

UHLELO LWEZENHLALAKAHLE NEZEMISEBENZI

**Ergo Mining (Pty) Ltd
2023 – 2027**

**Ilungiselelwe Izimiso Zelungelo
Lezokuvukuza:
CROWN MINE (GP184MR)**

I-SLP EGUNYAZWE MHLA ZIYI-15 JULAYI 2026



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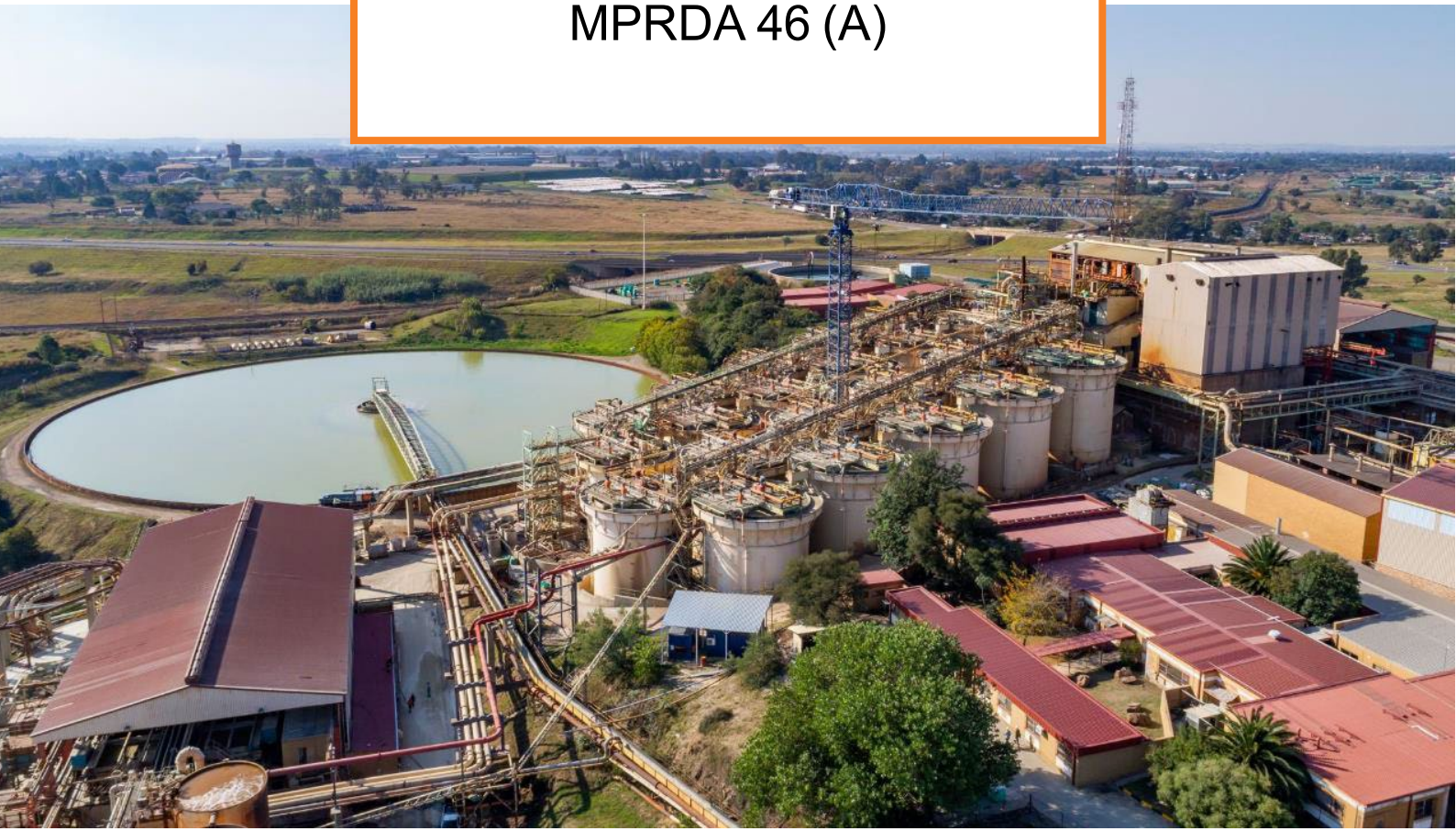
IZINQAMULELO NEZIFINYEZO

IZINQAMULELO	INCAZELO
AET	I-Adult Education and Training
ATR	Umbiko Wokuqeqesha Wonyaka
B-BBEE	I-Broad-Based Black Economic Empowerment
CoE	Umasipala iCity of Ekurhuleni Metropolitan Municipality
CoJ	Umasipala iCity of Joburg Metropolitan Municipality
DMPR	UMnyango Wezengcebo Embiwayo Nophethilomu
DoL	Umnyango Wezabasebenzi
EE	Ukuqasha Ngokulinganisa
EMM	Umasipala i-Ekurhuleni Metropolitan Municipality
FET	I-Further Education and Training
FF	Iforamu Yangomuso
Ama-HDP	Ababephucwe Amathuba Ngokwasemlandweni Wezwe
HET	I-Higher Education and Training
HLC	Ezezindlu Nezimo Zokuphila
HR	Ezabasebenzi
HRD	Ukuthuthukiswa Kwabasebenzi
IDPs	Izinhlelo Zentuthuko Ezididiyele
LED	Ukuthuthukiswa Komnotho Wasendaweni
MCIII	USomqulu Wezezimayini III (2018)
MHSA	UMthetho Wezokuphepha Ngokwezempilo Ezimayini
MOU	Isivumelwano Sokusebenzisana
MPRDA	UMthetho Wezentuthuko Kwezengcebo Embiwayo Nophethilomu, wezi-2002
MQA	Umgunyazi Wezeziqo Zokuvukuza
MRD	UMthethosivinywa Owuhlaka Wokuthuthukisa Ingcebo Embiwayo (i-MRD), 2025
NQF	I-National Qualifications Framework
PESD	Ezokuthenga, Ezebhizinisi kanye Nezokuthuthukisa Kwabahlizekimisebenzi
RDP	Uhlelo Lwezokwakha Nentuthuko
SEBS	Ucwaningo Oluyisisekelo Lwezenhlalomnotho
SETA	I-Sector Education and Training Authority
SHEQ	Ezokuphepha, Ezempilo, Ezemvelo, Nezingaqophelo
SLP	Uhlelo Lwezenhlalakahle Nezemisebenzi
WSP	Uhlelo Lwezamakhono Lwasemsebenzini

ISIGABA SOKU-1

ISANDULELO: ISINGENISO NOLWAZI OLUYISISEKO NGOMSEBENZI

UMTHETHONQUBO WE-
MPRDA 46 (A)



1 ISINGENISO NOLWAZI OLUYISENDLALELO

1.1 Sikwethulela i-Ergo Mining Proprietary Limited Company and Operations

I-Ergo Mining Proprietary Limited (i-Ergo Mining/Inkampani) iyisikhungo esingaphansi kwe-DRDGOLD Limited ngokugcwele, inkampani ebhaliswe kuJohannesburg Stock Exchange (i-JSE: DRD) neNew York Stock Exchange (i-NYSE: DRD).

1.2 Isimo Esisemqoka kanye neMigomo Eqondene nale SLP

Umsebenzi webhizinisi oqhutshwa yi-Ergo Mining wukubuyisela nokulungisa igolide eliphuma Ezikhungweni Zokucina Insalela Yokuvukuziwe (ama-TSF) kanye nezizala zesihlabathi. Ngokwenza imisebenzi yokubuyisela nokulungisa igolide, i-Ergo Mining ihlumelelisa imvelo ngokususa okutholakala ku-TSF nezizala zesihlabathi futhi ithola umhlaba iwubuyisele ezindaweni eziseGoli nasekuRhuleni ukuze zithuthukiswe kabusha. Imisebenzi ye-Ergo Mining isabalele ezindaweni eziningi eGauteng, kubalwa omasipala baseGoli nowasekuRhuleni (Umfanekiso woku-1). Imisebenzi ye-Ergo Mining esemqoka (evezwe ngezansi) ibandakanya iKnights, iCrown Mines, iConsolidated Main Reef (i-CMR), i-ERGO neCity Deep, okuyizindawo okusetshenzwa kuzo ngendlela enokuxhumana. (**Umfanekiso woku-1** ngezansi).

I-Ergo Mining isebenza ngokohlelo lwebhizinisi elinemisebenzi ehlanganyelwe, umnotho oba namathuba angcono ngokukhula kwawo, ukunciphisa izindleko nokwenza ukuvukuza kwalolu hlobo kube yimpumelelo ngokwezomnotho.

Umphumela weLungelo Lezokuvukuza ngalinye wukuthi imisebenzi enjengeyezokuThengwa Kwempahla, Ezezimali, Ezabasebenzi, Ukuthuthukiswa Kwabasebenzi Nababambiqhaza kanye Nokuthuthukiswa Komphakathi uwukusebenzela wonke Amalungelo Okuvukuza egameni lenkampani, i-Ergo Mining.

Njengoba kulungiselelwa ukuthunyelwa kwalolu Hlelo Lwezanhlahakahle Nezemisebenzi maqondana naleli Lungelo Lezokuvukuza (GP184MR) kuzosetshenziswa imigomo elandelayo:

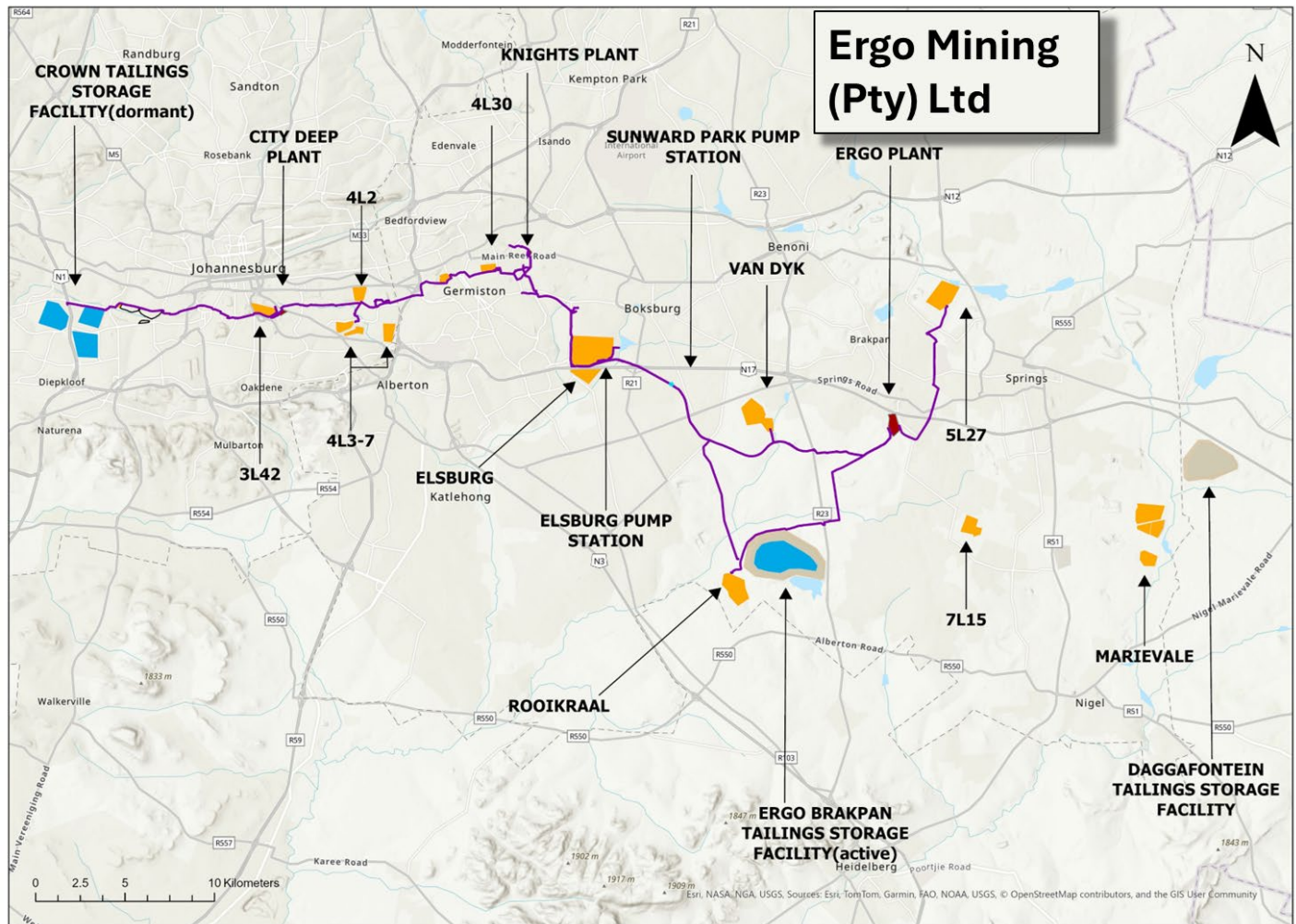
- **Okuvamile:** Yonke imisebenzi ye-Ergo Mining iphethwe ngokomgomo wezinga elididiyele lomhlaba jikelele elibizwa ngokuthi "single-mining complex". Ngezinhlalo zale SLP yeLungelo Lezokuvukuza loyedwa, ulwazi olufanele beluhlakaziwe, luhlukanisiwe futhi lubiyelwe. Izinhlelo zale SLP yeLungelo Lezokuvukuza azizimele kodwa zixhumene namanye Amalungelo Ezokuvukuza futhi aphethwe i-Ergo Mining kanye neMisebenzi Ehlanganyelwe.
- **Ukuthuthukiswa Kwabasebenzi:** Nakuba abaphathi abakhulu, abasebenzi abaqashwe ngokugcwele (abasebenzi) kanye nosonkontileka bephethwe ngendlela eqoqela ndawonye futhi kunohlelo olulodwa lokuhlola kanye nohlelo lezokuthengwa kwempahla, konke kulawulwa i-Ergo Mining, lokhu kuhlukaniselwe futhi kwabiyelwa le-SLP yeLungelo Lezokuvukuza, ngendlela ephuma phambili ebingasetshenziswa.
- **Ukulingana Kwezemisebenzi:** Ukulingana kwezemisebenzi kuphathwa futhi kubikwe eMnyangweni Wezabasebenzi ngemisebenzi yezokuvukuza e-Ergo ngokwendlela edidiyele. Ngezinhlalo zale-SLP yeLungelo Lezokuvukuza ihlukanisiwe futhi yabiyelwa, ngendlela ephuma phambili ebingasetshenziswa.

- **Ezokuthengwa Kwempahla:** Izinhlelo zezokuthengwa kwempahla ziphethwe ngendlela eqoqela ndawonye futhi zididiyelwa i-Ergo Mining. Ngezinhloso zale-SLP yeLungelo Lezokuvukuza ihlukanisiwe futhi yabiyelwa, ngendlela ephuma phambili ebingasetshenziswa.
- **Ubudlelwano Nababambiqhaza:** Imisebenzi ye-Ergo Mining iphathelwa izinqubo zezokuPhathwa Kwababambiqhaza kanye nezokubonisana nomphakathi kuwo wonke Amalungelo Ezokuvukuza, ama-SLP, kanye nemiphakathi ethintekayo.
- **Ukuthuthukiswa Komnotho Wasendaweni (i-LED):** Izidingo eziseqhulwini ze-LED kanye namaPhrojekthi kuhlonzwe ngokwemiphumela yezinqubo zokubonisana ngokujulile ngokwezokubandakanywa kwabantu ngokokuhlukana kwabo, kubonisanwa nababambiqhaza kanye nemiphakathi eyakhe ngase-Ergo Mining ngawo wonke Amalungelo Okuvukuza nama-SLP, kubalwa naleli Lungelo Lokuvukuza. Lokhu kusekelwe Ucwangingo Lwesisekelo Sezenhlalomnotho, ukubonisana okunzulu okuqhubekayo nezikhulu zikahulumeni ezifanele kanye nababambiqhaza, izinqubo zokusekela, izivumelwano zokusebenzisana, kanye nezincwadi zokuzibophezela.
- **Ukuhlinzekela Ngokwezomnotho:** Ukuhlinzekelwa ngokwezomnotho kwe-SLP ye-Ergo Mining kubalwa ngokwezinga elididiyele lomhlaba jikelele elibizwa ngokuthi "single mine complex". Ngezinhloso zale SLP Yelungelo Lezokuvukuza ihlukaniswe futhi yabiyelwa ngendlela ephuma phambili ebingasetshenziswa, kususelwa emigomweni elandelayo:
 - Ingeniso yezezimali yeLungelo Lezokuvukuza kanye negalelo eliqondene nemisebenzi edidiyelwe ye-Ergo Mining.
 - Isigaba esiphakathi kohlelo lokusebenza ngokwesikhathi esimisiwe kweLungelo Lezokuvukuza njengesigaba sokuthuthukisa izinga, ukukhiqiza ngokwezinga eligcwele, isigaba sokwehlisa izinga, ukunakekela nokulungisa.
 - Indawo okutholakala kuyo imiphakathi esemqoka ethintekayo eMisebenzini Yezokuvukuza eqondene Namalungelo Ezokuvukuza omuntu ngayedwa.
 - Indawo evamile ethintekayo kwezenhlalakahle yomphakathi / umthelela ohlanganyelwe othinta Ilungelo Lezokuvukuza elingaphezu kwelilodwa.
 - Izindleko zezimali ezigxile kumaphrojekthi nezinhlelo ezizoba nomthelela omkhulu kakhulu kwezenhlalomnotho emiphakathini.

1.3 Amalungelo Ezengcebo Embiwayo kanye Nobunikazi

I-Ergo Mining ingumnikazi Welungelo Lezokuvukuza ngalinye elilandelayo, ozindawo elisebenza kuzo zibalulwe ku**Mfanekiso woku-1** ngezansi:

- ICity Deep (iCity Deep noma i-GP 185MR);
- ICrown (iCrown noma i-GP 184MR);
- I-CMR (CMR noma i-GP 186MR);
- I-Ergo (i-Ergo noma i-GP 158MR); kanye
- neKnights (iKnights noma i-GP 187MR)



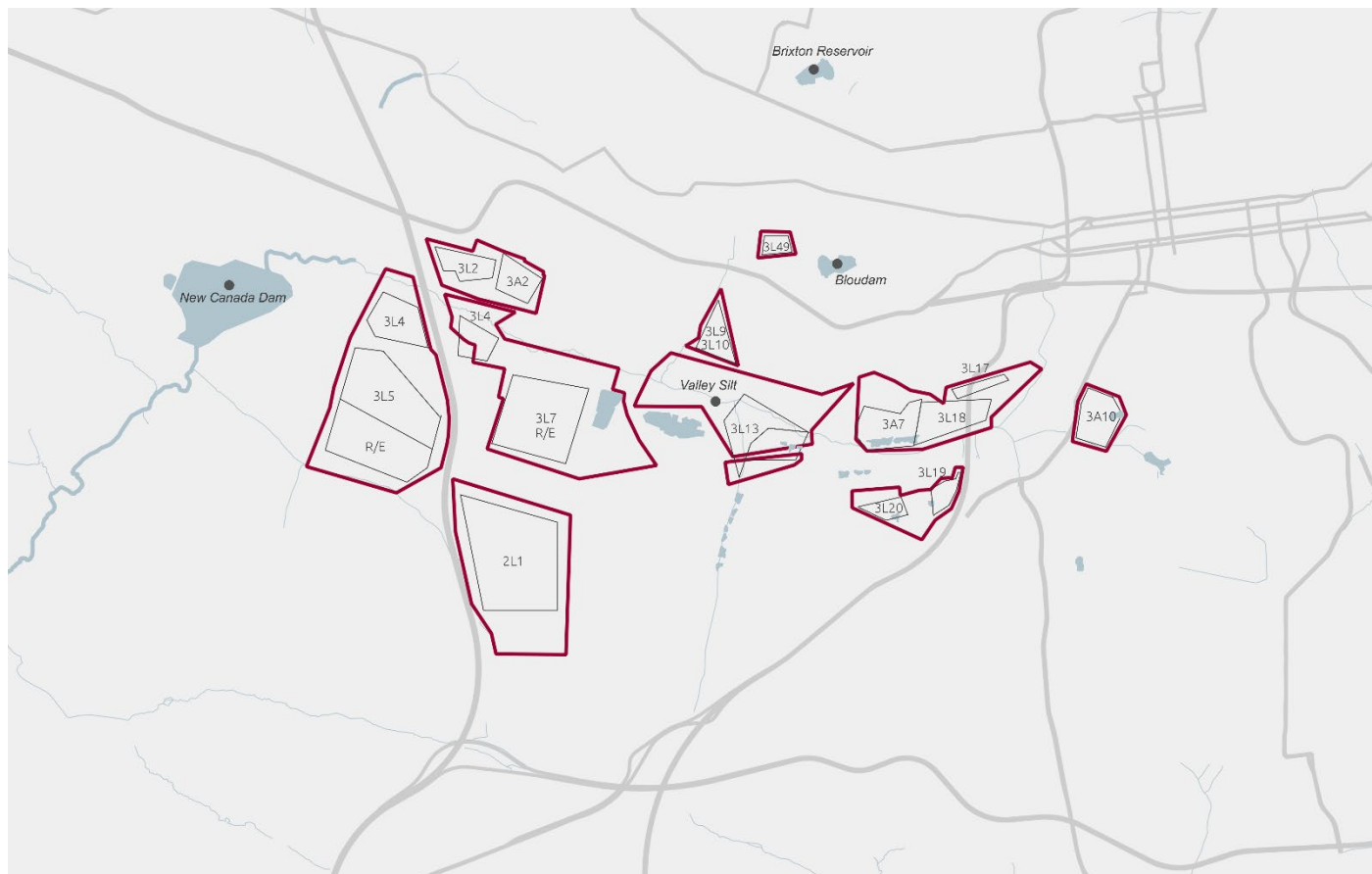
Umfanekiso woku-1: Amalungelo Ezokuvukuza e-Ergo Mining2

1.4 Sikwethulela iCrown Gold Recoveries (Proprietary) Limited (GP184MR)

Ilungelo Lezokuvukuza eCrown Gold Recoveries Proprietary Limited (lapha ebizwe ngokuthi "Crown Mine") lihlizeka ngelungelo lokuvukuza Igolide, i-uranium, isiliva, i-nickel, i-pyrite, kanye nayo nengcebo ehambisana nayo esuka ezindaweni ezingaphezulu (ama-TSF nezizala zemfucuza) ngaphakathi kwasendaweni yokuvukuza. Le ngecebo iveza impahla eyimfucuza eyasala kudala emuva kwemisebenzi yakudala yokuvukuza futhi iveza ithuba lokuba kutholwe ingcebo kusetshenziswa ubuchwepheshe besimanjemanje, obunomthelela omncane.

1.4.1 Indawo Ekuyo

ILungelo Lokuvuka eCrown Gold Recoveries Pty Ltd lisendaweni elinganiselwa kuma-10km eningizimu neBraamfontein, esiFundazweni saseGauteng eNingizimu Afrika. Le ndawo kufinyeleleka kuyo ngoMgwaqo Owuthelawayeka waseSoweto. Lezi zindawo zitholakala endaweni eklanyelwe ukuvukuza ngezimbini, okwenza ibe yindawo efanelekile ngokweqhingasu ukuze kwenziwe imisebenzi eqondene nokuvukuza.



○ (Crown) GP184MR

0 km 2 km



Umfanekiso wesi-3: Indawo iCrown Mine Esebenzela kuyo4

1.4.2 Imininingwane Yomsebenzi

Ithebhula loku-1: Imininingwane Yenkampani2

Igama Lenkampani	I-Ergo Mining (Pty) Ltd.
Inombolo Yomsebenzi kanye Nelungelo Lokuvukuza	ICROWN Operation GP184MR
Ikheli Lendawo	I-Ergo Mining (Pty) Ltd. Vlakfontein Road Vulcania EBrakpan
Ikheli Leposi	P.O. Box 12442 Selcourt Springs 1567
Obhekele umsebenzi	UWayne Swanepoel: GM HR
Ucingo Nefeksi	Ucingo: 011 742 1003 Ifeksi: 086 695 7457
Ingcebo	Igolide
Iminyaka Yokusebenza Kwemayini	Iminyaka engama-25
Ukuhlaziywa Ngokwezibalo Kwabasebenzi Ngokwendawo Ethumelayo	Itholakala kusigaba 1.3.5
Ukuphela Konyaka Wezimali	30 Juni

1.4.3 Izigaba Zokusebenza kanye Nohlelo Lwezikhathi Olulindelekile

Uhlelo lwezikhathi olulandelayo olubonisa uhlelo ngokwezinga elengamele luhlinzeka ngesimo sesigaba Sokusebenza kwemisebenzi yeCrown:

Ithebhula lesi-3: Izigaba Zokusebenza kanye Nohlelo Lwezikhathi lweCrown4

Amabhizinisi Amasha	Ukuqeda
Ngaphambi Kokwakha	Ukuqeda
Ukwakha	Ukuqeda
Ukuthuthukisa Izinga	2023 - 2024
Ukukhiqiza Kwesigaba Sozinzo	2025 - 2046
Ukwehlisa Izinga	2047

Ngokwemigomo yomumo we-SLP, ithebhula elingezansi libhalwe imininingwane yokuthi ngeziphi izakhi ezisebenza Emsebenzini weCrown maqondana nohlelo lokusebenza oluphelele lwe-SLP, kube kubhekwa isigaba samanje Semisebenzi.

