

PALA CONNECTOR

APRIL 2017 & MAY 2017 EDITION

PMC
PALABORA
MINING COMPANY

PMC
CONTRACTORS'
CORNER

*'Let us
focus on energies that
unite us'*

HBIS

*Together
building a
sustainable
future.*

PMC
PALABORA
MINING COMPANY

www.palabora.co.za

Smart Mining For A Sustainable Future

CEO'S MESSAGE
WE'VE PASSED
THE TEST OF TIME

EDITOR'S NOTES
A MILE OF A LIFE
JOURNEY

EXCITING
PMC NEWS
UPDATES

**OUR HEART
AND SOUL**



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CEO's Corner



Mr Han Jinghua

As we welcome the second half of the year,

let us focus on energies that unite us to take on challenges and aim for higher grounds. More than anything, let us be cheerful and enjoy work, family life and experience the benefits of work-life balance.

Great ideas and good performance come from happy workplace and meaningful lives. I request that we face the future together and build strong teams that will enable Palabora Copper to focus on completing Lift II and Smelter Retrofit projects.

We are an organisation that has passed the test of time and hardships. Our journey gets refined with each step travelled. Just like the products we mine, we know and understand that our path towards

the future and sustainability is similar to our products which are transformed into final products by methods and tools specific to their qualities. Let us continue to work together to ensure that Palabora Copper continues to deliver returns on capital and build a sustainable future for our employees and communities.

I thank you for your support and loyalty.



Editor's notes

A mile of a life journey is often measured by successes and challenges encountered and that journey becomes better than the destination.

In appreciation of stories in this issue, here are things that have filled me with wonder lately; in no meaningful order. Reality has taught me that "life is a journey in motion with both the known and unknown". Most prevent contact with the "unknown" and prefer the "known" as it provides a security blanket by sheer of comprehension. Humility and acceptance of the unknown are steps towards self-mastery and maturity. Profiles featured in this issue "Horizon of Inspiration" a profile of

"Pulane Josephine Malatji" and "A Journey Well Travelled," a profile of uncle Moses Rampyapedi are testimony that we are a diverse mine that cares about its employees and that our journey is about our employees who form our heart and soul.

The story about PMC security personnel's virtuous deed of cooking for the truck drivers who transport magnetite to Maputo reminds us that one of the greatest wisdom we ought

to know is that 'life becomes richer when we are selfless'. Last but not least, I wish to thank Kabelo Diholo for substantial editorial support she provided during the process of compiling this issue. I am indebted Kabelo "KB" and thank you.

Until next time!!!

Lydia



Update on Lift II Project

“Tracking the 2017 Business Plan”

The first quarters of 2017 are critical to Lift II project team since the focus is on aligning productivity towards achieving the 2017 business plan. As mid-term reviews approach, Lift II project team will reflect on low and high points. Even though the project team has achieved substantial milestones in most significant areas, challenges were also experienced in certain areas.

Achievements include successful handover of Ore Sorters and auxiliary equipment at the Auto Mills area in the Process Plant. The focus for Lift II surface project has now shifted to Secondary Milling Plant (SMP) area, and the construction of the new Flotation Plant. The Beijing General Research Institute of Mining and Metallurgy (BGRIMM) has started working on the Flotation Plant and is performing at an optimal level. Accordingly, progress is notable with erection of large structures. To date,

about 240 truckloads have been received from the Durban harbour. This signifies the degree of the work ahead.

The underground team took a major step toward delivery of the challenging ore flow. The Indusquip Engineers from Beijing, working with our local teams worked long hours running Variable Speed Drive (VSD) controlled conveyors up to full speed for over 5 hours each ensuring performance of individual conveyor belt to C3 commissioning, resulting with all four (4) conveyer belts spanning 3km in length. The horizontal development team started 2017 with challenges of low productivity, averaging 220 metres per months for January and February. Teams were put through facilitated workshops for strategic focus. Amongst others, the strategic focus addressed issues of equipment availability, roadways, water

management and support services. The result of this focus became tangible in March and April as productivity increased to 300 and 340 metres. Even though the momentum was interrupted by industrial action in May, the teams are determined to get back on track.

