



ArcelorMittal



Leano la Loago le la Badiri la Moepo wa Manya a Tshipi wa Thabazimbi

Tshobokanyo ya Mokwalo wa SLP
Gore go Tshwaelwe ka One

Labone, 14 March – Labone, 18 April 2024



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Maitlhomano a Kopano

- Go neelana ka dintlhakakaretso tsa Leano la Loago le la Badiri [Social and Labour Plan (SLP)], Tlhabololo ya Metswedithuso ya Badiri [Human Resource Development (HRD)] le Thulaganyo ya Tlhabololo ya Ikonomi ya Selegae [Local Economic Development (LED)] e e leng karolo ya SLP ya Moepo wa Manya a Tshipi wa Thabazimbi [Thabazimbi Iron Ore Mine (TIOM)] ya paka ya pego ya 2024 – 2028.
- Go bona ditshwaelo malebana le mokwalo wa SLP ka kakaretso le ditshwaelo malebana le thulaganyo ya HRD le ya LED ka tllhamalalo.
- Go tllhalosa dipatlafalo tsa go nna le Dipuisano le Batsayakarolo.
- Go tllhoma mogopolo mo dikarolong tse di rileng tsa kgatlhego/dingongorego go tswa go baemedi ba Ketapele & Yuniyone ya TIOM.



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Matseno le dintlhakakaretso tsa Leano la Loago le la Badiri (SLP)

SLP ke tokumente e e tshwanetseng go romelwa jaaka karolo ya maikarabelo a moepo a a tlhalositsweng mo Molaong wa Tlhabololo ya Metswedi ya Diminerale le Petoroliamo, Molao 28 wa 2002 (MPRDA) le Melawana ya Tlhabololo ya Metswedi ya Diminerale le Petoroliamo, ya 2004 (jaaka e mametleletswe) (Melawana ya MPRD).

Maikarabelo a a malebana le dikarolo tse di latelang a akareditswe mo SLP:

- Go tlhabolola ya metswedithuso ya badiri: ka mafoko a mangwe, tlhabololo ya bokgoni jwa bathapiwa, dithutelo tiro, dibasari, katiso mo tirong, thuto le thapiso ya bagolo, bokgoni jo bo ka fetisetswang le tekatekano ya bothapiwa.
- Go tlhabolola ya morafe: ka diporojeke tsa tlhabololo tse di mekamekanang le ditlhoko tsa morafe wa selegae; tshenkelo ya ditheko; tlhabololo ya moabi le kgwebo, bonno jwa badiri le maemo a ba tshelolang mo go one.
- Go fokotsa le go kgaola badiri: ditlamorago tse di ka se kgoneng go tilwa tsa go tswalwa ga tiro ya botlhagisi ke tatlhegelo ya ditshono tsa bothapi. Ka jalo, ntlha ya konokono e e tshwanetseng go elwa tlhoko mo teng ga SLP ke dithulaganyo tse di maleba tsa tsamaiso ya go kgaola badiri le ya go tswala,

Maitlhommo a SLP ke:

- Go tlhama ditiro le go godisa loago le ikonomi ya Maaforika Borwa otlhe.
- Go tsenya letsogo mo diphetogong tsa setheo sa meepo.
- Go tlhomamisa gore beng ba meepo ba boammaaruri ba tsenya letsogo mo tlhabololong ya loago le ikonomi mo mafelong a a amilweng ke meepo.



Moepo wa Manya a Tshipi wa Thabazimbi

- TIOM, setlamo se ka botlalo se leng mo diatleng tsa ArcelorMittal South Africa (AMSA), ke mong wa ditshwanelo tse pedi tsa go epa (LP 30/5/1/2/45 & 47 MR) tsa Moepo wa Thabazimbi. TIOM ke moepo o o tlhomilweng wa khuti e e bulegileng o o mo toropong ya Thabazimbi (bona mmapa wa lefelo mo selaeteng se se latelang).
- AMSA e tsere marapo a botsamaisi, a taolo le a maikarabelo ka mo go feletseng a go tsosolosa Moepo wa Thabazimbi go tswa mo mong wa one wa mo nakong e e fetileng, e bong Sishen Iron Ore Company, ka 2018.
- Ditiro tsa bogologolo tsa moepo di ne di dirwa mo dikhuting di le robedi tse di bulegileng (khuti ya East, Buffelshoek East, Buffelshoek West, Bobbejaanwater, Donkerpoort West, Donkerpoort, Kwaggashoek East le Vanderbijl) tse di leng gone mo saeteng ya moepo.
- Go ya ka leano la Botshelo Jwa Moepo, dikhuti tse di sa direng di ka nna tsa epiwa mo isagweng. Go ne go epiwa go dirisiwa mekgwa e e tlwaelegileng ya go epa khuti e e bulegileng, e e akaretsang go bora, go thunya, go rwala le go goga.



Moepo wa Manya a Tshipi wa Thabazimbi



- Ga go na ditiro tsa moepo tse di dirwang ga jaana mo motlhaleng wa moepo o o dumeletsweng.
- Ga jaana, TIOM e tsamaisa ditone tse 30 ka ngwaga (30t p.a.)
 - D1-Old Plant Discard Dump, D2- Old Plant Discard Dump, D3 – Supply Chain Discard Dump
- Maano a mo isagweng a tsamaiso a akaretsa Matamo a Seretse le khuti ya Vanderbijl.



Tshekatsheko ya SLP ya Moepo wa Thabazimbi

Jaanong moepo o mo motlhaleng wa go sekaseka SLP ya one go ya ka dipatlafalo tsa Melawana ya Tlhabololo ya Metswedi ya Diminerale le Petoroliamo, ya 2004 (jaaka e mametleletswe) (Melawana ya MPRD).

- SLP e e dumeletsweng e tshwanetse go sekasekwa dingwaga dingwe le dingwe tse tlhano, mme e tla dira go fitlha fa setifikeiti sa go tswala se ntshitswe go ya ka karolo 43 ya MPRDA.
- Tshekatsheko e ka simololwa ka ngwaga wa bone wa SLP.

Molawana 43 wa MPRD
Molawana 46B(b) wa MPRD
Tšhata ya Meepo
Dikaedi tsa go Tsenya
Tirisong karolo 7.3

- Boikaelelo jwa ditherisano ke go:
- Lemoga ditlhoko tsa tlhabololo ya morafe o moepo o leng mo go one.
 - Lemoga dilo tsa bothokwa tsa tlhabololo ya merafe ya meepo.
 - Go naya di-I&AP tshono ya go tlhotlheletsa tshwetso ya makgaolakang ya DMRE malebana le SLP e e sekasekilweng.

Tšhata ya Meepo karolwana 2.1.4.1.4
Tšhata ya Meepo karolo 2.5.1
Melawana ya EIA, ya 2014
Melawana 40

- Fa go sekasekwa SLP e e dumeletsweng, mong wa tshwanelo ya go epa o tshwanetse go ikgolaganya le:
- Merafe ya moepo.
 - Merafe e badiri ba tswang mo go yone.
 - Bomasepala ba Selegae & Kgaolo.
 - Baeteledipele ba setso.
 - Di-I&AP tse dingwe tsotlhe.

