



# PALA CONNECTOR

JANUARY - MARCH 2024 EDITION

## Final Blast: PMC and Murray and Roberts celebrate the successful holing of the new vent shaft



CEO'S CORNER | FROM THE EDITOR'S DESK | SHEQ CORNER | LEADERSHIP CORNER  
SHEQ ZERO HARM AND VIP AWARDS | VALENTINES DAY | PAST EVENTS HIGHLIGHTS

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“Growth knows no limit to intelligence, imagination or wonder”

It gives me great pleasure as we started off the new year with a bang due to the business scooping yet another award for being amongst the Top Employers for the year 2024 in the global Top Employer awards and retaining our BBBEE level 4. This recognition proves how committed our business is in walking the talk as the employer of choice which is testament to the best Human Resources practices that are supported by our Employee Value Proposition. It is important for our employees to know that they are not only our greatest asset, but that they are valued pillars of excellence within the business.

The celebration of the last blast at the ventilation shaft earlier this year was testament to our excellent safety performance and excellent partnership journey that we had with Murray and Roberts Cementation. Even though our stellar safety record was unfortunately short-lived after the two incidents which occurred in February and early March. We cannot stress the importance of adhering to safe practises enough. I would like to take this opportunity to thank you for your unwavering commitment, dedication, and good safety contribution to ensure that we preserve lives and protect our assets. The philosophy of safety first as we work towards Zero Harm Culture must be engraved in our hearts and evident in our actions.

As we stretch ourselves to capacitate our teams to improve our operations, we are looking forward to witnessing the efficient and

seamless collaboration that will yield innovative solutions to current challenges that will take us to new heights. PMC prides itself on its unmatched achievements within the industry to be ranked amongst the best, certified a top employer. With this achievement, we are encouraged to undergo a holistic mindset culture change making Zero Harm achievable and optimizing on all safety campaigns.

I would like to congratulate all teams who worked hard over easter in ensuring that they hold the fort without serious incidents in support of the zero-harm initiative. I urge you to continue making sure that everything you do is based on a solid foundation that emphasizes health, safety, compliance and assuming accountability for all actions. Congratulations to the teams who were awarded SHEQ Zero Harm and VIP winners for 2023, recently. Your hard work and tenacity in maintaining the excellent Lost Time Injury Frequency Rate shown in the past year has ensured that you stand out from the rest. Your dedication to safety and work improvement has not gone unnoticed and be proud to know that the business will continue to recognize and reward hard work and innovation. The 2024 plan on a page document which serves as a roadmap for the business has been issued to guide everyone to ensure business growth and stability.

***I would like to wish you a year filled with success, personal growth, and prosperity. May all your efforts be met with triumphs and may the challenges you encounter be opportunities for greater achievements.***

CEO's Corner

Mr Guangmin Wei



# From the Editor's Desk

As I sit and write this editorial for the first edition of the Palaconnector newsletter for 2024, I am filled with gratitude, and a historic sense of pride. Considering all the adversities and blessings that came with the previous year, one can only be thankful to the Almighty for all that he has bestowed upon us.

The mining industry experienced several setbacks recently, from job cuts, safety incidents that claimed employees' lives and volatile markets for minerals. I am a firm believer that when one door closes, another one opens, while I may have not achieved all the goals, I had set out to do. I find solace in knowing that I had given it my all. I hope that we can all have that positive spirit even when we are faced with challenges. The inspiring story of Dr Mgiba in our leadership feature is a true tale of resilience, hard work, and dedication. We are really humbled to be led by a variety of leaders at PMC, who not only care about production but the wellbeing of people on the ground.

**In this edition:** We look at all the winners from the SHEQ Zero Harm Tournament as well as the VIP winners for 2023. The business leadership held an event recently to honour these teams who go the extra mile for safety and who lead the pack by coming up with innovative and sustainable ideas that improve productivity and technology in their workplace. Big up to all of you, you are truly inspirational to all of us! We also celebrated Valentine's Day in style this year, one of the highlights of the year on our calendar! Thank you for showing that not only do you love yourself, but that you love your company and those around you.

**In this edition:** PMC has been honoured by being named a Top employer for 2024, for the second year in a row by the Top Employer Institute. Cementing our status in the industry as a role player and employer of choice in South Africa. A very proud moment for all of us employees of this amazing company. One thing I love about this business is that we share our successes and achievements with those around us. Another article that you might enjoy is the bursary awarding ceremonies that were held recently to



honour the top performers, Ba-Phalaborwa matric class of 2023 as well as the PMC employees. Investing in the development and education of the community and employees alike. This was even more special that one can see that these initiatives are more than just compliance but a commitment to making a difference. Thank you to our leaders for identifying and bridging the gap in education.

2024 has surely been a year of new beginnings, from the merging of Asset Management and SHEQ, as well as the Vermiculite Business and Magnetite Mining Processing & Technical divisions. The respective leaders saw it fit to hold a session to bring the teams together for a smoother transition.

Sport surely can bring people together, our athletics, soccer and netball teams were very active in the first quarter of the year. Check out their photos in the event highlights pages!!!

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

Sincerely

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A special thank you to editorial contributors:

# Avoid a New Year Debt Hangover!

Many people have nasty surprises when the credit card bills arrived in January. With some form of a budget, you will be able to keep a firmer grip on your finances and enjoy a prosperous New Year. The important part of any budget is to ensure that expenses do not exceed income. If you stick to this principle consistently, you can be assured that you are unlikely to end up with debts you struggle to pay. Begin by finding a book or a computer file where you can store and easily update your monthly budget. Keep this safe so you can easily make reference to it when considering making changes. This also allows easy comparison budgets from one month to the next and one year to the next.

## Income and expenses

Begin drawing up your budget by listing and prioritizing your expenses. At the top of your list, place accommodation, your car and then all credit installments, such as those relating to furniture, and monthly insurance premiums, including car and household insurance and any life insurance policies to which you may contribute.

These are all fixed amounts that may vary only slightly due to increasing or decreasing interest rates or to annual revisions of insurance premiums. It may be useful to increase these each to accommodate unexpected changes in interest rates. As a matter of principle, you should not be spending more than 30 per cent of your gross income (income before deductions) on accommodation, whether it is a bond or rent.

## Other necessary expenses

The next item on your list should be food and then expenses such as water, electricity, and the telephone. With the price of food always increasing, its better to budget for food after you've added up all your other expenses. Take all the money that's left for your food budget and do your best to come out with the money available. Only buy necessities and cut out luxuries you can make yourself such as biscuit and cakes.



## Emergencies

It is very important to budget for emergencies such as medical care which is not covered by your medical aid fund, a geyser that bursts or a car that must be repaired. If you have money available for one of these emergencies, you won't have to cut other items in our budget or end up not being able to pay your bond. Make sure you save at least three months salary in a special emergency account. You should also be able to withdraw this money on short notice. Invest the interest on this account and use it for luxuries once in a while.

## Saving your money

If you plan your budget in such a way that you have money left to save at the end of the day, your budget will stretch further into the future. The amount you save does not have to be fixed, but the more you save, the better.

When you save for a particular item such as your children's education or a luxury like holiday, you must prioritize this as well to make it easier when you cut expenses. It is also easier to save for something specific.

## Luxuries

Leave the best for last. Entertainment, holidays, and gifts must be at the bottom of your list.

## A few tips to remember:

- Do not spend more than you earn.
- Never put anything on a credit card whilst you are aware that you cannot pay it off at the end of the month. Emergencies do arise, but with proper planning these can be taken care of without getting into debt.
- Your budget should include money that needs to be set aside into your savings. You should have at least three months salary set aside for emergencies.
- Budget for entertainment. Include money for a night out, or dinner and a movie in your budget. Just make sure you stay within your means and don't get carried away. Also look for less expensive alternatives.

Don't see a budget as a form of slavery. See it as freedom. The more responsible you become with your spending, the more you will have to spend.

