



Melao ya boitshwaro



GLENCORE

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Badirimmogo ba ba rategang,

Re ntse re fetola bodirelo jwa dikuno tsa lefatshe ka mo e ka nnang halofo ya lekgolo la dingwaga, go tloga go babapatsi ba oli, dimetale tsa tshipi le tse e seng tsa tshipi, go nna baepi le babapatsi ba ba di gogang kwa pele mo lefatsheng.

Go bontsha Boikaelelo jwa rona jwa go ntsha dikumo tse di tswelletsang pele botshelo jwa letsatsi le letsatsi, maikarabelo a rona a a tswelelang ke go tlisa dipoelo tsa madi le go dira ka katlego fa re ntse re thusa mo setšhabeng. Ka jalo ka metlha re ikaelela go tlisa mesola e e nnelang ruri go botlhe ba ba amegang ka tsela e e nang le boikarabelo, e e sa fitlheng sepe le e e tlotlang ditshwanelo tsa botlhe.

Ditekanyetso tsa rona tsa pabalesego, boikanyegi, boikarabelo, go sa fitlhe sepe, go tlhofofatsa dilo le kgwebisano di tshwanetse go thusa go re kaela mo go sengwe le sengwe se re se dirang. Go tlhoma mogopolo ga rona mo go direng ka boikanyegi – go nna pelokgale go dira se se siameng, le fa go le boima – ke ga konokono mo go se re se dirang mo Glencore.

Melao ya Rona ya Boitshwaro e bontsha Boikaelelo le Ditekanyetso tsa rona mme e bontsha melaometheo ya konokono le se re se lebeleletseng mabapi le kafa re tshwanetseng go dira dilo ka teng letsatsi le letsatsi. Mo Glencore, re itlama ka Melao – go sa kgathalesege gore re kae kgotsa gore re dirang. Rotlhe re ikarabela go tshela ka Ditekanyetso, re dirisa Melao mo matshelong a rona le go kgothaletsa badirimmogo le rona go dira se se tshwanang.

“Re ikemiseditse go tsweledisa pele botshelo jwa letsatsi le letsatsi ka go tlamela dikuno tse di tlhokegang go tlhama, go tlhabolola le go tokafatsa lefatshe le re dikologileng.”

Gape go sa fitlhe sepe mo tseleng e re dirang dilo ka yone le gone go bothokwa mo katlegong ya rona. Re tshwanetse go kgothaletsa puisano le dipegelokarabo, mme botlhe ba ba direlang Glencore ba a ikarabela mo go bueng ba sa fitlhe sepe. Seno se akaretsa go ntsha matshwenyego fa re dumela gore melao, Melao eno kgotsa dipholisi tsa rona ga di latelwe. Ga re kitla re emela ka gope go ipusulosetsa kgatlhanong le ope yo o ntshang matshwenyego.

Boikemisetso jo bo sa feleng jwa rona mo Boikaelelong jwa rona, Ditekanyetso le Molao ono bo tla thusa Glencore go rarabolola bothata bope ka katlego mme re tla tlhoma mogopolo go se re se dirang ka katlego – go ntsha ka boikarabelo dikuno tse di tswelletsang pele botshelo jwa letsatsi le letsatsi.

GARY NAGLE

MOTLHANKEDI-KHUDUTHAMAGA YO MOGOLO



Mabapi le
melao ya rona
ya boitshwaro

Go tseela batho ba
rona kwa godimo

Go babalesega
le go ntlafetsa
boikanyegi

Go dira ka
boikanyegi

Go sireletsa
kgwebo ya rona

01

MABAPI LE MELAO YA

RONA YA BOITSHWARO



MO KGAOLONG ENO

- 6 Ditekanyetso Tsa Rona
- 7 Boikaelelo Jwa Rona
- 9 Melao ya Rona ya Boitshwaro
- 11 Baeteledipele ba rona
- 13 Bomphatho ba rona mo kgwebong
- 15 Thulaganyo ya go dira ditshwetso ka boikanyegi
- 16 Go bua go sa fitlhwe sepe

Ditekanyetso Tsa Rona

Ditekanyetso Tsa Rona di kaela kgato nngwe le nngwe e re e tsayang. Ke tsa konokono mo Melaong ya Rona ya Boitshwaro le tsela e re dirang dilo ka yone.



Pabalesego

Ga re ineele fa go tliwa mo pabalesegong. Re a tlhokomelana mme re emisa tiro fa go sa babalesega.



Go sa fitlhe sepe

Re bua boammaruri e bile ga re lobe sepe fa re buisana. Re dira ka thata go tokafatsa tsela e re abang tshedimosetso le go kgothaletsa puisano le dipegelokarabo.



Boikanyegi

Re na le bopelokgale jwa go dira se se siameng, tota le fa go le thata. Re dira se re se buang mme re tshwarana ka tekatekano le ka tlotlo.



Go tlhofofatsa dilo

Re dira sentle le go tlhoma mogopolo mo go se se botlhokwa. Re tila go raraana go go sa tlhokegeng le go batla ditharabololo tse di motlhofo, tse di kgonegang.



Boikarabelo

Re rwala maikarabelo a ditiro tsa rona. Re bua le go reetsa ba bangwe go tlhaloganya gore ba lebeletse eng mo go rona. Re a dira gore re tokafatse tsela e re dirang ka yone mo go tsa kgwebo, tsa loago le tikologo.



Kgwebo

Re kgothaletsa dikakanyo tse disha mme re tlwaela phetogo ka bonako. Ka metlha re batla ditshono tse disha le go tlhama boleng le go batla ditsela tse di botoka le tse di babalesegileng tsa go dira.

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kgwebo ya rona

Boikaelelo Jwa Rona

Re nngwe ya dikhamphani tse dikgolo go gaisa tsa dikuno tsa tlhago. Re diragatsa Boikaelelo jwa rona ka leano la rona la go dira mo kगतong nngwe le nngwe ya kgwebo ya rona ya dikuno. Go sa tshwane ga rona ka lefelo, kungo le tiro, go godisa boleng jo re bo tlisang mo kgwebong ya rona le ba ba amegang ba ba farologaneng.

“Go ntsha ka boikarabelo
dikuno tse di tswetsang
pele botshelo jwa letsatsi
le letsatsi.”



01

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02

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le go nna le
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Go dira ka
boikanyegi

05

Go sireletsa
kgwebo ya rona

Glencore e ikemiseditse go tsweledisa pele botshelo jwa letsatsi le letsatsi ka go tlamela dikuno tse di tlhokeng go tlhama, go tllhabolola le go tokafatsa lefatshe le le re dikologileng.

Ke lebaka la go bo re tla tirong mme ke se re se dirang. Re batla go tlisa kgolo ya nako e e telele le tshono go botlhe ba rona ba ba amegang, go akaretsa bareki, beng ba dishere, bathapiwa, le baagi le dinaga tse re dirang mo go tsone.

Ka selekanyo le go farologana ga dikgwebo tsa rona tsa bodirelo le tsa mmaraka, re aba dikuno ka boikarabelo tse di leng botlhokwa mo go ageng le go tswelletsa botshelo. E ka tswa e le go aga ditirelo tsa botlhokwa, go tloga ka matlo le maokelo, go ya go ditsela le mafaratlhatlha a diporo; go dira magala a a tsamaisang thekenoloji ya segompieno le go tsamaya; kgotsa go tlhomamisa gore botlhe ba bona maatla a ba kgonang go a duelela.

Ka go dirisana le baagi le dipuso re kgona go tlisa kgatelopele go bontsi jwa batho.

Seno ke Boikaelelo jwa rona. Fa re bo diragatsa, re tswelletsa pele botshelo jwa letsatsi le letsatsi.

Melao ya Rona ya Boitshwaro

Mongwe le mongwe wa rona o laelwa go itshwara go dumalana le Ditekanyetso tsa rona, Melao ya Boitshwaro (Melao), dipholisi le molao, go sa kgathalesege seabe kgotsa lefelo. Ga go na ba seno se sa direng mo go bone.

Melao ya rona:

- ✔ e supa se se lebeleletsweng kafa go tshwanetseng go dirwa kgwebo ka pabalesego, ka boikarabelo, ka maitsholo a mantle le kafa molaong ka teng
- ✔ e re gopotsa Melao le melaometheo ya konokono e e tshwanetseng go akanyetswa fa go dirwa ditshwetso kgotsa fa go lebanwe le bothata
- ✔ e kaela kafa go tshwanetseng ga ntshiwa matshwenyego ka teng, ntle le go tshaba ipusuletso.

