

# PALA CONNECTOR

JUNE 2017 & JULY 2017 EDITION



Happy  
Women's  
month

**CEO'S CORNER**  
CEO'S HALF YEAR MESSAGE

**EDITOR'S NOTES**  
CONSPIRING WITH  
THE UNIVERSE

EXCITING  
**PMC NEWS**  
UPDATES

**OUR HEART  
AND SOUL**

**PMC**  
CONTRACTORS'  
CORNER

# Contents

1. CEO'S CORNER
2. EDITOR'S NOTES
- 3-4. SAFETY CORNER "THE IMPORTANCE OF SAFETY MEETINGS"

## NEWS

5. UPDATE ON LIFT II
6. SAFETY DRIVER TOPIC PUZZLE WINNERS
7. CEO SAFETY AUDIT COMPETITION
8. LEHLOGONOLO MAUKU: A SAFETY CONSCIOUS SUPERVISOR LEADING A SAFETY SENSIBLE TEAM
9. LIZZY SELEPE: AN ORACLE OF SAFETY WHO LEADS A TEAM OF SAFETY CHAMPIONS

11. SAFETY POEM TO REMEMBER "I COULD HAVE SAVED A LIFE THAT DAY" BY DON MERREL
12. RETIREMENT LESSONS 101
13. PALABORA MINING COMPANY TAKES THE LEAD IN EMPOWERING UPCOMING METALLURGISTS
14. RELEBOGILE HIGH SCHOOL IN NAMAKGALE GETS THE MUCH NEEDED LIFELINE OF R15 000 FROM AMMSA
15. PMC CELEBRATED YOUTH MONTH WITH ELEGANCE
16. DO YOU KNOW THAT CANNABIS IS STILL ILLEGAL AND CANNOT BE USED BY PEOPLE WORKING FOR THE MINES?
17. AN AUTHENTIC MINE WITH A HEART FOR ANIMALS - "PMC FROM THE VIEW OF THE SQUIRREL"

## PMC SPORTS NEWS

18. PMC NETBALL GIRLS "WINNERS WITH A DIE-HARD ATTITUDE"

## OUR HEART & SOUL

19. GETTING TO KNOW THE NEW GENERAL MANAGER FOR ASSET MANAGEMENT
20. ADELE MEINTJES - "A COPPER WOMAN"
21. MR HENDRICK JOUMAAR: A 20-YEAR JOURNEY IN BOILER-MAKING
- 22-24. NEW ENGAGEMENTS (JUNE TO AUGUST 2017)

## CONTRACTORS' CORNER

25. MVUSULUDZO ENCOURAGES A SAFETY CULTURE

# CEO's Corner



Mr Han Jinghua

## At the beginning of the year,

we set and articulated our objectives which include focusing on achieving significant progress in LIFT 2 and Smelter Retrofit projects. Completion of these projects will assist us to continue creating a resilient and safety conscious organisation that benefits our employees, stakeholders and communities.

It is good to report that, even though, we have experienced challenges in the first half of the year, we are well advanced towards achieving our 2017 objectives.

Although we have achieved improvement on the safety front, I still believe that we can do more to achieve "Zero Harm". People are our business and our first priority so we want our employees to be safe and healthy. Quarter 4 CEO Safety Audit competition results have revealed that our employees continue to implement 'learning from incidents' and operational risk management

programmes. The intention of the CEO Safety Audit is to encourage safe behaviours, team work, hazard recognition and encourage a culture of reporting legitimate accidents and incidents. As we move into the second half of the year, let us all continue to view safety as our value that should never be bargained.

*I wish our employees a Happy Women's month. Let us continue to fight the scourge of women and children abuse.*

# Editor's notes

Life has taught me that, if I want to achieve something and work hard towards it, the universe will always conspire with me.



So, I believe that if all of us work towards achieving Zero Harm, perform our risk assessments at all times, adhere to operational risk management programmes and procedures and talk about safety all the time, then the universe will conspire with us to achieve Zero Harm. Most of the articles in this edition are about encouraging a safety culture. We thank the Safety Department for allowing Pala-Connector to be part of the safety culture that is being instilled.

Pala-Connector is a publication that aspires to be a multi-modal messenger that connects its readers and provides them with articles that are informative, educational and of course interesting. Please continue to submit your articles and give us feedback to keep us “bursting at the seams” with creative ideas and targeted strategies that will position this publication as the best.

Profiles of Adele Meintjes and Hendrik Joumaar – featured in this issue – are

indicative that behind a copper woman there is always a copper man. Thus, we appreciate both, even in a month dedicated to women.

We wish our readers,  
**“a happy women’s month”.**

Enjoy the read!!!

*Lydia*

# “The importance of safety meetings”

Time and again, we may be asking ourselves about reasons for having safety meetings.

This of course, may be a valid probe as in most instances we focus on the content of these meetings rather than reasons for their existence. I therefore wish to talk about reasons for having safety meetings. It is only when we understand reasons for our actions and benefits of acting in a certain way that we can act effectively and with pride.

Over the years, I have come to appreciate safety meetings as an opportunity for management and the safety department to interact with employees and share ideas on how we can continue to work safer and better. Research proves that companies that put safety first turn out higher quality products and are more efficient.

