

# PALA CONNECTOR

JULY - SEPTEMBER 2022 EDITION

Humble  
beginnings  
craft  
influential  
leaders



CEO'S CORNER | FROM THE EDITOR'S DESK | SHEQ CORNER | LEADERSHIP CORNER  
WOMEN IN MINING | MANDELA DAY | PAST EVENTS HIGHLIGHTS



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## CEO's Corner

Mr Jinghua Han

***You cannot reap rewards without doing the work. You plant seeds, nurture them before you harvest.***

We managed to send our largest consignment of Magnetite yet, from our Richards Bay Port in July. This is just evidence of the many possibilities we can explore if we apply our minds to achieve our business goals.

August is Women's month, we remain committed to ensuring that we nurture and promote talent in women at PMC. This is evident in our reviewed strategy that has seen a slight increase in females at PMC attaining strategic and leadership roles within the business. We celebrate all the powerful women at PMC that have contributed to the company's success and changed the course of our town and country's history. We celebrate the success and growth of women not only at PMC but throughout the entire country for the rest of the year. I would like to personally thank all PMC women for the contribution you make in the success of this business.

**W**orking together we made good progress toward our strategic goals despite significant challenges – safety related incidents that could have been avoided. Even with the fluctuating prices for commodities globally, we are constantly forced to re-look at creative and cost-effective ways to be profitable and maintain the business.

As a result of the effects of the Covid-19 caused economic disruptions, the current global economic environment remains uncertain. The volatile prices of minerals have also put a strain on how we conduct our business. We need to build on all experiences that we learnt from the pandemic, to reimagine our economic growth path and to protect our economies for future shocks.

I am immensely proud to see how quickly we adapted to each new challenge and how teams from across the company collaborated with one another to make the most of every opportunity. Great examples of these are the "Kedibone" campaign that saw sections working together to educate employees on adhering to Safety rules and addressed certain safety related topics such as Working at Heights and Operating TMM's. All these

initiatives are pivotal in the development and empowerment of all employees. I would like to urge all leaders and employees to make use of the employee reward policy by ensuring that all dedicated hard workers and safety champions are rewarded for their efforts.

Well done to the SHEQ Team for organizing a successful and colourful Spring Walk event on the 2<sup>nd</sup> of December 2022. It was very refreshing to see all the employees and contractors together having fun, like the PMC Family that we are! Let us continue with this spirit of togetherness and teamwork!

As we conclude the 3rd quarter of the year, I would like to urge all PMC employees and contractors to ensure that you work safely in your work environment. Encourage your colleagues to do the same. We are all responsible for the safety of one another. We owe it to ourselves and our families to always be safe, on the road and at our workplace. Let us build a behaviour legacy that we can be proud of, even for future generations to enjoy and protect.

***I am very grateful to all of you for your continued commitment and efforts to ensure that everyone is empowered to do their work. I am confident that if we work together, in unity, we can achieve greater things.***

## From the Editor's Desk

This 3rd quarter edition is testament to Serena Williams' legendary quote, one that stayed with me throughout woman's month.

We celebrate PMC's phenomenal women, from different career fields and diverse backgrounds but sharing the same goal – empowering each other and making a positive difference within their work environment and communities. Carol Maile is a true testament of such a person, an inspiration of resilience, courage, and hard work. She is featured in our leadership corner as part of our way to appreciate and acknowledge the great strides that our nurturers have overcome to ensure that women have a voice and a platform to share their skills and talents.

This edition is dedicated to all PMC's phenomenal women!

We engaged in several activities in July as it was Nelson Mandela month, PMC was able to make a difference in various communities, by providing sustainable resources that ensures that families are fed, children are educated, and local village residents have easy access to their communities. We have a number of those articles in this Palaconnector edition. The PMC Women In Mining forum encourages women to stand tall and proud to be in the mining industry and allow their voice to be heard. This edition proves that once we embark on something as a team, the rewards are greater than when we work individually. PMC's contractors and beneficiaries have joined our caring value by giving back to our local communities, this is inspiring to see, especially at a time when resources are scarce and commodity prices are not in good shape.



***“Every woman's success should be an inspiration to another. We are strongest when we cheer each other on”.***  
– Serena Williams

Let us continue with this spirit of caring and giving back to those that are less fortunate and encourage others to do the same.

As we approach the last quarter of the year, we know that this season is synonymous to be associated with a lot of safety incidents, especially in the mining industry. I would like to urge you to be very cautious at work, do it for your family and colleagues. This is a time to be very safety conscious at work and at home. Remember to follow all safety procedures especially when you are working with tools, always do your risk assessments before embarking on a task. Let safety come first in everything you do.

Thank you for coming out for the SHEQ Spring walk in early September and dressing up to celebrate your heritage on

the 23rd of September. It was very beautiful and inspiring to see all the diversity of employees at PMC and the love for one another. Personally, I love any opportunity to wear my xibelani to celebrate my Tsonga heritage. Let us continue to go out there and do amazing things, safely and with pride.

I trust that you will enjoy reading this 3rd quarter edition of our newsletter, we would really appreciate your feedback and comments!

Sincerely

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Special Thank you to Editorial Contributors:

# PMC goes digital with M365 photos!

A big part of the digital workplace is about bringing people together. Having complete profile photos across your Office 365 experience is also a great way to identify and celebrate the people who make up our team. We are all different and our uniqueness is what defines our organization's culture.

Palabora Mining Company (PMC) IS&T Department is moving with the times and adapting to the modern digital space. This initiative happened for two weeks in the month of August and with a few days' extension in September. A total of 692 out of 1262 M365 user employees headed the call and came for their professional corporate photo shoot.

The IS&T Department introduced an M365 Digital Photoshoot so that employees can have their photos on their Microsoft Platforms. The profile photo acts as your digital brand within the business and being visible inside your organization across all Microsoft platforms ensures that we go with the current industry trends. These photos are not being shared on any social media or external spaces.

According to Superintendent at IS&T, Rethabile Gumedede, there is a plan to have all the other employees who did not manage to get their corporate photo taken to do so in the near future. An opportunity that will also include new employee engagements as well, but this will be facilitated by PMC's Communications Department.

