

Ibhukwana Elimayelana Nokugqugquzela Ukufinyelela Olwazini

INDAWO ELISEBENZA KUYO

KUZO ZONKE IZINKAMPANI ZEZIKHUMULO ZEZINDIZA ZAZENINGIZIMU AFRIKA SOC
LIMITED NEZINKAMPANI EZINGAPHANSI KWAYO

UMKHAKHA

Amasevisi Enkampani

Usuku Olulandelayo Lokubuyekezwa

01 Julayi 2027

Ukulawulwa kokudalula:

Umphakathi

Usuku lokuqala:

01 Julayi 2024

*Ngaphansi kweSigaba 14 soMthetho Wokugqugquzelwa Kokufinyelelwa Olwazini,
Ongunombolo 2 ka-2000*

IKHOPHI ENGALAWULEKI LAPHO ISIPHINTIWE

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Ibhukwana Elimayelana Nokugquzela Ukufinyelela Olwazini Umpakathi

1. Ububanzi

UMthetho Wokugquzelwa Kokufinyelelwa Kolwazi, uMthetho 2 ka-2000 (“uMthetho”), washaywa mhlazi-3 kuNhlolanja ka-2000, unikeza amandla omthethosisekelo wokuthola ulwazi olugcinwe nguMbuso kanye nanoma yiluphi ulwazi olugcinwe ngomunye umuntu oludingekayo ukuze lusetshenziswe noma kuvikelwe noma yimaphi amalungelo. Lapho isicelo senziwa ngokoMthetho, isigungu isicelo esenziwe kuso siphokelekile ukudedela imininingwane, ngaphandle kwalapho uMthetho uhlinzekela khona ngokucacile ukuthi imininingwane izodedelwa noma ngeke idedelwe. Umthetho ubuye ubeke eminye imibandela ngenqubo esemqoka ehambisana nesicelo.

Isigaba 9 se-PAIA sikhawulela ilungelo lokuthola imininingwane; ukulinganiselwa okunjalo okufanelekayo kuhlunganisa ubumfihlo bezentengiselwano, ukubusa okuhle, nokuvikelwa kwemininingwane yomuntu siqu njengoba kunqunywe yi-Ukuvikelwa Kwemininingwane Yomuntu Umthetho Nombolo: 4 ka-2013 (“POPIA”).

2. Injongo

Leli bhukwana lihlela ukunikeza isiqondiso esibanzi esizovumela abafakizicelo ukuba bacele futhi, bathole amarekhodi abafakizicelo abanelungelo elingokomthetho lokuwathola ngendlela esheshayo, elula, nefinyelelekayo. Leli Bhukwana libeka izibopho Zezikhulu Zolwazi eziqokwe yi-Airports Company South Africa SOC Limited ezizothatha imisebenzi enqunywe uMthetho kanye ne-POPIA, ukuqinisekisa ukuhambisana noMthetho kanye ne-POPIA.

2.1 Inhloso

Inhloso yale bhukwana ukuhlinzeka ngemininingwane yokuthi ungathola kanjani ukufinyelela kumarekhodi aphelele yi-Airports Company South Africa SOC Limited, ukuhlonza isakhiwo namasevisi e-Airports Company South Africa SOC Limited futhi uchaze uhlelo lwamarekhodi e-Airports Company South Africa SOC Limited ukuze kube lula ukuqaliswa koMthetho.

Leli bhukwana ihloselwe ukugquzela isiko lokungafihli lutho kanye nokuziphendulela ngokwenza kusebenze ilungelo lokuthola ulwazi oludingekayo ukuze kusetshenziswe noma kuvikelwe noma yiliphi ilungelo futhi kugquzelwe ngenkuthalo umpakathi lapho abantu baseNingizimu Afrika bethola khona ulwazi oluphumelelayo ukuze bakwazi ukusebenzisa futhi bavikele amalungelo abo ngokugcwele.

Ukuze kukhuthazwe ukuphathwa ngempumelelo kwezinhloso zompakathi, kuyadingeka ukuqinisekisa ukuthi wonke umuntu anikwe amandla futhi afundiswe ukuqonda amalungelo akhe ngokoMthetho ukuze asebenzise amalungelo akhe maqondana

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nezihlaka zikahulumeni kanye nezizimele.

3. Izincazelo kanye neZifinyezo

3.1 Incazelo

Ibhizinisi /Inkampani / Iqembu/ Inhlango

Kubhekiswe ku-Airports Company South Africa SOC Limited

3.2 Izifinyezo

Izifinyezo	Incazelo
(SOC)	Inkampani Ephethwe nguHulumeni
i-CEO	Umpathi Omkhulu

4. Ibhukwana Okujwayelekile

4.1 Isakhiwo Nemisebenzi

Isakhiwo Nemisebenzi Yenkampani Yezikumulo Zezindiza i-South Africa SOC Limited

4.1.1 Izimiso Zebhizinisi

- Umyalelo**

Ngokomthetho we-Airports Company Act (No 44 ka-1993), iNkampani Yezindiza yaseNingizimu Afrika iphoqeelwe ukwenza ukuthengwa, ukusungulwa, ukuthuthukiswa, ukuhlinzekwa, ukulungiswa, ukulawulwa kokuphathwa noma ukusebenza kwanoma yisiphi isikhumulo sezindiza, noma iyiphi ingxenye yanoma yisiphi isikhumulo sezindiza noma yisiphi isikhungo, noma isevisi kunoma yisiphi isikhumulo sezindiza ngokuvamile esihlobene nokusebenza kwesikhumulo sezindiza.

