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ZERO HARM CUP

2025 QUARTER-FINALS DRAW: A CELEBRATION OF SAFETY, SPORT AND STRATEGY

The Zero Harm Cup Quarter-finals draw marks our unyielding commitment to safety. On 16 May 2025, a draw was held to determine which of the Top 8 teams will play against each other in the Quarter-finals of the Zero Harm Cup - a soccer tournament that proves that safety is at the heart of PMC's leadership.

The Zero Harm Cup is our proof that our daily safety objective remains pinned in our organisational goal to return workers home safely. Mining is inherently risky, and our teams are exposed to stressors while conducting their work, therefore attributing our safety campaign to the people's game of soccer was another way to put their hearts back into their work.

During the Play-off matches, fourteen teams with participants including contractors participated for the honour to be selected as our TOP 8. With a subtle brotherly rivalry, the 8 teams will face off for the title. Although the ZHC is characterized by nuances of soccer, it is more than that. It is an opportunity for teams to self-audit, to be guided through a technical evaluation of their own processes supported by the SHEQ team and thereafter, post the learnings, undergo a process to improve and capacitate their plants with more efficient systems to win and beat the 15 fatal risk protocols identified internally.

15 FATAL RISK PROTOCOLS

ISOLATION	RAILWAY SAFETY
ELECTRICAL SAFETY	CONVEYOR SAFETY
VEHICLES & DRIVING	MOLTEN METAL
WORKING AT HEIGHTS	OCCUPATIONAL HYGIENE STRESSORS & FITNESS FOR WORK
CONFINED SPACES	RISK ASSESSMENTS
LIFTING & HOISTING	PERMIT & AUTHORIZATION TO WORK
FIRES & EXPLOSIONS	EXPLOSIVES
a) MINING & GROUND SUPPORT	b) SLOPE STABILITY



In our case, the trophy is just an accolade, the real prize is improved communication, teamwork, employee capacitation, efficient systems, quality output, effective collaborations and ultimately, going home safely after every shift. Winning the title this year will be a far easier hurdle, as the moment finds our teams mentally and behaviorally ready currently recording a Zero LTI achievement thus far for the year 2025.

All teams are excited at the chance of being crowned the safest team, the 2025 Zero Harm Cup Champions except the Concentrator as they hold on to the title with quivering knees. The question remains to be answered - WHO WILL TAKE IT? For now, until then, the Concentrator team are still the reigning 2024 Zero Harm Safety soccer tournament champions.



TOP 8 Quarterfinals fixture: #SafetyAseModlalo

MATCH 1		
TINGWAZI CONCENTRATOR	VS	MILL CONSTRUCTION VIP
MATCH 2		
PROJECT EXECUTION AMSHEQ	VS	UNDERGROUND JUMBOS LIFT I
MATCH 3		
ACE IT SMELTER	VS	TANKHOUSE CROCODILES REFINERY
MATCH 4		
UG ROCK MASTERS LIFT II	VS	THE SPANNERS VERMICULITE

EDITOR's NOTE

Greetings, PC Family

The winter season is upon us, as we enter the special youth month, we remind employees to take precaution with their health and keep warm. Spotlight on all teams for your focus and perseverance to keep a zero LTI free record. Excitement brews minewide with the ZHC Top 8 team selection draw. Furthermore, we look forward to celebrating Child Protection Week and Father's Day this month. Good luck to the **#BlueTrain**. We TRUST you can bring back GOLD from the 2025 Comrades Marathon.

#HLAYISEKA



WORKING TOGETHER TO END
VIOLENCE AGAINST CHILDREN

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**SPECIAL THANKS TO JORDAN SEDUMA FOR SENDING THE BEAUTIFUL PHOTO.
SEE ANYTHING SPECIAL OR QUIRKY ON SITE
CAPTURE IT AND SHARE TO ZANI.KUTUMELA@PALABORA.CO.ZA**



2025 A YEAR OF EXCEPTIONAL CARE



|The goal remains ZERO-HARM! khumbul'ekhaya



A TRIBUTE TO BAMBUTI

THE CURIOUS WANDERER



August 2018, a remarkable elephant bull known as Bambuti officially became part of the Elephants Alive tracking database. Towering, majestic, and endlessly curious, Bambuti roamed vast stretches of the Associated Private Nature Reserves (APNR), with his heart seemingly anchored in the wild beauty around Umbabat.