*“The next phase will be to continue to leverage on the use of M365 Mine wide. There will be information shared for educational purposes, which will shed the light on how to use M365 and really gain more value on our Microsoft tools. The objective is to get our employees to fully utilise the functions of M365.” She concluded.*

**As the world goes digital, PMC is following suit!**



## Leadership Corner

# Phenomenal Woman – Mamokone Carol Maile, PMC's First black Female Company Secretary

“The women who fought in the struggle have paved a way for all women to have a place and a voice in the corporate world and society at large. These are women who knew their worth, sadly most women today seem to have forgotten their place in society or what they stand for. I am inspired by the 2000 women of 1956 who marched to the Union Buildings against unjust legislation, aimed at tightening the apartheid government’s control over the movement of black women in urban areas. This liberal move ensured that we receive the power to change policies, for us to regain the power that was taken from us. Now that we have that power, most of us do not know what to do with it”.

**Mamokone Carol Maile:**  
Company Secretary



Born and bred in Namakgale, one of Ba-Phalaborwa’s townships, Mamokone Carol Maile is the second born child of 8 children in the Matlou household. Like most of the children growing up in the townships, she started her primary school in Namakgale Primary school and proceeded to Sebalamakgolo High School where she matriculated some twenty-something years ago. The future was bleak back then, nonetheless she did not allow her background to pull her back. She furthered her studies with the Chartered Governance Institute of Southern Africa and today she holds a post graduate qualification, specializing in Company Secretary. She also holds a Bcom Law degree from UNISA and is currently pursuing an LLB degree. Carol is also a member of the Chartered Institute of Governance in South Africa and the Institute of Directors South Africa (IoDSA).

“The only limit is the one that you set yourself, making choices, being focused and prioritizing are key to success”, shared the mother of 2 when asked about how she juggles her studies, new role with the responsibilities as a wife and mother.

Carol joined PMC as a trainee graduate in 1999. During her first years in training, she worked at Procurement and was later moved to the Stores. She chuckles when she remembers that she once worked as the first female Storeman in the year 2000 at the Main Stores. She added that back then, there were no titles to accommodate women in the mine, except for clerical and officer positions. “I am in awe of the strides that PMC has made in recognizing women. I have witnessed the hiring of the first women to work Underground, Metallurgist and Engineers amongst other disciplines.”

Carol’s journey with PMC broke briefly in October 2002, when she was replaced with a permanent employee whose position had

become redundant following the closing down of the Open Pit mine. “I was never shy of hard work and never wanted to sit at home and not do anything”, said the social introverted Company Secretary, “I found myself out of a job and became the first person to sell mobile cellphones at the CNA booth for the remainder of the year”.

Carol then decided to enroll for a course in Business Management at Mopani FET College from January 2003 to June 2004. She narrated how she had a CV in her hand the day that she wrote her last exam. She got to Bradlows and was in luck as the Regional Manager was around, and they had a vacancy to fill. She was interviewed on the spot and the rest is history.

As fate would have it, Carol returned to PMC in August 2004, and was permanently appointed as a Pension fund Officer in May 2005. She was transferred to Finance in December 2007 where she held positions of Management and Financial Accountant until October 2015. She ultimately climbed up the ranks until she was appointed Assistant Company Secretary in 2016. A role she occupied until she was appointed Company Secretary in July 2022.

It must be noted that PMC made history in July 2022 when Carol was appointed for this role as the first female since the organization was formed in 1956. The role entail providing guidance to the Board of Directors individually and collectively regarding their legal duties and responsibilities. She is also the Principal Officer of the Palabora Pension Fund and manages the various trusts that PMC has. Carol was instrumental in the creation of the Palabora Educational Trust for children of miners who passed as a result of mine fatalities and she beamed with pride when she spoke about this initiative, and this shows how dear she holds this Trust in her heart.

When asked about some of the ways that we can counteract negative stereotypes of feminism in the workplace, she mentioned that most men are not emotionally ready for bold and confident women. “Women are perceived as emotional beings; therefore, the key is in the approach when you are dealing with men. You can be still, yet not quiet, as women we need to master this power that we have within.

When she is not at work, Carol loves spending time making delicious meals, baking, and serving at her church. I was at awe when I saw some of the cakes she baked for her loved ones. They looked so immaculately done, almost like a Cake Boss’ cake!

Her mother is her source of inspiration because of the values that she instilled in her. “Our mothers are the essence of true femininity, strength, humility, and power. I am very grateful for the wisdom my mother imparted to me,” she uttered.

When asked if women make great leaders: she responded in the affirmative and stated that “Women have wisdom by nature, they can multitask and are very influential. We only need to know and understand our purpose, and we must quit being apologetic. The world today embraces a woman’s worth, so embrace yourself woman”.

When asked about any words of encouragement to the PMC employees, Carol shared the following quote by M Maile “We all have different talents, but one thing is common, we are expected to show results”. She also shared one of her favourite bible verses: “Trust in the Lord with all your heart and lean not on your own understanding.

# Three (3) Laboratory Legends go on retirement



It is not every day that one gets to bid farewell to a fellow colleague who goes on retirement, but in this case three (3) employees were treated to a farewell lunch by their leaders and colleagues on the 29th of July 2022.

Makoti Levy Mamabolo, Tholwana Thomas Khosa and Bhutana Lawrence Dlamini were honored by their colleagues during their farewell lunch by sharing fond memories of how it was to work with these gentlemen and giving them gifts and well wishes to their retirement. Unfortunately, Dlamini could not attend due to ill health, but the team ensured that he would get an update and gifts arranged for the other two colleagues. We later sat down with Dlamini to get his view on his impending time off work.

Fellow colleagues took turns sharing some of the lessons shared by the retirees. Some of the things that they will miss, such as the caring nature that they possess, the wisdom and integrity that they have shown during their tenure at PMC at the Laboratory section. The three gentlemen were employed as Product and Routine

Analysts, based at the Laboratory under the Business Value chain division led by Murehwa Mangere.

Mamabolo, or Mams, as he is affectionately known by his teammates described how elated he was to be going on retirement. "Look after the Lab, the lab will look after you," He further highlighted how important it was to listen and respect your leaders. Never copy bad behaviour from other people, the bad things will always come back to you.

