GLENCORE

PHOLISI YA LEKGETHO



Matseno

Go dirisiwa ka dikungo tsa dikhampani, le dituelo tse re di duelang, di tshegetsa dipuso go bona boleng go tswa go dikuno tsa tsone tsa tlhago. Dipuso di ka dirisa makgetho le dituelo tsa beng tse re di duelang go tlamela ditirelo tsa botlhe le mafaratlhatlha a tlhabololo ka matlole e le go tokafatsa boleng jwa botshelo jwa batho ba tsone.

Pholisi eno ya Lekgetho e supa kafa re dirang ka teng mo go tsa lekgetho le mabapi le tsamaiso le taolo ya dikgang tsa rona tsa lekgetho mme e supa le foreimeweke ya rona ka kakaretso e Glencore e e dirisang fa e akanyetsa dikgang tse di amanang le lekgetho.

Re tlhoka go ikobela pholisi eno le go latela kafa dilo di dirwang ka teng le melaometheo e e malebana le lekgetho la lotseno lwa koporasi, a mangwe otlhe a e leng a ka tlhamalalo kgotsa a e seng a ka tlhamalalo a puso e batlang re a duela, go akaretsa le dituelo tsa beng, gope fela kwa di duedisiwang gone.

Pholisi eno e dira go Glencore plc go tloga ka 25 Lweetse 2026 mme e tla tswelela e dira go fitlha e emisediwa ke e nngwe.

Pholisi eno e dira mo go bomang?

Pholisi eno e dira mo badiring botlhe, bakaedi le badiredi, mmogo le baabi ba ditirelo ba ba kafa tlase ga kaelo ya Glencore ya ditiro tsa letsatsi le letsatsi, ba ba berekelang ofisi ya Glencore kgotsa thuo ya bodirelo e e laolwang ka tlhamalalo kgotsa e se ka tlhamalalo kgotsa e e dirisiwang ke Glencore plc lefatshe lotlhe.

Re nna le tlhotlheletso mo ditsamaisong tsa kgwebo tsa bomphato tse re sa di laoleng le go di tsamaisa ka go ba kgothaletsa go itshwara ka tsela e e tsamaelanang le boikaelelo jwa pholisi eno.

Maitlamo a rona ke eng?

Tumalanong le Molao wa rona wa Boitshwaro o o akaretsang, re ineetse go latela molao wa makgetho otlhe a a beilweng, melao le melawana, kwantle ga go tlogela sepe kw morago.

Re ikaeletse go fitlhelela seemo se se kwa godimo tota fa go tliwa mo lekgethong la Glencore. Seno ga se reye gore re bua ka dipholo tse di kwa tlase tsa lekgetho ka mo go ka kgonegang mo lobakeng lo lokhutshwane, go na le moo re bua ka dipholo tse di kwa godimo thata tsa lekgetho, re lebile gape le gore go nne le tsweletsopele le tswelelo pele mo maemong a re nnang le one mo lobakeng lo lo leele. Re ka nna ra tsaya dikgato tsa go iponela mesola ya dikgololo le dikatso tse di leng gone kafa tlase ga melao e e beilweng mmogo le ditumalano tsa dipuso kaga makgetho a a sebedi. Re dumela go tsaya koporasi dipe fela le/kgotsa dipopego tsa ditirisano tsa kgwebo tse di nang le boleng jwa ikonomi le jwa kgwebisano, go tsamaelana le boineelo jwa rona jwa go nna baagi ba ba molemo fa go tliwa mo lotsenong lwa puso mo dikoporasing.

Ka gone, Glencore, e ka seka, e bile ga e kitla, e tsenela dithulaganyo tse di senang boleng e le fela gore re tile lekgetho kgotsa re fenye boikaelelo jo bo beilweng jwa melawana ya lekgetho. Glencore gape e ka seka e bile ga e kitla, e tsenela dithulaganyo tsa go fokolediwa lekgetho le re tshwanetseng go le duela. Fa go bonala go tlhokega, re batla kgakololo e e tswang kwa ntle mabapi le dikarolo tse di raraaneng kgotsa go se tlhomamisege ka dilo go tshegetsa Setlhopha sa Glencore mo go tlhaloganyeng ditlamorago tsa lekgetho tsa ditiro tsa yone tsa kgwebisano le ikonomi le go ikobelwa ga matswela ao.

