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PMC
PALABORA
MINING COMPANY

PALA CONNECTOR

JUNE 2021 EDITION

Magnetite Division Soars



OPERATIONAL UPDATE | SHEQ CORNER | LEADERSHIP CORNER | COMMUNITY UPDATE



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CEO's Corner

Mr Han Jinghua



Palabora Copper (PC) PTY Ltd financial year ending 31st December 2020 was a momentous year, as we closed on a positive note. The second quarter of the new year also saw a strong production performance with Magnetite Division hitting an old time high of 703 613 tons in May. A sterling performance that does not come easy considering what the country is faced with right now – COVID-19, third wave!

With South Africa and other parts of the world being in the middle of the third wave, now is the time to challenge ourselves to be more vigilant and ensure that we continue to take utmost care of our health, safety and that of our loved ones over the coming months. The new variant is of great concern to the business and I would like to encourage those that will get an opportunity for a job to take advantage of it to improve the level of protection offered by vaccines as they reduce the severity of illness in case one is infected.

The essence of my message on the pandemic:

Many things could have worked against us and instead we were more favoured than some other businesses. We must count our blessings, be thankful and appreciate where we are currently as a business. Our mission is to preserve jobs, create shareholder value and provide the best health and safety solutions each time you step in our operations.

“It always seems impossible until it is done” **Nelson Mandela**

- The business responded decisively to COVID-19 by prioritising your wellbeing and that of our stakeholders. Since the lockdown restrictions, we have put measures in place to prevent the spread of infections in the operations and advised employees to always exercise COVID-19 protocols. Let us continue referring to the valuable information found in the COVID-19 manual.
- We did not restructure or lay-off any staff in the face of the pandemic, as part of our “Caring” value. As management, we were clear that this is a time where we need highly motivated employees to cope with the daily challenges and workplace demands as we are all charting in the “new normal”.
- The business ran campaigns internally and externally to empower employees, local communities and enforce the government message on flattening the curve. We have supported the local communities in which we operate with food parcels and other relief efforts and have encouraged all our employees to donate generously to keep everyone afloat during these trying times.

Finally moving into July, let us remember to celebrate the spirit of Nelson Mandela that thrived on service towards those that are underprivileged, forgiveness, positive thinking and remarkable endurance.



Editor's Notes



Nametsegang Matthews

Please tell us what you think of the news articles featured in this Issue by writing to:

E-mail: nametsegang.matthews@palabora.co.za

Greetings and a warm welcome to another informative Pala Connector newsletter - a platform to connect and communicate with our very own.

I hope everyone is hanging in there during these unprecedented times. We are all still grappling with the COVID-19 pandemic and its aftermath, fighting for our survival amid a third wave. Let us continue to follow strict COVID-19 health protocols. The one logical thing to do for ourselves is finding ways to balance our mental, emotional, and physical needs; this challenge is undoubtedly a marathon, and not a sprint, requiring vigilance, level headedness and adherence to basic health protocols.

The month of June will always carry significant meaning in the South African political history. We have come to mark the 16th of June 1976 as a day when we honour our youth and also commemorate those whose lives were lost in the fight for equal education, social and economic justice. It is re-assuring to know that this struggle for justice is alive and continuing with today's youth who have fittingly taken over the baton from past generations.

As a business, we strive to stand in the gap and keep our ears on the ground through continuous stakeholder engagements (internally and externally). We are ready to listen and allow for voices to be heard, hence the many empowerment platforms in the business.

See how Asisebenzeni (a local company), who is one of the beneficiaries of the "Palabora Link" programme, lives up to the PMC values. We owe it to our valued stakeholders to listen to them with understanding and take in their perspective. This we will do, whilst we continue to acknowledge and celebrate many of our employees who have demonstrated our business's core values and continue to fly the safety flag high. To them we say: *We salute you and appreciate your hard work!*

Let us listen, lead and allow to be led!

Familiarise yourself with the PMC Sexual Harassment Policy

Sexual harassment is an unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. It has been characterised by the Labour Appeal Court as “the most heinous misconduct that plagues a workplace”.

Research indicates that more than a third of women have experienced sexual harassment in the workplace. As an employer, having a Sexual Harassment Policy is crucial in both discouraging inappropriate behavior and protecting yourself and your employees if something happens at the workplace.

The experience from the recent Commission for Gender Equality (CGE) engagement that took place early April 2021 is that not all employees have knowledge about the business Sexual Harassment Policy.

Another reality is that, while these misconducts happen directly or indirectly, they still pose a serious challenge in dealing with them.

Amongst some of the other things that one can take away from the Sexual Harassment Policy document is our business policy statement, the definition, types and examples of sexual harassment. It also incorporates ways of addressing or reporting sexual harassment. Employees and stakeholders need to know that any direct or indirect form of sexual harassment will never be tolerated in and outside the workplace.

That being said, it is vital for all employees to read and be familiar with the PMC Sexual Harassment Policy so they can be able to identify sexual harassment in all forms and types, as well as learn how to deal with it, if it happens.



(PMC) Sexual Harassment Policy on your computer, follow this simple instruction:

- X-Drive
- Palabora Mine Wide Documentation
- Human Resources-Employee Relations
- Policies
- Sexual Harassment Policy document



Magnetite Division hits an “old” time high!

“Our strategy is simple; we keep our message clear and provide continuous communication updates on targets across the board. All employees in the various sections know what their target is for the day,”



Guess who is back? Back with a new strategy, new plans and a better performance than before. It is a moment we have all been waiting for!

It is evident that some challenges need more time to fix while some simply need a dedicated team, ready to adopt new ways of doing things.

The Magnetite Division has achieved groundbreaking performance with a production figure of 703 613 tons for the month of May 2021. A target that has not been easy to come by for a long time.

Although the Division wanted to celebrate this good performance with all its team members, the Covid-19 challenge and the need to keep focus on the daily target meant that only a handful of employees could do just that.

