

Palabora Copper Employee Trust is recognized by President Cyril Ramaphosa at a Worker Share Ownership Conference

On Tuesday, 23 April 2024, Palabora Copper employee shareholding scheme won an award for being an Employee Share Ownership Plan (ESOP) with the Highest Economic Impact on business performance at the inaugural Worker Share Ownership Conference attended by a team from Palabora Employee Trust, representatives from PMC organized labour and management.

This award recognized an ESOP that has helped to build stronger workplace relations and financial performance of a business, measured by inter alia, improved turnover, profit performance, improved workplace efficiency and other relevant metrics. Notably, our 2023 safety performance which spoke to the safety conscious mind of Palabora Copper employees was a striking feature in this category.

President Cyril Ramaphosa addressed the inaugural Worker Share Ownership Conference hosted by the Department of Trade, Industry and Competition (DTIC) which was held in Johannesburg at the Sandton Convention Centre. The event has managed to provide an opportunity for the president to reflect on the 30 years of freedom which has seen our ordinary employees transforming into real owners through empowerment which transcended beyond the racial and economic injustices of the past. The president further indicated that through engagements with critical social partners, the government has managed to introduce labour legislation and policies to foster sound labour relations and ensure decent working conditions to empower all South Africans in the economy.

The Employee Share Ownership Programmes (ESOPs) gained prominence in South Africa in the late 1980s, notably with schemes introduced by corporates such as Anglo-American and De Beers. This initiative was informed and guided by the Broad-Based Black Economic Empowerment Act (B-BBEE Act) of 2003 and subsequent amendments, which mandated companies to



adopt broad-based ownership schemes, including ESOPs.

The event has managed to evaluate the regulatory environment and discuss strategies to advance it further into the sustainability of the concept. The event was able to examine the impact, challenges, and opportunities associated with worker ownership.

This was an important platform that enabled a mutually beneficial dialogue among trustees, CEOs, labour formations and business representatives, and company board chairpersons. The event aims to foster collaboration and integrate ESOPs into South Africa's economic landscape as a way of real empowerment.

This year marks 20 years since the Broad-Based Black Economic Empowerment Act was promulgated as one of the most transformative pieces of legislation to come out of democratic South Africa.

The government continues to play an important role, through the Department of Trade, Industry and Competition, in providing guidance on the design and implementation of these programmes through structured funding from institutions such as the Industrial Development Corporation and the National Empowerment Fund.

Worker share ownership schemes furthermore complement the Black Industrialist Programme, providing another means through which government can contribute towards more equitable ownership in the economy.

It is encouraging to note that the Palabora Copper is counted as part of the study conducted by the Department of Trade, Industry and Competition wherein more than 500 000 workers are part-owners of the companies they work for. This is an investment that is necessary for the sake of equal opportunity and addressing historical inequalities, but also towards increasing

productivity and growth with shared value in a form of dividends.

With employees participating as owners, we collectively develop a deeper understanding of the challenges and opportunities facing their companies, enabling more fruitful partnerships to unlock opportunities for growth, investment, and job creation.

Workers who feel valued and respected by their employers are more likely to contribute ideas for improving processes, products, and services.

The president congratulated Palabora Copper together with other companies who continue to work towards implementing such structures in collaboration with their employees. Honourable minister Ebrahim Patel issued Palabora Copper Employee Trust with a certificate to confirm us as one of the highest impact of ESOP on company performance.

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!

PMCxUNISA MEMORANDUM OF UNDERSTANDING SIGNING CEREMONY TO CONDUCT INDUSTRY BASED RESEARCH



Palabora Mining Company and the leading institute of higher education, the University of South Africa (UNISA) have signed a Memorandum of Understanding on 13 April 2024, to partner in Industry Based Research.

support,
 • Exchange of educators, learners, administrators and advisors to participate in conferences, symposia and seminars.

The MoU signed between PMC and UNISA is founded on a "WIN-WIN" principle anchored on the following seven pillars:

- Research and development in areas not limited to science, engineering and technology,
- Work-integrated learning opportunities,
- Development of short learning programmes (SLPs),
- Development of a Higher Certificate in Supervisory Development,
- Implementation of recognition of prior learning (RPL),
- Collaboration between PC and Unisa around research, innovation, commercialisation and technical

The relationship between PMC & UNISA will allow the University to input on research, give technical support and guidance that will propel the organization to maintain its standing as a business leader globally, drive innovation and strengthen business sustainability. Equally strong, the University will gain co-curricular support, and work integrated opportunities for studies related to mining.

The PMC x UNISA partnership is a catalyst to amicably resolve one another's challenges and provide real-time industry solutions.

The partnership is bound to be successful and is already evidently bearing fruits. To date, 12 postgraduate students from PMC, have been enrolled at Unisa through the partnership to embark on relevant research to support business strategy.