Thomas Khosa, TK spent all his adult life working at PMC since 1984, he said he invested a lot of his income dedicated to funding his children's education. He mentioned that it was an investment for their future. He urged the young people to be respectful to their leaders and always work hard for their future. "I look forward to playing golf and looking after my health", said the dapper looking Khoza.

The humble Swaziland born Dlamini expressed his excitement at his upcoming retirement, as we sat down and had a conversation. As someone who has always been involved in trading, he plans to

continue with this, especially as he grew up growing avocados. "I will miss the colleagues at PMC the most, as we were like a family at the lab."

Speaking on behalf of PMC's CFO, Manager IS&T, Peter Nkwe mentioned that every company's success is owed to the people who work for it. "We are grateful for all your contribution at PMC, thank you for the wisdom and skills that you have imparted onto those who will be continuing to work for PMC. The commitment that you have shown by spending years of experience has contributed to the success and strength of the business." Nkwe went on to mention that the three legends will remain an inspiration to all remaining colleagues by all their knowledge and skills that they have shared.

*All the best with your retirement to the three heroes! Thank you for all your hard work at PMC.*

*Go and enjoy the fruits of your labour!!!*

## New Employee Feature

### Getting to know – Kedibone Promise Motene (23) TVET Student Electrical at PMC

Kedibone Promise Motene grew up in the dusty streets of Acornhoek in Bushbuckridge. In this edition, we get to know and welcome Kedibone to our PMC family. After completing matric she went on to enroll at Mopani Technical and Vocational Education and Training (TVET) college Phalaborwa campus and completed her National Certificate Vocational (NCV) level in electrical infrastructure and construction. She recently joined PMC in July 2022.

Passionate, driven, and confident are the three words that best describes Kedibone. Electrical Engineering has always been engraved in her heart. She further mentioned that she has never seen herself in other fields. While Kedibone is still in the learning process, and she is grasping every knowledge and teachings that are being offered and she has never worked anywhere in her life.

Before joining Palabora Mining Company (PMC) as an Electrical apprentice for workplace exposure, she was doing her apprenticeship training with Mopani TVET college at Sir Val Duncan Campus situated in Namakgale township. "PMC is a well-established company and I have always wanted to be part of the family from a young age, so this is a dream come true for me. Caring is one of the PMC's values and I believe the business works hard to prioritize the health and safety of its employees", said the bubbly Kedibone.

This young lady draws her inspiration from qualified employed Electricians within the business and outside.



"Hard work, determination, confidence, patience and desire to learn is the key to greater heights", these were her words of encouragement that she wished to pass to fellow colleagues and the community at large. Kedibone is single and likes reading novels and surfing the net in her spare time

and she has recently joined gym to work on her summer body and to calm her mind. *A warm welcome to you Kedibone, we trust that you will have a successful career at PMC!!!*

## Safety Corner

# Vermiculite Business Team Celebrates a Successful Shutdown



*It is apparent that some challenges need more time to fix while some simply need a meticulous, dedicated team, ready to tackle the challenges and the drive to win against all odds.*

The Vermiculite Operations (VO) team are proof that when you work together towards a common goal, you will stop at nothing to achieve it.

The team led by Senior Manager for Vermiculite Business, John Makgatho, completed their shutdown in record time. The shutdown was scheduled from the 4th - 16th of July 2022, but they managed to get it done by the 13th of July 2022. This was a proud moment for the VO employees, Contractors and Management. No injuries were recorded during this period.

Courage, teamwork and Caring are amongst some of the values upheld during the event and how managers demonstrated both values. Contractors and employees

also mentioned that it was not an easy road but with the support received from Management and team spirit, they achieved their ultimate goal.

The two (2) major areas that were involved in the shutdown were: 1. Section 802 and Dryers, which are both done by gears technology. The Sectional Safety Rep commended the team that wore PPE that was in good condition, practiced their Xiya-Xiya and HIRA, as well as the application of section 22 and 23 of the MHSA.

PMC OMP, Dr Mgiba commended the team on the absence of calls due to injury or fatalities during the shutdown and offered his congratulatory message to the team on the work done during the shutdown,

“Working safely in the workplace is not only to have a safe working environment, but a good mental state. It is important to always avoid work stress”. Some of the advice shared on the day on how to avoid stress was to exercise. Not only does it have physical benefits, but psychological benefits as well.

Words of appreciation were shared by Makgatho to all employees and contractors involved in the successful shutdown and he further mentioned that there was a treat in the form of a boerewors roll and soft drinks for everyone. With the hope that the next shutdown will be just as successful in September through working together and being safety conscious.



LIFT II

# Underground Safety Stand down – Choose Family



The leadership at Lift 2 Underground Mining as well as the contractors are constantly working together to find ways to instill the culture of practicing safety behavior to the employees. This time "Family" was the theme of the stand down held outside Growth Seboka Lapa on Thursday the 28th of July 2022.

Everyone was urged to make a pledge to keep themselves and colleagues safe, for the sake of their families at home. Safety banners were prepared with an intriguing message "Committed to Work Safe Every Minute to Get Home in the Last Hour",

and employees were encouraged to bring photos of their families to be displayed on the banner. These photos, coupled with their signatures on the banner, which serves as a constant reminder of the people whom they have left behind at home. A reminder that would be displayed in their respective work areas about the safety pledge that was made on this for the sake of family.

Senior Manager Lift II Construction and Concentrator, Aidan Schoonbee remarked about everyone's responsibility to remind family members and colleagues to be alert

and constantly give warnings at the sight of dangerous situations. "Forgetfulness tends to affect everyone including leaders, sometimes the courtesy to remind someone to fasten a seatbelt, wear a mask or ensure that a task is completed safely", he said.

"You owe it to your family and colleagues to be committed to work safe every minute to get home in the last hour. Zero Harm is achievable", he concluded.

**Let us all Khumbul'ekhaya!**



# PMC's Richards Bay Terminal Milestone Consignment

In the history books of Palabora Mining Company and that of our strategic partner, Transnet Port Terminals, a new chapter of the biggest volume shipped in a single capesize was recorded on the 15th of July 2022.

In the deep waters of Richards Bay port, there was a moment of jubilation, as the ports stakeholders gathered and celebrated this milestone shipment. The event was celebrated onboard the vessel by a large Transnet (TPT & TNPA) contingent also joined by our port-based contractors, shipping agent, stevedore, ship's crew as well as the local media (Zululand Observer, 1KZN-TV & North Coast Radio).

