



DEVELOPING SKILLS

PMC Is Applying Occupational Development Programs To Negate Skills Shortages Internally

Training and Development is spearheading positive change within operations by facilitating the Artisan Aide Skills Development program through the Apprentice Center, to close internal performance skill gaps as well as unlock employee potential for job effectiveness.

The program is aimed at contributing towards the business culture of high performance and purposeful action in supporting the business strategic objectives.

The Artisan Aide Learnership is a structured, occupationally directed program that leads to a qualification registered on the National Qualifications Framework and is trade related.

The top talent technical team at the Apprentice Center headed by Stuart Thompson namely: Steven Holtzhausen, Jurie Gouws and Andre Oberholster are the experts responsible to deliver the 3 months National Occupational Qualification requested by line management to meet skill set



compliance. PMC will register 25 employees at a time.

Employees registered on the program will leave their sections for a period of 3 months to gain workplace exposure at the Apprentice Center. Jurie, Steven and Andre will ensure that the employees' 3 months secondment

bears fruits for the business.

The trio will upskill the maintenance and repairpersons, guaranteeing that they return empowered with practical skills, knowledge of workplace components, and a strong foundational base of the artisan qualification to be effective in their

current roles as support staff.

The Apprentice Center launched the Artisan Aide program in April 2023 with the first intake of only 18 employees (7 employees shy of the desired intake). The teams comprised: (12 x Fitting & Machinery and 6 x Plater Welders). Amongst the 18 x employees enrolled, 4 x were women – representing the progress towards the achievement of gender equality within the mining industry.

3 months later, the teams have successfully completed their training and are returning to their respective workshops, more knowledgeable, skilled and enabled to support their supervisors and artisans more effectively.

PMC is proud of Training and Development and moreover, the Business is encouraging all sections to enroll their Artisan Aides for this beneficial 3-months occupational development programs at the Apprentice center, as another initiative to support the ZERO HARM objective.

Shine on Stuart and the entire team at the Apprentice Center!

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!



PREVENTING DISEASE TRANSMISSIONS

PMC is preventing disease transmissions by donating toilet paper to local clinics

Palabora Mining Company is active in the fight against disease transmission.

The mining giant is resolving the crisis through partnering with the Department of Health and donating toilet paper to local clinics within its communities.

Lack of everyday essentials in the clinics, including toilet paper, can lead to great discomfort for all patients far worse those with diarrhea related illnesses.

Through this small gesture, PMC is saving lives because poor sanitation is the main cause of hundreds of diseases that have the potential to kill thousands every day.



Brain health is the state of brain functioning across cognitive, sensory, social-emotional, behavioural and motor domains, allowing a person to realize their full potential over the life course, irrespective of the presence or absence of disorders.

Different determinants related to physical health, healthy environments, safety and security, life-long learning, and social connection as well as access to quality services influence the way our brains develop, adapt and respond to stress and adversity. These give way to strategies for promotion and prevention across the life course.

Optimizing brain health by addressing these determinants not only improves mental and physical health but also creates positive social and economic impacts that contribute to greater well-being and help advance society.

However, conditions affecting the brain and nervous system in general emerge throughout the life course and are characterized by disruptions in brain growth, damage to brain structure and/or impaired brain functioning. These include for example congenital and neurodevelopmental conditions as well as neurological disorders across the life. Health and social care for these conditions require multisectoral and interdisciplinary collaborations with a holistic person-centred approach focused on promotion, prevention, treatment, care and rehabilitation and the active engagement

of persons with lived experience, their families and carers

The global burden of neurological and neurodevelopmental conditions is high, with approximately 70% of the burden in low- and middle-income countries.

Neurological conditions are the leading cause of disability adjusted life years (DALYs) and account for about 9 million deaths per year.

The largest contributors of neurological DALYs in 2016 were stroke (42.2%), migraine (16.3%), dementia (10.4%), meningitis (7.9%) and epilepsy (5%). Premature birth, neonatal encephalopathy and neuroinfections (meningitis, encephalitis and e.t.c) contribute substantially to high disease burden in Africa.

Despite the large burden, only 28% of low-income countries have a dedicated policy for neurological diseases. Available resources for these conditions are insufficient, with unacceptably high treatment gaps for many neurological and neurodevelopmental conditions.

