong le le fa tlase, a tthalosa ditlhokego tsa Molawana 46 tsa go tihomiwa ga Foramo ya Isagwe:

Tlhamo ya Foramo ya Isagwe

- Go rotloetsa dipuisano tse di tswelletseng magareng ga baemedi ba badiri le bathapi ka isagwe ya moepo;
- Leba kwa pele go lemoga mathata, dikgwetlho le ditlhabololo tse di ka kgonegang, ntshokuno le ditiro;
- Tlhagisa maano a go fetola maemo le go a busetsa mo maamong a a siameng go thusa go fokotsa go latlhegelwa ke ditiro le go tokafatsa go tshola dikgwebo di le mo maamong a a siameng;
- Diragatsa maano a a dumalanweng ke bathapi le ditlhophisa tsa badiri; le
- Mekgwa ya go boloka ditiro, go tila go latlhegelwa ke ditiro le go fokotsega ga ditiro.

Dikgang tsa botlhokwa tse go tlotliwang ka tsone di akaretse (mo gare ga tse dingwe):



Seemo sa kgwebo go ya ka tlhagiso le phetogo



Boitekanelo le pabalesego



Tiragatso ya matlole ya setlamo mmogo le dikgoreletsi tse di amang kgono ya Moepo



Go tihama leano la go fokotsa mathata malebana le kgonagalo ya go latlhegelwa ke ditiro fa go tswalwa



Go batlisisa diporojeke tse di ka nnang teng tsa morago ga go tswalwa go tihama serala sa go tswelela ka go thapiwa

7.3 Dipuisano tsa foramo

South Deep e dira thulaganyo ya ngwaga le ngwaga ya go kopana le mekgatlho e e rulagantsweng ya badiri. Thulaganyo eNo e akaretsa dipokaNo tsa kotara nngwe le nngwe tsa Foramo. Foramo e eteletswe pele ke Motlatsa-Moporesidente le Mookamedi wa Ditirelo kgotsa Motlatsa-Moporesidente wa Khuduthamaga wa Kgaolo ya Aforika Borwa. Mo godimo ga Foramo eNo, South Deep e tlhomile diforamo tse dingwe di le mmalwa go rotloetsa dikamaNo tse di mosola le mekgatlho ya badiri. Komiti ya Phetogo ke nngwe ya diforamo tse di ntseng jalo, e e kopanang gangwe le gape go buisana ka merero e e amanang le go latedisa kgatelopele ya go tsenngwa tirisong ga SLP..

7.4 Dithulaganyo tse di tshwanetseng go latelwa go tla go latlhegelwa ke ditiro le go fokotsega ga ditiro

Tshedimosetso le metswedi ya metsi e e neng ya dira gore go nne le Thulaganyo ya Tiro ya Meepo e bontsha gore South Deep e kgona go bereka dingwaga di le 70. Le fa go ntse jalo, seno se ka amiwa ke mabaka a a farologaneng a ikonomi, a ka fa teng le a ka kwa ntle a a ka amang ka tsela e e sa siamang isagwe ya moepo. Fa go ka diragala gore go fokotsega go se ka ga tilwa, South Deep e tla latela thulaganyo e e tshwanetseng, e tsheditswe ke thulaganyo e e latelang ya go nna le seabe: Communication and Planning through the relevant engagement structures, as established at the Mine;

- Tlhaeletsano le Togamaano ka dipopego tsa tirisanommogo, jaaka di tlhomilwe kwa Moepong;
- Ditlhokego dipe fela tse di ka nnang teng tsa go fokotsa kgotsa go tswala di tla lemogiwa ka nako ya dipuisano tse di tswelletseng, dipuisano le dikganetsano kwa dikopanong tsa Foramo tsa kotara nngwe le nngwe;
- Dithulaganyo tsotlhe tsa togamaano tse di tlhomilweng ke ditheo tsa go tsaya karolo di tla tsenngwa tirisong ka maikaelelo a go tla go latlhegelwa ke ditiro. Dithulaganyo le ditogamaano di tla sekasekwa gangwe le gape go netefatsa gore di a tshwanela maemo a a leng teng ka nako e go akanngwang go tswalwa kgotsa go fokodiwa ga dikgwebo;
- Dithulaganyo tsa go thapiwa di tla sekaseka maemo a ikonomi le palo ya badiri ba ba ka nnang ba amega ka ntlha ya go fokotsa kgotsa go tswalwa;
- Ditheo tsa tirisanommogo di tla buisana le go dumalana ka maano a tiro a a tla dirisiwang go tla go latlhegelwa ke ditiro; Voluntary early retirement for employees who qualify in terms of relevant provident and pension funds;
 - Maano a a ka nnang teng le dithulaganyo tsa go tla go latlhegelwa ke ditiro a tla akaretsa mme a sa lekanyediwe fela mo go:
 - Go tlogela tiro go sa le gale ka boithaopo mo badiring ba ba tshwanelegang go ya ka matlole a diporofidente le diphenshene;
 - Go emisa go dira diura tse di oketsegileng, dithulaganyo tsa go kgaoganya tiro, malatsi a khunologo a makhutshwane le a a atolositsweng;
 - Tlogela go thapa badiri ba baša go fitlhela South Deep e leka go tlatsa diphatlhatiro tse di sa dirwang go tswa mo metswedeng ya ka fa teng;
 - Fa go le mosola, emisa go thapiwa ga badiri ba nakwana le/kgotsa borakonteraka;

Fa go lebeleletse go tswala kgotsa go fokotsa palo ya badiri, tiro nngwe le nngwe e e golang ka ntlha ya go rola tiro, go tlogela tiro, loso kgotsa go kobiwa mo tirong, mo nakong e e tlang pele ga go tswala kgotsa go fokotsa palo ya badiri, e tla sekasekwa ka kelotlhoko pele ga tiro e tladiwa go dira gore go nne le go fokotsega ga palo ya badiri ka tsela ya tlholego mme ka go dira jalo go tilwe go latlhegelwa ke ditiro le go fokodiwa ga badiri go go sa tlhokegeng.

Ka nako ya fa tiro e ntse e tswelitse go tla nna le katiso e e tswelletseng e e amogetsweng e e amanang le meepo le mananeo a katiso ya bokgoni jo e seng jwa meepo go tlamela badiri ka bokgoni jo bongwe gore ba tswelele ba na le seabe mo ikoNoming fa go ka nna le go kgaolwa ga badiri.

7.5 Karolo 52 ya MPRDA

In terms of section 52 of the MPRDA, the holder of a mining right is obliged to notify the Minister of Mineral Resources and Energy in instances where any mining operation is to be scaled down or cease with the possible effect that 10% or more of the labour force or more than five hundred employees, whichever is the lesser, are likely to be retrenched in any twelve month period. South Deep Mine will issue the DMR with a formal notification in terms of section 52 where the circumstances contemplated in section 52(1) of the MPRDA arise. Go ya ka karolo 52 ya MPRDA, mong wa tshwanelo ya moepo o patelesega go itsise Tona ya Metswedi ya Dimenerale le Maatla mo mabakeng a mo go one tiro nngwe le nngwe ya moepo e tshwanetseng go fokodiwa kgotsa go emisiwa ka ntlha ya gore 10% kgotsa go feta ya badiri kgotsa go feta badiri ba le makgolo a matlano, go ya fela ka gore ke efe e e kwa tlase, e ka nna ya fokodiwa mo pakeng ya dikgwedi di le lesomepedi. South Deep Mine e tla rebola DMR ka kitsiso ya semmuso go ya ka karolo 52 fa mabaka a a akanngwang mo karolong 52 (1) ya MPRDA a tlhagelela.

7.6 Tlamelo ya Matlole ya go Fokotsa Badiri le go Fokotswa ga Badiri

Ditshwetso tsa go simolola ka go aga sešwa mokgatlho di laolwa ke ditlhokego tsa tiragatso tsa khamphane le maemo a ikonomi a a leng teng kwa moepong ka nako e e rileng. Ka jalo South Deep Mine ga e rulaganye go fokotsa badiri ba yone go sa le gale. Fa go tlhokega gore go tsewe ditshwetso tse di ntseng jalo, moepo o tla akaretsa dithulaganyo tsa madi mo thulaganyong ya one ya kgwebo le ya madi go laola go fokotsa le go fokotsa tiro. South Deep Mine e dirile ditumalano di le mmalwa le National Union of Mineworkers le United Association of South Africa, go fokotsa badiri. Ditumalano tseno di boeletsa dithulaganyo le ditsamaiso tse di tlhalositsweng fa godimo, mme gape di bua ka dikgang tse di jaaka dituelo tsa go rola tiro. Gape di pateletsa South Deep Mine go duela dituelo tsa go rola tiro tse di fetang bonnye jo bo tlhokegang go ya ka molao mme di tlamela ka tse di latelang:

1	Tuelo e e tshwanetseng go duelwa ka letlha la go fedisiwa (go akaretsa fa go tlhokegang, nako e e okeditsweng e e saletseng kwa morago e e dumeletsweng, go leta, bonase ya pro-rata le dituelo tsa konteraka);
2	Dituelo tsa khunologo ya malatsi a boikhutso ka pro-rata;
3	Tuelo ya khunologo;
4	Ditshiamelo go ya ka melawana ya letlole la go rola tiro;
5	Dituelo go ya ka Sekema sa Kabo ya Tirelo e Telele ya Setlhophla, fa go lebotlhokwa;
6	Tuelo ya kgwedi e le nngwe boemong jwa kitsiso;
7	Tlamelo ya go rola tiro e e nang le: - tuelo ya motheo ya dibeke di le pedi mo ngwageng mongwe le mongwe o o weditsweng wa tirelo e e tsweleng mo Setlhopheng; - Tuelo ya ex gratia, e e lekanang le tuelo ya motheo ya dikgwedi di le 4 (dingwe) • fa e le gore tuelo ya bonnye ya go rola tiro ga e a tshwanela go nna kwa tlase ga R60 000.
8	Kabelo ya Bokgoni jo bo Tshwarwang e tla newa badiri ba ba mo Dibenteng tsa A le B tsa Paterson. Tuelo eno ga e kitla e feta R30 000 mme e tla duelwa ka tlamalalo go batlamedi ba katiso ba ba amogetsweng ke SETA fela, fa ba amogela tshupamolato e e dirang.