Molawana 1 wa MPRD
Molawana 46B(a) wa MPRD
Tšhata ya Meepo karolwana 2.1.4.1.4
Tšhata ya Meepo karolwana 2.5.1
Dikaedi Tsa go Tsenya Tirisong
Tšhata ya Meepo karolo 7.3
EIA Regulations, 2014 Regulations
40

- Ditherisano:
- Di tshwanetse go baya dilo mo pepeneng, di akaretse batho botlhe mme di thewe mo ditherisanong tse di nang le matswela le merafe ya moepo le di-I&AP.
 - Di ka dirwa ka mokgwa wa dikopano le dithutokatiso le merafe ya moepo gammogo le ditheo tse di maleba.
- Ditherisano tse di nang le matswela (Melawana ya EIA, ya 2014) e tlhoka:
- Malatsi a le 30 ka nako ya fa di-I&AP di itsisiwe ka tsamaiso ya go sekaseka SLP le ya fa ba nawa tshono ya go akgela.
 - Tshedimose tso yotlhe malebana le tshekatsheko ya SLP e tshwanetse go bonwa ke di-I&AP gore di kgone go akgela ka yone.
 - Di-I&AP di tshwanetse go itisiwe ka papatso ya makwalodikgang, makwalo/di imeili, le dikitsiso mo saeteng.
 - Dikakgelo tsotlhe tsa di-I&AP, le ditsibogo tsa di-SBPM di tshwanetse go kwalwa mo pegong ya makgaolakang e e romelwang DMRE.

Molawana 46C wa MPRD
Dikaedi Tsa go Tsenya Tirisong
Tšhata ya Meepo karolo 7.3
Melawana 3A le 42(4) ya MPRD
Melawana ya EIA, ya 2014 Melawana 40-44



ArcelorMittal Ditshwaelo go tswa go batsayakarolo ba kwa ntle

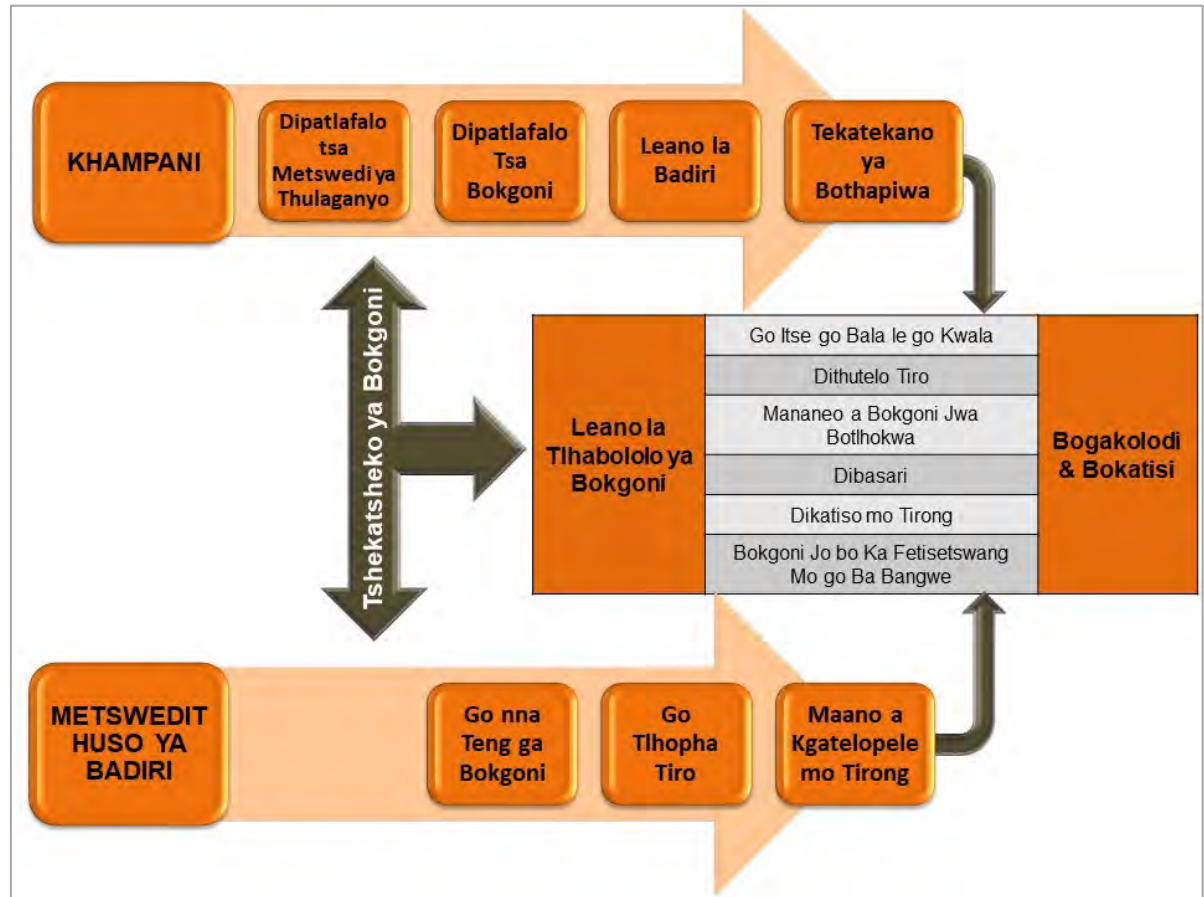
Go ile ga tshwarwa dikopano le badiredi ba Masepala wa Selegae wa Thabazimbi le Waterberg Tourism ka 2023 go bona tshedimosetso e e latelang:

- Lenaane la ditlhoko tsa Wate go lemoga diporojeke tsa LED tse di akarediwang mo SLP.
- Lenaane la diporojeke tse di ka nnang gone go tswa mo IDP ya ga jaana, tse di iseng di newe thuso ya madi e bile di ise di simolole.
- Dintlha ka ga kafa go ka tsweleng ka ditherisano tse di oketsegileng malebana le go lemoga porojeke ya LED le go tshegetsisa SLP.
- Kaelo ya kafa go ka bonwang tumalano ya molaomotho ka gone mo diporojekeng tsa LED tse go dumalanweng ka tsone.
- Go lemoga diporojeke tse di ka nnang gone tsa kgodiso ya letseno la Bojanala le mafaratlhatlha a Bojanala.