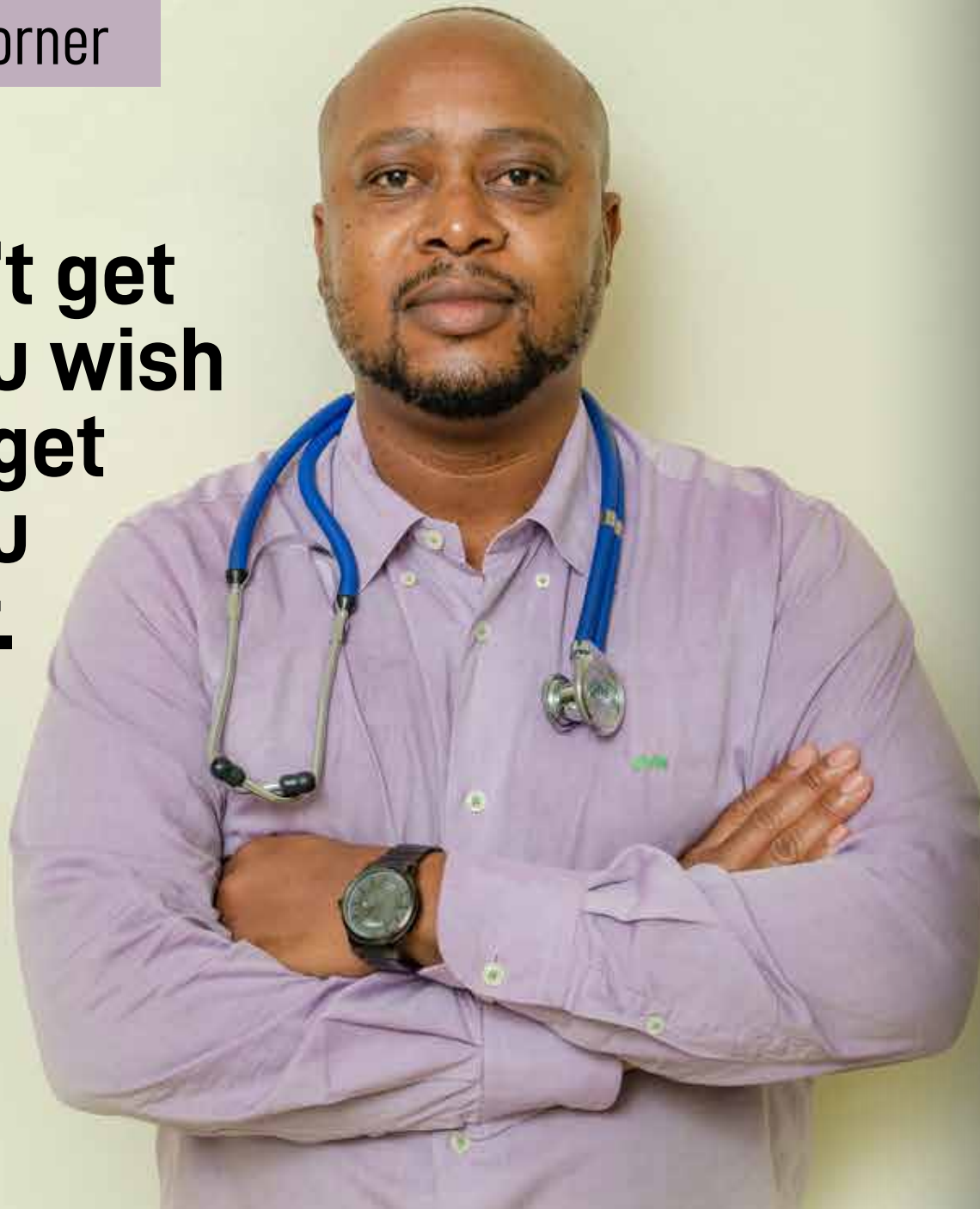




## Leadership Corner

# You don't get what you wish for. You get what you work for.

*Dr Ian Mgiba, Manager Health and Occupational Hygiene*



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

I'm Dr Ian Mgiba, third born in a family of 5 children. My father was a barman at Foskor, and my mother was a tailor and house executive. I grew up in Namakgale, started my schooling at Gaza Primary School. I did

my grade 8 to 10 at Ntsuxeko Secondary School. In grade 8 I was fortunate to be part of a group of children who were sponsored by PMC to attend master maths at Palabora Foundation. Thereafter, I went to Kheto Nxumalo Boarding School in Giyani and completed my Grade 11 and 12. Growing up in a mining town, after matric the assumption

or expectation was to study Engineering. However, I have always known my path was in Medicine. When the time came to choose it was an easy one for me, as people always say, and I quote "medicine is a calling for you" of which I believe it was my calling. I went to MEDUNSA to further my studies and answer my calling.

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

I started my career as an Intern Doctor in Themba Hospital in Mpumalanga December 2006, after completion of my internship I came to Limpopo to serve because I had bursary obligations. August 2011, I landed my first job in the Mining Industry at Anglo Gold Ashanti where the passion of Occupational Medicine was ignited. While at Anglo I enrolled for Post-graduate Diploma in Occupational Health. After completion of the course went to Northam Platinum Mine where I was working for Life Occupational Health. I then moved to LONMIN Platinum Mine. It was in June 2018 when I eventually got the opportunity to move back home by joining PMC.

Qualification: MBCHB, Diploma in Occupational Health, Aviation Medical Examiner, MEC Intermediate Certificate, Masters of Business Administration.

### 3. Do you have any professional memberships or affiliations?

Health Professional Council of South Africa, South African Society of Occupational Medicine, Mine Medical Professionals Association.

### 4. Do you have someone that has made a great impact on your life or career and why?

I have a couple of people that played a big role in my career and they all contributed positively in various stages of my career. My mother was one of my biggest supporters. When I had to make a choice between engineering and medicine, her support made it easier to choose because the pressure was from other people for me to study engineering instead of medicine. She basically instructed me to go for medicine and be deaf to anyone saying otherwise, of which made my choice easier. I respect and appreciate any persons who were there in my journey, others held my hand, others stood by and gave me cheers, some banged the door in my face unknowingly redirecting me into a different and even better path, looking back I appreciate all.

### 5. How do you keep your department motivated? And what kind of measures have you implemented to align the people that you lead?

I'm results driven and expect professionalism from my team members. I'm a positive reinforcer, that's how I keep my team motivated, and most of all is to manage my emotions as a leader in dealing with their short comings, as a result I

have observed that they always want to pay it back with good performance.

### 6. What is your strategy in terms of business optimization and improvement? How do you make sure that tasks stay on schedule?

I'll simply say we are in a space of man and machine for production. My duty is to protect the health of employees as well as monitoring and anticipating anything that could be untoward the health of employees, meaning I also need to monitor the machines that could be emitting noise, airborne pollutants and etc.

For a sustainable business we need a healthy work force, not only on their physical state but also they need to be fit mentally.

### 7. Is there anything in the pipeline that PMC employees can anticipate in the new year in health and wellness?

We are working behind the scenes with Employee Relations, supported by our executives to initiate programmes that will encourage positive lifestyle and health.

### 8. What are some of the initiatives that you are actively involved in and what kind of impact has it created within the department?

If you remember we recently had a campaign run with Dr Mgiba targeting Senior Managers. However, #WalkwithDrMgiba has been initiated, this is intended to be accommodative to every executives and employees at large, including those who are not fans of running. I am proud to say that this campaign is doing well and we hope to continue for the rest of the year.

### 9. As a leader, what are some of the lessons you have learnt in the corporate world or your personal life?

Find happiness in what you do, be happy with your work before you can impress the other person, and most of all, be happy with your salary and finally remind yourself why are you there.

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

By investing in community and employee development, this goes beyond our value of caring! That gives all employees a sense of pride.

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

I love spending time with family and I'm a socialite, I like being around people.

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

What will not kill me can only make me stronger (it is trying to accept things which I cannot change), Go on a walk, get tired and sleep.