Mo melao le melawana e sa gagamalang go le kalo fa e bapisiwa le Ditekanyetso, Melao kgotsa dipholisi tsa rona, re dirisa melao e e kwa godingwana.



Ke mang yo go batlwang a latela Melao?

Melao ya rona e dira mo kgwebong yotlhe ya rona.
E dira go:

- ✔ badiri botlhe, bakaedi le badiredi ba ditheo tse di laolwang ka tlhamalalo kgotsa e se ka tlhamalalo kgotsa di dira go Glencore lefatshe lotlhe
- ✔ borakonteraka ba ba kafa tlase ga Glencore ba laola bookamedi le go direla ofisi ya Glencore kgotsa thuo ya bodirelo e e laolwang kgotsa e dira go Glencore lefatshe lotlhe.

Go tweng fa re sa tlhomamisega gore re direng?

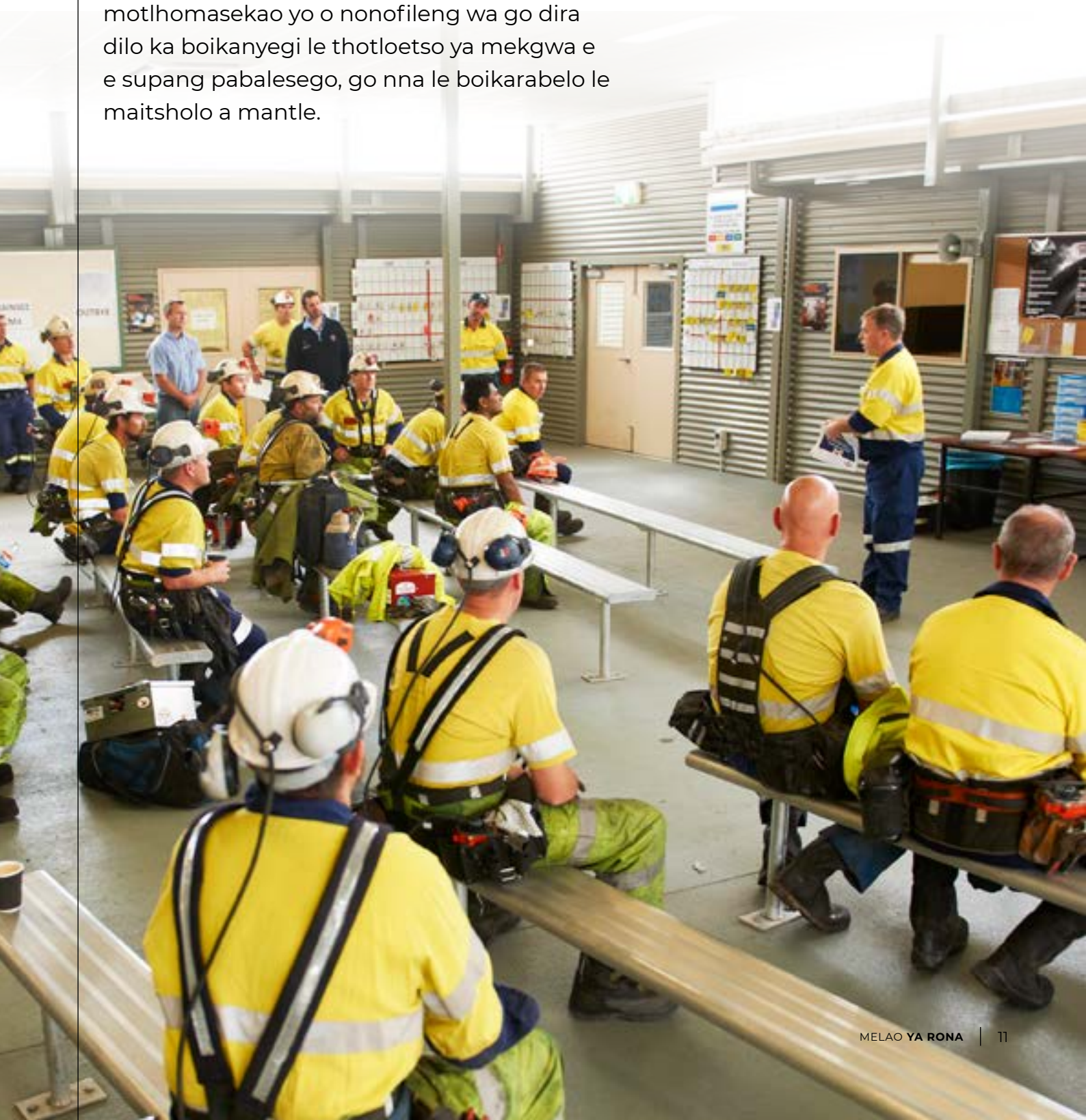
- ✔ Re leba 'Thulaganyo ya go dira ditshwetso ka boikanyegi' (e e ka fitlhelwang go tsebe X), kgotsa
- ✔ Re kopa motsamaisi kgotsa mookamedi go re kaela.

Go tweng fa re tlola Molao kgotsa dipholisi tsa rona?

- ✔ Melao ya rona le dipholisi di bontsha se se leng botlhokwa mo go rona. Go sa kgathalesege maemo a motho, re tsaya go tlola Melao ya rona le dipholisi tsa rona masisi. Go ikaegile ka go etegela ga tlolomolao, ditlamorago di ka simolola ka go tthagisiwa go ya go go kobiwa mo tirong.

Baeteledipele ba rona

Re lebeletse gore moetapele mongwe le mongwe go ralala kgwebo ya rona e nne motlhomasekao yo o nonofileng wa go dira dilo ka boikanyegi le thotloetso ya mekgwa e e supang pabalesego, go nna le boikarabelo le maitsholo a mantle.



Baeteledipele botlhe ba tshwanetse:

- ✓ go tshela ka Ditekanyetso le go dira go dumalana le Melao le se e se rotloetsang
- ✓ go rotloetsa Ditekanyetso tsa rona, Melao le dipholisi, le go tlhalosa boitshwaro jo bo lebeletsweng
- ✓ go batla ditshono tsa go dira ditekanyetso le go godisa kgwebo ya rona ka tsela e e tsamaelanang le Ditekanyetso tsa rona le Melao
- ✓ go tshwara ditlhopha tsa bone ka tolamo le tlotlo, le go dira tikologo e mongwe le mongwe a ikutlwang a phuthologile go bua ka tshosologo ka matshwenyego ntle le poifo ya ipusoletso
- ✓ go reetsa matshwenyego, go a tsaya tsia, le go a rarabolola sentle
- ✓ go ntsha matlho dinameng, go bega ditlolo dipe tsa, Melao.

Re ikaegile ka baeteledipele ba rona go tshwarelela Melao mo kgwebong yotlhe ka:

- ✓ go supa, go sekaseka le go laola mathata
- ✓ go tlhomamisa gore batho ba rona ba tsaya karolo mo thapisong ya Melao le dipholisi tse di maleba
- ✓ go dirisana mmogo le go dira le beng ba dishere ba kafa gare le ba kwa ntle
- ✓ go baya mekgele e e utlwalang le e e kgonang go fitlhelelwa le go rotloetsa botlhe go e fitlhelela
- ✓ go direla batho ba rona ditshono tsa go simolola le go diragatsa bokgoni jwa bone
- ✓ go tlhalosa sentle gore boitshwaro jo bo amogelesegang ke eng, le gore ga se eng
- ✓ go dira gore ditlhopha tsa bone di ikarabele
- ✓ go lemoga le go duela batho, e seng fela go se ba se fitlheletseng, le kafa ba se fitlhelalang ka teng
- ✓ go tsenelela fa tiro e sa tsamaelane le se re se lebeletseng

Mabapi le melao ya rona ya boitshwaro

Go tseela batho ba rona kwa godimo

Go babalesega le go nna le boikarabelo

Go dira ka boikanyegi

Go sireletsa kgwebo ya rona

Bomphato le rona mo kgwebong

Re tsaya tsia kamano ya rona le bomphato le rona mo kgwebong, ka jalo re dira ka tolamo, ga bua ka tshosologo e bile ga re fitlhe sepe mo tirisanong ya rona le bone.

Le rona, re lebeletse gore ba dumalane le maitlamo a rona a boitshwaro jo bo siameng, pabalesego mmogo le mekgwa ya go tsamaisa kgwebo e e supang maikarabelo.