With that being said, a team of leaders, consisting of Superintendents and Supervisors stood in the cold wind to mark the achievement. The team's performance as indicated by Sydney Kopong, Senior Manager for the Division was a super

exciting hybrid performance and one not to go unnoticed. The team had set daily, weekly, and monthly targets which yielded 25 000 tons daily, 175 000 tons weekly and a massive 703 613 tons for the month of May 2021. "Our strategy is simple; we keep our message clear and provide continuous communication updates on targets across the board. All employees in the various sections know what their target is for the day," said Kopong.

In sharing and celebrating this achievement, Mpho Kachere, Operations Manager at Magnetite Division highlighted the actions that contributed towards achieving the May target. "Vincent Mofokeng, the (Maintenance Manager) and I, closely worked together in communicating the new plan. The 2nd wave of Covid-19 taught us not to take anything for granted".

Kachere further mentioned that they do regular plant walkabouts in their area to ensure that all health and safety protocols are observed. "Without these interventions, our workforce will not have been able to produce to maximum capacity".

"It is fair to say that the achievement did not come easy", added Mofokeng as he highlighted some of the few challenges that needed attention to sustain the good performance and ensure that it does not become a once-off performance.

"We are not out of the woods yet as there is room for improvement in securing plant availability and sustaining it. Our challenge remains plant reliability at this stage. To minimise the risk of downtime, we are currently working on changing import pipelines and improving Gland Water Service (GWS) to mitigate the risks".



Operational Update



Update on Tank Cells Flotation Plant Optimisation



A warm invitation for coffee is hard to come by in this business as many of us face pressing deadlines and constant pressure to reach production targets. The invitation from the Concentrator Operations Manager, Eric Mualusi was certainly one to look forward to.

Eagerly standing in front of the white board like a lecturer, the soft spoken Mualusi took us through Flotation Plant Commissioning and Optimisation three phases approach, Plant Commissioning Process, Optimisation and steady state with Lift II Run of Mine Ore (ROM). We had one of the most insightful interviews as he took his time to share his knowledge on the plant's performance and what it took for them to get to the desired results.

The commissioning phase was not only focusing on the process, it was a real test on the level of acceptance of changes in technology by flotation plant employees. The pass in the test was indeed made easier by continuous support provided by BIGRIMM who is the Original Equipment Manufacturer.

It has been almost two (2) years since the commissioning of the 300m³ Tank Cells Flotation Plant. Regardless of the interruptions caused by Covid-19, the Concentrator team remained focused on phase (one) 1 of optimisation which resulted on stabilising the plant recovery (yield) of 79%. This achievement laid a solid foundation for the team to commence with the phase (two) 2 of optimisation", said Mualusi

Phase 1 of the Plant Optimisation is defined as setting of operational parameters, phase 2 is the in-depth process which brings understanding through Hydro-dynamic study. The Hydro-dynamic study is a stepping stone towards optimum efficiency using Lift I ore and phase 3 is the final steady state where the plant will operate with Lift II ore at design Metallurgical performance.

In April 2021, a team of Metallurgists at Concentrator conducted a two week Hydrodynamic study with the primary objective of gaining in-depth understanding of the dynamics or factors that are influencing the recovery within 300m³ rougher flotation cells. This study wouldn't be possible without the assistance of Louis Hoffman current flotation reagent supplier who provided his instruments at no cost. This study was crucial not only to improve the plant efficiency but importantly to provide the right skill to young metallurgist to ensure results sustainability in a long term.

"I am pleased to pronounce that the data collected during the two week-study has been fully analysed and the development of action plans to achieve step change in recovery is progressing well". Mualusi envisaged that the implementation is scheduled to commence in quarter three (3) of 2021. Upon the completion of these action plans, the expected results are to improve and stabilise recovery at 83-84% with Lift I material. With current favourable market conditions this is a significant stage of operation to maximise Concentrates volume and return thereafter. The efficiency is expected to further improve to 87-88% with the improvement of Run of Mine Ore grade from Lift II material.

SHEQ Corner

PMC Proto team, are you ready to serve?

Their motto is “Voluntate servio” which simply means “voluntarily I serve”



The Palabora Mining Company (PMC) Proto team is a voluntary group of employees trained to perform underground rescue work and response to underground fire emergencies. The PMC Proto team was established in 1999 in accordance with requirements of the South African Mines Health and Safety Act, regulation 16.5 Emergency Preparedness Response that requires that any underground mine to be affiliated to a mine rescue organisation and to establish a rescue team.

PMC is a member of the Mines Rescue Services (MRS), who offer training of rescue team members to the required skills competency. Honoring the badge ‘Voluntate servio’, or ‘voluntarily we serve’, Mines Rescue Services requires its rescue team members to be physically fit have heat tolerance, discipline, a stable temperament and underground mining expertise. As an active mineworker they are also required to undergoing quarterly refresher training courses. On completion of training all members are issued with licenses to operate as rescue workers by the MRS.

The first PMC Proto teams consisted of 13 members. Proto Teams have been providing resources and expertise for effective emergency response to the underground mining industry. For the past 22 years at PMC, the same services have been functional since the time the Palabora Underground Mining Project started. The regulation 16.5 became a requirement in terms of the Mine, Health and Safety Act.

Due to the remote location and the requirements for responding to underground fires, PMC endeavors to maintain three highly trained teams of volunteer members. PMC Proto teams have been involved with search and rescue operations, not only internally, but externally at amongst others, the JCI and Lilly mines.

The PMC Proto team currently comprises of 19 active Proto members divided into three teams with a Captain, Vice-Captain and Proto Brigadesmen in each team. The following Proto members have received long service awards for being members of the PMC Proto Team: Wayne Smit (10 years

– 2017), Erick Nel (10 years – 2018), Simon Mathebula (10 years – 2018), Jaco Erasmus (10 years – 2021), Pierre Du Preez (5 years – 2018), Johan Bezuidenhout (5 years – 2018), Warren Stamp (5 years – 2019) and Johan Beeslaar (5 years – 2019).

