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HBIS GROUP COMPENSATES LÁOMÓ AT PALABORA MINING COMPANY

HBIS Group in line with PMC business objectives is rewarding its Láomó. Láomó is a Chinese phrase meaning model worker. The conglomerate initiated an award program to reward as well as drive performance and career progression for Individual and Teams who exemplify outstanding service through their work as well as exhibiting a positive and supportive attitude at work.

This year, 2023, in line with

Palabora's Employee Value Proposition program, HBIS Group is recognizing 4 employees for their innovative contribution to PMC operations. The nominees were selected internally by PMC management and submitted to HBIS Group. The objective of highlighting their skills and elevating them as exemplary workers is to appreciate and retain them as well as motivate their team members to acknowledge and follow their example.

PMC is most proud of the 4 recipients for their efforts to deliver quality work as well as drive high performance within their teams. The quartet has managed to successfully identify current gaps within their respective sections and furthermore provide profitable solutions that satisfy even the business' future needs.

PMC is growing and with a top talent workforce that is dedicated to drive change that leads to Zero-Harm,

sustainability and profitability, the business will also enjoy the forefront position of being recognized as a Top Employer.

SHINE ON to Simon, Sithembiso and Martin for their cost saving improvement with the installation of Scamont Pump at Dewatering and Paulien for her exploration with new technology implementing a new data integration system that effectively manages the geotechnical risks during undercutting.

TEAM AWARD INNOVATION: Scamont Pump TEAM: Dewatering REWARD: R50 000	INDIVIDUAL AWARD INNOVATION: Ug Technologies TEAM: Geology REWARD: R20 000
<ul style="list-style-type: none"> Pakidi Simon Makgatho: Supervisor Maintenance Dewatering Sithembiso Pressure Lukhele: Mining Fitter Martin Jansen Van Rensburg Burger: Engineering Specialist 	<ul style="list-style-type: none"> Paulien Lourens: Superintendent Geology

"This acknowledgement of the four employees is also intended to remind employees that the business is always keen to bring its policies to life by rewarding innovation, excellence and continuous improvement. All employees including contractors are encouraged to submit innovative ideas that will improve operations." **Sam Ngidi: Snr Manager Operations & Lift II Project.**

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!

Did you know? Champion Trees



Criteria for selection of a Champion Tree

Any person can nominate a tree for selection. Individual trees or groups of trees proposed for Champion status should have certain attributes.

Additional criteria that define a tree's eligibility are biological attributes, the age of the tree, and heritage or historical significance.

The Dendrological Society of South Africa, which maintains the National Register of Big Trees in South Africa, uses a formula of the combination of the three biological attributes to obtain the Size Index (SI)

This formula has been implemented to determine a tree's Champion Status.

What is a Champion tree?

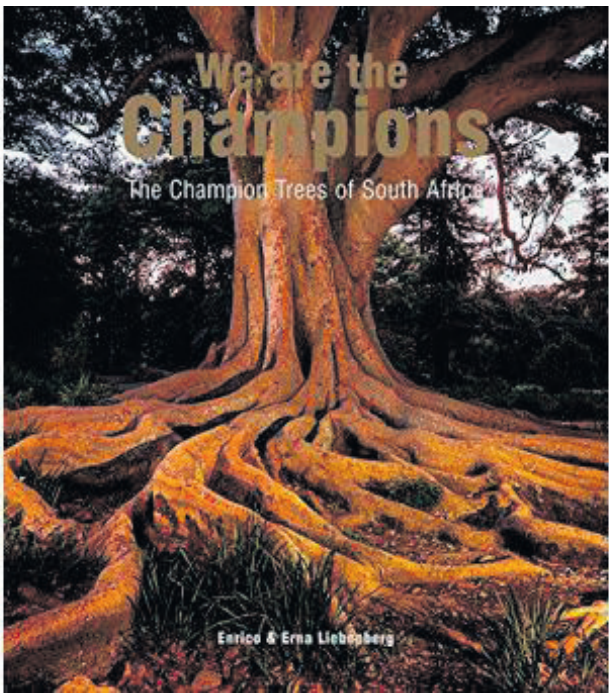
Individual Trees and Groups of Trees Declared as Protected Under Section 12 of the National Forests Act of 1998 by the Department of Agriculture, Forestry and Fisheries.

The Department of Agriculture, Forestry and Fisheries initiated the Champion Trees Project with the purpose of identifying exceptional trees and regulating for their special protection using the National Forests Act of 1998 (NFA).

Wonderboom in Pretoria



More about these Champion trees can be read in the Book "We are the Champions" the Champion trees of South Africa. By Enrico and Erna Liebenberg.