The industrial action which we experienced in May interrupted the completion of installing the Temp Crusher which was behind schedule. However, it is envisaged that the ore flow system will be in usage in due time. The ore flow package construction involved about 22 Contractors with +_500 people having been involved and working on site.

Lift II project team remains focused and continually seeking to implement strategic interventions to support trajectory towards the desired end state “the future mine”.

Doing right things right even when nobody is looking



“Integrity refers to doing right things right even when nobody is watching”

Those were the words of Kobie Naude when he rewarded a person who personifies this prudence. The chronicle began during a safety meeting between Kobie Naude, the retired General Manager for Asset Management and his managers when “road safety” was their safety share topic. The team members were pondering about the state of bad driving on our roads. In that meeting, Kobie gave the team an assignment to look around for somebody, not

necessarily a PMC employee, who adheres to best driving behaviours.

More than two people on different dates identified Elias Zenyama from SMB Transport as the person who always adhere and obey rules on the road. Elias Zenyama was brought in and awarded a small token of appreciation for being a good driver who obeys traffic signs at all times, thus “doing right things right even when nobody was watching”.

In handing-over a small token of appreciation to Elias, Kobie explained the reasoning behind the concept of integrity in practicing road safety as, “following traffic rules outside of the mine property when you don’t think anybody is watching means that you will follow the rules inside the mine. We need more people like you to ensure that our roads are safe” said Kobie.

PMC Pension Fund

“The flexible contributions fund that works for you”

30 of June each year marks the anniversary of Palabora Pension Fund, known as “The Fund”. Thus, members of the Fund who wish to increase their pension contribution are always given an opportunity to do so from the 1 June to 30 June of each year. These changes are always effective from 1 July and no further changes are allowed until June of the following year. The process to increase your contribution for 2017 has therefore started on 1 June and will close of 30 June 2017. Members who are interested in increasing their pension funds contribution should therefore visit the Pension Office to complete necessary forms and/ or implement the required changes. The forms will also be circulated to all employees through an email before the closing date.

How much percentage (%) can one contribute towards pension?

In the past, members of the Fund had two options when it came to how much they could contribute to their pension fund. The options were that members could contribute a minimum of 6% or 7.5% of their pensionable salary towards their pension. At a later stage, the company realised that the 6% members’ contribution was not enough for some members when they retire. As a result, the 7.5% contribution became mandatory for everybody who joined the Fund after that decision. However, we

still have Fund members who joined the Fund before the decision was implemented, thus, still contribute 6%. These members can also increase their pension contribution to 7.5% or 10% or 12.5% or 15% of their pensionable remuneration (known as emolument in the Fund language) should they wish to do so.

Members of the Fund who are contributing 7.5% of their pensionable salary also have an option to increase their contributions

to 10% or 12.5% or 15% should they wish to do so.

Irrespective of the members’ choice of the contribution, the company will continue to contribute 12.5% of the member’s pensionable emolument.

The 12.5% employer contribution is allocated as follows:

Retirement Benefits:	7.75%
Provisions of Risk Benefits:	4.0%
Administration Expenses:	0.75%

As a result, the 7.5% contribution became mandatory for everybody who joined the Fund after that decision. However, we still have Fund members who joined the Fund before the decision was implemented, thus, still contribute 6%.

The provision of 4% of risk benefits is allocated to provide lump sum for disability or death of the members of the Fund.

Why is it important to increase our pension contribution?

None of us will work forever. At some stage, there comes a time when one has to retire. When we retire from working, we will cease to get a salary from the employer but one still needs an income to live, survive and still pay bills such as electricity and water. One way of securing a retirement income is through a pension fund. Pension funds are thus, long-term savings plans which are compulsory to ensure that even during one's retirement one still receives an income. Thus, a pension is simply a pot of cash you build-up over time, by saving some of your salary into a fund. The fund then ensures that one's investment grows. Then, when one reaches a retirement time and age, then one starts receiving an income which is known as pension.