Pieter Venter, Pukke le Grange, Jurie Gouws, Pierre Nel and Robert van der Walt are Rescue and Fire Services members of the PMC Emergency Services and they have been offering their services between 5 to 30 years.

“Palabora’s Brigadesmen (Unsung heroes of emergency rescue) are saluted for their bravery, dedication, loyalty and proud service towards the business and for that, we thank and appreciate them for their tireless efforts.

Employees who share the same sentiments, values and passion and want to be part of the PMC Proto team, are advised to contact Pierre Nel, Emergency Services Supervisor on speed dial 6230 to help keep the spirit of serving alive”.



Leadership Corner



*Nemathithi Rendani Calvin,
Manager, Underground
Mining Operations.*



He found a home, in a home - a leader that inspires

‘You cannot plough a field by turning it over in your mind. Either you get out there and plough or it doesn’t get done.’

“There is an Irish Quote by Chris Murray that goes, ‘You cannot plough a field by turning it over in your mind. Either you get out there and plough or it doesn’t get done.’ I believe hard work and dedication should not remain a desire, but one has to be willing to go out there and get their hands in the field,” these were encouraging words from Nemathithi Rendani Calvin, Manager, Underground Mining Operations.

After 21 years of being in the mining industry and serving in various positions, Nemathithi, seems to have mastered the art of leadership in his own right. Inclusive of his primary role, he is also responsible for the Mining Haulage, Secondary Breaking Unit (SBU), Logistics, Cave management, as well as the Rehab and Civils sections. A husband and proud father of two (2) certainly found a home within a home at Palabora Mining Company (PMC).

He started his mining career in 1996 as a learner official with Goldfields Mine where he occupied various roles, which ranged from a miner up to Shift boss. Nemathithi joined PMC in 1999 as a shunter and shortly proceeded to work as an onsetter for a period of three years. He was afforded

an opportunity of a lifetime when he was offered a study bursary by PMC in 2008 to study Mining Engineering at the University of Johannesburg. After completing his studies, he occupied the position of a Cave Operations Mining Engineer. Nemathithi’s next role was in the Mining Operations as a Haulage miner and was later appointed as a Haulage Supervisor. He further worked as SBU Superintendent for a period of two years and led both the Haulage and SBU sections as a Cave Operations Superintendent for the last five years.

Nemathithi spoke of his encounter with mining people as those with a combination of seasoned and new entrant operators. He explained how crucial it is for him as a leader to identify different methods to motivate different individuals in his team. “Money, of course may be one factor, but other factors include initiatives such as the interdepartmental competition whereby the best crew of the month is awarded a trophy and other forms of recognition. This competition has seen an improvement in production performance, with teams competing to be the best each month, and it has resulted in an upward production trend monthly,” Nemathithi concluded. Another initiative included creating a

culture of learning during their Thursday underground sectional meeting, where Nemathithi engages with operators by asking questions related to safety, Health, Environment and Quality (SHEQ), cost and production thus creating an atmosphere of learning and feedback. The aim of this approach is to ensure that communication cascades from top to bottom and that relevant feedback on fundamental issues is provided.

After hearing about all these initiatives, I could not help but ask what his strategy for business improvement is and he said, “I believe PMC is a very systematic mine and well advanced in technologies compared to conventional mines. As such, I believe in always coming up with ways to ensure that we have systems that allow for monitoring and improving efficiencies to our underground operations. It is often said that, ‘you can only manage what you can measure’. It is with this in mind that I set systems in place to have a holistic view of the performance and to identify areas to improve.”



An ordinary employee, doing extra ordinary things – a recognition for Steven Mathole

“The world is forever changing through innovative thinking and we are fortunate to have an employee like Steven Mathole. It is pleasing to see an ordinary employee, who thinks extraordinarily. My engagements with him are always productive and no words can comprehend how much we value and appreciate him as a member of our team,” - Humphrey Mandlazi, Superintendent at Magnetite Operations Stream 1, during our ‘Tea with your Leader’ breakfast.



'Tea with your Leader' is a new initiative from the Communications section that seeks to embrace and recognise employees from entry level up to C5 position. Some of the qualities we encourage leaders to look for when nominating eligible employees are teamwork, leadership, innovation, SHEQ awareness and showing continuous improvement in their work.

The initiative also aims to give leaders a chance to convey messages of appreciation to employees who are doing well in their fields of work. Through this platform, we trust that we will promote a positive culture of ambassadorship and encourage other employees within the business.

Our first interactive "Tea with your leader" was on the 14th April 2021, at the Magnetite

Division – Products and Dams, where Mathole was our first nominee.

Mathole has been with Palabora Mining Company (PMC) since 2009, working as a contractor. His hard work saw him being employed permanently as a Plant Operator at Magnetite Project Dams from 2010 to date.

This remarkable employee's innovative ideas have brought a lot of changes to his Department and his leader could not stop singing praises because of his exceptional work. Some of the innovations include: Protecting equipment from damage through a fixed screen when moving Magnetite from Magsap to Magbooster plant. Improving our product quality by stopping foreign materials from mixing

up with the final product. Doing pre-inspections before work and alerting his leaders of anything that might cause accidents and affect the health and safety of employees.

The passion and love that he has for his job was projected in his words during our conversation on that day. His career aspiration is to see himself at the top, leading other employees in his section. "I feel honoured to have been nominated, I never expected it and I would like to encourage other employees to always do their best, love their jobs and never be afraid to share their ideas that may develop their section and the business as a whole," exclaimed Mathole.



PMC Rail sets to turn into a highway





The new CRRC Dalian locomotives have touched down on the Ba-Phalaborwa soil. In comparison to the old rental Class 35-000 locomotives, the new locomotives come with more power and performance.

Bright Shabangu, Senior Manager Transnet Phalaborwa Depot could not hold back his excitement as he described the new purchase. "We are truly excited that we have finally arrived here. This is not just any locomotive, it's a "Mercedes-Benz" – which will be hauling 40 loaded wagons full of Magnetite. They will be moving internally (Palabora Mining Company) from Magload out to Marshalling Yard".