Tlhabololo ya Metswedithuso ya Badiri

- Go tswalwa ga Moepo wa Thabazimbi le tsamaiso e e amegang ya go fokodiwa ga badiri e tllile go nna tlhotlheletso e kgolo ya Tlhabololo ya Metswedithuso ya Badiri (HRD) kgotsa Thulaganyo ya Tlhabololo ya Batho.
- Mekgele le dikgato di tla tlhotlhelediwa ke palo ya bathapiwa ba ba fokodiwang mo isagweng le go kaelwa ke ditiro tsa botsereganyi tse di tla tlhomamisang gore bathapiwa ba nna le bokgoni e bile ba newa dilo tse ba di tlhokang go simolola ditiro tse disha kwa meepong e mengwe kgotsa fa ba fetola indaseteri gotlhelele.
- TIOM e ikemiseditse go tlhabolola ditsamaiso le dithulaganyo tse di tla letlelelang mkgwa wa go akaretsa batho botlhe mo ditirong tsa yone tsa Metswedithuso ya Badiri jaaka go bontshitswe mo setshwantshong.





Thuto le thapiso ya bagolo

- Tshedimosetso e e leng gone e bontsha gore bathapiwa ba le 5 mo badiring ba ga jaana kwa TIOM le bathapiwa ba le 2 ba konteraka ba na le selekanyo se se kwa tlase ga AET 4 sa go itse go bala le go kwala.
- Le fa TIOM e tllile go neelana ka ditshono tsa go thapisa bathapiwa bano go itse go bala le go kwala, maitlhomo magolo a lenaneo la AET mo TIOM a tllile go nna go dira gore mananeo a a ntseng jalo a nneng teng mo morafeng.

SELEKANYO SA AET	2024	2025	2026	2027	2028	Palogotlhe 2024-2028
TIOM le Bathapiwa ba Konteraka						
PELE GA AET	0	0	0	0	0	0
AET 1	0	0	0	0	0	0
AET 2	0	1	0	0	0	1
AET 3	0	1	1	0	0	2
AET 4	0	3	3	1	0	7
PALOGOTLHE	0	5	4	1	0	10
Tekanyetsokabo	R0	R50 000	R40 000	R10 000	R0	R100 000

- Ela tlhoko: dipalo tse di mo tafoleng e e fa godimo di bontsha palogotlhe ya baithuti mme ga se palo ya baithuti ba basha ngwaga le ngwaga.



ArcelorMittal Dithutelo tiro

- Dithutelo tiro ke karolo ya leano la tlhabololo ya bokgoni la TIOM. Dithulaganyo tseno di tla thusa bathapiwa go wetsa dithutego tse di tsamaisanang le tiro ya bone, tse di dumeletsweng e bile di inakanya le NQF. Dithulaganyo tseno tsa thutelo tiro di tsamaisana le dipatlafalo tsa MQA. Thutelo tiro epe fela e e tla itsisiweng e tla tswelela e fitlhelela dipatlafalo tsa MQA kgotsa tsa Bothati jo bongwe jwa Lephata la Thuto le Thapiso [Sector Education Training Authority (SETA)].
- Thulaganyo ya thutelo tiro ya TIOM e ikaeletse go thusa ka tlhabololo ya bokgoni jo bo tlhaelang le jo bo botlhokwa thata, e seng fela jwa moepo ka bojone, mme gape le go thusa ka mefuta e e farologaneng ya bokgoni jo bo ka thusang go rarabolola bothata jwa bosetshaba jwa go tlhabela ga mefuta eno ya bokgoni.
- Go tsenngwa tirisong ga thulaganyo ya thutelo tiro ya TIOM go tla kaelwa ke le go thewa mo melaometheong e e latelang:
 - ✓ Dithutelo tiro di tlile go tlhoma mogopolo mo go rarabololeng bothata jwa bokgoni le go tshwanelega sentle go dira tiro jaaka go lemogilwe mo tshekatshekong ya bokgoni, le mo dithutelo tiro tseno di leng karolo ya tsamaiso le tsela ya thulaganyo ya tiro ya mothapiwa
 - ✓ Dithutelo tiro di tlile go tlhoma mogopolo mo go rarabololeng bothata jwa mefuta e e farologaneng ya bokgoni jo bo tlhaelang le jo bo botlhokwa (segolobogolo mefuta e TIOM e kgaratlhang go bona batho ba ba ka tswang ba na yone)
 - ✓ Mekgwa ya tshegetso e e nang le mosola e tlile go rulaganngwa go tlhomamisa gore moithuti o kaela mo tsamaisong yotlhe. Mekgwa eno e tla amana ka tlhamalalo le dithulaganyo tsa katiso le bogakolodi
- Mekgele e e kwadilweng fa tlase e tlile go tlhoma mogopolo mo dithutelong tiro tsa maloko a morafe (baitluti ba le 18.2).

Thutelo tiro	2024	2025	2026	2027	2028	TOTAL
PALOGOTLHE	0	2	2	2	2	8
Tekanyetsokabo	R0	R108 000	R108 000	R108 000	R108 000	R420 000



- Dithulaganyo tsa Bokgoni Jwa Botlhokwa Jwa Tiro di tshameka karolo ya botlhokwa mo go thuseng bathapiwa go nna le bokgoni le ditshwanelego tse di maleba tse di tlokegang go diragatsa maikarabelo a ba thapetsweng one
- Ntlha ya botlhokwa ya go tlhama le go tsenya tirisong thapiso ya bokgoni ke gore bokgoni jo bo bonweng ke bathapiwa bo tshwanetse gore bo kgone go fetisetswa. Ka ntlha ya seno, go tla bo go sa utlwale gore bathapiwa ba newe thapiso e e tseneletseng le e e atlegileng mme gone ba sa kgone go solegelwa molemo ke bokgoni jo bo ntseng jalo fa ba tlhopha go tlogela tiro ya moepo kgotsa fa moepo o tswalwa mme ba iphitlhela ba sa kgone go thapiwa.
- Leano la tlhabololo ya bokgoni la TIOM le akaretsa thapiso le tlhabololo e e tshegetsang dipatlafalo tsa maemo a ga jaana – thapiso e e tlhamaletseng ya tiro e e rileng. Le fa go ntse jalo, bontsi jwa mefuta ya bokgoni jo bo newang bathapiwa jaaka bokgoni jwa tiro bo tla fetisetswa kwa ditirong tse dingwe tsa meepo le ka kwa ga indaseteri ya moepo, segolo jang e re ka moepo o mo legatong la go fokotsa badiri ka tebelelo ya gore o tswalwe. Gape thapiso ya bokgoni jo bo ka fetisetswang e tla newa maloko a morafe.

Tlhabololo ya thapiso ya tiro e e rileng e raya tsamaiso ya go naya bathapiwa bokgoni, kitso, le ditshwanelego tse di tlokegang go dira tiro ka tsela e e molemo / go tokafatsa bokgoni jwa bone mo tirong kgotsa seabeng se se rileng. Mofuta ono wa thapiso o rulagantswe go ya ka dipatlafalo tse di rileng tsa tiro mo teng ga setlamo, e e jaaka, mme gone ga se fela, thapiso ya Microsoft, bokatisi, dipatlafalo tsa semolao, dithutokatiso jwa tiro, jalo le jalo.

