



Ferroglobe

Thaba Chueu Mining

**THABA-CHUEU MINING (PTY) LTD
LEANO LA BOAGO LE MOŠOMO
MAFELELO**



THABA-CHUEU MINING (PTY) LTD
DMRE: LP 30/5/1/2/2/10153 SLP

**WELTEVREDEN 746-LS
KAROLO YA 18 YA WELTEVREDEN
746-LS**

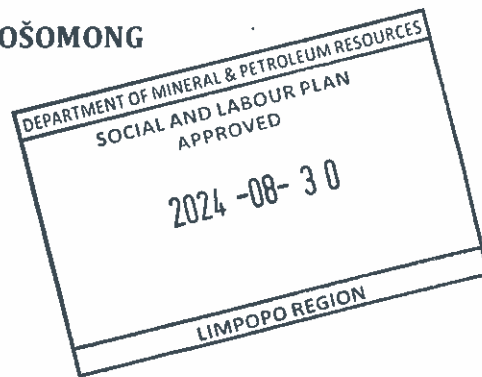
**POLOKWANE, POROFENSE YA
LIMPOPO**

OCTOBER 2023



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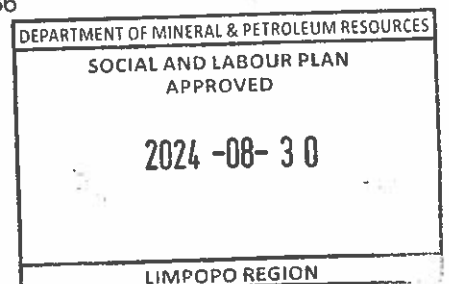


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ABBREVIATIONS

ABBREVIATION	MEANING
ABET	Adult Basic Education and Training
BEE	Black Economic Empowerment
CDM	Capricorn District Municipality
CSI	Corporate Social Investment
DMRE	Department of Mineral Resources and Energy
DoL	Department of Labour
EE	Employment Equity
FET	Further Education and Training
FF	Future Forum
GDP	Gross Domestic Product
GVA	Gross Value Added
HDSAs	Historically Disadvantaged South Africans
HIV	Human Immunodeficiency Virus
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HRD	Human Resources Development
HRDP	Human Resources Development Programme
IDP	Integrated Development Plan
IDPs	Individual Development Plans
IPP	Independent Power Producer
KPIs	Key Performance Indicators
LED	Local Economic Development



ABBREVIATION	MEANING
MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002)
MQA	Mining Qualifications Authority
MTEF	Medium Term Expenditure Framework
NDP	National Development Plan
NQF	National Qualifications Framework
PLM	Polokwane Local Municipality
PICC	Presidential Infrastructure Coordinating Committee
REO	Rare Earth Oxide
RSA	Republic of South Africa
SDGs	Sustainable Development Goals
SETA	Sector Education and Training Authority
SIPs	Strategic Integrated Projects
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
TB	Tuberculosis
TCM	Thaba-Chueu Mining (Pty) Ltd
TREO	Total Rare Earth Oxide
TVET	Technical Vocational Education And Training
UIF	Unemployment Insurance Fund
VCT	Voluntary Counselling and Testing
WIM	Women in Mining
WSP	Workplace Skills Plan



1 TSEBIŠO LE TŠWALO

1.1 Tsebišo

Leano le la Boago le Mošomo (SLP) ke tlatsetso go ya ka dinyakwa tša Molao wa Tlhabollo ya Matlotlo a Diminerale le Petroleamo (MPRDA) wa 2002. Tlhabollo le tlatsetso ya SLP ke dinyakwa tša MPRDA gomme di hlalosa mananeo a boago le mošomo ao a tlogo go ba gona nakong ka moka ya tokelo ya moepo.

Dikgopolo tša SLP (karolo ya 41 ya Melawana) ke go:

- Hlohletša mošomo le go godiša boiketlo bja setšhaba ka bophara;
- Tšea karolo go phetogo ya indasteri ya moepo;
- Netefatša gore beng ba ditokelo tša moepo ba tšea karolo go tlhabollo ya ekonomi le setšhaba mo ba šomago gona.

Tafale 1 shows shareholding in Thaba-Chueu Mining.

Tafale 1: Shareholding Allocations at Thaba-Chueu Mining and Projects

Mong kabelo	% Boditšhabo	Mohuta wa kabelo
Silicon Smelters (Pty) Ltd	74%	Tlwaelegile
Mohlakanelwa wa TCM wa Matlafatšo ka BBBEE	26%	Tlwaelegile
Kabo/Dilution ya kabelo ya 10% e sa le ka tlas'a tekolo ye e hlokolosi – Tšhelete ya Badiri (5%) le Palmitfontein Setšhaba (5%)	10%	Tšwetšopelo

1.2 Tšwalo

Thaba-Chueu Mining e ikemišeditše go netefatša gore bašomi ba yona ba hwetša menyetla ya go ithuta le go hwetša bokgoni bja go fihlelela dinepo tša bona tša botho le tša kgwebo mo tikologong ya moepo le mananeo a boago a kgwebo (CSI).

Name of Company	Thaba-Chueu Mining (Pty) Ltd. Reg. No.: 2014/039521/07
Name of Mine	Ferroglobe Thaba-Chueu Mining – Polokwane Smelter
Physical Address	Farm Weltevreden 746 LS, Beyersnek Road, 0699 Witkop Polokwane, Limpopo
Postal Address	PO Box 657, Polokwane, 0700

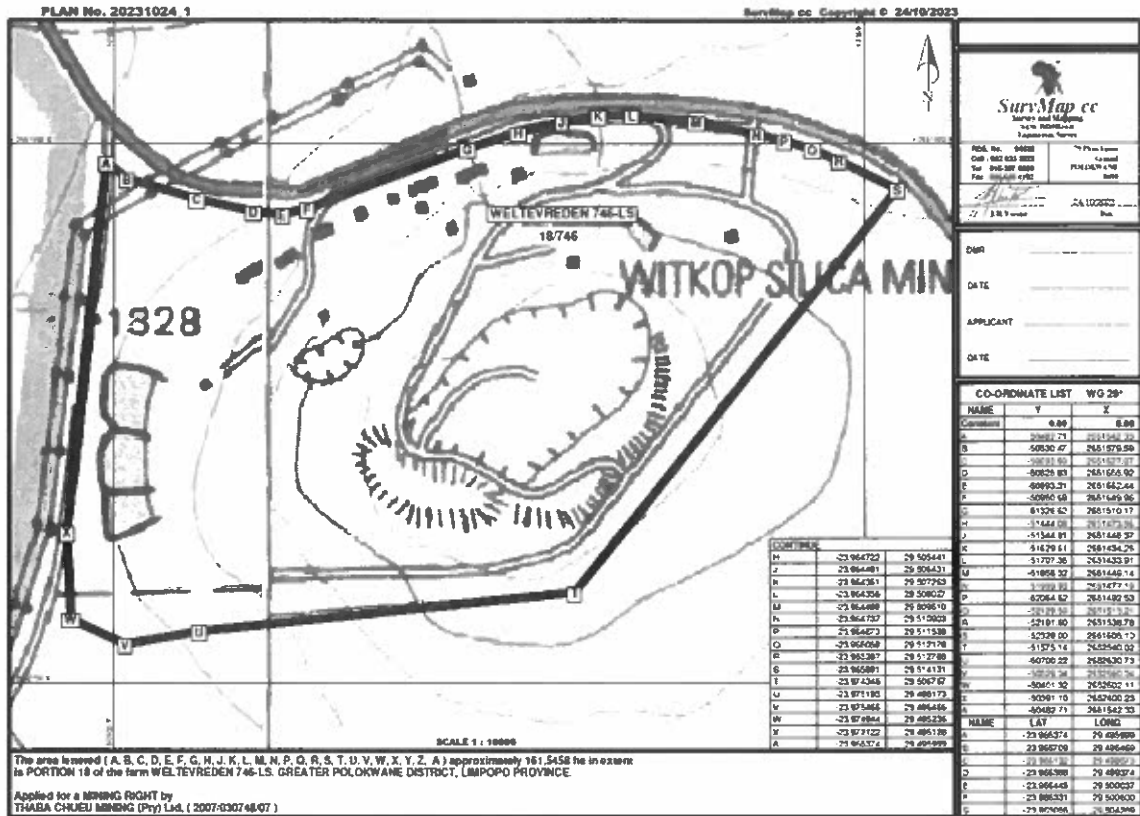


Telephone Number	Head Office: 015 290 3000 / 082 888 3758		
Fax Number	Head Office: 015 290 3092		
Location of Mine	Thaba-Chueu Mining e be e le mo Porofenseng ya Limpopo, Afrika Borwa, mo e lego dikhilomithara tše 8 ka borwa bja Polokwane, Karolo ya 18 ya polasa ya Weltevreden 746 LS mo Mmasepaleng wa Selete wa Capricorn. Dikhoutineti tša lefelo la Mining le sebjana sa go topa diminerale ke: S 023° 58'075"; E 029° 29'991". Lefelo la Mining le akareditše 161.5 hectares.		
Commodity	Quartz		
Mine Manager / Responsible Person	Christiaan Hölscher		
Life of Mine	30 years	Financial Year End	28 February

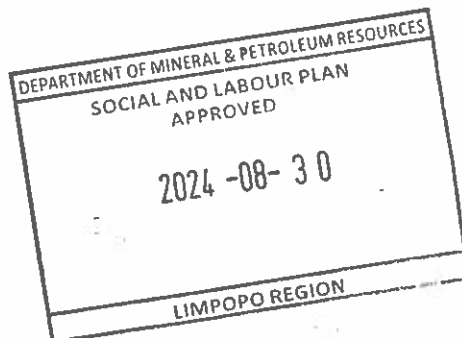


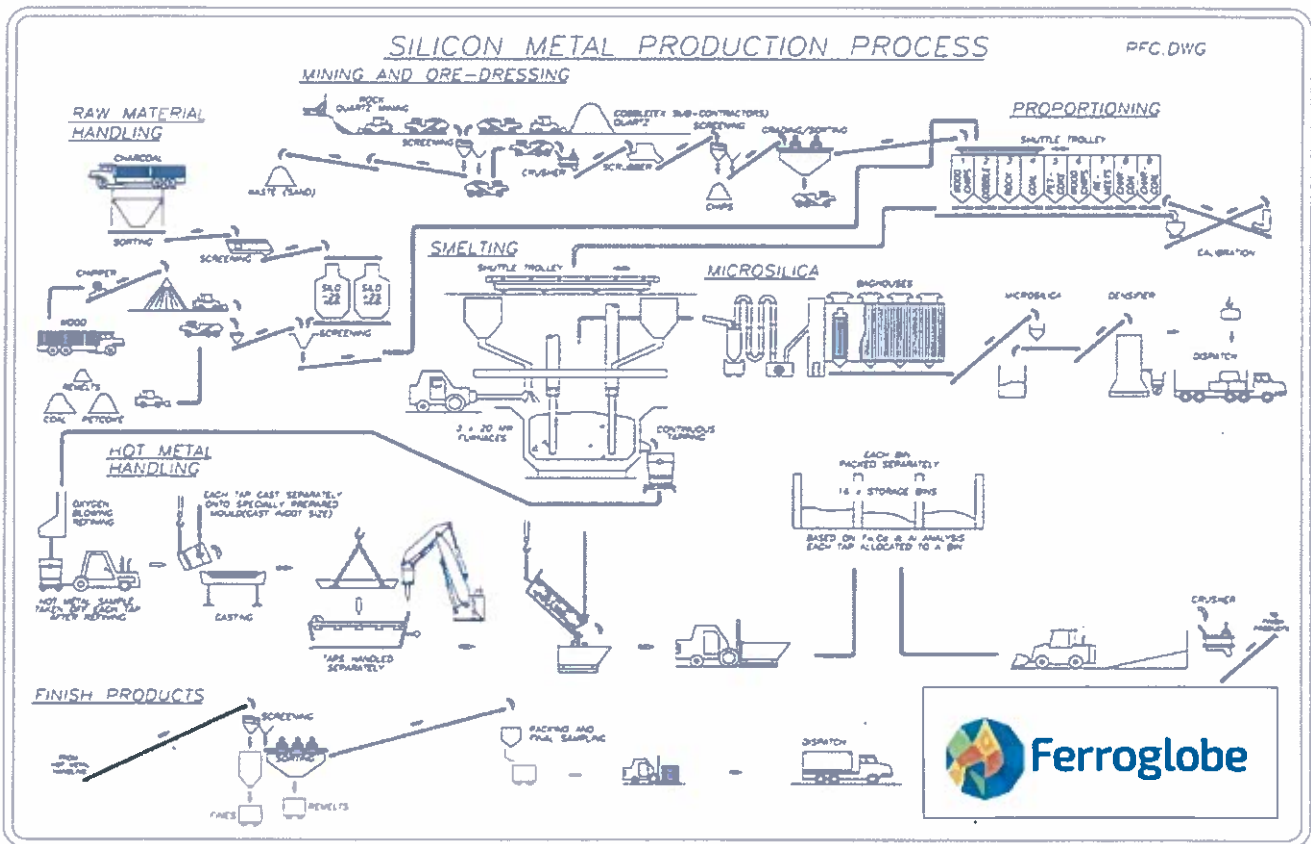
1.3 Lefelo la Moepo

Thaba-Chueu Mining e be e le mo Porofenseng ya Limpopo, Afrika Borwa, mo e lego dikhonomithara tše 8 ka borwa bja Polokwane, Karolo ya 18 ya polasa ya Weltevreden 746 LS mo Mmasepaleng wa Selete wa Capricorn. Dikhoutinetsi tša lefelo la Mining le sebjana sa go topa diminerale ke: S 023° 58'075"; E 029° 29'991". (Bona Fig 1: Locality Map). Lefelo la moepo le akareditše 161.5 hectares.



Seswantšho 1: Lefelo la Thaba-Chueu Mining

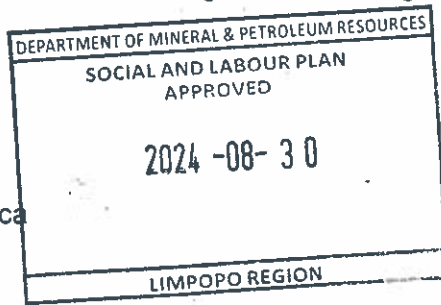




Seswantšho 2: Setshwantšho sa Tshapedišo ya Moepo

Dinthe tša motheo tše di tlišwago go tšwa ka ntle bakeng sa go dira silikone di akaretša quartz, dikgwerekgwere tša dikgong, magetla, dikgwerekgwere tša logong le petcoke. Dinthe ka moka tšeo, tšeo di šomago bjalo ka sešusumedi, di tswakanywa le quartz pele di tsenywa mo difurneseng. Go na le dikgato tše seswai (8) mo tshapedišong ya tlhahiso, gomme di akaretša:

- Go swara dinthe tša motheo
- Go hlopha le go lokiša tše di epilwego
- Go lekanya karolwana ya dinthe
- Go topa le go hlwekiša
- Go swara tšepe ye e fišego
- Ditshepedišo tša Bag-House le dimela tša microsilica
- Semela sa arc furnace
- Sehlahisoa se se feditšwego



Palo ya bašomi gabjale ke batho ba 185 ka moka, go ya ka ditumelalano tša borakonteraka tša Thaba-Chueu Mining.

1.5 Mafelo a go Romela Mosebetsi"

Tafole 2 e bontšha mafelo ao bašomi ba letetšwego go tšwa go ona bakeng sa tshapedišo ya Thaba-Chueu Mining, gomme e bontšha gore bonyane ba 100% (185) ya bašomi ba tla tšwa ka gare ga Polokwane Sebaka Municipality. Se se sepedišana le kgothaletšo ya DMRE ya gore bontši bja bašomi ba swanetše go tšwa ka gare ga mmasepala wa selegae mo tshapedišo e lego gona.

Tafole 2: Mafelo ao Mosebetsi o Letetšwego go Romelwa go Ona

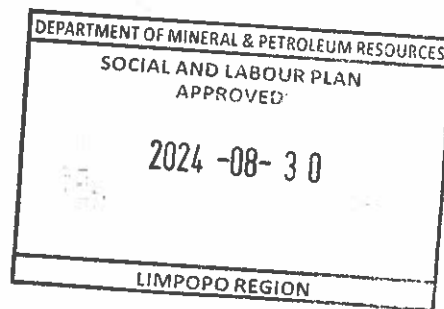
Area	Number	Percentage
Polokwane District Municipality	166	90%
Bomasepala ba bangwe mo Limpopo	19	10%
Sešego sa Afrika Borwa le Borwa bja Afrika	0	0%
Go akanyetšwa badiri	185	100%



1.6 Mafelo a Tihokomelo ya SLP a Magolo

Dikgahlego tša Tihokomelo ya Magolo ya SLP ke tše di Latelago:

1. Go oketša tsebo ya go bala le go bala dipalo;
2. Go tsenya tshepedišo ya tlhabollo ya mešomo;
3. Go fa menyetla ya tlhabollo ya bokgoni;
4. Go hlahla le go matlafatša MaAfrika Borwa a ilego a hloka menyetla (HDSAs) le dihlopha tša maatlafatšo;
5. Go fa dithuto le dithuto tša mošomo go bašomi le setšhaba;
6. Go oketša kabelo ya HDSA mo taolong;
7. Go oketša kabelo ya basadi mo ditirong tša moepo;
8. Go godiša tlhabollo ya dikgwebo;
9. Go dumelelana le Leano la Tlhabollo ya Sebaka (IDP) la Masepala wa Polokwane Sebaka (PLM);
10. Go tsenya mošomo diporojeke tša tlhabollo ya ekonomi ya selegae;
11. Go oketša kabelo ya HDSA le setšhaba mo menyetleng ya theko ya ditirelo le dithoto;
12. Go tsenya mošomo mananeo a tsebo ka HIV/AIDS le go fa keletšo le diteko tša boithaopo (VCT);
13. Go fetola Thaba-Chueu Mining go dumelelana le Tumellano ya moepo;
14. Go thoma Foramo ya Bokamoso (FF) ya taolo le bašomi;
15. Go itlama ka ditšhelete tše di lekanego bakeng sa ditlhopho tša SLP;
16. Go hloma ditshepedišo le dipontšho tša tswelopele;
17. Go tsenya mošomo le go begela ka tswelopele ya ditlhopho tša SLP;
18. Go lekanya botsitso le katlego ya SLP mo bašoming le setšhabeng;
19. Go boledišana le bakgathatema ba maleba.