The atmosphere at Light Support Equipment (LSE) workshop was filled with

excitement amongst those who came to witness the new purchase. PMC Senior Manager for Supply Chain & Logistics, Sanda Zungu was equally excited looking at the significant strides the business has achieved. "The new locomotives serve as a milestone for PMC as it is aligned with the Magnetite strategy to improve sales. This new purchase will position PMC for even greater success", he exclaimed.

Jeffery Ramawela took to the driver's chair as the appointed person to operate the new locomotives to demonstrate his readiness to steer the new train. "I am filled with excitement and gratitude, thank you team for trusting me with the new machinery".

The new Locomotives are set to reduce train-handling time at PMC, which will ultimately increase dispatches on site while increasing profit margins. The business will save millions of Rands per annum on rentals once the new locomotives are operational.

"I would like to offer my gratitude for the collaborative effort and support I have received from the Logistic team, Asset Management and Finance, this puts PMC in pole position operationally versus our competitors in terms of safety and production", mentioned Milton Malatji: PMC Superintendent Logistics Operations.



Snake awareness day for Vermiculite Business





The Vermiculite (VO) Business together with Training Development & Contractor Management facilitated environmental awareness training responding to the anticipated change of seasons. The objective of the snake awareness session was to empower employees with tips on how to react when confronted or threatened by a snake.

Besides keeping the food web in check, decreasing the likelihood of diseases from spreading and playing an integrated role in maintaining a healthy ecosystem, venomous snakes play an important part in the treatment of heart attack patients, people with autoimmune diseases, diabetes or victims of chronic pain.

The aim of this campaign was to refresh the minds of old employees, educate new employees about the culture of the business and how to familiarise themselves with the environment. This is a reminder that we are not just a mine but a wildlife sanctuary as well.

“Around this time of the year at my Department, we tend to witness and experience a lot of wildlife. Just the other day, a 4-meter python came to our area of operation which propelled me to conduct this training awareness”, mentioned John Makgatho, PMC Senior Manager: Vermiculite Business.

One of our employees at Training Development & Contractor Management, Johannes Van Wyk volunteered his services and brought two snakes for awareness purposes and allowed employees to have a physical experience with them. Van Wyk also shared tips on how to behave when you spot a snake at home or at work.

“The first thing you should do when you spot a snake at work is to keep calm, give way and immediately call security on speed dial 2226”, mentioned Van Wyk.

Employees at VO came in numbers to grace the campaign and learn about their surroundings. The event ended on a high note when employees engaged in taking pictures with the red-tail boa snake.

PMC is located directly adjacent to the world-renowned eco-tourism attraction, the Kruger National Park. On site, we also host several wildlife and cultural heritage programmes as part of our ongoing sustainability drive.

“The first thing you should do when you spot a snake at work is to keep calm, give way and immediately call security on speed dial 2226.”





CGE enlightens PMC women on gender rights and issues



The Commission for Gender Equality (CGE) team represented by Dennis Mototoka-Legal Researcher-, Tshepang Mokgokong-Provincial Manager, Nkhensani Hlekani-Educational Specialist visited Palabora Mining Company (PMC) in May 2021 to conduct awareness on sexual harassment, and other gender empowerment related issues. The CGE also deals with gender discrimination, violations of gender rights and many other gender related problems.

Speaking on behalf of the delegation, Mototoka thanked PMC for cooperating with the Commission since 2014. "We are here to assist management in creating an enabling environment for employees. Our engagement with employees will help us develop a report that will act as a guiding tool to enhance the business policies and procedures."

About 385 female employees and contractors attended the sessions. The representatives from CGE evoked a lot

of mixed emotions. Those in attendance learned how to navigate gender issues in the workplace. The presenters had everyone glued to the podium as attendees learned how to address sexual harassment and distinguish between the types of sexual harassment acts in the workplace namely: Quid Pro Quo and Hostile Work Environment which can either be verbal, non-verbal or physical. Women were also encouraged to familiarise themselves with sexual harassment policies. "We strongly discourage women who come up with false accusations on important matters such as sexual harassment," cautioned Mototoka.

During the discussion, we discovered that not all employees know and understand workplace sexual harassment policies. As a business, we have a strict sexual harassment policy which states that: Every individual has the right to be treated with dignity and respect for his/her privacy.

The right not to be subjected to sexual harassment extends not only to employees, but also to job applicants, clients, suppliers and contractors.

During the engagement, one of the women, Vutomi Mhlongo, Sales Coordinator at Marketing & Sales, Refined Copper said "I would like to thank Management for giving us an opportunity to engage with CGE. We have learned about sexual harassment and many other things. I will recommend that men must also be taken on board."