The "Capesize" is the largest class of bulkship that can carry any type of bulk cargo such as iron ore or coal in main. This was one for the record books as it was the largest Iron ore consignment in the history of the Richards Bay terminal's operations.

The vessel M.v. Seacon Africa under the command of the Ukrainian, Captain Vitaliy Pokhylko uplifted 192 413 Mts of iron ore, could not contain his excitement and shared how elated he and his crew were, to be a part of the making of history recorded by both PMC & TPT at the port of Richards Bay, South Africa.

PMC's Superintendent: Ports Mbongi Qwabe shared how thrilled he was at being a part of this milestone. "It is exciting to be part of such a record-breaking event, I am very proud and excited at this milestone, both for the crew on the ship and PMC." he said.

Congratulations to the PMC Logistics Shipping Team on this great achievement.

To more Capesize shipments and favourable prices!!!



# PMC Hands over Laptops to local Top academic achievers



Palabora Mining Company honours the Matric Class of 2021-Top 25 Circuit Achievers 2020/2021 Top Achievers delivered despite the dysfunctional learning atmosphere due to Covid-19 class interruptions.

The year 2022 marks itself as a special historical year for Palabora Mining Company. On the 15th July 2022, PMC Management and Exco Team hosted a bursary holders' acknowledgement event to honour the 25 Top Achievers within Namakgale and Lulekani Circuit. The 25 Top Achievers were recognized at a special ceremony held at Mopani TVET College where each learner received a laptop to assist with their studies. What made this event special was that it happened during Mandela month, a month dedicated to giving back to the disadvantaged communities. "Education is the most powerful weapon we can use to change the world," the late former president Mandela was quoted.

The mining giant, in compliance with its Social and Labour Plan commitment, fulfilled its mandate to support the interest of Ba-Phalaborwa and to prioritize youth development within its host communities. This year alone, the mine spent a hefty amount of money to bring its SLP commitments to life towards its sustainability programmes. The mine, in its commitment to demonstrate they care and have interest in the longevity of community life, sponsored a record-breaking number of learners on their bursary program.

The bursary intake for the year 2022 alone was 111 learners. All 111 local learners are proud PMC bursary holders. This intake surpassed all previous intakes and stands alone as PMC's best. The offering supports studies at all nationally recognized institutions of higher learning, supporting disciplines even beyond the mining streams.

In attendance were their fellow bursary holders who celebrated and acknowledged these pacemakers for their resilience and spectacular achievements. The event was well attended and characterized by both excitement and emotions as learners shared their 2021 experience of hopelessness without bursaries. The offering by PMC presented a window of hope for these local bright stars.

The Department of Education in its address, appreciated the mutually beneficial relationship that exists with PMC, and they were humbled by the generous donation of 111 bursaries and laptops for the learners that excelled within the much-celebrated matric class of 2021. Speaking on behalf of the Ba-Phalaborwa Mayor, Modise Mashale encouraged the learners to use the laptops specifically to enhance as well as enrich their educational knowledge. "Learners must resist the temptation of spending time on social media which may become a bad distractor during studying", he concluded.

# PMC invests in Selwana village by constructing 3km road



PMC is aware and understands its moral responsibility as a corporate citizen of Ba-Phalaborwa and the influential role that we are expected to play in the development of local communities and supporting economies and strive as far as possible to nurture harmonious relationships with host communities. As PMC we firmly believe in establishing relationships with our stakeholders based on trust.

The socio-economic issues most prevalent in our host communities include unemployment, low economic growth, inadequate infrastructure, and lack of access to services including healthcare and education. Communities also have concerns about food and water security.



In helping to build livelihoods in host communities, we work with a range of stakeholders at local and provincial level, on projects and initiatives to ensure that we secure our own social license to operate in the local communities. The main local stakeholders are Ba-Phalaborwa municipality, Traditional Authorities, Ba-Phalaborwa Community Forum and sector departments.

For many years Selwana was always a dusty and uncomfortable gravel road that was not maintained on a frequent basis. Palabora Mining Company as part of their Social and Labour Plan identified and committed to construct 3km tar road into the village. The road was officially handed over to the Department of Roads and Transport on the 07th of July 2022 after an event that was hosted at Selwana Traditional Authority with several community members in attendance. The event took place at the Selwana community hall which was also constructed in 2019 from the dividends received from PMC through the Leolo Community Trust.

For years, Road Agency Limpopo (RAL) and Ba-Phalaborwa local Municipality were in discussions seeking a resolution to meet the fair expectations of the Selwana Traditional Authorities and its community, resilient in their protest, demanding for change in their quality of life through construction of a proper access road into the village. The project partnership was beyond just ticking a compliance checklist to secure the mining license for PMC. It was equally motivated by the desire

to unleash the projected potential that could transform the lives of the people in Selwana for the better. This project has presented several spin-offs for the community of Selwana which includes but not limited to:

- The road construction project enabled an overnight boom of fixed term job opportunities.
- The project workforce and employees were conveniently sourced from the local community ranging from elementary to skilled.
- Subcontracting opportunities for local businesses.
- Farmers have improved access to markets to preserve their produce.
- The locals were temporarily employed, financially empowered and able to boost local economic activity through circulation of money within Selwana.

MEC for Roads and Transport, Mme Nkakareng Rakgoale was delivering the Keynote address at the event, and she appreciated PMC for always lending a helping hand to the municipality in ensuring that the lives of the Ba-Phalaborwa residents are improved and sustained. She commended the mining giant on caring for the people within their host communities, just as Tata Nelson Mandela encouraged people to do. Many speakers at the event echoed the same message directed to the community of Selwana: the road that was constructed was neither done for PMC, the municipality nor the traditional authorities, the 3km road belongs to the people of Selwana

village. It remained their responsibility to protect and look after their infrastructure. Roads tend to be damaged during community protests all over the country, this was strongly discouraged as it needs to serve everyone who resides in those communities.

This road will create easy access for community members to travel into town, ensure that medical services can be accessed easily and enabling emerging crop farmers in Selwana to reduce travel time to the markets as well as wear and tear on their vehicles. The relationship between the traditional authorities, government partners and PMC played a vital role in ensuring that the construction of the road was successful.

