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PMC LEADERSHIP ENGAGES IN HEARTFELT CONVERSATIONS TO PROGRESS THE MINE ON OUR JOURNEY TOWARDS ZERO HARM

PMC LEADERSHIP IS DETERMINED TO TURN THE SAFETY TIDE TOWARDS COMPLIANCE



**PREVENT
WORKPLACE INJURIES**

Did you comply?

PRINCIPLE 1
CONDUCT DETAILED HAZARD IDENTIFICATION AND RISK ASSESSMENTS (HIRAS) PRIOR TO WORK BEING CONDUCTED

On Tuesday 31 January 2023, the PMC Executive team embarked on a Heartfelt conversation about Safety. The purpose of the session was to have open and honest conversations about our safety performance – what worked well and what requires focus and attention to progress on our journey to ZERO HARM.

The Executive leaders contributed robustly towards the identification of principles and strategies to redirect the total workforce's focus towards compliance in both its Underground and Surface operations. PMC leadership understands that to

“The purpose of the session was to have open and honest conversations about our safety performance

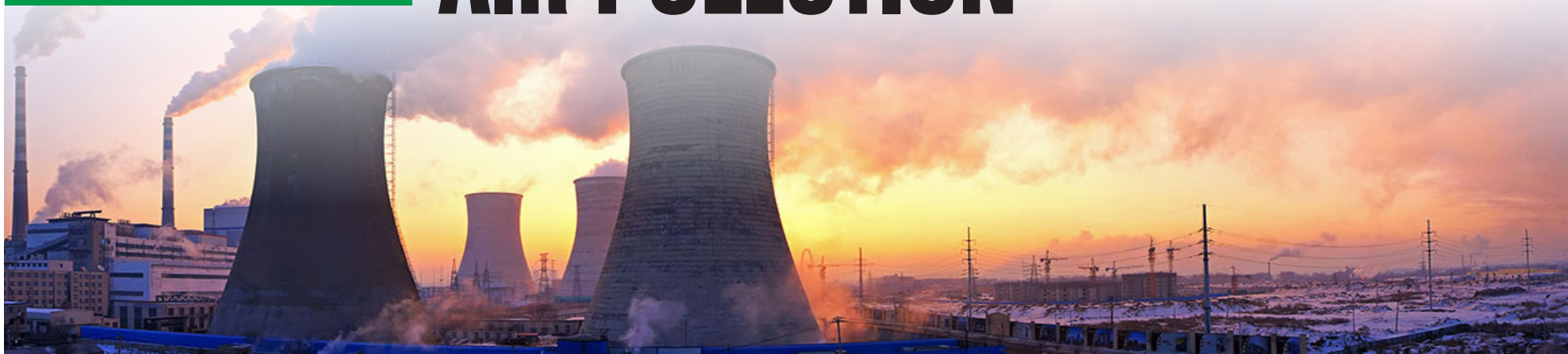
provide a safe working place for our employees, including our contractor employees, the focus should be on visible leadership that sets the direction for the teams and accepts no excuses for non-compliances. Education and empowerment of our employees to identify hazards, assess risks and identify and implement effective controls.

Palabora Mining Company Executives are committed and firmly believes that achieving ZERO HARM – fatalities and debilitating injuries – is possible. Our operations are ranked highly for their safety ethos and its leadership enjoys a standing reputation of excellence globally.

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!

Dr Mgiba's Corner

AIR POLLUTION



Air pollution is contamination of the indoor or outdoor environment by any chemical, physical or biological agent that modifies the natural characteristics of the atmosphere.

Household combustion devices, motor vehicles, industrial facilities and forest fires are common sources of air pollution. Pollutants of major public health concern include particulate matter, carbon monoxide, ozone, nitrogen dioxide and sulphur dioxide. Outdoor and indoor air pollution cause respiratory and other diseases and are important sources of morbidity and mortality.

Air quality is closely linked to the earth's climate and ecosystems globally.

What is air pollution and how does it lead to disease in our bodies?