Topics discussed in safety meetings may be topics that you are familiar with, or topics that you have limited knowledge about. If the topic is something that you are familiar with, it may be easy to switch off. In this case, my advice is that, approach the meeting with an open mind and listen to the information like you are hearing it for the first time.

You may learn something such as a new innovation of protective equipment which might assist you in one way or the other and / or the smarter way of doing your job. Safety meetings are an opportunity to share safety and health concerns and / or improvement ideas with colleagues and supervisors. Thus, information shared during these meetings is aimed at minimising and / or preventing incidents.

As you are aware, a serious workplace injury or death changes lives forever for families, friends, communities and co-workers. This may also lend the mine with Section 55 or worse Section 54 and work stoppage. Studies show that most accidents are as a result of unsafe acts and / or conditions. Accordingly, 90% of accidents are caused by human error or unsafe acts. Therefore, safety meetings act as an endless reminder that we need to continuously remind ourselves of the reasons why we need to continuously work safe.

Unsafe acts may have serious implications which may directly or indirectly impact on you and your family.





When we leave for work in the morning we should expect to return home in good health. Can you imagine the knock on the door to tell your loved ones that you will never return home alive. Or a phone call to say that you are in a hospital and may never walk again. All these will have an emotional strain on your co-workers and family. So, let us continue to think about the consequences of our actions on our loved ones.

The financial implications of employees' injuries and fatalities at work are far reaching for all organisations but worse for companies that survive from bidding for competitive work (contractors and service providers).

Other than payroll and benefits, workers' compensation insurance, accident costs may comprise the bulk of a company's operating expense.

When a company's operating expense increases, its finances become strained and limit it from bidding for more competitive work that might require financial surety. In this case, a company might not be able to sustain jobs and will be forced to retrench as part of cutting costs. Considering the strained economic conditions, most retrenched employees may not be able to find another job.

Given the implications of unsafe behaviours, I urge everyone to view safety meetings as a perfect opportunity to listen, learn and share safety ideas and concerns. Your idea may just be what is needed to save somebody's life and maybe your own by preventing someone from committing an unsafe act.

We all have a responsibility to work safe to ensure that we return home safe. The most important reason for working is to care for our loved ones. So, let us all work together and drive our Safety bus to **ZERO HARM**. ZERO HARM is possible and achievable.

***Compiled by Hendrik Joumaar:  
Supervisor at Boiler-Shop:  
Engineering Services***



As we move into the second half of the year and reflect on the first half, it is important to acknowledge efforts and determination of Lift II teams for their hard work. The pace is certainly increasing; the teams as the collective and individuals have invested hours to various streams of the project value chain. Lift II teams have shown an appreciation and understanding that they recognise that the success of Lift II requires personal and collective sacrifice and commitment at surface and underground sites. This is part of what is required in building the future for PMC.

On the safety front, Lift II teams continue to implement and experience the impact of the Growth Safety Accelerated Process (GSAP) and DRIVER Campaigns. One of the noticeable features is the increasing participation of the workforce

in intervening to prevent unsafe behavior among fellow colleagues. The project has seen reduction in severe incidents such as Lost Time Injuries (LTIs). However, less severe incidents, such as First Aid Cases (FACs) are still prevalent. The LTI frequency rate is currently sitting at 0.59, down from 0.77 which we experience in the last quarter.

Development advance rate is improving to above 400m per month, sustainably over 2 months period. These are advance rates that have not been achieved before, however they are still short of the set targets. The project has received a boost in the July month, with the introduction of new mobile equipment, operation of conveyor belt system, installation of ventilation system and improved support services to enable improved development rates.

The ore flow system commissioning is progressing, with peak of 1600 tons daily achieved by week two, and ramp-up to 4000 tons daily envisaged in week three.

The process plant is progressing well; safe construction progress has been sustained during the period with actual progress tracking planned performance within 3%. Notable, construction progress includes the installation of all four KYF30 Recleaner cells and the first three out of seven KYF300 Rouger cells. The Secondary Milling Plant substation (SMP MCC) is now live and Area 21 cyclone feed pump upgrades are on schedule. There are 364 personnel on site.

The second term is a critical phase for the project and the focus remains intense.



# Winners of the Safety Driver Topic 2 checklist



The Safety Department under Asset Management Division ran a safety driver topic checklist competition number 2 which closed on 19 May 2017. The competition was in a form of a puzzle and entrants were asked to find and mark words which were provided next to the puzzle.

Entries were received and the process to select winners was stringent and objective. Winners were randomly selected in front of the General Manager for Asset Management, Mr Zakes Malepe who also exercised oversight on the process.

## Congratulations are in order to the following winners:

- |   |  |
|---|--|
| 1. <b>Godfrey Mohale</b> from PMC Underground                                   | 7. <b>Thomas Mkhari</b> from Magnetite                 |
| 2. <b>Sun Xita</b> from BGRIMM  | 8. <b>Maswanganye LB</b> from Magnetite                |
| 3. <b>Ruiming Yang</b> from BGRIMM  | 9. <b>Maggie Masedi</b> from Smelter                   |
| 4. <b>Johan</b> (No Surname was provided on the form) from Engineering Services | 10. <b>Frank</b> (no surname was provided on the form) |
| 5. <b>Sipho Mathebula</b> from Concentrator                                     |  |
| 6. <b>Phillip Kobela</b> from Concentrator                                      |  |

**Winners who have not received their prizes should contact the Safety Department to claim their prizes.**

# CEO Six Monthly Safety Audit

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## Safety Department under Asset Management Division conducted the six (6) monthly CEO Safety Audit from 24 to 28 July 2017.

