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PMC
PALABORA
MINING COMPANY

PALA CONNECTOR

MARCH 2021 EDITION



LONG SERVICE AWARDS | LEADERSHIP CORNER | LIFT II NEW VERTICAL SHAFT



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Lift II new Vertical Shaft



The spirit of
togetherness,
commitment and
dedication remains
the hallmark of
Palabora.

PMC Lift II Vertical Shaft (Blind Sink) Project was developed as a provision for the future ventilation needs of the new Lift II block cave operation. The project commenced in 2019 with the clearing of the pre-determined location and civil works.





CEO's Corner

Mr Han Jinghua

This first issue of the Pala-Connector is presenting us with an opportunity to reflect on the previous year and provide us an opportunity to cast our eyes on what lies ahead of us.

As we have made a safe crossover into 2021, may we remember the spirit of courage that drives us to take on challenges and aim for higher grounds. I would like to thank everyone who stepped up and helped during the extraordinary difficult circumstances that 2020 brought us. Your willingness and ability to meet, head-on, both the challenges and the

opportunities give us courage, confidence, and hope for the future. COVID-19 had an impact on all of us one way or the other and I would like to extend my deepest sympathy to those that lost their loved ones. It is important to express my profound gratitude to all our internal frontline employees including personnel who ensured the production lifeline of the

company remains sustained. I would like to appreciate all local medical facilities that assisted our employees during their difficult time of sickness.

Let us ensure that we take every health and safety precaution as we continue our business activities.

Our business strategy which is summarised in the form of Plan on a Page is geared towards ensuring that the business becomes stronger and resilient into the year 2021. The Plan on a Page has to be incorporated in the individual employees Key Performance Indicators (KPI's) which will ensure that employees are measured on their performance and continue to build motivation. The world, like the rest of us, are easing up on the lock down regulations to stimulate the economy. This should work as a motivation and evoke the desire to challenge ourselves to do better than the previous year. Putting together those strategic plans will assist us to reflect on both the positive as well as the negative impetus that can further contribute to the success of PMC.

The new SHEQ safety campaign launch – “Lock into Safety” requires our collective support and commitment for it to be successful as we continue with our journey towards the “Zero Harm” goal.

Our commitment to building a better normal begins with people, let us all join hands to ensure that 2021 will be a year of excellence!



Editor's Notes



Nametsegang Matthews

Year 2020, a 12-month journey characterised by mixed emotions. While we are reflecting on the year that was, we can breathe a sigh of relief and say – we have made it thus far!

The message for this publication is driven by personal experience of grace that translates into a simple message that says: No matter what happened in the previous year, our resilience and patience means things can and will be better, a positive spirit we should carry forward in 2021.

As some of us are compelled to still work from home due to the pandemic, it is still my duty to keep you abreast with the developments ahead of us. One

thing remains for sure, the face of work has inevitably changed and who knows, it might be for the better. Picking up the pieces from what is left, we have the affirmation that all things are possible if we work as a team.

Going into the New Year, let us pause and celebrate on getting another chance to realise our personal as well as business goals. As much as it was a painful year to many of us, 2020 was a year of change and growth. With the hope that we have taken learnings from both the positive and negative challenges, this issue demonstrates to us that working together, we can achieve more. What remains certain is that our contributions to business sustainability

allowed us to put bread on the table and empower our vulnerable communities in the most difficult times of the pandemic.

Please tell us what you think of the news articles featured in this Issue by writing to:

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Lift II



Lift II to soon realise the new vertical sink shaft

It felt like just the other day when we shared the ground-breaking news of a new project launch at Lift II, the Vertical Ventilation Shaft at Palabora Mining Company (PMC). PMC Lift II Vertical Shaft (Blind Sink) Project was developed as a provision for the future ventilation needs of the new Lift II block cave operation. The project commenced in 2019 with the clearing of the pre-determined location and civil works. One cannot help but gasp air when looking at the accomplishment and the final structure which consists of the

Headgear and two Winders, making it the biggest milestones of the project thus far.

Update

“The heavy construction of the structure ended in October 2020 and is almost 100 m deep as it is currently on the Pre-Sink Phase (-4m to -50m) - Slow-Sink phase. This milestone could not have been reached if it was not for the support and dedication of the exceptional teamwork, both from PMC and appointed contractor

- Murray & Roberts”, mentioned Thabo Mokoena, Package Manager: Horizontal Development at Lift II.

With the future looking bright, the team led by Mokoena aims at completing the installation of sinking fans by April 2021. The sinking fans will support the ventilation requirements of the Main Sink Phase (-204m to 800m).

It is noteworthy that despite the growing pandemic, the project did not record any COVID-19 cases for 2020. Currently, the project is still underway with the Slow-Sinking phase (-40m to -204m) standing at 73% completion at a depth of 105.5m, averaging at approximately 20m a month, translating to 1094.5m from the 1200m target. Slow-Sinking involves core mining activities such as drilling, charging, blasting, and lashing the blasted material. Drilling is done using 2x2 Boom Shaft Jumbos and the material lashed using an excavator tipping material into a kibble.



The initial start of the Slow-Sinking stage presented us with engineering related challenges causing numerous breakdowns and production delays creating a window of opportunities to learn and perform under pressure. As the Slow-Sinking phase progressed, less delays were recorded, and the mining cycles began to take shape.

The global COVID-19 pandemic and imposed national lockdown restrictions briefly halted the Headgear Changeover phase which brought work to a halt. We had to move swiftly and maximise on the lost time soon after the easing of other lockdown restrictions for the mining industry. Although, the project had fell behind schedule, the Headgear Changeover phase was successfully completed as indicated by the erection of the Headgear Centre Tower.

