

# EVANDER GOLD MINES

## UHLELO LOKUPHAKATHI NEZABASEBENZI

UKUTHUTHUKISA IZIMPILO ZEMIPHAKATHI YETHU  
EVANDER GOLD MINES (Pty) Ltd

**Ilayisensi yezimayini**

**MP30/5/1/2/2/126MR**

**INOMBOLO YOKUBHALISA.**

**1963/006226/07**

2023 – 2027

# OKUQUKETHWE

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Izibopho ze-Evander Gold Mines  
Zohlelo Lwezenhlalakahle  
Nezabasebenzi.

## IZIfinyezo

Izifinyezo ezilandelayo zitholakala kulo mbhalo.

|      |   |             |   |
|------|---|-------------|---|
| EGM  | Evander Gold Mines  | LED         | Local Economic Development(Ukuthuthukiswa Komnotho Wasekhaya)   |
| AET  | Adult Education Training(Ukuqeqeshwa Kwemfundo Yabantu Abadala)   | MMC         | Mine Manager's Certificate(Isitifiketi Somphathi Wezimayini)  |
| ATR  | Annual Training Report(Umbiko Wokuqeqeshwa Wonyaka)   | MP          | Mpumalanga  |
| PAR  | Pan African Resources PLC   | MR          | Mineral Rights(Amalungelo Amaminerali)  |
| DMRE | Department of Mineral Resources and Energy(UMnyango Wezezimbiwa Namandla)                               | MPRDA       | Mineral and Petroleum Resources Development Act, Act 28, 2002 (Umthetho Wokuthuthukiswa Kwezinsiza Zezimbiwa Nephethiloli, uMthetho ka-28, 2002)  |
| GMM  | Govan Mbeki Local Municipality(Umasipala wendawo uGovan Mbeki)  | MQA         | Mining Qualification Authority NDM(Isiphathimandla seziqo zezimayini i-NDM Nkangala District Municipality NQF National Qualification Framework(I-NDM isifunda saseNkangala Uhlaka Lweziqo lukazwelonke lwe-NQF)         |
| EGM  | Evander Gold Mines (Pty) Ltd  | PIT         | Professional in Training(Uchwepheshe Ekuqeqesheni)  |
| EE   | Employment Equity(Ukulingana Kokuqashwa)  | (Pty) Ltd   | Proprietary Limited   |
| FET  | Further Education Training(Ukuqeqeshwa Kwezemfundo Eqhubekayo)  | RSA         | Republic of South Africa  |
| GET  | General Education and Training(GET Imfundo Nokuqeqeshwa Okujwayelekile)                                 | SA          | (IRiphabhulikhi yaseNingizimu Afrika SA) South Africa(INingizimu Afrika)  |
| GDP  | Gross Domestic Product (umkhiqizo wonyaka wonke ohlangene)  | SACN        | South African Cities Network(Inethiwekhi Yamadolobha AseNingizimu Afrika)   |
| HIV  | Human Immunodeficiency Virus(i-virus yokungasebenzi kahle komzimba)                                     | SAMREC Code | South African Code for the Reporting of Exploration Results, Mineral Resources and Mineral Reserves (Ikhodi YaseNingizimu Afrika Yokubikwa Kwemiphumela Yokuhlola, Izinsiza Zezimbiwa kanye NeziNdawo Zokumbiwa phansi) |
| HET  | Higher Education and Training(Imfundo Ephakeme Nokuqeqeshwa)  | SEAT        | Socio Economic Assessment Toolbox(Ibhokisi Lamathuluzi Lokuhlola Umnotho Wezenhlalo)  |
| HDSA | Historically Disadvantaged South Africans(AbantubaseNingizimu Afrika ababencishwe amathuba ngokomlando) | SETA        | Sector Education and Training Authority(Igunya Lomkhakha Wezemfundo Nokuqeqesha)  |
| HR   | Human Resources(UMnyango Wabasebenzi)   | SLP         | Social and Labour Plan(Uhlelo Lwezenhlalakahle Nezabasebenzi)   |
| IDP  | Integrated Development Plans(Izinhlelo Zokuthuthukisa Ezididiyelwe)                                     | TAP         | The Achiever Programme(Uhlelo lokuphumelela)  |
| ISO  | International Organization for Standards(Inhlangano Yamazwe Ngamazwe Yamazinga)                         | TB          | Tuberculosis(Isifo sofuba)  |
|      |   | TVET        | Technical and Vocational Education and Training(Imfundo Nokuqeqeshwa Kwezobuchwepheshe Nemisebenzi Yezandla)  |

# 1 ISINGENISO

## Inhloso

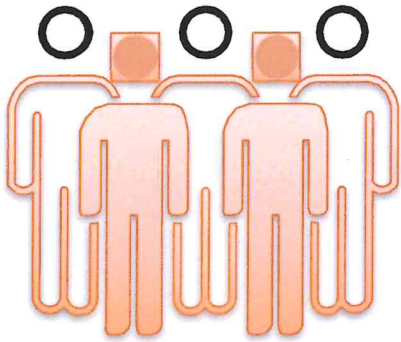
Inhloso yoMthetho Wokuthuthukiswa Kwezinsiza Zezimbiwa kanye Nophethiloli, wango-2002 (uMthetho No28 wango-2008) i-MRPDA phakathi kokunye ukuguqula imboni Yezimayini eNingizimu Afrika. Ngakho-ke, kuyisidingo soMthetho ukuthi Izinhlelo Zezenhlalakahle Nezabasebenzi kufanele zihanjise njengezimfuneko zangaphambili zokunikeza amalungelo Ezimayini noma okukhiqiza.

Lolu Hlelo Lwezenhlalakahle Nezabasebenzi luzochaza izibopho zemayini i-Evander Gold Mining zomjikelezo omusha weminyaka emihlanu oqala ngo-2023 - 2027.

|  |  |
|--|--|
| Igama lenkampani   | Evander Gold Mining (Pty) Ltd  |
| Igama lemayini   | Evander Gold Mines (Pty) Ltd   |
| Ikheli lendawo   | EVANDER GOLD MINES<br>Off Rotterdam Road<br>Evander  |
| Ikheli leposi  | C/o EVANDER GOLD MINES<br>Private Bag X1012<br>Evander<br>2280<br>Isifundazwe saseMpumalanga |
| Inombolo yocingo   | +27 (0) 17 620 1617  |
| Inombolo yefeksi   | +27 (0) 17 632 1603  |
| Ikheli lami  | EVANDER GOLD MINES<br>Off Rotterdam Road<br>Evander  |
| Ikheli lami leposi                                       | C/o EVANDER GOLD MINES<br>Private Bag X1012<br>Evander<br>2280<br>Mpumalanga Province        |
| Indawo yemayini  | EVANDER GOLD MINES<br>Off Rotterdam Road<br>Evander  |
| Impahla  | Igolide  |
| Impilo yemayini  | Iminyaka engu-14 (2023 – 2036)   |
| Ukuhlukaniswa kwabasebenzi endaweni ngayinye yokuthumela | Bheka isigaba 2.5.2  |
| Unyaka wezimali  | Julayi kuya kuJuni   |

**I-EVANDER GOLD MINES IZINIKELE EKUPHUCULISENI ABASEBENZI KANYE NEMIPHAKATHI YASEKHAYA**

Ukuze sifinyelele lo mgomo, senze **Uhlelo Lwezenhlalakahle Nezabasebenzi** ukuze:



**1. SISIZE  
EKUTHUTHUKENI  
ABASEBENZI KANYE  
NEMPHAKATHI**



**2. SIKKHULISE  
UMNOTHO  
WASEKHAYA**
















**3. SISEBENZA  
ESIBHEKENE  
EKUPHUCULIS  
ENI  
IMIPHAKATHI  
YETHU**



## UMSEBENZI WABAVAKASHI BAMANYE AMAZWE (Izindawo ezithumela abasebenzi)

Njengengxenywe yokugxila ekuthuthukiseni imiphakathi ezungeza imisebenzi yethu yokumba igolide, senza yonke imizamo yokuthola abasebenzi emiphakathini yethu yasendaweni lapho kungenzeka khona. Ukusatshalaliswa kwabasebenzi ngokugcwele kwe-EGM kungokulandelayo:

| IZWE AZALELWE KULO                          |   | ISIFUNDAZWE    | INOMBOLO YABASEBENZI | IPHESENTI % NGENDAWO NGANYE |
|---|---|----------------|----------------------|-----------------------------|
| eLesotho                                    |    |                | 2                    | 0.85                        |
| eSwaziland                                  |    |                | 3                    | 1.28                        |
| eMozambique                                 |   |                | 15                   | 6.35                        |
| eZimbabwe                                   |  |                | 2                    | 0.85                        |
| Inani elincane labasebenzi bokufika kuphela |   |                | 22                   | 9.33                        |
| Iningizimu Afrika                           |  | eGauteng       | 23                   | 9.74                        |
| Iningizimu Afrika                           |  | eMpumalanga    | 107                  | 45.33                       |
| Iningizimu Afrika                           |  | eEastern Cape  | 40                   | 16.94                       |
| Iningizimu Afrika                           |  | KwaZulu-Natal  | 7                    | 2.96                        |
| Iningizimu Afrika                           |  | eFree State    | 5                    | 2.11                        |
| Iningizimu Afrika                           |  | eLimpopo       | 24                   | 10.16                       |
| Iningizimu Afrika                           |  | eNorth West    | 6                    | 2.54                        |
| Iningizimu Afrika                           |  | eNorthern Cape | 0                    | 0                           |
| Iningizimu Afrika                           |  | eWestern Cape  | 2                    | 0.84                        |
| Isamba esingaphansi kwe-RSA kuphela         |   |                | 214                  | 90.67                       |
| Amandla aphelele                            |   |                | 236                  | 100                         |

## **1.2 OKWENGEZIWE NGOHLELO LOKUPHAKATHI NEZABASEBENZI**

Inhloso yoHlelo Lwezenhlalakahle Nezabasebenzi (i-SLP) ukusiza ukuqinisekisa uguquko olusebenzayo kanye nokukhuthaza ukukhula komnotho ezindaweni lapho i-EGM isebenza khona.

I-SLP iphinde ibe yimfuneko ngokwe-MPRDA ukuze inikeze isiqinisekiso ku-DMRE ngokuzibophezela kweminyaka engu-5 yeminikelo yemayini ezintweni ezihlosiwe njengoba zivezwe emqulwini we-SLP, futhi ukuthobela kuyisidingo sokugcina ilungelo lezimayini le-EGM lisesimweni esihle.

I-SLP idinga abafakizicelo nabanikazi bamalungelo ezimayini nokukhiqiza ukuze bathuthukise futhi baqalise izinhlelo ezibanzi zokuthuthukiswa Kwabasebenzi, izinhlelo zokuthuthukiswa Komphakathi Wezimayini nokomnotho wasekhaya, izinhlelo zezindlu nezimo zokuphila, uhlelo lokulingana kokuqashwa, kanye nezinhlelo zokonga imisebenzi nokulawula ukwehla kanye/noma ukudilizwa njengoba kubekwe ngokugcwele ezahlukweni ezihlukahlukene zale SLP.

I-EGM's SLP ihlanganiswe ngokuhambisana nomthetho nemithethonqubo elandelayo njengoba kudingeka:

- ✓ Umthetho wokuthuthukiswa kwezinsiza zezimbiwa nephethiloli kanye omthetho wezimiso No. 28 ka-2002
- ✓ Imihlahlandlela ye-DMRE yezinhlelo zezenhlalakahle nezabasebenzi
- ✓ Umhlahlandlela wezokuthuthukiswa komphakathi ophumelelayo yemboni yezimayini yaseNingizimu Afrika, eyaziwa nangokuthi i-Mining Charter Scorecard
- ✓ Umthetho Wokuthuthukiswa Kwamakhono No. 97 ka-1998
- ✓ Umthetho Wokuqashwa Ngokulingana No.55 ka-1998
- ✓ Umthetho wezobudlelwano kwabasebenzi ka-1995
- ✓ Umthetho wezimo eziyisisekelo zokuqashwa ka-1997
- ✓ Umthetho okunabile wokuhlonyiswa kwabamnyama kwezomnotho No53 ka-2003

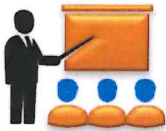
### 1.3 IZINHLOSO ZOHLELO LOKUPHAKATHI NEZABASEBENZI:



Ukukhuthaza ukuqashwa nokuthuthukisa intuthuko yezehlalakahle nezomnotho yabasebenzi.



Faka isandla ekuguquleni imboni yethu.



Ukuqinisekisa ukuthi umnikazi welungelo lezimayini ufaka isandla ekuthuthukisweni kwenhlalakahle yezomnotho yemiphakathi lapho imayini isebenza khona, okuhlanganisa izindawo ezinkulu ezithumela abasebenzi.

## ISIGABA 2

# UKUTHUTHUKISWA KWABANTU



### 2.1 ISINGENISO

Lesi sigaba sizochaza izinhlelo ze-EGM zokuthuthukiswa kwabasebenzi (HRD) njengoba kudingwa isigaba 46(b) seMithetho ks-MRPDA.

I-EGM ikholelwa ukuthi abasebenzi abanamakhono afanele, isipiliyoni kanye nokuqeqeshwa kungenye yezidingo eziyisisekelo zemboni zokuqinisekisa ukusebenza okuphephile nokukhiqiza, ngakho-ke itshala izinsiza ezibalulekile ekuthuthukiseni amakhono abasebenzi bayo.

Ukuze sifinyelele inhloso yethu yokuhlomisa abantu ababencishwe amathuba phambilini ngamakhono embonini yezimayini, i-EGM ihlinzeka ngezinhlelo zokuthuthukiswa kwamakhono ezisezingeni lomhlaba kubasebenzi kulo lonke ibhizinisi lethu, kuyilapho futhi inweba izinhlelo zokuthuthukisa amakhono kumalungu emiphakathi yethu eseduze.

I-EGM izoqhubeka nokugxila kulezi zindawo ezilandelayo kule minyaka emihlanu ezayo:

- Uhlelo Lokuthuthukiswa Kwamakhono
- Ukuqhubeka nomsebenzi nokuhlela
- Izinhlelo zokufundisa
- Uhlelo lokufundela umsebenzi, abathweswe iziqu kanye nohlelo lomfundaze
- Uhlelo lokuqashwa ngokulingana

## 2.2 UKUHAMBISANA NOKUTHUTHUKISWA KWAMAKHONO

I-EGM yiMining Qualifications Authority (MQA) egunyazwe ngokwemibandela yezinhlelo zayo zokuthuthukisa amakhono futhi iqinisekisa ukuthi lapho ukuqeqeshwa kunikezwa ngaphandle, isikhungo sigunyazwe ngokugcwele yi-MQA futhi sinobuchwepheshe obudingekayo bokuhlinzeka ngemfundo ehambisanayo nokuqeqeshwa kwamakhono. Lokhu kuqinisekisa ukuthi abasebenzi bahlinzekwa ngohlu olugcwele lwezinhlelo. I-EGM ithumele uhlelo lwayo lwamakhono endawo yokusebenzela kanye nemibiko yonyaka yokuqeqeshwa kuso sonke isikhathi sokubika se-SLP sangaphambilini (2018 - 2022), kokubili okwamukelwe. I-EGM iphinde ikhokhe izintela kanye nezibonelelo zezicelo ngokuhambisana nezinhlinzeko ezibekwe yi-MQA. Inombolo yentela ye-EGM yokuthuthukiswa kwamakhono i- L090782154.

## 2.3 UMSIZI WOKUTHUTHUKISWA KWAMAKHONO

I-EGM inomgqugquzeli wokuthuthukiswa kwamakhono azinikele, anesibopho sokuxhumanisa ukuhlanganiswa koHlelo lwamakhono endawo yokusebenzela (WSP) kanye nombiko wonyaka wokuqeqeshwa (ATR) ngokubonisana nekomidi lokuthuthukiswa lwamakhono le-EGM. Leli komidi lihlangana njalo ngekota ukuze lidingide futhi liqaphe ukuthotshelwa kwemithetho, izinhlelo zamanje, ukuhlelwa kokuthuthukiswa kwamakhono kanye nezidingo zokusebenza. Ikomidi lihlanganisa abaphathi nabamele abasebenzi.

