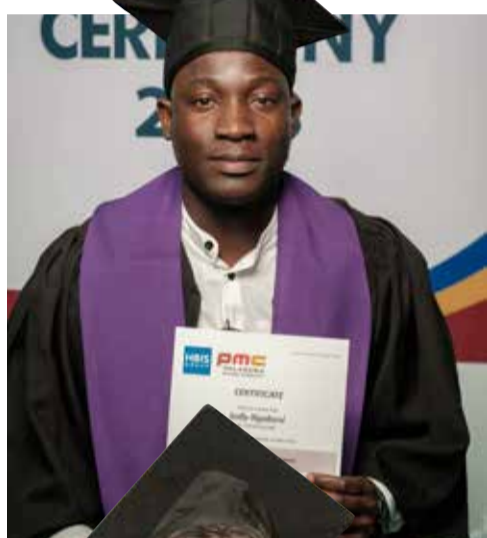


PMC IS CHANGING LIVELIHOODS THROUGH A STRUCTURED

PATH TOWARDS SUCCESS



The pursuit of education and skills development is core to the wholistic development of our people and the centrepiece of reforming the past socio-economic and political injustices of our country.

Palabora Mining Company in line with its Top Employer ranking, is dubbed an employer of choice within the industry for its model Employee Value Proposition policies. Top of its offering, is its unmatched Career Management Policy, focused on the acceleration of employee empowerment through the development of employee skills and competencies to unlock potential for job readiness, efficiency and satisfaction of industry requirements and optimize operations.

marks collective progress, to address the national shortage of industry skills and moreover, the added advantage is, our graduates have earned nationally recognized accredited qualifications - making them employable in the job markets.

With these kinds of people orientated strides, community and employee satisfaction is guaranteed, and PMC is sure to find innovative solutions within its capacitated and competent workforce, resulting in maximized production output, workplace harmony, and these elements will attract pools of talent across the industry.

On Friday 21 July 2023, The Training Department under the leadership of its Departmental Manager: Mabore Macheru, hosted its 7th Annual Certification Ceremony. The ceremony honoured 158 graduates, comprising employees (including our contractor employees) and community members. The successful rollout and completion of these Occupational Skills and Trades Programmes,

The day ended with the celebrants being honoured with trophies and certificates whilst in some cases some special awards being presented. Stuart Thompson, Superintendent Engineering & Technical, received one such award, for his 40 years of support, service and enrichment of technical development at the Apprentice Center.



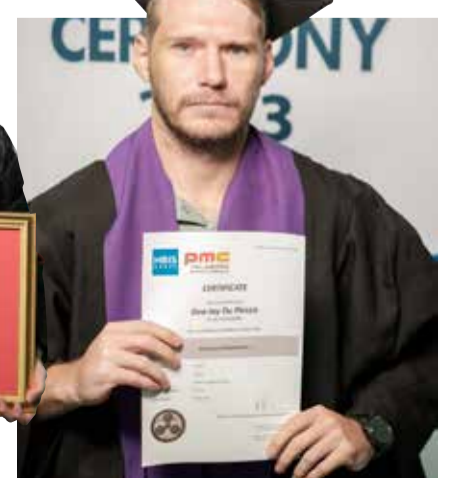
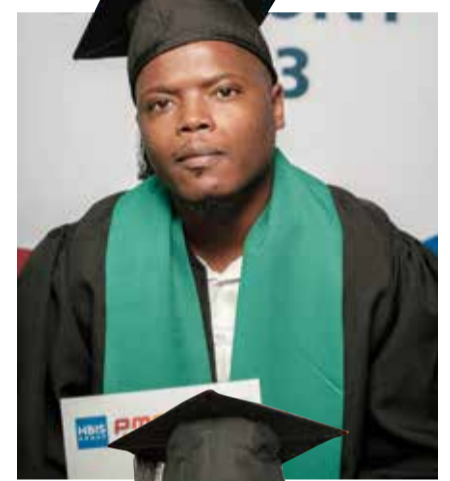
“Education is a tool for liberation, and some were killed in its pursuit. It is a noble cause to die for.” Mr Zakes Malepe: General Manager Asset Management

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!