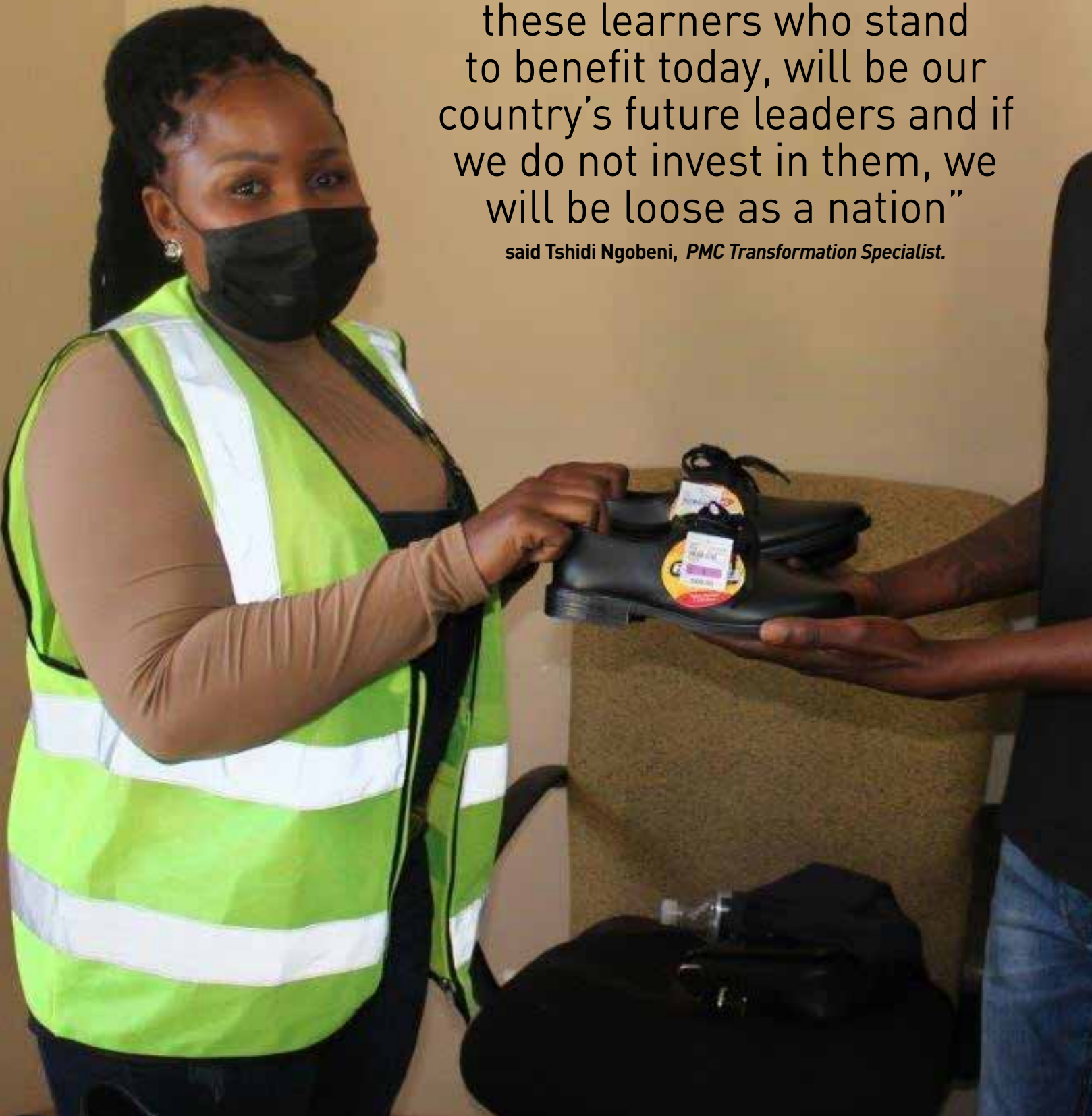
To ensure that they left everyone informed, a survey was completed by the women anonymously, which the CGE will use to compile a report with key findings and recommendations.





“Nothing brings me joy than seeing big companies extending a helping hand to local communities. Some of these learners who stand to benefit today, will be our country’s future leaders and if we do not invest in them, we will be loose as a nation”

said Tshidi Ngobeni, *PMC Transformation Specialist.*





Bushbuckridge schools benefit from PMC contractors

As the winter season intensifies, so should our human nature of thinking about and looking out for the less fortunate. Palabora Mining Company (PMC) together with three of its contractors, Bulk Dynamic, Vexovax and Ni-Da visited seven local schools at Bushbuckridge region on the 14th May 2021.

As part of their Corporate Social Investment (CSI) project, the contractors handed over 140 school shoes to the representatives of the chosen seven schools in Bushbuckridge. Each school received 20 pairs of shoes to handover to identified learners that are from disadvantaged background.

"On behalf of PMC, Vexovax and Ni-Da, I would like to thank the Bushbuckridge Local Forum for their patience and always putting the community interest at heart. Let us keep the positive energy going as we plan to do more for the residents of Bushbuckridge", exclaimed Juluka Kubayi, Operations Manager at Bulk Dynamics.

Speaking on behalf of all the school representatives at the handover, the school principal from Sibambayane Primary School thanked all the sponsors and stakeholders that were involved in this initiative. "you have answered our daily prayers by coming to do something for our learners. Thank you so much for being considerate to our learners and all the things you have done for the residents of Bushbuckridge".

"This is a clear indication that PMC stands firm on their word of giving back and transforming communities. We are proud and grateful that PMC together with Vexovax and Ni-Da are delivering on their promises, keep up the good work", said Happy Mosoma, Bushbuckridge Local Forum Chairperson.





Josiah Manyatja- *Yenamadoda lo!*



It is awe-inspiring to see a leader pouring his heart out about the exceptional work done by one of his team members.

For the month of May, 'Tea with your Leader' interaction was at Underground Mining where all eyes and attention were on Josiah Manyatja. Manyatja was nominated by Rendani Nemathithi, Manager, Underground Mining for demonstrating exceptional work performance.

The down to earth Manyatja hails from Botlokwa, Polokwane and is a father of three (3). He started working for the business in 1999 as a contractor under Bulk Mining Explosives (Pty) Ltd until he secured a permanent position as an Ore-Handling Operator at Underground Mining in 2006.

According to Nemathithi, Manyatja has outweighed other candidates on four factors, which include SHEQ, cost, production and teamwork.

"Manyatja has portrayed himself as a self-starter, and one who has the best interest of the business at heart. He is driven and always goes an extra mile. His courage and drive have added value to the Department" concluded Nemathithi.

Martin Nyarela, Superintendent, Cave Management at Underground Mining, who was representing Underground leadership did not hold back praises of the nominee and interjected while we spoke. "Manyatja possesses strong and unique work ethics as he is able to carry out tasks independently without supervision". Nyarela highlighted how he and management were blown away by Manyatja and his team who were able to finish a cleaning spillage at the Concentrator (Slack Mining Process) in three weeks when it could have taken longer.

"Manyatja is someone that will never give you a headache. He is what we call in Fanakalo language (a language used and developed by the Southern African miners) "Yenamadoda Lo!" – meaning he is the man!