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



GO SA
FITLHE SEPE



GO
TLHOFOFATSA
DILO



KGWEBO



Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re kelotlhoko mo go netefatseng gore re dira fela le bomphato le rona mo kgwebong ba ba bontshang boikemisetso jo bo tshwanang le jwa rona jwa go dira kgwebo le boitshwaro
- ✓ Re tshwara bomphato le rona mo kgwebong ka tlotlo
- ✓ Re dira le bomphato le rona mo kgwebong go ba thusa go tlhaloganya se re se lebeleletseng
- ✗ Ga re kope bomphato le rona mo kgwebong go dira ka tsela e e bayang bone, le badiri ba bone, mo kotsing
- ✗ Ga re ke re kopa bomphato le rona mo kgwebong go dira dilo ka tsela e e tloang molao, Ditekanyetso kgotsa Melao ya rona
- ✓ Re tsaya kgato fa bomphato le rona mo kgwebong ba tlola molao
- ✓ Re nna le tlhotlheletso mo ditsamaisong tsa kgwebo tsa bomphato tse re sa di laoleng ka go ba kgothaletsa go itshwara ka tsela e e tsamaelanang le Ditekanyetso tsya rona le Melao.



Mafoko a konokono

BALEKANE BA KGWEBO

Bomphato le rona mo kgwegong ba akaretsa ba ba re tlamelang, bareki, kgwebo tsa bomphato, le badirisani le dikgwebo tsa bomphato, batlamedi ba ditirelo le bomphato ba bangwe

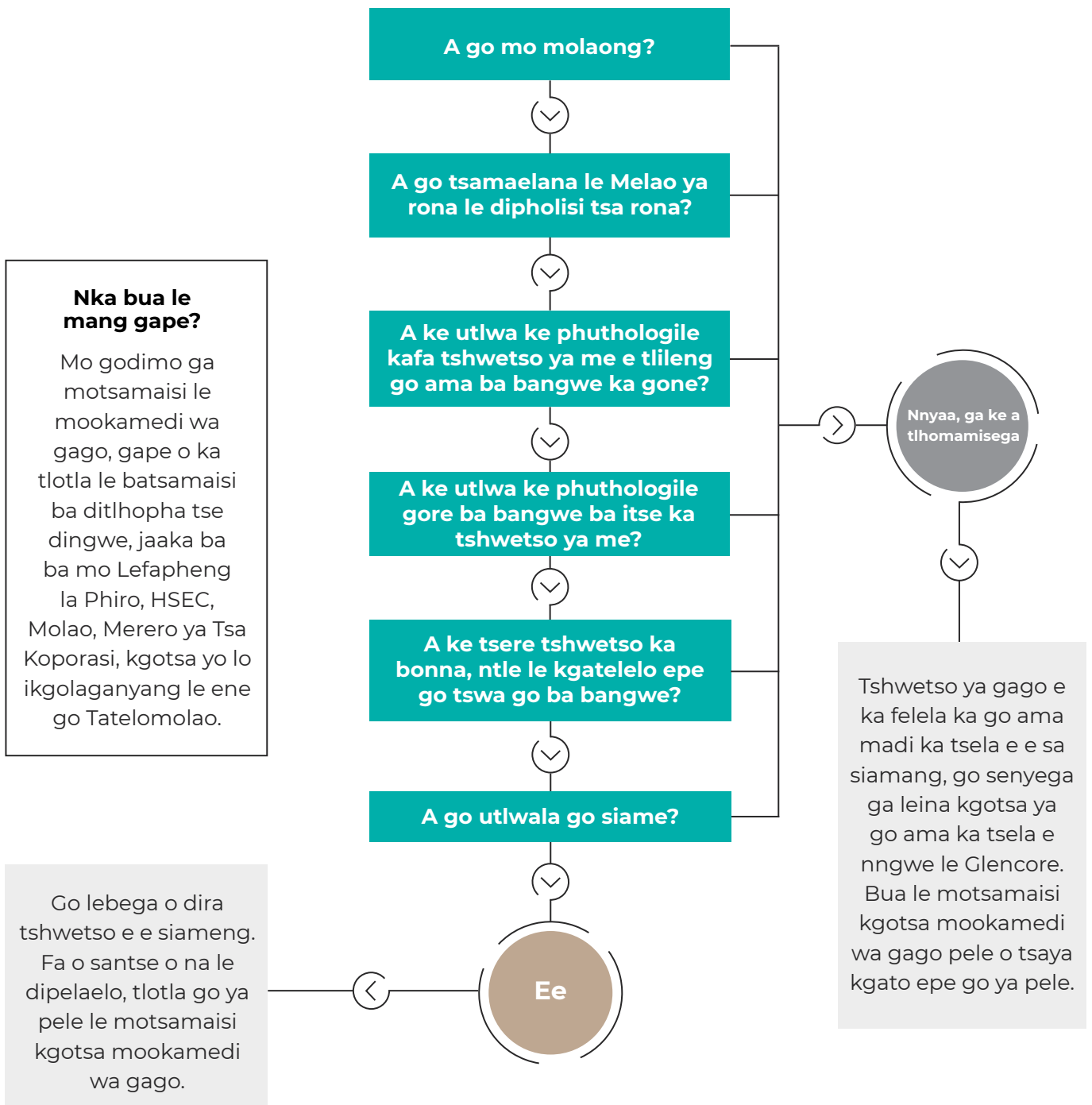


Dipholisi tsa rona tsa konokono

- Pholisi e e Kgatlhanong le Bonweenwee le Pipamolomo
- Ditekanyetso Tsa Batlamedi

Thulaganyo ya go dira ditshwetso ka boikanyegi

Go latela Melao go re thusa go dira ditshwetso tsa boitshwaro jo bo siameng. Fa re lebane le tshwetso e e boima kgotsa maemo a a sa phepafalang mo Melaong, re ipotsa dipotso tse di latelang:



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boikanyegi

Go sireletsa
kgwebo ya rona

Go bua ntle le go fitlha sepe

O seka wa boloka matshwenyego mo go wena. Bua ka one le motsamaisi wa gago, mookamedi kgotsa metswedi e mengwe e e gone ya go bega. Re tsaya matshwenyego a gago tsia mme re a rarabolola ka bonako.

Go re begela matshwenyego a gago go re letla go a rarabolola sentle, go thibela go tswela o sa itshware sentle le go fokotsa go amega go go sa siamang ga madi, go senyega leina le go amega mo gongwe.



Dipholisi tsa rona tsa konokono

- Pholisi ya go Tlhaba Mokgosi

Mabapi le melao ya rona ya boitshwaro

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Go dira ka boikanyegi

Go sireletsa kgwebo ya rona



O ka bua jang ka matshwenyego a gago?

Bua ka matshwenyego a gago kwa ofising kgotsa thuo ya bodirelo

Re go kgothaletsa go bua ka matshwenyego a gago le motsamaisi wa gago kgotsa mookamedi.

Ba na le bokgoni jwa go rarabolola matshwenyego ka bonako le ka katlego. Gape o ka bua ka matshwenyego a gago go motswedi wa lona wa go bega, kgotsa ba go ikgolaganngwang le bone go Tlhaba Mokgosi kwa ofising ya gago kgotsa go thuo ya bodirelo go yo o tlhophetsweng go amogela matshwenyego.

Ntsha matshwenyego a gago go Thulaganyo ya go Ntsha Matshwenyego ya Glencore

Fa o sa kgone kgotsa o sa phuthologa go dirisa metswedi ya lona, o ka ikgolaganya le metswedi ya go bega ya Thulaganyo ya go Ntsha Matshwenyego.

Thulaganyo ya go Ntsha Matshwenyego ya rona e na le metswedi ya go bega o le tlhokaina go badiri botlhe ba Glencore, bomphato le rona mo kgwebong le beng ba bangwe ba dishere.

Thulaganyo e kgontsha go bega boitshwaro jo bo ka tswang bo sa tsamaelane le Melao ya rona le dipholisi le molao. Thulaganyo ya go Ntsha Matshwenyego ke thulaganyo ya khamphani mme e go letla go bega matshwenyego a gago ka pabalesego, ka dipuo tse di farologaneng.

Go tsena go Thulaganyo ya go Ntsha Matshwenyego ya Glencore go motlhofo



Polateforomo ya webo
<https://glencore.raisingconcerns.org>



Dinomoro tsa mogala di gone go
<https://glencore.raisingconcerns.org>



Imeile
codeofconduct@glencore.com

Ga go letlelelwe ka gope ipusolisetso

Ga re letlelele ka gope go ipusolsetsa kगतलhanong le ope yo o ntshang matshwenyego kaga boitshwaro jo a dumelang gore ga bo tsamaisane le Melao ya rona, dipholisi, kgotsa molao, le fa matshwenyego a se na bosupi jo bo bonalang.

