

PALA CONNECTOR

FEBRUARY 2017 & MARCH 2017 EDITION



CEO'S MESSAGE
AIM FOR HIGHER
GROUNDS

EDITOR'S NOTES
BE CONFIDENT TO
ACHIEVE CERTAINTY

EXCITING
PMC NEWS
UPDATES

**OUR HEART
AND SOUL**

PMC
CONTRACTORS'
CORNER

*'We are the
heart of Phalaborwa'*

Contents

1. CEO'S CORNER
2. EDITOR'S NOTES

NEWS

3. LIFT II UPDATE
4. CONTINUOUS BUSINESS IMPROVEMENT AT PMC IS A STRATEGIC PRIORITY
5. LOCAL ECONOMIC DEVELOPMENT INITIATIVES
 - 5.1 PMC CONTRIBUTES R7M TO THE REHABILITATION OF MAPHUTHA MALATJI ROAD IN NAMAKGALE
 - 5.2 BRANDING OF PMC FUNDED

PROJECTS "VISIBILITY AND HEART ARE TWINS THAT CREATE MUTUAL UNDERSTANDING"

- 5.3 PMC DONATES FOOD PARCELS AND CLOTHES TO THE COMMUNITIES
- 5.4 PMC SUPPORTS THE PHALABORWA SPCA
6. PMC SIGNS A RECOGNITION AGREEMENT WITH AMCU
7. TRAINING DEVELOPMENT INITIATIVES AT PMC

PMC SPORTS NEWS

8. "PMC PREPARES FOR THE SOCCER MINI-TOURNAMENT"

OUR HEART & SOUL

9. WOMAN OF STEEL: CAROL NEMATHITHI
10. THE ART OF CREATING MEMORIES: MAFEMANA ERIC NGOBENI
11. HUMAN RESOURCES ANNOUNCEMENTS
 - 11.1 NEW ENGAGEMENTS
 - 11.2 PALA SNACK HAS RE-OPENED AND OFFERS GREAT AND TASTY DISHES

CONTRACTORS' CORNER

12. PHURULENKE DISABILITY CENTRE IN MASHISHIMALE RECEIVES A LIFELINE FROM PMC CONTRACTORS "CRANETECH AND RICHLINE".



New Year Message from the CEO

Mr Han Jinghua

I wish to
welcome all
of you into
2017.

Leading into 2017, let us not forget the spirit that drives and assist us to take on challenges and aim for higher grounds. Teamwork should always be our philosophy. New Year presents us yet with an opportunity

to reflect on successes and failures of the previous year. So I urge you to reflect on the successes and failures of 2016 without focusing on the failures as defining themes but on successes as building blocks for an efficient start. In our decision making processes, I encourage all of us to evaluate not only what is best for PMC but also the potential impact of our actions.

For us to achieve our targets, we need to maintain stability and avoid disruptions that can be resolved by talking to each other. This means

that we need to work together with our labour unions and communities to ensure that we discuss issues and find common and mutual solutions that will minimise disruptions and strikes. We all have a common goal of turning PMC into a successful business that will equally benefit our employees and communities.

I wish you and your families another healthy and successful year. I thank you for your support and loyalty.



Editor's notes

A wise woman once told me that uncertainty is the pinnacle of certainty. So whenever I am uncertain, I become confident that I am about to achieve certainty.

The beginning of the year brings about dichotomy between uncertainty and certainty. The uncertainty comes from not knowing how the year will unfold. The certainty comes from knowledge that things will be different from the previous year. However, one thing is certain in 2017 and beyond, and that is, it is great and exciting to be a part of PMC. There are many reasons to take pride in working for and be associated with PMC. PMC is company that not only boosts a title of "the top employer" but also cares about communities, shapes the future

of the youth through its bursary and internship programmes, sponsors the Marula festival, helps with the construction of roads in Phalaborwa, has a good safety and environmental standards and record. So, we can, without fear of contradiction, say that we are part of creating legacy and cutting edge of success for our employees and communities. So to you my colleagues, I say, the journey continues and the circle of insight awaits you. So let's take stalk, pause, reflect and be grateful.