"I feel honoured to be nominated for this special occasion. Thanks to management for recognising my contributions. This is proof that my efforts are appreciated, I am still going to do more and make you proud," exclaimed Manyatja. When asked what makes him different from the rest, he said "I know what I came here for, I am not afraid to communicate with management about certain challenges and problems that I encounter when I am at work. I always put new, and young employees under my wing to motivate them to work hard and abide by the business rules and policies".



3km Ga-Selwane road project nearing completion

PMC is working closely with its stakeholders to uplift local communities around Ba-Phalaborwa.

Residents of Ga-Selwane local community and the surrounding villages will soon enjoy a newly constructed 3-kilometer road that is set to change the lives of people at Ga-Selwane. Palabora Mining Company (PMC) appointed a local service provider as part of the B-BBEE empowerment agenda to commence with the road construction in 2019.

A resident has at best described travelling on this road as a hassle, especially during the rainy season. She relayed her struggles of travelling to town and running errands. "We avoid using private vehicles and opt to travel by taxis. Our challenge is that taxi operators have also reduced their trips due to the condition of the road, causing us to wait long hours for a taxi".

"The support and working relationship with the tribal authority is exceptional.

We were welcomed with both hands and given assistance when needed. If all goes according to plan, by the third quarter 2021 our work will be completed and the people of Ga-Selwane will have use of their newly built tar road" Julius Chitumba Site Manager from PGN Civils (PTY) Ltd commented on the road project as well.

The construction of the road started last year mid-October and is now at 95% completion. The construction team experienced a few setbacks but managed to overcome them. The process of box cutting, which has been said to be the major obstacle, is currently sitting at 95% completion. Once the box cutting is completed the following process will take place - roadbed at 93%, lower select at 95%, upper select at 95%, stabilised sub-base at 3% and base G1, followed by priming and surfacing as the final step.

PMC has been working closely with its stakeholders to uplift local communities around Ba-Phalaborwa. A wide range of development initiatives have been implemented, including school renovations, roads refurbishments and the building of new community facilities.

PMC's involvement in the Ba-Phalaborwa local communities has extended to assisting with Covid-19 awareness, including the donation of Personal Protective Equipment (PPE) to the local hospital (Maphutha Malatji Hospital), as well as providing food parcels and sanitizers to the local taxi associations to help in the fight against the spread of Coronavirus.



A newly built hall for Maseke community



Old hall



New hall

The Royal Council and community of Maseke relived their dream recently when LEOLO Community Trust and Palabora Mining Company (PMC) handed over a 2 million, newly built community hall. Kgoshi Mapula Malatji was in awe when the keys to the hall were presented to her. Ululations, dance moves and songs heard inside the venue were the order of the day.

This long-awaited project started in November 2019 and not withstanding the COVID-19 challenges the community hall was finished in November 2020. The hall is fitted with a kitchen, storeroom, boardroom and an office. As part of contributing to the local economy, a local

contractor and a beneficiary of the PMC Enterprise Development (ED) programme, Asisebenzeni Projects, owned by Johannes Maake was appointed for the construction of the hall.

Dennis Modise - PMC Secretariat took to the stage with a cheerful spirit and highlighted what the project signifies. "This project is one of the many projects that we as PMC planned and implemented to convey our care and love for our communities. We are happy that LEOLO has put the funds given to them to good use. Take good care of this building and use it to develop the community." According to Alpha Malatji - Royal Council

Secretary, the old hall was small and could not accommodate staff and members of the community. He further mentioned that, as the royal council, they are happy and grateful to PMC and LEOLO for building the hall, which will make the community's lives easier. They now will be able to hold meetings, events and other gatherings without worrying about space and weather conditions. Whilst also guaranteeing the safe and secure storage of their records and paperwork.



Youth Day is known as a day in which South Africans honour the youth that were ambushed by the apartheid regime police in Soweto on 16 June 1976. This year's government theme for 16 June is "Youth Power" for nation building amid COVID-19. The day also marks a historic moment as we remember the likes of Tsietshi Mashinini, Hastings Ndlovu and Hector Pieterse who died during the Soweto uprising march. Although there has been a significant change from the actions of the 1976 youth, the country is still grappling with issues of discrimination, inequality, poverty and many other socio-economic challenges.

Aluta continua!!!

PALABORA MINING COMPANY SOCIAL AND LABOUR PLAN NOTICE

Notification for the publication of the Social and Labour Plan of Palabora Mining Company (Pty) Ltd to mine copper, vermiculite and magnetite in respect of farm Looile 31LU, Wegsteek 20LU, Genoeg 15LU and Legsdorp Dorpsgronde 779LU, situated in the Magisterial District of Mopani.

In terms of the Mineral and Petroleum Resources Development Act, 2002, (Act No. 28 of 2002) Regulations, as amended, read together with the Mining Charter 2018, Palabora Mining Company is required to publish its approved Social and Labour Plan within the mine community as prescribed in the MPRDA Regulation 46A.

Palabora Mining Company (Pty) Ltd Social and Labour Plan, Ref LP30/5/1/2/2/116 SLP can be accessed on the PMC website https://www.palabora.com/documents/PC%20SLP%202018%20-%202022_.pdf or at the following public areas: Ba-Phalaborwa Municipality Library, Traditional Authorities and Palabora Foundation. The SLP is also available at the offices of Palabora Mining Company Transformation Department.





Shift Supervisor by profession and Farmer by choice

“A lot of people are still surprised when I tell them that I am a farmer. I have a herd of cattle and goats. My livestock keeps me on my toes every time I am in the bushes in search of them, not that I am complaining, as farm life brings me more joy than anything” said **Moshe Ramoshaba, Shift Supervisor: Concentrator Operations at Ore Extraction and Processing.**

Born and raised in a village called Ga-Selwane, outside Phalaborwa, Ramoshaba is the fourth (4th) child born from the family of six (6). Raised by a single mother who made sure that they grew up to be independent, role models to their own. His primary education kicked-off at Selwane Primary School and he proceeded to complete his matric at Relebogile High School. He went on to further his studies at Intec College in 1988 where he obtained a Diploma in Business Management.