Fa fela o sa dire pego ya maaka ka boomo, o ka bua ka tshosologo ntle le go boifa go kobiwa, go tlaolwa, go tlhorontshiwa, go tshosediswa kgotsa go amega ka tsela e nngwe e e sa siamang.

Re ka nna ra tlhoka tshegetso ya gago gore re berekane sentle le matshwenyego mme o tshwanetse go dirisana ka botlalo le dipatlisiso mmogo le boruni le go neelana ka tshedimosetso e e phepafetseng, e e feletseng le e e boammaaruri.

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Go sireletsa
kgwebo ya rona

02

GO TSEELA BATHO BA RONA KWA GODIMO



MO KGAOLONG ENO

20 Tekatekano le tlotlo

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“

Re **tlotla** le go **tseela kwa godimo** modiri mongwe le mongwe wa rona mme re dira gore go nne le tikologo ya tiro e e sa **gobeleleng**, e e nang le **tshegetso** le e e **akaretsang** botlhe e mo go yone batho ba ba nang le maitemogelo a a **farologaneng** le ditsela tsa go leba dilo ba ka **golang** le go **fitlhelela bokgoni** jwa bone.

Katlego ya rona e ikaegile ka bokgoni jwa rona go **ngoka**, go **tlhama** le go **boloka talente** mo maemong otlhe.

”

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kgwebo ya rona

Tekatekano le tlotlo

Batho ba rona ba botlhokwa mo katlegong ya rona. Re tshwarana ka tekatekano le ka tlotlo. Badiiri ba ba farologaneng ba nonotsha setso sa rona le kgwebo ya rona.

Ga re letlelele ka gope mofuta ope wa bokgoba jwa segompieno, go akaretsa tiro e e pateletswang, e e dirwang ke botlhe kgotsa go berekisa bana. Re na le tshwanelo ya go tlhophisa go tsenela mokgatlho le go batla kemedi ya ditherisano.

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



GO SA
FITLHE SEPE



GO
TLHOFOFATSA
DILO



KGWEBO

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re dira dilo ka boikanyegi le ka bothokgami mme re ikarabela mo dilong tsotlhe tse re di dirang
- ✓ Re tlhokomela ba e leng ba rona, le go tlhokomelana, mo mmeleng le mo tlhologanyong go itekanela sentle
- ✓ Re dira mmogo go dira bojotlhe le go fitlhelela se bareki ba rona le beng ba dishere ba bangwe ba se tlhokang
- ✓ Re rotloetsa go akaretsa, tolamo le tekatekano mme ga re tlaole ka mmala, bosetšhaba, bodumedi, bong, dingwaga, mokgwa wa thobalano, kgolafalo, setso, tshimologo ya loago, leloko la mokgatlo wa badiri, tumelo mo dipolotiking, kgotsa sepe se se ka bakang go tsaya letlhakore
- ✗ Ga re letlelele go tlhorontshiwa kgotsa go kgerisa mo tirong mme re bega boitshwaro bope jo bo sa siamang fa re bo bona
- ✓ Re hira, rotloetsa, duela le go ntsha ditshono tsa kgatelopele go ikaegile ka thutego, bokgoni, tsela ya go dira, boitshwaro jo bo siameng le go tsamaisana le Ditekanyetso tsa rona
- ✓ Re buisana ka tlotlo le thokgamo
- ✓ Re tlotla ditumelo le tsela e batho ba lebang dilo ka yone
- ✓ Fa re dirisa metswedi ya go ikgolaganya le ba bangwe, re dira dilo ka tsela e e tsamaisanang le Ditekanyetso tsa rona.



Dipholisi tsa rona tsa konokono

- Pholisi ya Dipuisano
- Pholisi ya Pharologano le go Akarediwa
- Pholisi ya Tekatekano ya Ditshono
- Pholisi ya Ditshwanelo Tsa Batho



Maitlamo a rona a kwa ntle

- Re ineela go Mokgatlo wa Boditšhabatšhaba wa Tiro wa Maitlamo a Melaometheo ya Botlhokwa le Ditshwanelo kwa Tirong

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boikanyegi

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Go sireletsa
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03

GO BABALESEGA LE GO NNA LE BOIKARABELO



MO KGAOLONG ENO

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28 Baagi

30 Ditshwanelo tsa batho

Mabapi le melao ya rona ya boitshwaro

Go tseela batho ba rona kwa godimo

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“

Rotlhe re **ikarabela** mo tseleng e re **amang** batho ba bangwe, setšhaba le tikologo ka yone.

Re boloka rona le batho ba bangwe ba **babalesegile** le go **itekanela**.

Re tshwarelela go **tlotla** ditshwanelo tsa batho le go **dira ka boikarabelo** mo baaging le mo tikologong.

Go dira ka **pabalesego** le ka **boikarabelo** ke yone fela tsela ya go fitlhelela mekgele ya rona le go dira gore re **ikanngwe** le go tswelela re ikanngwa ke baagi ba rona le beng ba bangwe ba dishere.

”

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Pholisi ya boitekanelo le pabalesego

Go boloka lefelo la rona la tiro le sena dintsho, malwetse a mo tirong le dikgobalo ke se re se gagamalelang letsatsi le letsatsi. Seno ke boikarabelo jwa mongwe le mongwe.

Re batla go sireletsa boitekanelo le pabalesego ya badiri ba rona, segolobogolo fa ba dira mo maemong a a kotsi.

Re lebeletse gore baetedipele ba rona mo maemong otlhe ba tlhame le go boloka mokgwa o go tsewang kgato pele wa pabalesego.

MELAO YA RONA YA KONOKONO GO E SEKASEKA



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BOIKARABELO



**GO SA
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Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re emisa tiro, le go emisa ba bangwe go dira, fa re akanya gore ga go a babalesega kgotsa mo dikotsi di ka se kgoneng go thibelwa
- ✓ Rotlhe re ikarabela mo pabalesegong ya rona le pabalesego ya badirikarona, go akaretsa borakonteraka ba rona, le baagi ba ba re dikologileng
- ✓ Re neela dipegelokarabo tse di siameng le go gatelela boitshwaro jo bo siameng le jo bo babalesegileng
- ✓ Re sekaseka mathata a pholo le pabalesego mo dikarolong tsothe le go dirisa dithulaganyo tsa pholo le pabalesego go sireletsa botlhe
- ✓ Re dira maemo a a babalesegileng a go dira, re tlamela didirisiwa tse di babalesegileng le tse di tshwanelegang mme re ngaparela melao
- ✓ Re tla tirong re itekanetse mo tlhaloganyong le mo mmeleng
- ✓ Re tlhoma le go boloka melao le go thapisisa batho ba rona
- ✓ Re tsaya karolo mo thapisong ya gore go dirwa jang ka pabalesego le go ya ka melao le dipholisi tsa pholo le pabalesego
- ✓ Re tlhoma le go baya leitlho dilo tse di tobilweng le dithulaganyo tsa go tswela go tokafatsa pholo le pabalesego
- ✓ Fa go kgonega, re thusa batho ba rona go boela mo tirong morago ga go lwala kgotsa kgobalo.



Dipholisi tsa rona tsa konokono

- Pholisi ya Boitekanelo le Pabalesego

Tikologo

Re ineetse go bokaedi jwa tikologo le go fokotsa go gobadiwa ga tikologo ka tsamaiso ya ditsompelo e e nang le boikarabelo go ralala mafelo a re dirang kgwebo mo go one mo lefatsheng lotlhe.

Re leka ka natla go tlhaloganya le go berekana le dikgwetlho tsa tikologo kwa dithuongtsa rona, le go kgothaletsa gore go nne le tiriso e e matsetseleko ya ditsompelo, tiragatso ya tikologo, le thibelo ya ditiragalo tse di seng monate.

Re lemoga kafa go fetoga ga tlelaemete go ka amang ka teng go dira ga rona le baagi ba rona mme re a dira go rarabolola seno.