Ithebhula lesi-5: Ukusebenziseka kwe-SLP yeCrown6

Isigaba Somsebenzi Samanje	Ukuthuthukisa Izinga
Ukuthuthukiswa Kwabasebenzi	Okusebenzayo Ku-18.1 (Abasebenzi Abaqashwe Ngqo) Ku-18.2 (Umphakathi)
Uhlelo Lokulinganisa Kwezemisebenzi	Okusebenzayo
Ukuthuthukiswa Komnotho Wasendaweni	Okusebenzayo
Uhlelo Lwezindlu Nezimo Zokuphila	Okusebenzayo
Ezokuthengwa Kwempahla	Okusebenzayo
Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudiliza Abasebenzi	Okusebenzayo (Nakuba kuhlelwe ukuncishiswa kwesibalo sabasebenzi, kukhona okuhinzeke maqondana naleso simo)

1.4.4 Ukuqagula Isibalo Sabasebenzi Bebonke Esikhathini se-SLP yowezi-2023 - 2027

Njengamanje iCrown Mine ayikabaqoki osonkontileka abasemqoka, ukuqagula ngabasebenzi abazoqashwa ngqo yiCrown Mine kweminyaka emi-5 kumi kanje:

Ithebhula lesi-7: Ukuveza Abasebenzi beCrown Mine kanye Nosonkontileka Abasemqoka8

Iminyaka	Njengamanje	2023	2024	2025	2026	2027
Isilinganiso sesibalo sabasebenzi	21	21	21	21	21	0
Osonkontileka Abasemqoka	Abekho Osonkontileka Abasemqoka okuhlelwe ukuba baqokwe kulolu hlelo lwe-SLP					

1.4.5 Ukuhlaziywa Ngokwezibalo Kwabasebenzi Ngokomsebenzi Ngokwendawo Ethumelayo

Njengamanje abasebenzi beCrown Mine bangabasebenzi abangama-21 abaqashwe ngokugcwele njengoba kuvezwe kuthebhula elingezansi.

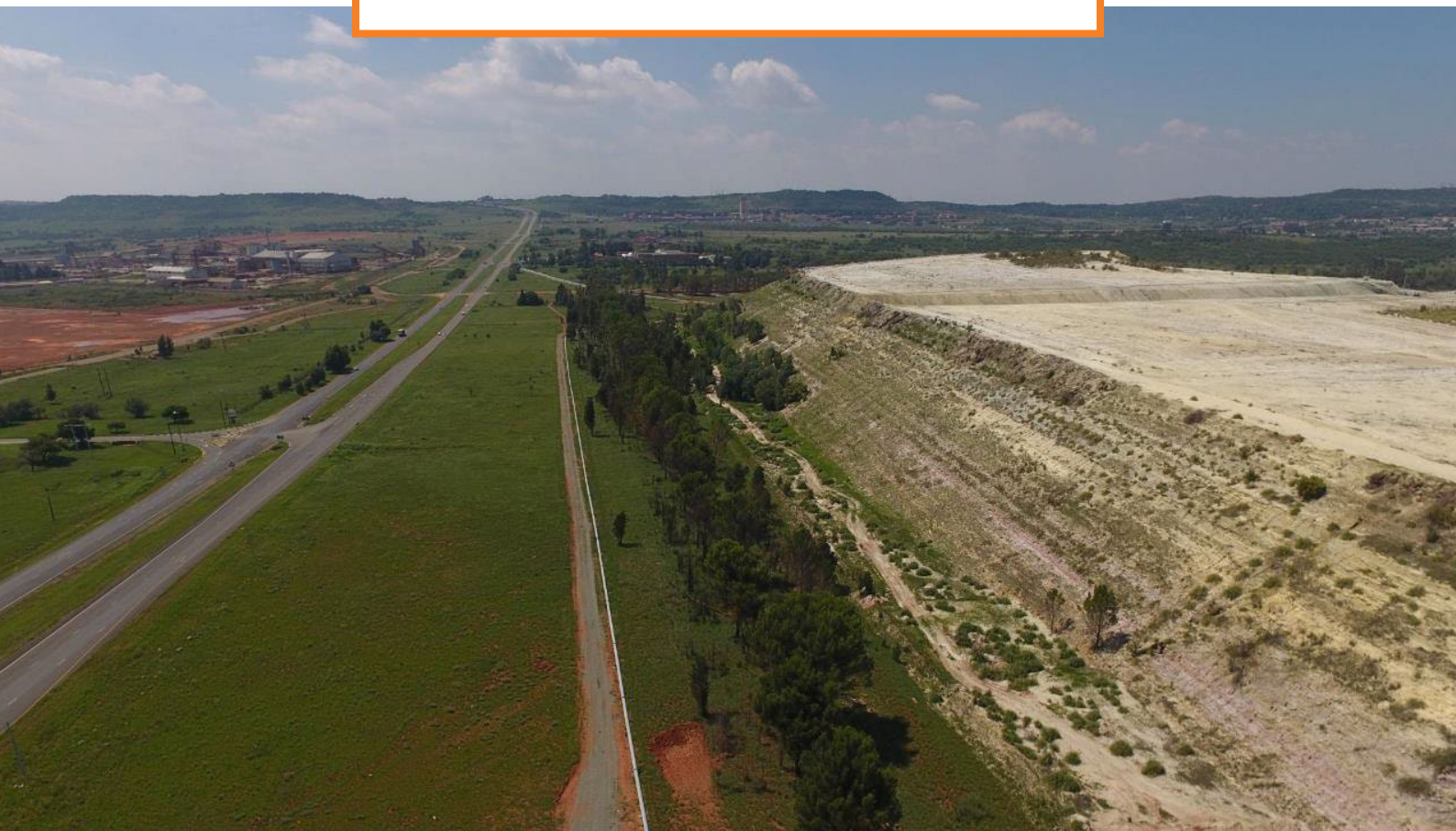
Ithebhula lesi-9: Izindawo Ezithumela Abasebenzi eCrown Mine kusukela ngomhla zingama-31 Disemba 2022 10

Isifundazwe	Isibalo Sabasebenzi Abaqashwe Ngokugcwele	Ipheenti
Empumalanga Kapa		0%
EFree State		0%
EGauteng	21	100%
<i>Kumasipala i-Ekurhuleni Metropolitan Municipality</i>	3	14,3%
<i>Kumasipala iJohannesburg Metropolitan Municipality</i>	18	85,7%
KwaZulu-Natali		0%
ELimpopo		0%
EMpumalanga		0%
ENyakatho Ntshonalanga		0%
ENyakatho Kapa		0%
ENtshonalanga Kapa		0%
Abangasibo abaseNingizimu Afrika		0%
Isamba	21	100%

Abasebenzi abangama-100% abaqashwe ngokugcwele eCrown Mine baphuma komasipala i-Ekurhuleni kanye neJohannesburg Metropolitan Municipality (kubalwa idolobha laseGoli, iNingizimu neGoli kanye neNtshonalanga neGoli).

ISIGABA SESI-2

**UHLELO
LWEZOKUTHUTHUKISWA
KWABASEBENZI
UMTHETHONQUBO 46 (B) WE-
MPRDA**



2 UHLELO LWEZOKUTHUTHUKISWA KWABASEBENZI

2.1 Isethulo

Lesi sigaba sizokwendlala Izinhlelo Zokuthuthukiswa Kwabasebenzi (i-HRD) zeCrown Mine njengoba kudingeka ngokoMthethonqubo 46 weMithethonqubo Yezokuthuthukiswa Kwezinsiza Zengcebo Embiwayo kanye Nophethilomu, 2004 (iMithethonqubo ye-MPRDA). I-Ergo Mining izazisa ngokugcwele izinhlinzeko zesigaba 101 se-MPRDA zokubandakanya Osonkontileka Abasemqoka (lapho kufanelekile khona) njengengxenye yabasebenzi. Njengoba kubhalwe Esigabeni Esiyisendlalelo, iCrown Mine ayikabaqoki oSontontileka Abasemqoka kulesi sigaba. Izimpokophelo nezinhlinzeko zoHlelo lwe-HRD ezendlalwe kulesi sigaba zizosebenza kubasebenzi abaqashwe ngokugcwele yiCrown Mine, kanye namalungu omphakathi lapho kungenzeka. Ukuze kuqaliswe uHlelo lwe-HRD, iCrown Mine izosebenzisa abahlinzeki abagunyaziwe, lapho kudingeka, maqondana nezidingo zabo zokuqeqesha, ukuqinisekisa ukuqhubeka kokulawulwa kokuthuthukiswa kwamakhono abasebenzi adlulisekayo, agunyaziwe.

2.2 Ukulandelwa koMthetho Wezokuthuthukiswa Kwamakhono

ICrown Mine izolandela okudingeka ngokoMthetho Wokuthuthukiswa Kwamakhono (No. 97 we-1998) futhi uzothumela Izinhlelo Zamakhono Asemsebenzini (i-WSP) kanye nemibiko yokuqeqesha yonyaka kuMgunyazi Wezeziqo Zezokuvukuza (i-MQA) ekupheleni kuka-Ephreli minyaka yonke ngokwezidingo zeMithethonqubo 46 (b) (i). **Ithebhula lesi-6** liveza imininingwane yokubhalisa ye-SETA. Umthethonqubo uhambisana nanokukhokha kanye nokufaka izicelo zokubuyela ama-levy kanye nezibonelelo ku-MQA.

Ithebhula lesi-11: Imininingwane Yokubhaliswa kwe-SETA¹²

Igama le-SETA	Umgunyazi Wezeziqo Zokuvukuza
Inombolo yokubhaliswa ku-SETA ethintekayo	L280767049
Ingabe inkampani yakho iqoke umlawuli Wezokuthuthukiswa Kwamakhono? Uma impendulo ithi 'yebo' bhala igama	U-Adelaide Ngubeni
Ubufakazi bokuthumela (Usuku lokugcina ukuthumela i-WSP)	Ephreli 2022

I-HRDP edidiyelwe ihlose ukwandisa amandla okukhiqiza, ngokusezingeni eliphezulu kakhulu, alabo basebenzi, ngokuqalisa izinhlelo ezilandelayo:

- Ukuthuthukiswa Kwamakhono;
- Ukucathuliswa emsebenzini;
- Ama-internship Nemifundaze;
- Ukuthuthuka Emsebenzini;
- Amakhono Adlulisekayo; kanye
- Nohlelo Lwezokulinganisa Kwezemisebenzi.

Izinyathelo ezingokweqhingasiziko eziku**Ithebhula lesi-7** zizoqaliswa yiCrown Mine maqondana ne-HRDP.

Ithebhula lesi-13: Uhlelo Lwezinyathelo Zokuqaliswa kwe-HRDP14

ISINYATHELO	OKUHLINZEKWAYO
I-MHSA nohlelo lokuqeqeshela amakhono	Ukufundisa Ngezempilo Nezokuphepha kanye Nokuvukuza Ezimayini
Uhlelo lokuqeqesha olusemqoka	Ukuhlomisa abasebenzi ngamakhono ezokuphepha nokwenza imisebenzi yabo ngempumelelo
Ukuthuthuka Emsebenzini	Ukuhlinzeka abasebenzi ngamakhono okuqalisa ukuthuthuka emsebenzini kwezezimayini
Uhlelo lokuqeqeshelwa amakhono adlulisekayo	Ukuhlinzeka abasebenzi ngamakhono ngezikhathi ezifanele, adlulisekela kwezinye izimboni ezingaphandle kweMayini
Hlela ukuhlanganisa nezidingo zoMgunyazi Wezokufunda Nokuqeqesha Emkhakheni, i-MQA (i-SETA), ukukhokha nokufaka isicelo sokukhokhelwa amalevi.	Hlanganisa nomthetho wezokuqeqeshela amakhono, futhi kuzobandakanywa ukwakha nokuthumela uHlelo Lwamakhono Asemsebenzini (i-WSP) kanye noMbiko Wokuqeqesha Wonyaka

Uhlelo Lokuthuthukisa Amakhono lweCrown Mine lugxile ekuhlomiseni abasebenzi ngamakhono okusimamisa ukukhula nokuthuthuka kwabo embonini yezimayini.

Izimpokophelo Zokuthuthukiswa Kwamakhono eCrown Mine wukwenza okulandelayo:

- Ukuthuthukisa izingaqophelo lempilo yabasebenzi;
- Ukwandisa amathuba abasebenzi okusimamisa umsebenzi eCrown Mine;
- Ukuthuthukisa ezokuphepha, ukukhiqiza kanye nokuncintisana kwabasebenzi;
- Ukuthuthukisa amazinga embuyiselo ngotshalomali kwezemfundo nezokuqeqesha;
- Ukukhuthaza ukusetshenziswa kwendawo yokusebenza njengendawo yokuhlala kufundwa;
- Ukuvumela abasebenzi abasha ithuba lokuthola isipiliyoni somsebenzi esifanele;
- Ukwandisa amathuba abasebenzi okuqasheka ngemfundo nokuqeqeshwa; kanye
- nokusetshenziswa koHlelo Lwamakhono Asemsebenzini njengenqola yokuqondanisa amakhono namaqhingasu okukhula kwebhizinisi kanye nezinhlelo zokuqasha ngokulinganisa.

Uhlelo Lwezokuthuthukisa Amakhono lwe-Ergo Mining Operations (Pty) Ltd luxhumana nomthetho Wezokuthuthukiswa Kwamakhono futhi lubandakanya ukuthunyelwa minyaka yonke koHlelo Lwamakhono Asemsebenzini (i-WSP) kanye neMibiko Yokuqeqesha Yaminyaka Yonke (ama-ATR) kubalwa ukukhokhwa kwamalevi Okuthuthukiswa Kwamakhono abhekiswa kubagunyazi abafanele.

2.3 Amazinga Okufunda Kwabasebenzi

Amazinga okufunda ayisisekelo emsebenzini ahlinzekwe **kuThebhula lesi-8**.

Ithebhula lesi-15: Ifomu Q: Imfundo Nezibalo Ezingaba Wusizo Emsebenzini kusukela ngomhla zingama-31 Disemba 2022: Abasebenzi Abaqashwe Ngqo eCrown Mine16

Izinga	Izinga le-NQF	Uhlelo Lwakudala	Okunganqunyelwe Ngokwesigaba				Okunqunyelwe Isigaba										Isamba
			Abantu Bakwamanye Amazwe		Abesilisa Abangabelungu	Isandulelo-Samba Sabanganqunyelwe Sigaba	Abesifazane				Isandulelo-Samba	Abesilisa			Isandulelo-Samba	Isandulelo-Samba Sabanganqunyelwe Sigaba	
			Abesifazane	Abesilisa			Abampisholo	Amakhaladi	AmaNdiya	Abelungu		Abampisholo	Amakhaladi	AmaNdiya			
I-General Education and Training (i-GET)		Abangafundanga Esikoleni				0					0	1			1	1	1
		Ibanga 0/Inkulisa				0					0	1			1	1	1
		Ibanga loku-1/Sub A				0					0				0	0	0
		Ibanga lesi-2/Sub B				0					0				0	0	0
		Ibanga lesi-3/Std 1/ABET 1				0					0				0	0	0
		Ibanga lesi-4/Std 2				0					0				0	0	0
		Ibanga lesi-5/Std 3/ABET 2				0					0				0	0	0
		Ibanga lesi-6/Std 4				0					0				0	0	0
		Ibanga lesi-7/Std 5/ABET 3				0					0				0	0	0
		Ibanga lesi-8/Std 6				0					0				0	0	0
1	Ibanga lesi-9/Std 7/ABET 4				0					0	2			2	2	2	
I-Further Education and Training (i-FET)	2	Ibanga le-10/Std 8/N1				0	2				2				0	2	2
	3	Ibanga le-11/Std 9/N2				0					0	1			1	1	1
	4	Ibanga le-12/Std 10/N3			4	4	1				1	7			7	8	12
I-Higher Education and Training (I-HET)	5	Ama-Higher Certificate/ i-Advanced National Certificate Vocational				0					0				0	0	0
	6	Ama-Diploma/ Ama-Advanced Certificate				0					0	1			1	1	1
	7	Ama-Bachelor Degree/ ama-Advanced Diploma				0					0				0	0	0
	8	Ama-Postgraduate Degree (i-Honours)/ama-Professional Qualification		1		1					0				0	0	1
	9	Ama-Masters Degree				0					0				0	0	0
	10	Ama-Doctoral Degree				0					0				0	0	0
Isamba			0	1	4	5	3	0	0	0	3	13	0	0	13	16	21

2.4 I-Adult Education and Training (i-AET)

iCrown izosiza ngokuthuthukisa izisekelo Zokuthuthukiswa Kwamakhono ngokwandisa amazinga okufunda ngokubamba iqhaza ku-AET. Ngaphezu kokukhangisa nge-AET emiphakathini eyizungezile, iCrown izoqhubeka nokuqapha izidingo zokufunda eziyisisekelo zabasebenzi futhi iyabazisa abasebenzi ababili (2) asebekhona abadinga ukuhlolwa ukuze kuqinisekise izinga labo lokufunda lamanje. Ngakho-ke iCrown zoxoxisana nalaba basebenzi ngokwenhlokhono ukunquma ukuthi ingabe banayo na intshisekelo yokungena ku-AET. Uma benentshisekelo yokubhalisa, iCrown izoqalisa ukuhola ngenhloso yokubabhalisa ku-AET ngokwe-SLP Yesizukulwane esilandelayo.

2.4.1 Izimpokophelo ze-AET

Umsebenzi uzibophezele ekuthuthukiseni nasekuguquleni abasebenzi bawo kanye nemiphakathi ethintekayo abasebenzela kuyo. **Ithebhula lesi-9** lihlinzeka ngezinhlelo ezibhalwe izimpokophelo ze-AET yemiphakathi ezungezile.

Ithebhula lesi-17: Izimpokophelo ze-AET: Amalungu Omphakathi ngokweCrown18

Izinga le-AET	2023		2024		2025		2026		2027		Isamba	
	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali
Izinga lesi-3 le-AET	10	R534 291	10	R534 291	5	R267 146	6	R320 575	6	R320 575	37	R1 976 877
Izinga Lesi-4 le-AET	10	R534 291	10	R534 291	5	R267 146	6	R320 575	6	R320 575	37	R1 976 877
ISAMBA SESIHLINZEKELO SE-SLP	20	R1 068 582	20	R1 068 582	10	R534 291	12	R641 149	12	R641 149	74	R3 953 755

2.5 Ukuqeqeshelwa Amakhono Okusebenza (Umsebenzi Oyisisekelo)

Inhloso yohlelo lwamakhono asemqoka wukuhlomisa abasebenzi ngamakhono adingekayo ukuze bakwazi ukwenza imisebenzi abayiqashelwe ngempumelelo. Lesi Zinhlelo zakhelwe nokuba zihlomise abasebenzi ngamandla namakhono okuqhubekela emazingeni aphezulu okuqashwa ngaphakathi eCrown Mine.

2.5.1 Izimpokophelo Zokuqeqeshelwa Amakhono Omsebenzi Oyisisekelo

Ukuhlaziywa ngokwezibalo kwezimpokophelo zoHlelo lokuqeqesha lweminyaka emi-5 lwabasebenzi baseCrown Mine abaqashwe ngqo kanye nabangaqashiwe ngqo kuhlinzekwa ku**Thebhula le-10** ngezansi. Lokhu kushiya ngaphandle ukuqeqeshelwa ukuqala umsebenzi okuhlinzekelwa bonke abasebenzi njalo ngonyaka. Uhlelo lwamakhono lugxila ekuqeqesheni abantu ngamakhono adingeka eMayini, ukuze abasebenzi bakwazi ukuKhula Emsebenzini ngokomuntu ngamunye futhi kuqinisekiswa ukusebenza ngokuphephile futhi imisebenzi eyenziwe ibe ngekhizayo.

2.5.2 Uhlelo Lwezinyathelo Zamakhono Omsebenzi Oyisisekelo

ICrown Mine izolokhu ikhuthaza ukufunda kanye namathuba okuqeqeshwa kwabasebenzi futhi ihlole kabusha futhi ichibiyele uHlelo Lokuthuthukisa Amakhono Asemayini.

Ithebhula le-11 lihlinzeka ngohlu lwezinhlelo lwezinyathelo ezithathwa maqondana nalokhu.

- Abasebenzi bazohlinzekwa ngezinhlelo zokuthuthukiswa kwamakhono esikhungweni sokuqeqesha esisemsebenzini kube kunabafundisi bangaphandle abagunyaziwe lapho kudingeka.
- Amakhono akhona njengamanje nadingekayo azonqunywa ngokuhlolwa kwamakhono. Uhlelo lokuqeqesha luzobe seluchitshiyelwa ukuze luvale noma maphi amagebe angavela.
- Uhlelo Lokuthuthukisa Amakhono luzoxhumana noHlelo Lokuthuthuka Emsebenzini, Uhlelo Lokucathulisa, Uhlelo lwe-Internship kanye Nomfundaze, kanye noHlelo Lokuqasha Ngokulinganisa.

Ithebula le-19: Ukuqeqeshelwa Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashwe yiCrown Mine Ngqo20

Izinhlelo	Isikha thi	2023		2024		2025		2026		2027		Isamba	
		Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali
U-operator Nokuthola Ilayisense	Izinsu ku ezi-5	10	R33 979	10	R34 319	10	R34 659	10	R35 016	9	R31 927	49	R169 900
ISAMBA SESIHLINZEKELO SE- SLP		10	R33 979	10	R34 319	10	R34 659	10	R35 016	9	R31 927	49	R169 900

Ithebula le-21: Uhlelo Lwezinyathelo Eziqondene Namakhono22

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Wenza Ucwaningo Lwamakhono ukuhlonza izidingo zokuqeqesha ezihambisana nemisebenzi yebhizinisi eyisisekelo	Umphathi Wezabasebenzi
Uzoqinisekisa nokubhalisa zonke iziqu zabasebenzi	Umphathi Wezabasebenzi
Uzokwakha uhlelo lokuqeqeshela amakhono oluhlanganisile olunezimpokophelo, izabelomali kanye nezikhathi ezimisiwe (ngokuhambisana nezibopho ezibhalwe ku-SLP kanye nohlelo lwebhizinisi)	Umphathi Wezabasebenzi
Uhlanganisa imiphumela futhi ayididiyele kuHlelo Lwamakhono Lwasemsebenzini	Umphathi Wezabasebenzi
Uhlinzeka ngokuqeqesha nokufunda okuhambisana neziqondiso ezibaluliwe, amagebe kwezamakhono futhi okuhambisana ne-HDP ezimpokophelweni zezokuphatha	Umphathi Wezabasebenzi

2.6 Ama-Learnership

Ama-Learnership ayizinhlelo zokufunda ezibhalisiwe nezigunyaziwe ezibandakanya isipiliyoni somsebenzi ngokuwenza, kanye nezifundo zezinjulalwazi, okudidiyela ukufunda kwasemsebenzini nokwesikhungo semfundo. Ngohlelo lwama-learnership, abantu bakwazi ukusebenzela ukuthola iziqu besebenza. Luhlinzeka ngolwazi oluvela nhlangothizonke ohlakeni lwezeziqu futhi luhlinzeka ngolwazi olunenzuzo ephathekayo lomsebenzi oyimpumelelo. Ingxenye yokufunda ehlelekile yama-learnership izobandakanya izigaba ezimisiwe zeyunithi ezidingekayo zokuhlenganisa iziqu, njengokufunda okuyisisekelo, ukufunda okungumongo kanye nokugxila emkhakheni okhethiwe. Isipiliyoni somsebenzi kumele sihambisane nokufunda okuhlelekile futhi silungiselele abafundi ukuholelwa amakhono omsebenzi.

ICrown izibophezele ekuhlinzekeni ngamathuba ama-Learnership amalungu omphakathi (18.2). Ukufakwa kwabafundi emsebenzini, ikakhulukazi abaku-18.2 kuzonqunywa ngokokubela kwamathuba okuqashwa okusebenza ngesikhathi beqeda ukufunda.

2.6.1 Izimpokophelo Zama-learnership

Izimpokophelo zeminyaka emi-5 eziveza abantu abasha ababhalisiwe kanye kanye nabadlulele komunye unyaka minyaka yonke, njengoba ama-learnership eba yiminyaka emi-3 njengoba kubhalwe ku**Thebhula 12** ngezansi.