This is the 2nd issue of the Pala-Connector and symbolic of a publication that has evolved and has a potential to advance to be a truly PMC publication. I'm sure you will continue to work with us to make this publication a world class PMC newsletter.

Enjoy the read!!!

Lydia

Update on Project Lift II



The team at Lift II project or Growth Department as we are known are not only responsible for delivering a world class project on time, in budget and to the correct quality, but are confronted with executing the project in a safe manner. Safety is best viewed as an ongoing phenomenon for completing tasks without harmful incidents. The absence of such harmful incidents is due to hazard identification and application of controls that allow for elimination, mitigation or toleration of hazards and risks. Successful implementation of this phenomenon is driven by human behaviour, with an understanding that all harmful incidents are preventable. In simple terms, there is no time-off for safe performance. This implies that safety does not rest or take time off.

High safety performance is inspired by continuous improvement, while interpreting statistics (both lagging and leading indicators) to achieve objectives. Lagging indicators reflect a historic data which provides us with information on how we have performed. Leading indicators provides us with an opportunity to manage controls in determining our destiny, to direct our focus and implement preventative measures.

The 2017 Lift II project Safety Vision, is based on the theme 'Doing It Different'. In 2016, the project

incurred 31 Injuries of which 9 were Lost Time Injuries (LTIs), 2 Medical Treatment Cases (MTCs) and the balance was First Aid Cases (FACs). In quarter 4 of 2016, Growth Accelerated Safety Process (GSAP) comprising process depicted below was launched.

GSAP is about changing the safety culture trajectory through paradigm shift of 'Good to Great'. The change in trajectory is as a result of having courageous conversation, exposing the current state and seeking new heights.

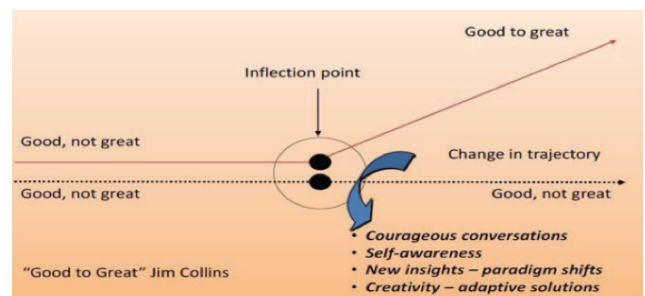
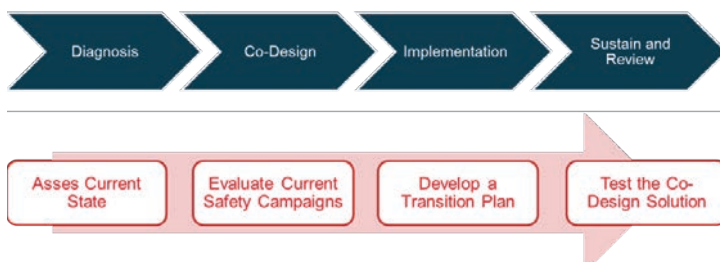
GSAP had progressed to co-design by end 2016 and to implementation in quarter 1 of 2017. Four work streams were established to address common objectives and implementation. The work-streams are; Accountable Leadership, Practical Safety Procedures, Proactive and Effective Supervision and Safety Centred People. Each work stream has a set of objectives, implementation plan and a co-design solution of how they will achieve their set objectives and destiny.

The work streams embody the core values of the safety vision for 2017. In addition, the project will use the 'Driver' campaign spearheaded by the PMC Safety Department, to implement aspects of the vision. Currently the team has signed the 'Driver' poster as a demonstration of commitment.