	NAME	TOPIC	STUDIES
1	Eric Mualusi	Influence of mineralogy on the metallurgical performance of the floatation circuit at Palabora Copper Mine	MEng
2	Kaya Mlambo	Recovery of magnetite and copper from historic tailings: A case study of the Palabora Mining Company	MEng
3	Dakalo Makhokha	Development of an advanced predictive model of mud and muck push behaviour in a block cave mine	PhD
4	Kate Ntimba	Appraisal of the numerical model used in the assessment of cave stability at Palabora Copper Mine	MEng
5	Siya Mcambi	A case study of improvement of mine planning practices for the reclamation of magnetite stockpiles	MEng
6	Boitumelo Kekana	Determination of the optimal conditions for the production of premium iron concentrates from magnetite ore	MEng
7	Neville Jeleni	Impact of underground production on open pit slope stability and surface subsidence at Palabora Mine, South Africa	MEng
8	Tshegofatso Kekana	Characterisation of seismic activities due to block caving in a deep underground mining operation	MEng
9	Sechaba Letaba	Mining method for tailings storage facilities at Palabora Mining Company	MEng
10	Ndivhuwo Neluvhalani	Effects of mineral liberation on magnetite recovery in an iron ore processing plant	MEng



The 2024 job fair Chinese-Invested Enterprises in South Africa

South Africa is one of the largest investment destinations for Chinese companies within the African continent.

China is making significant strides globally in technological advancements and is growing in power every day within the business sector locally, cementing its influence by creating over 400 000 jobs in South Africa through its Chinese – Invested Enterprises.

The 2024 Job Fair Conference is a great platform for Chinese enterprises, organizations, and institutions specializing in various sectors namely: Mining, Finance, Infrastructure, Communications, Automobile, Agriculture etc., to network, market, as well as recruit students- creating job opportunities for local South African qualified graduates - developing localized talent.

Moreover, it is a commitment to the consensus reached by our two heads of state to support African Industrial-

ization, Development of Agriculture and Modernization with the aim to eradicate poverty, hunger and joblessness.

Palabora Mining Company was also present amongst the ± 200 Chinese-Invested recruiters exhibiting at Gallagher Convention Center on Tuesday 16 April 2024. HBIS is revered as a top player within the industry for its stellar performance, talent development and continuous strides towards job creation, advanced thinking, skills development, knowledge sharing, employee empowerment and innovation.

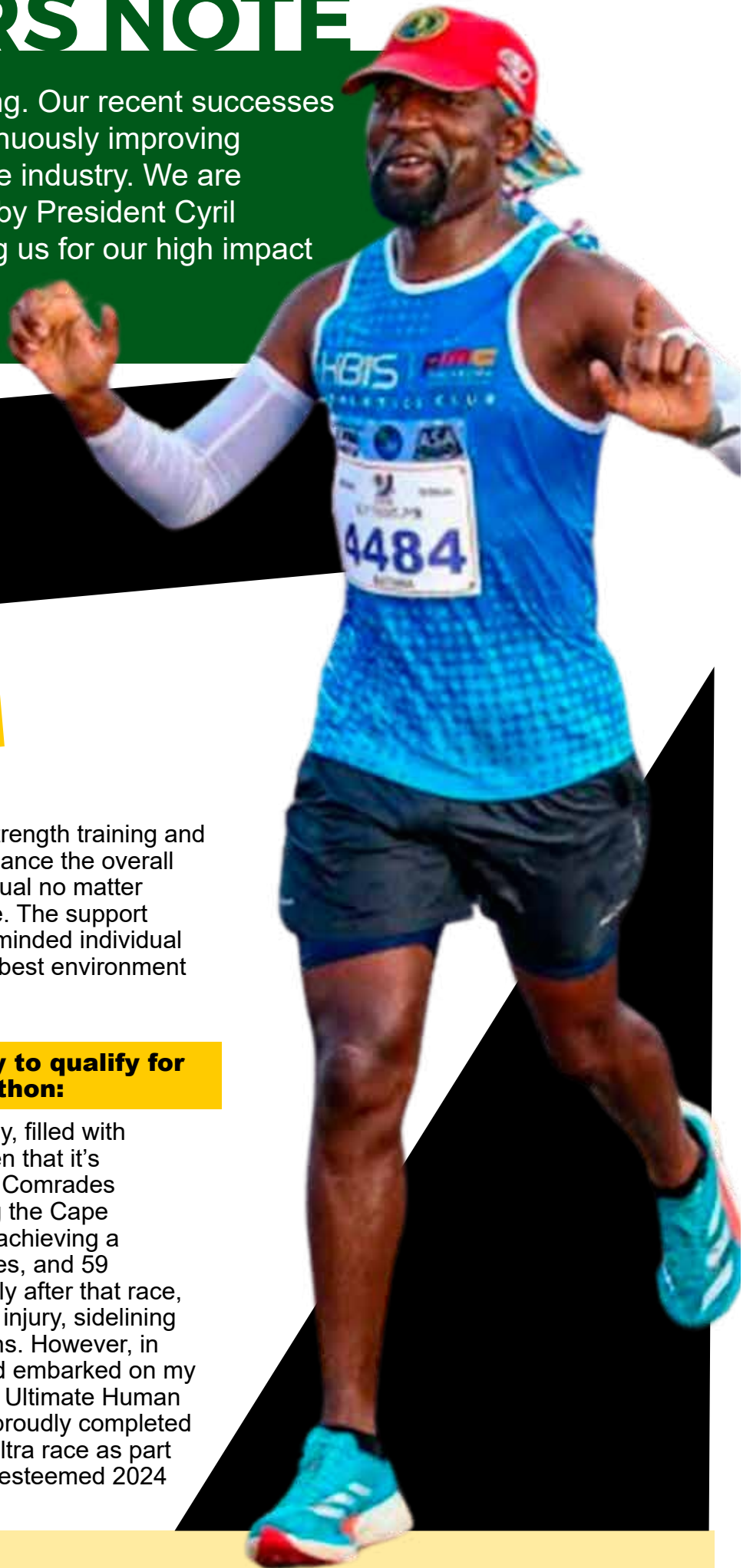
The 2024 Job Fair Chinese – Invested Enterprises is a firm reminder that the China and South Africa partnership is a **WIN-WIN!** The special focus to invest in students through recruitment, work exposure, internship programs and bursary offerings - will drive a strong developed economy in South Africa.