Ditlamelo tsa madi tsa go fokotsa le go fokotsa badiri, di tlohamisiwa ke ditlhokego tsa tiro ka nako e go tlhokegang go fokotsa badiri. Le fa go ntse jalo, jaaka karolo ya maitlamo a rona a go ikobela molao, re dirile dithulaganyo tse di feletseng tsa madi go diragatsa SLP III ya rona, go akaretsa dithulaganyo tsa go laola go fokotsa le go fokotsa badiri. Go dumalana le seno, pego ya rona ya ngwaga le ngwaga ya madi a re nang le one le a re a bolokileng e na le thulaganyo e e tlhalosang ka botlalo ya tsa madi e e akaretsang ditshenyegelo tsotlhe ka tlhwalhwa e e rileng ya gauta, mmogo le ditshenyegelo tsa go dira, tsa madi le tse dingwe. Go botlhokwa go ela tlhoko gore thulaganyo eno e akaretsa thulaganyo ya madi e e tla dirisiwang go fokotsa palo ya batho ba ba thapilweng fa e le gore palo ya batho ba ba thapilweng e fokotsega ka 10% go feta mo ngwageng o o fetileng mme fa botshelo jwa moepo bo fela, go lebeletse gore botshelo jwa moepo (LOM) e nne dingwaga di le 70 go ya go di le 80.

Mo thulaganyong ya rona ya LOM ya ngwaga wa 2023, re tsenyeleditse madi a mmatota (a boleng jwa one bo sa fetogeng go ya ka ngwaga wa 2024) a a kana ka diranta di le dimilione di le 813. Bontsi jwa madi ano a dirisediwa ditiro tsa go tswala ka ngwaga wa 2096/97 (R760 million), ka madi a mangwe gape a a beetsweng dingwaga tsa 2046 (R17.1 million), 2072 (R16.2 million), le 2091 (R20 million). Gore re kgone go laola go fokotsega ga badiri ka tsela e e nang le matswela, re gatelela thata go thapisa le go tokafatsa bokgoni jwa badiri ba rona. Mokgwa ono o o tsayang kgato pele ga o baakanyetse badiri ba rona fela diphetogo tse di ka nnang teng mme gape o ba ema nokeng ka go ba naya dikabelo le go ba naya ditshoNo tse dingwe tsa katiso kwa ntle ga madirelo a meepo. Ka go thusa badiri ba rona ka bokgoni jo bo botlhokwa mo dikarolong tse di farologaneng, re tlohamisa gore ba kgona go bona ditiro tse di farologaneng mo isagweng.

7.7 Lenaneo la go Humisa Bokgoni jwa go Rwala Tiro le Batho ba ba sa Kgoneng go Dira ka ntlha ya bolwetse

Mo thulaganyong ya rona ya LOM ya ngwaga wa 2023, re tsenyeleditse madi a mmatota (a boleng jwa one bo sa fetogeng go ya ka ngwaga wa 2024) a a kana ka diranta di le dimilione di le 813. Bontsi jwa madi ano a dirisediwa ditiro tsa go tswala ka ngwaga wa 2096/97 (R760 million), ka madi a mangwe gape a a beetsweng dingwaga tsa 2046 (R17.1 million), 2072 (R16.2 million), le 2091 (R20 million).

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Le fa e se badiri botlhe ba ba ka batlang go tthatlosiwa mo tirong, South Deep e tthomamisa gore batho ba ba nang le ditiro tse di sa ba kgoneng kgotsa tse di sa ba kgoneng go le kalo ba kgona go fitlhelela Basic Portable Skills Enrichment Programs. Mananeo ano a botlhokwa thata mo badiring ba ba ka nnang ba latlhegelwa ke tiro ka ntlha ya go tlogela tiro kgotsa ka ntlha ya mabaka a tsa kalafi, ka gonne a ba naya bokgoni jo bo botlhokwa jo ba ka bo dirisang mo isagweng.

Jaaka go bontshitswe mo go 2.13, dipalo tse di solofetsweng tsa batho ba ba tla tlogelang tiro le ba ba sa kgoneng go dira ka ntlha ya mabaka a tsa kalafi di lekanyediwa go nna palo ya batho ba le 24 ka 2023 le ba le 27 ka 2024, e leng batho ba le 51 ka kakaretso. Batho bano ba kgona go fitlhelela katso ya motheo ya bokgoni jwa go rwala, mo godimo ga katso e e setseng e neetswe ka nako ya fa ba le kwa South Deep, mme go tlametswe ka ditshenyegelo tse di oketsegileng tsa palogare ya R62 699 mo modiring mongwe le mongwe ka 2024.

Go solofetswe gore mo dingwageng tse di lesome tse di tlang (2025 go ya go 2034), badiri ba le 457, kgotsa 20% ya badiri ba rona, ba tla tlogela tiro kwa South Deep. Mo go bano, 54% ba mo ditlhopheng tsa ditiro tse di nang le bokgoni kgotsa tse di kwa godimo, mme ga go bonale ba tlhoka kgotsa ba batla katso ya motheo ya bokgoni jo bo ka fetisiwang. Seno se dira gore go sale go na le badiri ba le 208 mo ditlhopheng tse di sa rutegeng le tse di rutegileng go tloga ka 2025 go ya pele. Le fa go ntse jalo, go solofetswe gore badiredi ba le mmalwa ba ka nna ba solegelwa molemo ke thulaganyo ya HDD ya moepo e e akaretsang mananeo a thuto le go tokafatsa bokgoni jwa bone, e e ka tokafatsang maemo a bone jaaka go bontshiwa ke palogare ya go tthatlosiwa ga badiri ba HDSA ka diperesente di le 87,4 magareng ga 2020 le kotara ya ntlha ya 2024.

Ka jalo, moepo o baya kwa pele go tokafadiwa ga bokgoni jwa badiri jwa segompieNo go na le go thapisa badiri ba one ka bokgoni jwa motheo gore ba tle ba kgone go tthatloga mo tirong le go nna le bokgoni jwa go gaisana mo mmarakeng. Le fa go ntse jalo, e re ka go lemogilwe gore bathapiwa bangwe, segolobogolo ba ba mo ditlhopheng tsa badiri ba ba sa rutegang le/kgotsa ba ba sa rutegang, ba ka nna ba se ka ba dirisa ditshoNo tse ba nang le tsone tsa go tokafatsa tiro ya bone, bathapiwa bano ba tla newa mananeo a go tokafatsa bokgoni jwa bone fa e le gore dikgolagano tsa bone tsa tiro di a khutla ka ntlha ya go tlogela tiro kgotsa ka ntlha ya bolwetse. Go tsamaisana le maitlamo a South Deep a go tlhokomela boitekanelo jwa badiri ba rona, moepo o rulaganyetsa go simolola Portable Skills Training Program ya bathapiwa ba ba tlogetseng tiro le ba ba sa kgoneng go dira ka ntlha ya bolwetse ka 2023/4. Go gatelelwa gore maiteko ano ga a tlotlhelediwe ke go akanya ka go fokotsa badiri mme a diretswe go ba thusa le go ba naya ditshono.

Maikaelelo a Porokeramo:

Maitlamo a magolo a Portable Skills Enrichment Programme ke go tlamela badiri ba rona ka bokgoni jo bo botlhokwa jo bo tla tokafatsang go thapiwa ga bone le lotseno lwa bone, mo teng le kwa ntle ga lephata la meepo. Maikaelelo a rona ke go maatlafatsa batho ka bokgoni jo bo ka dirang jaaka motswedi wa tlaletso wa lotseno ka nako ya go rola tiro kgotsa ka nako ya go khutla ga tiro ka ntlha ya bogole.

Bokgoni jo bo Leng teng jwa go Tshwara:

Lenaneo le neelana ka mefuta e e farologaneng ya dikgono tse di ka fetolwang, go akaretsa mme go sa lekanyediwe fela mo go:

- Bokgoni jwa go dirisa khomputara
- Go dira diaparo
- Temothuo ya DiNonyane
- Temothuo ya Merogo
- Motlakase wa mo Ntlong
- Bokgoni jwa go tshwaraganya le go sega
- Bokgoni jwa go Dirisa Metšhine
- Tiro ya go betla
- Bokgoni jwa go Aga ka Maje
- Didirisiwa tsa go tsenya diphaepe tsa metsi

Bokgoni jo bo tlhophilwe ka kelotlhoko go dira gore go nne le ditšhono tse dintsi, mo makaleng a semmuso le a e seng a semmuso.

Go tshwanelega:

Katiso ya bokgoni e e ka tsewang ka diatla e tla nna teng mo ditlhopheng tse di latelang tsa batho:

- Badiri ba ba setseng ba na le ngwaga ba tlogetse tiro (ba dingwaga tse 62 go ya go tse 63).
- Badiri ba ba mo thulaganyong ya go se kgone go dira gotlhelele, ba letleletswe go tsenela katiso ya bokgoni jo bo rileng jaaka go gakolotswe ke ngaka.
- Badiri ba ba sa kgoneng go dira mme ba le gaufi le go rola tiro, ba neelwa katiso e e tshwanelang maemo a bone a a rileng.

Thulaganyo ya Katiso:

Thupelo e tla dirwa ke batlamedi ba ditirelo ba ba amogetsweng, mme ga go na tuelo epe e e tla dirwang go bakopatiro. Go na le moo, Moepo wa Gold Fields South Deep o tla duelela ditshenyegelo tsa katiso mme o tla tsamaisiwa le go tlamelwa ka fa tlase ga Lenaneo la HRD. Mokgwa o o dira gore badiri ba newe katiso ya boleng jo bo kwa godimo kwantle ga go dira ditshenyegelo tsa bone. Lenaneo la go Humisa Bokgoni jwa go Tshwara ga le kitla le nna teng mo bathong ba ba setseng ba na le bokgoni jwa go rwala kgotsa ba ba tlhophang go se fetse lenaneo.

Re dumela gore Lenaneo la go Humisa Bokgoni jo bo Tshwarwang ga le kitla le solegela badiri ba rona molemo fela mme gape le tla nna le seabe se se siameng mo go matlafatseng ikonomi ya baagi ba rona ba selegae ba ba amogelang baeng. Ka go tlamela batho ka bongwe ka bokgoni joNo jo bo botlhokwa, re ikaelela go tshegetsa kgolo ya bone e e tswelelang le katlego go feta ditiro tsa bone tsa meepo.

Tlamelo ya ditšhelete:

Fa tlase fa go na le tlamelo ya madi e e diretsweng Portable Skills Enrichment Programme jaaka go tihalositswe fa godimo:

Lenaneo 81: Lenaane la natlafatso ya dikgono tse di kgonegang

Ditshenyegelo tsa natlafatso ya dikgono tse di kgonegang	2023 PHITLHELELO	2024 PHITLHELELO
Barolatiro & rolatiro ka bolwetse	24	27
Kelo ka motsenyakopo	R59 150	R62 699
Gotlhe	R1 419 600	R1 692 873

KAROLO

8



TLAMELO YA DITŠHELETE

KAROLO 8

TLAMELO YA DITŠHELETE

TLAMELO YA DITŠHELETE – 2020 - 2024	106
Maitlamo	107

Lenaneo 82 (1) TLAMELO YA DITŠHELETE – 2020 - 2024

	2020 Tlamele	2021 Tlamele	2022 Tlamele	2023 Tlamele	2024 Tlamele	Tlamele yotlhe 2020 - 2024
Tshenyegelo ya HRD SLP	R54 359 110	R72 832 089	R83 076 327	R54 606 245	R61 331 040	R326 204 811
TLHABOLOLO YA BAAGI BA MOEPO – Baagi ba baamogedi *	R6 400 000	R1 150 000	R950 000	R10 250 000	R10 250 000	R29 000 000
Bolaodi jwa go fokotsa le go theosa bathapiwa		R639 305	R314 750	R1 841 331.50	R2 946 853	R5 742 239.50

I, Benford Letuka Mokoatle _____ the undersigned and duly authorised by South Deep Joint Venture undertake to ensure compliance with the Social and Labour Plan and to make it known to the employees and other stakeholders.

