



HBIS
GROUP

PMC
PALABORA
MINING COMPANY

PALA CONNECTOR

JANUARY - MARCH 2020 EDITION

TOGETHER FIGHTING
THE CORONAVIRUS.
STAY HOME.



CEO'S MESSAGE | EDITOR'S NOTES | OUR HEART AND SOUL
PMC NEWS EXCITING UPDATES ON COMMUNITY PROJECTS



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We are approaching an era that is characterised by uncertainty, anxiety, threat to business sustainability and while moving into uncharted territory wherein the situation with COVID-19 is permanently liquid. It is important that we remain calm, show solidarity and stand by each other in this difficult time.

The lockdown that has been announced by the State President, Mr. Cyril Ramaphosa has prompted the business to respond positively to the call and put all contingency plans into action to wind down the majority of the activities and maintain the critical services. When the lockdown was announced, we had put a number of contingency plans in place as detailed in the PMC COVID-19 manual and this document was primarily driven by our Caring Value towards our employees who are an important resource for the sustainability and resilience of the business.

Despite fear of the unknown, the pandemic and the subsequent economic challenges present a defining moment for the economy and our business as well. The business has managed to weather a number of major storms in the past three years and we believe that we will emerge victorious beyond the COVID-19 pandemic.

Once again the coronavirus outbreak is one of the human tragedies in our lifetime affecting hundreds of thousands of people with a growing negative impact on the global economy. Like many of you, my last 30 days have been filled with conversations with business leaders about how to respond to the COVID-19 pandemic.



I am writing to you during a difficult time wherein we are all watching the development of the coronavirus pandemic with feelings of concern and insecurity.

It must be borne in mind that the current turn of events with the COVID-19 situation was never predicted in the recent past. This situation is directly challenging our business profitability from the revenue and cash perspective. We should all be reminded that revenue and cash in the majority of the businesses will always fall faster than costs. Therefore, all employees are encouraged to ensure that we all become efficient in the business and save costs by all practical and safe means.

As a business, we had to embrace the lockdown as it is one of the effective measures to mitigate against the contagion of the Coronavirus to maintain the safety, health and wellbeing of our people and all those who interact with our business. This decision will protect our most important part of our business, Human Resources – People.

I guess I should indicate that as the health crisis rises gradually in South Africa with a negative impact on business in general, our South African Gross Domestic Product figures will ultimately show a decline which normally result in business closure with direct consequences of unemployment in the country. We should brace ourselves when we resume operations to ensure that we run an efficient operation which is

also cost effective. It must be remembered that our production figures contributes to the bigger GDP figures of the country and let us be patriotic and make a significant contribution to our country beyond the Coronavirus pandemic.

I would like to plead with all employees to understand that the COVID-19 situation is unique to all of us and in the majority if not all instances requires immediate decision making and our consultation norm will not be easily maintained under these circumstances. All due care will be exercised with all decisions that are taken with a positive approach and best interest of Palabora Copper.

My message of hope to all employees including contractors is that, we acknowledge that this is a fast paced liquid and stressful situation for all us and we know that we all have our part to play to help each other as a family through the pandemic and I am looking forward to all of us emerging victoriously on the other side.

In an attempt to deal decisively with the potential impact of COVID-19, I am making a special appeal to all of us to act now so that we will be stronger tomorrow and beat the virus.



Nametsegang Matthews

Editor's notes

Welcome to Pala Connector's first edition of the year *Twenty-Plenty*.

A new year called for a re-fresh and upgrade of our newsletter aimed at keeping it current and relevant. I have introduced a new masthead and cover for a fresher look and feel, added to that is an Advise Column that will feature topics of interest for your further empowerment and insight.

So much has happened during the beginning of the first quarter which none of us had anticipated or ever dreamt of in our lives. For the first time in history, many Christians and believers went through quite Easter and Passover celebrations amidst the COVID-19 outbreak.

Indeed, the Coronavirus (COVID-19) pandemic has sent shockwaves around the world and in our country, causing panic and raising many unanswered questions. We applaud the government's quick and decisive action to curb infections and the

spread of the virus by introducing a national lockdown in order to flatten the curve of exponential infection growth. This comes with certain restrictions and behavioural changes to our daily lives, changes we all should obey, follow and implement in order to win the battle.

People around the world are confronted with fear, uncertainty and confusion about the rapidly growing number of confirmed COVID-19 infections and deaths. Our country, as the rest of the world, is faced with the harsh reality of a deep economic recession that will force some businesses to close shop, leading to inevitable job losses due to the virus. Let us remember that in the midst of it all, this too shall come to pass.

While we are still resting and staying at home, it is in that moment that we should see this as an opportunity for us to regroup

and learn from this painful and traumatic experience. Let us show compassion to one another while we practise social distancing, continue with good hygiene practices and use this time effectively to re-connect with our families. This lockdown or self-isolation period seems to be our only saving grace for now! In the absence of a vaccine.

"The action we are taking now will have lasting economic costs. But we are convinced that the cost of not acting now would be far greater" – **Mr. Cyril Ramaphosa**, President of Republic of South Africa.

