



# PALA CONNECTOR

DECEMBER 2019 - XMAS EDITION



**CEO'S MESSAGE**  
**EDITOR'S NOTES**

**PMC NEWS**  
EXCITING UPDATES ON  
COMMUNITY PROJECTS

**OUR HEART  
AND SOUL**

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It is that time of the year when we take the opportunity to reflect on a year that was.

In 2019, we also witnessed the start of some exciting projects such as the 1,200m deep Vertical Ventilation Shaft, constructed by contractor Murray & Roberts Cementation, at Lift II Project. Another ground breaking project that we are looking forward to in 2020 is the new Smelter Retrofit set to assist with the improvement of copper rod recovery and extending the life of mine. With regards to the maintenance of our social license to operate, we brought the value of caring to life through structural development projects such as the renovation of schools, rehabilitation of roads, the Enterprise and Supplier Development Programme (ESD) and generous donations of food parcels to the 14 registered Drop-In Centres in Ba-Phalaborwa.



It's hard to believe that 2019 is already coming to a close as it feels like the other day when the year started.

As we look back and reflect on what we have collectively achieved here at Palabora Mining Company, our passion to achieve and make a difference has driven us to move from strength to strength as a business. We have collectively taken decisions to steer PMC into the right direction and instituted unique solutions and for that, I wish to thank you immensely for your support.

Many thanks to the men and women who work tirelessly to ensure that we live up to our Values of: Integrity, Courage, Accountability, Caring and Teamwork. It is no doubt that the past 11 months have been testing with regards to health and safety issues, given the rise in the number of LTTs, which called for all of us to go back to the drawing board. Overall, it has been a promising journey.

We continuously pride ourselves with the many significant achievements and milestones acquired collectively as a team. Congratulations to the 138 Long Service Awards recipients honoured for 10, 20, 30 and 40 years uninterrupted employment service.

I wish to extend my sincere wishes for a restful and enjoyable time to all the employees going on recess and I am looking forward to seeing you again in the New Year. To many of you who will be working over the festive season, remain vigilant and observe all safety procedures.

I wish you and your families a merry Christmas and a prosperous happy New Year.

# CEO's Corner

Mr Jinghua Han



# Editor's notes

# Welcome to yet another Christmas edition of Pala Connector



**Nametsegang Matthews**  
Superintendent Internal Communications

Pala Connector is an internal magazine that touches on a broad-spectrum of news across the business. It is a channel and platform endowed with rich, useful information and news. Sharing news and communicating other vital developments will forever be a mission we strive to achieve and deliver timely.

In this issue, we bring you a full range of business news, milestones and achievements throughout the year and a host of other topics, events and information about our activities and engagements with our local communities.

With the New Year just around the corner, drawing from the richness of 2019 with all its infirmities, we wish to encourage each one of you to fly the PMC flag high knowing that a start of yet another challenging year awaits in 2020.

Let us ensure that we are geared for the New Year, which will undoubtedly be filled with the pursuit of fresh aspirations and dreams. As Einstein said: "Only fools try the same thing

each time expecting a different result." We are certainly not the people referenced by Einstein, as we have resolved not to repeat our mistakes in 2020.

A special thanks goes to all our contributors and departments that always extend their warm invitation when hosting events, not forgetting colleagues who provided valuable reviews to ensure up to date articles.

Let us embrace, support and continue to contribute to ensure that this newsletter becomes an important medium for exchanging ideas and sharing knowledge that will ultimately translate into informed and happy employees.

I wish you all a merry Xmas and blessed happy ("two thousand and plenty") 2020!



# Ventilation Shaft (Blind Sinking) Update



## Safety

The Palabora Mining Company (PMC) Lift II Ventilation Shaft (Blind Sinking) project, has to date reported the following safety statistics:

- \* **Zero (0) MTC - Medical Treatment Case**
- \* **Four (4) FAC's - First Aid Cases**
- \* **One (1) LTI - Lost Time Injury**

The top significant risks identified to be inherent during shaft sinking include man & machinery interfacing, working at heights, lock out or tag out, mucking/cleaning with an excavator, and concrete pouring. Several safety campaigns have been implemented, such as the "Switched On" for Safety (Pea Whistle) Campaign. This campaign compelled workers to be switched on for safety and channel their thoughts and behaviour towards safety before they enter the workplace and throughout the shift. A Pea Whistle and various other communication tools are used for key safety messaging and a constant reminder to switch on to safety. The hands and finger injuries safety campaign was yet another strategy implemented to emphasize site safety. All people including visitors that enter the Vent Shaft site, are required to undergo a brief induction process, which explains the onsite Switch on for Safety philosophy.

## Update

Successful site preparation has been concluded, and this included the following;

- (1) cutting, filling, levelling and compacting works on the existing terrace, replacing unsuitable material with suitable load-bearing compactible ground
- (2) construction of access roads and drainage systems,
- (3) fencing of the Vent Shaft Site,
- (4) supporting of unstable high walls,
- (5) installation of services to be required in the first quarter, such as piling for the reinforcement of the Vent Shaft Collar which started in March 2019.

Piling involved drilling and casting of interlocking pilings for the reinforcement of the Vent Shaft Collar. The piling was completed successfully and ahead of schedule.