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Go sireletsa kgwebo ya rona

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✘ Re dira tiro ya rona ka go tlotla mafelo a a seegetsweng thoko semolao mme ga re batle dikuno, kgotsa go dira mo, Mafelong a Ngwaoboswa ya Lefatshe Lotlhe
- ✔ Re bona le go tlihatlhaba kafa ditiro tsa rona di ka amang ka teng dikuno tse di abiwang tsa rona tsa tlhago, go akaretsa lefatshe, moya, metsi, maatla, le mefuta ya ditshedi le dimela le go tsaya dikgato go di baakanya
- ✔ Re dira le go simolola mekgwa le dithulaganyo tsa go latedisa, go laola le go bega go dira ga tikologo ya rona
- ✔ Re tsaya dikgato go fokotsa selekanyo se re se bakang sa khabone
- ✔ Re tlhama boemedi jwa lefatshe le dithulaganyo tsa go baakanya tse di thusang gore lefatshe le dirisiwe nako e telele
- ✔ Re ikemiseditse go tlhama le go dira ga mafelo a a tlhomameng a polokelo ya masaledi
- ✔ Re dirisana le beng ba dishere mo mathateng a tikologo, ditshono, le go dira ga rona, go tlhomamisa gore re dira ka tsela e e siameng.



Maitlamo a rona a kwa ntle

- Re saenile United Nations Global Compact (UNGC) Mekgele ya Tlhabololo e e Tsweleng Pele
- Jaaka maloko a Khansela ya Boditshabatshaba ya Meepo le Dimmetale (ICMM), re ikemiseditse go fitlhelela dipatlafalo tsa Melaometheo e 10 le Ditebelelo Tsa Tiragatso
- Re dira gore pego ya rona ya ngwaga le ngwaga e tsamaisane le Setlhopha sa Tiro e e Kgethegileng sa go Utulolwa ga Dikgang tsa Madi a a Maelana le Tlelaemete (TCFD)
- Re ikemiseditse go tsamaisana le Ditekanyetso tsa Lefatshe Lotlhe tsa Bodirelo tsa Tsamaiso ya Masaledi.



Dipholisi tsa rona tsa konokono

- Pholisi ya Tikologo
- Pholisi ya Lefelo la Polokelo ya Masaledi

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Go sireletsa kgwebo ya rona

Baagi

Re leka ka thata go nna le seabe se se nang le boleng mo tswelatsongpele ya loago ka go dirisa dithuo tsa kuno le tsa mebaraka tse di neelanang ka diagi tsa motheo tsa tlhabololo. Re fitlhelela seno ka dituelo tse di dirwang mo dipusong jaaka makgetho le dituelo tsa beng; ka dithulaganyo tsa phiro le ditshono tsa bolekanane jwa kgwebo; le ka tlhabololo ya loago mo ditšhabeng tse re direlang kgwebo mo go tsone.

Re aga dikamano tse di tlotlegang le go buisana ka tshosologo le ka boikanyegi le beng ba dishere.

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Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re dira ka tsela e e agang le baagi ba mo tikologong mo maemong otlhe a modikologo wa tiro go baakanya mathata a loago le ikonomi
- ✓ Re supa kafa ditiro tsa rona di amang kgotsa di ka amang baagi ba re dirang mo go bone ka teng le setšhaba ka kakaretso mme re tsaya kgato go di tla kgotsa, mo seno se sa kgonegeng, re a di thibela
- ✓ Re rotloetsa ditirisano tse di agang le tse di sa fitlheng sepe le baagi ba rona
- ✓ Re rotloetsa le go tsaya karolo mo ditirong tse di akaretsang baagi le go tihomamisa gore ditlhopha tse di sa kgoneng go itshireletsa le Batho ba ba Tlholegang mo Lefelong la Moepo ba nna le tshono ya go tsaya karolo
- ✓ Re batla go dira mmogo le lephata la puso le mekgatlho e e seng ya puso e e mo lefelong la baagi
- ✓ Re bega, re batlisisa le go tsibogela ditletlebo le dingongorego tsa baagi
- ✓ Re leka go tokafatsa matshelo le go aga baagi ba ba nonofileng le go fokotsa go amega ga go tswalwa ga tiro
- ✓ Re lemoga le go tlotla ditso le dingwao tsa baagi ba mafelo a re dirang mo go one le batho ba ba tlhologang mo re dirang gone
- ✓ Re tlotla le go latela maitlamo a re dumalaneng le one le baagi.



Dipholisi tsa rona tsa konokono

- Pholisi ya Ditshwanelo Tsa Batho
- Pholisi ya Tiragatso mo Setšhabeng



Maitlamo a rona a kwa ntle

- Re dira gore mekgwa ya rona e tsamaelane le Tiragatso ya Koporasi ya Tsa Madi ya Boditšhabatšhaba (IFC) Tekanyetso 5 Go Batla Lefatshe le Go Fudusiwa E se Ka go Rata
- Re dira ka tsela e e dumalanang le polelo ya Kemo ya ICMM ya Batho ba ba Tlholegang mo Lefelong la Moepo.

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Ditshwanelo tsa batho

Re tlotla serodumo le ditshwanelo tsa batho tsa badiri ba rona, balekane ba rona ba kgwebo, baagi ba re nnang le go bereka go bone, le ba bangwe ba ba ka tswang ba angwa ke ditiro tsa rona. Re lebeletse gore balekane ba rona ba kgwebo ba dumelane le boineelo jwa rona mme re nonotsha dikamano tsa rona tsa kgwebo e le go tseletsa pele ditshwanelo tsa batho.

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Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re akanyetsa kafa ditiro tsa rona di ka amang ditshwanelo tsa ba bangwe ka gone
- ✓ Re tthaloganya le go rarabolola mathata a ditshwanelo tsa batho a a ka tsogang go tswa mo ditirong tsa rona tsa kgwebo
- ✓ Re a bua fa go na le mo go tlo dilweng kgotsa go belaelwa go tlo dilwe ditshwanelo tsa batho
- ✗ Ga re letlelele mofuta ope wa bokgoba jwa segompieno go akaretsa tiro e e pateletswang, e e dirwang ke botlhe kgotsa go berekisa bana
- ✓ Re dirisa mokgwa o o dirang wa mo lefelong o o dirisiwang go berekana le dingongorego
- ✓ Re buisana le badirisanimmogo le rona mo kgwebong go tlotla ditshwanelo tsa batho le go kgomarela melao e e tlhomilweng ya lefatshe lotlhe, go akaretsa le batlamedi ba rona ba tshireletso



Maitlamo a rona a kwa ntle

- Re kgomarela Maitlamo a Ditshwanelo Tsa Batho a Lefatshe Lotlhe a United Nations (UN)
- Re ineela go Mokgatlo wa Boditšhabatšhaba wa Tiro wa Maitlamo a Melaometheo ya Botlhokwa le Ditshwanelo kwa Tirong
- Re thusa Melaometheo e e Kaelang ya tsa Kgwebo le Ditshwanelo Tsa Batho ya UN
- Re basaeni ba Melaometheo ya Boithaopo mo go Tsa Pabalesego le Ditshwanelo Tsa Batho
- Re saenile Tumulano ya Lefatshe Lotlhe ya United Nations.
- Re ema nokeng Tseokgato e e sa Fitlheng Sepe ya Bodirelo jwa Ntshodikuno
- Re dumalanya thulaganyo ya rona ya mokgwatsamaiso wa go tlhola ditshwanelego le Thulaganyo ya Ikonomi ya Koporasi le Tlhabololo (OECD) Kaelo ya go Tlholwa ga Ditshwanelego Tsa Maitshwaro a Kgwebo a a Nang le Boikarabelo le OECD Kaelo ya go Tlholwa ga Ditshwanelego ya Kgwebo e e Nang le Maikarabelo ya Dimenerale go tswa go Mafelo a a Amilweng ke Dikgotlhang le Kotsi e e Kwa Godimo.



Dipholisi tsa rona tsa konokono

- Pholisi ya Ditshwanelo Tsa Batho
- Ditekanyetso Tsa Batlamedi

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GO DIRA KA

BOIKANYEGI

MO KGAOLONG ENO

34 Bonweenwee le pipamolomo

37 Dikgotlhang tsa kgatlhego

39 Tsietso

41 Ditaolo tsa ditetlelelo le kgwebisano

43 Go gweba ka madi go go seng kafa molaong

45 Kgaisano e e amogelesegang

47 Tshedimosetso ya kafa gare

49 Go dira ga mmaraka

51 Go sireletsa tshedimosetso le sephiri

Mabapi le melao ya rona ya boitshwaro

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Go babalesega le go nna le boikarabelo

Go dira ka boikanyegi

Go sireletsa kgwebo ya rona

“

Re dira ka **boikanyegi** go sengwe le sengwe se re se dirang. Go sa kgathalesege gore re kae kgotsa seabe sa rona mo Glencore, re dira ka **boikanyegi**, re sa **fitlhe** sepe le ka **tlotlo**.