### 13. Post the Covid 19 global pandemic hit, there has been a focus on people's mental health. Do you believe enough is done to create awareness regarding mental health or physical health?

I think caring for mental health has improved post Covid-19, however it will never be enough because today's mental state will not be the same as yesterday's mental state, we should celebrate today's strides but continue seeking for improvement to address mental health and mental diseases. Our failure today is that we want to act once a person's mental health has deteriorated and has affected lives negatively in their personal lives as well as their work. Ideally, as soon as out of character behavior is observed, assistance should be provided before any damage is done to the person. A stitch in time saves nine.

### 14. What are some of the goals that you aim to achieve in the new year?

Proper alignment with the national health calendar on issues related to our environment.

### 15. Do you have any words of wisdom that you would like to share with PMC employees?

Never give up on your goals and always know that your health is your currency, take care of yourself.

If you are interested in joining the #walkwithdrmgiba contact Mfanelo on [Mfanelo.Mabunda@palabora.co.za](mailto:Mfanelo.Mabunda@palabora.co.za)

**Take this healthy step to change your life!**



# Congratulations to all nominated employees and teams for the first quarter of 2024

Employee recognition plays a crucial role in strengthening workplace community and employee loyalty. Research has shown that when you reward employees for their contributions, they feel a sense of ownership and pride—and are willing to work just as hard on their next project. The purpose of an employee rewards and recognition program is to acknowledge, celebrate, and amplify employee achievements and accomplishments. Congratulations to all nominated employees and teams for 2024!

PR	First name	Last name	Division
12596	White	Mwape	Smelter & Refinery
12826	Sedupe Lucy	Rachekhu	Human Resources
100915	Patrick Allen	Moore	Human Resources
101009	Experience	Mkhathswa	Lift II Construction, Concentrator & VIP
101047	Clair Carmen	Lubbe	Lift II Construction, Concentrator & VIP
101057	Derick Masilo	Malatji	Lift II Construction, Concentrator & VIP
101149	Masingita Joseph	Mathebula	Vermiculite, Magnetite Mining & Processing
101452	Metse Olivia	Motadi	Human Resources
101471	Ramokonyane Stephen	Phaahla	Smelter & Refinery
101514	Ntsako Nicholas	Sibiya	Asset Management
101792	Raymond	Nkwashu	Vermiculite, Magnetite Mining & Processi
101801	Edwill Eugen	Lombardt	Vermiculite, Magnetite Mining & Processi
102023	Lepidi Lodwick	Malesa	Supply Chain & Logistics
102296	Solly Jomo	Ntlemo	Finance
102527	Abby Mokgale	Sekgobela	Asset Management
102566	Ettienne William Robert	Jantjies	Lift II Construction, Concentrator & VIP
102983	Matimba Neville	Jeleni	Lift II Mining & Underground Development
103176	Freddy Thabang	Shai	Vermiculite, Magnetite Mining & Processi
103185	Oscar Kholofelo	Sebopetsa	Vermiculite, Magnetite Mining & Processi
103361	Agnes	Nkuna	Vermiculite, Magnetite Mining & Processi
103428	Kutsaka Glomar	Mabunda	Finance
103461	Molau	Malatji	Lift II Mining & Underground Development
103473	Livhuhani Clyde	Raphunga	Vermiculite, Magnetite Mining & Processi
103705	Nhluvuko	Ngobeni	Lift II Construction, Concentrator & VIP
103715	Thapelo Pretty	Malele	Finance
103744	Godirwang Boitumelo Eva	Matshe	Human Resources
103797	Mmakwena Maggie	Mojela	Vermiculite, Magnetite Mining & Processi
103827	Octave	Patel	Lift II Construction, Concentrator & VIP
103829	Clearance Johnson	Hlabane	Supply Chain & Logistics
104119	Shibambeni David	Monyela	Asset Management
104279	Permly Bohlale	Shai	Vermiculite, Magnetite Mining & Processi
104311	Marvin Dumisani	Rikhotso	Asset Management
104351	Koketso	Mahlane	Human Resources
104460	Ehleketani	Mbhungele	Human Resources
104519	Kagiso Antony	Mokone	Lift II Construction, Concentrator & VIP
104527	Thinandavha	Nethononda	Finance
104532	Tebogo Jonas	Mokgalabone	Finance
104547	Ignacious Talenta	Makhubele	Lift II Construction, Concentrator & VIP
104578	Masilo Moses	Monyela	Vermiculite, Magnetite Mining & Processi
104666	Silence	Baloyi	Lift II Mining & Underground Development
104911	Justice Naude	Selowa	Lift II Construction, Concentrator & VIP
104986	Justice Toka	Lepelle	Human Resources
105149	Pertunia Nwabanga	Ngobeni	Human Resources
105157	Nakisani Jacqueline	Mudimeli	Human Resources

## New Employee Feature

# Welcome Aboard - Chubeka Phatheka - *Winder Engine Driver*

In this first installment of the Pala Connector's new engagement feature for 2024, we get to welcome and unpack the life of Phatheka Chubeka who hails from Ngqeleni, a small town in the Southeast of Umtata, in the Eastern Cape province of South Africa.

After completing her matric, she was enrolled for Bachelor of Arts in Public Relations at the University of Johannesburg, majoring in Communications, Media and Public Relations. Unfortunately, her financial struggles prevented her from finishing her education. To be able to put food on the table, she had to drop out and look for work. She was visibly emotional when discussing her difficult childhood, which prompted her to invest a lot of effort in becoming the person she is today. She explained how her background and upbringing served as inspiration to strive to have a decent life.

She has worked in different sectors over the years. She was a volunteer for homeless people in Cape Town, a domestic worker in Muitzberg, sales and marketing person at VA Waterfront, cashier at JET store, telecommunications person at Standard bank and salesperson at Virgin mobile. Since Chubeka was raised in a mining town, and her father was a miner, she was interested in the mining industry. Owing to her fascination and passion for mining, she applied for a banksman position at Bafokeng Platinum Mine (BRPM), and luckily, she got the job. She was the first black female banksman for this company, a position she held for eight (8) years.

In 2014, she moved to Anglo Platinum, where she was trained as a winding engine driver for 18 months. Although this was strenuous and different from her previous role, she liked the exposure and experience. In 2015, she moved to Harmony Gold mine, where she was a winding engine driver for seven (7) months. Same year, she moved to Goldfield South Deep, until she was unfortunately retrenched in 2018. She did not have any source of income since then and things did not look good until she was employed by South



32 for the same position and she has been in this role from 2019 to January 2024. After applying and attending interviews at Palabora Mining company, she was excited to start on February the 1st, 2024.

Phatheka believes in seizing new opportunities as the possibilities are endless. When questioned about her favorite aspects of PMC, she emphasized the company's friendly staff and educational initiatives. She is energized by positive energy and teamwork and but discouraged by bad planning because it results in long, needless workdays. Her desire to succeed in life is fueled by the freedom to use her knowledge and abilities in a career that suits her.

Phatheka enjoys working out to stay in shape and healthy while she's not at work. She also loves to travel, which gives her the opportunity to spend more time with her family. She enjoys assisting her kids with their homework as well. She calls her brother, who lives with her in Phalaborwa, her greatest supporter and inspiration to improve herself.

**Phatheka, congratulations on your appointment. Greetings from the PMC Family.**

**We hope you excel in your new position.**



# SHEQ Corner



## Team Concentrator shines at the SHEQ zero harm and VIP awards!

A safety initiative to improve the identification of safety hazards and risk assessments, inspired by the game of soccer was the idea behind the SHEQ Zero Harm Cup. Thank you to all the sections who participated in the tournament. We truly appreciate the commitment and dedication shown in order to prevent safety incidents. Your contribution has enabled PMC to end the year 2023 on a high, with an excellent safety record.