Ramoshaba is currently working as a Shift Supervisor at Concentrator Products and Dams and he has been in the position for 15 years. His career started in 2000 at the Smelter Operations, Anode section as a Plant Operator. He worked at the Reverb section from 2001 to 2003 until he joined the Concentrator Operations in the same position that he is currently occupying. In 2006 after working for almost 3 years he got promoted to be a Coordinator, which he only occupied for a year. In 2007 he once more got promoted to Shift Supervisor. Being a Shift Supervisor was not Ramoshaba's dream job, but he grew fond of it as it afforded him an opportunity to learn about people and handle challenges.

When at the comfort of his home, he enjoys one of his favourite dish of fish and potato salad made by his lovely wife, with whom he is blessed with three (3) children. Known for his versatility and humility by his colleagues, he also has a serious side to his character that does not accept sloppiness. He mentioned how being the youngest in the group in his section motivated him to prove his worth, he would put extra effort in his tasks, which saw him qualify to move from Anode to Reverb section in a short eight (8) months. The transfer took place after consultation with his section supervisor on matters concerning his growth and interest. “I felt that I needed to move one step up from where I was. My knowledge of the Anode section is vast, and it was time for me to explore other sections and grow professionally”. With the supervisor's blessings, his plea was granted.

Apart from his love of cattle farming, Ramoshaba also enjoys crop farming which he does on a small scale. His vision is to live to see the day where he owns many cattle and goats so that he can leave a legacy for his children. He lives by the words that say a black's man wealth is not in the bank but in the kraal.



Asisebenzeni Projects doing more for Maseke community



Johannes Maake, who hails from Maseke village is a proud businessman and founder of Asisebenzeni Projects and one of the beneficiaries of the Palabora Mining Company (PMC's) Enterprise Development (ED) Programme. Johannes was inspired by the ED programme's support in growing and expanding his business, leading him to give back to the community of Maseke.

With 33 employees on his payroll, Maake took the initiative to give back to the community. He handed over sixty (60) pairs of soccer boots to 5 local soccer clubs at Maseke village namely: Malaka, Amakhosi, New Castle, Superstar and Heroes. His other distress was knowing that the

community needed facilities to respond to the call of nature at the local cemetery, he therefore set about building ablution facilities for both males and females at the cemetery.

Both the soccer boots and ablution facilities cost approximately R75 000, an investment he hopes will be seen and noted as his company's contribution towards fostering social cohesion and nation building in Maseke village.

According to Maake, that was not the

first time that his company contributed to the community. During lockdown they donated Personal Protective Equipment (PPE) to the Ba-Phalaborwa Community Policing Forum (CPF) and groceries to underprivileged families in Phalaborwa. "My wife and I would like to thank PMC, the community and my workers for playing a part in supporting and helping the business grow. As Asisebenzeni, we are hoping to do more for our community in the future and we wish other businesses can adopt the same approach," mentioned Maake.

Speaking on behalf of the soccer



"It is important to note that once a project has been handed over, the responsibility remains with you, vandalising community projects only serves to delay your own progress and development".



teams, Rameri Pilusa said: "Thank you Asisebenzeni. We used to borrow soccer boots from other people whenever we had a tournament. It was also hard for our players to run on the stony grounds barefooted. These shoes will bring a huge change".

On behalf of the Palabora Link Enterprise

& Supplier Development (ESD), Nozipho Zitha, Superintendent at PMC Transformation Department closed the handover ceremony by first thanking Asisebenzeni Maintenance Services for their meaningful contribution and donations. To the community she had the

following instructive words; "it is important to note that once a project has been handed over, the responsibility remains with you, vandalising community projects only serves to delay your own progress and development".



Employee Profiling

Ashley Pretorius

1. Name and surname:

Ashley Pretorius

2. Birth place?

Kwe-Kwe, Zimbabwe

3. Briefly tell us about yourself, family background.

We moved to Phalaborwa from Zimbabwe in 1982 and both my grandfather and father worked for PMC. I am married to an amazing husband, Johan and have three fantastic daughters, who I am so proud of. Charlize is 21, Jo-Leigh is 17 and my youngest, Tyla-Reese is 16. My family is my everything. I believe you should be proud of everything you do. Participate in the world of today, be a champion of your work and organisation, be vocal and share the pride.

4. What do you do at your spare time?

My family and I CrossFit four to five times a week. We enjoy playing board games, braai meal, climbing the koppie or hiking and just generally spending quality time together.

5. How long have you been with PMC? What is your current position?

I have been with PMC for almost 10 years now, I currently work for Growth Lift II as the Invoice Administrator.

6. What are your main responsibilities at work?

Processing of all Growth Lift II Contractor invoices and general office duties.

7. What challenges do you face on a daily basis at work, how do you tackle them?

Working with confidential documentation, I can't share my challenges but I can say that I tackle my challenges head on and try to get them sorted out as quickly as possible. I also believe that there is nothing wrong with asking for help when you need it.

8. What have you learnt during the pandemic outbreak?

We are more adaptable than we give ourselves credit for.

9. Kindly share with us your goals for 2021?

I try not to plan too far ahead of time as plans can change in an instant. I believe in living in the moment.

10. What tips do you wish to share to create a safe and healthy environment at your work environment?

To look out for those that I work with, since my colleagues have become like family. To be sensitive to their needs, and show kindness at all times.

11. Have you ever met the Chief Executive Officer (CEO) of the business in person? What would you say to him if you get an opportunity to talk over coffee?

Yes, I have met the CEO. I guess I would ask him that, with everything relating to COVID-19 for the past year plus, what was the hardest decision you have had to make?

12. Your motto to life.

"Kill them with kindness."

You can't change how people react or treat you but you can decide how to treat them. We never know what others are going through. It doesn't matter where you are or who you work with in life, there is always a reason to be kind. No matter how people treat you, be kind to them.





Ouma Sibuyi

1. Name and surname:

Khelina Ouma Sibuyi.

2. Birth place?

Bushbuckridge region, Mpumalanga.

