

PALA CONNECTOR

AUGUST 2017 & SEPTEMBER 2017 EDITION



CEO'S MESSAGE

LET US CONTINUE TO FOCUS ON
RESHAPING PMC

EDITOR'S NOTES

WISDOM BEGINS IN WONDER

EXCITING

PMC NEWS

UPDATES

OUR HEART AND SOUL

PMC
CONTRACTORS'
CORNER

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As we enter the 4th quarter and reflect on the quarters behind us, I wish to thank each one of you for your commitment and loyalty to PMC.

Let us continue to focus on reshaping PMC into a safety, health, environment and quality (SHEQ) focused and resilient organisation. It is through successful implementation of our SHEQ Management Strategy that we will be able to safeguard our sustainability, continuously reinvent while driving down costs.



CEO's Corner

Mr Han Jinghua

In the past months, we have noticed various innovative and cost saving programmes and projects that are implemented by our various Divisions delivering value to PMC. Our Energy Saving Management Programme that is coordinated by Asset Management and SHEQ Division is one of those.

This programme aims at identifying energy cost saving opportunities while reducing PMC's carbon footprint. As you are aware, this programme was selected as the best environmentally friendly and sustainable energy saving model by Productivity SA during the Provincial Productivity Awards which was held on 31 August 2017.

The other critical milestone which we have realised at the beginning of this quarter is the application of joint PMC-HBIS logo to symbolise PMC's bond with HBIS. As you are aware, PMC is now part of HBIS which is one of the biggest companies in the world. Integration of PMC and HBIS logos is a confirmation that HBIS group values PMC as one of its important subsidiaries. Let us use our new brand and energies to turn PMC into a sustainable business that continues to benefit our communities.

I thank you all.

Editor's notes

“Wisdom begins in wonder”



Only after many years of soul searching, did I understand that wisdom begins in wonder and that, often, if not always, the ideals that retain their uniqueness are those that remain constantly authentic. The birth of the Pala-Connector nine months ago emphasises the greatness in these views. Pala-Connector was conceived with the mission to inform, inspire, enable us to share our stories and engage with each other. This consistent sharing is our unifying authentic identity. With these humble words in mind, this issue takes shield in the fact that all the articles were submitted by “you” our readers

with the intention to consistently connect us.

This issue features SHEQ updates, a soccer tournament of the century that connected PMC to the communities, investment tips for those who wish to acquire and retain wealth, a profile of a wise CFO who sparkles wisdom through her tongue, the touching narrative of a cancer survivor and many more.

The issue is then clinched by the word search competition in which five (5) lucky readers might each win an enchanted USB set.

We are always eager get your feedback to ensure that whilst the Pala-Connector retains its authenticity, it continues to represent fine aspects of PMC and evolve to endure what the future brings.

Until next time...

Lydia

SHEQ Corner

“Application of SHEQ principles is our way of conducting a sustainable business”

It is my pleasure to inform you that Asset Management and SHEQ Division held a strategic workshop to develop the Safety, Health, Environment and Quality (SHEQ) Management Strategy between the 6th and the 8th of September 2017. The workshop brainstormed on approaches that are fundamental to incorporating SHEQ principles into our work procedures and processes. The workshop’s participants included SHEQ subject matter experts but most notably colleagues from Operations (Production and Maintenance) as well as Construction (Lift 2 Underground and Surface). The wide spectrum of involvement from the business ensured that relevant challenges relating to SHEQ strategy development and implementation were taken into consideration.

One of the primary objectives of the workshop was to develop a comprehensive SHEQ Management



by General Manager for Asset Management and SHEQ: Mr Zakes Modisane Malepe

Strategy that aims at assisting us to achieve and sustain ZERO HARM, preserve our environment and fully comply to applicable legislations in our quest to producing quality products that comply with customer specifications and requirements. The workshop made an effort to develop a SHEQ Management Strategy that is user-friendly, easy to understand and apply at all times when employees conduct their tasks.

Safety remains NUMBER ONE value for PMC. PMC Executive Management is fully committed to achieving ZERO HARM and truly believes that all mine accidents can be prevented by making safety a way of life at work and in our private life. Furthermore, the Executive Management considers it critical for our employees to cultivate an integrated understanding of the four pillars of SHEQ; Safety, Health, Environment and Quality.

It is thus commendable that the workshop explored methods and communication channels that can help infuse an integrated understanding of all SHEQ pillars by our employees. In this regard, the Division through the Safety Manager will collaborate with External Affairs and Communications’ Manager to develop an effective Communication Strategy to ensure that SHEQ Management Strategy is incorporated into our work procedures and processes.

