



PALA CONNECTOR

APRIL - JUNE 2024 EDITION

Crusher 5 – A beacon of hope for generations to come



CEO'S CORNER | FROM THE EDITOR'S DESK | LEADERSHIP CORNER | SHEQ CORNER
LIFT II – CRUSHER 5 | MARULA FAMILY MARATHON | PAST EVENTS HIGHLIGHTS

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CEO's Corner

Mr Guangmin Wei

“A year at the helm – Leading through collaboration ignites bouts of success”

Exactly a year ago, I was entrusted with the responsibility of being the Chief Executive Officer (CEO) at one of the best mining companies in the world. An honour I did not take for granted, as I know that the mammoth task of leading people, especially in the mining industry, can be somewhat challenging and unpredictable.

Some of the things that I have been vocal about in my career at Palabora Mining Company (PMC) is how I believe it is important for leaders and employees to work together in achieving success by constant collaboration. Innovation is the future for any business to thrive. Recognising and rewarding hard work is pivotal in ensuring that employees feel motivated and valued to maximize and optimize production. Today, I am thrilled to see that all teams have gone all out to ensure that these are achieved. The employee recognition programs such as Value Improvement Practices (VIP) and Employee of the month recognition awards are great examples of the business resolutions to recognize and award talent.

I would like to remind all employees that being accountable means holding yourself, your team, or any group to a higher standard and acting accordingly in the workplace. Accountability is a unique successful combination of responsibility, integrity, trust, and quality in our actions and activities to ensure a much more prosperous future for both the business and the individuals. This is fully supported by the career progression policy which is being rolled out within the business.

Your health and safety are very important to us, that is why we have taken efforts to maximize on engagements and culture within the

business. I would like to encourage you to make use of the Employee Assistance Programme services available on site as well as the sporting activities available. Your physical health is just as important as your mental health, so I would like to encourage you to take a conscious decision to change your lifestyle. Whether you opt for a healthier diet or sporting and cultural activities at PMC, as management we will continue to provide and support our Employee Value Proposition and enhance our corporate social cohesion. We are eager to experience a workforce that is engaged and feels included within the business operations.

It is very important for any business to maintain effective partnerships with its stakeholders as the hosts to achieve sustainable economic and social benefits while acknowledging the challenges faced by South Africa and the neighbouring countries. Whether it is playing a leading role in helping South Africa address its big three challenges – energy, logistics, crime and corruption, we recognize the importance of collaborating to achieve the desired goals.

I would like to reiterate the pressing need for resilience in the mining industry amid global disruptions and highlight macroeconomic risks, geopolitical upheaval, inflation, higher interest rates and the dual crises of energy and climate as challenges. Increased disruption is the new normal, and leaders must actively navigate through change and uncertainty. We must adopt a truly long-term mindset, not only to withstand current stresses but to build a more resilient mining industry capable of weathering future challenges.

Through resilience we can ultimately attract unproportionable success in the long-term. Let us work together to reach and exceed our goals.

From the Editor's Desk

Over the past few years, we have relied on technological advances to improve our way of life, work and efficiencies. Business owners and huge companies such as Palabora Mining Company (PMC) are constantly seeking innovative solutions to optimize operations, safely on record time. As the lift II project ends, the crusher 5 project provides a promise to PMC employees, job security and development in our communities. I am in awe in the strides made even in this new world of technologies and innovations. Our Value Improvement Practices (VIP) department has provided an incredible platform to PMC employees and contractors alike. It gives me great pleasure to feature the past cycle winners for submitting winning ideas that have been deemed plausible and sustainable to adapt in the business. Saving the business time and money whilst optimizing operations for our sustainability and that of local communities.

Unsung heroes are featured in this edition of the Pala Connector newsletter, some of the leaders and employees in our work spaces are sometimes not celebrated or acknowledged. We are excited to share some stories about our people, we tap into one of our mining managers Mpho Maloma, a philanthropist who recently completed the ultimate human race - Comrades Marathon. Although this may seem insignificant to some, this man has jumped hoops and hurdles to get to where he is. We celebrate his humble beginnings and career progression at PMC. His story is one of hard work, grace and resilience.

In this edition: We are proud to share the lists of all employees nominated in the months, April - June 2024, as well as featuring all the VIP winners for the year 2024 to date. Commending employees and teams that have gone far and beyond their call of duty and contributed positively to their respective spaces or within PMC as a whole. Congratulations to all the nominees, we hope that all your hard work inspires others to follow suit.

In this edition: The Africa Day winning dishes are shared in this edition, it was a unique way to



“Finding sanity in this digitally evolving world”

show the beauty of Africa through the tasty and inspirational dishes. Dakalo Khumela, who won 1st prize shares her recipes which the judges could not resist. We have also featured the winning messages for Mother's and Father's Day competitions held in May and June. Thank you to everyone who entered the competitions.

Sports really took the spotlight this past quarter at PMC, it was very exciting to see the golf club, cycling and athletics club coming out and representing our organization well. It has been a true vision to see the integration of sporting activities into the culture of our company. There has been proven research about benefits of exercising, both physical and mental health. Physically active employees tend to have stronger immune systems, are more focused and productive, have a more positive attitude and can

cope better with stressful situations (this is in part due to the endorphins released by the body during exercise). What are you waiting for? Join a PMC club today!

Your feedback and comments are always welcome.

I hope you enjoy this edition and will appreciate your comments and feedback.

Sincerely

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The Two-Pot System - Explained

What is the Two-Pot retirement system?

The Two-Pot system is a retirement reform introduced by the South African government, set to take effect on the 1st of September 2024. This retirement system is designed to balance immediate financial flexibility with long-term retirement savings, allowing individuals to make partial withdrawals in times of financial distress while preserving the majority of their retirement funds until they retire.

Who will it affect?

All members of retirement funds belonging to provident and pension funds will be affected. This includes both current and future contributors, making it essential for all individuals with retirement savings to understand the new system.

How will it work?

The system is referred to as a two-pot retirement system, however in principle, it will comprise of three distinct pots namely, the vested pot, savings pot and retirement pot. This simply means that your pension money is going to be held in different portfolios. The image below illustrates how this system works.



The Transition into two pots

The law is cognisant of the fact that members will not have any capital in the savings pot on the 1st of September 2024. Therefore, seeding capital set at 10% of your retirement fund credit on the 31st of August 2024, will be made available for immediate withdrawal and subject to a threshold of R30 000.00.

Below are some examples of how much cash will be accessible to you based on the value of your retirement fund credit:

YOUR RETIREMENT FUND CREDIT X 10% = ACCESSIBLE AMOUNT LIMITED TO R30 000.00

Retirement Fund Credit on 31 August 2024	Accessible Amount (subject to tax)
• R900 000 @ 10% = R90 000.00	• Only R30 000.00 will be accessible due to the threshold
• R300 000 @ 10% = R30 000.00	• Only R30 000.00 will be accessible
• R150 000 @ 10% = R15 000.00	• Only R15 000.00 will be accessible

NO CONTRIBUTIONS	1/3 FUTURE CONTRIBUTIONS	2/3 FUTURE CONTRIBUTIONS
VESTED POT	SAVINGS POT	RETIREMENT POT
<ul style="list-style-type: none">• Pot will consist of member's accumulated fund credit up to 31st of August 2024.• No contributions into this pot from the 1st of September 2024.• Money remains invested in the name of the member.• Subject to old laws, i.e. members will be able to take the whole amount in cash, subject to tax, upon resignation or dismissal.	<ul style="list-style-type: none">• One third (1/3) of the member's contribution will be kept in this pot.• Members will be allowed one withdrawal per year subject to tax.• However, a second withdrawal will be allowed if the member decides to resign from the company or is dismissed.• Alternatively, the money can be transferred into the member's new pension fund if they take up employment elsewhere.• The minimum withdrawal is R2 000.00.• There is no maximum withdrawal limit.	<ul style="list-style-type: none">• Two-thirds (2/3) of the member's contribution will be kept in this pot.• The money will not be accessible when a member resigns or is dismissed.• However, a member can transfer into a similar pot with the new pension fund if they take up employment elsewhere.• This money will strictly be used to purchase a pension annuity.
At retirement date, the following options will be available to members: <ul style="list-style-type: none">• Use the full retirement fund value to purchase a pension annuity; OR• Take one third (1/3) in cash and purchase a pension annuity with the two-thirds (2/3) portion; OR• Take the first R550 000.00 in cash, tax- free and use the remaining balance to purchase a pension annuity.		
MEMBERS ARE ENCOURAGED TO CONTACT THE PENSION OFFICE FOR MORE INFORMATION <i>* Please take note that the pension fund office has relocated to archives building.</i>		
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Leadership Corner



Mpho Maloma: Mining Operations Manager
(Underground Mining Operations and Lift II Projects)

1. Tell us about yourself. Family history, education, hometown

I was born in Moomane, Ga-Masha, the first of four siblings. I grew up in Phokoane and spent my primary and secondary schooling days between Phokoane and Jane Furse. I attended my secondary schooling at St Marks

College then I went to the big and bright city lights of Johannesburg to acquire my Degree in Mining Engineering at The University of Johannesburg.