In witnessing how the road added value for the community of Selwana, PMC has decided to fund a further 3km. "We have a strong conviction that after the additional 3km road construction, the Department of Roads and Transport will be in a position to come on board to construct the road to connect to the Eiland road. We are proud to kick-off Mandela month by handing over this road to the Department of Roads and Transport as well as the community of Selwana," said PMC Business Leader, Zakes Malepe.

As part of PMC's Stakeholder Engagement strategy, it is important for us to partner with government to ensure that we are able to collectively make a difference for the people in Ba-Phalaborwa and ensure that we leave a long-lasting legacy in our host communities.

# Underground Mining Celebrate Sections' Decade of no LTI's



## “Pocket of Excellence”

The 19th July 2022 underground safety meeting was a commemorative occasion for the sections that were recognized for achieving an LTI free period of over 10 years. The Lift1 mining operations and maintenance managers expressed pride in congratulating all the teams for the great effort towards this safety milestone.

Teams identified for the safety achievement are:



Instrumentation



Rehab and Civils



Secondary Breaking Unit (SBU)



Underground Mobile



Dewatering



Cave Management

In a safety initiative to solidify the Khumbul'ekhaya safety campaign, everyone took turns in signing a pledge to commit to prioritizing safety in their daily tasks to ensure that they return home safely to the ones that motivate them to work. The leaders emphasized that being mindful of our inspiration to return home safely is a key driver in our journey to achieving zero harm.

**Congratulations to all the teams for their great exemplary safety behaviour!!**

# Acid Plant Maintenance Team adds Value Through teamwork



The Acid plant Maintenance team were inspired by the session held in late June where their divisional leader Brave Mushikita led a strategic session to inspire Supervisors in his Division. On the 29th of July, The Section Engineer, feeling inspired, organized a similar session for the Acid Plant maintenance team to learn how to add value through the mine's value of teamwork.

The Initiative was started by Riaan Ruiters, Supervisor of Acid Plant Maintenance. It was an inspirational session which prompted the Acid Plant maintenance leaders to share brain waves with their team in the session. The Acid plant division team were the fortunate team in this instance to benefit from the fruits of that strategic session.

The Manager, Pieter Junius shared his understanding on the subject for that day and gave his perspective on what makes a

good, consistent, and dynamic team. The presence of teamwork at PMC is visible but there should never be an opportunity to defer from the work itself. He further mentioned that teamwork can be achieved when different team members and departments willingly merge their actions and contribute to achieve and possibly exceed agreed targets and goals. "If we change our behaviors around safety and continue to build on the positive safety culture within the section, nothing can stop us from achieving zero harm," he exclaimed.

The Section Engineer Rendani Rathogwa shared a quote by Phil Jackson, "the strength of the team is each individual member, and the strength of each member is the team". This session is the first of many to come in which we will dig deeper into understanding the mine's core values (integrity, caring, accountability, courage, and teamwork). As leaders we

hope that the session will encourage the Acid Plant maintenance team that by joining hands with other stakeholders we can successfully and safely commission the Acid Plant within the specified time constraints."

The Senior Manager of the Smelter and Refinery Division mentioned that each team member have a role to play in achieving the section's targets. "The expectation is that each employee must understand the goal of the division and understand the role each team player has to play in attaining the division's ultimate goal", he said.

It is so inspiring to see PMC sections coming together to live our company values!

Nothing will be impossible. The difference will be made by every one of us.

# PMC dedicates Mandela Day by giving back to the less fortunate



***“To be free is not merely to cast off one’s chains, but to live in a way that respects and enhances the freedom of others.”***  
**- Nelson Mandela**

Nelson Mandela Day is a celebration of the iconic peacemaker, Dr. Rolihlahla Nelson Mandela. The initiative was launched by the United Nations in November 2009 and first observed on 18 July 2010. The day is internationally recognized and honours the 67 years Nelson Mandela spent in public service.

On Mandela Day, 18 July 2022, Palabora Mining Company mirrored the essence of Nelson Mandela by its humanitarian acts. The mining giant prioritized the interest of the people and surpassed the set 67 minutes of goodwill.

PMC gave “dignity” to the people by visiting a local drop-in centre in one of its host communities Makhushane village namely, Thabelang Disability Centre. PMC came ready to serve as they brought food, prepared it and catered much-needed fresh, nutritionally balanced hot meals to the children and facilitators at Thabelang Disability Centre and the Phurulenko

Disability centre in Mashishimale village. The day ended on a high note with PMC visiting an additional 3 local primary schools namely Makhushane Primary, St Patrick Mathibela and Bollanoto within the same community of Makhushane. There, the mine officially handed over completed SLP Projects to the Department of Education officials.

The spin-offs, of such projects, carry a positive multi-layered impact of overnight booms. Sudden job creation through fixed-term employment for local labour, subcontracting opportunities, skills transfer, economic activity and new



community infrastructure which contribute towards sustainability in our communities. It remains PMC’s objective to support the community in ensuring that there is proper sanitation, shelter, and basic resources. PMC has also built ablution buildings for all three schools and kitchen to bridge the gap that existed within the schools. Most of these projects have ensured that some of the disadvantaged communities have created temporary employment as the companies who were tasked are local Enterprise companies to execute the projects. This in turn provides income for the locals and boost the local economy.

Speaking at the handovers for the ablution facilities and newly built kitchens at Bollanoto primary school, Dr N Ndebele, Director at the Limpopo Education MEC’s

office, “We are grateful to have PMC for always assisting and supporting the Department of Education, with these projects, you have restored the dignity of the black child. As educators and principals, we commit ourselves to looking after the investment that you have made in ensuring that teaching and learning is uninterrupted,” She said

Even though it is required by the Social and Labour Plan for corporate companies to provide financial support to local disadvantaged communities, PMC continues to be a leader in the mining industry that cares for the community where it operates, by providing relevant projects to sustain the community in ensuring that the future of the youth is secured.

These investments are some of the many ways that PMC has partnered with the local Municipality, Traditional Authorities and Sector Departments to ensure service delivery and the Socio-Economic Development of Ba-Phalaborwa.