Every person has different personal circumstances and financial needs, thus needs different amount for retirement. Some may need to save more and others less.

Assuming that one retires at 60, the rule of thumb is that for one to retire comfortably one will need to receive at least a monthly income that equals to 75% of their pre-retirement income. The effect is that one will need to have saved at least an amount equals to 13 times their annual salary at the date of retirement. Hypothetically, this means that, if one earned a monthly salary of R10, 000, which equals to an annual salary of R120, 000, one will therefore need R1, 560,000 during retirement (R120, 000 x 13 = R1, 560,000). This will ensure that one continues to live comfortably,

Pension funds are thus, long-term savings plans which are compulsory to ensure that even during one's retirement one still receives an income.

maintaining the same standards of living. This amount will give you R7 500 (75% of your previously earned monthly salary of R10 000) until you pass on.

What are important issues to consider?

- One needs to ensure that they save enough for retirement.
- When one retires the employer's contribution towards one's medical aid ceases to exist, thus one will have to cater for his/ her full medical aid.
- The impact of inflation on daily necessities like food, clothing, etc. will also increase as they

always do but one's income may not be adjustable to that.

What does one needs to retire comfortably?

This question is relative to individual needs. However, an average person like most of us will need to consider the following:

One needs to ensure that no long term debt is introduced at least 5 years before retirement. This includes buying a car that one may be expected to pay for 5 years or more, mortgage which might require repayment of 5 years or more. If one has an outstanding debt closer to retirement and expect higher medical expenses, one might need to increase his/ her pension contribution (as listed above).

The other critical issue to ensure a comfortable retirement is to ensure that one saves from an earlier age. Some people may need to obtain advice from a qualified financial adviser who can assist in taking their personal circumstances into consideration to ensure proper and / or individualised saving options.

PMC security personnel “Calabashes of virtue”

Palabora Mining Company (PMC) security personnel under the leadership of...



Riaan Van Der Westhuizen and his Superintendent, Esme Human look tough on the outside but inside they are as soft as calabashes. Like a calabash whose thick skin is dried-up and used as a container to serve water and food and the inside to cook sweet porridge, PMC security personnel are paragons of hope. On the evening of 27 April 2017, they cooked warm delicious meals for the truck drivers who are transporting our magnetite to Maputo. The funds to buy the ingredients to prepare the meals came from their personal savings.

Their deeds pervaded the truck drivers, leading to a sense of strength, stability and hope. “I have transported goods for other companies before and I have never seen something like I saw on the night of 27 April 2017. The tough security woman (referring to Esme) served us meals like we were in a restaurant” said one of the truck drivers.

Speaking to Esme about what motivated the security personnel to get involved in such a noble deed, she said “We were showing compassion as these guys went through a rough

patch with the community unrest in the past weeks but never lost hope and motivation. They always arrive at freight control early then tackle another long journey to Maputo”

Parliament Portfolio Committee on Economic Development conducted an oversight on PMC



Parliament Portfolio Committee on Economic Development from...

Parliament of the Republic of South Africa located in Cape Town, visited Palabora Mining Company (PMC) on 30 March 2017 to conduct an oversight. The visit was motivated by the role that the Portfolio Committee assigns to PMC as an organisation whose economic presence in local communities and the country is immense and noticeable. After presentations by PMC officials, the Chairperson of the Portfolio Committee, Mrs Mathulare Coleman, commended PMC for the positive economic contribution to local

communities and in empowering women to be in senior and technical positions.

“A step in the right direction”

Concentrator and Magnetite Division empowers women to be in leadership and core services



As part of its transformation agenda, mainstreaming gender and promoting gender equality, Palabora Mining Company (PMC) has long taken a strategic decision to capacitate, prepare and empower women to be in core and management positions. PMC has long recognised that investing in women is key, thus, has made commendable strides in appointing qualifying and capable women in strategic positions in various divisions. One of the technical divisions that have taken this to heart is the Concentrator and Magnetite Division.