Tafole 3 e na le leano la tiragalo bakeng sa lenaneo la ditlhabollo tša mešomo ya motheo ya SLP. Dikeno tše di boletšwego di hlalošitšwe ka botlalo go dikarolo tše di latelago tša SLP ye.

Tafole 3: Lenaneo la Tiro bakeng sa Ditiragalo tša Magolo tša SLP le Nako ya Tseno

Kgato	Letšatši la go thoma	Letšatši la go fediša
Lenaneo la Tlhabollo ya Batho ba Mešomo		
Go hlama Leano la Tlhabollo ya Bokgoni bja Motho ka noši le go hlama Dithulaganyo tša Kgato	Q3 2025	Q4 2025
Go romela Foromo Q	ngwaga ka ngwaga	ngwaga ka ngwaga
Go romela Foromo R	ngwaga ka ngwaga	ngwaga ka ngwaga
Go romela Foromo S	ngwaga ka ngwaga	ngwaga ka ngwaga
Go dira boeletšedi bjo bo tseletšego le bašomišani ba Tlhabollo ya Ekonomi ya Selegae (LED) ka maikemišetšo a go lemoga diprojeke tša LED tše di nepagetšego.	Q1 2025	ngwaga ka ngwaga
Lenaneo la Tlhabollo ya Ekonomi ya Selegae		
Go dira boeletšedi bjo bo tseletšego le bašomišani ba Tlhabollo ya Ekonomi ya Selegae (LED) ka maikemišetšo a go lemoga diprojeke tša LED tše di nepagetšego.	Q2 2025	Q2 2025
Thoma tshepedišo ya diprojeke tša LED tše di lemogilwego, go ya ka dipholisi tša kgwebo tša projeke ye nngwe le ye nngwe	Q4 2025	Q4 2029
Go romela Foromo T	ngwaga ka ngwaga	ngwaga ka ngwaga
Taolo ya Lenaneo la Phokopetšo le Kgašetšo ya Badiri		

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
 SOCIAL AND LABOUR PLAN
 APPROVED
 2024 -08- 30
 LIMPOPO REGION

Kgato	Letšatši la go thoma	Letšatši la go fediša
Thoma Foramo ya Bokamoso	Q2 2025	ngwaga ka ngwaga
Go hlopha Leano la Taolo ya Phokopetšo le Kgašetšo ya Badiri	go ya ka tlhokego	go ya ka tlhokego
Tlhopho ya Ditšhelete		
Tshepedišo ya matlotlo bakeng sa Dinyakišišo tša Leano la Setšhaba le la Mešomo	Q2 2025	Q4 2029

1.7 Semelo sa Leano la Setšhaba le la Mešomo

Thaba-Chueu Mining e a dira kopo ya tokelo ya moepo. Thaba-Chueu Mining e rera go thoma ka go nyenyefatša ka go šoma ka diqubu tša quartz tšeo di šetšego di le gona lefelong la moepo ya kgale, gomme ka nako go oketša tlhagelo go tšwa mošomong wa open cast. Mo nakong ye, ga go na moepo yeo e dirwago go tšwa Witkoppen opencast pit. Quartz ka moka yeo e šomišwago go smelter e tšwa mafelong a ka ntle.

Tšhelete yeo e abetšwego SLP ye, ka fao, e amanetše ka go lebanya le bokgoni bja mošomo go hlahisa tšhelete ka thekiso ya silikone. Gabjale, theko ya silikone mmarakeng e theogile, gomme ka lebaka leo, tšhelete yeo e abetšwego SLP ye ga se ye ntši.

Go tla ba boima kudu go Thaba-Chueu Mining go phethagatša dinepo tše di lego mo tokomaneng ya SLP, ge mošomo wa Thaba-Chueu Mining o ka se tliše ditšhomo. Ge mošomo o ka se tliše ditšhomo, batsamaisi ba tla boledišana le DMRE go tsebiša balaodi ba bagolo ka seemo sa mošomo.

Go letetšwe gore tokelo ya Thaba-Chueu Mining e tla fiwa ka ngwaga wa 2024, ka lebaka leo go se na tšhelete yeo e tšhabišitšwego bakeng sa SLP ka ngwaga wa 2023. Tšhelete ya SLP e thoma ka ngwaga wa 2025 bakeng sa Tlhabollo ya Sebaka Ikonomi.

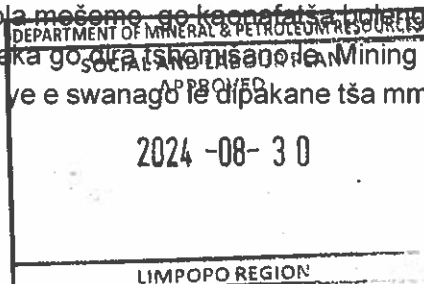


2 Lenaneo La Tlhabollo Ya Batho Ba Mošomong

Leano la Thaba-Chueu Mining le lemoga go hloka ga bokgoni bja bohlokwa bjo bo oketšegago mo indastering ya moepo mo Afrika Borwa. Le ge go le bjalo, leano le le le lebelela kudu tlhokego ya khamphani ya bokgoni bjoo, go ya ka Mining Charter le melao yeo e latelago, gammogo le ditlhoko tša khamphani go ya ka pono ya kgolo ya nakong e tlogo. Tlhabollo ya HDSA go ya maemong a boetapele ke karolo ye bohlokwa yeo e lebelelwago. Tlhabollo ya Batho (HRD) e bonwa e le karolo ya bohlokwa ya go fihlelela dinapo tša Mosebetsi Tekatekano (EE) le tekatekano ya bong mo modirong wa Mining. Ka lebaka leo, leano la HRD la moepo le tla be le bapetšwa ka mafolofolo le ka mehla le Ditshebeletso tša Modiro (WSP) gomme le kopantšhwa le leano la kgwebo la nako ye telele. Go ya ka tshepedišo ye, dipholo tša HRD di tla hlahlwa, di lekolwe, gomme di lokišwe ka mehla go khwetša ditlhoko tša mokgatlo tša batho mo nakong ye kopana, ye mafelelo le ye telele.

2.1 Tsebišo

Setšhaba le Mosebetsi Lenaneo di tla netefatša gore tlhabollo ya bokgoni, menyetla ya mošomo le diprojeke di lebeletše go rarolla bothata bja polokego ya dijo le go hloka mešomo go kopantšhwa le go dirisa bokgoni bja bophelo bja baagi ba tikologo yeo. Moo go kgonegago, Moepo o tla nyaka go dira tšhomošano le Mining ye mengwe yeo e šomago ka gare ga Masepala go netefatša gore tlhabollo ye e swanago le dipakane tša mmušo wa selegae e a fihlelelwa ka mokgwa wo o tiilego.



2.2 Ditshebeletso Tlhabollo Lenaneo

Lenaneo la Kopanyo ya Tlhabollo ya Batho (Human Resources Tlhabollo Lenaneo) le tla leka go oketša bokgoni bja tlhagelo ya batho bao ba hirilwego Thaba-Chueu Mining ka go phethagatša dipholo tše di latelago tša tiragalo:

1. Tebogo ya thuto yeo e bego e šetše e hwetšwe pele
2. Maphelo le Polokego le Tsebišo ya mošomo;
3. Go fa bašomi bokgoni bja go dira mešomo ya bona ka polokego le ka katlego
4. Go fa bašomi bokgoni bjo bo ba kgonago go tšwetša pele mešomo ya bona mo tikologong ya moepo; le
5. Go fa bašomi bokgoni ka nako ye e nepagetšego yeo e ka šomišwago le mo dindastering tše dingwe ka ntle ga moepo

Sepheo sa tlhabollo ya bokgoni e tla ba go fa bašomi menyetla ya go ithuta bokgoni bjo bo tla ba thušago go tšwetša pele mešomo ya bona mo moepong le mo indastering ya meepo, go ya ka ditlhoko tša Mining Charter, moo go kgonegago le moo go ka tswelalago ka mokgwa wo o tiilego go Moepo.

Ditshebeletso Tlhabollo la Thaba-Chueu Mining le tla hlalosa leano la maano le le tlogo go latelwa Moepong mabapi le tlhabollo ya bokgoni, gomme le tla lebelela thulaganyo ya bokgoni ka pono ya nako ye telele. Lenaneo la Ditshebeletso Tlhabollo la Thaba-Chueu Mining le tla kopanywa le melao ya tlhabollo ya bokgoni, gomme le tla akaretša tlhabollo le go romela Lenaneo la Ditshebeletso la Lefelo la Mošomo (WSP) gammogo le dipego tša go ruta tša ngwaga le ngwaga.

Go dumela le melao ya tlhabollo ya bokgoni	
Leina la SETA	Mining Qualification Authority
Nomoro ya ngwadišo le SETA ye e amogetšwego	Go ngwadišwa ge tokelo ya meepo e fiwa
Kgwebo e kgethile mothu wa tlhabollo ya bokgoni? Ge e kgethile, nea leina la gagwe	Go kgethwa ge tokelo ya meepo e fiwa
O rometše leano la bokgoni bja mošomo go lefelo lefe?	Leano la bokgoni bja mošomo le tla romelwa morago ga dikgwedi tše tshela ka morago ga go thoma ga meepo go: (a) Lefapha la Mešomo (b) Bolaodi bja Dithuto tša Meepo (Mining Qualification Authority)

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2.3 Thuto le Koetliso

Thaba-Chueu Mining e tla thuša go kaonafatša motheo wa tlhabollo ya bokgoni ka go fa bašomi menyetla ya go oketša maemo a tsebo ya go bala le go ngwala le go tšea karolo ka lenaneo la ABET. Go tšea karolo mo mananeong a ABET go tla hlohleletšwa bjalo ka tsela ya go tšena mo ditseleng tša mešomo le menyetla ya go ithuta ka mošomo. Thaba-Chueu Mining e tla dira mmogo le borakonteraka ba yona go fa thuto ya ABET moo go nyakegago.

Tafole 4 e fa mekgwa ya mešomo, mola Tafole 5 e bontšha maemo a thuto a akanyetšwego a bašomi.

Tafole 4: Maemo a Mešomo a Bašomi ba ka mehla le Borakonteraka

OCCUPATIONAL CATEGORY	DESIGNATED						NON-DESIGNATED			TOTAL
	Male			Female			Male	Foreign Nationals		
	African	Coloured	Indian	African	Indian	White	White	Male	Female	
Managers	2			1			2			5
Professionals	18			4		1	4			27
Technicians and	50			9						59

associated professionals										
Semi-Skilled	57		1	25						83
Plant and machine operators and assemblers	11									11
TOTAL	138	0	1	39	0	1	6	0	0	185

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Tafole 5: Maemo a Thuto ao a Akanyeditšwego bakeng sa Badiri

Band	NQF Level	Old System	Male			Female			Total	
			African	Indian	White	African	Colour	Indian	White	Male
General Thuto and Koetliso (GET)	1	No schooling							0	0
		Grade 0/Pre							0	0
		Grade 1/Sub A							0	0
		Grade 2/Sub B							0	0
		Grade 3/Std 1/ABET 1							0	0
		Grade 4/Std 2							0	0
		Grade 5/Std 3/ABET 2							0	0
		Grade 6/Std 4							0	0
		Grade 7/Std 5/ABET 3							0	0
		Grade 8/Std 6							0	0
Further Thuto and Koetliso (FET)	2	Grade 9/Std 7/ABET 4	1						1	0
		Grade 10/Std 8/N1	6						6	0
		Grade 11/Std 9/N2	44		2				46	0
Higher Thuto and Koetliso (HET)	3	Grade 12/Std 10/N3	69		3	25			72	25
		Diplomas/Certificates	7	1		7			8	8
Higher Thuto and Koetliso (HET)	6	First Degrees/Hig	6			5			6	5

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		her Diplomas										
	7	Honours	2			1					2	1
	8	Doctorates/ Masters	3		1	1					4	1
		TOTAL	138	1	6	3	9	0	0	0	145	40

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Tafole 6 le Tafole 7 di fa lesedi la dipakane tšeo di akanyetšwego le ditlhoko tša tekanyetšo go hlokomela koetliso ya ABET bakeng sa bašomi (Tafole 6) le setšhaba (Tafole 7). Kakaretšo ya tekanyo ya Koetliso ya AET bakeng sa bašomi e sepedišana le Foromo Q.

Tafole 6: Internal ABET Dipeelo for Badiri at Thaba-Chueu Mining

Level	2025	2026	2027	2028	2029	Total Enrolments
ABET Level 1	0	0	0	0	0	0
ABET Level 2	0	0	0	0	0	0
ABET Level 3	0	0	0	0	0	0
ABET Level 4	1	1	1	1	1	5
						5
Budget:	R 000	R 15 000	R 15 000	R 15 000	R 15 000	R 60 000

Go ya ka Foromo Q, Moepo o na le Mošomi o tee yo a nago le thuto ye nnyane. Le ge go le bjalo, palo ya bašomi ba ba tlogo go ngwadišwa go Koetliso ya ABET e tla ithekgela ka kgahlego ya bašomi.

Tafole 7: External ABET Dipeelo for the community at Thaba-Chueu Mining

Level	2025	2026	2027	2028	2029	Total Enrolments
ABET Level 1	0	0	0	0	0	0
ABET Level 2	0	1	1	0	0	4
ABET Level 3	0	2	1	2	0	7
ABET Level 4	0	0	1	0	0	1
						12
Budget:	R 000	R 15 000	R 15 000	R 15 000	R 15 000	R 60 000

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Ge Tokelo ya go epa (rafa) e se e filwe, Thaba-Chueu Mining e tla kgetha mofani wa ditirelo gomme koetliso e tla thoma. Baithuti bao ba tsebjago ba tla abelwa mo nakong ya mengwaga ye mehlano. Thaba-Chueu Mining e ikanne go fa thekgo ye e nyakegago go netefatša gore bašomi ba hwetša monyetla wa go tšea karolo le go fetša dithuto tša ABET.

Tafole 8: Leano la Ditiro bakeng sa ABET

Leano la kgato	Letšatši la pakane
Netefatša tiriso ya e nngwe ya mafelo a thuto a mo lefelong bakeng sa koetliso ya bašomi	2025 Q3
Tswetša pele lenaneo la ABET	2026 Q4

2.4 Dithuto tša mošomo

Dithutego tša go ithuta mošomong (Learnerships) ke mananeo a ngwadišitšwego le a amogetšwego a go ithuta ao a akaretšago boitemogelo bja mošomo gammogo le dithuto tša teoriki, ka tsela yeo a kopanya thuto ya mošomo le ya sekolo. Dithutego tše di dumelela baithuti go šoma ba le mošomong mola ba le mo tseleng ya go hwetša mangwalo a thuto.

Thaba-Chueu Mining e ikemišeditše go kgetha bašomi go tšea karolo mananeong a dithutego tše. Dithutego tše di tla fiwa go ya ka dinyakwa tša bokgoni le tlhabollo ya Mine gammogo le maemo a thuto a bašomi.

Mananeo a dithutego a tla thuša Mine go hlabolla batho bao ba ka tlatsago dikarolo tše go thata go di tlatša le bokgoni bjo bo sa hwetšegago gabonolo ka go fa dithutego tše di ngwadišitšwego ke MQA (Mining Qualifications Authority).

Ditumellano tša dithutego di tla dirwa go ya ka Molao wa Ditshebeletso Tlhabollo (Skills Development Act). Dithutego di swanetše go dumelela bašomi go ba Baminiri le baartisane (artisans) bao ba nago le menyetla ya tlhabollo mo tseleng ya mešomo ya moepo le boenjineri, gomme di fa boitemogelo bja teoriki le bja mošomo.

Tafole 9 ka tlase e fa dipakane tša ka gare le tša ka ntle tša dithutego tša mošomo (Learnerships), gomme Tafole 10 e na le leano la kgato (action plan) la dithutego tša mošomo mo Thaba-Chueu Mining.



Tafole 9: Dipeakanyo tša Thuto ya Mošomo bakeng sa Bašomi ba Thaba-Chueu Mining

Learnership Lenaneo	Length of Lenaneo (e.g. ¾ years, etc.)	Number of learners at start Year	2025		2026		2027 Cont.		2028 Cont.		2029 Finish	
			Expected	Target	Expected	Target	Expected	Target	Expected	Target	Expected	Target
MQA Accredited			0	0	0	0	1	1	1	1	1	1
Total			0	0	0	0	1	1	1	1	1	1
Total number of learnerships(int ernal)			0	1	0	1	1	1	1	1	1	1
Total number of learnerships(ext ernal)			0	1	0	1	1	1	1	1	1	1

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Budg et:	R 000	R 80 000	R 80 000	R 80 000	R 80 000
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Palomoka ya dithutego tša mošomo tše pedi (2) e ikanešwe mo nakong ya mengwaga ye mehlano. Tekanyetšo ka moka ye e abetšwego lenaneo le ke R 320 000. Dithutego tše di tla fiwa mo dithutong tše di latelago: Boenjineri, Meepo, le tše dingwe tšeo di amogetšwego ke MQA (Mining Qualifications Authority). Dipakane ka moka ke tša baihuthi ba baswa.

Tafole 10: Tiro Lenaneo la Dithutego tša Mošomo mo Thaba-Chueu Mining

Leano la ditiro	Letšatši la pakane
Neela mokgethwa koetliso ye e nepagetšego mo tikologong ya mošomo	Q3 2026
Neela bakgethwa mafelo a nepagetšego a thuto gomme o ba hlokomela ka mo go lekanego nakong ya thuto.	Q3 2026
Diragatša tekolo ya mošomo ya bakgethwa gomme o fane ka dikhutšo tša thuto	Q3 2026
Lefa mokgethwa tšhelete ya thušo go ya ka ditaelo tša MQA	Q4 2026
Neela mokgethwa setifikeiti sa tirelo ge a feditše thuto ya gagwe ya mošomo goba nako ya tirelo. SETA ye e amogetšwego goba lefelo la thuto le le ngwadišitšwego e tla ba le maikarabelo a go mo fa mangwalo a maleba a bokgoni ge a feditše thuto ya mošomo	Ka morago ga go fediša



2.5 Lenaneo la Bokgoni bja Motheo bja Kgwebo

Maikemišetšo a Mananeo a Bokgoni bja Kgwebo ya Motheo ke go fa bašomi bokgoni le tsebo yeo e hlokagalago gore ba kgone go phethagatša maikarabelo a bona a mošomo ka katlego. Mananeo a a hlamišetšwe gape go fa bašomi bokgoni le bokgoni bjo bo hlokagalago gore ba kgone go tšwela pele maemong a godimo a mošomo ka gare ga Moepo, go ya ka mananeo a boeletši le go tšea karolo ga HDSA. Tafole ya 11 e fa dipakane tša lenaneo la bokgoni bja kgwebo ya motheo leo Thaba-Chueu Mining e tlogo go ikana ka lona go le hlabolla. Tafole ya 12 e na le leano la kgato bakeng sa tlabollo ya bokgoni bja kgwebo..