I further went through a senior management program with The University of Stellenbosch. I am a miner who holds a blasting certificate

and mine manager's certificate. Lastly, I am a certified Professional Technologist by Engineering Council of South Africa (ECSA)

I am privileged to be called a father by two beautiful girls. It fulfills me to raise and provide care for them.

Mpho Maloma – Breaking barriers

2. Please take us through your career journey prior to joining PMC and what your current role entails.

Other than PMC, I have spent more of my time with the De Beers Group as part of their Bursary Program. They gave me basic training and I grew up there. I am currently a Mining Operations Manager at Underground Mining Operations and Lift II Projects. My role is to primarily rally the team to achieve the business (departmental) imperatives safely. Create a conducive and participative environment to attain the two.

3. Are you affiliated to any professional organizations? Please name them.

I am a member of Association of Mine Managers South Africa (AMMSA) and Engineering Council of South Africa (ECSA).

4. According to your understanding what leadership skills do you find most influential or impactful?

Get everyone involved, as far as possible. Everyone should know what we are doing and why we do it. Everyone should know what their role is. I find that this gives everyone a level of authority, ownership and responsibility.

5. How do you keep your division/department motivated? And what kind of measures have you implemented that you believe are pivotal to the alignment of the people that you lead?

Winning. The thrill of being better, all the time. Adequate Resource (tools), everyone wants suitable equipment to operate. Time, enough time to work and enough time for other life's pursuits.

In short: We vocalize the importance of being the best in what we do and build our own legacy. Provide the equipment to perform the work, encourage healthy off work activities and thankfully to the business, the bonus. The bonus is always appreciated by all!

We are entrusted with the responsibility to lead people therefore we always need to be on the same page, with those supporting. At any given time, we must know how we are performing. We never lose sight of the ultimate goals and these form part of every conversation.

We are human beings and are emotional, it helps to check the state of the team. Do we feel defeated, do we blame others, are we glory seekers?... etc.

Listen to others attentively and provide support where necessary.

6. Is there anything in the pipeline that we can anticipate from your department this year?

We are meeting our plan this year.

7. Do you have someone that has made a tremendous impact in your life or career, please name them and share how they have positively impacted your career journey.

My parents, Mafege and Modipadi Maloma are very driven and goal orientated individuals. I personally think they have overachieved.

Executive Manager Mining Operations and Lift II, Sam Nkosikhona Ngidi, like my folks, the basket is never full. He pushes me to always seek being better and embrace my shortfalls and not be defined by them.

8. Are there any hidden talents that you would like to share with PMC employees?

No. I can't sing nor dance.

9. Do you have any personal goals for 2024 that you have set to achieve, is there anything spectacular or significant that occurred in your life?

To be part of the Underground Mining Operations team that make profit at the end of the year. I am also aiming to run a sub 3-hour marathon.

10. What makes PMC the best employer, in your opinion? What makes this company unique?

Care. This word can often be thrown about by conglomerates; however, this business has demonstrated this over and over through the impact in the community and deliberate development of the employees.

11. What do you do in your personal time, is there any sport or activity that you like?

I love a variety of sports and have played quite a number. Now, I run, play football and golf. In that order.

12. What are some of the things that you practice in dealing with stressful situations?

Sports. Physical activity gets me going. Not only during stressful situations but as general stimulant.

13. For the longest time, mental health issues especially in men have always been seen as being taboo or a sign of weakness. With June being Men's mental health month.

Do you believe enough awareness or efforts are done to address such in the workplace and at home? Any suggestions on what can be done at PMC?

I am happy that the efforts to break the stigma around these illnesses are gaining ground. A healthy person cannot be a weak person, right? So, at home, we need to listen and validate feelings of our kids and when here, at work we must continue sharing the avenues to deal with mental health issues. We need to teach more and relate it to our communal definitions of this condition.

Poor mental health, like a poor physical health can hinder career and relationship goals.

14. Describe three words which you believe describe you?

Obsessive
Dogged
Curious

15. Do you have a personal mantra that you live by? Please share.

We pursue perfection not because we will attain it but because we want to be better.

Fast Fact about Mpho is that he was one of the PMC Athletics team members who completed the Comrade marathon with an impressive time of 08:13:46s!

A true modest leader by example!

After a fruitful career, Mark Surmon hangs his gloves



After two decades of service at Palabora Mining Company (PMC), Mark Surmon will officially be going on retirement. The Asset Management & SHEQ Division held a farewell lunch on the 28th May 2024 to appreciate and celebrate the contributions that the soft-spoken leader has made to the business.

The venue was packed to capacity with family, friends and colleagues who came to honour one of their own who is known for his advocacy for Safety and Environment. Speakers took turns to speak about Mark who has spent most of the past two decades at Palabora Mining Company (PMC). One of the things that was evident about his tenure at PMC was that he believed in developing people. Most of the people who attended the event were people that he had worked with,

and some were developed under his leadership. Manager for Environment and SHEQ Mr Joseph Muhlari sang Mark's praises at the event and passed his gratitude to him for paving the way for him and others in the field. "We wish you well on your retirement and all the best with your future endeavours," he said.

A visibly emotional moment came when Mark had his chance to give his thank you speech. He thanked his leaders who believed in him from the beginning of his mining career and at PMC. He urged everyone present to never stop learning and developing oneself. "It is never too late to learn something new. If you are given an opportunity to develop yourself or others, do it because the more you learn, the wiser you get," he said. "Always remember to spend time with your family and

appreciate their existence in your life by making time for them. Careers come and go, but family is forever." His warm smile extended to his wife Cathy and son, Michael who were in the room as well.

Divisional leader and Executive Manager for AMSHEQ, Itumeleng Ngoae also gave his thank you speech to Mark on behalf of PMC Executive. He remarked that the contribution that Mark had made would not go unnoticed. "Your legacy is one that you have left with the people whose lives you have touched. Thank you for your service and all the best with your retirement," he concluded.

All the best with your future endeavors, Mark!

New Employee Feature

Welcome Aboard – Tribe Xikhochimani Mashaba - *Safety Management Intern*

We bring you Tribe Xikhochimani Mashaba as he explores his life at Palabora Mining Company (PMC). Mashaba is a 34-year-old young man who was raised in Lulekani, Phalaborwa. Being the only boy in a family of four and the third born child, he hopes to set a positive example for his younger sibling. Mashaba did not hold back when talking about his challenging upbringing, which did not deter him from working hard to become the person he is today. He described how his background and upbringing experiences served as inspiration to do good in life.

Mashaba started his schooling in 1995 at Nwarisenga Primary School. In 2003, he moved to Majeje High School, where he did most of his high school grades before moving to Meridian College in Phalaborwa in 2008, where he completed his matric. Upon completion of his high school studies, he went to Tshwane University of Technology to upgrade maths and science.

Owing to his fascination and passion for safety, he enrolled at the Vaal University of Technology in 2010 to pursue a Diploma in Safety Management. Through all the academic challenges he came across, he persisted till the end of the course in 2012, when he graduated. In 2018, he furthered his studies at the University of South Africa where he obtained his B-Tech in Safety Management in 2019.

Unfortunately, Mashaba had to go back home after graduating in order to start looking for internships and part-time jobs. In 2013, things were not looking well at all. He was assisting his father with the daily transportation of school children. He enlisted in the army in 2015 and completed his basic training in Oudtshoorn, Western Cape. From 2016 to 2017, he was deployed to the Democratic Republic of Congo for peace enforcement. In 2019, he came back to South Africa, 7 SAI in Phalaborwa, and he was happy to finally be back home.

In 2021, during Covid-19, he was working at The Ranch in Polokwane, where his duty was to protect people who had just landed from China and were on quarantine. Later, he relocated to Lephalale and worked with the army to monitor people's movements during this era. Unfortunately, his journey with the army ended in 2021, and after that, he had no way to support himself, and things did not appear promising. However, he applied and went for interviews at PMC with Training and Development, and fortunately, he was accepted for a safety management internship on the 1st June 2024.

Mashaba has only been working for the company for two months, yet he already seems to be at home. Currently stationed at Safety, Health, Environment and Quality (SHEQ) for exposure, he is responsible for keeping records, taking part in accident investigations, and examining and assessing work environments, tools, and procedures to ensure they comply with regulations. The positive attitude and energy on-site gives him a go to show up for work everyday.

When we asked what he loved most about PMC so far, he responded with the company's nature and culture. His admiration in how the business develops employees from the ground up and the stability that comes with working in the mining industry inspired him to seek a career in safety. He went on to say how friendly everyone is at the mine and how beneficial and informative all the engagement training sessions are for the employees.

When Mashaba is not working, he spends time gardening, which allows him to spend more time with his wife and three (3) boys. In addition, he takes pleasure in helping his children with their homework and making sure they consistently do better academically. He mentioned that if he was not in safety management, he would be a medical doctor, saving people's lives.