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

The Editor: Nametsegang Matthews, Transformation, Internal Communications, 1 Copper Road, Phalaborwa, 1390.

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SHEQ Corner

Returning to work post lockdown

We look forward to welcoming you back at work after an unprecedented lockdown, which is meant to curb the growth of the COVID-19 infections in our country. With that being said, we all need to get back into the rhythm of work, but we have to ensure that what we are set to do, we do it in a responsible manner.

The lockdown is something we have not experienced and mistakes may creep in. However, we should bear in mind the health and wellbeing of our colleagues and ultimately, the survival and growth of our livelihood, which is Palabora Mining Company (PMC).

In the period we have been away from the workplace things may have changed, for example the raw water in certain sections was closed down. Be on the lookout for water contamination running through the pipe lines due to rust amongst other things, also certain areas had inadequate air exchange which can result in poor ventilation. Conditions or change of environment is a critical component in terms of our SHEQ Management System, hence the inclusion of this question in the Xiya-Xiya process.

- **Do I have the necessary PPE?**
- **Do I have the correct tools and material for the job?**
- **Am I trained for this job?**
- **Are there physical hazards or other activities in your area of work that might pose as a threat to your health and safety and of others?**
- **Do I have to update the HIRA with conditions that changed in order to conduct the job safely?**



Indeed, over the many weeks of not operating, new hazards could have developed as a result of change in conditions, so we have to plan and then execute the plan, to allow for a proper and safe, start-up.

What can you do?

It is Line Management's responsibility to ensure that a proper return to work discussion is held with the employees in line with our safety and health policies. Human Resources Department will facilitate SAP bookings and document control.

- Every department should ensure that a start-up procedure/checklist is in place to guarantee a safe start-up.
- Line Management to walk through their area of responsibility to ensure a safe working environment before work commences.
- Check reports from the Essential Services teams. There can be notification of a lurking or newly discovered risk.
- All personnel must receive site-specific induction in their area of responsibility. Leaders must explore and ensure possibilities of refresher training.
- A proper line-up to be conducted by the responsible supervisor, and it must be recorded. Social distancing to be observed at all times and ensure that areas are well ventilated.
 - Ask about the wellbeing of the team.
 - Check for any signs of sickness.
 - Ensure that correct PPE is worn by all team members.
 - If any sign of illness is observed, contact Emergency Services immediately.
- HIRA's to be conducted prior to work commencing, (full team to participate), including sign accept.

What else is being done?

There are a number of processes running in the background to ensure the safest possible start-up under current conditions.

- The Emergency Services teams are conducting a mine-wide survey of all fire protection equipment during the lockdown to ensure it remains fully operational.
- Personal temperature screening on a random basis will commence at the Main Gate. (This will be expanded as more instruments become available.)
- Procurement is exploring the sourcing of additional masks, gloves and sanitisers. Formal communication will be shared once these become available.
- EXCO is working on a comprehensive start-up plan that will be available shortly.

In parting, be reminded that, the COVID-19 Prevention Manual is still relevant on you return to work and the measures implemented before the lockdown are still applicable, including the rule of "no visitors", the requirement to justify and seek approval for any Subject Matter Expert to come to site.

It is good to see you back. Work safe!

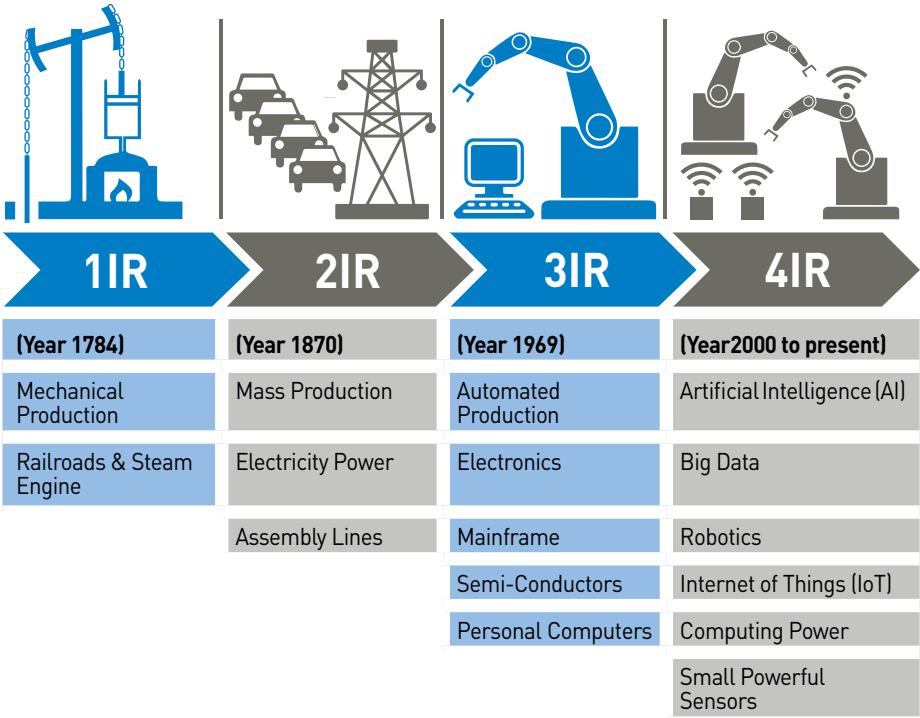
Leadership Corner

Fourth Industrial Revolution (4IR)

What is it?
When did it happen?
How will it impact our lives?