Tafole 11: Dipakane tša Thuto ya Bokgoni bja Kgwebo ya Motheo tšeo di Akanyetšwego mo Thaba-Chueu Mining

Sebaka sa Kgwebo ya Motheo	2025	2026	2027 Finish	2028	2029 Finish	Total
	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	
Thuto ya Baartisane Ba bangwe	0	2	2	2	2	4
Tšhelete yeo e beilwego:	R 0 000	R 50 000	R 50 000	R 50 000	R 50 000	R 200 000

Thuto ye nngwe e tla lemogwa ge tokelo ya go epa e filwe

Tafole 12: Leano la Kgato ya Tlwaelo bakeng sa Bokgoni bja Kgwebo ya Motheo mo Thaba-Chueu Mining

Leano la Kgato	Letšatši la Pakane
Hloma leano le le feletšego la thuto ya bokgoni le dipakane, ditšhelete le dinako tša go phethagatša (go ya ka dikeno tše di dirilwego mo SLP le leano la kgwebo)	<div style="border: 1px solid black; padding: 2px;"> <small>DEPARTMENT OF MINERAL & PETROLEUM RESOURCES</small> <small>SOCIAL AND LABOUR PLAN APPROVED</small> Q3 2026 2024-08-30 </div>
Kgoboketša diphihlelelo gomme o di tsenye mo Leanong la Bokgoni bja Mošomo	Q3 2026
Fa thuto le tsebo go ya ka ditaello tše di laeditšwego, mafelo a bokgoni ao a hlokagalago, le go sepedišana le dipakane tša taolo tša HDSA	Q4 2026

2.6 Tiro Lenaneo la Ditshebeletso tša Bokgoni bjo bo Ka Šomišwago Mafelong a Mangwe (Portable Skills)


Mananeo a bokgoni bjo bo ka šomišwago mafelong a mangwe (Portable Skills Programmes) a hlomela bašomi ka bokgoni bjo bo ba thušago go tšena mešomong ye mengwe mo diporofenseng tše dingwe tša ekonomi, ka gare le ka ntle ga indasteri ya moepo. Ka mantšu a mangwe, mananeo a a fa bašomi bokgoni bjo ba ka bo šomišago Miningng ye mengwe goba mo mafapheng a mangwe a ekonomi ao a sa amanego le moepo. Mohlala, mohlankedi wa teraka (truck operator) o ka šomišwa mo indastering ya kago le ya dipaledišo tša lefase (earthmoving industries).

Thaba-Chueu Mining e tla lemoga bokgoni bjo bo ka šomišwago mafelong a mangwe (portable) le bjo bo sa šomišwego mafelong a mangwe (non-portable) bjo bo nyakegago bakeng sa tshepedišo ye e atlegilego ya moepo le go hlomela bašomi bakeng sa nako ya go tswalwa ga moepo. Mananeo a tlhabollo ya bokgoni bjo bo ka šomišwago mafelong a mangwe a tla beakanywa go ya ka dinyakwa tša tlhabollo ya ekonomi ya tikologo, e le go thuša tlhabollo ya tikologo ka bophara.

Ka tsela ye, bašomi ba tla hlomelwa ka bokgoni bjo bo maleba gore ba kgone go tšenwa mošomong ka katlego mo ditokafalong tša bjale tša leago le ekonomi ka morago ga go tswalwa ga moepo.

Tafole 13 e fa tshekatsheko ya dipakane le ditšhelete tšeo di abetšwego lenaneo la bokgoni bjo bo ka šomišwago mafelong a mangwe.

Tafole 13: Koetliso ya Ditshebeletso tša Bokgoni bjo bo Ka Šomišwago Mafelong a Mangwe (Portable Skills Training)

	2025	2026	2027	2028	2029	
Thuto ya Bokgoni bjo bo Kaonego	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Total
Bokgoni bja Khomphutha (Microsoft Office)	0	3	3			12
TOTAL						12
Tekanyetšo ya Tšhelete	R 000	R 30 000	R 30 000	R 30 000	R 30 000	R 120 000

Thuto ya bokgoni ye nngwe e tla lemogwa ge tshekatsheko ya dinyakwa e dirwa le bašomi.

2.6 Dikarolo tša Mošomo tše go Thata go di Tlatša (Hard to Fill Vacancies)

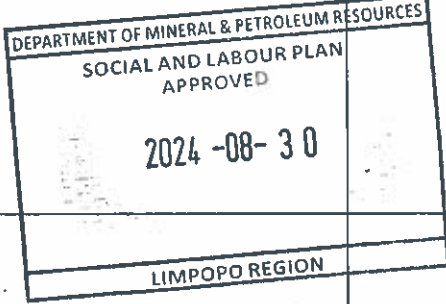
Lenaneo la go hira la moepo le maano a tihabollo ya tša bašomi di lebišitšwe go rarolla dikarolo tša mošomo tše go thata go di tlatša le bokgoni bjo bo sa hwetšegago gabonolo. Ka lebaka la go tlogela mošomo ga bašomi bao ba nago le bokgoni ka palo ye kgolo, go boloka bokgoni bjoo go dula e le bothata.

Go fokola ga bokgoni bja Ditshebeletso bjo bo tlogo go tšwela pele go feta dikgwedi tše lesomepedi (12) mo Thaba-Chueu Mining go tla rarollwa ka lenaneo la go hira le ka koetiiso le tihabollo yeo e tšwelago pele ya bašomi.

Mananeo a a tla leka go aga maatla mafapheng ao bokgoni bo nyakegago go ona, gomme a tla thewa godimo ga Tiro Lenaneo ya Ditshebeletso ya Mošomong (WSP) le Leano la Tihabollo ya Ditshebeletso. Go beakanywa ga batho mo dikarolong tša mošomo tše go thata go di tlatša go ka hloka gore go hwetšwe batho go tšwa mafapheng a mangwe a moepo le mafelong a mangwe.

Gabjale, go se na Dikarolo tša Mošomo tše go Thata go di Tlatša mo Thaba-Chueu Mining, efela Tafole 14 e fa foromo yeo ka yona dikarolo tše di tlogo go tsebja mo moepong di tla romelwa go DMRE (Department of Mineral Resources and Energy).

Tafole 14: Dikarolo tša Mošomo tše go Thata go di Tlatša mo Thaba-Chueu Mining

Tekanyo ya Mošomo	Boemo bja Mošomo bjo bo Buletšwego	Lebaka le legolo la go se kgone go tlatša sekgoba sa mošomo	Ditsela tša go rarolla ditlhohlo tše di lemogilwego
Taolo ya Godimo			
Taolo ya Godimo ya Bagolo			
Ditsebi tše di nago le mangwalo a boripagare le maitemogelo, le taolo ya magareng			
Bašomi ba nago le bokgoni bja thekniki le mangwalo a thuto, taolo ya bannyane, bašomedi ba bahlokomedi, baforemeni le basuparetendente			
Bokgoni bja boripagare le go dira diphetho ka boikgethelo			
Go se be le bokgoni le go dira diphetho tše di hlalošitšwego			

Tafole 14 e ka godimo e tla tlatswa ngwaga ka morago ga go fiwa ga tokelo ya moepo.

2.7 Lenaneo la Tšwetsōpele ya Mosebetsi (Career Progression Programme)

Leano la Tswelopele ya Mosebetsi le ikemišeditše go bontšha tsela ya mosebetsi bakeng sa bašomi, ka go laetša ditsela tše di ka kgonegago tša go fetoga goba go tšwela pele go tšwa mošomong o mongwe go ya go o mongwe ka gare ga lefapha le le itšego, ka go hlaloša bokgoni bjo bo nyakegago, bjalo ka tsebo le boitemogelo bjo bo nyakegago mo mešomong ye e fapafapanego.

Mananeo a koetliso le tlhabollo ya mošomo a tshepedišo a tla ba tsela yeo bokgoni bjo bo nyakegago bo tla hlabollwago ka yona. Phetogo goba tswelopele e ka ba go ya mošomong wa tekano ye e swanago goba go ya mošomong wa tekano ye e godimo.

Tsela ye ya mosebetsi e ka dirišwa nakong ya go kgetha le go hira, koetliso le tlhabollo, gammogo le taolo ya talente. Leano le le tla ela hloko tshedimose tso ye e tšwago go Database ya Leano la Tlhabollo ya Bašomi (HRDP) le dikeletšo tša mosebetsi tša motho ka noši, go akaretša tshepetšo ya mošomo ya mošomi, gomme le tla thekgwa ke mananeo a koetliso a hlalošitšwego mo WSP, gammogo le baboeletši bao ba kgethilwego.

Setšo le leano la tshepedišo ya mošomo di tla thekgwa ke tshepedišo ya taolo ya tshepetšo ya mošomo le leano la go rulaganya bao ba tlogo tšea mošomo ka morago (succession planning).

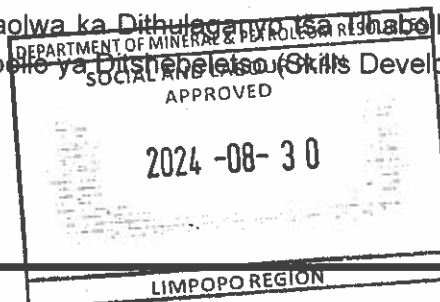
Tshedimose tso yeo e hwetšwego go tšwa tshepedišong ya taolo ya tshepetšo ya mošomo e tla ba ya go tshepehega, ya nnete, gomme e dirišwa ka botshepegi mo go koetliso le leano la go rulaganya bao ba tlogo tšea mošomo ka morago (succession planning). Maemo a tlhagolego ya mošomo a bašomi a swanetše go oketšega go ya ka peeletšo yeo e dirilwego mo koetlisong.

Ka lebaka la bogolo bja magareng bja tshepedišo ya mošomo, menyetla ya mosebetsi mo maemong a godimo e lekanyeditšwe. Le ge go le bjalo, tshepedišo ya mošomo e ikemišeditše go dira peeletšo mo bathong ba yona, go netefatša gore moo go lego le menyetla, bakgethwa ba ka gare ba hwetša koetliso, boitemogelo le thekgo yeo e nyakegago gore ba tseye maikarabelo ao.

Tafole 14 e ka godimo e fa mokgwa wa taolo ya tshepetšo ya mošomo wo o tlogo šomišwa go lemoga sehlopha sa batho bao ba nago le bokgoni bjo bo kgethegilego (talent pool) ka gare ga tshepedišo ya mošomo, e le go rarolla bothata bja go hloka bokgoni ka nepo, le go fa tsela ya mosebetsi e le go hlohletša bašomi le go ba fa menyetla ya tlhabollo ya botho le ya mosebetsi mo Thaba-Chueu Mining — ka morago ga ge go phethagetšwe go hira ga bašomi.

Tafole 15 e fa dipakane tša tswelopele ya mosebetsi mo Thaba-Chueu Mining. Tafole ye e hlaloša dipakane tša palo ya bašomi mo Thaba-Chueu Mining mo maemong a fapafapanego ngwaga ka ngwaga; gammogo le Dithulaganyo tša Tlhabollo ya Motho ka Noši (Individual Tlhabollo Plans), le diphesente tšeo di emelago palo ka moka ya bašomi mo maemong ao.

Tswelopele ya mosebetsi ya bašomi ka noši e tla laolwa ka Dithulaganyo tša Tlhabollo ya Motho ka Noši (Individual Tlhabollo Plans) mmogo le Leano la Tlhabollo ya Dikgetšo tša Motho ka Noši (Skills Development Plan).



Tafole 15: Dipakane tša Ka Gare le tša Ka Ntle tša Tswelopele ya Mosebetsi mo Thaba-Chueu Mining

Mehuta ya Badiri	2025		2026		2027		2028		2029	
	No. with IDP	% with IDP	No. with IDP	% with IDP	No. with IDP	% with IDP	No. with IDP	% with IDP	No. with IDP	% with IDP
Sehlopha sa E	0	0%	1	10%	1	10%	1	10%	1	10%
Sehlopha sa D	0	0%	2	7%	2	7%	2	7%	2	7%
Sehlopha sa C	0	0%	3	5%	3	5%	3	5%	3	5%
Sehlopha sa B	0	0%	5	6%	5	6%	5	6%	5	6%
Sehlopha sa A	0	0%	1	9%	1	9%	1	9%	1	9%
Total	0	0%	12	7.4%	12	7.4%	12	7.4%	12	7.4%

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Tafole 16 e fa leano la tshepedišo ya go phethagatša dithulaganyo tša tswelopele ya mosebetsi.

Tafole 16: Tiriso Leano la Dithulaganyo tša Tswelopele ya Mosebetsi mo Thaba-Chueu Mining

Lenaneo la Kgato	Letšatši la Sepheo
Dirang diteko tša motho ka noši ka mehla go kgona go fa maikutlo ka tšhomišo le go lemoga dinyakwa tša tlhabollo	Q1 2026
Hlama ditsela tša mosebetsi go ya ka diteko tša motho ka noši le dinyakwa tša tshepedišo. Begela badiri tšeo go ba hlahla ka ditsela tša bona tša mosebetsi.	Q2 2026
Go laola dithuto tša ABET, mananeo a mangwe a tlhabollo ya bokgoni, le diphuputšo tša dinyakwa	Q4 2026
Hlohleletša go tšea karolo mananeong a ABET bjalo ka tsela ya go tsena ditseleng tša mosebetsi le menyetla ya go ithuta mošomong	Q4 2026
Tsebiša badiri ka thulaganyo ya ditsela tša bona tša mosebetsi le menyetla ya tlhabollo ka diphaphathi tša tsebišo diofising tša tshepedišo le nakong ya thuto	Q1 2026

Lenaneo la Kgato	Letšatši la Sepheo
Hlaloša le go phatlalatša dinyakwa tša motheo tša maemo a mošomo. Dithuto tše tša tsebišo di tla lebišwa go badiri ba gona pele	Q1 2026
Fana ka thuto ya boetapele le taolo go badiri bao ba lemogilwego ba na le bokgoni	Q1 2026
Tlwaetša dinyakwa tša tlhabollo ya botho ya badiri le maikemišetšo a leano la tshepedišo	Q1 2026
Netefatša gore batseta ba tseba dikeletso tša mosebetsi tša mošomi yo mongwe le yo mongwe	Q1 2026
Netefatša gore batsamaisi ba fa thekgo ye e bonagalago le boitelo mo tswetsopeleng ya mosebetsi.	Q1 2026
Hlahloba tšwelopele ka taolo ya tšhomišo yeo e tšwelago pele le diphuthego tša ngwaga ka ngwaga tša go fa maikutlo ka tšhomišo ka semmušo	Q3 2027

2.7 Lenaneo la Boeletši

Thaba-Chueu Mining e dumela gore o mongwe wa ditsela tše bonolo tša go fihlelela ditlamorago tše di letetšwego tša Lenaneo la Tswelopele ya Mosebetsi ke go hlama Lenaneo la Boeletši bjo bo tlogo go kopana le dipolane tša tlhabollo ya mosebetsi ya motho ka noši ya bašomi bao ba lego mo diprogrameng tša tlhabollo ya mosebetsi bjalo ka dithuto tša mošomo (learnerships), di-bursary le di-internship. Ka lebaka leo, Boeletši ke tshepedišo ya bohlokwa le sedirišwa sa go thekga tlhabollo ya batho, Tekatekano ya Mosebetsi (EE), Thulaganyo ya Tlhabollo ya Batho (HRD), le taolo ya tshepetšo ya mošomo.

Boeletši ke kamano ye e hlophilwego magareng ga moeletši le yo a eletšwago, gomme e theilwe go matlafatša mosebetsi wa yo a eletšwago ka go aga bokgoni le tsebo. Tshepedišo ye ya boeletši tla tshepetšwa ke balaodi le batsamaisi bao ba nago le phihlelo, bao ba tlogo go fa thušo le koetliso go bašomi ba baswa, le go ba thuša mo tlhabollong ya bona ya botho bjalo ka lenaneo le le tšwelago pele.

Mentorship targets for Thaba-Chueu Mining are contained in Tafole 17, while Tafole 18 reflects the strategic action plan for the formalisation of the mentorship plan.

Tafole 17: Dipeelo tša Botseta

Mehuta ya Badiri	2025	2026	2027	2028	2029
Boithuto bja mošomo	1	1	1	1	1
Ditšhelete tša Thuto	1	1	1	1	1

Boitlhatlhobi bja mošomo	1	1	1	1	1
Dithulaganyo tša Tlhabollo ya Motho ka Noši	4	4	4	4	4
Total	7	7	7	7	7

Tafole 18: Leano la Tiro la Tlwaetšo ya Semmušo ya Lenaneo la Boeletši

Lenaneo la Kgato	Letšatši la Sepheo
Ditumelelano tša botseta tša semmušo di tla saenwa magareng ga batseta le bao ba rutwago	Q3 2026
Go kgethwa ga batseta go tla laolwa ke tlhokego ya botseta	Q3 2026
Go tla ba le botseta bakeng sa mananeo a go ithuta mošomong, ditšhelete tša thuto, dipholo tša EE le dithulaganyo tša tlhabollo ya motho ka noši	Q3 2026
Batseta bao ba lemogilwego ba tla hlahlobiwa, gomme ge go nyakega, bokgoni bja bona bja motheo bo tla lekolwa pele, gomme go fiwa thuto go ba lokišeletša gabotse go ruta bao ba rutwago.	E tšwelapele
Go tla ba le diphuthago tša kgwedi ka kgwedi tšeo di ngwadilwego, gomme dikhutšo tša diphuthago di tla bewa faele.	Kgwedi ka kgwedi (Ka morago ga go saena tumo)



2.8 Boeletši bja Dihlopha tša Matlafatšo

Boeletši bja Dihlopha tša Matlafatšo bo amanang le Lenaneo la Tlhabollo ya Ikonomi ya Sebaka (LED) la SLP, bjalo ka tsela ya go tsenya bokgoni bja kgwebo mo Setšhabeng sa Sebaka. Thaba-Chueu Mining e tla leka go bapetša mekgwa ya boeletši le bafepi le dikgwebo tše nnyane tša HDSA mo setšhabeng sa baagi le tikologong ye e bapilego.