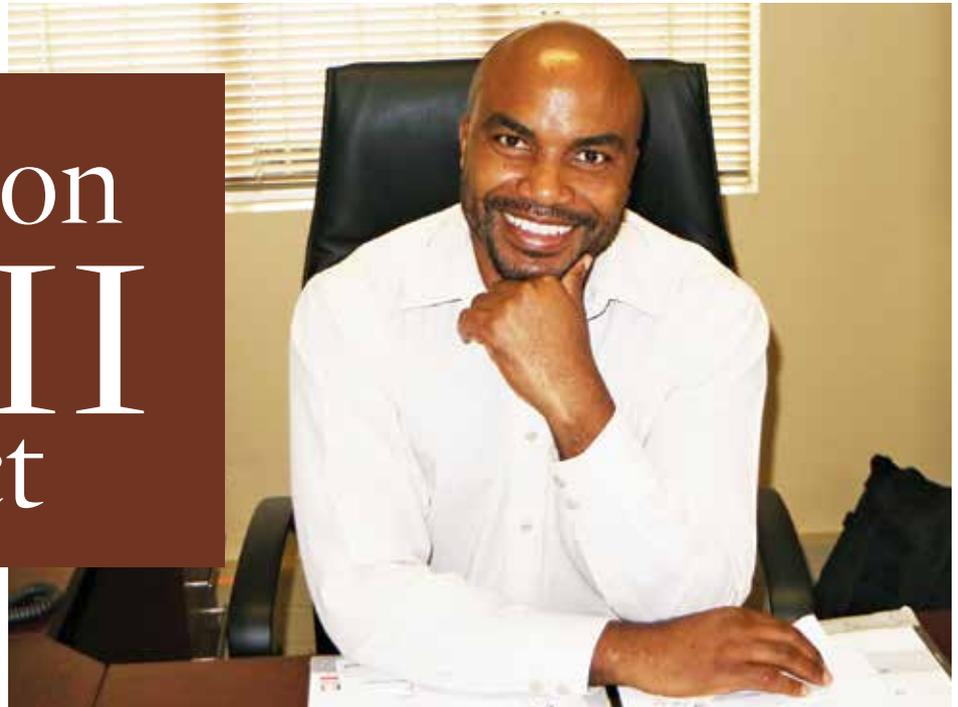
I would like to take this opportunity to thank everybody who participated in the workshop as their inputs will go a long way in rightfully turning PMC’s SHEQ Management Strategy into a strategy that we can all call “OURS”.

Update on Lift II Project

Our safety conviction which is encapsulated in the Growth Safety Accelerated Process (GSAP) is centred on the belief that Zero Harm is achievable.

We therefore strive to ensure that our employees and contractors return to their homes in the same condition they came to work.

We therefore, take all safety incidents seriously, ensure that they are investigated properly to ensure learning from incidents and prevent repeats. Although we have



been progressing well on the safety front, we began this quarter with unfortunate incidents resulting in two lost time injuries (LTIs). Two of our team members suffered hand injuries while performing their duties. The incidents have prompted us to focus more attention on combating safety incidents that are associated with the "silly season". The analysis of historical safety information indicates that there is laxity of safety standards during this season due to holiday mood. We have therefore started the campaign to encourage safe behaviours throughout this season.

The project conducted safety stand-down in the aftermath of the two incidents and suspended all work for two hours. The intention of the stand-down was to reflect on the state of safe behavior, mindset state of the entire personnel and awareness of hazards in the workplace. The slogan of the stand-down was 'Take Five' which encourages personnel to regularly take 5 minutes breaks to reflect on the work they are performing, on HIRA, Shiya-Shiya and get their mindset re-energized and refocused.

The 'Take-five' campaign has been used actively in the project.

We wish to report that the GSAP has completed a year anniversary with measurable success. The program has guided the project to the lengthiest LTI free shifts, spanning to over a million man-hours. Phase two is currently being implemented. GSAP remains the backbone of the project team determination and commitment towards zero harm. We strived to achieve zero harm even as the project reached stages of increased activities which included; installation of all flotation cell units at the process plant and development rates advancing to reach levels of 500m per months in quarter three. The activities in raise-boring, cooling infrastructure, ancillary and electrical work at flotation plant and concentrator also increased.

Safety production meters and safe construction progress remain our priority in ensuring that we deliver Lift II project safely, within time and reasonable costs.

The journey to “Zero Harm” requires safe and vigilant drivers



The journey to “Zero Harm” requires safe and vigilant drivers

The Safety Department under Asset Management and SHEQ Division has embarked on a SAFETY DRIVER CAMPAIGN to raise awareness, educate all of us about safe working behaviours and get each one of us to achieve “Zero Harm”. The objective of the campaign is to reduce and prevent injuries and safety accidents and incidents and ultimately ensure that we reach “ZERO HARM” as our destination. To achieve this, the campaign uses the BUS and LIGHT DRIVING VEHICLE (LDV) with

“No Drivers” to imply that each person is a SAFETY DRIVER thus responsible for driving either a bus or LDV to a promised destination of “ZERO HARM”. The notion of a “driver” suggests control, vigilance, responsibility and accountability. The campaign started in March this year and will be rolled-out until Zero Harm has been achieved.

The bus and the LDV are painted yellow to signify ‘hope and life’. The notion of “hope” suggests that we all believe that Zero Harm is achievable. The notion of “life” is indicative to us returning home to our loved families uninjured and being able to engage in important activities and hobbies. As a way of pledging assurance to driving PMC and its employees to “ZERO HARM” employees placed their hands on the bus and LDV.