Interactions between management and teams at construction sites have been increased. A top-down and bottom-up approaches are used during these interactions. In a top-down approach, the leadership outlines the vision and motivates teams. In a bottom up approach, teams are allowed to determine the outcome of the safety vision. Team interaction is conducted in three ways. Firstly, teams interact with leaders during line-up meetings that are dedicated for teams to express views on pressing safety issues. Secondly, leaders spend a minimum of 3 hours a day at work sites while interacting with workers during normal operations. Thirdly, data is gathered through suggestion boxes that are located at every work site. The objective of the suggestion boxes is to allow teams to express themselves freely, make suggestions and recommend positive interventions related to safe practices.

Best interventions from teams and employees will be selected and authors of the suggestions will be invited to quarterly interaction with Senior Leadership. Furthermore, 8 Golden Rules have been and non-negotiable pacts between teams and the leadership have been outlined and to ensure compliance. Non-compliance will be addressed through the zero tolerance to unsafe behaviour principles that are in place.

The project believes that that high safety performance is achievable through collaboration between all stakeholders. The Lift II project team has formulated a statement of intent through mobilisation of the workforce representing ± 1 300 people in the Lift II project. Despite the 3 LTIs that have already been recorded in 2017, the team remain resolute in the objective of 'doing things different' with the ultimate intention of achieving Zero Harm.



Continuous business improvement at PMC is a strategic priority

As part of getting to learn more about business improvements at PMC, Lydia Radebe interviewed PMC Business Improvement Manager, Dr Naison Mazana, **a chemical engineer by profession and leads a team of Lead Advisors who work tirelessly to unlock value for PMC.



Lydia: What is continuous business improvement?

Naison: By definition, continuous business improvement is a long-term strategy adopted by organisations throughout the world to improve business processes, projects and initiatives that assist in achieving cost reduction, efficiencies and optimal stakeholder value.

Lydia: What are the benefits of implementing continuous business improvement initiatives?

Naison: The benefits of implementing continuous business improvement initiatives include improvements in customer value and satisfaction, improved quality, efficiency, flexibility, cost savings and effectiveness. In today's economic climate, companies feel the impact of the global economic downturn and this causes challenges for many companies. PMC is not an exception to this scenario but continuous business improvement at PMC assists us not only to save cost but to look at short, medium and long term strategies for sustainability.

Lydia: What is the role of PMC Business Improvement Department

and how does it adds value?

Naison: The role of Business Improvement (BI) Department is to encourage continuous improvement initiatives to ensure that efforts are invested appropriately at interventions that show potential for generating value for stakeholders and for directing organizational resources towards minimizing and eliminating waste. Our Business Improvement model focuses on business process re-engineering (BPR) and utilises scientific technical tools that have been proven to add value. Furthermore, Business Improvement initiatives are not Business Improvement Department's initiatives but rather the responsibility of everyone in

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the business. Through consistent culture change, PMC can evolve to a higher level of maturity with regards to the capacity for cost minimization and cost avoidance whilst maximizing profitability through the debottlenecking of operations and improvement of “the way we work around here” through business process re-engineering (BPR).

Lydia: What is critical in ensuring success from implementing initiatives?

Naison: Firstly the cultivation of a company-wide improvement culture is critical. Such a culture encourages every employee to become a source of ideation and innovation, whilst having an ultimate sense of ownership for the success story following successful implementation of their idea. This is the basis for the Business improvement slogan “every improvement counts”. The success of business improvements demands that it be treated as an all-engaging, all-inclusive process. In order to achieve this, we have adopted capacity building as one of the BI strategic pillars that speak to the PMC resources for success strategic objective. Training on lean six sigma has been carried out to employees. It is important to note that BI plays a more consulting and facilitation role and the real implementers of projects are the teams within the operations and services departments. They take ownership for implementation and for sustaining the value generation in the long term.

Lydia: What are the other BI strategic imperatives?