Dikgwebo tše di tla dirwa ka tsela ya ad hoc bjalo ka karolo ya go tšea karolo ga Moepo mo setšhabeng, mabapi le go aga bokgoni mo dikolong le mekgatlong ye mengwe ya thuto mo tikologong ye e bapilego.

2.9 Boeletši bja Balekane ba Matlafatšo

Balekane ba Matlafatšo ba Thaba-Chueu Mining bontši bja bona ke ditsebi tše di nago le phihlelo mo indastering ya moepo le lefapheng le le phara la kgwebo. Ge go ka lemogwa gore go nyakega thušo ya boeletši nakong ya bophelo bja Moepo, thušo ye e swanetšego e ka fiwa.

2.10 Lenaneo la Di-Internship le Di-Bursary

Thaba-Chueu Mining e lemoga gabotse tlhokego ya go se thuše bašomi ba yona feela ka menyetla ya tlhabollo, eupša gape le go fa maloko a setšhaba sa selegae menyetla ya go fihlelela thuto ya godimo (di-bursary) le menyetla ya mošomo wa boitemogelo (di-internship). Lenaneo la di-bursary le di-internship le kopana le tlhabollo ya batho ka noši go tlatša mošomo ka batho ba nago le bokgoni bjo bo nyakegago.

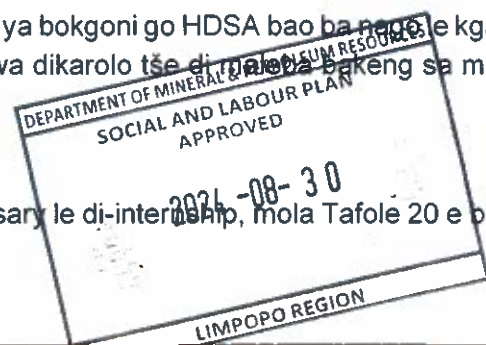
Palo le mohuta wa di-bursary tše di fiwago di tla ngwadišwa mo WSP gomme di romelwe go MQA.

Leano la Bursary le tla hlongwa, gomme le tla nepiša phetisetšo ya bokgoni go HDSA bao ba nago le kgahlego ya go tsena mo indastering ya moepo. Ba bursary ba tla abelwa dikarolo tše di tlatša bakeng sa mošomo wa maikhutšo le boeletši.

Tafole 19 e fa dipakane le ditokisetšo tša tekanyetšo tša di-bursary le di-internship, mola Tafole 20 e bontšha diphahla tša tiro.

Tafole 19: Lenaneo la Boitlhatlhelwa mošomong

	2025	2026	2027 Finish	2028	2029 Finish	Total
Lenaneo	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	



Internships (external)	0	0	0	0	0	0
Tekanyetšo	R 000	R 000	R 000	R 000	R 000	R 000
Bursaries (external)	0	2	2	2	2	4
Tekanyetšo	R 0 000	R 80 000	R 80 000	R 80 000	R 80 000	R 320 000
TOTAL						4
Tekanyetšo						R 320 000

Tafole 20: Bursary Lenaneo

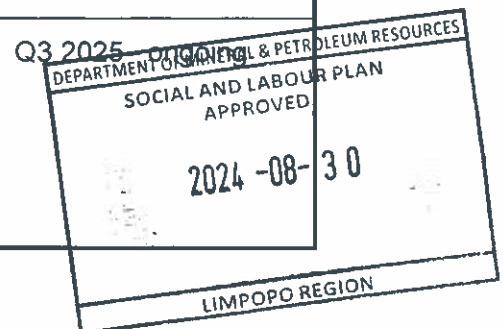
	2025	2026	2027 Finish	2028	2029 Finish	Total
Lenaneo	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	Go Akanyetšwe go Ingwadiša	
Bursary (Internal)	0	1	1	1	1	2
Tekanyetšo	R 000	R 70 000	R 70 000	R 70 000	R 70 000	R 280 000
Bursaries (External)		1	1	1	1	2
Tekanyetšo	R 000	R 120 000	R 120 000	R 120 000	R 120 000	R 480 000
TOTAL						4
Tekanyetšo						R 760 000

Dipeelo tša di-bursary tša ka gare le tša ka ntle ke baithuti ba bafsa bao ba tlogo go amogelwa mo nakong ya mengwaga ye mehlano. Mafelo a dithuto a tla akaretša kwalifikeišene ya SHE, Boiler Makers, Ba-Artisan, le/goba Taolo ya Tsamaiso (Administration Management). Silicon ke sehlahlo sa theko ya magareng, ka fao tekanyetšo ye e ka godimo e sepedišana le tšweletšo ya tšhelete le meedi ya phašollo ye e beilwego pele.

Leano la Bursary ga le eso hlomelwe. Le tla ngwalwa mo nakong ya ngwaga o tee ka morago ga go fiwa ga tokelo ya moepo.

Tafole 21: Lenaneo la Tiro bakeng sa Tiriso ya Di-Bursary le Mananeo a Di-Internship

Lenaneo la Kgato	Letšatši la Sepheo
Hlakanya baithuti ba dithuso tša thuto gore e be maloko a go šoma mo khamphaning.	Q3 2025
Fana ka bašomedi ba dithuso tša thuto gore ba sebetše bjalo ka barutiši	Q3 2025
Fana ka tekolo yeo e tšwelago pele ya nngwe le nngwe ya dithuso tša thuto.	Q3 2025
Fana ka leano la dithuso tša thuto go thuša baithuti bao ba nyakago go tšwela pele ka dithuto tša yunibesithi mo mafapheng a Meepo le Boitlhamelo	Q3 2025
Fana ka dithuso tša thuto tšeo di akaretšago ditefelo tša ngwadišo, dithuto, bodulo, le didirišwa tša go ithuta.	Q3 2025
Tšehetša tekolo ya baithuti ba dithuso tša thuto go ya ka dithuto tše ba ngwadišitšwego go tšona, ditokišetšo tša bodulo, le katlego ya bona ya thuto, bjalo-bjalo	Q3 2025



2.11 Mosebetsi Tekatekano Lenaneo

Minaba-Chueu Mining e thekga ka botlalo melao ya Mining Charter, gomme e leka ka maatla go fihlelela dipakane tše di hlokalalago. Moepo o dumela gore Mosebetsi Tekatekano (EE) ke karolo ya bohlokwa ya go aga sehlopha sa bašomi se se sebetsang gabotse le se emelago setšhaba ka botlalo, le go netefatša tekatekano ya bašomi ka moka.

Ka lebaka leo, Moepo o tla hlama Leano la EE go netefatša gore bašomi ba HDSA, kudu basadi, ba ka thušwa ka tihabollo le go fihlelela dipakane. Maiteko a kgethegilego a tla nepišwa go lemoga HDSA bao ba nago le talente, le go ba fa koetliso ya lebelo le mananeo a tihabollo go ba thuša ka tswelopele ya bona, go latela melao ya EE Act (Molao No. 55 wa 1998).

Moepo o ikemišeditše go hloma Lenaneo la EE le tlogo go hlahisa profaele ya setšhaba ya morafe le ya HDSA yeo e tla thewa ka diprofaele tša setšhaba sa tikologo, gomme e tla sepedišana le ditlhoko tša Mining Charter. Moepo o tla hlama dipholisi tša ona go sepedišana le ditaelo tša EE tša indasteri tšeo di lego mo Mining Charter, gomme tše di tla laetša tshepedišo ya go thwala bašomi.

Go thwala bašomi go tla be go nepišitšwe go fihlelela boemedi bja 40% bja batho ba HDSA mo boetapeleng go tloga mathomong a tshepedišo ya go thwala. Tafole 22 e fa Foromo S yeo e na le dipalopalo tša EE tša Thaba-Chueu Mining. Tafole 23 e bontšha leano la maano a bohlokwa bakeng sa tiriso ya EE mo Thaba-Chueu Mining, gomme Tafole 24 e fa maanomagolo a EE.

Tafole 22: Dipalopalo tša Tekatekano ya Mošomo mo Thaba-Chueu Mining

Tekanyo ya mošomo	Yo a kgethilwego							Bao ba sa kgethilwego			Total
	Monna			Mosadi				Monna wa mmala o mosweu	Baditšhab atšhaba		
	African	Coloured	Indian	African	Coloured	Indian	White	White	Male	Female	
E	2	0	0	1	0	0	0	2	0	0	5
D	18	0	0	4	0	0	1	4	0	0	27
C	50	0	0	9	0	0	0	0	0	0	59
B	57	0	1	25	0	0	0	0	0	0	83
A	11	0	0	0	0	0	0	0	0	0	11
Total Permanent	138	0	1	39	0	0	1	6	0	0	185



Tafole 23: HDSA Dipeelo

Tekanyo ya mošomo	Mining Charter III Dipeelo			Dipeelo tša bao ba ikgafilego		
	HDP	Basadi	Bašomi ba go phela ka bogole	HPDs	Basadi	Bašomi ba go phela ka bogole
Boto	50%	20%		50%	20%	
Boetapele bja godimo	50%	20%		50%	20%	
Boetapele bja godimo bja magareng	60%	25%		60%	25%	
Boetapele bja magareng	60%	25%		60%	25%	
Boetapele bja tlase	70%	30%		70%	30%	
Mahlale a motheo le a bohlokwa kudu	70%		1.5%	70%		1.5%

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
 SOCIAL AND LABOUR PLAN
 APPROVED
 2024-08-30
 LIMPOPO REGION

Thaba-Chueu Mining e tla netefatša gore e sepedišana le Mining Charter III, gomme e tla fa Lenaneo la EE le le ntšhitšwego ge tihahiso e thoma.

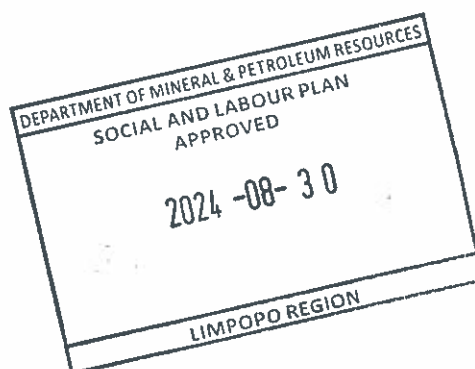
Tafole 24: Lenaneo la Tiro bakeng sa Tiriso ya Mosebetsi Tekatekano mo Thaba-Chueu Mining

Lenaneo la Kgato	Letšatši la Sepheo
Theeletša Lenaneo la Tekatekano ya Mošomo ngwaga le ngwaga, gomme o begela ka tšwelopele ya go fihlelela dikeno tša boitlamo go Lefapha la Meepo le Matla (DMRE)	Q3 2026
Romela pego go Molaodi Kakaretšo bjalo ka ge go laetšwe ke Karolo ya 21 ya Molao wa Tekatekano ya Mošomo (EE Act) gomme o phatlalatše kakaretšo ya pego ye mo Pegong ya Ngwaga ya Ditšhelete	Q3 2026

Netefatša tšehetšo yeo e bonagalago le boitlamo bja batsamaisi go tshepedišo ya Tekatekano ya Mošomo (EE)	Q3 2026
Begela bašomi bohle ba Morafong ka dintlha tša Pego ya Tekatekano ya Mošomo (EE) ya Morafong. Khophi ya pego e tla ba gona gore bašomi ba e kopolle le go e lebelela.	Q4 2026
Go tla ba le diteko tša botho le bašomi ba maemo a tlase ba HDSA go lemoga bao ba ka swanelago maemo a botsamaisi. Ba beye mananeong a tlhabollo a potlakile ao a ikgethilego, gomme o lebelele tšwelopele ka dipoledišano tša mehla	Q2 2027
Abela batho ba HDSA bao ba bontšhago bokgoni le dikeletso tša maemo a botsamaisi barutiši le bakoetši ba go ikgetha	Q2 2027

Tafole 25: Maanomagolo a Mosebetsi Tekatekano mo Thaba-Chueu Mining

Thaba-Chueu Mining	2025		2026		2027		2028		2029	
	WIM	HDSA	WIM	HDSA	WIM	HDSA	WIM	HDSA	WIM	HDSA
Thulaganyo ya Tšhomišo ya Batsamaisi ba nakong e tlogo	0	0	2	5	2	5	2	5	2	5
Talent Pool	0	0	2	5	2	5	2	5	2	5



2.12 Go Tšea Karolo ga MaAfrika Borwa bao ba llogo ba Hlokiwa Historing

Moepo o tla hlama dipholisi le dipolane tša ona go sepedišana le ditaello tša Mosebetsi Tekatekano (EE) tša indasteri ya moepo tšeo di lego mo Mining Charter, gomme tše di tla laetša tshepedišo ya go thwala bašomi.

Ditšititšitši tša Tiro ya Tekatekano di tla efoga ka go diriša leano la tiro leo le bontšhitšwego mo Tafole 26.

Tafole 26: Lenaneo la Tiro bakeng sa Go Tšea Karolo ga HDSA mo Thaba-Chueu Mining

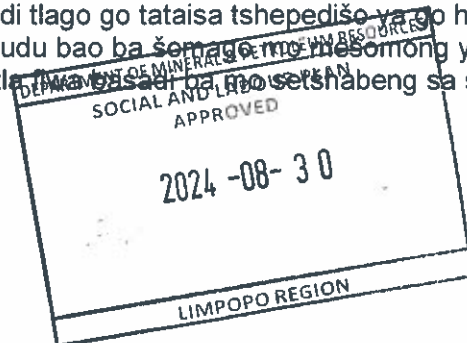
Lenaneo la Kgato	Letšatši la Sepheo
Tshepedišo ya Mehloodi ya Batho le Tekatekano ya Mošomo (EE) yeo ka yona go tla dirwago go hwetša bašomi ka tsela ya toka le e bonagalago. Thulaganyo ya batsena-maemo, tlhabollo ya mošomo, le ditshepedišo tša taolo ya mošomo di tla bewa mo tshepedišong ye go netefatša go tsena ga batho ba HDSA maamong a botsamaisi.	Q3 2026
Go netefatša gore menyetla ya mošomo mo tirong e begwa ka nako ye e swanetšego, kudu go batho ba HDSA	Q4 2026
Mananeo a botsamaisi bja moriti a tlhabollo ya bašomi bao ba lemogilwego ka go kgethega bakeng sa maemo a botsamaisi.	Q4 2026
Go hlabolla le go ruta bašomi ka ditaba tša bong, morafe le phapano go godiša setšo sa go se kgetholle. Leano la go se kgotlelele le gatelelo ya bong le ya morafe ka mo go feletšego le tla amogelwa	Q4 2026

2.13 Go Tšea Karolo ga Basadi

Go rarolla mathata a histori ya Afrika Borwa, ao a dirilego gore bontši bja Maafrika Borwa ba se ke ba tšea karolo mo ekonomi ye kgolo, kudu basadi, Thaba-Chueu Mining e tla hlabolla Leano la Tekatekano ya Bong go netefatša gore basadi ba hwetša menyetla mo maamong ao ka tlwaelo a bego a le a banna fela.

Thaba-Chueu Mining e tla latela kgetho ya basebetsi ya dipesente tše lesome (10%) bakeng sa Basadi mo Meepong (WIM), go ya ka ditlhokego tša MPRDA, yeo e tlogo go fihlelelwa ka tsenyo ya Leano la Tekatekano ya Basebetsi (EE Plan).

Modiriwa wa Meepo o tla hlabolla dipholisi le dipolane tša yona go ya ka ditaetšo tša indasteri ya meepo tša basadi mo meepong tšeo di lego mo Mining Charter, tšeo di tlogo go tataisa tshepedišo ya go hira. Bonyane dipesente tše lesome (10%) tša basebetsi ka kakaretšo, kudu bao ba šomago mo mesomong ya motheo ya meepo, ba tla ba basadi. Moo go hlokagalago, koetliso e tla tšwa basadi ba mo setšhabeng sa selegae gore dipalopalo tše di fihlelelwe.



Tafole 27 e fa leano la kgato bakeng sa WIM, gomme Meepo e tla latela mokgwa wa go thoma ka tlase go fihlelela dipakane tseo di bontšhitšwego mo Tafoleng 28. Go tla ba le leano la go se kgotlelele tihalošo ya bong ka botlalo.

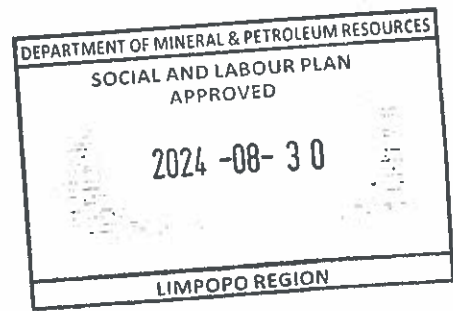
Tafole 27: Lenaneo la Tiro bakeng sa Go Tšea Karolo ga Basadi mo moepong(WIM) mo Thaba-Chueu Mining

Lenaneo la Kgato	Letšatši la Sepheo
Hlaloša palo ya maemo a mošomo le ditlhalošo tša mešomo tšeo di ka abelwago basadi. Laola maemo a bokgoni ao a nyakegago go tlatša maemo ao gomme o hlalose tšeo go bakgethwa ba basadi	Q3 2025
Fa bašomi ba basadi monyetla wa go tšea karolo mo maikarabelong le ditlhohlo tšeo di lekana le tšeo di fiwago bašomi ba banna	Q3 2025
Akaretša leano le le amanago le mošomo le tihabollo ya basadi mo tša Meepo (WIM) mo dipolisi tša Tekatekano ya Mošomo (EE)	Q3 2025
Lemoga basadi bao ba nago le bokgoni, gomme o ba fa barutiši le bakoetši bakeng sa tshepedišo ye.	Q4 2025
Akaretša karolo ye e kgethegilego ya basadi mo thulaganyong ya tšwelopele ya mošomo go netefatša gore basadi ba akanyetšwa ka botlalo gomme ba se tlogelwe ka phoso mo tshepedišong ya tihatlhamano	Q4 2025
Fa basadi monyetla wa go fihlelela ditšhelete tša dithuto, dithuto tša mošomo, mananeo a go ithuta mošomong, le mananeo a koetši le borutiši, gomme o ba hlohleletše go tšea karolo mo mananeong a tihabollo ya bokgoni bjalo	Q4 2025
Ruta bašomi go fokotša dikgopolo tše mpe le dikgatišo tša go se swaneletše tšeo di lebane le basadi	Q4 2025



Level	Prescribed Target	2025		%	2026		%	2027		%	2028		%	2029		%
		Core WIM	Total Core mining		Core WIM	Total Core mining		Core WIM	Total Core mining		Core WIM	Total Core mining		Core WIM	Total Core mining	
E	10%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
D	10%	4	4	100%	4	4	100%	4	4	100%	4	4	100%	4	4	100%
C	10%	9	9	100%	9	9	100%	9	9	100%	9	9	100%	9	9	100%
B	10%	25	25	100%	25	25	100%	25	25	100%	25	25	100%	25	25	100%
A	10%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Total:		40	40	60%	40	40	60%	40	40	60%	40	40	60%	40	40	60%

Tafole 28: Basadi mo moepong (WIM) mo Magareng ga Digrata ka moka



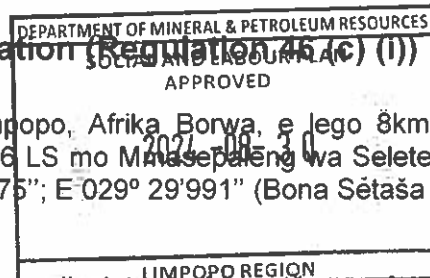
2.16 Kago ya Bokgoni (Tlhabollo ya Sehlopha sa Talente)

Thaba-Chueu Mining e tla diriša tshekatsheko ya bokgoni le tshepedišo ya taolo ya tshepetšo ya mošomo, bjalo ka ge go hlalositšwe mo Karolong ya 2.2, go lemoga sehlopha sa batho bao ba nago le bokgoni bja go koetliswa goba go hlomelwa ka bokgoni bjo bo ka hlankelago dinyakwa tša Moepo. Sehlopha sa talente se tla fiwa bokgoni bjo bo lekanego go hlankela Moepo le dinyakwa tša ona tša mošomo, ka nepišo e kgolo go oketša go tšea karolo ga HDSA le Basadi mo Miningng (WIM). Moepo o tla begela DMRE ka dipakane le dinyakwa tša tlhabollo ya sehlopha sa talente mo pegong ya ngwaga ya pele.