The audit objectives are to determine conformity of the auditees' management system against SHEQ management system criteria, identify areas of potential improvement and verify if previous audit findings – if any – have been closed out.

The audit was accompanied by the CEO six monthly Safety Audit Competition whose intention is to encourage safe behaviours, team

work, hazard recognition and a culture of reporting legitimate accidents and incidents.

The team from Underground Mining Operation (Rehab and Civils for Lift 1) under the supervision of Lehlogonolo Mauku became ultimate winners of the competition.

The contest was not easy as score margins of the top five (5) teams were so adjacent.

Lehlogonolo and his team scored 98% and the 2nd top team was at 94%. Other four teams which completed the top five (5) list were; Smelter and Refinery (Mechanical Services Workshop), Asset Management (Machine Workshop), Growth (Pala Scaff - New Flotation Plant) and Growth (GMP- Lift II Switch Back and RVL).



# A safety conscious supervisor leading a safety sensible team

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**“I want to be remembered as a person who did right things right, instilled safety in others and who is safety conscious”**

The final winner of a hotly contested, evidently fair and objective July 2017 CEO Safety Audit competition, Lehlogonolo Mauku from Underground Mining Operation is a safety conscious supervisor who wants to be remembered as a supervisor who instilled safety in others. But implementing a safety culture as a supervisor requires more from the team than a leap of faith. The contest to win the July 2017 safety competition was not an easy one as the scores for all the five contending teams were too close. Lehlogonolo and his team scored 98% and the 2nd best team was at 94%.



Speaking to the Editor of the Pala-Connector, Lehlogonolo indicated that his department would not have won the safety audit competition if the team did not support him as the supervisor. “My team supported my safety vision and worked together towards a common goal of achieving Zero Harm. We used previous audit result to improve on our safety performance, practiced best safety procedures and came up with

innovative ways of doing our work safer,” said Lehlogonolo

Lehlogonolo, intelligent, soft spoken yet humble gentleman who uses words sparingly, told the Pala-Connector that one of the principles that he lives by is to be self-competing to ensure that he becomes better than he was yesterday.

He says that he is aware that he has been blessed with the best team that supports him and his safety vision. Asked about his idea of leadership, he indicated that a leader needs support from his team but s/he also needs to support and empower his/her team members.

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# “An oracle of safety who leads a team of safety champions”

The team from Reverb and Materials Handling under the supervision of Lizzy Selepe is scooping safety awards for working safe and observing safety regulations. Towards the end of June 2017, the team, individually and collectively, scooped trophies and tokens of appreciation for winning the General Manager's Operations Quarterly Safety Competition. The trophies and tokens of appreciations were presented to the team by their Senior Manager (Senior Manager for Smelter), Mr Brave Mushikita.

If the Reverb and Materials Handling team lived during relic times of goddess Apollo their safety story would have been narrated in Norse mythology as a team that was led by an insightful, wise yet strong woman who did not sacrifice safety. In July 2017, this team once again scooped the safety award under the auspices of the CEO Safety Audit Competition for working safe.

The team has 16 men reporting to this female goddess, called Lizzy Selepe who says that she finds it very easy to work with her team as the males reporting to her are very progressive and everybody is treated fairly and judged on competence than gender.



“Often you find men been threatened when they are led by women but men from Reverb and Materials Handling are different. I feel empowered by the respect I get from them and they listen to me and respect me as their leader” said Selepe.

Selepe says that the team will continue working safe to ensure that they all fly like eagles. “My team and I are very grateful of the support and motivation we get from the Smelter Management. This management has taught us to do right things right and in a safe manner” said Selepe.

# I could have SAVED A LIFE that day

I could have saved a life that day,  
But I chose to look the other way.  
It wasn't that I didn't care;  
I had the time and I was there.

I didn't want to seem the fool,  
Or argue over a safety rule.  
I knew he'd done the job before.  
If I spoke up, he might get sore.

The chances didn't seem that bad.  
I'd done the same; he knew I had.  
So I shook my head and walked on by.  
He knew the risks as well as I.

He took the chance; I closed an eye.  
And with that act, I let him die.  
I could have saved a life that day,  
But I chose to look the other way.

Now every time I see his wife;  
I know I should have saved his life.  
That guilt is something I must bear,  
But it isn't something that you need  
to share.

If you see a risk that others take,  
That puts their health of life at stake,  
The question asked or thing you say  
Could help them live another day.

If you see a risk and walk away  
Then I hope you never have to say:

I could have  
SAVED A LIFE  
that day,  
but I chose to look  
the other way.