Finally, he would like to advise his colleagues, and mostly interns to be patient in their waiting season. "Your season of waiting will bloom into a season of reaping. He finished with a beaming expression, "You are stronger than you realize, and this wait will only make you stronger."

Congratulations on your appointment Mashaba. Greetings from the PMC Family.



SHEQ Corner

Always Be Alert - Logistics team launch safety campaign



Whilst the business was on high alert due to safety incidents that occurred in May, Supply Chain and Logistics team took the initiative and embarked on a safety campaign aimed at creating increased awareness for employees on the rail and integrated Logistics operations. An incident where one of the shunters was impacted, was a wake up call for the entire team and the business at large. Prompting further action from everyone to increase efforts.

A.B.A – Always Be Alert is one of the campaigns that they will be advocating for the year 2024. An acronym that has been entrenched in the minds of the employees. The campaign kicked off in May a few weeks before their scheduled shutdown and on the 11th of June 2024, the operations leadership team, hosted a post-rail shutdown briefing session at the Underground (UG) Arena room, where all logistics four (4) shifts and the Vermiculite Operations maintenance team assembled. . . to discuss some of the learnings and actions from the shutdown. This included contractor employees based at the operations as part of the team.

Acting Superintendent, Lizzy Selepe stressed the importance of employees to be cautious on duty and urged the teams to come up with innovative solutions to improve production as well as safety awareness in their respective areas.

For some of the attendees at the briefing session, it had been a while since they had seen each other as they rotate on a shift basis, so the engagement was interactive and exciting as it afforded them the time to catch up. "As a business, Palabora Mining Company (PMC) has created recognition platforms such as Value Improved Practices (VIP) where you are able to submit business value improvement ideas that have the potential to reward you as well as to improve the quality of work. The employee of the month platform has also been created to reward team members who go beyond their call of duty. Please make use of platforms, as they were created for your development," she said.

Sanda Zungu, Executive Manager for Supply Chain and Logistics was also present and took the opportunity to motivate and encourage employees to become good role models at work. He mentioned how deeply saddened he was about the incident which occurred earlier in the year, where an employee's limb had to be amputated due to a safety accident at the rail. He further mentioned that PMC leadership cares about the health and safety as well as the wellbeing of employees, incase an accident happens, they take the injury quite seriously. It becomes a personal thing when lives are lost and people are injured at work.

One of the behaviours that were strongly discouraged was the use of cellphones on duty. According to most investigations conducted within the mining industry as a whole, cellphones have been found to be one of the contributing factors in safety accidents that could have been avoided. "We operate in a high safety risk area, lock away your cellphone in your business provided locker so that your focus can be solely on the work at hand. Once you are distracted, your concentration will always be distorted, which ultimately puts your safety and those of others in jeopardy," he said. He further commented that our families rely on all of us to be safe so we can continue to provide for them.

As the briefing session was wrapping up, there was a Q&A session where employees had the opportunity to answer questions pertaining to safety and PMC. It was very clear that the engagements were effective as all questions were answered correctly with great determination, the winners were provided with PMC token of appreciation gifts which lifted their spirits higher. As a team that is not afraid of getting their hands dirty, after the session at the Arena room, everyone went back to Operations where they embarked on a clean-up and housekeeping session to wrap up the day.

Always Be Alert! – Well done to this team for such a great campaign.

Lift II

Crusher 5 – A beacon of hope for generations to come



Palabora Mining Company (PMC) has through the application of new innovative science and technology initiatives managed to successfully expand its life of mine to 2040. On the 10th of May PMC leadership, Ba-Phalaborwa's local municipality and traditional leaders, gathered at the mine to mark this significant milestone of officially opening the Crusher 5 shaft.

As stakeholders took turns congratulating the mining department and PMC leadership, it was evident that there was collaboration and teamwork that went into the successful completion of this gigantic project. The completion of the Crusher 5 project provides hope to Palabora Mining Company and its host communities. This innovative technology marks

the end of the Lift II Project and transitions it into a brand new Mine. With Lift II operating as a mine, it means jobs are secured and economic activities can continue within the local communities. One of the things mentioned by Ba-Phalaborwa mayor, Cllr Meriam Malatji at the event was that the community would not be able to function without the constant interventions by PMC. "The municipality is grateful to be associated with a mine that goes above and beyond the corporate responsibility", she said. It remains pivotal for PMC to stay in production for the future of its host communities. The safe and successful installation of Crusher 5 is a first within the mining industry. Crusher 5 is a magnificently crafted custom made German design casted in China, 4 stories high in size and planted 1.6km underground.



Through application of innovation and teamwork with its contractors, today PMC officially has two mines. Its brand-new Lift II mine sits 400m underneath its initial 1200m Lift I mine – underground the Earth.



The Crusher 5 Project in its entirety has a lengthy list of stakeholders that have been instrumental to its inception, design, and completion:

PMC underground Mining & UMM Team

PMC Construction owners Team

Leoka Engineering – Crusher 5 Civil, Structural, and mechanical design

EHL Engineering – Crusher 5 Electrical and Instrumentation design

BBE Engineering – Crusher 5 Ventilation and dust suppression and control systems

Petrotech – 3rd Party Quality Control and assurance

Construction Contractors (Richline, Volthan, Laelo, Zengear, Borra mining, VKY Scaffolding) – responsible for the safe construction of Crusher 5 in their various disciplines.

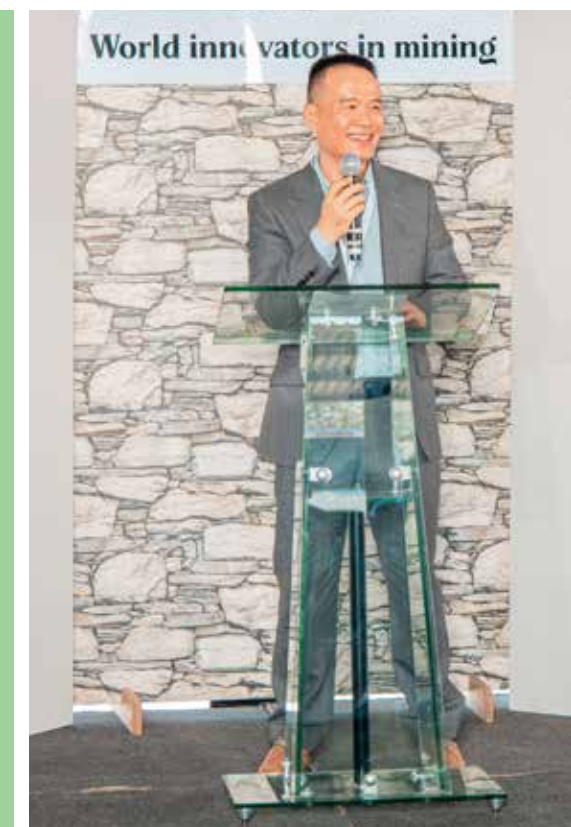
ThyssenKrupp/ FLSmidth – Original Equipment Manufacturer and on-site support.

TAKKRAF – Suppliers of the crusher apron feeder

One may ask themselves: What kind of impact will a programme of this magnitude have on PMC production?

The Crusher 5 will enable the underground operations to start drawing ore from the newly developed Lift II mining area and increasing production to an estimated production rate of 25 000 tons per day, a first of its kind, deepest in the world. Crusher 5 will enable the Underground operation team to deliver their daily production target more efficiently at a lower production and maintenance cost extending the life of mine for the future generation.

Together we will continue to do impossible things everyday!





Best Employee and Team awards April 2024 to 2 July 2024 nominations

PR	First name	Last name	Assignment Number
12727	Phillip Masocha	Mathumba	Best Team Apr 24
12808	Leavers	Ngwenya	Best Employee Apr 24
102656	Komana Tebogo Terence	Motadi	Best Team Apr 24
102764	Isaac	Phakula	Best Employee Apr 24
103302	Khutso Emmanuel	Buthelezi	Best Team Apr 24
103316	Velaska Vernique	Milford	Best Employee Apr 24
103403	Elvis Geoffrey	Sekatane	Best Team Apr 24
104464	Khodani	Makushu	Best Team Apr 24
104545	Salome Marry	Rasekhokha	Best Employee Apr 24
104591	Makosi Evans	Mongwe	Best Employee Apr 24
103365	Crasiah	Marobela	Best Team Jun 24
103415	Moyakole	Mangena	Best Team Jun 24
104535	Blessing Clementine	Mnisi	Best Team May 24
100753	Lawrence Skunyukunyu	Khosa	Best Team May 24
101086	Steady	Nukeri	Best Team May 24
103913	Maria Nobuhle	Kapa	Best Employee May 24
103991	Mathys Gerhardus	Bezuidenhout	Best Team May 24
104044	Theko Vincent	Moagi	Best Team May 24
104308	Khazamula Victor	Ntlemo	Best Team May 24
104450	Derick	Mbungele	Best Team May 24
12841	Alone	Sithole	Best Team May 24
102960	Bongani Patrick	Ngwane	Best Team May 24
103928	Tiyiselani Reason	Shirimani	Best Team May 24
103939	Beinah	Mabushe	Best Team May 24
104082	Collen Sifiso	Hlatswayo	Best Team May 24
104169	Dorcas	Mabushe	Best Team May 24
104176	Sevengwani Rika	Mamitwa	Best Team May 24
104180	Advice	Mathebula	Best Team May 24
104466	Duncan	Ngobeni	Best Team May 24
104934	Dineo Maureen	Malatji	Best Team May 24
104939	Kgothatso Trevor	Malatji	Best Team May 24
104988	Smangele Digritia	Mokgalaka	Best Team May 24
105033	Brian	Matuku	Best Team May 24
105085	Nico Oupa	Rakgotsoka	Best Team May 24
105308	Winnie Solani	Sethole	Best Team May 24
12880	Bongane Rayson	Shingange	Best Employee May 24
101878	Daniel Khashane	Mathebula	Best Employee Jun 24
105451	Risuna	Teffo	Best Employee Jun 24

Congratulations to all of you!