Naison: Besides capacity building and continuous innovation, other BI strategic imperatives include; benchmarking which allows PMC to learn from other businesses and to replicate pockets of excellence. The business world is a dynamic

sphere and any company that works on improvements in isolation risks incurring waste through re-inventing the wheel, inability to utilize available intelligence to become leaders rather than followers. As was said by Peter Drucker a distinguished business strategist, the best way to predict the future is to create it.

Lydia: How does the organisation register value from implemented projects? Does this really work?

Naison: For any project to receive the nod from the executives and management, a clear business case has to be presented. The business case must show potential for the generation of return on investment. Value comes in a variety of forms: cost savings, cost avoidance and revenue generation being the primary form at a quantitative level. However, some projects may work at improving the way we work, systems, processes and tools and may contribute to the financial bottom line indirectly but effectively. Examples of such projects may include qualitative improvements in training and development, safety culture, reward systems and so on. BI projects work and the organisation has progressively seen an increasing drive for engagement with BI, an increasing involuntary flow of ideas to the BI team which are probable signs of maturity of improvement culture at PMC. At PMC the adopted policy is for each project to be tracked for a 12 month period prior to project closure.

Lydia: How do you measure success for your team?

Naison: The primary source of success for the BI team is our ability to engage everybody in the business, work with different teams throughout the value chain, obtain ideas through brainstorming sessions, carry out in-depth analyses and package ideas and present clear business cases

and obtain initial buy-in from the Executives. Our source of strength and humility comes from seeing projects being implemented in a manner that drives for successful team achievement at a minimum cost. It is fulfilling to me and the BI team to see PMC saving costs as this assists the business to achieve sustainability and continue to help communities and also sustaining jobs. It is the small tangible things that we do that enable us to touch lives and create positive legacy.

**** Dr Naison Mazana is the BI Manager for PMC. He holds a Master's degree in Chemical Engineering from Russia, a PhD in Advanced Control Systems Design from Wales and the Henley Executive MBA. He is currently studying towards BCom Law Degree with UNISA. Dr Mazana is a certified lean six sigma black belt practitioner.**

PMC contributes R7m

to the rehabilitation of Maphutha Malatji Road in Namakgale



Before



After

Palabora Mining Company's (PMC) spent R7m as part of the Socio-Economic Development (SED) initiatives to rehabilitate Maphutha Malatji road in Namakgale. Just like all PMC's SED projects, Palabora Foundation managed and implemented this project on behalf of the PMC. The current construction of Maphutha Malatji was completed at the end of January 2017 and only few touch-ups still need to be finalised before the road is handed officially to the Municipality.

The External Affairs and Communications Manager at PMC, Lydia Radebe says that the construction of the Maphutha Malatji

road is part of PMC's contribution to working with the Ba-Phalaborwa Municipality to rehabilitate most of the roads in Ba-Phalaborwa. Radebe indicates that to date, PMC has worked and partnered with various stakeholders to build and rehabilitate about four roads in Phalaborwa. These are; Rocks road, Ackson Malatji road, Zakes Ngwasheng road and Maphutha Malatji road. All of these roads are in Namakgale Township.

Radebe says that for PMC, rehabilitation and construction of roads in Ba-Phalaborwa signify that the company is serious about the socio-economic development of the town as roads are an essential

part of the human endeavour in many respects. "Roads are not just conduit to assist us to get from one point to another; they are methods of entering towns and exiting them. Thus, a symbol of progress and development. PMC is humbled to be part of this developmental process", Radebe said.

Visibility and heart are twins that create mutual understanding



As you are aware, PMC has funded many local economic development initiatives?

