

PALA CONNECTOR

OCTOBER, NOVEMBER & DECEMBER 2017 EDITION

HBIS
GROUP

PMC
PALABORA
MINING COMPANY

PMC
CONTRACTORS'
CORNER

2017 IN PERSPECTIVE

CEO'S MESSAGE

2017 WAS A YEAR OF
DICHOTOMIES

EDITOR'S NOTES

THERE IS SEGMENT IN
COMPLETENESS

EXCITING
PMC NEWS
UPDATES

**OUR HEART
AND SOUL**

HBIS

Together
building a
sustainable
future.

PMC

In this Issue

2. CEO'S CORNER
3. EDITOR'S NOTES
4. SHEQ CORNER: CHANTING SHEQ MANTRA WILL ENABLE US TO ACHIEVE ZERO HARM EVEN DURING THE SILLY SEASON
5. UPDATE ON LIFT II

NEWS

6. PERSEVERANCE AND HARD WORK EARN PMC THE TOP EMPLOYER CERTIFICATION ONCE MORE
7. DIKELEDI NAKENE, PARAGON OF WISDOM, INTELLECT, HUMILITY AND HARD WORK
8. PMC PROVIDES LIFELINE LEARNERSHIP AND TRAINING TO YOUTH
9. HISTORY WILL REFLECT PMC'S EFFORTS TO MANAGEMENT OF HIV AND AIDS
10. PMC RECEIVES FINALIST CERTIFICATE AT THE 2017 NATIONAL PRODUCTIVITY AWARDS
11. PMC BESTOWS HONOUR ON ITS LONG SERVING EMPLOYEES
12. WEALTH CREATION LESSONS FROM "POOR DAD, RICH DAD"
13. PMC, A "SUGAR-CANDY" MINE FOR WILD LIFE

2017 RUMINATION

14- 17

PMC SPORTS NEWS

18. PMC NETBALL LASSIES "DIVAS" STROKE STIBIUM GIRLS WITH AMITY

OUR HEART & SOUL

19. 40 YEARS LONG SERVICE AWARD RECIPIENT: MASILO FRANS LEBEPE 40 YEARS OF ETERNAL ENCOUNTER WITH PMC
20. 40 YEARS LONG SERVICE AWARD RECIPIENT: MOSES RAMPYAPEDI A JOURNEY WELL-TRAVELLED...
21. 30 YEARS LONG SERVICE AWARD RECIPIENT: JOHAN MYBURGH A PREDICTOR OF SUBSTANCE
22. 30 YEARS LONG SERVICE AWARD RECIPIENT: LIZZY NAYIMELE FROM WAITRESS TO MOBILE EQUIPMENT OPERATOR,
23. 20 YEARS LONG SERVICE AWARD RECIPIENT: ADELE MEINTJES "A COPPER WOMAN"
24. 20 YEARS LONG SERVICE AWARD RECIPIENT: MR HENDRICK JOUMAAR A 20-YEAR JOURNEY IN BOILER-MAKING
25. 20 YEARS LONG SERVICE AWARD RECIPIENT: LYNETTE FRANCIS MARE PMC'S SHERRIFF OF CONTRACTORS
26. 20 YEARS LONG SERVICE AWARD RECIPIENT: JANE MATSANA A WHIZ OF DIGIT CRUNCHING

NEW ENGAGEMENT

27-31. NEW ENGAGEMENTS

CONTRACTORS' CORNER

32. GMP GROUP AND ENTANGENI FOUNDATION CREATE PARTNERSHIPS THAT ENHANCE LEARNING FRONTIERS FOR BA-PHALABORWA

COMPETITION

33. SUDOKU

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.

Business Objectives

PMC's four strategic objectives which are key drivers towards the achievement of its vision are:

Create a strong enterprise

Optimise operations

Resource for success

Sustainable long life

Values

Integrity

Courage

Caring

Teamwork

CEO's Corner

Mr Han Jinghua



Each year that passes gives us the opportunity to reflect and look forward for new ways to improve our existing skills and better our experiences.

I wish to thank each one of you for walking the 2017 journey with us. Palabora Copper management appreciates the contribution and commitment of each employee to the sustainability of PMC. 2017 was a year of dichotomies; we have experienced the positives and challenges alike.

On the positive side, we were able to achieve satisfying progress on Lift II and smelter retrofit projects. Despite the financial strain that accompany implementing these projects, they represent PMC's shared future. Completion of these projects will benefit our employees and create a viable economy for Phalaborwa communities.

The challenges and hardships that we experienced form part of beautiful lessons that will enable us to find solutions in 2018. So, let us welcome 2018 with a positive vigour and wisdom that it will come with its opportunities, lessons challenges and hardships.

As we experience the mood of the festive season that is normally apparent in December month, I urge each one of you to be safety cautious and continue to adhere and implement our SHEQ (Safety, Health, Environment and Quality Management) principles.

Our SHEQ conviction is that Zero Harm in safety, health and environment is achievable. When we are all protected and safe, our families enjoy the benefits with us as we are able to return to them in the same condition we came to work.

Let us continue to cover all safety bases, perform risk assessments at all times and learn from previous safety incidents and information in order to turn what is known as "the silly season" into a "safe season".

The safety riddle competitions that External Affairs and Communications Department has been running have added creative and engaging perspective into safety. Let us continue to participate in these riddles and keep our minds energised with safety messages.

As the company, we have been certified as the Top Employer for the 3rd consecutive year. The Top Employer accreditation is a scientific process wherein Top Employer auditors verify information against nine (9) human resources topics which include communication channels.

On behalf of our shareholders, Directors and Executive Management, may you and your loved ones have a blessed festive season and a prosperous 2018.

Editor's notes



Gratification comes from realisation that there is a segment in completeness and sorrow to which yields us triumphs.

To learn and succeed, we need to have commenced with humility, ignorance, imperfections and countless errors. This is how I wish to think about this Issue. Pala-Connector was born a year ago and named by you, our employees, who are today its most treasured readers. Like naming an unborn child without knowing how the child will turn out, you named the Pala-Connector and gave it a blow from which it might never recover, you simplified its fate. As its name

suggests, Pala-Connector is our written cue which we could all relate to, our form of expression, platform to connect, share our stories, inspire and empower each other.

As the first editor of Pala-Connector, I was afforded a humbling role of describing the "excitement" of the surprise; to turn the Pala-Connector into a communication tool which we could use to define who we are. In this issue, you will find Year End message from our CEO, SHEQ and Lift II updates, exciting news about our CFO winning a Continental award, wealth creation lessons from "Poor Dad, Rich Dad,". The Issue will also take you through the 2017 memory lane, and many more.

I was taught to stay close to those who sing, read poetry and novels, tell stories, enjoy life, and whose eyes sparkle with bliss, not, hatred. So,

as I wish you a blessed, safe festive season and prosperous 2018, allow me the pleasure of indulging you with a verse from "April Rain Song" by Langston Hughes.

"Let the rain kiss you.
Let the rain beat upon your head with silver liquid drops
Let the rain sing you lullaby ...
The rain plays a little sleep song on our roof at night
And I love the rain."

I hope you will enjoy this issue and participate in our sudoku competition to stand a chance to win amazing prizes.

Yes, indeed I love the rain as much as I love my readers.