Air pollution is the presence of one or more contaminants in the atmosphere, such as dust, fumes, gas, mist, odour, smoke or vapour, in quantities and duration that can be injurious to human health. The main pathway of exposure from air pollution is through the respiratory tract. Breathing in these pollutants leads to inflammation, oxidative stress, immunosuppression, and mutagenicity in cells throughout our body, impacting the lungs, heart, brain among other organs and ultimately leading to disease.

What organs are impacted by air pollution?

Almost every organ in the body can be impacted by air pollution, however due to their small size, some air pollutants are able to penetrate into the bloodstream via the lungs and circulate throughout the entire body leading to systemic inflammation and

carcinogenicity.

What diseases are associated with exposure to air pollution?

Air pollution is a risk for all cause mortality as well as specific diseases. The specific disease outcomes most strongly linked with exposure to air pollution include stroke, ischaemic heart disease, chronic obstructive pulmonary disease, lung cancer, pneumonia, and cataract (household air pollution only).

There is suggestive evidence also linking air pollution exposure with increased risk for adverse pregnancy outcomes (i.e. low-birth weight, small for gestational age), other cancers, diabetes, cognitive impairment and neurological diseases.

What are some of the most important air pollutants leading to disease?

Although there are many toxins that have adverse impacts on health, pollutants with the strongest evidence for public health concern include particulate matter (PM), carbon monoxide (CO), ozone (O₃), nitrogen dioxide (NO₂) and sulphur dioxide (SO₂). Fine particulate matter are an especially important source of health risks, as these very small particles can penetrate deep into the lungs, enter the bloodstream, and travel to organs causing systemic damages to tissues and cells.

How long does someone need to be exposed to air pollution to harm their health?

Health problems in children and adults can occur because of both short- and long-term



exposure to air pollutants. The levels and duration of exposure that can be considered 'safe' vary by pollutant, as well as the related disease outcomes. For some pollutants, there are no thresholds below which adverse effects do not occur.

Exposure to high levels of particulate matter, for example, can lead to reduced lung function, respiratory infections and aggravated asthma from short-term exposure. Whereas long-term or chronic exposure to fine particulate matter increases a person's risk for diseases with a longer onset, like some noncommunicable diseases including stroke, heart disease, chronic obstructive pulmonary disease and cancer.

Are some populations more likely to be at higher risk for disease from air pollution?

The children, elderly and pregnant women are more susceptible to air pollution-related diseases. Genetics, comorbidities, nutrition and sociodemographic factors also impact a person's susceptibility to air pollution.

Does exposure to air pollution during pregnancy impact the health of the foetus?

Maternal exposure to air pollution is associated with adverse birth outcomes, such as low birth weight, pre-term birth and small for gestational age births.

A growing body of evidence also suggests that air pollution may affect diabetes and neurological development in children.



IN THE Spotlight

Chief health & safety representative



Spotlight on Strike William Ngobeni

1 When did you join PMC?

I joined PMC in September 2019 through a MQA Internship program for Metallurgy Section and role currently employed.

- Smelter Operations, appointed as DSB Furnace Co-Ordinator.
- Smelter Retrofit Project, Chief Health & Safety Representative.

2 What are the duties of a Chief Health and Safety Representative?

In terms of the Mine Health and Safety Act (Act 29 of 1996), Section 30, as the elected Mine Health and Safety Representative for my area of designation, my functions include, but are not limited to:

- Represent employees on all aspects of health and safety;
- Direct any employee to leave any working place whenever circumstances arise at that working place which, with reasonable justification, appear to the health and safety representative to pose a serious danger to the health and safety of that employee;
- Assist any employee who has left a working place in terms of Section 23;
- Review the effectiveness of the Health and Safety measures within my area of designation; this includes the attendance of Sectional, Departmental and Central Health and Safety meetings where safety statistics, performance and strategies are discussed to improve safety;
- Assist in identifying the potential hazards to the Health and Safety of the employees within my area of designation; this includes participating in all work related HIRA's

and signing of HIRA's within my area of responsibility;

- Investigate all complaints from the employees within my area of designation relating to their Health and Safety in collaboration with the appointed 2.9.2/2.15.1 supervisor;
- Inspect all workplaces within my area of responsibility and report on such inspections, to my direct supervisor.
- Actively participate in all investigations into incidents or accidents applicable to my area of responsibility.