As part of the strategy to invest in diverse human capital, the Concentrator and Magnetite Division is proving that in today's world, women are competing at par with their male counterparts, their talents recognised and equal opportunities provided to them. “It is against this background that my Division is involved in steering appointments of capable qualifying women. Of all current roles occupied by women, 95% are internal development and promotions” says the Senior Manager for Concentrator and Magnetite Division, Mr Sydney Kopong.

Top on the portfolio in the women leadership sphere at the Concentrator and Magnetite Division is Lorraine Clelland; the first female Maintenance Manager then followed by Angella Ntshani, the Superintendents for Maintenance, Bridget Mayayise and then Mpho Kachere in Operations. Gift Chokolo; the first black woman in a role of an Electrical Maintenance Supervisor and the only female Supervisor in the whole Division is amongst the cream of female leaders.

In spite of the various challenges faced by women across the spectrum, women at Concentrator and Magnetite continue to make incredible progress. In dealing with some of the challenges that women leaders may be faced with especially in previously male dominated industries, Kopong says that his Division has set-up a female mentorship programme to allow women leaders to share experiences, learn from one another and mentor each other.

Kopong further imparts that the success of his team hinges around the support that male counterparts give to all as well as the leadership embracement of the objective to empower women. Kopong further

states that his department has established a feeder system to ensure that women are capacitated at various levels. “The Operations side has a well-established support base that comes from female metallurgists and specialists. Female specialist team is sitting at 40% meaning that, this feeder team is up to the challenge of filling up future superintendent positions. The Maintenance side is also following suite although progress is slower. We have just appointed female lead hands in the maintenance team” says Kopong.

The Division has also received accolades and recognition from the business sector in that Bridget was part of the PMC women delegates that attended “Women in Mining Conference” in Johannesburg early this year. One of the critical lessons to learn from ladies of the Concentrator and Magnetite Division is that they believe in education and lifelong learning. Bridget has just completed Senior Management Development Programme (SMDP) course from the University of Stellenbosch whilst Angella and Mpho are in the pipeline. Gift will be completing a Diploma in Electrical Engineering in June.

PMC signed three year wage agreements with organised labour



Palabora Mining Company (PMC) has signed three year wage...

agreements with National Union of Mineworkers (NUM) on 9 May 2017 and Association of Mineworkers and Construction Union (AMCU) on 16 May 2017. The agreements are valid from 1 March 2017 to the last day of February 2020.

PMC empowers local local youth with qualifications and skills



More than 304 youth from Phalaborwa were awarded certificates during PMC 4th Annual Certificate Ceremony which was held on 12 April 2017...

at Mopani Technical and Vocational Education and Training (TVET) College in Phalaborwa. Speaking on behalf of Certificate recipients, Themba Khoza said that, "PMC's contribution to our education is priceless as they also provided us with the opportunity to be mentored by its employees to ensure that we complete our studies successfully" The keynote address was presented

by PMC General Manager for Marketing, Sales, Logistics and External Affairs, Keith Mathole. In his speech, Mathole motivated and encouraged students to face life with vigour and positivity "There is nothing that compares to completing a qualification that may open doors for you. As a graduate, ensure that you also have other positive attributes such as a positive attitude,

dedication, commitment, respect, integrity and a sense of responsibility amongst others. As much as a qualification is critical to find a job, employers look for more than qualification" said Mathole.

PMC inspires children to respect, value and preserve water



Every year in April, Palabora Mining Company (PMC) celebrates National Water Week as part of raising awareness about the value of water and educating employees and contractors on the need for sustainable management of water. This is in line with the Department of Water and Sanitation Water Week campaign. PMC's 2017 Water Week campaign included a competition for children of Palabora employees

and contractors. In line with the 2017 Department of Water and Sanitation's Water Week theme "Water and Sanitation is a Human Right" the competition required the children to compile an acrostic poem using the letters of the word "water". The competition consisted of three categories. Category 1 was for children between 7 and 9 years, category 2 for children between 10 to 12 years and category 3 for teens

between 13 and 15 years. Many interesting entries were received, thus making it very difficult for the judges. Even though all the children who entered the competition were considered to be winners in one way or the other, to adhere to the rules of the competition in its literal sense, the following children were announced as winners;