Lydia

SHEQ Corner

Chanting SHEQ mantra will enable us to achieve Zero Harm even during the silly season

Historical information reveals that most of the injuries, accidents, mishaps and environmental spills happen during the period from mid-December to mid-January. For this, the period has earned a nickname "silly season". Some of the factors contributing to this scenario are the number of public holidays during this period; most employees taking their annual leave and the holiday atmosphere.

These factors create an environment that is prone to lack of attention, focus and sometimes sloppiness in applying safety, health and environmental standards. To prevent all of these, I urge each one of you to put more emphasis on our Safety, Health, Environment and Quality (SHEQ) principles and ensure that our risk perception does not decrease during this season.

The goal of our SHEQ strategy is to protect our most important asset, which is you, our employees, our communities, environment, products, property and ensure high quality at all times. Achieving Zero Harm in SHEQ is possible if we could all perceive SHEQ as our unifying mantra that we should, collectively and individually, chant. If we devote ourselves to creating habits of excellence in SHEQ, we will achieve excellence and eventually Zero Harm. Developing SHEQ excellence begins with a positive mind-set and a habit of doing tasks right and safe at all times.

If we follow these, our work will become safer and we will achieve zero injuries, zero harm to our health and

zero environmental incidents. Success of our SHEQ programmes is dependent in our knowledge and compliance with polices, practices, procedures and risk identification processes. As the management, we acknowledge that our employees are experts in their roles, tasks they perform and tools and equipment they use. So, we rely on you, our employees, to continue to be the central source of our SHEQ knowledge and ideas and make PMC SHEQ resilient organisation.

Management request our employees to share their sensitivity to SAFETY on the road during the "silly season" with their families and communities to ensure that our beloved are not injured or killed due to accidents. Share your knowledge and understanding of SAFETY with your families in your homes at all times and make it a family life style.

Remember not to drink and drive. Be disciplined.

Let us enjoy the festive season responsibly and continue with our relentless efforts of creating a sustaining culture in which zero incidents is the only acceptable mantra.

The journey to Zero Harm requires observant drivers and roadworthy vehicles

The Safety DRIVER bus, is used as the symbol to assist us understand that achieving "Zero Harm" is possible and achievable. The Safety DRIVER metaphor makes us understand that "we are all DRIVERS and responsible for achieving ZERO HARM". As a Safety DRIVER, it is always advisable



by General Manager for Asset Management and SHEQ: Mr Zakes Modisane Malepe

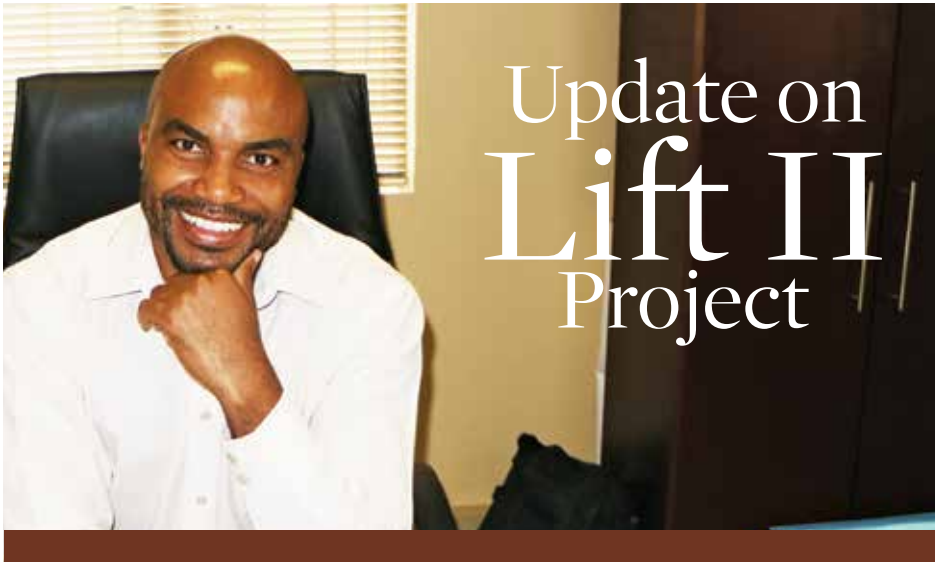
to STOP and take periodic breaks. These breaks allow the DRIVER to engage in leg stretches, manage fatigue, reflect on the journey completed and relook at the road ahead to CHECK if there is a need to change the route.

As you know, "STOP" is an abbreviation for:

- S: STOP
- T: THINK
- O: OBSERVE
- P: PLAN

Rhulani Shivambu, PMC's Lead Advisor for Business Improvement, added some creativity to the abbreviation and supposed that, STOP, should also be used as an abbreviation to prompt us to ask if it is SAFE (S) To (To) Proceed (P).

So as you take a break to visit your loved ones, ensure that your CAR is ROADWORTHY, be VIGILANT and always TAKE PERIODIC BREAKS. Remember to STOP along the road to check whether it is "Safe To Proceed".



The festive season is upon us, and the greatest gift we can give to our families, is the gift of life, by returning safe to them. The management of Lift II strives to achieve zero injuries every day throughout the year. Our employees are our most important and irreplaceable asset.

At the end of the project, we want to look back with pride and honour that all of us completed the project in the same way we joined it. In pursuit of achieving the Project Vision which is embedded in the Project Charter that was recently outlined and emphasized by Lift II General Manager for Growth, Nick Fouche, we collectively and individually, strive to achieve zero injuries.

The Vision of the Project is termed “Maximizing the long term sustainability value for Palabora Copper and its stakeholder through delivery of this flagship

project on time and in budget”.

During his recent interface with the team to resuscitate the team’s morale, remind us of the values that are intrinsic in this Vision, Nick called upon each one of us to draw strength from knowing that Lift II project is about all stakeholders, employees of Palabora Copper and communities of Phalaborwa. Nick emphasized that, Lift II is the lifeline to the future economic viability and sustainability of the region, not only during its project phase but a lifeline that will be felt to 2033 and beyond.

It is with pride and humility to report that Lift II project has achieved levels comparable to peak advance performances of South African operations that have done similar projects. The last quarter has seen an average of 490m peaking at 528m. South African average peak for project development is less than 600m per month. Correspondingly, Lift II is planning to peak at an above average of 1000m per month. This development targets will be achieved through partnership with Mvuso-Downer which employs more than 80% of Phalaborwa people.

Although this will set a milestone that has never been achieved before in South Africa, the pride comes from knowing that, Lift II project is creating something more than just employment; it is a project that it is implemented by people of Phalaborwa for the people of Phalaborwa and South Africa. Therefore, the rewards of implementing Lift II project comes from knowledge that we are creating a project bigger than ourselves, a project that will make a positive difference in enhancing the lives of others.

The Lift II Process Plant in partnership with Beijing General Research Institute of Mining and Metallurgy (BGRIMM) is in the process of completing 320 m3, which are amongst the largest operating tank cells in the world. BGRIMM is recognized as one of the world leading technology provider in flotation tanks cells and the incomparable value that they also brought to the project is that they have created employment for a significant number of locals during the construction of these tanks.