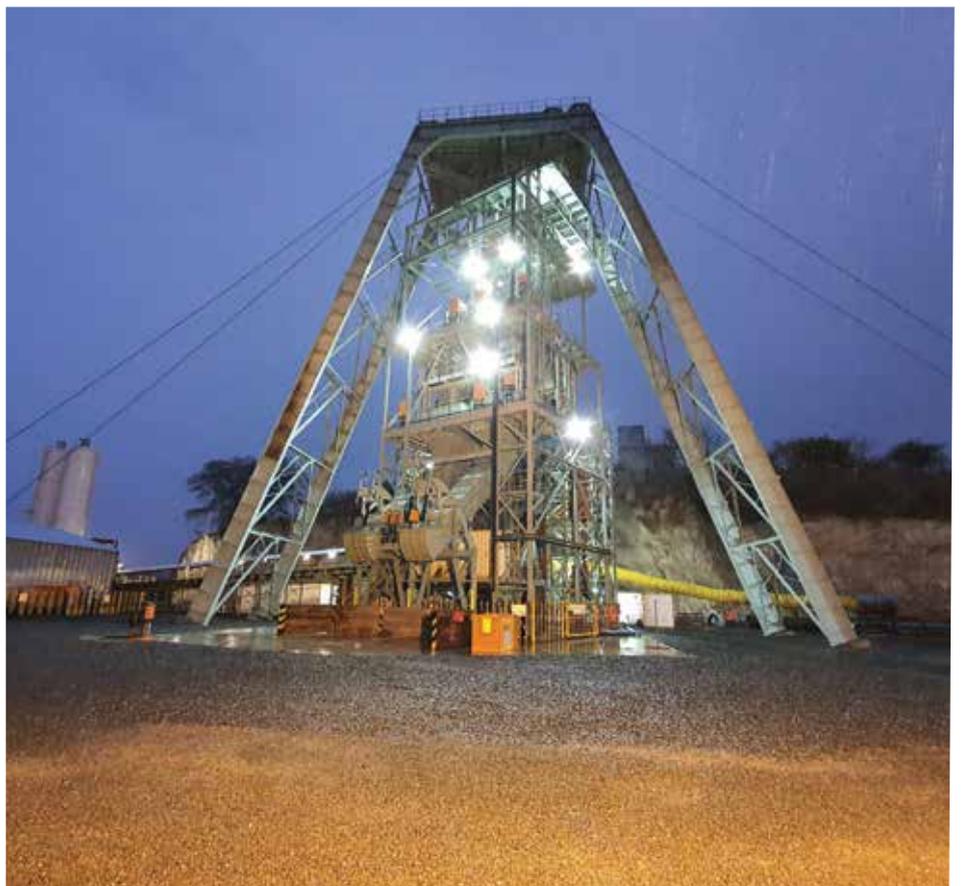
Safety

The vertical shaft project ran numerous safety campaigns during 2020 financial year:

1. Mine wide Khumbul'ekhaya Safety Campaign. The idea was to encourage and emphasise the overall SHEQ messages to employees that they must always remember their loved ones and work safely.
2. Global COVID-19 pandemic and how to keep safe from the virus.
3. Remote working is strongly recommended especially for people who are equipped to work from home to assist with the project while employees stay safe. Furthermore, employees are continuously reminded to practice basic good hygiene.

The following safety statistics were recorded for the Vent Shaft as of 18th February 2021:

LTI Free Days: YTD=1, PTD= 2
MTC Free Days: YTD=49, PTD=725
FAC Free Days: YTD=14, PTD=14





Leadership Corner



Brave Mushikita: Senior Manager, Smelter and Refinery

Smelter and Refinery: still in the mission to produce refined copper

With the anticipated completion of the Smelter Retrofit project in Quarter 4 2021, the Department is currently underway to reduce the Sulphur Dioxide emissions in line with the 2020 South African Government Emission Limits; as well as improvement to the economic performance of the Smelter.

The Retrofit Project scope is mainly to replace the Reverberatory Furnace (Reverb), whose technology has become obsolete, with a Double-Sided Blown Furnace (DSB). The DSB employs the green charge bath smelting technology which is

very different from green charge 'banking' smelting technology employed in the Reverb.

Without a shadow of doubt the advent of COVID-19 in 2020 brought a lot of uncertainties for several businesses and the Smelter together with Refinery was not immune from the harsh realities. COVID-19 which quickly became a worldwide pandemic and still continues as such in 2021, presented the major setback on the project; All the manufacturing and fabrication of the equipment and material in China were stopped by the Chinese

government at the outbreak of the virus. The logistics were delayed, and nothing could be shipped during that period. BGRIMM, the main contractor had to completely stop the construction during the government level 5 lockdown and there was generally subsequent slowdown of the construction rate due to restriction on the international movement of people which affected the movement of expertise from China to work on the project. The overall impact of COVID-19 has resulted in deferment of the project completion date from the initial plan of commissioning in July 2020 to Quarter 4 of 2021.

The business had to act swiftly and review its strategies to manage the new risk and not only survive but thrive in the COVID-19 environment for the good of the employees and the sustainability of the business. At Smelter and Refinery, some of the few strategic moves that were implemented as part of mitigating the pandemic crisis and recovery plan were:

- Deployment of 131 employees to other operational areas of the business where they could be optimally utilised.
- The remaining employees at Smelter and Refinery were further divided into smaller teams to physically make social distancing possible and ensure that the shared facilities were not 'overcrowded'.

The Smelter and Refinery produces Anode Copper, Cathode Copper, Copper Rod and other bi-products such as Sulphuric Acid, Nickel Sulphate and Anode Slimes.