### Imininingwane yokubhaliswa kwe-SETA

|  |  |
|--|--|
| <b>Igama le-SETA</b>                           | <b>Mining Qualifications Authority (MQA)</b> |
| <b>Ukubhalisa ne-SETA</b>                      | <b>L090782154.</b>                           |
| <b>Umgqugquzeli wokuthuthukiswa kwamakhono</b> | <b>Tshepo Mosiane</b>                        |
| <b>Izinsuku zokuthumela</b>                    | <b>Njalo ngonyaka ngezi-30 kuMbasa</b>       |

## 2.4 ISIMO ESISUNGULWENI (IFOM Q)



Inani namazinga emfundo ezisebenzi ku-EGM kusukela ngoSeptemba 2022 kukhonjisiwe kuThebula 2.1 ngezansi:

| I-BAN  | Izinga le-NQF    | Uhlelo                              | OWE SILISA |          |          |           | OWEESI FAZANE |          |          |           | ISAMBA      |            |
|--|------------------|-------------------------------------|------------|----------|----------|-----------|---------------|----------|----------|-----------|-------------|------------|
|  |                  |                                     | umAfrika   | Onombala | IsiNdiya | Omhl ophe | umAfrika      | Onombala | IsiNdiya | Omhl ophe | Owesifazane | Owe silisa |
| <br>Imfundo Nokuqeqeshwa Okujwayel ekile (GET) | 1                | Akukho sikole/ Akwaziwa             | 0          | 0        | 0        | 0         | 0             | 0        | 0        | 0         | 0           | 0          |
|  |                  | Pre-AET / Ibanga 1-3                | 0          | 0        | 0        | 0         | 0             | 0        | 0        | 0         | 0           | 0          |
|  |                  | AET 1 / Std 2, Ibanga 4             | 6          | 0        | 0        | 0         | 0             | 0        | 0        | 0         | 0           | 6          |
|  |                  | AET 2 / Std 3/4, Ibanga 5/6         | 9          | 0        | 0        | 0         | 0             | 0        | 0        | 0         | 0           | 9          |
|  |                  | AET 3 / Std 5/6, Ibanga 7/8         | 4          | 0        | 0        | 0         | 1             | 0        | 0        | 0         | 1           | 4          |
| AET 4 / Std 7, Ibanga 9                        | 4                | 0                                   | 0          | 0        | 1        | 0         | 0             | 0        | 1        | 4         |             |            |
| <br>Imfundo Eqhubekayo Nokuqeqeshwa (FET)      | 2, 3, 4          | Ibanga le-10/Std 8/N1               | 9          | 0        | 0        | 0         | 2             | 0        | 0        | 0         | 2           | 9          |
|  |                  | Ibanga 11/Std 9/N2                  | 21         | 0        | 0        | 2         | 13            | 0        | 0        | 0         | 13          | 23         |
|  |                  | Ibanga 12/Std 10/N3                 | 43         | 0        | 0        | 4         | 14            | 1        | 1        | 1         | 17          | 47         |
| <br>Imfundo Ephakeme Nokuqeqeshwa (HET)        | NFQ Izinga 5 -10 | AmaDiplo ma/ Izitifiketi            | 37         | 1        | 1        | 16        | 13            | 0        | 0        | 4         | 17          | 55         |
|  |                  | Iziqu zokuqala/amadip loma aphezulu | 10         | 0        | 0        | 1         | 5             | 1        | 0        | 0         | 6           | 11         |
|  |                  | Honours degree                      | 8          | 0        | 0        | 1         | 0             | 0        | 0        | 0         | 0           | 9          |
|  |                  | Iziqu ze-MasterS                    | 1          | 0        | 0        | 0         | 1             | 0        | 0        | 0         | 1           | 1          |
|  |                  | Odokotela                           | 0          | 0        | 0        | 0         | 0             | 0        | 0        | 0         | 0           | 0          |
|  |                  | Isamba                              |            |          |          |           |               |          |          |           |             | 58         |
|  |                  |                                     |            |          |          |           |               |          |          |           | 236         |            |

Inani namazinga emfundo yabasebenzi bosonkontileka kwa-EGM kusukela ngoSeptemba 2022 kukhonjiswe kuThebula 2.2 ngezansi:

| Ibhendi                                   | 10 pt isikali (NQF)     | IZINGA LEMFUNDO   | Owe sifazanane | Owe sili sa | Isamb a |
|---|-------------------------|---|----------------|-------------|---------|
| Imfundo Nokuqeqeshwa Okujwayelekile (GET) | Ngezansi kwe-NQF 1      | Akukho esikolenig   | 1              | 11          | 12      |
|   |                         | Pre-AET / Ibanga 1-3  | 0              | 10          | 10      |
|   |                         | AET 1 / Std 2, Ibanga 4   | 1              | 19          | 20      |
|   |                         | AET 2 / Std 3/4, Ibanga 5/6   | 1              | 37          | 38      |
|   |                         | AET 3 / Std 5/6, Ibanga 7/8   | 3              | 76          | 79      |
| 1   | AET 4 / Std 7, Ibanga 9 | 11  | 197            | 208         |         |
| Imfundo Eqhubekayo Nokuqeqeshwa (FET)     | 2                       | Std 8 / Ibanga 10, NATED 1 / NCV Izinga 1   | 52             | 277         | 329     |
|   | 3                       | Std 9 / Ibanga 11, NATED 2 / NCV Izinga 2   | 27             | 171         | 198     |
|   | 4                       | Std 10 / Grade 12, NATED 3 / NCV Izinga 3   | 47             | 289         | 336     |
| Imfundo Ephakeme Nokuqeqeshwa (HET)       | 5 - 6                   | IziCertifikeji Eziphakeme/ IDiploma Kazwelonke/ IziCertifikeji Eziphakeme/ NATED 4 - 6                            | 11             | 130         | 141     |
|   | 7                       | IDiploma Ethuthukisiwe/ Iziqumane ze-B-Tech/ Iziqumane zeBachelor (amakhredithi angu-360)                         | 2              | 19          | 21      |
|   | 8                       | Iziqumane zeBachelor Honour's / I-Diploma yeziqinisekiso eziphakeme/ Iziqumane zeBachelor (amakhredithi angu-480) | 0              | 2           | 2       |
|   | 9                       | Iziqumane zeMasters   | 0              | 1           | 1       |
|   |                         | Inqikithi yenani  | 156            | 1239        | 1395    |

## 2.5 UHLELO LOKUTHUTHUKISA AMAKHONO

Inhloso esemqoka yohlelo lwe-HRD ukukhiqiza abasebenzi abanamakhono, abaqeqeshiwe nabahlukahlukene ukuze bahlangabezane nezidingo zembali yesimanje. Kuwukuqhubekela phambili nokuthuthukisa amakhono athuthukisa ukukhiqiza kwabasebenzi kanye nokwenza ngcono amathuba omsebenzi kubantu ababencishwe amathuba phakade. Mayelana nalokhu, i-EGM itshale u-5% wamaholo akhokhiswayo (ngaphandle kwentela yokuthuthukiswa kwamakhono esemthethweni) ekuthuthukisweni kwamakhono abalulekile kanye nakuma-umsebenzi wezandla, isifundo, nohlelo lokufunda umsebenzi weandla, izinhlelo zeziqu, imifundaze, amakhono okufunda, ukubhala nokubala kubasebenzi nabangewona abasebenzi (amalungu omphakathi), njengoba kuchazwe kumqulu wezimayini III.

## 2.6 UKUQEQQESHA KWEMFUNDO YABADALA

I-EGM izibophezele ngezimali zohlelo lweMfundo yabadala Nokuqeqeshwa (AET). Abasebenzi bayakhuthazwa ukuthi babambe iqhaza ezifundweni ze-AET ukuze bathuthukise izinga labo lezefundo futhi benze bonke abasebenzi babe ngaphansi kwezinga lokufunda nokubhala ukuze bathole Ukuqeqeshwa okuyisisekelo. Uhlelo lwe-AET lubandakanya abasebenzi abaqashwe ngokugcwele kanye nabasebenzi bosonkontileka besikhathi eside abafanelekile. Uhlelo lokuqeqesha lwe-AET lwabasebenzi kanye nosonkontileka besikhathi eside lukhonjisiwe kuThebula 2.3 ngezansi.

| Izinga le-AET            | Okuqondisiwe kanye Nezikhathi Zesikhathi (Izikhathi Ezimisiwe eminyakeni yekhalenda) |                 |                 |                 |                 | TOTAL             |
|--------------------------|--|-----------------|-----------------|-----------------|-----------------|-------------------|
|                          | 2023   | 2024            | 2025            | 2026            | 2027            |                   |
|                          | Cont   | Okusha          | Okusha          | Okusha          | Okusha          |                   |
| Pre-AET                  | 0  | 0               | 0               | 0               | 0               | 0                 |
| AET 1                    | 2  | 1               | 1               | 2               | 0               | 6                 |
| AET 2                    | 1  | 2               | 1               | 1               | 2               | 7                 |
| AET 3                    | 1  | 1               | 1               | 1               | 1               | 5                 |
| AET 4                    | 3  | 1               | 1               | 1               | 1               | 7                 |
| <b>Inombolo ephelele</b> | <b>7</b>   | <b>5</b>        | <b>4</b>        | <b>5</b>        | <b>4</b>        | <b>25</b>         |
| <b>Isabelomali</b>       | <b>R800 000</b>  | <b>R850 000</b> | <b>R950 000</b> | <b>R950 000</b> | <b>R600 000</b> | <b>R4 150 000</b> |

*Uhlelo lokuqeqeshwa kwe-AET lwabasebenzi nosonkontileka besikhathi eside*

## Uhlelo Lokusebenza lwe-ABET

### Uhlelo Lokusebenza lwe-ABET 2023-2027

Hlela ukunikeza abasebenzi basezimayini kanye nabasebenzi besikhathi eside bosonkontileka ithuba lokuba bakwazi ukufunda nokubhala nokusebenza kahle.

#### Inhloso:

- Ukuhlinzeka ngokuqashwa kanye nokuthuthukisa inhlalakahle yezenhlalakahle nezomnotho zabo bonke abantu baseNingizimu Afrika.
- Ukusebenzisa nokwandisa isisekelo samakhono ukuze kuhlonyiswe abasebenzi base-Evander Gold Mining.
- Ukunikeza abasebenzi amathuba okuthuthuka.

#### Ushintsho oluzuzisayo:

##### Abasebenzi:

- ✓ Iholo elikhulu lomuntu siqu.
- ✓ Ukwengeza injabulo nokuphila kahle.
- ✓ Impilo engcono.
- ✓ Ukuthuthukiswa kokubumbana komphakathi.

##### Imayini:

- ✓ Amazinga athuthukile okufunda nokubhala kubasebenzi
- ✓ Ukuthuthukiswa kwamakhono emisebenzi
- ✓ Ukubambisana okuqinile.
- ✓ Ukukhiqiza nokusebenza okuthuthukisiwe.
- ✓ Ukuhlomisa imiphakathi ngemfundo namakhono nokungathembeli emayini ukuze iqashwe.

##### Imindeni:

- ✓ Imali engenayo.
- ✓ Impilo.
- ✓ Ukuzimela.
- ✓ Ukugqugquzela.

#### Abahlomuli:

- Abasebenzi be-Evander Gold Mining.
- Imiphakathi ezungeze Izimayini zethu.
- Imisebenzi.

INingizimu Afrika - Izwe elinezakhamuzi ezifundile.

#### Uhlelo Lokuqalisa:

- I-HOD yeMayini izoqoka abantu abazongenela isikhashana.
- Kuzoxhunywana nezinhlelo zokuThuthukiswa kwabasebenzi ngabanye nalabo abazongenela ukhetho.

## 2.7 Uhlelo Lokufundela umsebenzi

Amahlelo okufundela umsebenzi akhangiswa ngaphakathi kubasebenzi nangaphandle emiphakathini yendawo. Lokhu kunikeza abasebenzi kanye namalungu omphakathi afanelekile ithuba lokuzuzisa iziqu ngokubamba iqhaza ezinhlelweni zokufundela umsebenzi. Izinkontileka zinikezwa isikhathi sonke sokufunda futhi lapho amathuba evela, laba bafundi abafanelekile bangaqokwa njengabantu abafundele umsebenzi wenzandla egcwele we-EGM. Okuhamba phambili kunikwa abantu baseNingizimu Afrika (i-HDSA) ababencishwe amathuba phambilini uma kudingeka amakhono.

Amathebula angezansi akhombisa okuhlosiwe komfundi kulesi sikhathi samanje se-SLP.

### 2.7.1 Amahlelo okufundela umsebenzi (NGAPHAKATHI – 18.1)

|   | UHLOBO/INDAWO YOKUQEQESHWA | OKUHLOSIWE KANYE NOMUGQA WESIKHATHI |                 |                   |           |           |                   |           |                   |                   |           | ISABELOMALI SONKE |
|---|----------------------------|-------------------------------------|-----------------|-------------------|-----------|-----------|-------------------|-----------|-------------------|-------------------|-----------|-------------------|
|   |                            | 2023                                |                 | 2024              |           | 2025      |                   | 2026      |                   | 2027              |           |                   |
|   |                            | Okusha                              | Cont            | Okusha            | Cont      | Okusha    | Cont              | Okusha    | Cont              | Okusha            | Cont      |                   |
|  | Ubunjiniyela               | 0                                   | 2               | 3                 | 0         | 0         | 3                 | 0         | 3                 | 2                 | 0         | 5                 |
|  | Izimayini                  | 0                                   | 0               | 1                 | 0         | 0         | 1                 | 0         | 1                 | 1                 | 0         | 2                 |
|   | Inombolo ephelele          | 0                                   | 2               | 4                 | 0         | 0         | 4                 | 0         | 4                 | 3                 | 0         | 7                 |
|   | <b>Isabelomali</b>         | <b>R0</b>                           | <b>R500 000</b> | <b>R1 000 000</b> | <b>R0</b> | <b>R0</b> | <b>R1 200 000</b> | <b>R0</b> | <b>R1 500 000</b> | <b>R2 000 000</b> | <b>R0</b> | <b>R6 200 000</b> |

### 2.7.2 AMAHLELO OKUFUNDELA UMSEBENZI (EZANGAPHANDLE – 18.2)

|   | UHLOBO/INDAWO YOKUQEQESHWA | OKUHLOSIWE KANYE NOMUGQA WESIKHATHI |                   |                 |                   |           |                   |           |                   |                   |           | ISABELOMALI SONKE |
|---|----------------------------|-------------------------------------|-------------------|-----------------|-------------------|-----------|-------------------|-----------|-------------------|-------------------|-----------|-------------------|
|   |                            | 2023                                |                   | 2024            |                   | 2025      |                   | 2026      |                   | 2027              |           |                   |
|   |                            | Okusha                              | Cont              | Okusha          | Cont              | Okusha    | Cont              | Okusha    | Cont              | Okusha            | Cont      |                   |
|  | Ubunjiniyela               | 0                                   | 3                 | 2               | 3                 | 0         | 5                 | 0         | 2                 | 3                 | 0         | 5                 |
|   | Inombolo ephelele          | 0                                   | 3                 | 2               | 3                 | 0         | 5                 | 0         | 2                 | 3                 | 0         | 5                 |
|   | <b>Isabelomali</b>         | <b>R0</b>                           | <b>R1 200 000</b> | <b>R750 000</b> | <b>R1 350 000</b> | <b>R0</b> | <b>R2 350 000</b> | <b>R0</b> | <b>R1 040 000</b> | <b>R1 500 000</b> | <b>R0</b> | <b>R8 190 000</b> |


## 2.UKUQEQESHA KWAMAKHONO OKUPHATHWAYO

I-EGM, ngokubambisana nabahlinzeki benkonzo abangochwepheshe abagunyaziwe, izohlinzeka ngezinhlelo zamakhono eziklanywe ngokukhethekile zokuhlomisa abasebenzi abaphumayo nabangaphakathi emsebenzini, kanye namalungu emiphakathi ebambe iqhaza, namakhono, osomabhizinisi ukuze bakwazi ukuzimela noma baphishekele amathuba amasha emisebenzi phakathi kweminye imikhakha yezomnotho. Uma uhlelo lwamakhono seluphuthuliwe, umuntu ozobhathizwa uzonikezwa imvume edingekayo kanye nebhokisi lamathuluzi/ikhithi yokuqalisa lapho kufanele khona, ukuze aqale imisebenzi eyomsiza ukuba athole imali engenayo. Ngakho-ke i-EGM izozibophezela kulokhu okulandelayo:

### Okwamalungu omphakathi:

Qhubeka nohlelo lwamakhono omphakathi oluklanyelwe ukunciphisa ukuthembela ngokweqile emisebenzini emayini futhi libe nesandla ekwehliseni isibalo samalungu omphakathi angasebenzi ngokwenza lokhu:

- Ukuhlomisa abantu ngamakhono agunyaziwe azobenza bakwazi ukuthola imali
- Ukuvumela ukufinyelela emathubeni entuthuko e-EGM ebeka phambili amathuba abahlinzeki emabhizinisini amancane/asafufusa akhona namasha (amaprojekthi wokuthenga nentuthuko)
- Ukuzixhumanisa nohlelo lwezenhlalakahle nezabasebenzi olungenzeka lweLED noma amanye amaprojekthi angaphakathi nasezindaweni ezizungezile yemayini, lapho kungenzeka khona.

| UHLOBO/INDAWO YOKUQEQESHA   | UKUQEQESHA KWAMAKHONO 2023-2027 |                 |                 |                 |                 | ISABELO MALI SONKE |
|---|---------------------------------|-----------------|-----------------|-----------------|-----------------|--------------------|
|   | 2023                            | 2024            | 2025            | 2026            | 2027            |                    |
|  Umakhenikha Oyisisekelo | 0                               | 5               | 2               | 2               | 2               | 11                 |
| Ukubekwa kwezitini okuyisisekelo  | 0                               | 5               | 2               | 2               | 2               | 11                 |
| Ukulima Okuyisisekelo / Ukukhiqiza Imifino  | 0                               | 5               | 2               | 2               | 2               | 11                 |
| Ukuthunga Okuyisisekelo   | 0                               | 5               | 2               | 2               | 2               | 11                 |
| Ukuqeqesha Kwethimba Elinekhono B kanye Nokwakha  | 20                              | 10              | 10              | 10              | 10              | 60                 |
| <b>Inombolo ephelele</b>  | <b>20</b>                       | <b>30</b>       | <b>18</b>       | <b>18</b>       | <b>18</b>       | <b>104</b>         |
| <b>Isabelomali</b>  | <b>R80 000</b>                  | <b>R335 000</b> | <b>R230 000</b> | <b>R250 000</b> | <b>R270 000</b> | <b>R1 165 000</b>  |

## Okwabasebenzi

Ukuqeqeshwa kwamakhono aphaathekayo kungenye yezindlela ezisimeme kakhulu zokunciphisa imithelela yokwehla komqashi kanye nokulahleka kwemisebenzi embonini. Inikeza abasebenzi abathintekayo ithuba lokuzimela isikhathi eside ngaphandle kokungaqiniseki kwemboni yezimayini ngenxa yokuwohloka komnotho. Ngenxa yalesi sizathu, kubalulekile ukuthi i-EGM ihlele ukwenza izinsiza zitholakalele ukuqeqeshwa kwamakhono aphaathekayo kusenesikhathi, nakuba kungenzeka futhi ukwenza amalungiselelo okuhlinzeka ngokuqeqeshwa ngemva kokwehliswa kokwehla nokuqashwa kwehlisiwe. I-EGM ihlela ukuqala ukuqeqeshwa okunjalo ngaphambi kokuba kuvele isidingo, ngaleyo ndlela inciphise umthelela kubasebenzi abathintekile futhi ibenze bakwazi ukuthatha omunye umsebenzi ngokushesha uma kunesidingo.

Inhloso yalolu hlelo ukuhlinzeka ngokuqeqeshwa kwamakhono aphaathekayo kubasebenzi ababonisa intshisekelo yokuthola ukuqeqeshwa okunjalo, ukugcizelela okukhethekile kubasebenzi abangenamandla noma abasanda kudilizwa ukuze bahlale bematasa kwezomnotho, beqasheka noma beziphilisa ngaphakathi kwemiphakathi yabo noma kwenye indawo.


Njengamanje i-EGM ihlinzeka ngalezi zinhlelo zokuzithandela zokuqeqesha amakhono kubasebenzi ukuze bafunde amakhono asebenza ngaphandle kwemboni yezimayini. Ukutholakala kokuqeqeshwa kwamakhono aphaathekayo kukhangiswa ngamapheshana, kanye nezikrini zolwazi ze-TV kanye nalapho izikhulu eziqeqeshayo zenza umsebenzi wokufundisa. Lapho uhlelo lwamakhono seluphothuliwe, umuntu ozobhaphathizwa uzonikezwa imvume edingekayo kanye nebhokisi lamathuluzi/ikhithi yokuqala lapho kufanele khona. Ngakho-ke i-EGM izozibophezela kulokhu okulandelayo:

### Ukwehlisa izinga

- Uma i-EGM idinga ukwehliswa, ukuqeqeshwa kwamakhono aphaathekayo kunikezwa kubasebenzi abathintekayo njengengxenye yesivumelwano sokwehlisa nezinhlangano ezifanele, njengabasebenzi abahlelekile.
- Izindleko zibalulwe esivumelwaneni sokukala ukwehla futhi ukukhethwa kwezifundo kuncike ekuboneni kwesisebenzi esehliselwe phansi, lapho sikhona.
- Kulandelwa inqubo ehlukile uma inkampani iqala ukwehliselwa phansi, okusebenzisana nesivumelwano sokwehlisa esakhiwa ngaleso sikhathi. Uma kwenzeka isivumelwano esisha sokwehlisa izinga singatholakali, isivumelwano sangaphambilini esamukelwe sizosetshenziswa ngokuzenzakalelayo.

| IZIYALO                          | AMAKHONO AYAPHATHA |                 |                 |                 |                 | INGQIKITHI        |
|----------------------------------|--------------------|-----------------|-----------------|-----------------|-----------------|-------------------|
|                                  | 2023               | 2024            | 2025            | 2026            | 2027            |                   |
| Ukulima Okuyisisekelo            | 0                  | 5               | 5               | 5               | 5               | 20                |
| Ukupheka Okuyisisekelo           | 0                  | 5               | 5               | 5               | 5               | 20                |
| Ukufaka Amapayipi ayisisekelo    | 0                  | 5               | 5               | 5               | 5               | 20                |
| Ikhompyutha Eyisisekelo          | 0                  | 5               | 5               | 5               | 5               | 20                |
| Ukufaka amathayili okuyisisekelo | 0                  | 5               | 5               | 5               | 5               | 20                |
| Ukuhlobisa Okuyisisekelo         | 0                  | 5               | 5               | 5               | 5               | 20                |
| Umakhenikha Oyisisekelo          | 0                  | 5               | 5               | 5               | 5               | 20                |
| Isamba                           | 0                  | 35              | 35              | 35              | 35              | 140               |
| <b>Isabelomali</b>               | <b>R0</b>          | <b>R350 000</b> | <b>R420 000</b> | <b>R500 000</b> | <b>R600 000</b> | <b>R1 870 000</b> |

## 2.9. KUNZIMA UKUGCWALA IZIKHALA

| IZINGA LOMSEBENZI   | ISIHLOKO SOMSEBENZI WESIKHALA   | ISIZATHU ESIPHAMBILI SOKUNGAKWAZI UKUGCWALA ISIKHALA |   |
|---|---|--|---|
|  | Abaphathi abaphezulu  | N/A  |   |
|   | Abaphathi abaphezulu  | N/A  |   |
|   | Ochwepheshe abaqeqeshiwe nabanolwazi nabaphathi abaphakathi   | Unjiniyela   | Obambe iqhaza kufanele apha the Isitifiketi Sikahulumeni Sokufaneleka, okunzima ukusithola. |
|   |   | Uchwepheshe  | Ibhalansi yeziqu nolwazi oludingekayo alutholakali ngaso sonke isikhathi endaweni           |
|   | Abasebenzi abanamakhono ezobuchwepheshe nabaneziqum zemfundo, abaphathi abancane, abaphathi, izinduna kanye nezinduna | Abacwaningi Bezemikhiqizo Zemithi                    | Leli khono alitholakali njalo ngaphakathi noma endaweni.                                    |
| Ukuthathwa kwezinqumo ezinamakhono amancane nezinkuzikhethela                       | N/A   | N/A  |   |
| Ukuthatha izinqumo okunganamakhono nokuchaziwe                                      | N/A   | N/A  |   |



1. Core Critical Skills

| Type of Skills       | Core Critical Skills 2023-2027       |                                       |                                       |                                       |                                       |  |  |  |  |  | TOTAL |                      |
|----------------------|--------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|--|--|--|--|--|-------|----------------------|
|                      | 2023                                 | 2024                                  | 2025                                  | 2026                                  | 2027                                  |  |  |  |  |  |       |                      |
| Rock Drill Operators | 2                                    | 2                                     | 2                                     | 2                                     | 2                                     |  |  |  |  |  |       | 10                   |
| Planned Budget       | Novice R57 143<br>Promotion R28 571  | Novice R60 000<br>Promotion R30 000   | Novice R63 000<br>Promotion R31 500   | Novice R66 150<br>Promotion R33 075   | Novice R69 458<br>Promotion R34 729   |  |  |  |  |  |       | R215 751<br>R157 275 |
| Winch Operator       | 2                                    | 2                                     | 2                                     | 2                                     | 2                                     |  |  |  |  |  |       | 10                   |
| Planned Budget       | Novice R38 095<br>Promotion R19 048  | Novice R40 000<br>Promotion R20 000   | Novice R42 000<br>Promotion R21 000   | Novice R44 100<br>Promotion R22 050   | Novice R46 305<br>Promotion R23 153   |  |  |  |  |  |       | R210 500<br>R105 351 |
| Lecc Operator        | 2                                    | 2                                     | 2                                     | 2                                     | 2                                     |  |  |  |  |  |       | 10                   |
| Planned Budget       | Novice R38 095<br>Promotion R19 048  | Novice R40 000<br>Promotion R20 000   | Novice R42 000<br>Promotion R21 000   | Novice R44 100<br>Promotion R22 050   | Novice R46 305<br>Promotion R23 153   |  |  |  |  |  |       | R210 500<br>R105 351 |
| Learner Miner        | 2                                    | 2                                     | 2                                     | 2                                     | 2                                     |  |  |  |  |  |       | 10                   |
| Planned Budget       | Novice R101 597<br>Promotion R50 794 | Novice R106 666<br>Promotion R53 333  | Novice R111 999<br>Promotion R56 000  | Novice R117 999<br>Promotion R58 800  | Novice R123 479<br>Promotion R61 740  |  |  |  |  |  |       | R661 330<br>R230 667 |
| Total number         | 2                                    | 2                                     | 2                                     | 2                                     | 2                                     |  |  |  |  |  |       | 10                   |
| Total Budget         | Novice 234 320<br>Promotion R117 461 | Novice R246 666<br>Promotion R123 333 | Novice R258 999<br>Promotion R129 500 | Novice R271 949<br>Promotion R135 975 | Novice R285 547<br>Promotion R142 774 |  |  |  |  |  |       | R129 500<br>R849 543 |
| Grand Total          |                                      |                                       |                                       |                                       |                                       |  |  |  |  |  |       | R1 947 124           |

Note: The financial provision will be updated on the main document that will be submitted.

*[Signature]*

Evander Gold Mines

Sebele Pilane  
Human Resource Manager

Date: 17/04/2023

## 2.10. UKUQHUBEKA KOMSEBENZI KANYE NOKUFUNDISA

Lesi sigaba sihlanganisa uhlelo lokuqhubekela phambili lomsebenzi lokusebenza oluhambisana nohlelo lokuthuthukisa amakhono futhi luzokhombisa ukuthi amathuba anikezwa abasebenzi ukuze bathuthuke emazingeni okuqashwa.


Uhlelo lokuqhubekela phambili komsebenzi ezingeni lomuntu ngamunye, luveza amathuba okukhula ngaphakathi kwemigudu ethile yemisebenzi kukho kokubili imisebenzi yobuchwepheshe kanye nezindima zokuphatha emayini. Inqubo ihlonza izinketho zemisebenzi yabasebenzi abasizwa ukuthuthukisa amakhono ukuze bazilungiselele kangcono futhi bafaneleke ngokufanelekile ukuthatha izikhundla ezihambisana nemigomo yabo yomsebenzi ngamunye nezidingo zemayini (izidingo zenhlangano).

Abasebenzi bangazulazula ezimeni ezihlukahlukene zokuqhubeka komsebenzi (noma basizwe ukwenza kanjalo) futhi babone ngokushesha izidingo zezikhundla ezihlukahlukene.

Ukuphathwa komsebenzi emsebenzini kuxhumanisa neminye imisebenzi ye-HRD njengokweluleka nokuqeqesha, ukuphatha iqoqo lamathalente, nokulingana kokuqashwa.

Izinto ezicatshangelwa ukuthi ziqhubekela phambili ngempumelelo emsebenzini Ukuhlela:

- **Ithuba labo bonke abasebenzi:** Ukuqhubekela phambili kwemisebenzi kutholwa yibo bonke abasebenzi ngokusekelwe kulokho abakuthandayo, ukutholakala kwezikhundla ngokulingana kokuqashwa, ukuhlolwa okungenzeka kanye nokusebenza kahle kakhulu.
- **Ukuziphatha okuhlukahlukene kanye nezigwegwe eziningi:** Isisebenzi singasuka kwesinye isiyalo siye kwesinye kuye ngezintshisakalo zomuntu siqu ezihambisana nezidingo zenhlangano ezihlonziwe.
- **Ukuphathwa Kokusebenza:** Izinhlelo zokuqhubekela phambili kwemisebenzi ziphathwa futhi ziqashwe ngeso lokhozi ngesikhathi sezingxoxo zokuphathwa kokusebenza phakathi komsebenzi nomphathi waso emazingeni okuphatha, okuvame ukucatshangelwa abenza kahle kakhulu ukuze bathole amathuba okudlulela emazingeni aphezulu ngaphakathi kwenhlangano.
- **Izintshisakalo zomsebenzi:** Izintshisekelo zomsebenzi ngamunye ziyacatshangelwa, ngaphakathi kwesizathu, lapho kuxoxwa ngezinhlelo zokuqhubeka nomsebenzi futhi kuvunyelwana ngawo ngama-IDP.
- **Ukutholakala kwezikhundla:** Ukuqhubekela phambili kwemisebenzi kwenzeka ngokusekelwe ezikhundleni ezingenamuntu noma ezitholakalayo emayini noma eminye imisebenzi ye-Evander Gold Mining futhi abasebenzi bayakhushulelwa kanye/noma bashintshelwe kwezinye izikhundla ukuze bathole ukuchayeka okwengeziwe emsebenzini.
- **Okuhloswe ngokulingana kwezemisebenzi:** Izinhlelo zokuqhubekela phambili nomsebenzi zicabangela izidingo zokusebenza ukuze kuhlengatshwane nemigomo yokuqashwa ngokulingana.
- **Uhlelo lokuthuthukisa abasebenzi lusekela ukuqhubeka komsebenzi:** Imayini inikeza ithuba lokuthuthukela emazingeni aphezulu enhlangano ngokukhuthaza abasebenzi ukuthi babe nezinhlelo zokuzithuthukisa. Nakuba amathuba enikezwa abasebenzi, umuntu ngamunye unegunya lemigomo nezinhloso zomsebenzi wakhe.



Inqubo yokuphatha umsebenzi ihlonza izidingo zemfundo, ukuqeqeshwa, nolwazi lwabasebenzi.

Izinyathelo ezihlanganiswayo ekubambeni iqhaza ekuphathweni kwemisebenzi ngempumelelo zihlanganisa:

**Okwabasebenzi:**

**Isinyathelo 1: Hlola amakhono adingekayo ukuze kuhlangukatshezwane nezinjongo zebhizinisi:**

Lokhu kuhlangukatshezwane okulandelayo:

- Ukukhomba amakhono adingekayo ukuze uphumelele emsebenzini wamanje.
- Ukukhomba izikhala ezidingekayo ukuze zivalwe ukuze uphumelele emsebenzini wamanje.
- Ukukhomba amakhono afanele isisebenzi anawo angasasetshenziswa okwamanje.