Glencore e amogela gore go se fitlhe sepe mo go tsa lotseno la puso, e re ka re rotloetsa tsamaiso e e nang le boikarabelo ya madi a a tsenang mo khampaning go tswa go ditiro tsa ntshodikuno. Peeletso mo go tsa loago e bopa karolo ya moneelo wa rona go metse e re dirang kgwebo mo go yone. Re tshegetsa diporogeramo tsa tlhabololo ya metse, go tlhamiwa ga dikhampani le mebereko, boitekanelo, thuto le tikologo.



Thibelo ya ditsamaiso tsa go efoga lekgetho
E re ka melao ya lekgetho go le gantsi e raraane mme le go tsenngwa tirisong ga yone go ka nna ga se utlwale sentle, ga go kgonege go netefatsa gore tsela e re tlhaloganyang ka yone maikarabelo a rona e tla aga e le e e amogelesegang mo balaoding ba tsa lekgetho. Ka gone, re ikaeletse go netefatsa gore re etse tlhoko bodiphatsa jotlhe jo bo malebana le lekgetho, go akaretsa jo bo mabapi le dikgang tsa tatelomolao, dipego tsa madi, maano a lekgetho, boruni jwa lekgetho le ditlhabololo tsa peomolao.

Re setse re tlhomile dipholisi tse di laolang kafa re dirang dilo ka teng mo go lemogeng, mo go laoleng le mo go baakanyeng bodiphatsa jwa lekgetho. Bodiphatsa jo bo lemogilweng jwa lekgetho go berekanwa le jone ka matlhagatlhaga go dirisiwa popego ya bodiphatsa jwa lekgetho le mekgwatiriso ya go bo laola. Bodiphatsa jo bo boitshegang bo begiwa ka metlha go Boto mmogo le Komiti ya Boruni. Kgonagalo ya bodiphatsa jwa dikgang tsa botlhokwa e tshwanetse go sekasekwa go bona gore a go ka direga e nne teng mmogo le go amega go go sa siamang ga tsa madi kgotsa ga tshenyo leina ya Glencore mmgo le dilo tse e batlang go di fitlhelela.

Botsamaisi jwa bodiphatsa mo go tsa lekgetho le taolo
E re ka melao ya lekgetho go le gantsi e raraane mme le go tsenngwa tirisong ga yone go ka nna ga se utlwale sentle, ga go kgonege go netefatsa gore tsela e re tlhaloganyang ka yone maikarabelo a rona e tla aga e le e e amogelesegang mo balaoding ba tsa lekgetho. Ka gone, re ikaeletse go netefatsa gore re etse tlhoko bodiphatsa jotlhe jo bo malebana le lekgetho, go akaretsa jo bo mabapi le dikgang tsa tatelomolao, dipego tsa madi, maano a lekgetho, boruni jwa lekgetho le ditlhabololo tsa peomolao.

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Tatelomolao ya lekgetho
Glencore e ikaeletse go fokotsa mokgweleo wa tsa tsamaiso o o akarelediwang mo tatelomolaong ya lekgetho fa kafa letlhakoreng le lengwe e latela molao ka botlalo le ka tsela e e matsetseleko malebana le melao ya lekgetho, melao le melawana ya mo dikgaolong tse e direlang kgwebo mo go tsone. Ka mo go kethegileng, re ikaeletse go duela lekgetho, ditleleime, ditlhopho le go dira dituelo ka nepo le ka nako, fa ka letlhakoreng le lengwe re batla go tila kgotsa go fokotsa dituediso tsa morokotso le dikatlholo tse re itemogelang tsone.