“These Socio-Economic investments that PMC is making in the community of Ba-Phalaborwa is more than just a matter of compliance. It is justice and giving dignity back to the people of Ba-Phalaborwa and the community at large.” Solomon Ledwaba PMC Business Leader

# Employee Profiling

## Phala Phala

### 1. Names and Surname.

Phala Phala

### 2. Tell us about yourself. (Age, birthplace, family life)

I am 28, born and raised in Mhlaletse, Ga-Sekhukhune, Limpopo Province. I am the seventh born, out of eight children, we are a big family. I was raised by my gran for most of childhood and basically grew around my sisters than my brothers. I matriculated in 2011 from Mhlaletse Senior High.

### 3. Please take us through your career journey and educational background.

I studied Metallurgy from 2012 and went on to obtain my BTech in 2015. During the term, I spent a fraction of my time as a student assistant for various courses assisting both students and lecturers on term syllabi. Palabora Mining Company is my first employment space within the mining industry, which I joined in 2018 as a Metallurgy Intern.

### 4. What is your current occupation?

#### Please provide a brief history about your time at PMC and what your day-to-day work activity entail.

After joining PMC as a Metallurgy Intern in 2018, I was placed at the Refinery-RCP, a place where I felt welcome and enjoyed a fair share of contributing to the improved plant performances realized in that period. Since being promoted in November 2021, I am a Quality Control Metallurgist at Magnetite processing where my scope covers development of quality control tools, compliance auditing at process and materials handling, quality monitoring and analysis to name a few. The team here is young, dynamic, and always on the move. I am currently enjoying my work environment.

### 5. What are your main responsibilities in your current role?

My responsibilities are not limited to, stockpile handling audits and monitoring, development of quality control tools and systems, auditing of compliance to quality control systems, investigations on quality issues, engagement with stakeholders on product quality and ensuring compliance to AMIRA code of practice across process plants.

### 6. Who/What inspires you in your career, any goals for the future?

No one in particular I can think of. I am inspired by people who are eager to learn and spread positivity. I look forward to furthering my studies in the near future.



### 7. Do you have someone that has had a tremendous impact on your career and why?

My mother, Pheladi, has been my greatest cheerleader since day one! She has been the pillar of strength and source of inspiration for me to want to do more.

### 8. As a PMC employee and in your current role, what are some of the challenges you have faced and how did you overcome them? (Name at least one).

In my current role, there hasn't been challenges of unimaginable magnitude. I am blessed with a capable leadership that supports the team, myself included, in navigating current arisings. The only challenge I had coming to Phalaborwa was the heat.

### 9. What do you do in your personal time?

I spent most of my time researching on geopolitics, watching infographics about almost anything and writing poetry.

### 10. What do you love the most about being an employee at PMC? If there was something you could change, what would that be?

The welcoming environment I have enjoyed across all areas since 2018 stood out for me. Tremendous culture that is very commendable.

### 11. Any words of encouragement to fellow PMC colleagues?

Let us work together to ensure that we are properly aligned to the company's strategic goals. Always be safety conscious and encourage your fellow colleagues to do the same!

## Clair Lubbe

### 1. Name and surname.

Clair Carmen Lubbe

### 2. Briefly tell us about yourself, family background.

I am an independent, confident, strong, passionate woman who was born in Johannesburg and traveled around South Africa due to my father's job. We finally settled in Nelspruit when I was 5 years old. We stayed in Nelspruit until December 2001 when I relocated to Phalaborwa.

I am the second born of three (3) siblings. My grandfather came to South Africa from Madeira, Portugal in the late 1950's. He met my grandmother in Johannesburg, and they later married in Mozambique. They relocated to Phalaborwa in 1963 where he began building houses in town. My mother grew up in Phalaborwa where she met my dad who was a contractor at PMC at the time. My father's family relocated from Germany, he was the first generation born in south Africa. I did not have an easy childhood. I have been through many trials and tribulations throughout my life, and they have all played a part in shaping the person I am today, the person I am still becoming.

### 3. How long have you been with PMC?

#### What is your current position?

I have been with PMC for 17 years. I joined PMC as a fixed term contractor (Lab analyst at vermiculite lab) in May 2005 and became permanent on the 1st of November 2006 (Junior Planning Analyst Technical and Foskor Liaison). I currently work as a Shipping Officer for Vermiculite Logistics.

### 4. What are your main responsibilities at work?

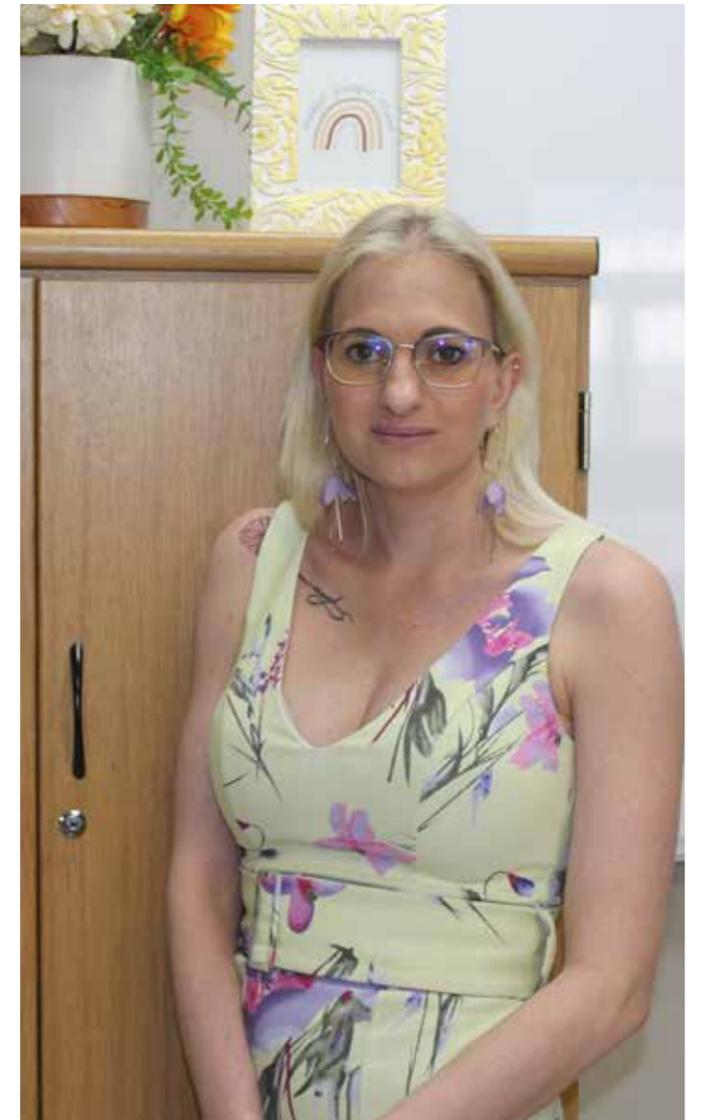
Ensuring customer orders are processed in a timely and accurate manner, communicating with customers regarding delivery of orders, processing all vermiculite related invoices and capturing month end provisions.