**Isinyathelo 2: Thola izindawo ezingase zikhule nentuthuko**

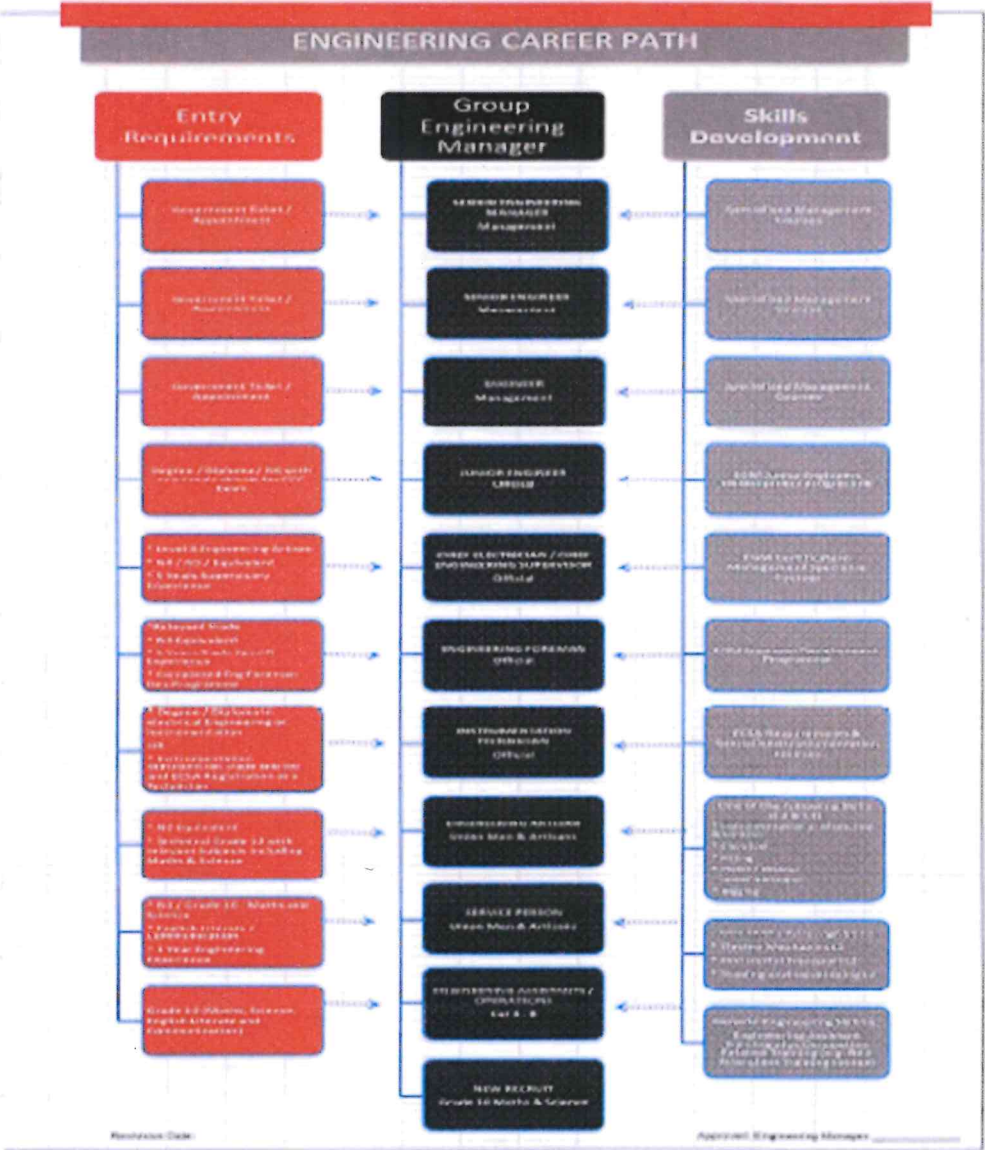
Lokhu kuhlangukatshezwane okulandelayo:

- Ukukhomba izindawo zomsebenzi wamanje wesisebenzi ezingathuthukiswa ngokuqeqeshwa okwengeziwe noma ukuqeqeshwa.
- Ukuthola amakhono engeziwe noma izibopho ezingase zithuthukise ikhono lomsebenzi lokufaka isandla ekufinyeleleni umgomo nezinjongo zemayini.
- Ukukhomba intshisekelo yomsebenzi kanye/noma izinjongo.

**Isinyathelo 3: Ukukhomba umqeqeshi wokuqeqesha noma amanye amathuba okuthuthukisa ukuze umsebenzi akwazi ukusebenzisa ngempumelelo ulwazi olusha nolwazi.**

**Isinyathelo 4: Ukuhlolwa okuqhubekayo kohlelo lokuthuthukisa abasebenzi kanye nokunikeza impendulo yesisebenzi.**

**Indlela Yomsebenzi Wobunjiniyela**



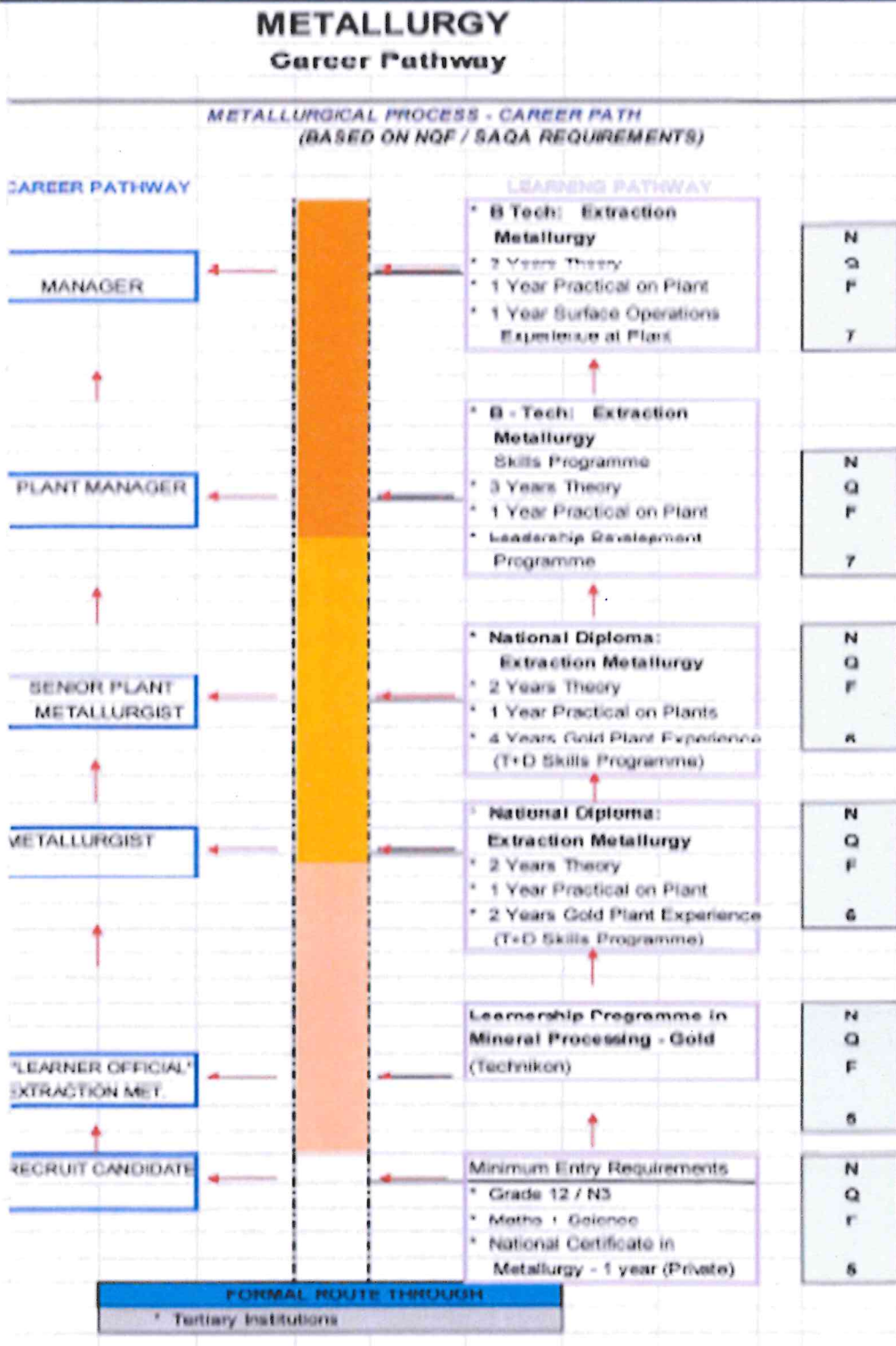


Figure 2 – 2: Metallurgy Career Path

## 2.11. Ukuthuthukiswa Kwabaphathi kwabasebenzi

I-EGM izibophezele ekuqinisekiseni ukukhula nentuthuko yabasebenzi bayo. Kugxilwe ekuthuthukiseni ngalinye amazanga okuphatha nawokugada kubasebenzi ababonisa izimfanelo ezinhle zokuziphatha, ulwazi, amakhono, ulwazi kanye namandla adingekayo ukuze aphumelele enhlanganweni.

| UHLELO                     | OKUHLOSIWE KANYE NEZIKHATHI ZESIKHATHI |          |          |          |          | Isamba     |
|----------------------------|--|----------|----------|----------|----------|------------|
|                            | 2023                                   | 2024     | 2025     | 2026     | 2027     |            |
| Ukuthuthukiswa Kobuholi    | 2                                      | 1        | 1        | 1        | 1        | 6          |
| Ukuthuthukiswa Kwabaphathi | 2                                      | 2        | 2        | 1        | 1        | 8          |
| Ukuthuthukiswa Kokuqondisa | 4                                      | 4        | 4        | 3        | 3        | 18         |
| Isamba                     | 8                                      | 7        | 7        | 5        | 5        | 32         |
| Isabelomali                | R700 000                               | R700 000 | R770 000 | R550 000 | R620 000 | R3 340 000 |

## 2.12. Uhlelo lokufundisa

Ukuze i-Evander Gold Mining ithuthukise abaholi abanekhono eliphezulu kanye nepayipi elinempilo labaholi nochwepheshe be-HDSA, kwasungulwa uhlelo lwangaphakathi lokuqeqesha nokuqeqesha ukuze kugququzelwe futhi kusekelwe izindawo zentuthuko ezihlonzwe njengezintulekayo:

| UKUFUNDISA NOKUHOLA          |   |
|------------------------------|---|
| UHLELO LOKUSEBENZA           |   |
| <b>Izinjongo:</b>            | <ul style="list-style-type: none"> <li>• Ukuhlonza ipayipi labaholi nochwepheshe</li> <li>• Ukuqinisekisa ukuthi i-Evander Gold Mining inezinsiza zokuhlangabezana ngokuphumelelayo nezidingo zesikhathi esizayo zohlelo lokulingana kokuqashwa kwe-EGM.</li> <li>• Ukuthuthukisa amakhono abaholi abasafufusa</li> </ul> |
| <b>Izinzuzo ezilethwayo:</b> | <ul style="list-style-type: none"> <li>• Abeluleki/abaqeqeshi abenele nabanekhono.</li> <li>• Ama-protégé/abaqeqeshi abaqeqeshiwe</li> </ul>  |
| <b>Izinjongo:</b>            | <ul style="list-style-type: none"> <li>• Ukuqeqeshwa okuqhubekayo kwabeluleki/abaqeqeshi bamanje.</li> <li>• Thuthukisa futhi usekele abeluleki/abaqeqeshi</li> <li>• Bheka ukuqhubeka kwezikhathi phakathi kwabeluleki.</li> </ul>   |

**UHLELO LOKUFUNDISA**



| IZIYALO                    | 2023 |      |      |      |      | ISAMBA |
|----------------------------|------|------|------|------|------|--------|
|                            | 2023 | 2024 | 2025 | 2026 | 2027 |        |
| Ubunjiniyela               | 1    | 1    | 2    | 2    | 2    | 8      |
| I-Metallurgy               | 1    | 1    | 2    | 2    | 3    | 9      |
| Ukuphatha kanye Nokusekela | 1    | 1    | 1    | 1    | 2    | 6      |
| Uchwepheshe Wezamasu       | 1    | 1    | 1    | 1    | 1    | 5      |
| Inombolo ephelele          | 4    | 4    | 6    | 6    | 8    | 28     |

**2.12.1. Imifundaze, Abathweswe Iziqo kanye nama-Internship**

I-EGM iyakubona ukubaluleka kanye nezinzuzo zenhlango ezitholakala ekuthuthukisweni kwemisebenzi yobungcweti yamabazari ohlelweni. Ngakho-ke, i-EGM inikeza amakhandidethi aphumelele ukwesekwa kwezimali okudingeka kakhulu kwezemfundo, ukuqeqeshwa nokuthuthukiswa kwamakhono nolwazi oluzoba yinzuzo eqondile kubo bobabili abakhethiwe kanye nezidingo zesikhathi esizayo zenkampani. Uhlelo lwethu lomfundaze lusekelwe ekuzuzeni umuntu ozobhaphathizwa ezifundweni zakhe nezinye izici ezihambisana ne-EGM nezidingo zomphakathi.

Eminyakeni emihlanu ezayo, i-EGM izogxila kakhulu ekuqasheni osomaqhingha bendawo kanye nabathweswe iziqo ukuze kufezeke kuphela izidingo ze-Internship kanye nabathweswe iziqo, ngokuhambisana neziqondiso ze-MQA. I-MQA iwuhlaka olulawulayo lwezimayini ekulawuleni ukuthotshelwa kwamazinga emfundo, ukuqeqeshwa kanye nokuthuthukiswa.

**2.12.2. Imifundaze izokhishwa Ngaphakathi**

|   | OKUHLOSIWE KANYE NOMUGQA WESI KHATHI |            |            |            |            | ISABELOMALI SONKE |
|---|--------------------------------------|------------|------------|------------|------------|-------------------|
|   | 2023                                 | 2024       | 2025       | 2026       | 2027       |                   |
| I-Metallurgy (ehlobene)   | 0                                    | 1          | 1          | 1          | 1          | 4                 |
| Ubunjiniyela (okuhlobene)   | 1                                    | 1          | 1          | 1          | 2          | 6                 |
| Olunye Usizo Lokufunda (Insiza yabantu, Ezokuphepha, Ezezimali, kanye Nokuthengwa Kwempahla)          | 7                                    | 7          | 8          | 8          | 8          | 38                |
|  Inombolo ephelele | 8                                    | 9          | 10         | 10         | 11         | 48                |
|  Isabelomali       | R800 000                             | R1 000 000 | R1 350 000 | R1 500 000 | R1 850 000 | R6 500 000        |

### 2.12.3. Uhlelo Lomfundaze Womphakathi



Uhlelo Lomfundaze.

| UHLELO LWEMIMfundaze  |
|---|
| Ukuhlinzekwa kwemfundo eqhubekayo nokuqeqeshwa maqondana nabafundi bemifundaze nabathola imifundaze yomphakathi abanesibopho sezinsizakalo ku-Evander Gold Mining.  |
| <b>Izinjongo:</b><br><br>Ukuhlinzeka ngemfundo ephakeme kanye nokuqeqeshwa kwabafundi bemifundaze, ngokuhambisana nezidingo zamasu zabasebenzi zomsebenzi, ukuze kuthuthukiswe abaholi bakusasa ezindaweni ezihlonzwe njengemikhakha ewumgogodla wezimayini. Abafundi banikezwa imifundaze ngokubonisana nomasipala bendawo, lapho kungenzeka khona futhi bayovunyelwa ukuthi bafundele idiploma noma iziqu esikhungweni semfundo ephakeme esigunyaziwe esiseNingizimu Afrika (SA). |
| <b>Iziyalo Ezibalulekile ku-Evander Gold Mining ukubeka kuqala lapho ukwabiwa kwemifundaze imi kanje:</b> <ul style="list-style-type: none"><li>• Ubunjiniyela.</li><li>• I-Metallurgy.</li><li>• Izinkambu ezihlobene nokuphatha nokweseka.</li></ul>  |
| <b>Ushintsho Oluzuzisayo:</b><br>Ukuthuthukiswa kwentsha yaseNingizimu Afrika enekhono kuzovela emphakathini wendawo. Laba abazongenela ukhetho kumele bagxile empumelelweni, bakwazi ukubhekana nezinsalelo zokusebenzisana endaweni yezimayini futhi babe nengqondo yebhizinisi.  |
| <b>Abahlomuli:</b> <ul style="list-style-type: none"><li>• INingizimu Afrika enamakhono anothando lwezifundo ezibalulekile kanye nesifiso sokujoyina i-Evander Gold Mining.</li><li>• Uma kwenzeka umasipala uthintana ne-Evander Gold Mining ukuze unikeze imifundaze yezifundo ezihambisana namasu abalulekile, izicelo ezinjalo nazo zizobhekwa.</li></ul>   |
| <b>Uhlelo Lokuqalisa:</b> <ul style="list-style-type: none"><li>• Ukukhuthaza leli thuba eliyinqayizivele kubafundi abanekhono.</li><li>• Ukuhlolwa kwabafake izicelo abasohlwini olufushane nokukhethwa ngenqubo yenhlolokhono.</li><li>• Inkontileka yomfundaze esemthethweni ne-Evander Gold Mining.</li></ul>   |