Ithebhula le-23: Ukuzibophezela kweminyaka emihlanu (5) kumaLearnship Agunyaziwe e-QCTO - Omphakathi ngokweCrown24

Izinhlelo	Isikhathi	2023			2024			2025			2026			2027			Isamba		
		Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali
Ubunjiniyela	36 Izinyanga	8	0	R374 355	0	8	R598 967	8	0	R355 637	0	8	R336 919	8	0	R205 895	24	16	R1 871 773
ISAMBA SABAHLOMULI		8	0		0	8		8	0		0	8		8	0		24	16	
ISAMBA SESIHLINZEKELO SE-SLP		8		R374 355	8		R598 967	8		R355 637	8		R336 919	8		R205 895	40		R1 871 773

2.7 Uhlelo Lokuthuthuka Emsebenzini - UMthethonqubo 4b (b)(ii)

2.7.1 Isethulo

UHlelo Lokuthuthuka Emsebenzini luhlose ukuveza indlela yokunyuka emsebenzini yabasebenzi, okuveza imizila engase ilandelwe ukuze umsebenzi asuke noma ashintshe esuka kwesinye isikhundla eya kwesinye ngaphakathi komkhakha ngamunye. Lokhu kuzofezeka ngokuchaza izindlela zokufaneleka, njengamakhono nesipiliyoni esidingekayo ngokwezigaba zemisebenzi ezinhlobonhlobo. Ngakho uHlelo lokuqeqesha nokuthuthuka emsebenzini lube seluba yindlela yokuthuthukisa amakhono abasebenzi okunyukela kwesinye isikhundla esisezingeni elifanayo noma kwelingaphezulu. Indlela yokuThuthuka Emsebenzini ingasetshenziswa nangesikhathi sokuhlunga nokuqasha, ukuqeqesha nokuthuthukisa kanye nokulawulwa kokuqashwa kwabasebenzi.

Impokophelo yokuhlela indlela yokuthuthuka emsebenzini wukuqinisekisa ukuthi abasebenzi abakhethiwe bayasimama bangene ezikhundleni zezobuchwepheshe nezokuphatha, okuhambisana nokudingekayo ngokukaSomqulu Wezokufukulwa Kwabantu Abanhlobonhlobo Kwezenhlokomnotho. Lokhu-ke kubiza imisebenzi elandelayo okumele yenziwe:

- Abasebenzi beCrown kudingeka basekelwe ngamakhono abazowafunda ezifundweni zesikhathi esifishane eziqondene nomsebenzi.
- Inqubo yokuhlelela ukuthuthuka emsebenzini kumele ivame ukubuyezwa, futhi inqubekela phambili yayo kumele iqashwe minyaka yonke.

2.7.2 Izimpokophelo Zokuthuthuka Emsebenzini

UHlelo Lokuthuthuka Emsebenzini lususelwe ezidingweni zeNkampani. Lolu hlelo luzoshintsha ngokwezidingo zeNkampani. ICrown izosebenzisa uHlelo Lokuthuthuka Emsebenzini njengendlela eyisisekelo yokuhlomisa abasebenzi bayo nokuhlangabezana nezidingo zokuqasha zeNkampani.

Ithebhula le-25: Izimpokophelo Zokuthuthuka Emsebenzini26

Uhlelo lwe-HRD	Ukuphawula	2023	2024	2025	2026	2027	Isamb a
		Impoko phelo	Impoko phelo	Impoko phelo	Impoko phelo	Impoko phelo	Impoko phelo
I-Advanced Generic Management Program (UHlelo Lokuphatha Oluwujikelele Oluthuthukile)	I-Junior Leadership (Ubuholi Obuncane)	0	0	1	0	1	2
I-Management Development Program (UHlelo Lokuthuthukiswa Kwabaphathi)	GIBS MDP	0	0	1	0	1	2
Uhlelo Lwama-Learnership Ezobunjiniyela	18,1	1	1	0	0	1	3
I-Internship (UHlelo Lokuthuthukisa Abafundi Abagodile)	I-Internship Yangaphakathi (Kusuka Kulabo Abanikwa Umfundaze)	1	0	0	1	1	3
I-Internship (Ukufundela Umsebenzi Emsebenzini)	Ukubambisana namakolishi e-FET	0	0	0	1	1	2
ISAMBA		2	1	2	2	5	12

2.7.3 Uhlelo Lwezinyathelo Zokuthuthuka Emsebenzini

UHlelo Lokuthuthuka Emsebenzini lususelwe ezidingweni zeNkampani. Lolu hlelo luzoshintsha ngokwezidingo zeNkampani. ICrown Mine izosebenzisa uHlelo Lokuthuthuka Emsebenzini njengendlela eyisisekelo yokuhlomisa abasebenzi bayo nokuhlangabezana nezidingo zokuqasha zeNkampani

ICrown Mine izokhuthala ekukhuthazeni Ukuthuthuka Emsebenzini kanye namathuba okushiyelela izikhundla kwabasebenzi. ICrown Mine izochibiyela uHlelo Lokuthuthuka Emsebenzini. UHlelo Lokuthuthuka Emsebenzini luzoqaliswa ngendlela elandelayo:

- Kuzokwakhiwa izindlela zokuthuthuka emsebenzini;
- ICrown Mine izoqhubeka nokuqalisa inqubomgomo. inqubo kanye noHlelo Lokuthuthuka Emsebenzini, olwazisa isimo sokukhula komsebenzi, luqondene ngqo nomsebenzi kanye namazinga okuqashwa ahambisana nesimo, uhlelomumo lwezikhundla, abasebenzi, izidingo ngokwamakhono, kanye nezidingo Zezokuqasha Ngokulinganisa zeCrown Mine;
- UHlelo Lokuthuthuka Emsebenzini luzoqaliswa bese lusebenze esikhathini seminyaka emihlanu (5) futhi luzobe selucutshungulwa njalo eminyakeni emihlanu (5);
- Ukuthuthuka emsebenzini kumele kusetshenziselwe ukuthuthukisa ukugcineka kweNkampani, ukugculisa kwebhizinisi, ukuthuthuka kwabasebenzi, ukukhiqiza, ukwaneliseka kwabasebenzi kanye nozinzo lwabasebenzi;
- Uhlelo Lwezokukhula Emsebenzini luzoxhumana noHlelo Lokuthuthukisa Amakhono, Uhlelo Lwama-Learnership, Uhlelo Lwe-Internship kanye Nomfundaze, Uhlelo Lokucathulisa kanye noHlelo Lwezokuqasha Ngokulinganisa.
- Lokhu kumele kuhambisane ngokusondelene futhi kuxhumane nezidingo zamakhono ashodayo, amakhono aqondene nomsebenzi kanye nokuthuthukiswa/ukwenyuka kwabasebenzi eCrown Mine;
- Kunezindlela ezimisiwe zabantu zokwenyuka kwabasebenzi besuka emazingeni abanamakhono azezingeni eliphansi kuya emazingeni amakhono aphezulu kanye namazinga okuphatha uma kungase kuvele amathuba omsebenzi futhi kube nezikhala zomsebenzi ezivelayo;
- UHlelo Lokuthuthuka Emsebenzini luzoqinisekisa ukuthi iziqu zemfundo, izifiso, izidingo zokuthuthuka, kanye namathuba angase avelele abasebenzi ayaziswa ngokuqondana nezidingo namandla eMayini; futhi
- ICrown Mine izohlonza labo basebenzi ababonakala bengase babe namakhono, abadinga amanye amakhono ezikhundleni abakuzo, kanye nabasebenzi abadinga amakhono abhekiswe ekuThuthukeni Emsebenzini ukuze bagcwalise izikhala zangomuso.

2.8 Izinhlelo zamakhono Adlulisekayo

2.8.1 Isethulo

ICrown Mine izolokhu iqhubeka nokuhlola imayini isasebenza ukubheka amathuba angadluliseka. Kuzodinga kakhulu ukugxila emakhonweni adlulisekayo lapho kunamathuba okudilizwa kwabasebenzi, ukuncishiswa kwesibalo sabasebenzi kanye namathuba okuvalwa kwemayini. Inhloso yohlelo wukuhlomisa abasebenzi ngamanye amakhono abangawasebenzisa embonini yezimayini. Azikho izimpokophelo zamakhono Adlulisekayo abaluliwe ezimiselwe iCrown Mine, njengoba kumiswe kuSendlalelo. Izimpokophelo Zamakhono Adlulisekayo zendlalwe kuthebhula elingezansi.

Ithebhula le-27: Izimpokophelo Zamakhono Adlulisekayo Agunyaziwe - Umphakathi 18.228

Izinhlelo	Isikhathi	2023		2024		2025		2026		2027		Isamba	
		Impoko phelo	Ukuzibophezela Ngokwezimali	Impoko phelo	Ukuzibophezela Ngokwezimali	Impoko phelo	Ukuzibophezela Ngokwezimali	Impoko phelo	Ukuzibophezela Ngokwezimali	Impoko phelo	Ukuzibophezela Ngokwezimali	Impoko phelo	Ukuzibophezela Ngokwezimali
Uhlelo Lwamakhono eCarpentry	Izinyanga ezi-3		R0		R0		R0	2	R100 000		R0	2	R100 000
Ilayisense Yokushayela	Amaviki ama-4	1	R50 000	1	R50 000	1	R50 000		R0		R0	3	R150 000
Uhlelo Lwamakhono EPlumbing	Izinyanga ezi-3		R0		R0		R0		R0	2	R100 000	2	R100 000
ISAMBA SESIHLINZEKELO SE-SLP		1	R50 000	1	R50 000	1	R50 000	2	R100 000	2	R100 000	7	R350 000

2.9 Izikhala zomsebenzi okunzima ukuzigcwalisa

Izikhala okunzima ukuzigcwalisa zimele izikhala ezigcwalisiwe njengamanje kanye nezikhala ezingagcwalisiwe okunzima ukuzivala ngenxa yokunganelisi kwakhono adingekayo aqondene nawo. Lokhu kungamela izinselele zangomuso zeCrown Mine ukuze ikwazi ukuhlala ilandela imigomo yezibopho Zokuqasha Ngokulinganisa njengoba kumiswe kuSomqulu Wezezimayini.

Ithebhula le-29: Izikhala Zomsebenzi okunzima ukuzigcwalisa ngokweSithasiselo II semithethonqubo ye-MPRDA30

Amazinga Lomsebenzi	Igama Lesikhundla esinesikhala	Isizathungqangi sokwahluleka ukuvala isikhala
Abaphathi Abengamele	Lutho	Lutho
Abaphathi Abakhulu	Lutho	Lutho
Abasebenzi abenza imisebenzi yezamakhono obuchwepheshe kanye nabaneziqu zasezikhungweni zemfundo ephakeme, abaphathi abancane, abaqaphi	Lutho	Lutho
Abanamakhono amaphakathi kanye nokuthatha izinqumo ngokwezinqumo ezithathwa ngokwamandla	Lutho	Lutho
Abangenamakhono kanye nokuthatha izinqumo okubaluliwe	Lutho	Lutho

2.10 UHlelo Lokucathulisa Emsebenzini - UMthethonqubo 46 (b) (iii)

2.10.1 Isethulo

Ukucathulisa kuyinqubo esemqoka kanye nethuluzi lokusekela ukuthuthukiswa kwabantu, Ukuqasha Ngokulinganisa, ukuhlela kwe-HRD, kanye nokuphathwa kokwenziwa kwemisebenzi. Kuwubudlelwano obumiswe ngokugcwele phakathi kukamcathulisi nomcathuliswa futhi kusungulelwe ukusimamisa umcathuliswa emsebenzini ngokwakha amakhono nolwazi. Le yinqubo eqhubekayo futhi iqinisekisa ukuthi amathuba okuphumelela kamcathuliswa ayavuleka, okuhlomulisa bonke abantu, kubalwa nemayini.

Ukucathulisa kwangaphakathi kusho ukucathuliswa "kwangaphakathi emsebenzini" lapho abasebenzi abasezingeni eliphansi bebhlangqwa nabasebenzi abasezingeni eliphezulu ukuze babadlulisele amakhono.

Ukucathulisa kwangaphandle kusho ukuqeqesha okuvela ngaphandle kwezinkampani ze-BEE ezinentshisekelo kwezokuvukuza.

UHlelo Lokucathulisa lweCrown Mine luzoletha indlela yokungenelela ehlelisisiwe nengeyongoti yokulawula uhlelo olukhulu lokusekela abasebenzi nokuThuthukiswa Kwamakhono ngaphakathi Kwemisebenzi. Njengamanje iCrown Mine inohlelo lokucathulisa olumisiwe olugxila ekudluliseni amakhono enkampanini.

2.10.2 Izimpokophelo Zokucathulisa

- UHlelo Lokucathulisa lugxila ekucathuliseni abasebenzi abahlonziwe ukuze baqhubekele ezikhundleni ezibaluliwe uma kwenzeka zivela noma ukuqinisekisa ukufaneleka ekhonweni elibaluliwe;
- UHlelo Lokucathulisa luxhanyaniswa nokuQeqeshela Amakhono, ama-Learnership, Ukuthuthuka Emsebenzini, ama-Internship, kanye Nokuqasha Ngokulinganisa;
- UHlelo Lokucathulisa lususelwa ezifisweni zabasebenzi kanye nezidingo zebhizinisi zenkampani.

IThebhula lama-16 lihlinzeka ngesifinyezo sezimpokophelo zokucathulisa zeCrown Mine eminyakeni emi-5 ezayo.

Ithebhula le-31: Izimpokophelo Zokucathulisa Emsebenzini zeCrown32

Izigaba Zabasebenzi	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Ezokuqoqwa kwensimbi	1	1	1	1	1	5
Ubunjiniyela	1	1	1	1	1	5
Ezezimali, Ezabasebenzi	1	1	1	1	1	5
ISAMBA SESIHLINZEKELO SE-SLP	3	3	3	3	3	15

***UHlelo lokucathulisa lweCrown Mine** lugxila ekuthuthukiseni umuntu ngamunye ukuze asimamele emazingeni aphezulu. Laba bantu nokho bahlala ohlelweni zize zivele lezo zikhala.

2.10.3 UHlelo Lwezinyathelo Zokucathulisa

ICrown Mine ikhuthaza amathuba okucathulisa phakathi kwabasebenzi phakathi kwabasebenzi abangaqashwa kwezinye izikhundla enkampanini.

- UHlelo Lokucathulisa lugxila ekucathuliseni nasekuqeqesheni abasebenzi ukuze balungele izikhundla zezobuchwepheshe. Lokhu kuzohambisana namakhono kanye nezidingo Zezokuqasha Ngokulinganisa zeCrown Mine.
- UHlelo Lokuthuthukisa Amakhono luxhumene noHlelo Lokuthuthukisa Amakhono, UHlelo Lwama-Learnership, UHlelo Lokuthuthuka Emsebenzini, UHlelo Lwe-Internship kanye Nomfundaze, kanye noHlelo Lwezokuqasha Ngokulinganisa.
- UHlelo lwezinyathelo lokuqaliswa koHlelo lokucathulisa luhlinzekwe ku**Thebhula le-17** futhi luzobuyekeza minyaka yonke.
- Maqondana nokucathuliswa kwabasebenzi kwangaphakathi, iCrown Mine iqalise izindlela ezilandelayo:
 - Ukusungula izinhlelo zokuqalisa ukucathulisa ngaphakathi eCrown Mine;
 - Ukuhlonda abacathulisi / abacathuliswa;
 - Ukuqondanisa abacathulisi nabacathuliswa abafanele;
 - Ukumisa imigomo yobudlelwano kanye nezinhlelo zeziNhlelo zokufunda; kanye
 - Nokuqalisa kanye nokuqapha inqubekelaphambili yabacathuliswa kanye nokuyicubungula.
- UHlelo lokucathulisa luqaliswe ngezinyathelo ezilandelayo:
 - Ukudlulisa amakhono ukuhlonda abasebenzi;
 - Ukucathulisa nokuqeqesha abasebenzi maqondana namathuba ama-learnership;
 - Ukuqinisekisa ukuthi abacathulisi bahlonyiswe ngokwanele ngeqhaza labo;
 - Ukuqinisekisa ukuthi abacathuliswa baqondaniswa nabacathulisi abafanele ngokwezimo zabantu njl.; kanye
 - Nokuhlinzeka ngoHlelo lokuthuthukisa lomuntu ngamunye olusheshayo lwalabo basebenzi abahlonzwe ngokuthi babukeka bengase babe namakhono kanye nezifiso.

Ithebhula le-17: Uhlelo Lwezinyathelo Zokucathulisa Emsebenzini³³

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukuqhubeka nokuqalisa uhlelo Lokucathulisa unyaka nonyaka ngokwezivumelwano zomcathulisi/nomcathuliswa	Umphathi Wezabasebenzi
Minyaka yonke ubuyekeza abasebenzi abangakhethwa ngokwamakhono baleso sikhathi bese aqondanise umcathulisi nomsebenzi omusha	Umphathi Wezabasebenzi
Ukuhlonza abantu abangase babe abacathulisi futhi bahlelelwe ukuqeqesha okubafanele	Umphathi Wezabasebenzi
Ukuhlola kwaminyaka yonke kanye nokubuyekezwa koHlelo lokuqalisa.	Umphathi Wezabasebenzi

2.11 UHlelo lwe-internship noMfundaze - UMthethonqubo 46 (b) (iv)

2.11.1 Isethulo

ICrown Mine iyasazi isidingo sokungagcini ngokusiza abasebenzi bayo ngamathuba okuthuthuka, kodwa nalawo malungu omphakathi wasendaweni ukuze akwazi ukuthola imfundo ephakeme (imifundaze) kanye nesipiliyoni somsebenzi (ama-internship). Uhlelo lomfundaze luzisa ukuthuthukisa umuntu ngamunye, okube sekuhlinzeka umsebenzi ngamakhono adingekayo. Ngaphandle kweziqu eziqondene nebhizinisi, iMayini iyazazi nezidingo zokuthuthukisa abantu abaneziqu kweminye imikhakha yomnotho, omiphakathi yabo ithintekile ngenxa yemayini.

ICrown izoqhubeka nokuqalisa uHlelo lwemifundaze, ebele ngokuvulwa kwezikhala ezinhlobonhlobo, zamakhono amaphakathi namanye amakhono eMayini ICrown Mine inemalimboleko yokufunda ebhalwe yachazwa ngokugcwele kanye nohlelo lokusiza lwabasebenzi ukuze bakwazi ukuqhubeka emikhakheni yobungoti abakuyo njengamanje; ezokuqoqwa kwensimbi (i-metallurgy), ezobunjiniyela, ezabasebenzi, ezezimali, imisebenzi yezobuchwepheshe kanye nezemvelo kanye nokwakha amathuba angomuso ukuze bakwazi ukwazi ngeminye imikhakha esesikhungweni. Indlela yeCrown Mine yezemifundaze ingabonakala kunqubomgomo yemifundaze yenkampani.

2.11.2 Izimpokophelo Zezemifundaze

Ithebhula le-18 neThebhula le-19 ahlinzeka ngoSizo Lokufunda lweCrown Mine nezimpokophelo zoMfundaze wezi-2023 – 2027. Uhlelo lweMifundaze luzoxhunyaniswa noHlelo Lokuqasha Ngokulinganisa.

2.11.3 Uhlelo lwezinyathelo ezizothathwa

Imifundaze yangomuso izoklonyeliswa ngokweziqu zobungoti ezidingekayo ebhizinisini. Isibalo samathuba ahlinzekwayo sizoncika esimweni sezimali nasesidingweni sokuqasha seNkampani. I-Internship izonikwa abafundi abaqede izifundo zabo ezikhungweni zemfundo ephakeme. Lokhu kusebenza kubanikazi bemifundaze kanye nalabo abangayitholanga imifundaze yeCrown Mine.

ICrown Mine izoqalisa izinyathelo ezingokweqhingaswe ezilandelayo maqondana nama-internship nemifundaze:

- Ukuvumela abantu ukuba basebenze befunda ebantwini abanamakhono eMayinini;
- Ukuthuthukisa ukusheshiswa kokutholakala ngokulinganayo kwamathuba emifundaze nama-internship;
- Ukufaka umamukeli we-internship nowomfundaze njengelungu elisebenza eNkampanini uma kwenzeka kuvela amathuba omsebenzi afanele;
- Ukuhlinzeka abaqaphi bama-internship nemifundaze ukuze basebenze njengothisha futhi baqaphe uHlelo;
- Ukubandakanya ama-intern emisebenzini enhlobonhlobo nokwenza ukuthi bahlangabezane nezinselele ezibanzi ezinhlobonhlobo emsebenzini;
- Ukuhlinzeka ngokucubungula okuqhubekayo kwe-internship nomfundaze ngamunye;
- Ukuqondanisa ama-intern nabanemifundaze kunethiwekhi yongoti embonini;
- Ukuhlinzeka ngohlelo lomfundaze lokuhlinzekela Abafundi abafisa ukufunda izifundo ezisezingeni le-undergraduate noma ele-postgraduate emikhakheni ehambisana nezimayini;
- Ukukhangisa ngamathuba ama-internship nemifundaze ngokufanele ngaphakathi eCrown Mine, kanye nohlelo lokukhetha oludingekayo kwawo;
- Ukuhlonza Abafundi abakhethiwe ezingeni langaphambi kwemfundo ephakeme ukuze kufukamelwe amakhono kusasekuqaleni. Abafundi bazohlinzekwa ngemifundaze efanele izidingo zamanje nezangomuso zezimakethe zasemkhakheni wezokuvukuza kanye neNkampani; kanye
- Nokuhlinzeka ngemifundaze ekhokha izindleko zokubhalisa, ukufunda, indawo yokuhlala, kanye nempahla yokufunda.
- Lolu hlelo luzokwakhelwa isikhathi seminyaka emihlanu (5) futhi luzobuyekezwa ekupheleni kwesikhathi ngasinye. Uhlelo lwezinyathelo lwakhelwe ukulandela uHlelo lwama-Internship neMifundaze, njengoba kuvezwe ku**Thebhula lama-20**.

Ithebula le-34: Umfundaze: Abasebenzi Abaqashwe ICrown Mines Ngqo (Abangaphakathi 18.1)35

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali
	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela
Ubunjiniyela	1	0	R30 000	0	1	R30 000	0	0	R0	1	0	R100 000	0	1	R60 000	2	2	R220 000
Imisebenzi Yokusekela	0	0	R0	0	0	R0	1	0	R100 000	0	1	R60 000	0	0	R0	1	1	R160 000
ISAMBA SABAHLOMULI	1	0		0	1		1	0		1	1		0	1		3	3	
ISAMBA SESIHLINZEKELO SE-SLP	1		R30 000	1		R30 000	1		R100 000	2		R160 000	1		R60 000	6		R380 000

Ithebula le-36: Izimpokophelo Zomfundaze: Umphakathi weCrown Mine (Abangaphandle 18.2)37

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali
	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela	Okusha	Kuyaqhubeke	Ukuzibophezela
Imisebenzi Yokusekela	1	0	R70 000	0	1	R70 000	1	0	R100 000	0	1	R60 000	1	0	R100 000	3	2	R400 000
ISAMBA SABAHLOMULI	1	0		0	1		1	0		0	1		1	0		3	2	
ISAMBA SESIHLINZEKELO SE-SLP	1		R70 000	1		R70 000	1		R100 000	1		R160 000	1		R100 000	5		R400 000

Ithebula lama-38: Uhlelo Lwezinyathelo Lwemifundaze39

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukunquma ngezidingo zebhizinisi ngokwezidingo ze-internship nomfundaze okuqondene nengomuso.	Umphathi Wezabasebenzi
Ukuthuthukisa uHlelo lokuqalisa lwama-intership nemifundaze.	Umphathi Wezabasebenzi
Ukuthuthukisa nokuqalisa uHlelo lokwazisa abasebenzi nemiphakathi yasendaweni ngamathuba ama-internship nemifundaze eCrown Mine	Umphathi Wezabasebenzi
Ukuhlola kwaminyaka yonke kanye nokubuyekeza koHlelo lokuqalisa	Umphathi Wezabasebenzi

2.11.4 Izimpokophelo Zama-Internship

Ithebhula lama-21 lihlinzeka ngoSizo Lokufunda lweCrown Mine nezimpokophelo zoMfundaze wezi-2023 – 2027. UHlelo lweMifundaze luzoxhunyaniswa noHlelo Lokuqasha Ngokulinganisa.

Izimpokophelo zoHlelo lwe-Internship zisohlwini oluku**Thebhula lama-21**.