Introduction

4IR is a New Technology Revolution, which has brought about change to the way we live, work and communicate. The scale, scope, complexity and the speed of this technological change, resulted in increased mobility, processing, storage and access to knowledge and information.



Technology Revolution Time-Line

The First Industrial Revolution 1784 (1IR)

The first industrial revolution followed the proto-industrialisation period. It started at the end of the 18th century. The biggest change came in the form of mechanisation. Mechanisation replaced agriculture as the backbone of Industry and the economy, characterised by massive extraction of coal and the invention of the steam engine the manufacturing of railroads thus accelerating the world economy.

The Second Industrial Revolution 1870 (2IR)

Almost a century later the world went through the second revolution. It started at the end of the 19th century, with massive technological advancements helped by the emergence of electricity, gas, and oil as new sources of energy. The highlights of this revolution were the creation of the internal combustion engine, chemical synthesis, the telegraph and telephone. The invention of the automobile and the plane are the reason why the Second Industrial Revolution is considered the most important one!

The Third Industrial Revolution 1969 (3IR)

In the second half of the 20th century, we saw the emergence of yet another source of untapped energy, Nuclear! The third revolution brought forth the rise of electronics, telecommunications and of course computers. Through these new technologies, the third industrial revolution opened the doors to space expeditions, research, and biotechnology.

The Fourth Industrial Revolution (4IR)

The 4IR is a revolution happening right now. We are experiencing it everyday and its magnitude, impact and final outcome is yet unknown. 4IR started at the dawn of the third millennium with the one thing that almost everyone uses every single day, The Internet. The Fourth Industrial Revolution is the blurring of boundaries between the physical, digital, and biological worlds. It's a fusion of advances in artificial intelligence (AI), robotics, the Internet of Things (IoT), 3D printing, genetic engineering, quantum computing, and other technologies.

The Impact

The change is significant in terms of **SIZE, SPEED and SCOPE.**

There are major shifts across all industries, depicted by the emergence of new business models, the disruption of old technologies and the reshaping of production, consumption, transportation and delivery of systems.

This is a social paradigm shift in how we work, communicate, inform and entertain ourselves. Governments and institutions are being transformed, as are systems of education, healthcare and transportation.

Businesses are confronted with new ways of using technology to change behaviour and our systems of production and consumption leading to regeneration and preservation of natural environments as well. This technology will not only change the “what” and “how” of doing things, but also “who” we are.

We need a balancing act in leveraging this new technology for a common good. Our shared understanding is critical if we are to shape a collective future that reflects common objectives and values. We need

a comprehensive and globally shared view of how technology is changing our lives and those of future generations, and how it is transforming the economic, social, cultural and human context in which we find ourselves.

What the world should safeguard against, is the battle over limited resources, ideologies, cultures, racial, economic amongst other things. Those with the means might leverage these technologies to perpetuate the status quo at the expense of the vast majority. The question of parity and the framework to be adopted for the common good is paramount to mitigate against self-destruction of the human race.

Conclusion

In our quest to take advantage of the 4IR, we need to ensure that our plans and actions are empowering and human-centered, rather than divisive and dehumanising. This is a responsibility not be shouldered by individuals, specific industries or companies, specific cultures or regions, but by the global human collective.

It is, therefore, critical that we invest our attention and energy in a multi-stakeholder co-operation that includes the academic, social, political and economic sectors of our society. This collaboration is critical in creating a positive, common and inclusive participation for the benefit and development of the human race.

Peter Nkwe, SAP Superintendent: IS&T



Update on Lift II, Project: Ventilation Shaft

The 16th of February 2020 marks almost a year since the Ventilation Shaft (Blind Sinking) Project started. The PMC Lift II Vertical Ventilation Shaft (Blind Sinking) Project achievement was one of the major highlights of 2019, marking the start of the Pre-Sink (-4m to -50m) which successfully took place on October 2019. Site establishment and Pre-Sinking started on time. Surface civils and earthworks were completed and all structural work was undertaken on target, with the Stage and Kibble Winder installations starting on schedule as well.

Some of the key milestones achieved in this flagship project were the following;

1. Shaft Collar Pilling
2. The completion of the Pre-Sink
3. The start of the changeover phase (current)

Construction at the Vent Shaft Site progressed during the course of 2019 in accordance with the Palabora Vent Shaft Programme, with no major design and scope of work changes to surface works. The ground conditions on the Vent Shaft were found to be generally stable with a presence of water when the shaft reached a sinking depth of 18.3m below surface, whereby a water fissure was intersected on the South Eastern Sidewall, flowing at a rate of 14 000 litres per hour into the shaft. Remedial work was done to seal the water by drilling horizontally and also at pre-determined angles into the sidewall and then injecting a Chemical sealant to contain the water.

