



PALA CONNECTOR

JANUARY - MARCH 2023 EDITION

PMC receives top employer award for 2023



CEO'S CORNER | FROM THE EDITOR'S DESK | SHEQ CORNER | LEADERSHIP CORNER
VALENTINE'S DAY | BEST EMPLOYEES AWARDS | PAST EVENTS HIGHLIGHTS

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All the adversities in the world should not deter us from focusing and attaining our goals. Let us strive to be the best in everything.

A new year usually encourages us to reflect on the past and to make plans for the new season. It is a promise for a new dawn of hope and achievements. As a mine we worked hard in the year 2022 to achieve our targets. Recovering from a global pandemic that crippled the country's economy. We need to unite in rebuilding and recovering from the effects still experienced today.

As we conclude the first quarter of the year, it gives me great pride to see the strides that the leaders and employees in the business have gone to improve and promote safety within our various work environments. The initiatives as well as displaying a positive attitude will ensure that we achieve our safety target each year and prevent safety incidents that claim or disrupt lives. Let us continue to increase efforts in enforcing safety awareness at work, our homes, and our immediate communities.

Even though the mining industry suffered significant losses and challenges in minerals production in the first quarter of the year in South Africa, PMC was not exempted from this as well. We remain hopeful that the rest of the year will show some improvement. Thank you for continuing to live our values of caring by giving back to the community, thus encouraging our contractors and local companies to do the same. Even amidst all the trials and tribulations that we go through as a business, let us continue to display our value of caring to those who are less privileged.

My sincere gratitude goes out to the bargaining teams across PMC who engaged and concluded the negotiations in an open and peaceful manner which culminated in a 3-year wage agreement. This shows that both parties are interested in the advancement and progression of the employees and business alike. As a business, PMC strives to be fair and aim to reward hard work and to promote a conscious safety culture. I would like to encourage you to continue to make use of the employee of the year system and nominate teams and employees who continue to work hard and are innovative within their work areas.

We are constantly faced with challenges at every turn in the country, from the high inflation rate which affects our business strategy and exasperated food prices and loadshedding, we need to put our differences aside, unite and come up with positive ideas and efforts to develop our business and nation.

I would like to thank you for your continued commitment and dedication to PMC. Every one of us has an important role to play to ensure the success of the business. Higher responsibilities come with a higher degree of power and a wide range of comforts to make your life great this year.

I trust that I can rely on your support and dedication to support our business strategy for the sustainability of our future.

From the Editor's Desk

New season, New frontiers and endless possibilities.



We always look forward to the beginning of the year, the hope that we can learn and grow from previous years good and bad experiences. This year is no different for me, personally, except for a new goal or two that I have set for 2023. We all should be optimistic that this year will bring much more than we can hope or plan to achieve. Thank you to all the teams that participated in the Valentine's Day campaign by displaying innovation and teamwork. This was an excellent way to display love and teamwork! We celebrate PMC being named Top employer for 2023, an achievement that we last held in 2019. These kinds of recognition in the mining industry is proof that even though the world is faced with daily challenges and adversities, the country's economy suffers under loadshedding and the effects of the pandemic that threatened our livelihood. PMC continues to provide excellent benefits to its employees, upholding and staying true to the Caring value of the business.

We celebrate the strides that PMC have made to promote a harmonious and inclusive work environment where young people and women continue to thrive and grow in their career. One such example is when the Mineral council named one of our Managers as a Social hero in Women in Mining, Nozipho Zitha. Our leadership corner also features one of PMC's pioneers, Wendy Maritz, a local powerful and seasoned Manager with a zest for life and making a difference.

You will also get to know PMC's bursars that have started their career with PMC straight from varsity. These young people know what they want in life and display such an infectious positive attitude even in their first few weeks in the business. It was a heartwarming event when the parents of the bursary recipients were present to sign on the agreements recently. Any opportunity to give back to the community, PMC is always onboard, another reason for all of us to be proud to be working for such a caring

organization. We appreciate the Training and Development team for always heading the call and providing local bright students an opportunity to complete their higher education learning without the financial burdens that most of these local families usually carry.

As we bring you this first edition of the Palaconnector for 2023, I would like to urge you to try something different this year. A change in your lifestyle, pick up a hobby, read a book, join an aerobics club, PMC Athletics club or start walking. It is amazing what a fresh new perspective can do for a person, even improve your mental health. The possibilities are endless.

We really appreciate all you feedback, please feel free to contact us!

Sincerely

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A special thank you to editorial contributors:

PMC Digital branding continues with corporate photo taking for new employees

Last year, PMC's Information Systems and Technology department in partnership with Communications department launched the corporate photo taking initiative to update all employees with a network profile with their professional photo.

This initiative that required employees to make way to the Transformation offices to have their corporate photo taken to link it to their M365 profile, across all Microsoft platforms within the organization. As previously stated, the Communications department will be responsible for the planning and conducting this exercise across the mine. For all new employees, this will form part of their induction in the onboarding program.

If you missed the opportunity to have your corporate photo taken, like many other colleagues, don't despair. You will be afforded an opportunity to do so from April 2023 onwards, be on the lookout for more updates and scheduled times when this activity will be done so you don't miss out. IS&T department is keen to have all PMC employees to fully utilize all the functions of M365.

More initiatives are instore for all PMC employees, we are excited on what the new year have in store for our digital world and the possibilities. We appeal to all employees who have not had their corporate photo taken to do so when the opportunity arises. Please take note that these photos will not be shared externally or on any social media without obtaining permission from the relevant persons.



For more information on the next scheduled sessions for the corporate photo sessions, please contact Ehleketani "Hleki" Mbhungele on Hleki.mbhungele@palabora.co.za or call on ext 2017. Alternatively, Linah Rabothata will be able to assist on email Linah.Rabothata@palabora.co.za or ext 3052.



Leadership Corner



Wendy Maritz

The legacy of PMC is built by all of us, our attitudes and dedication into ensuring the success of the company.

We started off this year's leadership corner by featuring seasoned Manager Operational Readiness and Enabling, Wendy Alison Maritz. A fiery leader with strong Phalaborwa roots, a visible empath who is passionate about empowerment and development within our town. Wendy shares some of her background and greatest career highlights at PMC.

Q: Please tell us about yourself, family life, hometown, and schools. Immediate family:

Phalaborwa has been my hometown for my whole life, so I am officially a local. I went Fauna Park primary school and Frans du Toit high school. Many of my colleagues and fellow employees went to school with me. Interesting fact, I have lived in the same house for 35 years! My

husband Callie was also born and raised in Phalaborwa and is the SMPP Specialist at the Smelter Retrofit project.

Q: What is your favorite memory from childhood in your hometown?

The Hans Merensky Club swimming pool, club pies and gravy on the veranda and the stables down the road from the Club.

Q: Please share your educational background and educational qualifications.

I am a PMC bursary graduate and obtained a Bachelor of Sciences in Computer Science degree at the University of the Witwatersrand.

Q: What is your current position and how long have you been with the business? Briefly share your career history before and at PMC.

I have been an employee since 1996, first as a contractor and then as a permanent employee. The company, true to the Palabora values, has offered me many opportunities over the years. I started out in the IS&T department as part of the helpdesk and later as a Systems Analyst and then a Business Analyst. When Rio Tinto implemented a Shared Services office I moved Metal Accounting, then to Project Services until 2015. I then went back to the IS&T Department for 6 years and now I am part of the Growth project as Operational Readiness and Enabling Manager.

Q: What are your daily duties in your current role, is there anything interesting about what you do?

My current role is to lead the Operational Readiness & Enabling team. Our core business is to ensure that the assets constructed by the Growth project deliver value to the business immediately after construction is completed. This is achieved through ensuring the asset and owners of the asset are ready to operate and maintain the asset (operationally ready) and that the asset is commissioned and handed over to the operations team in a safe and systematic way.

Q: How do you motivate your team and stay motivated in challenging situations?

The Growth project is very complex and has many challenges. As a team we set our sights on "bit-size" goals and celebrate when we reach them. This celebration and pausing to give people recognition goes a long way to keep our team motivated.

Q: Any challenges you have faced so far in your career?

Challenges are part of life. Both in our personal capacity and work capacity. If you are too comfortable you are not growing. Hence, I have faced many challenges but have learnt that with wisdom from God,

strength from God and joy from God all things are possible.

Q: What are some of the reasons that made you stay this long with the business?

Palabora has been very good to me, and through the opportunities I have had to grow within the business I have always felt challenged and valued as an employee.

Q: What are some of the projects that you have been involved in within PMC, how has this shaped your career? What does that mean to you personally?

The SAP project, the Energy Leadership Program, the Office365 project are all memorable. Each project offered unique challenges and opportunities to grow. I also got to work with very talented and capable people whom I could learn from. There were friends made on each project who are still personal friends to this day.

Q: Do you think there is adequate support for women at PMC to grow into leadership roles? What more do you think can be done?

PMC does provide support to women to grow in leadership roles. However, my belief is that development must be owned and remains the responsibility of the employee. There are so many opportunities to learn and grow from applying yourself in your role and learning from those around you. Being able to recognize and use these opportunities is key to development and growth.

Q: If you are not on duty, what do you get up to?

I love to meet a friend for coffee. I also enjoy CrossFit and running to unwind. Being at home and just being around my family is also something that "recharges my batteries"

Q: What is your passion in life?

I love getting things done (being able to tick things off my never-ending to-do list), improving anything (ranging from

decorating my house, training for a race or a project at work) and lastly but not least important, I am passionate about the people in my life.

Q: Is there a motto that you live by and why that motto if you do have one?

Carpe Diem or Seize the Day is my motto. Yesterday is gone, tomorrow is not guaranteed, so take what you have in your hands today and with a grateful heart use every second to build treasures that are everlasting, the ones you can take to heaven. The rest is not important, let it go.

Q: What kind of legacy do you think we need to have as PMC, how do you think we can achieve that?

PMC has been one of the key drivers for the establishment and development of Ba-Phalaborwa. The legacy of PMC are generations of employees who were and will be employed and therefore be able to provide for their families. There are many organizations like the Palabora Foundation and other establishments that can testify to the legacy of PMC. With the Growth or Lift II project coming to completion, PMC will have demonstrated yet again its commitment to extending the life of the copper business and providing jobs to the community.

Q: Do you have any words of wisdom/encouragement that you would like to share with PMC employees for the year 2023?

Each year the employees of PMC are faced with many challenges and 2023 will be no exception. But we must not lose hope or become influenced by opportunistic people who want to use us to their advantage. Let us rather choose to respect each other, take hands, and build our mine, our schools, and our community to leave a legacy for our children. Every person has a limited number of days on this earth and will answer for what they did and said whilst on earth. Take what you have in your hands and honour God. He loves you (Romans 3:16)

The Palabora Pension Fund Office

– What you need to know

The Palabora Pension Fund office first opened its doors on the 1st of September 2002 with the aim to assist fund members in preparing for a better future.

The Fund is governed by its rules and the Pension Fund Act 24 of 1956. The affairs of the Fund are managed by the Board of Trustees appointed in accordance with the requirements of the Pension Fund rules. The Board is supported by the Principal Officer and Pension Officers who oversee the day-to-day running of the Fund.

The Pension Office further provides the following services as part of its strategic support to the Board:

- Handling of legal queries raised by the Pension Fund Adjudicator, Tribunal and Attorneys.
- Advising members regarding the impact of their personal decisions on their Pension Funds (i.e., Divorce matters, matters pertaining to customary marriages, tax implications etc.).
- Provides Financial Life skills training sessions to cultivate a culture of saving amongst our members.
- Provides advisory services to the Board to ensure that decisions of the Board are within the legal framework.
- Compiling reports for review by the Board of Trustees;
- Managing some of the risks within the office's control.
- Ensuring that the Fund complies with new legislation as and when it is enacted.

In the spirit of adding value to the livelihood of our members, The Pension Office plans to facilitate two (2) workshops aimed at empowering members approaching retirement so they may have insight regarding the retirement annuity products available in the market. Members aged 50 and above are encouraged to attend the upcoming workshops.

In as much as our focus is on wealth, death is a harsh reality, so we will also endeavor to ensure that our members' affairs are in order should the inevitable happen. The office will therefore conduct roadshows throughout the

mine to encourage members to nominate beneficiaries for the funeral cover benefit. During the roadshows, members will be urged to update their death benefit nomination forms.

Members are also reminded that there will be an opportunity for everyone to increase their pension contributions from the 1st of March 2023 until 31st July 2023. Forms will also be availed at the roadshows. Members are welcome to use the roadshows as an opportunity to consult the Office on other matters regarding their Pension.

For further information on your pension fund benefits or funeral cover feel free to visit our offices on the finance block or call our Pension Fund Officers:

Crasiah Marobela on ext 3057 email: Crasiah.Marobela@palabora.co.za
or Innocentia Mangena on ext 3053
Email: Innocentia.Mangena@palabora.co.za

We are here to turn your contributions into value for your future.

New Employee Feature

Welcome Aboard - Kgaogelo Lydia Pula

Operator at Vermiculite Business

On this first edition of the Pala connector new engagement feature for 2023, we get to know Kgaogelo Lydia Pula. who hails from Buffelshoek, New Castle village outside Acornhoek, in Mpumalanga province. She is the daughter of a former PMC employee, Mr Emmas Pula who dedicated a good 28 years to PMC between 1964 and 1992. She was born in a family of 9 children where she was the sixth (6th) born child. She is a proud mother of two boys. Pula started her education journey at Makgahlishe Primary School until she later moved to Phalaborwa to complete her studies at Relebogile High School. She holds an N3 certificate in Electrical Engineering and Computer literacy.

Growing up, Lydia wished to be a businesswoman but her love for people and willingness to learn, ultimately landed her in the hospitality and retail industry for almost a decade. In 2013, she worked for Gears Technology as a general assistant until she left the company to join Vexovax working a similar role. Lydia was appointed at Palabora Mining Company (PMC) in February 2023 as an Operator at Vermiculite Business (VOB) reporting to Titus Kobe, Supervisor Vermiculite Plant Shift B.

When we asked Lydia, what is it that she likes so far about PMC, her answer was the nature and the culture that the business has. She likes how the business develops and groom employees from low level and the security that comes with being employed in the mining industry inspired her to choose a career in the mining field. When she is not at work, Lydia likes to exercise to keep fit and healthy, and she is



an avid traveler which allows her to spend quality time with her family. She also likes helping her boys with schoolwork. She describes her sister, Kabelo Pula- Chiloane is her biggest cheerleader and motivator, and she inspires her to be a better person and live a healthy lifestyle.

Lydia's words of encouragement to everyone are: "Never forget your roots,

never forget how hard you have worked to get where you are today, work hard and adopt a positive attitude and lastly do not ever forget to say thank the Almighty in everything", she said.

Congratulations on your appointment, Lydia, Welcome to our PMC Family.

May you flourish in your new role!



SHEQ Corner

Magnetite Mining and Processing celebrate a sterling five (5) years of being LTI – Free



The mood was jovial when Magnetite Mining and Processing team gathered at Processing Plant 1 parking area on the 23rd of February 2023 to celebrate a safety milestone of reaching five years of Lost Time Injury (LTI) free.

Magnetite Mining and Processing management congratulated everyone for their efforts and dedication towards achieving zero LTI's in the past five years, with special recognition and applaud given to the Processing plant 1 team that last recorded an LTI in 2009. That is a whopping 14 years without an injury in the operational area.

This achievement was by no means a stroke of luck but hard work, focus and dedication by the team. The leadership team at Magnetite Mining and Processing took it upon themselves to put in place and enforce systems to secure a safe working environment for all personnel. Bi-weekly cross audits, visible leadership, reporting of SPI, and maintenance of good housekeeping

are some of the initiatives that are continuously encouraged and conducted at Magnetite division. Furthermore, the leadership instilled good discipline to personnel through provision of training interventions, safety campaigns and emergency drills.

The near miss incident that occurred in early January at Hydro-mining 1 became a reminder to the Magnetite Mining and Processing team that safety cannot be compromised, and every employee has a responsibility to safely return to their homes, daily. Management has reinforced systems to ensure an injury-free environment. In addition to that, a commemoration was held on the 25th of January 2023 to remember the late Mr. Mnisi, who lost his life on this same date, 5 years back at Hydro Mining (HD) stream two (2) and remind all personnel, the business's number one priority is the safety of its people.

We were fortunate to have an interview with four employees who work at Production, namely Thanyane Masete, Selby Mashimbye, Vusi Mashile and Sontaga Pilusa. The gentlemen were excited and vocal about the activities that occur at their plants and echoed the same sentiments. "Employees need to ensure that work inspections such as HIRA and declarations should not be seen as a paper exercise but rather a team exercise that should be conducted. We have been fortunate enough to get support from leadership when it comes to safety issues".

We can all learn a lot from this team's milestone achievement, by working together through adopting a safety conscious behaviour at PMC, to obtain our goal for ZERO Harm. Such exemplary behavior and work ethic deserves to be celebrated.

Well done to the Magnetite Mining and Processing Team!!!!



PMC is Top Employer for 2023 – Employee Benefits

Thousands of companies across the world compete in the Top Employer awards globally in over 100 countries. Even though that this was not a first for PMC to win this title, it is still an honour and testament that as an employer, the company is still competitive within the mining industry.

PMC has shown enormous growth every day in all aspects as an organization. The seasoned Top Employer has marked itself as a strong competitor in the markets by, meeting the high demands of world economies, delivering quality by-products such as Vermiculite and Magnetite and ultimately attaining the 2023 Top Employer seal, certifying that PMC upholds excellent HR practices.

PMC has escalated its ranking to an employer of choice within its surrounding communities, and the world. Its high safety ethos, and development of the historically disadvantaged employees through education to upskill them and retain their skills, capabilities and contributions proves that PMC cares and therefore resulting with a smooth functioning workforce and limited business interruptions.

“Receiving the award proved that all efforts to be a safe mine, efficient, innovative, and future-focused are finally bearing fruits. Our interest is our people, and we are exceptionally proud of all our colleagues’ efforts in contributing towards creating a conducive, inclusive, and diverse work environment where everyone is valued and respected for who they are”, said Dennis Modise, Senior Manager Human Resources.



We asked PMC employees for their opinion on how they believe PMC was able to attain such a coveted accolade and this is what they had to say:

“It is without a doubt that central to the existence and excellent performance of PMC is its HR and SHEQ policies that attracts talents and motivate performance across all levels and positions. These policies get strengthened profoundly by our values that speaks volumes to the respect and dignity of humankind across all cultures and races. The competitive salaries which PMC offers to its employees becomes the bedrock upon which compliance to the company policies and values comes in handy and so useful it is, therefore, this healthy combination of essentials which afforded PMC this award of Employer of the year 2023”. – **Albert Nemangaya**, Supervisor Archives

“I believe PMC was awarded Top employer because of the good involvement they have with the community and the student programs that they offer. Where they spot talent and potential, they make a difference and close the gap of the unemployment rate, not only that but they make dreams come true for a lot of families.” – **Dikeledi Moremi**, HR Training and Development



“PMC deserves to be the best employer for 2023, our management demonstrated that they care about the safety of their employees and their families you will see when drive around the mine all the banners displaying safety at work and at home. PMC demonstrated that gender equity lives here, our women in mining can proof that if anyone doubt it. Our training department had produced many graduates, artisans and others today are proud owners of GCCs and that makes me happy to be part of PMC family.” – **Terence Maduma**, Smelter and Refinery

“I strongly believe that PMC was awarded the top in employer for 2023 due the effective leadership within the organization that is evident through performance, and also that the employees are rewarded for good performance, in that there are incentives for best performing employees and innovative ideas”. – **Bella Kgengwe**, Vermiculite Business

PMC awards bursaries to local top academic achievers



Palabora Mining Company (PMC) is determined to turn the unemployment tide amongst the youth in Ba-Phalaborwa communities through education. The company places a strong emphasis on the drive towards transformation which aligns well with their BBBEE targets. The business is extending full sponsorship to 27 top performing local learners for the academic year 2023 from the matric class of 2022, the activity that is managed and executed by the Training and Development section. The sponsorship will support studies at all nationally recognized institutions of higher learning.

PMC is not only focusing on compliance but ensuring positive change that will improve the surrounding communities. The company's persistence to honour its local communities by rewarding top achieving learners against a dysfunctional global economy is admirable. The organization is encouraged by previous trends proving that, investing in local learners bears a

multi-layered return on investment for both the business and the community namely: Transformation of livelihoods through educating the youth, promoting innovation by creating a pool of qualified young professionals and compliance towards Social Labour Plan.

PMC is continuously extending itself to ensure sustainability within the 8 host communities. The business prides itself over its sponsorship to 157 active bursary holders, to-date. Beyond youth empowerment, its hefty spend of R20million on bursaries annually, is a clear indicator of PMC's efforts towards bridging the gap of scarce skills within the business, South Africa as well as industries globally. PMC cares and has programs in place to drive longevity of community life. On Wednesday 08 March 2023, Training and Development hosted a signing ceremony to celebrate its 27 new recipients. The event was well attended by parents, PMC management, former bursary

holders and the new bursars joining the YouTube livestreaming as they have already commenced with their academic year. The event was characterized by both excitement and emotions as former bursary holders: Kutsaka Mabunda (Information Technology), Caelyn Adendorff (Environmental Science) and Caleb Monyela (Electrical Engineering) motivated the new bursars through sharing on their career journey, growth and gratitude for PMC's support.

Dennis Modise, Senior Manager Human Resources gave accolades to the Training Department Team for their sterling work and commitment to developing young talent for the success of the business.

“The world is changing, and the youth must change with it. We encourage our bursars to pursue qualifications that will lead them to explore and be innovative and not conform themselves to the mainstream professions,” he concluded.

PMC Management and Unions has concluded a three (3) year wage agreement.



After an intense negotiation, PMC management and union leadership engaged and concluded in wage negotiations. National Union of Mineworkers the Association of Mineworkers and Construction Union represented members who are employees at PMC in the talks with business leaders.

Herewith a summary of the agreed salary increases effective 01 March 2023:

2023 – 7.25%
2024 – 7.25%
2025 – 7.50%

The talks which were conducted in a peaceful and transparent manner took almost four (4) weeks to complete ultimately led to the substantive wage agreement and other conditions of employment on the 07th March 2023. These agreements will be effective from 01 March 2023 – 28 February 2026 and shall apply to qualifying PMC employees on B2 – C5 salary band.

Some of the agreements that emanated from these negotiations include an extension of the paid maternity leave on the 4th month as well as reviews for employee housing and location allowances.

For more information on the new benefits or conditions, please contact your union office at the PMC HR building or call them on:

NUM – Arnold Malatji – 015 780 3046
AMCU – Ricken Ntelele – 015 780 2218
 Solidarity – Peet Terblanche – SD 7108

The importance of discussing suicide

Many people do not want to speak about suicide because they worry that such discussion has the potential to trigger suicidal tendencies, however, this is a myth. Studies have shown that acknowledging and discussing suicide, in fact, have the opposite effect. Acknowledge that depression and hopelessness could distort the way we see things and impact our decision-making ability. Recognising the risk factors of suicide and learning about protective factors is the first step to suicide prevention.

Warning Signs

- Depressed mood
- Agitated behaviour and sleeplessness
- Change in appetite or weight
- Speaking or moving with unusual speed or slowness
- Fatigue or loss of energy
- Feelings of worthlessness, self-reproach, or guilt
- Feeling of loneliness and isolation
- Thoughts of death or suicide
- Neglect of personal welfare
- Make statements about no longer living
- Talk like they are going away or saying goodbye
- Write about suicide or death
- Act irresponsibly or recklessly
- Give away possessions
- Set their affairs in order
- Suddenly cheer up after a period of depression

What you can do to Help Someone

The following list provided by the SADAG can give insight on how you can help if you identify someone who is suicidal:

- Be direct. Talk openly
- Be willing to listen
- Be non-judgmental
- Get involved. Show interest & support
- Don't dare him/her to do it
- Don't act shocked
- Don't be sworn to secrecy. Seek support
- Offer hope that alternatives are available
- Ask if you may contact a family member
- Take action. Remove object that may be used
- Don't leave the person alone
- Get crisis intervention and suicide prevention advice

Risk Factors

- Traumatic experience, e.g., fire, rape, etc.
- Previous mental disorder/unwillingness to seek help because of the stigma attached to mental health
- Physical illness or injury
- Local epidemics of suicide
- Alcohol and substance abuse
- Family history of suicide
- Loss e.g., loved one, a job, etc.
- Feelings of hopelessness
- Feelings of failure/rejection
- Change in circumstances
- Financial and/or legal problems
- Impulsive and/or aggressive tendencies
- Easy access to lethal methods

If you or your loved ones need help, please do not hesitate to reach out to your Inhouse EAP Practitioner via the following:

Ext: 8510
Cellphone: 076 455 5918
Email: nandi.nkosi@palabora.co.za
Office: Based at the Edu Centre

Valentine's Day – Inspiring teamwork at PMC



February 14th is centered around love, so is it really necessary to celebrate this day at work? Absolutely! At PMC, we love celebrating everything and Valentine's Day is the perfect day to celebrate all the love you have for your co-workers.

This year's theme was teamwork and people shared pictures of themselves with their co-workers, this showed the teamwork spirit in different sections. It was so encouraging to see employees at PMC working together and getting along. The competition was very tough and the judges had a hard time picking the winning team.

Celebrating valentine's day means spreading love and happiness to everyone close to you, be it family or colleagues. It is an opportunity for one to show them appreciation for their love, support, positive energy, hard work and dedication.. This year's valentine's day was centered around team work at PMC. Teams had to come up with ideas that will encourage working together. Unfortunately, there can only be one or two winners in this case.

- Refinery Team – Best Demonstration
- Business Value – Chem Lab: Most Creative Theme

Special Award was given to:

- Asset Management, Planning – Valentines Spirit

It was so encouraging to see employees at PMC working together and getting along. The competition was very high, and the judges had a tough time picking the winning team.

The employees really went all out, they wore their beautiful red and white outfits and showed love and gratitude to their co-workers throughout the day. PMC management together with the Transformation, Stakeholder Engagement and Communication team, joined hands



in spoiling the employees with chocolates as they were coming to work and those who were exiting the main gate. A gesture that was appreciated by employees on Valentine's Day. This small token shows how much our management appreciates and cares about PMC employees.

Employees were grateful for this act of kindness as some even stopped to thank the team for waking up early in the morning just to bring smiles to their faces. Ratheko Hlokomane, an intern at SHEQ was surprised and delighted by this. "I did not expect to receive such love from the management, this shows how much they appreciate all employees, including contractors", he said. "I am still new here,

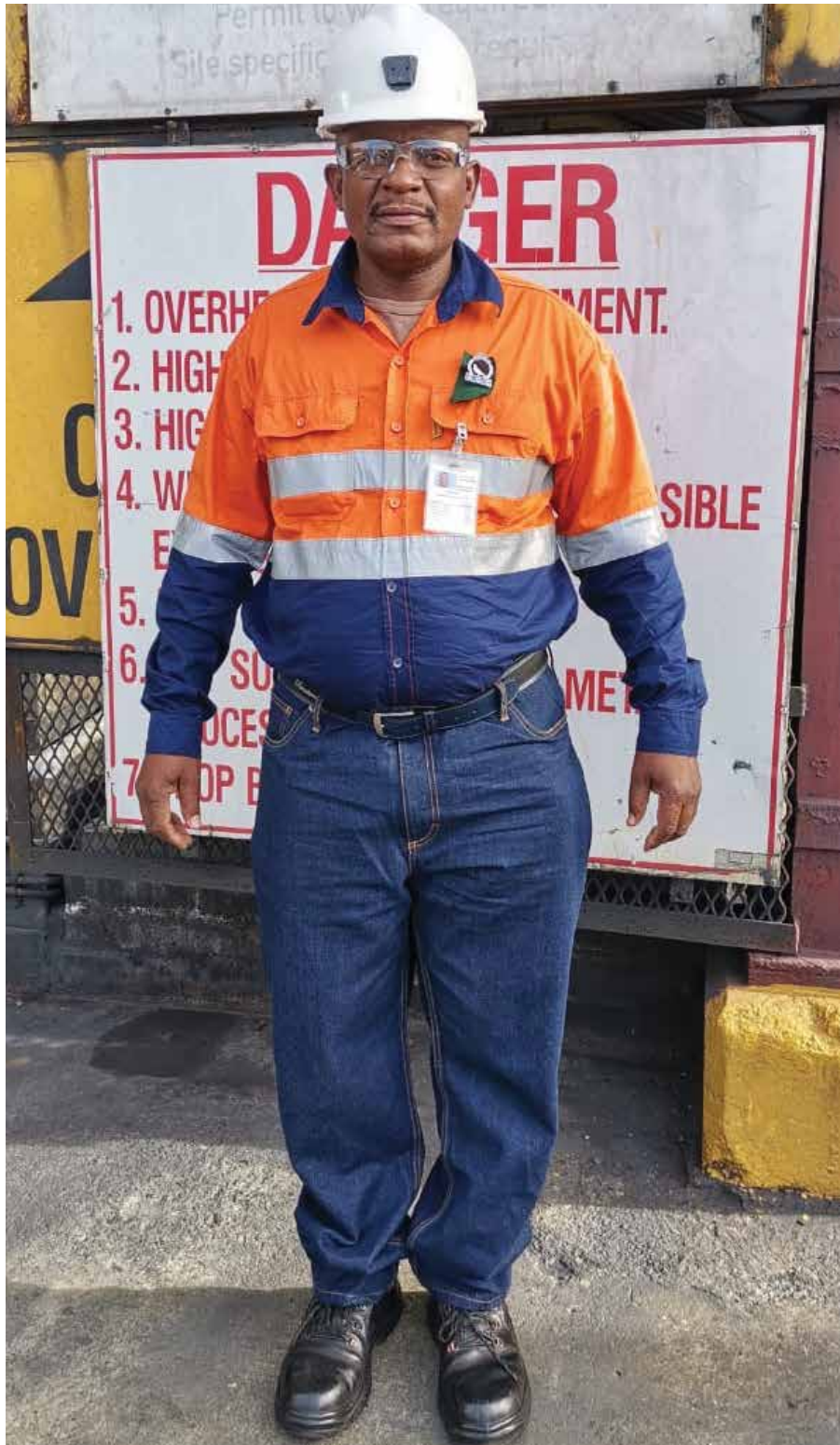
but I already feel like I am in the right place, this is a great initiative and I hope it continues as it will make the employees feel special", he added.

We would like to thank everyone who made this year's valentine's day a success. Thank you for working so well together, we are constantly impressed by your collaboration. Thank you for using your remarkable talents and skills to fuel our mutual efforts, keep up the team spirit so we can reach and exceed our targets and expectations.

A special thank you to the Security Team for their dedication in ensuring that cupid spread the love in the safest way possible!



Justice Malatji is always spot on



Employee recognition is often limited to the acknowledgement of one's contribution towards the organization's goals and values. Senior Manager Smelter and Refinery: Brave Mushikita recently challenged the status quo by acknowledging Justice Malatji a Crane operator in his Division for his impeccable cleanliness.

Justice Malatji, locally born from Makhushane village, joined Palabora Mining Company on 01 August 2006 as a Crane Operator at the Smelter to date. A Crane operator's role is inherently risky, and his daily duties include the safe operation of large machinery: lifting, hoisting, and transferring large pots carrying hot molten across the converter aisle with precision. Having good personal hygiene can benefit both the employee and the business. Cleanliness is a mood enhancer, a confidence booster, stress reducer and a contributor to increased productivity and quality work output.

Mushikita understands that good hygiene is more than just physical appearance but a reflection of a person's way of life. Malatji handles his duties and the business' assets with the same respect that he accords himself. He maintains his environment as clean as he maintains himself. "I have observed that he is as clean when knocking off from work as he is when reporting despite him handling working in an environment which can be dusty", remarked Mr. Mushikita.

For sixteen years he has maintained his cleanliness, his shirt remains tucked in and his safety boot 'mirror' clean when reporting for duty.

"My job is my pride. I always make sure that I am neat and clean when reporting for duty because cleanliness is part of my character."
said Malatji

PMC's Nozipho Zitha named as one of South Africa's Mineral Council Ten (10) Women in Mining Social Performance Heroes

Our very own Nozipho Zitha, Organizational Development & Design Manager was chosen as one of the ten 2022 Minerals Council Women in Mining Social Performance Heroes following a nomination and extensive adjudication process across the South African Mining Industry. The Minerals Council supports companies in their individual and collective efforts that contribute towards the sustainable and inclusive socio-economic development of host communities. Their focus was to look at the impact made by the ladies in realizing gender diversity and inclusion, as well as the implementation of Social and Labour Plans (SLP). Nozipho, was nominated while serving in her previous role of Transformation Superintendent.

The mining industry continues to play a major socio-economic developmental role in host communities including the provision of employment opportunities through projects and programmes that are part of each mine's Social and Labour Plan. Activities that make-up SLPs are the cornerstone of social performance, a multidisciplinary area whose ultimate objective is the sustainable development of host communities and ensuring that the mining industry earns and retains both the legal and social license to operate.

The assessment was based on the following criteria:

- A woman who has made a marked contribution to the company or operation's social performance portfolio.

- Has demonstrated the ability to integrate social performance across the business.
- Demonstrates excellent leadership.
- Ensures that social performance initiatives are co-created with host communities.
- Has identified, designed and/or implemented a social performance initiative which has had a demonstrable positive outcome for stakeholders.
- Has designed and implemented a sustainable programme that will transform and empower communities now and for generations to come.

Speaking of this honour, Nozipho, who was recently promoted to Manager: Organizational Development and Design, said: "It is indeed an honour to be part of the ten ladies who have made a difference in the lives of people around their mining operations. Looking back at the work that we did for the community of Ba-Phalaborwa, I can only be grateful for the support that I received from Management. This recognition is a good handover to the Transformation team and places greater performance expectations for me in the new role."

As PMC, we are very proud of Nozipho and congratulate her on this achievement and hope that this accolade inspires other women within PMC to stand tall and make their mark, the world is your oyster!!!



PMC Welcomes 2023 Graduates – Young and ready to get to work



Hlokammoné "Masa" Ratheko, from Namakgale in Phalaborwa. Studied Bachelor of Environmental Health at University of Johannesburg. Masa is placed at Safety Health, Environmental and Quality (SHEQ) for a period of 2 years where he will be applying the theory acquired in varsity. When we asked his opinion on Palabora Mining Company culture is, his answer was that he classified himself as blessed because the culture is one of the best and colleagues were very welcoming and willing to assist and guide him. "I am looking forward to my stay with the business and I hope that I will be able to add more value to the business and also grow personally and professionally," Masa concluded.

Lucia Komane from Ga-Sekhukhune in Limpopo province. Lucia is currently based at Human Resources Services as she currently holds BCom. Honors in Industrial Psychology from University of Johannesburg. She has only been with the business for less than six weeks, but she is immensely impressed by the leadership skills from Human Resources Section senior manager, Dennis Modise. Her personal and professional goals is to finish her master's degree and add more value to the business.



By now it is well known that Palabora Mining Company (PMC) is more than a mine as it is located directly adjacent to the world-renowned eco-tourism attraction, the Kruger National Park, Palabora coordinates several onsite wildlife management. Self-claimed nature lover, **Caelyn Adendorff**, also a local resident from Ba-Phalaborwa. She did Bachelor of Science in Environmental Science with Northwest University and placed at SHEQ which is a bonus for her because she loves nature. Her face beamed when she talks about the joy she feels when she drives to work, and animals are roaming or blocking the road.



Kabelo Machaba, a born and bred in Phalaborwa and proudly declares that he was a leader at Frans Du Toit High School. Kabelo studied BEng. Tech. in Extraction Metallurgy with University of Johannesburg. He is currently with Concentrator section gaining exposure and he applauded the Training and Development team for the opportunity and all the support provided while they were still in school. He sounded like more of an advocate for mental health and is not shy to get his hands dirty. His view on the topic was that we all need to pay more attention to our mental health and of those close to us.



We have **Reitumetse Mashigo** who studied Bachelor of Communications studies at Northwest University. He is placed at Transformation, Stakeholder Engagement and Communications. the famous department mine wide. Reitumetse hails from Bushbuckridge. "I will take one for the team by sending our warmest appreciation message to the business and training development for taking a risk on us by investing and also developing us by funding our studies," He said.



Employee Profiling

Soenent Locherenberg

- 1. Tell us about yourself, educational background, and current role.**
After matriculating, I obtained a Secretarial qualification from Pretoria Technicon. This qualification enabled me to work in an administrative post in the Defence Force, and as a conveyancing administrator for a Law firm. Thereafter I joined Palabora Mining Company.
- 2. Where were you born, please share brief family background?**
Born in Oudtshoorn in the Western Cape. My Father had a position in the Defence Force, that resulted in us moving to a number of different towns during my school career.
- 3. What is that one thing people would be surprised to know about you?**
I don't think people are surprised, but I do have a tendency to match my facial expressions to what I am thinking.
 - I am obsessed with interesting earrings.
 - I have a phobia of bats.
- 4. What is your current position and how long have you been in it?**
Confidential Secretary since 2015.
- 5. How did your career start in the industry? Is this something you always wanted to do?**
The position I applied for, was the Confidential Secretary to the GM Growth, and I was fortunate to get the role. This position aligns with my formal training.
- 6. What are some of the interesting things you do in your role that people may not know?**
I am a "buffer".
- 7. What motivates you to keep going in difficult times?**
I try to see the positive in situations and in people. I have the ability to laugh out loud. My motto in life is to spread joy!
- 8. What is it that you love about your current position?**
I love working with people.
- 9. When you are off work, what do you get up to in your spare time?**
I love sewing, and enjoy gardening, but I hate to run and participate in any form of exercise. I never swim.
- 10. Do you have a favourite meal? please share.**
Cupcakes, life is too short, eat dessert first!



- 11. Any tips on how we can survive load shedding this year?**
Don't harp on it.
- 12. Your last words of encouragement to your fellow colleagues and the community at large.**
A smile can be the greatest gift that you can give to a stranger, sometimes.

Vongani Shivambu

- 1. Name and surname**
Vongani Shivambu
- 2. Birthplace**
I was born and bred at Hasani, a Village outside Malamulele.
- 3. Tell us about yourself and family? Are you married? Any kids?**
I am the last born from a family of six children, yes, I am happily married and blessed with 2 children.
- 4. What is your favourite dish?**
Lamb stew with rice and mash potato.
- 5. What is your favourite/ hobby?**
Watching movies with my family
- 6. What is your current role and how long have you been in it?**
I am currently a Shift Supervisor and I have been in this role for two (2) years.
- 7. How did your career start in the mining industry? Has this always been your career choice?**
Yes, I have always wanted to work in a production environment, especially mining. I have a qualification in Operations Management, although I was interested in Logistics. My career in mining dates back to 2010, where I started working as an operator for an onsite contractor company. In 2012 I was hired as a sample Operator at Milling and Flotation.
- 8. What is that one thing people would be surprised to know about you?**
I believe in living a healthy lifestyle.
- 9. What is your passion in life?**
Helping others is my passion, I have always had the desire to help other people from an early age. I try to relate to others by allowing myself to be comfortable and open when engaging.
- 10. How was your 2022 and what are your highlights or learnings?**
2022 was full of challenges and life lessons, one of the things I have learnt is to live within your means, your lifestyle and the things you want should be aligned. My biggest highlight was seeing my child graduate from creche. It made me very emotional and utterly blessed.
- 11. What are your plans for the year 2023?**
It is to improve my leadership skills by taking management or leadership courses and continue to do my job well and safely.



Your words of encouragement to colleagues and the community at large?
Life is a gift; appreciate every opportunity you get to share with your loved ones. Life challenges or problems are there to help us mature and experience life more, Accept both the ups and downs of life.

South Africa has the highest unemployment rate on the African continent and globally, so it's a rare privilege if you are employed, especially by a company like PMC. Many people are looking for this opportunity, so just embrace it with integrity. Look after your job and your job will look after you.

Geneva Chiloane – With all the rights that we are given, comes a great responsibility

Born and bred in Phalaborwa's biggest township, Namakgale, Geneva Lebogang Chiloane always dreamt of working in the mine. She started her primary education at the Phalaborwa Primary school and matriculated in Sebalamagolo High school. Upon completion of her matric, she proceeded to Technikon Northern Gauteng, now called Tshwane University of Technology where she studied and completed a National Diploma in Commercial Practice. Geneva further acquired a Diploma in Business Management in 2009.

Geneva joined PMC as an Operator at Underground Mining – Logistics Section and she was later promoted as an Ore Handling Operator in 2010. In 2016, she then transferred to SBU (Secondary Breaking Unit) to drive a TMM machine. She believes that was one of the first women at PMC to drive Trackless Mobile Machinery because women were not permitted to drive those machines in the past.

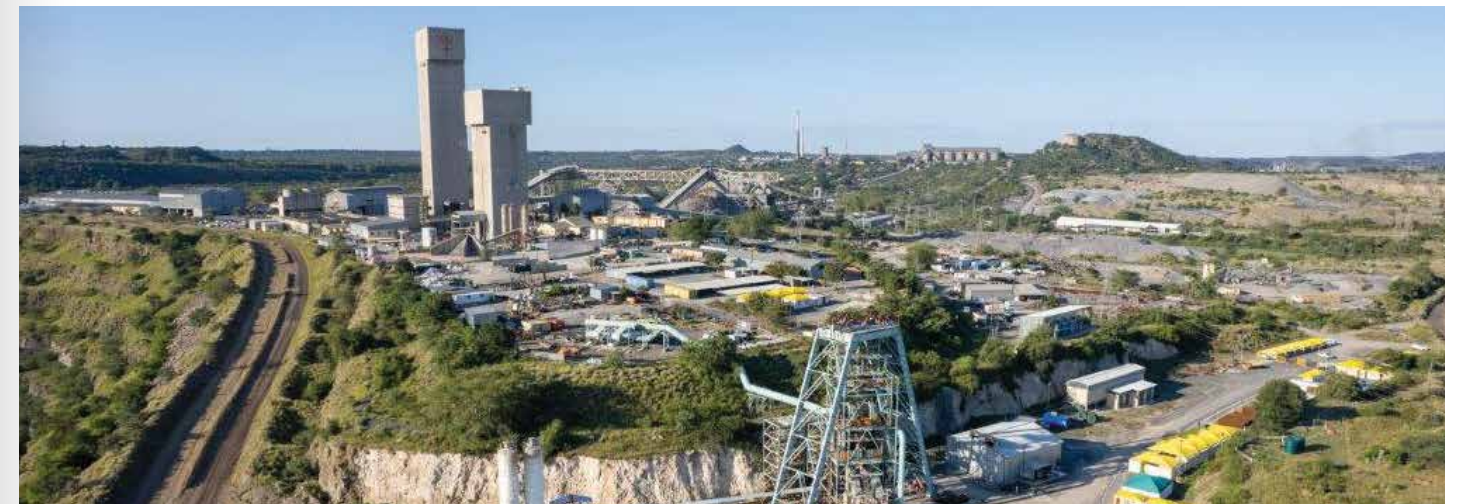
Geneva strongly believes women in leadership bring change and are good leaders, they bring new talents and views, alongside structural and cultural diversity to the company. Women leaders can help bridge the gender gap. She strongly believes that women in the mining industry face more challenges than men, hazardous and physically demanding jobs as men do whilst fighting the stigma of discrimination, and other Gender Based Issues. It is through forums such as the women in mining where the mentality of fear and reluctance is removed and allow women to display their talents and resilience.



When she is not at work, Geneva says she loves cooking traditional food, spending time with family and travelling. "From a young age, I always believed that I am a poet, I used to imitate Mzwakhe Mbuli and write poems, then recite them at events. I also love following fashion trends and looking good. As a woman, I believe if you look good, you feel good," said the extroverted young mother of two. Spending time with loved ones is precious as it relieves stress and anxiety and makes you appreciate the simpler things in life. Family is my greatest motivator in ensuring that I am the best version of myself", she said.

Geneva also mentioned what keeps her motivated at work is that she is constantly learning from her superiors and colleagues. "One is never too old to learn something new." The more knowledge I gain, the better I get at what I do and the more motivated I become. I believe that safety is everyone's responsibility. We need to be accountable for our actions and ensure that we make safety a priority at work. If we work together by being safety conscious and motivating others to do the same, we can all return home safely, everyday. Life begins at the end of your comfort zone, I always like to say: "Wa lala, wa limala".

Murray & Roberts Cementation crew's commitment runs 800m deep



On early Tuesday morning, the 07th of February 2023, Murray & Roberts Cementation management together with PMC management, celebrated their crew for their 800m mark achievement.

The stellar team of blind sinking experts safely reached 800m of the set total 1200m blast on Sunday 05th February 2023. Murray & Roberts and the PMC team were

not deterred but rather more resilient to deliver as per PMC's expectations. This resounding performance has cast away any lurking shadows over their standing reputation of engineering excellence. With their demonstrated strong work ethos, this team, through teamwork can accomplish anything!

The beaming Project Manager-Jas

Malherbe spoilt the team for their good achievement with every miner's favourite—a boerewors roll and soft drink! PMC is confident that with focus and attention to detail the last 400m of the vertical shaft will be completed swiftly and safely.

Well Done to the Murray & Roberts Cementation Crew for this great achievement!!!!

EMF donates stationery and uniform to local schools



Parents at three schools around Ba-Phalaborwa, breathed a sigh of relief when the weight, stress, and financial strain of buying school uniforms and stationery was eased.

On Wednesday the 11th of January 2023, Enock Mathebula Foundation (EMF) in partnership with Palabora Mining Company (PMC) and Lepato Group handed over school uniform and stationery as part of their back-to-school campaign. In total 83 pupils in three (3) different schools benefited from this initiative. The lucky learners were from Mashavela Primary, Ninankulu Primary and Ntshuxeko High School in Majeje village, Phalaborwa.

Enock Mathebula Foundation and Bora Mining falls under Springbok Group, a beneficiary of PMC's Supplier and Development (SD) program that is officiated

by the Transformation Department. Tshidi Ngobeni, Superintendent for Transformation commended EMF for the good work they are doing for the communities of Ba-Phalaborwa and offered support to the initiative of rallying behind education, for the betterment of our future leaders and the community at large.

EMF slogan is 'building a well-rounded society through education' which it is evident enough that they are living up to their slogan through this donation which aims at enhancing and rebuilding the society through education in Ba-Phalaborwa.

The chairman of Enock Mathebula Foundation & CEO of Springbok Group, Mr Enock Mathebula said he dreaded seeing children going to school barefoot. "I know what it is like to go to school without



support. I know how painful it is to be teased by other pupils for not having the necessary uniform, today I want to change that in someone's life. I don't want the pupils to drop out of school because of lack of school uniform," he added.

In conclusion Ninakhulu Primary School principal, Selma Sibiya thanked EMF, PMC and Lepato Group and mentioned that what EMF did for the needy pupils at the three (3) schools is admirable.

"You are building a nation; these are future leaders of this country. We are grateful for this good gesture and our doors are always open for any assistance you will have in future. It also boosts the learners' confidence, and we hope that this will have a positive impact on the education of the pupils since education is regarded as a societal issue," Sibiya concluded.

Fibricon spreads love to St Patrick Mathibela Primary School



February is known as the month of love and many people mark this occasion by exchanging gifts. Fibricon CC used this opportunity to show their humanity and love by donating combined double school desks and chairs to St Patrick Mathibela Primary school in Makhushane in early February 2023.

Fibricon CC is one of PMC's trusted contractors, a proudly Phalaborwa based BBBEE-Compliant company established in 1993 to service mainly the Mining sector with an array of industrial products and on-site maintenance services.

The company invited PMC to witness as they donated these 40 desks and chairs to the school. This was after a visit to the school, and they discovered that there is a need for desks and chairs. To ensure that teaching and learning is uninterrupted, the donated items will prevent pupils from sitting on the floor – or on broken chairs and desks.



Also present to witness the auspicious occasion was the Namagale Circuit Manager, Mr D. Shikweni who alluded that the gesture would make a huge difference and improve the pass rate at the school. "Thank you Fibricon CC for contributing towards the future of our learners. This will bring back their dignity and improve the quality of learning."

"This donation act was part of the organisation's Corporate Social Investment projects and St Patrick Mathibela was chosen because of its disadvantaged background and critical need for desks and chairs. We chose to assist the school as our local development project since we are very fond of children and believe that the education of our youth is of utmost importance," said Fibricon CC Manager, Alroe Bendeman.

Vermiculite Business recognizes and awards division's best employees for 2022



Vermiculite Business hosted their very first divisional awards event. The leadership saw it fit to recognize and appreciate some of the employees who positively contributed to its success in 2022.

The atmosphere was filled with excitement and loud cheers as the recipients were getting their trophies and certificates on Friday the 24th of March 2023 at PMC's Vermiculite operations assembly point. The section leaders and employees gathered to celebrate the milestone and achievements of the employees. A total of seven employees were awarded for their excellent work and contribution to the success of the vermiculite plant in 2022.

PMC's Vermiculite Business Senior Manager, John Makgatho gave his keynote

address and mentioned how important it is for the business to celebrate and honor the employees for their good work. "We are immensely proud of our team and how they work well together in ensuring the Vermiculite Business runs smoothly. As a section, we faced a lot of challenges in the year 2022 but against all odds, we managed to continue working and produced vermiculite like never before, this shows how determined and dedicated you are, and such deserves to be celebrated", he said. "I believe this culture of rewarding hard work and dedication will ensure that talented and skilled individuals are retained within the business which will ultimately contribute to its long-term success", he added.

It was quite evident at Vermiculite operations that behind their success,

collaboration, teamwork, and recognition played a huge part. All the employees contributed to the success of the section. They worked well together as a collective and even got awarded as PMC's best division of the year 2022. The adjudication committee, which comprised of fellow colleagues had a tough time choosing the winners from all the received nominations.

The winners of the division's employee of the year for 2022 are: best supervisors were Titus Kobe and Semphafela Mafologela, Best Coordinators were Mpho Monyela and Philip Mathumba and the Best technical officials in Business Improvement were Alson Mbetheni for the fixed plant furnace improvement project and Sukani Baloyi for commissioning the Total Productive Maintenance (TPM) routines on the mobile fleet. Sedzani Dagume was awarded Best Technical official (Technical Surface) for the work on future mining area on Cleveland Dump.

The winners received certificates and trophies, and they were so grateful for being recognized amongst many other employees and they mentioned how their teams inspire them to do their best, as a subtle way of recognizing the value of teamwork, most employees dedicating their awards to their colleagues.

Sedzani Dagume, who received an award for being the best official of the year gave a heartfelt message of gratitude to the management team.

"We are grateful for being awarded for our hard work; this is very encouraging to our team. We will continue working together in order to achieve more great things, we are now fully fired up for 2023", she said.

Congratulations to all the award recipients for your dedication and hard work, without you, PMC will not achieve its objective and sustainability. Please continue setting a great example for all your team members!!!!

Challenges are what makes life interesting and overcoming them is what makes life meaningful.

Past Events Highlights

Cycling campaign for Cancer awareness



Vermiculite Business Long Service awards



SHEQ Zero Harm Soccer Match



SHEQ Zero Harm Soccer Match



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*

Core Products

- *Copper*
- *Magnetite*
- *Vermiculite*