- Nobunikazi Besakhiwo**

Le nkampani ingekaHulumeni waseNingizimu Afrika (74,6%), ne-Public Investment Corporation SOC Ltd inamaphesenti angamashumi amabili (20%), abatshalizimali abanikwa amandla (4,2%), kanye noHlelo Lokukhuthaza Lwamasheya Abasebenzi (1,2%). Inkampani iyaziphendulela kuMnyango Wezokuthutha futhi njengoba kunemininingwane esakhiweni sobunikazi ngezansi

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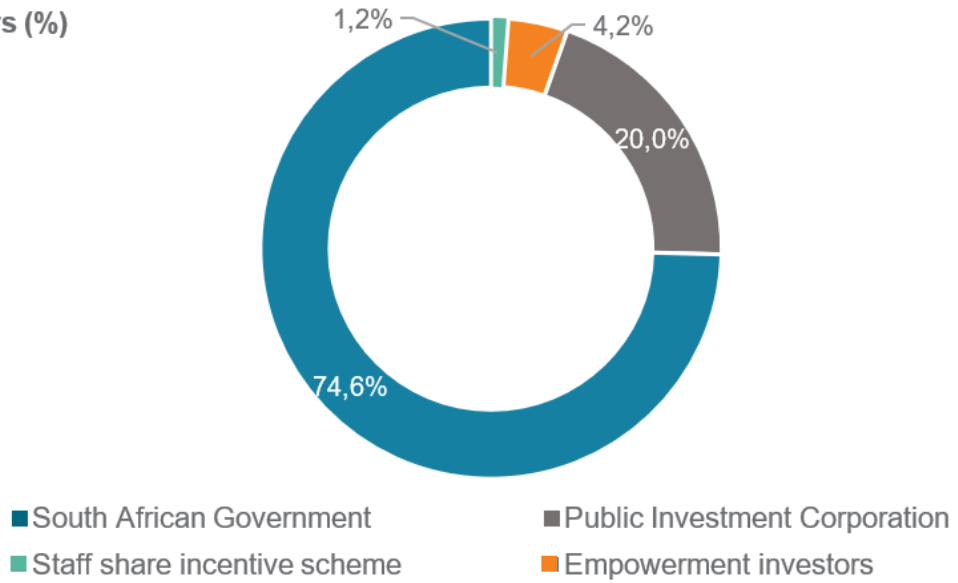
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Shareholders (%)



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Ikhasi 6

Ibhukwana Elimayelana Nokugquzela Ukufinyelela Olwazini Umpakathi

- (Isakhiwo sezomthetho) Izinkampani ezingaphansi, Amabhizinisi Ahlangene, Abalingani, kanye Nezinhlango Zezinhloso Ezikhethekile

	100% owned subsidiaries ¹				Special purpose entities ²			Investments in joint ventures ³	Investments in associates ⁴	
	ACSA Global Ltd ⁵	Airports Consultancy and Advisory Services SOC Ltd	JIA Piazza Park (Pty) Ltd	Predinct 2A SOC Ltd	Lexshell 342 Investment Holdings (Pty) Ltd	Airport Management Share Incentive Scheme (Pty) Ltd ⁶	Sakhisizwe Community Programme	Airport Logistics Property Holdings (Pty) Ltd	La Mercy JV Property Investments (Pty) Ltd	Guarulhos International Airport Private Limited ⁷
Purpose of existence	The investment holding Company through which ACSA held a 10% interest in the Mumbai International Airport Private Limited, which was disposed of in the fiscal year, FY2020/21	The Company through which ACSA provides airport consultancy and advisory services to airports in South Africa and internationally. This subsidiary will be leveraged to provide services for future prospects.	The Company through which ACSA operate the Intercontinental Hotel at OR Tambo International Airport.	The subsidiary has since been wound up and reintegrated into the ACSA.	An employee share option entity wholly owned by the ACSA Kagano Trust ⁸	Employee share incentive scheme that holds investments (specifically Group ordinary shares).	Sakhisizwe is a special purpose entity that seeks to transform the aviation industry by providing study bursaries to financially and academically deserving students from previously disadvantaged backgrounds.	A property holding Company held by ACSA with the Bidvest Group that owns three distribution warehouses at OR Tambo International Airport and Cape Town International Airport.	A land development and property investment Company held in collaboration with Dube Trade Port Corporation. Our strategy is to build an investment property portfolio at King Shaka International Airport – Dube Trade Port – through landlease agreements.	A Company in which ACSA holds a 20-year concession to develop, operate and maintain the Guarulhos International Airport in São Paulo. ACSA also provided technical advisory and consultancy services for the first five years of the concession. The Technical Services Agreement terminated in 2017, owing to effluxion of time.
Year of inception	2005	2016	1998	1998	1999	1999	1996	2003	2009	2012
ACSA shareholding	100%	100%	100%	100%	SPE	SPE	SPE	50%	40%	10.2%
Other shareholders and their respective shareholdings	n/a	n/a	n/a	n/a	ACSA Kagano Trust	Airports Company Management Share Incentive Scheme Trust	n/a	Bidvest Holdings Ltd (50%)	Dube Trade Port Corporation (60%)	A joint venture between Investimentos e Participações em Infraestrutura S.A (Invepar) (80%) and ACSA (20%), which together hold 51% of Guarulhos Participações S.A (GRUPAR). The other 49% is held by state-owned airport authority Infraero.
Equity injections	R100 million	Nil	R100 million	R100 million	Nil	Nil	Nil	Nil	R38 million	R1.2 billion
Net asset value 31 March 2023	R186 million	Nil	R33 million	R89 million	(R42 million)	R17 million	R541 000	R240 million	R187 million	Nil