SIGNED AT South Deep Gold Mine ON THIS 19th DAY OF August 2024



Benford Mokoatle

Executive Vice President: South Africa

APPROVED BY THE DEPARTMENT OF MINERALS & RESOURCES

SIGNED AT _____ ON THIS _____ DAY OF _____

SIGNATURE OF THE RESPONSIBLE PERSON

DESIGNATION:

KAROLO

9



TLESOSARI YA MAREO

KAROLO 9

TLELOSARI YA MAREO, DIKHUTSWAFATSO LE DITLHALOSO

Tlelosari ya mareo	110
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TLELOSARI YA MAREO, DIKHUTSWAFATSO LE DITLHALOSO

Term/abbreviation		Definition
English	Tswana	
AET		
AOI		
ATR		
BDC		
BEE Certificate		
BEE compliant company (BO)		
B-BBEE		
CfSD		
CoJ		
Contractor		
Core and Critical Skills		
CSIR		
DHET		
DMRE		
DoL		
EE		
EEA		
Employee		
ESD		
FLC		
GDP		
GET		
GFO		
GVA		
Historically disadvantaged person		
HDSA		
HET		
Host Community Spend		
HRD		

Term/abbreviation		Definition
English	Tswana	
High impact positions		
IDP		
IDP		
ILE		
JV		
Learnerships		
LED		
Local content		
Mining Charter		
MR		
Mining goods		
MPRDA		
MQA		
Multi-nationals		
NDP		
NGOs		
NQF		
Partnership		
Preferential procurement		
Procurement Spend		
Professionally Qualified		
PWD		
QCTO		
Recipient/beneficiary		
RWCLM		
SA		
SAQA		
Scope		
Senior management		

Term/abbreviation		Definition
English	Tswana	
Services		
SETA		
SGB		
SMME		
Skilled Technical		
SLP		
Sourcing		
South African manufactured goods		
SPV		
Spend		
SSDP		
Strategic		
Sustainable development		
Sustainability		
Tender		
TMM		
Top management		
WSP		
WRDM		
Women at the Mine (WAM)		
Women in Mining (WiM)		

KAROLO

10



MANAANETLALELETSO

KAROLO 10

MANAANETLALELETSO

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Lenaanetlaleletso 2	136
Lenaanetlaleletso 2a	139

ANNEXURE 1

Friday, 11 December, 2020

The Regional Manager
Department of Mineral Resources and Energy: Gauteng
Region
Mineralia Building
Corner De Korte and De Beer Streets
Braamfontein
2017

Email: Sunday.Mabaso@dmre.gov.za

BY HAND AND EMAIL

Dear Sir,

SUBMISSION OF SOUTH DEEP JOINT VENTURE'S HOUSING AND LIVING CONDITIONS PLAN

Section 4 of the new Housing and Living Conditions Standard for the Minerals Industry issued on the 11 December 2019 indicates that: 'An existing Mining Right Holder must within a period of twelve months from the date of publication of the Standard and after consultation with organised labour, submit a detailed Housing and Living Conditions Plan ("Plan").

On behalf of Gold Fields Operations Limited (Registration Number: 1959/003209/06) and GFI Joint Venture Holdings (Pty) Limited (Registration Number: 1998/023354/07) known as "The South Deep Joint Venture" (Mining Right Number: GP 30/5/1/2/2(220)MR), we hereby submit the Housing and Living Conditions Plan for South Deep Gold Mine. We have also attached for your reference, three sets of minutes reflecting the external stakeholder engagements that took place regarding the Plan as required by Section 11 of the Housing and Living Conditions Plan.

* South Deep Joint Venture is an unincorporated joint venture between GFI Joint Venture Holdings Proprietary Limited (Reg. No. 1998/023354/07) and Gold Fields Operations Limited (Reg. No. 1959/003209/06), both wholly-owned subsidiaries of Newshelf 899 Proprietary Limited (Reg. No. 2007/019941/07) a subsidiary of Gold Fields Limited (Reg. No. 1968/004680/06).

Gold Fields Operations Limited Directors: NJ Holland[†] (Chairman), NA Chohan, M Preece, R Bardien, B Mokoatle, P Matete
GFI Joint Venture Holdings Proprietary Limited Directors: NJ Holland[†] (Chairman), NA Chohan, M Preece, R Bardien, B Mokoatle, P Matete
[†]British

Corporate Secretary: Gold Fields Group Services (Pty) Ltd



GOLD FIELDS

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Westonaria, 1779

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1780
South Africa

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Dir +27 11 411 1169
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www.goldfields.co.za

ANNEXURE 1

Friday, 11 December, 2020

The Regional Manager
Department of Mineral Resources and Energy, Gauteng
Region
Mineralia Building
Corner De Korte and De Beer Streets
Braamfontein
2017



Farm Modderfontein,
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Westonaria, 1779

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Fax +27 11 411 1294
www.goldfields.co.za

Email: Sunday.Mabaso@dmre.gov.za

BY HANO AND EMAIL

Dear Sir,

SUBMISSION OF SOUTH DEEP JOINT VENTURE'S HOUSING AND LIVING CONDITIONS PLAN

Karolo 4 ya Maemo a mašwa a Matlo le Maemo a Botshelo a Intaseteri ya Diminerale a ntshitsweng ka la bo 11 Sedimonthole 2019 e supa gore: 'Motshodi wa Tshwanelo ya Meepo yo o leng teng o tshwanetse mo pakeng ya dikgwedi di le lesomepedi go tloga ka letlha la phasalatso ya Maemo le morago ga go buisana le badiri ba ba rulagantsweng, romela Leano le le tletseng la Matlo le Maemo a Botshelo ("Leano").

Mo boemong jwa Ditiro tsa Ditshimo tsa Gauta tse di Lekanyeditsweng (Nomoro ya Kwadiso: 1959/003209/06) le Dikgwebo tse di Kopanetsweng tsa GFI (Pty) tse di Lekanyeditsweng (Nomoro ya Kwadiso: 1998/023354/07) e e itsiweng jaaka "Kgwebo e e Kopanetsweng ya Borwa" (Nomoro ya Tshwanelo ya Meepo: GP 30/5/1/2/2(220)MR), re romela fano Leano la Matlo le Maemo a Botshelo la Moepo wa Gauta o o Boteng wa Borwa Gape re gokeletse go lo bona, disete di le tharo tsa metsotso tse di bontshang dipuisano tsa bannaleseabe ba kwa ntle tse di tsereng. Iefelo mabapi le Leano jaaka go tlokega go ya ka Karolo 11 ya Leano la Matlo le Maemo a Botshelo.

South Deep Joint Venture is an unincorporated Joint Venture between GFI Joint Venture Holdings Proprietary Limited (Reg. No. 1998/023354/07) and Gold Fields Operations Limited (R09 No. 1959/003209/JG), both Wholly-Owned Subsidiaries of Ntshele 899 Proprietary Limited (Reg. No. 2007/01994/107) a subsidiary of Gold Fields Limited (Reg. No. 1968/004880/01).

Gold Fields Operations Limited Directors: NJ Holland (Chairman), Nli Chohan, M Proce, R Barden, B Mokotile, P Bannale
GFI Joint Venture Holdings Proprietary Limited Directors: NJ Holland (Chairman), Nli Chohan, M Proce, R Barden, B Mokotile, P Bannale

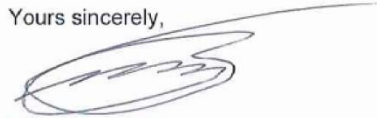
Corporate Secretary: Gold Fields Group Services (Pty) Ltd

ANNEXURE 1 continued

Furthermore we have included below two statements from Representatives of the National Union of Mineworkers (NUM) and the United Association of South Africa (UASA) confirming support for the submission of the South Deep Plan.

We will be scheduling a meeting with your office, early in 2021 to take you through the Plan.

Yours sincerely,



MARTIN PREECE
EXECUTIVE VICE PRESIDENT - SOUTH AFRICA

CC: Director General - Department of Mineral Resources

National Union of Mine Workers

I Vuyo Gubanza, Secretary of the South Deep NUM Health and Safety Structure, herewith confirm that the NUM has been consulted on the South Deep Housing and Living Conditions Plan and support the submission of the Plan to the Department of Mineral Resources and Energy.



Vuyo Gubanza
NUM Secretary Health and Safety Structure

11/12/2020
Date

United Association of South Africa

I Asivhanga Musiwalo, Chairperson of the South Deep UASA Branch, herewith confirm that UASA has been consulted on the South Deep Housing and Living Conditions Plan and support the submission of the Plan to the Department of Mineral Resources and Energy.



Asivhanga Musiwalo
UASA Branch Chairperson

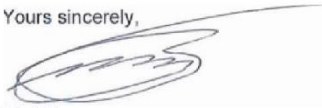
11/12/2020
Date

LENAANETLALELETSO 1 tswelolang

Mo godimo ga moo re tsentse fa tlase ditshwaelo di le pedi go tswa go baemedi ba National Union of Mineworkers (NUM) le United Association of South Africa (UASA) ba ba netefatsang tshegetso ya go tthagisiwa ga South Deep Plan.

Re tia rulaganya kopano le kantoro ya Iona ka 2021 go le tihalosetsa leano.

Yours sincerely,



MARTIN PREECE
EXECUTIVE VICE PRESIDENT - SOUTH AFRICA

CC: Mokaedi-Kakaretso – Lefapha la Didiriswa tsa Diminerale

National Union of Mine Workers

Nna Vuyo Gubanza, Mokwaledi wa South Deep NUM Health and Safety Structure, ke netefatsa gore NUM e rerisanwe ka South Deep MATLO LE MAEMO A BOTSHELO Plan mme ke tshegetsa go romelwa ga leano le kwa Lefapheng la Dithoto tsa Diminerale le Maatla.



NUM Secretary Health and Safety Structure

11/12/2020
Date

United Association of South Africa

Nna Asivhanga Musiwalo, Modulasetilo wa Lekala la South Deep UASA, ke netefatsa gore UASA e rerisanwe ka ga Leano la South Deep MATLO LE MAEMO A BOTSHELO mme ke tshegetsa go romelwa ga Leano leno kwa Lefapheng la Metswedi ya Diminerale le Maatla.