Ithebhula lama-40: Izimpokophelo Zama-internship - Umphakathi weCrown41

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali	Impokophelo		Yezezimali
	Okus ha	Kuyaqhub eka	Ukuzibophe zela	Okus ha	Kuyaqhub eka	Ukuzibophe zela	Okus ha	Kuyaqhub eka	Ukuzibophe zela	Okus ha	Kuyaqhub eka	Ukuzibophe zela	Okus ha	Kuyaqhub eka	Ukuzibophe zela	Okus ha	Kuyaqhub eka	Ukuzibophe zela
Oneziqo Zobunjiniyela	1	0	R300 000	0	1	R300 000	0	0	R0	0	0	R0	1	0	R300 000	2	1	R900 000
Oneziqo Zemisebenzi Yokusekela	0	0	R0	0	0	R0	1	0	R400 000	0	1	R400 000	0	0	R0	1	1	R800 000
ISAMBA SABAHLOMULI	1	0		0	1	R0	1	0	R400 000	0	1		1	0		3	2	
ISAMBA SESIHLINZEKELO SE-SLP	1		R300 000	0		R300 000	1		R400 000	0		R400 000	1		R300 000	3		R1 700 000

2.12 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izimpokophelo

Ithebhula lama-42: Izimpokophelo Zokubalwa Kwabasebenzi Bebonke Ngokwe-HRD (2023 - 2027)43

Izinhlelo	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Izimpokophelo ze-AET – Umphakathi	20	20	10	12	12	74
Amakhono Ebhizinisi Asemqoka - Abasebenzi Abaqashwe Ngqo	10	10	10	10	9	49
Okwangaphakathi (18.1) Imifundaze - Abasebenzi Abaqashwe Ngqo	1	1	1	2	1	6
Imifundaze Yangaphandle (18.2) – Umphakathi	1	1	1	1	1	5
Ama-learnership Angaphandle (18.2) – Umphakathi	8	8	8	8	8	40
Ama-intership Angaphakathi - Abasebenzi Abaqashwe Ngqo	1	1	1	1	1	5
Abasebenzi Abaqeqeshelwa Amakhono Adlulisekayo (18.2) – Umphakathi	1	1	1	2	2	7
Ukucathuliswa emsebenzini	3	3	3	3	3	15
Uhlelo Lokuthuthuka Emsebenzini	2	1	2	2	5	12
ISAMBA SESIHLINZEKELO SE-SLP	47	46	37	41	42	213

2.13 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izinhlinzeko Zezezimali

Ithebhula lama-44: Izinhlinzeko Zezimali ze-HRD Zizonke (2023 - 2027)45

Incazelo	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Izimpokophelo ze-AET: Amalungu Omphakathi (18.2)	R1 068 582	R1 068 582	R534 291	R641 149	R641 149	R3 953 753
Ukuqeqeshela Amakhono Ebhizinisi Asemqoka - Abasebenzi Abaqashwe Ngqo (18.1)	R33 979	R34 319	R34 659	R35 016	R31 927	R169 900
Ukuzibophezela kumaLearnship Agunyaziwe e-QCTO - Omphakathi ngokweCrown (18.2)	R374 355	R598 967	R355 637	R336 919	R205 895	R1 871 773
Amakhono Adlulisekayo: Abasebenzi Abaqashiwe - 18.1	R50 000	R50 000	R50 000	R100 000	R100 000	R350 000
Imifundaze: Umphakathi (Okwangaphandle 18.2)	R70 000	R70 000	R100 000	R60 000	R100 000	R400 000
Imifundaze: Abasebenzi Abaqashwe Ngqo (Okwangaphandle 18.1)	R30 000	R30 000	R100 000	R160 000	R60 000	R380 000
Ama-Internship: Umphakathi (Okwangaphandle 18.2)	R300 000	R300 000	R400 000	R400 000	R300 000	R1 700 000
ISAMBA	R1 926 916	R2 151 868	R1 574 587	R1 733 084	R1 438 971	R8 825 426

2.14 Uhlelo Lokulinganisa Kwezemisebenzi - UMthethonqubo 46 (b) (v)

2.14.1 Isethulo

Yonke imisebenzi ye-Ergo Mining ihambisana ngokugcwele nemigomo kaSomqulu Wezezimayini futhi iphokophela ekufezeni okungaphezu kwezidingo eziyisisekelo. Inkampani ikholwa wukuthi Ukuqasha Ngokulinganisa kuyingxenye ebaluleke kakhulu ekwakheni abasebenzi abasebenza ngempumelelo ukuqinisekisa ukulingana phakathi kwabasebenzi bayo. Kuzoba nezinhlelo eziqondiswe ekuhlonzeni lawo ma-HDP anethalente kanye nokusheshisa izinhlelo zokuqeqesha nezokuthuthukisa ukubasiza ngenqubekela phambili.

2.14.2 Isisekelo Sokuqasha Ngokulinganisa

Njengamanje i-DRDGOLD ibika ngendlela ehlanganisayo, ebandakanya imisebenzi enhlobonhlobo. Uguquko lwangaphakathi lwe-DRDGOLD lulawulwa uMthethosisekelo waseNingizimu Afrika kanye ne-MPRDA, ekhuthaza ukulingana nokungachemi, isithunzi, ukuvuleleka kanye nesibopho sokuphendula. Okubaluleke kakhulu, uMthethosisekelo awugcini ngokuchaza ukulinganisa ngokumiswe ngokugcwele, kodwa uvumela nokuqaliswa kwezinyathelo zokubeka ababephucwe amathuba phambili.

Kubikwa ngenqubekela phambili kwezokuQasha Ngokulinganisa minyaka yonke kuMnyango Wezabasebenzi (i-DoL), futhi uHlelo Lokuqasha Ngokulinganisa luzoqhubeka nokubhalwa ngokwezidingo zoMthetho Wokuqasha Ngokulinganisa futhi uzoshicilelwa futhi kuthunyelwe ku-DoL minyaka yonke. Impokophelo yalolu Hlelo ukuqinisekisa ukugcinwa kokulinganisa kuyo yonke imisebenzi yalo kanye nokwakha amaqhingasuka okukhuthaza izinyathelo zokubeka phambili ababephucwe amathuba phambili phakathi kwamaqembu ahlukahlukene.

Izibalo Zokuqashwa Ngokulingana kwabasebenzi abaqashwe ngokugcwele eCrown Mine ziqukethwe kuFomu S kuThebhula lama-24, kube iThebhula lama-24 lendlala izimpokophelo zeCrown Mine zesikhathi se-SLP.

ICrown Mine iyaqhubeka futhi izoqhubeka ukwenza okulandelayo:

- Ukufeza izimpokophelo ze-EE njengoba zimiswe kuSomqulu Wesezimayini wezi-2018.
- Ukusebenzisa izinhlelo ze-HRD ngendlela ehambisana nezimpokophelo ukuqinisekisa ukumelwa okukhulu kwama-HDP, abesifazane, abasha, abantu abaphila nokukhubazeka kuwo wonke amazanga esikhungo.
- Ukuqinisekisa izinqubo ezilinganisayo nezingacwasi kwezamalungelo nesithunzi sabo bonke abasebenzi noma ngabe bangaboluphi uhlanga, ubulili kanye nokuphila nokukhubazeka.
- Ukuhlonza nokususa izinqubo ezingase zicwase; kanye
- Nokuqinisekisa ukuthi abasebenzi kuwo wonke amazanga baneziqu ezibafanele noma banamathuba okuhlangabezana nezidingo ezikhethekile zomsebenzi;
- Ukuqinisekisa ukuthi kuphokophelwa kubantu besifazane ukuze bathole ama-learnership, imifundaze, ukuthuthuka emsebenzini futhi ikakhulukazi ngesikhathi senqubo yokuqasha, abantu besifazane bazobhekwa yinkampani.

IThebhula lama-24 liveza ukuthi iqhingasu leCrown Mine lizozithuthukisa kanjani izibalo zamanje ze-EE eminyakeni emihlanu ezayo.

IThebhula lama-46: Izibalo ngokweFomu S leCrown Mine Lokuqasha Ngokulinganisa kusukela ngomhla zingama-31 Disemba 202247

Amazinga	Abesifazane				Abesilisa				Ongowakwe linye ilizwe		Isamba Sisonke	% Lesamba se-HDP	% Labesifazane
	Abampish olo	Amakhaladi	AmaNdi ya	Abelung u	Abampish olo	Amakhaladi	AmaNdi ya	Abelung u	Abesili sa	Abesifaza ne			
*IBhodi											0	0%	0%
*Abaphathi Abengamele (Paterson F)											0	0%	0%
Abaphathi Abakhulu (Paterson E)											0	0%	0%
Abaphathi Abamaphakathi (Paterson D)											0	0%	0%
Abaphathi Abancane (Paterson C)					5			4	1		10	50%	0%
Abanamakhono Amaphakathi (Paterson B)	1				5						6	100%	17%
Abangenamakhono (Paterson A)	2				3						5	100%	40%
Isamba Sisonke											21	36%	8%
Amakhono Asemqoka Nabalulekile	3				13			4	1		21	76%	14%
Ukusekela											0	0%	0%
Isamba Sisonke											21	38%	7%
Abaphila Nokukhubazeka											21	0%	0%

*Akubikiwe ngeBhodi neZikhulu Eziphethe eZingeni lezeLungelo Lokuvukuza. Kubikwe ngabaPhathi Abamaphakathi Nendawo kanye nabangaphansi eZingeni lezeLungelo Lokuvukuza.

2.14.3 Izimpokophelo Zokuqasha Ngokulinganisa

IThebhula lama-48: Izimpokophelo Zokuqasha Ngokulinganisa eCrown Mine zesikhathi se-SLP yeminyaka emi-549

Amazinga	2023/24		2024/25		2025/26		2026/27		2027/28	
	Impokoph elo ye-HDP	Impokoph elo Yabesifazane	Impokoph elo ye-HDP	Impokoph elo Yabesifazane	Impokoph elo ye-HDP	Impokoph elo Yabesifazane	Impokoph elo ye-HDP	Impokoph elo Yabesifazane	Impokoph elo ye-HDP	Impokoph elo Yabesifazane
*IBhodi										
*Abaphathi Abengamele										
Abaphathi Abakhulu	50%	25%	50%	25%	50%	25%	50%	25%	50%	25%
Abaphathi Abamaphakathi	60%	25%	60%	25%	60%	25%	60%	25%	60%	25%
Abaphathi Abancane	80%	30%	80%	30%	80%	30%	80%	30%	80%	30%
Amakhono Asemqoka Nabalulekile	60%	10%	60%	10%	60%	10%	60%	10%	60%	10%
Abaphila Nokukhubazeka	1.5%		1.5%		1.5%		1.5%		1.5%	

*Akubikiwe ngeBhodi neZikhulu Eziphethe eZingeni lezeLungelo Lokuvukuza. Kubikwe ngabaPhathi Abamaphakathi Nendawo kanye nabangaphansi eZingeni lezeLungelo Lokuvukuza.

2.14.4 Uhlelo Lwesinyathelo Sezokulinganisa Kwezemisebenzi

ICrown Mine izoqhubeka nokugcina izimpokophelo ze-EE ezingeni elingengaphansi kwalelo elimiswe uSomqulu Wezezimayini omisiwe noma kunini.

Ithebhula lama-50: UHlelo Lwezinyathelo Lweqhagasu Lokuqaliswa kwe-EE eCrown Mine Mining (Pty) Ltd51

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukwakha uHlelo lwe-EE nokubika ngenqubekela phambili ekufezeni izibopho soMnyango Wezengcebo Evukuzwayo (i-DMPR)	Umphathi Wezabasebenzi
Ukudlulisa imininingwane yoMbiko we-EE weMayini kubo bonke abasebenzi baseMayini. Kuzoba khona nombiko ozonikwa abasebenzi ukuze bawukopishe futhi babonisane ngawo.	Umphathi Wezabasebenzi
Uqinisekisa ukusekelwa okubonakalayo kanye nokuzibophezela kwabaphathi enqubweni ye-EE.	Umphathi Wezabasebenzi
Ukwakha izinqubo zokusheshisa zama-HDP.	Umphathi Wezabasebenzi
Waba abacathulisi ababaluliwe kanye nabaqeqeshi anike bonke abantu abaku-HDP ababonisa amathuba nezifiso zezikhundla zokuphatha.	Umphathi Wezabasebenzi

2.14.4.1 Ukubamba iqhaza Kwabantu Ababephucwe Amathuba Ngokwasemlandweni Wezwe

Okulandelayo kubalulekile kuma-HDP abamba iqhaza:

- ICrown Mine izoqhubeka nokuphokophela ekuqinisekiseni ukuthi izimpokophelo ezimiswe kuSomqulu Wezezimayini ngesikhathi nesikhathi, ezingeni ngalinye lokuphatha wakhiwe ngama-HDP. Nokho, Inkampani izozithuthukisela abasebenzi bayo ukuthi bagcwalise lezi zikhala laphi kungenzeka. Ukuze kufezwe lokhu Inkampani izolandela okulandelayo:
 - Ukukhetha, ukuqeqesha nokuhlomisa abalindele amathuba emazingeni aphansi ngaphakathi esikhungweni ukuze baqhubekela phambili, lapho kungenzeka, bangene ezikhundleni ezingase ziqhamuke. Lokhu kuzoba ngokokuqala okukhethwayo;
 - Ukuqasha abangafaneleka wumsebenzi bangaphandle kweNkampani, kube wumzamo wokugcina, emuva kokuba yonke imizamo seyenziwe iCrown Mine ukuze kuqaliswe isinyathelo esingenhla kwangaphumeleleka.
- Le ndlela izodala ukuthi kube nokuhlonyuliswa kwabantu "ngokweqiniso" futhi kube negalelo kuguquko embonini yezokuvukuza "kunokudla amandla" obekungase kwenzeke.
- ICrown Mine izoqalisa uhlelo lwezinyathelo

- ku**Thebhula lama-27** ukwakha amathuba okubamba iqhaza kwama-HDP emazingeni okuphatha, okuzobuyekwezwa minyaka yonke.

Ithebhula lama-52: Ukubamba iqhaza kwama-HDP oHlelweni Lwezinyathelo Zokuphatha53

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukunquma ngezidingo zokuQasha Ngokulinganisa kanye nokuklama izikhundla zezokuphatha ngokwezidingo ze-MPRDA.	Umphathi Wezabasebenzi
Ukuhlola Abasebenzi Abangase Bafaneleke Izikhundla ngaphakathi eCrown Mine kubasebenzi abangase babe ngabathola ithuba ku-HDP okungagcwalisa izikhundla eziphezulu uma kwenzeka kuvela izikhala (ngokokufaneleka nokunikela, kuhambisana neziNhlelo Zokuthuthuka Emsebenzini kanye Nokuthuthukiswa Kwamakhono).	Umphathi Wezabasebenzi
Uqalisa uhlelo lokuhlelela ukukhula emsebenzini lwe-HDP yabasebenzi beCrown Mine.	Umphathi Wezabasebenzi

ICrown Mine izoqalisa izindlela ezilandelayo ukukhuthaza ukubamba iqhaza kwama-HDP emakhononweni aphezulu nasemazingeni okuphatha:

- Ukusebenzisa umbiko Wezokuqasha Ngokulinganisa ukuze inqume ngokuyikho ngokuxutshwa kwabasebenzi ngokobuhlanga nobulili eMayini;
- Ukuhlola imiphumela yeMibiko Yezokuqasha Ngokulinganisa maqondana nama-HDP abambe iqhaza;
- Ukuhlinzeka ngama-HDP ngokokukhethwa kwawo ukuze alungele izikhundla zamakhono athile nezokuphatha, uma enokudingekayo kulowo msebenzi;
- Ukusebenzisa amaqhingasokuqasha okungenisa ama-HDP afanelekile okuyoba wumzamo wokugcina.
- Ukusebenzisa ukuhlelela Ukushiyelana Izikhundla, nezinhlelo zokuphatha umsebenzi ukuze kulawulwe ukuthuthukisela ama-HDP ezikhundleni zokuphatha;
- Amathuba omsebenzi angaphakathi eCrown Mine azodalulwa.
- Ukuqhubeka nokuqwashisa nokufundisa abasebenzi ngezimo ezibandakanya ubulili, ubuhlanga, kanye nokwahlukana kwabantu ukuze kukhuthazwe isimo sokungacwasani;
- Ukwabiwa kwabacathulisi ababaluliwe kanye nabaqeqeshi anike bonke abantu abaku-HDP ababonisa amathuba nezifiso zezikhundla zokuphatha. Ngale ndlela bazoqeqeshwa ngokwanele ukuze bakwazi ukuba ngabafaneleke ukunyuswa ezikhundleni.

2.14.4.2 Ukubamba iqhaza kwama-HDP Esifazane

Okulandelayo kubalulekile kuma-HDP esimame abamba iqhaza kwezokuvukuza:

- Ukuze kubhekanwe nezinkinga ezadaleka ngokomlando waseNingizimu Afrika (owadala ukuthi izakhamizi eziningi zaseNingizimu Afrika, ikakhulukazi ezingabesimame, zikhishwe inyumbazane ekubambeni iqhaza emnothweni omkhulu), iCrown Mine izophokophela ekufakeni abesimame ezikhundleni ngokomlando "ezazingezamadoda kuphela", eMayini.
- Njengoba kubhalwe uHlelweni lokufukulwa kwabasebenzi, iCrown Mine ayiyibeki phambili inqubomgomo yokuqasha abantu bangaphandle kwenkampani, kodwa kunalokho izothuthukisa abasebenzi asebevele bengaphakathi ngokwenza konke okusemandleni.

- Maqondana nokulandelwa komoya we-MPRDA, iCrown Mine izoqhubeka nokuphokophela ekwandiseni ukubamba iqhaza kwabantu besifazane abamnyama ezikhundleni zokuphatha, ezongoti kanye nemisebenzi yezokuvukuza esemqoka ehambisana nezikhundla:
- **UHlelo Lwezinyathelo Zokubamba Iqhaza** kwama-HDP Esifazane luhlinzekwe ku**Thebhula lama-28**.
- Inqubekela phambili kulezi zinhlelo zibikwa minyaka yonke ngokwezidingo ze-DoL ne-DMPR.
- AmaThebhula abalwe ngenhla azobuyekwezwa minyaka yonke.

Ithebula lama-54: UHlelo Lwezinyathelo Zokubamba Iqhaza kwama-HDP Esifazane⁵⁵

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukuxoxa nokubonisana ngezimo, izinkinga kanye namagebe okugcinwa kwezimiso maqondana nama-HDP Esifazane kuforamu yabesifazane. Izingxoxo ngezinkinga eziqondene nalokhu: • Ukwakha izindlela zokubhekana nezinkinga/izihibe ezingase zibe khona ezivimba ukudidiyela ngempumelelo kanye nokugcinwa kwabesimame; • Ukuqhamuka nezindlela zokushintsha indawo yokuvukuza nokulungisa impahla yokusebenza ukuze ilungele abantu besimame; futhi • Kuqaliswe iziNhlelo zokuqwashisa ukuze kuqwashiswe abesilisa ngemibono ababa nayo ngabesimame.	Umphathi Wezabasebenzi
Ukuqhubeka nokuqapha abantu besimame ekuqalisweni kweziNhlelo zokuvukuza ngokuhambisana noHlelo Lokuqasha Ngokulinganisa.	Umphathi Wezabasebenzi

ISIGABA SESI-3

UHLELO LOKUTHUTHUKISA UMNOTHO WENDAWO:

UMTHETHONQUBO 46 (C) WE-MPRDA



3 UKUTHUTHUKISWA KOMNOTHO WASENDAWENI

3.1 Inqubo Elandelwe Ekuhlonzweni Nasekukhethweni Kwezinhlelo ze-LED

Kucutshungulwe imibono ebalulekile ngenqubo yokuhlonza, ukukhetha nokuthuthukisa izinhlelo ze-LED zeCrown Mine, ezilandelayo:

- Ukuhlaziywa Kwesisekelo Sezenhlalomnotho (*Isigaba 3.2 ngezansi*)
- Inqubo Yezokubonisana Nokuhlaziya Ngokokubandakanya Abantu Ngokhlukana Kwabo (*Isigaba 3.3 ngezansi*)
- Ukuhambisana Nezinhlalo kanye Nokuseqhulwini kuMasipala (*Isigaba 3.4 ngezansi*)
- Imigomo Nezinhlalo Zamadizayini e-LED yeCrown Mine (*Isigaba 3.5 ngezansi*)

3.2 Ukuhlaziywa Kwesisekelo Sezenhlalomnotho

3.2.1 Ulwazi Oluyisendlalelo

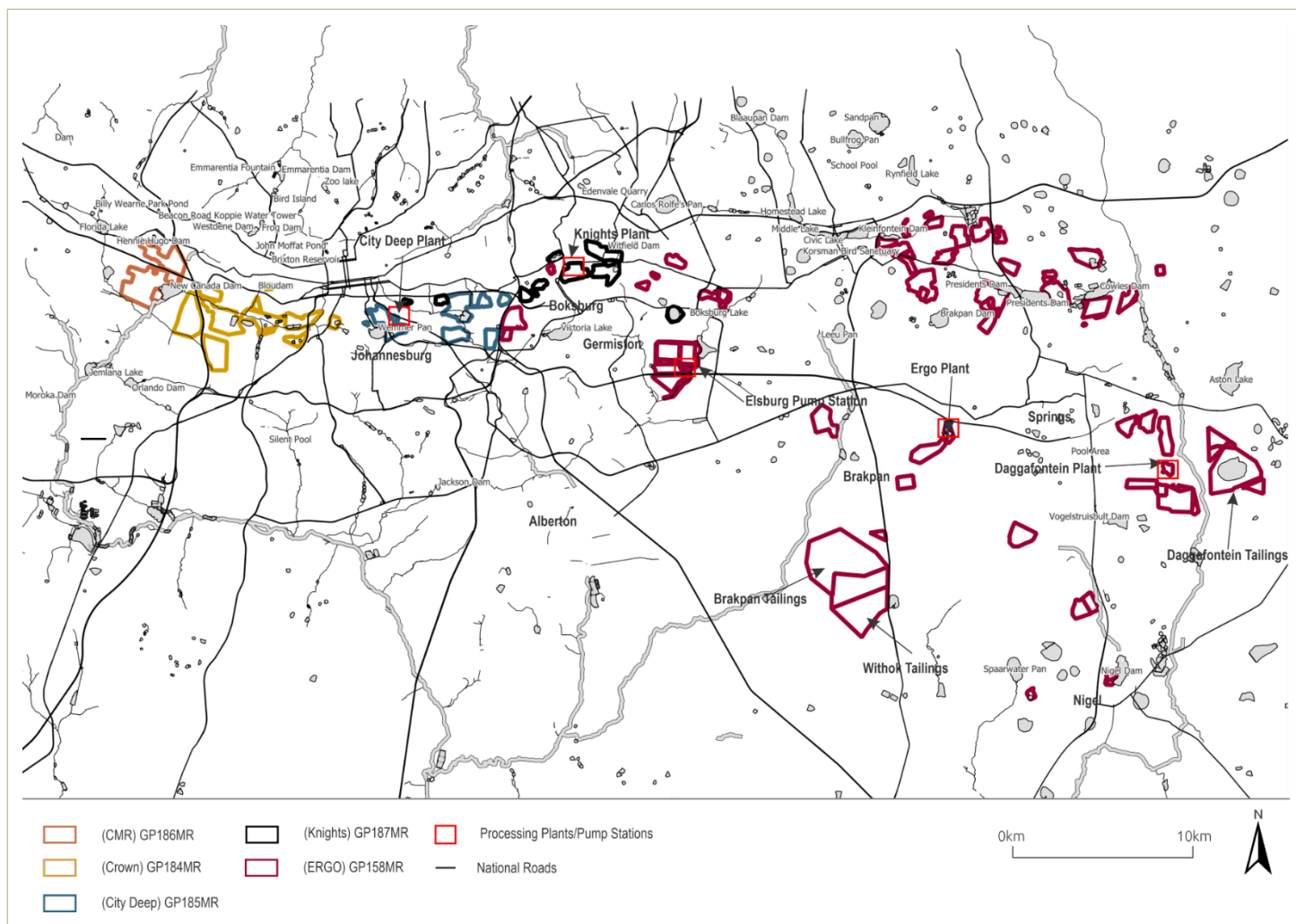
Njengezinye zezimvo ezibalulekile eziqondene nokubunjwa kwezinhlelo zokuThuthukiswa Komnotho Wendawo, kuqhuthwe uCwaningo Oluyisisekelo Lwezenhlalomnotho olwenziwe ngemininingwane eseyivele iqoqiwe ukuze iCrown Mine iqonde izibalo eziyisisekelo zangaphakathi eNingizimu Afrika, ngaphakathi esifundazweni saseGauteng, ngaphakathi kwesiFunda esithintekayo, koMasipala Bendawo Nabamadolobha Amakhulu, kanye nemiphakathi ebanzi yayo.

Isigaba esingezansi siqukethe imiphumela efinyeziwe yalolu cwaningo oluyisisekelo, eyendlalwe kabanzi ku**Sithasiselo soku-1** kulo mbhalo.

I-Ergo Mining Operations (Pty) Limited yasungulwa ngowezi-2000 futhi inamaLungelo anhllobonhlobo esiFundazweni saseGauteng. Iyinkampani elawulayo yezinye izinkampani ezinhlobonhlobo ezenza imisebenzi yokuqoqa izinsalela zengcebo eWitwatersrand, ezisendaweni ekumasipala iCity of Ekurhuleni Metropolitan Municipality (i-CoE) kanye nomasipala iCity of Johannesburg Metropolitan Municipality (CoJ).

I-GP184MR (i-Crown Mine) isentshonalanga neGoli ngaphesheya kwe-N1 Western Bypass.

Umfanekiso ongezansi ugqamisa isimo sendawo sayo yonke imisebenzi ye-Ergo Mining. I-GP184MR i-Crown Mines ivezwe ngokuphuzi.