Balaodi ba lekgetho
Glencore e lemoga seabe sa botlhokwa sa balaodi botlhe ba lekgetho mo dikgaolong tse di farologaneng tse re dirang kgwebo mo go tsone, le go ba amogela jaaka beng ba dishere mo kgwebong ya rona. Ga re fitlhe sepe e bile re tsaya kgato pele mo ditherisanong tsotlhe le balaodi ba lekgetho. Dikhampani tsotlhe tsa Setlhopha sa Glencore di tshwanetse go batla go boloka dikamano tse di agang, tsa tirisanommogo le tse di porofeshenale le balaodi ba selegae ba lekgetho, tse di theilweng mo go sa fitlheng sepe le botshepegi.

Re lemoga gore ka dinako dingwe go ka nna le dikarolo tse mo go tsone go tlhaloganya ga rona ga semolao go ka farologanang le ga balaodi ba lekgetho le mo tshwaro ya ditiro tsa lekgetho le ditirisano tsa kgwebo di sa tlhomamisegeng. Mo maemong a a ntseng jalo, re tla nna le seabe mo dipuisanong tse re tsereng kgato pele mo go tsone le balaodi

ba ba maleba ba lekgetho ka boikaelelo jwa go konela dikgang ka tsela e e utlwalang ka bonako le ka tekatekano ka mo go kgonegang.

Re ineetse mo go nneng baagi ba ba molemo fa go tliwa mo lotsenong lwa puso mo dikoporasing le tsweletsopele malebana le lekgetho[1].

Ditlhwatlhwa tsa phetiso dithoto mo khampaning
Kgwebisano fa gare ga dikhampani tsa Setlhopha sa Glencore e tshwanetse go latela melaometheo ka botlalo jaaka fa e tlhalositswe go Thulaganyo ya Ikonomi ya Koporasi le Tlhabololo (OECD) Dikaelo tsa Ditlhwatlhwa Tsa Phetiso Dithoto Tsa Dikhampani Tsa Boditšhabatšhaba le Botsamaisi Jwa Lekgetho le go akarelediwa go Karolwana 9 ya Tumalano ya Tshwaro ya Tsa Lekgetho ya OECD. Fa go tliwa mo molaong ono ga go mme o rile.

Go nna le ditokumente tsa selegae tsa ditlhwatlhwa tsa phetiso dithoto mo khampaning mo faeleng ya selegae ke molao mo Setlhopheng sa Glencore mme ke patlafalo ya semolao ya dikgaolo di le dintsi tsa lekgetho. Kwantle ga fa go na le mo setlhopha sa Lekgetho la Setlhopha se reng go siame go dira sengwe ka tsela e lekanyeditsweng, kgwebisano nngwe le nngwe e maleba go tshwanetse ga berekanwa nayo go ya ka faele ya selegae e e maleba.

Ditsompelo tsa lekgetho
Tiro epe fela ya lekgetho e tshwanetse go baakanyediwa ke badiri ba ba nang le bokgoni ka botlalo mo go tlhaloganyeng botegeniki jwa peomolao ya lekgetho la selegae le go sekasekwa gape ke mankge yo o nang le maitemogelo wa tsa lekgetho. Jaaka molao ka kakaretso/o o ratiwang, fa go kgonegang teng, re batla go dira tiro eno ka borona mo diofising tsa rona.

Koo go senang motho yo e leng mankge wa lekgetho gone mo ofising, bagakolodi ba ka kwa ntle ba tsa lekgetho ba ka nna ba dirisiwa fa fela ba tlhaloganya le go latela dikarolo tsotlhe tsa molao wa pholisi eno

Ditiro le Maikarabelo
CFO ya Setlhopha e na le boikarabelo ka kakaretso jwa dikgang tsa lekgetho mme o ikarabelela ka tlhamalalo mo go atlenegiseng pholisi eno kwa Botong gore e letlelelwe le go itsise Komiti ya Boruni ka ditlhabololo tsa maano a lekgetho la dikgang tsa botlhokwa le bodiphatsa jo bogolo jwa lekgetho.