Asivhanga Musiwalo
UASA Branch Chairperson

11/12/2020
Date

ANNEXURE 1 continued

HOUSING AND LIVING CONDITIONS PLAN	
SECTION A: COMPANY DETAILS	
Company name/ Mining Operation	Holding Company : Gold Fields Operations Limited ("GFO") and GFI Joint Venture Holdings (Pty) Limited ("GFI Holdings") Mine : South Deep Gold Mine
Registration number/ Licence Number	Mining Right No: GP30/5/1/2/2(220)
Telephone number	Tel: (011) 411 1000
Postal address	South Deep Gold Mine, Old Vereeniging Road, Farm Modderfontein,
Postal code	1779
City/Town	Westonaria
Province	Gauteng
Physical address	South Deep Farm Modderfontein Old Vereeniging Road
Postal code	1779
City/Town	Westonaria
Province	Gauteng
Details of responsible manager at the filing of this plan	
Name and surname	Gerrit Lotz
Telephone number	0837032397
Email address	Gerrit.lotz@goldfields.com
Financial Year in which this report is submitted	2020

ANNEXURE 1

MATLO LE MAEMO A BOTSHELO PLAN	
SECTION A: COMPANY DETAILS	
Company name/ Mining Operation	Holding Company: Gold Fields Operations Limited ("GFO") and GFI Joint Venture Holdings(Pty) Limited ("GFI Holdings") Mine : South Deep Gold Mine
Registration number/ Licence Number	Mining Right No: GP30/5/1/2/2(220)
Telephone number	Tel: (011) 4111000
Postal address	South Deep Gold Mine, Old Vereeniging Road, Farm Modderfontein,
Postal code	1779
City/Town	Westonaria
Province	Gauteng
Physical address	South Deep Farm Modderfontein Old Vereeniging Road
Postal code	1779
City/Town	Westonaria
Province	Gauteng
Details of responsible manager at the filing of this plan	
Name and surname	Gerrit Lotz
Telephone number	0837032397
Email address	gerrit.lotz@goldfields.com
Financial Year in which this report is submitted	2020

ANNEXURE 1 continued

SECTION B: HOUSING AND ACCOMMODATION NEEDS ANALYSIS

B1: EMPLOYEE ACCOMMODATION NEEDS ANALYSIS

Total Number of Employees Surveyed	South Deep has 2,237 employees (end 30 September 2020)
Date of survey	October 2020
Method used (e.g. survey, group meetings, housing forums etc.)	An electronic survey via cell phone (WhatsApp) was undertaken where employees provided the required data. The fields that were covered included: - Type of accommodation at work - Tenure at work - Whether the employee owns alternative accommodation not at work - Housing aspirations A total of 823 employees provided valid responses comprising a 37% sample overall. It is noted that the survey provides indicative findings due to the fact that it depended on employees electing to respond as opposed to a survey based on a randomly selected sample.

B2: PREFERRED ACCOMMODATION AT WORK ASPIRATIONS

Employees Preferred Accommodation Options at work	Employees have the following housing aspirations at place of work: • 33% would like to buy a house close to work • 24% would like to be owner builders: - 16% would like to improve their existing home close to work - 8% would like to build a house close to work • 5% would like to rent • 36% do not wish to invest further
---	--

SECTION C: CURRENT HOUSING AND LIVING CONDITIONS AT WORK

C1: CURRENT STATUS OF ACCOMMODATION (as at end 30 September 2020)

TOTAL NUMBER OF EMPLOYEES	2,237
Employer Provided Accommodation (mine owned & rented-in)	1113

ANNEXURE 1 continued

Employer Assisted Home Ownership	142 (100k interest free loan or 20% discount on the purchase of a company house)
Employees in Government Subsidized Homes	67
Employees in Other Accommodation	915
Employees Not Yet Accommodated	None

C2. HOUSING OPTIONS PROVIDED BY THE EMPLOYER

Overview

South Deep's current housing policy comprises four components as follows:

- 1) **Housing Allowance:** The Housing Allowance applies to Category 4-8, Miners as well as Artisans & Officials. To qualify employee must:
 - Have purchased a housing unit through the South Deep Ownership Scheme;
 - Own a housing unit, (standard approved by South Deep);
 - Have rented a housing unit within a radius of 100 kilometers from the mine;
 - Occupy one of the mine-owned housing units (excluding the single and family quarters)

In addition the employee must live in the house whilst at work.
- 2) **Living-Out Allowance:** The Living-Out Allowance applies to Category 4-8, Miners as well as Artisans & Officials. The Living-Out Allowance (which has a lower value than the housing allowance) applies to employee who do not qualify for a housing allowance.
- 3) **Mine Owned/Provided Accommodation:** Applies to Category 4-8, Miners as well as Artisans & Officials. The Mine administers and maintains these units. The accommodation includes:
 - 848 high density accommodation units for rental. No or a nominal rental is charged but benefiting employees do not receive the housing allowance.
 - 936 houses or flats for rental owned by South Deep or rented in by South Deep for on-rental to employees. Rental and utility charges are levied and a housing allowance is paid.
- 4) **Financial Support for Homeownership:** Applies to Category 4-8, Miners, and Artisans & Officials who have demonstrated an ability to afford home ownership with the Mine support provided. The financial support comprises:
 - Interest free housing loan to support the purchase of a mine facilitated house.
 - A discount on the purchase price on a mine facilitated house.
 - Free financial literacy, borrower education, and monitoring
 - Service Level Agreement with First National Bank for mortgage loans

ANNEXURE 1

Employer Assisted Home Ownership	142 (100k interest free loan or 20% discount on the purchase of a company house)
Employees in Government Subsidized Homes	67
Employees in Other Accommodation	915
Employees Not Yet Accommodated	None

C2. HOUSING OPTIONS PROVIDED BY THE EMPLOYER

Kakaretso

Pholisi ya ga jaana ya matlo ya South Deep e na le dikarolo di le nne ka tsela e e latelang:

1) Madi a Matlo: Madi a Matlo a ama Setlhophsa sa 4-8, Badiri ba Meepo mmogo le Badiri ba Diatia & Batlhankedi. Go tshwanelega modiri o tshwanetse go:

- Ba rekile yuniti ya matlo ka Sekema sa Bong jwa Borwa jo bo Tseneletseng;

- Go nna le yuniti ya matlo, (maemo a a amogetsweng ke South Deep);

O hirile yuniti ya matlo mo radiaseng ya dikilometara di le 100 go tswa kwa moepeng;

- Go nna mo go nngwe ya diyuniti tsa matlo tse di nang le moepo (ntle le dikotara tsa motho a le mongwe le tsa lelapa) Mo godimo ga moo modiri o tshwanetse go nna mo ntlong fa a le kwa tirong.

2) Madi a go Tshela•Kwantle: Madi a go Tshela kwa Ntle a dira mo Setlhopheng sa 4-8, Badiri ba Meepo mmogo le Badiri ba Diatia & Batlhankedi. Kabelo ya go Nna kwa Ntle (e e nang le boleng jo bo kwa tlase go na le kabelo ya matlo) e dira mo modiring yo o sa tshwanelegeleng kabelo ya matlo.

3) Marobalo a Moepo/A a Neelwang: A ama Setlhophsa sa 4-8, Badiri ba Meepo mmogo le Badiri ba Diatia &

Badiredipuso. Moepo o tsamaisa le go tlhokomela diyuniti tseNo. Marobalo a akaretsa:

- 846 diyuniti tsa bonNo tsa kitlaNo e e kwa godimo tsa go hirisa. Ga go na kgotsa rente e e kwa tlase e e duedisiwang mme badiri ba ba solegelwang molemo ga ba amogele kabelo ya matlo.

- Matlo a le 936 kgotsa difolete tse di hirisiwang tse e leng tsa South Deep kgotsa tse di hirisiwang ke South Deep go hirisiwa mo badiring. Ditefiso tsa rente le tsa ditirelo di a lefisiwa mme go duelwa madi a matlo.

4) Tshegetso ya Madi ya go Nna le Ntlo: E ama Setlhophsa sa 4-6, Baepi, le Bataki & Batlhankedi ba ba bontshitseng bokgoni jwa go duelela go nna le ntlo ka tshegetso ya Moepo e e neetsweng. Tshegetso ya matlole e akaretsa:

Kadimo ya matlo e e senang morokotso go tshegetsa theko ya ntlo e e tlhophadiwang ke moepo.

- Phokoletso ya tlhwatlhwa ya theko ya ntlo e e tlhophaditsweng ke moepo.

Puisokwalo ya mahala ya tsa madi, thuto ya baadimi, le go bayaleitho

- TumalaNo ya Maemo a Tirelo le First National Bank ya dikadimo tsa matlo

ANNEXURE 1 continued

C2.1: Rental Accommodation – Single Occupancy Rooms

Name of Hostel	Location	Municipality	Number of units
1.Emoyeni - single quarters	South Deep Mine	Westonaria	848 (Occupied 320)
2.			
3.			

C2. 2: Rental Accommodation – Family Units

Name of Hostel	Location	Municipality	Number of units
1.Enduleni Heights	South Deep Mine	Westonaria	123 (Occupied 116)
2. Ethembeni	South Deep Mine	Westonaria	56 (Occupied 45)
3.Sifikile	South Deep Mine	Westonaria	24 (Occupied 20)

C2.3: Rental Accommodation – Flats / Houses

Property Type	Location(s)	Municipality	Number of units
1. Houses	Glenharvie / Westonaria/Hillshaven	Westonaria	403 (Occupied 314)
2. Flats	Hillshaven & Westonaria	Westonaria	84 (Occupied 60)
3. Houses	Westonaria	Rand west City Council	44 (Occupied 39)
4. Flats	Randfontein & Soweto		202 (Occupied 199)

C2.4: Private Home Ownership (Assisted by the Employer)

Private Home Ownership	Location	Municipality	Number of units
1. Employer Assisted Home Ownership	Various	Gauteng	142
2.			
3.			

C2.5: Allowances

Amount	Period Applicable
Living Out Allowance R2 200 (347 recipients)	Reviewed annually (as part of wage negotiations)
Housing Allowance R4 110 (978 recipients)	Reviewed annually (as part of wage negotiations)

ANNEXURE 1

C2.1: Rental Accommodation - Single Occupancy Rooms

Name of Hostel	Location	Municipality	Number of units
1. Emoyeni - single quarters	South Deep Mine	Westonaria	848 (Occupied 320)
2.			
3.			