CATEGORY 1	
1st place	Andzani Mathebula
2nd place	Sharné Swanepoel
3rd place	Amu Nyathi

CATEGORY 2	
1st place	Kabelo Mokwatedi
2nd place	Cara Kenney
3rd place	Nsovo Nkwini

CATEGORY 3	
1st place	Naledi Magoro
2nd place	Dzunani Rikhosto
3rd place	Sonele Sodo

PMC soccer lions and netball girls “companions to admire”



PMC soccer boys went down 0 – 5 to SAMANCOR in a match that was held on 22 April 2017.

In a moment of desperation to defend their “lions” PMC netball girls held the flag high when they scored 11 – 2 to Foskor girls.

Should you wish to join the PMC soccer lions and show them how to play soccer even learning how to play with the ball, please contact, Lerato Mike Makwala, telephone

number, 015 780 3907 or email at mike.makwala@palabora.co.za.

Should you wish to join the netball girls “the winners” please contact, Lizzy Selepe at telephone number, 015 780 3621 or email at Lizzy.Selepe@palabora.co.za.

Horizon of inspiration

“A woman in mining”



While, statistics show that it takes a concerted effort for women to strive in the historically male dominated industry, such as mining, the recently appointed Superintendent for Refinery Maintenance, Pulane Josephine Malatji has certainly proved that women are well able to exceed the minimum. Josephine’s relationship with Palabora Mining Company (PMC) spans from eleven years back. In 2006, Josephine earned a bursary from PMC to study Electrical Engineering at the University of Pretoria. In 2010, she was armed with an Engineering qualification which earned her a job as an Engineer in Training at PMC. In 2015, she earned the most needed Government

Certificate of Competency (GCC); a qualification so admired by many but earned only by few.

Josephine, as she is passionately known to her peers and friends, is a strong and determined young woman who believes in the value of hard work and education “Education, hard work and determination open doors of opportunity” says Josephine. Her role as Superintendent for Refinery Maintenance entails providing assurance that PMC meets its business objectives. “PMC is a copper mine even though we have other core and end products such as magnetite, nickel, gold, silver, vermiculite and others. My role is to ensure that the

mining equipment used to mine these products are available and reliable to produce the required quality on time and within budget”, Malatji explained.

Josephine believes that both her professional and personal journey taught her that perseverance and hard work breed success. During the photo-shoot, a soft spoken Josephine walked towards the reception in her Personal Protective Equipment (PPE) and it seemed as if the PPE was in tangent with her thinking and uttering “I am proud to protect a woman of your caliber”. As a leader, Josephine believes in the power of listening and empowering others.

Being a mother to two boys, when this intelligent woman is not working with equipment, she spends time with her sons, teaching them how to walk with God. Indeed Josephine is a prospect of inspiration to all young women who wish to pursue careers in the mining industry.

Compiled by Kabelo Diholo

A journey well-travelled...

Moses Rampyapedi



Moses Rampyapedi, an Occupational Hygiene and Radiation Officer for Palabora Mining Company (PMC) has indeed lived to be a testimony that 'to finish the moment and find the journey's end in every step of the road is the greatest virtue'.

The soon to retire father of four boys, started his career with PMC in 1977 as a Plant Attendant at Vermiculite Operations (VO). Hard work and determination saw Moses being promoted to a Laboratory Operator. In 1990, thirteen (13) years later, Moses earned a promotion to a position of an Environmental Assistant, the position he held for two years before being promoted to an Environmental Officer's role. Through experience acquired at the Environmental department and competency in environmental courses that were completed with the Chamber of Mines, Moses earned a promotion to his current position of an Occupational Hygiene and Radiation Officer. As an Occupational

Hygiene and Radiation Officer, Moses is responsible for monitoring and sampling of the occupational hygiene stressors at the Refinery and Smelter and educates employees on general hygiene.