TOIM e ineetse mo thulaganyong e nngwe ya go naya **Bathapiwa (18.1) le Morafe (18.2) Bokgoni jo bo Fetisetswang.** Maitlhome a thulaganyo eno e tle go nna thapiso ya bokgoni jo bo fetisetswang go bathapiwa ba ba bontshang kgatlhego ya go nna le thapiso e e ntseng jalo, mme go gatelelwa ka mo go kgethegileng bathapiwa ba ba leng gaufi le go rola tiro, ba ba sa kgoneng go bereka ka ntlha ya go lwala kgotsa ba ba kgaotsweng mo tirong, gore ba tsewelele ba na le seabe mo ikonoming, ba kgone go thapiwa gape kgotsa ba kgone go itshidisa mo merafeng ya bone.

Mefuta ya thapiso ya bokgoni jo bo fetisetswang e tla ikaega ka ditlhoko le dikopo tsa bathapiwa/maloko a morafe a a amegang, mme gone e ka akaretsa ditiro tse di latelang gareng ga tse dingwe:

- Go Lomaganya Ditshipi (*Welding*)
- Go Betla ka Logong (*Carpentry*)
- Go Kgweetsa
- Go Aga (*Bricklaying*)
- Go Tsenya Diphapepe Tsa Metsi (*Plumbing*)
- Motlakase
- Go Baakanya Dikoloi (*Motor Mechanic*)
- Go Roka
- Go Dira Dibenyane
- Go Amogela Baeng & Go Apaya
- Bokgoni Jwa go Dirisa Khomputara
- Bogwebi
- Bokgoni jo bo Tlokegang mo Botshelong



TIOM e tla tsenya tirisong thapiso ya bokgoni jo bo fetisetwang go ya ka melaometheo e e latelang:

- Thapiso e tshwanetse go tsamaisana le Letlhomeso la Bosetšhaba la Dithutego [National Qualifications Framework (NQF)] mo go tshwanelang le mo go kgonegang. Seno se tlhoka gore go tlhomiwe mogopolo mo thapisong e e theilweng mo matsweleng le go golaganya phitlhelelo ya ditekanyetso tsa yuniti le/kgotsa ditshwanelego tsa thutego ya semmuso.
- Mo thapiso e golaganngwang le ditekanyetso tsa yuniti, dipholo tsa ditshwanelego tsa thutego di tla lemogiwe mo nageng yotlhe.
- Dithulaganyo tsa tlhabololo ya AET di tla tswelela di tlhoma mogopolo mo TIOM go ya ka ditlhoko tse di lemogilweng mme thotloetso e e tswelelang e tla direlwa bathapiwa le gore morafe o godise dilekanyo tsa one tsa go bala le go kwala.
- Dilekanyo tsa ga jaana tsa bokgoni jwa bathapiwa di tla sekasekwa go bona fa e le gore go tlhokega tlhabololo e e oketsegileng le go golaganya seno le maano a a lemogilweng a kgatelopele ya bone ya tiro.
- Bokgoni jo bo abilweng bo tla tshegetsatshegetsa bathapiwa mo dikarolong tse di sa ntseng di dira sentle morago ga go gore badiri ba kgaolwe/fokodiwe kgotsa fa moepo o tswala.
- Tshegetso ya go ikarabelela loago fa badiri ba kgaolwa e a newa malebana le thapiso e e oketsegileng go tsamaisana le ditlhoko tse di lemogilweng tsa bokgoni ka merafe e badiri ba tswang mo go yone le/kgotsa merafe ya selegae e e dikologileng moepo.

Mofuta wa thapiso	2024	2025	2026	2027	2028	TOTAL
Tlhabololo ya Tiro e e Rileng/Bokgoni Jo bo Ka Fetisetwang – baithuti ba le 18.1	3	2	3	3	4	15
Bokgoni Jo bo Ka Fetisetwang – baithuti ba le 18.2	19	16	16	10	11	72
Tekanyetsokabo	R297 000	R239 000	R239 000	R139 000	R189 000	R1 103 000



TIOM e lemoga lebaka la go godisa le go tlhabolola bokgoni jo bo ka nnang teng kwa tshimologong fela, go tlhabolola bokgoni jo bo tsamaisanang le indaseteri ya moepo gammogo le go akanyetsa go fetisetswa kwa ditheong tse dingwe. Mananeo a basari le katiso mo tirong ke di ya thoteng di bapile ka la gore di thusa baithuti ba basari go bona maitemogelo a tiro ka nako ya dithuto tsa bone le fa ba di wetsa ka mokgwa wa thapiso ya maitemogelo kwa tirong.

Melaometheo ya konokono ya tsela e TIOM e dirang Dikatiso mo Tirong le Dibasari ka yone e akaretsa:

- **Mekgele ya HDP:** O tshegetsa phitlhelelo ya mekgele ya HDP
- **Go Tlatsa Diphatlhatiro:** O nna gone go emisetsa diphatlhatiro tse di tladiwang leruri mo dikarolong tse go leng bokete go tlatsa diphatlhatiro le go neelana ka batlhatlhami ba ditiro tsa batsamaisi
- **Maitemogelo a a amanang le tiro:** O fana ka maitemogelo a a rileng a a amanang le tiro ka dikatiso mo tirong le ka go baakanyetsa baithuti go siamela lefatshe la tiro
- **Go Lemoga Bokgoni Jo bo Ka Nnang Gone:** O thusa go lemoga bokgoni jo bo ka nnang gone go sa le gale e le gore bo ka godisiwa, gore bo kgone go tshegetsa dipatlafalo tsa bokgoni mo isagweng
- **Ditshono tsa go ithuta:** O tshegetsa matsholo a go dira setheo se gaisane le go feta le gore se emele batho ba mefuta e e farologaneng ba Aforika Borwa ka go naya batho ba ba neng ba sa newe ditshono mo nakong e e fetileng ditshono
- **Baithuti ba ba tsentsweng boleng:** Bathapiwa/baithuti ba lemoga gore kgwebo e ineetse mo tlhabololong ya bone mme ka ntlha ya seno, ba ka kgona go tsenya letsogo le le nang le boleng.
- **Go Bereka mo Motseletseleng wa Boleng:** O naya baithuti tshono ya go bereka mo tsamaisong ya motseletsele wa boleng ka botlalo mme o letlelela go fetofetoga le maemo mo go oketsegileng go ya ka go tladiwa ga diphatlhatiro go go tla dirwa moragonyana mo moepong

Ka nako ya SLP eno go ela kwa go tswalweng ga moepo, thuso ya go ithuta e tla nna karolo ya konokono ya thulaganyo ya go tswalwa ga Moepo. Go lebeletsewe gore bathapiwa bangwe ba ka batla go oketsa dithutego tse ba nang le tsone ga jaana kgotsa go fetola indaseteri kgotsa tiro mme ka jalo ba tlhoka thuso go tswa mo Moepong. TIOM e dirile gore thuso ya thuto e nne teng. Gape TIOM e tla tlhoma mogopolo mo go neyeng maloko a morafe dibasari (baithuti ba le 18.2) go tsamaisana le Pholisi ya Khampani ya Basari.