The management of Lift II appreciates a contribution of each and every member of the team for the significant milestones that have been achieved this year. As the team take stock of the year behind us and prepare to enjoy a well-deserved break filled with a sense of accomplishment, we ask them to gather energy of the mind as next year will be more challenging and will require wisdom, dynamism, hard work and energy.

It is a privilege to work with such dedicated and capable individuals. I thank each one of you for being part of helping PMC to create a legacy which we will all be proud of.

Perseverance and hard work earn PMC the Top Employer certification once more



PMC participated and achieved certification as the Top Employer for the 3rd consecutive year. Attaining the Top Employer certification is one of the biggest accomplishments that any organisation that aspires and desires to be the best for its key stakeholders, including employees and communities can achieve. It is often said that companies derive high organisational value from excellent Human Resources (HR) policies, systems and practices which benefit and energise employees. When employees are energised, they give their best and that supplements to the bottom line and ultimately benefits shareholders.

The Top Employer certification process is a scientific accreditation which involves fact-based assessment of participating organisations against nine (9) key human resources dimensions which

includes how the organisation communicates with its employees. The dimensions measured are those that provide an outlook of an effective HR Management. The minimum requirement for an organisation to carry the Top Employer title and status for a period of a year is achieving 60% scoring in the survey and being able to provide evidence for the positive responses supplied to the Top Employer auditors.

Every year, PMC makes a commitment to improve its scoring for the preceding year. This involves making executive choices as to how challenges will be tackled. As a company, PMC has always made the decision to compete with itself while learning from and benchmarking itself with organisations that would have scored higher than it.

PMC's Organisational Development

and Talent Manager, Spha Xulu credits the accreditation of PMC to its solid and benchmarked HR policies, procedures and systems. "Our HR policies, procedures and systems are benchmarked to be the best as our objective is to turn PMC into a great organisation. The Top Employer Institute's certification is a confirmation that we are on the right track and we need to continuously work on becoming the best for the benefit of our employees and shareholders" indicates Spha.

Top Employer gala-dinner was recently held in Sandton Convention Centre in Gauteng and PMC was represented by the General Manager for Human Resources, Mr Mahlaole Maboko and Manager for Organisational Development and Talent, Mr Spha Xulu. The duo also received the PMC 2018 Top Employer Award.

“I did not make it alone on the journey; I was supported by a number of people, including my family, friends and PMC colleagues.

Above all, it is through the mercy that God continues to place on me. So, I see my biggest assignment in life as helping others”. This is how our Chief Financial Officer, Ms Dikeledi Nakene views the world.

This year, Dikeledi shoulders three awards for being the wisest, intelligent, hardworking yet humble woman CFO for a company as big as PMC. In August, she was nominated as the country (South Africa) and Regional (SADC-South) winner for women working in the mining industry and automatically became a Continental contestant for “Africa’s Most Influential Women in Business and Government Award’s” programme. Then in November, she was nominated amongst peers from



Dikeledi Nakene, paragon of wisdom, intellect, humility and hard work

54 countries of the African continent as the Continental Winner. Africa’s Most Influential Women in Business and Government Awards is a twelve months programme wherein judges monitor contestants and engage with them throughout the year in different topics which include; leadership, personal development, wisdom, life-long learning and intellectual abilities.

The objectives of the Awards are to provide a platform to celebrate Continental women who continue to exercise positive influence as role models and continuously improve their skills for the benefit of their countries and Continent. Previous winners include women such as Elize Joubert, CEO of the Cancer Association of South Africa (CANSAs) and Eskom’s Group Executive for Customer Services, Ms Ayanda Noah. The awards are globally esteemed and bear respected Life Time Achievers such as; Dr Nokugcina

Mhlophe (anti-apartheid activist, author and director), Prof. Glenda Gray (CEO and President of the South African Medical Research Council (SAMRC), Graca Machel, Raymond Ackerman (founder of Pick ‘n Pay), Hugh Masekela, Dr Ishmael Sooliman (founder of the Gift of the Givers Foundation), Prof Hellicy Ngambi (Vice Chancellor of the University of Zambia) and many other notable male and females.

Dikeledi says that ‘she is humbled by the awards as they are recognition not only of her abilities but the abilities of all women of Africa, particularly South Africa. “I am humbled by these awards because I am aware that all contestants equally deserved them. I ask other women and young girls to look at these awards as motivation that they too can achieve anything they put their minds to”.

PMC provides lifeline learnership and training to the youth of Ba-Phalaborwa



About fifty nine (59) young people from the eight (8) communities of Ba-Phalaborwa were given a lifeline by Palabora Mining Company (PMC) through its fifteen (15) months non-artisan learnership programme. The programme started in February 2016 and ended in May 2017 and embraced grade 12 certificate holders who studied maths and science as part of their subjects. Successful learners were placed in various departments to gain experiences in areas such as mineral processing, metals production and mining. It is in these areas and departments that learners were able to get first-hand experience of how various disciplines such as geology, survey and sampling contribute to the value chain of

producing products that are mined at PMC.

PMC's Organisational Development and Talent Manager, Spha Xulu indicates that the learner-ship programme is part of the programmes that are coordinated by PMC to ensure that skills are transferred to the youth of Ba-Phalaborwa. "The programme is aimed at transferring skills to the youth and creates a pool of young people who understand the mining industry wherein other mines, including PMC may tap from, should they have need and vacancies. Although the intention of the programme is to train, there are other inadvertent positives

that come out of the programme. For example, to date, nineteen (19) of the learners who were in the 2016 to 2017 programme have been employed by PMC and some of its contractors" says Xulu.

Spha indicated that PMC cares about development of communities as much as it cares about development of its employees and will continue to work with communities and assist with capacity development where possible.

History will reflect PMC's efforts to management of HIV and AIDS.

PMC joined the world and the nation in commemorating World Aids Day on Friday 1 December 2017, under the theme,

“It is my right to know my status: Prevention is my responsibility”

The key note speaker for the event was the General Manager for Asset Management and SHEQ, Mr Zakes Malepe. Malepe began his speech by outlining alarming statistics of people who are living with HIV and AIDS, those on treatment and those who have died in the past years. He used these numbers to demonstrate that management and treatment of HIV and AIDS require a collective effort to ensure zero new infections. Malepe further outlined what the 2017 theme means. “The first part of the theme talks to access to health facilities... and the second part talks to individual accountability and responsibility to oneself and others. The second part reminds us to continuously protect ourselves



and loved ones to ensure that we achieve zero new infections. Let us continue to use condoms. Using a condom with your partner is a sign of respect, not of mistrust” said Malepe.

Malepe further outlined PMC's initiatives to support its employees and communities to access life-saving medicines and quality health care system.

“Our mine clinic provides testing facilities to all employees who wish to be tested. Those who would have tested HIV positive are also allowed to exercise their right to access treatment. Within the community space, PMC has constructed

Phelang Wellness and Disease Management Centre in Namakgale to provide testing and treatment to community members. All these efforts are indicative that PMC is a caring company that supports employees and communities. Our efforts are aimed at ensuring that our employees and communities have access to the best. So, ... when history of our time is written, it will reflect PMC's collective effort between its management, Peer Group Educators, labour unions and all employees in responding to the management and treatment of HIV-and AIDS” concluded Malepe.

