



SEBILO RESOURCES:
LEANO LA LOAGO LE LA BADIRI
2019- 2023

KA FA TOKOMANE ENO E RULAGANTSWENG KA GONE

Thulaganyo ya tokomane eno e latelela tatelano ya Molawana 46 wa melawana ya Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo (2002), o o tthalosang diteng tse di tlhokegang tsa leano le le dumeletsweng la loago le badiri.

Gape tokomane eno e rulagantswe go ya ka dipatlafalo tsa Tšhata ya Moepo.

LENAANETHALO LA DITENG

1.	DIKHUTSHWAFATSO LE DITLHAKAINA	7
2.	MAREO LE DITLHALOSO	9
3.	MOLAO LE MELAWANA.....	11
4.	DITOKOMANE TSE DI AMANANG LE ONE	11
5.	DITSENYELETSO.....	12
6.	POLELO YA MATSENO.....	13
6.1	Mekgele ya Leano la Loago le Badiri.....	13
6.2	Molawana 46 (a) Tshedimose tso ya Lemorago ka Moepo.....	13
6.3	Tshedimose tso ka Badiri	15
7.	POROKERAMO YA TLHABOLOLO YA LEFAPHA LA TSA BADIRI	19
7.1	Molawana 46 (b) LENANEO LA TLHABOLOLO YA LEFAPHA LA TSA BADIRI (HRD) ..	19
7.2	Molawana 46 (b) (i) Leano-Tlhabololo la Dikgono tsa Tiro	20
7.2.1	Filosofi.....	20
7.2.2	Mokgele o o logetsweng maano	21
7.2.3	Maikarabelo a tsa ditšhelete	21
7.2.4	Motlhatlhededi wa Tlhabololo ya Dikgono tsa Tiro	21
7.2.5	Dikago	22
7.2.6	Palo ya Badiri le Thutego ya Bone	22
7.2.7	Thuto ya Motheo ya Bagolo le Katiso (Adult Basic Education and Training [Abet]).....	24
7.2.8	Go katisediwa bomenejara le tiro	25
7.2.9	Go Rulaganyetsa Go Nna le Dikgono tsa Morago ga go Rola tiro fa ba sa Tlhole ba Dira kwa Moepong	25
7.2.10	Leano la Dikgono tsa mo Tirong le Pego ya Ngwaga le Ngwaga ya Katiso	27
7.2.11	Diphatlhatiro tse go leng thata go di tlatsa.....	27
7.3	Molawana 46 (b) (ii) Maano a Kgatelopele a Tiro le a Tlhabobotlhale.....	27

7.3.1	Leano la kgatelopele ya tiro ya boitshediso	27
7.3.2	Kgatelopele ya mekgele ya tiro, thulaganyo ya tlhatlhamano ya baeteledipele le go akofisa dilo	28
7.3.3	Molawana 46 (b) (iii) Go tlhabiwa botlhale	30
7.3.4	Lenaneo la semmuso la go tlhaba badiri botlhale	30
7.3.5	Katiso e e seng ya semmuso.....	31
7.3.6	Kgatelopele ya mekgele ya tiro ka mekgwa-kakaretso ya mekgele ya tiro.....	31
7.4	Molawana 46 (b) (iv) Dibasari, Dikatisetsotirong le Madi a go ya go ithuta	31
7.4.1	Dibasari	31
7.4.2	Dikatisetsotirong tse dingwe	32
7.5	Molawana 46 (b) (v) Tekatekano mo Tirong	32
7.5.1	Boemo.....	32
7.5.2	Thulaganyo ya Tekatekano ya mo Tirong.....	33
7.5.3	Basadi mo Tirong ya Moepo.....	37
7.5.4	Badiri ba ba tlileng ka tiro	38
8.	LENANEO LA TLHABOLOLO YA IKONOMI YA SELEGAE	39
8.1	Molawana 46(c): Matseno	39
8.2	Thulaganyo ya SLP e go neng gta tshwarwa dikgakololano tsa SLP 2 le yone	39
8.3	Molawana 46(c) (i): Tshedimose tso ya Lemorago ka Loago le Ikonomi ya Lefelo le Moepo o Dirang mo go Lone	42
8.3.1	Porofense ya Kapa Bokone	42
8.3.2	Boemo jwa loago le ikonomi jwa Mmasepala wa Kgaolo	42
8.4	Go bonwe ditlamorago tse dikgolo le mathata mo thutopatlisong ya ntlha e e neng ya dirwa ke Sebilo Resources ka 2012/2013.....	44
8.5	Leano le le Tsayang Nako e Telele la Puso.....	44
8.6	Bana-le-seabe	49
8.6.1	Go tsaya karolo ga bana-le-seabe.....	49

8.6.2	Ditshekatsheko tsa ditlhoko tsa bana-le-seabe	50
8.6.3	Leano la Maloko a Sebilo Resources 2018 le go feta moo.	50
8.7	Thulaganyo ya go Tlhaola Basologelwamolemo.....	54
8.8	Molawana 46(c) (iii): Sebilo Resources Lenaneo la LED ya Ngwaga le le Tsamaisanngwang le Dipatlafalo tsa Taolo ya Diminerale	54
8.9	Maikarabelo a Leano la LED la Sebilo Resources la dingwaga di le 5 2018 – 2023 (Lenaanethalo 25. Maikarabelo a dingwaga di le 5).....	56
8.10	Dipaakanyetso tsa Madi tsa LED.....	57
8.11	Molawana 46 (c) (iv) TLAMELO KA MATLO LE MAEMO A GO TSHELELWANG MO GO ONE	58
8.11.1	Tlamele ka matlo go tswa go Sebilo Resources le maemo a badiri ba moepo ba tshelelang mo go one e laolwa ke melawana ya meopo.	58
8.11.2	Dihosetele	58
8.12	Molawana 46(c) (vi): Dikgato tsa go sekaseka dijo tse di nang le dikotla tsa badiri ba mo moepong	59
9.	LEANO LA KGATELOPELE LA THEKO YA DITHOTO	59
9.1	Matseno	59
9.2	Dikgato tsa go fitlhelela mekgele ya theko ya dithoto	62
9.2.1	Dikgato tsa boleng tse di tshwanetseng go tsewa tsa go fitlhelela mekgele.....	62
10.	BOTSAMAISI JWA GO FOKOTSA DITIRO TSA MOEPO LE GO KGAOLA BADIRI MO TIRONG.....	65
10.1	Thulaganyo e e Amanang le Botsamaisi Jwa go Fokotsa Ditiro tsa Moepo le Go Kgaolwa ga Badiri mo Tirong	65
10.1.1	Molawana 46(d) (i): Go Tlhomiswa ga Foramo ya mo Isagweng	66
10.1.2	Molawana 46(d) (ii): Mekgwa ya Go Sireletsa Ditiro le go Tila Ditatlhegelo Tsa Ditiro le Phokotsego ya go Thapa Badiri.....	67
10.1.3	Molawana 46(d) (iii): Go tlhaola mekgwa ya go tlamela ka ditharabololo di sele le mekgwatsamaiso ya go sireletsa ditiro moo go sa kgonegeng gone go boloka batho ba le mo tirong	69
10.1.4	E ba bolelela ka kgonego ya go kgaolwa ga badiri mo tirong	69

10.1.5 Molawana 46(d) (iv): Mekgwa ya go okobatsa diphelelo tse di sa siamang mo bathong tsa loago le ikonomi, mo dikgaolong le mo diikonoming tse mo go tsone go sa kgonegeng go tila go kgaolwa ga badiri mo tirong kgotsa go tswalwa ga moepo.....	70
10.1.6 Mabaka a kwa ntle	76
11. GO NNA BENG	77
11.1 Thulaganyo ya Setlamo.....	77
12. DIPAAKANYETSO TSA MADI	78
12.1 Dipaakanyetso tsa Madi	78
12.2 Lenaneo la Tlhabololo ya Lefapha la tsa Badiri	78
12.3 Lenaneo la Tlhabololo ya Ikonomi ya Selegae	79
13. TIRO YA SETLAMO SE SE NANG LE DITSHWANELO TSA TIRO YA MOE\PO	79

1. DIKHUTSHWAFATSO LE DITLHAKAINA

DIKHUTSHWAFATSO	TLHALOSO
ABET	Thuto ya motheo ya bagolo
AIDS	Acquired Immune Deficiency Syndrome
ATR	Pego ya Ngwaga le Ngwaga ya Katiso
BBBEE	Go Matlafadiwa ga Bantsho mo Ikonoming go go Akaretsang Bontsi (Broad-based Black Economic Empowerment)
BCEA	Molao wa Maemo a Motheo a Khiri wa ka 1997
CETA	Bathati ba dikago, thuto le kagiso
DMR	Lefapha la Ditsompelo tsa Diminerale.
DGDS	Kgolo mo Kgaolong le Leanotlhabololo
EE	Tekatekano mo tirong
EMPR	Pego ya Lenaneo la Botsamaisi jwa Tikologo
ETDP	Modiri wa tlhabololo ya thuto le katiso
EPWP	Lenaneo la Go Atolosa Tirelosetšhaba
FBT	Lekgetho la Ditshiamelo tsa Madi
FRL	Boeteledipele jo bo feletseng
HDSA	Maaforikaborwa a Ditshwanelo Tsa Bone di Neng di Gatakelwa
HRD	Tlhabololo ya Lefapha la tsa Badiri
IDP	Leanotlhabololo le le Kopantsweng
ISO	Mokgatlo wa Boditšhabatšhaba wa Ditekanyetso
JLM	Mmasepala wa Selegae wa Joe Morolong
JTG	Mmasepala wa Kgaolo wa John Taolo Gaetsewe
JIPSA	Letsholo le le Tshwaraganetsweng la Go Ithutwa ga Dikgono Tse di Tshwanetseng go Nwa Tlhokomelo ka Bonako
LOM	Dingwaga tsa moepo
LED	Tlhabololo ya ikonomi ya selegae
LRA	Molao wa Dikamano le Badiri wa ka 1995

DIKHUTSHWAFATSO	TLHALOSO
MPRDA	Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo, Wa bo 28 wa ka 2002
MQA	Balaodi ba Dithutego tsa Ditiro tsa Moepo
NDP	Leano la Bosetšhaba la Tlhabololo
NCMPI	Letsholo la ditheko tsa moepo la Kapa Bokone
NSDS	Leano la Tokafatso ya Dikgono tsa Tiro
NPO	Mokgatlho o o sa Direng Diporofete
OCA	Ditshekatsheko tsa mokgwatiro wa setlamo
PD	Tlhabololo ya dikgono tsa badiri
PGDS	Kgolo mo Porofenseng le Leanotlhabololo
POE	Tshedimisetso ya bosupi
PIT	Baporofešenale mo Katisong.
PRAXIS	Leina la tsamaiso ya sefalana-tshedimisetso
QMS	Tsamaiso ya balaodi ka tsa boleng
RPL	Go Tlhatlhobiwa Pele ga Bokgoni jwa go Ithuta
SAQA	Balaodi ba Aforika Borwa ba Dithutego
SCD	Tlhabololo ya Loago le Metse
SETA	Bathati ba Setheo sa thuto le katiso
SIA	Tshekatsheko ya Diphelelo mo Loagong
SLP	Leano la Loago le la Badiri
SME	Mankge wa serutwa
SMME	Dikgwebopotlana, tsa bogolo jo bo mo magareng le tse dinnye

2. MAREO LE DITLHALOSO

MAREO	TLHALOSO
“Go Matlafadiwa ga loago le ikonomi go go akaretsang bontsi”	Togamaano ya loago kgotsa ya ikonomi, thulaganyo, molaomotho, mokgwa kgotsa tiro e boikaelelo hwa yone e leng: - Go fedisa diphelelota tlhalele ya nako e e fetileng kgotsa ya ga jaanong ka lotso, bong kgotsa bogole jwa batho ba ditshwanelo tsa bone di sa bolong go gatakelwa mo intasetering ya diminerale le peteroliamo le mo tirona ya tlhagiso-dikumo le thomelo ya tsone ya diintaseteri tse di ntseng jalo. - Go fetola diintaseteri tse di ntseng jalo gore di thuse, di tlamele, di simolole kgotsa di tlhophatse diintaseteri tse di ntseng jalo: - Go nna mong wa moepo o o leng teng gone jaanong kgotsa o o tla nna teng mo isagweng, go tsaya karolo mo go one kgotsa go solegelwa molemo ke one, go dira tiro ya moepo, go dira dipatlisiso kgotsa tlhagiso-dikumo ya ditiro tsa moepo. - Go tsaya karolo mo ditirona tse di ntseng jalo kgotsa go laola botsamaisi jwa tsone - Go tlhabolola dikgono tsa tiro botsamaisi, ya saense, ya boenjenera kgotsa dikgono tse dingwe tsa batho ba ditshwanelo tsa bone di sa bolong go gatakelwa - Go tsaya karolo kgotsa go nna le seabe mo ditirona tsa theko ya dikumo tsa ditiro tsa moepo - Go nna mong wa tiro kgotsa go tsaya karolo mo ditirona tsa tokafatso ya boleng jwa maanya pele ga a itshekisiwa mo diintasetering tse di ntseng jalo - Tlhabolola ya loago le ikonomi ya baagi bao meepo e tlhomilweng mo mafelong a bone, bao ba amiwang ke mokgwa wa go tlamela ka badiri mo ditirona. - Tlhabolola ya loago le ikonomi ya Maaforikaborwa otlhe a ditshwanelo tsa bone di kileng tsa bo di gatakelwa gore ba se ka ba solegelwa molemo ke dikumo kgotsa ke ditiro tsa mo moepo.
“Mekgatlho e e dirang mo gare ga baagi”	Mekgatlho e e tlhomilweng ke baemedi mo baaging e bile e le e e tserweng mo baaging.
“Go nna le maikarabelo mo baaging”	Dithuso tse di abelwang (madi, nako ya badiri kgotsa dimpho) bana-le-seabe ba ba amanang le tiro ya moepo, tse di ba thusang mo godimo ga tiro ya konokono tsa moepo ope fela. Batho ba ba solegelwang molemo ke yone ba simolola ka bana-le-seabe go fitlha ba ba mo ya rona le ba kwa dinageng di sele. Gantsi boikaelelo jwa dithuso tseno ke go tlamela baagi ba ba rileng mo metseng ka ditlhoko tsa bone. Bontsi jwa ditiro tseno di simolola ka dithuso tseno go fitlha ka ditiro tsa mekgatlho e e thusang batlhoki go fitlha ka e e golaganang le ditlhoko tsa kgwbo (s.k. go ruta badiri dikgono tsa tiro mo gare ga baagi ba moepo o leng mo lefelong la bone gore baagi ba lefel leo ba kgone go bona tiro).
“Borradikonteraka”	Ditlamo tse di tlamelang moepo ka badiri ba ba se kitlang ba thapiwa ka fa tlase ga maemo a tiro a setlamo sa Sebilo Resources.
“Mothapiwa”	Motho ope fela kwa ntle ga Konteraka e e Ikemetseng ka Nosi, yo o direlang Sebilo Resources yo o amogelang, kgotsa yo o nang le tshwanelo ya go amogela tuelo ka fa tlase ga maemo a tiro a Sebilo Resources.

“Maaforikaborwa a ditshwanelo tsa bone di kileng tsa bo di gatakelwa” (HDSA)	• Motho ope fela, setlhopha sepe sa batho kgotsa baagi, ba ba neng ba sa tshwarwe sentle ka go bontshiwa tlhalele pele ga Molaotheo wa Repaboliki ya Aforika Borwa (Molao wa bo 200 wa ka 1993) o simolola go dira; • Mokgatlo ope, o bontsi jwa maloko a one e leng batho ba go buiwang ka bone mo serapeng se se fa godimo; • Motho wa semolao kwantle ga mokgatlo ope, o o – okametsweng le go laolwa ke motho yo o tlhalosiwang mo serapeng 1 fa godimo le batho bao fa ba le mmogo kgotsa ba le setlhopha e leng beng kgotsa e leng baloadi ba dipeeletsomadi tsa beng ba dishere tsa go simolola kgwebo kgotsa morokotso wa maloko; e bile ba kgona go laola bontsi jwa dibouto tsa maloko; • Kgotsa ba leng setlamo se se duleng mo go se sengweka fa go tlhalosiwa go karolo 1 (e) ya Molao wa Ditlamo, wa ka 1973 (o o tlhabolotsweng) jaka motho yo ditshwanelo tsa gagwe di sa ileng tsa bo di gatakelwa ka ntsha ya serapa 1 fa godimo.
“Setlamo sa HDSA”	Setlamo se beng ba sone e leng Maaforikaborwa a ditshwanelo tsa bone di neng di gatakelwa.
“Leanotlhabololo le le Kopantsweng” (IDP)	Molao wa Ditsamaiso tsa Bommasepala o batla gore bommassepala botlhe o tlhame IDP jaaka sedirisiwa ya go loga leano le go okamela tlhabololo mo teng ga mafelo a ba tshwereng taolo mo go one. Boikaelelo jwa sedirisiwa seno ke go thusa bommassepala go akaetsa bana-le-seabe botlhe mo tirong ya go loga leano le go tlamela ka ditirelo le go tokafatsa kgonego ya go nna le tlhabololo e e kgonang go itsetsepela mo mafelong a bone.
“Mafelo ao badiri ba romelwang go tswa kwa go one”	Lefelo le le nang le badiri le tlhalosiwa go twe ke lefelo (mmasepala wa selegae) o modiri a o kayang e le lega la gagwe.
“Baagi mo lefelong la moepo”	Baagi ba moepo o tlhomilweng mo lefelong la bone, ke gore, ba ba nnang mo mmasepaleng wa selegae o moepo o tlhomilweng mo go one.
“Mafelo a magolo a badiri ba romelwang go tswa kwa go one”	Mafelo ao palo e kgolo ya badiri ba meepo e romelwang kgotsa e rometsweng go tswa kwa go one.
“Modiri yo o tlileng ka tiro”	Badiri ba ba tswang mo dinageng tse di mabapi ba e seng baagi ba leruri ba Aforika Borwa fa ba dira kwa ditirong tsa meepo tsa setlamo sa Sebilo.
“Botsamaisi jwa moepo”	Mo pegong eno, dimmenejara di beilwe go Mophato wa D wa le go feta moo.
“Tšhata ya Moepo”	Tšhata e e akaretsang bontsi ya go matlafadiwa mo loagong le mo ikonoming ga intaseteri ya meepo ya Aforikaborwa.
“Karata ya maduo”	Karata ya maduo kgotsa tsela ya go lekanya go tsenya tirisong, boikemisetsa le phitlhelelo ya mekgele e e tlhomilweng mo teng ga tšhata e e akaretsang bontsi ya go matlafadiwa mo loagong le mo ikonoming ga intaseteri ya meepo ya Aforikaborwa.
“Sebilo Resources”	Fano go umakiwa batho ba ba nang le tshwanelo ya go dira ditiro tsa moepo tse SLP e dirang kopo ya tsone.
“Di SMME”	Dikgwebopotlana, tsa bogolo jo bo mo magareng le tse dinnye, kgwebo e boleng jwa matlotlo otlhe a yone bo leng ka fa tlase ga R50 milione le/ikgotsa

	e thapang bathapiwa ba ba ka fa tlase ga 200.
“Tshekatsheko ya diphelelo mo loagong”	Mokgwa wa go tlhola, go sekaseka le go lekanya boleng jo diphelelo/ditiro di ka nnang tsa nna le tsone mo tikologong.

3. MOLAO LE MELAWANA

Molao le Melawana e e latelang e Maleba go Leanotiro la mo Loagong:

- Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo, Wa bo 28 wa ka 2002
 - Dikaelo tsa DMR tsa Maanotiro a mo Loagong
 - Tšhata e e Akaretsang Bontsi ya Go Matlafadiwa mo Loagong le mo Ikonoming ya Intaseteri ya Meepo ya Aforikaborwa, e gape e bidiwang Karata ya Maduo ya Tšhata ya Moepo
 - Molao wa Tlhabololo ya Dikgono tsa Tiro wa bo 97 wa ka 1998
 - Molao wa Go Tshwarwa ka Tekatekano mo Tirong wa bo 55 wa ka 1998
 - Molao wa Dikamano le Badiri wa ka 1995
 - Molao wa Maemo a Motheo a Khiri wa ka 1997
 - Molao o o Akaretsang Bontsi wa Go Matlafadiwa ga Bantsho mo Ikonoming wa bo 53 bo 2003
- O o sa tswang go umakiwa o tlhabololwa gangwe le gape.

4. DITOKOMANE TSE DI AMANANG LE ONE

Ditokomane tsa Kaelo Tse di Amanang le Leanotiro la mo Loagong ke:

- Pego ya Diphelelo mo Loagong ya Sebilo Resources
- Thulaganyo ya Dikgono tsa mo Tirong
- Thulaganyo ya Tekatekano ya mo Tirong
- Leano la go Tsoma Badiri (tokomane e go dirwang ka yone)
- Maanotlhabololo a a Kopantsweng a Mmasepala wa Selegae wa Joe Morolong le Kgaolo ya Gaetsewe John Taolo
- Dipholisi tsa Sebilo le mekgwatsamaiso e e amanang le:
 - Pholisi ya Tekatekano ya mo Tirong
 - Pholisi ya Tlhabololo ya Lefapha la tsa Badiri
 - Pholisi ya Go Kgaolwa ga Badiri mo Tirong
 - Pholisi ya BEE e e Tlhalosang Dintlha ka Botlalo
 - Pholisi ya Melaometho ya Theko ya Dithoto e go Eleliwang Gore go Dirisiwe Yone
 - Mekgwatsamaiso ya Boithutatho
 - Mekgwatsamaiso wa Tlhabobotlha.le

5. DITSENYELETSO

Mametlelelo ya A	:	Lekwalo la Kemonokeng go tswa go Mmasepala wa Selegae wa Joe Morolong
Mametlelelo B	:	Theko ya Foromo T Q4 2018
Mametlelelo C	:	Rejisetara ya ba ba leng teng ya go tsaya karolo
Mametlelelo D	:	Theko ya Foromo T 2018

KAROLO 6

6. POLELO YA MATSENO

Tumalanong le Molawana wa bo 46 (a)
wa Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo

6.1 Mekgele ya Leano la Loago le Badiri

Leano la loago le badiri le emisetsa leano la loago le badiri le le amogetsweng le go mametlelelwa mo tokomaneng ya tshwanelo ya Sebilo ya go dira tiro ya moepo ya 30/5/1/2/2/10004 le go akaretse lobaka lwa nako lwa 2019 go fitlha ka 2023.

Mekgele ya leano la loago le badiri le le tshitshintsweng la Sebilo Resources jaaka e tlhalosiwa go MPRDA e tshwanetse go akanyetsa ditiro tsa moepo go ya ka ditekanyetso tse di amogelwang ka kakaretso tsa tlhabololo e e kgonang go itsetsepela ka go kopanya dilo tsa loago, ikonomi le tikologo go rulaganyetsa ditiro tsa moepo ka nako yotlhe ya go dira ga moepo. Seno se tla dirwa ka:

- Go rotloetsa go bona tiro le go tsweletsa pele boemo jo bo siameng jwa loago le jwa ikonomi ya batho ba Mmasepala wa Kgaolo wa John Taolo Gaetsewe le go tsepa mogopolo go Mmasepala wa Kgaolo wa Joe Morolong.
- Go thusa mo go tliseng phetogo mo intasetering ya meepo le go atolosa thuso ysa Sebilo gore e nne ya tlhabololo ya loago le ikonomi ya Mmasepala wa Kgaolo wa John Taolo Gaetsewe ka go tsepa mogopolo mo Mmasepala wa Selegae wa Joe Morolong.
- Go lolamisa dilo le go ngaparela dipatlafalo tsotlhe tsa mekgele ya leano la Loago le la badiri la MPRDA le melaometho tšhata ya moepo gore di tsamaisane le tshwanelo ya go dira ditiro tsa moepo.