During an update interview with Brave Mushikita: Senior Manager, Smelter and Refinery Division, he only shared encouraging words to his team when looking at ways of combatting the virus. "I am encouraging everyone in the Division to wear the same type of mask supplied by the business (as part of COVID-19 management protocols). This, is a sign that we are in this fight together. My wish is to see us fight the pandemic from a common point as a business, and to win this battle we should not leave anyone behind" he mentioned.

SHEQ Corner

Lock into safety

“The business wants each employee to return home to their loved ones unharmed”



A new year brings hope for new beginnings and presents us with opportunities to try again where things seemed challenging the previous year. This year is no exception in that the business expects us to bring our mojo and to cultivate the correct attitude to succeed in the year that lies ahead.

Since the launch of the Khumbul'ekhaya campaign in 2019, we have been sensitised to remember our loved ones whom we left at home when coming to work. Khumbul'ekhaya is a good reminder and motivator to ensure we end our day's work unharmed so that we get to go back to our families and friends after every shift.

The Safety, Health, Environment and Quality (SHEQ) Department is continuously reminding us of the importance of working safely and they have done it again by launching the 2021 safety campaign, "Locked into Safety". This new campaign is a continuation of the Khumbul'ekhaya campaign.

As we kick off 2021, this campaign will further remind us of our safety goal of zero lost time injuries. Once more, SHEQ believes that it is through the support and commitment of all stakeholders that we will be able to achieve this. All employees – permanent and contracted to the mine – are encouraged to participate.

"EXCO approved the concept of a safety campaign for leaders and employees to showcase their commitment to the goal of Zero Harm", said Sarie van Wyk, PMC Safety Manager.

"The business wants each employee to return home to their loved ones unharmed – not injured and sick. This campaign also demonstrates one of our Company Values namely Caring by creating opportunities to demonstrate our commitment to providing and maintaining a safe working environment for all".



2020 Long Service Awards profiling:

Cheers to the first female Payroll Specialist

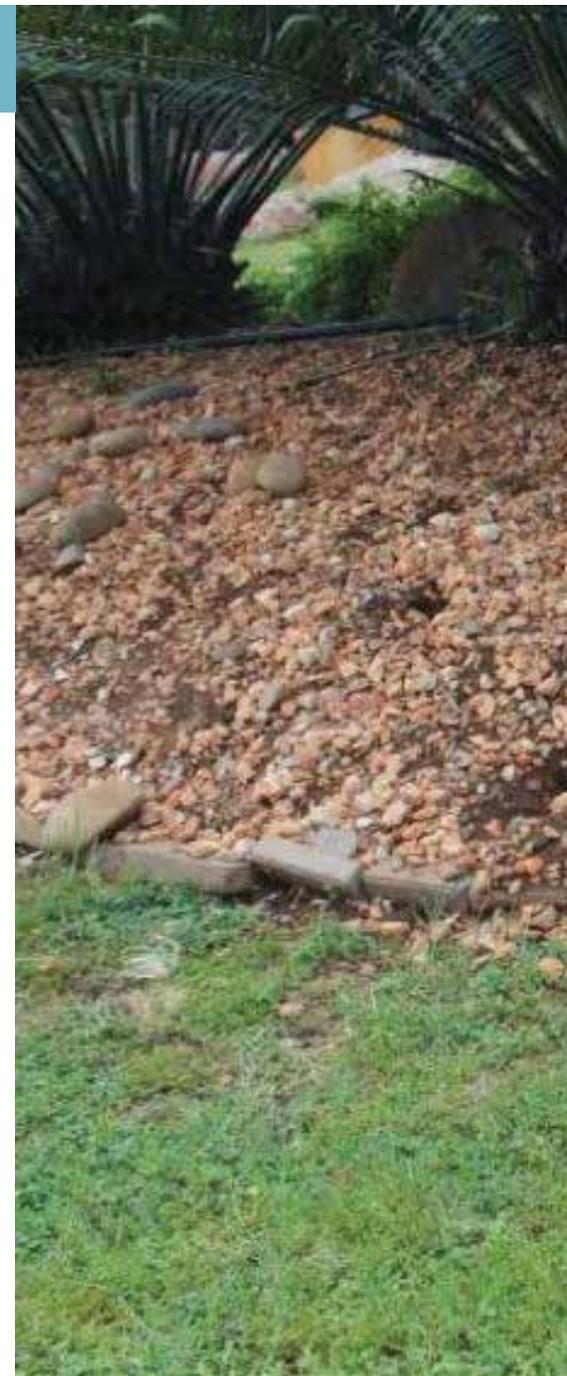
Rowena Setsiba’s story teaches us that all things are possible if you put your heart to it.

“Getting to where I am, requires one to believe in themselves and set realistic and achievable goals. Work hard and be passionate about your work,” said Setsiba.

The soft spoken Setsiba hails from Zebediela, Polokwane where she completed her grade 12 at Seraditola High School. Under her belt, she has a National Diploma in Financial Management, National Diploma in Payroll, National Certificate in Cost and Management Accounting and currently studying towards a National Diploma in Financial Accounting. The business is working towards transformation of women and believe that our women just like men, deserve an equal

opportunity in the career space. Setsiba was not shy to mention that she is the first African female Payroll Specialist in the history of Palabora Mining Company (PMC), a milestone she holds dear to her career highlight. She started as a Payroll Clerk and Payroll Administrator before occupying her current position and has been working at PMC for twenty (20) years. However, her career aspirations does not stop here as her biggest wish is becoming a Payroll Manager or a Chief Financial Officer (CFO)

of a corporate company one day. The first months at work can be a bit challenging for everyone and Setsiba has had her fair share of that. Her first month of taking the role of Payroll specialist in August 2012, she was tasked with the responsibility of paying employees’ salaries, something that was new to her usual job. “I could not sleep until I received a bank notification of my salary pay around 03:00, early hours. A confirmation that the transaction was done successfully by me,”





said Setsiba as she giggled thinking of the first memories of her challenging task.