PMC receives Finalist Certificate at the 2017 National Productivity Awards



We were a strong contender at the National Productivity Awards which were held in Gauteng in October this year. We qualified to compete at the national level after becoming the ultimate winner of the 2017 Limpopo Productivity Awards for our energy saving management programme.

The Productivity Awards are managed by Productivity SA which

has been established in terms of section 31 (1) of the Employment Services Act, No. 4 of 2014, to amongst others; lead and inspire a productive, competitive South Africa and improve productivity culture by diagnosing, advising, implementing, monitoring and evaluating solutions aimed at improving South Africa's Thus, the Awards aim to promote a culture of increased productivity

in the workplace (in philosophy and practice) and reward productivity improvements projects that encourage market competitiveness and prevent job losses.

So, our victory is a sign that we are indeed in the right path and our improvements projects add value to our country.

PMC bestows honour on its long serving employees



PMC honoured its long serving employees with awards during the prestigious event which was held on 24 November 2017. The recipients were employees with unbreakable service of twenty (20) to forty (40) years. The employees honoured are;

1. Masilo Frans Lebepe, 40 years
2. Daniel Moses Rampyapedi, 40 years
3. Johan George Myburgh, 30 years
4. Tshiketam Lizzy Nayimele, 30 years

5. Hendrik Joumaar, 20 years
6. Jane Kgabo Matsana, 20 years
7. Adele Meintjes, 20 years
8. Lynnette Francis Mare, 20 years

The General Manager for Marketing, Sales, Logistics and External Affairs, Mr Keith Mathole was the keynote speaker at the event. Mathole delivered an engaging speech in which he asked recipients to share their secrets of unbreakable

employment service. Although the recipients offered different reasons, inherent to each reason was that PMC is an excellent company to work for.

Wealth creation lessons from “Poor Dad, Rich Dad”

by Robert Kiyosaki



In his memoir “Poor Dad, Rich Dad” of having two father figures, the rich dad and poor dad, Robert Kiyosaki takes us through the journey of fundamental differences in the way his “rich dad” and “poor dad” thought, spoke and acted when it came to financial matters. Robert tells us that his poor dad was poor, not because of the amount of money he earned, which he says was significant, but because of his thoughts and actions when it came to money. According to Robert, this was contrary to how his rich dad thought and acted when it came to money matters.

The painful truth about wealth creation and management is that there is only one way to building wealth and is, by owning every aspect of our finances. Even if you are a trust fund beneficiary, cannot manage your finances and live above the interest generated by the trust, you

will sooner than later become poor. This is also true of winning a lottery, if you win R30 million lottery today and you spend R10 million a year; you will be bankrupt again within three (3) and half years. The half comes from an innocent assumption that the R30 million will be in the bank, thus, will be earning a bit of interest while you are spending it. So the lesson is, for all of us to retire comfortably, there is a need for initiating, adjusting and managing our financial plans. So today, let us share four (4) lessons from Robert Kiyosaki.

The book “Poor Dad, Rich Dad” offers us the following candid and reflective advice on managing our finances, building wealth, and ultimately retiring comfortably. Actually, the rules are VERY SIMPLE.

Lesson no 1: Develop a culture of saving.

According to Robert, “the poor dad” tried so hard to look wealthy and “the rich dad” lived an average life. In the process, the rich dad’s lifestyle was below his income, whereas the poor dad lived above his means. Therefore, real wealth is not about an illusion; is about freedom of actual wealth.

Message from lesson no 1: Nobody has ever become rich by spending more than they make. The basic rule is that your lifestyle MUST always BE BELOW your income.

Lesson no 2: To build wealth one needs to focus on asset columns not income statement.

Robert indicates that the poor and middle class buy luxuries, which he calls liabilities with the money they earn and do not build their asset columns. Accordingly, the rich build

their asset columns. His advice is that, we should start building the asset columns by acquiring assets that bring “passive” income rather than liabilities.

Lesson no 3: It is not how much money you make but how much money you keep.

The fundamental lesson here is that saving your hard earned cash and earning interest is key. Robert says if we save our money and earn interest on it, our money will work for us rather than us working for our money.

Lesson no 4: We need to change our perception of money.

Richard says everybody can be rich but we just need to change our perception on money. He advises us to be cautious and NEVER to use our hard earned cash to impress other people. He says that by trying to impress, you might be trying to impress somebody who understands the value of money and they may be thinking that you are a “consumer” (in a negative way) and thus thinking about how to make money from you.

What it means here is that, they might be looking at your consumer spending methods and buying shares in companies that make money from your “consuming methods”. In this way, you will be contributing to building their wealth rather than impressing them. So the advice in this lesson is that having financial knowledge is essential not just for investors, but for everyone because the financial decisions we face on daily basis have major impact in our future.

PMC, a “sugar-candy” mine for wild life



PMC is a heaven for wildlife. However, unlike animals in George Orwell’s emblematic novel, “Animal Farm” PMC animals do not talk and instead of building “the windmill” some are dangerous because they are wild and not tamed. Therefore, as much as we co-exist with our wildlife, we need to always be aware

and careful of our surroundings. The mine rangers have reported that they have seen a leopard next to some offices. Thus, if you are working late or on weekends, please inform the Mine Security of the time you expect to leave your office. When you leave your office, ask Mine Security to wait for you outside of your office.

It is said that wild animals respect numbers as much as they respect height. This does not mean that “tall colleagues” won’t be eaten.

2017 RUMINATION

2017 saw local economic development initiatives funded by PMC being branded. 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 managed to assist Transformation department to brand in retrospect some of the projects that PMC has funded. To this end, some of the projects that have been branded in retrospect are; Phelang Wellness and Disease Management Centre in Namakgale, Selwane Early Childhood Development Centre, in Selwane.

These projects were amongst the projects that were implemented by Palabora Foundation on behalf of PMC.



Branded Phelang Clinic in Namakgale



Visit by the Portfolio Committee on Economic Development



Successful celebration of the Youth Month



Successful implementation of the Driver Campaign



Successful celebration of the Youth Month



Successful implementation of the Driver Campaign



Successful spring walk for Safety



Successful implementation of the CEO Six Monthly Safety Audit Campaign



Successful implementation of the CEO Six Monthly Safety Audit Campaign



Successful celebration of heritage month



Youth qualifying from PMC training and development initiatives



Mine Metallurgical Managers Association (MMA) for the Northern District chaired by one of our own



We adopted a joint logo to include HBIS



PMC signed a three year wage agreement with organised labour AMCU logo



PMC signed a three year wage agreement with organised labour NUM Logo

PMC netball lassies “divas” stroke STIBIUM girls with amity



One could only hear the melody from PMC netball “lassies” when they were humbling and whipping STIBIUM girls 17 to 6. This was after the girls had equalized by 13 to 13 against Marula. Both

matches were played at Impala Stadium on 11 November 2017.

Join me as we
celebrate with the

lassies to say,
“O lassies, be calm
and laugh not to the
wounded.”