6.2 Molawana 46 (a) Tshedimosetso ya Lemorago ka Moepo

Sebilo Resources e na le ditshwanelo tsa go dira ditiro tsa meepo tse e di neilweng go ya ka Karolo 23 ya MPRDA e bile e kwadisitswe kwa Kantorong ya Makwalotetla a Diminerale le Peteroliamo. Moepo o simolotse go dira fa e sa le ka 2011. Sebilo Resources.ke setlamo sa moepo se sennye se bontsi jwa beng ba sone eng bantsho se se leng kwa Mmasepaleng wa

selegae wa Joe Morolong o o leng mo teng ga Kgaolo wa John Taolo Gaetsewe. Sebilo Resources e simolotse go dira fa e sa le ka 2013 mme e tlhagisa mo e ka nnang 480kt ya mankanese o o nang le mangope wa bogolo jo bo mo magareng le mo e ka nnang 120kt ya manya a a boleta gore a romele ntle go tswa kwa mmarakeng. Batho ba ba nang le dishere mo setlamong ba akaretsa bontsi jwa bantsho mme ba emela ditlhophahle tse di tlhomelelwang tse di akaretsang Magosi a Batlharo Ba Ga Toto, Gweba Trading (Pty) Ltd, Agang bo-Kamoso Mining Enterprise CC, Tlhama CC le Aquarella Investment 99 (Pty) Ltd.

Dintlha tsotlhe tsa modirakopo di ka mokgwa o o latelang:

Leina la Moepo:	Sebilo Resources Pty Ltd
Nomoreikwadiso	2004/005362/07
Selekanyo	Diheketara di le 159
Motho yo go Ikgolaganngwang le Ene	Leina : John Rutiri Imeile : john@sebiloresources.co.za
Aterese ya Bonno	121 Mendelssohn street Roosevelt Park Johannesburg
Aterese ya Poso	P.O.Box 48477 Roosevelt Park 2129
Bathati ba Bommasepala	Mmasepala wa Selegae wa Joe Morolong
Lefelo	Go tsenwa mo dikagong tseno ka go dirisa tsela ya sekontiri ya R31go tswa kwa toropong ya Kuruman mme di mo e ka nnang 10km go ela kwa borwa jwa toropo ya moepo ya Hotazel, kwa Kapa Bokone.
Dingwaga tsa Moepo	Dingwaga di le 8 (Tse di setseng)
Kumo e e epololwang mo moepong	Manya a Mankanese
Bontsi jwa Badiri (go simolola ka Phatwe 2018)	Badiri ba leruri ba le 62, badiri ba le 154 ba konteraka ya konokono
Ngwaga wa Ditšhelete	Seetebosigo - Motsheganong

Go lebeleletswe gore dingwaga tse di setseng tsa moepo (LOM) di bo di le 8, mme seno se ikaegile ka kgwebo ya ga jaanong le maano a LOM. Tlhagiso-dikumo ya moepo e tla nna palogare ya ditone di le 480 le 600 ka ngwaga ka moepo o o bulegileng fa godimo ga lefatshe. Lenaanethalo le

le fa tlase le sebofanyana leano le le fopholeditsweng la LOM tsa modikologo wa dingwaga di le tlhano tse di tlang.

Tlhagiso-dikumo	2019	2020	2021	2022	2023
Manya	693000	668000	650000	650000	650000
Matlakala	4487220	4325343	4208792	4208792	4208792
Ditane tsa Tlhagiso-dikumo	554400	534400	520000	520000	520000

6.3 Tshedimosetso ka Badiri

Go simolola ka Ferikgong 2019, Sebilo Resources.e thapile badiri ba leruri ba le 62, mme bontsi jwa bone ba tswa kwa Kapa Bokone.

Manaanathalo a a fa tlase a sobokanya tshedimosetso ka badiri kwa Sebilo Resources:

Mofuta wa Ditlhopha tsa Badiri	Palogotlhe
Leruri	62
Bagakolodi	7
Ba ba katisediwang tiro ba ntse ba le mo tirong	2
Badiri ba dikonteraka	154
Palogotlhe	225

Lenaanethalo 1: Tshedimosetso ka badiri kwa Sebilo Resources:

Go tsongwa ga badiri go dirwa ka mokgwa o o latelang:

- 71% go tswa kwa lefelong la Kapa Bokone (mme 25% e e setseng yone, ka ntlha ya go tlhoka dikgono tsa tiro go re nang le gone kwa Kapa Bokone tsa batsamaisibagolo, batho ba ba nang le dithutego tsa seporofeshenale, batho ba ba nang le dikgono tsa setegeniki le batho ba ba nang le dithutego tsa akatemi, e tla batlwa go sele mo Aforikaborwa);
- Mokgele wa 40% wa botsamaisi jwa HDSA ('botsamaisi' jo gbo lekanang le Maduo a D a Patterson le go feta ao) le mokgele o e seng wa botsamaisi wa 60%;
- 10% ya maemo a botsamaisi a tladitswe ke basadi; mme

- 10% ya basadi mo moepong (tiro ya konokono ya moepo).

Boikaelelo jwa Sebilo Resources ka metlha ke go ipatlela badiri ba ba fetang 70% go tswa kwa Kapa Bokone mme e tsepa mogopolo thata go ba batla mo lefelong le e le laolang la Mmassepala wa John Taolo Gaetsewe. Go aba badiri go ya ka mafelo a ba nnang kwa go one go tla begwa mo pegong ya ngwaga le ngwaga e e romelwang dikgwedi di le 3 morago ga bokhutlo jwa ngwaga mongwe le mongwe wa ditšhelete.

Lenaanethalo le le latelang le tlamela ka bosupi jwa pharologano fa gare ga badiri ba leuri le itiro tsa boradikonteraka ba ba ikemetseng ka nosi:

BADIRI BA LERURI	BORADIKONTERAKA BA BA IKEMETSENG KA NOSI
“Badiri ba leruri” fano ba kaya motho yo o tsenelang konteraka mo tirong gore a duelwe go fitlha ka letlha le a rolang tiro ka lone, mme motho yoo o tla dira tiro go ya ka dikgono tse a di rutilweng ke mothapi wa gagwe.	“Konteraka e e Ikemetseng ka nosi” kgotsa “konteraka” e raya motho kgotsa setlamo se se khasetomara e se saenisitseng konteraka ka boyone kgotsa e dirisa batho ba bangwe, e e dirang tiro e e kgethegileng kgotsa go tlhagisa dipholo tse di kgethegileng go ya ka melawana le dipeelo tse di kwadilweng mo konterakeng fa gare ga konteraka le khasetomara. Sebilo Resources e tla dirisana mmnogo le dikonteraka tsotlhe tse di ikemetseng ka nosi go tlhomamisa gore di ikobela dipatlafalo tsa molawana wa bo 46 wa MPRDA.

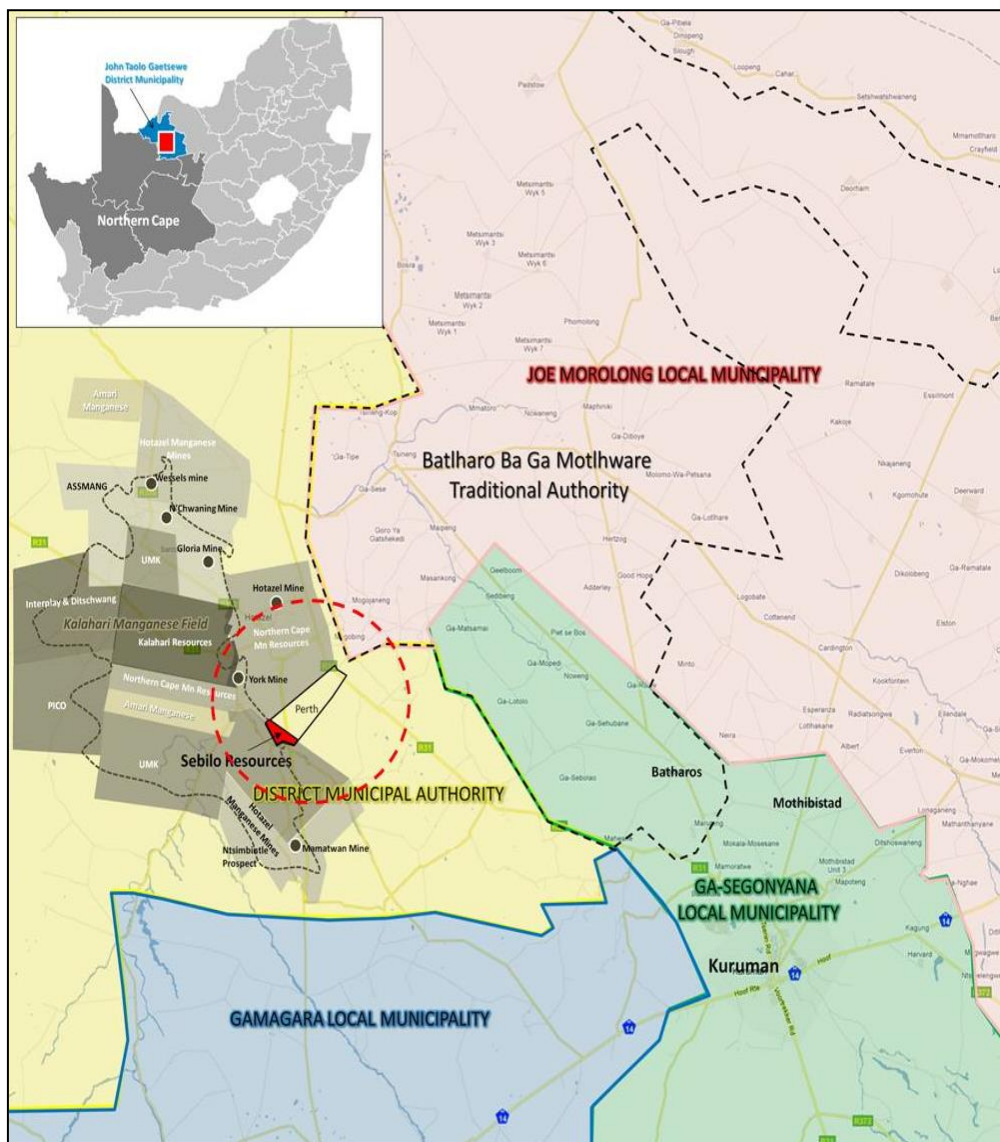
Lenaanethalo 2: Ditlhaloso tsa Konteraka ya Leruri le e e Ikemetseng ka Nosi

Lefelo	% go ya ka lefelo
Joe Morolong	29%
Gasegonyana & Gamagara	38%
Le lengwe kwa Kapa Bokone	4%
Palogotlhe Kapa-Bokone	71%
Kwa Ntle ga Kapa-Bokone	29%
Badiri ba Leruri	

Lenaanethalo 3: Mafelo ao badiri ba romelwang go tswa kwa go one

Moepo o mo Lefelong la Botsamaisi la Kgaolo (District Management Area [DMA]) le le leng mo teng ga Mmasepala wa Kgaolo wa John Taolo Gaetsewe (JTG), kwa Kapa Bokone bokgaka jwa mo e ka nnang 10 km go ela kwa borwa jwa Hotazel. Lefelo leno le mo karolong e e laolwang ke Mmasepala wa Selegae wa Joe Morolong. Lefelo la Mmasepala wa Joe Morolong (NC) le na le dikgaolopotlana di le 15 le bakhanselara ba diwote ba le 29 ba ba tlhomilweng setemokerasi (bakhanselara ba diwote ba le 15 le bakhanselara ba gago ba le 14 ba PR). Motse wa leno le mo karolong e e laolwang ke Mmasepala wa Selegae wa Joe Morolong. Lefelo le moepo o leng kwa go lone le bontshiwa mo polaneng e e fa tlase fano:

Lenaanethalo 4: Polane ya Lefelo



KAROLO 7

7. POROKERAMO YA TLHABOLOLO YA LEFAPHA LA TSA BADIRI

Tumalanong le Molawana wa bo 46 (b)
wa Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo

7.1 Molawana 46 (b) LENANEO LA TLHABOLOLO YA LEFAPHA LA TSA BADIRI (HRD)

Tumalanong le Molawana wa bo 46 (b) (l) go fitlha go (v) wa Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo, wa ka 2002:

Leano la botsamaisi jwa Lefapha la Badiri kwa Sebilo Resources le amana thata le go godisa dipelo tsa dipeeletsomadi mo lefapheng la tsa badirei la setlamo le go fokotsa dikotsi tsa go latlhegelwa ke madi. Seno se tla fitlhelelwa ka go tsamaisanya dikgono tsa batho ba ba nang le dikgono le dithutego le dikgono tsa badiri ba gone jaanong le dipatlafalo go godisa dipelo le go dira gore isagwe e kgone go itsetsepela le go atlega. Malebana le go tthomamisa gore mekgele eo e a fitlhelelwa, tiro ya lefapha la tsa badiri e kgaratlhela go tsenya tirisong dipatlafalo tsa lefapha la tsa badiri ka katlego ka tsela ya semolao, ya tsamaiso-sentle le ka mokgwa o o kgonang go itsetsepela gore badiri ba nne ba ntse ba tlotlwa le go tshegediwa. Boikaelelobogolo jwa Porokeramo eno ya Tlhabololo ya Lefapha la tsa Badiri ga se fela go tthomamisa gore go na le dikgono tse di kgethegileng tsa ditiro tsa mo moepong le bokgoni jwa badiri, mme gape ke go tthomamisa badiri ba HDSA gore ba fitlhe kwa maemong a botsamaisi.

Mokgele o mongwe ke go tthomelela badiri ka dikgono tsa morago ga go rola tiro tse di ka dirisiwang ke badiri fa ba sa tlhole ba direla moepo. Boikaelelo jwa seno ke go fokotsa go ikaega ga bone ka moepo ka gonne ditsompelo tsa mo moepong di a fela. Gape Sebilo e ile ya tlhaola dirutwa tse badiri ba ka di rutwang. Leano-tlhabololo la dikgono tsa tiro la Sebilo Resources le tla rotloetsa gore go ithutwe dikgono tsa tiro tse di amogelwang ke Thulaganyo ya Bosetšhaba ya Dithutego (National Qualifications Framework [NQF]) tse di tla dirang fa badiri ba sena go tlogela tiro ya ga jaanong jaana ya bone ya mo moepong. Go atlega ga leano leno go ikaegile ka Sebilo Resources le go tsaya boikarabelo ga badiri gore dilo di ba tsamaele sentle le go gagamalela ditšhono tseno ka tlhagafalo, tse di ka bulegelang mongwe le mongwe wa bone go tthomamisa

gore o fitlhelela bokgoni jotlhe jwa gagwe ka botlalo. Sebilo Resources e dumalana ka botlalo le melaometheo ya Tšhata ya Moepo le go tlhomelela Maaforikaborwa a ditshwanelo tsa bone di neng di gatakelwa, go akaretsa le basadi mo ditirong tsa moepo gore go fitlhelelwe mekgele e e tlhomilweng.

7.2 Molawana 46 (b) (i) Leano-Tlhabololo la Dikgono tsa Tiro

Karolo ya konokono ya go tlhabolola le go fetola intaseteri ya meepo ke go tlhabolola dikgono tsa tiro tsa Maaforikaborwa a Ditshwanelo Tsa Bone di Neng di Gatakelwa (Historically Disadvantaged South Africans [HDSA]). Go tsewa tsia dikarolo di le tharo Tšhata e e buang ka Molao o o Akaretsang Bontsi wa Go Matlafadiwa ga Bantsho Seikonomi mo intasetering ya meepo mme dikarolo tseo ke: go tlhomamisa gore badiri botlhe ba moepo ba itse go bala le go kwala e bile ba na ke kitso ya motheo ya dipalo, go tlhama maano-tlhabololo a dikgono tsa tiro a e leng karolo ya mekgele ya tiro le go tlhaba badiri botlhale. Ka jalo Sebilo e tla ruta badiri dikgono tsa tiro le go tlhomamisa gore badiri botlhe ba yone ba bulegelwa ke ditšhono di le dintsi thata tsa tlhabololo ya dikgono tsa tiro tsa bone.

Boikaelelobogolo jwa Porokeramo eno ya Tlhabololo ya Lefapha la tsa Badiri ga se fela go tlhomamisa gore go na le dikgono tse di kgethegileng tsa ditiro tsa mo moepong le bokgoni jwa badiri, mme gape ke go tlhomamisa gore badiri ba HDSA ba fitlhe kwa maemong a bommenejara. Mokgele o mongwe ke go tlhomelela badiri ka dikgono tsa morago ga go rola tiro tse di sa amaneng le tsa moepo tse di ka dirisiwang ke badiri fa ba sa tlhole ba direla moepo. Gape Sebilo e ile ya tlhaola dirutwa tse badiri ba ka di rutwang fa ba di tlhoka.

7.2.1 Filosofi

Ka Pholisi ya Tlhabololo ya Lefapha la tsa Badiri, Sebilo e ikaelela:

- Go tlhama le go tswelletsa pele dikgono tsa tiro tsa lobaka lo lo leele le go tokafatsa dikgono tsa badiri ba yone gore e fitlhelele mekgele ya ditogamaano tsa yone le go tokafatsa mokgwatiro;
- Go tlhama mokgwa wa go ithuta, go thusa le go tlhofofatsa thulaganyo e ka yone badiri le bao ba ikaegileng ka bone ba tsaya boikarabelo jwa go tokafatsa thutego le bokgoni jwa bone, gore modiri le setlamo ba solegelwe molemo;
- Go tlhomamisa gore mananeo otlhe a go ithuta le dithulaganyo tsa tlhabololo a kopantswe sentle e bile a dirwa ka go tshwana aka tiriso ya thekenoji;
- Go tshegetsatsa le go nonotsha, ka maiteko a a farologaneng a go ithuta le tlhabololo, mekgwa e Setlamo se dirang tiro ka yone;
- Go tlhomamisa gore go ithuta mmogo le matsholo a go tliša tlhabololo ke mekgele e go tlhomilweng mogopolo mo go yone le gore go tsamaisanngwa le mekgele ya tiro; le

- Go tthomamisa botshelo – go ithuta lobaka lo lo leele jaaka karolo ya konokono ya go ithuta le go tliša tlhabololo.

7.2.2 Mokgele o o logetsweng maano

Boikaelelo jwa leano la Sebilo la Tokafatso ya Lefapha la Tsa Badiri ke go tlhabolola dikgono tsa badiri, badiri mo teng ditlhopha, ditlhopha ka botsone le setlamo sotlhe:

- Go tšwelela pele ka go tokafatša dikgono tsa tiro tsa badiri botlhe ka go ba katisa, go tlhabolola dikgono tsa bone tsa tiro le go ba thusa ka go ba ruta gore badiri botlhe ba kgone go fitlhelela bokgoni jotlhe jwa bone mo tirong;
- Matsholo a go tlhabolola setlamo le mananeo a go thusa go tsamaisanya Sebilo Resources le diphetogo tsa ka gale tsa mo tikologong; le
- Ditšhono tsa tlhabololo tse di akofisiwang go tsamaisana le maano a go tšwarwa ka tekatekano mo tirong le mekgele.

Eno ke thuso ya botlkhokwa ya Sebilo Resources go tlhabolola dikgono tsa badiri ba ba tswang mo ditikologong gore ba nne le dikgono tse di maleba le go nna le thuto go akofisa thulaganyo ya go dira gore maloko a baagi ba kgone go thapega.

7.2.3 Maikarabelo a tsa ditšhelete

Gore go tlhabololwe dikgono tse di tlhokegang tsa tiro le go dira gore di tšwarelele, le go dira gore Sebilo Resources e nne e e tlhomologileng mo gare ga ditlamo tse dingwe, setlamo se tla thusa ka bobotlana **5%** ka ngwaga go tswa mo palong gotlhe ya lenaane la sone la baduelwa gore se tliše tlhabololo ya dikgono tsa tiro tsa badiri ba sone ba leruri, badiri bao tiro ya bone e beetsweng lobaka lo lo rileng le maloko a setlamo a a ikwadiseditseng lenaneo la tlhabololo ya dikgono tsa tiro. Boikaelelo-bogolo jo bo kgethegileng jwa mananeo a tlhabololo ya dikgono tsa badiri ke go thusa maaforikaborwa a ditshwanelo tsa bone di neng di gatakelwa.

7.2.4 Motlhatlheledi wa Tlhabololo ya Dikgono tsa Tiro

Sebilo Resources e tlhomile motlhatlheledi wa tlhabololo ya dikgono tsa tiro wa nako e e tletseng. Dintlha tsa Motlhatlheledi wa Tlhabololo ya Dikgono tsa Tiro (Skills Development Facilitator [SDF]) ke:

Leina: Didimalang Ledwaba
Mog: 011 782 4322
Fekese: 011 782 3401
Imeile: didi@sebiloresources.co.za

7.2.5 Dikago

Sebilo Resources e okeditse mafelo a yone a katiso le didirisiwa mo mafelong otlhe ao badiri ba katisediwang mo go one le badiri ba bangwe ba dikonteraka tse di ikemetseng ka nosi. Mo mafelong ano, go dirwa ditiro tse di latelang tsa katiso le tsa tlhabololo ya dikgono tsa tiro, e leng: go katisediwang go kgweetsa metšhini e megolo e e rorang dithoto, go katisediwa Tshireletsego, Pholo, Tikologo le Boleng (Safety Health Environment and Quality [SHEQ]), ABET, dithuto tsa motheo tsa khomphiutha, le go katisediwa botsamaisi le boeteledipele

7.2.6 Palo ya Badiri le Thutego ya Bone

Lenaanethalo 5 le supa palo le ya badiri le thutego ya bone kwa Sebilo Resources go simolola ka Ferikgong 2019 go ya ka Foromo Q mo Mametlelelong II ya Melawana ya MPRDA.

Dintlha tsa Tlhabololo ya Dikgono Tsa Tiro di tlhalosiwa go tswa go dirapa 7.2.7 go fitlha go 7.4.3

Setlhopha	Kgato ya NQF	Tsamaiso ya go di baya ka ditlhopha	Monna				Mosadi				Palogotlhe	
			A	C	I	W	A	C	I	W	Monna	Mosadi
Thuto-Kakaretso le Katiso		Ba ba sa Tsenang Sekolo										
		Mophato wa 0										
		Mophato 1										
		Mophato 2	2								2	
		Mophato 3/Seema 1/ ABET 1	1								1	
		Mophato wa 4/Seema sa 2	3								3	
		Mophato 5/Seema 3/ ABET/2	1								1	
		Mophato wa 6/Seema sa 4										
		Mophato 7/Seema 5/ ABET 3	1				1				1	1
		Mophato wa 8/Seema sa 6	2								2	
	1	Mophato 9/Seema 7/ ABET 4				1					1	
	2	Mophato 10/ Seema 8/ N1	9								9	
Go Tsweledisetsa Pele Thuto le Katiso ya FET	3	Mophato 11/ Seema 9/ N2	7				1				7	1
	4	Mophato 12/ Seema 10/ N3	10				6				10	6
	5	Ditifikeiti	2	1			5				3	5
Thutogodimo le Katiso (HET)	6	Dikirii/Dipoloma ya Ntlha	7				5			1	7	6
	7	Onase/Dipoloma e e Kwa Godimo	1								1	
	8	Masetase/Gerata ya Bongaka	2								2	
Palogotlhe			48	1		1	18			1	50	19

Lenaanethalo 5: Palo ya Badiri le Thutego ya Bone, go ya ka Foromo Q mo Mametlelelong II ya Molawana wa MPRDA:

7.2.7 Thuto ya Motheo ya Bagolo le Katiso (Adult Basic Education and Training [Abet])

Patlafalo ya karata ya maduo ke go naya modiri mongwe le mongwe ke go naya modiri mongwe le mongwe tšhono ya go katisiwa gore a itse go bala le go kwala le gore a nne le kitso ya motheo ya dipalo. Lefapha la Diminerale le Eneji (Department of Minerals and Energy [DMR]) le tlhalosa puisokwalo e e dirang le thuto ya dipalo le re ke ABET kgato 4 kgotsa kwa godimo. Setlamo se a lemoga gore go rotloetsa badiri go kgatlhegela go tsaya karolo mo ABET le go boloka kgatlhego eo e le kwa godimo ke kgwetlho mo go bone ka bontsi ka gonne ga ba a iketleeletsa go tsaya karolo mo mananeng a a ntseng jalo ka ntlha ya mabaka a a farologaneng. Ka jalo ba tla rotloediswa go dira jalo ka go tshwara metlotlo e mentsi le bone e e tla gatelelang kgolagano fa gare ga go nna le bokgoni jwa puisokwalo le mekgele ya tiro le ka maano a kgatelopele a tiro ya boitshediso. Thulaganyo ya go rulaganyetsa mekgele ya tiro e tla dirisediwa go naya badiri tshedimosetso le go ba rotloetsa gore ba ikwadisetse lenaneothuto le go se le tlogele.