3 What is the impact of the role on the business?

- The law requires employers to consult with employees on health and safety matters. It's one of the legal health and safety responsibilities of the employer. It may not be possible for the employer to consult with every employee individually. Therefore, this is where health and safety representatives are good (and even necessary) to have.
- Through constructive discussions and interactions on health and safety issues identified by health and safety Representative, the health and safety culture can improve, and morale increased.
- The employer gains feedback on what health and safety issues impact the business, which helps them focus on the highest priority concerns first.
- Representatives also bring back some new approaches suggested by the workforce that will improve health and safety management.

4 What are some of your initiatives and improvements achieved?

- Developed the traffic management plan for loading/dispatching of high-grade concentrate.
- Recommended topics/modules for SHE Representatives training which were incorporated into developing the Training Manual for SHE Representative training course/certificate.
- Coached SHE Representatives within the Smelter Retrofit Project for improving the quality of their plant inspections. Happy to announce that two of the health and safety Representatives from Lucid Scaffolding were given awards in 2022 December for the best quality plant inspections conducted.

5 Support throughout your journey

- Graduate Programme played a major

role in my journey within the business. I would like to thank Training Development and Contractor Management department for the opportunity.

- My mentor, Talent Shiburi for believing in me. The exposure, experience, and knowledge he shared while I was under his wing, and he continues to support me even when I am no longer working as part of his team. He is a mentor I would like to keep forever.
- Smelter Operations leaders for the opportunity to be part of the team who will be operating the new DSB furnace with new technology. It's an exciting opportunity!
- Smelter Retrofit leaders and team members. No words can describe how amazing it is to be part of this team. One team that gives you a feeling of "home away from home". The team that believes in opportunities and professional growth.
- Matsela Kwinana, thanks for being open to ideas and allowing me to nurture my Process & Metallurgical Engineering skills and mature within the role.
- I am currently the Chairperson of our SHEQ Integrated meeting. All thanks to Fredi van der Merwe for seeing a leader in me, allowing me to learn and grow as a seasoned leader.
- Willie Laing, for being a great leader who demonstrates caring for his team.

6 What is next for you?

- Advance my business and process improvement, process safety, project management, and leadership skills through Skillssoft Percipio, Viva Learning and other institutions of higher learning.
- Continue to coach and support SHE Representatives.
- Obtain appointment as a Metallurgist/ Process Engineer.
- Further my studies within Minerals Processing Industry.
- Get registered with SAIMM.

7 Where do you see yourself 5 years from now?

- Occupying a leadership role within the organization.
- Looking into obtaining ECSA license.

8 If you had one superpower you would

Preserve lives and ensure ZERO-HARM to employees so that everyone returns home unharmed daily 24/7 - 365 days.



SHEQ CORNER Our Medical Team Walks the Talks

PMC medical team is walking the talk by walking for Cancer.

The team of medical experts traded their clinical coats for safety boots and hard hats, living the business values "Caring and Integrity". The health team donned white ribbons with the aim to support Cancer survivors and patients as well as bring awareness about the life-threatening and highly complex disease.

It is no wonder that the team would take up such as an initiative because at the core, medical specialists are challenged to find a cure for Cancer to prolong human life and rid the world of this burden.

Remember – being diagnosed with Cancer is not a death sentence. There are millions of Cancer survivors around the globe enjoying life and pursuing their passions.

Shine On Team Clinic – For Actively Pursuing Your Passion Which Is People Wellness!



Editor's comments



The year 2023 is off to a good start with executive applying strategic collaboration for the full benefit of elevating the business to new heights. Let us all see the opportunity in their efforts and align to grow and working safely.
BE THE 1ST TO STOP UNSAFE WORK PRACTICES!



KIDDIE CORNER

Food & Drink

Look at the pictures and write their names in the puzzle.

