



## IS RECOGNIZED FOR ITS ENRICHED WORKPLACE

PMC is amongst 136 companies in South Africa certified a top employer for its excellent Human Resources practices.

The Top Employer Institute is the only global authority that validates HR practices, policies and procedures focused on measuring how organizations are enriching the livelihoods of its employees.

**PMC is scaling very high in impacting the lives of its employees. Our people orientated approach is visible through:**

- Skills development,
- Awarding of study bursaries to employees, dependents and community at large,
- Grow your own timber program,
- Employment opportunities,
- Supply and Enterprise development opportunities
- Socio Economic Investment to construct and rehabilitate infrastructure within our host communities.



Top employer accelerates the company's prerogative to be a journey of fair partnership between employer and employees rather than one of exploitation. People want to work for companies that are mentally aligned to them, care about them and share the same values and purpose as them.

Our PMC story is one of success. The Top Employer survey outcomes submitted by highly credible auditors gives testament of a desirable relationship of integrity between PMC and its workforce.

The certification seal seen on our email signatures, bears more power than one can even imagine. Its impact is measurable in the attraction and retention trajectory of employees. PMC will now seamlessly attract and recruit "A-grade" candidates within the industry, because of their confidence in the employer's potential.

PMC honoured its 2023 Best Employees and Team of the Year recipients, with a treat to attend the prestigious Top Employer Awards alongside Organizational Development and Design Manager – Nozipho Zitha led by executive member Mr. John Makgatho -Senior Manager Vermiculite, Magnetite Mining.



**Seated at the round table in a room filled with HR Champions, it became evident to all of us that although there could only be one winner, PMC is aligned in vision, value, calling and purpose.**

## SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!





# Palabora Mining Company

## EXTENDS 26 TOP PERFORMING LOCAL MATRIC GRADUATES A START-UP



The 2023 academic year has turned in its final matric results and our 2 Department of Education Local Circuits: Namakgale and Lulekani have performed exceptionally well - birthing overnight hope for the potential in this small rural mining town.

PMC, embracing the excellence, responded by committing to deliver on its Social Labour Plan. Through a meticulous process of selecting top flyers, 26 young local matric graduates were awarded bursaries, to pursue studies across the board.

PMC has a longstanding partnership with the Department of Education and has been an active catalyst fostering change and enabling access to education for the youth within its host communities.

Annually, the mining giant spends 20 million to support its local matric graduates with study bursaries. To date, the PMC bursary scheme supports a total of 180 students onboarded from 2022 registered across various nationally accredited universities or institutions of higher learning.

PMC is transparent about its intention to build a credible and diverse top talent pool, stretching its scope to support qualifications beyond mining related studies - intent to educate and develop

Ba-Phalaborwa.

Despite a globally challenging economic tenure for the mining industry, PMC is still putting its best foot forward. The awarding of 26 study bursaries in 2024, is proof that we are accelerating towards building a strong future talent network for the fast-growing business .

Training and Development Manager – Mabore Macheru and her team, hosted a bursary signing ceremony at Sefapane Lodge to engage and outline to parents the good PMC bursary offer. Adopting technology, the learners who are already at university, joined the session online, via livestream.



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**WE SAY CONGRATULATIONS TO OUR NEW BURSARS AND PROUDLY WELCOME THEM TO THE PALABORA COPPER FAMILY.**

First Names	Surname	Institution	Field of Study
Sharlotte	Chauke	University of Johannesburg	BSc in Information Tech in Com Sciences & inf
Bradley Kgopotso	Motseo	University of Cape Town	BSc Eng in Elec & Computer Engineering
Karyn Takalani	Lubisi	Tshwane University of Technology	Diploma in Electrical Engineering
Kamogelo Gareth	Malatji	Vaal University of Technology	Diploma in Electrical Engineering – Computer Systems
Thandi Mmakgomo	Monyela	University of Johannesburg	BEng In Electrical and Electronic Engineering
Kulani Tshiamo	Mosime	Tshwane University of Technology	BEng Tech Metallurgical Engineering
Mosibudi Abigail	Mafokwane	University of Kwazulu-Natal	Bachelor of Sciences in Geological Science
Ramatsheare Melvin	Pilusa	University of Witwatersrand	Bachelor of Science in Engineering (Mining)
Makikele Pholoshu Kendry	Malatsi	University of Johannesburg	BEng Tech In Mechanical Engineering
Kgadimo Reagentswe	Malesa	University of Cape Town	BSc Eng in Mechanical Engineering
Thabang Jim	Mogofe	University of Johannesburg	BEng Tech in Mechanical Engineering
Kinsley	Mabaso	University of Johannesburg	BEng Tech in Mechanical Engineering
Confecious Justine	Kubayi	University of Pretoria	BEng Mechanical Engineering
Mmathabo Mapula	Malemela	University of Witwatersrand	Bachelor of Science in Engineering (Electrical)
Arnold	Nkoana	University of Witwatersrand	Bachelor of Science in Engineering (Chemical)
Donovan Temoso	Malatji	University of Witwatersrand	Bachelor of Science in Engineering (Chemical)
Sihle	Nkosi	University of Witwatersrand	Bachelor of Science in Engineering (Chemical)
Nshalati Candice	Ngobeni	University of Witwatersrand	Bachelor of Science in Engineering (Mechanical)
Markus	Mc Donald	University of Pretoria	BSc Zoology
Khomotso Mathews	Machete	Vaal University of Technology	Diploma in Logistics
Karabo Prince	Modika(Disability)	University of Limpopo	Bachelor Laws
Thabiso Nare	Maotjane(Disability)	University of Limpopo	Bachelor Of Education (Lang and Life Orient)
Malaika Sekgene	Machimana	North-West University	Bachelor of Science Biochemistry and Chemistry
Lucky Ntsako	Ngobeni	University of Johannesburg	Advanced Diploma in Analytical Chemistry
Dudzile Sikedi	Magatho	Nelson Mandela University	BEng Tech Mechanical Engineering