VIP Winners for all Challenges

CHALLENGE #1 TO #3 WNNERS				CHALLENGE #1 TO #3 WNNERS				CHALLENGE #1 TO #3 WNNERS			
#	Name	Surname	Payroll #	#	Name	Surname	Payroll #	#	Name	Surname	Payroll #
1	Eric	Mualusi	101547	62	Charles	Bvuma	103002	132	Given	Ngobeni	102731
2	Amos	Mabetha	104212	63	Harry	Mamogale	104269	133	Adam	Maluleke	102829
3	Bridget	Mayayise	103082	64	Martin	Burger	100998	134	Andries	Mathebula	102883
4	Griffiths	Baloi	101926	65	Patrick	Letebele	101715	135	Sidwell	Ngobeni	103385
5	Mpho	Nyarela	104517	66	Shaggy	Mmetle	101484	137	Elijah	Diphare	10709
6	Rosemary	Moagi	101545	67	Benjamin	Ndobe	100605	139	Sunnyboy	Makhurupetsi	100566
7	Mahlori	Mkhombo	103342	70	Tanya	Jansen van Vuuren	101604	141	Jimmy	Masete	102101
8	Sam	Moraswi	103684	71	Matome	Masehela	104455	142	Victoria	Segodi	102717
9	Phanuel	Vhukeya	102461	72	Simon	Boloko	102987	143	Brendon	Reubenheimer	101395
10	Nyiko	Khoza	104711	73	Paul	Mokoena	102713	144	Piet	Tsotetsi	103889
11	Tlou	Monare	104349	74	Rito	Khosa	103497	145	Humfrey	Mkhondo	103492
12	Kabelo	Machaba	105062	75	Armstrong	Mathipa	102431	147	Phillip	Bosheilo	103376
13	Amanda	Mojela	105035	76	Patric	Mawela	33953	148	Joseph	Mokgalabone	103462
14	Freddy	Mzimba	12781	77	Eleck	Nkuna	54855	149	Amos	Ngwenya	102333
15	Sifso	Maseko	105269	78	Jabulani	Ntimane	101509	150	Raymond	Mkhabela	12787
16	Hlawulani	Baloyi	104570	79	Kabedi	Macheru	103698	151	Enocia	Malesa	103778
17	Mohlapa	Matsapola	102959	80	Lukas	Viljoen	100922	152	Charlotte	Maebela	101938
18	Pontsho	Ntwampe	101859	82	Samson	Banda	102596	153	Gito	Khoza	104023
19	Thokozani	Mtshali	103642	83	Eugene	Nkwamba	101780	154	John	Ngobeni	102693
20	Paulien	Lourens	101644	84	Frederick	Kent	103161	155	Jabulani	Mbhalati	101305
21	Hans-Dieter	Paetzold	102375	85	Dipolelo	Pilusa	100913	156	Franky	Nkhuna	80073864
22	Xavier	Klopper	80086593	86	Lylence	Hlungwane	101813	157	Evans	Malatji	80028516
23	Ettiene	Wolmarans	80045546	87	Ally	Usinga	80025686	158	Mokes	Fransman	100244
24	Bongile	Makaka	80088388	89	Sibusiso	Sibuyi	100276	159	Joseph	Mathonsi	101810
25	Chris	Langeveldt	80033963	91	Cornelius	Jakobus	102042	160	Olebogeng	Letlhogela	100330
26	Douglas	Hanker	100541	92	Coreen	Malatji	102099	161	Samuel	Maeko	101933
27	Pieter Hermanus	Steyn	102102	94	Siphiwe	Gama	104393	162	David	Mswanganyi	12862
28	Remember Moore	Mojela	102105	95	Amore	Mgiba	103833	166	Simon	Mabunda	103900
29	Livuhani Clyde	Raphunga	103473	96	Willem	Schaap	102200	167	Augusto	Muhela	103300
30	Thomas Matome	Sekgobela	102866	97	Harold	Lubisi	100874	168	Emanuel	Buthelezi	103302
31	Augusto Mateus	Muhela	103300	98	Ntsako	Mathebula	103247	169	Natty	Malesa	104868
32	Johan Gunther	Myburgh	101885	99	Billy	Seemela	101727	170	Aron	Mroga	103755
33	Sybren	Schaap	102699	100	Rassie	Smit	75152	171	Alson	Mbetheni	103527
34	Andries Petrus	Steyn	101754	104	Mark	Mailula	104383	172	Jaco	Klopper	102592
35	David	Mahumani	102452	105	Moses	Machaka	104350	173	Reggie	Phoko	103984
36	Bongani Samuel	Kubayi	101794	107	Daniel	Mafahla	75345	174	Athebafone	Masekwameng	104334
37	Jacobus Johannes	Venter	101002	108	Mandla	Ntimane	102154	175	Khaya	Cele	104433
38	Natty	Malesa	104868	109	Jerry	Mboweni	101370	177	Thabo	Shikwambana	100898
39	Makgau Cribonius	Morei	104869	110	Eugene	Nkwamba	101780	179	Bridget	Mathebula	103599
40	Calton	Machethe	104870	111	Kabelo	Machethe	103885	180	Tony	Makalapa	104984
41	Sambo John	Sambo	104933	112	Ricky	Ngobeni	103292	181	Kamogelo	Monareng	104422
42	Opas Tinot	Mmola	104892	113	Eunice	Nkuna	103950	182	Duncan	Mahlale	104343
43	Adolph	Nziyane	100944	114	Thabang	Mohlala	102943	183	Mookane	Phala	104048
44	Precious	Sekwaila	103193	115	Charles	Mothlala	103271	184	Phumzile	Hlungwani	105007
45	Oscar	Sebopetsa	103185	116	Eaglet	Khoza	103279	185	Millicent	Malungane	104573
46	Percy	Mbiza	103639	117	Brunette	Mthabane	102882	186	Witness	Mokgalaka	104407
47	Jonas	Mahlo	12693	118	Eric	Malungane	101135	187	Bongane	Shingange	12880
48	Sarai	Daniel	104058	119	Rofhiwa	Tshikomba	105458	188	Rudzani	Mongoni	102053
49	Clyde	Mogane	104947	120	Freddy	Mongwe	102972	189	Eulenda	Malesa	103652
50	Venetia	Shokane	102067	121	Dobie	Malungane	101942	190	Daniel	Mametja	102986
51	Thomas	Mokgalaka	12895	122	Mabuti	Manabe	103538	194	Surprise	Kgatla	105311
52	Pierre	du Preez	100425	123	Jonas	Mokumo	80061118	195	Bridget	Mathebula	103274
53	Ishmael	Ramoshaba	102249	124	Isaac	Malatji	80079772	196	Andriette	Kotze	101287
54	Luther	Ngobeni	100781	125	Ngaletsane Sunny	Ramoshaba	101516	197	Hleki	Mbhungele	104460
55	Pollers	Mojela	103317	126	Ishmael	Mathebula	101658	199	Dakalo	Makhokha	103297
56	Aubrey	Monyela	103253	127	Listo	Ngobeni	104594	200	Jacques	Moller	102706
57	Cliford	Mabunda	103010	128	Ntsako	Mathebula	103276	202	Jennifer	Seruba	100612
58	Ratshukudu Elias	Nkabit	75216	129	Given	Ngobeni	102731	203	Lott	Mathebula	102422
59	Jaco	Botha	101840	130	Adam	Maluleke	102829	204	Victor	Manena	104713
60	David	Riba	100054	131	Andries	Mathebula	102883	205	Elsa	Senyolo	103596
61	Tsheko	Mojela	103332								

Marula Family marathon delivers a thrilling race filled with a lively atmosphere



On Saturday, the 27th of April 2024, PMC held its annual Family marathon, under the Marula Festival brand. The Marula festival event that has fast become one of the most sought-after events on the South African calendar, which was initiated to bring people together. For some, running in the PMC Marula Family half marathon was for fun, for others it was an opportunity to run one of the many marathons they have run. One thing for sure is that people run for different reasons such as health and others are professional runners whose aim is to collect another winner's medal and the cash prize. Runners from around the country and across the continent were very eager to clinch the titles of winner for this year's marathon, which delivered an amazing diversity of athletes. The 21.1km and 10km races started at the mine and were nothing short of astonishing. The race proceeded to Kruger National Park Gate, and it ended at Impala Park Stadium. For runners who travelled as far as Kenya, Botswana, Angola, within the SADC region, the experience of running from a wildlife sanctuary to the urban sports ground is historic and incredible.