## 2.12.4. Uhlelo Lomfundaze Womphakathi

|   | UHLELO LOMBHASO WOMPHAKATHI |               |             |               |               |                  |             |               |             |               |                |
|---|-----------------------------|---------------|-------------|---------------|---------------|------------------|-------------|---------------|-------------|---------------|----------------|
|   | Isamba                      |               |             |               |               |                  |             |               |             |               |                |
|   | 2023<br>New                 | 2023<br>Cont  | 2024<br>New | 2024<br>Cont  | 2025<br>New   | 2025<br>Cont     | 2026<br>New | 2026<br>Cont  | 2027<br>New | 2027<br>Cont  | Total          |
| BEng. / BSc.<br>Ukukhishwa<br>kweMetallurgy     | 1                           | 0             | 2           | 1             | 0             | 3                | 0           | 3             | 0           | 2             | 3              |
| BSc.<br>Ubunjiniyela<br>Bezogesi /<br>Bemishini | 0                           | 4             | 0           | 2             | 1             | 1                | 1           | 1             | 0           | 1             | 2              |
| BSc. Ijeoloji                                   | 0                           | 0             | 0           | 0             | 0             | 0                | 2           | 0             | 0           | 1             | 2              |
| iBhatshela<br>leziMali                          | 0                           | 1             | 0           | 1             | 0             | 0                | 0           | 0             | 0           | 0             | 1              |
| BSc. / BCom<br>Ezezimali                        | 0                           | 1             | 0           | 1             | 0             | 0                | 0           | 0             | 0           | 0             | 1              |
| I-BBusSC<br>Izibalo<br>Zokuphila                | 0                           | 1             | 0           | 1             | 0             | 0                | 0           | 0             | 0           | 0             | 1              |
| Ibhatshela<br>yeMithi                           | 0                           | 0             | 0           | 0             | 1             | 0                | 0           | 1             | 0           | 1             | 1              |
| Ingqikithi<br>Ehleliwe                          | 1                           | 7             | 2           | 6             | 2             | 4                | 3           | 5             | 0           | 5             | 11             |
| Isabelomali                                     | R230<br>000                 | R1 610<br>000 | R506<br>000 | R1 520<br>000 | R1 400<br>000 | R1<br>112<br>000 | R920<br>000 | R2 450<br>000 | R0          | R3 400<br>000 | R13 148<br>000 |

## 2.12.5. Uhlelo Lokuqeqeshwa Komsebenzi Wasekhaya ngo-2023-2027

|  | OKUHLOSIWE KANYE NOMUGQA WESIKHATHI |                 |                 |                 |                 | ISABELOMALI SONKE |
|--|-------------------------------------|-----------------|-----------------|-----------------|-----------------|-------------------|
|  | 2023                                | 2024            | 2025            | 2026            | 2027            |                   |
| I-Metallurgy   | 2                                   | 2               | 2               | 2               | 2               | 10                |
| Ubunjiniyela   | 2                                   | 2               | 2               | 2               | 2               | 10                |
| Ukuphepha  | 1                                   | 1               | 1               | 1               | 1               | 5                 |
| Ukuhlanzeka Kwasebenzini   | 1                                   | 1               | 1               | 1               | 1               | 5                 |
|  Inombolo ephelele  | 6                                   | 6               | 6               | 6               | 6               | 30                |
|  <b>Isabelomali</b> | <b>R720 000</b>                     | <b>R765 000</b> | <b>R810 000</b> | <b>R860 000</b> | <b>R910 000</b> | <b>R4 065 000</b> |

*Qaphela: Abafundi be-Internship bazoba nezinyanga eziyishumi nambili (12) isikhathi sokufunda. Unyaka ngamunye i-EGM izothatha abafundi abengeziwe njengoba kushiwo ngenhla. Isabelomali sibonisa isibonelelo esikhokhelwa abafundi be-internship.*

## 2.12.6. Uhlelo lokufundela umsebenzi MQA

|  | TARGETS AND TIMELINE |      |      |      |      | TOTAL BUDGET |
|--|----------------------|------|------|------|------|--------------|
|  | 2023                 | 2024 | 2025 | 2026 | 2027 |              |
|  I-Metallurgy kanye nobunjiniyela | 0                    | 2    | 2    | 2    | 2    | 8            |

## 2.12.7. G Uhlelo Lokuqeqesha Abathweswe Iziqu ngo-2023-2027

| Isiyalo                        | OKUHLOSIWE KANYE NOMUGQA WESIKHATHI |                   |                   |           |           |                   |                   |           |           |                   | ISABELO MALI SONKE |
|--------------------------------|-------------------------------------|-------------------|-------------------|-----------|-----------|-------------------|-------------------|-----------|-----------|-------------------|--------------------|
|                                | 2023                                |                   | 2024              |           | 2025      |                   | 2026              |           | 2027      |                   |                    |
|                                | Okusha                              | Cont              | Okusha            | Cont      | Okusha    | Cont              | Okusha            | Cont      | Okusha    | Cont              |                    |
| I-Metallurgy                   | 0                                   | 4                 | 2                 | 0         | 0         | 2                 | 2                 | 0         | 0         | 2                 | 4                  |
| Ubunjiniyela                   | 0                                   | 3                 | 1                 | 0         | 0         | 1                 | 1                 | 0         | 0         | 1                 | 2                  |
| Ezemvelo                       | 0                                   | 1                 | 1                 | 0         | 0         | 1                 | 1                 | 0         | 0         | 1                 | 2                  |
| Umnyango Wabasebenzi Ezezimali | 0                                   | 1                 | 1                 | 0         | 0         | 1                 | 1                 | 0         | 0         | 1                 | 2                  |
| Inombolo ephelele              | 0                                   | 10                | 6                 | 0         | 0         | 6                 | 6                 | 0         | 0         | 6                 | 12                 |
| <b>Isabelomali</b>             | <b>R0</b>                           | <b>R3 200 000</b> | <b>R2 200 000</b> | <b>R0</b> | <b>R0</b> | <b>R2 400 000</b> | <b>R2 500 000</b> | <b>R0</b> | <b>R0</b> | <b>R2 650 000</b> | <b>R12 950 000</b> |

*Qaphela: Abathweswe iziqu bazoba nohlelo oluhlelekile lwezinyanga ezingamashumi amabili nane (24). Njengoba lolu kuwuhlelo lwezinyanga ezingu-24, kuzothathwa kanye kuphela esikhathini esiyiminyaka emibili. Isabelomali sibonisa isibonelelo esikhokhelwa abafundi abathweswe iziqu.*

## 2.13 UKULINGANA KOMSEBENZI

Njengengxenye yokuxhumana kwethu okujwayelekile nababambiqhaza bangaphakathi, iKomidi Lokulingana Kwezemisebenzi libuyekeze izinselele ezihlangatshezwe phakathi nenkathi ye-SLP ka-2018-2022 futhi labuyekeza isu lalo lokuthuthukisa Uhlelo Lwe-EGM Lokulingana Kokuqashwa njengoba kuboniswe ngezansi.

Okuhlosiwe kwezinombolo ngo-2023 kuya ku-2027 kubekwe kuleli thebula elingezansi:

## UKUHLAZIYWA KWABASEBENZI, IPHROFAYILI YABANTU BESIFAZANE

2.14.1 Iphrofayili yabasebenzi ngokwesigaba somsebenzi namazinga omsebenzi kusukela ngoSeptemba 2022

|   | Amazinga Omsebenzi   | Abe silisa |   |   |    | Abesifazane |   |   |   | Isamba | HDSA |    |      |
|---|--|------------|---|---|----|-------------|---|---|---|--------|------|----|------|
|   |  | A          | C | I | W  | A           | C | I | W |        | M    | F  | %    |
|  | Abaphathi Abaphezulu   | 2          | 0 | 0 | 6  | 2           | 0 | 0 | 0 | 10     | 2    | 2  | 40%  |
|   | Ukuphatha Okuphakathi - Ochwepheshe Abaqeqeshiwe nabanolwazi   | 6          | 0 | 1 | 7  | 3           | 1 | 0 | 0 | 18     | 7    | 4  | 61%  |
|   | Abaphathi abancane + (Izisebenzi ezinekhono zobuchwepheshe neziqeqeshelwe imfundo, abaphathi, izinduna, nezinduna) | 44         | 1 | 0 | 12 | 11          | 0 | 1 | 4 | 73     | 45   | 16 | 84%  |
|  | Ukuthatha izinqumo ezinamakhono amancane kanye nezinokuzikhethela  | 22         | 0 | 0 | 0  | 9           | 1 | 0 | 1 | 33     | 22   | 11 | 100% |
|   | Abangenamakhono kanye Nokwenza izinqumo  | 54         | 0 | 0 | 1  | 24          | 0 | 0 | 0 | 79     | 54   | 24 | 99%  |
|   | Ingqikithi Yaphakade   | 128        | 1 | 1 | 24 | 49          | 2 | 1 | 5 | 211    | 130  | 57 | 89%  |
|   | Okwesikhashana /uhlelo lokufundela umsebenzi   | 12         | 0 | 0 | 6  | 5           | 0 | 1 | 0 | 24     | 12   | 6  | 75%  |
|   | <b>Isamba</b>  | 140        | 1 | 1 | 30 | 54          | 2 | 2 | 5 | 235    | 132  | 63 | 83%  |

## 2.14.2 Okuhloswe Ngayo Ekuqashweni Okuhambisana Nosomqulu Wezimayini ngo-2018



| Isici                 | Incazelo                                    | Kala                    | Impokophelo yokuthobelana | Inqubekelapha mbili efinyelelwe |      |      |      |      |
|-----------------------|---|-------------------------|---------------------------|---------------------------------|------|------|------|------|
|                       |   |                         |                           | 2023                            | 2024 | 2025 | 2026 | 2027 |
| Ukulingana Kokuqashwa | Ukuhlukahluka kuya kubonisa izibalo zabantu | Abaphathi Abaphezulu    | 50%                       | 40%                             | 40%  | 40%  | 40%  | 50%  |
|                       |   | Abesifazane base-Afrika | 15%                       | 20%                             | 20%  | 20%  | 20%  | 20%  |
|                       |   | Ukuphatha Okuphakathi   | 60%                       | 72%                             | 72%  | 72%  | 72%  | 72%  |
|                       |   | Abesifazane base-Afrika | 20%                       | 18%                             | 18%  | 18%  | 18%  | 20%  |
|                       |   | Abaphathi Abancane      | 70%                       | 76%                             | 76%  | 76%  | 76%  | 80%  |
|                       |   | Abesifazane base-Afrika | 20%                       | 18%                             | 18%  | 18%  | 20%  | 25%  |
|                       |   | Amakhono Abalulekile    | 60%                       | 97%                             | 97%  | 97%  | 97%  | 99%  |
|                       |   | Abesifazane base-Afrika | 20%                       | 43%                             | 43%  | 43%  | 43%  | 45%  |



### Abesifazane abasezimayini



I-EGM ibona amandla ezinhlobonhlobo azotholwa ngokuqasha abesifazane futhi isikhulise ngempumelelo isibalo sabesifazane abaqashwe emisebenzini yethu. Siyakuqinisekisa lokho abesifazane babambe iqhaza kuzo zonke izici zebhizinisi lethu futhi ukuhlenganiswa kwabesifazane ezindimeni ezazibuswa ngamadoda phambilini kuyinto ehamba phambili. Inhloso yethu ukuheha, ukugcina kanye nokuthuthukisa abesifazane kuyo yonke imikhakha nakuwo wonke amazinga enhlanganweni.

## Okuhlosiwe Kwabesifazane Ukubamba iqhaza kwezemayini kwa-EGM (2023 - 2027)

|   | AMAZINGA OMSEBENZI  | 2018 Okuhloswe Ukuhambisana Nomqulu Wezemayini | ITHAGETHI YE LSP NGO 2023 | ITHAGETHI YE LSP NGO 2025 | ITHAGETHI YE LSP NGO 2024 | ITHAGETHI YE LSP NGO 2024 | ITHAGETHI YE LSP NGO 2024 |
|---|---|--|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
|    | Abaphathi abaphezulu  | 0  | 0                         | 0                         | 0                         | 0                         | 0                         |
|   | Abaphathi abaphezulu  | 25%  | 20%                       | 20%                       | 20%                       | 20%                       | 20%                       |
|   | Ochwepheshe abaqeqeshiwe nabanolwazi nabaphathi abamaphakathi   | 25%  | 22%                       | 25%                       | 25%                       | 25%                       | 25%                       |
|   | Abasebenzi bezobuchwepheshe nabaneziqumfundo, abaphathi abancane, abaphathi, izinduna kanye nezinduna | 30%  | 22%                       | 25%                       | 25%                       | 30%                       | 30%                       |
|  | Ukuthatha izinqumo ezinamakhono amancane kanye nokuzikhethela   | 30%  | 33%                       | 35%                       | 35%                       | 35%                       | 35%                       |
|   | Ukuthatha izinqumo okunganamakhono nokuchaziwe  | 30%  | 30%                       | 30%                       | 35%                       | 35%                       | 35%                       |
|   | Isamba  |  |                           |                           |                           |                           |                           |
|   | % abasebenzi  |  |                           |                           |                           |                           |                           |

2.14.3 Ukubamba iqhaza kwe-HDSA ekuphatheni I-EGM, kuqalwa ukutshalwa kwezimali ekuthuthukiseni abasebenzi be-HDSA. Ngakho-ke okuthandwayo kunikezwa abantu abazongenela ukhetho lwe-HDSA ngesikhathi senqubo yokuqasha futhi kunezinhlelo zokuthuthukisa umuntu siqu ukuze kuqhutshekwe nemisebenzi yabo bonke abasebenzi, ukuze bakwazi ukubamba iqhaza ezinhlakeni zokuphatha ezithuthukayo zenkampani.

Ukubamba iqhaza lwe-HDSA kokuhlosiwe kwabaphathi: I-Evander Gold Mines (2023 - 2027)

| Amazinga Omsebenzi  |   | 2018 Okuhloswe Ukuthotshelwa Kwezimayini | 2023            | 2024             | 2025            | 2026            | 2027            |
|---|---|--|-----------------|------------------|-----------------|-----------------|-----------------|
|   |   |  | Itagethi ye-SLP | Itag ethi ye-SLP | Itagethi ye-SLP | Itagethi ye-SLP | Itagethi ye-SLP |
|    | Abaphathi abaphezulu  | 0  | 0               | 0                | 0               | 0               | 0               |
|   | Abaphathi abaphezulu  | 60%                                      | 40%             | 40%              | 40%             | 40%             | 50%             |
|   | Ochwepheshe abaqeqeshiwe nabanolwazi nabaphathi abaphakathi | 60%                                      | 60%             | 60%              | 60%             | 60%             | 60%             |
| Isamba elingaphansi   |   |  |                 |                  |                 |                 |                 |
|  | Izikhulu C #  | 70%                                      | 70%             | 70%              | 70%             | 70%             | 70%             |
| Isamba  |   |  |                 |                  |                 |                 |                 |



## UHLELO LOKUTHUTHUKISA UMNOTHO WASENDAWENI

Inhloso yezinhlelo ze-EGM zokuthuthukisa umnotho wendawo ukusiza ukuguqulwa kwesiFunda sase-Gert Sibande sibe yisizinda semisebenzi yezomnotho, ngokukhuthaza kanye nokugqugquzela amazinga aqinile okutshalwa kwezimali, ukuvulwa kwamathuba emisebenzi esimeme ngaphandle kwezimayini kanye namazinga emali engeniso athuthukisiwe. Lokhu kuzodinga ukwakhela phezu kwamakhono ahlukile kamasipala ngamunye, ukugcina ubuqotho bemvelo nokugwema ukuncintisana okungekuhle phakathi kwezifunda.

Izindawo ezibalulekile okugxilwe kuzo ekuthuthukisweni komnotho wendawo zihambisana nezidingo zomasipala basekhaya abashicilelwe iLocal Economic Development and Municipal Integrated Development Plan (MIDP).

### **3.1. ULWAZI NGEMVELAPHI YEZOMNOTHO**

#### **3.1.1 Umasipala Wendawo i-Govan Mbeki: Igunya likaMasipala kanye nemingcele yendawo**

UMasipala Wasekhaya i-Govan Mbeki (LM) utholakala engxenyeni yeSifundazwe saseMpumalanga, eduze neSifundazwe saseGauteng eningizimu-ntshonalanga; cishe amakhilomitha angu-150 empumalanga yeGoli kanye namakhilomitha angu eningizimu-ntshonalanga yeMbombela (inhloko-dolobha yaseMpumalanga).