40 years long service award recipient: Masilo Frans Lebepe 40 years of eternal encounter with PMC



The journey of Masilo Frans Lebepe, a 62 years old Laboratory Coordinator at PMC, cannot be concluded without one thinking of Paulo Coelho's narrative of the Alchemist. Just like Coelho's alchemists who spent years in their laboratories, observing the fire that purified the metals and discovering that purification of metals led to purification of themselves, Masilo Frans Lebepe spent 40 years at PMC Chemical Laboratory (Chem Lab). During this time, Lebepe learnt that PMC has a soul and rewards loyalty with a divine tonic called "Elixir of Life". For Lebepe, it is this "Elixir" that enables one to achieve success in its entirety.

"Working for PMC has afforded me an opportunity to be a provider to my family, build them a decent house and educate all of my five (5) children; Tumi, Smolly, Sereku, Bathabile and Kholofelo. Tumi is a Chartered Accountant at Anglo American; Smolly, Electrical Engineer at Eskom; Sereku, Chartered Accountant at African

Rainbow and Bathabile is an Industrial Engineer at Sasol. Sadly, Kholofelo passed on in 2006 and was working for SARS. "Through the years that I have spent at PMC, my entire life and perspective of life changed for the better. My philosophy is that success is not an overnight thing but a journey that can only be achieved through hard-work, loyalty and always doing the right thing right even when nobody is watching. If a person observes these principles, then PMC becomes bliss and rewards them accordingly" says Lebepe.

Ntate Lebepe or Tatana, as he is passionately called by his peers, joined PMC in April 1977 as a General Assistant at Chem Lab. Later, he earned a promotion to a position of a Laboratory Analyst wherein his responsibility included analysing samples.

Through hard work and dedication, he was later promoted to his current position of a Laboratory Coordinator.

His current responsibility is to ensure availability of chemicals at the Chem Lab to ensure its full functionality.

Lebepe advises employees to be appreciative of the new shareholders for acquiring PMC after Rio Tinto had left as the departure of Rio Tinto could have meant closure of PMC and loss of jobs. "During the transition from Rio Tinto to Palabora Copper in 2012, we were privileged to still have our jobs. We thank the new shareholders who demonstrated care, empathy and passion by giving us an opportunity to continue working with them. It makes us feel safe to spend most of our working lives with a company as caring as PMC" says Lebepe.

When asked about his future plans, his response was, "to stay at home and spend quality time with my wife and grandchildren". Ntate Lebepe will like to be remembered as an honest helpful employee who valued his work and PMC.

Ntate Lebepe is indeed a personification that success is the result of perfection, hard work and learning from failure. As you are preparing for your retirement, we hope that you will forever keep PMC and all of us in your eternal memories because what has been made "pure" in the laboratory of life will never stain.

40 years long service award recipient: Moses Rampyapedi A journey well-travelled...

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

The soon to retire father of four boys, started his career with PMC in 1977 as a Plant Attendant at Vermiculite Operations (VO). Hard work and determination saw Moses being promoted to a Laboratory Operator. In 1990, thirteen (13) years later, Moses earned a promotion to a position of an Environmental Assistant, the position he held for two years before being promoted to an Environmental Officer's role.

Through experience acquired at the Environmental department and competency in environmental courses that were completed with the Chamber of Mines, Moses earned a promotion to his current position of an Occupational Hygiene and Radiation Officer. As an Occupational Hygiene and Radiation Officer, Moses is responsible for monitoring and sampling of the occupational hygiene stressors at the Refinery and Smelter and educates employees on general hygiene.

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



Moses describes PMC as a unique mine that simultaneously operates two mines.

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

But the memories of working for PMC are so profound for Moses. It

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

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

30 years long service award recipient: Johan Myburgh A Predictor of Substance

'Predictor of Substance', is a title one would associate with Johan Myburgh, who spends his days at PMC conducting planning for Vermiculite Mining. With 30 years of service at PMC, Johan's journey provides a meaningful chronicle of an individual fitting the mantra that 'hard work breads good'. One can easily see how much hard work has advanced Johan for the past 30 years since he joined the PMC family, as a Planning Technician. Silent, unassuming yet very friendly and always willing to assist, Johan is a living proof that the antithesis of hard-work has never worked and will never do.



It is through his hard work and positive attitude that Johan was promoted to a position of Geo Technician at the Geology department,

just a year after joining PMC. In 1999, Johan merited another promotion, this time to a position of a Planning Analyst – a position he sincerely values and still occupies. Just like the legend of "Nostradamus" a reserved yet intelligent hard worker who persistently produced rationalisation of mysteries that others could learn from, we could learn from Johan that being an employee that the company can rely on, is a matchless virtue.

Johan lives with a simple yet powerful mark that "we reap what we sow". In Myburgh's words, "which that you put onto your work is what you will get at the end of the day" he says with a smile that embodies the cliché that "a great man is strong because he is gentle". For Myburgh, leadership is about walking the talk and his talk that he consistently

walks is that PMC is a good company with good values and that is why he has spent more than three (3) decades of his youth with PMC. It is by no error that Johan's profile is so brief; he is a very private person yet kind and warm. PMC cannot express it sincerity enough for having such a good and devoted employee. The Management of PMC wishes you a long journey of hard work, kindness and all the blessings

30 Years Long Service Award Recipient: Lizzy Nayimele

From Waitress to Mobile Equipment Operator, 30 years of hard-work and reward

Next to putting yourself through a university and complete a degree without financial assistance, one of the best things anybody should be bragging about is working their way up “from waiting tables” to being a Mobile Equipment Operator. Before Lizzy Nayimele, joined the fraternity of rare women who operate mobile equipment, she too had to wait tables at Hans Marensky in order to cover dues.

Lizzy’s remarkable journey with Palabora Mining Company (PMC) started at the beginning of August 1987 as a bartender at Hans Marensky hotel and restaurant. At that time, Hans Marensky was owned by PMC. Then after four months of service as a bartender, Lizzy was promoted to a waitress position and soon after, she earned another promotion to Chem Lab as the analyser of samples. Then in 2002,

Lizzy earned a promotion to Underground Mining to operate mobile equipment,



a position she still occupies with pride. As a Mobile Equipment Operator for Cassette Carrier, Lizzy’s primary role is to transport diesel, hydraulics and engine oil to Underground Mining department.

Mme Lizzy, as she is passionately called by her colleagues, believes that passion and hard-work are ingredients to achieving success in life. “Having worked for PMC for thirty (30) years has taught me that a good employee is the one who goes an extra mile in doing his/her job, is well-mannered, respectful and understands his/ her responsibilities” says Lizzy.

Lizzy, a single mother of three children defines herself as an employee who obeys instructions and ensures that her job is done effectively and efficiently. She says that when she is at work, she is not an employee to be pushed around to do her job because she understands her responsibilities, appreciates her job and knows why she has to work. “Being a single mother has taught me to be self-reliant and accountable for my actions as everything is

dependent on me and there is nobody else to fall onto” she declares with a graceful smile.

Lizzy’s eldest daughter, Ntsako, took from “mom” as she is also a “woman miner” in a mine in Gauteng Province and her two boys; Bradley and Kutama are studying at Vaal Technikon and Wits University respectively. Lizzy believes that kindness, hard-work, integrity, respect, honesty and caring are qualities that personify ‘living PMC values’.

When asked about her plans for the future, her response was well considered. “My retirement year is 2025 and my plan is to work toward financial independency before retirement. This will enable me to spend my retirement money travelling and seeing the world. I also wish to build legacy through hard work so that I can be remembered as an honest and hardworking employee who knew exactly what she wanted out of life” she articulates.