The 21.1km and 10km delivered some usual faces who returned in efforts to retain their titles. It was imperative to notice at least three generations on the track not only running to win but mostly to maintain their health or spending time with their families doing something fun. Various athletics clubs from different provinces and individual runners registered to be part of the 2024 race, as this was a place to be. The Limpopo Economic Development, Environment MEC Mr. Rogers Monama graced the event as it forms part of the first activities of the annual Marula festival, a week-long of festivities to celebrate the harvesting of the indigenous marula fruit. Phalaborwa's popular Aerobics and fitness master Tips Motimele delivered his best aerobics moves which were a hit for everyone. It was a family event which boasted several activities such as a jumping castle for the kids and a 360 photobooth to capture the memories at the Impala Park stadium.

PMC executive Mr. John Makgatho led the prize giving ceremony, together with the acting Mayor of Ba-Phalaborwa municipality, Cllr. Nkuna and the delegation from Limpopo Economic Development, Environment and Tourism, Mr. Edwell Matukane and Ms. Seema Harmse who represented the MEC. PMC's Employee Relations & Communication Manager, Mr. Abby Ledwaba in his address, indicated the importance of the event and the economic upliftment it brings to local SMME's and the economy of Ba-Phalaborwa. He also encouraged everyone to have fun as this event is dedicated to the Ba-Phalaborwa community. The event has fast become a favourite race which is free to the public, enabling all runners from all backgrounds to enter and participate. Another way the PMC family is giving back to the local community.



After all the sweat and tears, the top 3 winners for the day after a nail-biting finish were as follows in the 21.1km race:

1. Masemola Given Makgoba (1:03:32)
2. Lucky Mohale (1:03:51)
3. Abel Chibanda (1:03:56)

The ladies also brought their A-game by producing exciting results:

1. Patience Garauzive (1:22:21)
2. Dikeledi Magara (1:22:44)
3. Rudo Mhonderwa (1:23:41)

The 10km group were hot on each other's heels after starting 30min later than the 21.1km group and were at the finish line as follows:

1. Desmond Mokgobu (00:31:23)
2. Keketso Lekaka (00:32:12)
3. Rebaone Obotseng (00:32:53)

The top three(3) ladies in the open category were as follows:

1. Nobukhosi Tshuma (00:34:31) – Also category winner
2. Reanoldar Nsuku Mathonsi (00:49:30)
3. Ntwanano Mathebula (54:39)

The two PMC Athletics 21.1km home winners were Andy Riba and Marlien Smit. This year, the business committed a staggering R194 000 in cash prizes for the entire race including all categories in respect of age.

As usual companies and contractors came on board as waterpoint hosts and did a phenomenal job. Much appreciation to the following teams: PMC Women in Mining, Vermiculite, Magnetite, Vakanayena, Mopane Group, Foskor, UMM, Vexovax, Nandzu Group,

Congratulations to all the winners!

Men's mental health matters too



In recent years, the conversation around mental health has gained momentum, broke long-held stigmas, and encouraged open dialogue. Yet, within this broader discussion, men's mental health remains a complex and often an overlooked issue. Despite increasing awareness, many men continue to struggle in silence. To wrap up June, which is men's Mental Health Month, Employee Relations and PMC Peer Wellness group took it upon themselves to facilitate men's sessions minewide on Friday, 28 June 2024 to address this challenge head-on by emphasizing the importance of peer support, discussing tips and strategies to support men exposed or suffering from mental issues.

Men supporting men is not just a catchphrase; it is a necessity. Peer support has the potential to transform the landscape of men's mental health by breaking down stigmas, normalizing conversations, and fostering resilience. By encouraging men to support each other, we can create a culture where seeking help is celebrated and where every man feels empowered to take charge of ones mental well-being. It is time to stand together, speak out, and support one another on this journey towards better men's mental health.

Our gratitude goes out to PMC leaders for caring, the men who attended the roadshows in the various sections and the women who stood beside the men.

**Together we can make a difference.
#Hereforyou**



Local learners benefit from PMC scholarship programme



Words of advice and support were offered by Mr. Kaya Mlambo, PMC Superintendent Process Engineering at Magnetite division and former beneficiary of this scholarship program. Kaya shared his life journey with the attendees but directed most of his speech to the learners present on how his life journey at Kingfisher started. "It is a great honour and quite nostalgic for me to be standing in front of you today. I had a beaming face, just like you, 15 years ago when my journey with PMC started. I am one of the recipients of the PMC scholarship and I have walked the journey that you are embarking on. I have sat in those exact chairs, written my exams in this same room. You are at the beginning of a wonderful career. As you embark on this journey, I want to encourage you to be steadfast and committed as there is literal gold ahead of you," remarked Mlambo.

A young man, Dikene Mashile from Namakgale who is currently doing his grade 12, hopes to study Information Systems after completing matric and had a few words to share with the audience. "I am grateful for the opportunity given by PMC. The scholarship has aided me in a lot of ways and has been an ease on my parent's pocket, with my only focus projected towards my studies and making sure that I excel in achieving good grades," said the outspoken young matriculant.

This Scholarship Program marks the beginning of a promising journey for ten young minds, filled with possibilities and supported by a network dedicated to their success. As the event concluded, and the audience dispersed, there was a shared understanding that this event was a significant step towards a brighter future for Ba-Phalaborwa.

At Palabora, we understand that tomorrow belongs to those who prepare for it today. We believe that investing and accelerating the development of our community is crucial to alleviate poverty and contribute to the Socio-Economic Development of Ba-Phalaborwa region and South Africa as a whole.

Palabora Mining Company (PMC), through partnership with Kingfisher High School has offered scholarship opportunities to 10 learners from the surrounding local communities for the 2024 academic year. The scholarship exclusively targets learners from disadvantaged backgrounds, who are performing well

academically. The scholarship covers registration fees, school fees, stationery, school uniform, transport, and meal allowance.

PMC's Training, Development and Contractor Management, Mabore Macheru highlighted the long-standing relationship PMC has with Kingfisher for the betterment of Ba-Phalaborwa residents. "We want to build a community that is thriving and self-sufficient. PMC is committed to investing towards education as we want to Build a Sustainable Future for our people," said Ms. Macheru.

Africa Day 25 May 2024 – Delightful African dishes to tantalize your tastebuds!



On the 25th of May, Africa Day, each year we commemorate the historic day in 1963, when the African nations came together to form the Organization of African Unity, which later became the African union (AU). Each year we celebrate the progress and success made throughout the continent while recognizing each nation's challenges.

Every year we celebrate Africa day by showcasing our African heritage. This year was slightly different as we invited employees to unleash their cooking skills and prove their culinary prowess by sharing and preparing African dishes as well as sharing their recipes. Several entries were received with employees putting their best cooking foot forward, and the prepared meals were dropped off for judging. After a thorough tasting process, the judges finally announced the winning dishes prepared by: Dakalo Kumela, Venetia Shokane, Lerato and Phomelelo Malatji.

1. Recipe for preparing Porridge

Ingredients

- Mielie meal
- Baobab power
- Water

Method:

- Heat stove and add water in a 2L pot.
- Bring water to the boil.
- Using a wooden spoon put water, Baobab powder and mielie meal together inside a bowl and add to boiling water.
- Stir until a soft smooth consistency is formed.
- Reduce the heat.
- Leave the soft porridge for 5 minutes and add more mealie meal until the porridge is a bit hard.
- Let it simmer for 5 minutes and portion into smaller parts and serve.

2. Recipe for preparing sweet potato

Ingredients

- tablespoon of Rama
- 500ml of water
- 2kg sweet potato

Instructions

- Wash your hands before you cook.
- wash sweet potatoes.
- cut into small pieces and wash again.
- pour it inside the pan.
- Switch on your stove to medium.
- Add water to boil.
- Put your pan on a fire.
- Cover for 10 minutes to bring it to boil.
- Add 1 tablespoon of Rama and mash
- Its ready to serve.