Uncle Moses as he is devotedly called by friends and colleagues, was born in Shiluvane village in Tzaneen and is a born leader "true leadership starts with the will to develop and care for people. A leader needs to be a person of integrity, team player, accountable, responsible and courageous" says Uncle Moses

Moses describes PMC as a unique mine that simultaneously operates two mines. "PMC operates two mines, the surface mine for vermiculite and the underground mine for copper. The main products at PMC are copper and vermiculite. However, during copper processing certain by-products such as magnetite, nickel, anodes slimes and others are produced" asserts Moses.

But the memories of working for PMC are so profound for Moses. It takes a great leader who has reached a place of gratitude that only time can grant, with a deep sense of appreciation for wonders of life to utter words uttered by Moses. "It was truly a highlight, a sacred moment to work for a company that cares for its people like PMC. I have learnt so many things at PMC and in that process, I was able to provide for my family" recalls Moses

Moses indicates that he has built long and lasting relationships with colleagues at PMC and would want to be remembered as an employee who adhered to the values of PMC. Indeed yours is a well-travelled journey Uncle Moses. We will forever beholden to the lessons that "a traveler without observation is a bird without wings".

Compiled by Kabelo Diholo

Remember to take your annual leave

PMC provides annual leave to promote wellbeing of employees and their families...

and will endeavour to give employees an opportunity to take paid leave at a time suitable to both the Company and the employee. In accordance with the Basic Conditions of Employment Act (BCEA) an employer must grant an employee at least 21 consecutive days' annual leave on full remuneration in respect of each annual leave cycle. This is classified as statutory leave and may not be sold. Leave in excess of the 21 days is classified as non-statutory leave and may be sold.

Statutory leave and non-statutory leave amount to what is called "total annual leave quota". Leave days are firstly deducted from statutory leave and once statutory leave days are exhausted only then will leave be deducted from non-statutory leave.

ONLY non-statutory leave may be commuted (sold). All employees are required to take 21 days annual leave per annual leave cycle.

Of these days it is compulsory to take 12 consecutive annual leave days, the balance of which may be used as occasional leave.

Accumulation of Statutory Leave:

- Employees will be allowed to accumulate up to 42 days statutory leave.
- All days above this limit will be forfeited.

Accumulation of Non-Statutory Leave:

- Non-statutory annual entitlement portion of leave may be accumulated to a maximum of three years (under 50 years old) and five years (50 years and older).
- Non-statutory leave over the maximum allowable accumulated days will automatically be sold by SAP.

YEARS' SERVICE	ANNUAL ENTITLEMENT	MAXIMUM ACCUMULATED STATUTORY LEAVE	MAXIMUM ACCUMULATED NON-STATUTORY LEAVE DAYS: UNDER 50 YEARS OF AGE	MAXIMUM ACCUMULATED NON-STATUTORY LEAVE DAYS: OVER 50 YEARS OF AGE
1 - 3 years	34	42	39	65
4 years	37	42	48	80
5 years	38	42	51	85
6 years	39	42	54	90
7 years +	40	42	57	95

New Engagements

FEBRUARY 2017	First name	Surname	Position Name	Division	Department	Gender	Ethnic origin
	Freddy Tshavetsha	Mzimba	Fitter	Operations	Concentrator & Magnetite Maintenance	Male	African
	Dawid Cornelius	Meyer	Fitter	Marketing Sales Logistics & External Affairs	Vermiculite Business	Male	White
	Thando Pontsho	Twala	Graduate PMC	Human Resources	Training, Development & Transformation	Female	African
	Hlahla Shoun	Malatji	In-Service PMC	Human Resources	Training, Development & Transformation	Male	African
	Ally Andries	Khosa	Operator	Marketing Sales Logistics & External Affairs	Vermiculite Business	Male	African
	Samson	Ndwammbi	Boilermaker	Asset Management	Engineering Services	Male	African
	Gang	Li	Manager Marketing	Marketing Sales Logistics & External Affairs		Male	Asian