PMC Safety Manager, Sarie Van Wyk says that the campaign desires to demonstrate that each one of us is a

SAFETY DRIVER and responsible and accountable for our own safety and that of our fellow colleagues. Sarie says that a driver is a person who is responsible for steering the vehicle to the right direction, observe road signs, ensure his/her safety, safety of his/her passengers and that of other road users. Therefore, the notion of a driver ties very well with the concept of “Safety Leaders”. “We need to work together to raise awareness, educate and get everyone on mine to work safe so that we can achieve ZERO HARM. We should continuously be prepared to guide and coach our colleagues who might slip and/or lapse in judgement if we want to prevent injuries and ultimately achieve ZERO HARM” declares Sarie.

Sarie reveals that achieving a safe working environment is a conscience decision that we all have to make. “Achieving Zero Harm is like sweeping water uphill. One ought to continue ‘sweeping’ because if one stops then the water will run downhill and then people might be at risk of drowning. Every person must focus on what they have to do to work safe and then continue to do so every second, minute, hour and day. Within no time, seconds would have accumulated to minutes, minutes to hours, hours to days, days to weeks, weeks to months and months to years and ultimately “Zero Harm” would have been achieved”.

Sarie’s recommendation to all of us is to guard against complacency.



Dikeledi Nakene, the PMC jewel that sparkles wisdom on others

The Chief Financial Officer (CFO) of Palabora Mining Company (PMC), Ms Dikeledi Nakene has been nominated as the country (South Africa) and Regional (SADC-South) winner for women working in the mining industry during Africa's Most Influential Women in Business and Government Award event which was held in August 2017, in Johannesburg. Ms Nakene is now a candidate for the Continental Awards which will be judged in October this year.

Ms Nakene who serves as the Ex Officio Board member for PMC is a Chartered Accountant CA (SA) and a certified Internal Auditor (CIA). She has held numerous senior positions in different organisations before joining PMC. Ms Nakene holds various qualifications from different universities including

B.Com Accounting (Cum Laude) from the University of the North, B.Com Honours from the University of South Africa and post-graduate Diploma in Taxation from the University of the Witwatersrand.

Ms Nakene was born in Limpopo and is a jewel that is being bred at PMC. She is a firm believer in God. During the PMC women's gala dinner where she was a key note speaker, she gently spoke about wisdom which comes from respecting God. She referred to Proverbs 31 which says that, "the strength and dignity of wise women are in the manner in which they hold and present themselves. Wise women smile at the future and their mouth are full of wisdom since their tongues teach kindness. Wise women look well to the ways of their households and do not eat bread of idleness".

Ms Nakene says that she is humbled by her awards and wish to use them to motivate other women to work hard and continue empowering themselves with new qualifications and skills.

Certainly, Ms Nakene is a personification of a woman sparkler that edifies other women with knowledge that "the lips of the righteous feed many but fools die for want of wisdom". Let us become the wise in heart and learn from Ms Nakene that tongues of just people are sincere and deficient of dross of guile. The righteous know that those that unwisely go in wicked ways prepare rods for themselves.

We wish Ms Nakene the best of luck as the most deserving candidate for the Continental Award and for being the most intelligent yet humble mirror to epitomize women of the African Continent and diaspora.

PMC continues to empower local women

Women of Palabora Mining Company (PMC) celebrated Women's Month in August at Cajori Hotel in Phalaborwa.

The event which was attended by more than 300 women from PMC, government departments and local municipality was also graced by the attendance of the Mayor of Ba-Phalaborwa Municipality, Cllr Pule Shayi, PMC EXCO members of PMC including, the General Manager for Human Resources, Mr Mahlaole Maboko, the General Manager for Asset Management, Mr Zakes Malepe and the Chief Financial Officer, Ms Dikeledi Nakene.

The objective of PMC's annual women month event is to signal PMC's commitment to partnering with different stakeholders, government departments and the municipality to continue celebrating the contribution of PMC's stakeholders, including women to the survival of PMC and Phalaborwa as a town.



Speaking at the event, the Mayor of Phalaborwa, Cllr Pule Shayi indicated that investigating and explaining the ways in which women are oppressed through systems of capitalism and private property is critical if one needs to understand how we need to continuously empower women. "The liberation of women requires radical restructuring of the current economic economy to the economy where women will also be part of the owners of the means of production" said Cllr Shayi.

The PMC General Manager for Human Resources, Mr Mahlaole Maboko indicated that PMC is an organisation that empowers women, particularly women from the eight communities of Phalaborwa. Maboko indicated that there are local women who started at PMC as operators and today some are Superintendents and Managers at PMC.

