



Together modelling a collective approach to advance sustainable development within our host communities

PMC & Leolo Community Trust in conjunction with Murray and Roberts and Masterdrill handed over a newly built and partially furnished school to the Department of Basic Education and Kgoshigadi Mosubutjana Shai in Mashishimale village. The school has been named after the reigning queen and it shall be known as Mosubutjana Primary school.

The school is part of PMC's CSI commitment to enhance the infrastructure in its host communities. The new school is a much-needed solution to relief overburdened nearby Primary schools. Mosubutjana Primary in honour of the reigning queen, is a first class 16 classroom school including a foundation phase block. This project has been a collaborative effort which delivered infrastructure comprising an admin block, kitchen, 16 classrooms, some of the furniture and ablution facilities. The much-needed kitchen will come in handy to prepare and serve learners with meals every day as part of the government nutrition programme. The ablution facilities were funded by Murray & Roberts and school desks were funded by Master Drilling.

The Department of Basic Education promises to honour PMC, Kgoshigadi Shai and the community at large by committing themselves to deliver world class education to the +- 500

learners at the school. Mosubutjana Primary School is one of PMC's strategic legacy projects aimed at empowering communities through education. The community of Mashishimale is now sustainable beyond the life of mine due to the completion and handover of the school to the Hon MEC Mavhungu Lerule-Ramakhanya on 15 August 2023.

Beyond the construction of Mosubutjana Primary school, PMC is proud of its continuous investment towards Socio Economic Development to uplift the community of Mashishimale. Mosubutjana Primary was built by 4 x local 100% Black-owned contractors and the

construction phase created more than 100 temporary jobs for the local community. The school presented an opportunity for real empowerment of local Small Medium Micro Enterprises as we provided the required technical expertise to ensure that the project becomes a success, we allowed our SMME's to prove themselves and also improve their Construction Industry Development Board (CIDB) level in construction.

To-date, in line with its Social and Labour Plan strategy as well as the desire to contribute towards fast-tracking of service delivery and support the Municipality Integrated

Development Projects, PMC has overall spent heftily in Mashishimale through:

- Construction of a 3km road leading to the local clinic,
- Building a library,
- Construction of school ablutions and feeding scheme kitchen
- And thriving the local economy with the rollout of the Enterprise and Suppliers Development initiatives.

PMC, strongly believed in the institution of education and it is our intention to invest more as we are definitely going to be the beneficiaries of this important and necessary investment.

The communities of Ba-Phalaborwa will continue benefitting from the mining spinoffs in Education as it is our intention to make the necessary impact in education. We are encouraged by Kofi Annan's quotation "Education is the great equalizer of our time. It gives hope to the hopeless and creates chances for those without." The leading mining giant committed itself in an announcement at Mosubutjana Primary handover ceremony to construct a brand new Technical high school in the area of Mashishimale upon approval of the PMC Social and Labour Plan by the Department of Mineral Resources and Energy.





Editor's Comments

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

PMC's investment to construct a brand new school in Mashishimale village, Mosubutjana Primary is both a literal and physical groundbreaking development.

We are proud of our employer, for choosing to invest in the future of our children and long-term sustainability of Ba-phalaborwa communities.

EVP- OUR BRAND IN MOTION

WHAT IS IN IT FOR ME AS A PMC EMPLOYEE?

The Organisational Development and Design department teamed up with the Communications team to run a campaign on Employee Value Proposition (EVP) aimed at equipping employees with information and knowledge about their benefits in the company.

The campaign was carried out for six weeks where information about each of the five EVP elements was shared, after the sharing of each element, a questionnaire was sent to employees to answer specific questions to gauge employees' level of understanding of the EVP. The PMC EVP elements are Culture, Compensation, Employee Benefits, Career Management and Work-life Balance.

The Employee Value Proposition is our brand in motion.

It is our competitive strategy to communicate our corporate offering and packages to attract and retain industry top talent.