EDITORS NOTE

PMC is evidently changing. Our recent successes cement that we are continuously improving and competitive within the industry. We are proud of our conferment by President Cyril Ramaphosa - recognizing us for our high impact ESOP performance.



9 June 2024

Comrades Marathon 2024

Get to know our runners - PMC Athletics Team

Name and Surname:

Matimba Neville Jeleni

Role at PMC:

I am a Senior Geologist, Lift II Mining and Underground Development Division

Who is your running icon:

It is difficult to single out one icon from the many great runners like Usain Bolt, Haile Gebrselassie, the great Eliude Kipchoge, or the late Kelvin Kiptum, who achieved remarkable success and set records in the sport of running. The icon I am very fond of is our very own Mr. Ludwick Mamabolo, who won the Comrades Marathon in 2012, which we all know it is a highly admired achievement in the sport of running. Despite his age, he's still performing at a high level, which shows his dedication and perseverance making him a great figure for many South African athletes.

What inspires you to run:

Physical health, mental strength, fitness as well as an urge to inspire others motivates me to run. Setting up running targets inspires me knowing that it takes consistent effort, self-discipline, managing time effectively, balancing training schedule with other responsibilities to achieve the set targets.

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

The drive to nurture the talents, aspirations, and character of young Athletes of Ba-Phalaborwa community. We've seen the club donating running shoes and helping the young talents with other necessities. The club is more of a family to me; it provides a supportive structure where we help each other to stay consistent with the running routines. The club offers a well-structured

program that combines strength training and running that can help enhance the overall performance of an individual no matter how slow a runner can be. The support and connecting with like-minded individual makes the club to be the best environment one can be.

Describe your journey to qualify for 2024 Comrades Marathon:

It has been quite a journey, filled with challenges, but I've proven that it's achievable. I qualified for Comrades Marathon last year during the Cape Town Sanlam Marathon, achieving a time of 3 hours, 39 minutes, and 59 seconds. However, shortly after that race, I encountered a shin split injury, sidelining me for nearly three months. However, in February I recovered, and embarked on my preparations for the 2024 Ultimate Human Race Marathons. I have proudly completed two Marathons and one ultra race as part of my preparation for the esteemed 2024 Comrades.

Preparation routine for the 2024 Comrades Marathon: Here's my routine for 2024 Comrades Marathon:

Monday: Easy run	Tuesday: Strength/Speed Session	Wednesday: Midweek Long Run	Thursday: Tempo Run	Friday: Rest	Saturday: Long Run	Sunday: Rest
30-45 minutes	60 Minutes	60-90 Minutes	40-60 Minutes	No Activity	0-120 Minutes	No activity

Special diets:

Vegetables, seeds, nuts, chicken and drinking plenty of water throughout the day.

What are you most looking forward to about the 2024 Comrades race:

I am eagerly looking forward to this Ultra Marathon with boundless enthusiasm. The club has made remarkable efforts to ensure a large turnout of comrades participants this year, as well as increased support along the route. I can't wait to witness the vibrant HBIS banners waving proudly with our colleagues supporting us at the Drummond halfway mark and other strategic points.