The key note Speaker at the event was PMC's Chief Financial Officer (CFO), Ms Dikeledi Nakene, who

started her speech by Proverbs 31. "The strength and dignity of wise women are in which they hold and present themselves. Wise women smile at the future and their mouth are full of wisdom since their tongues teach kindness. Wise women look well to the ways of their households and do not eat bread of idleness" Ms Nakene said. In conclusion, Ms Nakene asked women to work hard and continue empowering themselves with new qualifications and skills for them to survive in today's ever changing world.

While presenting the Vote of Thanks, the External Affairs Manager and Communications Manager for PMC, Lydia Radebe congratulated all PMC women and all women who came before today's generation for their bravery and paving roads for women of today. She further congratulated Dikeledi Nakene for winning two awards; for the country and SADC as part of the most powerful women in our country and SADC region.

A soccer tournament to remember: PMC opens up a possibility for local youth to join PSL



It is often said that organisations that genuinely care about communities, grow into communities, speak to the youth in a language they understand, replace despair with hope and unite communities through extra mural activities such sports. Palabora Mining Company (PMC) is one of those organisations. As part of its youth unification and development programme, PMC saw a need to initiate an annual soccer tournament for the youth of Phalaborwa. The inaugural tournament was launched on 29 August 2017, at Cajori Hotel in Phalaborwa.

The knock-out tournament was played on 2 and 3 September 2017 and consisted of stream A to C and formed by thirty seven (37) teams that played at least one fixture per team. The leading teams progressed to the next round which was on 16 and 17 September and ultimately semi-finals on 23 and 24 September 2017.

The tournament was concluded by the play-offs or finale on 30 September 2017 at Lulekani Stadium. Speaking during the culmination of the tournament, the PMC General Manager for Human Resources, Mr Maboko

Mahlaole indicated that the 2017 tournament was the beginning of what would become an annual soccer tournament for the youth of Phalaborwa and will be promoted to ensure that it gains the momentum similar to the one of the Marula Festival. "I wish to assure you that this tournament was not a once off-event. PMC will work with all relevant stakeholders to ensure that we find ways to make this tournament an annual event that attracts the same energy similar to the Marula Festival" Mahlaole articulated.

The tournament was wrapped-up by a dinner at Cajori Hotel. The dinner was attended by former Premier Soccer League (PSL) players, teams that competed, PMC management and other stakeholders. The dinner occasion was a confirmation that sport creates teamwork, growth, motivation and opportunity, especially when Kennedy Makara, one of the South African soccer legends who was in attendance, revealed that five (5) tournament players will each receive an opportunity to play trials with some of the fine teams of South Africa. "Five of today's tournament players will get the opportunity to play trials with Orlando Pirates, Mamelodi Sundowns, Moroka Swallows, Super Sport and Wits" Makara articulated.

PMC scooped the 2017 Limpopo Productivity Corporate Sector Award

Palabora Mining Company (PMC) is the ultimate winner of the 2017 Limpopo Productivity Awards for its energy saving management programme and will thus compete at the national level in October 2017. The 2017 Limpopo Regional Productivity Awards ceremony was held in Modimolle in Waterberg District Municipality on 31 August 2017.

The Productivity Awards are managed by Productivity SA which has been established in terms of section 31 (1) of the Employment Services Act, No. 4 of 2014, to amongst others; lead and inspire a productive, competitive South Africa and improve productivity culture by diagnosing, advising, implementing, monitoring and evaluating solutions aimed at improving South Africa's sustainable growth, development and employment through increased competitiveness. Consequently, the Productivity Awards aim to promote a culture of increased productivity in the workplace (in philosophy and practice) and reward productivity improvements projects that encourage market competitiveness and prevent job losses.

PMC was selected for its energy saving programme which was termed as one of the sustainable projects in the mining industry and South Africa.



Speaking at the award giving ceremony, the External Affairs and Communications Manager for PMC, Lydia Radebe indicated that PMC's energy saving management programme is coordinated and implemented by PMC's Asset Management Division and its objective is to identify energy cost saving projects in order to reduce PC's energy consumption. "The management of PMC led by our CEO, Mr Han and his EXCO team always encourage employees to be creative and find solutions that will ensure sustainability of PMC to ensure continued benefit for employees, stakeholders and communities.

Thus, on behalf of PMC management, we dedicate this award to our employees and communities," Radebe said

During the Award handing ceremony, Productivity SA affirmed PMC as the leader that has created a sustainable energy saving model that is environmentally friendly and sustainable at the same time.

PMC compared against 11 contestants and emerged as the 2017 Limpopo Productivity Winner thus receiving the ultimate winner gold trophy and a finalist certificate.

PMC celebrated Heritage month in grand style



Traditional meals and colorful, yet, beautiful African traditional attires from various parts of South Africa and some of the countries in the African continent was the order of the day at Vermiculite Business on 29 September 2017. The event which was celebrated under the theme “the Best Boerewors at VB” was graced amongst others, the General Manager for Marketing, Logistics and External Affairs, Keith Mathole, the External Affairs and

Communications Manager, Lydia Radebe and many colleagues from different departments of the mine.