3. Recipe for Traditional Muboora (Pumpkin leaves and ground nuts powder. (15 minutes)

Ingredients

- 1 bunch muboora (pumpkin leaves)
- 1 tsp bicarbonate of soda
- 1 tsp salt
- 4 tbsp pure vegetable oil
- 500 ml boiling water
- 2 tomatoes (chopped)
- 1/2 onion (chopped)

Muboora (pumpkin leaves) has got to be my all-time favourite leafy green vegetable. I love it! I enjoy this version with tomatoes and onions as well as crushed peanut powder, totally delish! It's however important to give muboora a thorough wash before cooking it as it usually has quite a bit of mud/ soil on its leaves. Eating it after it wasn't washed properly will probably make you despise it

Instructions

1. With your muboora (pumpkin leaves) (1 bunch), tomatoes (2 tomatoes, chopped) and onions (1/2 onion, chopped) ready, begin washing your muboora (pumpkin leaves). Give them a thorough wash until you're satisfied that it is clean. Break off part of the stem and pull of the silk from the pumpkin leaves. Do this one leaf at a time.
2. Cut your pumpkin leaves up. Put some water (500 ml boiling water) in a pot and add bicarbonate of soda (1 tsp). Close the pot and bring the water to boil.
3. Add your cut up pumpkin leaves to the boiling water and close the pot. Allow to boil for 5 minutes, stirring occasionally in between. After 5 minutes drain your pumpkin leaves in a colander.
4. Give your pot a quick rinse (do not rinse the pumpkin leaves) then return the pumpkin leaves to the pot. Add cooking oil (4 tbsp), salt (1 tsp), onions and tomatoes. Stir, reduce heat, close pot and let simmer until tomatoes and onions are cooked through (about 10 minutes).
5. Your pumpkin leaves are done. Serve with pap or just as is.

4. Recipe for preparing Baby Hake fish

Ingredients

- Baby hake fish
- Onion
- tomato
- Salt
- Olive oil

Instructions

- Wash your hands before you cook.
- Wash your onion and tomato with water.
- Put olive oil inside the pan.
- Cut your onion into small pieces and add it inside the pan.
- Switch on your stove to medium.
- fry the Onion to be well cooked.
- Cut tomato into small pieces and in your pan.
- Add salt and cook until the mixture is well cooked.
- Wash the fish with water and add in your pan.
- Close the pan for 6 minutes to steam.
- Its ready to serve.

5. Recipe for preparing Traditional Muboora (Bovhola)

Ingredients

- Pumpkin leaves
- Ground nuts powder
- Tomatoes
- Momordica balsamina (Nkaka)
- Salt
- Cooking Soda

Instructions

- Wash your hands before you cook.
- Wash Pumpkin leaves, Momordica and tomato with water.
- Cut pumpkin leave into small portion.
- Heat stove and add water in a 1L pot.
- Bring water to the boil.
- Add cooking Soda and salt.
- Add pumpkin leaves and Momordica into your boiled water.
- Close the pot for 5 minutes.
- Cut the tomato into small pieces and add in the pot.
- Add ground nuts powder.
- Close the pot for 5 minutes.
- Ready to serve.

Thank you for all your entries as well as the dishes. Some highly commended dishes were placed as follows:

Congratulations to all of you!

Dakalo Khumela



Venetia Shokane



Lerato Dlangalala



Mpule Ramalepe



Phomelelo Malatji



PMC Metallurgical team attended SAIMM conference (Survival Strategies for Mining Industries in a VUCA world)



Siyanda Bakgatla Platinum mine in collaboration with several stakeholders including Palabora Mining Company (PMC) came together in sponsoring a conference that was brought together by the Southern African Institute of Mining and Metallurgy (SAIMM). The event took place on the 24th of May 2024 at Siyanda Bakgatla mine, recreational hall in Thabazimbi, Limpopo.

The main movement behind this conference is for miners & metallurgists to share knowledge and advice from their respective mines experiences. It is an annual event that is hosted twice a year across the Limpopo region by Limpopo SAIMM branch. The branch mainly focuses on elevating and equipping miners & metallurgists with knowledge related to their field.

Presentations as a form of knowledge sharing were the order of the day at the recreational hall was filled with young professionals in

the metallurgist field where a total of 21 presentations were shared. The PMC team came prepared and flew the PMC flag to higher heights sharing with the audience on how they handle operations on their side. Sifiso Maseko, metallurgist from Concentrator took to the podium to educate the attendees with knowledge based on Copper Metal Recovery. Maseko presented a topic of **The Effect of Dual Collector to Improve The Copper Metal Recovery at PMC**. "Sharing knowledge on how other mines can improve their respective metal recovery during their processes gives me gratitude because I get to share my knowledge for a good use," said Maseko.

Risuna Teffo took one of the teams when he presented a topic that addressed all the questions surrounding VUCA world. VUCA stands for Volatility, Uncertainty, Complexity and Ambiguity. It describes the situation of constant,

unpredictable change that is now the norm in certain industries and areas of the business world. Teffo outlined in his presentation how PMC is already operating within the VUCA world through its Value Improved Practices (VIP).

His presentation was well prepared and detailed that scored him a first place position during prize giving with Sifiso Maseko at third place for this Copper metal recovery topic. Congratulations are in order for the two employees for putting PMC on the map, and not forgetting the other team members for their efforts, support and dedication. The presenters were accompanied by Lucy Masutha: Training Specialist, Thabitha Moyana: Training Superintendent, Rosemary Moagi: Concentrator Superintendent, Prince Sambo Smelter Superintendent, Melvin Kwinika: Superintendent Anodes & Converters Opera and Eric Mualusi: Technical Manager.

These are the following topics presented and the presenters:

S Maseko, E Mualusi, K Machaba & R Moagi	Effect of dual collector to improve the Copper Metal Recovery of the flotation plant at PMC
N Mudimeli, T Dlamini, and W Sehlapelo	Exploration of Palabora igneous complex economic minerals
R Teffo, M Nyarela and W Maritz	Survival strategies in the VUCA world: a case study of PMC
A L Mojela, N Ngobeni, K Machaba, R Moagi and E Mualusi	Comparative study between test and current cyclone to evaluate comminution circuit performance
K Macheru, E Nkwamba, S Sibuyi, S Banda and J Breitenbach	Rerouting in-line density meter installation limits

Palabora Copper Employee Trust is recognized by President Cyril Ramaphosa at a Worker Share Ownership Conference



On the 23rd of April 2024, Palabora Copper employee shareholding scheme scooped an award for being an Employee Share Ownership Plan (ESOP) with the Highest Economic Impact on business performance at the inaugural Worker Share Ownership Conference attended by a team from Palabora Employee Trust, representatives from PMC organized labour and management.

President Cyril Ramaphosa addressed the inaugural Worker Share Ownership Conference hosted by the Department of Trade, Industry and Competition (DTIC) which was held in Johannesburg at the Sandton Convention Centre. The event provided an opportunity for the president to reflect on the 30 years of freedom which has seen our ordinary employees transforming into real owners through empowerment which transcended beyond the racial and economic injustices of the past. The president further indicated that through robust engagements with critical social partners, the government has managed to introduce labour legislation and policies to foster sound labour relations and ensure decent working conditions to empower all South Africans in the economy.

ESOPs gained prominence in South Africa in the late 1980s, notably with schemes introduced by corporates such as Anglo-American and De Beers. This initiative was informed and guided by

the Broad-Based Black Economic Empowerment Act (B-BBEE Act) of 2003 and subsequent amendments, which mandated companies to adopt broad-based ownership schemes, including ESOPs. This was an important platform that enabled a mutually beneficial dialogue among trustees, CEOs, labour formations and business representatives, and company board chairpersons. The event aims to foster collaboration and integrate ESOPs into South Africa's economic landscape as a way of real empowerment.

This year marks 20 years since the Broad-Based Black Economic Empowerment Act was promulgated as one of the most transformative pieces of legislation to come out of democratic South Africa. The government continues to play an important role, through the Department of Trade, Industry and Competition, in providing guidance on the design and implementation of these programmes through structured funding from institutions such as the Industrial Development Corporation and the National Empowerment Fund.

This award recognized an ESOP that has helped to build stronger workplace relations and financial performance of a business, measured by inter alia, improved turnover, profit performance, improved workplace efficiency and other relevant

metrics. Notably, our 2023 safety performance which spoke to the safety conscious mind of Palabora Copper employees was a striking feature in this category.

It is encouraging to note that Palabora Copper is counted as part of the study conducted by the Department of Trade, Industry and Competition wherein more than 500 000 workers are part-owners of the companies they work for. This is an investment that is necessary for the sake of equal opportunity and addressing historical inequalities, but also for increasing productivity and growth with shared value in a form of dividends.

With employees participating as owners, we collectively develop a deeper understanding of the challenges and opportunities facing their companies, enabling more fruitful partnerships to unlock opportunities for growth, investment, and job creation.

The president congratulated Palabora Copper together with other companies who continue to work towards implementing such structures in collaboration with their employees. Honourable minister Ebrahim Patel issued Palabora Copper Employee Trust with a certificate to confirm us as one of the highest impacts of ESOP on company performance.

Women in mining – Providing strategic insights to supporting, inspiring and mentoring women



"We need to live in a culture that values, respects and looks up to women." This statement kicked off the Robert Edwin's 3rd annual Women in Mining Africa Summit held at the Sandton Convention Centre between 26 – 28 June 2024. Over the past few years this event has attracted women from all over the continent in key leadership positions and roles within the mining industry.