I-Govan Mbeki LM ingomunye womasipala bendawo abayisikhombisa (7) ngaphansi kolawulo lukaMasipala wesiFunda i-Gert Sibande (DM) (abanye omasipala besifunda e-Ehlanzeni kanye neNkangala) kanye nomasipala bendawo abangu-18 ngaphakathi kweMpumalanga.

Indawo kaMasipala wesiFunda i-Govan Mbeki iyindawo yezolimo/yasemaphandleni ikakhulukazi enemizila emikhulu emithathu (3) yasemadolobheni, okuyilawa; I-Leandra (amadolobha ase-Leslie, i-Lebohang kanye ne-Eendracht) onqenqemeni olusentshonalanga, indawo yase-Greater Secunda (amadolobha ase-Trichardt, e-Evander, e-Kinross nase-Secunda/Embalenhle) emaphakathi kanye namadolobha ase-Bethal/Emzinoni Mpumalanga.

i-Govan Mbeki LM unomnotho ohlukene kakhulu phakathi kwe-Gert Sibande DM, ebuswa imboni ye-petrochemical (izakhiwo ze-SASOL II kanye ne-III) kanye nezimayini zamalahle negolide. i-Govan Mbeki DM nayo inesizinda esikhulu kunazo zonke sezimayini zamalahle angaphansi komhlaba emhlabeni, okuyenza ibe yindawo ebalulekile yamasu kuzwelonke..

### 3.1.2 Umasipala Wendawo i-Govan Mbeki

Ukuhlaziywa kwesimo kanye nezibalo ezethulwe kulesi sahluko kukhombisa izinselelo zentuthuko, izitayela nezimo ezithinta indawo kamasipala i-Govan Mbeki, ohlanganisa ububha, ukuntuleka kwemisebenzi kanye nokusalela emuva kokulethwa kwezidingo. Imininingwane ibalulekile, njengoba ihlinzeka umasipala kanye nozakwethu bezenhlalakahle ukuqonda okujulile kwemikhuba yenhlalo-mnotho yendawo kanye nendlela okuba nomthelela ngayo ekuthuthukisweni.

Ngokwemininingwane yakamuva ye-Stats SA (2016 Community Survey - CS), isibalo sabantu be-Govan Mbeki senyuke sisuka ku-294 538 ngo-2011 saya kubantu abangu-340 091 ngo-2016 - sibe sisendaweni yesine-5 ngesibalo sabantu abaningi esifundazweni kanye no-30.0% wabo bonke abantu base-Gert Sibande DM.

Inani labantu abasha (iminyaka engu-15-34) lakha 41.1% yenani labantu ngo-2016. Ngo-2016, ingxenye yabantu besifazane yayingu-48.0% kanti abesilisa yayingu-52.0%. Inani labantu likhule ngo-45 553 phakathi kuka-2011 no-2016, izinga lokukhula kwenani labantu lika-3.3% ngonyaka (p.a.), elaliphezulu kakhulu kunesilinganiso sonyaka sokukhula komnotho esingu-0.8% kuphela. ngesikhathi esifanayo.

Izinga lokukhula kwesibalo sabantu belisendaweni yesibili kakhulu eMpumalanga. Isibalo sabantu sangonyaka ka-2021 silinganiselwa ku-377 446 noma u-29.9% wabantu bakwa-Gert Sibande DM.

Izibalo ze-CSIR Green Book zango-2030 zingu-437 067 (isibalo sabantu abaningi esifundazweni) noma u-33.3% wabantu baka-Gert Sibande DM, okuzofaka ingcindezi eyengeziwe engqalasisinda, ukulethwa kwezidingo kanye namathuba ezomnotho/okuqashwa.

### 3.1.3 Izinga Lokungasebenzi

Izinga lokungaqashwa e-Govan Mbeki LM elandisiwe libe ngu-32.5% ngo-2020, obekungelinye lamazinga aphantsi abantu abangasebenzi esifundazweni, kodwa lisephezulu uma kuqhathaniswa no-6% obekuhloswe ngawo ngo-2030. Ngo-2020, izinga lokungasebenzi elandiwe kwabesifazane lalingu-39.0% kanti elabesilisa lalingama-27.5%.

Ngo-2020, intsha (iminyaka eyi-15-34) yandise izinga labantu abangasebenzi lalingama-45.0%. Kunokukhathazeka ngenani eliphezulu lentsha engasebenzi, ikakhulukazi abesifazane - kubonakala kunokungafani phakathi kokunikeza kwabo imfundo namakhono (noma ukuntuleka kwayo) kanye nesidingo semakethe yezabasebenzi, kodwa futhi nokuntuleka kokutshalwa kwezimali ukuze kudaleke amathuba emisebenzi.

Ukuthuthukiswa kwezinga nokuhlobana kwezinhlelo zemfundo nokuqeqesha ngokuhambisana nezidingo zezomnotho zesifundazwe kuyadingeka ukuze kusizwe abantu bendawo ngokuqashwa, kanye nesidingo sokugcina amabhizinisi nokuheha abatshalizimali abasha. Ukubaluleka nokufaneleka kweNyuvesi yaseMpumalanga kanye namakolishi e-TVET kudinga ukwesekwa.

Ngo-2020, iGovan Mbeki LM ufake isandla ngo-10.6% ekuqashweni sekukonke esifundazweni. Phakathi kuka-2016 no-2020, ukuqashwa kukhuphuke ngo-0.2% p.a. Isilinganiso sonyaka sokukhula kwemisebenzi siye sawohloka uma siqhathaniswa nokwenyuka ngo-2011 kuya ku-2015 ngo-3.5% ngonyaka.

Ukulahleka kwemisebenzi ngo-2020, ngenxa yokuba kwe-COVID-19, kulinganiselwa ku-10 214. Esikhathini seminyaka emine phakathi kuka-2016 no-2020, iGovan Mbeki ithole imisebenzi engu-1 132 kuphela, okugqamisa umonakalo we-COVID-19 oledwe emakethe yezabasebenzi ngo-2020.

### 3.1.4 Imfundo

Izinga lokuphasa lika-Govan Mbeki lika-lebanga 12 lehla lisuka ku-76.3% ngo-2014 laya ku-73.7% ngo-2021, nobekusendaweni yeisishiyagalolunye-9 phezulu/phansi ezindaweni zomasipala ezingu-17. Iphinde yaba ngeyesi-6 kakhulu esifundazweni ngo-2020.

Izinga lokuphasa le-Govan Mbeki lenyuke ngamaphesenti angu-1.8 phakathi kuka-2020 no-2021. Le ndawo ithuthukise izinga lokwamukelwa ezifundweni zasenyuvesi/zeziqo ngo-30.2% ngo-2020 laya ku-32.1% ngo-2021 - indawo yesi-7 ephakeme esifundazweni, futhi efanayo

nango-2020.

Kubalulekile ukuthi ukungenelela okubalulekile kuhloswe ngazo ezikoleni ezingenzi kahle ukuze kuthuthukiswe izinga lokuphasa kwebanga 12. Kunenselelo enkulu ukwamukela intsha efundile endaweni, ikakhulukazi ngenxa yokungatholakali kwamathuba omnotho.

Ukuhlinzekwa kwengqalasizinda eyanele yezemfundo nezokungcebeleka, kanye nemisebenzi yokuthuthukisa amakhono kuyadingeka ngokushesha ukuze kuhlantshezwane nezidingo zomphakathi. Ngo-2020, izinga lokufunda nokubhala lalikleliswe endaweni yesithathu (88.7%) esifundazweni futhi labonisa umkhuba othuthukayo obonisa ikhono elikhona labafundi endaweni.

### 3.1.5 Amathuba ezomnotho e-Govan Mbeki LM

Amathuba aphantselane nokukhiqiza nezimayini azohlomula kakhulu ekusungulweni kwePaki ye-Iphakheji Yezobuchwepheshe BezeMboni Zamakhemikhali e-Secunda, ehlelwe njengengxenywe ye-MIDP.

Ukubamba iqhaza elibonakalayo kwe-Sasol, njengombambeli omkhulu wemboni endaweni, ekubhekaneni nezinsalelo zenhlalo-mnotho kubaluleke kakhulu futhi ukubambisana phakathi kwe-EGM ne-Sasol kuzoqhutshwa ukuze kutholwe umthelela omkhulu kumaphrojekthi endaweni. Iforamu ye-LED ezokwenza lula ukukhula nobudlelwano bokudala amathuba emisebenzi kule ndawo izoba yisinyathelo sokuqala kulokhu, futhi i-Sasol yenze obala izibopho zayo zokutshala izimali esifundeni eNgqungqutheleni yabo Yotshalomali ekupheleni kuka-2020.

Ukwesekwa kwe-EGM kuma-SMMEs kanye nemifelandawonye kuzobandakanya i-modeli/Uhlelo Lwebhizinisi Lomphakathi kanye noHlelo LukaHulumeni Lokudla Kokudla, okuzophinde kube neqhaza ekudaleni amathuba emisebenzi kanye nokuthuthukiswa komnotho.

Ukuvuselelwa kwamabhizinisi asemalokishini ngezinhlelo zokuguqula emalokishini amanye amathuba okudala imisebenzi esimeme azophenywa.

### 3.1.6 Isimo Sezomnotho se-Govan Mbeki

Igalelo le-Govan Mbeki LM emnothweni waseMpumalanga ngo-2020 lalingu-11.1%, lisendaweni yesine ngobukhulu esifundazweni futhi libe neqhaza elikhulu emnothweni kaGert Sibande ngo-2020, ku-41.0%. Le ndawo igqame kakhulu kwezokukhiqiza nasezimayini kanti futhi inegalelo elikhulu kwezezimali, ezokwakha, ezohwebo, izinsiza zomphakathi nezokuthutha.

Esikhathini sika-1996-2020, umnotho we-Govan Mbeki LM wehle ngo-0.2% ngonyaka. Esikhathini sika-2015-2020 umnotho wehle ngo-2.3% ngonyaka. - buthaka kunomnotho kazwelonke nowezifundazwe kuzo zombili lezi zikhathi.

Isilinganiso sokuwohloka komnotho ngo-2020 phakathi -11% & -12% kungenxa yokuvalwa kwe-COVID-19. Ezokwakha, ezokuthutha, ezohwebo nezokukhiqiza kwakuyizimboni ezithinteke kakhulu. Ukukhula ngo-3.2% kulindeleke ngo-2021, nakuba kusuka kusisekelo esiphansi. Isilinganiso sokukhula kwe-GDP yonyaka okuhloswe ngaso endaweni i-Govan Mbeki phakathi kuka-2020 no-2025 siphansi kakhulu, singaphezudlwana kuka-1% ngonyaka.

Ngo-2020, ubukhulu bomnotho balinganiselwa ku-R49.6 wamabhiliyoni. Ngo-2020, izimboni ezine ezinkulukazi bekuyizimayini, ezokukhiqiza, ezemisebenzi yomphakathi kanye nezezimali, okuhlangene kwaba negalelo elingu-80% emnothweni we-Govan Mbeki.

I-Govan Mbeki unezinzuzo eziqhathaniswayo kwezezimayini nokukhiqiza, uma kuqhathaniswa nezokuvakasha esifundazweni sonke. Ngo-2015, imali esetshenziswe kwezokuvakasha yaba izigidi ezingu-R898.9 noma ilingana no-2.2% we-GDP yasekhaya. Ngo-2020, ngenxa yezinto ezihlobene ne-COVID-19, yehla yafinyelela ezigidini ezingu-R307.3 kuphela, eyayilingana no-1% ye-GDP yendawo.

### **3.2 IZINKONZO ZASEKHAYA E-GOVAN MBEKI**

Phakathi konyaka ngo-2011 nango-2016, isibalo semizi e-Govan Mbeki sikhuphuke sisuka ku-83 874 saya ku-108 894 (sikhuphuke ngo-25 020). Ubukhulu bomndeni behla ukusuka ku-3.5 ukuya ku-3.1 ngesikhathi esifanayo. I-CSIR Green Book ihlela imizi engu-178 900 kule ndawo ngo-2030.

Ngokwe-CS (Ucwaningo Lomphakathi) le-Stats SA, ngaphandle nje kokutholakala kwamanzi amponjwana, kube nobungcono obuphelele ekuhlinzekweni kwezinsiza zasekhaya e-Govan Mbeki phakathi kuka-2011 no-2016. Ezinye izinselelo zisekhona, ikakhulukazi ngenxa yokusilela emuva emijondolo.

Inani lemizi eyimijondolo libe ngcono kancane, lehla lisuka ku-23 365 ngo-2011 laya ku-22 212 ngo-2016 – lehle ngemizi engu-1 153 kuphela. Kodwa-ke, u-20.4% wemizi e-Govan Mbeki LM isahlala emijondolo, okuyisabelo sesithathu ngobukhulu/esibi kakhulu esifundazweni.

Ngonyaka wango-2016, inani lemizi ekwazi ukuthola amanzi ngamapayipi laliyimizi engu-107 191 noma amakhaya angu-98.4%, okuyindawo ephakeme kakhulu/engcono kakhulu yokuthola amanzi ngamapayipi esifundazweni. Inani lemizi ekwazi ukuthola izindlu zangasese ezishaywayo/zamakhemikhali libe ngcono phakathi kuka-2011 no-2016, kube yimizi engu-103 086 noma 94.7% ekwazi ukuthola izindlu zangasese (ezingcono kakhulu esifundazweni) kanti yimizi engu-726 kuphela esele engenazo izindlu zangasese.

Imindeni exhunywe kugesi iye yaba ngcono yafinyelela ku-102 752 ngo-2016 noma amakhaya angu-95.0%. 5 487 Imindeni ibingenawo ugesi. I-Govan Mbeki LM ube ngowesibili/abahamba phambili esifundazweni ngenkomba yezinsiza zasendlini (2019) kanti isimo simile phakathi kuka-2016 no-2019. I-Govan Mbeki LM Ikleliswe endaweni eziyishumi 10 eMpumalanga ezilinganisweni zikamasipala eziphuma ngaphandle kwe-Oda kwi-News24 ngo-47/100. I-Govan Mbeki iphinde waba ngumasipala oyedwa kwabangu-4 eMpumalanga ohlwini lukaZwelonke lwe-COGTA (2018) lomasipala abangasebenzi kahle.

Ukuze kusekelwe ukuthuthukiswa kwamabhezini amancane naphakathi, i-Evander Gold Mining Transformation Trust iqhuba Isikhungo Sokukhulisa Ibezini eyimpumelelo, okuhloswe ngayo ukusheshisa ukuthuthukiswa kwezingqalabutho zasendaweni zama-SMME. Lolu hlelo luklanyelwe ukuthuthukisa imibono yebhezini esebenzayo, eqanjwe ibe amabhezini amancane esikhathini esiyizinyanga ezingu-18 futhi kusizakale le idatabase entsha. Sithole imiphumela elandelayo ngo-2023:

- Amabhezini endawo angu-20 ama-SMME abhaliselwe ukufakwa kwebhezini,
- Ukuqeqeshwa okugunyaziwe kwamakhono ebhezini kwe-NQF nokwelulekwa kuhlinzekwe mahhala ngu-30 ababambiqhaza,
- Sinikeze ukuqeqeshwa okuyisisekelo kwekhompyutha, ukumaketha ukuphrinta kanye nezinhlelo ze-HR kunoma iyiphi i-SMME yasendaweni, ebhalisiwe eza esikhungweni sokufukamela ngaphandle kwenkokhelo.

Ukusebenza komnikazi welayisensi yezimayini ekuthuthukisweni kwebhezini kumele kubikwe, kucutshungulwe futhi kuqinisekise minyaka yonke kuqhathaniswa nohlelo oluvunyiwe lweminyaka emihlanu.



**PROCUREMENT PROGRESSION PLAN**

| Description                     | National Targets | Timelines and Action Plan (Local SMME development strategy) |      |      |      |      |
|---------------------------------|------------------|---|------|------|------|------|
|                                 |                  | 2023  | 2024 | 2025 | 2026 | 2027 |
| Procurement of consumable goods | 70%              | 5%  | 15%  | 45%  | 65%  | 70%  |
| Procurement of services         | 80%              | 10%   | 25%  | 45%  | 70%  | 80%  |

### 3.3 IZIDINGO ZOMPHAKATHI WASEKHAYA

- Umnikazi welayisensi kufanele anikele ngo-1% we-NPAT ekuthuthukisweni kwenhlalakahle yezomnotho.
- Imiklamo ehlolelwe ukuthuthukiswa komnotho womphakathi kumele ishicilelwe ngesiNgisi nangolunye ulimi olulodwa.