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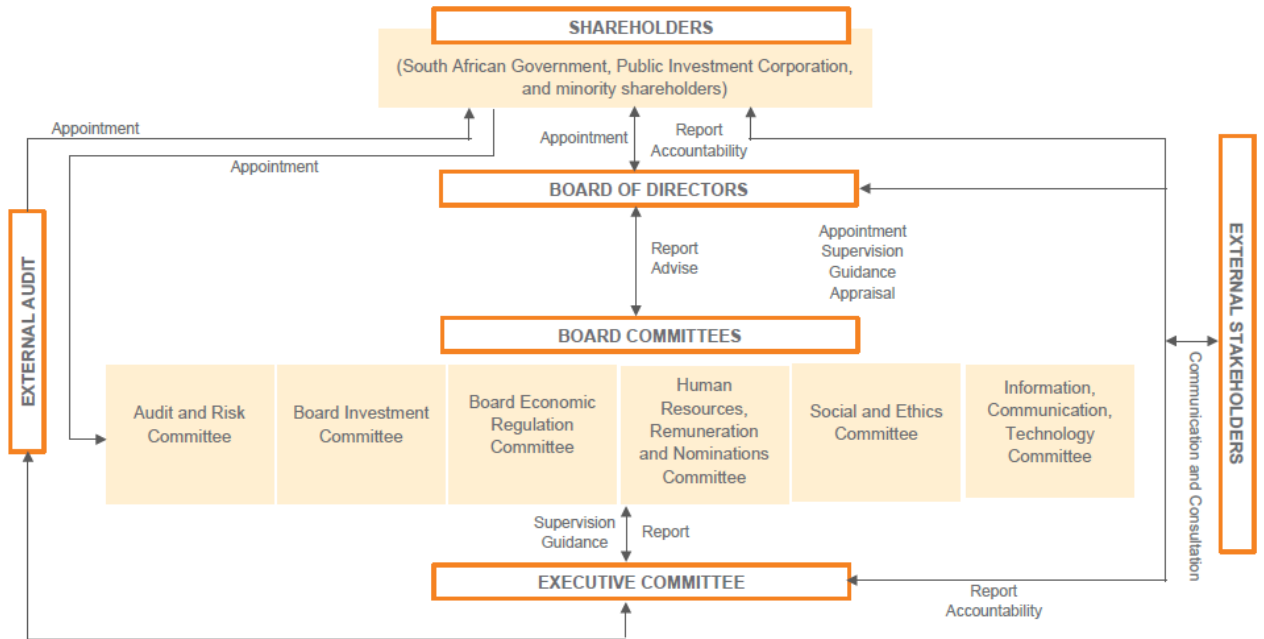
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- **Isakhiwo Sokubusa Kwezinkampani**

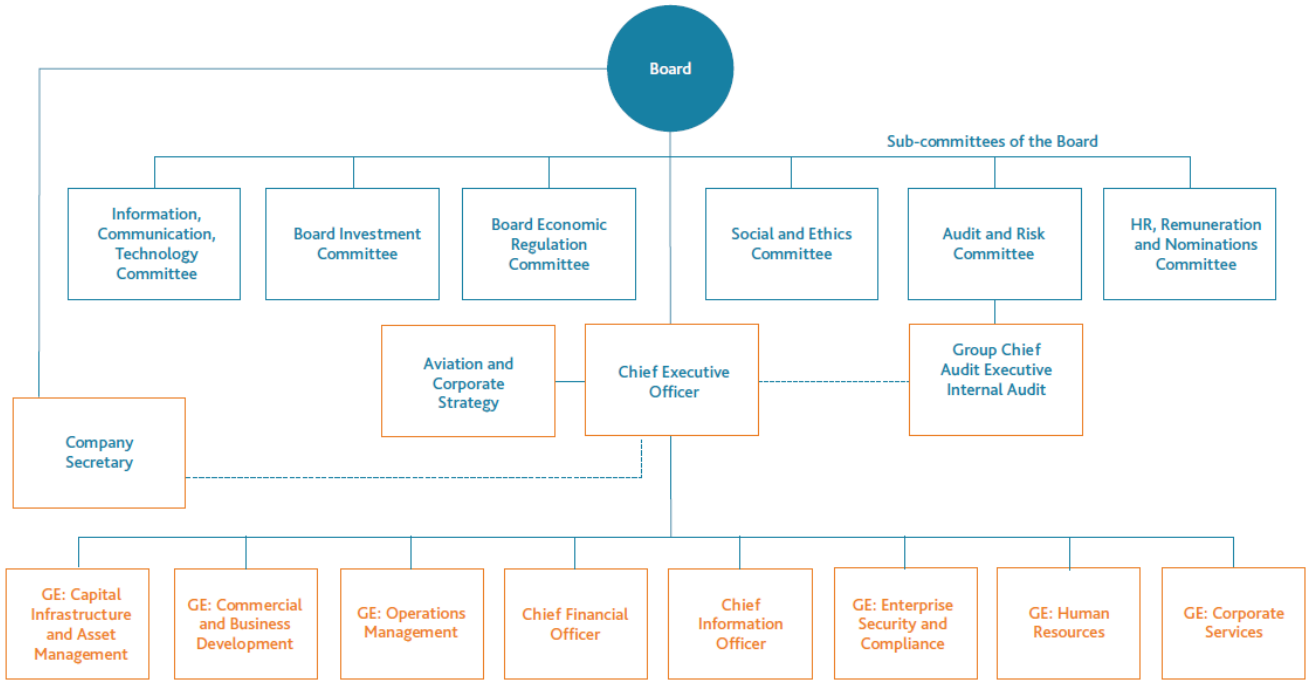
IBhodi Labaqondisi Elizimele liqokwa nguNgqongqoshe Wezokuthutha futhi yilo elibhekene namasu akhomba indlela kanye nokwenganyelwa kwe-Airports Company South Africa. Abaphathi, ngaphansi kobuholi be-CEO, banesibopho sokuphatha inkampani nsuku zonke.

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Ukubusa



4.1.2 Isakhiwo



Ibhukwana Elimayelana Nokugquzela Ukufinyelela Olwazini Umphakathi

I-Airports Company South Africa SOC Limited ingumnikazi futhi isebenza ngezikhumulo zezindiza eziyinhloko zaseNingizimu Afrika eziyisishiyagalolunye (9): I-O.R. Tambo, i-Cape Town, i-King Shaka (eThekwini), i-Chief Dawid Stuurman (e-Port Elizabeth), i-Bram Fischer (e-Bloemfontein) ne-Upington International Airports, ne-King Phalo (e-East London), i-George ne-Kimberley Airports.