Dibasari le dikatiso mo tirong

- Ela tlhoko: dipalo tse di mo tafoleng e e fa godimo di bontsha palogotlhe ya baithuti mme ga se palo ya baithuti ba basha ngwaga le ngwaga.

BASARI	2024	2025	2026	2027	2027	Palogotlhe 2024-2028
Palogotlhe	0	2	2	2	2	
Tekanyetsokabo	R0	R200 000	R200 000	R200 000	R200 000	R800 000

Dibasari di tla neelwa segolobogolo go ithuta mo kholejeng ya TVET e e leng mo TLM mme dithutego tse di tla ikaega ka ditlhoko tsa baabi ba basari. Le fa go ntse jalo, TIOM e ikaeetse go naya baithuti ba basari tshono ya go kwadisiwa mo dikatisong mo tirong kwa moepong, mme go tla tlhoka gore dithutego tsa baabi ba basari di tsamaisane le dikatiso tsa tiro tse di lemogilweng mo moepong.

BAKATISIWA MO TIRONG	2024	2025	2026	2027	2028	Palogotlhe 2024-2028
Palo ya Dikatiso mo Tirong tse di Tshegeditsweng ka nako epe fela	2	2	2	2	2	
Tekanyetsokabo	R108 000	R108 000	R108 000	R108 000	R108 000	R540 000

Gape Moepo o fana ka lenaneo la katiso mo tirong le le nayang ba e ka nnang bathapiwa le baithuti ba ba kopang maitemogelo a tiro gore ba bone ditshwanelego tsa dithutego tsa bone tshono ya go bereka. Ka kakaretso, moepo o fana ka dikatiso mo ditirong mo dikgwebong tsa konokono tse di jaaka Boenjenere, Pabalesego, Metswedithuso ya Badiri, Tsa Madi (kgwebo), polasi ya Diphologolo Tsa Naga le Tikologo.

NAKO YA BAKATISIWA MO TIRONG	July 2024 – December 2025 (setlhopha 1)	January 2026 – June 2027 (setlhopha 2)	July 2027 - December 2028 (setlhopha 3)
Palogotlhe ya bakatisiwa mo tirong ba bash	2	2	2



- TIOM e ineetse mo Tekatekanong ya Bothapiwa (EE) mo TIOM yothhe. Ka jalo, pholisi le maano a yone a EE a tlhabolotswe go tlhomamisa gore ditiro tsa tlhaolele ga di nne gone, mme ka thulaganyo ya go leba pele ba ba neng ba ikgatholositswe, go tlhomamisa gore dipalopalo tsa bathapiwa mo maemong a a kwa godimo di a tokafala mo tsamaong ya nako gore re di bonatshe ka botlalo mefuta e e farologaneng ya baagi mo Aforika Borwa. Mo godimo ga go ikobela mekgele e e mo Tšhateng ya Meepo,
- Botsamaisi Bogolo bo ikemiseditse go fedisa mofuta ope fela wa go tlhorontshiwa ka tsela e e sa siamang, e ka tswa e le ka tlhamalalo kgotsa nnyaa, mo lifelong la tiro. Seno se akaretsa ditiro dipe fela kgotsa matshosetsi ape a a kgoreletsang bokgoni jwa motho kgotsa setlhopha sa batho go dira tiro ya bone ka ntlha ya lotso, bong, boimana, seemo sa lenyalo, maikarabelo a lelapa, lotso kgotsa loago lwa motho, seemo sa HIV/Aids, tshekamelo ya thobalano, dingwaga, bogole, bodumedi, segakolodi, tumelo, maikutlo a sepolotiki, setso, puo kgotsa tsalo.

Melaometheo e e gatelelang phitlhelelo ya maitlomo a a umakilweng fa godimo e kwadilwe fa tlase:

- Talente ya HDP (go akaretsa basadi) e tla godisiwa gore e tlaletse badiri le go thusa ka maano a botlhatlhami.
- Go senka badiri go tla tlhotlhomisiwa gore go fitlhelele mekgele ya HDP (diphatlhatiro tse di leng teng ga jaana kgotsa tse di ka nnang teng mo isagweng di tla lebelelwa go di-HDP).
- Maano a Tlhabololo ya Tiro a tla nna karolo ya botlhokwa go tlhomamisa gore di-HDP tseo tse di lemogilweng jaaka e le tse di nang le bokgoni go ya ka ditlhatlhobo tsa bokgoni di lebeletswe go tlatsa ditiro tsa botsamaisi mme di tlhabololelwa seno.
- Dithulaganyo tse di tla tsenngwa tirisong go ngoka di-HDP (go akaretsa basadi) le go di boloka, ka Sekai, tlhabololo ya dipholisi tse di tshegetsang go bolokiwa ga di-HDP.
- Ditiro tsa meepo di tla lemogiwa mo leanong la badiri le le ka neelwang basadi.
- Di-HDP di tla kaelwa gore di newe tshegetso le thuso go tlhomamisa gore di ka simolola ditiro tsa tsone ka katlego.



Maemo	Tekanyo/kaedi ya HDP go tsamaisana le Tšhata ya Meepo	Diperesente tse e le gore ke basadi	TIOM YA MMATOTA	
			HDP	BASADI
Botsamaisi jwa khuduthamaga (mo go tshwanelang)	50% e e nang le tshwanelo ya go bouta (go akaretsa batsholadishere ba BEE)	20%	0%	0%
Botsamaisi bogolo	50% e leng selekanyo sa bokaedi jwa khuduthamaga jaaka diperesente tsa bakaedi botlhe ba khuduthamaga (go akaretsa batsholadishere ba BEE)	20%	57%	29%
Botsamaisi jo bo mo magareng	60%	25%	100%	56%
Botsamaisi jo bo kwa tlase	60%	25%	76%	33%
Bathapiwa ba ba nang le bogole	70%	30%	0%	0%
Bokgoni jwa konokono le jwa botlhokwa	1.5%	EAP	60%	13%

EAP e supa Baagi ba ba Dirang



ArcelorMittal

Tekanyetsokabo ya HRD

	2024	2025	2026	2027	2028	PALOGOTLHE
AET	R0	R50 000	R40 000	R10 000	R0	R100 000
Dikatiso mo tirong	R0	R108 000	R108 000	R108 000	R108 000	R432 000
Bokgoni Jwa Botlhokwa & Jo bo Ka Fetisetswang	R297 000	R239 000	R239 000	R139 000	R189 000	R1 103 000
Dibasari	R0	R200 000	R200 000	R200 000	R200 000	R800 000
Dikatiso mo tirong	R108 000	R108 000	R108 000	R108 000	R108 000	R540 000
PALOGOTLHE	R405 000	R705 000	R695 000	R565 000	R605 000	R2 975 000