I-IDP nezithangami zokuxoxisana nomphakathi zamanje, izidingo zomphakathi ezilandelayo sezihlonziwe futhi i-EGM izibophezele kule miklamo emikhulu elandelayo yokuthuthukisa umphakathi.

| Into   | IGAMA LEPROJEKTHI   | ISABELOMALI ESIZINIKELE | 2023              | 2024              | 2025              | 2026              | 2027              |
|--|---|-------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|   | 1 Isigaba 1: Isiteshi Sokudluliswa Kwemfucuza   | R8 000 000              | R1 600 000        | R1 600 000        | R1 600 000        | R1 600 000        | R1 600 000        |
|  | 4. Ukwakhiwa kwamakilasi, iHholo kanye neshabhu yokucobelela na ngolwazi eBasizeni Special School | R10 000 000             | R2 000 000        | R2 000 000        | R2 000 000        | R2 000 000        | R2 000 000        |
|  | 5 Ukulungiswa kabusha kweHholo Lomphakathi Embalenhle   | R7 000 000              | R1 400 000        | R1 400 000        | R1 400 000        | R1 400 000        | R1 400 000        |
|  | <b>Isamba</b>   | <b>R 25 000 000</b>     | <b>R5 000 000</b> | <b>R5 000 000</b> | <b>R5 000 000</b> | <b>R5 000 000</b> | <b>R5 000 000</b> |

#### Isigaba 2: Isiteshi Sokudluliswa Kwemfucuza

Lo msebenzi uzokwenziwa ngokubambisana neThungela Resources, uma womabili iThungela Resources izokwenza isigaba 1 salo msebenzi kanti i-Evander Gold Mining izokwenza isigaba sesibili sephrojekthi. Zombili izinhlangothi zizosayina iSivumelwano Sokusebenzisana (i-MoU) esizocacisa futhi sisho ukuthi ingxenye ngayinye izokwenzani maqondana nomsebenzi. I-MoU izothunyelwa kuMnyango Wezezimbiwa Namandla (i-DMRE), okuzokwenza i-DMRE ikwazi ukuqapha kanye nokucwaninga kokubili izindima nemisebenzi.

## **Ukwakhiwa Kwamakilasi Amane (4), Iholo kanye neshabhu yokucobelelana ngolwazi e-Basizeni Isikole Esikhethekile**

I-Basizeni isikole sabafundi abanezidingo ezikhethekile zemfundo kanti ukukhubazeka kwaso okuyinhloko yi-SID (Severe Intellectual Disability) esihlalisa abafundi abane-IQ engaphansi kuka-50. Uhlelo lwezifundo, olusetshenziselwa ukufundisa laba bafundi lubizwa ngokuthi isitatimende senqubomgomo yoHlolo lweKharikhulamu Ehlukene.

- Ukukhubazeka okubi kwengqondo,
- Abafundi abanokukhubazeka okujulile ngokomqondo,
- Amakhono emisebenzi yezandla.

I-Basizeni iwuhlobo lwesikole sikahulumeni esibhaliswe njengenhlango engenzi nzuzo uMnyango wezeMfundo Wesifundazwe saseMpumalanga, egxile kakhulu kubafundi abahlangabezana nezithiyo zokufunda, abafundi ngokuvamile abahlangani neKharikhulamu mayelana nokufakwa kokuqokethwe njengoba kumiswe uMnyango Wezemfundo kuyilapho eSikoleni esikhethekile kugxilwa kulokho umfundi angakwazi ukukwenza ngokomsebenzi wezandla kunomsebenzi wezemfundo. I-D-CAPS idinga ukuthi u-20% womsebenzi wokufunda ufundiswe abafundi abanezidingo ezikhethekile zemfundo kanye no-80% okufundela amakhono ezikoleni ezijwayelekile.

Indawo yokufunda yabafundi kufanele ibe banzi ukuze kuvunyelwe ukuhamba ngokukhululeka, amakilasi ajwayelekile kodwa anemininingwane yokuthi ikilasi ngalinye kufanele libe nekhishi, indlu yokugezela, indlu yangasese kanye nendawo yokudlala yabafundi besigaba sesisekelo. Ukugadwa kwenziwa usuku lonke futhi abafundi abanakushiywa bengagadiwe noma bengenalo ukugadwa.

Umhlangano wokufundisa wesikole esiyisipesheli amakhono emisebenzi efana nezinkuni kanye nensimbi (Ukushisela izinsimbi). Isimo esikhona ngaphambi kwalokhu kwakhiwa sesiphogo isikole ukuthi siguqule ikilasi ukuze kuhlaliswe abafundi abenza izinkuni ngoba isikole sibhekene nenkinga yokushoda kwamakilasi. Umnyango nesikole bazokwazisa uma kungakhelwa isikole ikilasi eliyisipesheli kanye neshabhu.

| Igama lephrojekthi  | Igama lephrojekthi: Isiteshi Sokudluliswa Kwemfucuzwa (Isigaba sesibini sephrojekthi ngokubambisana neThungela Resources)   | Ukuhlolwa kwephrojekthi: Inqalasilizinda  |
|---|---|---|
| Ingemuva  | <p>Umasipala waseGovan Mbeki usibonile isidingo sesiteshi esidiyelwe sokuthutha imfucuzwa sase-Embalenhle kanye nezindawo ezizungezile ngakho-ke usuhlonze ingxenye yengxenywe 11 yePulazi Langverwacht 282 I.S njengesizinda esifanele ukubhekana nokusilela emuva kwemfucuzwa kanye nenkinga umasipala waseGovan Mbeki obhekene nayo njengamanje futhi udinga ukungenelela ngokushesha ukuze kuthathwe izinyathelo zokulahlwa kwemfucuzwa ngokungemthetho. yezindawo ezisemthethweni zikamasipala zokugcwalisa umhlaba.</p> |   |
| Indawo yephrojekthi   | <p><b>Umasipala Wendawo: Govan Mbeki Municipality</b></p> <p><b>Umasipala Wesifunda: Umasipala Wesifunda sase-Gert Sibande</b></p> <p>Indawo Yokusebenza Ebalulekile</p>  | <p><b>Igama lendawo: Embalenhle</b></p> <p><b>Idethi yokuqala yephrojekthi: Juni 2025</b></p>   |
| Okukhiphayo   | <p>Inkomba Yokusebenza Ebalulekile</p> <p>Ibhizinisi elinomthwalo wemfanelo (okuhlanganisa bonke ababambiqhaza): Umasipala waseGovan Mbeki, iTungela Resources, i-Evander Gold Mining</p>   | <p><b>Izikhathi zekota kanye nonyaka: Juni 2025</b></p> <p><b>Izikhathi zekota kanye nonyaka: Septhemb a 2025</b></p> <p><b>Izikhathi zekota kanye nonyaka: Januwari 2026</b></p> <p><b>Isabelomali: R8 000 000</b></p> |
| Ukuhlukaniswa kwemisebenzi  | <p>Inani lemisebenzi ezodalwa</p>   | <p>Intsha Yabesilisa</p> <p>Intsha yabesifazane</p> <p>Isamba</p> <p>Amazwana</p>   |
| Isikhathi esifushane  | <p>5</p>  | <p>15</p> <p>5</p> <p>30</p>  |
| Isikhathi eside   | <p>3</p>  | <p>3</p> <p>2</p> <p>10</p>   |
| <p><b>Usuku lokuphothulwa kanye nesu lokuphuma QAPHELA:</b> Ngemva kokuphothulwa kokwakhiwa iphrojekthi izodluliselwa ngokusemthethweni kuMasipala waseGovan Mbeki. Umasipala uzokwenza isondo ngemuva kokumikezelwa ngokusemthethweni.</p> <p><b>Abahlomulayo:</b> Abahlomulayo yimizi yonke kamasipala waseGovan Mbeki kusukela ku-83 874 kuya ku-108 894 phakathi kuka-2011 no-2016.</p> |   |   |

| Igama lephrojekthi  | Igama lephrojekthi: Ukwakhiwa Kwamakilasi, Ihlo kanye Nokusebenzela Esikoleni Esikhethekile sase-Basizeni  | Ukuhlelwa kweprojekthi: Inqalazizinda                 |   |                                     |                                       |
|---|--|---|---|-------------------------------------|---------------------------------------|
| Ingemuva  | <ul style="list-style-type: none"> <li>• Provide information on the project regarding its relevance to the developmental needs of the area.</li> <li>• Provide the stage that the project is at the time of identification e.g. new project at the initial stages or extension of a project or resuscitation of a potential project that was not well managed</li> </ul> |   |   |                                     |                                       |
| Indawo yeprojekthi  | <b>Umasipala Wesifunda:</b><br>Umasipala Wesifunda sase-Gert Sibande   | <b>Umasipala Wendawo:</b><br>Govan Mbeki Municipality | <b>Igama lendawo:</b><br>Embalenhle                                   | <b>Idethi yokuqala yeprojekthi:</b> | <b>Idethi yokuphela kweprojekthi:</b> |
| imiphumela  | Indawo yokusebenza Ebalulekile   | Inkomba Yokusebenza Ebalulekile                       | Ibhizinisi elinomthwalo wemfanelo (okuhlanganisa bonke ababambiqhaza) | Izikhathi zekota kanye nonyaka      | Izikhathi zekota kanye nonyaka        |
| Ukuhlukaniswa kwemisebenzi  | Inani lemisebenzi ezodalwa   | Intsha yabesilisa                                     | Intsha yabesifazane   | Intsha yabesilisa                   | Isabela mali: R10 000 000<br>Amazwana |
| Isikhathi esifushane  | 50   | 10  | 5   | 25                                  | 10<br>50                              |
| Isikhathi eside   | N/A  | N/A   | N/A   |                                     |                                       |
| <b>Idethi yokuqeda kanye nesu lokuphuma:</b><br><b>Abahtlomulayo:</b> Umnyango Wezemfundo |  |   |   |                                     |                                       |

| PROCUREMENT PROGRESSION PLAN    |                  |  |      |      |      |      |
|---------------------------------|------------------|--|------|------|------|------|
| Description                     | National Targets | Timelines and Action Plan (Local SMIME development strategy) |      |      |      |      |
|                                 |                  | 2023   | 2024 | 2025 | 2026 | 2027 |
| Procurement of consumable goods | 70%              | 5%   | 15%  | 45%  | 65%  | 70%  |
| Procurement of services         | 80%              | 10%  | 25%  | 45%  | 70%  | 80%  |



### IZINDLU NEZIMIMO ZOKUPHILA

I-EGM ikhuthaza ubunikazi bezindlu ngomgomo wesikhathi eside wokuhlangabezana nemfuneko yomqulu wezimayini wokuthi bonke abasebenzi bahlale ezindaweni zokuhlaliswa kwabantu esimeme. Lolu hlelo lwenziwa lula ngokubonisana nabasebenzi.

I-Evander Gold Mining ikhuthaza umqondo wobunikazi bezindlu kubasebenzi bayo. Kungaleso sizathu i-EGM yabhekana nomqondo wamahostela. I-EGM ayinikezi izindlu eziphethwe imayini noma indawo yokuhlala kubasebenzi. Le nkampani yethule izibonelelo zokuziphilisa ukuze kuthuthukiswe ubunikazi bezindlu futhi u-100% wabasebenzi babhekelele izindawo zabo zokuhlala emadolobheni nasezindaweni eziseduze nokusebenza kwemayini.

Imali yesibonelelo sokuhlala ngaphandle ilungiswa minyaka yonke ngokuhambisana nokulungiswa kwamaholo abasebenzi kanti abasebenzi bayakhuthazwa ukuthi bafune izindawo zokuhlala ezisimeme endaweni. Ngokubambisana nezikhungo zezezimali ezifana nabasebenzi bakwa-lemas bayakwazi ukufuna usizo lwezezimali ukuze kube lula nokumaketha ubunikazi bezindlu.

### 3.4 ISU LEZINDLU LE-EVANDER GOLD MINES'

Umnikazi welungelo lezimayini kanye nababambiqhaza ababambe iqhaza bacabangele izimiso ezishiwo esigabeni 2 sezinga lezezindlu nezimo zokuhlala (i-HLC) lemboni yezimbiwa, 2019. Ezindimeni ezilandelayo, umgomo ngamunye kubhekwana nawo ngokulandelana, ngendlela osebenza ngayo ohlelweni lwe-HLC lwe-EGM.

#### ISIMISO 2.1

**Ukuthuthukisa izindlu ezididiyelwe emphakathini, ngokomzimba nangokwezomnotho emphakathini wasezimayini**

Indawo yezimayini elawulwa ngumnikazi welungelo lezimayini (EGM) iseduze nezindawo zasemadolobheni ezihambisana namadolobha ase-Evander, Secunda kanye ne-Embalenhle, lapho kutholakala khona izindlu ezithile ukuze kuhlangukatshezwane nezidingo ezahlukene kanye namazinga emali engenayo.

UMasipala Wendawo i-Govan Mbeki ungumnikazi wengxenyane enkulu yomhlaba kulezi zindawo, okuhlenganisa namapulazi angenamuntu kanye neziza ezingenamuntu emalokishini amenezelwe, eziningi zazo ezibekelwe ukuthuthukiswa kwezindlu. Umasipala, ngokubambisana nezikhungo ezifana neEjensi Yokuthuthukiswa Kwezindlu, esekelwe uMnyango wezokuHlaliswa kwabantu wesifundazwe, usahlale unomthwalo wemfanelo omkhulu wokuguqula umhlaba okhona uwenze ukwakhiwa kwezindlu ezithengekayo, ukuze utholakale kubo bonke abantu, kuhlenganisa nalabo basebenzi basezimayini abafanelekela lolo sizo.

Cishe u-49% wabasebenzi abakhombise intshisekelo yokuthenga umuzi, bangahle banikezwe ukwakhiwa kwezindlu ezingabizi kakhulu ezenziwa umasipala ngokubambisana ne-Ejensi Yokuthuthukiswa Kwezindlu (HDA) noma uMnyango WezokuHlaliswa Kwabantu waseMpumalanga. I-EGM ingase ifeze indima yokugqunguzela futhi ixoxisane nomasipala, I HDA kanye nabanye ababambiqhaza ngendlela engenzeka ngayo, ngenhloso yokuqala yokwazisa izikhungo ezishiwo ngenhla ngezidingo zezindlu kanye nezinhloso zalaba basebenzi be-EGM. I-EGM izophinde isize abasebenzi bayo ukuthi bafake izicelo futhi babhalise njengabahlomuli be-FLISP eMnyangweni wezokuHlaliswa kwaBantu.

Ngokubhekiselwa ku-10% wabasebenzi abanentshisekelo yokuthola usizo lokuthuthukisa amakhaya akhona, lezo zidingo zinganakekelwa ngokusebenzisa uxhaso lwezimali zesikhwama sempesheni, noma ngenye indlela, kuphoqelele iEjensi yaseMpumalanga yomnotho (MEGA) noma umbuso wezimali nezokwakha eMpumalanga ukuthi inikeze usizo.

Ukuze kuzuzwe i-EGM engenhla kufanele kusungulwe uhlelo lokusebenza olugxilile ukuze kufezwe indima yokugqunguzela kulokhu. Ekugcineni umgomo kuzoba ukuqeda isibonelelo sokuphila esikhona manje futhi ubeke abasebenzi esimweni sokukwazi ukukhokhela ngokugcwele ukuthuthukiswa kwemizi yabo ibe sezingeni elamukelekayo.

Inqubo yokuhoxiswa kancane kancane kwesibonelelo sokuhlala kubasebenzi ngaphandle kobufakazi bobunikazi bendlu izoqala ukusebenza ngokugunyazwa kohlelo lwezimo zokuhlala. Bonke abasebenzi abangenabo ubufakazi bobunikazi bendlu bazonikezwa isikhathi esanele (njengoba kushiwo ezingeni) ngemva kokuhlolwa okusemthethweni nesaziso ngalokho. Kuzohlinzekwa imihlahlandlela eyanele, ngokuhambisana nenqubomgomo ehlongozwayo yezindlu ye-EGM, ukuze kuqinisekise indawo yokuhlala ehloniphekile nesimeme kubo bonke abasebenzi abathintekayo.

Usizo mayelana nalokhu kanye nokuqukethwe kohlelo lokusebenza olushiwo ngenhla ngeke kugcine kubasebenzi abangena ngaphansi kukabakaki we-FLISP. Abasebenzi abangalufanelekeli usizo lwe-FLISP bangafuna usizo ecofana nesikhungo sokukhulisa umnotho saseMpumalanga (MEGA) noma izikhungo, ngosizo lwabagquzeli ababambela i-EGM.