In the second quarter of 2019, foundations of all major equipment and buildings, that is; kibble and stage winders, tipping structure, pre-sink gantry, batchplant, compressor house, workshops, offices, dams, and electrical substation were all commenced. All the services for pre-sink commissioned late September 2019 started on the 1<sup>st</sup> of October 2019,

3 days ahead of schedule. The kibble has been licensed for personnel conveyancing and rock hoisting. The Pre-Sink Stage has been installed and commissioned in the shaft, however, it is awaiting to be licenced for use. The Batchplant and Testing Lab were successfully completed, following commissioning on 18th October 2019 and are currently operational. The project has reached a sinking depth of 30 m below surface, about 1170 m away from its targeted holing point.

## Look Ahead (Milestones)

The initial sinking phase of pre-sink, utilising the special shaft sinking gantry to a shaft depth of 60 m below collar started in October 2019 and is scheduled to be completed end January 2020, after which we will enter into a change-over phase from Pre-Sink to Main-Sink. The change-over phase entails erecting the headgear, installation and installation of main kibble winders. Slow-Sinking from 60m to -204m will commence and is forecast to complete in July 2020. All shaft sinking phases from pre-sink up to main-sink include a 200-300 mm concrete lining along the periphery of the shaft.



# ALL SMILES AS PMC'S LONG SERVICE AWARDS RECIPIENTS CELEBRATE

The Long Service Awards which took place early November 2019 at Hans Merensky Hotel and Resort Convention Centre was an evening to remember. The night was characterised by dance, laughter and all finer things as we awarded recipients for who dedicated their efforts and energy to the success of the business through contributing 10, 20, 30, 40 years of service.

The Long Service Ceremony certificates and trophies were presented to employees who had reached significant milestones of 20,30 and 40 years service in their PMC careers. A total 138 employees across the business qualified for a Long Service Award. 105 were recognised at the ceremony, whilst 33 employees who completed 10 years of service were recognised in their respective departments.

PMC General Manager, Wei Guangmin opened the awards ceremony by welcoming and thanking the employees for their commitment to the business, "To the awardees, what each one of you has done is nothing less than a mark of passion, dedication and perseverance. Thank you for your time and contribution to develop this business and transform it into what it is today. The business will never forget what a wonderful job each one of you did and continues to do," he emphasised.

The highlight of the evening was the 40 years service posthumous award to Robert Westwood by PMC General Manager for Asset Management, Zakes Malepe. The late Robert Westwood represented by his wife, Johanna Westwood and son, Daniel Westwood was the only recipient in this category.

In his keynote address, PMC General Manager: Human Resources, Maboko Mahlaole gave words of acknowledgement to the recipients.

"All the award recipients draw their strength and courage from the families they love and care for, thus we extend our appreciation to your families and in particular your spouses who support you". Mahlaole further mentioned that the business has purchased each spouse a voucher as a token of appreciation.

As part of our PMC values, we care about our employees and we will always make an effort to ensure that we put our values into action.

## Leadership Corner

# How to have difficult conversations at work

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All leaders have difficult conversations at some point in time, whether it's telling an employee they aren't getting a raise or a promotion, disciplining poor performance, or even firing someone. Having difficult conversations may never be easy, even the toughest people run for cover when tough conversations are required. Very few enjoy difficult conversations, even fewer have the skills to handle them effectively. Unfortunately as a leader you cannot avoid difficult conversations, if you do, what options do you have? Biting your tongue or blowing up? If you bite your tongue or blow up you will be unable to deal properly with many of the interpersonal problems you encounter in the workplace. As a consequence, your leadership and management style will be ineffective, teams will be dysfunctional, client relationships will be destroyed, and working relationships will be strained and unsatisfying. In short avoiding tough conversation will turn the work place into a war zone.

As difficult as having these tough conversations might be, there are ways to make those conversations both productive and as painless as possible. Some of the ways are;

### 1. Be direct.

When having a difficult conversation, be direct and get to the point quickly. Most of the time, the person you're talking to knows that a critique is coming, so rather than dancing around the subject, just get to it. Difficult conversations become even more difficult when the delivery is muddled.

### 2. Be specific.

Be honest and thorough with your feedback, and fully clarify why you're having the conversation. Offer concrete examples to provide more clarity, this makes the person to understand that you're not just pulling things out of thin air.

### 3. Plan out the conversation.

This is not a conversation you want to have in the spur of the moment. Think through what you're going to say, as well as anticipate how the other person might react. Think of the questions they might ask and have answers prepared. The more prepared you are, the easier it will be to stay even tempered and not get flustered, and therefore deliver a more solid critique.

### 4. Watch your language.

The actual words you use during the conversation matter. You must outline the critique and the reason you're having the conversation, but don't stop there. You'll also want to talk about the outcome you'd like to see. If you're disciplining an employee for poor team performance, explain that to them and also talk about what it would look like when team relations



*Brave Mushikita: Senior Manager, Smelter & Refinery Operations.*

are strong. Illustrating what a positive outcome looks like gives the employee something solid to work towards, and helps them understand why they're being disciplined.

#### **5. Offer a solution.**

Nothing is worse than delivering a critique and leaving it just at that. You'll want to clearly explain the reason for the conversation, the specific critique, and then offer suggestions to improve.