### 5. What challenges do you face daily at work, how do you tackle them?

Vessels moving out due to port congestion, trying to find an earlier vessel and if not informing the customer of the changes and keeping them updated.

### 6. Recently the business has been experiencing fatalities and injuries, what do you think needs to be implemented to avoid them?

We need to step back and look at the risks involved with each task and if anything has changed with regards to those risks and update preventative measures against those risks. Encourage employees that they will not get into trouble for exercising their rights under MHSa sections 22,23 and 83.



### 7. How do you attend the issue of good health and safety in your section?

I address it with the team immediately should the need arise. I feel that more awareness is needed to educate all employees to empathize with employees suffering from disabilities, chronic illnesses and health problems that cannot be seen.

### 8. What do you do in your spare time?

I am an avid gamer and collector; I love reading and own over 400 books. My spare time is split between gaming and reading. I also like being outdoors and doing adrenaline activities.

### 9. Final words to your colleagues for the remaining months of 2022?

"Success is not final; failure is not fatal; it is the courage to continue that counts". - Winston Churchill

# Work hard to achieve the goals you have set for yourself in life - Succes Malatji

Growing up, Succes Malatji wanted to become a lawyer and only to discover that her true love and passion is in office administration and management, a more reason why she wishes to occupy a managerial position in the next five years.

Born and bred in Makhushane, Phalaborwa, Matsie Succes Malatji is a wife and mother to 3 beautiful children. Apart from chasing deadlines at work, Malatji enjoys spending time traveling with her family. Her bubbly charisma and energy just lit up the room as we engaged over tea.

Malatji went to Makhushane Primary School and Makgoka High School at Boyne, Limpopo. She proceeded to Tshwane University of Technology where she did her Diploma in Office Management and Technology.

One could feel Malatji's love for her work as she narrated her career journey. "I started off as a secretary for a company called Executrac and later moved to Palabora Mining Company (PMC) in 2012 where I worked as a fixed term Data Clerk."

In 2014, her hard work and motivation saw her getting a permanent post as a Data Clerk. Three years later, she got promoted to a Maintenance Scheduler at Asset Management, a role she is currently occupying and excelling in to date.

In life, there must be someone you look up to, someone who inspires and encourages you to do your best. Malatji draws her inspiration from Ernest Malatji and Catherine Cox, who have been supportive and encouraging in her career line.

Not only does Malatji motivate others, but she also supports her colleagues and those around her. "I always make time to listen to people because I interact with people daily. Always be yourself and love yourself more, then you will live your best life."



# PMC Women in Mining Host Minerals Council Delegates



A team of four (4) consultants from Philanabo Consulting visited PMC as part of The Women In Mining Review of initiatives in the industry, assigned by the Minerals Council South Africa. The delegates who visited Palabora comprised of Terry Twala, Obakeng Mogalanyane, Sharon Muromba and Lindokuhle Zwane.

The team, led by PMC WIM Chairperson, Matsela Kwinana and Transformation Superintendent Tshidi Ngobeni visited some operational areas and engaged with ladies in the divisions as well as some of the divisional leaders. The main aim of the visit was to have an overview on the mining industry's progress on the inclusion of women in mining. The foundation measures that are driven by the Mineral Council are as follows:

- The Gender diversity and inclusion of women in Mining
- How to reduce Gender Based Violence and Femicide
- Women in Mining Dashboard performance reporting
- Unconscious Bias
- Employee Engagements – Understanding how employees relate to Women in mining
- Women PPE Assessment
- Change House and ablution facilities for women

"This is merely an information-sharing as well as engagements with the mines all over the country in order to improve the dynamics surrounding Women in Mining," said delegates leader, Twala.

The PMC team has appreciated the learnings received from the team as part of continuous improvement.

**A huge THANK YOU to all the women who took part in these sessions!**



# Exercise

## Introduction:

Today's society is characterized by minimal physical activity (sedentary lifestyle) – it is intensely high – tech.

Exercise is an important part of a healthy lifestyle. It is also a non-medical treatment programme used in the prevention and management of many diseases.



### Obesity associated problems:

- Lower back pain, gout, osteoarthritis.
- Cataracts
- Prone to developing cancer such as:
- Gall bladder
- Prostate
- Breast
- Postoperatively:
- Pneumonia
- Lung collapse
- Deep vein thrombosis
- Pulmonary embolus
- Resuscitation difficulties in obese people, e.g. chest massages and getting them out of wreckage.



### Consequences of a sedentary lifestyle:

- It primarily leads to obesity (excessive amount of body fat) which could lead to the following:
- Increases chances of death.
- Hypertension, heart diseases, deep vein thrombosis, pulmonary embolus.
- Lung infections, sleep apnea.
- Gallstones, pancreatitis, abdominal hernia.
- Insulin resistance, impaired glucose tolerance, type 2 diabetes.



### Tools to help indicate whether a person is at risk or overweight:

- **Waist circumference:**  
It is a good indicator of abdominal fat which is a predictor to developing high blood pressure, cardiovascular disease and type 2 diabetes.

Waist circumference is determined by placing a tape measure snugly around the waist with risk increased in measurement equal to or greater than 102cm for men and 88cm for women (WHO cut off points).

- **Body Mass Index (BMI)**  
It is a reliable indicator of being overweight in both men and women.

**NB!** It may overestimate body fat in some athletes and people with muscular build.  
It may underestimate body fat in older people and others who have lost muscle mass.  
Refer to the table on the following page.



### Incorporating physical activity into our daily routine:

- Use a cycle or walk when visiting friends and family nearby.
- Periodically move your body parts while on your chair.  
E.g. moving your shoulders and feet
- Take the stairs instead of the elevator.
- Do housework and gardening
- Park at the far end of a parking lot and walk to your destination.