Magoebaskloof Giants ("Saligna Gum")

– these trees are known to be the highest trees in Africa and can be found near Haenertsburg. Famous for the three tall-standing Saligna Gum trees, this trio holds the record for being the tallest planted trees in the Southern Hemisphere as well as the tallest trees in Africa

Other Attributes include: *Tree age*

The National Forests Act recommends that trees considered for Champion Tree status based on age should be at least 120 years old.

Heritage Significance

This criterion should consider the value associated with the tree, and graded on a scale of 1-10 (>6 is a potential candidate for Champion Tree status):

- Aesthetic value (image of the tree)
- Landscape value (enhancement of the landscape)
- Historical value (related to a past event or icon)
- Cultural value (of ongoing importance to a cultural group)
- Economic value (able to generate economic benefits such as through ecotourism)



Community News



PMC's 3km ROAD CONSTRUCTION IN MASHISHIMALE VILLAGE IS NEARING COMPLETION

Palabora Mining Company in line with the Municipality's Integrated Development Programme is fulfilling its Socio-Economic Development commitment by constructing a 3,4km road in Mashishimale Village.

PMC is committed to the development of infrastructure within its 8 local communities. The impact of constructing a new road in Mashishimale village will bring immediate short-term booms for the locals whilst simultaneously enhancing PMC's corporate image.

Since the commencement

of the construction works in February 2022, the project has employed a total workforce of 20 locals including women and has also created subcontracting opportunities for local businesses.

15 months later, the construction work is finally completed, and the team is applying finishings, installing curbs along the tar road.

The residents in Mashishimale are reaping the benefits of having a new road. PMC's hefty investment has enabled them access into neighbouring villages, schools and Phalaborwa town with ease.

SHEQ News PREVENT WORKPLACE INJURIES COMPETITION



#Principle 2: Identify and implement appropriate controls prior to work being started

The UMM SURFACE MECHANICAL WORKSHOP TEAM has been nominated as best team for their contribution to Safety. The team demonstrated good understanding of internal controls to ensure compliance to the regulation as well as leading to operational efficiency.

On Friday 19 May 2023 – Godfrey Mbhalati: Manager Safety Underground congratulated the team for their good safety contribution and for being exemplary safety champions.

ZERO-HARM – Khumbul'ekhaya

Foreman:	Artisans:
Durand Malele	Daniel Sithole Lucky Ralefeta Enos Ramothwala Lenard Tau Titus Malatji

Editor's comments

The Winter season is upon us and with it comes cold temperatures that keep people indoors leading to a lack of exercise and making people more susceptible to sickness. Let us be mindful to move our bodies as well as supplement with Vitamin C to ward off Colds.

Keep Safe! Keep Warm!
Khumbul'ekhaya!



Dr. MGIBA's CORNER

WINTER HEALTH ISSUES AND HOW TO BEAT THEM

1. Dry, itchy skin

Dry itching skin is very common during winter.

- Using creams instead of lotions can save your skin during this coldest winter.
- Protect your face by applying petroleum jelly to reduce wind burn.
- If the condition doesn't improve then seek medical attention.

2. Arthritis pain



- Minimize contact to cold weather by dressing warmly and in layers
- Staying active during winter is good for joints.
- You may need to consider vitamin D supplements for your bones and because there's minimal sunlight.

3. Depression

- For some winter can affect their mood to even depression because of the lack of sun, short days, and long grayness in the morning which still feels like a night.
- Treatment involves improving lighting, ideally in the morning. This is called light therapy and is effective to most who suffers from depression.
- Early morning music or radio news can also bring positivity towards the day.

4. Colds and Viruses

- Fever, chills, postnasal drips and cough are the most common acute illnesses during winter.
- Good diet and proper hand washing can reduce the

transmissibility of the FLU viruses.

5. Weight gain



- Weight gain during winter is another challenge to control for many, winter brings about increase metabolism for the body to generate heat which may also results in weight gain.
- Comfort eating without exercise is usually another challenge (Sphatlo and Magwinya)
- Minor cardio activity of 15 minutes twice a week can reduce the weight gain.

6. Frostbite



- Frostbite: water in the skin's soft tissues starts to freeze.
- We see more of this condition in the very young, elderly and the chronically ill, mostly during the initiation periods in the mountains.
- The damage of frostbite can ultimately result in loss of fingers, toes, and extremities.
- Warm up your extremities and keep them warm. Don't allow your extremities to freeze.



Kiddies corner



Winter Wordsearch



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

WINTER
SNOWFLAKE
SNOWMAN
ICICLE
SPRUCE
HOLLY
CARDINAL
FROZEN
BRRR
CHILLY
SLED
GLOVES
HAT
SKATE
SKI
TOBOGGAN
COCOA
SHOVEL
MITTENS