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PALABORA MINING COMPANY JOINS AN ELITE RANK OF CERTIFIED 2023 TOP EMPLOYERS GLOBALLY

Palabora Mining Company (PMC) has solidified its position once again as an employer of choice within the region and across the mining industry worldwide by receiving certification as a Top Employer in the year 2023.

The prestigious honour to receive certification from the regulator as a 2023 Top Employer is a true testament of the evident rate of change observed across the business. PMC's applied HR strategies and policies go beyond compliance and have satisfied the requirements for accreditation focused on HR best practices, diversity, inclusion, digitalization, people and competitiveness.

True to its business values "Caring and Integrity" as well as business objective "To be a leader in the mining industry through performance" PMC business leaders are responding to the call towards

Transformation and Creation of a conducive workplace by collaborating with the workforce - sharing the responsibilities - with a "win-win" mindset.

Management is well pleased with this certification and will continuously prioritize activities that promote workplace safety and employee recognition, boost morale and employee commitment by being:

- a safe mine,
- employee-orientated,
- resourceful,
- transformative,
- future-focused, and
- efficient.

PMC is on a roll! It should therefore be no surprise when the 2023 Top Employer retains this international mark of excellence year after year and beyond.

Shine On- PMC!



Palabora Mining Company (Pty) Ltd.
(HBIS Group - PMC)

SHEQ Corner BRING YOUR DIRT – WE WANT IT



Waste pickers risk their lives every day to stop pollution. Environmental watchdogs like Thinavhuu understand that treating the Earth better is a key steppingstone to improving the quality of human life. The rise of the human population globally has spiked the quantity of waste produced by consumers on a daily basis.

Phalaborwa town is not immune to the global waste crisis. Palabora Copper is regrettably a major contributor to the production of non-biodegradable waste within its operations. However, as a responsible corporate citizen, the copper mine is making efforts to live green through Reduce, Reuse and Recycle. Through its Enterprise and Supplier Development programs, PMC has partnered with many environmental enthusiasts such as Thinavhuu to provide multi-layered solutions such as:

- job creation for the locals



- keeping the environment clean
- reduction of waste production
- prevention of illegal dumping of waste

The recycling company founded in 2014 has grown in leaps since its inception into the PMC Supplier Development program in 2016. Today Thinavhuu, enjoys a staff complement of 68 permanent employees and

300 free agent local waste pickers across the surrounding communities. **Thinavhuu makes the dream team! 300 agents are earning a living daily, collecting and selling litter to Thinavhuu for the purpose of recycling at R2 p/ kg.**

Whether its debris from the landfills at PMC, the local

community or crushed wood planks - the team will sort it and recycle into beautiful accessories or make furniture with it.

An effective waste management team can give a community purpose! "Thinavhuu" is a Venda phrase meaning **"We are going nowhere"** and it's evident that they are committed and going nowhere soon.



Editor's comments

Happy New year Palabora Copper family. Here is our very first 2023 Kedibone issue.

This year we hope to share stories that will echo a transformed workforce mindset that

THINKS SAFETY! DOES SAFETY! TALKS SAFETY! I hope that the year 2023 takes you to new heights both personally and career wise.

Xiya-Xiya! Assess risks properly!
The target remains Zero-Harm!



Dr. MGIBA's CORNER

STAY OUT OF FLOODWATER



Floodwaters contain many things that may harm health. We don't know exactly what is in floodwater at any given point in time.

Floodwater can contain:

- Downed power lines
- Human and livestock waste
- Household, medical, and industrial hazardous waste (chemical, biological, and radiological)
- Coal ash waste that can contain carcinogenic compounds such as arsenic, chromium, and mercury
- Other contaminants that can lead to illness
- Physical objects such as lumber, vehicles, and debris
- Wild or stray animals such as rodents and snakes

Exposure to contaminated floodwater can cause:

- Wound infections
- Skin rash
- Gastrointestinal illness
- Tetanus
- Leptospirosis (not common)

If you come in contact with floodwater:

- Wash the area with soap and clean water as soon as possible. If you don't have soap or water, use alcohol-based wipes or sanitizer.
- Take care of wounds and seek medical attention if necessary.

- Wash clothes contaminated with flood or sewage water in hot water and detergent before reusing them.

Prevent injuries.

Floodwater may contain sharp objects, such as glass or metal fragments, that can cause injury and lead to infection. Prompt first aid can help heal small wounds and prevent infection.

If you receive a puncture wound or a wound contaminated with faeces, soil, or saliva, have a health care professional determine whether a tetanus booster is necessary based on individual records.

Protect yourself and your loved ones from diarrheal diseases.

Be aware that floodwater may contain sewage and eating or drinking anything contaminated by floodwater can cause diarrheal disease (such as E. coli or Salmonella infection).

To protect yourself and your family:

- Wash your hands after contact with floodwater. Also be sure to wash children's hands with soap and water often and always before meals.
- Do not allow children to play in floodwater areas.
- Do not allow children to play with toys that have been contaminated by floodwater and have not been disinfected.
- Do not bath in water that may be

contaminated with sewage or toxic chemicals. This includes rivers, streams, or lakes that are contaminated by floodwater.

If you must enter floodwater, wear rubber boots, rubber gloves, and goggles.

It is important to protect yourself from exposure to floodwater regardless of the source of contamination. The best way to protect yourself is to stay out of the water.





Zoo Animals Word Search



E C G I R A F F E W E B R G A
 C L I O N H S L O T H T H R D
 M O E X Z E I I O D I L E I C
 O E L P B R A N A D P O S Z H
 N O E F H I T H O X P T O Z E
 K F M R E A C R O C O D I L E
 E O O Y K A N G A R O O S Y T
 Y X N G O A R T L A O S P B A
 C E L E O S T R I C H T E E H
 O A Z E B R A V O G R R N A D
 L A M P O S I O K L E I G R S
 E E L E A N T L T O E R U F E
 U O M I L A O I L X A C I I A
 C R O U P A N D A A I L N X L
 P O L A R B E A R S L O A T H

KIDDIE CORNER



ANIMALS TO FIND

- | | |
|--------------|------------|
| camel | lion |
| cheetah | meerkat |
| crocodile | monkey |
| elephant | ostrich |
| fox | panda |
| giraffe | penguin |
| gorilla | polar bear |
| grizzly bear | rhino |
| hippo | seal |
| kangaroo | sloth |
| koala | tiger |
| lemur | zebra |