Even though water control during shaft sinking presented some unique challenges, the year (2020) under review has seen significant progress made in the



Thabo Mokoena, Package Manager at Lift II

development of the Vent Shaft project, culminating in the achievement of all major milestones such as the completion of Pre-Sink on the 31st of January 2020. The project reached a sinking depth of 50 m below surface, 1150m away from its target. Surface Vent Shaft Sub-Station affirmed readiness to connect and commission the full power supply to the PMC Lift II Vertical Ventilation Shaft (Blind Sinking) Site by the 17th of February 2020.

Looking Ahead

The Project is currently at change-over phase from Pre-Sink to Main Sink. The change-over phase entails erecting the Headgear, installation and commissioning of the Main Stage and Kibble Winders. Installation of Stage and Kibble Winder Houses, which started at the same time as the Pre-Sink, involves the installation of the winders and associated control systems, mechanical, electrical and hydraulic components. The headgear is scheduled for lifting into position and commissioning by April 2020, in time to convert to Slow-Sink. Construction operations will continue until after the commissioning of the Stage, Kibble Winder and Centre Tower. The



Ventilation Shaft

concurrent work of headgear erection, commissioning and licensing of the winders, installation of sinking fans, and installation of 2 x 2 Boom Shaft Jumbo is advancing well. Slow-Sinking is forecast to complete in July 2020.

MEC calls business to invest in preventative measures



MEC Dr. Phophi Ramathuba visits PMC

Palabora Mining Company (PMC) has been at work since the Coronavirus global pandemic hit the South African shores, with the first confirmed case announced early March 2020. The South African government recently declared war against the spread of the pandemic virus by announcing the 21 day lockdown on the 23th March 2020 and a further two week extension in a bid to flatten the growing curve of COVID-19 infections.

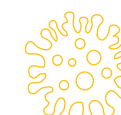
Two weeks prior to the government announcement, the MEC of Health, Limpopo, Dr. Phophi Ramathuba took the bull by its horns in ensuring that private businesses buy into government's strategic plan which is to minimise and prevent the spread of the virus in Limpopo and the country as a whole. This was carried through a personal visit to PMC operations

in order to engage Management, Organised Labour and employees at large. The recent visit by Dr. Ramathuba to PMC on the 11th March 2020, created awareness to the employees about the pandemic outbreak – COVID-19, government strategy on preventative measures and what business can do to ensure employees safety. "As government, we care about workers' rights on health and safety issues against company's profit. Your mine is not an exception to the rule as you meet different people and travel frequently", mentioned the MEC.

The MEC was accompanied by a delegation of approximately 40 people that included critical service providers in government such as National Health Laboratory Services, Mopani District Municipality, Department of Labour, Department

of Home Affairs and Ba-Phalaborwa Municipality. Dr. Ramathuba addressed concerns, challenges and panic that faces the business, community, province and the nation as a result of the COVID-19 outbreak that started in China towards the end of 2019. The MEC further advised PMC to play a role in creating awareness in the Phalaborwa communities to prevent the outbreak in the area. "Invest on preventative measures and wash your hands frequently was the message at that time".

The MEC shared governments overall message of practicing good hygiene, staying in self-isolation / social distancing, limiting the number of people at gatherings, bars and other social areas amongst other important measures.





Employees turning it up on V-day

Valentine’s Day was more than a day of romance at Palabora Mining Company as many heeded the call to join in on the Valentine’s themed cooking challenge. As a business, we relaxed the rules just a little and went against the normal Valentine’s Day tradition of giving chocolates and flowers to those we feel affectionately inclined to.

We would have loved to see many employees participate in this challenge to show caring and team spirit amongst each other. Only eight (8) groups in the business battled it out on the 14th of February for a Valentine’s themed cooking winner takes all challenge. Up for grabs were VIP tickets to the Marula Jazz Festival, Branded Aprons, Oven Gloves and Braai vouchers.

The Transformation, Stakeholder Engagement and Internal Communications Department extended an invitation to all employees to support the Valentine’s themed cooking challenge. A key objective of the challenge was to keep employees engaged as we believe that an engaged employee is a happy employee.

“With this challenge, our wish was to re-ignite team spirit, creativity and encourage appreciation towards one another by celebrating and nurturing bonds amongst fellow co-workers”, said Nametsegang Matthews, PMC Superintendent: Internal Communications and the organiser of the challenge.

The rules of engagement were that participants had to form groups of no more than eight (8) people and dress up in a common Valentine’s day’s theme, name the dish and not forget to have fun.

The Cooking Challenge theme was: **Love for your fellow employee’s safety.**



Safety with Love and Unity, Under the Production Bridge



Choc Mint Muffins:

Ingredients:

- ❖ 1Kg Self Raising Flour
- ❖ 500g Butter
- ❖ 1 Cup Sugar
- ❖ 125ml Fresh Cream
- ❖ 2 Tablespoons Mayonnaise
- ❖ 1 Slab Peppermint Baking Chocolate
- ❖ Salt

Method:

Melt butter with roughly cut peppermint baking chocolate, add sugar, fresh cream and mayonnaise. Add salt to the sifted self raising flour. Slowly add the flour to the wet mixture until a smooth and polished batter is achieved. Spoon butter in a pre-greased muffin pan and bake for 20-25mins. Leave to cool, ready to decorate.