The event was used as part of the Vermiculite Business (VB) team building exercise wherein staff members spent time learning about different cultures as part of understanding and appreciating diversity. During the opening session, the Vermiculite Business Manager, John Makgatho said that

the event was aimed at enhancing unity and social cohesion by creating an environment of acceptance of cultural diversity. “We accept each member of the team as unique but we appreciate that we are also the collective working towards a common goal of producing safe, acceptable quality and quantities of vermiculite” said Makgatho.

PMC medical rescue brigades honoured for their selfless contribution of serving humanity

Mines Rescue Services (MRS) honoured mines rescue services personnel from various mines including those from Palabora Mining Company (PMC) during the annual long service awards ceremony which was held on Saturday, 26 August 2017 at Booyensdal Mine in Nelspruit. The objective of the annual long service award ceremony is to continuously honour and pay tribute to the mining industry's emergency services members who remain as volunteers under MRS for a certain number of years.

Mine rescue is the specialised job of rescuing miners and others who may be trapped or injured in underground mines because of mining accidents. Mine rescue personnel, passionately known as PROTO, named after the prototype breathing apparatus they started with, consists of volunteers who work for different mines but permanently on standby to rescue others. PMC's PROTO personnel that were honoured for being MRS volunteers for 5 years are Sarel Burger, Kevin Smit and Oeloff Kruger.

MRS is a private sector, non-profit organization that trains volunteers for mine rescue work, administers rescue service scheme, provides rescue and recovery services, resources and expertise for an effective emergency service to the mining industry. When they are called to rescue others, members of the PROTO team work in interdependent teams where they need to show willingness to serve, to trust and be trusted. In most of these cases, they are carried through by their previous training, physical fitness and discipline. PMC PROTO teams have been called on by MRS to assist during other mines emergencies, including, during the Lily Mine incident.

The benefit for PMC to have members belonging to MRS is that, should PMC experience a serious emergency incident, MRS will dispatch additional PROTO teams to assist PMC at no cost. These will be volunteers who take pride on their badges which bear the words "VOLUNTATE SERVIO" which epitomises the team members' commitment to "VOLUNTARILY I SERVE". PMC is indeed blessed to have a calibre of employees who volunteer to serve others.



Basic investment tips for beginners

1 The first step to building wealth is to look after your life and health. These are the most important items you will need to build your financial/ investment portfolio. The second step is to ensure that you allocate a certain percentage of your income to savings. To achieve this, you need to live within your means. This means that you need to eliminate bad debts (car instalments, clothing accounts, credit cards and unnecessary loans, etc.). Only hold on to good debts such as your mortgage. Saving your money will ensure that you compound your interest over time. Never underestimate the power of compound interest.

2 Before you invest, understand what investing means as opposed to trading. Investing is a process of gradually (slowly) building wealth over an extended period through buying and holding on to your portfolio and other investment instruments. Trading is still buying but not holding on your portfolio for long. The intention of trading is not to gradually build wealth but generate returns within a short space of time. So the simplistic way of differentiating between the two terms is to understand that their difference lies within the time frames in which you intend holding on to your portfolio. So investing is more long term and in most cases is low risk.



Trading is short term and is always better to leave it to professionals as it may be high risk. So, our focus is on investing not trading.

3 Before investing in any scheme, do your homework. We work hard to earn our salaries and you cannot afford to give it to con artists. Investing is not a field where acting first and asking questions later works well. Avoid buying investment based on instincts or adverts only. Research and satisfy yourself before releasing your money.

4 Take advantage of tax-deductible retirement accounts and understand the impact of your tax bracket when investing outside of tax-sheltered retirement accounts.

5 Buy a property if you could than renting one. Ownership assets are the best forms of investment.

Pride for Selwane as White Vultures strikes counterparts during PMC soccer tournament



Even though
soccer unites
us to divide
us in a sense,

there is a lot of unity to be learnt from soccer. In the pitch, “the boys” struggled against each other; each team yearning to win the soccer tournament. This changed to tenderness and celebration when the White Vultures from Selwane

won the tournament 4:1 against Score Hunters FC. The Man of the Match, Theo Malatjie also came from the “Selwane boys”.

PMC netball 'divas' paddles SAMANCOR girls with empathy



We have been accused for adolising PMC netball girls,

but one cannot help but think that these girls can easily turn into a national netball team. On the match that was held on 19 August 2017, the PMC girls "should we say Divas" scored 16 goals against SAMANCOR. When they realised that SAMANCOR girls were not scoring, the "Divas"

relaxed a bit to allow SAMANCOR girls to score at least 9 goals. So, the match ended with PMC DIVAS scoring 16 and SAMANCOR girls 9.

Lizzy Nayimele

From Waitress to Mobile Equipment Operator, 30 years of hard-work and reward



Next to putting yourself through a university and complete a degree without financial assistance, one of the best things anybody should be bragging about is working their way up “from waiting tables” to being a Mobile Equipment Operator. Before Lizzy Nayimele, joined the fraternity of rare women who operate mobile equipment, she too had to wait tables at Hans Marensky in order to cover dues.