Thank you to all the teams for your commitment and dedication to safety as the success of this campaign to the following teams:

Recognition was given to 8 teams who participated in the Tournament, but did not manage to progress to the second round:

- Asset Management: Projects Execution Predators
- Concentrator: SMP
- Growth: CRV225
- Magnetite: Stream 1 Iron Buffaloes
- Magnetite: Stream 2 Flying Eagles
- UG Mining: Eliminators
- Vermiculite: The Giraffes
- Vermiculite: The Spanners

Special recognition was given to the Smelter Retrofit Team who won Round 1 but had to withdraw when the Smelter Retrofit Project was integrated into the Smelter & Refinery Division.

Zero Harm Cup – Round 1 Winner	Retro Chiefs (Smelter Retrofit Project)
The TOP 8 Team proceeded to Round 2, the knock-out rounds to determine the ultimate winner.	
Zero Harm Cup Quarterfinalists	BB Bronco's (Growth Construction)
Zero Harm Cup Quarterfinalists	Cavers (Lift I UG Mining)
Zero Harm Cup Quarterfinalists	Dyna Clones (Vermiculite)
Zero Harm Cup Quarterfinalists	Smelter Risk Assessors (Smelter)
Zero Harm Cup Semi-Finalist	Sinkers (Ventilation Shaft)
Zero Harm Cup Semi-Finalist	Sec. Crushers & Auto Mills (Concentrator)
Zero Harm Cup WINNERS	TFP & CFP (Concentrator)
Zero Harm Cup Runners-up	Refined Hawks (Smelter & Refinery)

When the Value Improvement Practices department was launched in the business last year, it was received with enthusiasm and met with high expectations. Our CEO, Mr. Wei was very intentional with his quest to transform PMC into a mine that promotes innovation and creativity to improve production in all areas. Teams all over the mine headed the call and went to work. VIP allows an opportunity for individuals and teams to come up with ideas to improve the quality and efficiency of work systems. Thank you to all the teams who participated in the 2023 VIP cycle. In his keynote address CEO for the Smelter and Refinery, Mr. Brave Mushikita said: "Without innovation, the success and future of the business is uncertain. What may seem like a challenge now may be an opportunity to create something new which might even have long term rewards."



### #Challenge 2: Implementing Ideas

What ideas do you and your team have to reduce or manage waste or spillage?

Position and Prize	Division and Approach
1st Place- Prize R2 500 voucher each	Mining: Underground Crusher push plate feeder improvement
2nd Place- Prize R2 000 voucher each	Mining: Impeller blades improvement
2nd Place- Prize R2 000 voucher each	Smelter & Refinery: Preventing baboons from opening luggerbins
2nd Place- Prize R2 000 voucher each	Smelter & Refinery: Controlling spillage at luggger bins
3rd Place - Prize R1 500 voucher each	Smelter & Refinery: Optimisation of Anode Moulds
Runners up - Prize R1 000 voucher each	Asset Management: Solar Light Installation
Runners up - Prize R1 000 voucher each	Lift II: Batch plant bag pallet
Runners up - Prize R1 000 voucher each	Smelter & Refinery: Limitations of in-line density measurements

Congratulations to all the teams, may all your ideas and hard work inspire us all to follow suit!



# Employer of the Year 2024 – PMC shows stellar performance



The new year brings great honor to Palabora Mining Company as one of the leading mining companies, being awarded the Top Employer Certificate for the year 2024. We were awarded this sought-after title due to our HR practices – Employee Benefits following thorough validation and audit by the Top Employer Institute.

This accolade not only reflects the organization's commitment to excellence, but also highlights its dedication to fostering a supportive and engaging workplace environment. PMC's performance score was rated against an international standard, and we are excited to have scooped the Top Employer status for the year 2024, retaining the title from 2023. We would like to thank all of you for contributing to enriching the world of work.

The official certification ceremony was held at the Sandton Convention Centre on the 15th of February 2024, which was attended by over 1000 company representatives in Southern Africa. For PMC, the best employee and team award winners led by PMC Executive member and Senior Manager for Vermiculite, Magnetite Mining and Processing division, John Makgatho were given the honour to attend. "It is an honour for me to attend such a prestigious event, it is very fulfilling to be acknowledged and honoured by a company that one works for. I am very proud to work for a company that cares about me as an employee.", said one of the attendees. Research has shown for decades that recognition is a top driver of employee engagement! Some of the benefits of employee recognition are:

- Increased productivity and engagement
- Decreased employee turnover
- Greater employee satisfaction and enjoyment of work
- Improved team culture
- Higher loyalty and satisfaction scores from customers
- Increased retention of quality employees
- Decreased stress and absenteeism

A clear indication that the company is dedicated to rewarding hard work and dedicated employees. Looking ahead, PMC remains committed to being a cut above the rest, upholding its good standards and further enriching its workplace environment. The award for Top Employer sets the tone for even greater achievements in the months and years to come.

**Congratulations, Top Employer!!**

# Ba-Phalaborwa local municipality receives refurbished sewer pump from Palabora Mining Company



In driving efforts to serve and sustain the future of Ba-Phalaborwa, Palabora Mining Company (PMC) handed over 13 sewer pumps to the local municipality of Ba-Phalaborwa which were requested by the Mayor, Cllr Merriam Malatji. The main aim behind the request that was made to PMC by the mayor was to assist the local communities that are currently struggling with blockages of sewerage and to also fulfil the commitments made in the Social and Labour Plans (SLP). Areas such as Phalaborwa town, Namakgale, Lulekani and others have been targeted to receive the refurbished pump system.

The handover took place on the 8th of February 2024 and the small ceremony was held at Foskor D, Namakgale sewer pump station where the main pump has been installed and some refurbishment was done on the system. The ceremony was attended by a leadership delegation from PMC, the contractors responsible for the project, and representatives from Ba-Phalaborwa municipality as well as representatives from the Mopani District municipality.

The mayor thanked PMC for heeding the call to assist when approached in order to improve the lives of Ba-Phalaborwa residents. She further urged the maintenance team responsible for the maintenance of the sewer to ensure that it continues to serve its purpose of service delivery. She continued to sing PMC's praises for always coming forth to assist with socio economic issues around Ba-Phalaborwa area, which is evidence that the mine takes its social responsibility seriously.

Speaking on behalf of PMC, Transformation Superintendent, Tshidi Ngobeni, thanked the Municipality for their patience and collaboration while this project was in progress. "The Social Labour Plan's aim is to promote employment, advance communities social and economic interests, and contributes to the transformation of the host community development. This project was implemented consistent with our desire to protect and preserve our environment for the community's benefit," she said.

We are proud to form part of the solution in Ba-Phalaborwa in ensuring that proper sanitation is maintained to address the ongoing sewer challenges in our communities.

**We will continue to build a sustainable future for our communities.**





## Lift II

# PMC in partnership with Murray & Roberts completes Holing of the Ventilation Shaft



The completion of the raise boring phase, also known as the holing of the ventilation shaft, marks a key milestone in the relationship between Palabora Mining Company and its underground mining contractor Murray & Roberts Cementation. The completion of this noteworthy project stands a chance to reshape the future of mining in Phalaborwa, in Limpopo, and prolong PMC's operations beyond 2040. The ventilation shaft's project completion was marked by an event held on January 9, 2024, a final blast to signify the success of the project. By creating this shaft, the strain on the current ventilation system will be reduced and more air will be available for operations in Lift II. As a result, Lift II's copper grade will rise dramatically to 0.65%, a 30% increase over Lift I's almost exhausted grade.

The project sets a new benchmark for mining operations in the area and is an amazing accomplishment of technical expertise, teamwork, and ingenuity. It is evidence of what happens when business executives band together to pursue a common objective. As expected, there were some challenges with the PMC Lift

II ventilation shaft project. The temperature of the virgin granite increased from 49.7 °C to 58.6 °C between Lift I and Lift II, which, when combined with the hot and muggy weather in the Phalaborwa area, posed the biggest obstacle for this operation.