Prepared by Lebati Langa

Safety with Love and Unity, Under the Production Bridge



Butter Grilled Sweet Corn:

Ingredients:

- ❖ Sweet Corn(4 large, cut into 8)
- ❖ Black Pepper
- ❖ Mixed Herbs
- ❖ Butter

Method:

Season sweet corn with black pepper, mixed herbs and a pinch of salt. Wrap the sweet corn in foil, add 6-8 cubes of butter, and grill in the oven for 1h30mins. Serve warm or cool.

Prepared by Mmapula Ramathoka

Cheesy Potato Bake:

Ingredients:

- ❖ 6-8 Large Potatoes
- ❖ 100 ml Fresh Cream
- ❖ Yellow Cheese-Grated (Gouda/Cheddar)
- ❖ 2 Tablespoons Mayonnaise
- ❖ White Pepper
- ❖ Salt

Safety with Love and Unity, Under the Production Bridge



Cheesy Potato Bake

Method:

Slice the lightly boiled potatoes into an oven-baking dish; add fresh cream, mayonnaise and season with a teaspoon white pepper and a pinch of salt. Oven bake for 15-20mins, sprinkle the grated cheese, and further bake for ±5mins.

Prepared by Lebati Langa

Grilled Chicken:

Ingredients:

- ❖ Chicken Pieces (drumsticks, thighs & wings)
- ❖ Knorr Barbeque Marinade
- ❖ Black Pepper
- ❖ Salt

Method:

Season chicken pieces with salt and black pepper and leave for 2hours. Marinade the chicken in a bag overnight, grill for 1hour at 200°C and turn up heat to 250°C for 10mins for marinade to get sticky.

Prepared by Lebati Langa

Groups that participated were:

Department Name	Dish Name	Theme
Marketing	Hug in a Mug	Sharing our love for each other and our love for safety
Chem Lab	Alchemist of Love	All you need is love: Manifest, share and lead by it
Logistics	Love Portion No.9	La Festa Degli Innamorati – Feast of love in Italian
Refinery TankHouse	Refinery Queens	Safety with Love and Unity Under the Production Bridge
Human Resources	Valentine Sweet BBQ	Valentine
Refinery Rod Casting Plant	Delicious Valley food	Love with the Fantastic 8
Pension Office	Captain Delicious	Safety Police
SHEQ	Buddy Buddy Chow	SHEQ is hot for safety

Refinery Queens
VIP Tickets to Marula Jazz
Festival



Valentine Sweet BBQ
Branded aprons and
oven gloves



Captain Delicious
Braai voucher with
branded pens



Familiarise yourself with the COVID-19



COVID-19 is the medical name given to the coronavirus pandemic which the whole world is facing currently.

South Africa has been hit hard in recent weeks with the number of infected escalating at an alarming rate. On the 23rd March 2020, The South African President, Mr Cyril Ramaphosa announced a nationwide lockdown aimed at curbing the rapid spread of the virus and hopefully slowdown the infection rate. This nation-wide lockdown has been enacted in terms of the Disaster Management Act and will entail the following:

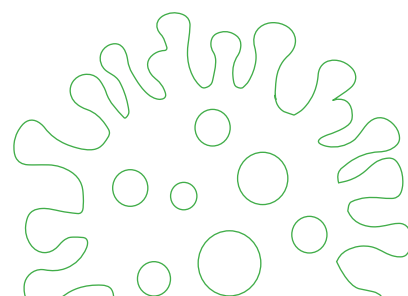
- From midnight on Thursday 26th March until midnight on Thursday 16th April, all South Africans will have to stay at home.

- People will only be able to leave their homes to buy food, visit the pharmacy, or seek medical care; or to collect a social grant.
- Shelters for homeless people will be identified, as well as quarantine areas for those who cannot self-isolate at home.
- All businesses will close – only medical facilities pharmacies, laboratories, petrol stations and food stores will remain open;
- Essential transport services will also continue.
- The categories of people who will be exempted from this lockdown are the following: Health workers in the public and private sectors, Emergency personnel, Security services – such as the Police, Traffic Officers, Military

Medical Personnel, Soldiers – and other persons necessary for our response to the pandemic.

While this measure will have a considerable impact on people's livelihoods, on the life of our society and on our economy, the human cost of delaying this action would be greater.

The government has also expanded services of screening and testing where people live, focusing first on high density and high-risk areas.



Advise Column

Are you suspecting a team member might be infected with COVID-19?

Here is what you can do:

With the pandemic that we are currently facing worldwide, one can never feel safe being around people that they suspect might be infected. Just because we have the coronavirus outbreak it does not mean that one cannot be affected by normal flu, it also can be both which is your normal flu or a COVID-19 infection.

There has been lots of movement since the COVID-19 outbreak in South Africa. Workers, school pupils and people in general have been going on with their lives regardless, meaning high possibility of infection due to close contact with someone that may or has tested positive for the virus.



Cecil Mathale, HIV & Health Educator

Finding yourself on the wrong side of your team member in your department is the last thing you want or need in your life, especially regarding their health. It is advisable to seek advice on how to approach or tackle the situation if you suspect that one of your team members might be infected.