However, as with many great elephant bulls, Bambuti was not one to stay still. Each year, during his musth cycles he would set off on extensive journeys. Musth cycles are a period of heightened reproductive hormones that drive bulls to seek out mating opportunities and are often marked by increased aggression, thick temporal gland secretions, and a constant dribble of urine, all of which signal a bull's readiness to mate and challenge rivals.

Bambuti was no exception. His early travels once took him as far as the Giriyondo border post in Kruger National Park. Now in more recent years, his destination of choice became the Palabora Mining Company grounds. This area, rich in mineral-laden soils and nutrient-dense vegetation, has long attracted large numbers of breeding herds. Where the cows go, bulls in musth will follow, and Bambuti was no different.

Elephant bull fights during musth can be incredibly fierce, often involving powerful head-to-head clashes, tusk-jabbing, and pushing contests that can cause serious injury or even death.

Tragically, it was during his last musth cycle that Bambuti's story came to an end. In a fatal encounter, he crossed paths with Henry, the area's dominant bull. Their confrontation, likely sparked by competing interests in the local females.

This time, the outcome was fatal. Bambuti succumbed to the injuries from the battle and, Henry, though victorious, did not emerge unscathed, he twisted a tusk in the fight, a stark reminder of the cost of dominance in the wild.

Bambuti was not just a roaming bull. His movements and behaviors contributed richly to multiple research projects that depend on the Elephants Alive tracking database. He was a symbol of wilderness, a living link in the ongoing story of conservation, and a subject of scientific value whose legacy will endure in data and in memory.

To those who watched him from a distance, tracked his footprints or studied his journey across the landscape. Bambuti was more than just a name on a GPS collar. He was an icon of the wild spirit that defines our bushveld.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE



Crossing the Bridge in 2025 Towards a SAFE Future: Driving a Culture of Safety in Logistics Operations



As we step into the 2nd quarter of 2025, our journey towards operational excellence continues, and at the heart of this journey lies a bridge to a SAFE future that we must all cross.

The Logistics Operations forms the backbone of our mine's daily operations. From hauling and transporting products to ensuring the seamless flow of operations, every movement matters. However, as the pace of our business accelerates, so does the importance of staying vigilant, cautious, and committed to safety at every turn. In high-pressure, fast-paced environments like ours, it is easy to get caught up in deadlines, tonnage targets, and operational efficiency. No target is ever more important than the well-being of our people.

On the 06th of May 2025, the Logistics Operations team and management gathered to launch the **"Crossing the Bridge" safety campaign**, which is a reminder that we are responsible for each other, and it is not just about protocols and PPE, but about mindset, awareness, and making safety a personal priority.

According to Sanda Zungu, Executive Manager Supply Chain & Logistics, the bridge symbolizes transition, from reactive safety thinking to a proactive safety culture. "It is about leaving behind complacency and stepping into a future where every task starts with a safety check-in, every risk is reported, no matter how small, every individual speaks up without fear when they see unsafe behavior and every incident becomes a lesson, not just a statistic".

Milton Malatji, Superintendent Magnetite Supply Chain also emphasized that the leadership team will be paying special attention to safety challenges in their department such as vehicle and pedestrian interaction, load management and fatigue management. All of these to make sure that their workforce returns home safely, every day.

"This campaign is not about ticking boxes — it is about building a culture where safety is second nature. Whether you are behind the wheel, guiding a load, or planning a route, you are the bridge. Your actions and choices carry us all towards that SAFE future", said Lizzy Selepe, Acting Superintendent Logistics Ops.