Leano la Matlo & Dijo Tse di Nang le Dikotla

- Badiri ba moepo ba nna mo magaeng a bone go dikologa moepo mme ga go na badiri ba ba n nang mo saeteng. Le fa gone pholisi ya TIOM e sa bue gore moepo o fe badiri matlo, moepo o ikemiseditse go tihomamisa gore bathapiwa botlhe ba nna mo mafelong a bone a a leng mo seemong se se siameng go aga motheo o o nonofileng wa legae.
- Gape TIOM e na le setoko sa matlo a e leng gore ke a moepo. Maikaelelo a moepo ke go rekisetsa badiri matlo ano ka tlhwalhwa e e fokoditsweng.
- Moepo o batla gore badiri botlhe ba je dijo tse di siameng gore o tswelele o na le badiri ba ba itekanetseng. Ka jalo, go botlhokwa gore badiri ba newe dijo tse di siameng go tihomamisa boitekanelo jo bo tokafatseng gammogo le bokgoni jwa go dira tiro botoka ka lobaka lo loleele. Go thusa ka maitlomo ano, TIOM e naya bathapiwa ba yone dijo tse di oketsang dikotla tse di diretsweng go nonotsha botsogo jo bo siameng le go thusa go laola letsapa. Mo godimo ga moo, moepo o naya badiri ba yone dino tse di fanang ka maatla letsatsi le letsatsi.
- Gape TIOM e na le Lenaneo la Botsogo jo Bontle le le diretsweng go thusa bathapiwa go boloka botsogo jwa bone jwa mmele le jwa tihaloganyo bo itekanetse.

Leano la Tiro go tihabolola Leano la Matlo la TIOM

Tiro	Dikgatopotlana Tse Dingwe	Matswela	Motho/Batho ba ba Ikarabelang	Nako
Sekaseka setoko sa matlo otlhe a e leng gore ke a moepo.	Go tlhama lenaane la tshedimosetso la matlo a e leng gore ke a moepo le boleng jwa ntlo nngwe le nngwe.	Lenaane la tshedimosetso la matlo a e leng gore ke a Moepo.	Motsamaisi wa HR	December 2024
Go tlhalosa dipatlafalo tsa go rekisa matlo a e leng gore ke a moepo	Go rarabolola dipholisi le ditsamaiso tsa Thekiso ya matlo a moepo	Pholisi le dipatlafalo tsa Thekiso/go rekwa ga matlo a moepo	Motsamaisi wa MHR	December 2024
Go tlhama tsela ya go thusa badiri go bona matlo a leng gore ke a moepo	Go lemoga baabi ba ditirelo tsa madi le mekgwa ya go thusa badiri go reka matlo a e leng gore ke a moepo.	Go thusa badiri go reka matlo a moepo	Motsamaisi wa HR & Ntlokgolo	December 2024



- TIOM e lemogile gore e le gore e kgone go nna le seabe ka bottlalo mo go fetoleng ikonomi ya Aforika Borwa, e tshwanetse go simolola mekgwa ya go senka ditheko ka tsela e e kgethegileng go ralala lenaane lotlhe la yone la tshedimosetso. Ditshenkelo tsotlhe tsa Ditheko mo teng ga TIOM di bereka go ya ka Pholisi ya Tshenkelo ya Ditheko le Melaometheo e e Kaelang ya AMSA, e e tihalasang thulaganyo e mo go yone go dikgato tsa go senka ditheko tsotlhe a laolwang ke AMSA.
- Ka mo go kgethegileng, thulaganyo e e dirang mo Tshenkelo ya Ditheko ka Tsela e e Kgethegileng (Preferential Procurement) e kwadilwe fa tlase. Maitlomo a pholisi ya tshenkelo ya ditheko ka tsela e e kgethegileng ya TIOM go dirisa ka bottlalo ditshono tsa di-HDSA go abela TIOM dilwana le ditirelo. Seno se tla tsenya letsogo mo tihabololong ya mekgwa ya tiro ya HDSA e e itsetsepetseng, e bile se tla tsenya letsogo mo dipatlafalong tsa go reka le tsa go senka ditheko tsa Molao wa MPRDA le tsa Tshata ya Meepo.
- Tshenkelo ya ditheko ka tsela e e kgethegileng e akanyetsa ditshwetso tsa go aba ditheko tse di senkilweng go ya ka dintlha tse di mo thulganyong ya AMSA, mme e tlhomamisa gore ditshwetso tsa tshenkelo ya ditheko di tsamaisana ka bottlalo le maitlomo a diphetogo a AMSA. Diphetogo tseno ke go:
 - ✓ Rotloetsa go ikobela molaotseo o o amanang le maatlafatso e e anameng ya ikonomi ya bantsho (BBBEE).
 - ✓ Tshegetsatsa le go rotloetsa dikgato le diporojeke tsa tshenkelo ya ditheko ka tsela e e kgethegileng ka maikaelelo a go tokafatsa tshenkelo ya ditheko mo barekising ba ba tshwanelegang (barekisi ba ba tsamaisanang le dilekanyediwa tse di mo magareng ga 1 go ya go 4)
 - ✓ Tshenkelo ya ditheko ka tsela e e kgethegileng e bua ka tshenkelo ya ditheko tsa dilwana le/kgotsa ditirelo mo go kakanyetso ka tsela e e kgethegileng e nwa barekisi ba ba tshwanelegang, ke go re, barekisi ba ba nang le setifiketi kgotsa afitafiti ya semolao ya BBBEE ya selekanyetswa se se mo magareng ga 1 go ya go 4, go elwa tlhoko gore dintlha tse di oketsegileng di a dira go ya ditlhaodi tse di latelang:
 - Barekisi ba Kgwebo e Nnye e e Tihagang [Emerging Micro Enterprise (EME)]
 - Barekisi ba Kgwebo e Nnye e e Tshwanelang [Qualifying Small Enterprise (QSE)]
 - Barekisi ba Beng ba Kgwebo e Leng Bantsho [Black Owned (BO)]
 - Bareki ba Beng ba Kgwebo e Leng Basadi ba Bantsho [Black Woman Owned (BWO)]
 - Barekisi ba Beng ba Kgwebo e Leng Basha [Black Youth Owned (BYO)]



Mekgele ya Tshenkelo ya Ditheko ya TIOM – Dilwana Tsa go Epa

	Mekgele				
	2024	2025	2026	2027	2028
Dilwana Tsa go Epa – Tshenkelo ya Ditheko go reka dilwana tse di dirilweng mo Aforika Borwa	18.0%	18.0%	18.0%	18.0%	18.0%
Kgaoganyo e ka tsela e e latelang:					
Ditheo tsa HDP le tse di laolwang ke yone	10.0%	10.0%	10.0%	10.0%	10.0%
Ditheo tsa Basadi kgotsa tse di laolwang ke Basha	3.0%	3.0%	3.0%	3.0%	3.0%
Dikhampani tse di tsamaisanang le BEE	5.0%	5.0%	5.0%	5.0%	5.0%