Up until 1996, Women were legally barred from working at the mines in South Africa and other countries. Over three (3) decades later, almost 20% of the employees in the mining industry are women. A number which the minerals council hopes to double by 2035. The Women in Mining forum provides a platform for women to have a voice pertaining to some of the strategic and developmental opportunities available in the industry. PMC's Women in Mining delegates were also present at the annual summit to represent our mine and sharing insights about the kind

of trends, challenges and possible solutions to the women in the various mining houses. Representatives such as Glencore Africa, Sibanye Stillwater, Harmony Gold, Anglo American amongst others were also in attendance. Our Chief Financial Officer, Ms. Dikeledi Nakene was one of the keynote speakers. She provided insight into how transformation can be achieved through self-improvement and mentorship. Her presentation touched on the importance of women empowering themselves with knowledge to broaden their skills and knowledge. "It doesn't matter how old you are, there is always something new to learn. There is so much wisdom in learning something new. As women we need to be intentional with our goals and ascertain that there is so much to accomplish by empowering ourselves and others", she said.

There were several challenges and opportunities that were shared amongst the women who were



present at the summit which sparked deeper conversations and networking afterwards. Some of the concerns and opportunities shared were:

- The unavailability of data for companies to access stats related to transformation and women representation.
- Mentoring and Coaching for leadership
- Engaging men in the inclusion dialogue.
- Thriving through change – resilience, performance and mental wellbeing. Benefits of prioritizing mental health and safety.
- Proactive efforts in promoting pay equity and gender equality in the workplace.
- Effect of women in mining on Environmental, Social and Governance (ESG) factors
- Promoting diversity in the workplace by integrating the LGBTQIA+ community.

To wrap up the summit, there was a workshop that prompted robust interaction into how each individual reacts to change as well as practices that are available to assist women with stress and change management.

Empowering women to thrive in the mining industry is not just a goal, it is a necessity for transformation, progress and innovation.

Jurie van der Watt: A leader with unwavering determination and a positive mindset

Born in Kroonstad, and grew up in Hennenman, Free State, Jurie van der Watt has established a solid reputation at PMC. He truly embodies the idea that everything is achievable with enough determination and hard work. By going to the Auditors Training, he was able to upskill himself, and he has been succeeding. He received a perfect score of 100% on five of his courses, and after working as a safety officer for nearly ten years, he is almost ready to move on to his own consulting company.

Jurie was raised in a Christian home by his parents. Being the firstborn child in a family of five, two brothers and two sisters, he aspires to be a positive role model to his younger siblings. After 43 years of blissful marriage, he has been blessed with a daughter and a grandchild. "Ask me how I manage or what is the secret to stay married for so long". He grinned and added, "Trust me, you literally and figuratively eat 7 bags of salt, but to make any marriage work you must have an honest open communication with your spouse as God binds you to this woman for lifetime", he said with a beaming face.

He has worked in a variety of mines over the years, including, oil and gas drilling, open-pit and underground hard rock mining, processing plants, and exploration. He received his Diploma in metallurgical gold extraction, safety management, safety officer, advanced firefighting Diploma, COMSOC 1, SAMTRAC, ITIS, BS OSHAS 18001:2007 Internal Auditors, ISO 14001:2015 EMS Implementation, ISO 14001:2015 Lead Auditors, ISO 31001:2018 Risk Management, ISO 45001:2018 OH&S Implementation, ISO 9001:2015 Lead Auditors, ISO 50001 2018 Energy Management Introduction, ISO 50001:2018 Energy Management Internal Auditor and AA 1000 SES/AP/AS Associate Certified Sustainability Assurance Practitioner.

He has 43 years of expertise in this mining sector. His career began in 1981 when he was employed by Anglo American in Welkom as a metallurgical technical official at the President Steyn Mine. He worked as Chief Safety Officer at Beatrix Mine in the Free State's Goldfields from 1984 to 1996. His next job as a Chief Safety Officer at Harmony Gold, Kalgold Operations in North West. He worked with Heritage Oil and Gas Corporations in Uganda in 2004 as the security manager, safety, and the environment. He has held similar positions at several firms throughout the years, including Siguiri Gold Mine, AngloGold Ashanti, African Barrick Gold, Nevsun Resources, Rio Tinto, and Swakopmund Uranium. He began working for PMC in 2015 as Project Safety Manager for SGS Bateman until completion of the new floatation Project. He was then employed by Underground in 2018 as a safety officer, mostly assisting Leoka Engineering consultants.

He has been employed as a safety officer at Vertical Development, Shaft Sinking since 2019 and has almost ten years of experience in this capacity. Van der Watt described the path he took to earn the ISO Lead auditor certifications as challenging because it required a lot of work and financial outlay. "I wish I had started studying towards these ISO certifications a decade ago. My blood is in auditing and in training. I am working on Sustainable Development. I am fully qualified in ISO 45001, 9001, 14001, 50001, and 31000".

He added that without the help of his friends, family, and colleagues, he would not have been able to earn the degree.

He considers PMC to be home and expresses his gratitude for having been able to support the company's growth over the previous few years. His most notable accomplishment at PMC, according to him, was helping to sink



the ventilation shaft for five years without any fatalities. He is proud of all the accomplishments and constructive changes he brought about at PMC and is looking forward to focusing more on his consulting company.

"Safety is like sweeping water uphill continuously, lately, many people lose their lives in the mining industry and every single fatality was preventable, hence I tried my best to prevent this by training and coaching employees. Things are better when our employees are empowered and trained, and I wish for PMC or the incoming safety officer, to continue with this mandate", he stated.

"It is pleasing to observe that PMC has grown into a leading Top Employer that offers jobs as well as being an injury free mine." Seeing this in action was incredible. If we make sure our employees are totally competent, we can achieve zero harm. Additionally, I hope PMC soars to greater heights and retain its international recognition.

As he wrapped up the interview, he encouraged the employees to enjoy their wait, believe in God, honor him and never give up on their dreams and always give their 120% best in all their tasks!

Thank you for your tireless efforts. Your legacy of kindness and professionalism will continue to inspire us.

Kroonstad (Afrikaans directly translated "Crown City"), also known as Maokeng, is the fourth largest town in the Free State .

Employee Profile



Henriette
Kriel



Shipping Officer: Logistics & Supply

- Please tell us a bit about yourself:**
I am ambitious, compassionate, courageous, disciplined, loyal, patient but also very adventurous.
- Birthplace:**
Springs, in Gauteng.
- Briefly tell us about yourself, family background:**
I am a mother of two (2) beautiful daughters, three (3) grandchildren and a wife for 40 years to my loving husband. We are a very close-knit family and love spending time together. We love adventures and spending time in nature.
- What is your secret talent?**
I am very good in interacting with people and understanding them in real life. I also care deeply for vulnerable people like the elderly and animals that can't defend themselves.
- What is a fun fact about you that many may not know?**
I am a biker, we have a Hayabusa 1300 Gen 2. Riding a motorcycle is like flying. All your senses come alive.
- What do you do in your spare time?**
I spend time with my husband, family and friends or go biking.
- How long have you been with PMC (Palabora Mining Company)? What is your current position?**
I have been with the business for 13 years now, working as a Shipping Officer at Logistics and Supply Chain.

- What are your main responsibilities at work?**
Ensuring clear and timeous communication of shipments and documentation to Ports and customers.
- What do you find challenging about your job?**
Navigating complex regulations, managing unexpected delays, and ensuring cost-effective logistics. There is NO room for error in shipping (laughs).
- If you could have a career in anything, what would it be and why that career?**
Wildlife Rehabilitator – I love wildlife and the outdoors. It involves caring for injured, ill, and orphaned wild animals with the goal of releasing each into its natural habitat.
- If you are familiar with Pala-Connector, what would you like to see featured in the publication?**
I would like to see more informative and educational content about important issues and topics, such as mental health, our wildlife conservation and rehabilitation.
- Given three (3) months to work at Communications Department as Editor an Chief, what would you implement for the business?**
A team to closely work and follow our wildlife conservation and rehabilitation and share it on a monthly basis.
- Last words of encouragement to your fellow employees and the community at large.**
It's not about perfection, but it's about effort. When you bring that effort every single day, that's where transformation happens and that's how change occurs. Don't decrease the goal. Increase the effort. Nobody who ever gave his best regretted it.

Employee Profile



Strike William
Ngoben



Process Engineer Metallurgist: Smelter Operations

- Please tell us about yourself**
I am a Self-managed, enthusiastic and motivated chemical engineer with five years' worth of experience within minerals processing and process engineering. I have completed Lean Six Sigma Green belt with Skill soft, a PGCE in Education with UNISA, and Project Management through University of Pretoria. Currently working towards the completion of Six Sigma Black Belt, Professional Certificate in Process Automation, and Instrumentation and PG Diploma in Metals and Metallurgy with TLC, EIT and Wits institutions respectively.
- Birthplace.**
Was born in Bakenburg Village, governed by Bakenburg Traditional council, Mokopane, Mogalakwena municipality.
- Briefly tell us about yourself, family background.**
I am the last born out of three children. Married and a father of four children.