Lizzy’s remarkable journey with Palabora Mining Company (PMC) started at the beginning of August 1987 as a bartender at Hans Marensky hotel and restaurant. At that time, Hans Marensky was owned by PMC. Then after four months of service as a bartender, Lizzy was promoted to a waitress position and soon after, she earned another promotion to Chem Lab as the analyser of samples.

Then in 2002, Lizzy earned a promotion to Underground Mining to operate mobile equipment, a position she still occupies with pride. As a Mobile Equipment Operator for Cassette Carrier, Lizzy’s primary role is to transport diesel, hydraulics and engine oil to Underground Mining department.

Mme Lizzy, as she is passionately called by her colleagues, believes that passion and hard-work are ingredients to achieving success in life. “Having worked for PMC for thirty (30) years has taught me that a good employee is the one who goes an extra mile in doing his/her job, is well-mannered, respectful and understands his/ her responsibilities” says Lizzy.

Lizzy, a single mother of three children defines herself as an employee who obeys instructions and ensures that her job is done effectively and efficiently. She says that when she is at work, she is not an employee to be pushed around to do her job because she understands her responsibilities, appreciates her job and knows why she has to work. “Being a single mother has taught me to be self-reliant and accountable for my actions as everything is dependent on me and there is nobody else to fall onto” she declares with a graceful smile.

Lizzy’s eldest daughter, Ntsako, took from “mom” as she is also a “woman miner” in a mine in Gauteng Province and her two boys; Bradley and Kutama are studying at Vaal Technikon and Wits University respectively. Lizzy believes that kindness, hard-work, integrity, respect, honesty and caring are qualities that personify ‘living PMC values’.

When asked about her plans for the future, her response was well considered. “My retirement year is 2025 and my plan is to work toward financial independency before retirement. This will enable me to spend my retirement money travelling and seeing the world. I also wish to build legacy through hard work so that I can be remembered as an honest and hardworking employee who knew exactly what she wanted out of life” she articulates.

PMC management would like to wish Lizzy “a happy belated birthday”. Lizzy was born on 27 September, “few years” ago and she just turned 52 years old. So, you will all agree that Lizzy is amongst PMC’s “young, beautiful and talented”.

Masilo Frans Lebepe

40 years of eternal encounter with PMC

The journey of Masilo Frans Lebepe, a 62 years old Laboratory Coordinator at PMC, cannot be concluded without one thinking of Paulo Coelho's narrative of the Alchemist. Just like Coelho's alchemists who spent years in their laboratories, observing the fire that purified the metals and discovering that purification of metals led to purification of themselves, Masilo Frans Lebepe spent 40 years at PMC Chemical Laboratory (Chem Lab). During this time, Lebepe learnt that PMC has a soul and rewards loyalty with a divine tonic called "Elixir of Life". For Lebepe, it is this "Elixir" that enables one to achieve success in its entirety.

"Working for PMC has afforded me an opportunity to be a provider to my family,

build them a decent house and educate all of my five (5) children; Tumi, Smolly, Sereku, Bathabile and Kholofelo. Tumi is a Chartered Accountant at Anglo American; Smolly, Electrical Engineer at Eskom; Sereku, Chartered Accountant at African Rainbow and Bathabile is an Industrial Engineer at Sasol.



Sadly, Kholofelo passed on in 2006 and was working for SARS. "Through the years that I have spent at PMC, my entire life and perspective of life changed for the better. My philosophy is that success is not an overnight thing but a journey that can only be achieved through hard-work, loyalty and always doing the right thing right even when nobody is watching. If a person observes these principles, then PMC becomes bliss and rewards them accordingly" says Lebepe.

Ntate Lebepe or **Tatana**, as he is passionately called by his peers, joined PMC in April 1977 as a General Assistant at Chem Lab. Later, he earned a promotion to a position of a Laboratory Analyst wherein his responsibility included analysing samples. Through hard work and dedication, he was later promoted to his current position of a Laboratory Coordinator. His current responsibility is to ensure availability of chemicals at the Chem Lab to ensure its full functionality.

Lebepe advises employees to be appreciative of the new shareholders for acquiring PMC after Rio Tinto had left as the departure of Rio Tinto could have meant closure of PMC and loss of jobs. "During the transition from Rio Tinto to Palabora Copper in 2012, we were privileged to still have our jobs. We thank the new shareholders who demonstrated care, empathy and passion by giving us an opportunity to continue working with them. It makes us feel safe to spend most of our working lives with a company as caring as PMC" says Lebepe.

When asked about his future plans, his response was, "to stay at home and spend quality time with my wife and grandchildren". Ntate Lebepe will like to be remembered as an honest helpful employee who valued his work and PMC.

Ntate Lebepe is indeed a personification that success is the result of perfection, hard work and learning from failure. As you are preparing for your retirement, we hope that you will forever keep PMC and all of us in your eternal memories because what has been made "pure" in the laboratory of life will never stain.