C2.2: Rental Accommodation - Family Units

Name of Hostel	Location	Municipality	Number of units
1. Enduleni Heights	South Deep Mine	Westonaria	123 (Occupied 116)
2. Ethembeni	South Deep Mine	Westonaria	56 (Occupied 45)
3. Sirikile	South Deep Mine	Westonaria	24 (Occupied 20)

C2.3: Rental Accommodation - Flats/ Houses

Property Type	Location(s)	Municipality	Number of units
1. Houses	GlenhaNie / Westonaria/Hillshaven	Westonaria	403 (Occupied 314)
2. Flats	Hillshaven & Westonaria	Westonaria	84 (Occupied 60)
3. Houses	Westonaria	Rand west City Council	44 (Occupied 39)
4. Flats	Randfontein & Soweto		202 (Occupied 199)

C2.4: Private Home Ownership (Assisted by the Employer)

Private Home Ownership	Location	Municipality	Number of units
1. Employer Assisted Home Ownership	Various	Gauteng	1142
2.			
3.			

C2.5: Allowances

Amount	Period Applicable
Living Out Allowance R2 200 (347 recipients)	Reviewed annually (as part of wage negotiations)
Housing Allowance R4 110 (978 recipients)	Reviewed annually (as part of wage negotiations)

ANNEXURE 1 continued

C2.6: Rental Accommodation – Hostels (Where there is no full conversion)

Name of Hostel	Location	Municipality	Number of units
None	-	-	-

C3: HOUSING OPTIONS INITIATED BY THE EMPLOYEE (Indicative figures based on the employee survey)

C3.1: Private Home Ownership - Employee Initiated

Private Home Ownership	Location	Municipality	Number of units
1. Private home ownership	Various	Various	465
2.			
3.			

C3.2: Government Subsidized Home Ownership (Low Cost Housing and/ or FLISP)

Government Subsidised Home Ownership	Location	Municipality	Number of units
1. Subsidised home ownership	Various	Various	67
2.			
3.			

C3.3: Rental Accommodation – Flats / Houses

Property Type	Location(s)	Municipality	Number of units
1. Private rental	Various	Various	432
2.			

C4: OTHER ACCOMMODATION

C4.1: Rental Accommodation – Informal Settlements

Property Type	Location(s)	Municipality	Number of units
Informal settlement	Unknown		18

ANNEXURE 1 continued

SECTION D: HOUSING AND LIVING CONDITIONS PLAN

D1: PROPOSED HOME OWNERSHIP SUPPORT PROGRAMME

In 2019/20 South Deep undertook a review of its housing policy and has formulated a proposed revised home ownership programme. This programme is still to be reviewed by management and Unions and then to be approved by the GFO and GFI Holdings Board.

The purpose of the programme is to enable the maximum number of employees to effectively invest in home ownership at work should they wish to do so.

The programme will comprise four components as follows:

- 1) Home ownership advice to clarify housing options and affordability and agree a home ownership pathway.
- 2) Credit worthiness support to identify and rehabilitate employees that can become home owners with the correct support provided.
- 3) Transactional Support for employees who undertake a housing transaction.
- 4) Strengthened financial Support (interest free housing loan and access pension and mortgage backed loans from banks) to for employees who undertake a housing transaction so as to improve affordability.

Work is also currently underway to develop a policy in respect of the housing and living conditions of Contractor's employee. This is expected to be finalized and introduced in the course of 2021.

D2: GEOGRAPHICAL AREA OF THE PLAN

The geographical area of the plan are the towns within commuting distance of South Deep Mine namely Westonaria, Randfontein, Mogale City, Syferfontein Mega City in the Johannesburg Metropolitan Municipality and Protea Glen Ext 39.

SECTION D: MATLO LE MAEMO A BOTSHELO PLAN

D1: LENANEO LE LE TSISINSIWANG LA TSHEGETSO YA GO NNA LE GAE

Ka 2019/20 South Deep e dirile tshekatsheko ya pholisi ya yona ya matlo mme e tihamile lenaneo le le tshitshintsweng le le tlhabolotsweng la go nna le matlo. Lenaneo le le tlile go sekasekwa ke botsamaisi le Mekgatlho ya Badiri mme morago ga moo le amogelwe ke Boto ya GFO le GFI Holdings.

Maikaelelo a lenaneo ke go kgontsha palo e e kwa godimo ya badiri go beeletsa ka katlego mo go nneng le matlo kwa tirong fa ba ka eletsa go dira jalo.

Lenaneo le tla nna le dikarolo di le nne ka tsela e e latelang:

- 1) Kgakololo ya go nna mong wa ntlo go tlhalosa sentle dikgetho tsa matlo le go kgona go duelela le go dumalana ka tsela ya go nna mong wa ntlo.
- 2) Tshegetso ya go tshwanelega ga sekoloto go supa le go tsosolosa badiri ba ba ka nnang beng ba matlo ka tshegetso e e nepagetseng e e neetsweng.
- 3) Tshegetso ya KgwebisaNo ya badiri ba ba dirang kgwebisaNo ya matlo.
- 4) Tshegetso e e matlafaditsweng ya matlole (kadimo ya matlo e e senang morokotso le phitlhelelo ya phenšene le dikadimo tse di tshegediwang ke dikadimo tsa matlo go tswa kwa dibankeng) go badiri ba ba dirang kgwebisaNo ya matlo gore go tokafadiwe go kgona go duelela matlo.

Gape tiro e tswelletse ga jaana go tlhama pholisi mabapi le maemo a matlo le a botshelo a modiri wa Rakonteraka. Go solofetswe gore seNo se tla koNosediwa le go tsenngwa tirisong mo tsamaong ya 2021.

D2: LEFELO LA THULAGANYO

Lefelo la thutafatshe la leaNo ke ditoropo tse di leng sekgalanyana go tswa kwa Moepong o o Boteng jwa Borwa e leng Westonaria, Randfontein, Toropokgolo ya Mogale, Toropokgolo ya Syferfontein mo Mmasepaleng wa Toropokgolo ya Johannesburg le Protea Glen Ext 39.

ANNEXURE 1 continued

D3: RESPONDING TO THE STANDARD PRINCIPLES

There are five principles specified in the Housing and Living Conditions Standard for the Minerals Industry, 11 December 2019. Set out in the table below is how South Deep Mine is responding to them.

Principle	Requirements in the standard	South Deep Mine Response
1) Develop social, physical and economic integrated housing within mine community	- Housing options for mine employees to form part of collective bargaining negotiation relating to remuneration. - Holder who intends developing accommodation to, where possible, buy land within close proximity of operations. - Consult municipalities on planned housing development (social and recreational facilities considered). - Planned housing development to be developed on a non-racial, non-ethnic basis and must accommodate a range of income groups (i.e.: facility specific and type of housing options offered – rental, ownership etc.)	South Deep Mine is fully compliant with this principle: - The housing options provided through the current policy have been agreed with the Unions and are incorporated in negotiations in respect of remuneration. Processes are currently underway to negotiate the revised policy with the Unions. - While 1051 high density single and family units have been created through the conversion of mine hostels on South Deep Mine land, the number of units in use will be reduced and demolished as employees' access home ownership through the new home ownership scheme and demand for these units decreases. - The majority of South Deep Mine's rental accommodation is located in the town of Westonaria, which is the closest town to the Mine. - South Deep Mine does not intend to undertake any new developments as a review of the market determined that there is an extensive amount of accommodation available for sale and rental in the surrounding towns.
2) Measures to address housing demand	- Holders to ensure that housing plans include potential growth and increase in number of mine employees. - Housing options offered to employees include (not an exhaustive list) – - Rental (with basic fixtures and fittings) - Private home ownership - Government subsidized home ownership - Living out allowance	South Deep Mine is fully compliant with this principle: - South Deep Mine has sufficient rental accommodation at present. The current and proposed revised housing policy encourages and enables employees to become home owners at the place of work. It is therefore envisaged that over time South Deep Mine will have more accommodation than required and the intention is to make such units available to employees on an ownership basis. - All of the housing options specified are being made available. - All of South Deep Mine's rental accommodation meets the standard requirements as specified. Currently South Deep Mine is

Translation

D3: RESPONDING TO THE STANDARD PRINCIPLES

There are five principles specified in the MATLO LE MAEMO A BOTSHELO Standard for the Minerals Industry, 11 December 2019. Set out in the Lenaneo below is how South Deep Mine is responding to them.

Tlale	Tlale	Tlale
1) Tlhabolola matlo a a kopantsweng a loago, a sebele le a ikoNomi mo baaging ba meepo	Dikgetho tsa matlo bakeng sa basebetsi ba merafo ho ba karolo ya dipuisaNo tsa ditumalaNo tse kopanetsweng tse amanang le moputso. Motshodi yo o ikaeletseng go tlhabolola bonNo go, fa go kgonega, go reka lefatshe mo teng ga bogaufi jwa ditiro. Buisana le bommasepala ka ga tlhabololo ya matlo e e rulagantsweng (ditlamelo tsa loago le boitapoloso di akanyeditswe).	Moepo wa South Deep o tsamaisana le molawana oNo ka botlalo: Dikgetho tsa matlo tse fanweng ka pholisi ya jwale di dumellanwe le Mekgatlo ya Mekgatlo mme di kenyeditswe dipuisaNong mabapi le moputso. Dithulaganyo ga jaana di tswelletse go buisana ka pholisi e e tlhabolotsweng le Mekgatlo ya Mekgatlo. Le fa go tihamilwe diyuniti di le 1051 tsa kitlaNo e e kwa godimo tsa motho a le mongwe le tsa malapa ka go fetola dihosetele tsa meepo mo lefatsheng la Moepo wa Borwa, palo ya diyuniti tse di dirisiwang e tla fokodiwa le go thubiwa jaaka fa badiri ba fitlhelela go nna le matlo ka sekema se sešwa sa go nna le matlo le go batlega ga diyuniti tseNo . diyuniti di a fokotsega. 1 • Bontsi jwa bonNo jo bo hirisiwang jwa South Deep Mine bo mo toropong ya Westonaria, e e leng toropo e e gaufi thata le Moepo. • Moepo wa South Deep ga o a ikaelela go dira ditlhabololo dipe tse dišwa ka tshekatsheko ya mmara e tlhomamisitse gore go na le bonNo jo bontsi jo bo ka rekisiwang le . rente mo ditropong tse di mabapi.
2) Measures to address housing demand	Holders to ensure that housing plans include potential growth and increase in number of mine employees. Housing options offered to employees include (Not an exhaustive list) - - Rental (with basic fixtures and fitting basic fixtures and fittings) - Private home ownership - Government subsidized home ownership - Living out allowance	South Deep Mine is fully compliant with this principle: South Deep Mine has sufficient rental accommodation at present. The current and proposed revised housing policy encourages and enables employees to become home owners at the place of work. It is therefore envisaged that over time South Deep Mine will have more accommodation than required and the intention is to make such units available to employees on an ownership basis. All of the housing options specified are being made available. • All of South Deep Mine's rental accommodation meets the standard requirements as specified. Currently South Deep Mine is

ANNEXURE 1 continued

Principle	Requirements in the standard	South Deep's Response
	- Possible temporary accommodation as a result of jobs they have on the mine • Standard of housing to be redeveloped or developed to have basic amenities including – - access to electricity - access to hot water and running water - access to ablution facilities • Mining right holder to encourage employees to ensure that their housing needs are addressed through the Housing Committee and Housing Forum structures set up.	South Deep's Response not requiring employees in private rental or ownership to meet such requirements but this will be introduced through the revised Housing Policy.
3) Involvement of mine employees in the housing administrative systems		South Deep Mine is fully compliant with this principle: • South Deep Mine has a housing forum that meets as required.
4) Promote best practices and compliance with minimum norms and standards in relation to the delivery and management of housing	• For construction of housing, Mining Right Holder to ensure compliance with the approved - National Minimum Norms and Standards for Permanent Housing Structures; and - National Minimum Norms and Standards for High Density Residential Buildings • Holder to consider inclusive procurement criteria in MC18 when considering contractors and suppliers for housing developments • Consistent standard of housing development to be built	South Deep Mine is fully compliant with this principle: • All of South Deep Mine's rental accommodation meets the National Norms and Standards and is developed to a consistent standard.
5) Promote the use of financing schemes in a transparent and accountable manner	• Through Housing Committees and Housing Forums, Holder to educate mine employees on financing options and schemes. • Mine employees to negotiate financing schemes with financial institutions through union structures, if they wish to.	South Deep Mine is fully compliant with this principle: • South Deep provides financial literacy training to employees as part of its current policy and has a service level agreement with First National Bank in respect of mortgage loans.