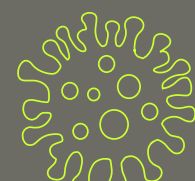
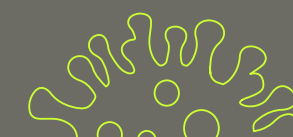
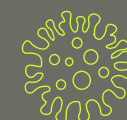
Below are tactics on how to tread in terms of tackling the situation you might find yourself in:

- Before you approach your team member, have evidence and reasons to back up your suspicion.

- Make sure that you do it privately to avoid ridiculing your team member in public.
- When approaching your team member, be polite by all means so that they do not take offence or feel offended.
- Suggest that they should see a doctor or a health worker for testing or general checkup.
- Should you encounter resistance to the approach or no co-operation, tell your superior.
- During the morning team talks, bring up the COVID-19 topic for general discussion.

- You can also raise the topic during your SHEQ share meetings or request a meeting with the SHEQ share team to discuss COVID-19 do's and don'ts.
- If you notice a team member coughing and sneezing without covering their mouth or using the elbow-flexing tactic, give them tips about hygiene.

Remember to keep in mind that the aim is to help, and not to offend the next person. Your approach must be positive and constructive.



CEO launches Khumbul'ekhaya Campaign



Mr. Jinghua Han, CEO of Palabora Mining Company launched the Khumbul'ekhaya (Remember Home) campaign in order to sustain and ensure that there is "Zero Harm" in all our Operations. The campaign's main objective was to appeal to everyone at PMC and the broader mining industry in general to work harder to reduce mine related fatalities, injuries and illnesses.

All PMC staff, internal stakeholders and contractors were invited to the launch, which was held on the 26th February 2020 at the Human Resources Parking Lot. A massive turnout of more than 1 500 employees, was a strong indication of just how much everyone valued the importance of getting back home to their loved ones, safe and healthy everyday.

In his introduction of the Khumbul'ekhaya concept, Johan van Dyk said "Whatever we do, whenever we do it, we must remember that we are providers of the needs of our families, hence Khumbul'ekhaya. In effect, when at work, we continuously provide for ourselves and our family's needs." He further emphasised that our workers are the company's most important asset and ensuring their continued health and safety is of paramount importance.

It was touching to see employees singing a song about their safety and how important it is for them to return home safely to their families. The PMC choir, together with the Phalaborwa North Primary School choir performed a Khumbul'ekhaya version of the original song called 'We are the world' by Michael Jackson and Lionel Richie.

Thabo Mokoena of the Tripartite Forum stated that this song is very relevant today as we are faced with the COVID-19 challenge and how we have to take responsibility to prevent the disease from spreading. In his statement, Mokoena also said "Each one of us has to make a choice to consider the consequences of what we are doing, or not doing, to protect our own lives, those of our colleagues and above all, KHUMBUL'EKHAYA- REMEMBER HOME."

Another interesting moment, was when homing pigeons were released to fly back to their homes, later it was confirmed that all the pigeons indeed arrived home safely. This appropriately symbolised the significance of always going back home to our families safely.

PMC roads rehabilitation: Service Delivery at heart

Palabora Mining Company is involved in many Social and Labour Plan Projects in and around the Ba-Phalaborwa Local Municipality.



To-date, three (3) roads, including the Molengraaf, Park and O.R Tambo roads have and are undergoing rehabilitation. The objective of rehabilitating these roads was to foster Local Economic Development as well as positive social and economic benefits for the local community. "Where practically possible, we will try our utmost best to allow 100% black owned companies within Ba-Phalaborwa to assist in implementing our community project", mentioned Abby Ledwaba, Manager for Transformation, Stakeholder Engagement and Internal Communications at PMC.

Thus far the Molengraaf Road has been completed and handed over to the The Executive Mayor of Ba-Phalaborwa, Cllr Meriam Malatji on 15th January 2020. During the Molengraaf road handover, PMC General Manager, Human Resources,

Maboko Mahlaole stated that as a business, Palabora Copper supports the following initiatives: Education, Health, Environment, Enterprise Development, Supplier Development and Socio-Economic Development. He further emphasised that the company will ensure that the community projects are implemented by companies owned by members of the communities. Mahlaole ended his speech with an African Proverb, "If you want to go quickly, go alone. If you want to go far, go together."

In the same breath, another handover of 3km Selwane road project took place on the 20th March 2020. During the Selwane road handover, the Mayor of Ba-Phalaborwa Municipality, Cllr Malatji mentioned how grateful she was to Mr. Han, PMC CEO and employees for making

this project a success. "We as a community will have to ensure that we offer PMC our full support going forward because they delivered what they promised. Keep up the good work." The road project was handed to the contractor, Mr. Norman Mnisi from PGN Civils (PTY) Ltd. Who was officially introduced to the local authorities, assuring the community that their road building project is indeed in good hands.

The community also showed their gratitude and wished PMC the best in all its endeavours. One of the community member who attended the ceremony said "we have been waiting for this road and it is like a dream come true. This road will help us since we are dependent on agriculture and have to sell our products far from home."