Setlhopha sa Lekgetho sa Setlhopha se ikarabela ka tiro ya letsatsi le letsatsi ya lekgetho, tlhabololo ya pholisi eno le go tsenngwa tirisong ga yone mmogo le tsamaiso ya bodiphatsa jwa lekgetho.

1 Ka go kgethega, ka go latela Pholisi e ya Setlhopha ya Lekgetho, re lebeletse go latela ka botlalo Popego ya Her Majesty's Revenue and Customs (HMRC) ya Tatelomolao ya Koporasi

Go bua ka kgololesego le go tlhagisa matshwenyego

Mongwe le mongwe wa rona o ikarabelela ka go netefatsa gore re fitlhelela maitlamo a rona. Re lebeletse gore badiri ba rona ba bue ba gololesegile mme re tlhoka gore ba bege matshwenyego ape fela malebana le go tlolwa ga Molao wa Boitshwaro, dipholisi tsa rona kgotsa molao, seno se ka tswa se amana le bone kgotsa ba bangwe. Matshwenyego ano a tshwanetse go tlhagisiwa go batsamaisi, bakaedi kgotsa ka ditsela tsa go bega tse di leng teng, tse di akaretsang ba go ka ikgolaganngwang le bone ba tiro ya bone fela e leng go bereka ka go tlhaba mokgosi kwa diofising tsa rona le dithoto tsa madirelo. Ditsela tsa Porokeramo ya Khampani ya Rona Tsa go Bua Matshwenyego gape di teng go ka dirisiwa ke badiri, borakonteraka le ditlamo tsa kwa ntle. Gape re lebeletse gore badiri ba bege go tlolwa gope fela ga ditlhokego tsa mekgwatsamaiso ya rona.

Glencore e tsaya matshwenyego ka bomasisi mme e berekana le one ka bonako.

Glencore ga e na go itshokela ka gope go ipusolosediwa kgatlhanong le ope fela yo o buang ka kgololesego kaga boitshwaro jo a dumelang gore ga bo a siama, ga bo kafa molaong kgotsa ga bo dumalane le Molao wa rona wa Maitshwaro, dipholisi le mekgwatsamaiso, tota le fa go tshwenyega go sa kgone go tshegediwa ka mabaka. Ga go kitla go nna le go se tshwarwe sentle gope ga ope fela yo o tlhagisang matshwenyego ntle le fa fela ba dirile pego e e fosagetseng ba ntse ba itse.

Ditlamorago

Dipholisi tsa rona di ema nokeng Melaometheo ya rona le Melao ya Boitshwaro mme di supa se se leng botlhokwa mo go rona. Glencore e tsaya go tlolwa ga dipholisi tsa rona ka tsela e e masisi. Go ikaegile ka go etegela ga tlolomolao, ditlamorago di ka simolola ka go tlhagisiwa go ya go go kobiwa mo tirong.

Ditsompelo tse dingwe

MO KHAMPANING

Melaometheo ya Rona
Melao ya Boitshwaro

KA KWANTLE

Popego ya HMRC ya Tatelomolao ya Koporasi

OECD Dikaelo tsa Ditlhwatlhwa Tsa Phetiso Dithoto Tsa Dikhampani Tsa Boditšhabatšhaba le Botsamaisi Jwa Lekgetho

Tumalano ya Tshwaro ya Tsa Lekgetho ya OECD

Boikaelelo jwa Rona

> **Go batla dilo tsa botlhokwa ka boikanyegi go tokafatsa botshelo jwa letsatsi le letsatsi**

E NEETSWE KE:	Lefapha La Tsa Madi La Setlhopha
E NEETSWE KA:	30.10.2017
E SEKASEKILWE LABOFELO KA:	25.09.2026
TOKOLOLO:	6.5

Pholisi eno e amogetswe ke Boto ya Bakaedi ya Glencore plc mme e tla sekasekwa sesha ngwaga le ngwaga

Glencore plc
Baarermattstrasse 3
CH-6340 Baar
Switzerland

TEL	+41 41 709 2000
FAX	+41 41 709 3000
EMAIL	info@glencore.com
WEB	glencore.com