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# PALABORA MINING COMPANY

## CONCLUDES A 3-YEAR WAGE AGREEMENT WITH ORGANISED LABOUR - 2023-2026



Palabora Mining Company together with National Union of Mine Workers (NUM) and Association of Mineworkers and Construction Union (AMCU) have successfully concluded a Substantive Agreements over wages and other conditions of employment.

The Agreements concluded with organized labour shall apply to bargaining unit employees in which the Unions are recognized. The employer, committed to create an environment for prosperity and to meet both the employees' and government expectations on

compliance, signed a fair Agreement with NUM and AMCU leadership following 4 weeks of intense wage negotiations which commenced 6 February 2023.

This achievement is testament to the fact that PMC is a just employer. In a short space of time the teams avoided deadlocks through rigorous negotiations and skillful adaption on mandate from the employer and the union members, prioritizing industrial harmony, production and business stability.

The signed Agreements by both NUM

and AMCU are effective from 01 March 2023. This is a demonstration that PMC practices employee recognition and rewards the teams for their contributions with the much-desired living wage increment under the current strenuous economic climate.

The Unions represented the bargaining unit B2 and C5 which forms the majority of the 2700 full-time employees working onsite. PMC is competitive and strives to maintain its desired end state of being recognized as a leader within the mining industry through performance.



**SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!**



**Dr. MGIBA's CORNER****TAPEWORMS****Neglected Parasitic infection - Neurocysticercosis**

**Neurocysticercosis** is a preventable parasitic infection caused by larval cysts of the pork tapeworm (*Taenia Solium*). The larval cysts can infect various parts of the body causing a condition known as cysticercosis. Larval cysts in the brain cause a form of cysticercosis called **neurocysticercosis** which can lead to seizures.

**Neurocysticercosis**, which affects the brain and is the most severe form of the disease, can be fatal. Neurocysticercosis is considered a Neglected Parasitic Infection, one of a group of diseases that results in significant illness among those who are infected and is often poorly understood by health care providers due to under diagnosis and the expensive nature of investigations required.

**How people get neurocysticercosis:**

A person gets neurocysticercosis by swallowing microscopic eggs passed in the faeces of a person who has an intestinal pork tapeworm. For example, a person eats undercooked, infected pork and gets a tapeworm infection in the intestines.

Poor hand hygiene after use of bathroom with inadequate or no hand washing may result in person contaminating food or surfaces with faeces containing these eggs. These eggs may be swallowed by another person if they eat contaminated food. Once inside the body, the eggs hatch and become larvae that find their way to the brain. These larvae cause neurocysticercosis. The process can be recycled to others if there's no treatment or

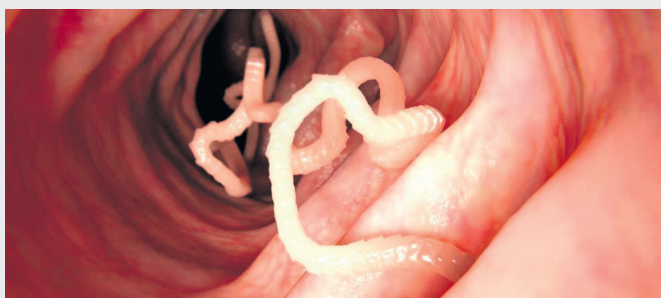
good hand washing.

**Risk factors for acquiring neurocysticercosis:**

People are at a higher risk for getting neurocysticercosis by swallowing parasite eggs if they:

- **Eat under cooked pork meat of parasite infested pig**
- **Live in a household with someone who has a pork tapeworm with poor hygiene practise**
- **Eat food made by someone with a pork tapeworm infection**

In general, most people with neurocysticercosis are people who come from regions where the disease is prevalent, especially in villages or unreconstructed pig farming with no immunisation program. Neurocysticercosis is a preventable disease. Good hand washing practices and treating people infected with intestinal tapeworms could drastically reduce the number of new infections. Why be concerned about neurocysticercosis? **Neurocysticercosis is a leading cause of adult-onset epilepsy worldwide. It is costly to diagnose and treat, but entirely preventable.**

**Editor's comments**

20 - 26 March is national water week. I urge all of us to be intentional about saving water and raising awareness on the usage, management, conservation and protection of our water resources.



**#UseWaterSparingly**

# National Water Week

**20-26 March 2023**

**Wear A Blue Ribbon**  
**#ACCEPTTHECHALLENGE**  
**Water Donation Drive**

**WAR AGAINST THE  
CLEAN WATER CRISIS**



**Teams are requested to donate bottles of purified drinking water to help learners at disadvantaged local rural school. Bring as many as you can! Any size will do!**

**#DROP IT OFF & WE WILL DO THE REST!**

**Venue: Transformation Office Collection Period: 20-31 March 2023**



Community corner

# CAREBLEND UNDERSTANDS THAT WEARING SCHOOL UNIFORM EMPOWERS THE LEARNERS

## CAREBLEND TRADING IS TURNING THE TIDE OF POVERTY WITHIN THE COMMUNITY

On Wednesday the 22<sup>nd</sup> of February 2023, Careblend Trading and Projects (Pty) Ltd, a beneficiary of the PMC Supplier Development Programme visited Maseke Primary School to handover school uniform and sanitary pads to 17 disadvantaged learners.

Careblend understands that school uniform and sanitary pads are a necessity and that learners who lack them may be deterred from going to school. Palabora Mining Company is proud of Careblend for their exemplary efforts to relief families challenged with socio-economic circumstances. As a result of their positive initiative, 17 low-income households in Maseke may now channel their wages towards food and other household expenses.