# Retirement Lessons 101

“Retirement financial freedom could be the most rewarding freedom ever”

Research indicates that over 90% of people are not able to retire comfortably or with the same income as their last salary. It has been proven that lower income during retirement is as a result of poor or neglected saving strategies. Retirement financial freedom could be the most rewarding freedom ever, if one understands what needs to be done to retire with financial grace. To do this, one needs to understand different products that exist in the market and use them (invest in them) to his / her benefits. The benefit is that once you understand them, then one will be able to choose how and when to use these products instead of having to lock his/ her funds into inflexible, potentially unsuitable product. It has been proven that those who understand different types of insurance policies tend to make proper informed choices. Thus, today we will talk about annuities.

## What is an annuity?

Annuities are complex insurance contracts or policies and when you buy an annuity, you are therefore insuring an outcome. There are different types of annuities and they work differently. Thus, it is always advisable to speak to a financial consultant before you buy an annuity.

Annuities can be purchased to provide an income during retirement. For retirement purpose, this article will compare life and living annuities.

## 1. Life Annuity

Life annuity is a form of life long insurance, where the uncertainty of an individual's lifespan is transferred from the individual to the insurer. The payment stream from the issuer to the annuitant has an unknown duration based principally upon the date of death of the annuitant. When the annuitant dies, the contract terminates and the remainder of the fund accumulated is forfeited unless there are other annuitants or beneficiaries in the contract.

### Advantages of life annuity

- One has a steady income in his/ her retirement age.
- No need to worry about living too long after retirement.
- Your pension and increases will be paid for lifetime.

### Disadvantages of life annuity

- No flexibility to change the pension according to your needs. If you and your spouse die immediately after your pension, then your retirement capital is lost unless if you had selected a

minimum guaranteed term or there are other annuitants or beneficiaries in the contract.

## 2. Living Annuity

Living annuity is a form of an insurance retirement policy wherein your income is set on a yearly basis according to the fund value and income level you may have selected.

### Advantages

- It is flexible and allows one to design a pension that meets one's retirement needs.
- One can choose where to invest one's money
- One has a control of how much one's children may inherit

### Disadvantages

- If one's money earns too little and one and / or one's partner live longer, one is likely to run out of money.
- Because one chooses where to invest one's money, one may have to rely on financial advisors whom one may have to pay for advice.

***Should you wish to know more about how to retire with financial grace and different types of pension funds available, please contact our Pension Fund at 015 780 2224.***

# PMC takes the lead in empowering upcoming metallurgists

Mine Metallurgical Managers Association in South Africa (MMMA) for the Northern District held its regional meeting on Friday 28 July 2017 at Polokwane Royal Hotel in Polokwane. The meeting which was chaired by Palabora Mining Company (PMC), Vermiculite Business Manager, Mr John Makgatho, was attended by metallurgists from the Limpopo Northern District, including the association's former national Senior Vice President, Mr Tumi Molapo. In his opening address, Makgatho said that mines in the northern district of Limpopo are faced with economic difficulties and that metallurgist can assist in ensuring that mines are sustainable.

## "Metallurgists have a critical role to play

in ensuring that mines come up with sustainable projects that can save costs and ensure that the industry sustain jobs" Makgatho said.

Simson Tekane from PMC shared a presentation on energy savings at PMC's Vermiculite Plant. Mr Tekane indicated that PMC energy saving project is one of the sustainable energy saving project in the industry. Tekane indicated that PMC energy saving project was initiated in 2014 in partnership with Ensign Solutions with the ultimate aim to optimize the vermiculite plant to save energy and



ultimately costs. "Since the project was initiated in 2014, PMC has managed to save up to R11, 5 million and up to 2, 6663 tons of coal through this project" said Tekane.

The former Senior Vice President of the MMMA, National, Mr Tumi Molapo who is currently the Director for Marketing and Sales at Afrinet Technologies indicated that for the association to continue adding value to the mining industry in South Africa, it is critical to work harder in increasing its membership to ensure that metallurgists meet regularly to talk about problems and devise solutions for mines. "Due to fluctuations in commodity prices, mines can no longer rely on surviving on their products and commodities but need to focus on processes to save costs and prevent job losses" Molapo stressed.

In his closing remarks, John Makgatho encouraged young metallurgists to join MMMA so that they can share their experiences and learn from the old metallurgists

who are about to retire to ensure continuity of knowledge base in the mining industry. "The critical thing that can also help this process is for older metallurgists to continue documenting their work and research to ensure that future metallurgists have a reference point to improve on issues facing the industry" Makgatho concluded.

Asked about the value of PMC belonging to professional organisations like MMMA, the External Affairs and Communications Manager for PMC indicated that "professional organisations allow for a group of like-minded professionals that are immersed in the inner workings of their industry to share ideas and opinions that help industries to come up with solutions for its problems". Interaction with like-minded professionals from other organisations that face similar challenges and who may be able to provide insights into solutions that have worked for them.

# Relebogile High School in Namakgale gets the much needed lifeline of R15 000 from AMMSA



The Association of Mine Managers of South Africa (AMMSA), through its affiliation with Palabora Mining Company (PMC) donated a cheque of R15000 to Relebogile High School from Namakgale Township.