Past Events Highlights



Valentines Day

Khumbule'khanya, Road Rehabilitation handover, Social distancing at work, MEC visits PMC.

Murray & Roberts donates sanitary towels to local schools



Maswaswibona Secondary School



Lebeko High School



Maphokwane High School



PMC sponsors running club with branded vests

The Palabora Running Club has been at the core of who and what we are as a business. Harnessing the power of sport as a unifying force is a commitment the business and Department of Transformation, Stakeholder Engagement and Internal Communications have undertaken.

It is barely two years since the inception of the Palabora Running Club, however it has shown growth and potential to unify our employees. In the best interest of the business we granted the club's request

to purchase 40 branded running vests in support of the quest to getting employees active and healthy through participation in road running. This is also an opportunity for us to brand ourselves as a business during different sporting events.

Sponsorship and donation support, based on merit and criteria set by the Department, is offered to all our sporting clubs and communities in their endeavour to create active and healthy employees.

"Our biggest wins happen when we work as a team. It must be noted that running has inherent benefits like loss of weight, better sleeping, cultivation of endurance and calming your mind. Therefore we encourage all employees including contractors and our families to look at the possibility of joining the club as a walker or a runner," said Abby Ledwaba, Manager Transformation, Stakeholder Engagement and Internal Communications.



Men For Change Forum.

"Through donation of these 200 t-shirts, we believe the forum will advocate and become ambassadors of change in our communities". Mentioned Abby Ledwaba, PMC Manager of Transformation, Stakeholder Engagement and Internal Communications.

The objective of the movement is to create awareness to the communities that men are still good, possess love and care. The Forum is geared towards making a meaningful contribution to society through various community projects and initiatives such as:

1. Recycling and environmental awareness
2. Youth revival and
3. Men's role into the society and homes



20 Years of service and still going strong

How does it feel to have 20 years of unbroken service? Are you looking forward to another six (6) years before your retirement?

These were the first questions that came into mind during my encounter with Given Tengani Chauke, a Plant Operator at Magnetite Division. Given, as called by friends and colleagues, visited my office following the 2019 Long Service Awards ceremony in search of the day's memorabilia.

Given Chauke hails from Nsabalani village, Giyani. His working life started in the 80's soon after matric, when he joined the Department of Education as an Assistant Teacher at Hleketani High School, after which he decided to follow in his father's footsteps as an Operator at Palabora Mining Company (PMC). He started employment at PMC in 1999, a job he mentioned changed his quality of life

and that of his family for the better. "I have raised my family while working for PMC. I have never attended tertiary education but through my determination and perseverance, four (4) of my children have attained higher qualifications and are now employed. I am left with one (1) who is still at school", said the proud father of five (5).

He responded rather sharply when asked what motivated him and kept him out of trouble in his job as a Plant Operator. "I am always punctual at work and I follow all mine procedures".

When not at work, Given follows a 30 minutes road running exercise routine, which he balances with attending church on Sundays at Full Gospel.

His love for gardening, spending time with family, exercising and watching soccer is what keeps him motivated and calm outside of work.

It is during this time when he further highlighted his retirement plans. "I am planning to set-up a big garden of fruits and vegetables at home for commercial purposes to sustain myself".

He further added that his wife, Ponisani Chauke's constant support was of great assistance, he could not stop talking about the key role she played in helping build a future for their children. This is when I noticed the drive and love he has for things he holds dear to his heart - family and work.



Employee Relations and its Functions

An Organisation needs people (employees) to execute its mandate.

No business can run effectively without people to do the necessary work and or functions.

The Employee Relations function exists within the bigger PMC Human Resources Division. It's key and primary function is

to assist the company with managing all the aspects of the employer and employee relationship. This it does through legislated employment laws such as the Basic Conditions of Employment Act. (BCEA) and organised labour structures such as Trade Unions in line with the Labour Laws Amendment Act (LLAA).

Employee Relations is technically the 'middle man' between the company and all of it's employees, advising both parties on what is fair, procedural, affordable, comparable and sustainable for both the business and it's employees. As well as on applicable legislation and processes to resolve any issues that arise in the employment relationship.

It's other critical functions range from;

- Ensuring compliance with all the relevant employment laws, policies and procedures.
- Building capacity to manage within a highly multi-unionised environment.
- Continuous monitoring of employer and employee relations in the mine.
- Facilitating the implementation of the recognition agreements and all other agreements entered into between management and employees.
- Representing the company in resolving disputes that arise between management and employees.
- Leave Policy administration and compliance.



Sethembile Khumalo, Manager Employee Relations



Employee Profiling



Emmanuel Khutso Buthelezi

1. Name and surname:

Emmanuel Khutso Buthelezi

2. Birth Place:

Bushbuckridge(Castelle)

3. What's your secret talent that no one knows about?

I play cricket

4. What is your current position and how long have you been in this role?

Plant Operator, 9 months in the current position

5. What is your primary responsibility in your current role?

Is to produce quality Vermiculite which is sellable to the customers.

6. What was your first reaction when you heard the news about the Coronavirus outbreak?

I was scared and shaking.

7. Who do you think is at risk?

All of us.