### Classification of obesity:

The classification is done according to the Body Mass Index (BMI) formula:

→  $\text{Body weight (kg)} \div \text{Height squared (m}^2\text{)}$

Classification Table:

Classification	BMI	Risk of Disease
Underweight	← 18.5	Increased
Normal	18.5 – 24.9	Normal
Overweight (pre-obese)	25.0 – 29.9	Increased
Obesity class I	30.0 – 34.9	High
Obesity class II	35.0 – 39.9	Very high
Extreme obesity class III	≥ 40	Extremely high

# & Health



### Important factors to consider when starting an exercise programme

- Should be done consistently and effectively.
- The volume of the exercise is more important than its intensity, i.e. it is the frequency as opposed to intensity that has a consistent effect on body systems.
- Do it frequently at least 3 times a week on alternate days but more if you are overweight.
- Duration: most experts agree on a minimum of 20 to 30 minutes per session which could be increased as per tolerance and individual needs.
- Every exercise should begin with a warm-up and stretching to improve flexibility and reduce the risks of injury.
- People with chronic conditions and those who are habitually sedentary should talk to a health professional before starting an exercise programme.



### Benefits of exercise

- Enhances our quality of life.
- Improves heart function.
- Improves lung capacity and function.
- Reduces the risk of stroke.
- Improves muscle tone.
- Relieves soreness in certain conditions.
- Reduces menstrual cramps.
- Reduces joint stiffness, increasing flexibility which is important in reducing injuries.
- Improves bone density, therefore protection against bone loss (osteoporosis).
- Improves resistance to colds and infections
- Lower incidence of constipation and colon disease.
- Promotes wound healing.
- Reduces low-density lipoproteins (bad) and increases high-density (good) cholesterol.
- Improves loss and maintenance of weight.
- Improves mental outlook and capacity.
- Improves adaptation to stress, reducing depression and anxiety

# Mmamore Projects empowers local football team with soccer kits



One of our Palabora Link Enterprise and Supplier beneficiaries, Theso Mmola who is the founder of Mmamore Projects Solutions adopted the spirit of caring and has given back to the community of Mashishimale Village. Mmamore Projects has employed 8 people from the local communities as part of the intervention from Palabora Mining Company (PMC).

On Friday the 23rd of September 2022, Mmamore through his company donated 48 sets of soccer kits and equipment that include a first aid kit to the Mashishimale Arsenal Football Team. This was after the company received a letter of donation request from the team who were experiencing shortage of soccer kits.

He donated the items and requested to increase social cohesion, improve competitiveness, and get young boys off the streets.

Mmamore Projects Team, Mashishimale Arsenal Club players with donated Soccer Kits and Equipment. The donation costed the company approximately R48 000. According to Mmamore, that was not their first contribution to the community, they also donated food parcels to the less privileged people in Ba-Phalaborwa, recently.

“The reason why we started with community development programs through our company is because we identified the deficiency and a need for development within our community of Ba-Phalaborwa. We have also identified some of the projects which are on the pipeline, that need us to complete. Real generosity towards the future lies in giving our all to the present,” said Mmamore. He further emphasised that citizens must not be afraid to send requests for assistance and donations.

Speaking on behalf of the teams, Tumi Malesa said: “Thank you Mmamore for this huge contribution. We used to borrow soccer kits from other people whenever we had a tournament. We are truly grateful. Please continue helping other people.”

On behalf of the Palabora Link Enterprise & Supplier Development (ESD), Transformation Superintendent, Tshidi Ngobeni, closed the handover ceremony with encouraging words. “We appreciate Mmamore for this meaningful contribution. Keep up the good work and continue contributing towards Community Upliftment. I wish other companies can learn a thing or two from you”.

# PMC's beneficiary Asisebenzeni business gives back to local learners



as the reasons stated on the letter were valid, compelling, and close to his heart as he advocates for projects that sustain the community.

The program started last month in August and is expected to run for a duration of three (3) months and will end in November. Department of Education introduced this program with the aim of improving the results of grade 12's and preparing them for the final exams that will take place between November and December.

Johannes Maake, Director of Asisebenzeni Company explained how he felt it was his obligation to give back to his community, “It takes a village to raise a child, that is why I saw the need to lend a helping hand by donating food parcels”, he said. Masileme, Matome Malatji High School Principal as well as the School Governing Body expressed their gratitude to Asisebenzeni and PMC for always responding to their call whenever they need assistance. He further mentioned how the food parcels will come in handy as it will allow them to carry out the program efficiently.

“Seeing one of our own giving back to the community gives us hope. Firstly, allow me to commend the head of the school, Mr Masileme and Mr Malatji for their remarkable leaderships skills and for always putting the community first. Asisebenzeni is not doing this good gesture for the first time, I want to encourage them to keep up the spirit of giving. Mr Maake, your work is appreciated,” expressed Transformation Superintendent, Tshidi Ngobeni.

**May this gesture encourage more companies, big or small to give back to our communities!**

The grade 12 learners around Maseke village will now enjoy learning with full stomachs. This is after Asisebenzeni donated groceries to the school on Monday, the 29th of August 2022.

Asisebenzeni Maintenance Services and Supply, a local business that operates within Ba-Phalaborwa region specializing in rubber lining, ceramic lining, fibre glass and steel fabrication. Asisebenzeni is one of 64 beneficiaries on the Enterprise and Supplier Development (ESD) programme that was established by Palabora Mining Company (PMC) management in 2018.

The company, under the leadership of Johannes Maake received a letter from a member of Maseke Royal/Council and Ba-Phalaborwa Community Forum, Khutso Malatji requesting them to extend a helping hand. “The letter that I passed on to Asisebenzeni management was handed to me by the principal of Matome Malatji High School, Mr. Masileme.

“The letter requested that my company must help them in getting sponsors to fund the Rapid Response Program for grade 12 learners”, Malatji explained how he saw the need to help the school in getting a sponsor

# Past Events Highlights

SHEQ Spring Walk





PMC Soccer and Netball Teams



SHEQ Soccer Match





PMC awards laptops to the local circuit

top achievers

*matric class*  
2021



$x+y=z$