Umfanekiso wesi-5: Indawo Yamalungelo Ezokuvukuza e-Ergo Mining kuwo wonke uMasipala iCity of Johannesburg eNtshonalanga kuya kuMasipala iCity of Ekurhuleni eMpumalanga.6

3.2.2 Okutholakele Okuqondene ne-SEBS:

IGauteng iyisifundazwe sokuphatha imisebenzi esincane kunazo zoyisishayagalolunye eNingizimu Afrika; indawo yomhlaba esinayo ingu-1.5% (18 176 km²) ezweni. Ngokwezokuphatha, iGauteng ihlukaniswe yaba nomasipala besifunda abahlanu: iCity of Johannesburg (i-CoJ) Metropolitan Municipality, iCity of Tshwane (i-CoT) Metropolitan Municipality, Ekurhuleni Metropolitan Municipality (i-CoE), iSedibeng District Municipality (i-SDM), kanye neRand District Municipality (i-WRDM).

Ithebhula elingezansi lisonga izinkomba eziyisisekelo ezibalulekile, kuqhathanisa ibala lakuZwelonke, Ezifundazweni Nakomasipala Abakhulu aqondene neCrown Mine.

Ithebhula lama-56: Izinkomba Eziyisisekelo Zezenhlalomnotho⁵⁷

Inkomba Esemqoka		ENingizimu Afrika	EGauteng	CoJ MM
1. Izibalo zabantu ngokwahlukana kwabo				
1.1. Ukugcwala Kakhulu		55 653 654	13 399 724	4 949 346
		100%	24%	9%
1.2 Abantu ngokobulili	1.2.1 Abesifazane	51%	49,6%	49,9%
	1.2.2 Abesilisa	49%	50,4%	50,1%
	1.2.3 Okunye	0%	0%	0%
2. Okomphakathi				
2.1 Imizi ephethwe	2.1.1 Abesifazane	38,9%	35,9%	37,7%
	2.1.2 Izingane	0,23%	0,11%	0,10%
2.2 Izinga eliphezulu kakhulu lemfundo	2.2.1 Lutho	8,7%	3,9%	5,7%
	2.2.2 Amabanga aphansi	13,2%	9%	8,9%
	2.2.3 Ukuya ebangeni eliphezulu kodwa kwangaqedwa	33,1%	30,2%	30,7%
	2.2.4 Umatikuletshe	32,6%	37,7%	38,2%
	2.2.5 Isitifiketi semfundo yebanga elingaphezulu kwesikole noma idiploma	5%	5,6%	6%
	2.2.6 Iziqu eziyi-undergraduate degree	4%	6,5%	6,4%
	2.2.7 Iziqu se-Post graduate degree	1,7%	2,2%	2,6%
	2.2.8 Ezobudokotela	0,2%	0,2%	0,3%
3. Ezomnotho				
3.1 Okusemnyombweni wokuqhuba umnotho		I-Hospitality (28%)	¹ Imisebenzi Yomphakathi (22,9%)	² Ezezimali (28,1%)
		Imisebenzi iTertiary Services (25%)	Ezokuvukuza (17,7%)	Imisebenzi Yomphakathi (24,7%)
		Ezokuvukuza (22%)	Ezohwebo (16,8%)	Ezohwebo (14,7%)

¹ I-Socio-Economic Review and Outlook (i-SERO) yesiFundazwe saseGauteng yowezi-2021

² ICity of Johannesburg (2020)

Inkomba Esemqoka		ENingizimu Afrika	EGauteng	CoJ MM
		Ezolimo (18%)	Imisebenzi Yezezimali (11,1%)	(Ezokukhiqiza 11%)
3.2	Ukukhula komnotho ngonyaka (eminyakeni eyi-10 edlule)	5%	1,9%	³ 1,72%
3.3	Igalelo ku-GDP	100%	⁴ 35,6%	14%
3.4	Ingeniso evamile	30 000	57 500	57 500
4. Ezezindlu Nezimo Zokuphila				
4.1	Imindeni ihlala			
	4.1.1 Emizini eyakhiwe ngokusemthethweni	87.2%	82,3	82
	4.1.2 Emizini engeyabo	69.4%	55%	51,7
4.2	Imizi ekwazi ukufinyelela			
	4.2.1 Kugesi	86.3%	93%	93,6
	4.2.2 Emanzini angena ngamapayipi endlini	45.3%	63.5%	64.8%
	4.2.3 Emanzini ahamba ngamapayipi endaweni eyodwa	34.3%	28.2%	29.4%
	4.2.4 Endlini yangasese eflashwayo	65.7%	86%	90.2%
	4.2.5 Kumisebenzi yezokususwa kwemfucuza	85.1%	85%	87%
	4.2.6 Ku-inthanethi	15,4%	12%	15%

Umthombo: Ucwango Lomphakathi lowezi-2016

³ ICity of Johannesburg GAU (202)

⁴ [Igalelo leGauteng ekunyukeni komkhqizo omkhulu wezwe laseNingizimu Afrika nase-Afrika | Uhulumeni waseNingizimu Afrika \(www.gov.za\)](http://www.gov.za)

3.2.2 Umthelela Wokuvukuza

Umthelela wemayini komasipala bendawo omuhle nomubi. **IThebhula lama-30** lihlizeka ngesifinyezo somthelela ohambisana nemisebenzi ye-Ergo Mining emnothweni wendawo kanye nemiphakathi yakhona ngqo, kanye nakumazinga omnotho omkhulu. Umthelela omuhle, ikakhulukazi ehlala isikhathi eside noma egcinekayo, iyajutshulelwa.

IThebhula lama-58: Imithelela yeCrown Mine eqondene nokuThuthukisa Komnotho Wasendaweni59

Inkinga	Umthelela	
	Okuhle	Okubi
1. Igalelo lezomnotho omncane	- Imisebenzi ethintana nabhizinisi isib. ama-lodge, imboni yezokudla, njl. - Ukwanda kokuthunyelwa kwasendleleni - Ukudluliswa kwengeniso yasendaweni	- Ukucwaswa kwabantu basendaweni okungalindeleka - Ukungayamukeli imayini - Ukwandisa ukungalingani kwezenhlalomnotho emiphakathini - Ukuzonda nokungamukeli abantu bangaphandle (kubalwa nabantu bakwezinye izifunda nezifundazwe)
2. Igalelo lomnotho omkhulu	- Igalelo eMkhizweni Omkhulu wesifundazwe nokazwelonke - Ukuthuthuka nokukhula kwezomnotho - Ukusimamisa imisebenzi yebhizinisi ngaphandle kwendawo okusetshenzelwa kuyo - Ukuheha nokugcina abatshalimali - Igalelo emalini engenayo ezweni - Igalelo ezimpokophelweni zezenzhlalomnotho zikahulumeni	
3. Ukufudekela endaweni	- Ukwakhiwa kwezindlu ezintsha ezisezingeni eliphakeme ezizoba ngezabantu abaholi imali enkulu - Ukufunwa kakhulu kanye nokuqashwa kwempahla eqashisayo - Ukuncintisana okukhulu kubangwa imisebenzi, izindlu, kanye nemisebenzi eyisisekelo	- Ukushoda kwezindlu kanye nezimo zokuphila kuzakhamizi ezihola imali encane nezimpofu - Ukwanda kwemizi eyakhiwe ngendlela engahlalekile (izakhiwo ezintsha kanye nezindlu ezakhiwa ngemuva kwezindlu ezakhiwe ngokuhlelekile) - Ububha nokuxakela - Izinqubo zokukhipha inyumbazane ezilindelekile, isib., ukungasebenzi kwalabo abaneziqo nokukhishwa inyumbazane kwezinkampani ezingalibambi iqhaza emisebenzini yenkohlakalo - Ukungabibikho kozinzo emphakathini - Ukungabumbani kwabantu ngokwendlelakuphila nazinkinga zomphakathi, ezinjengokuthengisa ngomzimba, ubugebengu, ukudliwa kwezidakamizwa, njl.
4. Ezokuthengwa Kwempahla	Ukwakha amandla okuqhuba amabhizinisi asendaweni (ama-SMME)	- Ukulindeleka kanye nezinsolo ngenkohlakalo - Ukusungula nokubangisana ngokwaziswa nokubaluleka kumaforamu amabhizinisi - Ukufuna ukuba kube nohlelo lokuthenga impahla olubiyelwe amabhizinisi asendaweni kuphela
5. Utshalomali emphakathini kanye nokwabalana ngenzuzo	Ukwakha impahla yasendaweni ikakhulukazi kwezengqalasizinda yomphakathi nezomnotho	- Ukucwaswa kwabantu basendaweni okungalindeleka - Ukungayamukeli imayini - Ukwandisa ukungalingani kwezenhlalomnotho emiphakathini
6. Izingaqophelo nesimompilo sasendaweni	- Ukukhula kokwazi ngesidingo sokonga imvelo kanye nokunye okuyimvelo - Ukuqalisa izindlela ezehlukile eziyingxenywe yeziNhlelo Zokuphathwa Kwemvelo	Ukungcoliswa kwemvelo, kubalwa, izintuli, ukungcoliswa kwamanzi.
7. Ezokuphepha	Ukuqasha ngenxa yokukhula komkhakha wezokuvikela	- Ukuzizwela kwabantu bengaphephile kanye nokwesaba (ukungabibikho kokuvikeleka komuntu ngamunye, komphakathi kanye nokwebhizinisi) - Izindleko eziphezulu zokuqhuba ibhizinisi

3.3 Inqubo Yezokubonisana Ngokokubandakanya Abantu Ngokuhlukana Kwabo

3.3.1 Inqubo Elandelwe kanye Nokubonisana Okube Khona

USomqulu Wezokuthuthukisa Abantu Abamnyama Ngokubanzi Kwezomnotho kweMboni Yezezimayini (uSomqulu Wezezimayini wezi-2018) uthi iziMayini, "ngokubonisana nomasipala imiphakathi yasezimayini, abaholi bendabuko kanye nababambiqhaza abathintekayo, zihlonza okuseqhulwini kwezokuthuthukisa imiphakathi yasemayini", ukuze ibandakanywe oHlelweni Lwezenhlalakahle Nezemisebenzi.

Inqubo yokubonisana eyenziwa ukuze kule SLP kwakuhloswe ukuthi ikwazi ukufinyelela ezimweni eziningi, futhi ibe ngebandakanyayo, ngendlela engenzeka ukuze kubhekanwe nezikhalo, iziphakamiso/izimvo kanye nezidingo zemiphakathi ethintekayo nenentshisekelo kanye nababambiqhaza ababamele.

Qaphela: Amarejista abahambe imihlangano kanye nemiphumela yemihlangano kungatholakala kuPothifoliyo Yobufakazi.

Yonke imisebenzi ye-Ergo Mining yenziwa emuva kokubonisana kube kulandelwa okudingeka ngokwe-MCIII. Ngezansi kunendlelakwenza/indlela/inqubo elandelwayo enqubweni.

- **Ukwahlukanisa Ngokwezigaba NangamaQoqo Kwababambiqhaza Bangaphandle:** ICrown Mine ihlanganise ababambiqhaza bangaphandle ngokwamaqoqo;
 - a) Iqoqo lomasipala (i-CoJ ne-CoE); umsebenzi wabo ukuhlinzeka ngeqhingasulu lokuThuthukiswa Komnotho Wasendaweni endaweni.
 - b) Iqoqo Labaholi Bomphakathi (Ukuphathwa Kwewadi, Amakhansela Ewadi, kanye Nophathini Basemiphakathini); iqhaza labo bekuwukuSiza ngokunxenxa ababambiqhaza abahlukahlukene kabanzi, nokuba negalelo kokuseqhulwini ekuthuthukisweni komnotho wasendaweni wezindawo ezimelwe.
 - c) Iqoqo Lomphakathi Elinhlobo (Imiphakathi); iqhaza layo negalelo emnothweni wasendaweni, okuseqhulwini okumelwe emiphakathini.
- **Isaziso Somphakathi:** ICrown Mine ikhangise isaziso kuphephandaba lasendaweni e-CoJ nase-CoE esiqondene nokubonisana Nabantu Abanhlobo ngokwakhiwa kwe-SLP entsha yowezi-2023-2027.
- **Izincwadi zezimemo:** Crown Mine ikhiphe izincwadi zezimemo zomasipala be-CoJ ne-CoE, Ophathini basemiphakathini, kanye nababambiqhaza basemiphakathini zibazisa ngokubonisana nge-SLP. Kusetshenziswe isizindalwazi esikhona sababambiqhaza bangaphandle be-Ergo Mining.
- **Ukuqhuba umhlangano:** ICrown Mine yethule isifinyezo se-SLP kanye nenqubo elandelwe. Ababambiqhaza bangaphandle banikwa ithuba lokuba bafake izimvo zabo ohlelweni olusha lwe-LED ye-SLP.
- **Imiphumela Yomhlangano:** Izimvo zababambiqhaza bangaphandle neziphakamiso zibhalwe kumaminithi emihlangano.
- **IPhothifoliyo Yokufakazi:** Iphothifoliyo Yobufakazi iqukethe sizindalwazi sababambiqhaza, Amarejista omhlangano, izimemo zomhlangano, uhlu lwezihloko ezizodingidwa emhlanganweni, amaminithi omhlangano, ukumeleleka emhlanganweni.

Qaphela: Zonke izincwadi ezibhaleliwe kanye nemiphumela yemihlangano kungatholakala kuPothifoliyo Yobufakazi.

Ithebhubula lama-31 ngezansi liveza isifinyezo sayo yonke imihlangano ebanjwe nabangaphakathi eCrown Mine kanye nababambiqhaza bangaphandle.

Ithebhubula lama-60: Ukubonisana Ngokokubandakanya Abantu Ngokokuhlukana Kwabo okuqondene ne-GP184MR (Crown)61

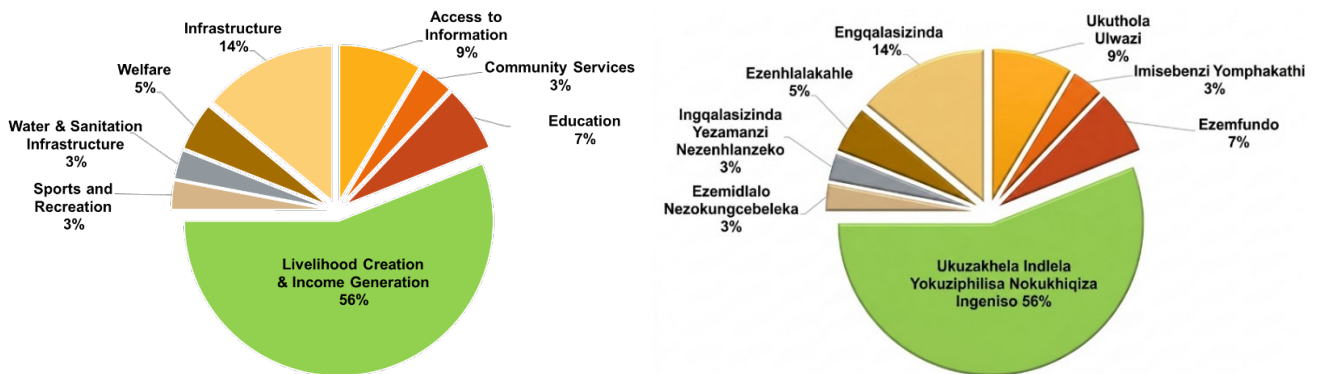
Iqoqo Lababambiqhaza	Umbambiqhaza	Umphakathi / Indawo	Izinsuku (UNYAKA/INYA NGA/USUKU)
UMasipala weCity of Johannesburg Metropolitan (Umbambiqhaza Wangaphandle)	UMasipala weCity of Johannesburg Metropolitan (Umbambiqhaza Wangaphandle)	Isifunda (iCity of Johannesburg)	2024/09/26
	IHhovisi Lezokukhula Ngokomnotho laseCity of Johannesburg	Isifunda (iCity of Johannesburg)	2023/11/22
	Ezokuthuthuka Komnotho e-CoJ nama-CRUM Esifunda	Isifunda (iCity of Johannesburg)	2022/09/23
	Isifunda B se-CoJ - Ikhansela leWadi 68	Riverlea, Riverlea Ext. 1, Riverlea Ext. 2, Riverlea Ext. 5, Riverlea Ext.9, Riverlea Ext. 10	2023/02/14
	Isifunda D se-CoJ - Umqondisi Wesifunda	Diepkloof, Orlando, Noordgesig	2022/10/26
Abahlomulayo Emphakathini (Amaqoqo Okuphokophelwe kuwo)	Abahlomulayo emphakathini wakumaZoni 6 eDiepkloof	KumaZoni 6 aseDiepkloof	2023/02/09
	Abahlomulayo Basemphakathini WaseNaledi	Naledi	2023/02/09
IMinyango Yezizinhla (IMinyango Yezizinhla Yezifundazwe Neyasendaweni)	UMnyango Wezolimo	Isifunda (iCity of Johannesburg)	2023/10/18
		Okwesifundazwe	2024/01/24
	UMnyango Wezokuthukiswa Kwezomnotho - Isikhungo Samasu Amasha	Okwesifundazwe	2023/11/03
			2024/01/19
			2024/01/24
	UMnyango Wezemfundo	Okwesifundazwe	2023/11/29
			2024/11/20
			2024/11/26
	UMnyango Wezengcebo Embiwayo Nezamandla	Okwesifundazwe	2023/11/16
		Okwesifundazwe	2025/02/24
	UMnyango Wezemfundo WaseGauteng	Okwesifundazwe	2023/09/28
			2023/10/23
			2023/11/07
			2023/11/29
			2024/01/02
	Umnyango Wezokuthukiswa Komphakathi eGauteng (i-GDSD)	Okwesifundazwe	2025/04/30
	Ophathini Bezezimayini be-ERGO be-GDE	Okwesifundazwe	2024/08/26
	I-GDSD - Ukuvikelwa Kokusetshenziswa Kwezidakamizwa, Ukwelashwa Nokuhlunyelelisa	Okwesifundazwe	2024/09/04
			2025/03/24
			2025/05/14
	MEC UMnyango WaseGauteng: Ukuthuthukiswa Komphakathi	Okwesifundazwe	2024/03/12
Ophathini Basemphakathini Nezinhla Zomphakathi	I-JMEEF, Izinhla Zomphakathi zaseMeadowlands	Meadowlands	2022/11/24
	I-Johannesburg Mining Environmental & Economic Forum (i-JMEEF)	Meadowlands	2022/11/03
	Izinhla Zomphakathi wasePennyville kanye Nezinhla zaseRiverlea	Pennyville, Riverlea	2022/11/28

Iforamu yasePennyville	Noordgesig, Noordgesig Ext, Pennyville phase 3, Mlamlankunzi, Ingxenye ye-Orlando East, KumaZoni 3 eDiepkloof	2022/11/11
Isifunda D - Izinhlaka Zomphakathi waseDiepkloof (Amawadi 26 & 27)	Diepkloof	2022/11/25
Isifunda D - Izinhlaka Zomphakathi wase-Orlando (Amawadi 28 & 29)	Orlando	2022/11/28
Imiphakathi yesiFunda D (Diepkloof, Orlando, Noordgesig)	Diepkloof, Orlando, Noordgesig	2023/02/17
Amakhansela AkumaWadi EsiFunda D (Amawadi 26, 27, 28 & 29)	Diepkloof amaZoni 6, ingxenye yamaZoni 5, amaZoni 2 & amaZoni 1, eDiepkloof Ext phase 1,2,3, ingxenye yamaZoni 4 & amaZoni 5, amaZoni 1 nengxenye yamaZoni 2	2022/11/07
Izinhlaka Zomphakathi waseRiverlea	Riverlea	2022/11/23
Riverlea Secondary School		2025/01/23
SANCO: CoJ	Isifunda (iCity of Johannesburg)	2023/12/04

3.3.2 Imiphumela yokuBonisana Okube Khona Ngokokubandakanya Abantu Ngokuhlukana Kwabo

ICrown Mine isebenzise indlela yezesayensi yokuhlaziya imininingo etholakele ngesikhathi senqubo yokuBonisana Ngokokubandakanya Abantu Ngokuhlukana Kwabo. Izimvo zabekwa ngokwezigaba kulandelwa izihlokwana ezihlukene bese zafinyezwa.

Izihlokwana zahlonzwa ngenqubo yokubonisana ngokokubandakanya abantu ngokuhlukana kwabo ziqukethwe kugrafu elandelayo:



3.4 Ukuhambisana Nezinhlalelo kanye Nokuseqhulwini kuMasipala

3.4.1 Ukwazisa Iqhaza loMasipala ekuThuthukeni Komnotho Wendawo

Ukuthuthuka komnotho wendawo nokuhlinzeka ngemisebenzi kamasipala engcono kubaluleke kakhulu ukuze kuliwe nobubha. Omasipala bamiselwe umsebenzi ngokomthethosisekelo wokuqhuba nokuphatha ukuthuthuka komnotho wendawo. UMthetho Wezinhlalelo Zomasipala wama-32 wezi-2000 (uMthetho wama-32 wezi-2000) udinga ukuba ukuhlela kukamasipala kuphokophele ekuletheni intuthuko, nokuthi omasipala babe nenqubo edidiyele yentuthuko yokwakha ama-IDP ukuze (i) kufezwe izimpokophelo zikahulumeni wendawo njengoba kumiswe kuSigaba sama-152 soMthethosisekelo; kanye (ii) nokuba kuqaliswe imisebenzi yentuthuko njengoba kudingeka kuSigaba sama-153 soMthethosisekelo. Isigaba sama-151

soMthethosisekelo sithi uhulumeni wendawo othuthukisayo kumele uhlinzekele uhulumeni ovumela intandoyeningi nesibopho sokuphendula emiphakathini. Siphinde sikhuthaze omasipala ukuba baqinisekise ukuhlinzekwa kwemisebenzi emiphakathini ngendlela egcinekayo ukukhuthaza ukuthuthuka komphakathi nomnotho. Uhulumeni wendawo kumele uhlinzeke ngendawo ephephile nenempilo futhi ukhuthaze umphakathi ukuba ubambe iqhaza ezindabeni zikahulumeni wendawo. Isigaba sama-153 soMthethosisekelo siqhubeka sithi "umasipala ngamunye kumele uhlele futhi uziphathele imisebenzi yezokuphatha, isabelomali kanye nezinqubo zokuhlela ukuze kubekwe phambili izidingo zomphakathi eziyisisekelo, futhi kukhuthazwe ukuthuthuka komphakathi nezomnotho kuleyo miphakathi".

Omasipala banezindlela eziningi okuhloswe ngazo ukuba basizakale ekufezeni umsebenzi wabo. Lokhu kubandakanya izinhlelo zokuthuthukisa ezididiyele (i-IDP), izinhlelo zokuthuthukisa indawo (i-SDF), ukuthuthuka komnotho wendawo (i-LED), kanye nemithetho kamasipala nemithethonqubo yendawo. Empeleni, i-IDP kumele igqamise ukuhambisana kukamasipala kanye negalelo lawo ezinhlelweni zokuhlela nemiyalelo kuzwelonke nasezifundazweni, nokuseqhelweni kwezintuthuko yesifunda, yezwekazi neyamazwe ngamazwe.

Isimo sama-IDP esingokweqhingas, okuyithuluzi lokuqala eliyisiqondiso sokuphathwa kwentuthuko iyonke komasipala bamadolobha amakhulu esibuyezwe ngezansi.

3.4.1.1 Umasipala iCity of Johannesburg Metropolitan Municipality

Umasipala iCity of Johannesburg ukuMasipala Wedolobha Elikhulu okusigaba A futhi ungumasipala omkhulu kunawo wonke amaMetro esiFundazweni saseGauteng futhi ungomunye wabayisishiyagalombili eNingizimu Afrika. Idolobha laseGoli lingelinye lamadolobha athuthuke kakhulu kwezamabhizinisi e-Afrika, futhi yilo elinamandla amakhulu kwezomnotho eNingizimu Afrika nasesifundeni. Lesi sikhondlakhondla sedolobha yiso esinesabelo esikhulukazi sabantu ngokobuningi babo: abantu abakulo balinganisela kuma-36% abantu aseGauteng kanye nama-9% abantu baseNingizimu Afrika. Njengoba ama-14% esabelo esingena kuMkhizizwe Wezwe Usuwonke kuzwelonke (2018), kungathiwa iGoli yilo elihola umnotho waseNingizimu Afrika.

