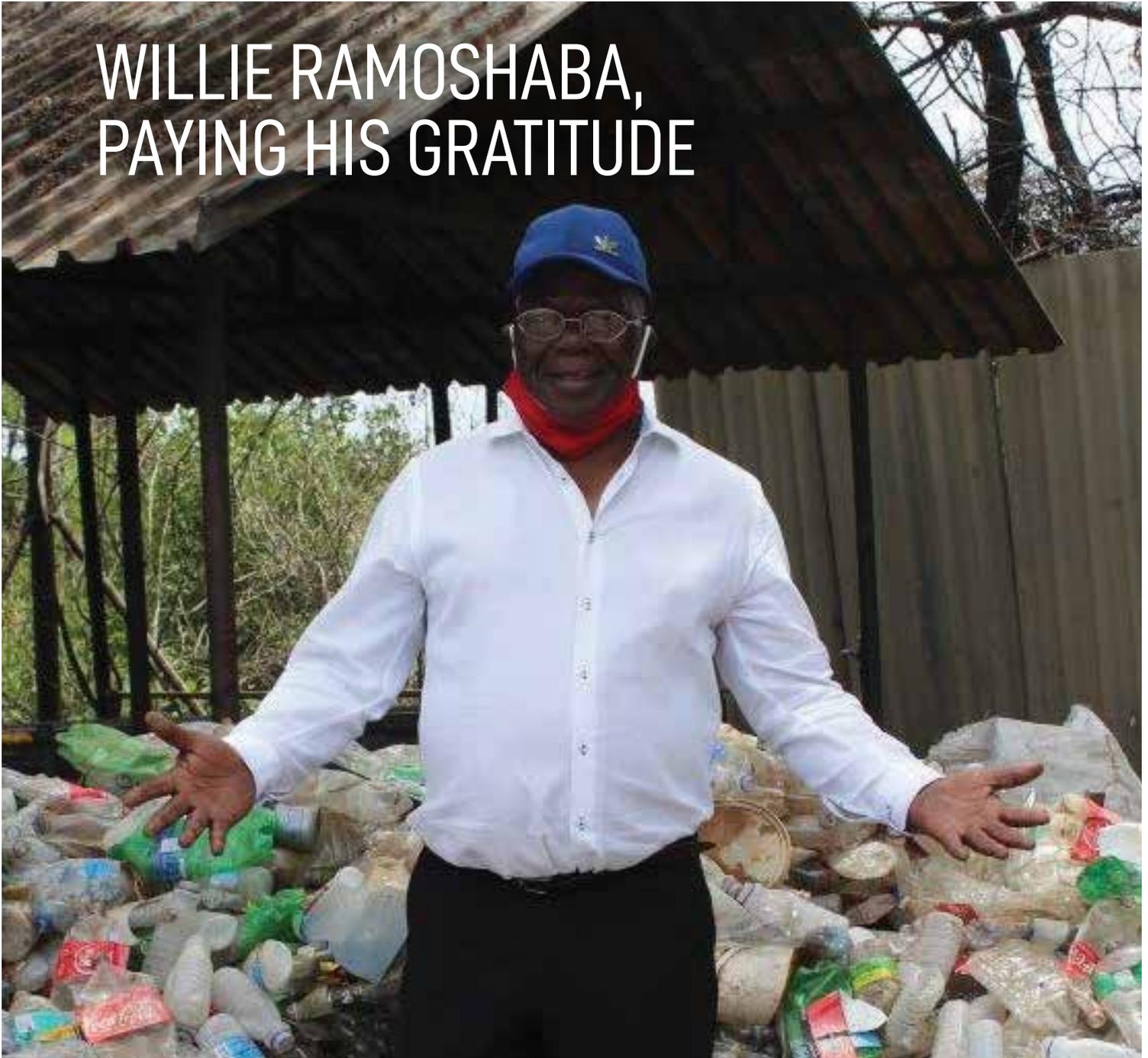




PALA CONNECTOR

JULY - SEPTEMBER 2020 EDITION

WILLIE RAMOSHABA, PAYING HIS GRATITUDE



CEO'S MESSAGE | EDITOR'S NOTES | OUR HEART AND SOUL | PMC NEWS
EXCITING UPDATES ON COMMUNITY PROJECTS

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We will always be mindful of external threats that might negatively impact on our business.

Indeed, the global Coronavirus pandemic has affected our families, communities and the way we do things here at PMC. I have no doubt that our perspective on life and outlook has changed, hopefully for the better.

The period of COVID-19 has taught us important survival skills or lessons which we have to embrace going into the future.

The following are some of our lessons:

1. We have learnt that meetings can be hosted virtually and still achieve the expected results by ensuring that we manage output on a continuous basis.
2. We have learned that it is possible to produce safely and healthily in the midst of the coronavirus.
3. We can still have operational excellence which will ultimately contribute towards our sustainability.
4. We cannot win the battle against COVID-19 by only focusing inwardly within the business as the disease continues to pose a threat to our host communities, I encourage you to continue with our plans to prevent and mitigate the spread in our communities.
5. We can effectively manage our costs by ensuring that we create value to prove responsible stewardship.

As we move into what is identified as the "Silly Season" the Department of Mineral Resources and Energy (DMRE) has reminded us to be more vigilant as this is the time for increased number of accidents in the mining industry.

I want to remind all employees to instill a proactive safety culture which will be characterised by visible leadership in operations, effective risk mitigation and management, prevention of repeat incidents and take a zero tolerance for non-compliance with safety protocols. Operational Excellence has to be supported by permanent consciousness on our Zero Harm approach within our operations, strict cost controls, improved productivity and efficiencies.

Our social license to operate has been negatively affected by the recent sporadic community protests which requires us as a business to prioritize engagements with our various stakeholders to ensure that we maintain healthy and robust relationships.

As a business, we will always be mindful of external threats that might negatively impact on our business, employees and customer's health and safety and will ensure business continuity and tighten security. In the same spirit, I have seen amazing power of positivity and kindness through employee volunteerism and Transformation initiatives in the recent months.

Let us remain safe and follow all health and safety protocols.



Editor's notes

“We have continued to show UBUNTU even though it was hard.”

PMC as a responsible corporate citizen of Ba-Phalaborwa will always extend itself beyond securing the social license to operate as we fully subscribe to our value of Caring. Our spirit of philanthropy has been witnessed in the local communities through the distribution of the necessary food parcels and masks during the heightened time of the hard lockdown.

This year, we declare the month of September and October as months that can be associated with acts of kindness and wish to make it a norm when it comes to charity drives and employee volunteerism.

I can only hope and trust that through this charity initiatives, you become inspired to exercise the spirit of UBUNTU wherever you are – kindness towards how you speak and relate to fellow employees, kindness to changing lives of ordinary people / stories, kindness towards yourself.

My sincere gratitude goes to all members of the PMC family (our employees and contractors) who are always ready to put in a hand when called on to the challenge of giving. I am humbled by your generosity and selflessness that you have showed during the can/tin food drive donation and Avon/Justine iThemba Cancer Walkathon, which were both charity driven.

We have extensively reached out to the community at large with food aid, awareness programs related to COVID-19 through various platforms of communications. These are a few mentioned of the many initiatives that the business has undertaken which you will read and witness inside the publication.

It has been a tough year full of challenges, but above all we persevered and are still standing firm and strong. This is mainly because we work together in unity and power. Every little thing you offer matters and brings a huge difference into other people's lives, more especially the less privileged.

Remember: The greatest happiness in the world is in helping the people you do not know and seeing them happy. The pandemic might have affected us negatively, but it has also brought out positive spirits of love and giving in us. Let us keep the spirit of giving going, after all we have nothing to lose.

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

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Nametsegang Matthews

PMC puts smiles on faces of over 500 families.

Palabora Mining Company (PMC) has put smiles onto the faces of over 500 local families during another food parcel distribution of mainly perishable items.

PMC workers braved the unfavourable weather conditions on 4 and 5 August to hand out the food parcels. Manager: Transformation, Stakeholder engagement and Internal Communications at PMC, Abby Ledwaba, said PMC is not only known for its rich minerals such as Copper, Magnetite and Vermiculite, but also some of the big five that are freely roaming on site.

“This makes it more than just a mine. Instead the local people know the mine's past history of carrying out one of its five (5) Values – Caring, amongst the community it operates in”, said Ledwaba,

The handing over of the food parcels was done by the Joint Operation Committee [JOC] with the assistance of the Department of Social Development in Phalaborwa and PMC's Department of Transformation and Communications. “Just as the world is facing a difficult time of fighting the coronavirus and trying to save lives, one fact remains, some parts of the world are also dealing with challenges such as people who are going to bed hungry while others suffer at the hands of an economy that was negatively impacted by the pandemic.”

“PMC employees joined hands again to ensure that some of the vulnerable families in our communities that are still hit hard by the pandemic more



especially those living with chronic diseases went to bed on full stomachs,” said Ledwaba.

He further said that just as water is a necessary commodity for survival in humans, plants and animals, so is food and many other necessary needs. “As part of profiling our beneficiary's background with the help of the Department of Social Development, we learned that most households have an average of over six (6) family members and some are either waiting for approval of social grant or are unemployed.

“We have provided them with predominantly dry goods food parcel with an estimated value of R800 each to enable the families to prepare a decent meal.”

The food distribution covered all areas of the Ba-Phalaborwa local municipality. Mashishimale, Makhushane, Humulani, Boelang/Maseke, Lulekani, Matiko-Xikaya, Namakgale, Selwane, Phalaborwa (town), Benfarm and Prieska village. “For all these communities to stay free from coronavirus, we added a bottle of 70% alcohol-based hand sanitizer as part of the package,” Ledwaba added.



Feature

Do not let your background define your future

“I wish to create and establish 100 small businesses which will create about 100 jobs”.





William Ramoshaba is living proof that one must not let their background define their destiny. He grew up in the dusty streets of a small village called Ga-Selwana, in Phalaborwa. Willie as he is affectionately known, has left me speechless with his shared personal experience and I just couldn't remove my attention from him. It is at that moment that I knew that this is a story that can serve as a source of inspiration to many other people.

His academic journey was not the easiest as he found himself changing schools due to his geographic background, but that did not stop him from studying and paving way for his future. After standard 5, he proceeded to other schools outside

his village, amongst these were the Sebalamakgolo Secondary School where he obtained his Junior Certificate and Bokgakga High School where he completed his matric. He then proceeded to study a BCOM degree, majoring in Accounting at the University of Limpopo after receiving a bursary from Palabora Mining Company (PMC) under Rio Tinto which in his view, was an opportunity of a lifetime.

"I approached PMC to support me to further my studies of becoming an Auditor with one of their auditing firm called Coopers & Lybrand, which is now called the Pricewater House Coopers. I was privileged enough to get into the company's private jet to meet up with the Auditing company

in Johannesburg", mentioned Ramoshaba. The highlight of this story is that Standard Bank, in Dube, Johannesburg made history when they appointed him as the first black Manager in South Africa.

Willie looked deep into the future and again approached PMC for assistance during the time when he compiled a book as a way of showing gratitude to the Ba-Phalaborwa community for the role they played while growing up.

As life sometimes can throw you a curve ball, Ramoshaba left Johannesburg to Selwane village for some soul searching and that is when he discovered his passion for recycling and working with poor waste pickers in the Ba-Phalaborwa community. He is currently the founder of Thinavhuo Recycling Pty Ltd Company based in Phalaborwa. His company focuses on supplying high quality recycled material to the manufacturing industry, while also alleviating poverty by creating employment and keeping the environment clean. He also has a desire to help these waste pickers to fight food insecurity by merging with local farmers. He has confirmed that 20 of these women already have land and access to water which made his vision easy to execute.

When asked about his ambitions, he said "I wish to create and establish 100 small businesses which will create about 100 jobs in the next 12 months from recycling related programs. We already hired 30 women in Phalaborwa, who are in the process of manufacturing and designing the all-purpose bags into different designs and colours." He added that they have exported 1000 bags made from recycling plastic bottles to America. In the future, the bags will also be sold online at an affordable retail price. I was quick to ask the price range on behalf of public interest. Ramoshaba swiftly gave an accounted response, "The bags will sell at retail value, which is a third of the price any consumer will pay for at a designer shop", sealing the answer with a laugh.



Leadership Corner

Magnetite Division predicts 2020 to end on a high note

Aspiration of finishing 2020 on a high note and achieving a high production rate may become possible.



Sydney Kopong, Senior Manager Magnetite Reclamation and Operations Division

What was long time coming is a significant improvement in terms of plant availability and proper systems in place to assist the Magnetite Business to catch up on backlog that impacted the Division negatively. Thanks to the September 2020 shutdown that enabled care and maintenance process which was much needed to keep the plant going and improve equipment efficiencies and availability at the Magnetite Business operations.

The Division's aspiration of finishing 2020 on a high note in terms of Safety Health Environment and Quality (SHEQ) and achieving a high production rate may become possible.

When the COVID-19 pandemic started earlier in the year, Palabora Mining Company (PMC) was not completely ready as part of mitigating the COVID-19 risks due to limited information at the time. With the development of the COVID-19 manual, it became clear on the protocols that needed to be followed. The PMC Magnetite Division was part of those departments that were operating during the peak of the coronavirus under strict COVID-19 protocols. However, throughout all the challenges that the company faced, the team regrouped to brainstorm on how they can steer the ship into the right direction.

When asked how they managed to keep the ball rolling during these difficult times, Sydney Kopong, Senior Manager at Magnetite reported that they first had to get used to the idea of operating under COVID-19 and to remember that they are not working under normal circumstances. "The most important area is on the people's side, ensuring that their health and safety was a priority. We regrouped and learned from a fatality that happened in 2018, whereby we lost one of our own. Since then, we consistently emphasise the aspect of health and safety in the workplace", said Kopong.

He further added that although the pandemic caused panic and uncertainty among the workforce who had many questions around it, the Division carried out risk assessments around COVID-19 in terms of health and safety, so that employees remain empowered with information.

Another secret ingredient the Division used as a turnaround strategy included carefully selecting shifts, change management in terms of leadership, changing people's mindset ensuring that they work together as a team. What also worked in their favour is the geographical features of the plant

as it allows adequate social distancing but above all, the workforce is encouraged to always wear face masks, 20 seconds washing of hands or sanitizing with 70% alcohol base product.

Kopong is quite confident that participating in the "Silly Season" awareness campaign will help employees to practice safe behavior in and outside the mine in order to further stop the spread of the virus. "The awareness exercise takes place on a monthly basis with Safety Health Environment and Quality (SHEQ) Department. Employees from the Smelter Department have managed to ensure the

smooth running of activities related to mass convergence in areas such as the change houses and ablution facilities".

Despite all the challenges we faced as a business, Magnetite Division has managed to contribute towards keeping the business boat afloat and have produced a positive turnover in recent months. We appreciate the Division's efforts and all the other Departments that operated during the lockdown for keeping our boat sailing throughout the COVID-19 storm. We have a strong conviction that other departments that have not managed to meet their projected targets, will eventually catch up.

PMC shows ubuntu during heritage month



South Africa is often referred to as the rainbow nation and is known for its rich and diverse culture, music, dances, colourful languages, food and sports.

Every year, we celebrate and showcase our rich history on Heritage Day, the 24th September. This monumental day is also dubbed Shaka Day by some and Braai Day by others. For what it's worth, its meaning

rests on strength and unity of who we are as a nation.

However, this time around, because of COVID-19, our National Heritage Day is going to be different with some restrictions amid the COVID-19 regulations. As countries around the globe reel from the coronavirus pandemic, Palabora Mining Company (PMC), Safety, Health, Environment and Quality (SHEQ) and Chemical Laboratory (CHEMLAB) Departments reminded us through their attires that we are diverse in culture but we remain one in unity.

SHEQ has once again put their value of caring into action, celebrating Heritage Day and diverse backgrounds to display by collecting tins of food displaying Ubuntu and care to the needy during these trying times. This fun-filled event took place on the 23rd of September 2020 outside the Xhikwaru Communication Centre. The tin food donations were handed over to the Transformation, Stakeholder Engagement and Internal Communications Department for identifying centres that are vulnerable and experiencing funding challenges for distribution.

The Department have initially set a target of 100 tin food collection, which they surpassed with 109 tin food. "We have set a new target of 500 tin collection by the end of October this year and we are calling all colleagues in the different Departments to join the initiative and come to the party". A challenge that will hopefully change the quality of many lives for the better.

"We are already six months in the COVID-19 pandemic at the mine and we have been hands on more than most Departments in the fights against the virus. What is more interesting for today is while we have put on different costumes, we all have a generic, binding unit which is the face mask, symbolizing that we are one country, one mining group, one division, exclaimed Riaan Van Der Westhuizen, Manager: Health, Hygiene and Security at PMC.

To add on to the fun, everyone did the "Jerusalem Dance" which President Cyril Ramaphosa encouraged everyone to do to celebrate the end of the COVID-19 storm. From there, the teams took part in a fun walk.

Rethusegile receives R30 000,00 donation from PMC Members of the Association of Mine Managers in South Africa (AMMSA)



Their biggest challenge is lack of funding as they are registered as a non-profit organisation. For their survival, they turned a small piece of land into a vegetable garden for sustainable livelihood. "We have no form of income and we use our members to plough, plant and maintain our garden in order to stay fit and active", said the committee member of Rethusegile Disability Project Solly Malesa.

The member further added that the vegetable produce are sold to the locals and used as a source of income for their sustainable development.

AMMSA is an Association of Mine Managers in South Africa that provides a platform for mining industry professionals to discuss, evaluate, debate mining, minerals policy, technical innovations, safety and health challenges and advantages in mining across South Africa.

This was not the first time that the Association came with aid for the local people in Ba-Phalaborwa. In 2019, they donated R20 000 to Thabelang Disability Centre, in Makhushane village. AMMSA supported the Rethusegile Disability Project as they felt that the request is in line with their objective of the centre's survival. The centre mentioned that they are in need of the following resources mentioned below:

- Stands for Jojo tanks
- Wendy house for tools
- Garden tools
- Seeds
- Irrigation pipes
- Signage on the main road
- Work suits, boots and face masks



While everyone is in a state of anxiety on what tomorrow will bring due to the ever changing economic environment which the world is currently facing as a result of the COVID-19, members of Rethusegile Disability Project were left in smiles during the recent visit by the members of AMMSA based at PMC.

Three (3) PMC AMMSA representatives - Expect Ntsepe, the Senior Manager: Underground Mining, Samuel Ngidi: Senior Manager, Lift II Underground, Rendani Nemathithi: Manager, Mining Operations Underground with Abby Ledwaba: Manager Transformation, Stakeholder Engagement & Internal Communications and supporting staff handed over a R30 000,00 cheque

as part of giving a helping hand to the needy centre. The centre approached PMC late in 2019 requesting them to look into sponsoring them with a number of resources that will improve their quality of life and functionality of the centre.

"This donation proceeds were raised during the AMMSA golf day fundraising game that is held annually by the Association in order to empower under privileged communities", said one of the AMMSA members, Nemathithi.

Rethusegile Disability Project is based in Phalaborwa, in a small village called Mashishimale. The centre caters for a minimum of 32 people with disabilities.

Sharing is caring, as PMC calls community at taxi rank to sanitise

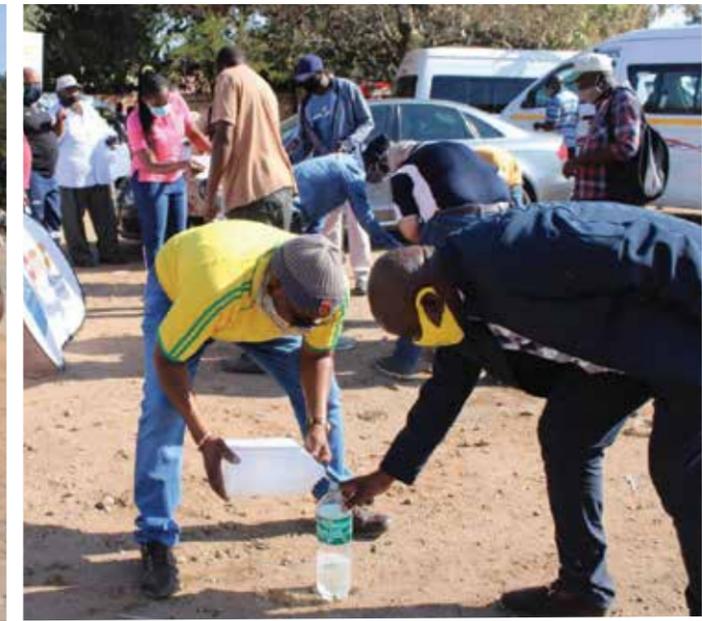


In an effort to raise awareness and protecting our communities from the dreadful coronavirus,

the Transformation, Stakeholder Engagement and Internal Communications Department in conjunction with the COVID-19 Busters at Palabora Mining Company (PMC) visited the local taxi rank twice in the month of July and August 2020. The aim of the visit was to distribute information flyers that speak on preventative measures as well as reminding the public on government message of basic hygiene practice during the pandemic. The aim of the visit was also to re-fill sanitising bottles for taxi drivers,

street hawkers and food vendors with a 70% alcohol base sanitising product.

This act of kindness is consistent with the spirit of the world icon, Nelson Mandela which has to be shared as part of our daily living. PMC's broader business strategy is to grow and build sustainable relationships with local communities and what a better way of exercising this initiative in a crisis such as this. "The business is serving in the Joint Operating Committee (JOC) structure that seeks to partner with other



businesses and the government on socio-economic challenges in Ba-Phalaborwa. To date, about 600 households have been provided with food aid relief, 78 local schools benefited on the distribution of 6 689 cloth face masks in June since the beginning of lockdown. In our continued efforts, we have deemed it fit to share information to protect even the most vulnerable of them all - taxi drivers, commuters, street hawkers and food vendors", said Manager: Transformation, Stakeholder Engagement and Internal Communications, Abby Ledwaba.

Raymond Motubatse, representing Phalaborwa Taxi Association and Grace Netshiozwi, representing Lulekani Taxi Association were excited to see their community coming in numbers to get re-fills from PMC personnel. "I am happy to see that the mine cares and supports us as a business. We share the same sentiments of protecting commuters by ensuring that we sanitise our vehicles before and after loading passengers".

The one question that arises in everybody's mind during the epidemic is to establish whether the safety measures practiced are sufficient or not. The golden rule for any disease is "PREVENTION IS BETTER THAN CURE".

Pinky Thompson, a woman determined to win

You might think that working in the CEO's office is all 'glitz and glamour',

but in actual fact, it requires a special and driven someone to match the daily demands that the office comes with.

"Today, I am content, in a plane, not in the business class enjoying the luxury and

comfort of being served, but I am in the plateau with the pilot (CEO) navigating up the sky and being exposed first-hand to the rough winds, diving, manoeuvring, all sorts of views and the sky full of stars." I love the flexibility of my post and being at the cutting edge of business. The view she strongly expressed when she describes her working environment.

After serving many blissful years of service at Palabora Mining Company (PMC), Pinky Thompson is determined to stop at nothing to realise her dreams of becoming the best she can be!

Born and raised in Namakgale, Phalaborwa, Pinky Thompson and her

two sisters were raised in a functional and Christian family by their single mother, who made sure that her children grew up to become responsible and independent adults who will impact the world positively and be influential in their own domain.

Pinky as affectionately known, describes herself as versatile, humble yet assertive and optimist woman who is committed to contributing to the achievement of the company goals as well as her personal craft concepts and goals. She studied a National Diploma in Human Resources Management, Practical Project Management, Management Development Programme and has also obtained certificates of attendance on various short courses.

She has served high offices in the organisation before occupying the role of a Confidential Secretary to the Chief Executive Officer (CEO) and General Manager (GM) - Human Resources. Thompson grew up in ranks and was appointed in 2010 as a Data Clerk in the External Services Division and shortly promoted to the Safety and Security Division in 2011 where in the same year, became a Business Administrator at the Concentrator Operations Division.

Her determination got her a ground-breaking position in 2013 as a Personal Assistant to the Chief Financial Officer. As she mentioned with pride during our discussion, the highlight of her career back in 2012, when she was appointed as a Business Administrator at the Concentrator, her normal scope of work was expanded. She was also tasked to serve at other Divisions, which pushed her to quickly learn the ropes. I had to be proactive in engaging and activate my brain to be content focused in diverse situational approach, she said. This transition helped her to discover her inner strength as she learnt resilience, tolerance and multi-tasking in the process.

The Leadership style and Organisational climate at PMC motivated her to stay in the company. Management is supportive and provided her with opportunities to grow, she added.



Pinky Thompson

Her primary responsibilities in her role without divulging more into it given the nature of her job, include serving and supporting the CEO, proactive diary management, ensuring correct dissemination of confidential information and finding viable means for the CEO to interact with external stakeholders and other global corporations.

On top of her demanding job, Pinky is an established international author who has written books and a few business articles published abroad. She realised her love for writing when she assisted her husband, who is also a writer to edit his book.

She released her first book titled 'The Broken Rules of Engagement' in 2018, which involves socio-economic issue. The book entails and exposes corporate flaws and positives within organisations, management, Trade Unions, and what employees are engaged in daily.

Her second book titled 'Deactivating the Code of Failure', is based on the upbringing of a young woman named Megan, whose unfortunate journey is exposed and how she turned her life around and deactivated

the "code" for her failures. It targets the youth whose lives have been seemingly battered and turned around by the tides and turbulences pattern of an ugly past. This book aims to help young women to become independent and avoid falling prey to "blessers". The book also equips parents on how to raise their children well and being their mainstays when they are facing turbulences and in sorrow.

Pinky is an advocate for socio-economic contribution in every sense of it. She creates employment through her books, by getting unemployed and impoverished people in her community to sell them in return for a certain percentage. This ingenuity precisely epitomizes her synergy and instil a business principle in them to work and earn. By so doing, they would be able to fend for themselves, their families and hoping it will transfer skills and evoke the entrepreneurship interest in them to start something for themselves that could transform and sustain their livelihoods. In return, Pinky also depicts commitment to her community of Ba-Phalaborwa in the way of enforcing the culture of learning and reading.

During weekends, she takes part in the church's missionary work of distributing food parcels to the disadvantaged. Pinky has now ventured into unfamiliar territory, more particularly for a black woman. She has tapped into the 4IR (Fourth Industrial Revolution) regardless of her limitations. She has innovatively converted both her books into mobile Apps published at Google Play Store. She has also developed a massive global news coverage website and App called the "NewsDome" that was recently launched in July 2020. Her wish for the future is to develop academically, change the narrative and be able to grab opportunities as they present themselves.

She advised anyone who would like to follow in her footsteps to always trust their instincts. We all have a story to tell, and no one can tell it better than yourself. Do not let anyone undermine your vision, she exclaimed. You can get a copy of her books on Amazon, Google Play Store or you can obtain one directly from her by contacting 0844198895.



Vermiculite Business (VO) Simunye-Saamtrek event, yet another success

“If you want to go fast go alone, if you want to go far go together”.

The Vermiculite and Safety, Health, Environment and Quality (SHEQ) Department agreed to make the month of September all about fun and advocating the message of resilience amid the COVID-19 pandemic. Through the saying: All work and no play makes Jack a dull boy spoke volumes at the recent virtual Simunye-Saamtrek prize giving ceremony that was held on the 08th of October 2020.

The event, which kick-started from the 1st until the 30th September was a reminder that despite the COVID-19 crisis, we have the ability to recover and apply positive learnings, which is #strongertogether, consistency and resilience. A challenge that the two Departments were happy to take!

Although VO lost to SHEQ after a team of 10 walkers recorded more than 3

million steps during the month, the spirit of sportsmanship in them was felt throughout the prize giving ceremony with shouts of joy and excitement from the ground. This initiative was not necessarily about winning but showing solidarity with each other consistent with the Chinese proverb that says “If you want to go fast go alone, if you want to go far go together”.

As practice, the VO Business is known for hosting Heritage Day celebration with employees dressed in their traditional attire and sampling assorted foods. Due to the pandemic this year, the recent event was reduced to a virtual fun run / walk challenge that turned to be a success with more than 10 groups participating. VO and SHEQ Departments took up the challenge bearing in mind the COVID-19 protocols as a way of practicing the safety measures in place while ensuring that they walk or exercise at least 20 minutes a day.

“The aim behind the fun run/walk initiative is to teach and encourage our workforce about maintaining a healthy and balanced lifestyle, which has several benefits to the productivity and wellness. The initiative is inspired by the 65 years journey of life that the Palabora Vermiculite holds. The 65 years history

of the Vermiculite Association deserves a huge recognition because it was not an easy and smooth journey”, mentioned John Makgatho, Senior Manager: Vermiculite Business.

Furthermore, Makgatho expressed his appreciation to everyone who participated in the virtual run and commended their efforts driven by one of our values – teamwork. “The aim of introducing inter-divisional competition is to ensure continuous improvement by moving from hosting Sections to hosting Divisions in the foreseeable future. My dream is to see the SHEQ Department overseeing the coming Simunye-Saamtrek challenge as a custodian of our health and wellness system”.

Makgatho who has declared his passion for running races, shared into his ambition of joining the ultimate human race, Comrades Marathon in the coming year as he urged everyone to continue living a healthy and balanced lifestyle. “Let us not forget that the war against the coronavirus is not yet over, we have not conquered. Let us continue practicing all the safety measures that have been put in place by the World Health Organisation (WHO) our business and our government”.



A leader who instructs less and engages more

It is common practice as we grow up to desire many dreams and want to explore many talents and professions before we discover who we truly are.



Talent Shiburi grew up wanting to be a soccer star but ended up pursuing a career in Metallurgical Engineering. He hails from Ndindani village in Giyani and is married with four children, three (3) boys and one (1) girl. Talent grew up in a disciplined family with strong values. He holds a Btech Degree in Physical Metallurgy, Greenbelt Lean Six Sigma, Advanced Project Management (APM) and Management Development Programme (MDP)

He started working for Palabora Mining Company from 2008 to 2013, he later resigned in 2013 and joined a company called Tronox. He decided to re-join PMC in January 2019 as Superintendent Nickel Plant & Dispatch and Technical which he has been occupying for a period of almost two years. His primary responsibility is to

ensure that the business produces good quality products in a safer and efficient way. Shiburi also ensures that he plays his part in enhancing productivity, he said that he stays positive at all times and spends a lot of time motivating his team, and involving them in the planning and brainstorming process which makes it easier for them to implement.

He described himself as a result driven leader who maintains a good team morale by engaging all team players and envisioning them. Unlike most leaders, he believes that a true leader must instruct

less and engage more, as this helps him get the best out of the people he is leading. He explained how inevitable change is in any environment and how it can either make one's life more complicated or easier. "Therefore the challenge is to always be ready for change, the current situation with this COVID-19 pandemic has changed the way we do things both at work and home, it never crossed my mind that I would need to wear a mask daily", he added. He then expressed how he is always ready for any change in life and always ensures that he has many response plans for every situation.



Talent Shiburi

His biggest accomplishment was winning the General Manager award at Tronox for his Lean Six Sigma project, the project competed globally, and he was a runner up for the prestigious CEO award. He is also proud to have had an opportunity to play for Wits, Supersport and Orlando Pirates football academies, he also represented Gauteng Province twice at the SASSU (South African Student Sports Union) tournaments. His face lit up as he was embracing these accomplishments. Unfortunately, an injury made him to stop playing soccer and forced him to study Metallurgy.

It is indeed true that 'challenges are what make life interesting; overcoming them is what makes life meaningful'. He finds the culture at his workplace challenging, as he noticed that there is a lack of teamwork, he supported this by saying "if we can stop trying to put in what we think God left out in people and start drawing out what God put in His people then this place can be better." Talent enjoys reading motivational and leadership books, as he is eager to see what good or bad leaders do and be able to learn from them. His advice to people who want to become great leaders like him is

that they must be honest and courageous and stand for what they think is right regardless of other people's opinions and perceptions. He wrapped it up by saying "the only time success comes before work is in the dictionary, in real life one has to work and then achieve success". I wish that many leaders out there can learn a thing or two from Talent Shiburi's leadership style.

Past Events Highlights



PMC provides (96) food parcels amid coronavirus pandemic



The world-wide spread of coronavirus pandemic has put further strain on the country's economy by affecting the most vulnerable households amidst the recent government national lockdown regulations in terms of the Disaster Management Act that forced the economy to come to a halt.

Palabora Mining Company (PMC) in conjunction with Palabora Foundation joined hands to ensure that the less fortunate and vulnerable communities identified through the assistance of Social Development Department have food and other basic needs during these difficult times. The business is working with the Joint Operations Committee (JOC) for Ba-Phalaborwa municipality to reach out to those who have been hit hard during these trying times.

"As a business, we understand that everyone is negatively affected, more so, the less fortunate and employees of smaller businesses. We ensured that we stand in the gap with the assistance

of our strategic partners, led by the JOC chairperson, Colonel Rakhadani, to distribute food aid parcels to identified household beneficiaries since the start of the pandemic", mentioned Abby Ledwaba: Manager Transformation, Stakeholder Engagement and Internal Communications.

The number of beneficiaries that benefited from the food parcels distribution on the 08th May 2020 is standing on 96 households and we are likely to reach a higher number in the near future. Each food parcel contained: 10 kg rice, 10 kg maize meal, 2 litre cooking oil, 10 kg sugar, 1x box of tea bags, anti-bacterial bathing soap, baked beans, box of cremora powder milk, tin fish, corned meat, dish washing liquid soap, 2kg laundry powder soap and sachets of soup.

Engelina Mkheshwani (52) from Majeje Village was identified by Social Development Department as one of the food aid relief beneficiaries. Mkheshwani

has three dependants with no form of income during this time of need.

"I am pleased to see PMC visiting us and happier to be a recipient of the food parcel aid. I normally perform piece jobs as a domestic worker to feed my family but now we have been told to stay at home to prevent the spread of the virus, I have nothing to eat or money to buy food. I am really relieved to have received this food parcel and it will keep us from going hungry," says Mkheshwani.

Phalaborwa town is home to approximately 170 100 residents and is made up of eight (8) residential areas, five (5) being rural, two (2) townships and one (1) town. Despite of its unique geographical composition and the two mining houses that are keeping the sustainable livelihood of the town alive, the community is grappling with the socio economic challenges such as a high number of unemployment and poverty.

PMC donates face masks to 78 local schools



Schools within Ba-Phalaborwa Municipality which found themselves in panic after the Basic Education Minister, Angie Motshekga announced the re-opening of the schools on the 1st of June 2020. This is after realising that most of our communities are disadvantaged and rely on informal and domestic work to generate income which was tampered with during the lockdown period in a bid to flatten the curve.

78 schools within the two education circuits of Ba-Phalaborwa Municipal jurisdiction area were elated to receive a donation of cloth masks from Palabora Mining Company (PMC). This is one of the initiatives for the business to contribute towards the prevention of COVID-19 infections in our local schools. PMC came on board with a donation of 6 689 cloth masks designed with filters for learners and handed them over to the Department of Education and school principals of the identified schools. The cloth masks are

designed to allow learners to wash and re-use the masks as we progress into the inevitable peak season of coronavirus due to the winter.

The donations were made as a result of the report submitted by the Circuit Manager during a presentation to the Joint Operations Committee (JOC) for COVID-19 school readiness on Personal Protective Equipment (PPE) for the schools.

The school's representatives expressed how grateful they were as a result of PMC coming to their rescue during a time of great need. They further explained how these face cloth masks will make a difference in the learners' lives. "On that same Monday of the school opening, some learners showed up without face masks and this evoked some negative thoughts from myself towards parents of those learners but I have come to realise that no parents will sent children to school like

that unless they are unable to provide" said Mabasa, the Namakgale Circuit Manager.

"As PMC, we were happy to come to the party and become a responsible corporate citizen of Ba-Phalaborwa for the benefit of the Department of Education and learners since they are the future of the country. It was important that we heeded the call for the provision of masks that comply with the government issued guidelines on COVID-19 in order to protect the community and learners." said Abby Ledwaba, PMC Manager: Transformation, Stakeholder Engagement & Internal Communication. The Mayor of Ba-Phalaborwa Local Municipality, Cllr Merriam Malatji was also present to witness this exceptional handover and commended PMC for their loyal support.

Mvuso, gives back to the communities in times of need



Giving back is one of the good gestures we should all aspire to adopt as a culture.

Palabora Mining Company (PMC) is making sure that nothing stands on its way of giving back to its community during this trying time. Building a sustainable future should be a collective issue that propels all stakeholders to be on board.

A partnership

PMC, together with Mvuso and Ba-Phalaborwa Joint Operating Committee (JOC), distributed food parcels in the area of Makhushane, Humulani, Matikoxikaya, Phalaborwa Town and Lulekani. With the crisis that COVID-19 has created currently, people are forced to leave their daily hustle in order to curb the number of COVID-19 infections by staying at home. With that mentioned, this affected many people's livelihoods and loss of income.

Food parcels for deserving people.

As PMC and various entities came on board to make sure that no one goes to bed hungry while the government is dealing

with this pandemic by provisions of food parcels. Homeless people were affected hard during this crisis and PMC, with the assistance of Mvuso stood in the gap for the less fortunate.

Adhering to one of the protocols outlined by the Department of Health - Providing water tanks.

3x1000L of water tanks were delivered in various roadblocks around Phalaborwa specifically to those without access to clean and drinking water. The areas that received supply of water in tanks were Namakgale, Lulekani and Makhushane crossings. These tanks came in handy since water is a scarce resource, especially in rural areas.

PMC management lending a helping hand to curb the spread

Our business is not immune from the escalating number of people infected with the coronavirus since the outbreak.

We can say with a sigh of relief that out of many positive cases that have been reported to date since the beginning of lockdown, most of them have fully recovered and are back at work while we breathe a sigh of relief to zero reported deaths cases. A big thank you to our frontline workers as well as all employees who adhered to our quarantine guidelines that are contained in our COVID-19 manual.



Quarantine facilities to help reduce the spread of COVID-19

In mitigating all the risk factors associated with COVID-19, Management in their quest to care and protect employees, they secured a private facility as an option for employees who have tested positive to COVID-19 and wish to self-quarantine / isolate. An option that is certainly handy for many who do not have the luxury of isolating at the comfort of their homes.

Peer educating awareness campaign

In addition to some of the strategies PMC management has put forward to fight the growing number of the infections in the business as well as the local community, different communicating tools in the form of print publications as well as face-to-face interaction have been rolled-out. As part of creating awareness and maintaining sustained knowledge around coronavirus in our working environment that is fast infiltrating our shores, just over 15 Peer Educators members underwent COVID-19 training for face-to face awareness outreach initiative.

The Mine Clinic, under the leadership of Cecil Mathale, HIV & Health Educator at PMC and other members visited various operations in the month of June and September 2020 to demystify any negative claims and confusion that seeks to speak to COVID-19 virus. Most importantly, the group is formed to discourage stigma and the anticipated growing numbers of infections in Ba-Phalaborwa and our country.

COVID-19 busters and weekly business flyer

The COVID-19 Busters is a committee set to address internal challenges related to Health and Safety issues around COVID-19. "As part of living to the PMC Values, our objective is to increase awareness on the scourge of the pandemic amongst our employees and across Ba-Phalaborwa". This has been supported by weekly messages that are issued every Friday in a specific topic prepared by our Internal Communications Unit.

The Transformation, Stakeholder Engagement and Internal Communication embarked on a number of stakeholder relations campaign:

1. Local Taxi Rank sanitising re-filling of taxi driver and hawkers bottles
2. Food aid distribution
3. School face mask donation
4. Tin/canned food employee drive





Employee Profiling



Thabangnabo Ouma Mahlake

1. Name and surname:

Thabangnabo Ouma Mahlake

2. Birth Place?

Namakgale.

3. Tell us about your family. In case you are married, please share the tenure of your marriage and the number of kids (it's not compulsory).

I am married with three kids, 2 girls and 1 boy.

4. What is your favourite dish (food)?

Hake and Pumpkin.

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

Cooking.

6. What is your favourite sport(s) / hobby?

Netball.

7. What is your current Position? And how long have you been with PMC?

I am Business Administrator for Magnetite Production. I have been with the company since 2013.

8. What is your take on coronavirus outbreak and your outlook towards the change it brought to our daily lives?

Homes have turned into offices; schools are closed and video calls have become a source of communication with our relatives since government imposed restrictions to help curb the virus.

9. Has it shaped the way you view life in general and give reasons to your answers?

Yes, right now it feels so impossible to predict what life will be like in the coming months or so. But it looks like coronavirus is gonna be with us for the longest time.

10. What else do you know about the virus?

Older people and people with chronic medical conditions appear to be more vulnerable to becoming severely sick during this pandemic.

11. What measures are you applying in terms of prevention of contracting the virus, both at home and workplace?

I practice social distancing and wash my hands regularly or clean my hands with sanitiser.

12. Anything you wish the business can implement to improve on the prevention methods at PMC?

The COVID-19 training should have a refresher until this pandemic is over.

13. Your last words to employees and the community at large about the COVID-19?

Avoid unnecessary travel, do not wear loose face masks. Watch the news regularly for updates.



Carl
Coetzee

1. Name and surname:

Carl Coetzee.

2. Birth Place?

Phalaborwa.

3. Tell us about your family. In case you are married, please share the tenure of your marriage and the number of kids.

Not married, living young and free for as long as possible.

4. What is your favourite dish (food)?

Definitely a braai.

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

Baking chocolate cake.

6. What is your favourite soccer/Rugby/Cricket team?

Obviously all South African teams, and I'm a big Lions supporter.

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

I'm an Engineer in Training for 2 years now.

8. What is your take on coronavirus outbreak and your outlook towards the change it brought to our daily lives?

I realised it was bad, but did not think that it will have the effect it's having now.

9. Who do you think is at risk?

People with underlying conditions and the elderly.

10. What else do you know about the virus?

It is a highly contagious disease causing respiratory infections and currently there is no vaccine against it.

11. What measures are you applying in terms of prevention of contracting the virus, both at home and the work place?

Wearing multi-layer facemask, limit outings as much as possible, apply social distancing and regular washing of hands.

12. Anything you wish the business can implement to improve on the prevention methods at PMC?

As long as the business comply with regulations and apply strict enforcement to all employees and its stakeholders.

13. Should you avoid animals and other pets if you are sick with coronavirus?

From my understanding there is no evidence that COVID-19 can transfer from humans to animals, so no need to stay away from animals and pets.

Vision

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

Mission

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

Values

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