## FROM THE EDITORS DESK

Palabora Mining Company is once again certified a TOP Employer. The company proved itself worthy of the prestigious seal recently, awarding over 50 bursaries internally to its employees and 26 bursaries to community learners to advance their skill sets and learning. Shine on PMC for your excellent HR practices. #OurEmployerOfChoice



# PMC is Growing Its Own Timber

Palabora Mining Company has embarked on a collaborative relationship with the highly esteemed University of South Africa (UNISA) to bridge gaps and enable access to education for the entire workforce at all levels with a special focus at shopfloor level.

The employer, in support of its vision to grow its own timber, has resolved to recruit from within, creating growth paths and opportunities for the entire workforce, aiming to retain best talent, reward, recognize and empower low level workers too - shopfloor.

PMC is focused on assisting all its employees reach their full potential. The collaboration with UNISA will furthermore support the more matured, long serving members without formal qualifications be acknowledged and credited for their valuable contribution and



experience through Recognition of Prior Learning.

The tide is turning at PMC and everyone - including shopfloor, is encouraged to participate. PMC has through Training and Development awarded 56 employees study bursaries to pursue their studies at any nationally recognized universities or institution of higher learning.

“PMC is an equal opportunity employer. We are committed to promoting an inclusive and diverse workplace where we value and respect all colleagues for who they are and provide equal opportunity so that everyone can fulfill their potential. We encourage more employees to take a leap of faith and apply for this life changing opportunity in future and fulfil their potential while adding value to the business,” **Mabore Macheru – Manager Training, Development & CMC**

“Congratulations on being the chosen bursars for 2024. We encourage our bursars to pursue qualifications that will lead them to explore, be innovative and not conform themselves to the mainstream professions. We hope this award will encourage you to remain dedicated and resilient in working towards your goals and we



are proud to support your educational journey and we wish you much success in your studies,” **Dennis Modise – Senior Manager Human Resources**

“As Palabora Copper continues to write the next chapters of its collective story, everyone is encouraged to do so with gratitude in their hearts and determination in their spirits. Together, we will reach new heights and achieve things beyond our wildest dreams.” **Aidan Schoonbee – Senior Manger Project Construction & VIP**



## Role at PMC:

I am a Metallurgical Engineering intern/graduate based at Concentrator Technical and responsible for milling, flotation and copper filter plant optimization at PMC.

## Who is your running icon:

My running icon is Blanche Moila who was one of the fast runners in South Africa.

## What inspires you to run:

I run for fitness and to keep myself happy and it works for me. There are so many people who love and enjoy running including my sister, who inspire me every single day and that has motivated me to continue running.

## What do you love most about being a member of PMC Athletic club:

We are one family of the #BlueTrain. We support, encourage, and motivate each other as a team. The team is welcoming and accommodates everyone. Being in

this club helped me look at how I can improve and perform better through the guidance of coach. Running as a team helps to build a spirit.

## Describe your journey to qualify for 2024 Comrades marathon:

I have been running with the club for a year now and I had no idea that running was going to become a long-term hobby.

Before joining the PMC athletics club, I only targeted participating in short races like 10kms. Somehow, the running bug has bitten me, and I am challenging myself with longer races.

One of the most important things that I did was to set myself a realistic goal and this gave me focus. I made sure that I train on a weekly basis, take a balanced diet, and ensure that I get enough rest.

I have not yet qualified but I'm planning to run the 42km in the next 6 months so that I qualify for the Comrades marathon next year.

I'm looking forward to being one of the best female Comrades runners in is South Africa.



# AMANDA-LEE MOJELA