However, these initiatives were never branded as PMC funds projects because it is the right thing to do for our communities. The socio-economic development of our communities is a matter that PMC has done from the heart. While, PMC's stance is that it funds these projects from the heart and not the signage or the mileage perspective, communities have asked PMC to brand PMC funded projects. Communities' argument is that branding of these projects will enable the younger generations to know what PMC has done for Ba-Phalaborwa and enable PMC's positive legacy to be known even beyond the life of PMC. As a company that listens to the people and acts of their advice, the PMC's External Affairs and

Communications department has started a project to brand in retrospect the projects that PMC has funded. As a way forward, External Affairs and Communications department will brand all future projects that are funded by PMC. To date, External Affairs and Communications department working with Palabora Foundation and LEOLO Community Trust have put signage at "Phelang Wellness and Disease Management Centre" in Namakgale and "Selwane Early Childhood Development Centre", in Selwane.

These two projects were implemented by Palabora Foundation on behalf of PMC.

PMC collaborates

with Ba-Phalaborwa Mayor, Cllr Pule Shayi to donate food and clothes to the victims of storms in Selwane village



“More than 76 families benefited from this support.”

As the rain continues to cause storms in different parts of the country, Palabora Mining Company (PMC) continues to partner with Ba-Phalaborwa Municipality to do their bit in ensuring that no child and elderly person go to bed on a hungry stomach or without clothes to cover their bodies. The community of Selwane Village who suffered bad storm just before Christmas day bear testimony to this. PMC collaborated with the office of the Ba-Phalaborwa Mayor, Cllr Pule Shayi to donate groceries and clothes to the victims of the Selwane's storm. More than 76 families benefited from this support.

The donation was part of an ongoing socio-economic initiatives and support to the communities. This is part of the illustration that PMC is a caring mine that is owned by caring shareholders and despite the unfavourable commodity prices, PMC continues to contribute directly and indirectly to our communities.

The clothes and food that were donated to the victims of the storm, particularly child headed families and elderly were donated by PMC employees and about R80 000 of the food was bought from the PMC

donation and sponsorship coffers. PMC employees indicated that they wish to participate on such programmes often as they are validation that they care about communities because communities exist because of them and they also exist because of communities. Speaking at the handover of the parcels, the Mayor of Ba-Phalaborwa Municipality, Cllr Pule Shayi expressed gratitude to PMC for supporting communities and encouraged other businesses in Phalaborwa to follow the PMC example.



SPCA



gets a salvation from PMC & Ba-Phalaborwa Mayor

Staff, volunteers and animals from Phalaborwa Society for the Prevention of Cruelty to Animals

“PMC plays a critical role in Phalaborwa & contributes significantly”

(SPCA) were graced by the surprise visit from the Mayor of the Ba-Phalaborwa Municipality, Cllr Pule Shayi and officials from PMC,

represented by the External Affairs and Communications Manager, Lydia Radebe. The objective of the visit was to embrace the work done by the SPCA, show compassion for animals and donate much required necessities for the SPCA to continue doing its job of caring for vulnerable and abused animals.

Speaking at the event, the Mayor of the Ba-Phalaborwa Municipality, Cllr Pule Shayi said that PMC collaboration with his office to assist the SPCA was much appreciated. “PMC plays a critical role in Phalaborwa and contributes significantly to community development issues. PMC’s contribution to community development and the SPCA presents a challenge to my office to work with other businesses in Phalaborwa

to encourage them follow the PMC route”, said Cllr Pule Shayi.

The External Affairs and Communications Manager for PMC, Lydia Radebe indicated that the CEO of PMC, Mr Han Jinghua and his Executive care a great deal about the communities and socio-economic development of Phalaborwa thus will continue to work closely with the office of the Mayor and relevant government departments to ensure that this ideal is achieved.

PMC signs a Recognition Agreement with AMCU



PMC signed a Recognition Agreement with the Association of Mineworkers

and Construction Union (AMCU) on 22 December 2016. The signing ceremony was attended by the leadership of PMC led by the Employee Relations Manager, Mr Alfred Ramoshaba and of AMCU led by the Chairperson of the Region, Mr Manase Malatjie.