Ditiro tsa rona le ditshwetso di **bontsha** gore re batho ba ba ntseng jang le badiri ba Glencore. Re batla go nna **motlotlo** ka mofuta wa batho ba re leng one le yo re mo direlang.

Go dira kgwebo ka **boikanyegi** go nonotsa tsela e batho ba rona, bomphato le rona mo kgwebong le baagi ba re **ikanyeng** ka yone mme e botlhokwa mo katlegong ya Glencore le **leina la yone** jaaka khamphani e e nang le **boikarabelo** le **mekgwa e mentle**.

”

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Bonweenwee le pipamolomo

Ga re dire bonweenwee mme e bile ga re duele dipipamolomo, go sa kgathalesege gore re dira le mang kgotsa gore tlwaelo kgotsa mokgwa mo lefelong la rona ke ofe.

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Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✘ Ga re nke re kopa, amogela, neela, tlamela kgotsa go dira dipipamolomo tsa mofuta ope fela, go akaretsa go tsamaisa dituelo. Pipamolomo e ka nna ka mokgwa wa mpho, boitlosobodutu, leeto, go saena dibonase, go tlamela tiro, dipusetso madi kgotsa tuelo ya madi e e seng kafa molaong, dikadimo, dituelo, ditirelo, meneelo kgotsa go direlwa melemo
- ✔ Re kelotlhoko gore re tlhomamisa gore re dira fela le bomphato le rona mo kgwebong ba ba bontshang boikemisetso jo bo tshwanang le jwa rona jwa go dira kgwebo le boitshwaro
- ✔ Re tlhomamisa gore dimpho tsotlhe le boitlosobodutu di dirwa ka bopelotshweu, ka nako nngwe, mo selekanyong le mo go tshwanetseng le gore ga di ntshiwe ka boikaelelo jwa go tlhotlheletsa tshwetso ya motho yo o di amogelang kgotsa go iponela molemo o o sa siamang wa kgwebo
- ✔ Re kelotlhoko segolobogolo mo ditirisanong tsa rona le badiredipuso go tla kgopolo ya pipamolomo, go akaretsa go refosanwa ga dimpho dipe le boitlosoboduto le bone
- ✘ Ga re ntshe moneelo mo letsholong lepe la sepolotiki, mokgatlo, ntlhopheng kgotsa mokgatlo ope fela o o amanang le tsa sepolotiki
- ✔ Re dira maitlhomo a a utlwalang a kgwebo mme ga re tsenye batho ba rona mo mathateng a pipamolomo le bonweenwee ka go ba gatelela gore ba fitlhelele mekgele e e sa fitlhelesegeng kgotsa nako ya go fetsa tiro
- ✔ Re lemoga badirimogogo ba ba dirang ka boikanyegi mme ga re ba otlhaele go latlhegelwa ke kgwebo ka ntlha ya gone.



Tiragalo ya mmatota

Ke tsentse kopo ya visa go bathati ba puso ba lefelo la rona. Modiredi wa puso yo o rulaganyang kopo o nkitsitse gore go na le tshalelomorago, mme fa nka mo naya tuelo e nnye e e oketsegileng ya madi, o tla tlhomamisa gore kopo ya me e ya kwa godimo mo lenaaneng. A go siame go dira tuelo eno?

Nnyaa, ga go a siama. Ga wa tshwanela go dira tuelo go itlhaganedisa thulaganyo ya go dira visa. Seno ke kopo ya tuelo ya tsamaiso se e leng pipamolomo. Boemo jwa Glencore bo utlwala sentle: ga re duele dipipamolomo, go akaretsa dituelo tsa tsamaiso, go sa kgathalesege bonnye jwa yone. Ga go kgathalesege gore go ja madi a mantsi kgotsa go tsaya lobaka; re dira kgwebo ka tsela e e siameng.

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Go sireletsa kgwebo ya rona



Dipholisi tsa rona tsa konokono

- Pholisi e e Kgatlhanong le Bonweenwee le Pipamolomo
- Pholisi ya go Ikgolaganya le Dipolotiki
- Ditekanyetso Tsa Batlamedi



Maitlamo a rona a kwa ntle

- Re maloko a:
 - The Partnering Against Corruption Initiative (PACI)
 - The Maritime Anti-Corruption Network (MACN)
 - TRACE Boditšhabatšhaba
- Re ema nokeng Institute of Business Ethics (IBE).



Lefoko la konokono

DITUELO TSA TSAMAIISO

Tuelo epe go modiredi wa puso, go sa kgathalesege bonnye jwa yone, go itlhaganedisa kgotsa go sireletsa tiro e e dirwang ke puso e e jaaka:

- go ntsha diphemiti, dilaesense, kgotsa ditokumente tsa semmuso
- go rulaganya dipampiri tsa puso tse di jaaka di-visa le dikopo tsa tiro
- tetlelelo ya go fetisiwa ga dilo kwa meelwaneng
- go amogela tshireletso ya mapodisi
- go neelana ka ditirelo tsa mmasepala
- go berekana le dithoto tse di tlang ka sepalangwa.



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Dikgotlhang tsa kgatlhego

Ka metlha re dira dilo tse di molemong wa Glencore mme re leka go tla dikgotlhang tsa kgatlhego tse di ikakanyediwang fela kgotsa tsa mmatota.

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Go sireletsa kgwebo ya rona

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re leka go tla dikgotlhang, fa go kgonega, mme re tlhologanya gore tota le se se lebegang e le kgotlhang se ka baka mathata
- ✓ Re itsise dikgotlhang ka bonako fa di tsoga
- ✓ Re tsaya dikgato tse di tshwanetseng go laola dikgotlhang le go fokotsa mathata a di a bakang.

Maemo a a ka bakang kgotlhang



MESOLA (sekai, dimpho le boitlosobodutu)

e e ka tlhotlheletsang maitlhomong a ditiro tsa rona tsa porofeshenale



DITIRO TSA KAFA NTLE LE PHIRO

tse di ka tlhotlheletsang go dira le maitlhomong a tiro ya gago kwa Glencore. Gape di ka ama bomphato mo kgwebong kgotsa ba re gaisanang le bone mo Glencore.



GO NNA MONG LE MOKAEDI

go bomphato mo kgwebong kgotsa bagaisani le Glencore.



DIKAMANO TSA BOTHO LE KGWEBO

go bomphato mo kgwebong kgotsa bagaisani le Glencore.



GO DIRA LE BA MASIKA/BATHO BA O ATAMALANENG THATA LE BONE

go nna le kamano ya go nna motsamaisi ka tlhamalalo kgotsa e seng ka tlhamalalo.



Mafoko a konokono

KGOTLHANG YA KGATLHEGO

Seemo se mo go sone kgotlhang ya botho kgotsa tiro e thulanang le dikgatlhego tsa Glencore kgotsa bokgoni jwa rona jwa go dira tiro ya rona sentle le ka tsela e e sa gobeleteng.



Dipholisi tsa rona tsa konokono

- Pholisi ya Kgotlhang ya Dikgatlhego

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Go dira ka boikanyegi

Go sireletsa kgwebo ya rona

Tsietso

Ga re nne le seabe mo mekgweng ya tsietso mme ga re thuse kgotsa go tsamaisa dilo ntse re itse e le gore maloko a boraro a dire tsietso.

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Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re a ikanyega mme ga re tseye karolo ka bomo mo ditirong tse di tsietsang tse di jaaka:
 - go dira ditleleime tsa madi a dirisitsweng tsa maaka
 - go itirela, go senya, go dirisa ka botlhajana, go fetola ditokumente, direkoto kgotsa ditleleime
- ✓ Re tlhaloganya seabe sa rona mo go lemogeng le go thibela tsietso



Tiragalo ya mmatota

Kgwedi e e fetileng ke rekile sefofane ka karata ya me ya botho ya Visa go ya kopanong e e tlang le tlelaente. Ke tsentse pego ya leeto le ditshenyegelo tsa tlhathlwa ya sefofane mme Glencore e ntuetse.

Beke e e fetileng tlelaente e nkitsitse gore kopano e khansetswe, ka jalo ke khansetse sefofane sa me. Khamphani ya difofane e buseditse madi a sefofane go Visa ya me. Gongwe ke tshwanetse go itsise Glencore ka go khanselwa mme ke buse madi a ba a ntuetse.

Mme gone, ke tsamaya thata mme ke dirisa nako ya me e ntsi mo Glencore, ka jalo ga ke tle go bua sepe. Ga go ope yo ntuelelang nako ya diura tse di oketsegileng tse ke di dirang, ka jalo ya ntshwanela. Kwa bofelong re a lekana, a ga go jalo?