Category	No.
Adult Education and Training Level 0-4	32
National Certificate: Mineral Processing NQF Level 02	8
National Certificate: Mining Operations for Underground Hard Rock NQF Level 02	8
National Certificate: Rock-breaking Surface Excavations NQF Level 03	6
Plater/Boilermaker NQF Level 03	14
National Certificate: Diesel Mechanic NQF Level 03	16
Fitter (including Machining) NQF Level 04	25
Fitter and Turner NQF Level 04	6
Electrician NQF Level 04	29
Automotive Electrician NQF Level 04	2
Instrument Mechanician NQF Level 04	12

Special Awards	
Best Learner for AET 2022	Thomas Disky Hlungwani
Best Bursar 13 Distinctions 2022	Titi Hlungwani
Best Bursar 11 Distinctions 2022	Dikeledi Monyela
Best Learner for Mineral Processing Learnership 2022	Mulanga Brian Mphilo
Best Instrumentation Apprentice 2022	Abel Malesa
Best Boilermaking Apprentice 2022	Carroline Atalia Modisha
Best Engineer in Training 2022	Caleb Lehlogonolo Monyela
Best Intern 2022	Special Ngobeni
Best Mentor 2022	Karren Jones
Best Supervisor for E-Learning Utilisation 2022	Samuel Hlamalani Mathebula
Best Superintendent for E-Learning Utilisation 2022	Solly Ngoako Mangena
Best 40-year service in Artisan Aide Development	Stuart Thompson



Laelo's Actions Concedes that Mandela Day is a timeless reminder of our shared responsibility to uplift humanity

Palabora Mining Company responded strongly to the call for action on 18 July 2023, to honour the life and legacy of Nelson Mandela.

Nelson Mandela International Day is more than just the commemoration of Tata Madiba's birthday, it is an effective catalyst, powering collective action towards the attainment of basic human rights for the betterment of societies such as:

- Freedom,
- The eradication of poverty,
- Food security for future sustainability,
- Easy access to water, sanitation and hygiene,
- But equally important peace and unity to foster social cohesion.

PMC teams went beyond the required 67 minutes of goodwill, representing Mandela's 67 years of public service. The mining giant demonstrated its efforts and commitment towards eradicating hunger and uplifting those who are less fortunate within its communities through selfless service, distributing food parcels, cooking meals or participating in



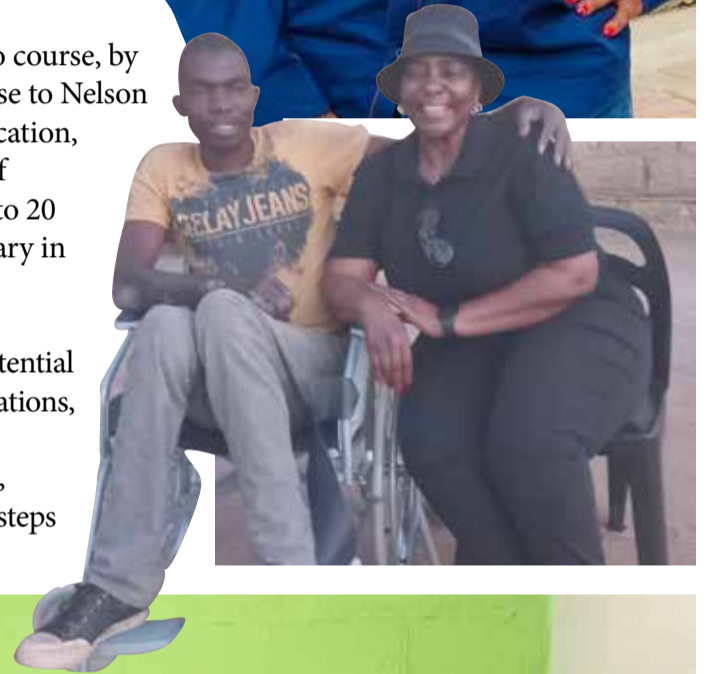
other activities such as supporting environmental sustainability through gardening or school visits for sanitary towel donations, painting or new school uniforms handover.

Laelo Construction was a true inspiration this Mandela Day and PMC is proud to be associated with a contractor that puts our value of caring into action. Committed to support PMC business values and objectives, the contracting company showed acts of kindness by:

- Donating food and cooking for over 200 children at Tshube Drop-in Center at Mashishimale village,

- Donating a wheelchair to Mr. Timothy Mmola at Makhushane village,
- And remaining true to course, by embracing a cause close to Nelson Mandela's heart - Education, by donating full sets of new school uniforms to 20 learners at Gaza Primary in Namakgale.

Mandela Day has the potential to change lives for generations, if all of us as businesses, individuals, and families, stand up and take small steps towards greater good.



