



For comments or queries contact the editor: zani.kutumela@palabora.co.za

Palabora Mining Company gives a thoughtful **“THANK YOU”** to the Workforce



Employee recognition is a critical part of a healthy work environment and culture. On the 17th of November 2023, PMC hosted and celebrated 48 employees for their 20, 30 and 40 years of unwavering service to the organization at the Long Service Awards (LSA) function.

Recipients, who have given their youth and expert knowledge to the business, arrived hand-in-hand with their spouses, giving testament that they are their “lucky charms”, key supporters and critical catalysts in aiding them to achieve the immeasurable success they have attained within the business. Celebrations such as these reassure workers that the company “sees” them, needs and values them as well as spurs an inclination within them to do more at work and continue improving the organization.

The relaxed setting at the event, improved familiarities between management and teams, allowing them to engage with one another socially throughout the day. The Best Employees and Teams nominees also shared in the merriment with the LSA recipients receiving tokens of recognition signed by the CEO and praise from the newly appointed Assistant to the CEO Mr. Zhengqin Zou who was in attendance at the ceremony.

PMC continues to prove that they support and prioritize the advancement of their teams’ careers and knowledge base. Despite its tenure of financial difficulties, it still committed to honoring its long serving employees and top-ranking exceptional performers through Recognition and Reward strategies because such initiatives have multiple long-term benefits such as staff-retainment, trust building, innovative thinking, business stability and general improved safety performance across the business.

Best Innovation Teams

- Flotation Optimization Reagents
- MRAP Crusher 5
- Undercutting Ring Design
- Improve Crusher 5 Schedule
- Compliance Reporting
- Drone Technology Underground
- Roof Parking Cost Saving
- Auto mill Relining
- PowerBI Dashboard
- Emulsion Waste Control
- MSP2 Tails Pumping System

Concentrator
Mining
Lift 2

Sifiso Maseko and Mahlori Mkhombo
Philip Liebenberg and Schalk Jansen van Rensburg
Mohlapa Matsapola and Chris Langeveldt

Lift 2
Mining
Vermiculite
Concentrator
Finance
Mining
Magnetite

Ungerer Werner and Smit Wayne
George Mtileni and Tebello Lepheana
Douglas Hanker & Adolph Nziyane
Hendrik Mohale and Thabo Mashego
Ziphelele Coka and Martha Dapa
Pierre du Preez and Riba Petrus
Kaya Mlambo & Louis Roeloffze

Best Team of the Year

Communication Human Resource

Best Employees of the Year

Lucas Moremi Lift II Construction and Concentrator
Daniel Mafahla Magnetite Mining & Processing
Karren Jones Finance

Best Division of the Year

Safety Health Environment Quality Johan van Dyk





2023 LSA & Employee Excellence Awards



PMC BIDS FAREWELL TO A GIANT

Johan van Dyk

Arguably nothing better exemplifies Mr. Johan van Dyk's persona rather than the Greatest Of All Time. On the 24th of November 2023, JvD as he was fondly known within the business, bid farewell to his division and the organization, "hanging up" his safety boots after 24 years of service at PMC during the weekly SHEQ meeting.

His tenure is marked by many extraordinary achievements. His embodiment of the business' core values, decency, fairness, inclu-

sivity made him remarkable, larger than life, even scooping the CEO's choice award - the 2023 Division of the year award – in his term of departure.

The business will remember JvD as a thoughtful leader, decision-maker, visionary and a revolutionary change agent. Although he ruled with a tight fist and had no room for errors, Johan was also "oooooh so human"- he founded the PMC SHEQ Spring Walk and always the first to readily support humanitarian

non-profit organizations, like CANSA – promoting sentiments of goodwill.

The business now has to reassess, how to fill JvD's large boots and maintain our umbrella public reputation of excellence and a safe mine.