Boikaelelo jwa Sebilo Resources ke go tsoma badiri ba ba nang le thutego e e seng kwa godimo thata jaaka ya mophato 10. Ga ga go dipatlafalo tsa dithutego tse di beetsweng dikonteraka mme Sebilo Resources e eletsa gore thutego-potlana ya dikonteraka e nne mophato 9. Sebilo Resources e tla bolelela badiri ba yone le ba dikonteraka ba ba supileng gore ba batla go dira ABET ka ka ABET. Sebilo Resources e tla tswelela pele go tlamela ka lefelo la ABET go tlhabolola dikgono tsa tiro tsa ba dikonteraka le badiri kwantle ga go ba duedisa.

Mekgele e e latelang ke e e dirang gore morutwana a falole dikgato tse pedi tsa ABET ngwaga o le mongwe.

	2019	2020	2021	2022	2023
Mekgele ya Abet	10	10	10	10	10
Dipaakanyetso tsa Madi	100000.00	100000.00	100000.00	100000.00	100000.00

Lenaanethalo 6: Mekgele wa boithutathiro jwa Abet

Setlamo se bona botlhokwa jwa tlhabololo ya dikgono tsa tiro le katiso gore go nne le dikgono tse di lekalekaneng sentle tsa tiro mo gare ga badiri. Setlamo se tla naya badiri mananeothuto a a farologaneng a katiso ao e seng gore a solegeleng modiri molemo fela mme gape e le a a tla katisang badiri le go ba naya dikgono tsa gore ba bone tiro le go tsena gape mo mmarakeng wa ditiro fa go ka direga gore ba kgaolwe mo tirong kgotsa fa moepo o ka tswalwa. Sebilo Resources e a lemoga gore go na le tlhalelo ya baagi ba ba nang le dikgono tsa tiro mo nageng yotlhe le gore go tshwanetse ga tlhagbololwa dikgono tsa bone tsa tiro. Ka jalo boikaelelo ke go dirisa didirisiwa tsa Sebilo tsa katiso ka botlalo go solegela molemo setlamo, baagi, Porofense ya Kapa Bokone le naga yotlhe. Go amogelwa ga barutwana ba ba amogelelwang boithutathiro ngwaga le ngwaga

mmogo le mananeothuto a dikgono tsa tiro go tsamaisana le mekgele ya gore barutwana ba tshwarwe ka tekatekano.

Lenaanethalo 7 le le fa tlase le bontshaw leano la dingwaga di le 5 tsa boithutatio, dikgono tsa tiro tsa morago ga go rola tiro le go katisetsa baagi dikgono tsa tiro (jaaka boenjeneri jwa Motlakase jwa motlakase, modira-ka-diboilara, kgwebo, saense ya tikologo mmogo le dikgono tsa morago ga go rola tiro le go katisetsa maloko a baagi dikgono tsa tiro tsa go weleta le go betla ke legong).

Serutwa	2018	2019	2020	2021	2022	2023
Boithutatio le boithutelatio mo setlamong						
Boenjeneri jwa Motlakase	2	2	1	1	1	1
Boenjeneri jwa Mekhenikale	1	1	1	1	1	1
Modira-diboilara	1	1	1	1	1	1
Go Ithuta Boitshwaro jwa Badiri mo Tirong	1	0	0	0	0	0
Kgwebo & HR	2	2	1	1	1	1
Botsamaisi jwa Tikologo le Tshireletsego	2	2	1	1	1	1
Boenjeneri jwa Moepo	2	2	1	1	1	1
Palogotlhe	11	10	6	6	6	6
Dipaakanyetso tsa Madi	580000.00	620000.00	700000.00	700000.00	700000.00	700000.00

Lenaanethalo 7: Boithutatio jwa Dingwaga di le Tlhano, le Leano la go Katisa Maloko a Baagi

7.2.8 Go katisediwa bomenejara le tiro

Sebilo Resources e katisetsa badiri botlhe ditiro tsa bomenejara le tiro go ya ka ditlhoko tse di bonweng go tswa metsweding e e farologaneng e e jaaka; dipatlafalo tsa tiro, tlhalelo ya dikgono tsa tiro, go meta selekanyo sa tiro e e dirwang, ditogamaano tsa Sebilo, dipotso-patlisiso le dipatlafalo tsa semolao. Go ya ka ditlhoko tse di tlhaotsweng, badiri ba thusiwa ka dikgatotharabololo tse di farologaneng tsa tlhabololo ya dikgono tsa bone tsa tiro. Ditiro tseno tsa tlhabololo ya dikgono tsa tiro ke karolo ya filosofi ya Sebilo ya go tlhabololo dikgono tsa tiro tsa badiri ba yone gore ba fitlhelele bokgoni jwa bone ka botlalo mo maemong a bone a tiro.

7.2.9 Go Rulaganyetsa Go Nna le Dikgono tsa Morago ga go Rola tiro fa ba sa Tihole ba Dira kwa Moepong

Sebilo Resources e iketleelditse go tlamela badiri ka dikgono tsa morago ga go rola tiro gore ba kgone go di dirisa fa ba sa tihole ba dira kwa meepong, e akanyetsa dingwaga tsa bone tsa bogodi

le lefel le ba tswang kwa go lone le go seng pelaelo gore ba tla boelwa kwa go lone. Ditšhono tseno di bulegetse badiri ba ba batlang go ithuta dikgono tseno tse di oketsegileng kwantle ga tuelo. Katiso e e tsweleng pele o le mo tirong e newa badiri botlhe fa go tlhokega go tokafatsa dikgono tsa bone tse di tshwanetseng tsa moepo fa ba santse ba direla Sebilo Resources.

Lenaanethalo 8 le le fa tlase le bontsha dipalo tsa ba ba batlang go ithutela dikgono tsa tiro tsa morago ga go rola tiro le go katisetsa maloko a baagi dikgono tsa tiro tse e leng leano la dingwaga di le tlhano tsa katiso ya Sebilo.

Dikgono tsa Morago ga go Rola Tiro	Ponelopele				
	NGWAGA WA BO 1	NGWAGA WA BO 2	NGWAGA WA BO 3	NGWAGA WA BO 4	NGWAGA WA BO 5
Dikgono tsa temothuo	-	1	1	1	1
Go dira diboilara	-	1	1	1	1
Didirisiwa tse di tsennwang	-	1	1	1	1
Paakanvo le Tsenvo ya Dilo tsa	-	1	1	1	1
Kago	-	1	1	1	1
Palogotlhe	-	5	5	5	5
Tekanvetsokabomadi	-	47 000	51700	56850	62535

Lenaanethalo 8: Leano la Go Katisediwa Dikgono tsa Morago ga go Rola Tiro

Dikgato tse di tlileng go tsewa	Letlha la go tsewa ga tsone
Go tlhama leano la go tlhama dikgono tsa morago ga go rola tiro le mokgwa wa go di tlhama	1 st Q 2020
Go gakololana le badiri ka Foramo ya Isagwe le go dirisa boemo jwa loago le ikonomi go tlhama dipatlafao tsa dikgono tsa morago ga go rola tiro	3 rd Q 2020
Go sekaseka leano la mekgele ya morago ga go rola tiro ya dingwaga di le tlhano, ditekanyetsokabomadi le disekejule tsa katiso ka mogwa o o tshwanetseng.	4 th Q 2020

Dikgato tse di tlileng go tsewa	Letlha la go tsewa ga tsone
Go tlhaola batlamela ka ditirelo, dikago le ditsompelo	1 st Q 2021
Kgwebo le katiso	2 nd Q 2021
Tshekatsheko ya ngwaga le ngwaga le tshekatsheko ya lenaneo la tsenyo tirisong	4 th Q NGWAGA LE NGWAGA

7.2.10 Leano la Dikgono tsa mo Tirong le Pego ya Ngwaga le Ngwaga ya Katiso

Sebilo Resources Lefapha la Tsa Badiri le dirisa Leano la Dikgono Tsa kwa Lefelong la Tiro le go tshitshintsweng gore le dirwe le le romeletsweng Balaodi ba Dithutego tsa Ditiro tsa Moepo (Mining Qualifications Authority [MQA]). Go tlhamiwa Maano a Dikgono tsa mo Tirong le Dipego tsa Ngwaga le Ngwaga tsa Katiso, di tladiwa di bo di romelwa ngwaga le ngwaga go ya ka dipatlafalo le mekgele e di tshwanetseng go romelwa ka one tse di tlhomilweng ke MQA. Nmore ya Lekgetho ya Sebilo Resources (PTY) Ltd ke **L760774549** e bile dituelo tsa lekgethwana la dikgono tsa tiro di duelwa Lefapha la Ditirelo tsa Madi a Lekgetho la Aforika Borwa.

7.2.11 Diphatlhatiro tse go leng thata go di tlatsa

Ga jaanong jaana, bontsi jwa diphatlhatiro tse go leng thata go di tlatsa di tladitswe. Diphatlhatiro dipe tse go leng thata go di tlatsa tse di tla bulegang kgotsa tse di tla tlhokegang di tla kwalwa mo dipegong tsa Kgatelopele Tsa Ngwaga le Ngwaga le tsa Tiro ya Isagweng go ya ka Karolo 25 (2) h , Karolo 28 (2) c ya MPRDA le Polelwana ya Semolao ya 18.1 ya Tshwanelo ya Go Dira Ditiro tsa Moepo ya Sebilo Resource. Ngwaga le ngwaga, Sebilo Resources e tla tlhaola diphatlhatiro Tse go Leng Thata go di Tlatsa le go dira dipaakanyetso tsa gore di tladiwe go ya ka matsholo a leano le le dirilweng la teng.

7.3 Molawana 46 (b) (ii) Maano a Kgatelopele a Tiro le a Tlhabobotlhale

7.3.1 Leano la kgatelopele ya tiro ya boitshediso

Jaaka setlamo se go ithutwang mo go sone, tlhabololo ya dikgono tsa tiro tsa badiri le go katisa batho go botlhokwa gore setlamo se atlege. Sebilo Resources e tlaotse maano a a latelang jaaka a go tlhabolola dikgono tsa badiri tsa tiro tse di letlang motho ka bongwe kgotsa batho go gatela pele mo teng ga setlamo sa bone:

- Go tlhaola setlhopha sa ba ba nang le dikgono tsa tiro;
- Go akofisiwa ga tlhabololo ya dikgono tsa tiro tsa setlhopha sa ba ba nang le dikgono tsa tiro;

- Tiriso ya thulaganyo ya tatelano le maano a tlhabololo ya dikgono tsa tiro tsa motho ka bongwe tsa setlhopho sotlhe sa botsamaisi le ditlhopho tsa seporofesanele.

Malebana le maano a a fa godimo a a umakilweng, go akanyediwa badiri ba HDSA.

7.3.2 Kgatelopele ya mekgele ya tiro, thulaganyo ya tlhatlhamano ya baeteledipele le go akofisa dilo

Go tlhamiwa ga dithulaganyo tsa tatelano le go akofisa maneneothuto kwa Sebilo Resources go:

- Tserwe mo leanong la tekatekano mo tirong;
- Golagane le leano la tatelano mo kgannyeng ya ba ba ithutelang go nna dimmenejara;
- Go tlhoma mogopolo mo boithutatirong jwa semmuso le mo go akofiseng lenaneo la setlhopho sa badiri ba go tshwarwang dipuisano ka bone;
- Go tlhoma mogopolo mo setlhopheng sa ba ba nang le dikgono tsa tiro, batho ba ba nang le bokgoni jwa go etelela pele.

Setlhopho sa ba ba nang le dikgono tsa tiro go ya ka dipatlafalo tse di nang le mabaka a a farologaneng le ditshekatsheko, le go naya batho maduo go ya ka tiro ya bone le go iketleeletsa ga bone gore ba tlhatlosiwe maemo mo tirong. Ka jalo go tlhatlosiwa maemo go dirwa kwantle ga bofitlha le ka tatelano.

Kwa Sebilo Resources setlhopho sa ba ba nang le dikgono tsa tiro ba setlhopho sa botsamaisi ba badiri se laolwa ka Tsamaiso ya Thulaganyo ya Tatelano. Badiri botlhe mo setlhopheng se ba newa maduo go ya ka tiro ya bone le bokgoni jwa bone mme tshedimosetso ka ga bone e tlanngwa mo lenaanethalong la thulagano e e dirilweng. Maano a bone a katiso ya batho ba ba saenisitsweng konteraka a tlanngwa mo Lenaaneng la ka fa Ba Dirang Tiro ka Gone mme a dirwa go ya ka ditlhoko tsa motho ka bongwe. Go latedisiwa ga bone le gone go dirwa ka lenaneo le le tshwanang mme gantsi le tlanngwa gabedi ka ngwaga.

Mme badiri ba ba leng mo setlhopheng sa ba go tshwarwang motlotlo le bone, dikarolo tse pedi tsa konokono tsa setlhopho sa ba ba nang le dikgono tsa tiro ke ba boithutatiro, mme bontsi jwa bone ke ba dipatlafalo tse di kgethegileng tsa tiro le ba lenneo le le akofisiwang la go baakanyetsa badiri maemo a go okamela badiri mo tirong.

Badiri botlhe ba rotloediswa go tswelletsa dithuto tsa bone, kgotsa go nna le dithutego tse dintsha, mme ba ba ithutang ba le bosibani ba na le tlhopho ya go dira kopo ya go thusiwa ka madi go ya ka pholisi ya semmuso ya thuso ka madi.

Leano le le tseneletseng la Kgatelopele ya Tiro ya Boitshediso le le nang le mekgele le go beelwa dinako go ya ka leano la tlhabololo ya dikgono tsa tiro le leano la tekatekano mo tirong le tla tlhamiwa go ya ka Kgato e e Tlileng go Tsewa fa tlase. Tshedimosetso ka ditiro le ka mekgele e e

tlhalosiwang ka mo go tseneletseng ya tiro e tla tlhamilwa go ya ka serutwa se se bontshang dipatlafalo tsa thuto le maitemogelo. Mekgele eno ya ditiro e tla tsenngwa tirisong mo Tirong ya Moepo.

Dikgato tse di tlileng go tsewa	Letlha la go tsewa ga tsone
Tlamela ka lenaane la mofuta ya tiro mmogo le dipatlafalo tsa ditshwanelego tsa mofuta mongwe le mongwe wa tiro	1 st Q 2019
E na le lenaane la ditlhaloso tsa maikarabelo, e bontsha dipatlafalo-potlana tsa go tsena mo tirong, dithutego tse di eletsegang, dikhoso tse di maleba le mokgele o o tshitshinngwang wa boemo bongwe le bongwe jwa tiro.	1 st Q 2019
Go dira ditlhatlhobo tsa mongwe le mongwe, ka dipotso-Patlisiso tsa dikgono tsa tiro tsa modiri, go bona gore mokgele le bokgoni jwa modiri ke dife	1 st Q 2019
Leano le le tseneletseng la dingwaga di le tlhano la kgatelopele la tiro ya boitshediso la badiri ba ba nang le bokgoni.	2 nd Q 2019
Go tlhoma leano la semmuso la tiro ya boitshediso la badiri ba ba tlhaotsweng jaaka ba ba nang le bokgoni ka maano a kgatelopele a tiro ya boitshediso.	2 nd Q 2019
Leano le le tseneletseng la dingwaga di le tlhano la kgatelopele la tiro ya boitshediso la badiri ba maemo a a kwa tlase go tlhomamisa gore go tlhabololwa bokgoni jwa bone jwa tiro le kgatelopele ya tiro	3 rd Q 2019
E bolelela badiri botlhe ka Mekgele e ba ka e Latelelang le leano la botsamaisi jwa mekgele ya tiro	4 th Q 2019
E tlhama maano a a dirwang ka bonako a badiri ba ba HDSA ba ba tlhaotsweng jaaka ba ba nang le bokgoni jo bo botlhokwa go dira kgatelopele mo seabeng sa botsamaisi	1 st Q 2020
Tshekatsheko ya ngwaga le ngwaga le tshekatsheko ya lenaneo la tsenyo tirisong	4 th Q NGWAGA LE NGWAGA

Lenaanethalo 9: Leano la Kgatelopele ya Mokgele wa Tiro

Jaaka fa Setlamo se santse se tshwanelwa ke go tlhabolola Leano la Kgatelopele ya Tiro ya Boitshediso le dipholisi tse di tsamaisanang le lone le mekgwatsamaiso, lenaanethalo le le fa godimo le supa **tshupo ya ntlha** ya ka fa badiri ba ga jaanong jaana ba tla thusiwaang ka gone gore ba gatele pele mo mokgeleng wa bone wa tiro o o tla solegelang molemo moepo o go tshitshintsweng gore o tlhomiwe.

7.3.3 Molawana 46 (b) (iii) Go tlhabiwa botlhale

Go tlhaba ba bangwe botlhale ke thulaganyo e Sebilo e tla e dirisang go tlhokomela le go godisa bokgoni jwa badiri le go tlhomelela ditlamo tse e dirisanang mmogo le tsone le go bona ditirelo le dikumo kwa go tsone. Setlamo se tla tlhama thulaganyo ya go tlhaba badiri botlhale tumalanong le dipholisi le mekgwa ya khiri ya Sebilo, mmogo le Tlhabololo ya Dikgono Tsa Tiro le Ditiro tsa Tekatekano mo tirong.

Sebilo Resources e na le lenane la semmuso la go tlhaba ba bangwe botlhale le tsamaiso e e seng ya semmuso ya go katisa ba bangwe. Badiri ba ba tlhomileng mogopolo ka mo go kgethegileng mo badiring ba HDSA ba ba bonweng ka dithulaganyo tsa kgatelopele ya mekgele ya tiro, le ba e leng karolo ya setlhopha sa ba ba nang le dikgono tsa tiro kgotsa batho ba ba ntshang ga tshwene mo tirong ba tlhoka go tsenela lenaneo la go tlhabiwa botlhale le go katisiwa.

7.3.4 Lenaneo la semmuso la go tlhaba badiri botlhale

Thulaganyo ya semmuso ya go tlhaba badiri botlhale e akaretsa go tlhabiwa botlhale ke bommenejara ba ba umakilweng ba mafapha, ka konteraka ya semmuso fa gare ga bone le badiri, le go golaganya tiro eo le tsamaiso ya go bona ka fa badiri ba dirang tiro ya bone ka gone. Bommenejara ba mafapha ba thusiwa go nna le dikgono tse di tshwanetseng tsa tiro gore ba dire jaaka bao ba tlabang badiri botlhale. Batlhabiwa-botlhale ba bapisiwa ba batlhaba-botlhale go tlhomamisa gore ba solegelwa molemo ka botlalo. Batlhabiwa-botlhale le batlhaba-botlhale ba tlhophiwa ka maano a kgatelopele le a tatediso. Go lebeletswe gore palo ya bathapiwa, ba ba tla tsennngwang mo lenaneong la go tlhabiwa botlhale mo dingwageng di le tlhano tse di tlang, e nne ka mokgwa o o latelang:

Setlhopha	2018	2019	2020	2021	2022	2023
Batlhabiwa-botlhale	6	6	6	6	6	6
Batlhaba-botlhale	4	4	4	4	4	4
Palogotlhe	10	10	10	10	10	10
Dipaakanyetso tsa Madi	720000.00	720000.00	720000.00	720000.00	720000.00	720000.00

Lenaanethalo 10: Badiri ba ba mo lenaneothutong la semmuso la go ba tlhaba botlhale

7.3.5 Katiso e e seng ya semmuso

Badiri botlhe ba Sebilo Resources ba katisiwa ke dimmenejara tsa mafapha a bone, ka thulaganyo e e bidiwang “go katisiwa o le mo tirong”. Boikaelelo jwa yone ke go tihomamisa gore modiri mongwe le mongwe o tlhomeletswe ka dikgono tsa tiro tse a di tlhokang mo tirong ya gagwe, le gore ba engwa nokeng mo mekgeleng ya bone ya tiro.

7.3.6 Kgatelopele ya mekgele ya tiro ka mekgwa-kakaretso ya mekgele ya tiro

Boenjeneri:	Mmakanya didirisiwa le dikago go fitlha ka bategeniki Go katisediwa tiro o le mo tirong go fitlha ka bategeniki
Tiro ya moepo:	Suporithendete wa Mokoti/Moithutafatshe go fitlha ka Mmenejara wa Moepo
Ditirelo tsa Kemonokeng:	Katiso ya go nna motlhokomedi wa maemo a tikologo go fitlha go Katisetso ya go nna Motlhankedi wa Tikolgo Motsamaisi wa HR: go fitlha ka Motlhankedi wa Dikamano tsa Intaseteri

Lenaanethalo 11: Kgatelopele ya mekgele ya tiro ka mekgwa-kakaretso ya mekgele ya tiro

7.4 Molawana 46 (b) (iv) Dibasari, Dikatisetso tsa tiro le Madi a go ya go ithuta

7.4.1 Dibasari

Sebilo Resources e ikemiseditse go alosa baporofeshele ba ba rutegileng sentle gore ba thuse setlamo ka ditlhoko tsa sone. Gore Sebilo Resources e tlamele setlamo ka badiri, e tla tswelela pele go tshegetsa dibasari ka madi mo tirong ya go dira diboilara, ba ba tsenyang metšhini, saense ya tikologo, badiri, madi, jj, go ya ka fa go tlhokegang ka gone. Kapa Bokone ke yone e go tla tlhomiwang mogopolo kwa go yone go batla badiri. Tsamaiso ya sekema sa dibasari e okamelwa ke Kantorokgolo ya rona. Morago ga kalogo, baporofeshele ba ba botlana ba ba katisiwa (professionals in training [PIT]) ba katisediwa tiro ba le mo tirong dikgwedi di le 24, go tihomamisa gore ba katisiwa ka botlalo le go tlhabolola dikgono tsa bone tsa tiro e ba e ithutetseng. Mo nakong eno, baporofeshele ba ba botlana ba tlhabiwa botlhale le go katisiwa.

Go amogelwa bga ba neilweng dibasari go tla dirwa tumalanong le mekgele ya setlamo ya go boloka tekatekano mo tirong.