ANNEXURE 1 continued

D4: MINE CLOSURE PLAN FOR HOUSING AND ACCOMMODATION

South Deep Mine has a life of mine of approximately 75 years. Closure plan for housing and accommodation will be reviewed and updated accordingly when the mine is within 5 years of planned closure. In case of unplanned closure and or Care and Maintenance, the plan will be reviewed. In addition, South Deep will regularly review its plan to ensure it remains applicable, relevant, adequate and in line with the mining cycle.

SECTION E: CONSULTATION AND MONITORING

Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Housing and Living Conditions plan.

Consultation	Yes	No
Registered trade union(s) (NUM)	√	
Employees (via What's App Survey)	√	
Municipality (Rand West City Local Municipality)	√	
Gauteng Department of Human Settlements	√	
National Department of Human Settlements, Water and Sanitation	√	
The Housing Development Agency	√	
The Human Rights Commission (For information only)	√	

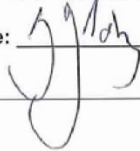
HOUSING AND LIVING CONDITIONS PLAN

Company: South Deep Gold Mine

Approved On: 11 December 2020 **at (place):** Westonaria – South Deep

Full Name: Gerrit Lotz

Position: Vice President People and Organisational Effectiveness

Signature: 

Translation

D4: leano la go tswala Moepo go matlo le lefelobonno

Moepo wa South Deep o na le botshelo jwa moepo jwa dingwaga di ka nna 75. LeaNo la go tswalwa ga matlo le bonNo le tla sekasekwa le go tihabololwa go ya ka lone fa moepo o le mo dingwageng di le 5 tsa go rulaganngwa go tswalwa. Mo lebakeng la go tswalwa go go sa rulaganngwang le kgotsa Tlhokomelo le Tlhokomelo, leaNo le tla sekasekwa. Mo godimo ga moo, South Deep e tla sekaseka leaNo la yone ka metlha go netefatsa gore le nna le dira, le le Bannaba, le lekane le go tsamaelana le sekolo se sennye.

ANNEXURE 1 continued

Goldfields: South Deep Housing and Living Conditions Plan Stakeholder Consultation

Date	3 November 2020
Time	10h00 – 11h00
Location	Zoom Meeting
Participants	Randwest Municipality: Greg Setai Greg.Setei@Randwestcity.gov.za West Rand District Municipality : Mashudu Nevhugoni Southdeep: Puseletso Matete Shisaka: Themba Maluleke, Monty Narsoo and Karen Hague
Purpose	The purpose of the meeting was to consult with the proximate Local Municipalities on the Housing and Living Conditions Plan (HLCP) of Goldfield South Deep mine.

Summary of the discussion
M Narsoo presented the South Deep HCLP to the municipalities. The following responses were received from Randwest: • There is a major problem with dolomite in the area. • They also have a problem with bulk infrastructure and bulk infrastructure funding. • They have been rolling out a rapid land release programme. • They still need to complete a land audit of the municipality. • The municipality has a good relationship with mining companies in the area but want an ongoing relationship. • They also noted that the local municipality and district municipality want to jointly engage with South Deep. • They were satisfied with the HCLP. • They also expressed the need to align the Housing Policy of South Deep and their IDP. South Deep expressed the desire to continue a relationship with the municipality

Translation

Goldfields: South Deep

Leano la MATLO LE MAEMO A BOTSHELO

Puisano le baamegi

Tshobokanyo ya motlotlo

M Narsoo

e ne ya tlhagisa HCLP ya Borwa jo bo Tseneletseng mo dimesepalaneng tsa bone.

Dikarabo tse di latelang di amogetswe go tswa kwa Randwest:

- Go na le bothata jo bogolo jwa dolomite mo lefelong leo.
- Gape ba na le bothata jwa mafaratlhatlha a bontsi le matlole a mafaratlhatlha a bontsi.
- Ba ntse ba ntsha lenaneo la go golola lefatshe ka bonako.
- Ba santse ba tlhoka go wetsa boruni jwa lefatshe la mmasepala.
- Mmasepala o na le botsalaNo jo bo siameng le dikhamphani tsa meepo mo kgaolong mme ba batla botsalaNo jo bo tswelelang.
- Ba lemogile gape gore mmasepala wa selegae le mmasepala wa kgaolo ba batla go dirisana mmogo le South Deep.
- Ba ne ba kgotsofetse ka HCLP.

ANNEXURE 1 continued

Goldfields: South Deep Housing and Living Conditions Plan Stakeholder Consultation

Date	10 November 2020
Time	1500 – 16h30
Location	Zoom Meeting
Participants	Shisaka: Monty Narsoo Themba Maluleke and Karen Hague Southdeep: Puseletso Matete NDHS Head of the Distressed Mining Towns Programme: Pamela Dili Pamela.Dili@dhs.gov.za HDA Head of the Distressed Mining Towns Programme : Thiathu Manenzhe Thiathu.Manenzhe@thehda.co.za
Purpose	The purpose of the meeting was to consult with the National Department and the Housing Development Agency on the Housing and Living Conditions Plan (HLCP) of Goldfields Southdeep mine.

Summary of the discussion

M Narsoo presented the South Deep HCLP to the meeting participants:

The following response was received

- Clarification was needed on the link between the Housing Allowance, Living Out Allowance and the Home Ownership funding. The response to this question is that the Housing Allowance was related to both ownership and rental housing that is compliant with minimum norms and standards and within a 100km radius, whereas those who do not qualify receive a Living Out Allowance. The home-ownership scheme is being revised to phase out the Living Out Allowance in accordance with the principles in the DMRE Housing and Living Conditions Standard..
- There was also a question of the housing conditions of employees of the sub-contractors. It was explained by Shisaka that South Deep has initiated a process to understand the scope and housing arrangements relating to the employees of subcontractors. This is to be reviewed going forward as South Deep continues its review of Housing arrangements for permanent workers and its contractual relationship with sub-contractors regarding the housing conditions of their employees. .
- The role of the Housing committee in the process was asked. A Terms of Reference has been submitted to the Housing Committee for consideration.
- The HCLP has been finalised in consultation with the Housing Committee.
- Whether there was a 'rent to buy' option. The response was that there is no rent to buy option but that the company would be offering some of its properties for sale with financial support.
- Were happy with the creditworthiness programme and the role of the mine in accessing financial products such as pension backed loans.
- Felt that the issue of mine closures and legacy assets needed more detail in the HCLP. This was noted.

Goldfields: South Deep

Leano la MATLO LE MAEMO A BOTSHELO

Puisano le baamegi

Tshobokanyo ya motlotlo

Go amogetswe tsibogo e e latelang

- Go ne go tlhokega tlhaloso ka ga kgolagaNo magareng ga Madi a Matlo, Madi a go Nna kwa Ntle le matlole a Bong jwa Magae. Karabo ya potso e ke gore Kabelo ya Matlo e ne e amana le matlo a go nna mong le a go hirisa a a tsamaelanang le ditlwaelo le maemo a a kwa tlase le mo radiaseng ya 100km, fa ba ba sa tshwanelegeng ba amogela Kabelo ya Living Out. Sekema sa go nna mong wa ntlo se a tlabololwa go fedisa Madi a go Nna kwa Ntle go ya ka melawana e e mo Maamong a Matlo le Maemo a Botshelo a DMRE.
- Gape go ne go na le potso ya maemo a matlo a badiri ba dikonterakapotlana. Il e tlhalositswe ke Shisaka gore South Deep e simolotse thulaganyo ya go tlhaloganya bogolo le dithulaganyo tsa matlo tse di amanang le badiri ba dikonterakapotlana. Se se tshwanetse go sekasekwa go ya pele jaaka fa South Deep e tswela ka tshekatsheko ya yona ya dithulaganyo tsa Matlo a badiri ba leruri le kamaNo ya yona ya konteraka le borakonterakapotlana mabapi le maemo a matlo a badiri ba bona...
- Go ne ga bodiwa seabe sa komiti ya Matlo mo thulaganyong eNo. Go rometswe Dipeelo tsa Tiro kwa Komiting ya Matlo gore di sekasekwe.
- HCLP e koNoseditswe ka go rerisana le Komiti ya Matlo.
- Gore a go ne go na le a-rent ya go reka' kgetho. Karabo e ne e le gore ga go na kgetho ya go reka rente mme khamphani e tla bo e rekisa dingwe tsa dithoto tsa yone ka tshegetso ya madi.
- Ba ne ba itumeletse lenaneo la go kgona go kolota le seabe sa moepo mo go fitheleleng dikumo tsa matlole tse di jaaka dikadimo tse di tshagediwanng ke phenšene.
- O ne a ikutlwa gore kgang ya go tswalwa ga meepo le dithoto tsa boswa e tlhoka dintlha tse dintsi mo HCLP. SeNo se ne sa lemogiwa.

ANNEXURE 1 continued

Goldfields: South Deep Housing and Living Conditions Plan Stakeholder Consultation

Date	3 November 2020
Time	11h30 – 12h30
Location	Zoom Meeting
Participants	Gauteng Department of Human Settlements: Leah Manenzhe Leah.Manenzhe@gauteng.gov.za Ofentse Makhu Ofentse.Makhu@gauteng.gov.za Libby Molekane libby.molekane@gauteng.gov.za South Deep: Puseletso Matete Shisaka: Themba Maluleke, Monty Narsoo and Karen Hague
Purpose	The purpose of the meeting was to consult with the Gauteng Province on the Housing and Living Conditions Plan (HLCP) of Goldfields South Deep mine.