The intent of our EVP is to cultivate a working environment that provides benefits and recognition to the employees in return for the skills, capabilities, experience, and the contributions they make to the company.

Thus, PMC is committed to acquiring, developing, maintaining, nurturing and retaining qualified, competent, motivated and dedicated workforce to meet the challenges faced in achieving the company's vision, mission, and objectives.

Culture	Nozipho Zitha	Motivation
Compensation	Adele Cobban	Attraction
Employee Benefits	Adele Cobban & Carol Maile	Attraction
Career Management	Mabore Macheru & Nozipho Zitha	Retention
Work-Life Balance	Abby Ledwaba & Ezra Rhayi	Enjoyment

LEADERSHIP

TEAM WORK

SHARED VALUE

COMPANY CULTURE



PMC demonstrates that quality ABET programs can impact the community for the better

Palabora Mining Company understands that there is a high correlation between poverty and illiteracy.

The leading mine is therefore extending an opportunity to the general public within its host communities to enroll in a quality adult basic education and training or "ABET" program. Enrollment and successful completion of the ABET program will improve the community's chances of securing employment and contributing towards the growth of the economy.

Education and Training is an effective tool to empower the poor and eradicate poverty. The (48) selected community members, registered on the program will either progress to Matric level or upgrade their matric results by re-writing some of the matric subjects.

Upon completion of the program, they will be empowered with competencies such as English literacy and basic mathematics. The ABET classes will be facilitated at Sebalamakgolo High School in Namakgale.

PMC's hefty investment to rollout this training program to the community proves its commitment and support towards the community, government and women development.

Unemployment is currently at its highest levels, with the youth and women among the most affected. Initiatives such as these demonstrate that there is hope that past injustices of marginalizing women and children will be equalized.



HOMUS ENVIRONMENTAL CLAIMS GOLD



BY BACKING THE NATIONAL NETBALL CHAMPIONS



Lulekani Primary put up a clinical game of netball on display to be crowned the SA Netball champions.

The U13 team of champions represented Limpopo Province, at the national netball tournament in Boksburg, competing against schools from all over the country. The team qualified after winning five of the six games they played in the provincial games in Polokwane on Friday, June 9.

The girls gave a power performance at the national championships. They were impossible to dismiss and fought tooth and nail, delivering stellar performances in all their games proving their dominance.

Homus team stepped in to encourage these “golden girls” to keep their head in the game by donating new sets of tracksuits,



takkies and sanitary towels for the tournament. Homus is responsible and understands that some of these learners come

from impoverished low-income households and lack of finance may deter them from participating or far worse lead them to

undermine their talent. PMC is proud of Homus for being proactive and rallying behind our girls

and moreover giving them a major boost towards winning and being crowned the U13 National Netball Champions.

Concentrator Team Pledges to follow Permit to work, Isolation & Safety System

In a continuous effort to promote a culture of Zero harm and reinforcement of compliance to standards, the Concentrator Team has embarked on a campaign to pledge Compliance to Isolation and Permit to Work Standards. The campaign was embarked on during the month of July 2023 by Concentrator Management.

The Managers reminded the team that pledging to safe Isolation and Permit to Work procedures is a vital commitment towards ZERO HARM culture and responsible mining practices. By adhering to these safety protocols, mines can safeguard lives, reduce risks, enhance productivity, and contribute to a safety-first culture that benefits everyone involved in the mining industry.

YTD Concentrator has zero injuries (0 FAC, 0 MTC and 0 LTI), which is a great improvement compared to last year where the team suffered 1 LTI (fatality) relating to inadequate isolation inside the Hydroseep substation. Concentrator Management team is committed to recognizing and reward employees for the outstanding Safety and Production performance. This commitment was put to live as



Elsa Senyolo took the first step of recognizing her team members who performed well in the first half of the year (Crushing and Auto

Milling Operations) and the rest of the leaders were encouraged to do the same for their teams.