Go phoso. Boitshwaro jono ga bo a siama. Seno ke tleleime e e sa siamang ya ditshenyegelo. Re lebeletse gore batho ba rona ba itshware ka boikanyegi, ba sa fitlhe sepe le mo dikgatlhegolong tsa Glencore. Ga go na seipato sa boitshwaro jwa tsietso.



Dipholisi tsa rona tsa konokono

- Pholisi ya Tsietso



Mafoko a konokono

TSIETSO

Go nna le seabe mo tirong e e tsietsang kgotsa e e latlang ka bomo e le go bona madi kgotsa mesola ya botho ka tsela e e sa siamang kgotsa e e seng kafa molaong.

Mabapi le melao ya rona ya boitshwaro

Go tseela batho ba rona kwa godimo

Go babalesega le go nna le boikarabelo

Go dira ka boikanyegi

Go sireletsa kgwebo ya rona

Ditaolo tsa ditetlelelo le kgwebisano

Re dirisana le ditaolo tsa ditetlelelo tse di dirang, dithibelo le kgwebisano

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



GO SA
FITLHE SEPE



GO
TLHOFOFATSA
DILO



KGWEBO



01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✔ Ditaolo tsa ditetlelelo le kgwebisano tse di ntshitsweng ka metlha di a fetoga, re tlhola tsebe ya inthanete ya Tatelomolao ya Glencore go leba diphetogo tsa ditetlelelo mme re ikgolaganye le Tatelomolao fa re sa tlhomamisega
- ✔ Re tsaya le go naya Tatelomolao tshedimosetso yotlhe e e maleba mabapi le ditetlelelo le badirisanimmogo mo kgwebong go sekaseka dikotsi tsa go tlola ditetlelelo
- ✔ Re tlhola bomphato mo kgwebong le dikepe mo lenaaneng la dithibelo
- ✔ Re nna re etse tlhoko dilo tse di tlhagisang tse di bontshang bothata jwa go tlola dithibelo



Mafoko a konokono

DITHIBELO LE DITHIBELO-KGWEBISANO

Melao, melawana le ditsela tsa pateletso tse di tseentsweng tirisong ke balaodi ba dipuso kgotsa mekgatlo e e laolang gotlhe jaaka UN go thibela kgotsa go lekanyetsa go dirwa ga kgwebo le kgotsa go ikamanya le batho ba ba rileng, ditlhopha, ditheo, dikepe, difofane, dipuso, dinaga kgotsa mafelo.

DITAOLO TSA KGWEBISANO

Dithibelo tsa kgwebisano tse di beilweng ke balaodi ba puso kgotsa mekgatlo e e laolang gotlhe kgatphanong le dinaga dingwe, mekgatlo le batho. Dikai tsa ditaolo tsa kgwebisano di akaretsa dithibelo tsa diromelwa teng le tsa diromelwa ntle le melao e e kgatphanong le ditshupetso.



Dipholisi tsa rona tsa konokono

- Pholisi ya Dithibelo

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Go gweba ka madi mo go seng kafa molaong

Re a itse gore balekane ba boraro ba ka nna ba re ja ntsoma ka go dira gore re tsenelele mo go gwebeng ka madi go go seng kafa molaong. Re tsaya dikgato go itshireletsa kgathlanong le yone le go dirisana le melao yotlhe e e dirang.

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



**GO SA
FITLHE SEPE**



**GO
TLHOFOFATSA
DILO**



KGWEBO

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✘ Ga re amogela madi kgotsa dithoto tse dingwe fa re lemoga gore di tswa mo tirong ya bonokwane
- ✘ Ga re thuse lephata lepe la boraro mo go gwebeng ka madi mo go seng kafa molaong
- ✔ Re kelotlhoko go itse gore bomphato le rona mo kgwebong ke bomang
- ✔ Re ela tlhoko dithulaganyo tse di sa tlwaelegang kgotsa tse di belaetsang tse di ka re kopanyang le go gweba ka madi e se kafa molaong mme re di bega ka bonako
- ✘ E ka tswa re itse kgotsa e le ka bomo ga re letlelele go efoga lekgetho



Tiragalo ya mmatota

Ke sa tswa go dira dipuisano le moreki yo o batlang go reka dithoto mo Glencore. Moreki o mpoleletse gore dituelo tsa bone go Glencore di tla dirwa ke lephata la boraro le le kwa British Virgin Islands. Ke dirile dipatlisiso mme go lebe ga a na ofisi, ga a na badiri mme o tlhamilwe jaaka kgwebo dikgwedi di le mmalwa tse di fetileng. Ke akanya gore lephata leno la boraro ke khamphani ya maitirelo (khamphani e e 'mo pampiring' fela). Thulaganyo yotlhe e lebe ga e belaetsa, ka jalo ke akanya gore ke ikgolaganye le Tatelomolao go tlotla ka dilo tse di tlhagisang.

Ke boammaruri. Go na le dilo di le mmalwa tse di belaetsang mo tiragalong eno mme go itsise dilo tseno tse di tlhagisang go Tatelomolao ke selo se se siameng



Mafoko a konokono

GO GWEBE KA MADI MO GO SENG KAFA MOLAONG Mokgwa wa go fitlha motswedi wa madi a bokebekwa kgotsa dithuo tse dingwe go akaretsa dikuno, e le gore di ka bonala e kete di tswa mo motsweding o o ikanyegang



Dipholisi tsa rona tsa konokono

- Pholisi ya go Gweba ka Madi mo Seng mo Molaong
- Pholisi ya Lekgetho

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Kgaisano e e amogelesegang

Re gaisana ka tlhagafalo, mme e le ka tsela e e amogelesegang le kafa molaong.

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



GO SA
FITLHE SEPE



GO
TLHOFOFATSA
DILO



KGWEBO

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✘ Ga re tseye karolo mo go tsietseng e bile ga re dumalane le bao re gaisanang le bone, semmuso kgotsa e seng semmuso, go:
 - dumalana ka ditlhwatlhwa
 - fokotsa kungo kgotsa kabo
 - aroganya bareki kgotsa mebaraka
 - tlhophaneng ka borona go fenya dikonteraka tsa tiro
 - dumalana gore ga re na go tshegetsatshegetsa bareki kgotsa baabi ba ditirelo.

Gakologelwa, tumalano ga e tlhoke go nna e e kwadilweng go tsietsa.

- ✘ Ga re refosane tshedimosetso e e masisi ya kgwebo le bao re gaisanang le bone ntle le mo re nang le tlhokego e e utlwalang go dira jalo. Fa re sa tshomamisega, re ikgolaganya le Molao
- ✔ Re nna kelotlhoko thata fa re tsaya karolo mo dikgwebisanong kgotsa dikopano tsa madirelo a mangwe mo ba re gaisanang le bone ba leng gone
- ✔ Re lemoga gore melao ya kgaisano e raraane e bile e farologane go ya ka naga



Go dira mo botshelong jwa mmatota

Ke ipaakanyetsa go tsenya thendara ya Glencore. Ke tshomamisegile gore mongwe wa ba re gaisanang le bone le ene o batla go rekisa mo go yone thendara eo. Ka go welana fela, maitseboeng ano ke kopane le Mike kwa jiming, yo o direlang motho yono yo re gaisang le ene. Ke ne ke le thari mme ke sena sepe koo. Ke ne ka botsa Mike gore o ntse a ya jang, mme a re, "re tshwaregile." Ka araba, "o tshwanetse wa bo o bereka ka thendara ya Acme; le rona re a e kगतलहेगला e bile re a e ipaakanyetsa. O akanyang ka tlhwatlhwa ya kopo ya lona?" Ga go ope yo a ka tswang a utlwile puisano ya me le Mike, ka jalo ga go na bothata, akere?

Go phoso. Go refosana tshedimosetso e e masisi thata ya kgwebo le ba re gaisanang le bone, jaaka tshedimosetso ya botho ya ditlhwatlhwa tsa mo isagweng le tsa jaanong, boleng, selekanyo, bareki le thekiso, ntle le mabaka a a utlwalang, ke tlole e e masisi ya molao wa kgaisano. Glencore e kगतलहानग thata le boitshwaro jono jo bo sa dumalaneng le kgaisano.



Mafoko a konokono

MOLAO WA KGAISANO

Gape e itsiwe e le molao o o kगतलहानग le go ikanyega, e diretswe go sireletsa bareki ka go rotloetsa kgaisano e e gololesegileng, e e sa sokamisiwang fa gare ga dikhampani, e sireletsa gore batsaya karolo ba mebaraka ba itirele ditshwetso ka bobone, le go thibela go se dirisiwe sentle ga maatla a mebaraka.