Le nkampani inemikhakha eyehlukile emibili (2) yemali eyitholayo, eseyenze imali engenayo efanayo kule minyaka embalwa edlule. Imali engenayo yezindiza itholakala entelweni elawulwayo ehlanganisa ukufika kwezindiza kanye nezindleko zokupaka izindiza, kanye nezindleko zamasevisi abagibeli. Izindleko ezilawulwayo zokuhamba ngezindiza zihlukile uma kungezomhlaba wonke, ezesifunda kanye nezasekhaya kanye nakubagibeli. Imali engenayo engeyona eyezindiza etholakala ezinkampanini zezentengiselwano futhi neqhamuka emisebenzini yokuqashisa, ukupaka izimoto, izimvume zokuqasha izimoto, ukukhangisa, ukuqasha izindlu kanye nokusebenza kwamahhotela.

Enye ingxenye yemali engenayo engeyona eyezindiza itholakala ngemisebenzi yamazwe omhlaba. I-Airports Company South Africa SOC Limited ibe yingxenye yobumbano lwezinkampani.

Lokho kwathatha izintambo zokunwetshwa nokuphathwa kwesikhumulo sezindiza i-Chhatrapati Shivaji International Airport e-Mumbai, e-India. Impumelelo yebhizinisi eNdiya yakhuthaza inkampani ukuba ifune amathuba afanayo kwezinye izindawo. Imisebenzi enjalo ivumela ukuhoshisa eqoqweni lamakhono kanye nolwazi olunzulu oluqongelelwe yinkampani eminyakeni edlule ukuze ikhulise imali engenayo futhi yenze ngcono imbuyiselo yabaninimasheya.

I-Airports Company South Africa SOC Limited, ngokubambisana nenkampani yase-Brazil i-Invepar, yaphumelela ekutholeni umsebenzi wokuphatha ukuthuthukiswa, ukulungiswa nokusebenza kwe-Guarulhos International Airport e-São Paulo, e-Brazil. Le mbumba yezinhlangano ene-Invepar ingumnikazi wamaphesenti angamashumi amahlanu nanye (51%) emvume yesikhumulo sezindiza, kanti amaphesenti angamashumi amane nesishiyagalolunye (49%) aphelelwe yi-Infraero, esebenza esikhumulweni sezindiza njengamanje. I-Airports Company South Africa SOC Limited ingumnikazi wamaphesenti ayishumi (10%) wobumbano ne-Invepar.

4.2 Imininimgwane Yokuxhumana Nezikhulu Zolwazi

Isikhulu Solwazi : Nompumelelo Mpofo

Isekela Lesikhulu Solwazi : Sherly Mphahlele

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Kuzo ZONKE izicelo ze-PAIA, sicela uzidlulisele kwiPhini Lesikhulu Solwazi uNkk Sherly Mphahlele kokuthi:

Igama Kanye Nesibongo: Sherly Mphahlele

Isikhundla: Iphini Lesikhulu Esibhekelele Ulwazi

I-imeyli: Popia.Queries@airports.co.za

Aviation Park. I-Western Precinct,
O.R Tambo International Airport,
Kempton Park.
1632

Ikheli leposi
P O Box75480
Gardenview

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4.3 Umhlahlandlela wendlela yokusebenzisa uMthetho

Lo mhlahlandlela ubelokhu etholakala kwiKhomishini Yamalungelo Abantu yaseNingizimu Afrika kusukela ngo-Agasti ka- 2003, futhi manje ungatholakala kuMlawuli Wolwazi kusukela ngomhla ka-29 Juni ka- 2021.

Noma yimiphi imibuzo ehlobene nayo izoqondiswa ku:-

Umlawuli Wolwazi (eNingizimu Afrika)
JD House, 27 Stiemens Street, Braamfontein,
Johannesburg,
2001
I-imeyili: infoeq@justice.gov.za.

4.4 Ukufinyelela kumarekhodi

4.4.1 Ukudalulwa Ngokuzithandela

Imininingwane ngezihloko ezilandelayo iyatholakala ngaphandle kwesicelo esisemthethweni njengoba kunqunywe kuMthetho. Nokho phawula ukuthi ukuthola isikhathi sokubuka imibhalo kusaphoqa ukuthi kwenziwe nesikhulu solwazi, nakuba isicelo esisemthethweni kungadingeki sithunyelwe.

- Imibiko yonyaka nehambisanayo;
- Imininingwane ejwayelekile ephathelene ne-Airports Company South Africa SOC Limited;
- Imininingwane Yendiza;
- Imininingwane Yamasevisi Nezincwajana; kanye
- Imininingwane itholakala kuwebhusayithi ye-Airports Company South Africa SOC Limited: www.airports.co.za.

4.4.2 Imininingwane Ezocelwa Ngokusemthethweni (isigaba 14 (1)(d))

I-Airports Company South Africa SOC Limited iphethe ulwazi oluphatelene nalezi zihloko ezilandelayo ezizocelwa ngokusemthethweni ngokoMthetho. Ukufakwa kwanoma yisiphi isihloko noma isigaba samarekhodi ngeke kuthathwe njengenkomba yokuthi amarekhodi awela kulezo zihloko kanye / noma izigaba azotholakala ngaphansi koMthetho. Ikakhulukazi, izizathu ezithile zokwenqaba njengoba zibekwe eMthethweni zizosebenza esicelweni samarekhodi anjalo.

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4.4.3 Umthetho Wokuvikela Ulwazi Lomuntu

Lo Mthetho ubeka ukuthi ulwazi oluhlobene namakhasimende, abahlinzeki, abasebenzi, abantu abathola imininingwane yokukhangisa luzolawulwa futhi lusatshalaliswe kanjani. Imininingwane yomuntu evikelwe nguMthetho ihlanganisa, kodwa engagcini nje kuphela, uhlanga, ubulili, ubulili, isimo somshado, ukuthambekela kobulili, ubudala, impilo engokomzimba nengokwengqondo, inkolo namarekhodi obugebengu nawezezimali.

Zonke izicelo zolwazi zizoba ngaphansi kwalo Mthetho lapho kusebenza khona.

4.4.4 Ezezimali kanye Nokuphatha

- Ukuhlanganiswa kanye namadokhumenti okusungulwa;
- Imemorandamu Yokuhlanganisa;
- Iregista Yokwabelana ngamaSheya enkampani;
- Isivumelwano Sabaninimasheya phakathi kwenkampani nabaninimasheya bayo;
- Uhlu Lwabaqondisi;
- Amaminithi Emihlangano Yebhodi;
- Amaminithi Emihlangano Ephethe;
- Amaminithi Emihlangano Evamile; kanye
- Uhlelo Lwebhizinisi.