Setlhophha	2019	2020	2021	2022	2023
Badira ka dibasari	2	2	2	2	2
Ba PIT	2	2	2	2	2

Palogotlhe	4	4	4	4	4
Dipaakanyetso tsa Madi	800000.00	800000.00	800000.00	800000.00	800000.00

Lenaanethalo 12: Palo ya dibasari le ya ba PIT tse di abiwang ke Sebilo Resources ka Ngwaga

7.4.2 Dikatisetsotirong tse dingwe

Lenaneo la Sebilo Internship le tla tlhamiwa tumalanong le Leano-Tlhabololo la Dikgono tsa Tiro. Sebilo Resources e tla dira gore maloko a baagi a a tlhokang maitemogelo mo intasetering ya moepo a katisiwe a le mo tirong gore a kgone go fetwa di dikirii / dipoloma tsa bone. Boikaelelo jwa mananeothuto mangwe a a rutang maitemogelo e tla bo e le a go tlhabolola bokgoni jo badiri ba nang le one. Lenaneothuto leno le tshwarelwa ba ba tshwanelegelang go katisiwa mahala ba le mo tirong mme setlamo se tla tlamela ka didirisiwa tsotlhe tse di tlhokegang tsa tšhono ya go ithuta. Mo godimo ga moo, ba tla duelwa madinyana a go ba thusa ka ditshenyegelo tsa bone fa ba ntse ba tsweletse ka go katisediwa boithutelatiro mo setlamong.

Setlhophu	2019	2020	2021	2022	2023
Boithutatiro	3	3	3	3	3
Tekanyetsokabomadi	174000	174000	174000	174000	174000

Lenaanethalo 13: Palo ya Bakatisediwa-Tiro e Sebilo Resources e ba katisetsang tiro Ngwaga le Ngwaga

7.5 Molawana 46 (b) (v) Tekatekano mo Tirong

7.5.1 Boemo

Sebilo Resources e ikemiseditse go boloka Tekatekano mo Tirong (Employment Equity [EE]) mo Leanong lotlhe la yone la HR. Ka ntlha ya moo, pholisi ya yone ya EE le maano a yone a a tlhamiwa go fokotsa mekgwa ya tlhaolele mme, ka go naya pele batho ba ditshwanelo tsa bone di kileng tsa bo di gatakelwa ditiro, go tlhomamisa gore dikgono tsa tiro tsa palo ya badiri ba ba mo maemong a a kwa godimo a tiro di a tokafala fa nako e ntse e tsamaya gore a bontshe dintlha ka baagi ba Aforikaborwa. Mo godimo ga go dira tumalanong le mekgele ya Tšhata ya Moepo malebana le HDSA mo tirong ya botsamaisi le basadi mo tirong ya moepo, Sebilo Resources e ikaeletse go fitlhelela mokgele wa 1% wa ditiro tsa kgwebo tsa ba ba golafetseng mo moepong. Boemo jwa ga jaanong jaana jwa moepo jwa Tekatekano mo Tirong bo bontshiwa go Foromo S, kwa tlasenyana. Pholisi ya EE ya Sebilo Resources e dirilwe ka boikaelelo jwa go ntsha ditshwaelo ka dikarolo tse di latelang:

- Go dumalana le Molao wa Tekatekano ya mo Tirong;
- Go tsaya karolo le kgakololano le ba bangwe;
- Tekatekano le Go Newa Ditšhono ka Tekatekano;

- d) Dipharologano mo tirong;
- e) Pholisi ya go Tsoma Badiri;
- f) Mokgwatiro wa Setlamo;
- g) Tlhabololo ya Dikgono Tsa Tiro;
- h) Go Rulaganyetsa Tlhatlhamano ya Baeteledipele le Tlhabololo ya Dikgono tsa Tiro; le
- i) Letshwenyo mo Tirong.

Batsamaisibagolo ba ikemiseditse go fedisa mokgwa wa go sa tshwarweng sentle o o dirwang ka tlhamalalo le o o dirwang ka tsela e e seng ya ka tlhamalalo mo tirong. Seno se akaretsa ditiro dipe kgotsa matshosetsi ape a a kgoreletsanang le go dira tiro kwa tirong ga motho kgotsa setlhophha ka ntlha ya lotso, bong, thobalano, go ima, boemo jwa lenyalo, boikarabelo jwa lelapa, bomorafe kgotsa maemo a motho a goletseng mo go one, boemo jwa HIV/Aids, mokgwa wa thobalano, dingwaga tsa bogolo, bogole, bodumedid, segakolodi, tumelo, dikgopolo tsa sepolotiki, setso, puo kgotsa tsalo.

7.5.2 Thulaganyo ya Tekatekano ya mo Tirong

Sebilo Resources e ikemiseditse go tokafatsa loago le ikonomi ya batho bao ditshwanelo tsa bone di kileng tsa bo di gatakelwa e bile e dumela gore go Lekalekana ka Bong go botlhokwa thata gore ikonomi e gole le gore batho ba kgone go ipolokela isagwe mo Aforika Borwa. Mo godimo ga moo, pholisi ya Setlamo ya Tekatekano ya mo Tirong e tla nna karolo ya konokono ya boikemisetso jwa Moepo jwa go tlhagisa badiri ba ba mosola le ba ba kgonang go emela moepo sentle, go tlhomamisa gore badiri botlhe ba tshwarwa ka tekatekano mo tirong e bile e tla bopa Leano le le botlhokwa la Setlhophha sa Badiri ba Setlamo. Segolobogolo ka maiteko a go tlhaola di HDSA tse di nang le talente le go akofisa tiro ya go ba katisa le matsholo a tlhabololo ya dikgono tsa tiro go ba thusa mo kgatelopele ya bone.

Go dirwa maiteko kwa Sebilo Resources go tlhomamisa gore bobotlana 25% ya basadi ba thapetswe tiro ya moepo mo polasing ya Perth dingwaga di le tlhano tse di tlang – leba Leraanethalo 14 fa tlase. Ka jalo, Moepo o leka go dira tumalng le mekgele ya Tšhata ya Moepo e e tlhabolotsweng ya go nna le 50% ya HDSA mo tirong ya botsamaisi mo dingwageng di le tlhano tse di tlang

Maemo a Tiro	Paterson Setlhopha	Monna				Mosadi				Palog otlhe	Nang le Bogole	
		Maaforika	Mokhalat e	Mo-India	Mosweu	Maa fori ka	Mokhalate	Mo-India	Mosw eu		Monna	Mosadi
Batsamaisigodimo	F	1								1		
Batsamaisibagolo	E	1								1		
Bomankge ba seporofešenale ba ba rutegileng ba ba nang le maitemogelo le setlhopha sa botsamaisi sa maemo a a fa gare	D	3				1			1	5		
Badiri ba ba rutegileng ba ba nang le bokgoni jwa dilo tsa setegeniki le jwa akatemi, setlhophapotlana sa botsamaisi, baokamedi ba badiri, diforomane, le disuporithendente	C	7	1		1	2				11		
Ba ba nang le bokgoni go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlhokega ka gone	H	10				10				20		
Mokgwa o o senang bokgoni wa go dira ditshwetso e bile e le tse di lekanyeditsweng	A	26				5				31		
Palogotlhe ya Badiri ba Leruri		39	1			16				56		
Dikonteraka tsa Konokono												
Palogotlhe ya Badiri		48	1		1	18			1			

Lenaanethalo 14: Dipalopalo tsa ga Jaanong tsa Tekatekano mo Tirong, go ya ka Foromo S ya Mametlelelo II ya Melawana ya MPRDA

Mekgele ya Tekatekano mo Tirong ya lobaka lwa dingwaga di le 5.

Mokgele wa Dipalo					
	2019	2020	2021	2022	2023
Ba bagolo (Basadi mo Tirong ya Moepo E)	20	22	24	26	28
Palogotlhe ya Batsamaisi	5	6	7	7	7
Palogotlhe	20	22	24	26	28

Lenaanethalo 15: Basadi mo Tirong ya Konokono ya Moepo

Mokgele wa Dipalo					
	2019	2020	2021	2022	2023
HDSA	8	10	10	10	10
Palogotlhe ya Batsamaisi	2	2	2	2	2
Palogotlhe	8	10	10	10	10

Lenaanethalo 16: Mekgele ya HDSA

7.5.3 Basadi mo Tirong ya Moepo

Sebilo Resources e ikemiseditse go tokafatsa loago le ikonomi ya batho bao ditshwanelo tsa bone di kileng tsa bo di gatakelwa e bile e dumela gore go Lekalekana ka Bong go botlhokwa thata gore ikonomi e gole le gore batho ba kgone go ipolokela isagwe mo Aforika Borwa. Setlamo se tla leka ka natla go tlhomamisa gore bobotlana 10% ya basadi ba thapetswe go dira ditiro tsa moepo. Basadi ba ba dirang mo meepong jaaka go tthalositswe ka 2018. Boikaelelo jwa komiti eno ke go tlhomamisa dilo tse di latelang:

- Go tlhomamisa gore go na le dikago tse di ka dirisiwang ke basadi mo meepong le diphaposi tse di kwa thoko tsa go fetola ga bone diaparo le tsa go tlhapela.
- Go bona gore basadi ba tlhoka katso efe ya setegeniki le go rulaganya didirisiwa tse di tlhokegan gore katso eno e kgone go dirwa.
- Go tlhama dipholisi tse di tshwanetseng le go di tsenya tirisong tse boikaelelo jwa tsone e leng go dira gore basadi ba se ka ba tlogela tiro.

7.5.4 Badiri ba ba tlileng ka tiro

Sebilo Resources e ikemiseditse go dira tumalanong le dipatlafalo tsa Puso le ditumalano tsa intaseteri go tlhomamisa gore ba ba tlileng ka tiro ga ba bontshiwe mowa wa tlhaolele.

Dilo tse di fa godimo di tla fitlhelelwa fa go ka gagamalelwa mekgele e e latelang:

- Fa badiri botlhe ba tshwara botlhe sentle kwa ntle ga mowa wa tlhaolele mmogo le ba ba batlang tiro.
- Go tlhama tikologo ya mo tirong e botlhe ba kgonang go dira mmogo sentle mo go yone ka kagiso le ka kutlwano.
- Go thusa ka ditiro tsa temokerasi tsa maloko a setšhaba sa naga ya rona ka go tlhama tikologo e mo go yone batho ba ba tswang mo ditsong tse di farologaneng tsa botshelo ba tlhaloganyanang botoka.

Gape go ngaparelwa melaometheo e e latelang ka metlha:

- Go boloka maemo a mo tirong a badiri botlhe a sa fetoga lobaka lo lo leele go sa kgathalesege gore ba tswa kae.
- Go tlabolola mowa wa mkgwa o o siameng wa boitshwaro ka go tshwara badiri botlhe ka tsela e e tshwanang, le ba ba tswang kwa ntle ga Aforikaborwa. Seno se bonala sentle mo konterakeng ya yone ya tiro le mo maemong a tiro a a siametseng botlhe.
- Go thapiwa ba badiri ba ba tswang kwa dinageng di sele go dirwa go ya ka dikaelo tsa melao ya go fudugela mo Aforikaborwa go tla go batla tiro go tswa kwa nageng e sele.

KAROLO 8

8. LENANELO LA TLHABOLOLO YA IKONOMI YA SELEGAE

Tumalanong le Molawana wa bo 46 (c)
wa Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo

8.1 Molawana 46(c): Matseno

Tumalanong le tšhata ya moepo, karolo eno e e tlotla ka dikgatotharabololo tse Sebilo Resources e ikaelelang go di dirisa mo lefelong la mmasepalaa wa selegae. Dikgatotharabololo tseno di tla tlhoma mogopolo mo dikarolong tse tharo, e leng go tlisa tlhabololo mo loagong, ditlamelwa (ditirelo) le tlhabololo ya ikonomi ya selegae (local economic development [LED]). Boikaelelo ke go ngaparela dilo tse di latelang:

- Tirisano mmogo le mmasepala wa selegae go tlhama le go thusa ka go tsenya tirisong maano a a kopantsweng a tlhabololo mo ditikologong tse di gauhi tse ditiro tsa moepo wa Sebilo Resources di tlileng go direlwa mo go tsone.
- Go buisana ke metlha le baagi ba moepo o tlhomilweng mo lefelong la bone.
- Go thusa fela thata go rarabolola mathata a go fedisa lehuma le go tlhabolola boemo jwa baagi.
- Go tlaola bana-le-seabe ba konokono le go dirisana mmogo le bone mo dikopanong tse gantsi di tshwarwang le tse di simololang go tshwarwa.

8.2 Thulaganyo ya SLP e go neng gta tshwarwa dikgakololano tsa SLP 2 le yone

Thulaganyo ya dikgakololano ya SLP ya Sebilo Resources e simolotse le JLM gore go nne le tumalano fa gare ga makoko ano a ka bobedi ka go dira maitlamo a masha dingwaga di le thano tse di tlang jaaka leano le lesa la Sebilo.

Fa go akanngwa ka SLP ya ntlha e go neng ga dumalanwa ka yone, go ka dirisiwa dikaelo di le dintsi tsa leano leno. Ga jaanong jaana moepo o feleletsa maikarabelo a SLP ya ntlha mme o tshwaragane le go terafota le go feleletsa dipego tsa yone tse di yang go Lefapha la Ditsompelo tsa Diminerale kwa kgaolong ya Kapa Bokone.

a) Ke ithuta dilo tsa konokono go tswa go SLP 1

- Diporojeke tse di rometsweng ga di a ka tsa amana le dilo tse di etelediwang kwa pele go ya ka IDP.
- Ditlhaelo dingwe mo IDP malebana le dikgakololano ka porojeke.
- Diporojeke tsa IDP tse go neng go ikemiseditswe go di dira tsotlhe fela di ne di santse di le mo kगतong ya go akanyediwa.
- Ga go a dirwa dipatlisiso pele tsa go bona gore a diporojeke di tla atlega kgotsa gore tiro e ne e tšile go tsamaisiwa jang go tshegetsa porojeke eno mme ditshenyegelo tsa teng di ne tsa tshwanelwa ke go amogelwa jaaka tse di neng di tšile go nna karolo ya seno.
- Dilo tse go neng go ikemiseditswe go di dira di ne di sa tsamaisanngwa le togamaano ya lefelo le di neng di tla dirwa mo go lone malebana le boemo jwa ga jaanong le ditshekatsheko ka isagwe.
- Dikgwetlho tse di amanang le madi le dikgono tsa tiro mo teng ga mmasepala wa selegae di ne tsa pateletsa beng ba moepo go sikara ditlamorago tsa tiro ya bone tse dikgolo go feta ka fa go neng go lebeletswe ka gone.
- Diporojeke tsa setheo ga di a ka tsa tshegediwa ke mmasepala mme tsa tshwanelwa ke go tshegediwa ke mafapha a setheo.
- Go ne go sena pego e e lekaneng ya gangwe le gape kgotsa maano a tlhaeletsano a a yang go Lekgotla ka ga kgatelopele ya diporojeke go di bolelela baagi. Dithulaganyo tse di sa dirwang sentle tsa dipuisano le tsa ditlhaeletsano.
- Go tlhalosa seabe sa batlhankedi le boradipolotiki mo botsamaising jwa diporojeke le go di diragatsa.
- Dikgono tsa tiro le bokgoni jwa batlamela ka ditirelo ba BEE ba di a tlhomama.

b) Dikaelo tsa dingwaga di le 5 tsa SLP.

Go ya ka se se builweng mokgele o o logetsweng maano o tshwanetse go tsenngwa go ditirelo tse di leng teng tsa Ditiro le Botsamaisi go tlamela ka ditirelo tse di tokafaditsweng le go fitlhelela ditirelo tsa motheo.

- Diporojeke tsa SLP 2 di tshwanetse gore e nne tsa tlhabololo ya ditirelo tse di tlhalosiawng mo SDF, IDP Leanolegolo.
- In the interest of adding maximum value through the SLP 2 investment, diporojeke tsa go fedisa lehuma tse di tlhomilweng jaaka tsa mekgatlho-kgwebo di felela ka ditshenyegelo tse di sa tsenyang boleng bope e bile ga di tsamaisane le ditlhoko tsa ga jaanaong tsa mo toropong tse di tshwanetseng go etelediwa kwa pele.
- Diporojeke tsa setheo di tla akanyediwa mmogo le dilo tsa setheo tse di tlhokang go etelediwa kwa pele tsa Thuto, Dikgono tsa tiro, Tlhokomelo ya pholo, le Tlhabololo ya Loago.

- Diporojeke tsotlhe tse di dumalanweng di tshwanetse go supega jaaka tse di kgonegang e bile go tlhalosiwe sentle gore ke tsa tiro ya bogolo jo bo kae.
- Diporojeke tse go dumalanweng ka tsone mme e sa ntse e le tse di akanyediwang, di lejwa e le tse di jang madi a mantsi e bile go lebgeletswe gore mmasepala o tlamela ka ditshenyegelo tsa go dira patlisiso ka tsone.
- Diporojeke tsa Tlhabololo ya Ikonomi di tshwanetse go tsamaisanngwa le Maano a Tlhabololo ya Kgwebo a mo go one Setheo sa Puso le sa Poraefete di nang le mekgele e e tshwanang ya go rotloetsa go tlhama ditiro.
- Diporojeke tse di dumalanweng le tsone di tshwanetse go direlwa leano la go bona gore a di ka kgonega go tlhomamisa gore madi otlhe a a dirisiwang mo go tsone a tsenya boleng jo bogolo.
- Diporojeke di tshwanetse go tsamaisanngwa le di IDP tse di etelediwa kwa pele.

c) Thulaganyo ya Puso ya maikabelo a SLP 2

- Puisano fa gare ga makoko a mabedi a thulaganyo ya maikarabelo a SLP 2 go naya kaelo le dipholo tse di tshegediwa tse di golaganeng le ditlhoko tsa go tlisa tlhabololo mo mmasepaleng.
- Go tshwara dikgakololano le setlhopha sa botsamaisi le baeteledipele ba sepolotiki ka dilo tsa IDP tse di tlhokang go etelediwa kwa pele.
- Batlhankedi ba ba umakilweng ba tshwanetse go tlhaolwa gore ba tswelletse thulaganyo eno ka mmasepala.
- Sebilo Resources e tshwanetse go tlhalosa maikarabelo a yone fa a amogelwa ke setlhopha sa botsamaisi ka ga tiriso ya yone ya madi.
- Ditumalano ka Boleng jwa Ditirelo di tshwanetse go saeniwa gore di laole go tlhomiwa ga porojeke fa gare ga makoko a mabedi.
- Mmasepala le Sebilo Resources ba dumalana ka maikarabelo a bone morago ga go nna teng kwa dikokoano-thutanong.
- Sebilo Resources e tlotlisana le DMR ka thulaganyo le ka diporojeke tse go tshitshintsweng gore di dirwe.
- Sebilo Resources e naya DMR maikarabelo a masha.
- DMR e tshwanetse go dira ditheboho tsa bofelo ka maikarabelo a masha a dingwaga di le tlhano.

8.3 Molawana 46(c) (i): Tshedimosetso ya Lemorago ka Loago le Ikonomi ya Lefelo le Moepo o Dirang mo go Lone

8.3.1 Porofense ya Kapa Bokone

Porofense ya Kapa Bokone e tsaya 363 389km² kgotsa 29% ya lefatshe la Aforika Borwa e bile ke yone e kgolo go feta Diporofense tsotlhe tse robonngwe, le fa gone e na le palo ya baagi ba le mokawanyana fela ba le 1 058 060. E kwa karolong ya bokone-bophirima jwa naga mme e fa melelwang ya Namibia le Botswana go ela kwa bokone, Porofense ya Bokone Bophirima le ya Foreisetata go ela kwa botlhaba, Porofense ya Kapa Botlhaba le ya Kapa Bophirima go e la kwa borwa le Lewatle la Atlelantiki go ela kwa bophirima. Melelwane ya boditšhabatšhaba e bopiwa ke losi lwa Noka e Tshetlha (Namibia) le Noka ya Molopo (Botswana). Porofense eno e na le Bommasepala ba Kgaolo ba le Batlhano e leng; Frances Baard, John Taolo Gaetsewe, Namakwa, Pixley ka Seme le ZF Mqacawu. Le fa Bommasepala ba Kgaolo ba bopiwa ke bommasepala ba selegae ba le mmalwa, ga se gore bommasepala bano ba “bagolo” go le go kalo, ka gonne mafelo mangwe a magolo a Porofense a biwa Mafelo a Botsamaisi jwa Kgaolo (District Management Areas [di-DMA]) ka ntlha ya go bo a na le palo e e kwa tlase thata ya baagi. Jaaka fa MPRDA e batla, lenaneo la LED la Sebilo la tirisanommogo ya semolao ya Maano a a Kopantsweng a Tlhabololo e tla dirwa ka fa tlase ga kaelo ya Mmasepala wa selegae wa Joe Morolong ka fa tlase ga taolo ya Mmasepala wa Kgaolo wa John Taolo Gaetsewe.

8.3.2 Boemo jwa loago le ikonomi jwa Mmasepala wa Kgaolo

Mmasepala wa Kgaolo wa John Taolo Gaetsewe (JTG), ke kgaolo ya bobedi e nnye mo go tsone tsotlhe mo Kapa Bokone, e tsaya 6% ya Porofense (27 322 km²). Mmasepala wa Kgaolo, o o nang le bommasepala ba selegae gba le bararo, o ne wa teeelwa semmuso ka leina la ga John Taolo Gaetsewe, molwelwa kgololesego yo o tlhokafetseng yo gape a neng a le leloko la mokgatlho o o lwelang ditshwanelo tsa badiri ka di 6 Sedimonthole 2008. Bommasepala ba selegae ba bararo ke: Gamagara, Ga-Segonyana le Joe Morolong.

Bontsi jwa lefelo leno ke motseselegae le le nang le pula ya ngwaga le ngwaga ya 500mm kwa botlhaba go fitlha go 300mm kwa bophirima, mme e kwa tlase ga palogare e gantsi go amogelwang yone yas 500mm fa e le nako ya komelelo. Pula e na gantsi moragonyana mo selemong (Tlhakole) mme ga e ne ka metlha. JTG e na le metseselegae e bile e na le dikarolo tsa metsetoropo mme e na lke mafelobonno a le 186 mme 80% ya metse eno e mo teng ga Joe Morolong.

Lefelo leno le na le mefuta e e tswakaneng ya tiriso ya lefatshe mme tiriso e kgolo thata mo ditirisong tseno tsa lone ke temothuo le moepo. Ga-Segonyana le Joe Morolong tsone di na le magae a bonno a mantsi mme Gamagara yone e tletse ka dipolasi tsa kgwebo le ditiro tsa moepo.

Lefelo leno le tlatse thata ka lehuma mme le fitlhelwa thata mo metseselegaeng e go fopholediwang gore e na le 83.7% ya batho ba ba tshelelang mo ganong.

Bontsi jwa batho ba ba nnang mo JTG ka Maaforikaborwa, mme go na le peresente e nnye ya ba ba fudugileng go tswa kwa dinageng tsa SADC le tsa Asia ba ba dirang mo meepong le ba ba rekisang. Maaforika a dira 87.5% ya baagi mme ba latelwa ke Bakhalate ka 7.24%, Basweu 5.15% mme Ba-India 0.06%. Gape lefelo leno le na le ditirelo tsa maemo a a kwa tlase, ka ntlha ya tlhaelo ya ditsompelo, tlhaelo ya dikgono tsa tiro, kitso le boporofeshe nale jo bo bokoa.