Speaking at the ceremony, Mr Ramoshaba indicated that the signing of the Recognition Agreement with AMCU is a milestone that signals the good relationship that PMC has

with all recognized labour unions. The Regional Chairperson of AMCU, Mr Manase Malatjie shared Ramoshaba's sentiments when he said that "for AMCU the signing of the Agreement signals better relations that will ensure the successful future of PMC and sustainable jobs".

PMC uplifts and empowers youth

from Ba-Phalaborwa through skills development initiatives

Fifty six (56) learners from the eight (8) communities of the Ba-Phalaborwa are being offered life time skills by PMC.



The skills offered are in various disciplines that include; Metallurgy (Mineral Processing and Metals Production), Mining Technical Support (Geology, Survey, Sampling and Strata Control) and Mining Operation. The duration of the learnership is sixteen (16) months and learners will, upon successful completion, receive National Qualification Framework (NQF) Level 2 National Certificate. The current intake was engaged in February 2016 and expected to complete their programme in June 2017. Learnerships lead to a recognised occupation qualification that allows for both vertical and horizontal progression within the

NQF Framework. All learnerships comprise of three learning areas, which are the Fundamentals, Core and Electives. Upon successful completion, the learners may work as Miners, Process Operators, Samplers and Coordinators in any mining house

PMC Soccer Lions

prepare for the soccer mini tournament.

PMC soccer lions, as they are known, will be participating in mines mini soccer league this year.

The lions intend to build stamina and endurance to be able to beat all Limpopo mines, thereafter all South African mines. The provisional plan for the matches to be played in the 1st six months of 2017 is as follows:



DATE	VENUE	SOCCER CLUB
15/25 February 2017	Stibium Sports field	<ul style="list-style-type: none"> Foskor vs. Exarro PMC vs. Dwarsriver Stibium vs Samancor
18/25 March 2017	Mangabane Sports field	<ul style="list-style-type: none"> PMC vs. Exarro Stibium vs. Dwarsriver Samancor vs. Foskor
22/29 April 2017	Foskor Stadium	<ul style="list-style-type: none"> Stibium vs. Exarro Samancor vs. Dwarsriver Foskor vs. PMC
20/27 May 2017	TBC	<ul style="list-style-type: none"> Foskor vs. Stibium PMC vs. Samancor Dwarsriver vs. Exarro
24 June/ 01 Jul 2017	Lulekani Stadium	<ul style="list-style-type: none"> Foskor vs. Dwarsriver Exarro vs. Samancor PMC vs. Stibium

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. Please note that the dates of the matches may change.

The Woman of Steel

Carol Nemathithi



If you don't believe that women can be as hard as steel, soft as a grape and fair as a test,

then ask Carol Nemathithi, an Engineer, mother, wife, student and Supervisor in Control and Instrumentation.

Although Carol is responsible for the entire underground section, giving service to the entire underground operation, conducting preventative and quality maintenance according to the maintenance plan, she still manages to remain calm, collected and humble. In addition, this mother of two is responsible for the entire network communication for Lift I and

II and ensuring the integrity of all related instruments.

It is often said that women's accomplishments are challenging on their own, and even more so given how hard it can be to establish inroads into industries and job titles traditionally dominated by men. Mrs Nemathithi joined PMC on the 1st October 1999 as an apprentice in Control and Instrumentation, in an area dominated by males and still succeeded. In 2002 February, Carol as she is fondly called by her peers, colleagues and subordinates was promoted to a position of an Instrument Mechanic, then later to a Technician position and then to her current role of a supervisor. "I came through the ranks at PMC and that makes me proud of my achievement. Being a female leader in a male dominated area and industry has taught me tolerance, patience and assertiveness without trying to be like a man. I currently lead a racially diverse team of twenty (21) people consisting of twenty (20) males and one (1) female", reveals Carol.