Mapula Mhlanga who worked closely with Setsiba said she could talk about her the whole day, "I know her as a lovely and most welcoming person. Her door is always open for everyone and she will make sure that you leave her office satisfied with all your questions answered," she said with a bright face. Her colleagues also attested to what Mhlanga has mentioned.

Her aspirations is that of continuing to study until she obtains a PhD qualification, something she believes can work as a motivation to her children and the community at large. She was overwhelmed with joy after receiving her Long Service Award and mentioned how passionate she is about her job and the responsibility that comes with it. "Teamwork is the foundation of success, one cannot do without the support of others, particularly in a work environment. I am where I am today

because of other people's contributions," she said.

Apart from her career, Setsiba has a love for travelling and visiting the beach. She has been to Durban; Zanzibar; Tanzania; Xai-Xai and Bilene Macia Beach in Mozambique; Gokwe and Bulawayo in Zimbabwe; Swaziland and Botswana. "In my future bucket list, is the Seychelles", concluding the statement with a smile.



EMS services is engraved in Pierre Nel's heart



Born in Polokwane in the early 60's then later on moved to Phalaborwa in the late 60's for upbringing. Pierre Nel is a married man with four (4) kids. His schooling journey started at Groenskool in Phalaborwa then wrapped up his high school studies at Hoerskool Frans du Toit.

The relationship between Pierre Pierre Nel and Palabora Copper Mining (PMC) started in 1990 when he joined the company as a senior analyst at CHEMLAB then later on moved to serve as a Supervisor at Vermiculite (VO) LAB in 2006. In 2008 he decided to join the Emergency Medical Services (EMS) at PMC. His passion and love for helping others and saving lives gave him a drive to join the team as a

volunteer then later on he was appointed to be a Supervisor which brings him to 30 years of great services that he has offered to the business.

When asked about how he feels about reaching the milestone that he has reached the answer was "nothing brings joy than knowing that you have been of great service and you have offered almost all your life to the company that you work for".

The Long Service Awards were different this year due to COVID-19 and we took out time and handpicked few of the deserving employees to get to understand how they feel. Pierre Nel had this to say "there isn't much I can say because it is beyond

anybody's control, we just have to go with the flow". The business has shown gratitude to Pierre Pierre Nel for serving 30 years of service with them and he was given a certificate of appreciation that was accompanied by a branded picnic basket and a box of wine glasses.

Traveling to Namibia and seeing other parts of the country as well as camping is in his bucket list. He only had few words of advice to people who wish to reach the milestone he has reached and those that look up to him which is being dedicated, open minded, loyal, being true to yourself and always treating people with respect.



Peter Titus - A man of many dreams

Growing up, Titus had many dreams and aspirations, he has always aspired to make an impact and live out his passion of being an Electrical Engineer. A dream that has seen him looking after his wife and two kids. Titus dreams of occupying a higher position of being an Engineer for Magnetite Division in the next five (5) years.

Apart from his career aspirations, Titus has not stopped dreaming big as it is still his wish to watch the Rugby World Cup final at any stadium around the world.

As a business, we will stop at nothing to appreciate our employees who have built our business and brought it to where it is today. Hence we did not allow COVID-19 to stop us from acknowledging and showing our appreciation for their efforts.

On the 3rd of December 2020, Titus received his Long Service Award certificate for serving Palabora Mining Company (PMC) for a period of 10 years. His face oozed with happiness during our engagement and I picked from his tone of voice the love and passion for his job.

Peter George Titus was born and bred in Oudtshoorn, Western Cape and is currently married with two kids, a boy and a girl. He completed his matric at Oudtshoorn High School and obtained his N5 Electrical Engineering at South Cape College.

Titus is currently working as an Electrical Maintenance Supervisor at Magnetite Department. Before occupying his current

position, he worked as an Electrical Artisan Lead Hand. Titus was proud to share his career highlight which was being appointed as a supervisor in his current job.

When asked what made him stay in the business for so long, he responded by saying "I enjoy my work at PMC, every day is a new challenge. Phalaborwa is a good place to stay and raise your family".

"Accept the things you cannot change, have positive attitude and enjoy your work, no matter what. Always give your best every day and remember to work hard, be trustworthy and reliable." Those were his words of motivation to everyone who want to reach his milestone.



Amanda Ebertsohn is set to take her career to the next level

Amanda Ebertsohn will stop at nothing to see herself at the top of her career path. She went from working as a cashier, to being a journalist for Phalaborwa Herald newspaper. Her career game changed when she got employed at Palabora Mining Company (PMC) as a Shift Coordinator: Logistics, which she occupied for eight (8) years. Ebertsohn is currently working as a Process Coordinator in the same department and has been in this position for two years. Her wish is to work even harder and scoop the role of an Operations Specialist in the future.

Ebertsohn was born in Bethlehem, Eastern Free State and she is a mother of two children whom she says they look up to her.

She was not shy to tell how her family is supportive of her aspirations, this includes her husband, mother, and children. Her milestone of reaching ten (10) years at PMC has been enriching as she is still looking forward to many more years of hard work and achievements with the business.

She was happy to have received the Long Service Award Certificate, which she says is a symbol of her hard work and dedication. "I am extremely grateful to be part of a top mining company and working together with my colleagues to reach similar goals. I enjoy learning from others and passing my knowledge to others. I love what I do and enjoy training others," she exclaimed.

Ebertsohn highlighted that she was involved in the Optimisation of the Magnetite Loading Station and was part of the crew that reconciled data and ensured it is captured correctly to improve train loading performance at PMC. "I stayed this long at PMC, because of the challenges and opportunities the mine provides for us as employees. If anyone wants to be where I am, they must work hard and learn as much as possible, then be rest assured, you will make it," she said.