Sebilo Resources e simolotse dithutopatlisiso di le mmalwa tsa ntlha go tlhotlhomisa gore maemo a loago le ikonomi a ntse jang mo lefelong leno. Mo godimo ga go dira jalo, e tla bona gore bana-le-seabe ba lone ba konokono ke bomang le gore mathata a konokono ke afe a a amanang le go kgatlhegela ga bone ditiro tsa moepo. Sebilo Resources e dira mo teng ga lefelo la Mmasepala wa Selegae wa Joe Morolong le gape e leng le mo go lone moepo o tlhomilweng mo gare ga baagi le Mmasepala wa Selegae wa Gasegonyana e leng lefelo le badiri ba romelwang go tswa kwa go lone. Mmasepala wa selegae o wela mo teng ga Mmasepala wa Kgaolo wa JTG o o leng kwa Toropong ya Kuruman. Lefelo le mmasepala wa Joe Morolong o laolang mo go lone le kwa Porofenseng ya Kapa Bokone mo teng ga Mmasepala wa Kgaolo wa John Taolo. Lefelo la mmasepala ke la bogolo jwa mo e ka nnang 5 813 km². Lefelo leno tlhaolwa ke metseselegae e e nang le metsana e le 187 e e sa lekaneng ka bogtolo mme metsana e mengwe e e phatlaletseng e golaganngwa ke ditsela tsa mmu. Go na le magosi a a farologaneng a a nang le dikgosikgolo di le robonngwe mo teng ga mmasepala ono o o nang le dikgaolopotlana di le 15 mme mmasepala otlhe ke lefelo le le tlhakanetsweng. Le na le baagi ba le 107 103 le metse e le 187 le malapa a le 20 647, dikgolo di le 168. Palo ya dikolo e a amega ka gone ka ntlha ya gore dikolo dingwe di kopantswe, diteišene tsa mapodisi di le 3, ditlilini di le 24 le ditikatikwe di le 2 tsa pholo mo gare tsa baagi.

Ke 43, 98% fela ya batho bga ba berekang mme bontsi jwa bone ba amogela fa gare ga R100.000 le R180.000.00 ka ngwaga. Bontsi jwa bone ba ikaegile ka thuso ya madi a a tswang kwa pusong. Tiro ya konokono ya ikonomi ke go itshedisa ka go lema merogo. Le fa moepo e le intaseteri ya bobedi e kgolo go di feta bontsi jwa badiri ba tshela ka go rekisa kgotsa ka go dira tiro nngwe ya diatla. 2.56% ya maloko a baagi ke maloko a setlhopha sa botsamaisi-bagolo mme palo e nngwe ya ba 18, 08% ke baporofeshe nale mo ditirong tsa bone. Ke 24, 47% ya batho mo lefelong leno ba ba weditseng Mophato 12 wa bone ka katlego, mme 28.43% ya batho ba bangwe bone ga ba a tsena sekolo gotlhelele. Bontsi jwa malapa ba na le ditepe tse di tlhakanelwang ke botlhe go gelela metsi mo go tsone. Ba bantsi ba santse ba dirisa matlwana a boithusetso a mekoti mme go na le ba bangwe ba bga senang matlwana a boithusetso gotlhelele. Tsela e Mmasepala wa Joe Morolong o rulagantsweng le go bopiwa ka one e dira gore go nne le metsamao, e e jang madi a mantsi ka ntlha ya ditirelo, tiriso ya motlakase le madi a puso. Dipalangwa tsa botlhe ba di mosola e bile di a tura e bile gantsi go thata go tswa go sepalangwa se sengwe sa botlhe go ya kwa go se

sengwe. Tlhaelo ya ditsela tse dikoloi di tsamayang mo go tsone e dira gore go se kgonego go fitlha kwa mafelong a a rileng mo teng ga mmasepala. Lefelo lengwe le lengwe mo teng ga mmasepala ke le go iponelwang gore go duwa jang, fa go tlhokega.

Dikago tsa mo baaging le ditirelo di tshwanetse go dirwa mo metseselegaeng mme ka jalo go thata tota go fitlhelelwa ga tsone ke ope fa motho a tswa ka kwa ntle ga lefelo leo. Tiriso ya dikago le ditirelo ke tsa baagi ba lefelo leno fela. Tikologo ya bosetšhaba ya lefelo la Mmasepala wa Joe Morolong e senyegile kwa bokone-botlhaba, ka ntlha ya go senyega ga lefatshe. (Ditlhatshana le sekgwa le mabala a a medileng ditlhaga a a sa tlhagolwang) ditshenyegelo tsa lobaka lo lo leele lwa maemo a a ntseng jalo mo ikonoming ya lefelo leo e tla nna tse di kwa godimo fela thata. Mmasepala o tshwaragane le go tlhama SDF e ntšha. Boitshubelo jo bo sa lekanang, go tlhoka magae le go sa fitlhelele ditirelo tsa moteo, ke dikgwetlho tse di ntseng di gola. Ka bokhutshwane, boleng jwa botshelo jwa batho ba le bantsi mo lefelong la Mmasepala wa Joe Morolong bo kwa tlase thata, e bile go dirilwe go le gontsi, mme go santse go na le mo gontsi gogo dira.

8.4 Go bonwe ditlamorago tse dikgolo le mathata mo thutopatlisong ya ntlha e e neng ya dirwa ke Sebilo Resources ka 2012/2013.

Sebilo Resources e ntsha pego ya Tshekatsheko ya Loago le Ikonomi e e tlotlang ka mafelo a go tshwanetseng ga dirwa mo go one a magolo a go neng ga lejwa dibuka ka one go bona gore mathata a magolo mo go one ke afe le ditlamorago tse di sa siamang tse di kaelang moepo go tsibogela maemo ano ka go Tlhama-Tsamaiso la mo Loagong.

Mathata le ditlamorago tse di bonweng tse di sa siamang tse di amanang le tlhabololo ya loago le ikonomi tse di umakilweng ke bana-le-seabe ba rona -

- Ditšhono tsa selegae tsa theko ya dithoto
- Ditšhono tsa selegae tsa go thapiwa
- Go tlhoka tlhabologo mo lefelong go sa kgathalesege ditiro tsa ikonomi mo lefelong

8.5 Leano le le Tsayang Nako e Telele la Puso

Go botlhokwa that gore fa sebilo Resources e tlhalosa maikemisetso a yone a dingwaga di le tlhano tse di tlang e dirisane le puso gore e fitlhelele mekgele e e tsayang lobaka lo lo leele ya puso ka go dirisana mmogo le ditlamo tse dingwe. Porojeke e e fetotsweng le go tsenngwa mo SLP 2 e amana le dilo tse di botlhokwa thata tse puso e di eteletsang kwa pele. Mo maikemisetso a a dirwang Sebilo Resources e tlhomamisitse gore e golagana le diphitlhelelo tsa Leano-Tlhabololo la Bosetšhaba mmogo le IDP. Maikaelelo-magolo a NDP a tlhalosiwa mo karolong e e fa tlase:

LEANO LA BOSETŠHABA LA TLHABOLOLO

Matseno

Boikaelelo jwa Leano-Thabololo la Bosetšhaba ke 2030 e bo e fedisitse lehuma le go fokotsa go tlhoka tekatekano. Aforikaborwa e ka kgona go fitlhelela mekgele eno ka go solegelwa molemo ke tlhagafalo ya batho ba yone, go godisa ikonomi e e akaretsang botlhe, go ruta batho dikgono tsa tiro, go tokafatsa bokgoni jo puso e nang le jone, le go rotloetsa boeteledipele le bosemphato mo setšhabeng sotlhe.

Ka 2030 – NDP ka bokhutshwane

Go fedisa lehuma la go amogela madi a a kwa tlase – go fokotsa selekanyo sa malapa a lotseno lwa one lwa madi lo leng kwa tlase ga R419 motho ka bongwe (go ya ka ditlhwatlhwa tsa 2009) go simolola go peresente ya 39 go fitlha go lefela.

Go fokotsa botlhoka-tekatekano – Lotseno lwa madi lwa botlhoka-tekatekano lo tshwanetse go wa go simoloal mo go 0.69 go fitlha go 0.6.

Go kgontsha diphitlhelelo

- Go oketsa kgono ya go bona tiro go tswa go 13 milione ka 2010 go fitlha go 24 milione ka 2030.
- Go okediwa ga madi a lotseno go tswa go R50 000 ka 2010 go fitlha go R120 000 ka 2030
- Go oketsa dishere tsa lotseno lwa madi a bosetšhaba a peresente e e kwa tlase ya 40 go simoloal go peresente ya 6 go fitlha go ya diperesente di le 10.
- Go tlhoma mokgwa wa go dira ditirelo ka tlhagafalo, go tlamela ka badiri le dithulaganyo tsa taolo.
- Go tlhomamisa gore diphatlhatiro tsa ba ba nang le bokgoni, setegeniki, porofeshene le botsamaisi di bontsha botoka ditso, bong le bogole tse naga ya rona e dirilweng ka tsone.
- Go oketsa bontsi jwa beng ba matlotlo gore go akaretse batho ba ditshwanelo tsa bone di sa bolong go gatakelwa.
- Go oketsa boleng jwa thuto gore bana botlhe ba nne le bobotlana dingwaga di le pedi tsa go rutwa kwa keretšheng le gopre bana botlhe ba mophato wa 3 ba kgone go buisa le go kwala.
- Go tlamela ka tlhokomelo ya pholo ya boleng jo bo kwa godimo le go rotloetsa pholo le botsogo jo bo siameng.
- Go tlhoma tsamaiso ya dipalangwa tsa botlhe tse di mosola, tse di sireletsegileng le tse di sa tureng.

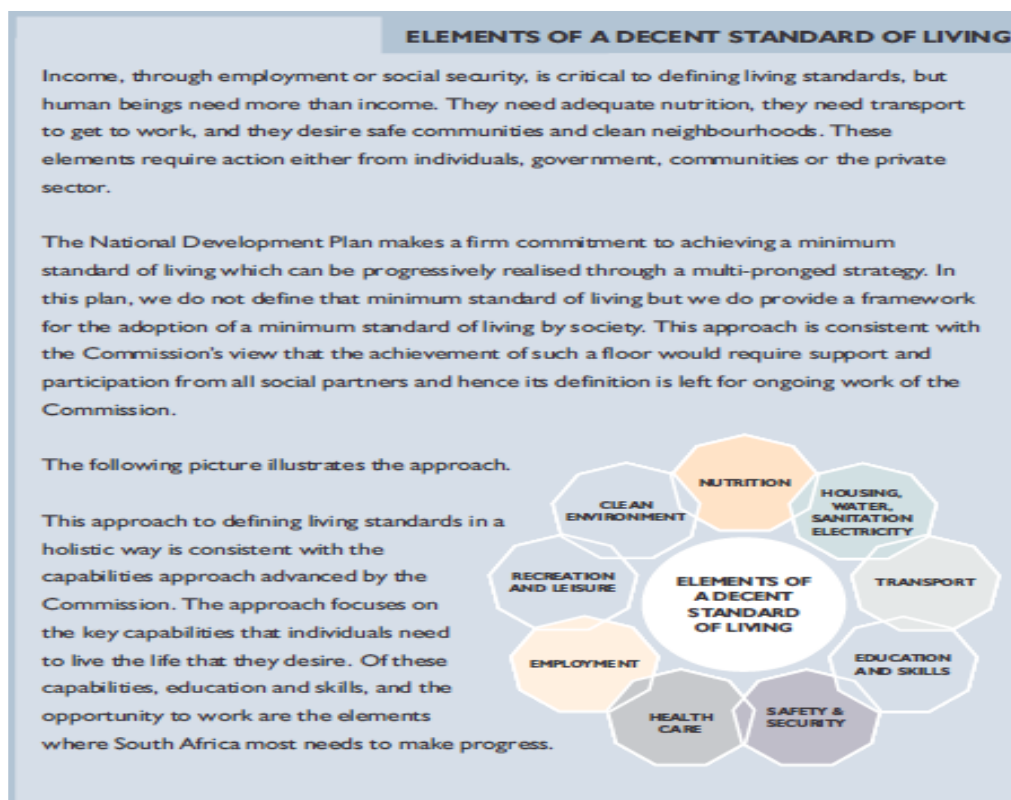
- Go tlhagisa maatla a a lekaneng a motlakase go tshegetsa intaseteri ka ditlhwatlhwa tse di sa tureng, go tlhomamisa gore malapa a bahumanegi a nna le one, le go fokotsa digase tse di ntshediwang mo lefaufaug ke yuniti nngwe le nngwe ya motlakase ka nngwe-tharong.
- Go tlhomamisa gore Maaforikaborwa otlhe a na le metsi a a phepa a a tswang mo pompong mo magaeng a bone.
- Go tlamela ka kgokagano ya inthanete ya lebelo le le kwa godimo gongwe le gongwe ka ditlhwatlhwa tse di sa tureng.
- Go nna le dijo tse di salang tse nngwe-tharong ya tsone e tlhagisiwang ke borapolasi ba dikgwebopotlana kgotsa ke malapa.
- Go tlhomamisa gore ga go na tlhaelo ya dijo le dikotla.
- Go tsenya tsamaiso ya tshireletso ya loago e e amang batho botlhe ba ba dirang, ka go naya bahumanegi tshireletso mo loagong le ditlhophu tse dingwe tsa ba ba e tlhokang, jaaka bana le batho ba ba nang le bogole.
- Go nna puso e e tlabologang, e e nang le bokgoni le tsamaiso-sentle e e tshwarang baagi ka seriti.
- Go tlhomamisa gore batho botlhe ba tshela ka pabalesego, ka tsamaiso ya bosiamisi ka tsa bokebekwa e e ikemetseng ka nosi e bile e sa gobebele ope.
- Go atolosa tsamaiso ya go akarediwa ga botlhe ka kutlwano le go baakanya diphoso tsa nako e e fetileng tsa botlhoka-tekatekano.
- Go nna le seabe sa go di goga kwa pele mo tlabolong ya kontinente, go kopanya diikonomi le ditshwanelo tsa batho.

Dikgato tsa botlhokwa tse di tshwanetseng go tsewa

- Go dira thutopatlisiso ya go bona ka fa loago lo tlileng go amega ka gone go fokotsa lehuma le botlhoka-tekatekano, le go oketsa kgonego ya go bona tiro le dipeeletsomadi.
- Leano la go rarabolola bothata jwa lehuma le diphelelo tsa lone ka go godisa kgono ya go bona tiro, go godisa lotseno lwa madi lwa go tokafatsa matshelo a babereki, go tokafatsa dipalangwa tsa botlhe le go godisa lotseno lwa madi a metseselegae.
- Dikgato tsa puso tsa go dira gore tirelosetšhaba e nne ya seporofešenale, go nonotsha kgang ya go sikara ditlamorago tsa tiro, go tokafatsa tsela ya go okamela dilo le go tlisa katlholo kgatlananong le bonweenwee.
- Go tokafatsa dipeeletsomadi tsa poraefete mo mafelong a a tlhokang tiro e ntsi, ditlhwatlhwa tse di sa tureng le dithomelontle, le go dira diphetogo go tla dikotsi tsa go thapa badiri ba ba botlana.
- Mogolagang wa go sikara maikarabelo a thuto, ka maikarabelo a a simololang go tswa kwa pusong go ya kwa phaposiborutelong.

- Go tsenya inshoreense ya pholo ya setšhaba kgato ka kgato, ka boikaelelo jwa go tlabolola dikago tsa pholo, go tlhagisa baporofešenale ba pholo ba ba oketsetgileng le go fokotsa ditlhwatlhwa tse di kwa godimo tsa tlhokomelo ya pholo ya poraefete.
- Dipeeletsomadi tsa ditirelo tsa puso ka diperesente di le 10 tsa dithototlhagiso tsotlhe mo nageng (gross domestic product [GDP]) tse di duedisiwang ka dituediso, tirisano-mmogo fa gare ga ditheo tsa poraefete, makgetho le dikadimomadi le go tlhoma mogopolo mo go tsa dipalangwa, maatla a motlakase le metsi.
- Dikgatotharabololo tsa go tlhomamisa kgono ya go tshwarelela ga maemo a tikologo le go se senyege ga one.
- Ditlwaello le ditekanyetso tse disha ka ga sebaka se se bulegileng – metsetoropo e e nnang le kgolo ya baagi, go tokafatsa dipalangwa, go bona ditiro ga batho moo ba nnang gone, go tlabolola ya mafelo a baipei le go tokafatsa ditlhwatlhwa tsa go reka matlo mo mmarakeng.
- Go fokotsa bokebekwa ka go nonotsha tsamaiso ya go lwantsha bokebekwa le go tokafatsa maemo mo laogong.

Mokgwatiro:



English	Go tlhamiwa ga dikumo dingwe
Income, through employment or social security, is critical to defining living standards, but human beings need more than income. They need adequate nutrition, they need transport to get to work, and they desire safe communities and clean neighbourhoods. These elements require action either from individuals, government, communities or the private sector.	Lotseno lwa madi, lwa tiro kgotsa lwa thuso ya madi a a tswang kwa pusong, le botlhokwa thata malebana le maemo a botshelo, mme batho ba tlhoka fela go nna le lotseno lwa madi. Ba tlhoka dijo tse di ba lekaneng tse di nang le dikotla, ba tlhoka sepalangwa sa go ya tirong, e bile ba eletsa go tshela mo tikologong e e sireletsegileng le e e phepa. Dilo tseno di tlhoka gore batho ba tseye kgato ka bongwe ke bongwe, e tserwe ke puso, baagi kgotsa ke setheo sa poraefete.
The National Development Plan makes a firm commitment to achieving a minimum standard of living which can be progressively realised through a multi-pronged strategy. In this plan, we do not define that minimum standard of living but we do provide a framework for the adoption of a minimum standard of living by society. This approach is consistent with the Commission's view that the achievement of such a floor would require support and participation from all social partners and hence its definition is left for ongoing work of the Commission.	Leano-tlhabololo la Bosetšhaba le ikemisetsa ka botlalo go fitlhelela maemo-potlana a botshelo ao batho ba ka simoloakng go nna le one kgato ka kgato ka leano la dikarolo-ntsi. Mo leanong leno, ga re tlhalose maemo-potlana a botshelo mme re tlamela ka thulaganyo ya go amogelwa ga ditekanyetso-potlana tsa botshelo mo setšhabeng. Mokgwatiro ono o tsamaisana le ka fa khomišine e lebang dilo ka gone mo e leng gore phi e e ntseng jalo e tla tlhoka kemonokeng le go tsaya karolo ga mekgatlho yotlhe ya loago mme ka ntlha ya moo, tlhaloso ya one e tlogeletswe Khomišine.
The following picture illustrates the approach: Elements of a decent standard of living	Setshwantsho se se latelang se bontsha mokgwatiro: Dikarolo tsa tsela ya botshelo e e nang le seriti
Nutrition	Dijo tse di Nang le Dikotla

Housing, water, sanitation, electricity	Tiro ka matlo, metsi, matlwana, motlakase
Transport	Sepalangwa
Education and skills	Thutego le dikgono tsa tiro
Safety and security	Tshireletso le Pabalesego
Health care	Tlhokomelo ya pholo
Employment	Tiro
Recreation and leisure	Boitlosobodutu le nako ya boitapoloso
Clean environment	Tikologo e e phepa
This approach to defining living standards in a holistic way is consistent with the capabilities approach advanced by the Commission. The approach focusses on the key capabilities that individuals need to live the life that they desire. Of these capabilities, education and skills, and the opportunity to work are the elements where South Africa most needs to make progress.	Mokgwa ono wa go tlhalosa maemo a botshelo ka botlalo o tsamaisana le dikgono tsa mokgwa ono o o dirisiwang ke Khomišine. Mokgwa ono o tlhoma mogopolo mo dikgonong tsa konokono tse di tlhokwang ke batho ka bongwe gore ba tshele botshelo jo ba bo eletsang. Mo dikgong tseno tsotlhe, thuto le dikgono tsa tiro, le go bulegelwa ke tšhono ya go bereka, go na le dikarolo tse mo go tsone Aforikaborwa e tlhokang go dira kgatelopele thata mo go tsone.

8.6 Bana-le-seabe

8.6.1 Go tsaya karolo ga bana-le-seabe

Ka nako ya SIA, bana-le-seabe ba ba farologaneng ba ne ba tsaya karolo mo go tlaoleng diphelelo tsa ditiro tsa moepo, mmogo le mafelo a go ka diregang gore go nne le tlabologo ya ikonomi ya selegae mo go one, tlabologo ya loago le tlabologo ya ditirelo.

8.6.2 Ditshekatsheko tsa ditlhoko tsa bana-le-seabe

a) Boikaelelo jwa go dira ditshekatsheko tsa ditlhoko tsa bana-le-seabe

Boikaelelo ke go kokoanya ga batho ka bongwe tshedimosetso ka ditlhoko tsa bana-le-seabe le go e romela kwa setlamong sa Sebilo Resources. Boikarabelo jwa go sekaseka ditlhoko tseno ke jwa Sebilo Resources ka go tlhama maano a a tshwanetseng a tlabololo. Maano ano a tsentswe moThulaganyong ya Loago ya moepo.

b) Go tlhola bana-le-seabe

Sebilo Resources e ne ya tlhola bana-le-seabe, batho ba ba nang le kgatlhego mo go porojekeng eno e bile ba angwa ke yone mmogo le ditlhopho tse di tswang mo baaging ba ba kaelwang ke melawana ya MPRDA. Melawana eno e tlhalosa gore moepo o tshwanetse akaretsa bana-le-seabe (segolobogolo maloko a baagi mo mafelong a e dirang mo go one, mmogo le balaodi ba ba maelba (go rotloetsa tlabololo ya ikonomi ya selegae).

Karolo e e latelang e tlhomolola bana-le-seabe bangwe ba ba tlhomologileng ba Sebilo Resources mo lefelong la Joe Morolong le mafelo a a mabapi. Tshedimosetso eno e tla tlabololwa ka metlha fa go ntse go bonwa bana-le-seabe ba bangwe.

8.6.3 Leano la Maloko a Sebilo Resources 2018 le go feta moo.

Ka 2018 Sebilo Resources e ne ya simolola go itlhamela Leano la yone la Loago e le mongwe wa mekgele e megolo e e ipeetseng yone e bile e le e e golaganeng thata le mekgele ya dipuso jaaka go tlhalosiwa mo Leano-tlabololong la Bosetšhaba. Boikaelelo jwa Leano leno ke go tshegetsa ajenda ya puso ya tlabololo mo baaging ba ba amilwang ke ditiro tsa moepo, bommasepala ba ba moepo o tlhomilwang mo go bone, mafelo ao badiri ba romelwang go tswa kwa go one le mafelo a a logetsweng maano.

Boikemisetso jwa Leano la mo Baaging ke go nna setlamo sa tirisano mmogo se se tsenyang boleng se se rategang thata mo baaging mme Mokgele wa SED ke go nna setlamo se se tlang pharologano mo baaging le go tsweletsa pharologano eno kwa pele. Leano leno le theilwe go IDP ya mmasepala wa selegae, NDP, le mo Pegong ya Sebilo ya 2012 ya Tshekatshepo ya Diphelelo mo Loagong le mo Ikonoming jaaka kaelo. Dilo tse go tlhomilwang mogopolo mo go tsone ke ditirelo, tlabololo ya kgwebo, thuto le tlabololo ya dikgono tsa tiro tsa basha, jaaka lefelo leo lena leno le etelediwa kwa pele mo go lone. Diporojeke tse di tlaotsweng di golagane thata le dilo tse puso e di eteletsang kwa pele (mo nageng ya rona le kwa dinageng di sele) mmogo le go amana le dikotsi tse go builwang ka tsone mo pegong ya SEIA.

Mo leanong la tlabololo ya Loago, botlhokwa jwa go rotloetsa mowa wa tisanommogo le baetelelopele ba intaseteri ya rona malebana le Tlabololo ya Loago le Metse bo tlhomolotswe.