#### **6. Manage your emotions.**

You want to have the conversation in an even tone and keep it professional. Don't let your emotions dictate your delivery. If you get emotional, so will be the other person. Do not let emotions start to take over. It helps to simply look at things from a fact based stand-point, and focus solely on that.

#### **7. Be empathetic.**

While your delivery of the message should be stoic, this doesn't mean you shouldn't empathize. Think of how the other person will feel during the conversation, and allow them to process their emotions. If you see they're really struggling with what you've said, pause for a minute while they collect themselves. Clearly explain why you're having the conversation to help them fully understand where you're coming from. If they're really taking the news poorly, remind them that you're delivering this critique to make them better, and you want to see them succeed.

#### **8. Allow the other person to ask questions.**

Questions serve a double purpose. Asking questions helps the other

person process what's happened, and it allows you to clarify and solidify details of the conversation.

Next time you have to have a difficult conversation, keep these points in mind to ensure that it's productive and well received. Words can build as well as destroy, not only a person but a business as well, and our company Palabora Copper is not immune to this.

There are so many issues to attend to in our business but there is no better place to start than having difficult conversations, enjoying them and being effective whilst at it.

Brave K Mushikita

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# PMC Partakes in the Spirit of Giving



The plight of poverty and hunger amongst the less fortunate is still a major challenge!

However Christmas came early for most in Ba-Phalaborwa this festive season.

This is because Palabora Mining Company is continuously putting its value of care into action by providing food to the less privileged.

The Transformation, Stakeholder Engagement and Internal Communications Department selected 14 Drop-In Centres operating within the Ba-Phalaborwa for their food parcel drive aimed at poverty alleviation, as well as ensuring that community members do not spend the festive season on empty stomachs.

The key objective of the food parcel programme is to ensure food accessibility to vulnerable children and to improve food nutrition amongst community members.

It has become an annual norm to set aside time in our busy schedules to reach out to communities and bring cheer to ordinary children's lives. As part of the programme four(4) centres being; **Makhushane**, one (1) **Lulekani**, one (1) **Namakgale**, one (1) **Maseke**, Three (3) **Mashishimale**, two (2) **Selwana**, and two (2) **Majeje** were selected to receive food parcels. Our first visit on 19 November 2019 was to **Selwana** (Nyakelang Early Learning and Mohlanatse Drop-in Centres) and **Mashishimale** (Phurulenke Disability Centre).

Of the seven communities, Tshubje Drop-in Centre feeds and takes care of over 227, making it the biggest centre.

"We have procured the most basic non-perishable as well as essential and easy to prepare foods necessary for survival. The total value of the groceries procured is approximately R200 000", mentioned Abby Ledwaba, PMC Manager for Transformation, Stakeholder Engagement and Internal Communications.

# TOGETHER DOING MORE IN LOCAL COMMUNITIES



The spirit of the Minerals and Petroleum Resources Development Act of 2002 was put into action through the handover of the four Namakgale roads that were rehabilitated through the Local Economic Development programme in line with our Social and Labour Plan.

On the 22<sup>nd</sup> of October 2019, Palabora Mining Company (PMC) handed over four Namakgale streets to the Mayor of Ba-Phalaborwa Municipality, Cllr Meriam Malatji. The handover was an event symbolic of the partnership between the business, Ba-Phalaborwa municipality and the local communities.

The Mayor expressed her gratitude in the existing partnership with PMC. "This commitment says that we are not alone as government.

That we have a support system which is just as dedicated to the growth and development of our communities. "Rekaofela", the Mayor exclaimed.

It is exciting that the Integrated Development Plan of the municipality is able to positively respond to community needs and ensure that the main arterial township routes are rehabilitated to support the Namakgale township and its economy. The four streets, Maphutha Malatji, Rocks, Zakes Ngwasheng and Ackson Malatji are amongst the rehabilitated streets that were integrated as part of the Municipal Intergrated Development Plan (IDP).

"The rehabilitation of roads projects was launched in 2012 with the aim of improving the traffic flow in the township.

This was also in support of the Municipal IDP with an estimated cost of R44 million", said PMC Transformation Superintendent, Nozifho Zitha.

Zitha further mentioned that the 21,2 km of the streets project was rolled out in three phases. The scope included rehabilitation through milling out existing surface, reconstruction of repairs of the base layers and asphalt sealing, upgrading of drainage and specifically underground storms water drains structures.

PMC has once again put their value of caring into action by ensuring that we understand our local communities and put systems and resources in place to meet their basic needs and expectations.

# VERMICULITE SCOOPS YET ANOTHER AWARD AT THE 2019 SA MINING INDUSTRY SAFETY HEALTH ENVIRONMENTAL AWARDS

Four (4) of our employees attached to Vermiculite Business travelled to Johannesburg to collect yet another safety award.

Simson Tekane, Eddie Mlimo, Jantjie Labuschagne and Charles Khoza joined a group of Divisional Health and Safety Representatives for the 10<sup>th</sup> Annual (SAMI), Safety Health Environmental (SHE) Awards ceremony. The glitzy event took place at Emperor’s Palace on the 25<sup>th</sup> October 2019.

We are excited to announce that Vermiculite Business Division walked away with “The most improved safety performance” award that evening.