PMC invested in a comprehensive infrastructure update that included new upcast fans, refrigeration plants, raise bored vent passages, and a new blind sink vent shaft from the surface to Lift I ventilation level to fulfill the demands for cooling and ventilation. Difficulties were caused by the ground conditions, which included micaceous pyroxenite rock. After blasting, there were large rocks in the shaft bottom that required creative solutions. An excavator and a hydraulic rock breaker helped to shatter and remove these obstructions in a fraction of the time, saving seventy percent of the total time.

Due to the unique properties of the earth, fragmentation posed additional difficulties. As a result, the corporation and its explosives suppliers made several attempts to improve drilling patterns and explosive kinds. The explosive type

and successful design that were adapted to the rock hardness ultimately led to the breakthrough. The Covid-19 pandemic, meantime, presented an unforeseen challenge that impacted the project's schedule. During this challenging time, PMC and Murray & Roberts Cementation worked closely together to modify contract conditions to guarantee the project's advancement while upholding health and safety protocols.

Despite the difficulties encountered, PMC and Murray & Roberts overcame them to complete their last blast, which they invited PMC executives and staff to see. The installation of a quad furcated fan station at the top of the upcast shaft, containing four 3 MW fans that operate at 400 m3/s at 5.3 kPa and provide the necessary 1 200 m3/s of ventilation air, will be the main feature of the project. These fans are amongst some of the biggest mining fans being used in South Africa, with an impeller diameter of 4 meters. Built with 210 tons of steel and extensive civil and earthworks, the fan station, which will have ducting and self-closing doors will be a marvel of human engineering.



For Murray & Roberts Cementation and Palabora Mining Company, the completion of the PMC Lift II ventilation shaft project is a historic accomplishment. PMC CEO, Mr Guangmin Wei gave the Chinese Fist-and-palm gesture to Murray and Roberts, a partner that has contributed to making history at PMC. He commended the employees' dedication, determination, and excellent safety record at working and managing such a high-risk project with no serious injuries on record time.

According to Aidan Schoonbee, Senior Manager Construction, For PMC, this project signifies an extension of its mining operations for another two decades, securing jobs and enhancing the region's economy."

Senior Project Manager Fred Durand stated, "For Murray & Roberts Cementation, it exemplifies the power of innovation, client support, and a committed team to execute projects without compromising employee safety." He went on to commend the positive morale and attitude of the shaft sinking crew were greatly impacted by PMC's support and involvement as a stakeholder.



"Murray & Roberts Cementation's expertise in handling complex mining projects, exemplified by the PMC Lift II ventilation shaft project, underpins its status as a leading multinational engineering and construction group in Southern Africa, thank you a gazillion times for doing it for our employees' lungs", he added.

Following this milestone, the ventilation shaft sinking phase will conclude, and the subsequent steps of removing sinking services, stage suspension to the bank steel, headgear removal, bank steel and stage removal, the placing of ventilation cowlings as well as the winder removal will take place in the first quarter of 2024.



**The horizon for Phalaborwa's mining future is looking more brighter than ever, congratulations PMC MR&C on this huge milestone!!!**



# PMC awards bursaries to 2023 local hard working matriculants



Palabora Mining Company (PMC) is determined to turn the unemployment tide amongst the youth in Ba-Phalaborwa communities through education. The company places a strong emphasis on the drive towards transformation which aligns well with our BBBEE targets.

The business is extending full sponsorship to 25 top performing local learners for the academic year 2024 from the matric class of 2023. A bursary agreement signing ceremony was held by Training and Development on Friday, February 23, 2024 at Sefapane Lodge, to formally engage and honor the 25 bursars who received recognition for their hard work, courage, motivation and commitment to their own educational empowerment. The sponsorship will support studies at all nationally recognized institutions of higher learning. PMC management, the bursars' parents, BaPhalaborwa Committee Forum and Tribal Representatives as well as previous bursary recipients, were all present at the event.

The commitment to capacity building and job creation for the youth is reflected in the various programmes spearheaded by PMC's Training and Development department. This bursary scheme is a flagship programme that focuses on facilitating the development and availability of skills identified nationally as scarce and critical,

to meet the operational needs of the mining sector and indeed South Africa as a whole. PMC bursaries are awarded annually for study disciplines related to a degree or diploma in the mining or engineering environment. The underpinning concept of the bursary programme is to empower financially disadvantaged youth through access to tertiary education. The programme also boasts support services, tutoring, employment placement, and partnerships with the private sector. These features serve to distinguish the programme from many other similar programmes and opportunities for young people.

The graduate programme has also added diversity to the PMC's staff complement, putting more skilled female graduates than before into careers that have been historically male dominated. We are hoping for the best with the 2024 bursars, the business wishes to absorb more female graduates upon completion of their studies.

This programme does not only offer tuition, accommodation, meal and book allowance, it also provides vacation work during the school holidays which ensures skills transfer between skilled employees nearing retirement age and the future leaders in the industry. This takes

place in a safe workspace, through coaching and mentoring. All these efforts are implemented to develop competencies which enable the youth to compete at professional levels and emerge as the future leaders of development in the country.

Abby Ledwaba, Manager, Transformation, Stakeholder Engagement and Communications congratulated the bursars for being worthy recipients of the prestigious bursary. He said the young people who are receiving the bursaries have honoured the sacrifices of the youth of 1976 who protested an inferior Bantu Education that sought to turn education for the black majority into an instrument of racial subjugation and guarantor for the supply of cheap black labour.

"To the bursary awardees, you are the jewel in the crown; and today we sing your praises for demonstrating that paying attention and putting in effort pays," said Mike Sebopetsa, Superintendent, Training and Development. Excited and emotional moments filled the air as past successful recipients of the bursary, Kabelo Machaba, Reitumetse Mashigo and Carl Coetzee, shared inspirational stories of their professional development and appreciation for PMC's assistance.



"Let me offer big congratulations to the students who are receiving awards for their outstanding performance. Today, we reward academic brilliance with more than just a financial bursary. We also pledge our support and guidance throughout your academic journey," said Mabore Macheru, Manager, Training and Development. "We hope that these bursaries will serve as a source of inspiration for other students, as well as for you, to maintain a high level of excellence.

Through this bursary, we are supporting your ambitions, and are providing you with the essential means to follow your dreams so you can have a positive impact on this community and the world," she concluded.



As Nelson Mandela stated, "Education is the most powerful weapon that you can use to change the world." PMC believes that once children get an education, they acquire a greater range of opportunities to effect positive change within their communities. We are confident that the bursaries we have been providing, including the ones we presented on this day, will contribute

to our society's support of future engineers, electricians, metallurgists, and business leaders in acquiring the skills and knowledge they need for the future.

***Congratulations to the 2024 bursars and all the best with your academic year!!!***





# Together – sharing love, something sweet and a bit of red



Valentines' day is usually associated with appreciating those you love and showing how much you mean to them. This year, it was no different at PMC, employees and contractors were treated with chocolate slab when they made their way to the mine on the morning of the 14th of February 2024. A surprise gesture that warmed the hearts of many before they headed off to start their day.

The campaign was headed by the transformation, stakeholder engagement and communications team who were joined by other HR departmental partners, OD, Pensions and Finance. Employees stuck to the theme and dressed up in red in hoping to win the amazing prizes that were up for grabs this year, even our fellow animals came out on the day, haha (check photos closely)! Unfortunately, only three employees were voted as the best dressed for Valentine's Day.