Seno ke go direla gore:

- re fitlhelele diikonomi tsa selekanyo se se kwa godimo,
- re nne le diphelelo tse di molemo thata
- Re dire gore thuso ya Aforikaborwa ya dikgwebo ya go tlabolola loago le ikonomi e nne e e mosola.

Dilo tse di tlhomilweng mogopolo mo go tsone	Tshegetso ka tsa pholo	Lefapha la Tlhabololo-Loago	Tokafatso ya Thuto	Tlhabololo ya Dikgono Tsa Tiro	Tlhabololo ya Dikgono tsa Baša	Tlhabololo ya Ditirelo & Tshegetso ya Mmasepala
Boikaelelobogolo	Go tshegetsa ditirelo tsa go newa tlhokomelo ya pholo ya boleng jo bo kwa godimo mo baaging bao moepo o tlhomilweng mo lefelong la bone ka go dirisana mmogo le Puso go thusa go tloisa tsamaiso ya tlhokomelo ya pholo e e agang setšhaba se se nag le pholo e e siameng.	Mokgatlho o o Rategang mo Loagong o o nang le matswela a a molemo, o o tlhaboloang botshelo jwa baagi, o o tlhomang mogopolo mo ditlhopheng tse di sa sireletsegang.	Go tokafatsa tsamaiso ya thuto gore o tlhame tikologo e go ithutlwang mo go yone ka nako yotlhe ya dithuto go ya go fitlha kwa thutong-godimo ka go dirisana mmogo le bana-le-seabe ba ba tlhomologileng ba thuto.	Go tlhama lefelo le le tlamelang ka dikgono tsa tiro gore badiri ba kgone go fitlhelela lenaneo la tlhabololo ya Dikgono Tsa Tiro le le thusang go ba tsenya mo mmarakeng wa tiro.	Go tlhomelela baša ka go tlhama ditšhono tse boikaelelo jwa tsone e leng go ba naya tlhabololo ka botlalo gore ba kgone go ithokomela le go nna thuso e e molemo thata mo setšhabeng.	Go tshegetsa diporojeke tsa tlhabololo ka ga ditirelo tsa mmasepala tsa IDP, le go thusa mmasepala ka go tlamela ka ditirelo ka tshegetso ya Ditiro le Botsamaisi
Mekgele	- Go tokafatsa ditirelo tsa maemo a bobedi tse di leng teng mo maakelong - Go tshegetsa ditirelo tsa PHC go tlamela ka tlhokomelo ya pholo ya boleng jo bo kwa godimo	- Go fokotsa % ya dilo tse di felelang ka mathata a loago - Maloko a setšhaba a a nonotshitsweng gore a kgone go kgontsha tiro - Go aga le go tlhoma mekgatlho ya loago le banaleseabe ba bangwe ba ba nang le seabe se se botlhokwa sa go fokotsa lehuma.	Lenaneothuto la go tokafatsa loago le le tshegetsang mafelo a go ithutlwang mo go yone a mantle le a a rotloetsang go ithuta	- Go tlhama lenaneothuto la dikgono tsa tiro le le theilweng go ditlhoko tsa lefelo/tikologo ya rona - Go tlamela ka kgono ya go tsena mo ditikatikweng tsa go ithuta - Go rotloetsa ditšhono tse ditntsi mo mmarakeng wa badiri	- Go tlamela ka tshono ya go newa tshedimosetso le ditšhono tsa go tokafatsa boemo jwa bone gore ba age ditiro tse di tshwarelelang. - Go tlamela baša kwa dikolo ka didirisiwa tse di maleba go dira gore re nne le baagi ba ba nang le maikarabelo mo setšhabeng	- Tlhabololo e e tokafaditsweng ya ditirelo - Go tokafatsa tsela ya go fitlhelela ditirelo tsa mmasepala (go olela matlakala, tlamelo ka metsi le kgelelo ya leswe la matlwana a boithusetso)
Ditiro tsa konokono	- Dikgwebisano - Tlhokomelo ya Pholo ya Konokono	- Dikgwebisano - Maloko a setšhaba - Mathata a loago - Ditirelo	- Dikgwebisano - Tshegetso ya baithuti - Mokgwa wa go laola letlole	- Dibasari - Go kgona go thapiwa - Dikgwebisano	- Thuto ka ga tsalo - Metshameko le boitlosobodutu - Botsweretshi le setso - Tlhabololo ya dikgono tsa tiro - Gpo dirisa le go baakanya dikago tsa boitlosobodutu - Dikgwebisano - Mokgwa wa go laola letlole	- Ditirelo - Ditirelo tse dikgolo - Dikgono tsa tiro mo setheong

Ditshupo Tsa Tiro ya Konokono	- Go tokafatsa ditirelo tsa tlhokomelo ya pholo ka tshegetso e go tlamelwang ka yone – go tokafadiwa ga dipalopalo tsa pego ya go ikobelwa melao - Go tokafadiwa ga ditirelo tsa tlhokomelo ya pholo - palo ya balwetse ba ba alafiwang - Go tokafadiwa ga nako ya go konelwa ga tsone mo maemo a tshoganyetso	- Tharabololo ya mathata a loago ka go fokotsa bomasisi jwa diphelelo tse di seng monate ka go tshegetsatse matsholotemoso. - Go nonotsha mekgatlho ya baagi - Go tokafatsa tsela ya go fitlhelela ditirelo ka ditirelo tsa go maketa	- Go tokafatsa maduo a go falola dithatlhobo - Go fokotsa rešio ya go tlogela sekolo ga baithuti - Go nontosha makgotlataolo a sekolo	- Go tokafatsa sefalana-tshedimosetso sa dikgono tsa tiro - Go oketsa go thapiwa ga batho ba lefelo la rona - Go tsamaisanya dikhoso tsa go ithutela dikgono tsa tiro tsa maloko a baagi ka matsholo a ikonomi ya selegae - Tokafatsao ya tirisano mmogo	- Palo ya baša ba ba tsayang karolo mo mananeothutong a a farologaneng - Go tokafatsa bothata jwa go kgona go thapiwa ka ntlha ya tlhabololo ya dikgono tsa tiro tsa botshelo. - Go oketsa kgono ya go fitlhelela tshedimosetso	- Go tsenngwa tirisong ga melawana ya SLA - Go baya Leitlho le Go Sekaseka Boleng jwa Tiro go ya ka melawana e e dumalanweng - Maano a go tswa mo tumalanong e e dirilweng
Bana-le-seabe	- Lefapha la Boitekanelo - Mmasepala wa Selegae	- Lefapha la Tlhabololo ya Loago - Mmasepala wa Selegae	- Makgotlataolo a sekolo - Lefapha la Thuto - Ofisi ya kgaolo - Ofisi ya porofense	- Di SETA - Sebilo HR - Lefapha la Thutogodimo	- Mmasepala wa Selegae wa Joe Morolong - Mekgatlho ya selegae ya baša - Mokgatlho wa Rata Botshelo - Mekgatlho ya selegae ya metshameko - Dikolo tsa selegae - NYDA	- Mmasepala wa Selegae wa Joe Morolong - Matlo a Selegae a Moepo - SALGA - CHOGSTA - Ditiro tsa Puso - Dikgwebo tsa Selegae

Lenaanethalo 18: Leano la mo Baaging la Sebilo Resources 2019 - 2023

UATLATA

8.7 Thulaganyo ya go Tlhaola Basologelwamolemo

Basologelwamolemo ba tla tlhaola fa go gakololanwa le Mmasepala wa Selegae.

Mo kgannyeng ya Diporojeke tsa Ditirelo tse di tlhokang tiro e ntsi ka melaometheo ya EPWP, komiti e e eteletseng porojeke pele e tlhomilwe le baemedi ba ba farologaneng ba ba tla tlhaolang basologelwamolemo ba ba maleba. Thulaganyo ya go tlhophiwa ga basologelwamolemo ke e e senang bofitlha go tlhomamisa gore ga go na sepe se se belaetsang fa mongwe a ka tsosa dipotso dipe ka yone. Malebana le go dirisa madi mo diporojeke tsa tlhabololo ya loago le ikonomi, diporojeke tseno di kaelwa ke mmasepala wa selegae mme di theilwe mo go tse boikaelo jwa tsone e leng go solegela molem kgotsa go tokafatsa ditikologo dingwe tsa baagi.

Diporojeke tse di sa amaneng le thulaganyo ya basologelwamolemo di tla tsenya kopo ya ka gale mme morago ga moo e tla sekasekwa. Sekai se se jaaka sa kgang ya fa diporojeke tsa tlhabololo ya dikgono tsa baagi tse mo go tsone motho a katisediwang go nna le dikgono tsa tiro di tla tshwanelwa ke go tsenya kopo le go fitlhelela ditekanyetso tse go tsenwang ka tsone. Go tla tswelwa go gatelelwa ntlha ya go tlhoma mogopolo thata mo loagong mme loago loo, lo akareta porofense yotlhe ya Kapa Bokone.

8.8 Molawana 46(c) (iii): Sebilo Resources Lenaneo la LED ya Ngwaga le le Tsamaisanngwang le Dipatlafalo tsa Taolo ya Diminerale

Sebilo Resources, ka go dumalana ga yone le dikaelo tsa leano la loago le badiri jaaka go tlhalosiwa mo karateng ya maduo ya tšhata ya moepo, e tlhalosa mananeo a yone a dingwaga di le tlhano a tlhabololo ya ikonomi ya selegae; ka go kwala lenaneo leno, bana-le-seabe ba konokono ba Sebilo Resources (segolobogolo mmasepala wa selegae wa Joe Morolong) ba nnile le seabe ka botlalo. Lenaneothuto leno le tsamaisana le dipatlafalo tse di latelang:

- Dikgakololano le tirisanommogo fa go tlhamiwa maanotlhabololo a a kopantsweng.
- Go dirisana mmogo le puso mo go tsenya tirisong maano ano a baagi ba Joe Morolong le baagi ba bangwe ba ba tlhaotswengf.
- Go dira gore baagi bao moepo o tlhomilweng mo tikologong ya bone ba tseye karolo

Mokgele wa konokono wa Sebilo Resources wa lenaneo la LED ke go tlhomamisa gore lehuma le a fedisiwa le go tokafatsa atshelo a baagi mo Joe Morolong le baagi ba bangwe ba ba nang le mathata mo go bommasepala ba ba mabapi.

Lenaneo la tlhabololo ya ikonomi ya selegae la Sebilo Resources le akaretsa diporojeke tse di tshwarelelang tse moepo o tla di tshegetsang ka madi mme a tsenngwa tirisong ke banaleseabe ba ba tlhomologileng ba ba jaaka mmasepala, makgamu a mafapha gotsa mokgatlho wa baagi.

Ka dikgakololano tse di farologaneng, lenaneo la LED le tsamaisanngwa ka botlalo le IDP ya Mmasepala wa Selegae wa Joe Morolong le mekgele ya NDP e e tsamaisanang le dilo tse di etelediwa kwa pele tsa mafapha. (Dikgakololano tseno le ditirisanommogo tse, di tshegediwa ka

botlalo ke bana-le-seabe ba ba tlhomologileng (leba ditshwetso tse di dirilweng mo kopanong tse di tswetsweng tsa fa go ne go tshwerwe dithutano tsa kgakololano)

8.9 Maikarabelo a Leano la LED la Sebilo Resources la dingwaga di le 5 2018 – 2023 (Lenaanethalo 25. Maikarabelo a dingwaga di le 5)

Porojeke ya Ditirelo	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Go agiwa ga holo ya baagi kwa Permuntjie	1,500,000				
Tlhabololo ya ditirelo tse di leng teng ga jaanong tsa metsi kwa Goohope	1,500,000	1,500,000			
Tlhabololo ya ditirelo tse di leng teng tsa metsi kwa Vanzylsrus	500,000	1,000,000	500,000		
Diporojeke tsa Tlhabololo ya Loago le Ikonomi					
Go tlhomiwa ga tikatikwe ya bojanala (porojeke e e tsenyang lotseno lwa madi)	Patlisiso ya go bona kgonego	500,000	1,500,000		
Kgwebo le porojeke ya Tlhabololo ya Loago	300,000	300,000	300,000	300,000	300,000

Lenaanethalo 19: Diporojeke tsa LED tsa Sebilo Resources 2019 - 2023

8.10 Dipaakanyetso tsa Madi tsa LED

Sebilo Resources e tla dira dipaakanyetso tsa madi ngwaga le ngwaga go tshegetsa Lenaneo la yone la LED ka madi jaaka fa setlhophah sa batsamaishi-bagolo se laetse gore e diragatse maikano a e a dirielng mo SLP 2.

Tshupo ya ka fa madi a dirisiwang ka gone e ka mokgwa o o latelang mme e ka nna ya fetoga ngwaga le ngwaga go ikaegile ka lebelo le kgatelopele e diregang ka lone ka nako ya go tsenngwa tirisong ga diporojeke tseno. Fa maemo a madi a ka se ka a nna ka fa go newng go lebeletswe ka gone; seno se tla bewa kwa Ofising ya Kgaolo ngwaga le ngwaga go ya ka Karolo 25 (2) (h), Karolo 28 (2), Molawana 45 wa MPRDA le polelwana ya semolao ya bo 18.2 ya Tshwanelo ya Ditiro Tsa Moepo ya Sebilo Resources.

Tiriso ya one e ka mokgwa o o latelang fa e sa le go romelwa SLP 2

Mofuta	Ngwaga wa bo 1	Ngwaga wa bo 2	Ngwaga wa bo 3	Ngwaga wa bo 4	Ngwaga wa bo 5
Tlhabololo ya Ditirelo	3,500,000	2,500,000	500,000		
Tlhabololo ya Loago le Ikonomi (Thuto, Pholo le Phediso ya Lehuma)	300,000	800,000	1,800,000	300,000	300,000
Palogotlhe R' m	3,800,000	3,300,000	2,300,000	300,000	300,000

Lenaanethalo 20: Dipaakanyetso tsa Madi tsa LED

8.11 Molawana 46 (c) (iv) TLAMELO KA MATLO LE MAEMO A GO TSHELELWANG MO GO ONE

8.11.1 Tlamelo ka matlo go tswa go Sebilo Resources le maemo a badiri ba moepo ba tshelelang mo go one e laolwa ke melawana ya meopo.

Gantsi matlo a mo lefatsheng la morafe mme mo kgannyeng ya Joe Morolong, 100% ya one otlhe a mo go lone. Palo e kgolo ya baagi (83%) ke ya ba ba nang le matlo a bone mme 7% ya bone ya renta. Bontsi jwa matlo ke a ditena le seretse mme Joe Morolong e na le palo e kgolo (vggf%) ya matlo a setso a a dirilweng ka seretse. Go lebega Mmasepala wa Kgaolo wa JTG e le mongwe wa bo mmasepala ba peresente e e kwa tlase ya mafelo a baipei mo Aforikaborwa, e na le 2% fela ya matlo otlhe mo setlhopheng seno.

Go ya ka IDP ya bosheng jaana go ne go na le tshalelo-morago ya tlamelo ka matlo:

- a) Gamagara: Mo teng ga lefelo la mmasepala, go tlhoekga matlo a le 4 290 (Olifantshoek, Kathu, Deben)
- b) Joe Morolong: Mo teng ga lefelo la mmasepala, go tlhokega matlo a le 1 000
- c) Ga-Segonyana: Mo teng ga lefelo la mmasepala, go tlhokega matlo a le 4 500

Go abilwe palo e kgolo ya ditshwanelo tsa go dira ditiro tsa meepo mo teng ga Mmasepala wa Kgaolo mme seno se tla nna le dphelelo tse di rileng m tirong ya tlamelo ka matlo le yha go tlamela ka ditirelo kwa Hotazel, Kuruman le Kathu.

8.11.2 Dihosetele

Sebilo Resources ga e na dihosetele e bile ga e kitla e nna le dihosetele kgotsa go rotloetsa botshelo jwa go nna mo dikagong tsa dihosetele. Boikaelelo-bogolo ke go tlogela mekgwa ya bogologolo ya go tihomela badiri ba meepo dihosetele. Go na le moo, Sebilo Resources e rotloetsa gore badiri ba tsenngwa mo maanong a e leng matlo mo tikologong e e lang gaufi thata le moepo ya baagi.

8.11.2.1 Go nna le ntlo ya gago

Go nna le ntlo ke leano la konokono la go tlamelo ka matlo la Sebilo Resources le le tsweletseng pele mme go lebeletswe gore le wediwe ka 2019/2020. Go tlhomilwe setlhopha sa tiro go sekaseka mmojule o o sa tshwanelang go tlotla ka go nna le ntlo ya gago.

8.12 Molawana 46(c) (vi): Dikgato tsa go sekaseka dijo tse di nang le dikotla tsa badiri ba mo moepong

Go ya ka melawana ya diminerae, dikarolo tse di latelang di bua le go gatelela ka dijo tse di nang le dikotla tsa Sebilo Resources, ke gore, fa Sebilo e tshwanelwa ke go tlamela ka dijo tse di nang le dikotla, go tla tsewa dikgato tsa go ela tlhoko gore e nna eduo tse di kgotsofatsang tse di nang le dikotla tsa badiri ba moepo. Sebilo Resources e dira dithulaganyo tsa go rarabolola mathata a go tlamela ka dijo tsa dikotla

Sebilo Resources e tlamela badiri ka ditlaleletsi. Le fa go ntse jalo, go tlhomamisa gore badiri ba tlwaelane le mesola ya dijo tse di nang le dikotla, go akanyeditswe ebile go tla nna go akanyediwa dikgato tse di latelang:

NNYAA	NAKO YA GO TSAYA KGATO	MOLANAKO
1	Letsholotemoso ka dijo tse di nang le dikotla le tla rotloediwa ka letsholotemoso la wellness.	tswelolang
2	Mankge mongwe o sekasekile dipatlafalo tsa dijo tse di nang le dikotla gore badiri ba tswelele pele go tlamelwa ke dijo tse di nang le dikotla.	e a tswelela

Lenaanethalo 28: Letsholotemoso ka dijo tse di nang le dikotla

KAROLO 9

9. LEANO LA KGATELOPELE LA THEKO YA DITHOTO

Tumalanong le Molawana wa bo 46(c) (vi)

wa Molao wa Tlhabololo ya Ditsompelo tsa Diminerae le Peteroliamo

9.1 Matseno

- Boikaelelo jwa Sebilo Resources ke go godisa theko ya dithoto go tswa go batlamela ka dithoto ba Go Matlafadiwa ga Bantsho Seikonomi (Black Economic Empowered [BEE]) le ba ditshwanelo tsa bone di kileng tsa bo di gatakelwa (historically disadvantaged [HDSA]) go sa kgathalesege gore a ditlamo tsa bone di dikgolo, ke tsa bogolo jwa mo magareng kgotsa di

dinnnye. Boikaelelo jwa Pholisi ya Theko ya Dithoto e Go Elediwang Gore go Dirisiwe Yone ya Sebilo Resources ke go rotloetsa bogwebi mo ditikologong tsa HDSA le go naya di BEE dikgwebo mo lefelong le di dirang mo go lone go di thusa go bulegelwa ke ditšhono tse dikgolo tsa kgwebo. Fa Sebilo Resources e ntse e tshegetsa batlamela ka dithoto ba EE/HDSA mo karolong epe fela ya ikonomi, Sebilo Resources e tla tlhoma mogopolo mo maitekong a yone a kgwebo ya theko ya dithoto e beng ba yone ba dishere e leng batho bantsho, gape e le e e dirang go tswa mo lefelong le ba leng mo go lone.

- Melaometheo e Go Elediwang Gore go Dirisiwe Yone ya Theko ya Dithoto e tla dirisiwa mo ditirong tsa theko ya dithoto tsa moepo, go tlhomamisa gore di tsamaisanngwa le Mekgele ya Leano la BEE ka dinako tsotlhe.

9.2 Mekgele dya theko ya dithoto e e tsamaisanang le dipatlafalo tsa molao wa moepo

- Leano la theko ya dithoto la Sebilo Resources le kaelwa ke molao e bile le ikemiseditse go theko ya dithoto e go elediwang gore go dirisiwe yone le go diragatsa mekgele ya theko ya dithoto ya Tšhata ya Moepo e e Tlhabolotsweng. Boikaelelo jwa leano leno ke go tlatsa matsholo a ga jaanong jaana a boikaelelo jwa one e leng go tokafatas theko ya dithoto ya HDSA. Sebilo Resources e bone botlhokwa jwa go tsaya karolo ka tsela e e mosola mo phetogong e e akaretsang bontsi ya loago le ikonomi (broad based socio-economic [BBSE]) ya Aforikaborwa e bile ke leloko le le tsayang karolo go Northern Cape Mine Managers Preferential Procurement Forum (NCMMPPF).
- Sebilo Resources gape e ile ya tsaya kgato ya go lekanya diphelelo tsa theko ya dithoto e re nang le yone mo go bo mmasepala ba rona ba selegae, fa re sena go fitlhelela mekgele ya Tšhata ya Moepo. Sebilo Resources e itiretse tlhaloso ya yone ya theko ya dithoto ya selegae, ya gore mong wa setlamo o tshwanetse go nna Motho yo Montsho kgotsa yo o Tlhomeletsweng le go nna le ofisi bokgakala jwa 100km go tswa kwa moepong.

9.3 Mekgele le go dira dilo go ya ka melao morago ga 2018

SETLHOPHA	2018	2019	2020	2021	2022	2023
Theko ya dithoto tsa go tsamaisa tiro	74	75	76	77	78	79
Theko ya ditirelo	90	91	92	93	94	95
Theko ya dithoto tse di felang	87	88	89	90	91	92

Ela tlhoko: Mekgele ya ga jaanong jaana go ya ka Tšhata ya Moepo e tla oketsega ka 1% ngwaga le ngwaga dingwaga di le 5 tse di tlang go fitlha mekgele ya ga jaanong jaana ya Tšhata ya Moepo e tlabololwa ke kgotlatheomolao ya puso.

- Sebilo Resources e ikemiseditse go fitlhelela mekgele ya ga jaanong jaana ya BEE ya Tšhata ya Moepo ya go Theko ya Dithoto. Ka dinako tse dingwe re ikemisetsa go dira dilo tumalanong le diphetogo tsa mo isagweng tsa molao o o tlhomilweng malebana le go ikobela melao ga Tšhata ya Moepo morago ga mekgele ya 2018, 40% ya go tsamaisa tiro, 50% y dithoto tse di kgonang go fela le 70% ya ditirelo.
- Lefapha la Kapa Bokone la Ditsompelo le Diminerale mmgo le Lefapha la Merero ya Ikonomi le Bojanala le tllhamile Tšhata ya Theko ya Dithoto ya Kapa Bokone e boikaelelo jwa yone e leng go dirisa mokgwa o o kopanetsweng wa go fitlhelela kgolo ya ikonomi le go tshegetsana le le tswarelelawng la tlabololo la Kapa Bokone. Sebilo Resources e tlile go tsaya karolo mo go direng terafote ya tšhata eno mme e tla ikemisetsa go fitlhelela mekgele yotlhe jaaka e tlhalosiaw mo tšhateng.

9.4 Foramo ya Kapa Bokone ya Dimmenejara Tsa Moepo ya Theko ya Dithoto e Go Elediwang Gore go Dirisiwe Yone

Jaaka go tsaya karolo ga yone mo go tliseng diphetogo, mo Pusong ya Porofense ya Kapa Bokone, Sebilo Resources le meepo e mengwe mo Porofenseng ya Kapa Bokone e simolotse kokoano ya go dira gore mokgwa wa theko ya dithoto ya mekgatlho-kgwebo e nne ya semmuso.