“We were excited to remind the industry and our employees that we are serious about the state of Health and Safety at Palabora Mining Company (PMC)”, mentioned Simson Tekane as he recalled the moment in time. The highlight for the evening was the theme for the night “Getting real with yourself, your mind and safety”.

The day was organised by the Association of Mine Managers of South Africa (AMMSA), the Mine Metallurgical Managers Association (MMA), the South African Colliery Managers Association (SACMA), and The Association of Mine Safety Practitioners of South Africa (AMSPSA) and South African mining regulatory bodies.

During the day, delegates were empowered with informative presentations from leaders in the industry, focusing on all issues related to safety, health and environmental challenges.



# THE SHEQ POTJIE CHALLENGE, ALWAYS A MARVEL

The SHEQ, potjie cooking challenge is a quarterly cooking challenge which SHEQ General Manager, Johan van Dyk uses to encourage team members to get to know each other better while working towards a common goal.

On June 07<sup>th</sup> 2019, four (4) teams at SHEQ took part in a Departmental quarterly "Potjiekos Competition with the purpose of building team morale and spirit. The most recent challenge held in December, was yet another way of reflecting on 2019 challenges in the most fun way.

For the June challenge, a flavour filled Hobo pot was presented to the judges, followed by a well appreciated steamed Malva date and custard dessert, making it the winning dish according to the judges. Acting as honorary judges for the June Potjie challenge was Aidan Schoonbee and Nametsegang Matthews, who judged potjies from the four competing teams, being Safety and EMS (Oxtail Hobo potjie), Environment and SHEQ MS (Indian Curry potjie),



Security (Lamb potjie) and Health (Biltong potjie).

In the last challenge held in December, the event was graced by a new panel of judges, Abby Ledwaba and Sethembile Khumalo. Once more, the Safety team walked away as prize winners for the second time.

The competition was well supported by all in a mood of fun, joviality and good clean humour.

**Teams were judged on three fronts as follows:**

**Team spirit** - judged through the course of the day, based on the camaraderie and general atmosphere of each team station.

**Meal preparation and presentation** - consisting of a three course dinner, prepared solely on site from fresh ingredients, using only an open fire.

**Theme, décor and attire** - each team choose a theme, according to which they will need to decorate their station, where they present their tasting plates to the judges.

# THE SHEQ POTJIE CHALLENGE, JUNE SHEQ POTJIE CHALLENGE, THE SAFETY DEPARTMENT (HOBO GROUP) TOOK THE WINNING PRIZE.

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# VERMICULITE BUSINESS CELEBRATES HERITAGE MONTH

September marks Heritage Month in South Africa and is also about celebrating the many contributions of all people who live in South Africa today.

Each year, South Africans celebrate the diversity and uniqueness of their country's many cultures and people. The culture of getting together during Heritage month has grown within the

Vermiculite family. On 27<sup>th</sup> September 2019 the Vermiculite team closed Heritage month with a bang, this saw employees dressed in their traditional gear, fully embracing this year's theme of 'reclaiming, restoring and celebrating our living heritage'.

For the team, the meaning of Heritage Day is unity and togetherness in spirit and encouraging each person

to learn about the other's culture, they did through playing indigenous games, sharing traditional food and a braai as a team. For this year's celebration, Senior Manager at Vermiculite Business invited other key stakeholders to enjoy the day with them in appreciation of diversity and team work.



# PMC salutes the Springboks 2019 RWC WIN and Winners of our #STRONGERTOGETHER Departmental Challenge



It was a proud moment for South Africa and our employees as we celebrated victory over England on the 02<sup>nd</sup> November 2019. For PMC, it was not just a Rugby World Cup win but also a demonstration of what we can do when we work together, #StrongerTogether’.

#StrongerTogether was the hashtag slogan and message used to rally behind our South African Rugby team during the recent world cup that was held in Japan. The ‘Bokke’ as popularly known had previously won the Webb Ellis Cup in 1995 and 2007.

In the spirit of nation building, we invited employees to take part in our

Departmental challenge by wearing the Springbok jersey, on Friday 01<sup>st</sup> November. The challenge also gave employees a chance to predict the final score and create hype, rally behind our “Boys” with the #RWCfinal, #StrongerTogether amongst colleagues. Five (5) Departments across the business joined in the fun and entered the challenge where R1 000 prize money and PMC branded goods were on offer for the closest score prediction.

The participating Departments were: IS&T, SHEQ, Instrumentation Apprentices, Salvage Yard, Engineering Services and Mining Ore Extraction and Processing. The winners with a tie for

the departmental challenge went to Mining Ore Extraction and Processing and SHEQ.

Employees who participated for the score prediction were: Monyela Christopher, Niek Booysen, Phaswane Mashilangwako, Brenda Espach and Georgina Laing.

Let us remember that we are only as good when we work as a team, and whether we win or lose, we should always give 100 percent to the task at hand.



# Employees sprung back into life at the SHEQ Spring Day / Fun Walk



The highly popular, 4 km SHEQ Spring Day / Fun Walk on the 13<sup>th</sup> September 2019, drew hundreds of employees out of their work routine for just over two hours to enjoy the season's yearly Fun Walk. Just as the event organiser, Brenda Espach, Confidential Secretary at SHEQ Department outlined, "the day was another event filled with fun, a

splash of humorous dressing and the enjoyment of nature's view with fellow employees".