**First Place – Clearance Hlabane, Logistics Operations (Game Drive and Braai in the Kruger National Park for 2)**

**Second Place - Mapula Mangena, Vermiculite Business (Massage and snacks voucher for 2)**

**Third Place – Faith Mgiba, Finance (Romantic Picnic Basket for 2)**

Here are some of the messages that were submitted for Valentine's Day:

***This is what Valentine's Day means to you -***

*Valentine's day is a special day which we share and celebrate love and togetherness with our loved ones. Reminding each other about the importance of expressing our love and feelings. We also express our affection by sharing gifts and beautiful words of love."*

***– Welcome Khoza***

*Do not break a bird's wings and then tell it to fly. Do not break a heart, and then tell it to love. Do not break a soul, and then tell it to be happy. Never see the worst in a person and expect them to see the best in you. Do not judge people and expect them to stand by your side. Don't play with fire and expect to stay perfectly safe. Life is about giving and taking. You cannot expect to give bad and receive good. Choose love! – **Faith Mgiba***

*What Valentine's Day at work means to me, it is a good time for you to show love, care and appreciation for the people in your workplace. Not necessarily romantic appreciation. You just must be friendly and show that you care about everyone's needs and wellbeing. Making sure that you work well with others to ensure that your place of employment is more valuable and enjoyable. – **Mapula Mangena***

***Much gratitude to all the sections that also created beautiful valentines set ups and delicacies to mark the valentines' occasion. Thank you to all the entrants, you were all nothing short of amazing!***

**1st**



**2nd**



**3rd**





# Asset Management & SHEQ division Integration workshop – It is a new dawn



Change is as good as a holiday, this sentiment is relevant with the integration of the SHEQ and Asset Management divisions. Senior Manager Itumeleng Ngoae, in partnership with Tshidi Dabula from DABS international, hosted a two-day session where the leadership teams in his division embarked on strategy and team-building activities. Purpose of the day, "It is a real privilege for me to lead Asset Management and SHEQ Division, we need to look after the mine so our children can work at PMC as well. Generations to come can benefit from our actions to preserve and look after the mine." Itumeleng Ngoae, Senior Manager Asset Management & SHEQ division urged all attendees to participate in the conference. "Together we need to grab the baton and run with it. Let us appreciate the strength in diversity, rely on the strength of the team and trust each other."

The team building session was to entrench and align the division's goals and objectives with PMC goals and values. Behaviours expected to be demonstrated by all leaders. Long term strategy for PMC – Community development all leaders need to know that each decision that you make it is aligned.

1. Demonstrating highest level of professionalism.
2. Communicate your intention to achieve extraordinary goals.
3. Create an environment where it is okay to make mistakes and we will support each other.
4. Be accountable and hold others accountable.
5. Excellent work needs to be rewarded; consistency needs to be rewarded by promotion.

Performance Management System and Pivot system- the teams were reminded to invest time in knowing the PMC and letting your teams engage in knowledge sharing etc. The Business scorecard shared on the 20th November 2023 - Discussed in detail how the division needs to support certain projects within PMC to achieve their targets in the respective divisions. Expectations from all leadership, it is imperative to ensure that all leaders operate at their relevant level. The division team leaders engaged in robust team engagements and team building exercises which enforced collaboration, goal setting and sharing strategic ways to optimize production and workplace culture.



"We appreciate the initiative that the Senior Manager took to have us all together in one room to let us have an opportunity to engage and align in issues that will empower us to excel in our work areas. It is very rare to find this kind of platform, it is very insightful and necessary," said Benson Madzibukwa.

Some of the rules of engagement that the teams committed to were:

- Accountability and Ownership
- Punctuality
- Effectively Communication with all stakeholders
- Work-Life Balance
- Encourage collaboration with all employee
- Coaching and providing feedback
- Respect – treat others as you would like to be treated
- Recognizing and Rewarding hard work
- Deliver on promises
- Transparency and relationship building with stakeholders
- Avoid taking shortcuts to complete tasks
- Open to receiving feedback and ideas from others



**At the end of the session, the hashtag to mark the new section was AMSHEQ – An acronym to represent the newly integrated division that was previously Asset Management & Safety, Health, Environment and Quality. The future is surely bright!**



# Team Magnetite gathers in remembrance of Remember Mnisi

Senior Manager, John Makgatho responsible for Vermiculite, Magnetite Mining and Processing Division, Managers and employees gathered on the 25th of January 2024 where they observed as a bittersweet day to express gratitude and to commemorate the life of Remember Mnisi. Mnisi's life was cut short on duty on the 25th January 2018, while working as contractor for Fraser Alexander, a contractor under Palabora Mining Company (PMC).

PMC has thousands of employees and contractors who devote themselves to the success of the business, safety for themselves and that of others daily often under very difficult and risky circumstances. Mnisi and other fallen mine workers whose lives were lost in the line of duty bears testament to the risks that employees face. Honouring fallen mine workers goes beyond simply acknowledging their undivided dedication, hard work, and resilience they put in on duty. It is about recognizing the ultimate sacrifice that employees have made towards the employer

and supporting the families they leave behind. The commemoration was also about educating employees and the community at large about safety and the risks that come with the job and the importance of sticking to all safety principles while on and off duty.

Vincent Mofokeng and Humphrey Mandlazi, Managers at Magnetite Division expressed mixed feelings as they reminisce about what transpired six (6) years back. They highlighted that it was a very tragic incident that left them with permanent scars but also came with lessons to up their game when it comes to safety. "We as team Magnetite Division, we have made an oath in Remember Mnisi's name that no life or lives will be lost under our watch, and we have managed to honor that oath till to date. Since the incident happened six (6) years ago we have not recorded a Lost Time Injury (LTI) because we have enhanced our safety practices and we are working safely," stated Mofokeng.

Representatives from Labour Unions present expressed their gratitude to PMC management for making time in their busy schedule to attend to matters that involves safety and the wellbeing of employees. They highlighted that it is their duty that section 11, 22 and and 23 of the Mine Health and Safety Act is being adhered to and followed by employees for a smooth operation.

Makgatho requested for a moment of silence in remembrance of the fallen hero Remember Mnisi for his commitment and dedication offered before his unfortunate passing. "We have a good relationship with labour unions and that simplifies our operations on daily basis because the mutual relationship formed accommodates employee's safety. I want to make a plea to all SHE representatives to be visible and vocal about issues that involves safety," Makgatho concluded the commemoration of Mnisi and other fallen PMC employers who we lost in the line of duty.

*"We salute you, legends".*



# Meshack Maonye - a leader that inspires - *Project Inspector*



community structures for their ongoing support for building our society projects. He mentioned that these projects are close to his heart and it is crucial for him to get very clear on the goals right at the start and then create a plan with milestones.

"As a high-performing, professional technical person, I am deeply motivated by ambitious targets. I take company goals, team targets, and personal KPIs very seriously. I also have a healthy level of competitiveness which drives me to always try to beat my own best performance and lead my team in productive results".

One of the areas that Maonye is passionate about is self-development and self-improvement in his personal life. He is always looking to challenge himself and learn new things. "I have spent the last 27 years immersed in project management at the Mine and outside the Mine where I've successfully led teams through the entire lifecycle of numerous projects, always ensuring we stay on time and within allocated budget. Going forward, I'm eager to dive deeper into predictive modeling and I believe this position gives me the perfect platform to expand my skills and contribute to innovative solutions."

Maonye sees PMC as home and mentions that he aspires to grow in the company in a role that would enable him to strategically manage teams to bring out the best in everyone. He mentioned that he is looking forward to the good memories and challenges that 2024 is bringing to his personal and work-life. "This sounds vague but watch the space! 2024 is going to be a ride, and I will be taking you with me. In the past years, my life has been quite consistent in terms of where I live, my job and surroundings. I am a person that likes consistency, but to be outside of my comfort zone, I am looking forward to new beginnings and I am ready to experience all that comes with it." As he wrapped up the interview, he encouraged the other employees to enjoy their wait, and remember that...

*...as we work to create light for others, we naturally light our own ways.*

Born and bred in Alberton, Thokoza Township in the East Rand, Johannesburg, Meshake Maonye is the third child born from the family of eight, three boys and five girls. He was raised by a single Father who made sure that they grew up to be independent, role models to their own children. His primary education kicked off at Mphe-Batho Primary School and he proceeded to complete his matric at Thoko-Thaba Senior secondary School.