Dipholisi tsa rona tsa konokono

- Pholisi ya Melao ya Kgaisano

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go rna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Tshedimosetso ya kafa gare

Re tshwara tshedimosetso ya kafa gare ka maikarabelo mme ga re dire dikgwebo tsa mo gare.

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



GO SA FITLHE SEPE



GO TLHOFOFATSA DILO



KGWEBO

Mabapi le melao ya rona ya boitshwaro

Go tseela batho ba rona kwa godimo

Go babalesega le go nna le boikarabelo

Go dira ka boikanyegi

Go sireletsa kgwebo ya rona

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✔ Re tlhaloganya botlhokwa jwa go sireletsa khaphani ya rona, beng ba dishere ba rona le mebaraka ya madi mo go sa dirisiweng sentle ga tshedimosetso ya kafa gare
- ✘ Ga re dire ditshwetso mo go se re se rekang, rekisang kgotsa kgwebo ya Glencore – kgotsa lephata lepe la boraro – dishere kgotsa ditshireletso fa re na le tshedimosetso ya kafa gare, e bile ga re senole kgotsa go neela dikgakololo go ya ka tshedimosetso ya kafa gare go ope
- ✔ Fa re na le dipelaelo dipe kaga maikarabelo a rona mo maemong ape fela, re ikgolaganya le Molao.



Mafoko a konokono

TSHEDIMOSETSO YA KAFA GARE

Tshedimosetso e e seng ya bathobotlhe e e nepileng, jaaka dipholo tse di sa gatisiwang tsa madi kgotsa tsa go bereka kgotsa tshedimosetso ya go kopanngwa ga dikgwebo le go rekwa ga tsone kgotsa go tsewa ga dikgato tsa semolao, tse di ka tsewang di tshwanela go mmeetsi fa a swetsa gore a ka beeletsa mo dishereng kgotsa tshireletsego, fa e dirwa phatlalatsa.



Dipholisi tsa rona tsa konokono

- Tshedimosetso ya Kafa Gare le Dipholisi tsa Ditiro tsa Tshireletso

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Go dira ga mmaraka

Re tthaloganya le go latela melao le melawana e e tlhomilweng ke badirisi, dikananyo le balaodi ba mebaraka ya lefatshe e re tsayang karolo mo go yone.

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



GO SA
FITLHE SEPE



GO
TLHOFOFATSA
DILO



KGWEBO

01

Mabapi le melao ya rona ya boitshwara

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✔ Re itshwara ka tsela e e rotloetsang go dira go go amogelesegang le go go sa fitlheng sepe ga mebaraka e re tsayang karolo mo go yone
- ✘ Ga re anamise tshedimisetso ya maaka kgotsa e e latlhang
- ✘ Ga re nke re tsietsa mebaraka, go akaretsa go dira dikopo tse di tsietsang kgotsa go itshwara ka tsela e e tsietsang, didirisiwa tse di tsietsang, go sa dirise tshedimisetso sentle le go tsietsa ka ditekanyetso
- ✘ Ga re dire kgwebo tsa kafa gare kgotsa go sa dirise tshedimisetso sentle
- ✔ Re tlhagisa matshwenyego fa re lemoga kgwebisano e e belaetsang kgotsa ditiro tsa kgwebo.



Dipholisi tsa rona tsa konokono

- Pholisi ya go Dira ga Dimmaraka

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Go sireletsa tshedimosetso le sephiri

Re tshwara tshedimosetso ya botho ka kelotlhoko e kgolo le go tlotla ditshwanelo tsa batho tsa go boloka dilo e le sephiri.

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



GO SA
FITLHE SEPE



GO
TLHOFOFATSA
DILO



KGWEBO

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re tlhaloganya gore tshedimosetso ya botho ke eng le melaometheo e re tshwanetseng go e latela fa re tsaya tshedimosetso ya botho
- ✓ Re kokoanya fela, re dirisa le go boloka tshedimosetso ya botho ka boikaelelo go ya kafa go tlhokegang gore re fitlhelele ditlhokafalo tsa kgwebo
- ✓ Re aba fela tshedimosetso ya botho le ba bangwe fa re na le dikgatlhego tse di utlwalang tsa kgwebo, fa re tlhoka go dirisana le molao kgotsa fa motho yo o amegileng a e kopa
- ✓ Re nna kelotlhoko le go feta fa re dirisa tshedimosetso e e bosisi ya botho, jaaka bodumedi, dikgopolo kgotsa maikutlo a dipolotiki, setso, boitekanelo, kalafi kgotsa mekgwa e e ntschang tshedimosetso ka motho



Mafoko a konokono

TSHEDIMOSETSO YA BOTHOYA BOTHO

Tshedimosetso e e ka dirisiwang go supa motho jaaka leina, aterese kgotsa letlha la tsalo.



Dipholisi tsa rona tsa konokono

- Pholisi ya Taolo ya Tshedimosetso

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

05

GO SIRELETSA

KGWEBO YA RONA

MO KGAOLONG ENO

55

Go sireletsa dithoto tsa rona le tshedimosets

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

“

Dithoto tsa rona tse di bonalang le tshedimosetso di botlhokwa gore re **atlege**.

Re dirisa le go **sireletsa** dithoto tsa rona tse di bonalang le tshedimosetso e re e neilweng ka **boikarabelo** le ka **kelotlhoko** go boloka **boleng** jwa kgwebo ya rona.

”

Mabapi le melao ya rona ya boitshwaro

Go tseela batho ba rona kwa godimo

Go babalesega le go nna le boikarabelo

Go dira ka boikanyegi

Go sireletsa kgwebo ya rona

Go sireletsa dithoto tsa rona le tshedimosetso

Dithoto tsa rona tse di bonalang tse di jaaka dikago le didirisiwa, mmogo le dithoto tse di bonaleng jaaka tshedimosetso, thulaganyo ya khomputara le dithoto tsa botlhale di botlhokwa gore re atlege.

Re sireletsa dithoto tsa rona mo magodung, go latlhega kgotsa go senyega, go sa dirisiwe sentle le go di dirisa mo go sa letlelelwang

MELAO YA RONA YA KONOKONO GO E SEKASEKA



PABALESEGO



BOIKANYEGI



BOIKARABELO



GO SA
FITLHE SEPE



GO
TLHOFOFATSA
DILO



KGWEBO

01

Mabapi le melao ya rona ya boitshwaro

02

Go tseela batho ba rona kwa godimo

03

Go babalesega le go nna le boikarabelo

04

Go dira ka boikanyegi

05

Go sireletsa kgwebo ya rona

Boikemisetso jwa rona bo kayang mo tseleng e re dirang dilo ka yone?

- ✓ Re lemoga gore tshedimosetso ya kgwebo, dithoto tsa kitso le botlhale di botlhokwa mo dikunong
- ✓ Re tsaya dikgato tse di maleba go sireletsa matlotlo a rona
- ✓ Re dirisa sedirisiwa sa khamphane sentle le boikaelelo jwa sone
- ✓ Re nna re ntshitse matlho dinameng mo go utswiweng, go latlhega, go senyega, go sa dirisiwe sentle le go di dirisa mo go sa letlelelwang
- ✗ Ga re dirise dithulaganyo tse di sa letlelelwang go dira ditiro tsa kgwebo ya rona
- ✓ Re boloka khupamarama go tshedimosetso ya rona ya kgwebo
- ✓ Re dirisa dithulaganyo le didirisiwa ka boikarabelo, go akaretsa emeile le ditirelo tsa inthanete
- ✓ Re sireletsa diakhaonto tsotlhe, lefoko la go tsena le dithoukene tsa go tsena mo dithulaganyong tsa kgwebo tsa Glencore
- ✓ Re bega ditlolo tsa pabalesego kgotsa ditiragalo.



Dipholisi tsa rona tsa konokono

- Pholisi ya Taolo ya Tshedimosetso
- Pholisi ya Tsietso

“

Boikemisetso jo bo sa feleng jwa rona mo Boikaelelong jwa rona, Ditekanyetso le Molao ono bo tla thusa Glencore go rarabolola bothata bope ka katlego mme re tla tlhoma mogopolo go se re se dirang ka katlego – go ntsha ka boikarabelo dikumo tse di tswelletsang pele botshelo jwa letsatsi le letsatsi.

”

GARY NAGLE

MOTLHANKEDI-KHUDUTHAMAGA YO MOGOLO



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