Resources for the assessment and care of children with neurological and neurodevelopmental conditions are even more scarce.





Driving Capacity Development

PMC Is Driving Capacity Development by Sending Representatives To The WiM Africa Summit

Palabora Mining Company's Women in Mining committee attended the 2nd Annual Africa Summit.

The conference was held at Emperors Palace from the 28th to 30th of June 2023 and was well attended by over a hundred women representing different

mining houses and nationalities varying from Ghana, Namibia, Botswana, Lesotho and many more.

The growth of the conference and the diverse representation of women in attendance, is evidence of good progress made towards accelerating the

transformation of the mining houses across the globe.

PMC sent 10 WiM representatives and is confident that its investment towards their capacity development will mold a significant impact, which will transform operations, work culture and behavioral patterns.

ITC's 10th Annual Social and Labour Plan Conference Reminds Mining Houses To Collaborate With Communities and Government For Sustainability

The Department of Mineral Resources and Energy is calling on all Mining Houses to step up and fulfill their Social and Labour Plan commitments within the communities they operate in. Mining communities are generally considered to be poor, undeveloped, and lacking basic infrastructure such as running water, housing, schools and roads which often results in a series of protests by the affected and disgruntled residents.

PMC was well represented at the 10th Annual Social & Labour Plan conference held at Midrand Gallagher convention center on 28 & 29 June 2023.

The theme for this year's conference was 'Planning for the next generation.' The event was well attended with representative from mining houses from as far as Western Cape and Kwa-Zulu Natal.

Tshidi Ngobeni, Transformation Superintendent was invited as a speaker and as a chairperson of the conference. Her presentation focused on

community unrests and its impact on mining houses.

She further highlighted PMC's strides towards building sustainability in Ba-Phalaborwa through job creation and bursary sponsorships to name a few.

"In the South African mining industries, the vehicle employed to ensure the fair distribution of all benefits associated with mining is the Social and Labour Plan. The 10th Annual Social and Labour Plan conference was an eye opener and a refresher to most of us as Mining Houses because we were afforded an opportunity to share our challenges, recommendations and wins on the consultations, formulations, approvals, and implementations of the Social and Labour Plan document beyond compliance. The two core discussions for me at the conference were:

- Mining houses collaborating on Mega projects for the long-term beneficiation of the community ,
- Cash Stimulating or Profit Generating Projects for sustainability of the host communities to reduce dependency to the Mines.

I would like to thank the ITC in partnership with Umsizi for coordinating a successful event and for appointing me to be the Chairperson and a Speaker at the conference. It was indeed a great experience. As Mining Houses, we have committed ourselves to remain at the cutting edge, pioneering highly effective Community Development Programmes and Projects, having consistent meetings and exceeding compliance requirements." Said Tshidi Ngobeni



Editor's Comments

PMC is enjoying its Top Employer ranking and keeping up its excellent people practices by rolling out the Employee Value Proposition: Let's Learn Series, educating the business on its competitiveness. Upon reflection, the questionnaires responses received thus far, reflect a workforce that is happy, valued and appreciated.

Be Safe! Keep Safe! Practice ZERO-HARM! Khumbul'ekhaya

SHEQ Department is nailing Work-Life Balance

“ If You Don’t Make Time for Your Wellness, You Will Be Forced to Take Time For Your Illness ”

On the 28th of June 2023, the SHEQ team stepped out of their offices for a game of street soccer.

The department paired into teams and challenged one another for a game of soccer, rejuvenating their minds! Participating in recreational sporting activities as a team is important and at PMC, we promote it.

Team sports is an essential vehicle to the improvement of employees’ mindsets, self-esteem, physical and general wellbeing but moreover builds:

- Team spirit,
- Cohesion,
- Trust,
- Mutual Respect,
- Communication

And contributes towards optimal productivity and excellent job performance.



Shine on SHEQ Department!

▶▶▶ KIDS ZONE ◀◀◀
▶▶▶ DANGER ◀◀◀
▶▶▶ TOO MUCH FUN ◀◀◀
▶▶▶ FIND THE WORDS ◀◀◀

emergency exit
water clean up
tornado drill
first aid kit
procedures
evacuation
fire drill
flammable
emergency
distance
posture
warning
Goggles
safety
hazard
Gloves
fall

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