Summary of the discussion
M Narsoo presented the South Deep HCLP to the participants from Gauteng Province. Over and above the presenter also mentioned the particular circumstances of Western Gauteng in regard to rapid land release, Mega Projects and the housing market in the area. The following response was received: • The HCLP is inward looking in relation to their employees. • Their view as that the mine should also look at the issue of sub-contractors • That South Deep needs to look at the community as a whole and also understand the Provinces backlog and its beneficiary list • Attention should also be given to sustainable livelihoods in the area • They also wanted to know the lifespan of the mine and the affordability of the mineworkers. Response to the questions: • In terms of the gazetted Housing and Living Conditions Standard the current requirement is in relation to the permanent employees. • The issue of sub-contractors is being addressed through a process of engagement with them to understand the housing conditions of their employees. • In regard to the community this is mainly through the Social and Labour Plans including issues of sustainable livelihoods. The point was made that South Deep will not be developing further housing but will be supporting their employees to access housing (for both rental and purchase) in the housing market. • The affordability of mineworkers has been taken into account and employees will also receive financial support to afford home ownership. Some employees would qualify for FLISP. • P Matete indicated that the lifespan of the mine is in excess of 35 years. She also indicated that an ongoing relationship with GDHS is important.

Translation

Goldfields: South Deep

Leano la MATLO LE MAEMO A BOTSHELO

Puisano le baamegi

Tshobokanyo ya motlotlo

M Narsoo o neetse batsayakarolo go tswa kwa Porofenseng ya Gauteng HCLP ya Borwa jwa Boteng. Over and c1bove motlhagisi o umakile gape maemo a a rileng a Gauteng Bophirima mabapi le go gololwa ga lefatshe ka bonako, Diporojeke tsa Mega le mmara wa matlo mo lefelong leo.

Go amogetswe karabo e e latelang:

- HCLP e lebile ka fa teng mabapi le badiri ba bona.
- Maikutlo a bone ka gore moepo o tshwanetse gape go lebelela kgang ya borakonterakapotlana .
- Gore South Deep e tlhoka go leba baagi ka kakaretso le go tlhaloganya gape masalelamorago a Diporofense le lenaane la yona la bajaboswa
- Gape go tshwanetse ga tlhokomelwa matshelo a a tswelelang mo kgaolong eo .
- Gape ba ne ba batla go itse gore moepo o tla tshela lobaka lo lo kana kang le gore badiri ba moepo ba ka kgona go duelela ditshenyegelo dife.

Karabo ya dipotso:

- Go ya ka Maemo a Matlo le Maemo a Botshelo a a kwadisitsweng mo kurenteng tlhokego ya ga jaana e mabapi le badiri ba leruri.
- Kgang ya borakonterakapotlana e rarabololwa ka thulaganyo ya go buisana le bone go tlhaloganya maemo a matlo a badiri ba bone.
- Mabapi le baagi seNo se dirwa thata ka MaaNo a Loago le Badiri go akaretse le dintlha tsa matshelo a a tswelelang. Ntlha e ne ya tlhagisiwa gore South Deep ga e kitla e tlhabolola matlo a mangwe mme e tla bo e tshegetsa badiri ba bona go fitlhelela matlo (a go hirisa le go reka) mo mmarakeng wa matlo.
- Go tsewa tsia go kgona go duelela ga badiri ba meepo mme badiri le bone ba tla amogela madi! tshegetso ya go kgona go nna le ntlo. Badiri bangwe ba ne ba tla tshwanelegela FUSP.
 - P Matete o supile gore botshelo jwa moepo bo feta dingwaga di le 35. O ne gape a supa fa botsalaNo jo bo tswelelang le GDHS bo le botlhokwa.

ANNEXURE 1 continued

GDHS said that alignment with provincial and municipal plans is important. They also indicated that an ongoing relationship was desired. They were happy with responses and wanted to be kept updated.

The presenter then indicated that the ongoing relationship will become important when there is the implementation of the home-ownership scheme.

Translation

GDHS o rile go tsamaisana le maaNo a diporofense le a mmasepala go botlhokwa. Gape di ne di supa gore go elediwa botsalaNo jo bo tswelolang pele. Ba ne ba itumeletse dikarabo mme ba batla go nna ba itsisiwe.

ANNEXURE 1 continued



SOUTH DEEP GOLD MINE HOUSING AND LIVING CONDITIONS PLAN CONSULTATION

November 2020



PRESENTATION OUTLINE

- ☒ **BACKGROUND**
- ☐ STANDARD REQUIREMENTS
- ☐ SOUTH DEEP MINE'S HOUSING APPROACH
- 04** ☐ CONCLUSIONS

ANNEXURE 1 continued



BACKGROUND

- On 11 December 2019 the Department of Mineral Resources and Energy (DMRE) released the revised Housing and Living Conditions Standard for the minerals industry.
- The reviewed Standard repeals the 2009 Housing and Living Conditions Standard.
- The Standard requires that existing mining right holders submit a detailed Housing and Living Conditions Plan by December 2020.
- The Minerals Council issued a format for the Housing and Living Conditions Plan (Circular No 26/20)
- Section 11 of the Housing and Living Conditions plan indicates that consultation on the plan must be undertaken with organised labour, relevant municipalities and related stakeholders
- South Deep Mine is a mining rights holder and is proceeding with the compilation of its housing and living conditions plan for submission in December 2020. This presentation aims to facilitate the consultation process.

3



PRESENTATION OUTLINE

- ☐ BACKGROUND
- ☒ STANDARD REQUIREMENTS
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- 04** CONCLUSIONS

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LEMORAGO

Ka la bo 11 Sedimonthole 2019 Lefapha la Metswedi ya Diminerale le Maatla (DMREJ le golotse Maemo a a tlhabolotsweng a Matlo le Maemo a Botshelo a intaseteri ya diminerale.

Maemo a a sekasekilweng a phimola Maemo a Matlo le Maemo a Botshelo a 2009.

Maemo a tlhoka gore batshodi ba ditshwanelo tsa meepo ba ba leng teng ba romele LeaNo le le tletseng la Matlo le Maemo a Botshelo ka Sedimonthole 2020.

Lekgotla la Diminerale le ntshitse fonnate ya LeaNo la Matlo le Maemo a Botshelo (Sekhula No 26/20)

Karolo 11 ya leaNo la Matlo le Maemo a Botshelo e supa gore therisaNo ka ga leaNo e tshwanetse go dirwa le badiri ba ba rulagantsweng, bommasepala ba ba Bannaba le bannaleseabe ba ba amanang le yona .

South Deep Mine ke motshodi wa ditshwanelo tsa meepo mme e tswelletse ka go kokoanya leaNo la yona la matlo le maemo a botshelo gore le tlisiwe ka Sedimonthole 2020. Tlhagiso eNo e ikaelela go tlhohofatsa thulaganyo ya ditherisaNo.

ANNEXURE 1 continued



HOUSING AND LIVING CONDITIONS STANDARD FOR THE MINERALS INDUSTRY, 11 DECEMBER 2019

Mission of the Standard: To provide for the progressive realisation and protection of mine employees basic constitutional right to human dignity through provision of adequate access to housing, better living conditions and related amenities of life.

Purpose of the Standard:

- To ensure that mining right holders provide decent livable integrated human settlements, healthcare schemes, balanced nutrition, water and related amenities to
- To provide for housing and living conditions standards with clearly defined principles & processes and to guide mining right holders in providing decent housing & living conditions to mine employees

Status: The housing and living conditions standard came into effect on 11th December 2019 and requires first plans to be submitted within 12 months (December 2020)

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KEY REQUIREMENTS OF THE STANDARD

The standard sets out the following principles that a mining rights holder must fulfill:

- 1) **Develop social, physical and economic integrated housing developments within a mine community.** In this regard a mining right holder must promote housing delivery for a range of income groups in an integrated manner.
- 2) **Make sufficient provision to respond adequately to the housing needs of employees consistent with its growth plans.** A mining right holder must offer employees a range of housing options which includes, amongst others rental accommodation, private home ownership, government subsidised home ownership and living out allowance. Housing options must include single and family accommodation and home ownership within places of origin or residence and the place of work; or rental flexibility considering their occupational mobility and a need for temporary accommodation.
- 3) **Involvement of employees in the housing administrative systems.**
- 4) **Comply with the National Minimum Norms and Standards** approved by the Department of Human Settlement for the construction of housing, homeownership and rental
- 5) **Promote the use of financing schemes in a transparent and accountable manner.** In this regard housing as part of the remuneration package should be negotiated through collective bargaining

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MAEMO A MATLO LE BOTSHILO A INTASETERI YA DIMINERALE, 11 SEDIMONTHOLE 2019

Thomo ya Maemo: Go tlamela ka temogo le tshireletso e e tswelelang pele ya tshwanelo ya motheo ya molaotheo ya badiri ba moepo ya seriti sa batho ka go tlamela ka phitlhelelo e e lekaneng ya matlo, maemo a a botoka a botshelo le ditirelo tse di amanang le botshelo.

Boikaelelo jwa Seelo:

- Go netefatsa gore batshodi ba ditshwanelo tsa meepo ba tlamela ka bonNo jo bo kopanetsweng jwa batho, dikema tsa tlhokomelo ya boitekanelo, phepo e e lekalekanang, metsi le ditlamelo tse di amanang le tsona go
- Go tlamela ka matlo le maemo a botshelo ka melawana le dithulaganyo tse di tshalositsweng sentle le go kaela beng ba ditshwanelo tsa meepo go tlamela badiri ba meepo ka matlo le maemo a botshelo a a siameng

Seemo: Maemo a matlo le maemo a botshelo a simolotse go dira ka la bo 11 Sedimonthole 2019 mme a tlhoka gore dipolane tsa ntlha di romelwe mo dikgweding di le 12 (Sedimonthole 2020)

DITLHOKOKGOLO TSA MAEMO

Maemo a tlhagisa melawana e e latelang e motshodi wa ditshwanelo tsa meepo a tshwanetseng go e diragatsa:

- 1) Go tlhabolola ditlhabololo tsa matlo tse di kopantsweng tsa loago, tsa mmele le tsa ikoNomi mo teng ga setšhaba sa moepo. Mo ntlheng e motshodi wa tshwanelo ya meepo o tshwanetse go rotloetsa thebulo ya matlo a ditlhopho tse di farologaneng tsa lotseNo ka mokgwa o o kopantsweng.
- 2) Go dira dithulaganyo tse di lekaneng go tsibogela ka botlalo ditlhokego tsa matlo tsa badiri tse di tsamaelanang le maaNo a yona a kgolo. Motshodi wa tshwanelo ya meepo o tshwanetse go fa badiri mefuta e e farologaneng ya ditlhopho tsa matlo tse di akaretsang, gareng ga tse dingwe bonNo jo bo rentiwa, go nna le ntlo ya poraefete, go nna le ntlo e e thusiwa ke puso le tuelo ya go nna kwa ntle. Dikgetho tsa matlo di tlameha ho kenyelletsa bodulo ba motho a le mong le ba lelapa le ho ba le ntlo ka hara dibaka tsa ho tswa kapa tsa bodulo le sebaka sa mosebetsi; kgotsa go fetogafetoga ga go renta go akanyediwa go tsamaya ga bone mo tirong le tlhokego ya bonNo jwa nakwana.
- 3) Go nna le seabe ga badiri mo dithulaganyong tsa tsamaiso ya matlo.
- 4) Go obamela Bonnye jwa Ditlwaello le Maemo a Bosetšhaba a a amogetsweng ke Lefapha la BonNo jwa Batho mo kagong ya matlo, go nna le matlo le go hirisa
- 5) Go rotloetsa tiriso ya dikema tsa matlole ka mokgwa o o bonalang le o o nang le maikarabelo. Mo ntlheng e ka ga matlo jaaka karolo ya sephuthelwana sa dituelo go tshwanetse ga buisanwa ka ditherisaNomongo

ANNEXURE 1 continued



HOUSING AND LIVING CONDITIONS PLAN

Section 4: An existing mining right holder must within a period of twelve months from the date of publication of the standard submit a detailed Housing and Living Conditions plan indicating the following:

- 1) **Maintenance of single and family units** in line with the National Norms and Standard approved by the Minister of Human Settlement;
- 2) Where applicable, a detailed plan to finalise **single and family units hostel conversion upgrades**;
- 3) A three year detailed plan to **phase out living out allowances** where verifiable decent accommodation cannot be proven and verified;
- 4) **Current and future housing option schemes /allowances** ; and
- 5) **An agreed Employer Assisted Home Ownership Scheme** consistent with its growth plans.

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HOUSING AND LIVING CONDITIONS PLAN CONTENT

Section 11: The Housing and Living Conditions plan must be consulted with organised labour, relevant municipalities and related stakeholders (Provincial Government, National Government) and must address the following issues:

- a) **Measures on how the mining right holder will implement the housing and living conditions principles** that are outlined in this Standard;
- b) **Provide the current status of available accommodation for employees and a targeted response to specifically quantified and profiled housing needs of employees**;
- c) **Preferred options for housing and living conditions of the mine employees**;
- d) Where applicable provide the **status of progress in converting or upgrading of hostels into single quarters and family units**;
- e) **An Employer Assisted Housing Scheme**;
- f) **Mine closure and post mining development**.

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LEANO LA MATLO LE MAEMO A BOTSHELO

Karolo 4: Motshodi wa tshwanelo ya meepo yo o leng teng o tshwanetse mo pakeng ya dikgwedi di le lesomepedi go tloga ka letlha la phasalatso ya seelo go romela leaNo le le tletseng la Matlo le Maemo a Botshelo le le supang tse di latelang:

- 1) Tlhokomelo ya diyuniti tse di sa nyalwang le tsa malapa go tsamaelana le Ditlwaelo le Maemo a Bosetšhaba a a amogetsweng ke Tona ya BonNo jwa Batho;
 - 2) Fa go tlhokega, leaNo le le tseneletseng la go koNosetsa ditlhabololo tsa phetolo ya dihosetele tsa diyuniti tse di sa nyalwang le tsa malapa;
 - 3) LeaNo le le tletseng la dingwaga di le tharo la go fedisa dituelo tsa go tshela fa bonNo jo bo siameng jo bo ka netefadiwang bo ka se kgoneng go supiwa le go netefadiwa;
 - 4) Dikema tsa ga jaana le tsa isago tsa go tlhopha matlo / dituelo ; le
- 2 5) Sekema sa Beng ba Magae se se Thusiwa ke Mothapi se se dumalanweng se se tsamaelanang le maaNo a sona a kgolo.

DITENG TSA LEANO LA MATLO, LE MAEMO A BOTSHELO

Karolo 11: LeaNo la Matlo le Maemo a Botshelo le tshwanetse go rerisanngwa le badiri ba ba rulagantsweng, bommasepala ba ba Bannaba le bannaleseabe ba ba amanang le lone (Puso ya Porofense, Puso ya Bosetšhaba) mme le tshwanetse go samagana le dintlha tse di latelang:

a) Dikgato tsa gore mong wa tshwanelo ya meepo o tla diragatsa jang maemo a matlo le a botshelo

melawana e e tlhalositsweng mo Seemong se;

b) Go tlamela ka maemo a ga jaana a bonNo jo bo leng teng jwa badiri le tsibogo e e ikaeletseng mo ditlhokegong tsa matlo tse di lekanyeditsweng le tse di tlhalositsweng ka tlhamalalo tsa badiri;

c) Dikgetho tse ratwang bakeng sa matlo le maemo a bophelo a basebetsi ba meepo;

d) Fa go tlhokega go tlamela ka maemo a kgetlolepele Mo go fetoleng kgotsa go tlhabolola dihosetele go nna dikotara tse di le Nosi le diyuniti tsa malapa;

e) Sekema sa Matlo a a Thusiwa ke Mothapi;

f) Go tswalwa ga meepo le tlhabololo ya morago ga meepo.

ANNEXURE 1 continued



PRESENTATION OUTLINE

- ☐ BACKGROUND
- ☐ STANDARD REQUIREMENTS
- ☒ **SOUTH DEEP MINE'S HOUSING APPROACH**
- 04** CONCLUSIONS

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ANNEXURE 2



Terms of Reference:
South Deep Joint Housing Committee

December 2020

ANNEXURE 2 continued

1. Introduction

- 1.1 South Deep Gold Mine recognises that its success is linked to the performance, commitment and well-being of its employees and believes that this is impacted on by their living conditions.
- 1.2 The Mine further recognises that individual home ownership leads to a better quality of life, greater security for employees and wealth creation in the longer term.
- 1.3 The Mine recognises that certain employees, particularly those in unskilled and semi-skilled job categories are struggling to afford home ownership close to their place of work.
- 1.4 To this end South Deep will develop and implement a Facilitated Home Ownership Programme.
- 1.5 The purpose of the programme is to encourage home ownership by providing eligible South Deep employees with advice, technical and financial support to facilitate access to safe, decent, and affordable housing, close to their place of work.
- 1.6 The parties agree to establish a Joint Housing Committee as the primary mechanism by which the Company and Organised Labour will consult on matters relating to Facilitated Home Ownership, as well as those regulated by Housing and Living Conditions Standards for the Minerals Industry, as issued by the Department Of Mineral Resources and Energy.
- 1.7 This document sets out the Terms of Reference for a Joint Housing Committee to oversee the development and ongoing implementation of the South Deep Home Ownership Programme.

2. Purpose

The purpose of the Joint Housing Committee is to:

- 2.1 Oversee and contribute to the development and implementation of the South Deep Facilitated Home Ownership Programme;
- 2.2 Contribute to the preparation of the Housing and Living Conditions Plan for submission to the DMRE; and
- 2.3 Review progress and provide feedback on a regular basis on the effectiveness of the Home Ownership Support Programme.
- 2.4 Consult in good faith on the implementation of the South Deep Facilitated Homeownership Programme and Housing related matters.

3. Time Frame

- 3.1 The time frame for the Joint Housing Committee is 3 years from 1 October 2020, and the term is subject to termination, amendment or extension by agreement between the parties.

4. Membership and quorum

- 4.1 The Joint Housing Committee will comprise the following parties:
 - Three representatives from the NUM, two representatives from UASA; and
 - Three representatives of South Deep management.
- 4.2 A quorum for the meeting will be at least two representatives from South Deep and one representative from NUM and UASA respectively.
- 4.3 The names of members of the Joint Housing Committee is outlined in Annexure A.

5. Decisions

- 5.1 The Joint Housing Committee does not limit management's authority, nor do they interfere with a union's rights as established by legislation or collective agreements.
- 5.2 The parties further commit to engage in good faith with the intent of reaching agreement. The parties agree that good faith engagement will include, without limitation, that the parties will make themselves reasonably available for meetings at a mutually convenient time and venue, will obtain mandates promptly for purposes of negotiation, will not cause any undue delay in the engagement process, will limit discussions to topics relevant to the engagement, and will arrive for scheduled meetings on time and be fully prepared to engage. Parties will also adhere to reasonable requests for relevant information and will conduct themselves in a courteous, disciplined and polite manner during engagements.

ANNEXURE 2 continued

6. Role

The role of the Joint Housing Committee will be as follows:

- 6.1 Contribute to the development of South Deep Facilitated Homeownership Programme, which includes the Strategy, Implementation Plan and Funding Arrangements;
- 6.2 Contribute to the formulation of South Deep Housing Policy;
- 6.3 Review and comment on annual plans and budgets for the South Deep Housing Programme;
- 6.4 Monitor and comment on the overall progress and performance of the South Deep Housing Programme;
- 6.5 Review and comment on all South Deep Housing Initiatives;
- 6.6 Review and comment on South Deep housing related communication programmes to employees;
- 6.7 Feedback and discussion on any housing related issues that may arise.

7. Meetings

- 7.1 The Joint Housing Committee shall meet at least once every three months;
- 7.2 In addition, the Joint Housing Committee shall meet on an ad hoc basis as required.

8. Chairperson

- 8.1 The Chairperson of the Joint Housing Committee will be South Deep HR Manager or his/her nominee.
- 8.2 The duties of the Chairperson and his/her alternate shall be:
 - 8.2.1 Convene and chair meetings;
 - 8.2.2 Set the agenda;
 - 8.2.3 Ensure that all stakeholders participate, and quorums of the Committee are achieved; and
 - 8.2.4 Ensure that the secretariat to the Joint Housing Committee performs its responsibilities to the satisfaction of the parties to the Joint Housing Committee.

9. The secretariat

- 9.1 The secretariat of the Joint Housing Committee will be provided by South Deep.
- 9.2 The Secretariat will be responsible for the following functions:
 - 9.2.1 Preparation and circulation of all agendas and supporting documentation;
 - 9.2.2 Serving adequate notice of meetings and making all necessary arrangements for meetings including transport to attendees where necessary;
 - 9.2.3 Preparing formal minutes for all meetings, securing confirmation of minutes and retaining a formal record of approved minutes of all meetings; taking minutes;
 - 9.2.4 Any other support functions required by the Joint Housing Committee.
- 9.3 The secretariat shall report to and be accountable to the Chairman of the Joint Housing Committee.

ANNEXURE 2A

Joint Housing Committee Members

NUM Representatives:

Robert Mphaga

Rabecca Nyoni

Vuyo Gubanja

UASA Representatives

Asivhanga Musiwalo

Themba Shihlongonyane

South Deep Management Representatives

Gerrit Lotz

Brian Boatard

Silas Munyai



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