4.4.5 Amarekhodi Ezezimali Zenkampani

- Izincwadi kanye Namadokhumenti Amarekhodi Okubalwa Kwezezimali
- Imibiko Yezezimali Yesikhashana kanye Neyonyaka
- Uhlelo Lwebhizinisi
- Imininingwane Yabacwaningi Bamabhuku
- Imibiko Yabacwaningi Mabhuku Bangaphandle
- Izimali zentela zenkampani
- Amanye amadokhumenti ahlobene Nokukhokha Intelu
- Imininingwane Yokubhanga
- Izitatimende zasebhange
- Izinqinisekiso kanye nezibambiso
- Ukuzibophezela kwezezimali

4.4.6 Ezezindaba zabaSebenzi

- Uhlaka lwenhlangano;
- Amadokhumenti okuqashwa kanye nokuqokwa;

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Ikhasi 14

Ibhukwana Elimayelana Nokugquzela Ukufinyelela Olwazini

Umphakathi

- Uhlelo lokuqasha ngokulingana;
- Inqubomgomo yokuqasha;
- Uhlelo lokuqeqeshwa kanye nokuthuthukiswa;
- Izivumelwano zokubongwa;
- Amaminithi okuhlangana nezinyunyana;
- Amarekhodi okuyala kanye namadokhumenti aphantselane nezinqubo zokuyala;
- Izincwadi zokuqeqesha;
- Amadokhumenti ahlobene nezinzuzo zezisebenzi;
- Amafayela ezisebenzi;
- Izinqubomgomo kanye Nenqubo Yezindaba Zabasebenzi;
- Uhlu lwabasebenzi; futhi
- Amaminithi Emihlangano Yekomiti.

4.4.7 Ulwazi lobuciko Oluvikelwe

- Amalayisense, izimvume zezinto ezibonakalayo, imvume, ukugunyazwa kanye nezitifiketi zokugunyazwa; kanye
- Amarekhodi omshwalense nezinqubomgomo zomshwalensi

4.4.8 Impahla Enyakazisekayo kanye Nenganyakaziseki

- Amatayitela aphantselane nemihlaba inkampani engumnikazi yayo;
- Izivumelwano Zokuqashisa nabaqashi kanye nabanikezeli; futhi
- Amabhondi ezindlu, amaliyeni, amabhondi abameli, kanye nezinye izinto eziyibambiso.

4.4.9 EzokuPhathwa koLwazi ngobuChwepheshe

- Izivumelwano eziphathelane nezinhlelo zekhompyutha kanye namaphrogremu ekhompyutha; kanye
- Izivumelwano zabanimasheya nenkampani engaphansi kwazo ezihlobene nobuchwepheshe bolwazi.

4.4.10 Ukuqaphela ubungozi

- Imibiko yezempilo nokuphepha emsebenzini;
- Imibiko yomshwalense kanye nezinqubomgomo; kanye
- Imibiko yesigameko ephantselane nokuvikeleka nokuphepha.

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4.4.11 Amasevisi Nokuphatha

- Izinkontileka zesevisi nabo bonke abahlinzeki besevisi;
- Izinkontileka zokulungisa;
- Isivumelwano sezivumelwano; futhi
- Izivumelwano zokuqashisa.

4.4.12 Ukuthenga

- Inqubomgomo yokuthenga ihlanganisa amadokhumenti amasha
- amaminithi eBhodi Lamathenda
- Ukuthunyelwa Ebhodini Lamathenda

4.4.13 Amasevisi Ezindiza

- Amadokhumenti okuhlela okuphambili
- Izinhlelo, imidwebo nemifanekiso

4.4.14 Inqubo Yesicelo

Umfakisisicelo uzonikezwe ilungelo lokufinyelela kurekhodi lenkampani uma ofake isicelo esihambisana nalokhu okulandelayo:

- Umfakisisicelo uyahambisana nazo zonke Izidingo zezinqubo zoMthetho ngokuhlobene nesicelo sokufinyelela kulelo rekhodi; futhi
- Ukufinyelela kulelo rekhodi akunqatshiwe nganoma yisiphi isizathu sokunqaba esibalulwe kuMthetho.

4.4.15 Isimo Sesisicelo

- Umfakisisicelo uzosebenzisa ifomu eliphrintiwe
- kwiGazethi kaHulumeni [Uhulumeni. Isaziso R187 – 15 Febuwari ka-2002 Ifomu A] – bheka Isheduli 1.
- Umfakisisicelo aphinde asho uma isicelo kungesokuthola ikhophi yerekhodi noma uma umfakisisicelo efuna ukungena ayobuka irekhodi lelo emahhovisi ase-Airports Company South Africa SOC Limited. Ngenye indlela, uma irekhodi lingekho efomini eliphrintiwe khona-ke idokhumenti izobukwa ngendlela ebekiwe esigabeni 29 (2).
- Uma umuntu ecela ukufinyelela ngendlela ethile khona-ke ofake isicelo uyothola ukufinyelela ngendlela eceliwe, lokhu ngaphandle kokuthi ukwenza kanjalo kuzophazamisa ngokungenangqondo ukuqhutshwa kwenkampani, noma kulimaze irekhodi, noma kuphule ilungelo lokushicilela elingaphethwe yinkampani. Uma ngezizathu ezibambekayo ukufinyelela kungeke kunikezwe

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ngendlela edingekayo kodwa ngenye indlela, khona-ke imali izobalwa ngokwendlela eyayicelwe ngayo ekuqaleni [s29(3) kanye no (4)].