ICity of Johannesburg ibhekene nenqwaba yezinselele eziqondene neGoli, ezilandelayo:

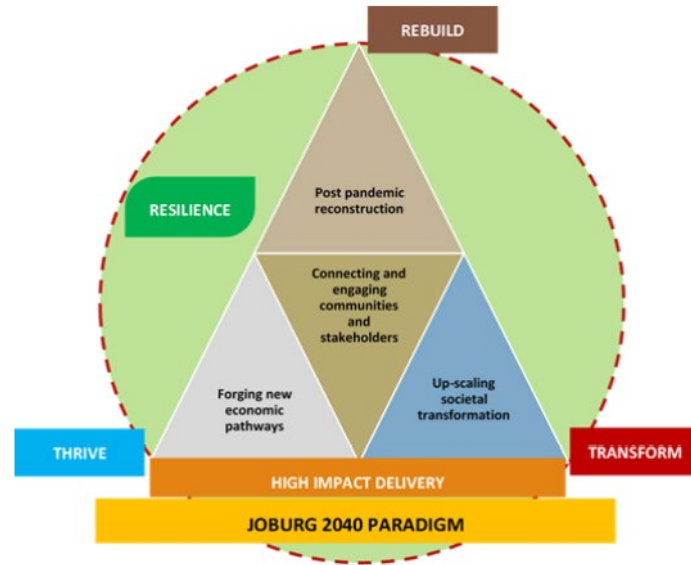
1. Ukukhula kokwahluleka kwedolobha ukuhlinzekela ngokwanele abantu abahlala ezindaweni ezingahlelekile ngamanzi, inhlanzeko, kanye nemisebenzi yezenhlanzeko.
2. Ingqalasizinda egugile esilele ekuhambisaneni nokukhula kwesibalo sabantu bakulelo masipala wedolobha elikhulu kanye nokukhula komnotho. Ingqalasizinda yoBandlululo yiyo ehamba phambili kwezokuqhubezela ukungalingani kanye nobubha kumasipala wedolobha elikhulu. Abantu abaningi abahlwempu basedolobheni abagcini ngokuphila ezimweni ezingalungile, kodwa baphinde bahlale kude nezindawo abasebenza kuzo, okuholela ekwandeni kokuqubuka kwezindlu ezingahlelelwe

ezindaweni ezisondele, neziseduze, kwalokho okumele ngabe kuyizindawo zokusebenzisa umhlaba ezibizwa ngokuthi "blue chip".

3. Ukwanda kokukhathazeka ngokungatholakali kokudla.
4. Ukwanda kwamazinga obugebengu, ikakhulukazi eminyakeni eyishumi edlule kuhambisana nokuthunjwa kwabantu kanye nobugebengu bezobuchwepheshe obandayo.
5. Amazinga emfundo aphansi:
 - Ama-30,7% abantu afundile afika emabangeni emfundo ephezulu kodwa abanawo uMatikuletshe.
 - Yiphesenti elincane, okungama-6% abantu abathole imfundo ephakeme (izinga elingenazo iziqu)
 - Cishe ama-6% abantu abafundanga ngokugcwele
6. Ukungabibikho kwamathuba omsebenzi: Izinga lokungabibikho kwemisebenzi (ngokusemthethweni) linyuka lisuka kuma-28.8% ngekota lokuqala lowezi-2018 laya kuma-32.7 ngekota lokuqala lowezi-2020.
7. Izinsiza zikamasipala sibhekana nengcindezi enkulu ngenxa yokuba abantu ababhekene nenhlupheko befuna ukuhlinzekelwa ngokwezidingo. Balinganiselwa kuma-8% abantu abahlala kumasipala wasemadolobheni amakhulu ababanganayo nhlobo ingeniso ngowezi-2016. Ukwethembela ohlelweni lwezibonelelo zikahulumeni ngokwezomnotho kuphezulu kakhulu; cishe ilungu lomphakathi eli-1 kwayi-10 alikwazi ukukhokhela imisebenzi eziyisisekelo.
8. Ukwanda kokuba sebungozini kwabantu besimame nezingane emizini yaseGoli ngenxa yeCovid-19.

Ubhubhane lwe-COVID luzandisile lezi zinselele ezingenhla futhi lwagqamisa ukuxhumana phakathi komnotho nezimo zokuphila. Imizi eminingi yayehluleka ukubhekana nenyanga yokuqala yokuvalwa kokusebenza kwezwe, okwagqamisa ukubekezela ezimweni zezehlalomnotho ebantwini abanindi edolobheni.

Ngakho, kube nesidingo sokuba idolobha kudingeka libeke eqhulwini ukubekezela ezingeni lomuntu, lesikhungo, kanye nelomphakathi. **"Ukwakha kabusha iGoli elibekezelayo"** kuyiqhingasuka okusetshenzwa ngalo elichaza "i-2040 Paradigm" njengoba kuvele eMfanekisweni ongezansi.



Umfanekiso wesi-7: I-paradigm yaseGoli yowezi-20408

Umthombo: iCity of Johannesburg Integrated Development Plan; 2021-26

Indlela uMfanekiso oveza ngayo i-paradigm yokuthuthuka kwedolobha iqukethe umumo waseGoli ngokweqhingas, oqukethe iziqubulo ezine ezixhumele:

1. Ukwakha kabusha emuva kobhubhane (kugxilwe kungqalasizinda, ezempilo, ukudla nezokuphepha);
2. Ukuqhamuka nezindlela zomnotho ezintsha (i-4IR, indawo elungele imisebenzi, ukwakhiwa kwamathuba omsebenzi, ukusekela amabhizinisi);
3. Ukuthuthukisa uguquko emphakathini (ukubhekana nobubha, ukungalingani, ukufinyelela ezidingweni, ezezindlu, ezokuthutha); kanye
4. Ukuxhumanisa nokubonisana nemiphakathi kanye nababambiqhaza

Ngokususela ku-paradigm yezokuthuthukisa okucashuniwe, iCity of Johannesburg ididiyele izimpokophelo ezingokweqhingas ezilandelayo:

- Impokophelo Engokweqhingas yoku-1: Idolobha elibhekana nokuyisisekelo ngendlela eyiyo
- Impokophelo Engokweqhingas yesi-2: Idolobha eliphephile nelivikelekile
- Impokophelo Engokweqhingas yesi-3: Idolobha elinakekelayo
- Impokophelo Engokweqhingas yesi-4: Idolobha elilungele amabhizinisi
- Impokophelo Engokweqhingas yesi-5: Idolobha elibandakanyayo
- Impokophelo Engokweqhingas yesi-6: Idolobha eliphethwe ngokufanele
- Impokophelo Engokweqhingas yesi-7: Idolobha Lobuchwepheshe Lesimanje

3.5 Imigomo Nezinhlelo Zamadizayini e-LED yeCrown Mine

Ukwahlukanisa ngokomumo okulandelayo kanye nemigomo kulawulwa wukuhlonza nokukhethwa kwezinhlelo ze-LED ze-SLP yeCrown Mine:

- **Qalisa ngokubambisana nophathini:** Njengoba kubonakele ekuhlolweni okuyisisekelo kwezenhlalomnotho (Bheka Isithasiselo soku-1) imiphakathi evukuzayo yeCrown Mine ihlangabezana nezinsalele ezinhlobonhlobo kwezenhlalomnotho. Ukuhlanganiswa kobuthakathaka kwezenhlalakahle, ezomnotho, kanye nezemvelo kwakha isimo lapho izikhungo zasendaweni ezingenazo izinsiza zibhekane ngokugculisayo nobungozi, noma amandla okuthatha izinyathelo kuqala ukunciphisa lobo buthakathaka. **Lezi zinsalele ezinzima kungabhekanwa nazo ngendlela yokubambisana, encike ekubambeni iqhaza ngendlela enenzuzo kanye nokuhlomisa imiphakathi yasendaweni eGoli nasekuRhuleni.** ICrown Mine, ngokubambisana nezimayini, uhulumeni wasendaweni, kanye nomphakathi, ingasiza ukuqeda ububha nokwakha isisekelo esiqinile semiphakathi egcinekayo ngokutshala ngokweqhingaswe maqondana nangale kwezindawo ezihlonziwe ngokwezihlokwana. Ukuhlaziya kuqinisekise ukuthi amakhono, ukuqala amabhizinisi amasha, nokubambisana komphakathi kuhamba phambili ekukhuleni, futhi kusemqoka ekuthuthukiseni umnotho wasendaweni ngendlela egculisayo.
- **Izinhlelo ezinomthelela eningini** ngenxa yokwanda kanye nesibalo semiphakathi okungadingeka ukuba izinhlelo ze-LED yeCrown Mine zifinyelele kuyo, lapho amaphrojekthi amancane engafinyeleli kabanzi eningini engeke abe nomthelela olindelwe.
- **Uhlaziyo lokwenziwa kokubhalwe ku-SLP yemayini yangaphambili,** kubhekwa impumelelo nezifundo ezifundwe ngokwakhiwa kwebhizinisi ngezikhathi nasezindaweni zezinkinga kwezomnotho.
- **Ukukaleka kwezindlela zokungenelela** zokusekela ukwakhiwa kwebhizinisi lisuke ekubeni ibhizinisi elincinyane kube ibhizinisi elincane kanye nokwendlala ezisekelo zokuqhubeka nokukhulisa ibhizinisi.
- **Ukuhambisana kakhulu noHlelo Lwentuthuko Oludidiyelwe (i-IDP) loHlelo Lwentuthuko Oludidiyele lweCity of Johannesburg; 2021-2026.**
- Izidingo eziseqhulwini ezihlonzwe ngesikhathi senqubo yoku**Bonisana Nababambiqhaza Ngokubandakanya Abantu Ngokwahlukana.**

3.6 UMthethonqubo wama-46 (c) (iii) Wamaphrojekthi Engqalasizinda Nokuqeda Ububha

Ithebhula lama-62: Uhlelo Lwephrojekthi yoku-1: Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School63

Igama Lephrojekthi	Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School	Ukufakwa ngokwezigaba kwePhrojekthi / Uhlobo lwePhrojekthi	Ingqalasizinda
Umlando Wephrojekthi	<u>Isidingo esihlonziwe:</u> Isendlelela Nezinsalela Zengqalasizinda zeRiverlea Secondary School IRiverlea Secondary School isebenza njengesikhungo semfundo esiphezulu esiyisisekelo sabafundi baseSoweto, eRiverlea, e-Ennerdale, eFleurhof kanye nasemiphakathini eqondene naseGoli. Njengamanje lesi sikole sibhalisa abafundi abangama-720 esikhungweni esakhelwe abafundi abacishe babe yi-1000, ingqalasizinda emoshakalayo inqanda ukugcwala kwaso. Izakhiwo ezibalulekile kubalwa kuzo amagumbi okufundela, ibhilidi lezokuphatha, izindlu zangasese, iholo lokuhlanganyela, nendawo yonogada njengoba konke kudinga ukuvuselelwa, futhi kube amagumbi okufundela amaningana ethathwa ngokuthi akaphephile ukusetshenziselwa ukufunda. Lokhu kudale ukushoda kwamagumbi okudale ukushintshanisana ngezikhathi zokuwasebenzisa kanye nokusetshenziswa kwezakhiwo zokuphatha njengezindawo zokufundisela. Isigameko somlilo sakamuva kanye nezokuvikela ezingekho esimweni esifanele kuzandisile lezi zinselele ngokwanda komoshakalo wesakhiwo kanye nokuqhubeka kokucekela phansi kwaso. Ukuthuthukiswa kwengqalasizinda wuMnyango Wezemfundo kwamiswa ngenxa yezinkinga zemali, kwangamiswa sikhathi okuyiqhutshekwa ngayo kusasa. Ukuphuma Phambili Kwezemfundo Nesimo Sendawo Nakuba kunezithiyo ezinkulu kweengqalasizinda, isikole sibonisa impumelelo enkulu kwezemfundo ngaphansi kobuholi obuzimisele, kube izibalo zokuphumelela kumatikuletshezi zinyuke zasuka kuma-80% zaya kuma-87% onyakeni odlule kube kubonakala ukuthi kunamathuba okufinyelela kuma-90% ngowezi-2025. Isikole sisebenza ngaphansi kwendawo ethintwa imisebenzi yomlando wokuvukuzwa, ikakhulukazi izindawo zokulahlwa kwemfucuzwa yezinsalela zokuvukuzwa kwegolide okudala ukungcola kwendawo nezinkinga zezempilo. I-DRDGOLD Ergo Mining ibilikho yenza imisebenzi yokubuyisela imvelo enzulu kulesi sifunda eminyakeni angamashumi amathathu edlule, okuwukuqhubeka nokuvuselela imvelo ngaphansi kwelungelo leCrown Mines ne-CMR mining. <u>Okukhuthaza ukuba kube nale phrojekthi wokulandelayo:</u> 1. Imihlangano Eminingi nabaphathi besifunda boMnyango Wezemfundo abafanele ihlonze isidingo esiphuthumayo sosizo lokuthuthukisa ukufinyelela kanye nezingaqophelo lemfundo ehambisana namakhono e-IT kanye nawoGuquko Lwezimboni Lwesine. 2. Ukuhambisana nempokophelo engokweqhingaswe yeCity of Johannesburg ukwakha indawo evumela ukukhula (komnotho) obandakanyayo kanye nokwakhiwa kwemisebenzi kanye nokuseqhubeni eziNhlelweni Zamaphuzu Amane zikaMasipala. ICity of Johannesburg ihlose ukuhlinzeka ngendawo elungele		

	abantu bayo abasebasha ukuthi babambe iqhaza njengabaholi boshintsho. Ngakho ukuguqukela kuSmart City kumele kwakhe izimboni zakusasa, amabhizinisi, kanye namathuba abantu abasha okuthola imisebenzi nezindlela zokuthola imisebenzi okukhuphukekayo kuyo khona kwezobuchwepheshe, ukuqanjwa kwamasu amasha kanye neminye imikhakha yeziMboni zesi-4. 3. Ithuba Lotshalomali Lwe-LED Olungokweqhingas: Isikole nomphakathi kuphakathi kwezimfucuzo zezinsalela zokuvukuzwa kwegolide eyashiya emuva kokuvukuza kwekhuluminyaka kulesi sifunda okwadala ukungcoliseka kwemvelo kanye nezintuli. I-Ergo Mining ibelokho yenza imisebenzi yokubuyisela kulezi zizala zemfucuzo nezigodi eminyakeni engama-30 edlule futhi izoqhubeka nokuhlanza futhi ibuyisele imvelo kulezi zimfucuzo ngaphansi kwelungelo leCrown Mines, iCity Deep kanye ne-CMR mining. I-Ergo Mining ibona lokhu kuyiphrojekthi ewumlando wokulungisa isikole iRiverlea Secondary School nokuthuthukisa ukufinyelela, izingaqophelo kanye nengqalasizinda yendawo yokufundela ukuze kuhlinzekwe ngemfundo ephuma phambili emiphakathini ephakela lesi sikole. Ngenxa yokuthi isikole sakhiwe maphakathi nemisebenzi yokubuyisela imvelo yemayini kulesi sifunda, iNkampani inethuba elihle lokuba nomthelela ohlomulisa umphakathi nomnotho emiphakathini ewuzungezile ngale phrojekthi, okuzohlinzeka ngendawo yokufunda ephuma phambili yezizukulwane yabantu abasha abasazoba khona. Kuhloswe ukuthi le phrojekthi yokubuyisela imvelo iholele ekutheni izizukulwane zentsha zithole imfundo eyisisekelo yokuqhuba ukufundela imisebenzi eNyuvesi futhi ibe wongoti abaphuma phambili kanye nabaholi emikhakheni enhlobonhlobo emnothweni. <u>Isidingo Esihlonziwe:</u> Izidingo ezilandelayo zahlonzwa ngokuba onjiniyela nongoti beze-architecture bevakashele isiza bese baqinisekisa isikole benababambiqhaza boMnyango Wezemfundo waseGauteng. • Umonakalo wesakhiwo odale izigameko zokusha ezihlukene • Ukucekelwa phansi kwezakhiwo eziningi • Ukuncipha kwendawo engamagumbi okufundela (ukulahlekelwa amagumbi alinganiselwa ku- ± 10) • Ukucekeleka phansi kokuhambisana nokwakhiwa kwesakhiwo kanye nokuhlinzeka ngemisebenzi enhlobonhlobo • Ukuvikeleka kwesakhiwo okusengcupheni ngenxa yomonakalo ocingweni lokubiya • Ukuguga kwezinsiza zamanzi nezitamukoko • Ukungalandelwa kwezidingo zezokuphepha kanye nokwenziwa kwemisebenzi-
Incazelo Yephrojekthi	Le phrojekthi angeke ihlinzeke ngokungaphansi kokulandelayo: 1. Ukubhidlisa kwezakhiwo ezilinyazwe umlilo njengamanje ezibeka engcupheni ezempilo, ezokuphepha kanye nezokuvikela 2. Ukwakhiwa kwamagumbi okufundela amasha angengaphansi kwe-10 endaweni okuzobe kubhidlizwe kuyo 3. Ukwakhiwa kwezindlu zangasese zabafundi 4. Ukulungiswa kwehloko lesikole njengamanje elashiswa umlilo (ngaphansi nasophahleni)

	5. Ukuthuthukiswa kwezakhiwo zamahhovisi ezokuphatha ukuze kube nendlela yokuba isikole siphathwe kahle; 6. Ukuthuthukiswa kokuqondene nogesi jikelele ukuqinisekisa ukulandelwa kwemithetho yezokuphepha 7. Ukuthuthukiswa kokuqondene namanzi nezitamukoko okumoshakele, okugugile kanye nengqalasizinda engakhiwanga ngokwemithetho emisiwe 8. Ukubiywa kwendawo nokuvikelwa kwayo.	
	Izindawo Zomsebenzi Obhekiwe Ezisemqoka (ama-KPA)	Izinkomba Zomsebenzi Obhekiwe Ezisemqoka (ama-KPI)
Umphumela	<i>I-KPA 1: Ukubonisana Nababambiqhaza kanye Nokulandelwa Komthetho</i> <i>I-KPA 2: Ukuhlelela Ezobuchwepheshe kanye Nokuphuma Phambili Kwezokuthenga</i> <i>I-KPA 3: Ukuhlinzeka Ngephrojekthi kanye Nokuqinisekisa Izingaqophelo</i>	<i>I-KPI 1.1:</i> Ama-100% okuqedwa kokubonisana nababambiqhaza (Izikhulu zeRiverlea High School, i-SGB, Ikhansela leWadi, uMnyango Wezemfundo waseGauteng) ngo-Okthoba 2025 <i>I-KPI 1.2:</i> Ama-100% eziNcwadi Zesivumelwano, ukusekelwa, nezinqubo zokugunyaza eziqedwe futhi zaqaliswa ngokomthetho ngoDisemba 2026 <i>I-KPI 2.1:</i> Ukuhlola kwabezobunjiniyela nabeze-architecture okunzulu okudidiyelwe bese kwaqedwa ngoDisemba 2026 kuhambisana nezibalo zamanani kanye nobungako bomsebenzi okubhalwe ngaphansi <i>I-KPI 2.2:</i> Inqubo yethenda eqedwe ngezikhathi ezinqunyiwe (izinyanga ezi-3) kube kunezethulo ezivela kosonkontileka abafanelekile ngokweziqo aba-3 basendaweni <i>I-KPI 2.3:</i> Ukuqokwa kukasonkontileka okuqedwe ngoFebhuwari 2027, onentengo yenkontileka engaphansi kwesabelomali esigunyaziwe <i>I-KPI 2.4:</i> Iningi losonkontileka abaqashwe ngaphansi kwabanye abathathwe emiphakathini ezungeze le ndawo <i>I-KPI 3.1:</i> Ukwakha nokulungisa izakhiwo kumele kuqedwe ngezikhathi ezinqunyiwe (ekupheleni kukaNovemba 2027) kube kungekho kubambeleleka okusemqoka <i>I-KPI 3.2:</i> Ama-95% okulandelwa kwezingaqophelo okufeziwe ngesikhathi sokuqapha sokugcina nokuhlola, kube konke okusilele okuhlonziwe kuqediwe ngoFebhuwari 2028 <i>I-KPI 3.3:</i> Umcimbi wokudlulisela isakhiwo ozokwenziwa ngempumelelo ngoMashi 2028 kube kukhona ababambiqhaza abasemqoka (i-DMPR, uMnyango Wezemfundo, iKhansela leWadi, kanye nabamele umphakathi) <i>I-KPI 3.4:</i> Iphrojekthi izohlinzekwa ngaphansi kwesabelomali esigunyaziwe kube imali okweqe noma okube ngaphansi kwayo ingeqi ku- $\pm 5\%$ ngaphansi kwesabelomali.
	UMasipala Wesifunda	ICity of Johannesburg
	UMasipala Wendawo	ICity of Johannesburg

Indawo Yephrojekthi Ngokomumondawo	Igama Lendawo Yasemakhaya / Lomphakathi		Riverlea						
Abahlomuli Okuphokophelwe kubo	Abafundi bamanje nabakusasa (isilinganiso seminyaka eyi-10) abaseRiverlea Secondary enabafundi abangama-720 ngowezi-2025 = okuyisilinganiso sabazohlomula abayizi-7 200 - 10 000 eminyakeni eyi-10.					Isikhungo Umsebenzi (Kubandakanya amaqhaza)	Esibhekele wonke	I-Ergo Mining kanye noMnyango Wezemfundo (umnyango wesifunda ofanele)	
Ukubekwa ngokwezigaba Kwemisebenzi:	Abantu Besilisa Abadala	Abantu Besifazane Abadala	Abantu Abasha Besilisa	Abantu Abasha Besifazane	Inombolo Eyisamba yeMisebenzi Eyakhiwe	Usuku Lokuqala KwePhrojekthi	Ephreli 2026	Usuku lokuphela kwePhrojekthi	Ukwakha ngoDisemba 2027 Ukuhlola kokugcina Nokudlulisela ngoMashi 2028
Isikhashana	10	10	5	5	30				
Isikhathi Esimaphakathi					0	Ukuzibophezela Ngokwesabelomali Kweminyaka Emi-5 Isiyonke			
Isikhathi Eside					0	Umnikelo ongu-R5 wezigidi (Izigidi Ezinhlanu ZamaRandi) ovela kuLungelo leCrown Mining obheke isabelomali sephrojekthi esingu-R15 wezigidi (Izigidi Eziyishumi Nanhlanu ZamaRandi), exhaswe ngokubambisana namaye amaLungelo Ezokuvukuza kuso lesi sifunda, agodlwe yi-Ergo Mining.			
Isikhathi kanye Nokuqaliswa Kwaminyaka Yonke Kwemisebenzi									
UNYAKA		IKOTA LOKU-1		IKOTA LESI-2		IKOTA LESI-3		IKOTA LESI-4	
2023		Lutho		Lutho		Lutho		Lutho	
2024		Lutho		Lutho		Lutho		Lutho	
2025		Lutho		Lutho		Lutho		Kulindwe ukugunyaza kwe-DMPR kokugcina	

2026	Kulindwe ukugunyaza kwe-DMPR kokugcina	Ukuqeda ukubonisana nezikhulu zeRiverlea High School, i-SGB, Ikhansela leWadi, uMnyango Wezemfundo waseGauteng	Ukuqeda ukudidiyelwa kweNcwadi Zesivumelwano, Ukusekelwa, Nezinqubo Zokugunyaza ezihambisana nakho ngoDisemba 2026	Ukwenziwa kokuhlola kwabezobunjiniyela nabeze-architecture okunzulu kokulungiswa kwesikole, ukudidiyelwa kokuhambisana nezibalo zamanani, kanye nobungako bomsebenzi maphakathi noDisemba 2026 Ukuqokwa kukasonkontileka omkhulu ngoDisemba 2026.
2027	Ukuqalwa kokwakhiwa nokulungiswa kwesikole kusuka ngoJanuwari 2027 - Okthoba 2027 (izinyanga eziyi-10).			1) Ukuqapha kokugcina, ukuhlola kanye nokusele ngoDisemba 2027 - Januwari 2028. 2) Umcimbi omkhulu wokulungiswa kweRiverlea High School ngoMashi 2028 noMnyango Wezengcebo Embiwayo Nophethilomu, uMnyango Wezemfundo, iKhansela leWadi laseRiverlea, uMphakathi kanye nezinye izikhulu.
Usuku Lokuqeda kanye Neqhingasu Lokuphuma				
Ukudluliselwa kweRiverlea High School kubasebenzi abayizikhulu zeSikole, i-SGB, kanye noMnyango Wezemfundo WaseGauteng ukuze basigcine sisesimweni esifanele futhi basinakekele isikhungo esizoba silungisiwe, ngoMashi 2028. Isidingo esisobala sokulungiswa nokugcinwa kwesakhiwo sibhalwe eNcwadini Yesivumelwano esiphakathi kwe-Ergo Mining noMnyango WezeMfundo waseGauteng.				