"My time here is done. Change is inevitable, and change is good. The business is changing - Do not resist the changes unfolding – open yourselves up to learn from it" Johan van Dyk _ General Manager SHEQ



Visible Felt Leadership: Up Close with Mr. Zhengqin Zou

Only a few weeks on site and Mr. Zou is visible and making strides to meet the crews and familiarize himself with the operations because he understands that our people are our greatest asset.

PMC Assistant to CEO	Mr. Zhengqin Zou
Date of visit at the Underground Operations:	22 November 2023
Purpose of Visit:	Underground Orientation
Areas Visited Underground:	<ul style="list-style-type: none"> • Service Winder Headgear, • Lift I and II Footprint, • Crusher 3 and Crusher 5, • Lift I and Lift II Main Workshops • CV 22 Head End
Hosting Team:	<ul style="list-style-type: none"> • Rendani Nemathithi - Manager Horizontal Development/UC & Draw • Mpho Maloma- Manager Mining Operations • Keith Mdluli- Mine Overseer Secondary Breaking Unit • Pontsho Ntwampe - Superintendent Mine Design & Engineering
Any recommendations/comments from him about his observations:	Congratulations for the good work and safety targets achieved thus far. Continue to put plans in place to meet our 2024 business deliverables.
Did he engage with the crews on duty:	Yes, largely the Mobile Equipment Maintenance Teams and the Operations mobile operators
What were the people's sentiments to see him UG:	The teams were very happy to meet him and looking forward to his support in improving performance in UG



EDITOR'S NOTE

The festive season is officially upon us. Many of us will be taking time off to travel and enjoy the holidays with our families whilst equally many of us will continue working. Remember SLAP!



Praying for the safety of Mineworkers worldwide #Implats

SPORT NEWS



Name & Surname: Jan Mosoma

Role at PMC: Fitter

Date of Race: 19 November 2023

Name of Race: Virgin Active 947 Ride Johannesburg

Distance Completed: 97kms.

Cyclists Participating: 5000 people

Completion Time: 4:31:18

Motivation to Compete: I love cycling. Also I wanted to experience the race and represent my company. This is an annual race and I am planning on participating again next year in the 2024 race.



Mega Crane Hire Is Pro-active

TT Crane and plant Hire, now also known as Mega Crane Hire, demonstrated CARE to their employees by issuing them each with a 2L Water Coolers and Dark glasses to protect them against the scorching sun when working onsite.

Mega Crane is RESPONSIBLE! With a stellar safety performance record of 0 MTC's / LTI's since its inception at PMC in 2016.

"Our employees are dedicated, disciplined and always willing to go the extra mile to get the work done. Today we would like to thank them for their efforts with these tokens of appreciation."
Mega Crane Hire Management



SPORT NEWS



Get to know our runners

97th Comrades Marathon 2024 UP RUN Sunday 9 June 2024 PMC Athletics Club

(2023 Sanlam Cape Town - Personal best time - 02h56)
(2023 Comrades – personal Best – 07h06 – Silver)

Name and Surname:

Masilo Moremi

Role at PMC:

Construction Specialist

I love to run because:

I have a passion for running and physical activity. I love to participate in all sorts of sport in general. Moreover, participation in sports, especially running, reduces my stress level - socially and professionally.

Preparation routine Comrades 2024:

I am on a 6-month training program.

Monday: Physical Exercise

Tuesday: Speed Training

Wednesday: Long Run

Thursday: Short distance (15 km)

Friday: Rest

Weekend: Endurance run – Not less than 3 hours

Special diets:

No red meat. Fish, Chicken, Veggies.

How many races have you completed this year:

- Kosmos 3-in-1 marathon – 73km
- Mall of the North – 42km
- Mayor's Race – 42 km
- Kaapsehoop – 42 km
- Soweto Marathon – 42 km

How many comrades have you completed before:

9 Comrades

What are you most looking forward to about the 2024 race:

2024 -Green Number – Number 10

If you had one wish

To participate in international races in China- Beijing or Xingtai