He went on to further his studies at Vaal Triangle Technikon, known today as VUT. Unfortunately, during his tertiary years, he had to drop out after his elderly sister who was financing his studies passed on. Even in such situations, he did not give up on his dreams. After years of juggling school and trying to make ends meet, he finally graduated as a Boilermaker. Throughout the years, he has been working on advancing his career growth to make sure he is efficient and innovative in his role. He proceeded with his studies and attained his Diploma in Safety Management, Diploma in Risk Management, SAMTRAC Certificate in SHE Risk Management, Supervisor Legal Training Certificate, Civil Concrete Practice Certificate, and lastly, Advance driving course.

Maonye is currently working as a Mine Project Inspector at Asset Management, and he has over 24 years' experience in this field. He relocated to Phalaborwa in 2000 when his career at PMC

started, when he worked as a Boilermaker in different departments of the mine including Underground. A year later, he was promoted to a Construction, Maintenance and Shutdown Supervisor role within the Smelter department. He also works on SLP and CSI projects within the Ba-Phalaborwa community with the Transformation department. He has worked his way up to Project Inspector and managed multi-disciplinary projects since he joined the Projects team from the beginning of 2012 to date at Palabora Mining Company. Maonye has worked on numerous important projects in the mine including the road construction from gravel to tar in both Selwane and Mashishimale villages, rehabilitation and re-surfacing of the roads in Lulekani, Namakgale and Phalaborwa Town, the construction of schools and early learning Centers around Ba-Phalaborwa town, construction of health facilities, and corrosion control. He explained that he feels honored to be part of the team that is engaging and working in collaboration with the local communities.

Maonye also mentioned that the level of direct participation they continuously see in the communities makes him stay motivated, determined, and focused on their goals. He also extended his gratitude to PMC management, Local municipality, Traditional leaders, Stakeholders, Technical team, and other



Employee Profile



1. Please tell us a bit about yourself :

I am a young man who strives in building opportunities for himself, very energetic and adaptive to change in any situation. I am committed to safety, efficiency and contribute positively towards mine values as a SHE rep and Solidarity union representative.

2. Birthplace:

Mashishimale, Phalaborwa.

3. Briefly tell us about yourself, family background:

I am a second born from three (3) boys. Recently got married even though that comes as a surprise to many people.

4. What is your secret talent?

The ability to adapt and succeed from any possible situation.

5. What is a fun fact about you that many may not know?

I am a shy person naturally.

6. What do you do during your spare time?

I travel and do activities I could not afford to do when I was young.

7. How long have you been with PMC? What is your current position?

I started at PMC in 2016 as a learner. I am employed as an Ore-Handling Operator at Lift II Mining & Underground Development.

8. What are your main responsibilities at work?

I am responsible for operating assigned underground conveyor belts system effectively on shift basis, Ensuring adherence to SHEQ standards, Attending monthly safety meetings, and adhering to my duties as a Solidarity Union Rep.

9. What do you find challenging about your job?

I would say the unforeseen circumstances that comes with working underground.

10. If you could have a career in anything, what would It be and why that career?

Being a Miner or Safety officer, because I have vast knowledge about mining and safety, furthermore is because I love these two careers.

11. The business recently changed the company logo, what is your take?

It is simply unique and stylish.

12. If you are familiar with Pala-Connector, what would you like to see featured on the publication?

Training department should publish the learners that are absorbed by the mine, Because I believe they are doing a great job in community development via internship, learnership and apprenticeship and not forgetting employee development through short courses and bursaries.

13. Its 2024 first quarter, do you have any resolutions for the new year and if you have, please share.

Well for the moment I just have to pursue one of the careers I mentioned.

Employee Profile



- 1 Please tell us about yourself

The outdoors is my happy place – love camping and being close to nature. I am part of a very close family, and even though our kids are grown up, we enjoy spending time together.

3. Birthplace.

Verulam, Kwazulu Natal.

4. Briefly tell us about yourself, family background.

I was adopted when I was a baby, so grew up with my adoptive family. I have one older brother. We travelled a lot, growing up. My father did contract work which took us to the likes of Swaziland, Kenya, Botswana, Namibia and we also lived in the UK for a while (I attended 5 different schools in my last year of primary school!) I am married, have 2 daughters and one son. I also have a beautiful granddaughter and grandson who live in New Zealand.

5. What is your secret talent?

Being creative.

6. What is a fun fact about you that many may not know?

I enjoy fishing.

7. What do you do in your spare time?

I love gardening, cooking, baking and being creative – arts & crafts.

8. How long have you been with PMC (Palabora Mining Company)? What is your current position?

I have been with the business for 13 years. I was appointed as a Confidential Secretary in 2011. My current position is Secretary to Senior Advisors & Admin Support (Security & Radiation).

9. What are your main responsibilities at work?

To effectively manage the office and schedules of my leaders.

10. What do you find challenging about your job?

I love the variety and diversity which secretarial duties entail. No two days are the same. I get the chance to learn lots of new things and often have to think on my feet and out of the box. It is never boring or monotonous. I am passionate about what I do.

11. If you could have a career in anything, what would It be and why that career?

Definitely nursing. I love looking after, caring for and spending time with people.

12. The business recently changed the company logo, what is your take?

The change is subtle, not very different to the previous logo, but it does look good.

13. If you are familiar with Pala-Connector, what would you like to see featured on the publication?

I believe the publication is good, "all-round" features covered in the publication.

14. It is 2024 first quarter, do you have any resolutions for the new year and if you have, please share.

I do not make new year resolutions – I believe everyday is a fresh start and a new chance to live life! We constantly face new challenges, and our circumstances can change at any given time. I prefer to take things in my stride, one day at a time and live in the moment.





# The 15th annual Women in Mining conference a success - From development to leadership



Women from all spheres of the mining industry gathered at the Gold Reef City from the 21st till 23rd February 2024 for the Women in Mining conference and Career Expo event organized by the Intelligent Transfer Centre. Women in the country's mining industry as well as the neighbouring countries to come and share some of their learnings, challenges, and strategies in ensuring that there is representation in the mining industry. The conference attracted the Mine Health and Safety Council (MHSC) who sent a delegation to engage with the attendees at the conference in efforts to address some of the issues affecting women especially related to regulations.

The seminar took place at the Gold Reef City over a period of three days and comprised of businesses in the mining industry. PMC's Women In Mining chairperson Mpho Nyarela was one of the key speakers invited to share her view on highlighting best practices in workplace effectiveness through the implementation of internal WIM associations. She highlighted the

importance of having associations such as WIM in the interest of addressing issues affecting women in the mining industry. One example given was the importance of conducting surveys to get feedback on issues and equipment used by women in the mining industry as well as the importance of having structures such as WIM in mines to provide support and guidance to women. "Women in powerful, decision-making roles hold the key in developing and transforming others. It is time that we influence change by not only encouraging growth for women in the mining industry, but we need to advocate for more growth. There is more than one seat at the table. We are stronger when we work together than when we work against each other," said the softspoken Mpho.

One of the highlights of the conference was the presentation by the influential Prof Mamokgethi Phakeng, former UCT Vice Chancellor and academic leader who gave an insightful presentation on leadership 101. Known to be unapologetically outspoken, Prof Phakeng gave cognizant ways on how to navigate stigmas and

perceptions of how women are perceived in decision making roles. The audience was in awe of the relatable situations that were shared by not only from the esteemed speaker, but most speakers at the event. She also gave insights on how one has to be accountable and hold others accountable in the workplace.

On the role of the MHSC, Chief Research Operations Officer Fatheela Brovko said, "The MHSC is a tripartite organization, showing our commitment to health and safety in the mining industry by collectively addressing challenges and opportunities that face the woman in our industry – through research (which feeds into legislation) and data analysis (for governmental audits) to identify the trends and the areas of concern and challenges that women experience. We then develop guidelines and best practices to be used by mines and industry through collaboration with industry stakeholders and government agencies to ensure that we promote a culture of health and safety."



"We have proven our competence, dedication, and capability to navigate challenges. In this dynamic industry, however, there are still challenges that we face – some of them through unconscious bias," she said. "There has been various stakeholders (employers and government) who have put initiatives in place to start to start addressing some of these issues – initiatives such as mentorship programmes; training and development programmes; and partnerships with women's organizations. Most importantly, women have realized that we need to address challenges in a collaborative and a coordinated way," concluded Brovko.