Mekgele ya Tshenkelo ya Ditheko ya TIOM – Ditirelo

	Mekgele				
	2024	2025	2026	2027	2028
Go reka mo dikhampaning tsa Aforika Borwa	77.5%	77.5%	77.5%	77.5%	77.5 %
Kgaoganyo e ka tsela e e latelang:					
Ditheo tsa HDP le tse di laolwang ke yone	50.0%	50.0%	50.0%	50.0%	50.0%
Ditheo tsa Basadi le tse di laolwang ke bone	15.0%	15.0%	15.0%	15.0%	15.0%
Ditheo tsa Basha le tse di laolwang ke bone	5.0%	5.0%	5.0%	5.0%	5.0%
Dikhampani tse di tsamaisanang le BEE	7.5%	7.5%	7.5%	7.5%	7.5%

TIOM e beile mokgele wa tshenkelo ya ditheko go 25%, mo godimo ga e e umakilweng fa godimo go akaretsa barekisi ba ba sa tsamaisaneng le molao, ya palogotlhe ya ditheko tsa kgwedi le kgwedi go tswa go barekisi ba ba leng mo tikologong ya TLM. Mo go tshwanelang, ditheko di mo mekgeleng e e fa godimo.



Tlhabololo ya Ikonomi ya Selegae

- Tlhabololo ya ikonomi ya selegae [Local economic development (LED)] ka kakaretso e kaya taolelo ya molaotheo wa masepala mongwe le mongwe go rotloetsa go okamela tlhabololo ya merafe e e kafa tlase ga taolo ya one.
- Mananeo a SLP LED a tshwanetse go tsamaisana le ditlhabololo tse di tlang pele tsa masepala mme a bontshe kafa beng ba tshwanelo ya go epa ba ka tshegetsang le go tsenya letsogo ka gone mo tlhabololong ya loago le ikonomi ya merafe ya selegae e e mo tikologong ya bone.
- Gantsi mananeo a SLP LED a akaretsa diporojeke tsa mafaratlhatlha le tsa go fedisa khumanego.
- Diporojeke tse di lemogilweng tsa SLP LED di tshwanetse go tsamaisana le ditlhoko, dilo tse di tlang pele le botsereganyi jo bo lemogilweng mo IDP ya masepala wa selegae o o maleba.
- Gape lenaneo la LED le tshwanetse go bontsha gore le akanyetsa mekgwa, maano le dithulaganyo tsa kgaolo, porofense le tsa bosetšhaba.



Mokgwa wa Porojeke	Leina la Porojeke	2024	2025	2026	2027	2028	Palogotlhe
MAFARATLHATLHA	Tlhabololo ya Tsela ya mo Teng	-	625 000	625 000	625 000	625 000	2 500 000
	Kgolaganyo ya Mafaratlhatlha a Metsi	250 000	500 000	500 000	250 000	-	1 500 000
	Go fudusiwa ga Sekolo sa Poraemari (Legato 2)	300 000	400 000	400 000	400 000	0	1 500 000
E E TSENYANG LETSENO	Go Tsamaisa Bajanala le Ditirelo Tsa Bojanala	375 000	375 000	375 000	250 000	125 000	1 500 000
Palogotlhe ya Madi a a Ntshiwang ke Moepo mo Diporojekeng Tse di Ikemiseditsweng (Ngwaga wa Madi wa 2024 go ya go 2028):		925 000	1 900 000	1 900 000	1 525 000	750 000	7 000 000

POROJEKE YA TSELA

Go fitlha go 1km ya tsela ya mo teng ya mmu & ya ditena mo lpelegeng Township.

POROJEKE YA METSI

Go golaganya mola o mosha wa kabo le phaephe e kgolo ya Masepala e e setseng e le gone gore go kgonege go nna le kabo ya metsi go ralala mola o mosha o o agilweng wa kabo.

POROJEKE YA SEKOLO SA PORAEMARI

Go fudusiwa ga Sekolo sa Poraemari sa ISTORES go tswa kwa Ben Alberts go ya kwa Regorogile. Le go agiwa ga diphaposi tsa borutelo di le pedi

GO TSAMAISA BAJANALA LE DITIRELO TSA BOJANALA

- Go godisa kgolo le tlhabololo ya setheo sa bojanala jwa selegae ka go tlhabolola Bakaedi ba Bajanala.
- Go tlamela ka palo e e lekanyeditsweng ya dikoloi (tse di kwadilweng) gore di abe ditirelo tsa go tsamaisa bajanala go ralala dikago tsa bojanala jwa selegae. Dikoloi di tla nna polatefomo ya go bapatsa gore di tsenye letseno la Bakaedi ba Bajanala.
- Palo e e fopholeditsweng ya dikoloi: 2
- Palo e e fopholeditsweng ya Bakaedi ba Bajanala ba ba tlileng go solegelwa molemo (dikoloi di le teng kgotsa di seyo): 2



Ka 2015, Sishen Iron Ore Company (Pty) Ltd, e e neng e le beng ba moepo ka nako eo, e ile ya dira tshwetso ya gore e tswale TIOM. Tshwetso eo e ile ya dirwa morago ga tshekatsheko e e tseneletseng ya tiro ya moepo gammogo le dintlha tse di rileng tse di amileng tshwetso, tse di akaretsang¹:

- Moepo o ne o setse o fetile dingwaga tse 80 ka nako eo;
- Maemo a a bokete a go epa ka ntlha ya go raraana ga botegeniki jwa lefatshe, go go neng go setse go le teng, go go ileng ga okediwa ke metswedi e e lekanyeditsweng ya manya a tshipi a a setseng go ela bowelong jwa botshelo jwa moepo;
- Koketsego ya diitshenyegelo tsa go dira ka ntlha ya dipatlafalo tsa go kgaoganya matlakala; le
- Go palelwa ga mokgokolosa ka 6 June 2015 go go neng go aba metswedi ya manya a tshipi mo khuting e le nosi e e setseng e e neng e sa tsenyetse moepo madi.

Re ntse re gopola gore tshwetso e ile ya dirwa go kwala Leano la Makgaolakgang ya go Tlhatlhamolola le go Tswala Moepo, e e tlhomileng mogopoloo wa go diragatsa dipatlafalo tsa Molao wa Bosetšhaba wa Tsamaiso ya Tikologo (Molao 107 wa 1998) (NEMA), Molao wa Tlhabololo ya Metswedi ya Diminerale le Petoroliamo (Molao 28 wa 2002) (MPRDA) le Anglo Closure Toolbox go tshegetsa phetogo e e dirwang go tswa mo ditirong tsa TIOM.