Carol attributes her success to hard

work, determination, commitment, passion and good attitude. She further encourages women to be vigilant of comfort zones as these are barriers to success. "Not much will happen if you are in your comfort zone. Women in dominated industries and jobs need to stay focused, be goal oriented, understand the obstacle and create a positive mental picture. They need to be strong enough to stand alone, vulnerable enough to know when you need help and brave enough to know when to ask for help" says this humble mother, wife and a qualified Engineer from Phalaborwa Technical College.

Carol believes in lifelong learning and walks the talk. She is currently studying towards a Bachelor of Management Leadership with the University of Free State. "I am already doing my third year towards Bachelor of Management Leadership and will be completing in 2018. I need to confess that managing, family, work and studies is hard and requires a lot of discipline to ensure that none suffers. However, the support that I get from my family and PMC is humbling" says Carol.

The Master of Creating Lasting Memories



Eric Mafemana Ngobeni

With more than forty (40) years of experience at PMC, Eric Mafemana Ngobeni, a Warehouse Supervisor, masters the art of creating memories. His memories of PMC started in 1976 when he joined the employ of PMC as a secondment clerk for an engineering project. He has never looked back. Two years after his appointment, he was transferred to Stores as a Storeman. As a Storeman, he worked very hard and learnt as much as possible. The hard work

paid off as he got promoted to Store Issuer and then Store Co-ordinator. He remained in the latter position until 2008 when he earned another promotion to a position of Inventory Logistic Controller, a position which he held until 2011. In 2011 he was promoted to his current role of a Supervisor Warehouse. Ngobeni's current role involves managing company assets with a stock value of over R80 million. This he achieves through safeguarding the stock and render support services to the underground team. "My secret to

move through the ranks has always been my commitment and dedication to my work. I believe that hard work pays off" says the soon to retire au fait.

The concept of leadership is very close to Ngobeni. Having held several leadership positions within the trade union and Municipal Council, he believes in progressive leadership that allows for coaching and mentoring. "Power of influence is what inspires success among employees. Employees benefit from being coached and mentored. A good leader is the one who plans and continuously evaluate his/ her employee / human interaction strategies to ensure relevance" says the father of four.

Ngobeni is a proud father of four; two boys and two girls. He will soon be retiring to spend more time with his family and wishes to be remembered "as a tireless leader who possesses the interest of others at heart".

You have indeed mastered the art of creating long lasting memories Mr Ngobeni. Forty one (41) years, to be specific, of service to PMC are indeed a symbol that you have dedicated your life to the survival of PMC. Once you go on pension, you will forever be missed; the memories you have created at PMC cannot be erased.

New Engagements

The following colleagues were engaged during the month of January 2017

FIRST NAME	SURNAME	POSITION NAME	DIVISION	DEPARTMENT	GENDER	Ethnic Group
Cliff	Nukeri	Operator	Operations	Smelter Operations	Male	African
Cliff	Rikhotso	Operator	Operations	Concentrator Operations & Technical	Male	African
Maindy	Ramoshaba	Operator	Operations	Concentrator Operations & Technical	Female	African
Misisinyani Muxe	Baloyi	Operator	Operations	Concentrator Operations & Technical	Male	African
Widny Enocia	Malesa	Operator	Operations	Concentrator Operations & Technical	Female	African
Justice	Malatje	Operator	Operations	Concentrator Operations & Technical	Male	African
Luka Justice	Mosoma	Plant Operator	Operations	Smelter Operations	Male	African
Bellerio Tamoledi	Malongane	Operator	Operations	Concentrator Operations & Technical	Male	African
Nhlamulo Vicent	Hlungwani	Operator	Marketing Sales Logistics & External Affairs	Vermiculite Business	Male	African
Tinyiko Given	Rikhotso	Operator	Operations	Refinery Maintenance & Operations	Male	African
Masilo Aaron	Mashale	Underground Stores Operator	Finance	Procurement	Male	African
Suzen Kgaogelo	Rasebeshela	Operator	Operations	Refinery Maintenance & Operations	Female	African
Pesty Mapiti	Malefofana	Underground Stores Operator	Finance	Procurement	Male	African
Musa Climent	Mabasa	Operator	Marketing Sales Logistics & External Affairs	Vermiculite Business	Male	African
Thabang Rudolf	Mogoboya	Equipment Operator Cat. 2	Operations	Concentrator Operations & Technical	Male	African
Mmakwena Maggie	Mojela	Operator Wheel Attendant	Operations	Smelter & Power Plant Operations	Female	African
Aubrey Brian	Shokane	Operator	Operations	Magnetite Operations	Male	African
Mmatshapo Kearabetsoe Germinah	Kganyago	In-Service PMC	Human Resources	Training Development & Transformation	Female	African