MARCH 2017	First name	Surname	Position	Division	Department	Gender	Ethnic origin
	Matlaleng James	Monyela	Product & Routine Analyst	Asset Management	Environment & SHEQ MS	Male	African
	Patrick Boy	Mashele	LHD Operator	Operations	Underground Mining	Male	African
	Mandla Jeremiah	Makgamathe	Laboratory Analyst VB	Asset Management	Environment & SHEQ MS	Male	African
	Thabang Followin	Chirwa	Graduate PMC	Human Resources	Training, Development & Transformation	Male	African
	Takalani	Nevhuhulwi	Boilermaker	Operations	Concentrator & Magnetite Maintenance	Male	African
	Reginah Phumzile	Mthembi	Serviceperson	Operations	Concentrator & Magnetite Maintenance	Female	African
	Sarel	Monyela	Product & Routine Analyst	Asset Management	Environment & SHEQ MS	Male	African
	Justice	Baloyi	Underground Stores Operator	Finance	Procurement	Male	African
	Mogale Adolph	Sekgobela	Mechanical Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Maredi Paul	Mothobuka	Internship MQA Engineering	Human Resources	Training, Development & Transformation	Male	African
	Motjatji Nolia	Mokgotho	Electrical Apprentices	Human Resources	Training, Development & Transformation	Female	African

MARCH 2017	First name	Surname	Position	Division	Department	Gender	Ethnic origin	
	Gideon	Tebogo	Moagi	Internship MQA	Human Resources	Training, Development & Transformation	Female	African
	Motau	Eulenda	Sebeka	Mechanical Apprentices	Human Resources	Training, Development & Transformation	Female	African
	Rosinah	Ledile	Majadibodu	Electrical Apprentices	Human Resources	Training, Development & Transformation	Female	African
	Parius	Mokanami	Maffa	Earthmoving/ Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Matimu	Classic	Rikhotso	Mechanical Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Genevieve	Mambana	Matukani	Electrical Apprentices	Human Resources	Training, Development & Transformation	Female	African
	Castivious	Katlego	Mere	Electrical Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Matsie	Martina	Matjokotja	Electrical Apprentices	Human Resources	Training, Development & Transformation	Female	African
	Mahlatse	Malatjie		Instrumentation Apprentices	Human Resources	Training, Development & Transformation	Female	African
	Thapelo	Makgopa		Electrical Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Thapelo	Rambau		Mechanical Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Khomotso	Mohlala		Mechanical Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Risenga	Hector	Khosa	Electrical Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Kgotatso	Moses	Mafogo	Earthmoving/ Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Mashao	Aron	Modika	Boilermaking Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Thendo	Precious	Netshisaulu	Internship MQA Engineering	Human Resources	Training, Development & Transformation	Female	African
Edith Elizabeth	Tintswalo	Mawila	Internship MQA Engineering	Human Resources	Training, Development & Transformation	Female	African	
Collen	Hlavutelo	Kubayi	Internship MQA Engineering	Human Resources	Training, Development & Transformation	Male	African	
Makateko	Malapane		Internship MQA Engineering	Human Resources	Training, Development & Transformation	Male	African	
Nicole	Gouws		Internship MQA	Human Resources	Training, Development & Transformation	Female	White	
Octave	Patel		Internship MQA	Human Resources	Training, Development & Transformation	Female	African	