New kitchen set to change lives at Makhushane Primary School

The kitchen that was officially handed over to the school in December 2020 will ensure that staff prepare food for the learners in a clean and conducive environment. We are assured that the learners at Makhushane Primary School back to school was rather a pleasant one this year. Palabora Mining Company (PMC) saw it fit to build a kitchen facility after discovering the previous kitchen that was built from mud, making it unsafe to serve and prepare food.

“As a business, we believe in transforming our communities by providing enablers to encourage a conducive culture of learning. Learning in an empty stomach can be challenging as hunger can shut down the brain”, exclaimed Brave Mushikita: PMC Senior Manager, Smelter and Refinery Operations.”

Those present at the ceremony were employees from PMC joined by the Palabora Foundation, Makhushane Primary School Governing Body (SGB), members from LEOLO Community Trust, Makhushane Primary educators and local community members. Abby Ledwaba, Manager for Transformation, Stakeholder Engagement and Internal Communication at PMC started off by explaining the business five (5) Values, namely - Integrity, Courage, Accountability, Caring and Teamwork. “As a business, we have an interest in supporting projects centered around education as it is the future and a vehicle which ensures that we produce responsible leaders. We believe that by building this kitchen we are contributing towards the future and sustainability of the school,” said Ledwaba.

The principal of the school, teachers and the SGB expressed their gratitude and happiness as they officially opened the kitchen and took a tour in and around the building. Victor Mahomane, a representative of the SGB said “On behalf of the school and the parents, I would like to thank PMC for building us this infrastructure. Thank you for making sure that the education of our children is maintained and runs smoothly. Let me assure you that my team and I will take good care of the kitchen. It is our duty as a school to maintain this infrastructure the same way we maintain our school and kept it tidy”.



A new Jet Sewer Machine aims to end sanitation challenges at Ba-Phalaborwa Municipality

The long-awaited Jet Sewer Machine that was requested by the Ba-Phalaborwa Local Municipality was officially handed over to the Mayor, Cllr Meriam Malatji on the 10th March 2021.

The Ba-Phalaborwa Municipality have been battling to overcome the challenges of waste pipes overflow and blocked drains for some time that cause a little joy for residents due to the terrible stench smell.

As firm believers of living up to our Values and exercising the country's Bill of Rights - the right to Human Dignity, we heeded the call to assist the Local Municipality with their request to purchase a Jet Sewer machine as a response to the challenges

of blocked sewerage and block drain lines. "The reason why we requested this Jet Sewer machine is because we believe that technology is the only solution to the problems that we are currently facing. This machine will assist in reducing silt in the water and unblocking the sewer lines. Therefore, we appreciate the effort that PMC took, and we welcome the machine with open arms," exclaimed Gift Hlungwane: Manager: Water Services at Ba-Phalaborwa Municipality.

Abby Ledwaba: Manager: Transformation, Stakeholder Engagement and Internal Communication thanked Palabora Foundation for helping the business in the implementation of many plans and

facilitation of purchasing the machine. "It is vital that we maintain the partnership between the business and the local municipality. The challenges experienced by our municipality also affect us both on a personal and business level, therefore we will continue to fight for a better standard of living for our people," added Ledwaba.

Apart from making Phalaborwa town look untidy, Hlungwane further explained how this water crisis has ruined newly built roads, one of them being the recently rehabilitated road Park Street, which was funded by PMC. "It will take long to end the problem but with this intervention that we have taken, we will overcome some day," Hlungwane concluded.



Ba-Phalaborwa class of 2020 winning against all odds



On the 11th of March 2021, PMC hosted the top 16 learners, Mayor of Ba-Phalaborwa Municipality, Cllr. Meriam Malatji, the Department of Education (DoE) personnel and parents.

Face masks, dignity packs and laptops were handed over by PMC as a way of congratulating class of 2020

Palabora Mining Company (PMC) deemed it fit to extend a helping hand by donating dignity packs, 6400 face masks and awarded the top 16 good performers from around Ba-Phalaborwa schools with Acer laptops.

Valuable teaching time was lost in many schools due to the hard lockdown faced by the country with the hope of mitigating the spread of the Coronavirus. Despite these challenges and the mental strain that it had on most school learners, the academic year-end results are proof enough that nothing is impossible, if you put your heart and mind to it.

“I am grateful that I was awarded a laptop that will help me further my studies. It is through the grace of God, hard work and dedication,” said the confident Marvelous Ngobeni from Baranuka Secondary School, who obtained a Bachelor’s pass with an A symbol in Life Sciences and three (3) B’s in Xitsonga, History and Mathematics Literacy respectively.

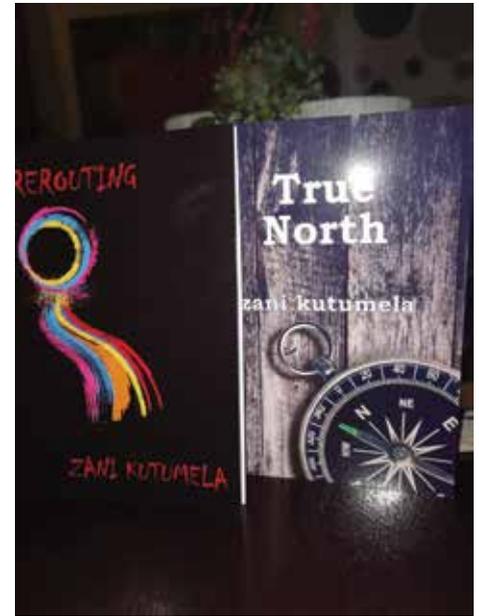
“On behalf of DoE, we appreciate your kind gesture of all the donated items. The donation of dignity packs will go a long way in building our girls confidence”, said Tilly Baloyi, Circuit Manager at Ba-Phalaborwa DoE.