Sebilo Resources e tsaya karolo mo Foramong ya Theko ya Dithoto e Go Elediwang Gore go Dirisiwe Yone ya Dimmenejara tsa Moepo wa Kapa Bokone. Boikaelo jwa Foramo eno ke go kopanya melaometheo e e tlhalosiwang mo Tšhateng ya Moepo e e tlabolotsweng gore e akarediwe mo ditirong tsa moepo tsa go theko ya dithoto tsa ditlamo tsa moepo, gore ka go dira jalo e bontshe boineelo jo bo feletseng jwa go tlhama le go tokafatsa dithulaganyo tsa ttheke ya dithoto, dipholisi le mekgwatsamaiso e e tla godisang go bulegelwa ke ditshono tsa kgwebo HDSA.

9.2 Dikgato tsa go fitlhelela mekgele ya theko ya dithoto

9.2.1 Dikgato tsa boleng tse di tshwanetseng go tsewa tsa go fitlhelela mekgele

- *Tirisanommogo le batlamela ka dithoto ba lefelo la rona ba HDSA:* Setlhophha sa theko ya dithoto se tshwanetse go kopana mmogo ke metlha le batlamela ka dithoto ba HDSA gore ba ba tlhalosetse ka dithulaganyo tsa theko ya dithoto le mekgwatsamaiso ka boikaelel jwa go tlhama le go tshegetsa di HDSA.
- *Go tlhama maemo a a dirang gore seno se kgonege a a akaretsang:*
 - Go tlohamisa gore di kgona go fitlhelelwa le go bonwa ka theko ya dithoto e go eletswang gore go dirisiwe yone le go dirisana mmogo le ditlamo tse dingwe.
 - Go kopanya batlamela ka dithoto ba lefatshe ka bophara le batlamela ka dithoto ba lefelo la rona ka go tsenyeletsa theko ya selegae ya dithoto go dira gore go nne le kamano fa gare ga setlhophha sa botsamaisi le mekgatlho ya tirisano mmogo.
 - Go akarediwa ga motlamela ka dithoto wa HDSA yo o neilweng konteraka-potlana mo dikonterakeng tsa leano/ tsa tiro e e koelaneng
- *Go tlhama setlhophha se se tlamelang ka dithoto le bokgoni jwa teng ka:*
 - Go tlabolola ditlamo tsa selegae tse di leng teng gore di fitlhelele ditekanyetso tsa Sebilo le dipatlafalo tse dingwe tsa dikhasetomara le ditebelelo tsa tsone ka lenaneo le le tlametsweng moepo la tlabobotlhale le go tsaya karolo ga motlamela ka dithoto.
 - Go tshegetsa tlhamo ya kgwebo e ntšha, e e tswarelelang mo baaging e mo go yone tiro ya rona e leng go tlhama kgwebo e e golaganang le meepo e mengwe.

- Botsamaisi jwa sefalana-tshedimose tso sa konokono sa barekisi: Go tlhomamisa gore tshedimose tso ya batlamela ka dithoto mo sefalana-tshedimose tso sa barekisi e nepagetse go tshegetsa diphetogo le go nna le pono-kakaretso ka go e laola go tswa kwa Kantorongkgolo.
- Go tlaolwa batlamela ka dithoto ba basha : Tlhaola ka tlhagafalo batlamela ka dithoto ba basha ba HDSA mo tirong ya go tlamela ka dithoto ka go tsamaisanya ditiro tsa leano la go reka dithoto le mekgele ya tlhabololo ya Ikonomi ya selegae; ka go tlhoma, go rotloetsa le go nonotsha go tlhabololo ya di SMME mo dikologong tsa selegae le tse di mabapi le go dirisa phothale ya moepo ya go reka dithoto e go eletswang gore go dirisiwe yone
- Go abelana tshedimose tso :Sebilo Resources e tla tshwara motlotlo le batlamela ka dithoto ba HDSA le go tlhabolola dikgono tsa bone tsa tiro ka go phutha mmogo batlamela ka ditirelo ka metlha mo malatsing a go lalediwa ga botlhe, dikokoano tsa tlhabololo ya dikgwebo gore di dirisane mmogo le mmasepala wa selegae mo go tlhameng mekgwa e e mosola ya dipuisano gore tshedimose tso e kgone go abiwa
- Botsamaisi jwa tlamelo ka ditirelo: Ditshekatsheko tsa ka gale tsa go tlhotlhomisa ditirelo le dithoto tse di kgonang go dirisiwa gore di fele tse di ka kgonang go tsewa go tswa go batlamela ka dithoto ba bagolo thata ba bosetšhaba gore HDSA e newe konteraka-potlana ya gore e tlhagise dithoto, le ditšhono tsa go tlhakanela tiro,
- Go thusa di HDSA tse di tlaotsweng gore di ikemele ke nosi ka botlalo le go nna ditheo tse di nang le bokgoni tsa kgwebo tse di ka kgonang go qaisana le tse dingwe mo mmarakeng wa selegae. Go tlhama pholisi e e rotloetsang batlamela ka dithoto ba ba leng teng gore ba simolole go diragatsa dipatlafalo tas go tlisa tlhabololo gore ba tlhame mokgwa o o tshwenetseng wa go nna le dishere mo digkwebong tsa bone kgotsa go tsenela kgwebo e e tshwaraganetsweng ya go ruta ba bangwe dikgono tsa tiro, segolobogolo go ruta bagwebi ba dinaga di sele ka lenaneo la tlhabololo ya dikgono tsa go tlamela ga bone ka dithoto.
- Go aba tshedimose tso ka batlamela ka dithoto ba ba atlegileng ba HDSA gore e ye go dikgwebo tse di mabapi le go e aba ka diforamo jaaka NCMMA le mmasepala wa selegae
- Go golagana ka metlha le lefapha la tlhabololo ya loago le ikonomi go tlotla ka tlhamo ya lenaneo la tlamelo ka dithoto le tlhamo ya ditšhono tsa kgwebo.
- Pholisi ya theko ya dithoto e go eletswang gore go dirisiwe yone : go dirisa pholisi go fetola lefelo la gone jaanong la go tlamela ka dithoto go tokafatsa ditšhono tsa HDSA le batlamela ka dithoto ba BEE

- Maano a tiriso e e kwa godimo ya madi le go thusa ke batlamela ka ditirelo: Go tlaola batlamela ka dithoto ba ba ikaegileng ka go tlamela ga Sebilo Resources ka dithoto le go bona maikaelelo a bone a go tisa diphetogo go ya ka tshaloso ya Tšhata ya Moepo e e tlabolotsweng ya batlamela ka dithoto ba ba BEE ba ba dirang dilo go ya ka molao. Go ikaelela go fetola batlamela ka dithoto tse di ka rekisiwang gore go tliwiwe phetogo ka theko ya dithoto ts Sebilo Resources;
- Batlamela ka dithoto ba ba tlamelang ka dithoto tsa ka gale: Go tlaola kgonego ya go emisetsa batlameloa ka dithoto ba ba sa dirang diphetogo, ba ba sa ikobeleng melao ya BEE fa ba dira le batlamela ka dithoto ba ba ikobelang melao eo.

9.5.2. Dikgato tsa Boleng tse di tshwanetseng go tsewa tsa go fitlhelela mekgele

- Go beela kwa thoko dikumo tsa moepo tse di botlhokwa le tse di seng botlhokwa le/kgotsa ditšhono tsa ditirelo tse di direlwang baagi, kgaolo le porofense, batlamela ka dithoto ba BEE mo dingwageng di le 5 tse di tlang
- Go dira tumalanong le mekgele ya tšhata ya moepo e e tlabolotsweng le pego e e kopilewng (leba Mametlelelo B e e tshwaragantsweng fano dipalo tsa ga jaanong jaana tsa Tšhata ya Moepo) le pego ya Tšhata ya Moepo ya 2018 jaaka Mametlelelo D)
- Go fetola sefalana-tshedimosetso sa ga jaanong jaana sa batlamela ka dithoto go tihomamisa gore batlamela ka dithoto ba a fetolwa go ya ka leano 2; batlamela ka dithoto 1 ba a fetolwa le gore batlamela ka dithoto ba le 2 ba ka gale ba a fetolwa mo ngwageng wa ditšhelete wa 2019/2020.

KAROLO 10

10. BOTSAMAISI JWA GO FOKOTSA DITIRO TSA MOEPO LE GO KGAOLA BADIRI MO TIRONG

Tumalanong le Molawana wa bo 46 (d)
wa Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo

10.1 Thulaganyo e e Amanang le Botsamaisi Jwa go Fokotsa Ditiro tsa Moepo le Go Kgaolwa ga Badiri mo Tirong

Sebilo Resources e tla kaelwa ke molao o o tlhomilweng wa ga jaanong o o tsamaisang le ditumalano tse di dirilweng mo dikokoanong tsa kwa tirong (tumalanong le pholisi ya go kgaolwa ga badiri mo tirong), gore e tsenele tumalano le baemedi ba ba maleba ba moepo ka ga botsamaisi jwa go kgaolwa ga badiri mo tirong le go fokotsa ditiro tsa moepo tsa ditiro tsa Perth. Batsenala tumalano ba tla dumalana le dilo tse di latelang:

- Go thibela go latlhegelwa ke tiro le go fokotsega ga khiri ka go se dirise melawana e e leng teng kgotsa ka go dirisa maano a go romela batho kwa ditirong tse dingwe tse disha, le go batla ditharabololo di sele tse di tshosetsang go sireletsega ga tiro le dikgato tse di ka tsewang tsa go thibela go latlhegelwa ke tiro.
- Go rotloetsa mowa wa go ipereka le go ithokomela, o boikaelele jwa one e leng go bona ditšhono tsa go bona mmereko mo go ba ba sa berekeng.
- Go tokafatsa boleng jwa botshelo jwa batho botlhe ba ba kgaotsweng mo tirong le baagi ba ba amiwang ke seno.
- Go rotloetsa dipuisano fa gare ga Sebilo Resources, baemedi ba baediri le maloko a mangwe a a maleba ka ga mathata ape fela le dikgwetlho tse di itemogelwang ke makoko ape fela, le diporojeke tse go ka diregang gore di dirwe tsa go tlhama ditiro.
- Go tlotla mathata mmogo ka tshosologo a a amang isagwe ya badiri, le go tlhama ditharabololo mmogo le go di tsenya tirisong go thibela ditatlhegelo tsa s ditiro.
- Go loga maano mmogo, go fudusetša badiri go ya go dira go sele kgotsa maano a a tshwanetseng a a amang ditiro, le go sekaseka kgateelopele ya eno ka metlha.

Tumalanong le go dira ga yone tiro ka maikaelelo a mantle, go dira go ya ka dikaelo tsa leano la loago le badiri, le dipatlafalo tsa tšhata ya moepo, Sebilo Resources e tla dirisa melawana e e tlhalosiwang fa tlase.

10.1.1 Molawana 46(d) (i): Go Tlhomiswa ga Foramo ya mo Isagweng

Malebana le bana-le-seabe botlhe ba ba amegileng, Sebilo Resourcee tlhomile Foramo ya Isagwe mo modikologong wantlha wa SLP ya go tlhomiswa ga moepo. Foramo e na le baemedi ba badiri, ba ba thapilweng ka tlamalalo le ba ba thapilweng ke dikonteraka, setlhopha sa botsamaisi sa Sebilo Resources. Foramo ya Isagwe e laolwa ke Mmenejara-kakaretso go tlhomamisa gore ga go tlhokomologwe dilo tsa botlhokwa ka nako ya go ditherisano.

Boikaelelo jwa foramo ke go tlhomamisa gore dipuisano fa gare ga badiri le setlhopha sa botsamaisi ga di fele ka ga ditiro tsa moepo le dilo tse di amanang go kgono ya moepo ya go tswelela o dira. Boikarabelo jwa yone e tla nna go golagana ka metlha ga badiri rle setlhopha sa botsamaisi ka dilo tse di amang moepo, jaaka:

- Ditharabololo tsa mathata le dikgwetlho tse di bonweng tse moepo, badiri le baagi ba ba amiwang ke moepo ba lebaneng le tsone.
- Thuso ya go tlhama maano a a tshwanetseng a go fudusetsa badiri kwa ditirong tse dingwe.
- Go tsenya tirisong ditharabololo tse di dumalanweng ke mothapi le baemei ba badiri
- Foramo e tla kopana kotara nngwe le nngwe kgotsa ka metlha go ya ka fa maloko a swetsang ka gone. Fa moepo o le gaufi le go tswalwa, foramo e tla kopana bobotlana gangwe ka kgwedi. Fa go tlhomiswa foramo, go tla tlotlwa ka taolo ya yone mo molaotheong wa yone.
- Foramo ya Isagwe e tla nna e e duleng mo makokong jaaka go tlhalosiwa mo Molaotheong wa Foramo ya Isagwe ya Sebilo Resources.

10.1.2 Molawana 46(d) (ii): Mekgwa ya Go Sireletsa Ditiro le go Tila Ditatlhegelo Tsa Ditiro le Phokotsego ya go Thapa Badiri

Ka nako ya LOM ya Sebilo Resources e e rulagantsweng, go tla dirwa maiteko otlhe a go thibela go latlhegelwa ke ditiro. Matsholo a teng a tla akaretsa:

NNYAA	TSAYA KGATO	MOLANAKO
1.	Go kgaosediwa ga dipeelanonako tse di dirilwng le ditlamo tse di kwa ntle	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
2.	Go emisiwa ga dikonteraka tsotlhe tse di ntšha le/tse di ntšhafaditsweng le dikonteraka tse di kwa ntle.	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
3.	Go kgaosediwa ga go thapiwa ga badiri ba nakwana fa go kgonega gore ditiro tsa leruri di tswelletswe pele	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
4.	Go tsaya karolo gba bana-le-seabe gore ba batle ditsela le maano a go fokotsa ditshenyegelo mo tirong (kwantle ga tsa badiri) go fokotsa mathata a ditšhelete mo tirong.	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
5.	Go naya badiri ba ba eletsang go dira jalo madi a go ba tlogedisa tiro, b o ba ikutlwang ba sireletsegile go ka batla tiro e nngwe kgotsa lotseno lwa madi mo lefelong la bone kgotsa s go sele	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
6.	Go naya badiri ba bag nang le lobaka lo lo leele madi a go rola tiro pele ga nako e bile ba le gaufi le go tshwara dingwaga tsa go rola tiro.	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
7.	Go fokotsa go dirwa ga diura tse dintsi te di oketsegileng	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
8.	Go tlhabololwa mokgwa o dishifiti di rulagantsweng ka one, s.k. Ditiro tse di tswelelang di sa kgaotse	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
9.	Go fokotsa tiro e e newang dikonteraka mo lefelong la tiro e e ka dirwang ke badiri ba nako e e tletseng	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
10.	Go tlhama ditiro tsa morago ga go dira mo moepong fa go latlhegelwa ke ditiro go sa kgone go tilwa ka go tlhomamisa gore go akanyeditswe maemo a loago le ikonomi ka bottalo ka go tsenya tirisong lenaneo la tlhabololo ya ikonomi ya selegae	Dingwaga di le 2 pele ga go fokotsa ditiro tsa moepo
11.	Go ruta badiri dikgono tsa tiro fa ba santse ba le mo tirong tsa morago ga go rola tiro go dira gore badiri ba nne le dikgono tse di farologaneng tsa tiro. Leba dikgono tsa tiro tsa morago ga go rola tiro tse di tla akaretseng tseno tse di latelng mme ga se tsone tsotlhe, go weleta, go betla ke legong, go dira ka ditenal, jj.	Ba di dirise ka nako ya fa ba le mo tirong le dingwaga di le 2 pele go fokodiwa ditiro tsa moepo.

Lenaanethalo 22: Matsholo a go tila go latlhegelwa ke ditiro

Sebilo Resources e tla tsenya matsholo ano tirisong ka Foramo ya Isagwe ka go gakololana kgotsa ka go kopa thuso go tswa go go setlhophah se se tshwanetseng se se emetseng mmasepala wa selegae (jaaka foramo ya tlhabololo ya ikonomi ya selegae, foramo ya baemedi ba IDP), le diforamo tse dingwe tsotlhe tse di tshwanetseng tse di ka tswang di le teng ka nako eo. Mafapa a a tshwanetseng a porofense le/kogtsa mafapha a bosetšhaba a puso le one a tla dirisana mmogo go tlhama ditirelo le go tlamela ka thuso ya go tlhoma tikologo e e tshwanetseng ya go thusa badiri go tlhama kgotas go bona tiro morago ga go dira mo moepong.

10.1.2.1 Dikgakololano

Fa mothapi a akanyetsa go ntsha (ba)modiri mo tirong ka mabaka a a amanang le dipatlafalo tsa gagwe tsa go tsamaisa kgwebo, mothapi o tla gakololana le baemedi/badiri go ya ka fa go tlhokegang ka gone mo go karolo 189 ya Molao wa Dikamano le Badiri (wa bo 66) wa ka 1995 o o tlhabolotsweng (LRA).

Ka go tshwara dikgakololano tse di mosola, Sebilo Resources e tsaya matsapa go:

- Go buisana le botlhe ba ba amegang go ya ka ditumalano tsa foramo tsa mo tirong.
- E buisana le badiri ba ba amegang kgotsa ditlhopho tsa bone.
- E leka go fitlhelela tumelano le ba e tlotlang le bone ka ga dikgang tse di tshwanetseng tsa go tla go ntsha batho mo tirong, go fokotsa palo ya ba ba tsamaisiwang, le go fetola nako ya go tsamaisiwa ga bone mo tirong le go fokotsa bomasisi jwa diphelelo tsa go tlogedisiwa tiro ga bone.
- E batla maiteko a go fitlhelela tumelano le ba e gakololanang le bone gore e tlhophe badiri ba ba tshwanetseng go tsamaisiwa le madi a go ba duela madi a go tsamaisiwa ga bone mo tirong.
- E naya ba e gakololanang le bone tshedimosetso e e kwadilweng go ya ka dipatlafalo tsa LRA.

10.1.2.2 Go ikobela melawana ka go tsenya tirisong karolo 189 ya molao wa dikamano le badiri, wa ka 1995

Fa go direga gore go fokodiwe ditiro tsa setlamo kgotsa fa badiri ba lelekwa mot tirong, go tlotla seno le badiri go tla dirwa go ya ka karolo 189 ya LRA le go ya ka ditumalano tsotlhe tse di dirilweng tse di leng teng (leba karolo ya thulaganyo ya dikgakololano).

Go na le ditumalano tse di dirilweng fa gare ga Sebilo Resources le moemedi wa badiri. Kitsiso e e Yang go Tona. Tona e tla itsisiwe go ya ka patlafalo ya Karolo 52 ya Molao, fa go akanyediwa kgo kgaolwa ga batho ba le 15 mo tirong kgotsa 20% ya badiri, go ikaegile ka gore ke efe e e kwa tlase, e tshwanetse go direga mo lobakeng lope lwa dikgwedi di le 12; le go Tona ya Badiri fa e le gore badiri kgotsa 20% ya bone ba a kgaolwa mo tirong, go ikaegile ka gore ke efe e kgolo. Go tla dirwa dilo go ya ka ditaelo tsa tona. Fa tona e ka tla ka taelo nngwe, Sebilo Resources e tla ikobela taelo eo le go kwala gore go lateletswe dikgato tsa go baakanya se se tlhokang go baakanngwa

10.1.2.3 Go ikobela taolo ya Tona

Setlamo se ikemiseditse go ikobela ditaelo tsa Molao wa Dikamano le Badiri wa ka 1995 o o tlhabolotsweng le Melawana ya Go Dira Dilo ka Tshwanelo ka badiri ba ntshiwa mo tirong go ya ka dipatlafalo tsa tiro fa go akanyediwa go kgaolwa ga badiri mo tirong. Tumalanong le taelo ya Tona, go tla tsewa dithulaganyo tse di latelang tsa molao o o tlhomilweng:

- Fa go simolowal thulaganyo ya go kgaolwa ga badiri mo tirong, bathapi ba tla itsise Boto ka boemo jono go santse go na le nako, mme Sebilo Resources e tla naya Boto tshedimosetso e e tlhokegang.
- Sebilo Resources le/kgotas botlhe ba ba amegang ba tla ikobela kaelo ya g Tona e e ka nnang ya ntshiwa ka ga thulaganyo eno.
- Karolo 189 ya Molao wa Dikamano le Badiri e tla laola go kgaolwa ga badiri mo tirong gore go latelelwe thulaganyo.

10.1.3 Molawana 46(d) (iii): Go tlhaola mekgwa ya go tlamela ka ditharabololo di sele le mekgwatsamaiso ya go sireletsa ditiro moo go sa kgonegeng gone go boloka batho ba le mo tirong

10.1.3.1 Dikgakololano

Fa mothapi a akanyetsa go ntsha (ba)modiri mo tirong ka mabaka a a amanang le dipatlafalo tsa gagwe tsa go tsamaisa kgwebo, mothapi o tla gakololana le baemedi/badiri go ya ka fa go tlhokegang ka gone mo go karolo 189(1) ya LRA.

Ka go tshwara dikgakololano tse di mosola, Sebilo Resources e tsaya matsapa go:

- E tla buisana le botlhe ba ba amegang go ya ka ditumalano tsa foramo tsa mo tirong
- E buisana le badiri ba ba amegang kgotsa ditlhopha tsa bone
- E leka go fitlhelela tumelano le ba e tlotlang le bone ka ga dikgang tse di tshwanetseng tsa go tila go ntsha batho mo tirong, go fokotsa palo ya ba ba tsamaisiwang, le go fetola nako ya go tsamaisiwa ga bone mo tirong le go fokotsa bomasisi jwa diphelelo tsa go tlogedisiwa tiro ga bone.
- E batla maiteko a go fitlhelela tumelano le ba e gakololanang le bone gore e tlhophe badiri ba ba tshwanetseng go tsamaisiwa le madi a go ba duela madi a go tsamaisiwa ga bone mo tirong
- E naya ba e gakololanang le bone tshedimosetso e e kwadilweng go ya ka dipatlafalo tsa Molao wa Dikamano le Badiri.

10.1.4 E ba bolelela ka kgonego ya go kgaolwa ga badiri mo tirong

Ka Mafapha a Sebilo Resources a Tlhaeletsano le Dikamano tsa Intaseteri, go na le leano la go kaelo dipuisano tse di masiswi tsa mo teng ga setheo le tsa ka kwa ntle ga setheo tsa:

- Go bolelela badiri ka gonego ya go kgaolwa ga badiri mo tirong.
- Badiri ba tla itsisiwe fa setlhopha sa botsamaisi-bagolo se tshwara dikopano tsa mafapa le bone.

- Go tla nna le dikopano tsa go abelana tshedimosetso tse di tswelelang pele tsa go bolelela badiri fa go na le kgonego ya go kgaolwa ga badiri mo tirong, le go lemoga bomasisi jwa seno.
- Go bolelela ba ba amegang (mafelo ao badiri ba romelwang go tswa kwa go one, bommasepala, jj.) ka go kgaolwa ga badiri mo tirong.
- Badiri bano ba tla bolelelwa ke Foramo ya Isagwe tumalanong le maano a Sebilo a go tshwara dipuisano ka kwa ntle ga setheo.
- Go bolelela ba ba leng kwa ntle ga setheo (ba metswedi ya dikgang, jj.) ka kgonego ya go kgaolwa ga badiri mo tirong kwa moepong.
- Batho bano ba tla bolelelwa ke kantorokgolo ya Sebilo Resources tumalanong le melawaya ya setlamo ya gore batsamaishi-bagolo ba setlamo ke bone ba dirang jalo; le tumalanong le maano a tlhaeletsano a go buisana le ba ba leng kwa ntle ga setheo a Sebilo Resources.