PMC management would like to wish Lizzy “a happy belated birthday”. Lizzy was born on 27 September, “few years” ago and she just turned 52 years old. So, you will all agree that Lizzy is amongst PMC’s “young, beautiful and talented”.

20 Years Long Service Award Recipient: Adele Meintjes “A Copper Woman”



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

20 Years Long Service Award Recipient: Mr Hendrick Joumaar A 20-year journey in Boiler-making



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 ingredient needed to step up the career ladder in any organisation. As a leader, he believes that 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.

20 Years Long Service Award Recipient: Lynette Francis Mare PMC's Sherriff of Contractors

Tough and tenacious, friendly yet detached, Phalaborwa born and reared, Lynette Francis Mare, epitomises one of the outstanding, self-made woman, who has become one of the informative superintendents at PMC. In a career extending over two decades,

Lynette has seen it all; worked her way up against all the odds and circled herself into an easily likable or dislikable superintendent,

depending on which side of the contractor management procedure and/ or policy you are. Decisively bold, amazingly attractive and charming, it came to be known that when contractors do not adhere to procedures, Lynette takes them out of the mine to ensure for their safety and that of others. Her work ethic, dedication, honesty, integrity and dealing with challenges head on, have earned Lynette a reputation as a precise sheriff of contractors, particularly those who do not adhere to PMC Contractor Management policies and procedures.



Didactic yet flexible, Lynette is firm in fulfilling her mandate of onboarding new contractors and contractor employees while ensuring that they perform in line with their service level agreements. Lynette's interaction with PMC started in October 1996 as a temp in various administrative positions and was employed in a permanent position of a Confidential Secretary at Security in 1997. Since then, Lynette has never looked back. Hardworking, extremely self-reliant young woman, accustomed to making her way in the world, Lynette joined Archives in 2001 as an Archive Coordinator and in 2004 became SHEQ Coordinator. Providentially, this route, coupled with hard work and determination, took her to a position of a Contractor Management Specialist in 2007. She became the Superintendent for Contractor Management in 2008.

Lynette says that to succeed one requires "passion, hard work, integrity and honesty". When not on mine, this mother of two enjoys spending time with her husband and their two children; her thirteen (13) years daughter, Luane and eleven (11) years son, Ulrich. Lynette is certainly a portrayal of the woman who shows that certain stages of our careers are meant to be graduating scales with limitless boundaries and that nothing is beyond reach.

20 Years Long Service Award Recipient: Jane Matsana A Whiz of Digit Crunching



Like a goddess princess, who sees correlation in everything and clearness in the sky,

Jane sees facing boundaries between work and motherhood more consistent than conflicting. She says her love for both is what kept her long at PMC. “People I interact with on daily basis inspire me to wake up every morning to give PMC my best. Likewise, my responsibility towards my children makes me to do my best. These two make me strong even during darkest days. I aspire to work for PMC until retirement” articulates Jane.

Jane lives by the philosophy that courage is not the absence of fear and sees leadership as the ability to inspire. Born in a village known as “Mmotong wa Perekisi” translated to mean “hills of peach trees”, Jane desires to travel around the world to see other “hills” that will empower her to compare her village hills to. She aspires to be a role model to her children and educate them to one day become responsible adults.

Matsana’s career at PMC makes her a true whiz who remains a sincere point of reference in matters of petty cash distribution. Well done sister.

Since joining PMC in April 1997, as a Creditors Clerk, Jane Matsana, also known as the Account Administrator, has always been a courageous and vital face in the world of PMC petty cash dispensing. Matsana shows no signs of diverging from her chosen career and yearns to continue making a difference to PMC employees and facilitating cash management with integrity and sincerity while setting a remarkable example of success for anyone aspiring to follow a career in “money matters”. Jane, as she is known to her colleagues, is a wife and mother of two; Lebogang and Karabo, and has just celebrated her land mark 20th anniversary as the digit whiz with PMC. Jane is a woman whose career story at PMC discount boundaries that in a society that is perceived to be demonized with all manner and forms of “love

for money” which leads to theft and corruption, it is possible to work with money and still do things correctly and with integrity.

Always smiling, hard-working and performing her duties aiming to please PMC employees who are her clients, Jane’s career narrative represents a case study that working with numbers is a whiz that requires knowledge of customer relations and good personal skills as much as it requires number literacy. Jane’s discussion, composure and attitude towards what constitute a good employee are inspiring. “A good and loyal employee is the one who gives service to her customers wholeheartedly and adds something which cannot be bought or measured by the monetary scale” she adds.

New Engagements

OCTOBER 2017

First name	Last name	Position	Division	Department	Gender Key	Ethnic origin
Khazamula Kenneth	Mathebula	Instrument Mechanician	Asset Management	Engineering Services	Male	African
Legadime Linient	Boshego	Game Ranger	Asset Management	Environment & SHEQ MS	Male	African
Ndinanwi	Mulaudzi	Superintendent Business Value Planning	Finance	Treasury & Commercial	Female	African
Sipho	Mabunda	In-Service PMC (Bursars)	Human Resources	Training, Development & Transformation	Male	African
Lisa-Mari	Schnettler	Processing Learnership	Human Resources	Training, Development & Transformation	Female	White
Trouble	Mohlala	Graduate PMC	Human Resources	Training, Development & Transformation	Male	African
Rapholo Lordwin	Malatji	In-Service MQA	Human Resources	Training, Development & Transformation	Male	African
Solomon	Makwala	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Odney Kgotso-fatjo	Malatji	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Vutomi	Ngobeni	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Maria Nobuhle	Kapa	Processing Learnership	Human Resources	Training, Development & Transformation	Female	African
Polite	Ndlovu	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Pasies Mitchel	Ngobeni	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Presly Katlego	Rapatsa	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Kabelo	Malatji	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Nobuhle Rachel	Hlangwane	Mining Learnership	Human Resources	Training, Development & Transformation	Female	African
Lewis Bafana	Nxumalo	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Lindi	Hlungwane	Mining Learnership	Human Resources	Training, Development & Transformation	Female	African
Cornelius Tshatsho	Malatji	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Mack Nkosana	Manzini	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Malebaba Desiree	Nkoana	Mining Learnership	Human Resources	Training, Development & Transformation	Female	African
Humphrey	Kubayi	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Victor Mabeke	Ramalepe	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Pebetse Salome	Manyama	Mining Learnership	Human Resources	Training, Development & Transformation	Female	African
Dineo Dephny	Malatji	Mining Learnership	Human Resources	Training, Development & Transformation	Female	African
Tiyiselani Reason	Shirimani	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African