Thaba-Chueu Mining e tla diriša thulaganyo ya tlatsetso ya boetapele (succession planning) bjalo ka tshepedišo ya go lemoga le go hlabolla bašomi ba ka gare bao ba nago le bokgoni bja go tlatša maemo a bohlokwa goba a bohlokwa kudu mo mokgatlong. Se se tla netefatša go ba gona ga bašomi bao ba nago le phihlelo le bokgoni a go tšea maikarabelo a maemo ao ge a bulega. Sebaka lkonomi Tlhabollo Lenaneo

3 Lenaneo la Tlhabollo ya Ekonomi ya Selegae

3.1 Setšhaba and economic background information (Regulation 46 (c) (i))



Thaba-Chueu Mining e beilego mo Porofenseng ya Limpopo, Afrika Borwa, e lego 8km ka borwa bja Polokwane mo karolo ya 18 ya polasa ya Weltevreden 746 LS mo Mmasepaleng wa Selete wa Capricorn. Dikhoutedi tša lefelo la moepong le smelter ke S 023° 58'075"; E 029° 29'991" (Bona Setaša sa Lefelo – Fig 1). Lefelo la moepo le akaretša 161.5 hectares.

Mmasepala wa Selete wa Capricorn (DC35) ke o mongwe wa diselete tše nane tša porofense ya Limpopo. O reilwe leina ka lebaka la Tropic of Capricorn yeo e sepela mo go yona. Motse-mogolo ke Polokwane, gomme go ya ka palo ya batho ya 2011, bontši bja baagi ba 1,261,463 ba bolela Sepedi bjalo ka polelo ya gae.

Thaba-Chueu Mining ke mošomo wa bogare ka bophelo bja moepo bjo bo akanyetšwego bja mengwaga e 30, go ya ka nako ye e dumeletšwego ya tokelo ya moepo. Le ge go le bjalo, go na le ore ya quartz yeo e tšwago mafelong a ka ntle yeo e ka oketša tokelo ya moepo ka mengwaga e mengwe ya 20–30. Ka fao, mešomo ya Thaba-Chueu Mining e tla netefatša gore mekgwa ya semmušo e latelwa mo go kgethago le go tlatša diprojeke tše di tswelago pele ka poledišano ye e bulegilego le mmasepala wa selegae le balaodi ba setšo.

Moepo o tla leka go ba le kamano ye botse le Mmasepala wa Polokwane Sebaka, go nolofatša go tšea karolo ga khamphani mo Lenaneong la Tlhabollo ya Ekonomi ya Selegae (LED). Se se tla netefatša gore lenaneo le le šišintšwego le sepedišana le dipakane tša mmasepala le go ba le tšegotšo ya setšhaba sa baagi.

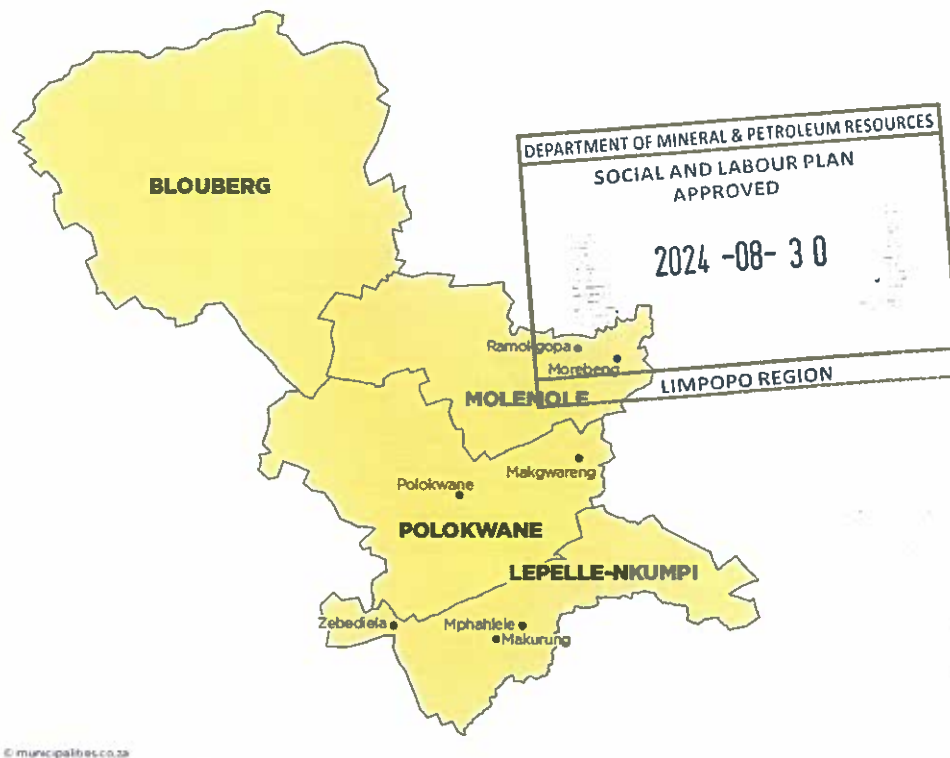
Selete sa Capricorn se beile mo gare ga porofense ya Limpopo, gomme se arogana meedi le diselete tše nne: Mopani (bohlabatšatši), Sekhukhune (borwa), Vhembe (leboa), le Waterberg (bophirimatsatši). Selete se akaretša motse-mogolo wa porofense, Polokwane, gomme ditsela tše dikgolo tša bosetšhaba le tša porofense di feta mo go sona, go akaretša N1 go tšwa Gauteng go ya Zimbabwe le Afrika ka bophara, R37, R521, le R71.

Mmasepala wa Selete wa Capricorn o akaretša dimasepala tše nne tša Sebaka ka morago ga go fedišwa ga Aganang LM: Blouberg, Molemole, Lepelle-Nkumpi, le Polokwane. Selete se na le boemafofane bja boditšhabatšhaba, gomme ke selete sa boraro ka bogolo mo ekonomi ya porofense, le ge e le ya mahaeng

ka bontši. Metse ye e lego mo seleteng e akaretša: Alldays, Dendron, Morebeng (Soekmeaar), Polokwane, le Zebediela

Dikga tša Ekonomi tše Kgolo: Ditirelo tša setšhaba – (30.9%), Ditirelo tša ditšhelete – (27.6%), Kgwebo – (14%) Dipalangwa – (13.2%) Tlhahiso – (4.3%) Kago – (3.3%) Temothuo – (3.1%) Motšhene – (2.9%)

3.2 Tokologo ya Selete"



Seswantšho 2: Polokwane Sebaka Municipality, ye nngwe ya dipalamente tša selegae tše hlano mo CDM

3.3 Hlahlobo ya sebaka

Hlahlobo ya sebaka e fa seswantšho sa pono ya mekgwa ya sebaka yeo e šetšego e le gona, mohlala: tikologo ya diphedi, mafelo a tikologo a hlokago tlhokomelo, mafelo a kgolo, mafelo ao batho ba lebanego go ona ka bontši, ditumelelo tša naga le ditlamorago tša tšona tša ekonomi ya setšhaba. Dintlha tše ka moka di na le seabe go tšebeliso ya naga ya nakong e tlogo, matsetelo a mehola ya motheo, go hloma mafelo a botho a ka tswelago pele le tlhabollo ya ekonomi ya selegae.

Tlhabollo ya naga e lebelelwa bjalo ka karolo ya bohlokwa kudu yeo e tlogo go thuša kgolong ya Polokwane go ba motse wa maemo a godimo wa Afrika o na le setšhaba se atlegilego. Tšebeliso le taolo ya naga mo lefelong la mmasepala ke ya bohlokwa go fedisa bofutsana, go hlabolla ekonomi ya selegae le go netefatša botswaleselo.

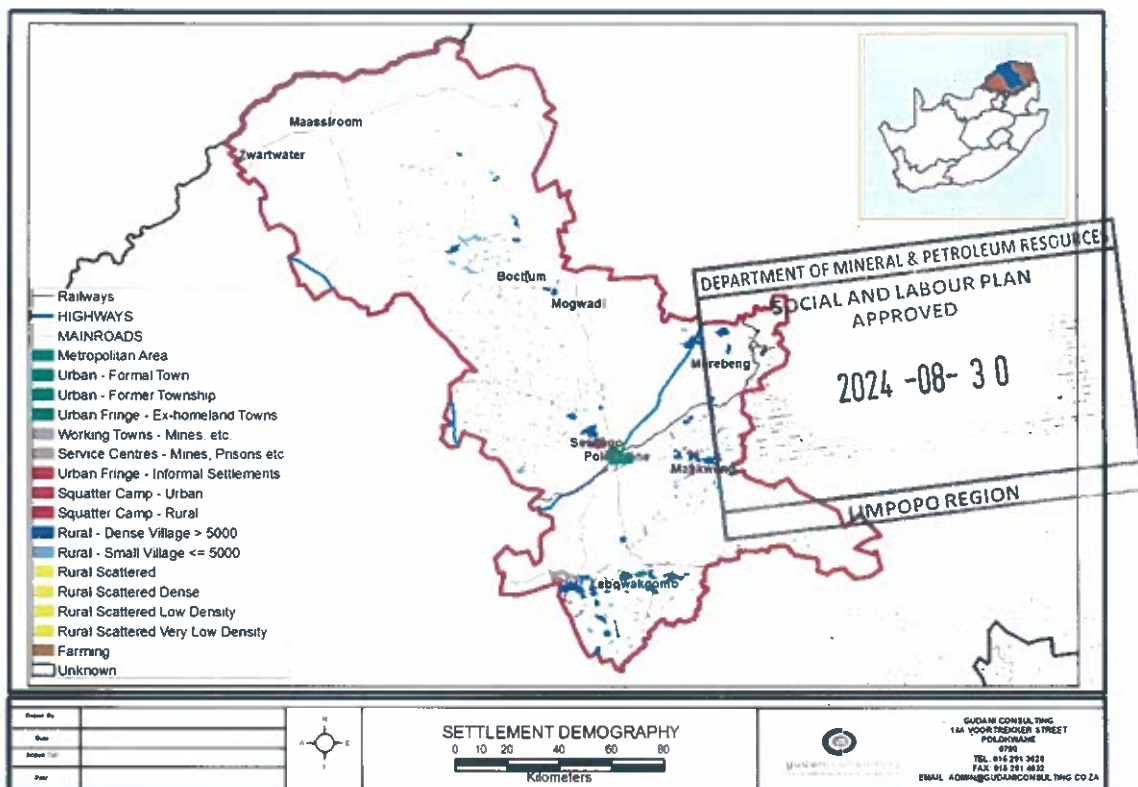
Mmasepala o na le dipropatši tše dintši, tše dingwe di beile ka leano. Go rekisa naga yeo e nago le beng le dipropatši tše sa šitišwego go sa le bothata ka ge mmasepala o se na leano le le hlakilego. Tšebeliso ya naga kgauswi le Thaba-Chueu Mining e akaretša – dintlo tša dipolasa, polokelo ya diphoofole, Mining, lefelo la ditšhila, naga ya temo le naga ya mafulo. Tšebeliso ye nngwe ya naga e akaretša: CBD, metse ya borena, mafelo a bodulo, a kgwebo le mafelo a bulegilego kgauswi le motse wa Polokwane.

Polokwane Sebaka Municipality

Mmasepala wa Polokwane o akaretša lefelo la 379 300 Ha gomme o emela 17% ya lefelo ka moka la selete. Go ya ka sebopego sa lefelo, Polokwane ke 23% ya motse le 71% ya selegae. Lefelo le le šetšego (6%) le akaretša dipolasa tše dinyenyane, mafelo a mekgatlo, a indasteri le a boithabišo. Mmasepala ke o tletšego batho kudu mo Seleteng sa Capricorn. Ka 2011 palo ya batho e be e eme go 628 999 ka go fokotšega ga kgolo ya palo ya batho ka 2.1%.

Ge go bapetšwa le bommasepala ba bangwe mo Seleteng sa Capricorn, palo ya batho ya Polokwane e oketšegile mo dinakong tše tharo tša census mola go bile le phokotsego ya kgolo ya palo ya batho mo bommasepala ba bangwe ntle le Lepelle-Nkumpi yeo e nago le malapa a 178 001.

Kgolo ye e sa fetogego ya palo ya batho e bakwa ke mokgwa wa sebaka sa mešomo ya ekonomo ya Selete le sa Profense.



3.4 Boholo bja Palo ya Batho

Palo ya batho ke 628 999, ka malapa a 178 001 gomme go na le karolelano ya batho ba 4 ka lelapa le lengwe le le lengwe. 92.9% ya palo ya batho ke Batho ba Bantsho ba Afrika, ba latelwa ke Batho ba Basweu ka 5.2%. Dihlopha tše dingwe tša batho di dira 1.9% yeo e šetšego. Go batho ba 100 ba basadi, go na le 93 ba banna. Karolelano ya boitshepišo bja mengwaga ke 54.3. Batho ba bantši mo mmasepaleng ba bolela Sepedi bjalo ka polelo ya pele ka 80%, Afrikaans ka 5%, Seisimane ka 3%, gomme dipolelo tše dingwe di dira 11%. 17.9% ya palo ya batho ba mengwaga ya 20 le go feta ba na le thuto ya godimo ka tsela ye nngwe, mola 29.6% ba feditše matrik, gomme 6.8% ba se na thuto le gatee. Mmasepala o na le dikolo tša setšhaba tše dintši le ditheo tša thuto ya godimo tše bjalo ka Yunibesithi ya Limpopo, Yunibesithi ya Afrika Borwa (UNISA) le Yunibesithi ya Theknolotši ya Tshwane (TUT).

(a) Polelo

Sepedi ke polelo yeo e boletswago kudu mo PLM (80.4%), yeo e lego polelo yeo e boletswago kudu mo CDM. Afrikaans (5.4%) ke polelo ya bobedi yeo e boletswago kudu mo PLM. Seisimane (3.2%) ke polelo ya boraro yeo e boletswago kudu mo PLM (Tafole 29).

Tafole 29: Dipolelo tša Pele mo Mmasepaleng wa Polokwane

Language	%	Racial Makeup	%
Sepedi	80.4%	Black African	92.9%
Afrikaans	5.4%	Coloured	0.9%
English	3.2%	Indian/Asian	0.7%
Other Language	11%	White	5.2%

3.5 Mešomo ya ekonomi ya bohlokwa (Regulation 46 (c) (ii))

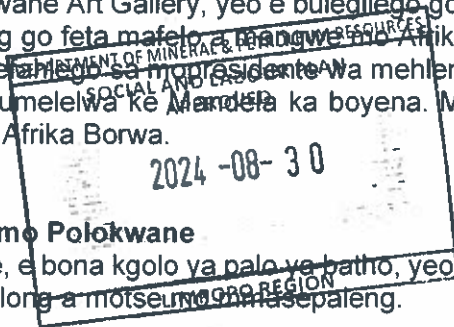
Dikga tša Ikonomi tše Kgolo: Setšhaba services (30.9%), finance (27.6%), trade (14%), transport (13.2%), manufacturing (4.3%), construction (3.3%), agriculture (3.1%), electricity (2.9%).

Bohahlaudi

Polokwane e fa bafetiši ba tikologo menyetla ya go bona diphedi tša naga le tikologo ka pono ya tlhago. Polokwane Bird and Reptile Park e na le dikhunkhwane tša diphuka tše fetago 280. Polokwane Game Reserve e na le diphedi tša naga, dinonyana le dimela tša Afrika Borwa mo tikologong ya naga yeo e sa senyegego. Moletji Bird Sanctuary e šireletša dinonyana tše di sa bonalego gantši bjalo ka Cape vulture.

Modjadji Rainforest kgauswi le Duiwelskloof e na le sehlopha se segolo sa dimela tša cycads tša setlogo mo lefaseng, gomme Cheune Crocodile Farm e fa sebaka sa go ithuta ka bophelo bja dikhunkhwane tša noka (crocodiles).

Pokollo ya bonono ye kgolo e beakilwe mo Polokwane Art Gallery, yeo e bulegilego go setšhaba. Motse o na le diswantšho tša setšhaba tše dintši mo dipakeng go feta mafelo a mangwe mo Afrika Borwa. Polokwane e be e le motse wa pele go bula setshwantšho sa serameko sa motšesidantšho wa mehleng Nelson Mandela mo City Square (Civic Gardens), gomme se ile sa dumelwa ke Mandela ka boyena. Motse wa Polokwane o tsewa bjalo ka lefelo la bohlokwa la go tsoma mo Afrika Borwa.



Kgolo ya Palo ya Batho le Tlhokego ya Dintlo mo Polokwane

Polokwane, bjalo ka setsi sa ekonomi sa profense, e bona kgolo ya palo ya batho, yeo e hloago go hudugela ga batho go tšwa mafelong a selegae go ya mafelong a motse mo Mmasepaleng.