The Monday morning of 26 June 2017 was a sacred one for the teachers and learners of Relebogile High School, in many respects. The school was honoured by a special visit from the Mayor of Ba-Phalaborwa Municipality, Cllr Pule Shayi, representatives from PMC and AMMSA to hand over the donation of a R15 000 cheque to the school. PMC AMMSA members were led by PMC Senior Manager for Mining Operations, Mr Expert Ntsepe who was accompanied by the Manager for Mining Value Engineering (Underground), Mr Sam Ngidi and Manager for Mining Operations (Underground) Mr Fanie Stander.

The donation came after Relebogile High School was identified by PMC and the Mayor of the Ba-Phalaborwa after a sensibly consultations with Ward Counsellors and all relevant stakeholders. Relebogile topped the list of the schools that needed an urgent lifeline, resulting with the unanimous decision to award it this much needed donation.

Speaking at the event, Mr Expert Ntsepe said that "the donation was as a result of the golf day that AMMSA organised and hosted early this year and that the donation to Relebogile is part of AMMSA's way of showing that they care about communities.

PMC is a member of AMMSA which donated the cheque" said Ntsepe. During his brief speech, the Mayor of Ba-Phalaborwa, Cllr Pule Shayi said that His office and Palabora Copper have made a commitment

to work together in advancing the lives of the people in Phalaborwa. "During my term in office and all the time I have worked and engaged with Palabora Copper, I have come to view Palabora Copper as a company that cares deeply about our communities. Palabora Copper has assisted the Municipality with a lot in ensuring that our social contract with our people is achieved.

Our learners will benefit from the utilisation of the R15 000 donated by AMMSA" said Cllr Pule Shayi. Shayi, a former teacher for a period of more than 12 years said that he understands challenges that schools are faced with, thus, expressed his gratitude to PMC and AMMSA for continuing to better the lives of Ba-Phalaborwa.

The handover ceremony was attended by amongst others, Speaker of Ba-Phalaborwa Municipality, Cllr Merriam Malatji, SGB Members and Ward 5 Councillor, Mr Jack Baloyi. In closing the hand over event, Relebogile High School Principal Mr Zulu Vincent Mathe sent his heartfelt gratitude to Ba-Phalaborwa Municipality, Palabora Copper, AMMSA and all stakeholders that were present.

"Indeed Ba-Phalaborwa Municipality, PMC and AMMSA have touched us and we will use the donated funds to improve the learning and teaching in our school" said Mr Zulu Vincent Mathe.



# PMC Celebrated Youth Month with elegance



15 June 2017, was indeed an incredible day for PMC – as men and women working for PMC were dressed up in their school uniform. This was part of PMC's commemoration of the 41st anniversary since the event of 1976. PMC commemorated Youth Day on 15 June; a day earlier as the 16 of June (The Youth Day) was a public holiday. As you are aware, 16 of June 1976 was the first day of what came to be known as Soweto Uprising. The Soweto Uprising refers to when students stood up against a discriminatory and oppressive education system. While it began in Soweto, it soon spread to all parts of the country and continued until the end of that year.

If one did not know better, PMC men and women would have misled even the Minister for Basic Education to think that they were indeed high school "girls and boys". Even though PMC celebrated Youth Day with elegance, the fundamental message to PMC employees was that, even though youth month is more about young people who rose up to fight for an end to discrimination and laid foundations upon which a democratic South Africa is constructed, young people should be encouraged to become involved in changing communities and our country for the better.



Indeed PMC men and women celebrated Youth Day with elegance and have created remarkable memories bonding them with history.

# Do you know that cannabis is still illegal and cannot be used by people working for the mines?



Recent media reports have created an incorrect impression of how the judgment on the use of cannabis should be interpreted. It is critical to understand that the judgment of Prince vs. Minister of Justice and Others [2017] did not “legalize” cannabis to be used and smoked freely without constraint. In fact, the effect of the judgment is much more limited.

In the court case mentioned above, the core of the case was “the right to privacy”. However, cannabis occurred to be at the center of the privacy matter before court. The entire argument of the case was based on whether it is justifiable for adults who wish to partake of, or cultivate, a small quantity of cannabis in the intimacy of their home to exercise a right to privacy which, without clear justification, does not merit interference from community or State.

Since cannabis is a drug, the provisions of subsection 4(b) and 5(b) of the Drugs and Trafficking Act 140 of 1992 read with part 3 of Schedule 2 to the Drugs Act and section 22A(9)(a)(i) of the Medicines and Related Substances Control Act 101 of 1965 and Section 22A(1) read with Schedule 7 of the Medicines Act insofar as they relate to a “simple possession, cultivation, transportation and distribution of

cannabis for personal consumption” were interrogated within the context of Section 14 (right to privacy) of the Constitution. The two Acts prohibit cultivation and use of small quantity of cannabis in private homes.

The Court starting point was that “the right to privacy”, like all rights enshrined in Section 2 (Bill of Rights) is guaranteed although with certain limitations as stipulated by Section 36 of the Constitution. Section 36 of the Constitution specifies that all rights may be limited by **a law of general application** to the extent that the limitation is reasonable and justifiable in an open and democratic society based on human dignity, equality and freedom.