"If you can't do great things, do small things in a great way." – Napoleon Hill



Editor's Comments

July month is a global unifier with the entire world commemorating the birth of Tata Nelson Mandela with positive actions to uplift humanity, eradicate poverty and unite as the human race. As usual, PMC went beyond 67 minutes of goodwill, living out our values of caring in our local communities.

Happy Nelson Mandela Month!

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



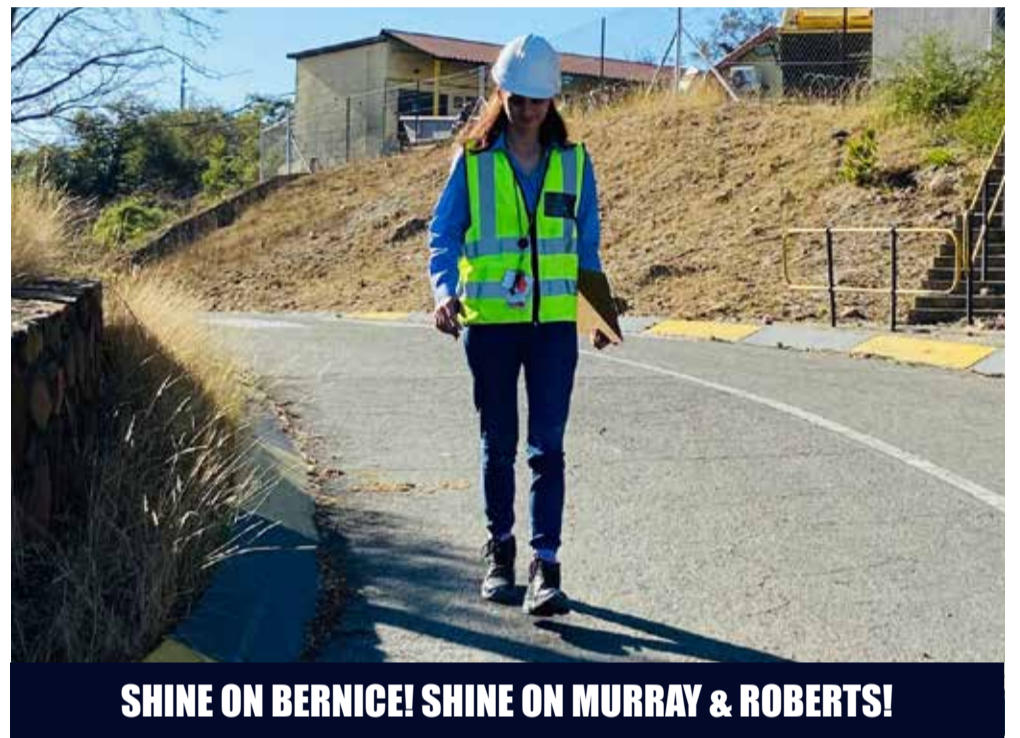
Murray & Roberts "Banks" Its Safety On Bernice

ISO 45001: Occupational Health and Safety Management Systems

Palabora Mining Company's Employee Value Proposition policy promotes that all employees within its operations must be encouraged to pursue lifelong studies for the benefit to enhancing their careers, expanding knowledge, job optimization, employee satisfaction as well as the achievement of safe operations and production daily.

Murray and Roberts is leading the call to advance its operations and teams through effective Career Management. Its readiness to fund Bernice Oosthuizen - Safety Administrator, to enroll, study and complete her ISO 45001: Occupational Health and Safety Management Systems Awareness Course, is testament of its unwavering commitment towards employee advancement and career satisfaction.

PMC is immensely proud of both Bernice and M&R. Through the completion of the 3-day online course, she is now more competent in her role and is empowered to bring value-add through critical



SHINE ON BERNICE! SHINE ON MURRAY & ROBERTS!

thinking and providing innovative solutions to resolve challenges on site.

M&R is ready to invest more capital to advance Bernice. The organization will support Bernice until the completion of her full Safety Officer qualification.

These kind of strides by M&R are testament that:

- Murray & Roberts is supportive of the business' safety objective to achieve Zero-Harm daily,
- Murray & Roberts is invested in the journey towards sustainable growth and success in Ba-Phalaborwa,
- Moreover, Murray & Roberts is making the desired progress towards gender equality and women empowerment within the mining industry.

Nelson Mandela Day



MANDELA DAY

WE SAW YOU