According to Careblend Managing Director, Kgotlelelo Patji, “Not every family has the financial means to provide their children with the necessary school supplies. Donations ensure that every child in the classroom has the basic tools they need to succeed in school.”



Training corner

# PMC HAS AWARDED 27 LOCAL DISADVANTAGED LEARNERS WITH STUDY BURSARIES

Palabora Mining Company is continuously extending itself to ensure sustainability within the 8 host communities. On Wednesday 08 March 2023, Training and Development hosted a signing ceremony to celebrate its 27 new recipients. To-date, the business prides itself over its sponsorship to 157 active bursary holders. This hefty spend of R20 million on bursaries annually, is a clear indicator of PMC’s efforts towards bridging

the gap of rare skills within the business, South Africa as well as industries worldwide.

PMC cares and has programs in place to drive longevity of community life. The organization is encouraged by previous trends proving that, investing in local learners has return on investment namely:

- Transformation of livelihoods through educating the youth

- Promoting innovation by creating a pool of qualified young professionals
- Compliance towards Social and Labour Plan.

The event was well attended by parents, PMC management, former bursary holders and the new bursars joining through the YouTube live streaming as they have already commenced with their academic year.





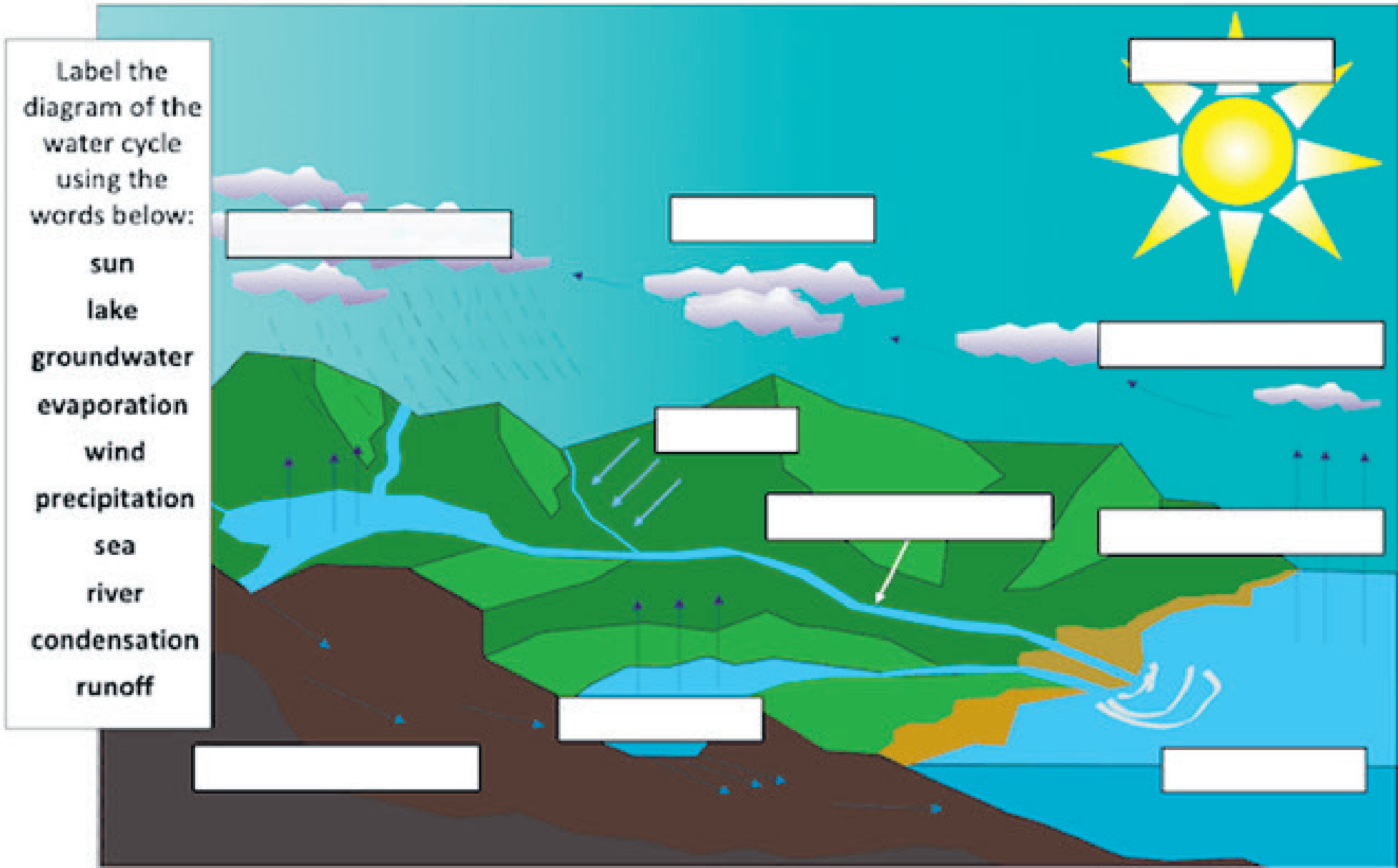
# 2023 Bursary Signing Ceremony

Palabora Mining Company Awards Bursaries to 27 Local Top Performing Learners From The Matric Class of 2022



**Kiddies corner** Competition is open to ages 8-13 Entries close: 24 March 2023

LI: To understand the key processes of the water cycle.



Submit entries to [Zani.kutumela@palabora.co.za](mailto:Zani.kutumela@palabora.co.za)