10.1.5 Molawana 46(d) (iv): Mekgwa ya go okobatsa diphelelo tse di sa siamang mo bathong tsa loago le ikonomi, mo dikgaolong le mo diikonoming tse mo go tsone go sa kgonegeng go tla go kgaolwa ga badiri mo tirong kgotsa go tswalwa ga moepo

10.1.5.1 Tshekatsheko le dikgakololano tsa tirelo ya go thobiwa maikutlo

Sebilo Resources e a tlhaloganya gore thulaganyo epe fela ya go kgaolwa ga badiri mo tirong e ama badiri le malapa a bone ka tsela e e sa siamang. Go tshegetsatsa badiri ba ba amegang, Sebilo Resources e tla tsenhya tirisong mananeo a go thusa badiri (employee assistance programmes [di EAP]). Badiri bao setlamo se bone se ba kgaotseng mo tirong, ba tla rutwa dikgono tsa motheo tsa botshelo fa go kgonega, dikgono tsa go dirisa madi le ditirelo tsa go thobiwa maikutlo go okobatsa bomasisi jwa go kgaolwa ga bone mo tirong.

Motlamela ka ditirelo mongwe yo o tlhophilweng o tla ba katisa le go ba thusa ka ditirelo tse dingwe. Ditirelo tseno tsotlhe di tla nna teng lobaka lo lo tlhomilweng ke Setlamo e bile di tsenelwa ka go ithaopa. Sebilo Resources ke yone e tla duelelang ditshenyegelo tsotlhe tsa katiso le tsa ditirelo tsa go thobiwa maikutlo go tlosa mokgweleo wa tsa madi mo badiring ba ba amegileng.

Mo godimo ga bana-le-seabe ba ba maleba ba go gakololanwang le bone, Sebilo Resources e tla dira gore go nne le:

- Ditirelo tsa go thoba batho maikutlo mo tlhaloganuong le tsa ditšhelete
- Ditharabololo tsa go kaisediwa dikgono tsa morago ga go rola tiro
- Mananeo a a tseneletseng go ipereka
- Ka go dirisana mmogo le Lefapha la Badiri, tlatsang diforomo tsa go dira ditopotuelo tsa UIF kwa dikagong tsa moepo.

10.1.5.2 Mananeo a a tseneletseng a go ipereka a katiso

Sebilo Resources e tla akanyetsa dikgatotharabololo tse di farologaneng tsa badiri go okobatsa bomasisi jwa go kgaolwa ga badiri mo tirong tse di tla akaretsang dilo tse di latelang mme ga se tsone tsotlhe:

- a) Ka go tsenya tirisong ka katlego mekgwa ya yone ya tlhabololo yaq dikgono tsa badiri (segolobogolo go ba katisetsa dikgono tsa nako ya morago ga go rola tiro) e tla tlhomamisa gore badiri botlhe ba tlhomeletswe ka dikgono tse di tshwanetseng go ba tlhomelela gore ba batle le go batlelwa tiro e sele.
 - Go dira tlhatlhogo e e tseneletseng ya dikgono tsa tiro tsa badiri ba ba amegang.
 - Go tsamaisanya katiso le badiri ba ba maleba.
- b) Go tlhama mananeothuto a a tsamaisanngwang le ditshwanelo tsa badiri ba ba amegileng mmogo le dingono tsa ga jaanong jaana le tse dipatlafalo tsa dikgono tse di bolelelwang pele tsa mo kgaolong.
 - Go tlhoma mananeothuto a go ithuta a a neilwe tetelelo-semmuso.
 - Go buisana le ditlamo tse dingwe ka ga ditšhono tsa tsone tsa go bona ditiro ka bana-le-seabe ba ba maleba le ka diforamo tse dingwe tse di tlhagafetseng jaaka Mokgatlho wa kwa Kapa Bokone wa Dimmenejara tsa Meepo, o ga jaanong jaana o nang le baemedi ba le bantsi ba moepo go tswa kwa:
 - Moepong wa UMK
 - Moepo wa kwa Kgalagadi
 - Tshipi e Ntle
 - South 32
 - Moepo wa Kudumane
 - Black Rock
 - Mekgwa le mekgwatsamaiso ya go katisetsa batho dikgono tsa tiro tsa fa ba ka kgaolwa mo tirong:
 - Badiri ba ba tlileng go kgaolwa mo tirong, mo godimo ga dikgono tsa tiro tse ba di katiseditsweng ka nako ya fa ba ne ba santse ba le mo tirong, ba tla katisediwa gape dikgono tse dingwe tsa tiro tsa morago ga go rola tiro, dikgono tsa motheo tsa botshelo, dingono tsa go dira ka madi le katiso ya di SMME:

- Katiso eno e tla nna fela ya dirutwa tse di maleba mme e tla nna ka lobaka lo lo rileng fela e bile e tla nna ya selekanyo se se rileng, mme modiro o tla itse ka seo fa a ikgolaganya le batho ba go ikgolaganngwang le bone/badiri ba ba amegang moraog ga letlha la go kgaolwa mo tirong.
- Katiso eno e tla dirwa ke motlamela ka ditirelo yo o kwa ntle ga setlamo (go eletswe gore e nne setlamo sa BEE).
- Ditshenyegelo tsa go tshwara katiso eno di tla duelwa motlamela ka ditirelo yoo ka tlhamalalo.
- Boleng jwa madi joo mothapi a ikaeletseng go bo duelela katiso (dikgweditharo tsa 2006) ke R4 000 modiri ka mongwe, mmogo le dithuso dipe tsa madi a Lefapha la Badiri a a ka tswang a le teng gore go dirwe katiso e nngwe gape ya dikgono tsa tiro. Madi ano a akarediwa mo go a a duelelwang thulaganyo ya go dikgakololano mme a fetolwa go ya ka fa go tlhokegang ka gone. (A selekanyo sa madi ao se santse e le se se tshwanetseng ga jaanong?)
 - Boikaelelo ja katiso eo ke go naya badiri dikgono tse di tlhokegang tsa tiro go tlhokomela gore ba na le tiro ya ka metlha morago ga go fokodiwa ga tiro mo setlamong.
- Badiri ba ba amegileng ba tla duelwa go ya ka ditumalano tsa megolo ya Sebilo Resources le pholisi ya go kgaolwa ga badiri mo tirong. Seno se akaretsa tuelo ya madi a a kompa a go tlogela tiro, madi a go rola tiro le madi a mangwe otlhe a a tshwanelwang ke go duelwa badiri. Seno se tla tlhomamisa gore badiri ba na le madi a ba a tlhokang fa ba ka amiwa ke go fokodiwa ga tiro mo setlamaong.
- Thulaganyo eno e tla tlhomamisa gore badiri ba ba kgaotsweng mo tirong ba tlhokega thata mo mmarakeng e bile ba kgona go sola molemo ditšhono tsa gone jaanong jaana le tse di tlhagelelang tse di ntšha tsa tiro le tsa kgwebo tse di leng teng mo lefapheng la selegae la badiri le mo tikologong ya tsa kgwebo.

10.1.5.3 Tuelo

Badiri botlhe ba ba amegilengd ba tla duelwa madi otlhe a a maleba a ditlhopha tsa baemedi ba badiri di dumalaneng ka one lka maikaelelo a a siameng go ya ka Molao wa Maemo a Motheo a Khiri.

Seno se akaretsa go newa madi a go tlogela tiro, malatsi a khunologo a a iseng a duelwe le madi go rola tiro. Seno se tla tlhomamisa gore badiri ba na le madi a ba a tlhokang fa ba ka amiwa ke go fokodiwa ga tiro mo setlamaong.

a) Sekolo sa Badiri se se Iseng se Duelwe

Thuso e e newang badiri ba ba amegileng e tla dira ka Lenaneo la go Thusa Badiri (Employee Assistance Program [EAP]).

- Thuso eno e tla akaretsa thulaganyo ya tsa ditšhelete mme ga se yone fela.
- Mothapi ga a thuse badiri ka dikadimomadi mme ba ba neng ba tsere dikamomadi ka motsenela-tumalano wa boraro wa lenaane la baduelwa le le lamogetsweng semmuso; go tla kopiwa moemedi go tswa go setheo se se ntseng jalo o tla kopiwa gore a nne gone gore a thuse badiri.

10.1.5.4 Katiso e e tseneletseng le mananeo a go hira badiri bano gape.

Boikaelelo jwa Sebilo Resources ke go tlhomamisa gore ka go tsenya tirisong leano la yone la HRD, go tla bo go na le ditsamaiso tse di tshwanetseng tsa go fudusa badiri mo ditirong tsa bone. Mo godimo ga maano ano, go tla diphelelo tsa go latlhegelwa ke ditiro, Sebilo Resources e tla leka ka natla go tlhomamisa gore go kgaolwa ga badiri mo tirong ga go dirwe fa go fokodiwa ditiro tsa kgwebo. Maiteko la matsholo ano a tla akaretsa:

- Maemo a fa go sa kgonege go tla go latlhegelwa ke ditiro, dikgono tsa tiro tsa badiri ba ba kgaolwang mo tirong di tla okediwa ka tse dingwe tse di farologaneng.
- Dithulaganyo le maano a a tseneletseng a katiso jaaka a tlotlwa fano; le maano a mangwe a go okobatsa bomasisi jwa go latlhegelwa ke ditiro ka nako ya LOM.
- Tshedimosetso ka badiri e e theilweng mo lenaneong la ditiro tsa moepo e bontsha gore Sebilo Resources e setse ka dingwaga di le 8 tsa go dira ga moepo. Go fokodiwa ga badiri mo moepong go amana le go fokodiwa ga bontsi jwa ditiro fa ditsompelo tse di solofetsang tsa ikonomi di ntse di fokotsega.
- Ka go tsaya gore ga go na ditsompelo tse dingwe tse di oketsegileng tsa ikonomi, Sebilo Resources e tla diragatsa mekgwa mengwe e e tlhokegang go go okobatsa diphelelo tse di sa siameng tsa teng tsa loago le ikonomi mo badiring le mo baaging ba moepo o dirang mo gare ga bone mo lenaanethalong le le fa tlase.

SEBILO RESOURCES SE TLA THUSA BADIRI BA BA AMEGILENG KA:

Tiro e nngwe e sele	Go bolok paloi ya ditiro tse di rileng	Go bolelela pele go fokodiwa ga ditiro dingwaga di le 2 pele ga nako
Fa go ka direga gore go nne le tiro nngwe e sele (kgato/mophato wa ntlha) ya maemo a a kwa tlase, mothapi a ka nna a sireletsa salari le maemo a modiri yo o amegileng kgotsa go newa tiro e nngwe mo teng ga Sebilo Resources. Thulaganyo ya go tlhopha e tla tlotlwa le batho ba go ikgolaganngwang le bone jaaka fa molao o tlhalosa. Mokgwa ono wa go tlhopha o tla dirwa kwantle ga go gobeletsa mme o tla dirisiwa mo go botlhe ba ba kgaolang mo tirong. Mokgwa ono o ka nna wa akaretsa: boleele jwa tirelo, dikgono tsa tiro, dithutego, go dira tiro, go nna teng mo tirong, maitemogelo, go rulaganyetsa tthatlhamano ya bateteledipele le direkoto tsa go tseelwa dikgato kgalemo.	Palo ya badiri ba ba amegileng mme ba sa kgaolwa mo tirong mme a santse a le mo setlamong.	
Go newa nako ya go ya go batla tiro e sele	Palo ya badiri ba ba bonang tiro e sele	
Modiri yo o amogang a ka nna a newa nako khunologo e e duelwang, fa go kgonega, go ya go batla tiro e e sele fa e le gore modiri a ka se gololwe mo kgwedding ya bofelo ya tirelo ya gagwe.		
Badiri ba ba kgaotsweng mo tirong ke bone ba tla gololwang pele fa go na le ditšhono tsa go bona tiro mo dikgweding di le 12 tsa go kgaolwa ga badiri mo tirong.		

Lenaanethalo 23: Thuso ya mothapiwa
GO ROTLOETSA TLHAMO YA DITIRO MO TIKOLOGONG LE MO POROFENSENG, SEBILO RESOURCSE E TLA:

Go akanyetsa kgonego ya go simolola kgotsa go atolosa dikema tsa tlhabololo le dikgatotharabololo tsa tlhabololo ya selegae e e bakang go tlhama ditiro kgotsa tiro ya ikonomi kwa Sebilo Resources le ditkologo tse di mabapi.	Palo ya badiri ba ba thapilweng mo ditikologong tsa selegae.	Go bolelela pele go fokodiwa ga ditiro dingwaga di le 2 pele ga nako
Go akanyetsa maemo a loago le ikonomi a Sebilo Resources le baagi ba ba mo tikologong mo ditshwetsong tsotlhe tse di maleba ka ga isagwe ya lobaka lo lo khutshwane le lo lo leelel lwa isagwe ya moepo.	Palo ya badiri ba ba mo tirong e sele	
Fa Sebilo Resources e tshwanelwa ke go tswalwa, dithopho tse di latelang tse di oketsegileng di tla akanyediwa:		
Sebilo Resources, ka go gakololana le bana-le-seabe ba ba maleba, e tla sekaseka kgonego ya go fetisetsa maikarabelo a matsholo ape a a iseng a diragadiwe mo tirong ya go kgaolwa ga badiri mo tirong kgotsa go balaodi ba selegae kgotsa kwa setlamong sepe se sengwe se se nang le maikarabelo go ya ka melaometheo le mekgwatsamaiso e go dumalanweng ka yone kgotsa e setlamo sa kgwebo se e tlhomileng.		
Sebilo Resources, fa e gakololana le bana-le-seabe ba b maleba, e tla sekaseka gore a go na le kgonego ya madi a go fetisetas dilo ditirelo tse di bothokwa, lefatshe le dikago le ditsompelo tse dingwe go ba ba kgaotsweng mo tirong kgotsa mo baaging gore ba solegelwe molemo. seagolobogolo moo boleng jwa thoto	Palo ya badiri ba ba itsholetseng	

mo mmarakeng bo senang mabaka a a utlwalang a gore e latlhiwe mme e dirisiwe ke ba ba ka solegelwang molemo ke yone.		
--	--	--

Lenaanethalo 24: Madi a go tlhama ditiro

MEKGELE YA GO TSWALWA GA MOEPO LE GO DIRISA DITIRELO KA MOKGWA O SELE LE LEFATSHE GORE GO NNE LE TLHABOLOLO E E TSHWARELELANG YA LOAGO

Fa moepo o tswalwa, lefatshe leo moepo o leng mo go lone le tla tlhabololwa le go le siamisetse ditiro tsa temothuo:	Go dirisa ditsompelo tsa moepo ka tlhagafalo gore bogolo go tlhabololwe ikonomi ya selegae, le tlhabololo ya loago.	Go bolelela pele go fokodiwa ga ditiro dingwaga di le 2 pele ga nako le morago ga fa moepo o sena go tswalwa.
Ka go dirisana le mmasepala wa selegae, go tla dirwa diporojeke pele ga go tswalwa tse di tla tlhomamisang gore lefatshe le dirisa ka botlalo le ka tsela e e tshwarelelang. Ka go dirisana le mmasepala wa selegae, go tla dirwa diporojeke pele ga go tswalwa tse di tla tlhomamisang gore lefatshe le dirisa ka botlalo le ka tsela e e tshwarelelang.		
Seno se tla solegelaw molemo badiri le maloko a baagi go tlhomamisa gore lefelo leno le nna le butswa gore go dirwe ditiro tsa ikonomi		
Go tla tshwarwa metlotlo la mmasepala wa selegae go tlhoma tsela e e di gaisang tsotlhe ya go dirisa ditirelo morago ga go tswalwa. go tlhomamisa gore dikago tse di ka dirisiwang, ka sekai, go direla mo go tsone diporojeke tsa SMME, ga di thubiwe.		

Lenaanethalo 25: Mekgele ya go Tswala Moepo

10.1.6 Mabaka a kwa ntle

Go na le mabaka a lefatshe ka bophara a magolo ao a ka nnang le ditlamorago dingwe go Sebilo Resources jaaka go fetofetola tlhwatlhwa ya Maanya a Mankanese mo mmarakeng wa lefatshe ka bophara. Go fetofetoga ga tsone go bewa leitlho ka ntlha ya mabaka a le mmalwa a a ka dirang gore go fokodiwe tiro mo setlamong.

KAROLO 11

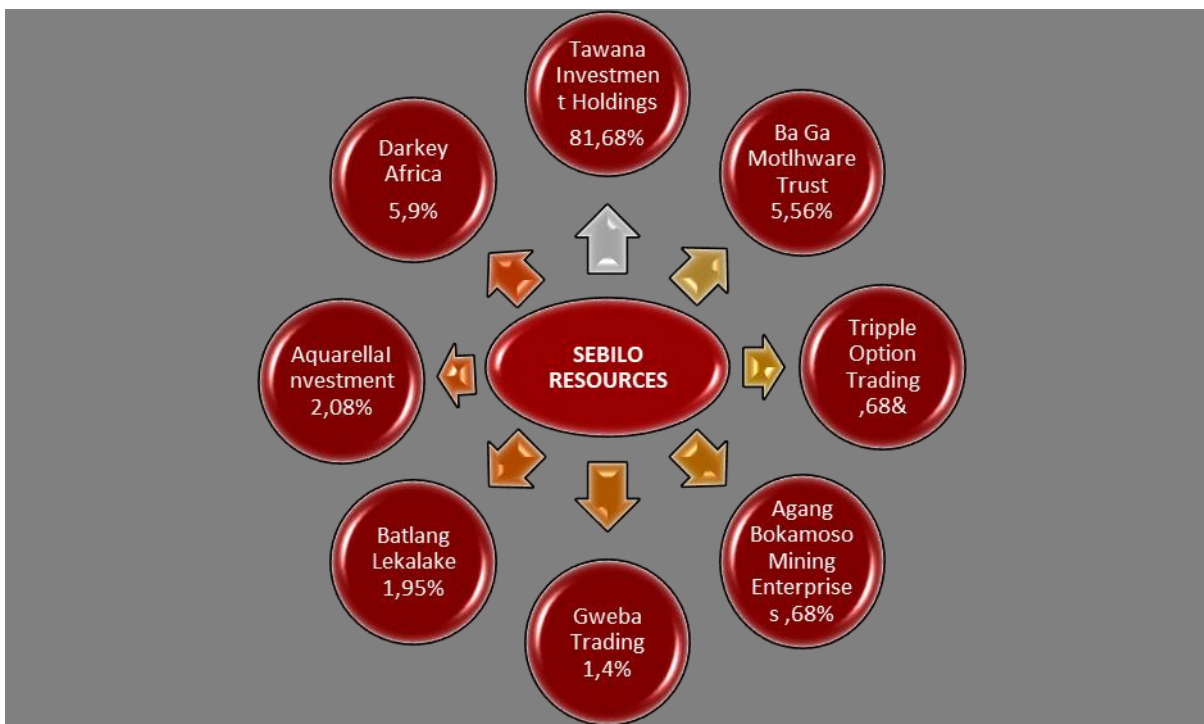
11. GO NNA BENG

Tumalanong le Melawana jaaka go tthalosiwa

Go Tšhata e e Akaretsang Bontsi ya Go Matlafadiwa ga Bantsho Seikonomi ya Intaseteri ya Moepo (Tšhata ya Moepo)

11.1 Thulaganyo ya Setlamo

Sebilo Resources e tliša batsayakarolo ba yone ba HDSA go ya ka tekatekano mo tirong e e tthalosang dipatlafalo tsa Tšhata ya BBBEE ya Intaseteri ya Meepo.



Lenaanethalo 26: Thulaganyo ya Setlamo

English	Setswana
Tawana Investment Holdings 81,68%	Tawana Investment Holdings 81,68%
Ba Ga Motlhwane trust 5,56%	Ba Ga Motlhwane trust 5,56%

Tripple Option Trading 0,68%	Tripple Option Trading 0,68%
Agang Bokamoso Mining Enterprises 0,68%	Agang Bokamoso Mining Enterprises 0,68%
Gweba Trading 1,4%	Gweba Trading 1,4%
Batlang Lekalake 1,95%	Batlang Lekalake 1,95%
Aquarella Investment 2,08%	Aquarella Investment 2,08%
Darkey Africa 5,9%	Darkey Africa 5,9%

KAROLO 12

12. DIPAAKANYETSO TSA MADI

Tumalanong le Molawana wa bo 46 (e)
wa Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo

12.1 Dipaakanyetso tsa Madi

Go tlamela ka madi ago tsenngwa tirisong ga Leano la Loago le Badiri malebana le go tsenngwa tirisong ga lenaneo la Tlhabololo ya Lefapha la Tsa Badiri, Lenaneo la Tlhabololo ya Ikonomi ya Selegae, le dithulaganyo tsa botsamaisi jwa go fokotsa ditiro tsa moepo le go kgaolwa ga badiri mo tirong; Sebilo Resources e tla tlhomamisa gore mananeo otlhe a a tlaotsweng go ya ka Leano la Loago le Badiri le duelelwa ke madi a tiro e le e dirang.

12.2 Lenaneo la Tlhabololo ya Lefapha la tsa Badiri

Moepo wa Sebilo Resources o dirisa 5% ya madi a HRD go tswa mo lenaaneng baduelwa, jaaka seo se batlega go ya ka Tšhata ya Moepo le go duelwa gape ga 1% ya lekgethwana la dikgono tsa tiro, go katisa badiri ba yone ba leruri, boradikonteraka le maloko a baagi a a ikwadisetsang mananeo a tlhabololo ya dikgono tsa tiro.

12.3 Lenaneo la Tlhabololo ya Ikonomi ya Selegae

Lenaanethalo le le fa tlase le bontsha lenaneo la LED la dingwaga di le 5 tse di tlang la dimilione tsa di ZAR:

NGWAGA	BOIKEMISETSO
2019	3.8 m.
2020	3.3 m.
2021	2.3 m.
2022	3 m.
2023	3 m.

Lenaanethalo 27: Tekanyetsokabomadi ya diporojeke tsa LED

KAROLO 13

13. TIRO YA SETLAMO SE SE NANG LE DITSHWANELO TSA TIRO YA MOEIPO

Tumalanong le Molawana wa bo 46 (f)
wa Molao wa Tlhabololo ya Ditsompelo tsa Diminerale le Peteroliamo

Tiro ya e e dirwang ke setlamo se se nang le tshwanelo ya go dira ditiro tsa moepo go tihomamisa go ikobelwa ga melao go tihomamisa gore go ikobelwa melawana ya Leano la Loago le Badiri le go itsise badiri gore ka seno mmogo le bana-le-seabe ba ba maleba

I, **John Rutiri** yo o saenileng fa tlase fano le yo o neileng taolo ke Sebilo Resources (Pty) Ltd o ikemisetsa go ngaparelae tshedimosetso, dipatlafalo, boineelo le maemo jaaka a tlhalosiwa go leanong la loago le badiri.

E saneilwe kwa 276 Farm Perth ka di 24 letsatsi la Ferikgong 2019

Mmenejara-Kakaretso wa ditiro tsa moepo, Perth

I, **Tebogo Louw** yo o saenileng fa tlase fano le yo o neileng taolo ke Sebilo Resources (Pty) Ltd o ikemisetsa go ngaparelae tshedimosetso, dipatlafalo, boineelo le maemo jaaka a tlhalosiwa go leanong la loago le badiri.

E saneilwe kwa Roosevelt Park ka di 24 letsatsi la Ferikgong 2019



Tebogo Louw

Mokhuduthamaga-Mogolo - Sebilo Resources (Pty)Ltd