3. Briefly tell us about yourself, family background.

I am a self-starter with strong interpersonal skills. I work efficiently both as an individual and in a team. I am a fast learner who believes in learning from my mistakes. I am born fourth in a family of seven (7), four (4) girls and three (3) boys. Growing up was not easy even though both our parents were present, we managed to make it to where we are today because of the unity and love they taught us to have for each other.

4. What do you do at your spare time?

I spend as much time as possible with my family.

5. How long have you been with PMC? What is your current position?

It has been 10 years now since I joined PMC working as a Plant Operator.

6. What are your main responsibilities at work?

My role involves setting up plant equipment to safely produce Vermiculite product in different grades and required volumes. I also do product quality control checks on an hourly basis to ensure customer satisfaction.

7. What challenges do you face on a daily basis at work, how do you tackle them?

Breakdowns. I always make sure that I approach these problems in a calm and polite manner, taking into consideration my safety and that of other employees.

8. What have you learnt during the pandemic outbreak?

I have learnt not to take anything for granted, but to be flexible and adapt to change with ease because things can change at any time. COVID-19 is real and deadly. Therefore, this has taught me to always wear my mask, sanitise and practice social distancing.

9. Kindly share with us your goals for 2021?

I want to be fit and healthy, on the other side I will make sure that I do not let any opportunity pass me by.

10. What tips do you wish to share to create a safe and healthy environment at your work environment?

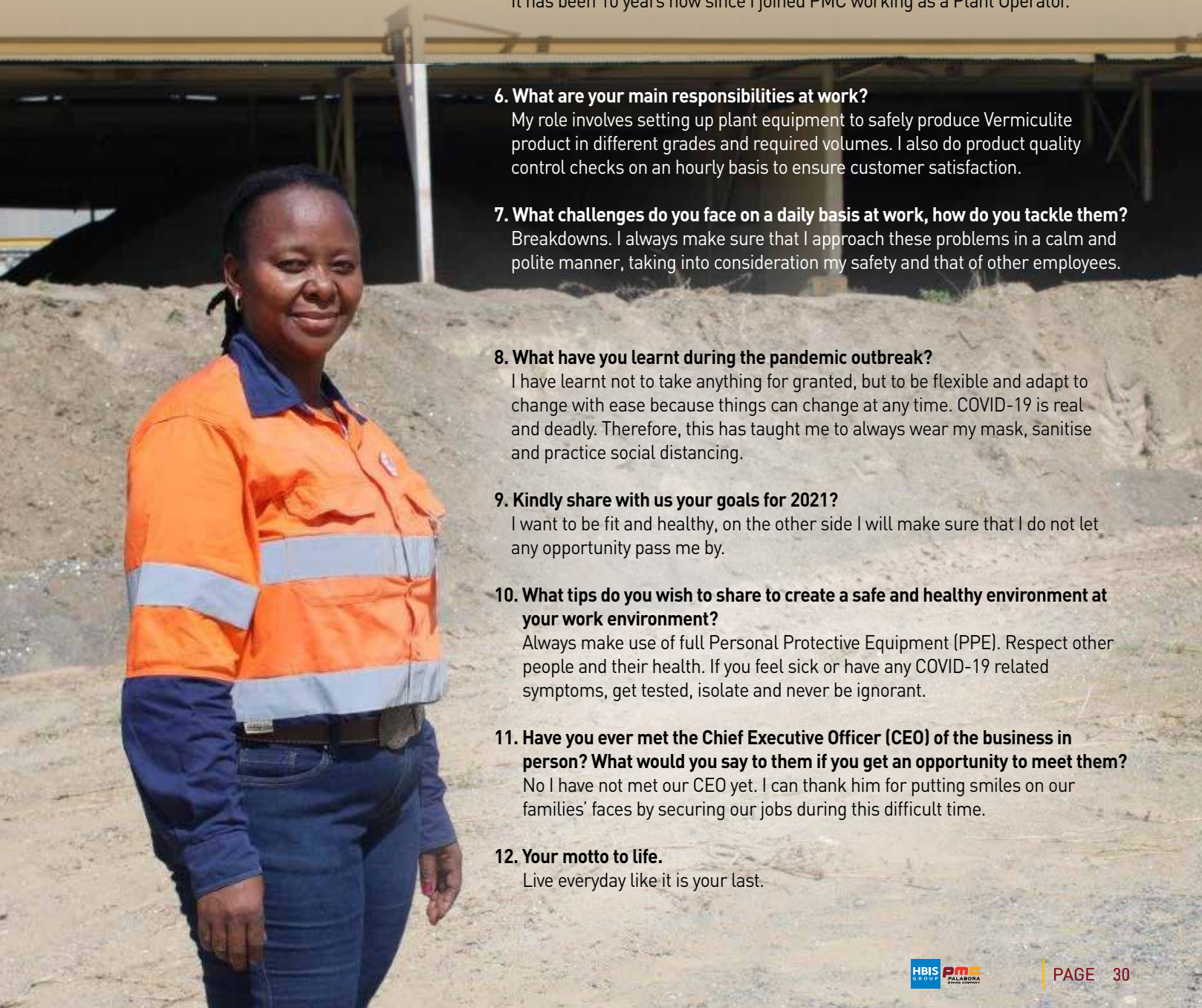
Always make use of full Personal Protective Equipment (PPE). Respect other people and their health. If you feel sick or have any COVID-19 related symptoms, get tested, isolate and never be ignorant.

11. Have you ever met the Chief Executive Officer (CEO) of the business in person? What would you say to them if you get an opportunity to meet them?

No I have not met our CEO yet. I can thank him for putting smiles on our families' faces by securing our jobs during this difficult time.

12. Your motto to life.

Live everyday like it is your last.



Vision

To become a leader in the mining industry through our performance.

Mission

To safely and profitably extract and convert minerals and metal from the Palabora ore body.

Values

- *Integrity*
 - *Courage*
 - *Caring*
 - *Teamwork*
 - *Accountability*
-

Core Products

- *Copper*
- *Magnetite*
- *Vermiculite*