schools: **All Saints** – Luther Mhlari, **Baranuka** – Marvelous Ngobeni, **Frans Du Toit** – Porteus Yune, **Lebeko** – Kgaogelo Pilusa, **Lepato M.** – Merriam Nthoke, **Majeje** – Hlulani Mathumbu, **Makikele** – Ethian Mokgalaka, **Maphokwane** – Ikaneng Yingwane, **Matome-Malatji** – Mpho Setagane, **Meridian** – Tshepiso Nenguyini, **Nkateko** – Ricky Mkhonto, **Ntshuxeko** – Shongile Mkhatswa, **Prieska** – Tshepang Zwane, **Relebogile** – Dineo Mafetsa, **Sebalamakgolo** – Nonkululeko Sithole and **Vuxeni** – Katlego Letsoalo.



Getting to know Zani Kutumela outside her 9-5 space



She is a living proof that it does not matter where you come from as long as you put your mind into something then you are bound to conquer. Zani Kutumela hails from Namakgale, a small township situated in Phalaborwa. "I ran in the dusty streets of Namakgale with my friends playing diketo, mugusha and hide and seek" childhood games as she gave a glimpse of her childhood memories. She works full-time at Palabora Mining Company (PMC) as an Administrator Training and Development and an author during her spare time.

When not doing her 9-5 job as an Administrator, Kutumela would be at home writing many aspiring poems and writing pieces to keep her mind afloat, something she also instills in her family. Her admin role keeps her relevant in the professional field, refining her communication and interfacing skills while her writing allows her to serve her purpose and answer her calling from the universe, to share and inspire others to tell stories, she added.

Using her talent to heal and advocate for courses she believes in, she relays her message through her love of art,

literature and writing poems. Putting it into perspective, she hopes that her books leave her readers feeling lighter after every read, and more importantly, feeling empowered.

At first, she aspired to be an English, school teacher and only to discover later that her true passion and love was in journalism and news reading. A more reason why she pursued her Bachelor of Arts in Communications studies at RAU, now known as University of Johannesburg.

Her love for writing began in high school as she would enjoy content subjects, writing essays, creative writing and oral performance in schools. She writes short stories and has published two poetry books named Rerouting and True North. Her writing is triggered by her surroundings.

The hardest part about writing is when she cannot find the right words to capture the emotions she is feeling. She is sometimes tempted to write and teach about a viewpoint that is popular for people to like and relate to her work but she does not because then her work will not be original and it will no longer reflect her truth.

Her poetry collection Rerouting has won a literary award and was nominated by the Department of Education in 2020 as support English literature for schools in Gauteng. This in her words has been her greatest achievement in her writing career. Her dream is to make a worthwhile contribution to the education footprint in South Africa. She hopes to have her poetry collection distributed across all schools and libraries across the land.

"We, as writers, are fortunate that we can put together stories and live our lives in color. If anyone has a passion to write, then they must pursue it. Write about the narratives told to you by your inner man, then you know you are writing the truth", a free advice she was happy to share with aspiring writers.

"When the student is ready, the teacher will appear" a saying attributed to Buddha Siddhartha Gautama Shakyamuni and the Theosophists is Zani Kutumela's favorite proverb. In the spirit of generosity, Kutumela ended her year by starting a Book Donation Drive initiative encouraging individuals and corporates to purchase her poetry books and donate them to school libraries across South Africa. The initiative received much support and appreciation.



Male or female, we are all capable - Kgotlelelo Chiloane



The 1965 women that marched to Pretoria, Union Building for women’s liberation and equality against abusive pass laws paved the way for many South African Women. Lilian Ngoyi, Helen Joseph, Sophia Williams-De Bruyn, Rahima Moosa and many political veterans that became trailblazers during the woman’s march chanted a way for women like Kgotlelelo Chiloane.

Although women transformation in the mining industry is moving at a dawdling pace, Chiloane has demonstrated that women can do anything they put their minds to. In her professional space, Chiloane carries a crucial role that makes her an inspiration for many aspiring

young females. The title of the first female to occupy the role of a Rail Shunter at Palabora Mining Company (PMC) is encouraging as transformation of women in the mining industry is still needed.

Born and bred in Arthurseat, Mpumalanga province, the mother of two is the first born of the family of three children who were raised by both parents. Her strict and Christian upbringing is what shaped her to be what she is today, in her own words. Soon after completing her matric, she furthered her studies and obtained an N4 Marketing Management and NQF Level 5 Rail Wagons Shunting Certificate.

After been employed at PMC as a contract worker for four (4) years, she took a leap of faith in 2019 and applied for a permanent position as a Rail Shunter. A position which she currently holds. Her many secret talents is physical training and cooking scrumptious meals for her family. In her free time, she prefers staying indoors with her family and enjoying her favourite home cooked meals. “Nothing is impossible with hard work and dedication. Work hard, love and respect your job as well as your superiors and be a good team player. Remember, we are all capable irrespective of our different genders.” Those were her words of advice to others who aspire to become leaders.