- Uma, ngaphezu kwempendulo ebhaliwe ebhekiswe esicelweni serekhodi, umfakisiselo ufuna ukutshelwa mayelana nesinqumo nganoma iyiphi enye indlela, isib. ucingo, lokhu kufanele kushiwo [s18 (2)(e)].
- Uma umfakisiselo ecelela omunye umuntu ulwazi, kumele kushiwo ukuthi leso sicelo usifaka ngoba ewubani kulowo kushiwo [s18 (2)(f)] muntu.
- Uma umfakisiselo engakwazi ukufunda noma ukubhala, noma enokukhubazeka, angakwazi ukwenza isicelo serekhodi ngomlomo. Isikhulu Solwazi kufanele sigcwalise ifomu sigcwalisele lowo mfakisiselo bese simnikeza ikhophi yefomu eligcwalisiwe [s 18(3)].

4.4.16 Amakhambi

Amakhambi atholakalayo lapho inkampani Inqaba Kumceli Wolwazi

- **Amakhambi Angaphakathi**

Inkampani ayinayo inqubo yokufaka izikhalazo yangaphakathi. Ngakho, isinqumo esithathwe yisikhulu solwazi singu juqu, futhi abacelayo bazosebenzisa noma yimaphi amakhambi angaphandle abanawo uma isicelo solwazi senqatshiwe, futhi ocelayo akanelisekile ngempendulo enikezwe yisikhulu solwazi.

- **Amakhambi Angaphandle**

Umfakisiselo onganelisekile ngokwenqaba kwesikhulu solwazi ukudalula imininingwane, kumele afake isicelo zingakapheli izinsuku ezingamashumi amathathu (30) ethole isinqumo asifake eNkantolo ukuze athole usizo.

Ngokufanayo, umuntu wesithathu onganelisekile ngesinqumo sesikhulu solwazi sokunikeza isicelo semininingwane, kumele afake isicelo zingakapheli izinsuku ezingamashumi amathathu (30) ethole isinqumo asifake eNkantolo ukuze athole usizo. Ngezizathu zalo Mthetho, IziNkantolo ezinamandla phezu kwalezi zicelo yiNkantolo Yomthethosisekelo, iNkantolo Ephakeme noma enye inkantolo enesimo esifanayo

4.5 Amasevisi Atholakalayo

4.5.1 Uhlobo lwamasevisi

Inkampani inala masevisi alandelayo atholwa amalungu omphakathi:

- Amasevisi ezindiza;

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Umphakathi

- Imininingwane yendiza;
- Amasevisi okuthengisa;
- Amasevisi ezindlu;
- Ukupaka;
- Imininingwane ejwayelekile ephathelene ne-Airports Company South Africa SOC Limited;
- Amalaysisense ezindawo zezindiza, izivumelwane kanye nezimvume;
- Uhlelo lwezindleko kanye nolwezintela; futhi
- Amasevisi okubonisana ngesikhumulo sezindiza kanye nawezeluleko zobuchwepheshe.

4.5.2 Ukuthola Indlela Yokufinyelela kulama Sevisi

- Wonke amasevisi esikhumulo sezindiza nezindaba ezihlobene nawo ayatholakala ezikhumulweni zezindiza eziyisishiyagalolunye (9) ezilawulwa yi-Airports Company South Africa SOC Limited; futhi
- Ukufinyelela kulawa masevisi kanye neminingwane ehlobene nawo kuzotholakala kubaphathi jikele balezo zikhumulo zezindiza noma kusikhulu solwazi. Ngenye indlela, imininingwane izotholakala ngewebhusayithi.

4.6 Amalungiselelo

Amalungiselelo avumela ukubamba iqhaza komphakathi ekwakhiweni kwenqubomgomo kanye nasekusebenziseni amandla e-Airports Company South Africa SOC Limited.

Inkampani isebenzise amaforamu omphakathi ahlukahlukene ukuze ixazulule izinkinga ezithile ezibucayi ekusebenzisaneni kwayo nabasebenzisi besikhumulo sezindiza futhi ikakhulukazi nabalingani bayo abahilelekile ngokuqondile ekuhlinzekeni amasevisi ezindiza kumalungu omphakathi jikelele. La maforamu axoxisana njalo nenkampani ngendlela ehleliwe ukuze kuqinisekise Amasevisi Ezikhumulo Zezindiza aphephile futhi aphumelelayo kubo bonke Abathintekayo kanye nokuqapha amazinga esevisi awo wonke amathimba.

4.6.1 Ikomidi Labasebenza Ezikhumulweni Zezindiza (AOC)

Lapha ukuxhumana nqo kwanyanga zonke Nabamele Izindiza bakaZwelonke kanye naboMhlaba wonke ukuze kuqinisekise ukusebenzisana kanye nokusekelana ekuhlinzekeni ngesevisi amahle kakhulu kumalungu omphakathi. Le foramu iqinisekisa ukuthi amazinga amasevisi nokuphathwa kwezimpahla kanye nabagibeli kusezingeni eliphakeme futhi kuhlala kwenziwa ngcono njalo.

4.6.2 Iforamu Yabasebenzi Ababhekene Nemithwalo-(ACOC)

Iforamu eyinjwayezi yabasebenza ngemithwalo ukuqinisekisa ukulethwa ngempumelelo kanye nokuyiswa ngezindawo ngezindawo kwezimpahla.

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4.6.3 Iforamu Yezokuphepha

Iforamu eyinjwayezi eyakhiwe Amaphoyisa aseNingizimu Afrika, Amaphoyisa aseMngceleni, Impahla, Ukuthutheleka kwabokufika, abanye abameleli bakaHulumeni nabanye ababambiqhaza esikhumulweni sezindiza ukuqinisekisa ukuphepha okuphezulu kuzo zonke izikhumulo zezindiza zethu.

4.6.4 Iforamu Yommeleli Wezindiza

Le foramu yakhiwe Inhlango Yabameleli Bezindiza (AASA) neBhodi labameleli izindiza (BARSA).

