

COMPETITION: NAME THE NEWSPAPER AND WIN!

Simply submit a name suggestions along with your name, payroll/SAP and contact number to the editor: zani.kutumela@palabora.co.za by close of business 18 August 2022. Only the emailed names will be considered.

This competition is open to all employees and contractors with valid SAP numbers. Winning name receives a prize.



PMC Management avoids over 600 job losses by retrofitting the old Smelter

PMC management demonstrated truth to its business values by prioritizing sustaining the livelihoods of the Smelter & Refinery crew and their families. The business made a hefty financial investment to retrofit the Smelter rather than retrenchments in virtue of the aged Reverberatory Furnace.

The Smelter and Refinery Production was halted in November 2019 to replace the Reverberatory Furnace with the Double Sided Blown (DSB) Furnace and consequently improve SO₂ capture in Acid Plant and copper recoveries. 3 years on, the construction of the new, modern state-of-the-art technology is projected to be completed in the fourth quarter of 2022.

For this reason the gearing up has proactively commenced. Brave Mushikita, Senior Manager: Smelter & Refinery Operations, hosted the second group of his supervisors for a coaching and mentoring session. The Senior Manager is gearing up the Smelter

and Refinery Frontline Leaders to start copper production after 3 years. The team at the Smelter is ecstatic to start producing refined copper and contribute towards business profitability. Brave Mushikita is now making strides in equipping his team to deliver as soon as commissioning starts. The Frontline Leadership workshops are empowering sessions aimed at impacting the team mentally, triggering a behavioural change from 'witch-hunt and blame mentality' to leaders who are business

focused and people centred to impart positive morale in their work environment.

The business decision to retrofit the Smelter gave a lifeline to 600 families of Phalaborwa and its local communities as well as extending the Refined Copper Business to be in line with the life of mine of Lift II. Mr. Mushikita displayed great confidence in his team to make copper refining more profitable than ever.

If COVID-19 regulations are favourable, some team members

at the Smelter are earmarked to travel to China to gain work exposure on the functionality of the DSB Furnace. "Bravo to the team! I have all the confidence in them. I am certain that they will deliver more efficiently in their improved, environmentally friendly, safe and technologically advanced work environment. The business can now expect higher copper returns. Thank you to the PMC Management for the investment and not closing down the Smelter." Brave Mushikita



THE GOAL REMAINS ZERO-HARM! KHUMBUL'EKHAYA

Mining



Murray & Roberts cementation crew celebrates 500 days LTI free

Murray & Roberts Cementation Crew Celebrates 500 Days LTI Free 500 days LTI free is no small quest Murray and Roberts Cementation Crew have done it again! At 6am on 01 July 2022 Murray and Roberts management gathered their crew for a

safety standdown. The morning was a cascade of praises from various business leaders, saluting the team's safety culture and behaviour. Project Manager: Jas Malherbe, led the praise with pride. He boldly applauded the

team for their commendable achievement. The team was all smiles, appreciating that indeed 500 days LTI free was no small quest. Malherbe sealed the sweet victory by handing each crew member delectable chocolate bars to savor on.



PMC honours Matric Class of 2021-Top 25 Achievers

The mining giant, in compliance with its Social Labour Plan commitment, fulfilled its mandate to support the interest of Ba-Phalaborwa and to prioritize youth development within its host communities.

This year alone, the mine spent a hefty amount of money to bring its SLP commitments to life towards its sustainability program.

The mine, in its commitment to demonstrate their care and have interest in the longevity of community life, sponsored a record-breaking number of learners on their bursary program. The bursary intake for the year 2022 alone was 111 learners.

All 111 local learners are proud PMC bursary holders. This intake surpassed all previous intakes and stands alone

as PMC's best. The offering supports studies at all nationally recognised institutions of higher learning, supporting disciplines even beyond the mining streams. Today 15 July 2022, PMC Management and

Exco Team hosted a bursary holders' acknowledgement event to honour the 25 Top Achievers within Namakgale and Lulekani Circuit.