Let us make 2025 the year we do not just talk about safety — but live it, lead it, and lock it in.

- ☐ **Stop. Think. Act.**
- ☐ **If it feels unsafe, it probably is.**
- ☐ **Every journey starts with safety**



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE





PMC Drives Digitalization by Donating 44 Computers and Accessories to 11 local schools, Providing New Opportunities for Learners

The ‘digital divide’ which highlights the difference between those who have access to technology and the internet and those who do not, is increasing. PMC recognized the need to eradicate this divide among the youth and provide them with equal access to technology.

In a significant display of generosity that will be remembered for many years to come, PMC donated 44 computers and accessories to 11 under-resourced schools in Phalaborwa on Tuesday, 08 April 2025, assisting learners to become more tech-savvy and further advance themselves.

Of all the schools recommended, the following 11 were the chosen recipients that received the cutting-edge computers and accessories:

- Kgopsane Primary School (Namakgale)
- Sebalamakgolo High School (Namakgale)
- Mhalehale Primary School (Namakgale)
- Gaza Primary School (Namakgale)
- Bollanoto Primary School (Makhushane)

- Makhushane Primary School (Makhushane)
- Prieska Primary School (Prieska)
- Makikele High School (Selwane)
- Maswaswivona High School (Selwane)
- Madjadji Primary School (Selwane)
- Ehleketani Primary School (Selwane)

Present to personally hand over the much-needed resources was PMC’s management and Information Services and Technology (IS&T) team, who partnered with the Transformation department to ensure the success of this donation.

Abby Ledwaba, Manager Employee Relations and Communications, highlighted South Africa’s potential, describing it as a nation with promising minds ready to shape its future. He hoped the equipment would be of meaningful benefit to the learners and teachers’, assisting them to navigate through this digital era together.

Nozipho Zitha, Manager Organizational Development, Design and Transformation explained that the company donated the computers to various local schools with the aim of exposing learners to the world of technology and providing them with access to computers which, they can use to master the basic computer skills. She further mentioned that it is PMC’s goal to empower learners in our host communities to become more knowledgeable about technology in today’s world.

“The learners from different schools are part of the generation that will lead this country; therefore, it is important to equip them with all the necessary tools in order to produce a generation of tech-savvy entrepreneurs who will start and run their businesses that are leading in society.”

“The support we have received from PMC is invaluable. We are deeply grateful for this donation. The computers will be used to support learners who may not have access to any computers, with an aim to further eliminate any barriers that may impede their success in school. This will go a long way in making sure that our learners are empowered and ready for the changing world as the fourth industrial revolution takes over,” said Eunice Ntswanwisi, Lulekani Circuit Manager.

PMC remains dedicated to creating and enhancing conducive learning and teaching environments in disadvantaged schools, making a tangible difference in the lives of countless learners.

Congratulations to all the recipients of this kind gesture, we hope that it will spark your curiosity and encourage you to explore new ideas!



Empowering Tomorrow's Leaders: PMC Brings Environmental Awareness To Local Schools

As part of its ongoing commitment to environmental education and community engagement, PMC's Environmental Department has been actively conducting school outreach sessions focused on Air Quality, Biodiversity, Water Management, Land & Wildlife Management as well as Waste Management. This forms part of a broader initiative to instill environmental awareness amongst the youth, aligning with the company's regulatory obligations and its deeper responsibility towards sustainable development.

The initiative originated through PMC's Atmospheric Emission Licence (AEL), administered by Michelle Matthee, Environmental Specialist Air Quality & Biodiversity. The licence requires the submission of a five-year Public Awareness Plan to the Mopani District Municipality, the Licensing Authority, aimed at educating the public about the company's Air Quality Management and performance, in terms of environmental impact and compliance measures.