The Court ultimately ruled that the listed Sections and subsections of Drugs and the Medicines Acts were inconsistent with the Constitution to the extent that they encroach upon private use and consumption of cannabis for personal purposes in private homes. This notwithstanding, the Court then relied on Section 172 of the Constitution which made an order suspending the declaration of invalidity for 24 months from the date of the judgment to afford Parliament an opportunity to rectify the constitutional defect in the two legislations. Thus, subject to Parliament amending the existing legislation or the Constitutional

Court, confirming the order of invalidity, the Drugs and the Medicines Acts remain in force and effect. Therefore, it is still illegal to use and/or possess cannabis even in the privacy of your home and for personal use.

In the event that Parliament amends the Drugs and the Medicines Acts or the order of invalidity is confirmed by the Constitutional Court, PMC workplace restrictions against use of cannabis remain unaffected. This is so because the right in question “**right for employees to smoke dagga even in the privacy of their homes**” (research indicates that cannabis remain in the system for at least 6 weeks) **will be limited by laws of general application** which include amongst others; the Occupational Health and Safety Act, 85 of 1993; The Mine Health and Safety Act, 29 of 1996 and the Compensation for Occupational Injuries and Diseases Amendment Act, No 61 of 1997.

Accordingly, as there is a zero tolerance towards alcohol, so will there be a zero tolerance towards cannabis “known as dagga” as well as other prohibited drugs.

Now, we all know that cannabis is still illegal and cannot be used by people working for the mines



# An authentic mine with a heart for animals



While some people may pay a fortune to see elephants, it is common to see them roaming around the domain of PMC.

Around PMC, there lies a site of many animals, different types of birds, monkeys, baboons, various grass, trees and of course people. Indeed PMC is a mine with a heart for animals. Squirrels of all kinds hang and fly out in trees of our mine. Even though we co-exist with these animals, it is still not possible to understand how they think so always stay away from them and call the

mine rangers if they are too close to your office. Remember, nature provides for these animals so you are not allowed to feed and play with them. Ours are not tamed.

The picture above gives you an insight peek into the inner being of PMC; a true mine and heaven for elephants.

Appreciation: The picture of the plant was captured by Jaco Kloppe from Logistics and the PMC elephants' picture by Papa Malepe from Security, Health & External Services.



# PMC netball girls “winners with a die-hard attitude”



PMC netball  
girls do not  
lose without  
a fight.

One would have cried, if one had seen how our girls gracefully lost the game that was played at Lulekani Stadium on 24 June 2017. The match was between our girls and Marula Mine and the score was 10 goals to PMC and 13 to Marula Mine.

Even though the “girls have lost” Marula Mine girls have a story to tell and next time, they think of our girls, “they will indeed think twice”

# Getting to know the General Manager Asset Management

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Zakes Malepe is a mechanical engineer and has more than twenty nine years of experience

in mining and various sectors. In the mining sector, Zakes has worked for various mining companies within the coal, gold and diamond.

Zakes also possesses an experience in asset management and maintenance of engineering plants from the food, beverage

manufacturing, power utility and railways. Zakes joined Palabora Mining Company on 10 April 2017 from Echo Canyon (Pty) Limited where he held the position of Managing Director.

# “A Copper Woman”

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The narrative of Adele Meintjes, the PMC Superintendent for Copper Marketing and Sales, compels one to equate it to the chronicle of Anne Cameron's book "Daughters of Copper Woman."

The book opens by saying that "and then the Creator, who is neither male nor female, man nor woman, but both, and something more than either... took the shells of the sea and the minerals of the rocks and fashioned a skeleton...took the salt water of the ocean and made from it blood...took handfuls of dirt and on the skeleton fashioned a body, which was then encased in skin, made from the skin of the Creator and the same color as copper...she became the First Woman,

she became Copper Woman."

Adele Meintjes started her career with PMC in July 1997 as a Divisional Cost Accountant and earned a promotion to her current role of Superintendent for Copper Marketing and Sales in 2008.

As the Superintendent for Copper Marketing and Sales, Adele's primary responsibility is to market and sell copper which is PMC's pride. This includes, amongst others, managing copper stock levels and other bi-products to ensure customer satisfaction by continuously maintaining relationships with customers through consistent delivery periods and quality management. Just like the women in "Daughters of

Copper Woman" Adele handles her challenging role with grace and finds joy in challenges and successes that come with the responsibility awarded only to copper women. As a copper woman, she knows that life is not a festive of only joys but rather a circle of dichotomies such as strength and weaknesses, failures and successes, pain and joy, so she takes each day as it comes and as a gift from God.

Adele, a mother of three sons, Erik, Tiaan and Maritz, finds strength in knowing that it is possible to find the other "half of self" in another person as she has found that in her partner, Hannes. "Hannes supports me and encourages me to be true to myself. He means a lot to me" says Adele with her charismatic smile.

As a leader, Adele knows that it takes strength to conquer and courage to surrender. "A leader who understands his/ her weaknesses inspires his / her team to breed eminent success and that leader capitalises on his/ her individual team members' strengths" says Adele. She says that when her turn to retire arrives, she would want to be remembered as a humble and content person who appreciated small things in life.

Adele's reality is a reality of most PMC's copper women's magical generation of 'women who work in the mining sector.' These are stories that are difficult to dismiss and exist to teach us how to weave and mend and say, 'we are honoured and proud to be counted amongst PMC's copper women.'