Ngokumelene nesizinda esishiwo ngenhla, lolu Hlelo lwe-HLC luhlinzekela ukuthi i-EGM ilungiselele futhi yamukele inqubomgomo eneziqondiso ezicacile nezikhathi ezifinyelelwayo ukuze isebenze njengomgqugquzeli ekuzezeni lezi zinhloso ezishiwo ngenhla. Abameleli abathile be-EGM bazonikezwa umsebenzi walezi zibopho futhi inqubekelaphambili mayelana nalokhu izobikwa embikweni wenqubekelaphambili wonyaka we-SLP ngaphansi kwesigaba sohlelo lwe-HLC.

Uhlelo lokusebenza luzohlenganisa ingxenye egxile ekuqeqeshweni okuzinikele kwabasebenzi basezimayini mayelana nokuqwashisa ngezezimali nokuhlela, ukuze bazijwayeze nezingqinamba zezimali zezindlu, izibopho zokukhokha imali, ubungozi, imfuneko yokuthenga umshwalense ozobhekana nokuntuleka kwemisebenzi, ukufa, ukukhubazeka nokunye okunjalo.

## **ISIMISO 2.2**

### **Izinyathelo zokubhekana nesidingo sezindlu**

Ngesikhathi sohloko lwenhlalo-mnotho olwenziwa ngo-Agasti 2021, kwaba sobala ukuthi abasebenzi abathile babonisa intshisekelo yabo yokuba abanikazi bezindlu. Kodwa-ke, izindlu ezitholakalayo ezindaweni zasemadolobheni eziseduze, kanye nezindawo ezihlinzekwa ngezinsiza emalokishini amenyeziwe zibonakala zinganele ukuhlangabezana nalesi sidingo futhi, ikakhulukazi, amazinga okukwazi ukukhokhela abasebenzi abathintekayo. Ngakho-ke iziphakamiso ezibekwe mayelana neNqubomgomo 2.1 ngenhla lapho umhlaba kamasipala okhona utholakala ukuze uthuthukiswe kanye nokubandakanywa kwababambe iqhaza abafana ne-Ejensi Yokuthuthukiswa Kwezindlu ukusiza ngokukwazi ukukhokhela.

Ngenxa yezizathu ezifanayo, izindawo eziqashisayo ezitholakalayo ngaphakathi kwalezi zindawo zingase zinganele ukubhekelela inani labasebenzi abangenaso isithakazelo sokuba abanikazi bezindlu.

Maqondana nalabo basebenzi abahlala emijondolo ekhona, nalapho le mizi ingahlosiwe ukuthi ithuthukiswe ngokoHlelo Lokuthuthukiswa Kwemijondolo (UISP) yoMnyango Wezokuhlaliswa Kwabantu (noma okufanayo), izinyathelo zizosetshenziswa:

- ukunika amandla nokwazisa abasebenzi abathintekayo ngezinye izindlela ezikhona, mayelana nezindlu eziqashisayo ezitholakalayo ezindaweni eziseduze; futhi
- hlinzeka ngolwazi ngezinhlelo zomxhaso ezitholakalayo okuhlanganisa nenketho ye-FLISP, okunye ukusebenzisa inketho yokuxhasa ngezimali impesheni, noma izinketho ezahlukene zebhondi yezindlu ezitholakalayo.

Imihlahlandlela yenqubomgomo ezothuthukiswa yi-EGM njengoba ichazwe ngaphansi Kwezimiso 2.1 kanye no-2.2, izobandakanya ulwazi olungenhla.

### **ISIMISO 2.3**

**Ukubandakanywa kwabasebenzi basezimayini ezinhlelweni zokuphatha izindlu**

I-EGM, ngokubambisana nabamele izinyunyana ezihleliwe, isungule iKomidi Elihlanganyelwe elizosebenza njengomgwamanda wokubonisana noweluleka mayelana nezici eziphathelene nokuhlinzekwa kwezindawo zokuhlala kanye nokugcinwa kwezimo zokuphila zabasebenzi zisesimweni esihle. Inhloso yaleli Komidi elihlanganyelwe ukukhuthaza ubunikazi bezindlu (lapho kungenzeka khona ngokwezimali umsebenzi). Kungenjalo, indawo yokuhlala eqashisayo iyathuthukiswa ezindaweni lapho kunikezwa khona izinsiza ezifanele nezanele zobunjiniyela (emalokishini amenyezelwe ezindaweni zasemadolobheni eziseduze).

Kuzoqalwa Uhlelo lwempilo labasebenzi kwezezimali ukuze lusize ekufundiseni nasekululekeni abasebenzi basezimayini ngezindaba zezindlu nezinkinga njengengxenye yezinkombandlela zenqubomgomo ezishiwo ngaphansi komgomo 2.1 ngenhla.

Kuzophinde kusungulwe iNqubomgomo yezezindlu ngokubambisana nabamele izinyunyana zabasebenzi ukuze kuhlinzekwe imfundo eqhubekayo nosizo lwezindlu kanye nokunikeza abasebenzi amandla okwenza izimo zabo zibe ngcono ngendlela esimeme nengenzeka ukuze kuzuze isisebenzi. Ukugcizelelwa kuzogxila ekuqeqeshweni “kobuhlakani bezezimali”, futhi kungase kuhlanganise ireferensi yohlelo lwe-FLISP, kanye nezinketho zemali mboleko exhaswe yimpesheni ukuze kunwetshwe, ukuthuthukiswa kanye nokulungiswa kwezindlu ezikhona.

#### **ISIMISO 2.4**

**Ukukhuthaza izinqubo ezingcono kakhulu kanye nokuhambisana nezinkambiso namazinga amancane mayelana nokulethwa nokuphathwa kwezindlu zokuhlala**

Abekho abasebenzi abahlala endaweni yezimayini ye-EGM. Bonke abasebenzi kudingeka bahlale ezindaweni ezingaphandle kwemingcele yendawo yezimayini ze-EGM.

I-EGM angeke ibambe iqhaza kunoma yikuphi ukuthuthukiswa kwezindlu ezintsha ngale kwemingcele yezindawo zezimayini ezithintekile, njengoba ababambiqhaza abafana neEjensi Yokuthuthukiswa Kwezindlu kanye nomasipala wendawo behlala beyizikhungo nabaqaphi bale njongo. Kuze kube yilesi sikhathi, izinkambiso namazinga amancane asebenza ekuthuthukisweni kwedolobha kuzoba umsebenzi kamasipala nezinye iziphathimandla ezinjengoMnyango Wezokuhlaliswa Kwabantu.

Maqondana nabasebenzi abahlala emijondolo, izindawo zokuhlala ezingabekelwe ukulungiswa zizohlonzwa futhi abasebenzi basezimayini abahlala kule mijondolo bazobekwa eqhulwini ukuze banikeze ezinye izinketho ezindaweni ezisemthethweni (okungaba ngobunikazi bezindlu, izinketho zokuqasha noma indawo yokuhlala yesikhashana emayini).

#### **ISIMISO 2.5**


**UkuGquguzela ukusetshenziswa kwezinhlelo zezimali ngendlela esobala nenesibopho sokubika**

Abanye abasebenzi basezimayini bayakufanelekela ukuthola izibonelelo zokuziphilisa. Lokhu kungase kusetshenziselwe ubunikazi bendlu noma ukuqasha indawo yokuhlala futhi ukukhetha kushiyelwa isisebenzi semayini mayelana nalokho. Izinhlelo eziqhubekayo ziyasebenza ngokubambisana nabamele izinyunyana zabasebenzi ukuze bafundise futhi bazise abasebenzi basezimayini mayelana nezinketho ezitholakalayo zokuthola imali, okuhlanganisa:

- Uhlelo lwe-FLISP;
- uxhaso lwebhange; futhi
- Imali mboleko yezindlu etholakala kusetshenziswa izinhlelo zempesheni yabasebenzi.

Usizo olutholakala ku-MEGA kanye neNhlango Yezezimali Yezindlu yaseMpumalanga nayo izokwaziswa nabasebenzi basezimayini njengezinketho okufanele zicatshangelwe.

Ngokusekelwe emazingeni ahlukane ngokwezigaba emali engenayo, abasebenzi bazofanelekela izinketho ezahlukene zezimali. Lezi zinketho zizokwaziswa kubasebenzi abafanele ngokubambisana nabamele izinyunyana ngokuqhubekayo nangokuhambisana nezinqubomgomo ezamukelwe kanye nezinhlelo zokusebenza ze-EGM.



Izingxoxo ezengeziwe nokubonisana ngezindlela ezengeziwe zokuxhasa ngezimali kanye nezinketho ziyingxenywe yemigomo yokusebenza yeyomidi elihlanganyelwe elijutshwe ukubhekana nezimo zokuhlala kwabasebenzi kanye nezindaba zezindlu.

Ngokusekelwe kulokhu okungenhla, yonke imigomo ebekiwe iye yabhekwa ngendlela eyakhayo ku-EGM Uhlelo Lwezindlu Nezimo Zokuhlala. Le migomo kanye nendlela okumele isetshenziswe ngayo izokwazisa izindlela nezinqubo ezisetshenziswa yi-EGM ukuya phambili.



# 4

## UKUPHATHWA OKUNESIBOPHO SOKWEHLWA NOKUDLIWA

Inhloso eyinhloko yokwehliswa kanye nokulawulwa kokudilizwa ukuqinisekisa ukuthi azikho ezinye izindlela ezisebenzayo zokufeza izidingo ezisimeme zokusebenza nezomnotho ngaphambi kokucabangela ukwehlisa kanye/noma ukudilizwa kwabasebenzi.

Ukufeza lokhu, lezi zinyathelo ezilandelayo zenziwe:

### 4.1. UKUSUNGULWA KWESIGUNGU ESIZAYO

I-EGM isungule inkundla yesikhathi esizayo ehlanganisa abaphathi, abamele abasebenzi, nabamele uMasipala Wendawo I-Govan Mbeki kanye nabanye ababambiqhaza abafanelekile bayamenywa uma kunesidingo. Inhloso yalezi zingxoxo ukuhlonza izinselele ezithinta imayini nokuphakamisa izisombululo ezikhona kuzo, bese emva kwalokho kusetshenziswe izisombululo ezifanele okuvunyelenwe ngazo yibo bobabili umqashi nabamele abasebenzi ngokuqhubekayo ukuze kugcinwe inzuzo yokusebenza.

### 4.2. IZINHLELO ZOKUGWEMA UKULAHLEKELWA KOMSEBENZI KANYE NOKWAHLUKA KOMSEBENZI

Uma izimo zomnotho ezikhona zenza isilinganiso senzuzo nenzuzo yomsebenzi wethu sibe ngaphansi kwesilinganiso sika-6% isikhathi esiqhubekayo esiyizinyanga ezingu-12, i-EGM izodinga ukuthi iqalise lezi zinqubo ezilandelayo okufanele zifake, kodwa zingagcini nje:

- ✓ Ukubonisana nabo bonke ababambiqhaza abathintekayo
- ✓ Ukuqaliswa kwesigaba 189 soMthetho Wezobudlelwane Babasebenzi, ka-1995
- ✓ Ukwazisa Ibhodi Lokuthuthukiswa Kwezimbiwa Nezimayini
- ✓ Ukuhambisana nomyalelo kangqongqoshe kanye nokuqinisekisa ukuthi kuzomele kuthathwe izinyathelo zokulungisa kanjani



### 4.3 UKUPHATHA NGENXA YOKUDLIWA

Uma imisebenzi ye-EGM yehliswa noma iyeke ngenxa yomphumela wokulahleka kwemisebenzi, le nqubo elandelayo izoqaliswa:

- \* Xhumana nabo bonke ababambiqhaza abathintekayo
- \* Imayini izolandela izigaba ezifanele zoMthetho Wezobudlelwane Babasebenzi kanye nemihlahlandlela ehlinzekwe nguMnyango Wezabasebenzi ukuze kuqinisekiswa amathuba anobulungiswa okuqeqesha, ukusabalalisa kabusha abasebenzi kanye nokusungula ezinye izindlela, ngaphambi kokuqala inqubo yokudilizwa.

### 4.4 UKWENZA UMTHELELA

Lapho ukudilizwa noma ukuvalwa komsebenzi kuseduze, i-EGM izozama ukuthi, lapho kufanele khona:

- Abasebenzi abathintekile bayahlolwa futhi bathole ukwelulekwa
- Kusungulwa izinhlelo zokuqeqesha
- Abantu baqeqeshelwa amakhono angewona awezimayini bese kwenziwa izinhlelo zokuqashwa kabusha

# 5 UKUHLINZWA KWEZIMALI


## 5.1. UHLELO LOKUSEBENZA KWABANTU

Ithebula elilandelayo libonisa isibikezelo sokuhlizekwa kwezimali esizokwabelwa Uhlelo Lwezenhlalakahle Nezabasebenzi lwe-EGM (SLP):

Isibikezelo Seminyaka Emihlanu 2023-2027

|   | UHLELO   | ISABELOMA LI SIKA-2023 | ISABELOMA LI SIKA-2024 | ISABELOMA LI SIKA-2025 | ISABELOMA LI SIKA-2026 | ISABELOMA LI SIKA-2027 | ISAMBA       |
|---|--|------------------------|------------------------|------------------------|------------------------|------------------------|--------------|
|  | Ukuthuthukiswa Kwabasebenzi                      | R 18 468 722           | R18 468 722            | R18 468 722            | R18 468 722            | R18 468 722            | R91 743 610  |
|   | Ukuthuthukiswa wa Komnotho Wasekhaya             | R5 000 000             | R5 000 000             | R5 000 000             | R5 000 000             | R5 000 000             | R25 000 000  |
|   | Ukuthuthukiswa Kwebhizinisi Nabahlizeki Bempahla | R1 235 545             | R1 235 545             | R1 235 545             | R1 235 545             | R1 235 545             | R6 177 727   |
|   | Ukwehliswa kanye Nokudilizwa                     | R374 000               | R374 000               | R374 000               | R374 000               | R374 000               | R1 870 000   |
|   | Amakhono Abalulekile                             | R352 381               | R369 999               | R388 499               | R407 924               | R428 321               | R1 947 124   |
|   | Isamba   |                        |                        |                        |                        |                        | R126 738 459 |

## 5.2 IZIHLINZKO ZEZIMALI ZOKULAWULWA KOKWEHLWA KANYE NOKUDLIWA

|   | Inombolo | INQUBO  | AMAZWI   |
|---|----------|---|--|
|  | 1        | Ukubonisana nababambe iqhaza                            | Ukuhlizekwa kwezimali kuzotholakala kuzo zonke izinqubo ezihlelekile ekulawuleni ukwehlisa nokudilizwa |
|   | 2        | Ukwazisa abasebenzi ngokudilizwa okungenzeka            |  |
|   | 3        | Ukwazisa abanye abathintekayo                           |  |
|   | 4        | Ukwazisa amaqembu angaphandle                           |  |
|   | 5        | Izinsiza zokuhlola nezeluleko zabasebenzi abathintekile |  |
|   | 6        | Izinhlelo zokuqeqeshela umsebenzi                       |  |
|   | 7        | Izinhlelo zokuqeqesha amakhono empilo                   |  |
|   |          |   |  |
|   | 9        | Okunye  |  |

## 6 UKWENZA



Umuntu obhekelele uhlelo lwezenhlalakahle nezabasebenzi, onomthwalo wemfanelo wokwazisa abasebenzi ngohlelo lwezenhlalakahle nezabasebenzi futhi okufanele kuthintwe ukuze kulandelelwe, izicelo, imibiko, imibuzo, imibuzo, izingxoxo, njll. Wenza lokhu okulandelayo egameni le-EGM. IMenenja-Jikelele nanoma yimuphi omunye umuntu oqokwe kanjalo kufanele agunyaze uhlelo lwezenhlalakahle kanye nezabasebenzi.

Mina, Itumeleng Phoshoko osayine ngezansi futhi ogunyazwe ngokufanelekile ukuthi asho

Ngu Evander Gold Mines (Inkampani)

Zibophezele ukuthobela ulwazi, izidingo, izibopho, kanye nemibandela njengoba ibekwe ohlelweni lwezenhlalakahle kanye nezabasebenzi.

Kusayinwe e Evander ngalolu suku 9 July 2025

**Isikhundla: IMenenja Jikelele i-Evander Gold Mines**

**Isiginesha yomuntu onomthwalo wemfanelo**

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