4.6.5 Ikomidi Elilawulayo

Lokhu kunqunywe umthetho we-Airports Company South Africa SOC Limited Act, phakathi kokunye; ukulawula intela ekhokhiswa yi-Airports Company South Africa SOC Limited kubasebenzisi bayo kanye nokuqinisekisa izinga eliphezulu lesevisi. Ikomiti elawulayo, ngaphezu kwalokho, ithola izikhalazo ezivela kunoma yimuphi umuntu okhathazeke ngokwehluleka kwenkampani ukuhlinzeka ngamasevisi abhekeke ku-Airports Company South Africa SOC Limited Act, ngokufaka isikhalazo. Izikhalazo zizothunyelwa eKomidini Elilawulayo, Private Bag X 193, Pretoria, 00017.6 Civil Aviation Consultative Structures. I-Civil Aviation Authority ingujikelele wesigungu esibhekele Izindiza Zomphakathi. Ababamba iqhaza kumaforamu avamile nahlelekile Esigungu Sezindiza Zomphakathi ngezinkinga zoku:

- Ukuphepha;
- Ukuvikeleka;
- Ukuvikelwa kwemvelo; kanye
- Izindiza Zomphakathi.

4.6.6 Inhlango Yabaqhubi Bezindiza (AOA)

Inhlango Yabaqhubi Bezindiza imelela bonke Abahlinzeki Bamasevisi Ezindiza Aseceleni afana Njengabaphathi, Abalungisa Ukudla, Ukufaka udizili namafutha nokuhlanza njll futhi ihlangana nyanga zonke neNkampani futhi isebenza njengengxeny ebalulekile yemisebenzi yesikhumulo sezindiza

4.7 Okuhlukahlukeno

Leli bhukwana lizo:

- Buyekezwa minyaka yonke;

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- Litholakale kulezi zindawo ezilandelayo:
 - Yonke indawo okubekwa kuyo esemthethweni njengoba ichazwe esigabeni 6 se Legal Deposits Act 1997;
 - Umlawuli Wolwazi;
 - I-Airports Company South Africa SOC Limited's Corporate Office; futhi
 - Kuwebhusayithi ye-Airports Company South Africa SOC Limited [ku-
www.airports.co.za](http://www.airports.co.za)

5. Inqubo yokuqapha

Ukuqaliswa okuphumelelayo kokusetshenziswa kanye nokuqashwa kwaleli Ibhukwana Elimayelana Nokugquguzela Ukufinyelela Olwazini kuzokwenziwa ngamakomiti afanele. Ukucwangingwa kwamabhuku kwangaphakathi kuzokwenziwa ukuze kutholakale ukuhambisana kanye nokuqaliswa kokusetshenziswa. Le nqubo izobuyekezwa ngokufanelekile ukuze ibonise izinguquko zemvelo noma imfuneko yomthethonqubo ukuze kuqinisekise ukuthi iyasebenziseka futhi eyesimanje enhlanganweni.

IZILAWULI ZOKUQAPHA	INHLOSO	IZIBOPHO	IMVAMISA
Ukucwangingwa kwamabhuku Kwangaphakathi	Ukuhlinzeka ngokuhlolwa okuzimele ku-Arc, iKomiti eliPhethe kanye neBhodi maqondana nezindaba zebhizinisi kanye nokusebenza ngempumelelo kwale nqubo.	Ukucwangingwa kwamabhuku Kwangaphakathi	Izikhawu ezihleliwe.
Ikomidi Lokubusa Nesiqinisekiso	Ukuze wenze izibuyekezo zaminyaka yonke zokucubungula imibiko.	Ezomthetho	Njalo ngekota.
RRC	Thola uma ucela umbiko nokucubungula imininingwane.	Ezomthetho	Izikhawu ezihleliwe.

Qaphela: Leli bhukwana lizobuyekezwa njalo eminyakeni emithathu futhi uma kunesidingo sokubuyekeza inqubo ngaphambi kokuhamba kweminyaka emithathu ngenxa yanoma yiziphi izimo okuyizimfuneko zomthetho, izinguquko emabhizinisini, isidingo sokubonisa izindlela zamanje noma imisebenzi, leli bhukwana liyovulwa ukuze libuyekezwe ngokufanele.

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Isitatimende sokuzihlangula: Ezimweni lapho amalinki amadokhumenti kungafinyeleleki kuwo, finyelela ngqo kumadokhumenti aseSitolol Samadokhumenti Okuphathwa Kwezinqubomgomo ku-intranet yeNkampani.

6. Ukuziphendulela kanye Nezibopho

Ukuziphendulela jikelele ekuthuthukiseni kanye nasekusebenziseni kwale nqubo kulele ku-Chief Executive Officer ngokusekelwa yi-Group Executive: Abamasevisi Enkampani kanye noMkhandlu Wezomthetho Weqembu ngabantu abanesibopho esicacile sokuthuthukisa, ukuqaliswa kokusetshenziswa kwale nqubo. Abacwaningi Bamabhuku Bangaphakathi banesibopho esiphelele sokubika imiphumela yocwaningo ekomitini Lokuhlola amabhuku mayelana nezindaba zomnyango wezomthetho.

I-RACI Matrix: Isibopho, Ukuziphendulela, Ukubonisana kanye Nokwaziswa.

6.1 Labo Okumele Baziphendulele

Abanamagunya	Abasebenzi	Umphathi Omkhulu	Umphathi Omkhulu Weqoqo Lezinkampani: Abamasevisi Enkampani	Umkhandlu Wezomthetho Weqembu	IKomidi eliPhezulu
Unesibopho jikelele sokuziphendulela uma kuthuthukiswa kanye ukuqala ukusetshenziswa kwaleli bhukwana	-	<i>Unesibopho</i>	<i>Unesibopho</i>	<i>Lowo Okumele Aziphendulele</i>	-
Unesibopho jikelele sokuqalisa ukusebenza nokubambelela kuleli bhukwana	<i>Unesibopho</i>	<i>Unesibopho</i>	<i>Unesibopho</i>	<i>Unesibopho</i>	-
Uthintiwe ngesikhathi kukhona okuhlukile kanye nokubambelela kwale bhukwana.	<i>Uthintiwe</i>	<i>Uthintiwe</i>	<i>Uthintiwe</i>	<i>Uthintiwe</i>	-

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Unesibopho jikelele sokubambelela, sokuqaliswa ukusetshenziswa kanye nokusebenziseka emsebenzini othile.	<i>Unolwazi</i>	<i>Unolwazi</i>	<i>Unolwazi</i>	<i>Unolwazi</i>	
Unesibopho sokugunyazwa kanye nesegunya	-	-	-	<i>Unesibopho</i>	<i>Lowo Okumele Aziphendulele</i>
Xoxa ngenqubo kubo bonke ababambiqhaza abathintekile noma abasebenzi.	-	<i>Unesibopho</i>	<i>Unesibopho</i>	<i>Lowo Okumele Aziphendulele</i>	-

6.2 Izindima Nezibopho

6.2.1 Isikhulu Esiphezulu (“Isikhulu Solwazi”)

- Isikhulu Esiphezulu siyiSikhulu Solwazi njengoba siqokwe yisigaba 1 soMthetho futhi sinesibopho jikelele wokuqinisekisa ukuthi Inkampani iyahambisana noMthetho.