# A 20-year journey in Boiler-making Mr Hendrick Joumaar

Supervisor for the Boiler-Shop,  
Mr Hendrick Joumaar, marked his 20th  
anniversary at PMC on 10 February 2017.

This year symbolises 20th anniversary for Mr Hendrick Joumaar and PMC. Mr Hendrick Joumaar joined PMC on 10th of February 1997 and has never looked back. He sees his relationship with PMC as long and fulfilling journey which he says afforded him an opportunity to develop and grow as an individual and leader. Even though he says that he never anticipated the journey to last for 20 years, his plan is to continue with his unbreakable service until retirement. "My long tenure at PMC gave me an opportunity to gain enormous experience and knowledge within the mining industry. Working for a complex mine like PMC is what kept me engaged for such a long time," Joumaar declares.

Joumaar started his career as a Boilermaker in the Open Pit and later promoted to his current position of Supervisor Boilershop. His role involves fabrication, repairs and provision of technical advice to Underground Mining, Smelter and Concentrator. Joumaar is a firm believer that hard work, determination and self-confidence are secret ingredients needed to



step up the career ladder in any organisation. As a leader, he believes that a good leader is the one who understands his/ her employees and equip them with skills to conduct their work effectively and safely.

Joumaar, a Klerksdorp born fellow, husband and father of two (a boy and girl) says that "apart from a decent life which came with working for PMC, I managed to put my children through school, and enjoyed life in Phalaborwa which I found to be an amazing small town".

Joumaar would love to be remembered as a colleague who built lasting relationships with fellow colleagues and people around Phalaborwa. PMC is thrilled to have employees such as Hendrick Joumaar and excited to celebrate his achievements over the last 20 years. "When I retire from this wonderful mine whose core business is mining copper and other bi-products, my wife and I will travel the world and enjoy spectacular destinations" says Joumaar.

# New Engagements

June 2017	First name	Last name	Position	Division	Department	Gender	Ethnic origin
	Aletta Maria Catharina	Visser	Data Capturer	Asset Management	Asset Management	Female	White
	Janine Audrey	Plaatjies	Data Capturer	Asset Management	Asset Management	Female	Coloured
	Avitha	Gareeb	Data Capturer	Asset Management	Asset Management	Female	Indian
	Suprise Matsetse	Lesenya	Data Capturer Shift	Asset Management	Asset Management	Male	African
	Kholofelo Shirley	Shai	Data Capturer	Asset Management	Asset Management	Female	African
	Evidence	Maceve	Data Capturer Shift	Asset Management	Asset Management	Female	African
	Tshepo Michael	Mabelane	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Glen Mpho	Mkhondo	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Madala Joseph	Mohoatseleng	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Lebusha Noks	Letsoalo	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Hlulani	Maluleke	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Thabiso Christopher	Moraba	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Leonard	Lekubu	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Thulani Harmon	Mkansi	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training, Development & Transformation	Male	African
	Motjatji Glacia	Mojela	Internship PMC	Human Resources	Training, Development & Transformation	Female	African
	Sipho	Mabunda	Vacation Workers	Human Resources	Training, Development & Transformation	Male	African
	Kabelo Teddy	Rathupetsane	Vacation Workers	Human Resources	Training, Development & Transformation	Male	African
	Trevor Thapelo	Mashala	Vacation Workers	Human Resources	Training, Development & Transformation	Male	African
	Michael John	Surmon	Vacation Workers	Human Resources	Training, Development & Transformation	Male	White
	Muxe	Ndlovu	Vacation Workers	Human Resources	Training, Development & Transformation	Male	African

June 2017

First name	Last name	Position	Division	Department	Gender	Ethnic origin
Lethabo	Magongoa	Vacation Workers	Human Resources	Training, Development & Transformation	Female	African
Rethabile Happiness	Malepe	Vacation Workers	Human Resources	Training, Development & Transformation	Female	African
Rito Enelo	Ngoveni	Vacation Workers	Human Resources	Training, Development & Transformation	Male	African
Thabang Simon	Malesa	Vacation Workers	Human Resources	Training, Development & Transformation	Male	African
Hluli	Mongwe	Vacation Workers	Human Resources	Training, Development & Transformation	Male	African
Manage Gholio	Moshidi	Auto Electrician (Service Crew)	Operations	Mining Maintenance	Male	African
Vickes	Monyela	Technician	Operations	Mining Maintenance	Male	African
Reagan Mcgyver	Ramalepe	Repairperson Grade 2	Operations	Mining Maintenance	Male	African
Khashane Hendrick	Seemela	Fitter	Operations	Smelter & Power Plant Operations	Male	African
Victor Phakatladi	Sekgobela	Fitter	Operations	Smelter & Power Plant Operations	Male	African
Ishmael	Moagi	Fitter	Operations	Smelter & Power Plant Operations	Male	African
Petrus Lourens	Lamprecht	Medium Reach Rig Operator	Operations	Underground Mining	Male	White