8. What else do you know about the virus?

There is no vaccine for this virus.

This virus can kill.

It's symptoms are; cough, fever, headache and shortness of breath.

9. What measures are you applying in terms of prevention of contracting the virus, both at home and work place?

At work I wear a dust mask at all times and I wash my hands regularly.

At home I stay indoors, I avoid going out unnecessarily.

I avoid touching my face.

I use a tissue when I cough or cough into my elbow.

10. Anything you wish the business can implement to improve on the prevention methods?

Provide more knowledge to the employees about the virus.

Provide employees with sanitizers to clean our hands.

11. Should you avoid animals and other pets if you are sick with Coronavirus?

What I know is that a COVID-19 infected person must be quarantined.

12. What would you like to see featured in the publication?

Continue sharing the PMC worker profiles and the information on what is happening around the mine.

13. Your last words to employees and the community at large about the COVID-19?

We do not have to panic.

Follow all the health and precautionary measures.



Rotty Ramosa

1. Name and surname:

Rotty Ramosa

2. Birth Place:

Namakgale

3. What's your secret talent that no one knows about?

I do not have such and I also do not know if such exists.

4. What is your current position and how long have you been in this role?

B4- Plant Operator, I have been working for almost 8 years now.

5. What is your primary responsibility in your current role?

I operate machines, opening and closing machines.

6. What was your first reaction when you heard the news about the Coronavirus outbreak?

I never thought Coronavirus would get to South Africa since China is not close to our country. I was shocked to hear that it has arrived and it is very serious and the whole world is at risk.

7. Who do you think is at risk?

Every South African citizen. Our lives are in danger. Even if we stay at home, we have relatives from Gauteng, which right now has a large number of Coronavirus cases. If they come home, especially not knowing their status, our family members will be in danger.

8. What else do you know about the virus?

I know that the virus can be prevented through the washing of hands with soap and using hand sanitizers, covering your mouth when sneezing.

9. Should you avoid animals and other pets if you are sick with Coronavirus?

I believe that pets should be avoided because apparently the virus comes from animals, so we have to be on the safer side.

10. What measures are you applying in terms of prevention of contracting the virus, both at home and workplace?

I make sure that I wash my hands with soap when I come back from the plant. I wear my mask and gloves to prevent the virus. At home, I regularly wash my hands with soap and I make sure that my family do the same.

11. What do you have in mind in terms of keeping yourself busy during the isolation?

I am going to remain indoors and spend time with my family and I will also be constantly watching the news in case there is an update on COVID-19. It is also important that I pray for our country during this dilemma.

12. Anything you wish the business (PMC) can implement to improve on the prevention methods?

I would like the company to distribute hand sanitizers and disinfectants to all sections in the mine.

13. Are you familiar with Pala-Connector and what would like to see feature in the publication?

Yes I read the Pala-Connector magazine and I think you must feature health-related matters especially the Coronavirus so we can always be safe and informed.

14. Your last words to employees and the community at large about the COVID-19?

Make sure you follow the laws during lockdown.

Stay at home and be safe.

Employees must come back to work safe and energized so that production can be optimized.



A successful learnership programme that left everyone smiling.

“You can do everything you put your mind to, never fail to try but rather fail trying”

On the 23rd March 2020, Murray & Roberts Cementation, together with PMC welcomed the first group of learners who completed a six (6) month learnership programme that ended on the 29th February 2020.

Twenty (20) learners from different local areas in Ba-Phalaborwa travelled to Bentley Park, Carletonville to get training exposure on First Aid, Intermediate Rigging, Working at Heights, Basic Firefighting, Pipes and Ventilation, Competent A and Competent B and Occupational Health & Safety representative. The mood in the room rose to fever-pitch during the interactive interview. More gratifying was witnessing the excitement and hope these younger learners carry.

The first group left for the programme, late September 2019. These included twelve (12) male and eight (8) female learners who represented different communities around Phalaborwa. Murray & Roberts Cementation offered them a lifetime opportunity of practical exposure while



covering their most basic survival needs. “We offered the learners a stipend to assist with the basic needs, food, accommodation and free transport during the training period”, mentioned Thuso Pilane, Human Resources Officer Projects at Murray & Roberts. The company further selected the second group who started with the programme on the 17th February 2020.

Polly Ngobeni (23), one of the beneficiaries who is studying at Sir Val Duncan gave an account of her experience. “I was scared at first since the mining environment is a male dominated industry. It was interesting and challenging but at the end of the day, I met new people and experienced new things.” A 29 years old male, Malakia Baloyi from Majeje stated that he knew nothing before the learnership started and he never thought that he could end up in the mining industry. “I had to obey my parents’ orders by completing a Sports Science Diploma. However, Occupational Health and Safety is my first love. I am proud to say that through this learnership, I am well equipped and qualified and can put everything I have learnt into practice without hurdles” he said with a smile.

When asked to give advice to other young people out there who have given up on life because of unemployment, one of the learners said, “You can do everything you put your mind to, never fail to try but rather fail trying” said another learner.

Indeed the sky is not the limit, thanks to Robert & Murray in partnership with Palabora Mining Copper for giving the youth of Phalaborwa hope.