Go hudugela ga batho mo metseng go hloditše tšhomišo ya go oketša phano ya dintlo le ditirelo tša motheo tše di godišago tlhobollo ya mafelo a botho a ka tswelago pele ka mokgwa wa go kopanya ditirelo. Tlhokego ya dintlo mo Polokwane ga e felle fela mo City/Seshego cluster le mafelo a kgauswi, eupša e oketšegile kudu

mo lefelong la Mankweng, leo le goelago ka lebelo, moo tšhomišo ya tihabollo ya dintlo e fihlilego boemong bja bothata, mola mafelo a mangwe a kgona go laola phano ya ditirelo tša motheo.

Go bonagala gabotse gore taba ya dintlo ke bothata mo lefelong ka moka la mmasepala. Mafelo ka moka a amega ka lebaka la kgolo ya tlokego ya dintlo le ditirelo tšeo di amanago le tšona go netefatša phano ye e ka tswelago pele. Dintlha tše dingwe tšeo di hloago tlokego ye kgolo ya dintlo di akaretša:

Kgolo ya metsana ya sa semmuso

Dintlo tša ka morago ga matlo (backyard shacks)

Go dula ka tsela ya go se molaong mo dintlong tša theko ye tlase tšeo di feditšwego

Merero yeo e thibetšwego ya dintlo

Phano ya Meetse

Palo ya malapa ao a nago le pompong ya meetse ka gare ga ntlo e oketšegile go tšwa 45 001 ka 1996 go ya go 126 866 ka 2015, mola malapa ao a nago le pompong ya meetse mo lefelong la setšhaba a oketšegile go tšwa 22 629 go ya go 44 188.

Kgwebo ya Mabenkele (Retail)

Kgwebo ya mabenkele ke karolo ye bohlokwa ya ekonomi ya selegae, gomme mešomo ye mentši ya lefapha le e kgobokanetše mo toropong ya Polokwane le mo CBD. Dibobelo, disenthara tša mabenkele, mabanka le direstorente di hwetšagala ka bontši mo CBD.

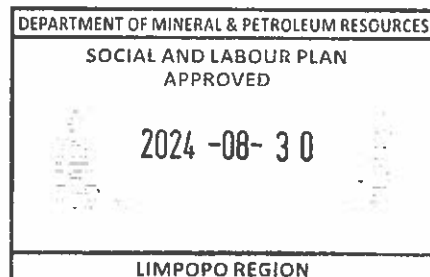
Go na le mabanka a magolo a mahlano, e lego: ABSA, Standard Bank, First National Bank, Nedbank le Capitec Bank

Thuto (Education)

Yunibesithi ya Theknolotši ya Tshwane (TUT) le Yunibesithi ya Afrika Borwa (UNISA) di na le dikhamphase tša thuto mo toropong ya Polokwane. Yunibesithi ya Limpopo e na le khamphase ya Turfloop yeo e lego 30 km ka bohlabela bja Polokwane.

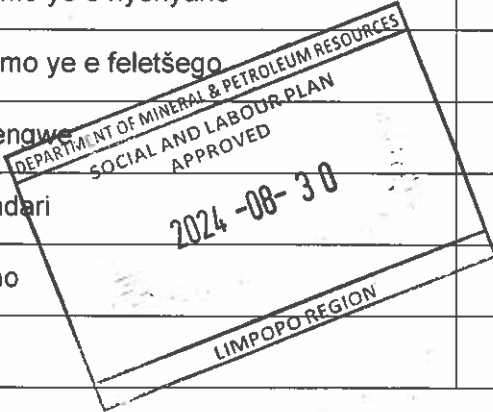
Dikolo tša godimo/sekondari mo Polokwane di akaretša:

- Moloko High School
- Mitchell's House
- Pietersburg Hoërskool (PHS)
- Tom Naude High School
- Noorderland High School
- Northern Academy
- Capricorn High School
- Heuwelkruin Kollege (Part of the Curro group of private schools)
- Flora Park Comprehensive High School (FCHS)
- Mookamedi High School
- Bokamoso Senior Secondary School
- Masedibu High School
- Mohlakaneng High School
- Khaiso High School
- Eagles Nest Christian School
- Pemp's (Pietersburg English Medium Primary School)
- Pepps College
- Mmaphuti High School
- Kopano Senior Secondary School
- Northern Muslim School
- Mountainview High School
- Doasho Senior Secondary School



Tekanyo ya Thuto mo Polokwane

Sehlopha	Diperesente
Ga go na thuto	1.9%
Thuto ya mathomo ye e nyenyane	38%
Thuto ya mathomo ye e feletšego	5.8%
Sekondari se sengwe	33.7%
O feditše Sekondari	14%
Thuto ya Godimo	3.6%
Not Applicable	3.1%



3.6 Ditlamorago tše mpe le tše dibotse tša tshepedišo ya moepo

Lenaneo la tthabollo ya setšhaba le tla leka go fokotša ditlamorago tše mpe tša moepo gomme le tla leka go hloma mehuta ya maano a go matlafatša ditlamorago tše dibotse tša moepo.

Ditlamorago tše di latelago di tsebjitšwe bjalo ka tšeo di ka amago tikologo ya leago le ekonomi ka tsela e mpe gomme di nyaka mehuta ya maano a go fokotša ditlamorago tšeo.;

- Kganetšo ye e amanago le mošomo
- Go tšena ga batho ba nyakago mošomo ka bontši le kgatelelo ye e tlogo godimo ga ditirišano tša motse
- Go rotega ga ditefelo tša tikologo go oketša bofokodi
- Go fokotšega ga boiketlo bja maikutlo ka lebaka la diphetogo tše di tlišwago ke Porojeke ka pela
- Kabo ye e sa lekalekanywago ya ditšhomo le ditlamorago e hlola kganetšo mo setšhabeng
- Ditšhabo tša maphelo ka lebaka la go pepeselega kudu go malwetši le dikotsi (mohlala: sephethephethe sa ditsela, go tšhologa ga dikhemikhale)
- Ditlamorago go tshepedišo ya go tsoma ya selegae
- Go senyegega goba go lahlega ga mafelo a bohlokwa bja setšo
- Ditšhabo tša maphelo a tikologo ka lebaka la Porojeke (mohlala: lerole, lešata, seetša, go thothoma, kotsi ya go tšhologa ga dilo) go setšhaba

Ditlamorago tše di latelago di tsebjitšwe bjalo ka tšeo di ka ama tikologo ya leago le ekonomi ka tsela ye botse:

- Mošomo le ditšhomo tše di amanago le go ba le mošomo wo o lefilwego gabotse
- Tirišano ya ekonomi ye e hlokwago ke Porojeke
- Go oketšega ga Tšhelete ya Mmušo le phano ya ditirelo tše di amanago le yona
- Go oketšega ga bokgoni, tsebo le maitemogelo

3.7 Diprojeke tša ditirelo tša motheo le go fedisa bofutsana tšeo di sepedišanago le Leano la Tlhabollo le Kopantšwego (IDP) go ya ka Taelo ya 46 (c) (iv)

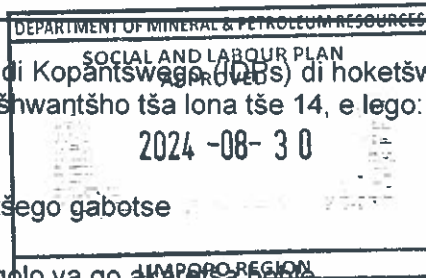
Molaotheo wa MSA wa Nomoro 32 wa ngwaga wa 2000, Kgaolo ya 5, o laela gore bomasepala ba hlabosele dinepe tša leano tšeo di nago le nnete le tšeo di ka lekanywago. Dinepe tša leano di hlalosa seo mmasepala o swanetšego go se fihlelela mabapi le Tšweletšo ya Bohlokwa ya Bosetšhaba le go netefatša gore dilo tše di fišegilego tša Bosetšhaba le pono ya Mmasepala di a phethagatšwa.

Tafole 30: Strategic IDP Dipeelo – Polokwane Sebaka Municipality (PLM)

KPAs	Dipeakanyetšo tša maano a tišitšwego tša 2024/25
Maikemišetšo a Peakanyo ya Lefelo	Go hlabolla leano la peakanyo ya lefelo le le atlegago leo le godišago tlhabollo yeo e kopantšwego le yeo e tšwelago pele ka mokgwa wa go tšwelapele
Tlhabollo ya Mekgatlo le Phetošo	Go hlabolla le go swara ka thata bokgoni bjo bobotse bja batho, le go ba le mekgwa ya taolo le tshepetšo ye e atlegago le ye e šomago gabotse ya thekgo
Tlhabollo ya Ditswikiri le Phano ya Ditirelo tša Motheo	Go hlabolla manetworko a ditswikiri tše di tšwelago pele ka mokgwa wa go tšwelapele, tšeo di godišago kgolo ya ekonomi le go kaonafatša boleng bja bophelo
Sebaka Ikonomi Tlhabollo	Go hlama tikologo yeo e thekgago kgolo ya ekonomi yeo e tšwelago pele ka mokgwa wa go tšwelapele.
Bokgoni bja Ditšhelete	Go kaonafatša mekgwa ya taolo ya ditšhelete go matlafatša motheo wa letseno
Phethagatšo ye botse ya puso le Tšhomišo ya Sechaba	Go hlabolla mehuta ya taolo le mekgwa yeo e tlogo netefatša boledišano bjo bo atlegago le setšhaba le taolo ya mekgatlo

Dintlha tša bohlokwa tša Dimekanyetšo tša Tlhabollo tšeo di Kopantšwego (IDPs) di hoketšwe le dintlha tša bohlokwa tša Lenaneo la Tlhabollo la Limpopo (LDP) le ditšhwantšho tša lona tše 14, e lego:

- Ditšhwantšho 1: Thuto ya Motheo ya Boleng
- Ditšhwantšho 2: Bophelo bjo botelele le bjo bo phetšego gabotse
- Ditšhwantšho 3: Batho ka moka ba bolokegile
- Ditšhwantšho 4: Mosebetsi wa go hlomphega ka Kgolo ya go
- Ditšhwantšho 5: Batho ba nago le bokgoni le bokgoni bja go dira
- Ditšhwantšho 6: Mehuta ya Ditirelo tša Motheo ya Ikonomi ya go Ganna Pele
- Ditšhwantšho 7: Tlhabollo ya Mafelo a Mahae ka botlalo
- Ditšhwantšho 9: Puso ya Sebaka ya Tlhabollo
- Ditšhwantšho 10: Tšhireletšo ya Tikologo



- Ditšhwantšho 11: Kopanyo ya Tikologo ya Selete
- Ditšhwantšho 12: Tirelo ya Setšhaba ya Tlhabollo
- Ditšhwantšho 13: Tsamaiso ya Tšhireletšo ya Setšhaba ya go akaretša bohle
- Ditšhwantšho 14: Kopano ya Setšhaba

Dintlha tša bohlokwa tša IDP di hoketšwe gape le Lenaneo la Tlhabollo la Bosetšhaba (NDP), Lenaneo la African Union la 2063 le Maikemišetšo a Tlhabollo ya go Tswala le Lefase ka bophara (SDGs). Thaba-Chueu Mining e rulaganya bophelo bja moepo bja nywaga e ka bago 30. Ka fao, e nyaka go ba le kabelo mo projekeng yeo e tlišetšago ditšhwetšo tše di tšwelago pele ka nako ye telele. Projeke ya ditirelo tša motheo yeo e ka ba mohlala ke go aga phapoši ya khomphutha sekolong sa selegae, le go phunya borehole le go tsenya tanka ya polokelo ya meetse. Ka fao, go tla nyakega gore PLM e boledišane le mafapha go tseba diprojeke tše itšego tšeo di lego ka gare ga merero ya nako ya bjale le ya magareng.

3.8 Diprojeke tša Tlhabollo

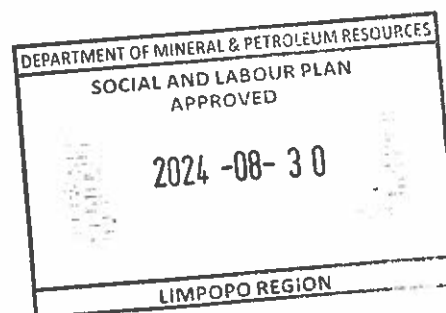
Thaba-Chueu Mining e tla ikemišetša go tseba diprojeke tše di ka kgonegago, tšeo di hlophilwego bjalo ka diprojeke tša ditirelo tša motheo le tša ekonomi ya setšhaba, ka go boledišana le setšhaba sa Ward 6 (Mmasepala wa Polokwane) nakong ya tshepedišo ya poledišano ya setšhaba.

Diprojeke tšeo di kgethilwego bakeng sa SLP ya Thaba-Chueu Mining ke:

- Go aga phapoši ya khomphutha sekolong;
- Go phunya borehole le go tsenya tanka ya polokelo ya meetse (Mohuta wa Jojo / Tanka ya Tšepe yeo e Phagamego).

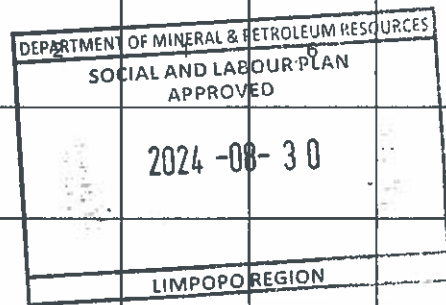
PLM e tla fa dintlha tša projeke, go akaretša palo ya batho bao ba tlogo go hwetša mošomo, pele projeke e thoma. Tshedimosetso ye e tla abelwa DMRE.

Dintlha tša projeke yeo e tsebjilwego bjalo ka projeke ya Tlhabollo ya Ekonomi ya Selegae bakeng sa SLP ya Thaba-Chueu Mining di bontšhitšwe mo Tafoleng 31 le 32.



Tafole 31: Projeke ya go Phunya Borehole le go Tsenya Tanka ya Polokelo ya Meetse

Leina la Morero	Projeke ya go Phunya Borehole le go Tsenya Tanka ya Polokelo ya Meetse						
Semelo sa Morero	Go aba kabelo go tihabollo ya ditirelo tša motheo ka go phunya dipitša tša meetse a noošago mo Ward 6 (PLM). Bonyane dipitša tše pedi (2) tšeo di hlomilwego ka botlalo le tšeo di šomago ngwaga ka ngwaga mo mafelong a bohlokwa ka gare ga Ward 6, le tanka ya polokelo ya meetse.						
Geographical Location	District Municipality: Capricorn	Sebaka Municipality: Polokwane	Village Name: Ward 6	Project Start Date: Q3 2025		Project End Date: Q4 2028	
Output	Key Performance Area: Mosebetsi	Key Performance Indicator: Borehole Drilling and Reservoir	Responsible Entities: Thaba-Chueu Mining/ PLM	Quarterly Timelines and Year: Q3 2025 R 200 000	Quarterly Timelines and Year: Q2 2026 R 200 000	Quarterly Timelines and Year: Q3 2028 R 200 000	Budget: R 600 000
Classification of Jobs	No. of Jobs: TBC	Male Adults:	Female Adults:	Male Youth:	Female Youth:	Total: TBC	Comments: Number of jobs TBC with PLM
Short Term		2	1				
Medium Term							
Long Term							



Letšatši la go fetša le leano la go tšwa (bao ba holwago): Kgwebo yeo e nago le bokgoni bja maleba e tla kgethwa go phethagatša projeke gomme ka morago e neele projeke go PLM/Setšhaba ge e fetša. Leano la go tšwa: Projeke e tla neelwa go PLM/Setšhaba gore ba e hlokomela.

Scope of Work x 3:

1. Drill 80-100m borehole
2. Borehole equipment, pipes and pump
3. Elevated steel stand;
4. 2 x10 000 liter Jojo-Tanks;
5. Communal Stand Pipe/Tap



Typical Illustration

Tafole 32: Construction of School Computer Room Project

Leina la Morero	Projeke ya go Aga Phapoši ya Khomphutha Sekolong						
Semelo sa Morero	Go na le dikolo tše dintši mo setšhabeng sa Polokwane / Ward 6 – go akaretša tša sekolo sa motheo le tša sekolo se segolo. Moo go nyakegago, gomme go bontšhitšwe tlhokego, Thaba-Chueu Mining e tla thuša ka go aga moago wa phapoši ya khomphutha sekolong seo se tsebjiwego mo mengwageng ye mehlano (5) ye e tlogo. Morero wo o sepedišana le mošomo wa Mmasepala wa Polokwane wa go fa, go ntšhafatša le go hlokomela mafelo a thuto. Morero wo o tla hlola tikologo ye botse ya go ithuta bakeng sa baithuti le go kaonafatša boleng bja thuto le go ruta mo Ward 6.						
Geographical Location	District Municipality: Capricorn	Sebaka Municipality: Polokwane	Village Name: Ward 6	Project Start Date: Q1 2026		Project End Date: Q4 2028	
Output	Key Performance Area: Mosebetsi	Key Performance Indicator: - Construction of a School Computer Room	Responsible Entities: Thaba-Chueu Mining/ PLM	Quarterly Timelines and Year: Q1 2026 R 250 000	Quarterly Timelines and Year: Q2 2027 R 250 000	Quarterly Timelines and Year: Q3 2028 R 250 000	Budget: R 750 000
Classification of Jobs	No. of Jobs: TBC	Male Adults:	Female Adults:	Male Youth:	Female Youth:	Total: TBC	Comments: Number of jobs TBC with PLM
Short Term		5		3	3	15	
Medium Term							
Long Term							
<p>Letšatši la go fetša le leano la go tšwa (baob ba-hlwaga) Kgwebo yeo e nago le bokgoni bja maleba e tla kgethwa go phethagatša projeke gomme ka morago e neele projeke go PLM/Sekolo ge e fetša. Leano la go tšwa: Projeke e tla neelwa go PLM/Sekolo gore ba e hlokomela</p>							

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Scope of Work: School Computer Room:

1. 100 m2 Brick and Concrete Structure Room (in line with school building designs)
2. 10 Computer Desks and Chairs
3. 10 Desktop Computers
4. 1 x Printer

3.9 Tšusumetso ya Tshapedišo ya Thaba-Chueu Mining mo Lefaseng

Tšusumetso ya ekonomi ya setšhaba ye botse yeo e ka bago gona le ditlamorago tša go oketša tša Thaba-Chueu Mining mo ekonomi ya selegae e tla thewa godimo ga ditšhelete tšeo kgwebo e di šomišago go:

- Moputso wa ngwaga ka ngwaga;

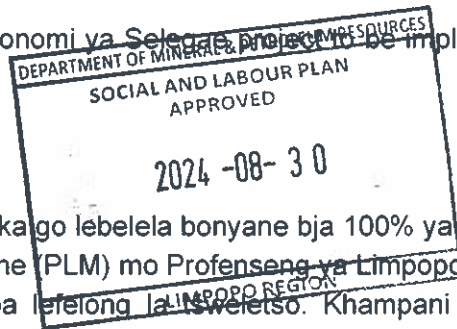
- Palo ya bašomi bao ba hirilwego; le
- Ditšhelete tša theko – go akaretša tša selegae, tša selete, tša tikologo le tša bosetšhaba.