Umfanekiso wesi-9: Icala Lesithombe loku-1 - Umumo Wesiza SaseRiverlea Secondary School10



Umfanekiso wesi-11: Icala lesithombe lesi-2 - Umumo Womdwebosakiho weRiverlea Secondary School12



Umfanekiso wesi-13: Icala lesithombe lesi-3 - Umumo Womdwebosakhiwo weRiverlea Secondary School14

Ithebhula lama-64: Uhlelo Lwephrojekthi lwePhrojekthi yesi-2: Ukufakwa Kwelebhu Yesayensi Yesikole e-Anchor Comprehensive School65

Igama Lephrojekthi	Ukufakwa Kwelebhu Yesayensi Yesikole e-Anchor Comprehensive School (iCity of Johannesburg)	Ukufakwa ngokwezigaba kwePhrojekthi / Uhlobo lwePhrojekthi	Ingqalasizinda Nempahla
Umlando Wephrojekthi	<u>Isidingo esihlonziwe:</u> Ilebhu lesayensi lisemqoka esikoleni samabanga aphezulu ngoba liguqula izinto ezingabonakali zibe yibe yindlela yokufunda ephathekayo abafundi abangakwazi ukuyibona, ukuyithinta nokuyiguquguqula ngokuhlukene. Umsebenzi welebhu uthuthukisa amakhono okucabanga ngokunzulu kusukwa embonweni osemqondweni, kwenziwe ama-experiment (imisebenzi yokuhlola), kuhlaziye imiphumela, futhi kuthathwe ubufakazi ezinqumweni. Ngale kokufunda ngokwencwadi, isipiliyoni saselebhu silungiselela abafundi amathuba emisebenzi ye-STEM (isayensi, ubuchwepheshe, ezobunjiniyela kanye nezibalo) ngokubafundisa imithetho yezokuphepha efanele, ukuphatha impahla, kanye nezindlela zokucwaninga ngokusebenzisana. E-Anchor Comprehensive School (ngaphansi kwendawo esentshonalanga ye-Ergo Mining) ayinalo iLebhu Lesayensi elisebenzayo. Abafundi bakulesi sikole bancishwa ithuba lokufunda amakhono esayensi abalulekile, amathuba okwenza ama-experiment (ukuhlola), nokuthuthukisa amakhono okucabanga abalulekile ocwaningweni lwezesayensi. <u>Okukhuthaza ukuba kube nale phrojekthi wokulandelayo</u> 1. Imihlangano Eminingi nabaphathi besifunda boMnyango Wezemfundo ihlonze isidingo esiphuthumayo sosizo lokuthuthukisa ukufinyelela kanye nezingaqophelo lemfundo ehambisana nezifundo ze-STEM. 2. Ukuhambisana nempokophelo engokweqhingaswe yeCity of Johannesburg ukwakha indawo evumela ukukhula (komnotho) obandakanyayo kanye nokwakhiwa kwemisebenzi kanye nokuseqululwini eziNhlelweni Zamaphuzu Amane zikaMasipala. ICity of Johannesburg ihlose ukuhlinzeka ngendawo elungele abantu bayo abasebasha ukuthi babambe iqhaza njengabaholi boshintsho. Ngakho ukuguqulwa kuSmart City kumele kwakhe izimboni zakusasa, amabhizinisi, kanye namathuba abantu abasha okuthola imisebenzi nezindlela zokuthola imisebenzi okukhuphukayo kuyo ku-STEM (isayensi, ubuchwepheshe, ezobunjiniyela kanye nezibalo). 3. Okutholakele kanye Nemiphumela yeNqubo Yokubonisana Ngokokubandakanya Abantu Abahlukene: Ukuthuthukiswa kwamakhono namandla okusebenza kusaseqululwini emiphakathini njengoba ilangazelele ukulandela amathuba azoyisiza ithuthukise izingaqophelo layo futhi ibe ngababambiqhaza ababambe iqhaza emnothweni. Zafike izicelo eziqondile zokuthuthukisa izakhiwo zezikole. Imibiko echaza kabanzi kanye neziphakamiso nakho kwatholakele kuvela koThishanhloko becela ukuba kufakwe amaLebhu Esayensi.		
Incazelo Yephrojekthi	Igumbi lokufundela elikhona e-Anchor Comprehensive School lihlonzwe njengelizoguqulwa libe yiLebhu Yesayensi esebenza ngokugcwele. Le phrojekthi angeke ihlinzeke ngokungaphansi kokulandelayo: • Ukuguqulwa kwekilasi ukuze lifaneleke inhloso (ukulungiswa kwezindawo ezisemqoka kumumo wesakhiwo, ukushintshwa kwengqalasizinda kagesi neyenethiwekhi) • Ukuthuthukiswa kwezindlela zokugada igumbi • Ukuhlinzeka ngempahla yasendlini, izindawo zokugcina impahla, ukugcinwa kwamafriji amakhemikhali kanye • Nokuhlinzeka ngempahla yesayensi ezokwazi ukumumatha abafundi abalinganiselwa kwabangama-40 ngesikhathi esisodwa (ngokwemininingwane ehlinzekwe uMnyango Wezemfundo).		

	Izindawo Zomsebenzi Obhekiwe Ezisemqoka (ama-KPA)					Izinkomba Zomsebenzi Obhekiwe Ezisemqoka (ama-KPI)			
Umphumela	<i>I-KPA 1: Ukulungiswa Nokuthuthukiswa Kwengqalasizinda</i> <i>I-KPA 2: Ilebhu Yesayensi enempahla ephelele</i>					<i>I-KPI 1: Ukuqedwa kokulungiswa kwamakilasi okungu-100% ekupheleni kukaDisemba 2026</i> <i>I-KPI 2: Yonke ingqalasizinda edingekayo, ifenisha, impahla kanye nokudingekayo okuhlinzekiwe futhi kwafakwa futhi kube sekulungele ukusetshenziswa ekupheleni kukaDisemba 2026.</i>			
Indawo Yephrojekthi Ngokomumondawo	UMasipala Wesifunda		ICity of Johannesburg						
	UMasipala Wendawo		ICity of Johannesburg						
	Igama Lendawo Yasemakhaya / Lomphakathi		Soweto						
Abahlomuli Okuphokophelwe kubo	Abafundi bamanje nabakusasa (isilinganiso seminyaka emi-5) abase-Anchor Secondary enabafundi abangama-900 ngowezi-2025 = okuyisilinganiso sabazohlomula abayizi-4 500 eminyakeni emi-5.					Isikhungo Esibhekele Umsebenzi (<i>Kubandakanya wonke amaqhaza</i>)		<i>I-Ergo Mining kanye noMnyango Wezemfundo (umnyango wesifunda ofanele)</i>	
Ukubekwa ngokwezigaba Kwemisebenzi:	Abantu Besilisa Abadala	Abantu Besifazane Abadala	Abantu Abasha Besilisa	Abantu Abasha Besifazane	Inombolo Eyisamba yeMisebenzi Eyakhiwe	Usuku Lokuqala KwePhrojekthi	Ephreli 2026	Usuku lokuphela kwePhrojekthi	Disemba 2026
Isikhashana	4	0	2	2	8				
Isikhathi Esimaphakathi	0	0	0	0	0	Ukuzibophezela Ngokwesabelomali Kweminyaka Emi-5 Isiyonke			
Isikhathi Eside	0	0	0	0	0	R1 500 000 (<i>AmaRandi Ayisigidi Namakhulu Amahlanu Ezinkulungwane</i>)			
Isikhathi kanye Nokuqaliswa Kwaminyaka Yonke Kwemisebenzi									
UNYAKA		IKOTA LOKU-1		IKOTA LESI-2		IKOTA LESI-3		IKOTA LESI-4	
2023		Lutho		Lutho		Lutho		Lutho	
2024		Lutho		Lutho		Lutho		Lutho	
2025		Lutho		Lutho		Lutho		Kulindwe ukugunyaza kwe-DMPR	
2026		Kulindwe ukugunyaza kwe-DMPR		Imininingwane Yobungako Bomsebenzi Owenziwe (kuhambisana nezimiso		Ukuqala Kobungako Bomsebenzi Ukuvama ukubika ngenqubekela		Ukuqedwa Kobungako Bomsebenzi Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini	

		<i>nemigomo ye-DBE)</i> <i>Inqubo yethenda (kugxilwe ekutholeni abahlinzekimsebenzi basendaweni)</i> <i>Ukusungulwa KweKomidi Elishayela Iphrojekthi (elakhiwe Abaphathi abafanele ngokwamazinga abaphuma kuMnyango Wezemfundo, i-SGB, Othishanhloko, i-Ergo, Abamele Abahlinzekimisebenzi)</i> <i>Ukuqokwa Kwabahlinzekimisebenzi</i>	<i>phambili nokulandelela eKomidini Elishayela IPhrojekthi</i>	<i>Elishayela IPhrojekthi</i> <i>Ukudluliselwa Komsebenzi unikwa uMnyango Wezempilo</i>
2027	<i>Lutho</i>	<i>Lutho</i>	<i>Lutho</i>	<i>Lutho</i>
Usuku Lokuqeda kanye Neqhingasu Lokuphuma				
Usuku okuphokophelwe ukuba kuqedwe ngalo likuDisemba 2026 bese kudluliselwe kuMnyango WezeMfundo. ISivumelwano Sokusebenzisana (i-MoU) sizosayinwa uMnyango WezeMfundo ne-Ergo Mining. Lokhu kuzobhalwa Amaqhaza neMithwalo ye-DoE ne-Ergo Mining ngesikhathi sePhrojekthi kanye nohlelo lokulungisa olucaciwe oluzoqaliswa i-DoE emuva kokudluliselwa kwesakhiwo.				

3.7 Isifinyezo Sezinhlelo ze-LED

Ithebhula lama-66: Isifinyezo Sezinhlelo ze-LED67

INombolo YePhrojekthi	Igama Lephrojekthi	Incazelo	Abahlomuli	Isabelomali se-LED Isiyonke	Unyaka Wokuqalisa
IPHROJEKTHI YOKU-1	Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School	I-Ergo Mining ngokubambisana neRiverlea High School nababambiqhaza abasemqoka izolungisa amagumbi okufundela, izindlu zangasese, ezokuvikela, amahhovisi, nehholo, okuzothuthukisa izimo zokufunda kube kwakhiwa amathuba amabhizinisi nawomsebenzi wasendaweni nemiphakathi eyizungezile.	Abafundi bamanje nabakusasa - balinganiselwa kuzi-7 200 - 10 000 esikhathini seminyaka eyi-10.	R 5 000 000	2026 - 2027
IPHROJEKTHI YESI-2	Ukufakwa Kwelebhu Yesayensi Yesikole e-Anchor Comprehensive School	Igumbi lokufundela elikhona e-Anchor Comprehensive School lizoguqulwa libe yilebhu yesayensi esebenza ngokugcwele njengoba kuzolungiswa umumo wegumbi, ukufakwa kwagesi, i-plumbing, ukuthuthukiswa kwezokuvikela, ifenisha yelebhu, impahla ye-IT, indawo yokugcinwa kwempahla, okudingekayo okuqondene namakhemikhali, nefriji, okuzoba yindawo emumatha abafundi abangama-40.	Abafundi bamanje nabakusasa - balinganiselwa kuzi-4 500 esikhathini seminyaka emi-5.	R 1 500 000	2026
			Isabelomali se-LED Isiyonke	R 6 500 000	

3.8 Izindlela zokubhekana nezimo Zezezindlu, Izimo Zokuhlala kanye Nezokudla - UMthethonqubo 46 (c) (iv)

Ngokuhambisana nokuqaliswa koHlelo lwezindlu kanye neZimo Zokuhlala zeCrown Mine, njengamanje kuqaliswa izinhlelo ezilandelayo futhi kuzobikwa ngazo minyaka yonke.

- Ngowezi-2016 yonke imisebenzi ye-Ergo Mining, ngokubonisana nezinyunyana zabasebenzi, kwavunyelwana ngokubeka eceleni izi-R12,000,000 ukuze kusungulwe uhlelo lobunikazi bezindlu zabasebenzi. Lolu hlelo luvumela abaqalayo ukuthenga imizi ukuthi bafaneleke ukuthola ibhondi ebhange elaziwayo ukuze bafaneleke ukwaphulelwa entengweni yokuthenga indlu nezi-R75 000 kumalimboleko evela eNkampanini. Selokhu lwaqaliswa abafakizicelo abayi18 bagunyazwa ukuba bathole amabhodi futhi bathenga izindlu ezintsha.
- Abasebenzi bemisebenzi yase-Ergo Mining bathola Isibonelelo Sokuhlala Ngaphandle sezi-R3000 ngenyanga.
- IKomidi Lezezindlu livuselelwe ukuze libonisane nabasebenzi ukuze kusizwe abasebenzi bathole izindlu ezigcinekayo nezisemandleni abo.
- Lapho kucelwa futhi kuBonisanwa nezinyunyana zabasebenzi ngowezi-2018 yonke imisebenzi ye-Ergo Mining iqalise uhlelo lwemalimboleko yezindlu esekelwe yisikhwama sempesheni se-IEMAS.

3.9 Ukunakekela Impilo Nokutholakala Kokudla Okunempilo

UMthethonqubo wama-46 (c) (v) udinga ukuthi izimayini zibe nezindlela ezimisiwe zokuqinisekisa ukuthi abasebenzi bakwazi ukuthola ukudla okulungele impilo. ICrown Mine ayihlinzeki ngohlelo lwezokudla olubaluliwe lwabasebenzi bayo njengoba ingenawo amahostela, indawo yokuhlala komuntu ngayedwana, noma izindawo zokudla ezilawulwayo zabasebenzi bayo. UMthethonqubo wama-46 (c) (v) udinga ukuthi izimayini zibe nezindlela ezimisiwe zokuqinisekisa ukuthi abasebenzi bakwazi ukuthola ukudla okulungele impilo. ICrown Mine ayibahlinzeki abasebenzi bayo ngokudla njengoba ingenawo amahostela, indawo yokuhlala komuntu ngayedwana, noma izindawo zokudla ezilawulwayo zabasebenzi bayo. Njengohlelo lokuhlomisa nokho, kukhona amankantini lapho abathengi bengakwazi ukuthenga ukudla.

3.10 Ezokuthenga, Ezebhizinisi kanye Nezokuthuthukisa Kwabahlinezekimisebenzi - UMthethonqubo 46 (c) (vi)

3.10.1 Isethulo

USomqulu Wezokuthuthukisa Abantu Abamnyama Ngokubanzi Kwezomnotho kweMboni Yezezimayini ("uSomqulu Wezezimayini") wachitshiyelwa uMnyango Wezengcebo Embiwayo Nophethilomu (i-DMPR) ngoSeptemba 2018. USomqulu Wezezimayini wezi-2018 ubiza ukuthi izinkampani ezivukuzayo zithumele uhlelo Lokuthenga Impahla olusha lweminyaka emihlanu, okuveza izimpokophelo zonyaka ezibe sezanda ngokuhamba kwesikhathi kube kubhekwe ekulandelweni kwezimpokophelo zokuthenga impahla okusha ngokukaSomqulu Wezezimayini wezi-2018.

NgokukaSomqulu Wezezimayini, Ukuthenga Impahla Endaweni, Ukuthuthukiswa Kwabahlinezekimpahla kanye Nokuthuthukiswa Kwamabhizinisi kungezinye zezakhi ezisemqoka zokuphumelela kwezokuncintisana noguquko embonini yezezimayini.

3.10.2 Isisekelo Sezokuthengwa Kwempahla

Ithebhula elingezansi liveza isisekelo sokuThengwa Kwempahla ngokomhla zingama-31 Disemba 2022.

Ithebhula lama-68: Isisekelo Sokuthengwa Kwempahla (IFomu T) yeCrown Mine kusukela ngomhla zingama-31 Disemba 202269

Impahla Yezokuvukuza	Izindleko	Impokophelo	Okufeziwe	Isilinganiso	Umphumela
Okunabanikazi kanye Nenkampani Elawulwa Ababephucwe Amathuba Ngokwasemlandweni	R57 782 519	21%	22%	5,0%	5,0%
Okunobunikazi futhi Okulawulwa Abantu Besimame Nentsha	R30 328 409	5%	11%	5,0%	5,0%
Inkampani Elandela i-BEE	R113 204 643	44%	42%	5,0%	4,8%
Isamba Sezindleko ze-BEE	R201 315 571	70%	75%	15,0%	14,8%
Isamba sezindleko zemphahla yasemayini	R266 894 459				
Imisebenzi	Izindleko	Impokophelo	Okufeziwe	Isilinganiso	Umphumela
Okunabanikazi kanye Nenkampani Elawulwa Ababephucwe Amathuba Ngokwasemlandweni	R39 440 979	50%	24%	5,0%	2,4%
Okunobunikazi futhi Okulawulwa Abantu Besimame	R16 180 687	15%	10%	5,0%	3,3%
Okunobunikazi futhi Okulawulwa Yintsha	R849 358	5%	1%	5,0%	0,5%
Inkampani Elandela i-BEE	R34 181 346	10%	21%	5,0%	5,0%
Isamba Sezindleko ze-BEE	R90 652 371	80%	55%	20,0%	11,2%
Isamba sezindleko zemisebenzi	R165 321 764				
Amasampula	R3 491 993	100%	100%	2,5%	2,5%
Ucwaningo Nentuthuko eNingizimu Afrika	R14 652	100%	100%	2,5%	2,5%
Isamba sokuthengwa kwempahla	R450 176 344				
				40,0%	31,0%

3.10.3 Izimpokophelo Zokuthengwa Kwempahla

ICrown Mine izibophezele ezimpokophelweni ezilandelayo zama-SLP esikhathi seminyaka emi-5. Lezi zimpokophelo zisuselwa esisekelweni sokuthenga seCrown Mine kanye nezidingo zikaSomqulu Wezezimayini.

Ithebhula lama-70: Izimpokophelo Zezokuthengwa Kwempahla Zeminyaka Emihlanu yeCrown Mine⁷¹

INDLELA	2023	2024	2025	2026	2027
Impahla Yezokuvukuza	66%	67%	68%	69%	70%
Enobunikazi futhi engeyezinkampani ezilawulwa yi-HDP	19%	19,5%	20%	20,5%	21%
Enobunikazi futhi engeyezinkampani ezilawulwa Abantu Besimame kanye/noma Intsha	5%	5%	5%	5%	5%
Izinkampani ezilandela i-BEE	42%	42,50%	43%	43,50%	44%
Imisebenzi	48%	56%	64%	72%	80%
Enobunikazi futhi engeyezinkampani ezilawulwa yi-HDP	22%	29%	36%	43%	50%
Enobunikazi futhi engeyezinkampani ezilawulwa Abantu Besimame	15%	15%	15%	15%	15%
Enobunikazi futhi engeyezinkampani ezilawulwa Intsha	1%	2%	3%	4%	5%
Izinkampani ezilandela i-BEE	10%	10%	10%	10%	10%
Ucwaningo Nentuthuko	100%	100%	100%	100%	100%
Izinkampani zocwaningo nentuthuko ezizinze eNingizimu Afrika.	100%	100%	100%	100%	100%
Isampula Lohlaziyo	100%	100%	100%	100%	100%
Izikhungo noma izinkampani ezizinze eNingizimu Afrika.	100%	100%	100%	100%	100%

3.10.4 Uhlelo Lokuqalisa Ezokuthengwa Kwempahla

Ithebhula lama-72: Uhlelo Lokuqalisa Ezokuthengwa Kwempahla⁷³

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukusungula nokuqalisa iqhingas, inqubomgomo nezindlela zokulandelela nokubika ngokuthenga impahla ngokwezimpokophelo ezimisiwe	Umphathi Wezokuthengwa Kwempahla
Ukuqalisa ukuthuthukisa ibhizinisi nabahlinzekimisebenzi ukuze kufezwe izimpokophelo zokuthenga impahla	Umphathi Wezokuthengwa Kwempahla
Ukuqinisekisa ukuthi osonkontileka abasemqoka bayaziswa ngokudingekayo ukuze ukuthengwa kwempahla kulandele izimiso ngokusebenzisa inqubo yokubazisa ngomsebenzi usaqalwa	Umphathi Wezokuthengwa Kwempahla
Ukuhlomisa abanikazi bolwazi kanye nosonkontileka abasemqoka ngokudingekayo ukuze kulandelwe izimiso zokuthenga impahla	Umphathi Wezokuthengwa Kwempahla

ICrown Mine izoqalisa izinhlelo ezinhlobonhlobo njengengxenywe yokulandela izimpokophelo zokuthenga ezibophezele kuzo. Lezi zinhlelo zibhalwe ohlwini olungezansi:

1. Ukuhlonza nokubiyela iphesenti lemisebenzi ebaluliwe kanye nempahla, ezofakwa esikhathini seminyaka emi-3, kuncike ekutheni kumele kuhlonzwe abantu abasha futhi bafundiswe ngomsebenzi kusaqalwa.
2. Izinkampani ezingazilandeli izimiso kuzobhekanwa nazo ngokweqhingas elinzulu elingase libandakanye izindlela ezilandelayo emuva kokuhlaziywa kokusetshenziswa kwemali:

- Ukuba nezindlela ezimile nezilinganisekayo zokuba abahlinzekimpahla bafinyelele ezingeni elamukelekile lokulandelwa kwezimiso.
 - Ukuhlonza imali esetshenziselwe okungekho semqoka engabelwa abanye abahlinzeki abalandela izimiso
 - Ukhuthaza ukusetshenziswa kosonkontileka abancane abalandela izimiso ukuze bakwazi ukudlulisa amakhono
3. Ukuqhubeka nokwethembela ebuqinisweni nasekwethembekeni kwezitifiketi ze-BEE ezikhishwe ngokusemthethweni ezigunyazwe yizikhungo eziqinisekayo. Phezu kwalokhu, kuzoba nesibalo esincane sokuqinisekisa esizokwenziwa maqondana nabahlinzekimpahla abalandela izimiso abasebenzisa imali enkulu.

3.10.5 Uhlelo Lokuthuthukisa Ibhizinisi Nabahlinzekimpahla

Ukuthuthukisa ibhizinisi nabahlinzekimpahla kwenziwa ngokuqalisa okulandelayo:

- Azisa ngamathuba entuthuko, ukufundiswa inqubo yokukhetha abahlinzekimpahla bezokuthuthukisa kanye nokuhlomisa maqondana nezimpokophelo kanye nezigaba zezokuthenga impahla
- Ukusungula izinqubo zokuhlola abahlinzekimpahla namabhizinisi okuhlonza intuthuko engaba khona
- Ukuqinisekisa ukuthi kukhona izinkontileka zeBhizinisi / zoMhlinzekimpahla ezidingekayo

Izindlela zokungenelela ezizoqaliswa yiCrown Mine esikhathini se-SLP seminyaka emi-5 zibandakanya okulandelayo:

- Ukuhlonzwa kwezikhungo zokuthuthukisa ibhizinisi ezifanele ezingahlinzeka ngokuqeqesha okudingekayo, amathuba okuxhumana nokungabanjisanwa nabo kanye nokufundisa ngezezimali kanye nosizo lwama-SMME njengengxenye yohlelo lwe-ESD olufiswayo.
- Ukubonisana ngokuqhubekayo nemiphakathi esisingethe nokuba nezindlela zokuxhumana ezisunguliwe

ICrown Mine izibophezele ekuhlinzekeni ngamathuba osomabhizinisi basendaweni okubamba iqhaza ekuThuthukisweni Kwamabhizinisi Nabahlinzekimpahla. Ukubamba iqhaza kosomabhizinisi basemphakathini kungenye yezindlela zokuba negalelo ekuthuthukisweni komnotho womphakathi ozungeze imisebenzi yethu yokuvukuza.

Ngokusekela nokuthuthukisa Amabhizinisi ama-SME anabanikazi basemiphakathini esisingethe, iCrown Mine ihlose ukuba nomthelela omuhle ekuwuguquleni ngempumelelo umphakathi waseNingizimu Afrika, ngokwenza okulandelayo:

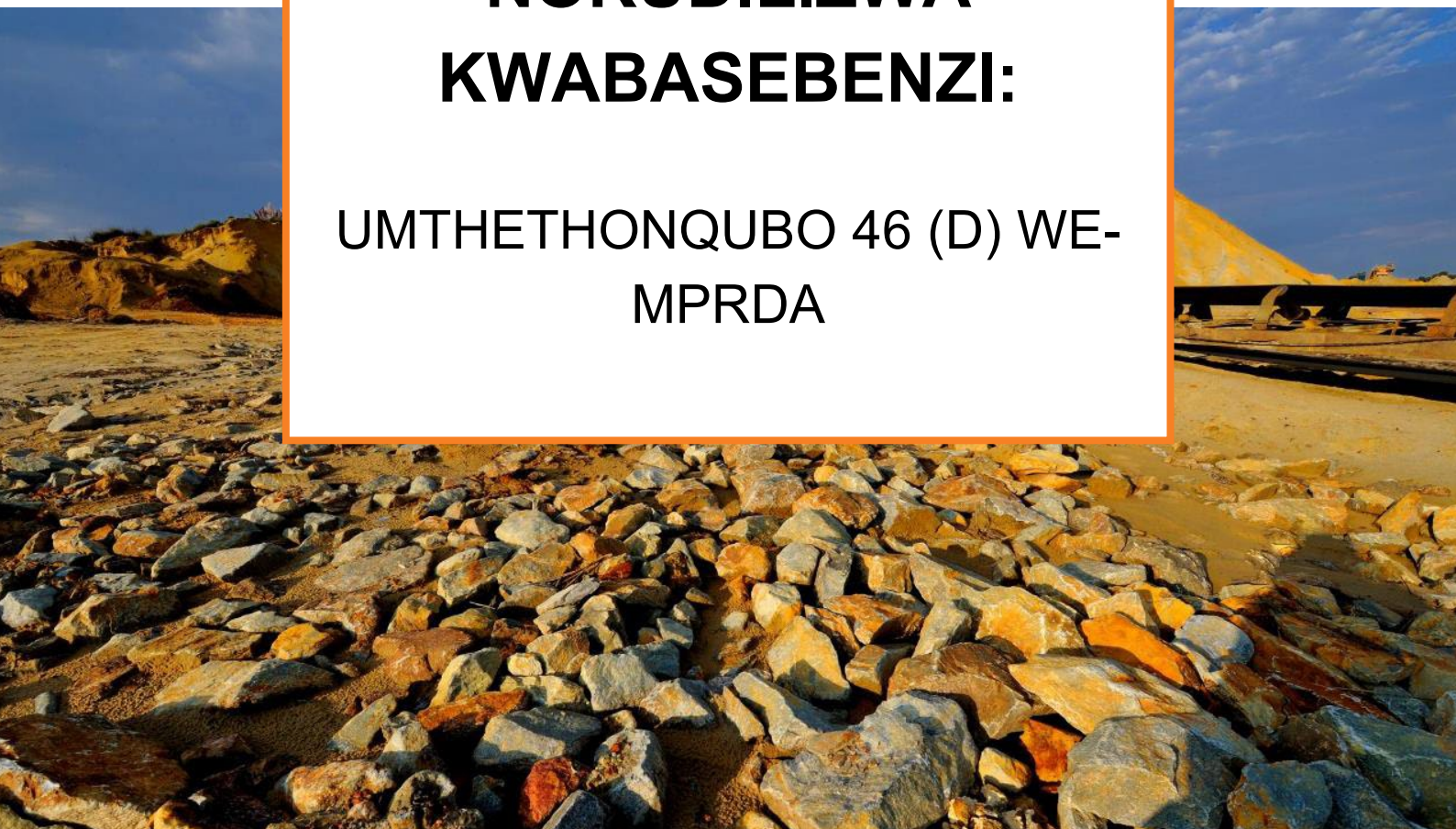
- Ukuhlinzeka ngamathuba ama-SME asendaweni okubamba iqhaza emisebenzini yethu yokuthengwa kwempahla
- Ukuvula am-SME asendaweni agcinekayo ngokuThuthukiswa Kwamabhizinisi Nabahlinzekimpahla
- Ukwakha amathuba emisebenzi ngezokuthengwa kwempahla

- Ukusekela ama-SME asendaweni ukuze akwazi ukuqhubeka nokusebenza noma ingasekho imisebenzi yethu yezokuvukuza

ISIGABA SESI-4

**UHLELO LOKUPHATHWA
KOKUNCISHISWA
KWESIBALO
SABASEBENZI
NOKUDILIZWA
KWABASEBENZI:**

**UMTHETHONQUBO 46 (D) WE-
MPRDA**



4 UHLELO LOKUPHATHWA KOKUNCISHISWA KWESIBALO SABASEBENZI NOKUDILIZWA KWABASEBENZI - UMTHETHONQUBO 46 (D)

Ukuncishiswa kwesibalo sabasebenzi nokudilizwa kwabasebenzi eCrown Mine bekulokhu futhi kuzoqhubeka nokwenzeka ngokubonisana ngokugcwele nenyunyana yabasebenzi eyaziswayo. Izigaba ezilandelayo ziveza uhlelo lokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi ngokomsebenzi owenziwayo. ICrown Mine izolandela izinqubo zokunciphisa isibalo sabasebenzi nokudilizwa kwabasebenzi njengoba kumiswe ku-DoL noMthetho Wezobudlelwano Nabasebenzi.