FIRST NAME	SURNAME	POSITION NAME	DIVISION	DEPARTMENT	GENDER	Ethnic Group
Cynthia Masoko	Malatji	Graduate PMC	Human Resources	Training Development & Transformation	Female	African
Sewela Grace	Makgolane	Graduate PMC	Human Resources	Training Development & Transformation	Female	African
Leander Nico	Steenkamp	Graduate PMC	Human Resources	Training Development & Transformation	Male	White
Mbongeni Phillip	Ngwane	Technician	Operations	Mining Maintenance	Male	African
Yusrie	Allie	Reliability Engineer	-	-	Male	Coloured
Khomotso	Phala	Reliability Engineer	-	-	Male	African
Nametsegane Pearl	Matthews	Superintendent External Affairs & Communication	Marketing Sales Logistics & External Affairs	External Affairs & Communications	Female	African
Sibongokuhle Nhlakanipho Sizolwethu	Buthelezi	Manager Maintenance Smelter	Operations	Smelter Maintenance	Male	African

PMC on site

Canteen Pala Snack – opened and provides tasty meals



As you are aware, the on-site canteen facility- PALA SNACK is now operational and provides a variety of meals for your enjoyment. The meals are affordable.

The menu includes the following items:

SHORT TEXT	LONG TEXT
CANTEEN SERVICES; STANDARD MEAL 1	BRAAI MEAT WORS / STEAK AND PAP + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 2	BEEF STEW AND PAP + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 3	PAP AND MOGODU AND VEGETABLES + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 4	HAKE AND CHIPS + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 5	DAGWOOD AND CHIPS + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 6	LARGE RUSSIAN AND LARGE CHIPS + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 7	CHICKEN MAYO SANDWICH AND CHIPS + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 8	GRILLED ESBEIN AND CHIPS (DEPENDING ON KG'S) + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 9	BEEF CURRY AND RICE + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 10	CHICKEN CURRY AND RICE + SOFT DRINK
CANTEEN SERVICES; STANDARD MEAL 11	MINCE CURRY AND RICE +SOFT DRINK

Phurulenke Disability Centre in Mashishimale receives a lifeline from

PMC's contractors

PMC's contractors, Cranetech and Richline have given a lifeline to Phurulenke Disability Centre,



situated in the main road of Mashishimale. The Centre is managed by a group of local women who provide care to people living with disability. Poor roads conditions made it difficult if not impossible to access the center. This prompted Cranetech to open-up a road that connects the main road to the Centre. This was part of Cranetech social responsibility to the communities in PMC's areas of influence.

In addition to this, Richline Construction built a carport for the

Centre. The carport can accommodate up to five cars at the time. Speaking on behalf of the Centre, its Founder and Principal, Ms Grace Mashale thanked PMC, Cranetech and Richline for the donation. "We are grateful to PMC, Cranetech and Richline for the contribution as it will enable the Centre to function properly. The road will make the Centre accessible to our visitors and stakeholders. We urge other companies to follow PMC, Cranetech and Richline example and assist where possible as the Centre still struggles with basic needs such

as toiletries, food and clothes for the people we care for" said Mashale.