The route explored the lush PMC operations and surroundings which include fauna and flora on the mine premises. The event was part of the PMC safety and environment

awareness campaign, the promotion of healthy lifestyles.

The theme for the event was **"Colour, Fun and Crazy"**, whilst remembering Safety First!

# CHANGE HAPPENS WHEN WOMEN COME TOGETHER (WIM)

## PMC women unite in diversity

PMC Women In Mining (WIM) forum is raising awareness to all women onsite about the forum and its purpose. The Palabora Mining Company (PMC) WIM forum, is calling on women of all backgrounds to join hands and advance the forum's mandate.

The Mine Health and Safety Council MHSC through its legislative mandate created the WIM platform in order to address the imbalances of the past. Statistics have shown that the mining industry is still male dominated while women's participation in mining continues to be minimal, though steadily increasing.

The business is privileged to have representation in the regional leadership structure. During the regional conference held in Polokwane recently, Matsela Ntsepe, Manager,

Process Engineering at Smelter was elected chairperson of PMC WIM forum and Mmanyabela Mailula, Manager for Training and Development as Limpopo Regional Chairperson.

"We have adopted and are currently running with the national government mandate of ensuring that women's Occupational Health and Safety (OHS) issues as well as Mine Health and Safety policy matters are applied and complied to". Nozipho Zitha, Superintendent Transformation put emphasis on the development and improvement of the prospects and conditions of PMC women.

### **PMC WIM forum is set to primarily focus on the following:**

- Safety and security of women (Example, Personal Protective Equipment / clothing, working in isolation etc.)
- Sexual harassment
- Internal policies affecting women
- Skills development
- Networking
- Work life balance
- Continuous improvement of facilities and working conditions
- Mentorship and Coaching

- Community involvement – contribution towards Corporate Social Events

### **WIM leadership:**

1. Matsela Ntsepe (PMC WIM Chairperson)
2. Mmanyabela Mailula (Limpopo Regional Chairperson)
3. Vutomi Mhlongo (PMC WIM Secretary)
4. Mbali Sikwhari (PMC Deputy Secretary)
5. Rosemary Moagi (PMC WIM Deputy Chairperson)

### **Supporting fulltime members:**

1. Nozipho Zitha (Superintendent Transformation)
2. Nametsegang Matthews (Superintendent Communications)
3. Tshidi Ngobeni (Specialist Transformation)

We call on women to contact their elected representatives in their sections to learn more about the forum. The sections without WIM representatives can nominate and forward names to the Secretary Vutomi Mhlongo.



## RAISE A GLASS TO GETTING TO KNOW OUR COLLEAGUES AND CELEBRATE THE FESTIVE SEASON



### Nandi Nkosi

**1. Name and surname**

My name is Nandi Nkosi.

**2. Birth Place**

I was born and raised in Phalaborwa.

**3. What’s your secret talent that no one knows about?**

I don’t have any secret talent, all my talents are known by everyone who knows me. I am an open book.

**4. What is your current position and how long have you been in it?**

I work as an Employee Wellness Programme (EWP) Consultant. I have been serving in this role for 8 months, since April this year.

**5. What are your most exciting memories of Christmas?**

I remember as a child, on Christmas and New Year’s Eve, the children in the neighbourhood would gather on the streets to play and light fireworks till the early hours. I always looked forward to showing-off my new clothes and all the children in the neighbourhood would go house to house doing the same, we just loved the compliments we got from our parents. Every house we went to, its either we would be given the Christmas “ten” colours, biscuits or sweets. Those were wonderful times, you

don’t see that with our children today. They wear their new Christmas clothes even before Christmas and New Year’s celebrations.

**6. What is the hardest thing you went through as a child? How did you overcome it?**

Peer pressure, because I had to let go of friends. From childhood, if I believed that something is not good for me, I let it go. I have taught myself to let go no matter how hard it is.

**7. What did you have as a child that kids today do not have?**

Security. When I was a child we walked and played freely in the streets without any fear of abductions. Back then men and women in the community were our parents and we felt safe. But now we have to force our children to play inside the yard, and when they are not home you worry and pray that nothing happens to them. It is like we literally have to protect them 24/7, we now have to drive them wherever they want to go and pick them up when they are done, just to avoid them being on their own. However, you still worry and pray because you cannot guarantee their safety when you are not there. With everything going on today, we cannot help but be over-protective.

**8. What are your plans this festive season?**

Travelling and spending time with family.

**9. What are the favourite stories that Grandpa/Grandma told you? Or the one you still tell?**

I love narrating my own story to young ladies and teens. Just to encourage them that when life knocks you down, you simply stand up, fix your crown and challenge yourself to be stronger.

**10. Briefly discuss your journey with PMC?**

Well, it is still work in progress. However, so far it has been a wonderful experience. Colleagues have been very supportive from day one. They have been welcoming and there is good participation during my presentations and I am really looking forward to learning more from them.

**11. If you can go back to one day in your childhood, which day would that be?**

It is definitely the time my father worked for PMC. Every December, there would be a Christmas event with Father Christmas. There would be a big Christmas tree and festivities, the children would get presents, and I honestly believed the presents were from Father Christmas not knowing our parents paid for them. Those were the best times.