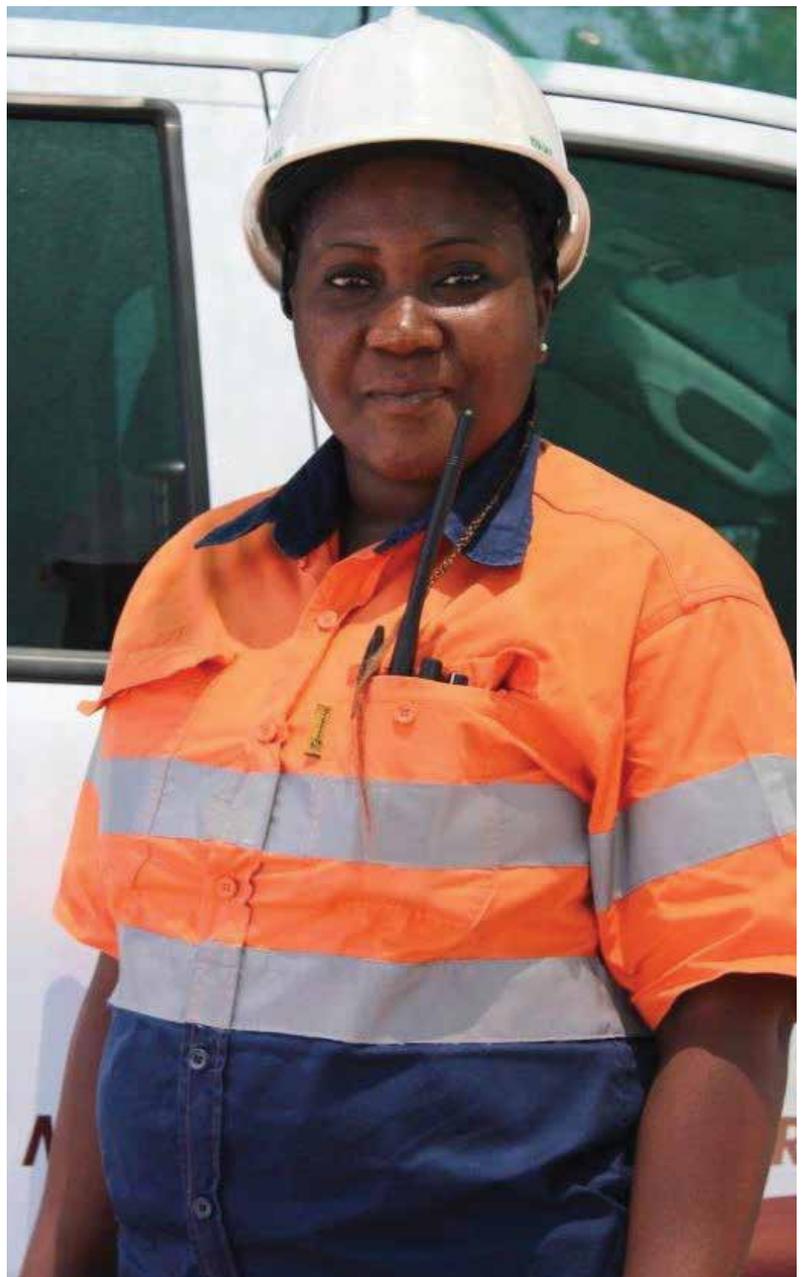
When asked to share her feelings as the first woman in the role, she described herself as a good team player and communicator. Always ensuring that she complies with the safety rules and regulations. This phenomenal woman hopes to occupy a managerial level in the future. She further mentioned that a good remuneration, better opportunities, and excellence are what motivates her to stay at PMC.

Milton Malatji, a Logistics Operations Superintendent, shared his experience working with her: "it is always easier

working with someone who is willing to learn, share their knowledge and experience". He described "Auntie KG" (as he calls her) as quiet, honest, humble and a constructive person. He further added that he finds it pleasant that Chiloane requires minimum to no supervision, which is what is required in today's business. Malatji said he was not skeptical when he appointed her for the role, he supported this by saying "During her practical training, she demonstrated that she really wants to be in the operations with a desire to grow.

I believe that she will lead at the top in the organisation when given the right opportunities. She gives the gents in the operation a run for their money." Malatji mentioned one word that best describes Chiloane's character - 'conscientiousness'. Kgotlelelo Chiloane's story is motivational and to anyone who wants to follow her footsteps, the sky knows no limit. There is a saying that goes "Nothing is impossible, the word itself says it is possible."

"Nothing is impossible with hard work and dedication. Work hard, love and respect your job as well as your superiors and be a good team player. Remember, we are all capable irrespective of our gender."





PMC helps emerging aspiring businesses



Farming, catering, sewing, construction, carpentry and plumbing, these are some of the many services that the beneficiaries of the Palabora Mining Company (PMC) Enterprise and Supplier Development Programme (ESD) offer for many aspiring business owners. As it is specified in the criteria, the majority if not all selected businesses are black owned and locally sourced.

Two sessions that were attended by the first group making up to 45 members being part of the Enterprise and Supplier

Development and have a contract of twelve (12) months and the second group comprising of 18 beneficiaries who currently have a fixed contract for a period of three (3) years with PMC. The room was filled to fever pitch as PMC Transformation, Stakeholder Engagement and Internal Communication team together with the Palabora Foundation congratulated the new intake.

Upon congratulating them, Abby Ledwaba: PMC Manager: Transformation, Stakeholder Engagement and Internal

Communication mentioned in his address that the business objective to granting this opportunity is to bring value to small businesses and elevate them to the next level while developing their communities and surroundings. "Our aim is to help you grow and be able to employ more people." He further encouraged those in attendance to create value and refrain from purchasing luxury cars as soon as they realise profit. Always make sure that your balance sheet is strong. Build a legacy for your family and business."



Top of the agenda was the communication channels that were used throughout the programme, submission of compulsory documents on a regular basis, the legal aspects and terms and conditions, as well as how they can brand and market their businesses. Nametsegang Matthews: PMC Superintendent: Transformation, Stakeholder Engagement and Internal Communications Department advised

beneficiaries on the importance of knowing your company brand. "Branding helps you to create awareness of your business. It is time for you to brainstorm how you want people to perceive your business. It is either you go big or go home!" She exclaimed.