3.10 Mananeo a Thaba-Chueu Mining a go Fediša Bofutsana le Tlhabollo ya Ditirelo tša Motheo

Balekane ba bohlokwa bao ba tlogo go boledišwa nakong ya phethagatšo ya diprojeke ba akaretša Bolaodi bja Setšo, Moemedi wa Ward 6 – PLM, le Molaodi wa Tlhabollo ya Ekonomi ya Selegae mo PLM.

Diprojeke tša Tlhabollo ya Ekonomi ya Selegae tšeo di tsebjilwego bakeng sa phethagatšo di tla aba kabelo go tlhabollo ya ditirelo tša motheo mo setšhabeng sa selegae; ka ge di akaretša go phunya borehole/tanka ya polokelo ya meetse le phapoši ya khomphutha bakeng sa setšhaba le sekolo.

Tafole 31 and 32 provide the details of the Tlhabollo ya Ekonomi ya Selegae project to be implemented as part of the Thaba-Chueu Mining SLP.



3.11 Dintlo le Maemo a Bophelo

Thaba-Chueu Mining e lebeletše go hira batho ba selegae, ka go lebelela bonyane bja 100% ya bašomi bao ba lego mo lenaneong la yona la meputso go tšwa Polokwane (PLM) mo Profenseng ya Limpopo. Tšweletšo ye e ka se dudiše bašomi ba yona mo dihosteleng goba lefelong la tšweletšo. Khampani e tla diriša dipalangwageng tša setšhaba go sepediša bašomi go ya le go boa mošomong.

Thaba-Chueu Mining e tla hlabolla tsebo ka ga melemo ya go ba le dintlo tša gago le bohlokwa bja go lemoga le go kaonafatša maemo a bophelo bja bašomi. Leano la dintlo la Thaba-Chueu Mining le bontšhitšwe mo Tafoleng 33 ka tlase.

Tafole 33: Dintlo Leano for Thaba-Chueu Mining

Maano – Lefelo la Tlhabollo	Kgato	Dipoelo	Nako ya Thulaganyo
Tšwetšopele ya Go Ba le Dintlo tša Gago	Hwetša tsebo ka ga phapoši tša bodulo tše di semmušo le/goba ditsha tšeo di hwetšagalago ka gare ga Masepala wa Polokwane	Kamano ya mošomo le Masepala le Ofisi ya Borena	Tšwelapele
	Tlhama Lenaneo la Tiro la go thuša bašomi go fihlelela dintlo tše	Tshedimisetso ka ga diphapoši tša borakgwebo tšeo di hwetšagalago le mogwa wo bašomi ba ka	Tšwelapele

Maano – Lefelo la Tihagafalo	Kgato	Dipoelo	Nako ya Thulaganyo
		fihelela ka wona diphapoši tše	
	Tihama maano a go thuša bašomi go fihelela ditšhelete tše di nepagetšego bakeng sa go reka ditsha/dintlo goba go aga dintlo tša bona	Lenaneo la Tiro la go thuša bašomi go fihelela dintlo mo kgwebong ya dintlo ya semmušo Lenaneo la Tiro la go thuša bašomi go fihelela ditšhelete bakeng sa dintlo.	Ka kotara
	Tihama Lenaneo la Puisano la go godiša Bophathi bja Dintlo ka thušo ya diinstitušene tša ditšhelete	Lenaneo la Puisano la go godiša Bophathi bja Dintlo	
	Theeletša Foramo ya Setšhaba ya Dintlo mo ditlhoko tša dintlo di ka begwago	Hlaola ditšitlo tše di thibelago batho go ba le dintlo mo lefelong	
	Go begela le go tsebiša ka leano la dintlo le tšwetšopele ya lona	Records of Meetings and part of Mines SLP reporting mechanism Direkoto tša Dikopano le karolo ya mokgwa wa go bega wa SLP wa Megodi	

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3.12 Tlhokomelo ya Maphelo le Phepo

Thaba-Chueu Mining e nyaka go bontšha boitlamo bja yona go maphelo a bašomi ka go netefatša gore bašomi ba lemoga melemo ya tlhokomelo ya maphelo le phepo ye botse. Khampani e tla fa dithupelo le matšatši a tsebo ka ga diteko le keletšo ya HIV/AIDS/Covid-19; ka tswalano ya yona le lefapha la maphelo la selegae le Setšhaba Workers.

3.13 Theko Lenaneo

Thaba-Chueu Mining e lemoga bohlokwa bja go lokiša go se lekalekane ga nakong ya kgale, gomme e bona theko ya dikgwebo tša Black Economic Empowerment (BEE) e le e nngwe ya diphato tše bohlokwa tša

Phetošo mo Afrika Borwa. Khampani e lemoga gape gore BEE e bohlokwa kudu go fihlelela ditlhokego tša Mining Charter ya Afrika Borwa.

Leano la theko ya kgetho le tla hlabolwa gomme le tla bontšha boitlamo bja tšweletšo go BEE. Go ya ka Mining Charter, leano le le tla nepiša hlokomelo ya theko go barekisi ba HDSA. Leano le le tla hlohleletša menyetla ya go tšea karolo ka nnete ke dikgwebo tša HDSA mo dithekong tša Thaba-Chueu Mining.

Mokgwa wa leano le o tla fa sebaka sa gore bafepi ba bafsa ba senole tshedimosetso ka ga beng le taolo ya bona, le mananeo a ka gare a BEE. Thaba-Chueu Mining e tla bea mehola ya go lekola le go netefatša seemo sa bafepi ba go fapafapana, gomme e netefatše gore tshedimosetso ye e a tshephega.

Go feta fao, go tla fiwa kgetho go dihlahiswa le ditirelo tšeo di fiwago ke bafepi ba HDSA. Tšweletšo e tla hlohleletša bafepi go dira dipartnerships goba dikgwebo tše kopanego le dikgwebo tša HDSA ge go se na bafepi ba HDSA bao ba ka fanago ka dithoto goba ditirelo tše di hlokegago. Gape, ditlhokego tša ditheko di tla begwa ka botlalo go dikgwebo tša HDSA; gomme bafepi ba HDSA ba tla thušwa le go fiwa keletšo go hlama dipolane tša kgwebo tše di nepagetšego.

Tafole 34 e tla dirišwa go romela dintlha tša ditšhelete tša theko tša Thaba-Chueu Mining, ngwaga ka morago ga go fiwa tokelo ya moepo, bjalo ka karolo ya pego ya ngwaga go DMRE.

Tafole 35 e bontšha dipakane tša theko tšeo Thaba-Chueu Mining e tlogo go di latela, bjalo ka karolo ya tšhelete yeo e e šomišago go dikgwebo tša HDSA.

Tafole 34: Tšhelete ya Theko ya Thaba-Chueu Mining

Dithoto le Ditirelo tša Meepo		
Mofani le Aterese ya Kgonthe	Boleng bja Tšhelete ya Theko ka diRanta	Sebopego sa HDSA

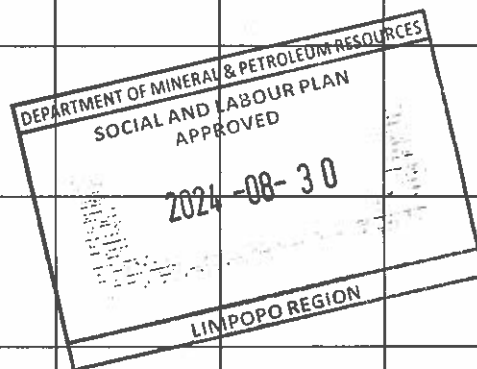
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Tafole ye e tla tlala ka ngwaga ka morago ga go thoma ga mešomo ya moepo.

Tafole 35: Tšhelete ya Theko ya Thaba-Chueu Mining

Category	Dipeakanyetšo tša Molaotheo wa Meepo	Dipeakanyetšo				
		2025	2026	2027	2028	2029

Dithoto tša Meepo	70%	60%	60%	60%	60%	60%
E laolwa le go ba le beng ba HDSA						21%
E laolwa le go ba le beng ke Basadi/Basha						5%
E dumelelana le BEE						44%
Ditirelo	80%	60%	60%	60%	60%	60%
E laolwa le go ba le beng ke HDSA						50%
E laolwa le go ba le beng ke Basadi						15%
E laolwa le go ba le beng ke Basha						5%
E dumelelana le BEE						10%



Theko e tla dirišwa ke Thaba-Chueu Mining bjalo ka e nngwe ya mekgwa ya go ama Tlhabollo ya Ekonomi ya Selegae mo setšhabeng seo se amegilego ke tšweletšo. Thaba-Chueu Mining e tla fa dikgwebo le di-enterprise tša HDSA maemo a bafepi ba kgethegilego mo maamong a mararo a theko, e lego: dithoto tša motheo, dilo tša go dirišwa, le ditirelo.

Maemo a kgethegilego a tla fiwa fela go mofepi wa go thewa mo HDSA, ge theko le boleng bja sehlahiswa/tshebeletso di swana le tša mekgatlo yeo e šetšego e theilwe mo indastering, ke gore maemo a bafepi ba kgethegilego a ithekgile ka theko le boleng bja tshebeletso/sehlahiswa ge go bapetšwa le se se tlwaelegilego mo indastering. Se se tla dirwa ka moo go kgonegago ka gona, go ya ka go hloka ga ditirelo le

bokgoni bjo bo hlokegago mo lefelong la selegae. Tafole 36 e fa leano la kgato bakeng sa tsenyo ya leano la theko la Thaba-Chueu Mining.

Tafole 36: Tiro Lenaneo for the Tiriso of the Theko Leano

Kgato	Nako ya Thulaganyo
Hlabolla dipholisi, ditshepedišo le ditaetšo tša Theko.	Q3 2025
Bontšhanang le bašomišani go hlabolla dipakane tša Theko ka go boledišana le database yeo e šetšego e le gona.	Q3 2025
Fa bafepi ba HDSA maemo a kgethegilego mo maemong a mararo (3) a theko ge go kgonega.	Q1 2026
Hlaola le go ngwala maemo a theko go tšwa go dikgwebo tša HDSA ka kotara nngwe, gammogo le mafelo ao theko e tšwago go ona.	Q2 2026
Itlama go tšwetšopele ya theko go tšwa go dikgwebo tša HDSA.	Q3 2026
lohleletša bafepi bao ba šetšego ba theilwe go dira dipartnerships le dikgwebo tša HDSA ntle le go lebalela ditlhokego tše bohlokwa tša tshepedišo ya ditheko.	Q4 2026
Hlahloba lenaneo la bafepi go bona tšea karolo, beng, le go ba gona ga HDSA.	Q1 2027
Fa keletšo le thušo ya go aga bokgoni go bafepi ba HDSA.	Q2 2027



4 Go Fokotšwa Ga Mešomo Le Tswalo Ya Moepo

Ke boikemišetšo bja Thaba-Chueu Mining go latela ditaello tše di hlalowsago mo Molaong wa Kamano ya Mosebetsi wa go laola go fokotšwa ga mešomo le go tloshwa ga bašomi. Ditokisetšo tša ditšhelete tše di lekanego di tla be di beilwe ka thoko bakeng sa go fokotšwa ga mešomo ge tshepedišo ya moepo e batamela bofelong bja yona

Maano a go thibela tahlegelo ya mešomo le go fokotšega ga mošomo ke a latelago:

- Go netefatša gore kgwebo e dula e le ya go šoma ka go boloka peakanyo ya ditshenyegelo e le fase gomme e kgone go gwana le baphadi;
- Go netefatša sehlopha sa bašomi se se nago le bokgoni le se šomago gabotse ka thuto le tlhotlhamo ya boikgafo;
- Making Go dira dipheetošo tše di tšwelago pele mo mekgweng ya tlhahiso gore kgwebo e dule e gwana le baphadi;
- Go dula o nyaka ditsela tša go godiša le go katološa kgwebo go netefatša botsitso bjo bo kaone bja bokamoso;
- Thulaganyo ya bašomi le ya bohlokwa ya go šoma gabotse le ya go rulaganya bahlatsetapele go ya ka Lenaneo la Mošomo la tshepedišo;
- Leano la go hira le mekgwa yeo e tla thekgago bašomi;
- Puisano ye e tšwelago pele le Mosebetsi wo o Hlophilwego (ka Future Forum) go lemoga le go diragatša maano le dikgato tša go thibela tahlegelo ya mešomo le go fokotšega ga mošomo

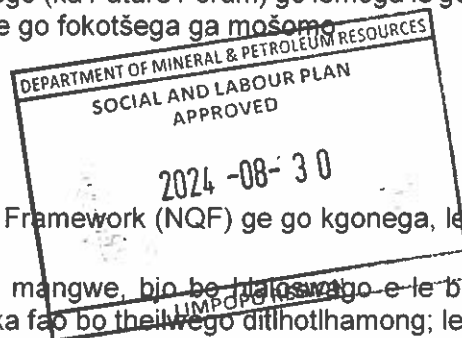
Tlhokomelo ya mananeo a thuto le tlhabollo e tla ba go fa:

- Thutopuku ya dipalo le ya go bala le go ngwala;
- Koetliso yeo e sepedišanago le National Qualifications Framework (NQF) ge go kgonega, le mananeo a bokgoni ao a šetšego a hlomilwe;
- Bokgoni bjo bo kgonagalago go šomišwa mafelong a mangwe, bjo bo tlošwa go e le bokgoni bja motheo bjo bo tsebjago ke diintasteri tše di amegang, ka fao bo theilwego ditlhotlhamong; le
- Koetliso ya ditshebeletso go ya ka ditlhoko tša diintasteri le mmaraka.

Go rarolla dinyakwa tša bašomi nakong ya go itokišetša le nakong ya go fokotšwa ga mešomo le tswalwa ga moepo, le go kgona go kgotlelela dinyakwa tše ge go kgonega, go tla akaretša dikgato tše di latelago tše di hlalowsago ka tlase.

Thaba-Chueu Mining e tla ela hloko mafelo a bohlokwa a latelago ge go rulaganywa tswalwa ya tshepedišo ya moepo:

- Tsosoloso ya bokagodimo bja lefelo gore bo be ka boleng bjo bobotse go thekga tirišo ya lefelo pele go epa;
- Tsosoloso ya lefelo le le epilwego gore le be le šoma gabotse ka tikologo;
- Tirišo ye e šomago gabotse ya ditsela tše dingwe tša sebopego sa tshepedišo;
- Tlholo ya mešomo ka thuto le tlhotlhotho ya ditiragalo tša ekonomi; le
- Ditshebeletso le thutopuku ya go bala le go ngwala bakeng sa maloko a setšhaba le bašomi.



4.1 Bokamoso bja Foramo

Thaba-Chueu Mining e tla thoma Future Foramo mo nakong ya dikgwedi tše tshela ka morago ga go thoma ga mešomo ya borafero, yeo e tla bopelwa ke taolo, baemedi ba bašomi le moemedi wa setšhaba. Maikemišetšo a Foramo ye ke go ahlaha ditaba tša kgahlego ya bobedi ka nepo ya go tsošološa ditšhaba tša selegae. Diminute tša dipokano ka nngwe di tla tšewa gomme di abelwa ditlhopho ka moka tša baemedi bakeng sa dikgato tša go latela.

4.2 Go Thewa ga Future Foramo

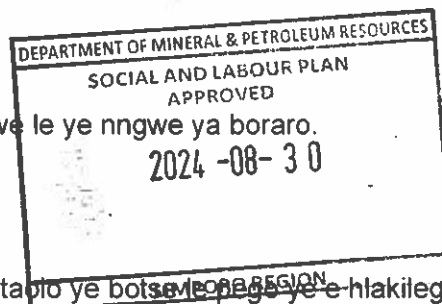
Thaba-Chueu Mining e tla netefatša gore mantšu a referense a saenwa ke bathekgi ka moka ba maleba go netefatša gore Future Foramo e šoma gabotse; le go dumelela nako ye e nyakegago ya dipokano. Foramo e tla phetha ditiro tše di latelago:

- Go godiša poledišano ye e tšwelago pele magareng ga baemedi ba bašomi le baamoši mabapi le bokamoso bja tiro;
- Go lebelela pele go lemoga mathata, diphephetšo le ditharollo tše di ka kgonegago mabapi le tlhahiso le mošomo;
- Go lemoga maano a go fetiša tlhahiso le mošomo gore go be le kaonafalo;
- Go phethagatša maano ao go dumelwago ka wona ke moamoši le baemedi ba bašomi;
- Go šoma mmogo ditabeng tša kgahlego ya bobedi magareng ga taolo le bašomi;
- Future Foramo e ka se negošišane ka ditlhakanyo tša meputso le mopotso, le ditaba tše dingwe tša ditlhoko tša tšhepedišo ya mošomo; gomme
- Go dira bjalo ka tsela ya puisano mabapi le maikemišetšo a magolo a SLP, dinepo le katlego.

Foramo e tla bopelwa ke baemedi ba ba latelago:

- Komiti ya Taolo ya Tiro – Molaodi wa Morafe, Molaodi wa Polokego yo Mogolo, le Molaodi wa HR
- Baemedi ba bašomi – Baemedi ba mokgatlo wa bašomi / Baemedi ba mošomo;
- Taolo ya setšhaba sa borena;
- Baemedi ba setšhaba; le
- PLM.

Dipokano tša Future Foramo di tla swarwa ka kgwedi ye nngwe le ye nngwe ya boraro.