Virginia Mathebula: cancer survival journey of hope and healing



For Virginia Mathebula, a PMC Maintenance Scheduler at Automills and Secondary Crushers, a 37 years old wife and mother of three, life was normal until one day in 2014 when she noticed a lump on her right breast. She then went to a doctor, who after a “Fine Needle Aspiration (FNA)” confirmed that, she had cancer cells.

Virginia was then advised to undergo a surgical biopsy where a portion of her breast mass was removed for further analysis. “I waited for the biopsy results for 5 days which felt like 5 years. At that time, I was still in denial and was trying to convince myself that the results would come

back cancer negative. When the results came back, they confirmed the FNA results and more. I had breast cancer and was on stage II” explains Virginia.

Breast cancer is normally defined in stages; from 0 to IV. Stage 0 describing non-invasive cancers that remain within their original location and stage IV describing invasive cancers that have spread outside the breast to other parts of the body. In Virginia’s case, a lymph node dissection had discovered cancer cells in 12 out of 24 lymph nodes. A lymph node dissection is the surgical removal of one or more groups of lymph nodes which is

always performed as part of the surgical management of cancer.

“There was no history of cancer in my family. So I went from total shock and disbelief, to a strong realisation that I might die and leave my children without a mother. My youngest son, Bonga was only 2 years old; my daughter, Andzani, 4 years and my eldest son, Kulani was 10 years old” Virginia’s recalls.

But with the support of her loving, empathetic and supportive husband, Bongani, colleagues from PMC, family and pastor, Virginia was able to accept that breast cancer was just a test of her character and faith

and not a death sentence. It was during this time, that she prepared herself for what turned out to be a journey of hardship and hope, starting with mastectomy (removal of the cancerous breast), 6 months of chemotherapy and then 7 years of daily oral medication. Virginia is still taking her daily medications. During her chemo and radiation sessions, Virginia says that she would experience extreme “hot spells” during the night to the point that she would think that their house was on fire. “Chemotherapy was extremely difficult; I was nauseous, weak and then lost my hair. I have been on remission for almost 2 years” says an optimist Virginia.

Virginia says that she wants to use her story to encourage other people who may be struggling with cancer or going through cancer treatment.

“I want to encourage other cancer victims that they too can beat cancer”,

if they trust in God and allow Him to handle their fears. I belong to a non-profit organisation called ‘Be Pink Breast Cancer Awareness’ because I want to raise awareness about breast cancer and to be able to help other people through their cancer journey” concludes Virginia.

New Engagements

SEPTEMBER 2017

First name	Last name	Position	Division	Department	Gender	Ethnic origin
Makute Piet	Tsotetsi	Fitter	Operations	Concentrator Maintenance	Male	African
Tshepiso Jan	Mosoma	Fitter	Operations	Concentrator Maintenance	Male	African
Oscar	Mafahle	Diesel Mechanic (Service Crew)	Operations	Mining Maintenance	Male	African
Kinsley Shiliboy	Setswale	Operator Loco Shunter	Operations	Smelter & Refinery Operations	Male	African
Mamahlola Naume	Msuma	Operator	Operations	Smelter & Refinery Operations	Female	African
Ngwako Orman	Malatji	Operator	Operations	Smelter & Refinery Operations	Male	African
Hollo Frans	Mampane	Mining Engineer	Operations	Underground Mining	Male	African
Shema Innocent	Mangena	LHD Operator	Operations	Underground Mining	Male	African
Matsho Patrick	Selepe	Operator	Operations	Underground Mining	Male	African

OCTOBER 2017	First name	Last name	Position	Division	Department	Gender	Ethnic origin
	Motsoka Precious	Sekwaila	Electrician	Marketing Sales Logistics & External Aff	Vermiculite Business	Female	African
	Modjadji Rigar	Shayi	Operator	Operations	Smelter & Refinery Operations	Female	African
	Ntombikayise Nonkululeko	Dube	Operator	Operations	Smelter & Refinery Maintenance	Female	African
	Themba Nick	Khoza	Operator	Operations	Smelter & Refinery Operations	Male	African
	Busani Mabuti	Manabe	Operator	Operations	Smelter & Refinery Operations	Male	African
	Sean	Taylor	Instrumentation Specialist	Operations	Mining Maintenance	Male	White
	Legadime Linient	Boshego	Game Ranger	Asset Management	Environment & SHEQ MS	Male	African
	Ndinanwi	Mulaudzi	Lead Advisor Business Valuation	Finance	Treasury & Commercial	Female	African
	Angel	Makhubela	Operator	Operations	Underground Mining	Female	African
	Andrew Clark	Kubayi	Co-ordinator P/Plant Process (Orange)	Operations	Smelter & Refinery Maintenance	Male	African
	Simon Rudolf	Mabunda	Conveyor Beltperson	Marketing Sales Logistics & External Aff	Vermiculite Business	Male	African
	Deltry Thandy	Ngwana	Operator	Marketing Sales Logistics & External Aff	Vermiculite Business	Female	African
	Abby	Mtileni	Plant Operator	Operations	Magnetite Operations	Male	African
	John Mahlatse	Mangena	Operator	Operations	Smelter & Refinery Operations	Male	African
	Monty	Ngobeni	Operator	Operations	Smelter & Refinery Maintenance	Male	African
Rapholo Lordwin	Malatji	In-Service MQA	Human Resources	Training, Development & Transformation	Male	African	
Isaac	Moyeni	Operator	Marketing Sales Logistics & External Aff	Vermiculite Business	Male	African	
Derrick	Baloi	Repairperson Grade 2	Operations	Mining Maintenance	Male	African	
Xolani Leverd Mashilo	Mkhondo	Electrician (Trans)	Operations	Concentrator Maintenance	Male	African	