Ledwaba highlighted that the business is governed by ethics and will not tolerate any unethical behavior from the beneficiaries

such as using assets provided to secure loans and offering them money as a token of appreciation because he believes that everyone who was selected had the necessary qualifications to be part of the programme.





Employee Profiling



Adolph Sekgobela

1. Name and surname:

Adolph Sekgobela

2. Birth place:

Namakgale

3. Tell us about your family. Are you married, any kids?

I am married under customary law marriage with two kids, a boy and a girl and we are expecting our third child.

4. What is your favourite dish [food]?

Tripe and steamed bread.

5. What is your favourite sports/ hobby?

Reading and spending time with my family.

6. What is your current position and how long have you been in it?

I am currently a Fitter, but I did my apprenticeship for a duration of 3 years before I could be appointed as a qualified Fitter (Mechanical).

7. What is your passion?

I have always been fascinated by the engineering world, because I find it interesting how certain things came about and how they work.

8. What are your plans for 2021?

Well I have always wanted to continue with my studies and I could not do it because of outside factors but now it is the right time for me to pursue my dreams and further my studies.

9. What are your views regarding 2021?

2021 is actually a reflection of 2020, the only difference about this year is the vaccines which we still need to see the impact they will have on our people.

10. Your last words to colleagues and the community at large?

We have all been affected by Coronavirus in one way or another. My last words to my people is for them to see the impact of this deadly virus. They must focus on doing the right thing by protecting themselves and the people around them by following the COVID-19 regulations that were put in place by the state.



Grant Hughes

1. Name and surname:

Grant Hughes

2. Birth place:

Klerksdorp

3. Tell us about your family. Are you are married, any kids?

I am unmarried and the only member of my family in Phalaborwa.

4. What is your favourite dish [food]?

Traditional Braai Broodjie.

5. What is your secret talent that no one knows about?

I do Poi (Traditional fire dance).

6. What is your favourite sports/ hobby?

Liverpool FC.

7. What is your current position and how long have you been in it?

Gradient Engineer – 2 and a half years.

8. What is your passion?

Learning, everybody that knows me, they know I ask thousands questions.

9. What are your plans for 2021?

To get better at what I do, learn, improve and hopefully win lotto along the way.

10. What are your views regarding 2021?

Your attitude towards something shapes what you will get out of it. I am excited about this year and it can only get better than 2020.

11. Your last words to employees and the community at large?

COVID-19 is still here that is true but so are you...so do your best and God will do the rest. Let us keep safe and make this a great year together.

All you need is a chocolate bar and love!



All you need is love, but a little chocolate now and then will not hurt.

Well, our employees agreed with me this time around!

It is not every day that you will be thrown with a sweet treat by your employer unless they truly love and appreciate you. Valentine's Day is affectionately celebrated yearly on the 14th February by all who believe in the day's meaning. Despite of it falling into a weekend this year, plans of showing love and care for PMC heroes

and heroes was never deterred. Our employees started their love weekend in the right mood with chocolates being the order of the day on the 12th of February.

"Abednigo Ngomane who is working as a Receptionist: Analytical Risk Management, was one of those who also received the treat and he said "it felt good receiving the chocolate, every little thing counts.

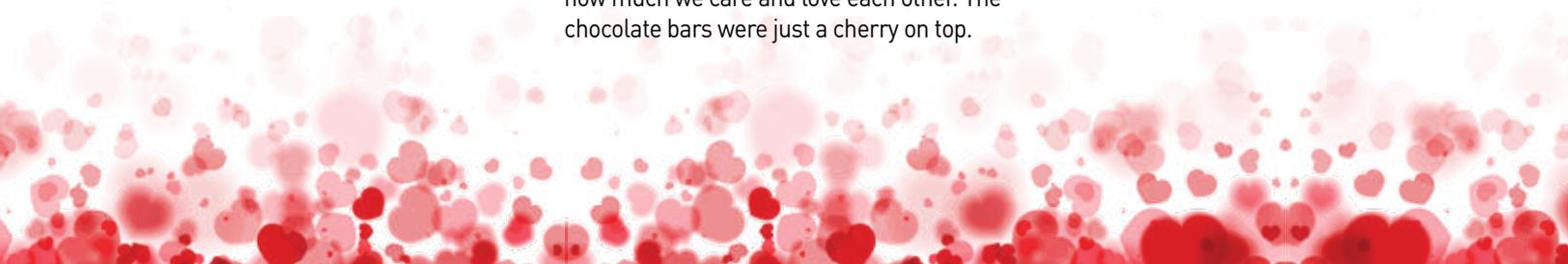


It was a good gesture and no matter how small the treat was, it is the thought that counts.”

These chocolate bars were handed over by Cupid, as a sign of spreading love and reminding employees to also share the love further as they observe the health protocols of COVID-19.

The same initiative also helped our employees to unwind and shift their minds off other pressing matters caused by social reasons. Avitha Gareeb, attached to Asset Management had a lot to say about the day’s celebration. Our team felt special receiving the chocolate bars. It made our efforts well worth it as we even cooked meals to share with everyone and show how much we care and love each other. The chocolate bars were just a cherry on top.

“A word of appreciation is extended to all employees for taking time out to celebrate the day with us. Thank you for appreciating our quest to spread the love and embrace the simple things”, exclaimed Nametsegang Matthews, Superintendent Communications.



Vision

To become a leader in the mining industry through our performance.

Mission

To safely and profitably extract and convert minerals and metal from the Palabora ore body.

Values

- *Integrity*
- *Courage*
- *Caring*
- *Teamwork*
- *Accountability*