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JULY 2017	First name	Last name	Position	Division	Department	Gender	Ethnic origin
	Johannes Stephanus	Joubert	Instrument Mechanician	Asset Management	Engineering Services	Male	White
	Sarah Precious	Maluleke	Fitter	Operations	Concentrator Maintenance	Female	African
	Innocent Millicent	Khumalo	Boilermaker/Welder	Operations	Mining Maintenance	Female	African
	Lindi	Chauque	Operator Nickel Reagent	Operations	Smelter & Refinery Operations	Female	African
	Fanafana Fanny	Malangani	Water Cannon Operator	Operations	Underground Mining	Male	African
	Joram Eubert	Ndhlovu	Operator	Operations	Smelter & Refinery Operations	Male	African
	Martina Ramasela	Matsemela	Operator (Trans)	Operations	Concentrator Operations	Female	African
	Eddie	Ngobeni	Operator	Operations	Smelter & Refinery Operations	Male	African
	Tonic	Minyuku	Operator (Trans)	Operations	Concentrator Operations	Male	African
	Gloria Rebotile	Malatji	Operator (Trans)	Operations	Concentrator Operations	Female	African
	Velisia	Lamprecht	Operator (Trans)	Operations	Concentrator Operations	Female	White
	Nyiko Jonas	Mitileni	Rock Hammer Operator	Operations	Underground Mining	Male	African
	Shawn	Mhlaba	Rock Hammer Operator	Operations	Underground Mining	Male	African
	Patience	Mohlare	Operator C	Operations	Underground Mining	Female	African
	Dihloare Selogadi Prescilla	Hiine	Plant Operator	Operations	Concentrator Operations	Female	African
	Mashilwane Moses	Seerane	Boilermaker	Marketing Sales Logistics & External Aff	Vermiculite Business	Male	African
	Sobhuza Ishmael	Tshabalala	Superintendent Underground Safety	Asset Management	Safety	Male	African
	Happy Mapula	Moropeng	Internship MQA	Human Resources	Training, Development & Transformation	Female	African
	Nervous	Sekgobela	Internship MQA	Human Resources	Training, Development & Transformation	Male	African
	Fidel	Malatji	Internship PMC	Human Resources	Training, Development & Transformation	Male	African
	Baoqiang	Guo	Manager Marketing	Marketing Sales Logistics & External Aff		Male	Asian
	Tianbin	Yang	Manager Marketing	Marketing Sales Logistics & External Aff		Male	Asian
	Kai	Feng	Manager Marketing	Marketing Sales Logistics & External Aff		Male	Asian
	Yongning	Zhou	Manager	Operations	Smelter & Refinery	Male	Asian
	Chunlong	Yan	Integration: default position			Male	Asian

AUGUST 2017	First name	Last name	Position	Division	Department	Gender	Ethnic origin
	Noel Mbazima	Baloyi	Product & Routine Analyst	Asset Management	Environment & SHEQ MS	Male	African
	Mangele Miccah	Gwebu	Product & Routine Analyst	Asset Management	Environment & SHEQ MS	Male	African
	Andile Esmaracia	Makamu	Boilermaker	Operations	Concentrator Maintenance	Female	African
	Mahlori Joseph	Mkhombo	Metallurgist	Operations	Concentrator & Magnetite Technical	Male	African
	Marvelous Selita	Mkansi	Data Capturer Shift	Asset Management	Asset Management	Female	African
	Mmadithame Rachel	Monama	Employee Relations Assistant	Human Resources	Employee Relations	Female	African
	Jacob Johannes Abraham	Van Wyk	Training Officer Mobile Equipment	Human Resources	Training, Development & Transformation	Male	White
	Bruce Khutso	Mashile	Fitter	Operations	Smelter & Refinery Maintenance	Male	African
	Thapelo Walter	Mokgalaka	Operator	Operations	Smelter & Refinery Operations	Male	African
	Lebogang Elliot	Maake	Operator	Operations	Underground Mining	Male	African
	Mahlatse Loscar	Bilusa	Operator	Operations	Smelter & Refinery Operations	Male	African
	Seapole Costy	Mokgalaka	Operator	Operations	Smelter & Refinery Operations	Male	African
	Surprise	Mahumane	Operator	Operations	Smelter & Refinery Operations	Male	African
	Tshwanelo Crown	Mathebula	Internship PMC	Human Resources	Training, Development & Transformation	Male	African
	Mpho	Ramuntshi	Internship MQA	Human Resources	Training, Development & Transformation	Female	African
	Tinyiko Clifford	Chabalala	Internship PMC	Human Resources	Training, Development & Transformation	Male	African
	Tsundzukani Ntwanano	Mabaso	Internship MQA	Human Resources	Training, Development & Transformation	Male	African

# Mvusuludzo encourages a safety culture

As part of encouraging a safety culture, Mvusuludzo Projects management continues to reward its employees for practicing a safety culture.

In addition, Mvusuludzo recognises employees who make suggestions that are safety oriented and meant to decrease safety related incidents. Bongani Mthembu and Sipho Ndlovu were identified as best safety performers for July 2017. Bongani Mthembu identified



Trackless Mobile Machines (TMM) traffic hazard at Switchback engineering workshop curve and suggested mirrors to be placed to help operators see oncoming traffic that might cause TMM collision.

Sipho Ndlovu was recognised for being the best safety representative of the July month.