TIOM e lemoga boammaaruri jwa kgang eno mme e ikemiseditse go rarabolola mekamekana le ditlamorago tsa go fokodiwa/tswalwa go go ntseng jalo ka bonako, le go tsenya tirisong ditsamaiso tse di fokotsang botlhokatiro le tatlhegelo ya tiro.

Anglo American: SIOC - Thabazimbi Mine Final Decommissioning and Closure Plan May 2017



Foramo ya Isagwe

Go tlhomiwa ga Foramo ya Isagwe go a tlhokega ka fa tlase ga Molawana 46 (d)(i) wa melawana ya MPRDA.

Mo godimo ga dintlha tsa konokono tse di kwadilweng fa tlase, go akantshwa gape gore Foramo ya Isagwe e tlile go thusa moepo ka go tsenya tirisong le go baya leitlho SLP. Eno ke karolo ya botlhokwa mo SLP ya Moepo.

Foramo ya Isagwe e tlile go tlhomiwa ke TIOM ka maitlhommo a a latelang:

- Go sekaseka le go tsaya dikgato tsa go tla tatlhegelo ya ditiro ka segalo se segolo;
- Go tokafatsa ditlamorago tsa tatlhegelo ya ditiro mo loagong le mo ikonoming;
- Go lebelela kgonagalo ya tatlhegelo ya ditiro le go tsenya tirisong maano a maemo a tshoganyetso;
- Go naya batho ba ba amegang tlhagiso go sa le gale, go godisa ditshono tsa bone tsa go bona tiro e nngwe;
- Go naya badiri ba ba amegileng thuso;
- Go rotloetsa phetisetso ya bokgoni ka go tsenngwa tirisong ka botlalo maiteko a go thapisa a a tla godisa tlhabololo ya mefuta e e oketsegileng ya bokgoni e e ka dirisiwang mo teng le kwa ntle ga indaseteri ya moepo;
- Go itsise le go tlhomamisa tlhaeletsano e e tsweleng le badiri mo dikgannyeng tsotlhe tsa SLP;
 - ✓ Go sekaseka mekgwa ya bosheng le dikgwetlho tsa indaseteri ka metlha; le
 - ✓ Go itsise Lefapha la Badiri ka maano fa e le gore dipresente tse di fetang lesome (10%) tsa badiri ba ka kgaolwa mo tironong ka ngwaga o le mongwe.
- Matswela ka kakaretso a Foramo ya Isagwe a tla tlhaga go tswa mo tshakatshekong e e mo nakong ya mathata, ka gonne seno se tla dira gore go kgonege go batlisisa le go tsenya tirisong ditharabololo tse di maleba ka tsela e e rulaganeng. Mo godimo ga moo, Foramo ya Isagwe e tla nna motsereganyi gareng ga Lefapha la Badiri, botsamaisi jwa TIOM le batsayakarolo ba bangwe ba ba amegang.



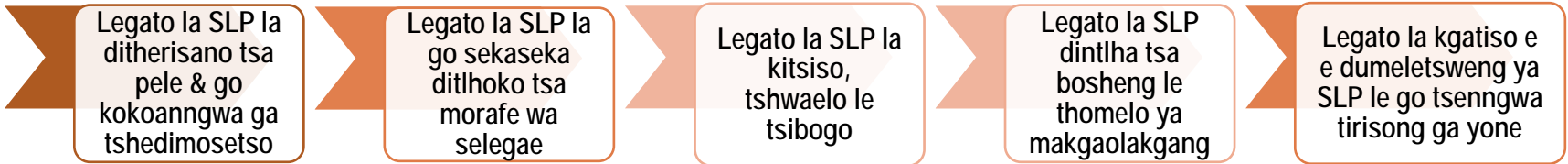
ArcelorMittal

Palogotlhe ya Maitlamo a Tsa Madi

	2024	2025	2026	2027	2028	PALOGOTLHE
HRD	R405 000	R705 000	R695 000	R565 000	R605 000	R2 975 000
LED	R1 000 000	R1 875 000	R1 875 000	R1 375 000	R875 000	R7 000 000
GO FOKODIWA & GO KGAOLWA GA BADIRI	R5 000	R5 000	R5 000	R5 000	R5 000	R25 000
PALOGOTLHE YA MADI A MOEPO O TLA A NTSHANG MO DIPOROJEKENG TSE DI ITLAMILENG MO GO TSONE (NGWAGA WA MADI WA 2024 GO YA GO 2028):	R1 410 000	R2 585 000	R2 575 000	R1 945 000	R1 485 000	R10 000 000



Tshekatsheko ya SLP le Dinako Tsa Ditherisano



- DMRE
- Badiredi ba Masepala
- Baemedi ba morafe wa selegae
- Waterberg Tourism

→ Badiredi ba Masepala

- Akaretsa di-I&AP tsothe tse di amegang, ka sekai
- DMRE
 - Merafe ya selegae
 - Badiredi ba Masepala
 - Batsayakarolo ba bangwe ba amegang ka thamalalo

→ DMRE

- Morago ga tumelelo ya DMRE, phatlhalatsa SLP e e dumeletsweng:
- Ka Setswana le Seesemane mo webosaeteng e e kgonang go fitlhelelwa ke batho botlhe, le dikhopi tse di porintilweng mo dilaeboraring tsa selegae/saeteng ya moepo.
 - Itsise ka papatso mo lekwadikgannyeng & radio.
- Ditherisano tse di tswelelang le:
- Foramo ya Isagwe
 - Baemedi ba Yuniono
 - Merafe ya Selegae/basolegelwa molemo ba porojeke (3x ka ngwaga)

Tshekatsheko ya SLP ya dintlha tsa go ikgolaganya tsa botsayakarolo jwa setšhaba

- Mokwalo wa SLP o teng go ka itseela one mo www.evasolutions.co.za. Khopi e e porintilweng ya SLP e ka bonwa mo Laeboraring ya Thabazimbi, 4th Avenue, Thabazimbi Proper, Thabazimbi.
- Dikakgelo di ka romelwa mo dintlheng tsa go ikgolaganya tsa botsayakarolo jwa setšhaba tse di kwadilweng fa tlase ka imeili, SMS kgotsa WhatsApp.
- Dikakgelo tsothe tse di amogetsweng di tla akanyediwa pele ga SLP ya makgaolakangang.
- Dikakgelo tsothe tse di amogetseng ka nako ya paka ya go tshwaela ya malatsi a le 30 di tla rekotiwa mo Rejisetara ya Dikakgelo le Ditsibogo e e tla romelwang go DMRE.
- Batsayakarolo ba lalediwa go tla Kopanong ya Setšhaba kwa Bioscope Hall, 11 Jourdan Street, Thabazimbi, ka Labone, 4 April 2024 – 11h30 – 18h30

Ofisi ya SLP ya Botsayakarolo Jwa Setšhaba:

Leina: Edward Komane/ Ursula Pape

Aterese ya imeili: comment@evasolutions.co.za | Dinomoro tsa mogala: 076 677 1235