## Dima Setshabe

**1. Name and surname**

Dima Setshabe.

**2. Birth Place:**

Sekhukhune Area.

**3. What's your secret talent that no one knows about?**

Singing.

**4. What is your current position and how long have you been in it?**

Supervisor from 2012.

**5. What are your most exciting memories of Christmas?**

Being told that father Christmas exists and moving around the village to get cakes and sweets from different houses. And of course feasting on food and lots of goodies.

**6. What is the hardest thing you went through as a child? How did you overcome it?**

Shortage of clothes to wear – we tolerated having very few clothes to wear until Christmas came around.

**7. What did you have as a child that kids today do not have?**

Self-discipline.

**8. What are your plans this festive season?**

I will be spending time with my family.

**9. What are the favourite stories that Grandpa / Grandma told you? Or the one you still tell?**

Respect of old people and the elderly.

**10. Briefly discuss your journey with PMC?**

Since I started with PMC, my journey has been both bad and good, but the good things have been more than bad ones.

**11. If you can go back to one day in your childhood, which day would that be?**

None.



## Hilary Christine Enslin

### 1. Name and surname

Hilary Christine Enslin.

### 2. Birth Place:

Thornley, County Durham, England.

### 3. What's your secret talent that no one knows about?

I am known for my sewing (interior decorating), but perhaps less well known for my singing talent!

### 4. What is your current position and how long have you been in it?

I am a SHEQ MS Co-Ordinator – for 6 years now.

### 5. What are your most exciting memories of Christmas?

Having my daughter here with me. It is now the most difficult time as she recently married and relocated to America, Texas to be with her new family. It will be my first Christmas without her.

### 6. What is the hardest thing you went through as a child?

#### How did you overcome it?

My parent's divorce. I was raised by my father who taught me to be flexible, to deal with the hassles and adapt to the changes in my life. I always keep smiling and count all my blessings. I have a grateful heart. There is always, always something to be grateful for.

### 7. What did you have as a child that kids today do not have?

My Friday night drive with my father to the video shop to rent videos for the weekend. Today's children have laptops, play stations and cellular phones.

### 8. What are your plans this festive season?

I have no clear plans except for knowing that I am looking forward to relaxing and finding inner peace with myself. Most probably, skype calling my daughter on Christmas day.

### 9. What are the favourite stories that grandpa / grandma told you? Or the one you still tell?

Immigrating to South Africa meant leaving Grandpa in England. This is where my father took over the role of grandpa, grandma, mother and father. Whilst I do not have a specific story to share, my father's actions are what have stayed with me. I will never forget how when I was still very small he would always hold my hand; I never had to worry about anything. As I grew up, he taught me to stand on my own, to be independent. There were times I was scared and felt all alone, but he was always there by my side, teaching me not to hide and not to be afraid. Being an adult now and with my father not being with me anymore, I understand that the strength always came from above, from my heavenly Father's hand.

### 10. Briefly discuss your journey with PMC?

My journey with PMC started in June 2011 on a fixed term contract as SHEQ Administrator (document control on the SHEQ Management System). In August 2013, I was promoted to SHEQ MS Co-Ordinator on a permanent basis. I do believe that my work is filling a large part of my life and the only way to be truly satisfied is doing what I believe is great work. Being part of the SHEQ team is so special, having fun while doing my job – career and a passion that came together. I am fortunate enough to be able to say that I love my job, it is certainly my passion.

### 11. If you can go back to one day in your childhood, which day would that be?

My seventh birthday – my father surprised me with my first bicycle!



## Lawrence Moagi Setshabe

**1. Name and surname:**

Lawrence Moagi.

**2. Birth Place:**

Morokolotsi ga Diphala (Tzaneen).

**3. What's your secret talent that no one knows about?**

I'm a comedian.

**4. What is your current position and how long have you been in it?**

I'm a Mining Process Training Operator, based at mining surface and I have been in the role for ten (10) years.

**5. What are your plans this festive season?**

My plan is to spend quality time with my family.

**6. What is the hardest thing you went through as a child? How did you overcome it?**

When I was growing up I was a herd-boy looking after my father's cattle and goats. I did not know how to swim, my friends pushed me into the river and I nearly drowned but they rescued me and taught me to swim, now I know how.

**7. What did you have as a child that kids today do not have?**

Being a herd-boy. I looked after my parents cattle and goats.

**8. What are your plans this festive season?**

My plan is to spend quality time with my family.

**9. What are the favourite stories that Grandpa / Grandma told you? Or the one you still tell?**

My mother use to tell me to be wise when coming to issues of finance and education.

**10. Briefly, discuss your journey with PMC?**

I started working for PMC in 1998 September 16<sup>th</sup> at Vermiculite Operations Plant as an operator at the Crushers. In 1997 I joined Mining Surface as a front-End Loader operator, where I learnt to operate all other machines. In 2008 I was appointed to train all the operators, hence the experience and knowledge of operating all the machines used at the mine, I am still holding the position of mining process training operator.

**11. If you can go back to one day in your childhood, which day would that be?**

My first day at school. I was so excited knowing that I am going to learn how to write and read.