First name	Last name	Position	Division	Department	Gender Key	Ethnic origin
Refilwe Anicky	Mahasha	Mining Learnership	Human Resources	Training, Development & Transformation	Female	African
Moses	Dhlamini	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Timmy Stanley	Mathebula	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Remember	Mathebula	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Oscar Aaron	Ngobeni	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Tsakani	Mathebula	Mining Learnership	Human Resources	Training, Development & Transformation	Female	African
Redolph	Motsanene	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Pertunia	Baloyi	Mining Learnership	Human Resources	Training, Development & Transformation	Female	African
Cliff	Ngobeni	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Phiribathong Paulus	Komane	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Beinah	Mabushe	Processing Learnership	Human Resources	Training, Development & Transformation	Female	African
Gift	Mosoma	Processing Learnership	Human Resources	Training, Development & Transformation	Female	African
Masilo Ektha	Mateta	Processing Learnership	Human Resources	Training, Development & Transformation	Male	African
Fridecia Kho-matle	Malatji	Processing Learnership	Human Resources	Training, Development & Transformation	Female	African
Motsoka Precious	Sekwaila	Electrician	Marketing Sales Logistics & External Aff	Vermiculite Business	Female	African
Simon Rudolf	Mabunda	Conveyor Beltperson	Marketing Sales Logistics & External Aff	Vermiculite Business	Male	African
Deltry Thandy	Ngwana	Operator	Marketing Sales Logistics & External Aff	Vermiculite Business	Female	African
Isaac	Moyeni	Operator	Marketing Sales Logistics & External Aff	Vermiculite Business	Male	African
Xolani Leverd Mashilo	Mkhondo	Electrician (Trans)	Operations	Concentrator Maintenance	Male	African
Abby	Mtileni	Plant Operator	Operations	Magnetite Operations	Male	African
Sean	Taylor	Instrumentation Specialist	Operations	Mining Maintenance	Male	White
Derrick	Baloi	Repairperson Grade 2	Operations	Mining Maintenance	Male	African
Ntombikayise Nonkululeko	Dube	Operator	Operations	Smelter & Refinery Maintenance	Female	African
Monty	Ngobeni	Operator	Operations	Smelter & Refinery Maintenance	Male	African
Andrew Clark	Kubayi	Co-ordinator P/Plant Process (Orange)	Operations	Smelter & Refinery Maintenance	Male	African
Themba Nick	Khoza	Operator	Operations	Smelter & Refinery Operations	Male	African
John Mahlatse	Mangena	Operator	Operations	Smelter & Refinery Operations	Male	African
Modjadji Rigar	Shayi	Operator	Operations	Smelter & Refinery Operations	Female	African
Busani Mabuti	Manabe	Operator	Operations	Smelter & Refinery Operations	Male	African
Angel	Makhubela	Operator	Operations	Underground Mining	Female	African

NOVEMBER 2017						
First name	Last name	Position	Division	Department	Gender Key	Ethnic origin
Marvelous Selita	Mkansi	Data Capturer Shift	Asset Management	Asset Management	Female	African
Frederik Johannes	Joubert	Electrician	Asset Management	Engineering Services	Male	White
Hermanus	De Jager	Analysar Technician Instrumentation	Asset Management	Engineering Services	Male	White
René	Coetzer	Instrument Mechanician (Trans)	Asset Management	Engineering Services	Female	White
Glodina Lou-Ann	De Jongh	Instrument Mechanician	Asset Management	Engineering Services	Female	White
Seropole Walter	Rabothata	Repairperson Grade 2	Asset Management	Engineering Services	Male	African
Baswabile Miranda	Mamogale	Administrator Procurement	Finance	Procurement	Female	African
Tsietsi Adam	Tlaletsi	Manager Treasury & Commercial	Finance	Treasury & Commercial	Male	African
Clifford Tshego-fatso	Makgoba	In-Service PMC	Human Resources	Training, Development & Transformation	Male	African
Silvester Montso	Malatji	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Justatia Mageza	Mkhabela	Mining Learnership	Human Resources	Training, Development & Transformation	Male	African
Isack	Mthombeni	Training Instructor Processing	Human Resources	Training, Development & Transformation	Male	African
Sibusiso	Mambana	Shunter	Marketing Sales Logistics & External Aff	Logistics	Male	African
Mankopane William	Moloto	Shunter	Marketing Sales Logistics & External Aff	Logistics	Male	African
Alson	Mbetheni	Operator	Marketing Sales Logistics & External Aff	Vermiculite Business	Male	African

First name	Last name	Position	Division	Department	Gender Key	Ethnic origin
Mokgale Foster	Seemela	Operator	Operations	Concentrator Operations	Male	African
Ephraim Sekgaroge	Rachoshi	Operator	Operations	Concentrator Operations	Male	African
Nelly	Mabunda	Operator	Operations	Concentrator Operations	Female	African
Rose	Seerane	Operator (Trans)	Operations	Concentrator Operations	Female	African
Koos Thabane	Musholombi	Operator	Operations	Concentrator Operations	Male	African
Eunice Tinyiko	Nkuna	Operator	Operations	Magnetite Operations	Female	African
Awande Harry Blessing Lolo	Mandlazi	Technician (Trans)	Operations	Mining Maintenance	Male	African
Degenestei Uppsala Elliot	Lesibe	Fitter	Operations	Mining Maintenance	Male	African
Constance	Baloyi	Operator Crane Chaser	Operations	Smelter & Refinery Operations	Female	African
Tebogo Reen	Mnisi	Equipment Operator Cat. 2 Caster	Operations	Smelter & Refinery Operations	Male	African
Thabang Goodwill	Mabunda	Operator	Operations	Smelter & Refinery Operations	Male	African
Kabelo Brain	Seemela	Operator	Operations	Smelter & Refinery Operations	Male	African
Mabine Elmon	Shayi	Operator	Operations	Smelter & Refinery Operations	Male	African
Moses	Shai	Operator	Operations	Smelter & Refinery Operations	Male	African
Enock Hiherile	Nkuna	Metallurgist	Operations	Smelter & Refinery Technical	Male	African

DECEMBER 2017						
First name	Last name	Position	Division	Department	Gender Key	Ethnic origin
Refilwe Trevor	Mokoka	Repairperson Cave Maintenance (C)	Operations	Underground Mining	Male	African
Janine Audrey	Plaatjies	Data Capturer	Asset Management	Asset Management	Female	Coloured
Kabedi Gemini-nder	Macheru	DCS Operator	Operations	Smelter & Refinery Operations	Male	African
Biih Bethuel	Makgate	Quality Assurance Officer	Underground Construction & Mining	Vertical & Technical	Male	African
Avitha	Gareeb	Data Capturer	Asset Management	Asset Management	Female	Indian
Phetole Frans	Selomo	Winder Engine Driver	Operations	Mining Maintenance	Male	African
Steyn Tembo	Ngobeni	Winder Engine Driver	Operations	Mining Maintenance	Male	African
Ntombikhona Sethembile	Khumalo	Manager Employee Relations	Human Resources		Female	African
Peacefull Tinyiko	Nkuna	In-Service TVET	Human Resources	Training Development & Transformation	Female	African
Lerato	Mahomane	In-Service TVET	Human Resources	Training Development & Transformation	Female	African
Ivy Mamokhudu	Sono	In-Service TVET	Human Resources	Training Development & Transformation	Female	African
Sheron Mmatshikidi	Mailula	In-Service TVET	Human Resources	Training Development & Transformation	Female	African
Lebogang Modjadji	Malatji	In-Service TVET	Human Resources	Training Development & Transformation	Female	African
Evidence	Sewela	In-Service TVET	Human Resources	Training Development & Transformation	Female	African
Sunday	Maluleke	In-Service TVET	Human Resources	Training Development & Transformation	Male	African
Hlazekile	Mathebula	In-Service TVET	Human Resources	Training Development & Transformation	Female	African
Freedom Baby	Pulane	In-Service TVET	Human Resources	Training Development & Transformation	Female	African

GMP Group and Entangeni Foundation create partnerships that enhance learning frontiers for Ba-Phalaborwa



One of PMC contractors, GMP Group, is partnering with Entangeni Foundation, SAN Parks and University of Johannesburg to ensure that no child in Ba-Phalaborwa is left without a book. Books are an essential part of any learning development. The books which are donated by National Lottery Club are channeled to Entangeni Foundation by SAN Parks and University of Johannesburg (UJ). The partnership is solely for the benefit of Ba-Phalaborwa communities. The CEO of GMP group, Mr Freddy Ntsenana says that GMP and Entangeni Foundation management are humbled by this initiative as it will support and better education for all the children of Ba-Phalaborwa and instill a reading culture. "Research indicates that a reading nation is a wealthy and winning nation. We need to encourage our children to read from an early age. Reading is one of the greatest engines of personal

development. The initiative to give books to libraries of Ba-Phalaborwa will ensure that our children have access to a variety of good books. We are hoping that children and interested adults will read these books to empower themselves" said Ntsenana.

Entangeni Foundation has already received hundreds of books and, in consultation with tribal communities and community library initiatives, finalising distribution and donation strategy and plans. Once the distribution plans on how to donate the books equitably amongst communities, are finalised and agreed upon by all concerned stakeholders, the books will be donated to functioning community libraries and library initiatives, in villages such as Makhushane, Maseke, Selwane, Majeje and Mashishimale as well as Lulekani and Namakgale townships.

Ntsenana indicates that the distribution time frame is January to March 2018.

Entangeni Foundation is indeed epitomising its motto which is "Reaching out..." and creating new and exciting learning frontiers for the communities of Ba-Phalaborwa. The management of the Foundation says that they are humbled by the initiative and "appreciate the honour and recognition given to the Foundation to be part of Ba-Phalaborwa municipality community development to enhance education for all."



ANSWERS TO THE SEPTEMBER 2017 WORD SEARCH COMPETITION

S	A	M	W	B	R	V	S	A	D	L	O	S	T
W	U	C	A	E	A	S	V	F	S	M	S	V	T
A	E	L	P	G	H	B	I	S	A	R	Y	Q	I
R	M	P	P	A	N	R	V	S	F	M	E	N	M
E	O	K	D	H	B	E	G	I	E	C	Y	P	E
C	R	R	D	Y	U	Z	T	R	M	I	N	E	I
S	L	U	F	T	P	R	O	I	X	A	Z	S	N
S	I	G	A	E	C	E	I	W	T	R	C	U	J
I	F	E	R	N	T	F	V	C	E	E	D	N	U
J	T	R	O	C	M	I	Z	T	A	O	V	F	R
F	T	P	B	C	O	N	L	S	Y	C	P	L	Y
H	W	A	A	L	P	E	N	M	F	L	I	O	U
P	O	R	L	Q	M	R	I	D	J	O	W	D	I
A	M	K	A	S	L	Y	H	M	N	K	L	F	W
L	I	O	P	H	A	L	A	B	O	R	W	A	R
A	C	N	C	L	I	F	T	O	N	E	I	R	J
C	O	N	N	E	C	T	O	R	B	Q	T	P	K
G	E	L	V	E	R	M	I	C	U	L	I	T	E
O	R	E	D	W	O	M	E	N	K	Y	E	Q	L
N	A	T	I	O	N	A	L	S	V	R	H	B	M

1. Palabora
2. Phalaborwa
3. Refinery
4. Magnetite
5. Copper
6. Smelter
7. National
8. Sulphuric acid
9. Ore
10. Ore
11. Pala-Connector
12. Lost time injury
13. Lift two
14. Kruger Park
15. HBIS
16. Safe Mine
17. DMS
18. Lift one
19. Men (the word "men" appears twice but entrants were expected to identify only one)
20. Sun

WINNERS OF SEPTEMBER 2017 WORD SEARCH COMPETITION ARE;

1. Patrick Malatji from Copper Processing (Refinery).
2. Malefo Agnes Malatji from Brain Pienaar North (Contractor from Finance)
3. Zhiming Feng from Marketing
4. Pricilla Hiine from Processing (Concentrator)
5. Crasiah Marobela from Pension Office

Winners who have not collected their prizes (USB set, one set per winner) from Kabelo and / or Mapula are kindly requested to do so.

SUDOKU COMPETITION:

5		4			2			
	1		6	3			2	
9					1			
	4					7		1
	5						9	
3		7					6	
			5					8
	2			9	8		1	
			2			4		9

SUDOKU FOR PALA-CONNECTOR - COMPLETE THE PUZZLE AND WIN. AFTER ALL, WE ALL NEED NUMBER LITERACY.

Name and Surname	
Name of the Employer	
Division	
Department	
Unit	
Contact details (email or your ext., speed dial or mobile number)	

Once you have completed the missing numbers, please fill in your details and stand a chance to win mysterious prizes, ONE PRIZE PER PERSON.

Terms and Conditions. To qualify to enter the competition you must be an employee of PMC or a contractor working for the PMC contracted company. The competition is not open to families of employees and contractors. Only one entry per person is allowed and photocopies of the competition coupons are acceptable. There will be **5 winners** selected from entrants who would have filled all the missing numbers correctly. Prizes are non-transferable and there is no cash alternative. The judges' decision is final and no correspondence will be entered into with non-winners. Entries must be emailed to **kabelo.diholo@palabora.co.za** or posted or hand delivered to External Affairs and Communications offices on or before 17h00 on **12 January 2018**. Winners will be notified by emails or called to collect their prizes. Names of winners will be published in the next issue of Pala-Connector wherein answers of the SUDOKU will also be published. The competition is a creative way to engage PMC employees and its contractors, thus the competition and its Rules are exclusively administered by PMC policies and procedures. Consequently, any disputes will be subject to the exclusive jurisdiction of PMC and cannot be taken to any external party and / or mediation. If the entrant does not provide all requested information including name, telephone number and/ or email address, the entry will be considered incomplete and disqualified. Entrants contact details will not be shared with any third party.



ABOUT PALABORA COPPER

Palabora Copper (Pty) Limited, a subsidiary of Palabora Mining Company, Ltd, is a copper mine that also operates as a smelter and refinery complex in Ba-Phalaborwa Municipality, Limpopo Province in South Africa. The mine owes its origins to a unique rock formation in the region known as the Palabora Igneous Complex.

Incorporated in 1956, Palabora Copper (PC) is the country's major producer of refined copper with approximately 45 000 tonnages of copper per annum. While being South Africa's sole producer of refined copper, which is the base of our business, PC mines other by-products such as magnetite, vermiculite, sulphuric acid, anode slimes and nickel sulphate that are supplied mainly to the local market and only the difference is export.

OUR COMMITMENT

Palabora Copper is one of the leading examples in the mining industry, pertaining to the continued development of our employees and community through, Palabora Foundation. Established in 1986, Palabora Foundation implements socio economic development activities of Palabora Copper. This includes, our Skills Development, Enterprise and Supplier Development, Socio-Economic Development and Community Health Initiatives.