Sandvik Tyres celebrated 12 years of LTI free days in May 2017

May 2017, marked 12 years of Sandvik's Lost Time Injury (LTI) free days. Sandvik Tyre was engaged to PMC in 2005, originally to supply, deliver and fit tyres for Toro and Elphinstone underground LHD fleet. The contract was extended in 2008 to include all PMC equipment. Sandvik Tyre's contract with PMC enables Sandvik Tyre's to employ twenty eight (28) committed and safety conscious employees of whom majority are locals.

In the environment where missing one step of the risk assessment may result with an incident, Sandvik Tyre has demonstrated that having safety conscious employees, who do right things all the time, follow risk assessment to the latter, continuously improve on how they perform tasks and learn from incidents can indeed lead to 12 years LTI free days. To achieve 12 years LTI free days is indeed a big achievement

because it means that they have never experienced an LTI in 12 years. Well done Sandvik; this is a step in the right direction.

Sandvik Tyre, Contract Manager at PMC, Jimmy Nkabinde says that "Sandvik Tyre intends to work hard and continue to motivate employees to work towards eliminating even first aid cases. Our ultimate intention is to achieve an absolute Zero Harm".

Word search competition: Let us check how much you know PMC and its environment

S	A	M	W	B	R	V	S	A	D	L	O	S	T
W	U	C	A	E	A	S	V	F	S	M	S	V	T
A	E	L	P	G	H	B	I	S	A	R	Y	Q	I
R	M	P	P	A	N	R	V	S	F	M	E	N	M
E	O	K	D	H	B	E	G	I	E	C	Y	P	E
C	R	R	D	Y	U	Z	T	R	M	I	N	E	I
S	L	U	F	T	P	R	O	I	X	A	Z	S	N
S	I	G	A	E	C	E	I	W	T	R	C	U	J
I	F	E	R	N	T	F	V	C	E	E	D	N	U
J	T	R	O	C	M	I	Z	T	A	O	V	F	R
F	T	P	B	C	O	N	L	S	Y	C	P	L	Y
H	W	A	A	L	P	E	N	M	F	L	I	O	U
P	O	R	L	Q	M	R	I	D	J	O	W	D	I
A	M	K	A	S	L	Y	H	M	N	K	L	F	W
L	I	O	P	H	A	L	A	B	O	R	W	A	R
A	C	N	C	L	I	F	T	O	N	E	I	R	J
C	O	N	N	E	C	T	O	R	B	Q	T	P	K
G	E	L	V	E	R	M	I	C	U	L	I	T	E
O	R	E	D	W	O	M	E	N	K	Y	E	Q	L
N	A	T	I	O	N	A	L	S	V	R	H	B	M

1. Palabora
2. Phalaborwa
3. Refinery
4. Magnetite
5. Copper
6. Smelter
7. National
8. Sulphuric acid
9. Ore
10. Ore
11. Pala-Connector
12. Lost Time Injury
13. Lift Two
14. Kruger Park
15. HBIS
16. Safe Mine
17. DMS
18. Lift One
19. Men
20. Sun

Once you have found all the words, please fill in your details and stand a chance to win a usb set

Name and Surname	
Name of the Employer	
Division	
Department	
Unit	
Contact details (email or your ext., speed dial or mobile number)	

Terms and Conditions. To qualify to enter the competition you must be an employee of PMC or a contractor working for the PMC contracted company. The competition is not open to families of employees and contractors. Only one entry per person is allowed and photocopies of the competition coupons are acceptable. There will be **5 winners** selected from entrants who matched all words in the word search. Prizes are non-transferable and there is no cash alternative. The judges' decision is final and no correspondence will be entered into with non-winners. Pala-Connector reserves the right to substitute prizes of equal or greater value at any time. Entries must be emailed to lydia.radebe@palabora.co.za or posted or hand delivered to External Affairs and Communications offices on or before **10 November 2017**. Winners will be notified by emailed or called to collect their prizes. Names of winners will be published in the next issue of Pala-Connector wherein answers of the words search will also be published. The competition is a creative way to engage PMC employees and its contractors, thus the competition and its Rules are exclusively administered by PMC policies and procedures thus any disputes will be subject to the exclusive jurisdiction of PMC and cannot be taken to any external party and / or mediation. If the entrant does not provide all requested information including name, telephone number and/ or email address, the entry will be considered incomplete and disqualified. Entrants contact details will not be shared with any third party.