- What is your secret talent?**
I am a soccer player who can play in defense, middle and front positions.
- What is a fun fact about you that many may not know?**
Worked as a teacher for two years after completion of my Chemical Engineering Degree. The skills, knowledge and experience I gained have been fruitful in my career journey as a professional.
- What do you do in your spare time?**
Jogging, reading and hiking.
- How long have you been with PMC (Palabora Mining Company)? What is your current position?**
Started my career in 2019 September as Metallurgy Intern. Currently working as Process Engineering Metallurgist at Smelter Operations.
- What are your main responsibilities at work?**
Draw, review, and update process design drawings such as P&IDs and PFDs. Review OEM operational Manuals and Control Philosophies to ensure compliance with operational safety as per our standards. Conduct Process Safety Risk Assessment such as HAZOP, FMEA, and PSSR.
- What do you find challenging about your job?**
Language barrier when interacting with OEM's from different countries which do not have English as either first or second language. Issues take time to be resolved and at times the initial message gets lost in translation.
- If you could have a career in anything, what would it be and why that career?**
I believe I am on the right career path, and I could develop myself towards becoming a professional and lifestyle coach in addition to what I am currently doing. The motivation is for me to be in a position to help teenagers and (adults who haven't established themselves) to make well informed decisions earlier in their lives, especially in the rural areas. I get fulfilled when I give a helping hand and see someone progress positively in life.
- If you are familiar with Pala-Connector, what would you like to see featured in the publication?**
Financial management advice (more about what is financial freedom and how to achieve it)
- Given three (3) months to work at Communications Department as Editor in Chief, what would you implement for the business?**
Reach out to Safety Representatives within the Business and highlight to them how important their role is. Through engagement with relevant stakeholders, empower Safety Representatives and all employees on the reporting structure of the mine incident and accidents. Have road shows and more articles on how Section 83 of Mine Health and Safety Act 29 of 1996 protects the employees when exercising their rights in terms of the Act while working at a mine.
- Last words of encouragement to your fellow employees and the community at large.**
I do not have much but I want to share this quote with my fellow colleagues and the community at large. "You cannot be anything you want – but you can be a whole lot more of who you already are", Tom Rath.

PMC Golf club hosted their very first tournament at the Ba-Phalaborwa Hotel golf course on the 8th of June 2024.

Results as follows:

- 1st place - Pierre van Deventer 31 points
- 2nd place - Jantjie Bessenger 31 points
- 3rd place - Christo Visser 30 points
- 4th - Louis Roelofse 30 points

Sean Jenkins won a chicken and Peter Nkwe won the lucky draw (1kg biltong)

Thanks to UMM for sponsoring the Makhoma vouchers.

Well done to all and looking forward to the next competition. See you on the Greens!



PMC cyclists complete the country's ultimate mountain bike race



The 36ONE MTB challenge is South Africa's ultimate race with 361km and a maximum of 36.1 hours to complete it. It is not known as the Ultimate Race for nothing. The 36ONE MTB Challenge is unquestionably among the hardest days on a bike and mountain or a gravel biker can submit themselves to in South Africa. As the name suggests the full Challenge route takes 361 kilometers of racing, with 53 000 meters of climbing, as it circumnavigates the Klein Karoo.

It's always an extremely tough race and riders go through incredible highs and lows. They battle the elements, especially the cold in the dark of the Klein Karoo night when most of the riding happens. Riders are to be completely self-sufficient however, there are 3 checkpoints along the race where they can get some technical support as well as stock up on water and food.

Two PMC employees Jaco Erasmus and Wayne Smit competed in this race on 24th of May 2024.

Both riders successfully completed the race. Jaco completed the race with a total riding time of 21h21 and Wayne 24h58. We are very proud of these two gentlemen on this achievement. More than anything it proves that if you dedicate your time and energy to doing something, no matter how difficult it may be, Perseverance is key!

One thing is certain though, whether you finish first or last or somewhere in the middle, crossing that finish line will become one of your greatest achievements! ***Congratulations to Wayne and Jaco!***



Comrades Marathon



SHEQ Zero Harm





Ziphelele Coka

Winning Message



I love you Mama

Busisiwe's strength and resilience inspire me every day. She puts our needs before her own, sacrifice her time, ambition, and personal desires. She's been our biggest cheerleader, supporting our dreams and aspirations, celebrating our successes, no matter how big or small. She goes above and beyond to help others in need, showing us the true meaning of empathy and generosity.

I love and appreciate her for being herself and for teaching me to be unapologetic about who I am.

Mother's Day Messages

Kenneth Zwane

I would like to tell why I love and appreciate my mother.

I love and appreciate my mother's unwavering support, her boundless compassion, and her ability to make everything feel like home. Her strength and resilience inspire me daily, and her wisdom guides me through life's challenges. She is my confidante, my rock, and the source of endless love. I cherish her laughter, her nurturing nature, and the countless sacrifices she's made for our family. Simply put, she's irreplaceable and the heartbeat of our lives.

Dumisani Nyathi

Poem to my mother

My mom is my greatest friend in addition to being my mom.

My mom is my great teacher and a mentor without any educational qualifications. My mom raised me to be independent, responsible person and strong.

My mom is my best secret keeper and every time I called her crying, she made me feel like everything would be ok.

My mom inspires me to be a good person. My mom taught me the most important life lessons."

Getrude Mahlatse Mosoma

My Mbokoto (The love of my life)

I appreciate my dear mother for all those times she have been through. I mean those first nine months she carried me, those times when the spotlight was only on me.

She spent her precious time bonding with me, loving me unconditionally and making me comfortable and warm whilst protecting me from external harm. No lie, that's what pure love and care was.

I know that I won't ever be able to repay you for all that you've done for me. I hope she know that I really appreciate it, Mama. For if she did not want me, I would not be here today. She stayed strong and firm when I caused her sleepless nights, tossing and turning in bed without a helping hand. She was patient, sang beautiful lullabies to put me back to sleep. I knew, even back then, that's what love was.

I really want to thank you, Mama because there's no one else like you. I appreciate you dear mother for all those times that I messed up and missed family dining times. I appreciate you dear mother for those times I acted crazy but you knew that's what teen years were like.

I appreciate you dear mother for those days I made wrong choices and acted stupidly, believed friends over family. But you never gave up on me. I didn't listen to you still, you never abandoned me. You were and still are always available for me. You still give me your shoulder to cry on.

Your warm hands to hug me. Your mouth always utters sweet words: "It's OK", which makes me feel better and not bitter. For the motherly love you showed and still show me. Mama you are the best. Seeing you hurting, suffering and crying breaks my heart. Those tears on your cheeks tear me apart, dear mama. I wish I could take them all away so that you could feel better. I love you Mama.

Thank you for the extra love and support you give me, for trusting me even though I've disappointed you a thousand times. Hold on mama, just don't give up now. Don't slow down or back off just yet, not when I need you the most. I'm going to make you proud one day, keep rolling on and rocking up the motherhood role.

There's no one, man or woman that can ever replace you in my life for I feel safe and loved by you alone. I love and appreciate you, dear mother.

I will forever love, cherish and always appreciate you!"

Sibongile Nyati

A father works hard to build a foundation that affords his children to have a better life than he did the man who only wants you to be better than him and conquer life's challenges. I am profoundly grateful for your enduring presence and the boundless love we share.

Ramunenyiwa Ndivhuho

My father's superhero status is evident in his strength, resilience, and unwavering optimism. He faces challenges with courage and grace, always putting family first. His guidance, support, and love have shaped me into the person I am today. He may not wear a cape, but his impact on my life is truly heroic. He's my rock, my mentor, and my inspiration - a true superhero in every sense.

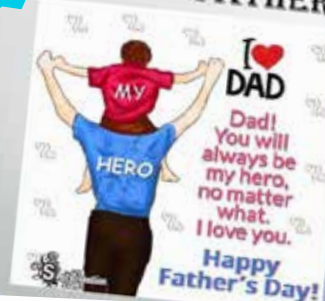
Nokuthula Lushaba

My father is my super hero, my spider man. I am grateful that as his child I had an opportunity to experience him that way. He has rescued me at a time, when I thought all hope was lost. When I was in a dark place, when life had withdrawn from me and left me drained and empty. At that time when I felt dissatisfied in myself and as a child felt that I had also dissatisfied him and didn't look up to the vision he had for me as his child. My dad embraced me and told me that I am worth much more to him than my faults. He encouraged me, talked me out of darkness to light, visited me continuously until he was sure that I was back to my old self and was okay. He lifted up my spirit. He reminded me that life does have such moments but I shouldn't dwell in that moment. My dad is my hero because he is there when I am doing well but also when I am not doing so well. My dad is my safe place, where I can be vulnerable and be received with so much love. I thank God that he gave me him, forever grateful to have my hero. He might not wear the coolest super hero outfit but he has the power to rescue me and bring hope, light at my darkest moment. **Happy father's day papa**

Father's - DAY - Messages

Winning Message

Nyiko Chabalala FATHER AND SON



MY HERO

Your love has been a beacon of hope and strength in my life, and I am forever grateful for you. To my dad on Father's Day: your wisdom, your kindness, and your unwavering love have been a constant source of comfort and guidance in my life. I am so blessed to have you as my father.

My hero, my mentor, my best friend. Your unconditional love and unwavering support have shaped me into the person I am today.

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*