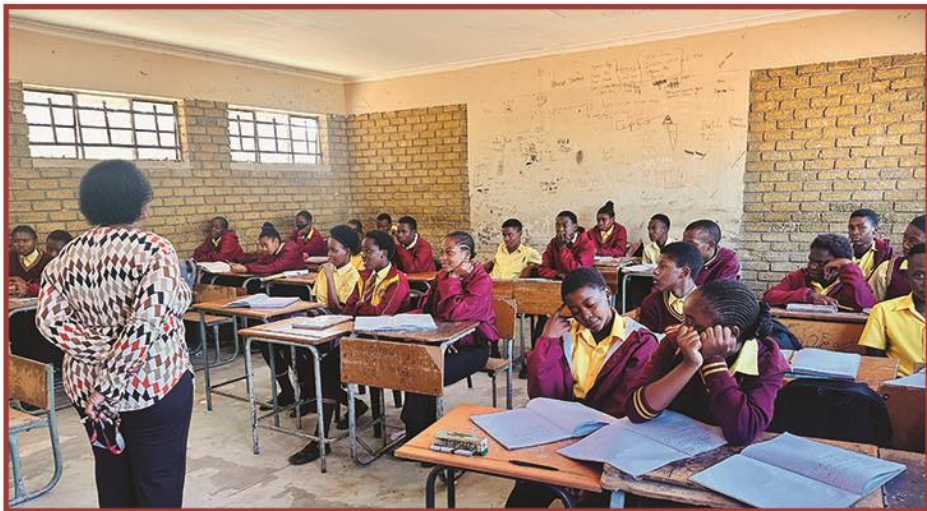
Seeing an opportunity to go beyond compliance, Michelle proposed reaching out to local schools, starting with learners as they are our future environmental leaders. This approach has proven to be an effective way of spreading awareness widely and meaningfully.

Initially centered around Air Quality Management, the school presentations have since grown to cover a wider range of environmental management. The presentations now include waste management, water management, land management and biodiversity issues. Learners are introduced to the impact of mining on water resources, air quality, waste, wildlife and land as well as how PMC actively manages and monitors its water use, air quality, waste, land use and rehabilitation and working amongst wildlife. These sessions provide the learners with a practical perspective on environmental-related challenges in the mine and offer insights into sustainable practices both within the mining sector and in their daily lives.

Since its inception, the Environmental management and now with a dedicated team of Environmental interns; Mahlatse Mabula, Mapula Matjie, and Lotanang Ramushu, have been bringing enthusiasm and real-world expertise into the classrooms. The team has conducted Environmental Awareness in the local schools such as Majeje High School, Nkateko High School and Baranuka High School.

Looking ahead, the Environmental team plans to extend the program to other schools in the Ba-Phalaborwa area as well, enriching young minds with important knowledge. "These sessions are not only educational but also serve to introduce learners to potential career paths in environmental management and instill the values of personal environmental responsibility," said Michelle Matthee, Environmental Specialist Air Quality & Biodiversity.

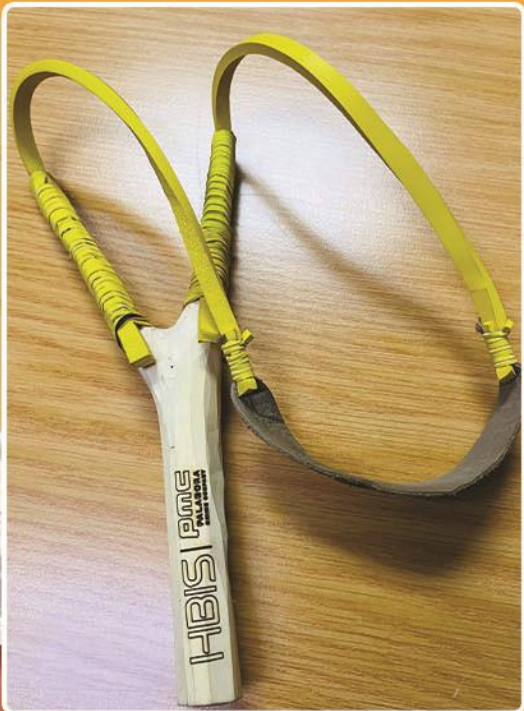
The impact of the program is already visible. Learners are asking insightful questions and engaging deeply with the content – especially around water issues that affect their own communities. These interactions reveal a growing interest in environmental topics and highlight the program's success in stimulating thought, awareness and potential future action.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE



Stay Safe, The Smarter Way: Land Management & Wildlife Team Tackles Primate Risk



In a proactive move to enhance employee safety and reduce wildlife-related incidents, the Land Management & Wildlife Team has recently donated 50 slingshots to designated personnel across high-risk areas of the mine. This initiative comes in response to a growing number of primate-related encounters, where employees have reported instances of harassment, theft of personal items and destruction of property.

The presence of primates (monkeys and baboons) in and around operational areas has posed a unique challenge, one that requires a balance between protecting employees and respecting local wildlife. With the donation of slingshots, the goal is not to harm the animals, but rather to use them as a harmless deterrent to keep primates at a safe distance.

“While our safety policies have traditionally focused on equipment, behavior, and environmental hazards, we must now also address wildlife risks — particularly those that can escalate unexpectedly. Primates, especially baboons, are very fast learners, so the aim is to make them weary of all personnel by showing them the slingshots whenever they get close to buildings or people, so they learn that not only the rangers are to be feared. We are always committed to ensuring a safe and secure working environment,” said Sasha Bornman, Game Ranger.

She also added that, depending on the effectiveness and success of this first round of this initiative, they are planning to donate more slingshots which will be distributed to security teams, cleaners, gardeners and frontline supervisors who often work in outdoor or high-risk primate activity zones. “All individuals receiving slingshots undergo a brief training session on appropriate and ethical use. The Land Management & Wildlife Team is open to offering extra training, instruction and safety posters to ensure all employees know how to use the slingshots”.



Wanga Ramathuthu, Game Ranger, advised employees to always maintain a safe distance between themselves and wildlife to avoid being attacked or contracting zoonotic diseases from them. “Baboons, while generally not actively aggressive toward humans, are potentially dangerous or may pose a threat due to their size, strength and sharp teeth. This can lead to serious injury as they may push or shove individuals”.

PMC employees are also reminded that primate activity is often worsened by unintentional feeding, littering, or leaving food in open areas. The success of this initiative depends not just on tools like slingshots, but also on our collective behavior and vigilance.

“The safety of our people remains our top priority, but as guests in nature, we also have a responsibility to act humanely and intelligently. The slingshots are just one step in a broader plan to live — and work — safely with the environment around us,” said Chester Mhlanga, Game Ranger.

Remember to never feed wild animals, to store food securely, use slingshots only as trained, only shoot when it is necessary and never use the slingshot on anything other than primates and report all wildlife encounters to your supervisor or Security Control (2666) when Ranger assistance is required.

Let us work together to keep our site safe and wildlife at a respectful distance. Crossing the Bridge in 2025 Towards a SAFE Future means tackling every safety risk, even the unexpected ones.

Kudos to the Land Management & Wildlife Team!

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE





VIP Divisional Champions Honoured for Outstanding Service

Since its inception in 2023, VIP has grown into a leading Department known for its efficiency, innovation, and commitment to quality service. This journey of progress would not have been possible without the unwavering dedication of its people, particularly the divisional champions who have played a vital role in driving continuous improvement and shaping the culture of success.

In a celebration of dedication, excellence, and teamwork, the VIP Department led by Aidan Schoonbee, Executive Manager Lift II Projects, Concentrator and VIP honoured the VIP Divisional Champions for their exceptional contributions to the ongoing success of the VIP department.

Each of the divisional champions was presented with a Certificate of Recognition, symbolizing VIP’s appreciation for their consistent performance and positive impact. These individuals have not only demonstrated excellence in their duties but have also played a key role in upholding the values and standards of VIP.

Divisional champions are vital links between management and operational teams, driving performance, supporting improvements, and promoting VIP’s goals at ground level. What sets them apart is their ability to take on these champion duties in addition to their regular roles often behind the scenes.