# Tribute to our heroes

## “THE BRAVE PROTO MEN”

### Mine Rescue Service Team (PROTO Team)

#### A bit of context about Proto in SA:

The Mine Health and Safety Act, 1996, Regulation 16.5 (Emergency Preparedness and Response) requires that the employer of every underground to inter alia be part of a Mines Rescue Scheme. To comply with these regulations, Mines Rescue Services (MRS) administers such a rescue scheme whereby mines and affiliated mining companies can become members of the scheme.

The scheme consists of either “A” or “B” class members, where “A” class members are mines who have their own volunteer Rescue Team Members and “B” class members do not.

Due to our geographically remote location, PMC is a “A” class member with our own Proto teams. According to the Collins English Dictionary – 2012 Digital edition – the origin of the word Proto refers to an early type of breathing apparatus used in rescue work.

Proto team members are volunteer brigade’s men who provide resources and expertise for an effective emergency service to the mining industry as stipulated by the Mine Rescue Services Code of Practice. In short, they are the people who risk their lives to conduct rescue operations underground when things go bad. What is so incredible is that

this is a purely voluntary service and that we have volunteers who are willing to go beyond the normal call of duty in our work teams.

We will always recall the tragic events of 2018 that resulted in the loss of six (6) lives underground. What should not be forgotten is the work that was carried out by our Emergency Services, our own and other Proto Teams on that day. To our three PMC teams as well as teams from Booyensdal, Dwarsrivier, and Modikwa, we remain forever grateful for the role you played and the service you rendered.

PMC A team		Booyensdal
Martin Coetzee	Captain	Jonathan McKinlay
Pierre Du Preez	Vice-Captain	Gunther Betz
Oelof Kruger	Brigade member	Johan Oosthuizen
Warren Stamp	Brigade member	Heindrich Westphal
Johan Beeslaar	Brigade member	Andrew Mlambo
Lourens (Lampies) Lamprecht	Brigade member	Christo Smith
PMC B team		Modikwa team
Sarel Burger	Captain	Bob Mashigo
Jaco Erasmus	Vice-Captain	Steven (Buddy) Mabaso
Johan Bezuidenhout	Brigade member	Nhlanhla Mashaba
Christie Storm	Brigade member	Zetha Masilela Gaddafi Mphahlele
PMC C team		Dwarsrivier
Wayne Smit	Captain	Rosswell Mondzinger
Hennie Visser	Vice-Captain	Morne Klopper
Tobias v/d Heever	Brigade member	John (Janna) Dumond
Kevin Smit	Brigade member	Morné Verster
Eric Nel	Brigade member	Ricardo (Ricky) Beukes

Thornccliffe	
Pieter (Mielies) Claassen	Captain
Servaas Coetzer	Vice-Captain
Stefan v/d Berg	Brigade member
Johan van Rooyen	Brigade member
Lucas (L J) Boshoff	Brigade member
Jeandre Potgieter	Captain

*“As the year wraps up, we also wish to express our appreciation for the challenging work our Proto and Emergency Services teams undertake on a voluntary basis in order to support the industry and the PMC goal of ‘Zero Harm’, Sarie van Wyk, PMC Safety Manager.*”

# EMPLOYEE'S PARTICIPATION IN SPORT

ATHLETICS (RUNNERS), SOCCER AND NETBALL



I am certain that most of us have added new goals to our bucket lists as part of our 2020 New Year resolutions.

Well in case you did not know, look no further than the Palabora Mining Company recognised sporting codes to help you achieve your 2020 body goals as well as a balanced lifestyle. The three (3) sporting codes will be ready to receive you and help you get into shape.

To date, The Department of Transformation, Stakeholder Engagement and Internal Communications has been rendering support through sponsoring basic running gear, soccer and netball equipment / uniforms. The beautiful, branded gear was handed to the teams as part of equipping them and promoting the PMC brand.

Although the three teams have different sporting focus, they have one thing in common, which is to promote and encourage active and healthy lifestyles. They call on employees and leadership to take interest in health-promoting activities and show support through visibility during their leagues games.

Find below each team's methods and

practising schedules for you to better prepare for the New Year.

• **PMC Running Club – Chairperson Lukas Malatji**

The team adopted the slogan **“HAAK”** meaning let us go, to motivate members and keep them interested in the programme. Members of the club meet three times a week to keep fit as well as prepare for marathons (locally and provincially). The month leading to the marathons, the team puts aside Sundays as practice day in order to get new members accustomed to running long distances.

For the 10 kilometre run, the team meets every Tuesday and Thursday at Bollanoto Centre, opposite Spar Supermarket, at 16:30 sharp. This is geared to initiate and support new runners on various running techniques.

• **PMC Netball – Chairperson Jane Matsane**

Our netball team is actively involved in the Mine Mini League (MML) games which run yearly. In the recent final game of the MML challenge held

at Lulekani stadium, PMC Netball team took 1st position. The 15 player champions ended the year on a high note winning by 30 points to 27 against Foskor. The MML games accommodate teams from 10 other local mines around Phalaborwa and Burgersfort. “Out of the 11 games, we lost only one (1) game. I applaud the team on their commitment and performance, which was unexpected and out of the ordinary given that we do not have dedicated practice times”, said Matsane.

