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PMC'S NEW CEO

PMC is getting a second chance to make another first impression, with a new CEO

Mr. Wei's journey to the top, is testament that one (sometimes) must move slow to move fast.

On 1 June 2023, Mr. Wei was appointed as the new

Chief Executive Officer of Palabora Mining Company after a decade of structured and successful succession planning. His appointment as CEO and Chairman of the Board is a strong indication that he

has the confidence of the Shareholders and Board.

Mr. Wei occupied the role of Chief Operating Officer in the year 2021, working and learning alongside his predecessor, Mr. Han, to ensure a seamless handover process upon his retirement because the role of CEO can be consuming, lonely, daunting and stressful.

The PMC family and Board are excited over the transition but equally curious to find out how Mr. Wei and his top talent team of executives plan to meet their broad expectations on:

- Engaging the organization on creating a new shared vision,
- Respecting past achievements and legacies,
- Accelerating towards creating a new future for Palabora Copper.

Mr. Wei's notable career journey sets him apart as the ideal candidate



- well established and capable, to expand the business and create a thriving economy in Ba-Phalaborwa.

Much is expected from the highly experienced new CEO in office. During his tenure as COO, his people-oriented leadership style reports:

- An uplifted employee morale,
- A drive towards innovative thinking,
- Employee recognition, reward and internal promotions,
- An improved work culture,
- Efficient and unified teams,
- Overall cost saving across operations.

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SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!

MINeworkers RIGHTS under ODMWA

Mineworkers Rights Under Occupational Diseases in Mines and Works Act

All mineworkers and ex-mineworkers who contract a lung disease caused by exposure to harmful dusts on the mines are entitled by law to apply for compensation from the State. The law that confers these rights to miners is called the Occupational Diseases in Mines and Works Act of 1973 (ODMWA).

While in service, mineworkers undergo regular medical examinations to check for possible occupational lung diseases.

Ex-mineworkers are entitled to a free Benefit Medical Examination (referred to as a BME) every two years at facilities accredited to conduct the requisite examinations.

When mineworkers die (of any cause) their families are entitled to request a free autopsy to determine if the miner had an occupational lung disease at the time of death. If so, the dependents are entitled to apply for compensation from the State under ODMWA.

ODMWA cover various lung diseases including:

- Silicosis which is common in gold and platinum miners.
- Coal Workers Pneumoconiosis or CWP which is common in coal mineworkers.
- Asbestosis / Mesothelioma usually found in asbestos mineworkers.
- Chronic Obstructive Pulmonary Disease (or COPD); and
- Pulmonary tuberculosis or TB (but only if it is contracted while at work or within one year of leaving work).

Miners who are still working for mining companies undergo regular medical checks to see if they have an occupational lung disease. These are arranged by the employer.

If the mine medical practitioner identifies signs of occupational lung disease during any entry, exit or periodic medical examination of the worker the practitioner must submit their report and findings to the Medical Bureau for Occupational Diseases (MBOD) in Johannesburg. Ex-miners are entitled by law to undergo free BMEs every two years at medical facilities accredited to provide such services. These results are also sent to the MBOD.



The MBOD appoints a panel of doctors (the Certification Committee) to review the medical reports submitted to determine if the worker is suffering from an occupational lung disease.

It can happen that the certification committee finds that a person is not suffering from a compensable occupational lung disease even though another medical doctor has diagnosed such a disease. Most often this happens because in terms of the ODMWA an occupational lung disease is only compensable if it results in moderate or severe lung function impairment.

When an ex-miner dies (for any reason), the family should advise the attending doctor that the deceased was a mine worker. The doctor should contact the Director of the National Institute for Occupational Health (NIOH) to make the necessary arrangements for the

deceased’s heart and lungs to be removed during an autopsy.

These must be sent to the NIOH in Johannesburg, where a pathologist will examine them for signs of disease. The costs should be carried by the MBOD. The autopsy report generated by the pathology division of the NIOH will be submitted to the MBOD Certification Committee, which decides whether the miner or ex-minor was suffering from a compensable occupational lung disease. If so, the claim is referred to the Compensation Commissioner for Occupational Diseases (CCOD), who is responsible for payment.

Compensation will be paid after certain administrative processes have been completed. Historically, there have been long delays in the processing of payments. Efforts are underway to reduce the delays usually associated with the payment of compensation.



Editor’s Comments

The month of June was bitter-sweet for the PMC Family bidding Mr Han farewell after a decade of exceptional service. However, we are excited with the announcement of Mr. Wei as the new CEO and look forward to reaching many new milestones with him.





Nandzu Trade and Projects understands that lack of proper school uniform hinders learning

Nandzu Trade and Projects partnered with the Department of Basic Education by donating new school uniform to needy learners because they understand that school uniforms are a badge of pride.

On 7 June 2023, the PMC contractor stepped up as a leader within the mining community. Nandzu relieved pressure off families that are socio-economically challenged by donating 50 sets of school uniforms and accessories.

Both local circuits- Lulekani and Namakgale- benefitted from the donation. 25 school uniform sets went to Kgopsane Primary School in Namakgale, and another 25 school uniform sets went to Vaxadzi Primary School in Lulekani.

PMC is proud of Nandzu for this giveback initiative because children from poorer homes or even orphans, now feel equal and part of the school community. School uniforms are one of the largest expenses a low-income family can face, but now with the support from Nandzu, they can channel their income to cover other basic needs such as food and healthcare.

One can only hope, that such initiative will make a dent to reach the ultimate goal of keeping learners in schools so that they can through education one day improve their lives, families and impact the

Shine On Nandzu-PMC is proud of you!



community at large.

“Uniforms give students a sense of belonging and create an identity for the school in the community.” When wearing uniforms, students will no longer feel insecure about the way they look, their social status or suffer low self-esteem.

Students can now fully focus and put their energies on to learning and study to better their own lives, families and the community at large.” Natasha Mpapele: Nandzu



OUR CHAMPIONS!



PMC congratulates all employees that participated and completed the 2023 Comrades Down Run in Kwa-Zulu Natal.

Runner Details	Race Times	Medal
Masilo Moremi	7:06:14	Silver
Makhura Mabitsela	9:45:12	Robert Mtshali
Neville Jeleni	9:45:06	Robert Mtshali
Dominic Mpati	10:52:21	Bronze
Neil Kelder	11:21:23	Vic Clapham
Johannes Matlala	11:38:13	Vic Clapham
Mpho Maloma	8:21:37	Bill Rowan
Nduduzo Mabaso	8:48:17	Bill Rowan
Happy Ubisi	7:51:18	Bill Rowan
Doctor Malepe	08:00:23	Bill Rowan

Congratulations to Masilo Moremi for running his personal best time. The only Silver Medal obtained from Phalaborwa Athletes



PMC CARES ABOUT THE SANITATION OF LOCAL LEARNERS



The mining giant is making strides to dent the hygiene crisis by donating toilet paper to Local Schools, Early Learning Centers and Drop-in Centers within its host communities.

The schools welcomed the good gesture from the mine because they operate on strained budgets. This initiative forms part of PMC's Socio Economic Development strategy, to spread goodwill in the communities.