6.2.2 Iphini Lesikhulu Solwazi

- Ngokwesigaba 17 soMthetho, Isikhulu Solwazi (i-Chief Executive Officer kulokhu) sinelungelo namandla okuqoka noma okudlulisela amandla ephinini Lesikhulu Solwazi .
- IPhini Lesikhulu Solwazi njengoba liqokwe yi-Chief Executive Officer libhekele, phakathi kokunye, ukuphathwa kwanoma yiziphi izicelo ezitholiwe ngokoMthetho kanye nanoma yiziphi izibopho zokubika kuMlawuli Wolwazi njengoba kubekwe uMthetho.

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7. Ukubika Ngokungavumelani kanye Nokungahambisani

Noma yikuphi ukuphambuka kuleli bhukwana kuzohlonzwa futhi kubhaliswe ngezinyathelo zokulungisa kanye nokuvimba ukuze lenziwe ngcono njalo ngokuhambisana [Nemibhalo Yenqubomgomo Yokungavumelani Nokungahambisani Z001 001M](#)

8. Amadokhumenti Enqubomgomo Ahlobene

Inqubo Yokulawula Amadokhumenti - Z001 006M
 Inqubo Yezinqumo Zokugcina Irekhodi - Z001 008M
 Inqubomgomo Yokungavumelani, Inqubo Neziqondiso Zokusebenza - Z001 001M
 Inqubomgomo Yokuqinisekisa, Inqubo kanye Neziqondiso Zokusebenza - Z001 002M
 Inqubomgomo Yukushintsha Ukulawula, Inqubo kanye Neziqondiso Sokusebenza - Z001 003M
 Inqubo Yomthetho Wokugquzela Ukufinyelela Olwazini (PAIA) - I010 001M

9. Okuhlobene Nomthetho kanye Nesilinganiso

Uhlelo Lokulawulwa Kwekhwalithi ISO 9001
 Umthetho Wokuvikela Ulwazi Lomuntu No.4 ka-2023
 Umthetho Wenkampani Yezindiza No. 44 ka-1993
 Legal Deposits Act No 54 ka-1997
 UMthetho wokuGquzelwa ukuFinyelela oLwazini No 2 ka-2000

10. Shintsha Ukulawula Nokuqinisekisa

Leli bhukwana lizoshintshwa kuphela ngokugunyazwa yi-Chief Executive Officer nangokuhambisana ne-[Nenqubo Yokushintsha kanye Nokuqinisekisa ka - Z001 003M](#).

11. Amarekhodi

Umnikazi Wenqubo Ngayinye njengoba ekhonjiwe unesibopho sokugcina, alondolozwe futhi avikele amadokhumenti abo. Amarekhodi azokhonjwa, abuyiswe kalula futhi azolandela izikhathi zokugcinwa njengoba kulawulwa noma kudingwa yinhlangothi, izimfuneko zomthetho noma zokulawula. Buyela [Inqubo Yezidingo Zokugcina Amarekhodi - Z001 008M](#).

Igama Lerekhodi	Indawo Yokugcina	Inombolo Yerekhodi	Okuxhunyanwa naye	Isikhathi Sokugcinwa
Ibhukwana le-PAIA	Bheka i-Master Policy Management Storage Room	J020MAN	Isikhulu Senqubomgomo Nesiqinisekiso	Iminyaka Emithathu (3)

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12. Umlando Wokubuyekeza

Usuku lokugcina lokubuyekeza	Izimo Sokubuyekeza	Umhlanganisi	Isifinyezo sezinguqukoi
Izinkinga Ezintsha	Ihlelo: 1	Umeluleki Wezomthetho Weqembu: IGAMA KANYE NESIBONGO Lubabalo Ntsonkota	Inkinga Yokuqala
26 Febuwari 2019	Ihlelo: 2	Umeluleki Wezomthetho Weqembu: IGAMA KANYE NESIBONGO Lubabalo Ntsonkota	NA
09 Febuwari 2023	Ihlelo 3	Umeluleki Wezomthetho Weqembu: IGAMA KANYE NESIBONGO Lubabalo Ntsonkota	Ukufakwa kwazigatshana ze-PAIA kanye nokubuyekezwa kwesakhiwo senkampani.

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13. Ukugunyazwa (Bheka i-Master Policy Management Storage Room)

Umsebenzi	Igama	Ukusayina	Usuku
Uhlanganiswe ngu-	Uchwepheshe: Ulwazi Futhi Nemfihlo IGAMA KANYE NESIBONGO Sherly Mphahlele		15/07/24
Ukuqinisekisa Ikhwalithi: Amadokhumenti Ezinqubomgomo	Umphathi Inqubomgomo Nesiqinisekiso IGAMA KANYE NESIBONGO Thabana Mahlo		10 Feb 2023
Kusekelwa ngu	Umkhandlu Wezomthetho Weqembu IGAMA KANYE NESIBONGO Lubabalo Ntsonkota		15/07/24
Okugunyazwe ngu	Umphathi Omkhulu Weqoqo Lezinkampani: Abamasevisi Enkampani IGAMA KANYE NESIBONGO Laurene Less		16/07/24

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Usuku lokuqala: 01 Julayi 2024

ukuGquguzela ukuFinyelela oLwazini

Ukubusa Nesiqiniseko

Ihhovisi Lenkampani

Umphakathi

Ikhasi 25