***At the end of the conference, it was clear that there was still a long way to go for women, but through commitment to diversify organizations and executive support in women development activities, the sky is the limit!***





# PMC donates school uniform to local learners, local contractors follow suit



In its efforts to improve and sustain the lives of locals, mining giant Ba-Phalaborwa Community Forum (BCF) donated 182 sets of school uniforms to 91 learners from three areas in Phalaborwa who come from needy backgrounds. The local Business Community Forum approached PMC to assist in sponsoring the much-needed uniforms to the communities and the mining giant heeded the call. The learners were from Vuxeni high school, Selwana primary school and Ehleketani Primary school. On the 18th of March 2024, the event to handover the full school uniforms with essential supplies which included washing detergents and toiletries. This gesture was met with smiles and cheers, while others engaged in song and dance to show appreciation to PMC.

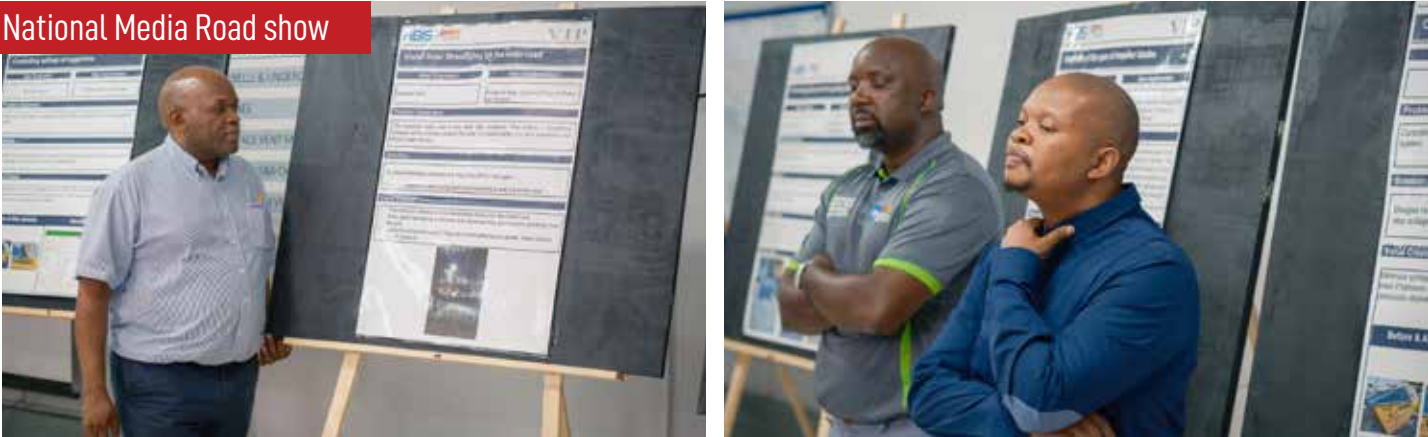
In the same spirit of giving back into the education sector, Laelo construction also took it upon themselves to respond to the needs of its immediate communities. The company led by Zelpha Mohale donated full uniform sets and sanitary towels to 30 needy learners from BN Ntsan'wisi primary school in Majeje village. This much needed donation will bring relief to the already stretched families and alleviate poverty while also ensuring a smooth learning process for the learners. Mohale mentioned that she received a request for donation from one of the educators and did not hesitate but supported the impoverished learners. She was grateful that the weight of buying uniforms was lifted off some parents' shoulders and believes that the donation will go a long way. Some of the children who were privileged to have the uniforms are from child-headed families or are orphans who rely on social grant.

Mohale reiterated "Education is a foundation for everything if one is determined to succeed. I would like to encourage all learners to take education seriously and always remember where you come from." PMC will continue to foster relationships with contractors and other stakeholders for the benefit of learners, schools and educators as we believe that education must take societal priority!

***There is so much more we can do by working together!***

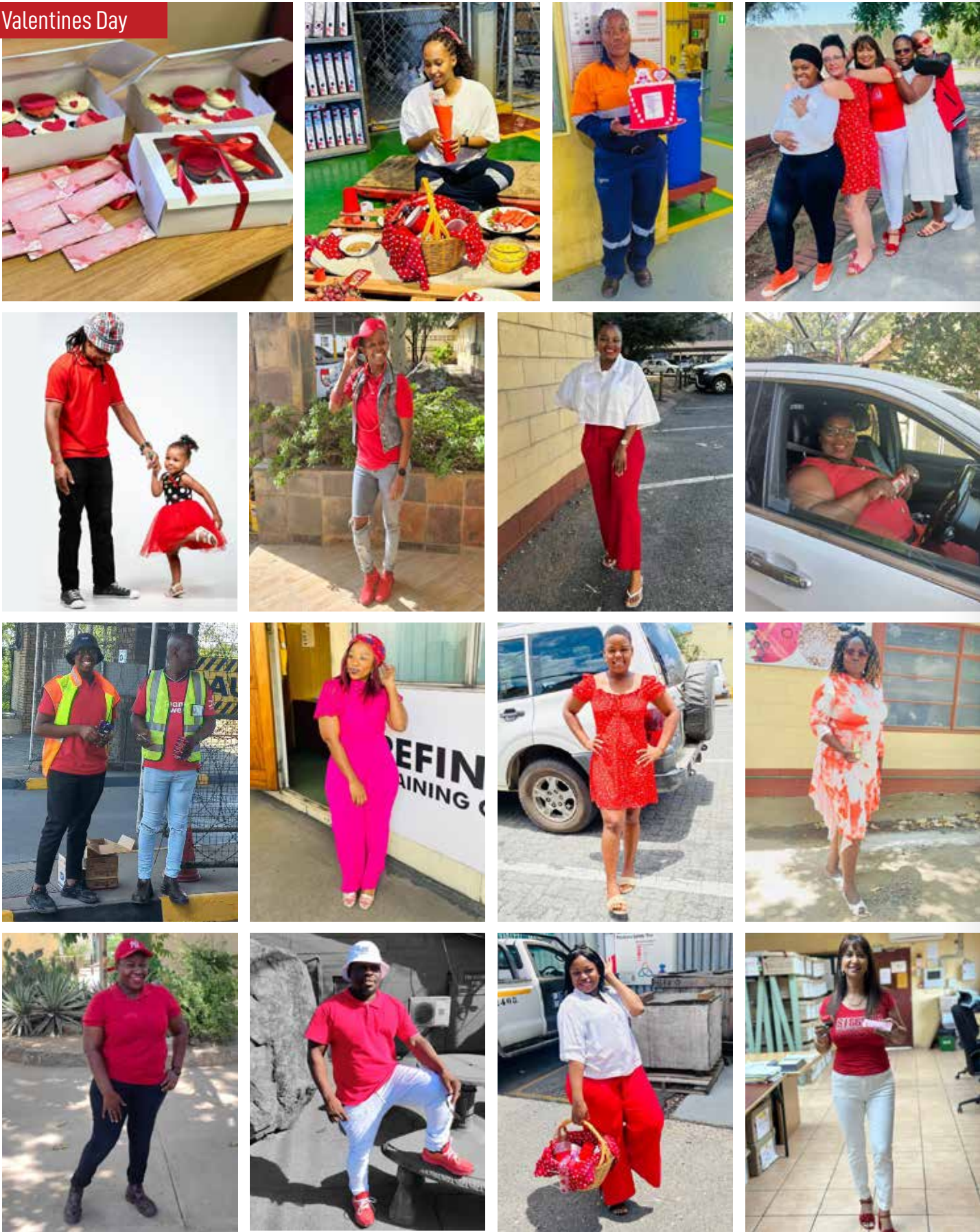


National Media Road show





Valentines Day



PMC Athletics Social Run





SHEQ Zero Harm & VIP Awards







**Congratulations  
to the Water Week  
Competition winners.**