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APRIL 2017	First name	Surname	Position	Division	Department	Gender	Ethnic origin
	Hezekiel Tsietsi	Mogakane	Loco Driver	Marketing Sales Logistics & External Affairs	Logistics	Male	African
	Mmabatho	Phakula	Fitter	Operations	Concentrator & Magnetite Maintenance	Female	African
	Alson	Mbetheni	Operator	Marketing Sales Logistics & External Affairs	Vermiculite Business	Male	African
	Dikeledi Sani	Shai	Cave Maintenance Repairman (A)	Operations	Underground Mining	Female	African
	Ramere Trevor	Malatji	Repairperson Cave Maintenance (D)	Operations	Underground Mining	Male	African
	Motlhago Elsa	Senyolo	Process Controller	Operations	Refinery Operations	Female	African
	Mashangu Lennon	Chavalala	Boilermaking Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Clearance Johnson	Hlabane	Loco Driver	Marketing Sales Logistics & External Affairs	Logistics	Male	African
	Raymond	Mosoma	Loco Driver	Marketing Sales Logistics & External Affairs	Logistics	Male	African
Given	Mkhabela	Operator B	Operations	Underground Mining	Male	African	
Nhlanhla Philly	Khoza	Operator	Operations	Refinery Operations	Male	African	
Amore Emsie	Mgiba	Instrumentation Apprentices	Human Resources	Training, Development & Transformation	Female	African	
Fanie	Ndlovu	Equipment Operator Cat. 3	Operations	Concentrator Operations & Technical	Male	African	
Mositagohle Cathrine	Nkwane	Operator	Operations	Refinery Operations	Female	African	
Ralph Tsheko	Ramoshaba	Operator	Operations	Refinery Operations	Male	African	
Kgaogelo Boneck	Mahumane	Operator	Operations	Underground Mining	Male	African	
Victor Clinton	Nyundu	Loco Driver	Marketing Sales Logistics & External Affairs	Logistics	Male	African	
Mmathapelo	Ngoae	Internship PMC	Human Resources	Training, Development & Transformation	Female	African	
Amanda Masanda	Mani	Superintendent Tax	Finance	Financial Reporting	Female	African	
Modisana Joseph Zachariah	Malepe	General Manager Asset Management	Asset Management		Male	African	
Bongani Prince	Mpangane	Instrument Mechanician	Asset Management	Engineering Services	Male	African	

MAY 2017	First name	Surname	Position	Division	Department	Gender	Ethnic origin
	Thomas Matlabeya	Shai	Mobile Equipment Operator	Operations	Mining Maintenance	Male	African
	Zondane Patrick	Mathebula	Shunter	Marketing Sales Logistics & External Affairs	Logistics	Male	African
	Ishmael	Ntimane	Shunter	Marketing Sales Logistics & External Affairs	Logistics	Male	African
	Tshepo James	Sono	Shunter	Marketing Sales Logistics & External Affairs	Logistics	Male	African
	Samuel Changi	Maluleke	Shunter	Marketing Sales Logistics & External Affairs	Logistics	Male	African
	Yerenda Mokgadi	Makgato	Internship PMC	Human Resources	Training, Development & Transformation	Female	African
	Modishi Joseph	Maloma	Projects Engineer Contractor	Asset Management	Engineering Services	Male	African

MvusO invests in empowering local communities

MvusO Projects is indeed testimony that big companies can empower and mentor...



qualifying and deserving upcoming small companies to create positive change because change to one small company is a change in their communities and eventually change that impacts the town to be economically strong.

MvusO Projects is embarking on a noble campaign to empower previously disadvantaged organisations and communities with skills appropriate for them to either work and / or do business with the mining sector. As part of this initiative, MvusO Projects is working closely with Palabora Mining Company's (PMC) Transformation department and Phalaborwa Foundation to build-up a sustainable database of established organisations in Mining and Engineering.

As part of its Preferential Procurement initiative, MvusO Projects awarded various contracts for under-ground to various empowerment companies. The tender for under-ground works contracts went out on tender towards the end of 2016 and the following Level 1 and 2 BEE Compliant companies responded to tenders as per the required specifications and tenders were awarded as follows:

- Roadways construction and Maintenance was awarded to PGN Civils
- Under-ground Construction awarded to Adelaide Construction
- Pumping and Water Handling awarded to PSL
- TSL Application awarded to Laelo Mining and Construction
- TSL Product awarded to South African Mining
- TSL Quality Assurance awarded to AEI

MvusO Projects is also involved in supplier development thus uplifting and supporting small local engineering companies. Noticeable in this regard has been the development of GMP Engineering. The order book originally started from small engineering works to more recently substantial projects such as HEF Tanks, Skids, Workshop benches and many others. GMP executed the projects with the highest level of expertise and precision. To ensure continuous precision on big projects, GMP has recently moved to a new fit for purpose Engineering Workshop and has recruited over 30 local people with skills sets ranging from qualified mechanical engineers, civil engineers and boilermakers.