• **PMC Soccer – Chairperson Mike Makwala**

While we celebrate our winning netball team, the PMC soccer team has been hard at it, managing to secure position four (4) at the MML final games against 10 teams. The soccer team has adopted and continues to use the PMC Runners Club training methods and schedule, and this has put them on the right footing for improved performance in the future.

# PALABORA LINK TOGETHER BUILDING A SUSTAINABLE FUTURE

The successful launch of the Enterprise and Supplier Development Programme, now called, "Palabora Link" has once again re-confirmed that Palabora Mining Company (PMC) cares about Ba-Phalaborwa communities. This programme was launched in an attempt to ensure that the business contributes towards the growth of local small businesses and thereby create job opportunities.

The programme aims to support the growth of local enterprises that may

or may not be supplying services and products to PMC. On the 23<sup>rd</sup> of March 2018, 37 beneficiaries gathered at Cajori Hotel in Phalaborwa to officially sign up for the programme.

To date, 16 of the 37 beneficiaries were featured in the Phalaborwa Herald newspaper to further promote and advertise their services to the broader public. See below ESD beneficiaries advertorials for information on services they render.

**Guaranteed Quality Services**

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Facebook: Good morning decorations and supply

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**HBIS GROUP** **PMC PALABORA MINING COMPANY**

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Contact details:  
Michael Pitsoa Tel: 071 906 8075  
Email: kgakakgolo@miningpmc.com  
Facebook: kgakakgolo\_farming

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- Roofing - Trusses, Tiles, IBR, Corrugated, etc.
- Painting - Oil & water based. Inc. spray application
- Ceiling - Suspended and conventional.
- Foundations - Tranching, roofing and slabs
- Electrical - COC, Maintenance, New Installations
- Glazing - All Types
- Carpentry - All types of wooden work e.g. Door frames and window frames
- Tiling - Wooden flooring, Ceramic and Vinyl
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# WARNING STATEMENT

from Palabora Mining Company (Pty) Limited (PMC)

## Do Not Become a Victim of Surplus Pension Scam

It has been brought to the attention of Palabora Mining Company (PMC) Management that an announcement was made in the local communities of Ba-Phalaborwa regarding the surplus pension funds due to former employees and/or their beneficiaries. There are people posing as consultants to assist with the processing of claims and in the process they ask people to pay a certain fee in order to be assisted.

Please be advised and made aware that PMC has not issued such announcement regarding the pension funds. The company will not be responsible or liable for any loss or damage that might be incurred during that process.

In case you would like to make any queries or correspondence with PMC pension section, please do not hesitate to contact Ms. Carol Maile who can be reached on 015 780 2224 or [Carol.Maile@palabora.co.za](mailto:Carol.Maile@palabora.co.za).

Remember criminals would like to have a pleasant Christmas as well and please do not become a victim this festive season.



World Aids Day is a global event held on the 1<sup>st</sup> of December yearly to foster unity amongst communities in response to HIV / AIDS. The International Theme for this year’s World AIDS Day 2019 is ‘Communities make the difference’. The role of communities at local level feeds into the global response to AIDS. Communities play an advocacy role to ensure that AIDS remains on the local and national agenda, human rights are respected and decision-makers are accountable.

South Africa’s rallying theme in support of that is, “Communities Make the Difference – Cheka Impilo”. The campaign is a call for action to all South Africans to take responsibility for their health and wellness. May each section take a moment to reflect on the fight against HIV – in support of those living with HIV and in remembrance of those who have passed on.

1. Get Your Health Checked	2. Take Action Once You Know	3. Live Smart, Live Healthily
<p>Having a health check, puts you in control of your health and well-being. You get to understand your current health situation in order to make the correct choices.</p> <p>Cheka Impilo encourages you to know your:</p> <ul style="list-style-type: none"> <li>• Blood Pressure</li> <li>• Cholesterol level</li> <li>• Blood glucose</li> <li>• Waist circumference &amp; body mass index</li> </ul> <p><b>And get checked for:</b></p> <ul style="list-style-type: none"> <li>• TB and HIV</li> <li>• Hypertension</li> <li>• Diabetes</li> </ul> <p>Getting checked will help you adjust your lifestyle accordingly.</p>	<p>Depending on your health situation, you will have to take different forms of action, which may include:</p> <ul style="list-style-type: none"> <li>• Eating healthier foods</li> <li>• Becoming physically active</li> <li>• Controlling your weight</li> <li>• Avoiding unhealthy habits like smoking or excessive drinking</li> <li>• Taking treatment and adhering to it</li> </ul> <p>Treatment controls whatever health condition you have and allows you to live a long and healthy life.</p> <p>Cheka Impilo today.</p>	<p>Living Smart and Healthy is not an event but a constant daily habit you must practice. It starts with:</p> <ul style="list-style-type: none"> <li>• Eating healthy food daily</li> <li>• Being physically active</li> <li>• Maintaining a healthy weight</li> <li>• Avoiding habits that open opportunities for diseases e.g. smoking, excessive alcohol and risky sexual behaviour</li> <li>• Adhering to chronic treatment and any other treatment as per clinic/ doctor’s instruction</li> </ul> <p>Having your health checked on an annual basis.</p>

**Visit the Mine Clinic for more information to ‘Cheka Impilo’. Know Your Status!  
Or Call ICAS: 0800 204 481**