Ukubalwa kwezibalo ezichazwe ngezansi kususelwe kunqubomgomo yokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi, evumela ukuba abasebenzi baholelwe amaviki amane onyaka wokuqala wokusebenza bese emuva kwalokho kube amaviki amabili ngonyaka ngamunye abawuqede besebenza emuva kokuba umsebenzi esebenzele iCrown Mine. Le mali itholakala noma kunini ukuqinisekisa ukuthi kuhlinzekwa ngokwanele uma kwenzeka kuba nokuvala okungalindelekile noma ukuncishiswa kwesibalo sabasebenzi.

Yonke imisebenzi ye-Ergo Mining ineForamu Yangomuso esunguliwe enomthethosisekelo ovunywe yibo bonke abathintekayo. Iforamu ihlangana njalo futhi ibandakanya abamele abaphathi beCrown Mine nabasebenzi futhi isebenzela ukukhuthaza ukuqhubeka kokubonisana phakathi kwabasebenzi nabaphathi.

Bonke osonkontileka kanye nabahlinzekimisebenzi benkampani kudingeka ukuba balandele izibopho nezinqubo ezendlalwe kulesi sigaba. Kuzokwenziwa imisebenzi elandelayo eqondene nokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi.

4.1 Ukusungula Iforamu Yangomuso - UMthethonqubo 46 (d) (i)

Kudingeka ukuba kusungulwe Iforamu Yangomuso (i-FF) ngokoMthethonqubo wama-46 (d) (i) we-MPRDA. I-FF iwuphiko lokuphatha abasebenzi oluzogxila ekuqalisweni nasekuqashweni kwe-SLP. Inhloso wukuhlinzeka ngendlela esemthethweni, lapho bonke abathintekayo bengaxoxa ngezinsalele kanye nezisombululo ezingase zibe khona ezinkingeni iMayini ebhekene nazo ezingase zibe nethuba lokuholela ekudilizweni kwabasebenzi ngomuso.

I-Ergo Mining yasungula iForamu Yangomuso ehlanganisile (emele yonke Imisebenzi ye-Ergo Mining) ngowezi-2014 neNational Union of Mineworkers kanye ne-United Association of South Africa futhi kamuva nje njengoba Sekwaziswe i-AMCU nayo isibamba iqhaza kule foramu. Umsebenzi osemqoka weForamu Yangomuso ifinyezwe ngokulandelayo:

- ukukhuthaza izingxoxo eziqhubekayo phakathi kwenyunyana (kwezinyunyana) ngeCrown Mine maqondana nekusasa leNkampani;
- ukuhamba phambili ekuhlonzweni kwezinkinga, izinsalele kanye nezisombululo ezingase zibe khona maqondana nomsebenzi wokukhiqiza nokuqasha;
- ukuhlonza amaqhingaswe okuguqula ukukhiqiza nokuqasha; kanye
- nokuqalisa amaqhingaswe okuvunyelenwe ngawo phakathi kwabathintekayo.

4.2 Izindlela Zokuvikela Imisebenzi kanye Nezinye Izindlela Zokugwema Ukuncipha Kokungabi bikho Kwamathuba Omsebenzi - UMthethonqubo 46 (d) (ii no iii)

Inkampani isungule futhi izoqalisa amaqhingasu oshintsho nezindlela zokugcina imisebenzi, ukuvikela ukungabibikho kwemisebenzi nokugwema ukuncishiswa kwesibalo sabasebenzi ngokwenza okulandelayo:

- Ukubonisana ne-DoL, i-DMPR, kanye nezinkampani zezimayini ezizungeze indawo ukuhlola noma amaphi amathuba okungenelela emitheleleni yokudiliza abasebenzi noma ukuvala;
- Ukubonisana neProductivity South Africa ukuhlonza eminye imikhakha yezomnotho noma imisebenzi abasebenzi abangase bafakwe kuyo;
- Kuzosetshenziswa indlela Yokusekela Uhlelo Lomphakathi Lwezobuchwepheshe ukuze kusizwe ukuze kufinyelwe ezisombululweni zezinkinga ezihambisana nokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi, kanye
- Nokufakwa kwabasebenzi kumaphrojekthi e-LED agcinekayo eqaliswa imayini, njengoba kuchazwe ezigabeni ezidlule.

Uma iCrown Mine isingena esigabeni sokuncishiswa kwesibalo sabasebenzi, noma uma icubungula indaba yokudilizwa kwabasebenzi abaningi, kuzokhishwa izaziso ezizobhekiswa ezikhungweni zikahulumeni ezifanele ezibhalwe ku**Thebhula lama-38**.

Ithebhula lama-74: Inqubo Yokwazisa Ngokuncishiswa Kwesibalo Sabasebenzi Nokuvalwa Kwebhizinisi75

Isaziso sizoqondiswa kuSihlalo weBhodi Lezokuthuthukiswa Kwengcebo Embiwayo Nezokuvukuza	ISAZISO SIKANGQONGQOSHE WEZABASEBENZI
Lapho ababhekene nomsebenzi bebona ukuthi kuzophela ingcebo embiwayo evukuzwa futhi/noma uma incipha lapho izinga lenzuzo/lengeniso liba ngaphansi kwama-10%	Lapho ababhekene nomsebenzi bebona ukuthi noma uhlose ukudiliza abasebenzi abaningi (ama-10% noma ngaphezulu NOMA abasebenzi abangaphezu kwama-500 kulandelana, noma ngabe wokuphi okuncane)
Lapho ababhekene nomsebenzi bebona ukuthi noma uhlose ukudiliza abasebenzi abaningi (ama-10% noma ngaphezulu NOMA abasebenzi abangaphezu kwama-500 kulandelana, noma ngabe wokuphi okuncane) esikhathini sonyaka owodwa	

Phezu kwala mahhovisi kahulumeni, kuzokwaziswa abalandelayo abengeziwe abangaba nentshisekelo:

- IForamu Yangomuso yomsebenzi
 - Ithimba Lokungenelela Ngokushesha le-DoL
 - Izikhungo Zabasebenzi ze-DoL
 - Amaphrojekthi e-DTI ahlose ukuthuthukisa ama-SMME
 - Noma ziphi izinhloko zokuxhumana nomphakathi ezisungulwe yinkampani
 - Izikhungo zemfundo ephakeme
 - Izikhungo zoxhasomali
 - Izikhungo eziqashayo zasendaweni kanye nanoma siphi isikhungo sabasebenzi esifanele
- Inhloso yokwazisa okukhulu kangaka wukuba bonke laba abanentshisekelo basekele futhi bahlinzeke ngosizo ngokuzibandakanya kusanesisikhathi ekuncishisweni kwesibalo sabasebenzi.

4.3 UMthethonqubo 46 (d) (iv) UMthelela Wezenhlalomnotho Ekuncishisweni Kokungabi bikho Kwamathuba Omsebenzi Nokuvalwa Kwebhizinisi.

Lapho ingekho indlela yokugwema ukudilizwa kwabasebenzi, iCrown Mine izolandela izinqubo zokunciphisa isibalo sabasebenzi nokudilizwa kwabasebenzi njengoba kumiswe ku-DoL noMthetho Wezobudlelwano Nabasebenzi.

Kuzoqaliswa uhlelo olulandelayo lokulawula inqubo yokunciphisa isibalo sabasebenzi nokudiliza abasebenzi:

- Ukulawula ukudilizwa kwabasebenzi okungegwemeke ngendlela enobuntu, njengokuthi kubhalwe isiphakamiso sokudiliza abasebenzi esifanele ngokubonisana nabathintekayo;
- Ukuvula izindlela zokuxhumana ezinozinto zokuxhumana nabasebenzi abathintekayo ukuqinisekisa ukuthi bayiqonda ngokufanele inqubo. Ukuhlinzeka ngolwazi oluyiqiniso, olubuyekeziwe noluvamile maqondana nokudiliza abasebenzi noma ukuncishiswa kwesibalo sabasebenzi oluzonikwa abasebenzi angokuvamile;
- Ukuhlinzeka abasebenzi abathintekayo ngolwazi olimisiwe oluqondene nezinkokhelo zokuphelelwa umsebenzi, izikhwama zomhlalaphansi, kanye nezinye izindlela nosizo abangaluthola;
- Ukulawula umfutho wabasebenzi ukuvikela imithelela emibi engase ibe khona emisebenzini;
- Ukuhlinzeka abasebenzi ngosizo maqondana nokuthola izinkokhelo zomhlalaphansi kanye nezinye izinzuzo zabasebenzi ezinjenge-UIF, njl.;
- Ukuthola usizo lokusungula Ithimba Lokubhekana Nokudilizwa Kwabasebenzi (i-RRT), elizoxhumana neForamu Yangomuso ngezinkinga eziqondene nokuncishiswa kwesibalo sabasebenzi; futhi

Libonisane neziKhungo Zabasebenzi zama-DoL:

- Ukwelulekwa ngokwezimali;
- Ukwelulekwa ngokomqondo;
- Ukuthuthukiswa nokuqeqeshelwa ukusungula amabhizinisi; kanye
- Nokuqeqeshwa ngokufuna umsebenzi

4.4 Izindlela Zokuba Nomthelela Kwezenhlalakahle Nezomnotho Esifundeni Ngasinye Nasemnothweni lapho kuqinisekisiwe Ngokudilizwa Kwabasebenzi kanye Nokuvalwa Kwebhizinisi.

ICrown Mine izosiza abasebenzi abathintekayo ngokuthola ezinye izinhlobo zomsebenzi noma izindlela zokuziphilisa. Lokhu kuzokwenzeka lapho abasebenzi bengenakufakwa noma ukuqashwa kwezinye izikhungo, nalapho bengakafiki eminyakeni yokuthatha umhlalaphansi. Lesi sigaba siphathwa ngokuhlanganyela kwenkampani ngokubambisana noMnyango Wesifundazwe nokaHulumeni Wendawo. Lesi sigaba sizogxila ekuhlomiseni abasebenzi ngamakhono kabusha (ngoHlelo lwe-HRD) oluzobahlomisela eminye emisebenzi emuva kokuvalwa kwemayini.

ICrown Mine yakhe uHlelo lwe-HRD oludidiyele (**Isigaba sesi-2**), oluzoqaliswa kuso sonke isikhathi esisele sokusebenza kwemayini, futhi izozama ukusiza abasebenzi bakwazi ukuthola amanye amathuba okuziphilisa emuva kokuvalwa. Lezi zinhlelo zizoxhunyaniswa ne-IDP, njengezindlela zentuthuko ezihlonzwe koMasipala Bamadolobha Amakhulu Ekurhuleni naseGoli.

Kuzoqaliswa uhlelo lwezinyathelo olulandelayo kulesi sigaba:

- Ukusungula isizindalwazi sabasebenzi abadiliziwe kubalwa ulwazi maqondana namakhono akhona, isipiliyoni, kanye nobungoti. Lesi sizindalwazi sizosetshenziselwa ukuhlonza amathuba okuqasha angaba khona ngaphakathi noma ngaphandle kwenkampani;

- Ukuhlonza abantu abafanele kulabo abadiliziwe abangacatshangelwa amathuba ama-SMME angaba khona enkampanini naku-DTI;
- Ukuqeqesha nokuhlomisa ngamakhono amasha ngokufanele labo abadiliziwe ukuze bakwazi ukuzitholela eminye imisebenzi enkampanini, noma ezimakethe zemisebenzi;
- Ukufundisa abasebenzi abathintekayo maqondana nezindlela zokuqhubeka nokuziphilisa abangasebenzisa ngayo inkokhelo yokudilizwa emsebenzini. Lokhu kuzobandakanya ukufundiswa ngamathuba otshalomali angase abe khona;
- Ukuqalisa Isikhungo Sezeluleko Ngemisebenzi sokweluleka abadiliziwe nokubasiza bathole eminye imisebenzi noma amathuba okwenza imali, uma sebediliziwe kanye
- Nokusungula isikhungo "sosizo lomsebenzi" ukusiza abasebenzi ekufuneni eminye imisebenzi emuva kokuvalwa kokuphela komsebenzi, isb. ukwakha ama-CV abasebenzi, ukuxhumana nabangase babaqashe kanye namanye amathuba, ukuqeqeshelwa izinhlokhono, njl.

Njengamanje iCrown Mine ayihleleli ukuvala. Kuyaziswa nokuthi uma kuba nesidingo salokhu kuzoxhunyana nezinyunyana, okuyizo ezihlonishwa njengabameleli babasebenzi, kuzo zonke izimo okudingeka kuzo ngesikhathi sesigaba se-SLP.

4.5 Izindlela zokuqalisa ze-SLP

4.5.1 Inqubo Yokuxhumana

ICrown Mine izoqhubeka nokuqalisa inqubo yokuxhumana ye-SLP eqhubekayo, ephokophele ekubambeni iqhaza ngokushabasheka kwabasebenzi, imiphakathi ethintekayo, izikhungo zikaHulumeni, kanye nabanye ababambiqhaza. Ukubonisana nababambiqhaza abasemqoka kuzokwenza ngokubonisana namaforamu kanye namakomidi. Imisebenzi ye-Ergo Mining izosungula futhi iqalise amaforamu alandelayo:

- **Iforamu Yangomuso.** Iforamu Yangomuso (**Isigaba 4.1**) yasungulelwa imisebenzi ye-Ergo Mining futhi ihlinzeka ngethuba lokuba abaphathi, izinyunyana, kanye nabasebenzi bahlangabezane futhi baxoxe ngezinkinga eziqondene ne-SLP. Iforamu izama ukuqhamuka nezisombululo zezinselele nezinkinga ezivela ngezikhathi ezithile.
- **Iforamu Yokuthuthukisa Umnotho Wendawo.** ICrown Mine izoxhumana neForamu ye-LED yeCity of Johannesburg ne-Ekurhuleni uma seyisungulwe ngokugcwele.
- **Iforamu Yenyanga.** Le foramu ibandakanya abaphathi, abamele abasebenzi nezinyunyana zabasebenzi futhi ixoxa ngezinkinga eziqondene nezempilo nezokuphepha, izinkinga zezimali nezebhizinisi kanye nezindlu.
- **Iforamu Yezokuqasha Ngokulinganisa (i-EE).** Iforamu ye-EE yayo yonke imisebenzi ye-Ergo Mining ibandakanya abamele abaphathi nabasebenzi. Izinkinga ezisemqoka zithinta ukuqalisa kwezinhlelo ze-HRD (ukuthuthukiswa kwamakhono njl.) futhi ziqhubekela ekuhlangabezaneni ne-HDP nezimpokophelo zokuqashwa kwabesifazane ngaphakathi kwabasebenzi.
- **Iforamu Yezokuthuthuka Ngokomsebenzi Kusungulwe iforamu yezokuthuthuka ngokomsebenzi.** Kule foramu, abaphathi bayahlangana baxoxe ngenqubekela phambili maqondana

nezindlela zokuthuthuka emsebenzini zomuntu ngamunye kanye nokufezwa kwezimpokophelo ze-HDP.

Umsebenzi walama foramu ukuqinisekisa ukuthi abasebenzi bahlala benolwazi olugcwele ngalo lonke ushintsho emisebenzini futhi azoqinisekisa ukuthi kuba nezindlela ezifanele zokuqaliswa kwe-SLP.

4.6 Umthwalo Nesibopho Sokuphendula

Umqondisi Ophethe we-Ergo Mining uzoba nesibopho sokuphendula ku-DMPR ngokuqaliswa koHlelo Lwezanzhlalakahle Nezemisebenzi lweCrown Mine, kube uMphathi Wezabasebenzi wezeMisebenzi ye-Ergo Mining uzoba nomthwalo futhi abikele uMqondisi Ophethe ngokwenziwa kwezinhlelo eziqondene ngqo nomsebenzi.

4.7 Ukuhlinzekelwa Ngokwezimali Kokuncishiswa Kwesibalo Sabasebenzi Nokudilizwa Kwabasebenzi

I-Ergo Mining ine-akhawunti yasebhange i-ABSA eyafaka kuyo imali yokuqala eyisihlinzeko eyizi-R13 000 000 yanoma yikuphi ukuncishiswa kwesibalo sabasebenzi nokudilizwa kwabasebenzi kunoma miphhi imisebenzi engaphansi kweLungelo Lokuvukuza layo. Kube kunenzalo engena kule mali manje eseyimi kuzi-R17 100 000 (ngokwasekupheleni kukaDisemba 2022).

Ingxenye eyabelwe imisebenzi yeCrown ibalwe kususelwa ezibalweni zabasebenzi, futhi isihlangene iyizi-R294 000 eminyakeni emi-5. **Ngakho akuzukudingeka kufaka mali minyaka yonke, njengoba imali egcwele ivele isingatholakala ngaleso sikhathi.**

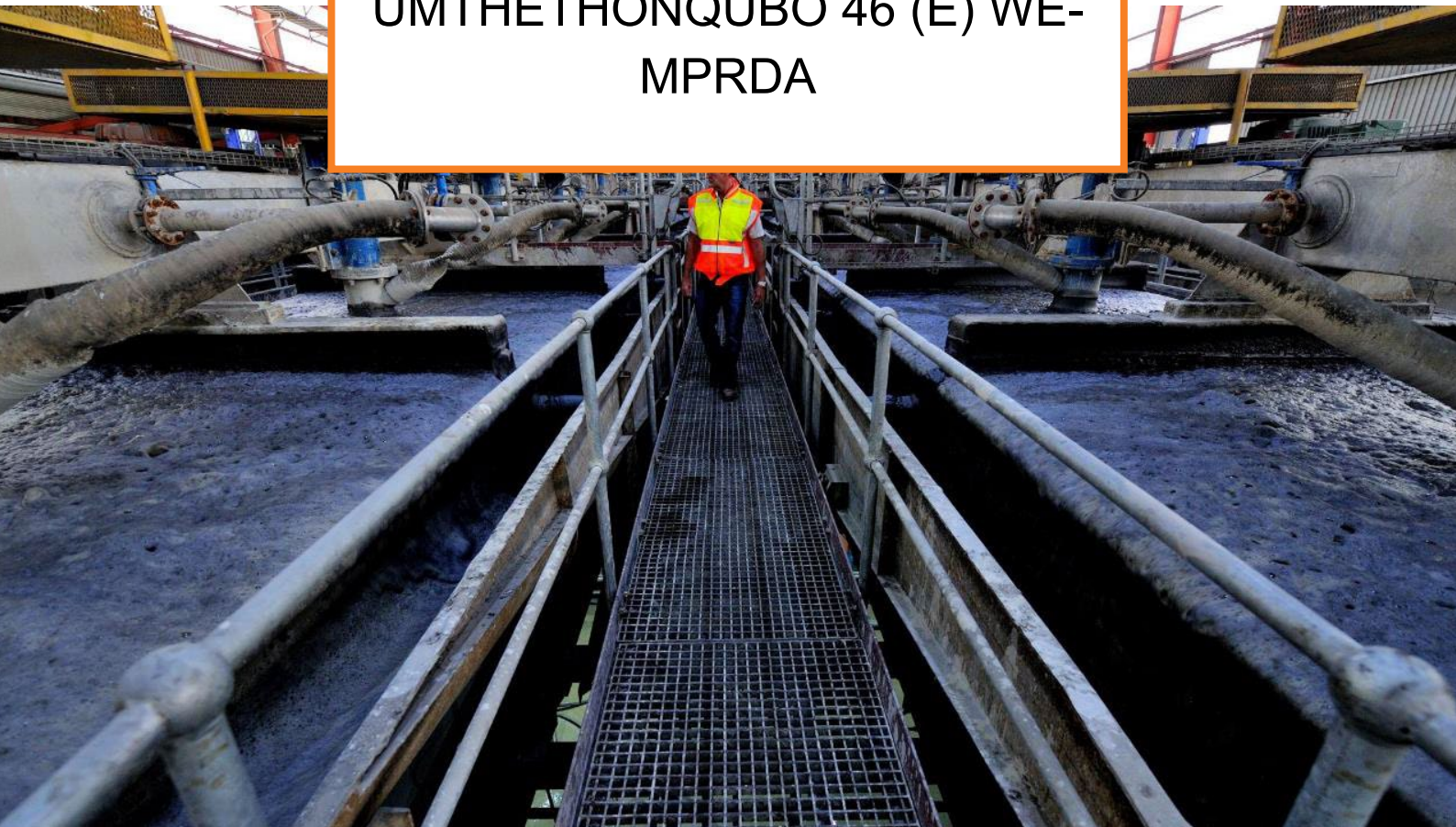
Ithebhula lama-76: Ukuhlinzekelela Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudilizwa Kwabasebenzi eCrown77

	2023	2024	2025	2026	2027	ISAMBA
Ukuncishiswa Kwesibalo Sabasebenzi Kanye Nokudilizwa Kwabasebenzi						R 294 000

ISIGABA SAMA-5

IZINHLINZEKO ZEZIMALI ZOKUQALISA UHLELO LWEZENHLALAKAHL E NEZEMISEBENZI

**UMTHETHONQUBO 46 (E) WE-
MPRDA**



5 UKUHLINZEKELWA NGOKWEZIMALI KOKUQALISWA KWE-SLP (UMTHETHONQUBO 46 (E))

Isigaba sama-23(1)(e) se-MPRDA sithi "UNgqongqoshe kumele akhiphe iLungelo Lezokuvukuza uma umfakisiselo ehlinzekele ngezimali noma ngenye indlela okumiswe ohlelweni lwezenhlalakahle nezemisebenzi." iCrown Mine izihlinzekele ngezimali zonke izakhi ze-SLP njengoba zichaziwe.

Ithebhula elingezansi liveza isifinyezo sokuzibophezela ngokwezimali kweCrown Mine esakhini ngasinye se-SLP esikhathini seminyaka emihlanu (5).

Ithebhula lama-78: Isifinyezo Sezinhlinzeko Zezimali ze-SLP yeCrown Mine ye-SLP seyiyonke79

Izakhi ze-SLP	Ukuhlinzekela Ngokwezimali Kweminyaka Emi-5
Isamba Sezokuthuthukiswa Kwabasebenzi	R8 825 426
Isamba Sezokuthuthukiswa Komnotho Wasendaweni	R6 500 000
Isamba Sokuncishiswa Kwesibalo Sabasebenzi kanye Nokudiliza Abasebenzi	R294 000*
Isamba Sokuhlinzekela i-SLP	R15 619 426

* Ukuzibophezela Ekulawulweni Kokuncishiswa Kwesibalo Sabasebenzi Nokudilizwa Kwabasebenzi sekuhlinzekelwe.