3 Puisano le Balaodi

Thaba-Chueu Mining e tla šoma mmogo le PLM ka moya wa taolo ye botsopele ye e hlakilego. Tiro e tla latela diprotokolo ka moka ge e buisana le DMRE ya selete. Go latela Karolo ya 52(1) ya Molao wa MPRDA, ge go lemogwa tlhoko ya go fokotša mešomo ya borafero, ge seabe sa mopotso go ya ka letseno sa tiro se le ka tlase ga 6% ka karolelano ya dikgwedi tše lesomepedi (12) tše di latelanago, goba ge 10% goba go feta ya bašomi ba hlokega go fokotšwa, tšhepedišo ya boledišano ye e akareditšwego le mekgatlo ya bašomi goba bašomi bao ba amogilwego e tla thoma go latela Karolo ya 189 le 189(A) ya Molao wa Kamano ya Mosebetsi wa 1995 (bjalo ka ge o fetotšwe) ka Future Foramo ye e theilwego.

Tiro e tla tsebiša Lefapha la Mosebetsi le Lefapha la Mining ka tahlegelo ya mešomo le go fokotšwa ga bašomi ge go ka direga nakong ya bophelo bja tiro. Balaodi ba mmušo ba tla fiwa tsebišo ka nako ya tswalelo ya tiro gammogo le boledišano bjo bo tšwelago pele ka Setšhaba Mosebetsi Lenaneo ka Future Foramo. Dipego tša kgatelopele tša ngwaga ka ngwaga di tla abelwa balaodi ba maleba.

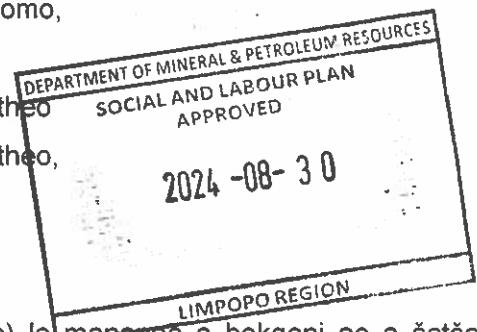
4.4 Mekgwa ya go boloka mešomo le go thibela tahlegelo ya mešomo le go fokotšega ga Mosebetsi

Thaba-Chueu Mining e tla hira bontši bja bašomi go tšwa mo setšhabeng sa selegae, ka tsela yeo e ba dumelela go dula mo setšhabeng gomme e fokotša kotsi ya go lahlegelwa ke dintlo ge go ka direga go fokotšwa ga mešomo. Se se tla fokotša ditlamorago tša go fokotšwa ga mešomo, ka ge mekgwa ya thušo ya setšhaba e tla ba gona.

4.5 Mekgwa ge tahlegelo ya mešomo e ka se thibelwe, go fa ditharollo tše dingwe le ditshepedišo tša go hlola tshireletšo ya mošomo mo tahlegelo ya mešomo e sa thibalege

Thaba-Chueu Mining e tla hlahloba dikgetho tše dingwe go boloka mešomo, go akaretša tše di latelago eupša e se ke ya lekanyedišwa ka tšona feela:

- Go fokotšwa ga diiri tša mošomo gammogo le phetogo ya ditshefo. Se se tla felela ka go fokotšwa ga moputso wa bašomi, eupša se tla boloka mešomo ka nako ye itšego;
- Batho ba tlogela mošomo ka nako ye itšego go fihlela ge ba hlokega gape. Bašomi ba bao ba tla fiwa pele ge ditirelo tša bona di hlokega gape;
- Ge mošomi a tlogela mošomo ka boithaopo, mošomo wa gagwe o ka se tlatswe, gomme bao ba tšerego penshene pele ba ka se bušetšwe. Se se tla dira gore bašomi ba abelwe mošomo gohle mo morafeng, gomme se ka felela ka go ruta bašomi gape ge go nyakega;
- Go ruta bašomi bokgoni bjo bo fapafapanego le go bušetša bašomi dikarolong tše dingwe mo tirong;
- Boledišano bjo bo sa kgaotšwego le Organised Mosebetsi (ka Future Forum) go lemoga le go phethagatša maano le dikgato tša go thibela tahlegelo ya mešomo le go fokotšega ga mošomo bjalo ka:
 - Go abelana mošomo,
 - Go fediša le/goba go fokotša nako ya godimo ya mošomo,
 - Thibelo ya go hira bašwa,
 - Go fedisa ditumedišano tša tlhahiso tšeo e se tša motheo
 - Go fedisa ditumedišano tša tlhahiso tšeo e se tša motheo,



Tlhokomelo ya mananeo a koetliso le tlhabollo e tla ba go fa:

- Koetliso ya go bala le go ngwala le ya dipalo;
- Koetliso yeo e sepedišanago le NQF (mo go kgonegago) le mananeo a bokgoni ao a šetšego a hlomilwe;
- Bokgoni bjo bo ka sepedišwago bo hlalositšwe bjalo ka bokgoni bja motheo bjo bo lemogilwego ke diindasteri tše di amegago, gomme ka lebaka leo bo theilwe godimo ga ditšhomo tše di bonagalago;
- Go bapetša koetliso ya bokgoni bjo bo ka sepedišwago le ditlhoko tša ekonomi tšeo di lemogilwego mo lefelong la go romela bašomi la selegae; le
- Koetliso ya Ditshebeletso bakeng sa ditlhoko tša indasteri le mmaraka.

Thaba-Chueu Mining e tla rulaganya tswalo nakong ka moka ya tshepedišo ya mošomo wa yona wa moepo ka go lemoga boiketlo bja ka moso bja bašomi ba yona ge tswalo e ka direga. Go lemogilwe gape gore baemedi bao ba lemogilwego ba bašomi e tla ba balekane ba bohlokwa mo karolo ye ya SLP. Ba tla boledišwa mo maamong a maleba nakong ya diphetho tše di fapanego tša thulaganyo ya tshepedišo ya SLP.

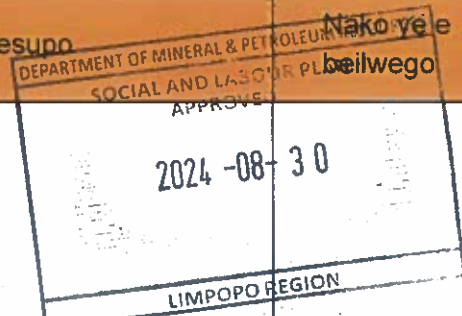
4.6 Mekgwa ya go Fokotša Ditlamorago tša Loago le Ekonomi go Batho ka Noši, Ditikologo le Di-ekonomi moo go Fedišwa ga Mešomo goba Tswalo ya Mošomo go Bonagalago"


Ge go ka ba le tswalo, Thaba-Chueu Mining e tla thuša bašomi bao ba amegilego go hwetša mešomo ye mengwe goba mefelo ya boiphedišo ye e sa felego. Se se tla laolwa mmogo ke khamphani ka tšhomišano le Lefapha la Mmušo wa Profense le wa Sebaka. Tlhokomelo ya karolo ye e tla lebelela go tsenywa ga bašomi mo diprojekeng tša Tlhabollo ya Ekonomi ya Selegae, tšeo di tla dirwa ka tšhomišano le mmasepala wa selete le wa selegae. Moo bašomi ba sa kgonago go tsenwa mo diprojekeng tša Tlhabollo ya Ekonomi ya Selegae, ba tla fiwa bokgoni le koetliso (ka Lenaneo la HRD) yeo e tla ba thuša go hwetša mešomo ye mengwe ka morago ga tswalo.

Go fokotša ditlamorago tša loago le tša ekonomi go batho ka noši, ditikologo le di-ekonomi moo go fedišwa ga mešomo goba tswalo ya mošomo go bonagalago, mošomo o tla phethagatša mekgwa yeo e lego mo Tafole 37.

Tafole 37: Mekgwa ya go Fokotša Ditlamorago tša Loago le Ekonomi mo Maamong ao go Fedišwago ga Mešomo go sa Felego

Mešongwana ya Bohlokwa	Sesupo	Nako ye e beilwego
<p>Go hlohleletša tlhoko ya mešomo mo mafelong a selegae le a profense. Keletšo ya monagano le ditirelo tša ditšhelete. Dithulaganyo tša koetliso ya bokgoni bjo bo ka sepedišwago. Mananeo a boiphedišo a akaretšago ka botlalo. Ka tšhomišano le Lefapha la Mešomo, mošomo o tla hlokomela go tlatšwa ga diforomo tša go kgopela Unemployment Insurance Fund (UIF) mo lefelong la mošomo.</p>	<p>Number of employees employed within the local communities.</p>	<p>Twenty-four (24) months in advance of predicted downscaling or closure of operation</p>
<p>Mananeo a Koetliso le go Bušetšwa mošomong</p> <p>Tlhahlobo ya bokgoni bjo bo maleba e tla dirwa go thuša bašomi bao ba nago le bokgoni bjo bo itšego go hlama le go thoma dikgwebo tše nnyane. Lenaneo la boiphedišo le tla hlokomelwa. Go tla fiwa keletšo ka ga thulaganyo ya ditšhelete tša motho ka noši nakong ya</p>		



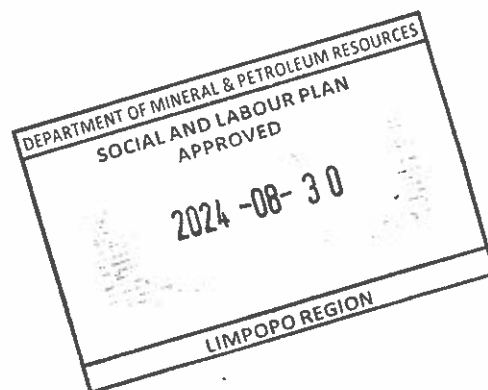
Mešongwana ya Bohlokwa	Sesupo	Nako ye e beilwego
<p>lenaneo la ngwaga le ngwaga la go tsebišwa mošomong. Lenaneo le le akaretšago la koetliso le tlhabollo bakeng sa bašomi bao ba fedišitšwego mešomo le tla hlama le go dirwa, go ya ka ditumelelano tša pele tšeo di amanago le mešomo ya ka ntle le ya ka gare ga mošomo wa moepo. Koetliso ya bokgoni bjo bo ka sepedišwago;</p> <p>Bašomi bao ba fedišitšwego mešomo ba tla thušwa go hwetša mešomo ye mengwe ka dikgwebo tše dingwe ka go: Hloma database yeo e ngwalago bokgoni le dinomoro tša kgokagano tša bašomi ka moka bao ba hwetšagalago.</p> <p>Database ye e tla abelwa diforamo tša setšhaba, SMMEs mo tikologong, meepong ye mengwe, le bagwebi ba bangwe ba indasteri.</p> <p>Thušo ya go ngwadiša bašomi go UIF, Lefapha la Mosebetsi (DoL), le di-agency tša mešomo mo tikologong.</p> <p>Mehato e tla tšewa nakong ka moka ya tshepedišo ya mošomo go fokotša go ithekgela ga setšhaba le bašomi go Thaba-Chueu Mining ka go hlola mešomo ye mengwe.</p>		
<p>Tlhopho ya ditšhelete</p> <p>Mošomo o tla netefatša gore go na le ditšhelete tše di lekanego tšeo di beilwego ka thoko bakeng sa go phethagatša ditlhopho ka moka tše di amanago le thulaganyo ya go fokotša mešomo le go fediša mešomo.</p>	<p>Tlhopho ya Ditšhelete e akaretšwa mo Lenaneong la Kgwabo.</p>	<p>"Go bea mo lefelong (Go hlahlobiwa ngwaga le ngwaga)</p>

4.7 Thulaganyo ya ka morago ga Tswalo"

Dithulaganyo tša taolo bakeng sa nako ya ka morago ga tswalo di tla hlabollwa mmogo le bašomi ba selegae mo nakong ya thulaganyo ya tswalo. Dithulaganyo tšeo di tla leka go efoga go ithekgela ga bao ba hwetšago thušo ya loago, gomme di rotloetša boiphedišo mo bathong le dikgwebo tša mo setšhabeng. Go boledišana go tšwelapele le maikarabelo a keletšo ao a tla hlokomelwa ka Future Foramo go tla dirišwa go netefatša gore mananeo le ditlhopho di tšwela pele go fa ditšhomo tše di sa felego le tše di atlegago. Kabelo ye e

tšwelago pele le karolo ya taolo ya mmušo wa selegae mo taba ye e tla ba ya bohlokwa mo taolong ya ka morago ga tswalo.

Go rulaganya diprojeke tše itšego tša Tlhabollo ya Ekonomi ya Selegae nakong ya tswalo go thata kudu ka ge bophelo bja mošomo bo lebeletšwa go feta mengwaga ye 30. Go tseba dinyakwa tše itšego tša Tlhabollo ya Ekonomi ya Selegae mo tikologong yeo e dikologilego mošomo nakong ya tswalo goba mengwaga e mmalwa pele ga tswalo go thata. Le ge go le bjalo, go lemoga tihokego ya diprojeke tša Tlhabollo ya Ekonomi ya Selegae tše di akaretšago tše di hlabollwago ka maikemišetšo a tlhabollo ya loago le ekonomi ye e sa felego mo tikologong yeo e dikologilego mošomo, kudu go bao ba bego ba ithekgile ka mošomo bakeng sa maphelo a bona, go tla ba bohlokwa. Thulaganyo ye e tla thoma mengwaga ye mehlano (5) pele ga tswalo.



5 Tlhopho ya ditšhelete"

Go kgona go kgotlelela ditlhoko tša MPRDA le SLP, karolo ya Tlhopho ya Ditšhelete e bontšha tšhelete yeo Thaba-Chueu Mining e e lebeletšego go e abela go phethagatšo ya mananeo a Lenaneo la Setšhaba le Mosebetsi (Tafole 38), e lego: Lenaneo la Tihabollo ya Batho ba Human Resource, Tihabollo ya Ikonomi ya Sebaka, le go Fedišwa ga Mešomo, Go Fokotšwa ga Mešomo le Tswalo ya Kgwebo.

Tafole 38: Tlhopho ya Ditšhelete bakeng sa Lenaneo la Thuto le Kopana la Thaba-Chueu Mining

KAROLO YA LENANEO YA SLP	FINANCIAL PROVISION					TOTAL
	2025	2026	2027	2028	2029	
Tihabollo Lenaneo						
ABET	R 000	R 30 000	R 30 000	R 30 000	R 30 000	R 120 000
Mananeo a Thuto le Thuto ya Mosebetsi	R 000	R 80 000	R 80 000	R 80 000	R 80 000	R 320 000
Ditshebeletso Koetliso	R 000	R 50 000	R 50 000	R 50 000	R 50 000	R 200 000
Bokgoni bjo bo ka šomišwago	R 000	R 30 000	R 30 000	R 30 000	R 30 000	R 120 000
Boitlhatlhobi bja mošomo	R 000	R 80 000	R 80 000	R 80 000	R 80 000	R 320 000
Thušo ya ditšhelete tša thuto"	R 000	R 190 000	R 190 000	R 190 000	R 190 000	R 760 000
Sub-Total	R 000	R 460 000	R 460 000	R 460 000	R 460 000	R 1 840 000
Sebaka Ikonomi Tihabollo Lenaneo						

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
 SOCIAL AND LABOUR PLAN
 APPROVED
 2024-08-30
 LIMPOPO REGION

Tlhabollo ya Ekonomi ya Selegae Projects	2025	2026	2027	2028	2029	TOTAL
Borehole Drilling and Reservoir			R 200 000	R 200 000	R200 000	R 600 000
Construction of School Computer Room	R 0	R 0	R 250 000	R 250 000	R 250 000	R 750 000
Sub-total						
Management of downscaling and retrenchment)	R 000	R 100 000	R 100 000	R 100 000	R150 000	R 450 000
Overall five year budget	R 000	R 560 000	R 1 010 000	R 1 010 000	R 1 060 000	R 3 640 000

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN
APPROVED
2024-08-30
LIMPOPO REGION

Tshepetšo e tla netefatša gore phethagatšo ya SLP e na le didirišwa tše di lekanego gomme e be karolo ya tshepetšo le Tekanyetšo ya tshepetšo ya ngwaga ka ngwaga ya ditšhelete.

5.1 Tšhelete ya go Tšeelwa ka Thoko bakeng sa Taolo ya Go Fokotša Mešomo (Regulation 46 (E) (3))

Go ya ka Karolo ya 23(1)(e) ya Molao wa Tlhabollo ya meepo le Diphungwana (MPRDA), Tona o fa tokelo ya Mining ge mokopi a file ka ditokelo tša ditšhelete le tše dingwe bakeng sa Thaba-Chueu Mining Setšhaba le Mosebetsi Plan.

Karolo ye e lebeletše go hlalosa ka moo tshepetšo e ikemišeditšego go fa ka ditšhelete bakeng sa karolo ye nngwe le ye nngwe ya Setšhaba le Mosebetsi Plan.

Matsetelo a go tšwelapele mo Mananeong a Tlhabollo ya Batho le Thupelo nakong ya bophelo bja tshepetšo a lebeletšwe go thuša ka go hwetša bokgoni bjo bo tlogo go netefatša gore badiri ba ka hwetša mešomo le ka morago ga tshepetšo.

Go tlaleletša mo go se, tshepetšo e tla latela Molao wa Maemo a Motheo a Mosebetsi mabapi le thušo ya tlhabollo ya bokgoni bja badiri, yeo e lebeletšwego go thuša ka go hwetša bokgoni bjo bo tlogo go ba bohlokwa nakong ya go retrechment.

Tšhelete e tla bewa ka thoko bakeng sa go phethagatša merero ya go fokotša mešomo, go tswalela tshepetšo le go retrechment.

6. Puisano Ya Lenaneo La Setšhaba Le Mešomo (SLP)

Tshepedišo e ikanne go tsebagatša Lenaneo la Setšhaba le la Mešomo la Thaba-Chueu Mining, dikamano tša lona le melemo go beng karolo ka moka. Ka gare, se se akaretša bašomi ka moka ba mošomong, gomme ka ntle se akaretša setšhaba sa moamogedi le balaodi ba mmušo wa selegae. SLP e tla tsebagatšwa go beng karolo ka mekgwa e fapafapanego yeo e tla kgethwa le go phethagatšwa ke Foramo ya SLP.

7 Boikano

Signed at POLOKWANE on this 27TH day of OCTOBER 2023.

Ke nna, Christiaan Hölscher, yo a saenago mo tlase le yo a filwego maatla ke Thaba-Chueu Mining (Pty) Ltd, ke ikana gore ke tla latela tshedimosetso, ditlhoko, maikemišetšo, le maemo bjalo ka ge di hlalositse mo Lenaneong la Thaba-Chueu Mining la Setšhaba le Mešomo (SLP)

Go saenwa mo POLOKWANE ka letšatši la bo 27 la OCTOBER 2023.



Signature of responsible person
Designation: Mine Manager