The 25 Top Achievers were recognised at a special ceremony held at Mopani TVET College. In attendance were their fellow bursary holders who celebrated and acknowledged these pacemakers for their resilience and spectacular achievements. The event was well attended and characterized by both excitement and emotions as learners shared

their 2021 experience of hopelessness without bursaries. The offering by PMC presented a window of hope for these local bright stars.

The Department of Education in its address, appreciated the mutually beneficial relationship that exists with PMC, and they were humbled by the generous donation of 111 bursaries and laptops for the learners that excelled within the much-celebrated

matric class of 2021. The acting Mayor, Mr. Modise Mashale, encouraged the learners to use the laptops specifically to enhance as well as enrich their school knowledge. Learners must resist the temptation of spending time on social media which can be a bad detractor during studying

SHEQ Corner ZERO HARM remains the goal!

Together we can do the right thing to ensure we work safely by using the safety management system or as it is called at PMC, the SHEQ Management System. The SHEQ MS was developed and implemented to control energies that can cause harm, or as we refer to them, Hazards.

If for any reason you are unable to implement these controls or find them to be ineffective, please exercise your right to withdraw from dangerous work (Section 23), follow the procedure to report so we can find a way to make it safe for the work to be done. If the system or the requirements of the system are the problem, please engage with

your Health and Safety Representative, your Safety Officer and/or your area's Leadership to highlight the short-coming(s) so it can be rectified. Remember, the Mining Industry is inherently dangerous, and it is up to each one of us to take responsibility to work safely.

We have identified common causes or mechanisms of injury that have been identified in the SA Mining Industry (SAMI) and at PMC we have developed and adopted the Fifteen Fatal Risk Protocols. Information on the Fatal Fifteen Risk Protocols will be shared on a continual basis to remind and equip everyone to mitigate and control the risks posed by these.

PMC Fatal Fifteen Risk Protocols

Fatal Risk Protocol	Topic
1	Isolation (e.g. Electrical, Mechanical, Pneumatic, etc.)
2	Electrical Safety
3	Vehicles and driving
4	Working at Heights
5	Confined Spaces
6	Lifting and Hoisting
7	Fires and Explosions
8	Conveyor Safety
9	Railway Safety
10	Mining & Ground Support
11	Molten Metal
12	Occupational Stressors/ Fitness for Work
13	Risk Assessment
14	Permit & authorization to work
15	Explosives



Editor's comments

The publication of this newspaper marks a turnaround at PMC. This is the ultimate proof of our people centred service. We commit to bring you newsworthy feeds on Current and SHEQ activities bi-weekly. I hope you enjoy reading this issue as much as we loved preparing it for you. Remember SAFETY FIRST and ask each other questions that save lives!

Community

Monkeypox is a zoonotic infection, caused by the monkeypox virus

Monkeypox is a zoonotic infection, caused by the monkeypox virus, that occurs mostly in West and Central Africa.

Since May 2022, more than 3 000 confirmed cases have been reported around the globe. This is the first multi-country outbreak of monkeypox and is already the largest outbreak of monkeypox recorded.

The cases to date mostly involve individuals that self-identify as men having sex with men. Risk factors include reporting multiple sexual partners. Recent large social events are thought to have served as super spreader events.

Person-to-person transmission involves close contact (for example kissing, cuddling, sexual contact) with an infected person or materials that have been contaminated by an infected person (for example sharing linen, clothes and other household items). The virus is not highly transmissible and close physical contact is required for transmission. It does not spread similarly to influenza or the SARS-CoV-2 virus.

Monkeypox presents with an



acute illness characterised by fever and general flu-like symptoms, followed by the eruption of a blister-like rash on the skin. The disease is rarely fatal and cases typically resolve within two to four weeks. Most cases do not require hospital treatment. Prevention of infection hinges on the isolation of cases until fully recovered.

The risk to the general population is considered low, given the low transmissibility of the virus.

Suspected case: Any person presenting with an unexplained acute rash

And one or more of the following signs and symptoms:

- Headache
- Acute onset of fever ($>38.5^{\circ}\text{C}$)
- Lymphadenopathy (swollen lymph nodes)

- Myalgia (muscle pain/body aches)
- Backache
- AND

2) for which the following differential diagnoses are excluded: chickenpox, measles, bacterial skin infections, syphilis, molluscum contagiosum, allergic reactions and other locally relevant common cause of papular or vesicular rash

Isolation of confirmed cases allows for the prevention of transmission and interruption of the cycle of transmission. Circulation of the monkeypox virus in humans may be eliminated through this classic containment approach.