In addition to their day-to-day contributions, divisional champions also serve as the STARS Committee where they screen, refine, and promote ideas submitted by employees and contractors. They play a key role in packaging and “selling” these ideas, ensuring they are well-positioned to compete and win in internal innovation challenges. Their support helps turn great ideas into real, measurable outcomes.

Congratulations once again to all divisional champions. Your selfless dedication continues to inspire excellence across VIP.



NAME	DIVISION
1. Sakkie Van Wyk	Lift II Projects
2. Leago Sathekge	Underground Mining
3. Robert Khumalo	Underground Mining
4. Kala Manyama	Logistics
5. Andriette Kotze	Marketing & Sales
6. Urbanus Human	Vermiculite
7. Jacques Moller	SHEQ
8. Kabelo Machethe	Magnetite
9. Baloyi Vhusi	Asset Management
10. Winnie Baloyi	Finance
11. Muxe Ndlovu	Finance
12. Ziphelele Coka	Finance
13. Eugene Nkwamba	Smelter Retrofit
14. Talent Shiburi	Refinery
15. Rosemary Moagi	Concentrator
16. Elsa Senyolo	Concentrator
17. Sedzani Dagume	Vermiculite
18. Nyiko Khosa	Magnetite
19. Charmaine Mongwe	Human Resources
20. Blessie Wessel	Finance



VIP Team Embarks on Shopfloor Engagement Roadshows

The VIP Department has officially kicked off a series of roadshows, taking their message directly to the shopfloor teams within the Operations. These sessions are focused on reinforcing key principles, re-aligning teams with our core values, and recognizing the vital role of our frontline employees.

These roadshows are more than just information sharing sessions, they are an opportunity to foster open communication, clarify expectations and celebrate the everyday wins across all levels of the bussiness.

Other departments are encouraged to be on the lookout, the VIP Teams could be heading your way next! Be ready to engage, ask questions, and share your insights with the team.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE





PMC Supports Baby Elephant Marathon Through Participation and Waterpoint Sponsorship

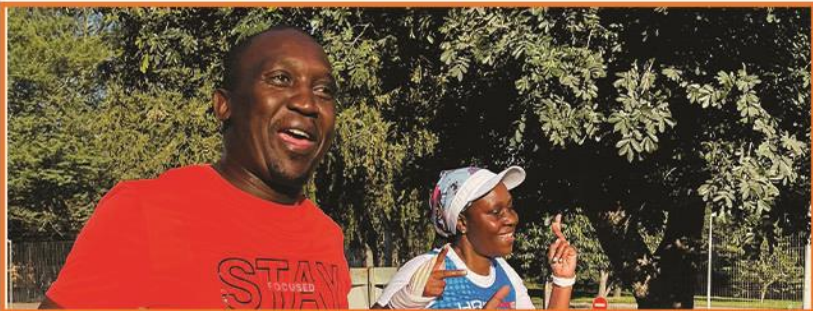
The streets of Phalaborwa town came alive on Saturday, 10 May 2025, as approximately 200 runners from all walks of life gathered for the annual Baby Elephant Marathon at 5:00 am for the kick-off. Offering 5km, 10km, and 21.1km race options, the event catered a wide range of runners, allowing everyone to participate.

Baby Elephant is one of the elite running events which is hosted by Phalaborwa Road Runners. The event, known for its challenging winding route, vibrant energy and community support, saw enthusiastic participation from both seasoned athletes and local running clubs including our very own PMC Athletics Club who used the opportunity also as a preparation run for the 2025 Comrades Marathon.



PMC once again showed its ongoing commitment to community wellness and sports development through its annual support of the event. By hosting a waterpoint along the route, offering runners much-needed hydration and motivation as they pushed through the course.

As the final runners crossed the finish line, smiles, high-fives, and expressions of victory filled the air. It is with no doubt that the Baby Elephant continues to be a beloved fixture in Phalaborwa’s sporting calendar, bringing together community, corporate support, and a passion for running.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE

