



# PALA CONNECTOR

JULY - SEPTEMBER 2023 EDITION

## PMC New CEO Guangmin Wei has hit the ground running



CEO'S CORNER | FROM THE EDITOR'S DESK | SHEQ CORNER | LEADERSHIP CORNER  
NEW EMPLOYEE FEATURE | HERITAGE DAY | PAST EVENTS HIGHLIGHTS

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BACKPAGE: THIS IS WHAT HERITAGE DAY MEANS TO YOU!!!



# “Big goals require collective action”

I have always been a firm believer of teamwork and unity, both in the business and personal space. There are many reasons to love this country, especially the principle of Ubuntu which is the show of humanity to others. A firm foundation of raising children in a society that continues to rely not only on its own power and abilities but the collaboration of several people from different spheres of life. I am grateful to be entrusted with the responsibility of leading this company that continues to thrive and grow from strength to strength. It is inspiring on how our company has risen to the challenges, with flexibility, resilience, courage and unity.

It gives me great pride to lead a company that continues to be relevant in the mining industry by our dedication to safety, creating employment, innovations and developing our local communities. This is evident as we celebrate winning the Africa Mining Business award recently. A second accolade since being named Top employer winner for 2023. These achievements would not be possible if there was no collaboration and dedication from all internal stakeholders. Even amidst all the challenges that the country and mining industry face, we have continued to maintain and, in some cases, exceed our monthly targets to keep our cashflow stable, whilst giving back to our local communities.

We will continue to celebrate the achievements of women at our mine and reaffirm our commitment to gender equality not only in August but throughout the year. We are proud to have a diverse and inclusive workforce, and we are committed to creating a culture where women can thrive.

This kind of human capability can't be accessed by the push of a button. People's best efforts are volunteered. This only happens in organizations founded on principles that create inclusion, trust, collaboration, productivity, and innovation. Thank you to all the divisions that took part in the Mandela day activities in July. It was a great show of the value of caring that all of you displayed, for giving your time,

energy, and resources to better the lives of those less fortunate. These basic principles of human effectiveness underlie all great achievements, and organizations need them now more than ever. Mandela month was a great testament of how PMC is filled with employees who care about the wellbeing of others.

Since I joined PMC over five (5) years ago, I have always been an advocate of open dialogue between management and employees, as well as the visible-felt leadership approach. This, I believe is one of the most important tools to guarantee communication to achieve the desired work results. At PMC, we have initiated the employee/teams of the month policy and recently the Value Improvement Practices, which aims to promote innovation within the various workplaces. Please make use of these platforms to assist the business in recognizing and rewarding employees and teams who go above and beyond their call of duty.

Big, transformational goals are hard to reach. That is because they require people across the organization to think and act in new ways. We must come together and do things we have never done before. Let us recognize that meaningful behavior change happens from the inside out. It starts when people see things differently and then willingly choose to do the things that are needed to reach new levels of performance.

As we enter the "silly season", a time synonymous with many safety incidents, let us be vigilant in our work areas by being extra careful and encouraging others to be safe as well.

**Let us all Khumb'ulekhaya - Everyday!**

## CEO's Corner

Mr Guangmin Wei



# From the Editor's Desk

One of the greatest gifts that one can give a person who is struggling is to show them kindness. It remains one of the most inexpensive and valuable things that a person will remember. As Nelson Mandela once said: "There can be no greater gift than that of giving one's time and energy to helping others without expecting anything in return."

July was a busy month for PMC as our Mandela month activities kept us on the field, engaging with our colleagues, local children, and life changers within our communities. In an overwhelming act of kindness, PMC leaders, employees and contractors went on a massive campaign to give back to various centers within the Ba-Phalaborwa area. The lavish gesture of showing love was truly proof of what a caring people we are, it was amazing to witness the number of hearts that were open in the campaign at Palabora. From division leaders, employees, and contractors, your commitment to the health, safety and well-being of others is commendable. Thank you!

**In this edition: August** – Women's month, we dedicate this edition by featuring Manager Training, Development, Skills and Contractor Mabore Macheru in our leadership corner. A true trailblazer who has managed to lead a team that has done exceptionally well in providing vital services and resources to the business and communities at large. Read more about this exceptional woman, what drives her in her role and what makes her tick. We have featured women who are taking up space in their respective roles in PMC.

It was another celebratory month for PMC as our company was awarded the Mining category award in the African Business awards event held recently. Another major win for our company this year!

Education and Training took the spotlight during August, from graduations, Adult Education and the handing over of the Mosubutjana Primary



school. PMC showed its commitment to the development and sustenance of employees within its host communities, not solely as a business but a caring corporate citizen of Ba-Phalaborwa.

**Also in this Edition: September** was a busy month as the annual SHEQ Spring walk was a total hit with PMC leaders, contractors and employees. This year, it was extra special as we managed to collaborate with the National Disability Association in raising funds for the NGO for disabled persons. This was a successful campaign that would not have been possible if we did not work together. Thank you for buying and wearing your casual day stickers and merchandise!

**Heritage month:** One of the most anticipated day on the calendar arrived and you did not hold back! Thank you for your exquisite display of colour, love, collaboration and different cultures!

Check out the photos in this edition and find out if you are a winner!

**I trust that you will enjoy reading this publication, feel free to share your comments and stories!**

Sincerely

**Lavish Mhlarhi**  
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# Know our Employee Value Proposition

The intent of PMC's Employee Value Proposition (EVP) is to provide a working environment that provides benefits and recognition to the company's employees in return for the skills, capabilities, experience and the contributions they make to the organization.

The EVP differentiates PMC from the industry and encompasses the central reasons for employees to be proud and motivated to work for the company. It gives PMC a competitive advantage in the tough labour market. The PMC EVP will also assist the company to attract and retain best talent.

Within this context, PMC is committed to acquiring, developing, maintaining, nurturing and retaining a qualified, competent, motivated and dedicated workforce to meet the challenges faced in achieving the company's vision, mission and objectives.

## Compensation

PMC applies the best compensation market related system which is reviewed on an annual basis.

All employees, including fixed term contractors on the PC payroll from salary level B1 to C5 participate in this monthly incentive scheme.

All employees, including fixed term contractors on PC payroll from salary level B1 to C5 will participate in this annual incentive scheme.

All employees on the company's payroll from salary level D1 to F participate in the annual incentive scheme called Short Term Incentive Payment (STIP).

Employees in positions with Paterson grading levels E to F band are eligible to participate in Long Term Incentive Payment (LTIP).

## Benefits

PMC offers subsidised medical aid scheme to employees which enable them and their family members to enjoy the best health care available.

PMC subsidises housing rental for new employees to settle in Phalaborwa, provide a home ownership subsidy to help employees buy and own property and conducts a benchmark with other employers in semi-rural areas in order to assess their housing offers to employees.

The company is already offering good retirement benefits for employees to be taken care of post retirement (Pension Fund Scheme).

Employees participate as beneficiaries of the company's ownership scheme; retired employees benefit for further 5 years post retirement.

The company offers study assistance bursaries and loans to qualifying employees so they can upskill themselves. Study assistance bursaries is also offered to dependents of employees (following a strict selection criteria).

## Career

Each employee has a Personal Development Plan (PDP) which helps the employees with career progression.

The company prioritises internal promotions and all vacancies are first filled with internal candidates and where none are deemed suitable then only external candidates are considered.

A performance management system which is linked to business objectives, rewards good performance and correct poor performance.

Assessment of key and critical positions which require successors, develop and retain highflyers.

PMC offers coaching and mentoring to employees with potential.

The company trains and develop employees to help them improve their skills and to be more effective in carrying out their duties.

## Work-Life Balance

- PMC conducts walk, jog or run campaigns which seeks to encourage healthy living.
- PMC provides counselling services available to its employees and extended family members.
- Upliftment of community facilities such as recreational parks.
- Sponsorship of local schools where our employees' children attend.

## Culture

- Clear and sound annual leadership strategy and objectives.
- Visible Felt Leadership across all levels of the organization.
- Recognition of monthly performance through "employee of the month awards".
- Identifying and acknowledgement of employee(s) that portray an element of innovation which can be successfully quantified.
- Clear organisational culture driven by company values.
- Leadership and management support to subordinates
- No discrimination.

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## Leadership Corner

# Mabore Macheru - Iron lady with a dash of down-to- earth origins

**Mabore Macheru: Manager - Training Development & Contractor Management**

Originally born in Ga-Ramokgopa village (Botlokwa), Limpopo province, Mabore Macheru always loved engineering from a very young age. When it was time for her to choose a career in Matric, at Mokomene High school, she was fascinated by Metallurgical Engineering. She is the first born and only girl in the family of three children. Mabore is a proud mother of two, a 14-year-old boy and a 3-year-old girl.

Hardworking as a teenager, she did exceptionally well in her matric where she was fortunate enough to be awarded a Bursary by the MQA (Mining Qualification Authority), which was instrumental to her completing her qualification. "I wanted to be an agent of change in my family as my mother was divorced and worked as a domestic worker. At a young age, I made a decision and strong affirmation not to be defined or limited by family background," stated Mabore. She studied for a National Diploma in Metallurgical engineering at the Vaal University of Technology, B-Tech Degree at Tshwane University of Technology, BSc Hons (Applied Science) in Metallurgical Engineering at University of Pretoria as well as Higher Certificate in Education Training and Development at University of Johannesburg. Mabore is also a registered member of the South African Board for Personnel Practice (SABPP) and currently enrolled for BCom Degree in Industrial and Organisational Psychology through UNISA.

Mabore started her career as a Trainee Metallurgist at Goldfields (now known as Sibanye Gold) and later worked for Mintek for a period of 5 years, where she progressed to the role of Senior Metallurgical Technician focusing on hydrometallurgical processes such as Leaching, Iron Exchange, Solvent Extraction, Precipitation and Electrolysis for base metals. It was this experience that propelled her to join Palabora Copper as a Training Officer for Refinery Operations in July 2013. Mabore developed a genuine love and passion for HR through the knowledge sharing engagements with the late Mr Maboko Mahlaole (GM, HR). She is a certified Assessor and Moderator by the MQA.

Mabore's tenacity and drive, enabled her to work hard and thrive at PMC; it was not long before she was promoted to Training and Development Superintendent in 2016 and later occupied SHEQ and Learning Programs Superintendent. In February 2022, she was appointed Manager, Training Development and Contractor Management, a role she occupies to date. Mabore is not shy to mention how PMC was instrumental in her career growth by providing a platform for her to acquire various formal skills over the years. This is something that she holds close to her heart, as she shares how she is passionate about empowering others and seeing employees thriving in the corporate world. Her current responsibilities include implementation and management of Human Resources Development interventions to support the business strategy.

When asked about whether she believes women are empowered enough within the mining industry, she mentions that although there is evidence to support the growth in the

numbers, there is still much more work that needs to be done. Legislation targets may seem somewhat unreasonable but with commitment and exploring different approaches, they can be achieved. "At PMC, opportunities are available not only for women but for all employees to grab. We therefore require women with character and perseverance to rise up to the occasion and occupy the space. Ultimately it all depends on the attitude and appetite for growth. The sky is the limit" she said.

When she is not at work, She is out unwinding and visiting the countryside where she mentions how she adores spending time with her mother and grandmother who have been instrumental in her upbringing. Every girl deserves to be pampered, when she has some free time in her hectic schedule, she likes to hang out with her close friends or go for a massage or beauty treatment.

Three words to describe Mabore are, inquisitive, persistent and results driven. This coupled with her pragmatic approach to leadership, PMC can only go to greater heights. She mentions how a generation of women who are an epitome of wisdom, have been remarkably instrumental in her career and personal growth. Some of the women who have made an invaluable impact in her career life are Thembi Thulare (Business Development Manager, IDC), Sisiwe Mthethwa (Director Global Learning and Development, Tronox), Nozipho Zitha (OD Manager, PC), Mmanyabela Mailula (CEO, CTC), Tshidi Moila (HRD Business Partner, Tronox), Matsela Kwinana (Manager, Process Engineering Smelter Retrofit Project, PC) and Ndinanwi Mulaudzi (Superintendent, Business Value Planning, PC).

There are numerous initiatives that the training department has in the pipeline and with Mabore at the helm, PMC training department will rise to amplified altitudes. Their current focus is on realigning policies, introducing systems and implementing practices to optimize learning and development at PC in an effort to accelerate and improve the capabilities of all employees.

Mabore shares her words of encouragement: "Opportunities may not come when you want it but believe that at the right time it will happen."

***"Be thankful for what you have; you'll end up having more. If you concentrate on what you don't have, you will never, ever have enough" - Oprah Winfrey.***



***"To my women colleagues, choose to hang around people who will help you succeed and grow in life. Desire excellence in everything you do, as you have the ability to do so!"***



# PMC hosts the Eastern Limpopo District Association of Mine Resident Engineers



15<sup>th</sup> of September 2023, Palabora Mining Company hosted the monthly Association of Mine Resident Engineers (AMRE) meeting for the Eastern Limpopo District. These gatherings are held to communicate safety improvement plans for engineers, to share progress reports with other mines in the area, and to advance issues relating to engineering work within the mining sector. The group is made up of hard-rock mining operations in the Eastern Limpopo District. It is a nonprofit organization with the mission of fostering networking among engineers and helping them become highly educated and skilled professionals. The PMC team, led by Chief Engineer, Itumeleng Ngoae, did a good job of representing the company and sharing some of the department's achievements, difficulties, and possibilities.

Job Sithole, AMRE National President, based at Mogalakwena Platinum Mine, honoured the invite to this monthly meeting. He discussed

some of the difficulties that engineers in various districts confront, like tight budgets, a lack of resources, and a heavy workload, to name a few. He reminded the engineers that despite all the difficulties, they must persevere and keep working. He commended PMC for their enormous growth since their last meeting as he concluded his remarks.

"I am thrilled to see that you have made improvements in terms of safety, and the final initiatives we discussed for improvement have been put in place and are making a difference within your work areas. Let's put our safety hats on, and make sure that as engineers we get home safely every day. I would also like to encourage all the engineers to collaborate with us and attend at least one of our monthly meetings, to unpack engineering related issues and network. I would also like to urge leaders to allow engineers to attend these sessions as most initiatives and business solutions are sometimes shared at

these meetings where they network with their industry peers. As the AMRE president, I look forward to attending more of these meetings to engage with engineers, as we encourage each other to be more innovative in our different mines in the Eastern district and country at large.

According to Zakes Malepe, General Manager: Asset Management, these sessions have a significant impact on mines in the district and even nationwide by discussing and optimizing methods to boost productivity and reduce health and safety problems. More active engagements and efforts are needed, particularly at the senior engineering management level. Every mine's engine is engineering. Any firm or mine would be unable to function properly without engineers, he concluded.

***The Eastern Limpopo District Engineers deserve a standing ovation!***

## New Employee Feature

### Welcome Aboard - Valerie Giyose *Supervisor Learning Programs*

Originally born in Mohlakeng, Randfontein, thirty-something year old Nomxolisi Valerie Giyose was the only child who grew up in a family comprising of her mother, grandparents, cousins, uncles, and aunts. A value instilled family that promotes sharing and caring for your fellow human being. She attributes her down to earth nature to the lessons and principles that her family taught her from a very young age. She matriculated from Town View High School and went on to acquire numerous diplomas and degrees in Human Resources and Business. She is a qualified Skills Development Facilitator and is registered as an HR Professional Generalist at the South African Board for People Practices (SABPP). Throughout her career, she has managed recruitment procedures, employee training initiatives, staff coaching, union and non-union labour relations and employee morale-boosting practices.

Prior to her appointment at PMC on 01 August 2023, Valerie started off her career at one of South Africa's largest gold mining company as an Accounts Payable Clerk and worked her way up to occupy various roles in finance and human resources. Valerie, who has also acquired experience working in coal mines, has a huge background in successfully directing organizational planning through strategic processes and staff development and has vast experience working in coal mines. She mentions how passionate she is about the youth, and she feels her current role at PMC is a great platform where she is able to assist the leaders of tomorrow about the challenges that they may face in the corporate environment. She was attracted by PMC's values and Top employer award as well as the socio-economic impact that the company has within our host communities. These resonates with her a lot as a person.

At PMC, Valerie is responsible for supporting the business talent pipeline strategy by managing all the students reporting within the section. The role is expected to ensure there is alignment to the organization's drive on effective performance management and accountability to ensure



students' progress as defined by the framework and their program milestones. The role will ensure continuous compliance to the HRD strategy and to all legislated interventions within the section.

When she is not at work, Valerie mentions how she loves jogging, sight-seeing and experiencing new restaurant, as a self-confessed foodie! She likes travelling and mentions how it is important for one to have work-life balance.

*"Always remember your why" – a quote that*

*means that you should know your purpose. "It serves as my point of reference for all my actions and decisions. This motto has helped me in my personal life and professionally."*

***Welcome to PMC, Valerie! We wish you a prosperous career at PMC!***





## SHEQ Corner

# Smelter Retrofit Project achieves an impressive 2 Million Hours - No Lost Time, No Serious Injury

The Smelter Retrofit Project (SRP) team has achieved an astounding safety milestone! In August 2023, the team successfully completed 2 million hours of no lost time and no medical treatment injury since the commencement of the project in 2016. This achievement is testament that the team has a resounding daily safety management strategy in place, that prevents deviations from adhering to safe working procedures on site. Construction sites are characterized by being flux, difficult to control, and heightened work pressure environments with a rapid decline to safety adherences – often resulting in a stressed, demotivated, and fatigued workforce.

Phasing out the old technology capital Primary Smelting Reverberatory furnace and replacing it with a Double-Side Blown (DSB) furnace was complex, mentally, physically and financially straining. The SRP team raised the "Top Employer" bar so high! and proved that ZERO-HARM is possible.

Senior Manager Smelter Retrofit: Willie Laing attributes this remarkable achievement to the team's collective commitment to a common goal - ZERO-HARM. Furthermore, Willie credits efforts

made by his frontline leaders: Ephraim Sekatane, Matsela Kwinana, Fredl van Der Merwe, Coenie Fourie, Anthony Galante, Kallie Maritz, Derrick Mileham, Solly Chauke and Jaco Cronje who continuously engage and support the crew. This is a major contributor to the positive overall high work team morale on site. The leadership's ability to unite the team and make them feel valued and cared for, is required in leadership.

The division leader at Smelter Retrofit understand that positive reinforcement is a great tool for helping employees grow and continue good actions, so he is regularly seen coaching and mentoring his team, walking the floor, freely engaging and interacting with the team, providing them with well researched solutions for their challenges as well as stretching them to achieve more than their standard job requirements. Safety rules do not make people feel valued or more productive but good support, continuous visible leadership and effective recognition initiatives do. When employees feel respected and valued, they will go to great lengths to obtain great results to support their leader's vision.

It is imperative that we as a business adopt a conscious safety culture that motivates everyone

to maintain safety goals and objectives. The new retrofit smelter is a reality for PMC and will commission soon after the completion of the Oxygen plant. To ensure its success, PMC is supporting the Metallurgists who will be operating the control room and the Training Officer, with a learning opportunity to learn new skills at a similar operation in China. PMC will reap the benefits of their investment as soon as the team returns to work and begins producing slag of marketable standards.

PMC acknowledges and appreciates sections such as Vermiculite Business, Logistics, Magnetite teams as well as other teams who have done exceptionally well in terms of Safety in their operational area! Keep up the great work!







# PMC scoops award at a prestigious event for African businesses



Aveng Media hosted its inaugural African Business Awards event at the Maslow Hotel in Johannesburg on the 17th of August 2023. The event attracted businesses in various sectors which were categorized for Manufacturing, Skills & Education, Energy and Mining awards.

PMC was the overall winner in the Mining award category! We are excited about winning this award and hope to retain our status as well as entrenching our company brand on such a platform. PMC's leaders General Manager Asset Management Zakes Malepe, Manager Financial Accounting

& Reporting Griffiths Baloi, Manager Transformation, Stakeholder Engagement and Communication Abby Ledwaba, Superintendent Transformation, Tshidi Ngobeni were in attendance to represent the business.

This is a huge achievement for the business following winning Top employer status for the year 2023, proving the business' relevance and positive impact it keeps on doing in the mining industry and our contribution within the South African economy. We have been recognized by our leading practices in advancing the state of

play in the mining sector over the past year and beyond. Winning these kinds of awards attracts and retain some of the most talented individuals who aspire to work in an environment of winners. We surely hope to retain our status as well as entrenching our company brand on platforms such as these, while measuring our success against some of the continent's best organizations.

**Halala PMC Halala!**





# PMC invests in Ba-Phalaborwa education by building a primary school at Mashishimale



Palabora Mining Company (PMC) & Leolo Community Trust in partnership with Murray & Roberts Cementation (M&RC) and Masterdrill handed over a newly built and furnished school to the Department of Basic Education and Kgoshigadi Musubutjana Shai at Mashishimale village on the 15th of August 2023. Musubutjana Primary school was named in honour of the reigning queen in the area.

The school project is part of PMC's Corporate and Social Investment commitment to enhance the infrastructure in its host communities. The opening of the primary school came at the right time to relieve the already overburdened nearby Primary schools. Musubutjana Primary School is a first class 16 classroom school including a foundation phase block. This project has been a collaborative effort which delivered infrastructure comprising an admin block, kitchen, 16 classrooms, some of the furniture and ablution facilities. There is a fully equipped kitchen which will come in handy to prepare and serve learners with meals every day as part of the government nutrition programme. The ablution facilities at the school were funded by Murray & Roberts and learner school desks were funded by Master Drilling.

The Department of Basic Education promises to honour PMC, Kgosigadi Shai and the community at large by committing themselves to deliver world class education to approximately 500 learners at the school. Musubutjana Primary School is one of PMC's strategic legacy projects aimed at empowering communities through education. The community of Mashishimale is now sustainable beyond the life of mine due to the completion and handover of the school to the honourable Limpopo Member of the Executive Council (MEC) Mavhungu Lerule-Ramakhanya.

Beyond the construction of Musubutjana Primary school, PMC is proud of its continuous investment towards Socio Economic Development to uplift the community of Mashishimale. Musubutjana Primary was built by four (4) local 100% Black-owned contractors and the construction phase created more than 100 temporary jobs for the local community. The school presented an opportunity for real empowerment of local Small Medium Micro Enterprises as the required technical expertise were provided by PMC to ensure that the project becomes a success, while a platform was created for local SMME's to prove themselves and improve their Construction Industry Development Board (CIDB) level in construction.

To-date, in line with its Social and Labour Plan strategy as well as the desire to contribute towards fast-tracking of service delivery and support the Municipality Integrated Development Projects, PMC has overall spent significantly in Mashishimale through:

- Construction of a 3km road leading to the local clinic,
- Building a library,
- Construction of school ablutions and feeding scheme kitchen
- And thriving the local economy with the rollout of the Enterprise and Suppliers Development initiatives.

PMC, strongly believed in the institution of education and it is our intention to invest more as we are going to be the beneficiaries of this important and necessary investment. The communities of Ba-Phalaborwa will continue benefitting from the mining spinoffs in Education as it is our intention to make the necessary impact in education. We are encouraged by Kofi Annan's quotation "Education is the great equalizer of our time. It gives hope to the hopeless and creates chances for those without." The mining giant committed itself in an announcement at Musubutjana Primary handover ceremony to construct a brand new Technical high school in Mashishimale upon approval of the PMC Social and Labour Plan (SLP) by the Department of Mineral Resources and Energy (DMRE).

PMC Chief Financial Officer, Dikeledi Nakene commented: "The construction and handover of Musubutjana Primary school strengthens the partnerships between business, government, the local community, its residents and particularly its young people. It enables the Department of Education to realize it's commitment and end goal to provide quality teaching."

The construction of this school is only one of PMC's legacy projects which testifies that the multi-award-winning mining giant, is "More than just a mine".





# PMC employees give back to local communities in massive Mandela day campaign

The spirit of giving on Mandela day was overwhelming this year due to the campaign that ran from April 2023, encouraging employees to donate non-perishable food, toiletries, clothing, and blankets to those less fortunate. PMC further went on to extend the donation by preparing a meal for over 1000 children in various centres across Ba-Phalaborwa. Centres who benefited from this campaign this year were: Rirhandzu Comprehensive centre in Lulekani, Makhushane, Maseke, Tshupje drop-in centres. The Transformation team was joined by the other sections in the business by dedicating most of the month of July 2023 to preparing and serving the meal to the children who frequent the centres daily.

As the late former statesman, Nelson Mandela once said, "there can be no greater gift than that of giving one's time and energy to helping others without expecting anything in return." Most PMC employees donated old clothing that came in very handy for the younger and older children of Maseke village. Manager Transformation, Stakeholder Engagement & Community Relations, Abby Ledwaba commented at one of the centres visited: "We are honoured, as a business to see our biggest stakeholders giving back to the communities. We know it might not seem significant, but it will make an impact in our future leader's life. This is a great affirmation of ubuntu, something that our late former president once epitomized."

The center management staff found it difficult to hide emotions on their faces as bakkies loaded with donated items drove in. The warm hands rendered to PMC and SAPS were evidence enough that the goodwill gesture portrayed is not taken for granted. Grace Malatji, center manager took her time in thanking both PMC and

SAPS for showing up at her doors with groceries, energy, and time to show love and kindness to the children and the community at large. "We are not always chasing behind criminals and making sure that Phalaborwa is a safe town for Ba-Phalaborwa residents. We do make time to service our local communities in eradicating



poverty and lessening the burden that other families are battling. These kind of initiatives and partnership with PMC gives us hope as Government entities that together we can do more, and PMC slogan of Together Building a Sustainable Future is not in vain," Sgt Selepe SAPS Namakgale spokesperson said.

"It is quite inspiring to see that PMC cares about the local communities", said Kenny Mashele, Superintendent Organizational Development and Design. "It is paramount for the company to always give back to its host communities as this is vital for compliance but most importantly, as being a socially responsible corporate citizen. I am proud to represent a company that promotes such positive campaigns to uplift others."

A word of appreciation goes to the departments that went out of their way to show their generosity for those that are less privileged. The most generous donations came from the following departments:

- Finance
- Vermiculite Business
- SHEQ
- Magnetite Processing and Technical

A special thank you to some of our contractors who also joined in the spirit of giving back: Laelo construction, Nandzu Cleaning services and Vexovax.

To PMC management and employees, this initiative was a success because YOU came together and joined hands as PMC family. By collaborating as teams and encouraging one another to give. You have made a difference in the lives of families who are under privileged within our communities.

We can all make a difference, one good action at a time. Thank you for your invaluable commitment to transforming our communities, one at a time. Let us treat every day like Mandela Day, No act of kindness, whether big or small is ever wasted.

**Long live the spirit of Madiba long live.  
#Givebackeveryday**





# 2023 Employee and Teams of the year nominations

***Congratulations to all of you!!!!***

Your dedication and commitment to the success of Palabora Copper is admirable and appreciated.

## JANUARY



**Phomelelo Malatji**  
*Human Resources*

## FEBRUARY



**Jonas Mokgalabone**  
*Finance*

## MARCH



**Colbert Chauke**  
*Lift II and Concentrator*

## APRIL



**Ernest Mzimba**  
*Lift II and Concentrator*

## MAY



**Johan Venter**  
*Vermiculite Business*



**Judy Mkhombo**  
*Smelter and Refinery*



**Lucia Komane**  
*Human Resources*



**Charles Peter Bothma**  
*Lift II and Concentrator*



**Petrus Malatji**  
*Lift II and Concentrator*



**Foster Seemela**  
*Lift II and Concentrator*



**Kagiso Sebashe**  
*Lift II and Concentrator*



**Russia Rihlapfu**  
*Vermiculite Business*



**Ernest Sethole**  
*Vermiculite Business*



**Ndivhuwo Neluvhalani**  
*Magnetite Processing & Technical*



# InfoSlips – Your Payslips and IRP5's now at your fingertips



The Information Systems & Technology department is set on ensuring that PMC digital transformation journey is on track to bring about business process efficiency and effectiveness. At the end July 2023, InfoSlips was introduced to the business, a platform where employees have access to their monthly payslips and IRP5's digitally. The Application is a safe and secure digital platform which enables employees to receive/view their payslips & IRP5's on mobile devices (Phone, Tablet & Computers) anytime and anywhere.

The IS&T team, led by IS&T Superintendent, in partnership with the Payroll & HR departments embarked on a mine-wide roadshow where they gave insight to employees and responded to their questions. This initiative was well received by employees across the business.

There are four main ways that you can view your Payslip/IRP5 through InfoSlips Platform:

- Email Link: by clicking on the link provided within the email body.
- SMS Link: simply click on the link provided in the SMS.
- Online Viewer using your browser: Visit the <https://viewer.infoslipscloud.com/#/auth/login> site and sign up using the work email address or mobile number that was used for distribution.
- InfoSlips App: Download and install the InfoSlips App from your respective App Store (for iOS devices) or Play Store (for Android devices).

Follow the on-screen instructions to complete the registration process. Once logged in, you will need to view your Palabora Payslips/IRP5s within the app. For security reasons, you will need to provide your ID or passport number to open the confidential document. If your mobile number has not changed since you joined PMC, you must provide consent to receive payslips via mobile device. Supervisors have been requested to facilitate and submit the consent forms to HR department for employees. For new employees, the system now forms part of their induction.

**Digital Transformation has become a reality for PMC to bring about process efficiency and effectiveness mine-wide.**

# PMC's new CEO visits key stakeholders in Maputo



Pedro Poh-Quong – GM Operations, CFM Guangmin Wei – PMC CEO, Xolani Mbambo – Grindrod Group CEO, Sanda Zungu – PMC SM: Supply Chain and Logistics, Kwazi Mabaso – Grindrod Terminals CEO, Sunel Lingenfelder – Outbound Planning Manager



Mr Wei – PMC CEO, Suzanne Parker - LBH Branch Manager, Horacio Jussub –LBH Branch Manager Operations , Sanda Zungu – PMC SM: Supply Chain and Logistics, Ercenio Thongole – LBF SC&F Operator

Barely a month after his appointment, in PMC CEO Guangmin Wei took a trip to Maputo for a stakeholders visit to affirm the business's strategy and strengthen relations with external customers. Mr Wei, who was accompanied by Sanda Zungu, Senior Manager Supply Chain and Logistics, met with Executive members from Grindrod Terminals, CFM (Mozambique Ports and Railways) AND LBH Group. The aim of the visit was a diplomatic meet-and-greet for Executives from the mentioned companies to touch base with the man who is currently leading PMC.

PMC enjoys a solid relationship with various stakeholders in Mozambique and Richards Bay ports where most of the cargo from Palabora is dispatched.

**Hoping for more record-breaking dispatches at the end of the year!**





The recently held Palabora Mining Company Certification Ceremony in Mopani TVET College, Phalaborwa Campus was a special occasion and marked a milestone in the life of graduates, celebrated with colleagues and loved ones.

The Training Department, under the direction of Mabore Macheru, had its 7th Annual Certification Ceremony on Friday, July 21, 2023. 158 graduates were honored during the ceremony as they crossed the stage to collect their certificates. The graduates included a mix of community members and employees, including those working for our contractors. The successful implementation and completion of these occupational skills and trades programs represents a step forward in our collective efforts to address the national industry skills shortage. As an added benefit, our graduates now have credentials that are nationally recognized and accredited, making them more employable in the job markets.

With these kinds of community- and employee-focused initiatives, PMC is sure to find creative solutions within its capable and competent workforce, resulting in maximized production output, workplace harmony, and these components will draw talent from all over the industry.

Zakes Malepe, General Manager: Asset Management, delivered a moving speech as the ceremony's keynote speaker and congratulated the students on reaching this significant milestone. In his speech, he mentioned how graduation ceremony symbolizes the culmination of students' sacrifice and commitment during their academic careers. "As graduates of PMC a lot is expected from you, either in leadership or as a leader. "Your personal attributes should enable you to cope with the tremendous responsibilities that are placed on you," he said. "People rely on you explicitly or implicitly. They watch you. They watch the way you communicate. They listen to what the informal networks are telling them about you. I therefore urge the new graduandi to take heed of the DNA of character to establish



reciprocal relationships based on influence, rather than coercion, command, or control; to leverage organizational DNA or your uniqueness. Congratulations to all."

He furthermore said that graduating is an important milestone in the development of young professional careers. He closed his speech with the following quote: "Education is a tool for liberation, and some were killed in its pursuit. It is a noble cause to die for."

The day ended with the recipients of the celebrations receiving certificates and trophies, as well as special honors in some circumstances. For his 40 years of dedication during his tenure at PMC in the enrichment of technical development at the Apprentice Center, Stuart Thompson, Superintendent Engineering and Technical, was given one such award.

***Congratulations and best wishes to all the graduates!***





## Employee Profile

### Bella Mashava

**1. Please tell us about yourself, birthplace, family life and educational background.**

My name is Bellah Mashava, I am 33 years old , married and blessed with two beautiful boys. I was born in Shamfana village, Limpopo in 1990, I attended my primary school at Shamiriri Primary school, completed my high school at Mamepeule Secondary School. I am currently studying Business Management with Mancosa.

**2. What is your favorite memory from childhood?**

I loved playing games outside and I was gonna play until late because I was always excelling on every game. It was really a fun time to play childhood games such as house and skipping.

**3. What is your current position and how long have you been with the business?**

I am a Data Capturer but I am currently acting as Business Administrator for Lift II Construction & Concentrator

**4. What are your daily duties in your current role, is this something you have always wanted to do?**

- I am responsible for managing the managers' diaries, Coordinating the Concentrator schedules including arranging meetings, preparing agendas and documenting meetings minutes and filling accordingly.
- Assisting my leaders in creating the Service Entries for the invoices to be paid,
- Creating gate access for the Visitors and arranging travel for my team.

**5. Any challenges you have faced so far in your career, how have you overcome these?**

So far everything is still going well, I treat everyday as a new opportunity to learn something new.

**6. What keeps you motivated in your work and personal life?**

I have good relationship with my leaders and we treat each other with courtesy, care and respect. I believe this is very important in the workplace. My family and the Almighty by my side are reasons enough to keep me going everyday. I am grateful to have a wonderful family and I am grateful for such blessings.

**7. Do you believe that women are provided adequate opportunities in the mining industry? What more can be done to improve on this?**

So far yes, I see PMC's Women in Mining team is strong and the current chairperson and her team are making the difference with visible improvements. We need to work together in order to make sure that women are represented at a lot of platforms at PMC.

**8. If you are not at work, what do you get up to in your free time?**

I like to go out with my family since we usually spend a lot of time at work.



**9. Do you have a talent or passion that people may not know about you?**

Yes, I love cooking and baking.

**10. What kind of legacy would you like to have?**

I would like to see myself being a shareholder at a major company. It is important to invest in the development of our communities to grow our economy.

**12. Is there a motto that you live by and why that motto if you do have one?**

Always remember that you are braver than you believe, stronger than you seem and smarter than you think. Believe in yourself!

## Employee Profile

### Dakalo Khumela

**1. Name and surname**

Dakalo Khumela

**2. Birthplace**

Tshaulu, Dzwaboni village, Limpopo Province

**3. Briefly tell us about yourself, family background.**

I was born and raised in Tshaulu Village, in a family of four (4) children, and I am the first daughter of Mr. and Mrs. Khumela. I am married and blessed with one (1) child.

**4. Briefly take us through your career journey and educational background**

- I started my primary school at Tshaulu Primary school, I then went to Nyamuliwane Primary school, and I matriculated at Tondalushaka Secondary school. Upon completion of my matric, I went to University of Venda and completed my Bachelor of Earth science in Mine Surveying (BESMIS)(Hons). I have Elementary and partial advance survey from the Chamber of Mines. I also studied a Diploma in Computer practice with Technicon Thab dollar. To add on my qualifications, I did introduction to project management, conflict management, strategic management, and Honors in Theology. I am currently studying Masters in Geology with University of Venda, Mine Survey Certificate of competency (DMR) and Masters in Counselling Ministry with University of America.
- Before working here, I used to come to PMC from 2006 to 2008 vocationally to collect data. In 2009, I joined Solly Moropane professional land surveyors to complete my 14 months internship. I worked as a junior Surveyor with JJ du Pleez surveys doing road engineering Survey (Global roads Construction).

**5. How long have you been with PMC and what is your current position?**

- In April 2012, I joined Byrnegut SA Lift 2 development (PMC) as a Junior Surveyor until I joined Palabora Copper in August 2013 as a Sectional Surveyor, a role I occupy to date.

**6. What does your day-to-day work activity entail and what are your main responsibilities in the current role?**

- Surface and Underground Survey duties, like, measuring stockpiles, engineering survey, and monitoring all underground works.

**7. Who is the source of your career inspiration, any goals for the future?**

Many different people inspire me. Seeing other surveyors doing their work gives me strength to do my best. My dad is my greatest cheerleader as he has always supported and encouraged me throughout my childhood.

**8. Is there someone who had a tremendous impact on your career and why?**

Yes, Mr. Khakhathi Makhari and Mr. A.T Beslaar, former PMC sectional surveyors played a huge role in my career during the time when I used to visit the mine to collect data for my Honors research.



I nearly gave up, but they showed me importance of continuing with my studies and career. Mr. F.O Korkor, University of Venda's Survey lecturer once said, 'your goal gives you strength to fight in season and out of season'. These words kept me going during my studies.

**9. What keeps you busy during your spare time?**

I enjoy reading motivational books and mentoring young people. My goal is to see the youth focusing on their books and furthering their careers. Being close to them enables me to know their needs so I can provide assistance or guidance to them.

**10. If you could be the president for a day, what is the one thing that you would change in our country?**

I would change the electoral law to allow people to vote for their leaders instead of voting for a political party.

**11. What is the one item that you cannot do away with, as a woman?**

Love and respect for my family.

**12. Any words of encouragement that you would like to share with other employees?**

If no one is clapping hands for you after you have excelled on something, clap hands for yourself. You are your greatest cheerleader!





## Feature article



# A woman determined to win - Lebogang Machimane

2009, when she joined the Asset management planning division, where she is now, progressing through the department's various roles. Her primary duties as a shutdown planner include organizing, planning, and maintaining mine-wide shutdowns. She also collaborates with other maintenance planners and many stakeholders to make sure planned shutdowns are successful.

Lebo has always had a knack for organizing and planning, effective planning makes her work enjoyable for her. She enjoys the pressure that comes with project planning since she always learns something new from each assignment that helps her perform better the next time. She has obstacles in her daily work which she mentions slow her down. A clear perfectionist, Lebo strives to be the greatest in her position despite all the obstacles. She mentions how proper communication and flexibility are key in ensuring that work is adjusted accordingly or continues at a later stage.

A fervent supporter of women in leadership positions, Lebo believes that women in positions of leadership are effective because they bring fresh perspectives, new skills, structural and cultural diversity to the workplace. She is adamant that while fighting the stigma of sexual harassment, discrimination, and other gender-based concerns, women in the mining industry face more obstacles than males, they work in dangerous and sometimes physically demanding positions. "The mentality of fear and reluctance is eradicated through forums like the Women in Mining, allowing women to show off their skills and persistence. As women we should defend each other's crowns instead of tearing each other down", she said.

Lebo 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 on 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, every day."

When she is not at work, Lebo says she loves reading books, spending time with family, and travelling. "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", says the outgoing mother of two boys.

Additionally, she is the founder of the non-profit organisation called Girl Child, Rise Up which she says serves as a ministry for young women, aged between 11 and 20, which focuses on guiding and preparing them for the future. About 150 girls from the Phalaborwa community participated in the initiative's launch in 2021. The girls learn how to deal with difficulties in daily life, the value of hygiene, and themes related to Christianity during the sessions, among many other subjects. She hopes that her work with girls will be a legacy for our town in generations to come.

Lebo urged the other employees to enjoy their waiting period as she concluded the interview.

***"Set yourself up while you wait for that opportunity or career break! Read books, educate yourself, gain more knowledge and insight. Develop your capacity and get ready for your future. Once you get there, the possibilities are endless, you might not get time to keep up!"***

Lebogang Machimane was born in Phalaborwa's biggest township, Namakgale, and raised in a family of nine children. She is the last-born child in the family, raised by her single mother, who unfortunately passed away in 2017. She started her primary education at Gaza Primary School and Mhlahhala Primary School. She then furthered her studies at WEM Boarding School in White River and matriculated at Meridian College in Phalaborwa. After completing her matric, she continued her education at the University of South Africa (UNISA), where she earned her certificates in project management and a Diploma in Public relations. She is currently in her second year of study with UNISA for a Human Resources Management Diploma.

Lebo, as she is fondly known has been with the business for 16 years. She joined PMC as an assistant Communications officer for three years. Later, she changed career and worked as an administrative clerk in technical training until



# Employees show that they care by marking casual day in honour of disabled persons



Every year the National Council for Persons with Disabilities embarks on a Casual Day campaign to raise funds for the association of disabled persons. This year, PMC partnered up with them and allowed employees to purchase R20 stickers to wear on casual day 01st September 2023. Coincidentally, this year Casual day was on the same day as the annual Spring walk.

Merchandise was also available to be purchased online which some employees took the advantage and bought. It was beautiful to see some employees dressed up in their predominately green attire. A visible show of our value of caring.

In total R12800 was raised by PMC employees for the NCPD for this year's campaign. We would like to take this opportunity to thank each and everyone who supported this very special campaign by purchasing a sticker or merchandise. Your contribution is incredibly appreciated.

Within our immediate communities, the Transformation, Stakeholder Engagement and Communication team joined one of PMC contractors, Cutlaw-vuka in their giving back campaign when they donated groceries, signage and adopted the Thato Disability centre that is based in Makhushane village on the 19th

September 2023. The team went on to cook for the adults and children who frequent the centre as well as the centre coordinators. Yolanda Boucher, Manager at Cutlaw-Vuka mentioned how touched they were when they initially visited the centre that looks after 29 – 35 persons in Makhushane daily. The humble centre is dependent on donations from companies and individuals as the department has not yet approved their funding.

***"Help others without any reason and give without the expectation of receiving anything in return," she concluded.***



# Heritage Day shows that leaders and employees embrace diversity



From colourful outfits to exotic traditional meals and engaging in meaningful discussions about culture and tradition. This year's Heritage Day was an array of splendour and celebrations, with teams collaborating, sharing and appreciating each other's heritage. Thank you so much to all the teams who took part in embracing their Heritage. It was amazing to witness teams in all work areas come together, in preparing or sharing a meal, dressed up in colourful heritage outfits, engaging in song and dance. A clear indication of how PMC has many diverse cultures who are united in work and strive to ensure that our different cultures and beliefs do not separate us as human beings but unite us as a team.

The teams who sent their photos were:

- Human Resources – Training and Development
- Finance: Management Accounting and Reporting
- Marketing Sales and Business Strategy
- Logistics Shipping & Integrated Logistics
- Smelter and Refinery
- Asset Management
- Vermiculite Business
- Underground Laboratory Team
- Crushing and Automills and Contractors
- Underground Mining Planning
- Concentrator Technical

We appreciate all leaders for allowing the celebrations to happen in all operational areas and applaud all teams for the excellent work that you have put into this campaign. Thank you for going all out in displaying your heritage, which also showed several of our values such as teamwork, caring and collaboration! The competition judges were overwhelmed with all the entries. Unfortunately, only few of you could win the prize!

***Congratulations to all selected winners. Collect a prize when you spot a star on your photo at the event section of this Palaconnector newsletter!***

## Past Events Highlights

Mandela Day





SHEQ Spring Walk



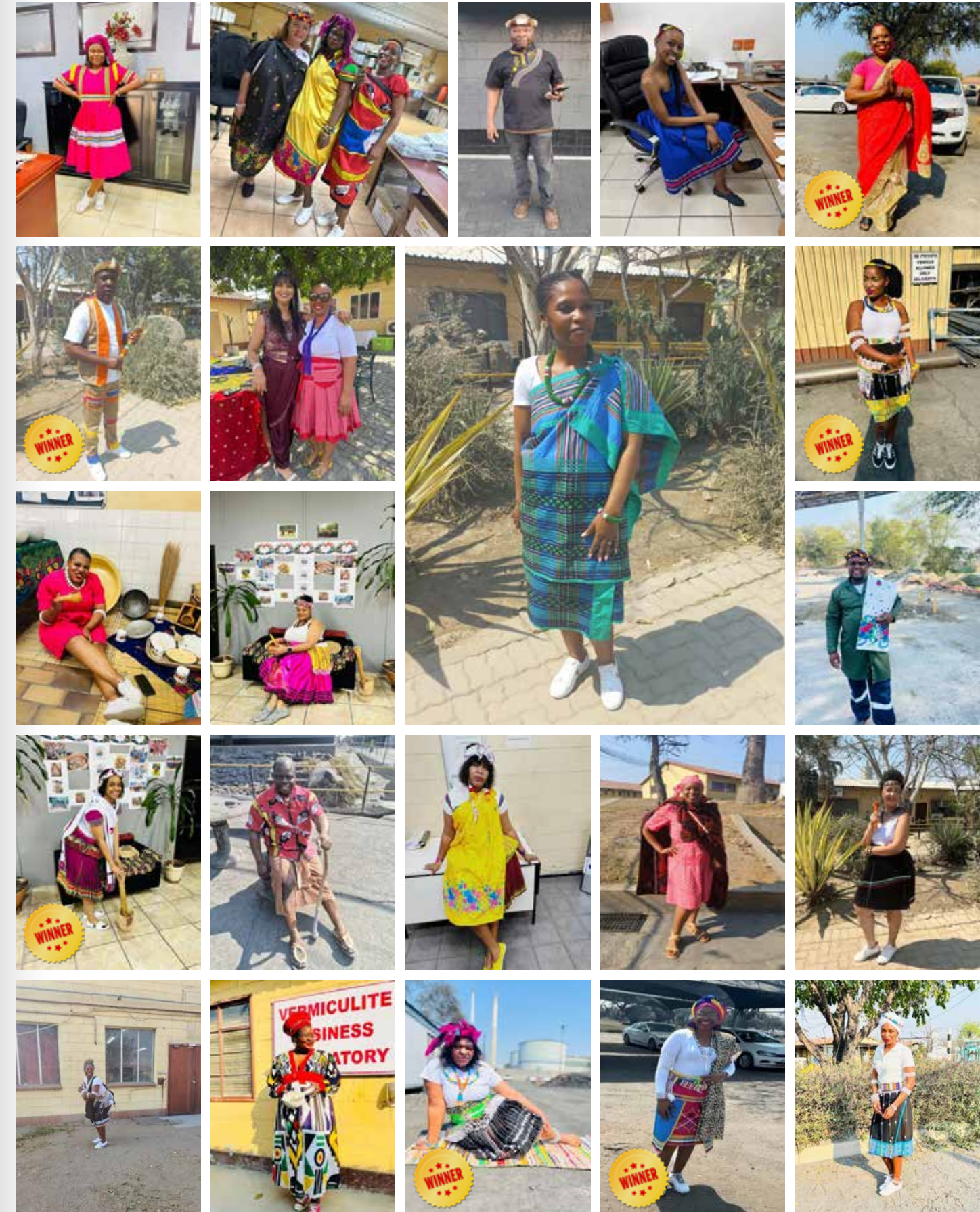


Soccer Friendly match: SHEQ vs UG Mining





Heritage Day Extravaganza





# This is what Heritage Day means to you!!!

Different cultures, but we are one. Humility, caring, supporting and respecting has nothing to do with culture but human behaviour. We take pride in our different cultures and also take pride in being ONE TEAM. Proud to be Africans and proud to embrace our heritage. Attire and language must never differentiate us. We are all Human. We are Africans. The importance of celebrating this day is to express our identity, it highlights our values and priorities. It helps us examine our history and traditions and enables us to develop awareness about ourselves. We celebrate Heritage day to promote culture diversity, social cohesion, reconciliation and peace.

**- From Martina Matsemela, Secondary Crusher.**

My Heritage my pride, xigaza I ndavuko waka hina ndzi mutsonga mina wo chava kutsongola swa vanhu, ndzi ntukulu wa Elias Guswe, Guswe wa Thai, Thai wa Majimela, Majimela wa Mposekyane. Ndzi ntukulu wa Khalanga na va n'wa Khalanga lavo khandziya hi nsinya va chika hi rhavi, lavo tsovela vanga rimanga, Valoyi, Baloyi - **Norah Innocentia Mathebula Magnetite Stream 2**

Heritage plays a huge impact in one's upbringing as you have a sense of belonging, understanding and respect our various cultures. The best way I chose to celebrate Heritage Day is with my leaders and the team as one while expressing our upbringing. - **Faith Mgiba, Accounts Payable**

I am of African origin, proud to be a pedi girl. Heritage Day is very important because it reminds me of who I am and to continue to value my culture. Ke kgarebe ya moAfrika rifa. - **Prety Mokgalaka, Smelter Operations Underground Laboratory.**

It is forever the responsibility of a Woman or a Mother to cook for the family. I am demonstrating that even with the new millennium we are still cooking not relying on Spur, KFC and other restaurants. - **Felicia Ngobeni, Underground Laboratory**

A nation's culture resides in the hearts and in the soul of its people. We must never forget our roots and our heritage is our root that gives us strength and makes us unique. - **Smelter Reverb Team**

Halala... Matsonga halala....

Ndzi Mikateko, wa Magezi,  
wa Yingwani, wa Nkami,  
wa Mantsena, wa Bangwani,  
wa Xinyorhi xa Humba.

Ndzi mu Tsonga, n'wana wa Afrika Dzonga. Ndza ti nyungubyisa hi ndzhavuka ya ka hina. Loko kuri ririmi ra vanghezi a hi ritiveni kambe, hinga lahli ririmi ra Manana.

Halala...Matsonga halala.... - **Mikateko Chauke, Asset Management**

All teams (mechanical, electrical, operations and our fellow contractors (Vexovax, Dunlop, Khongo Investments) decided to contribute towards this celebration. We are very thankful for our supervisors, together with management for support, allowing us to participate and celebrate our Heritage, as it reminds us of our diversity, culture, and Languages. Therefore, today's celebration wasn't all about heritage but also teamwork. - **Crushing and Automills, Concentrator Team**

Heritage is a day on which all South Africans are encouraged to celebrate their culture and the diversity of their beliefs and traditions, and the best way to celebrate this day is in a diversified environment just like PC. Happy Heritage to all leaders and colleagues. - **Griffiths Baloyi, Finance**

We have learnt to appreciate and accept all people from different cultures, backgrounds and lifestyles. It is through this diversity that we celebrate our special qualities that make us unique. Happy heritage day! - **John Makgatho, Vermiculite Business**