Mass vaccination against the monkeypox virus is not currently recommended.

(PMC) fulfils its Social Labour Plan commitment towards the community of Selwana

Palabora Mining Company (PMC) fulfils its Social Labour Plan commitment towards the community of Selwana. The stretchy +40km undeveloped provincial road from the Giyani main road to Eiland was an eyesore, with a multi-layered impact that affected the locals' livelihoods by enabling circumstances that perpetuated a poor quality of life and continuous struggle. For years, Road Agency Limpopo (RAL) and Ba-Phalaborwa local Municipality were in discussions seeking a resolution to meet the fair expectations of the Selwana Traditional Authorities and its disgruntled community, resilient in their protest, demanding for change in their quality of life. The mining giant PMC, was convinced by the consolidated due diligence outcomes that sized the potential socio-economic impact and return on investment through construction of a 3km road in Selwana. The project partnership was beyond just ticking a compliance checklist to secure the mining license for PMC. It was equally motivated by the desire to unleash the projected potential that could transform the lives of the people in Selwana for the better. Once the partnership commenced, some benefits started trickling in immediately such as:

• Community appreciation of the positive impact of the construction of this road,
• Municipality was on par with service delivery,
• Tribal authority was prioritizing the interest of the people,
• Improved market access for the local farmers.

The road construction project enabled an overnight boom of



fixed term job opportunities.

The project workforce and employees were conveniently sourced from the local community ranging from elementary, skilled and subcontracting levels. The locals were now employed, financially empowered and able to boost local economic activity within Selwana. On 07 July 2022, PMC handed over the completed 3km road to the Department of Roads and Transport, Ba-Phalaborwa municipal mayor, Selwana Traditional Authority and the community at large. The new 3km road is built to perfection, following the spec-

ification of a regional road and finished with asphalt. This road will create easy access to town, enabling emerging crop farmers in the Selwana to reduce travel time to the markets as well as wear and tear on their vehicles. Appreciative of how the road has added value in Selwana, PMC has decided to fund a further 3km. "We have a strong conviction that after the additional 3km road construction, the Department of Roads and Transport will be in a position to come on board to construct the road to connect to the Eiland road." Zakes Malepe PMC Business Leader.



Run, walk or jog- just pound those horrible toxins off

Exercising will not stop you from aging, but it will most certainly keep one forever physically young. PMC OMP, Dr Mgiba, took to the streets for a run together with the PMC Athletics Clubs. Running is a convenient sport that can be done and enjoyed anytime and anywhere. There are many health benefits one can enjoy if committed to running on a

regular basis such as and not limited to:

- mental wellbeing,
- better sleep pattern,
- physical fitness,
- cardiorespiratory fitness (endurance),
- reduced blood pressure,
- reduced symptoms of anxiety,
- reduced symptoms of depression,
- reduced risk of heart diseases,

• control of chronic disease,
• breakdown of fats which reduces high cholesterol,
• improved chances to achieve the much-desired weight loss. Committing to running for just 10 minutes a day is sufficient to significantly reduce the potency of sudden killers such as hypertension, diabetes, stroke and heart attack. Dr Mgiba is urging all employees including contractors

to sign up membership with the PMC Athletics Club. The team meets weekly on Tuesdays and Thursday at 16H30 for training sessions and members can select to either run or walk. The annual membership will cost you only R350. It is worth it considering the many health benefits you will gain. Come out and run PMC - for once putting a load on your heart is allowed!

Kiddies Corner: Select one competition and enter (Only one entry allowed)

Your entry must have the following information:

Child Name and age:

Parent Name:

Payroll Number:

1. Write a 50-word paragraph telling us about your favourite animal and what PMC can do to keep the animals on PMC safe.

2. Write a poem around the theme "What I know about PMC" The poem must be a maximum of 20 lines.

Draw and Colouring-In (Age 5-13)

3. Trace the pictures below and colour them in.



There are prizes to be won!