



SMELTER RETROFIT PROJECT ACHIEVES

A milestone worth boasting about!

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

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

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

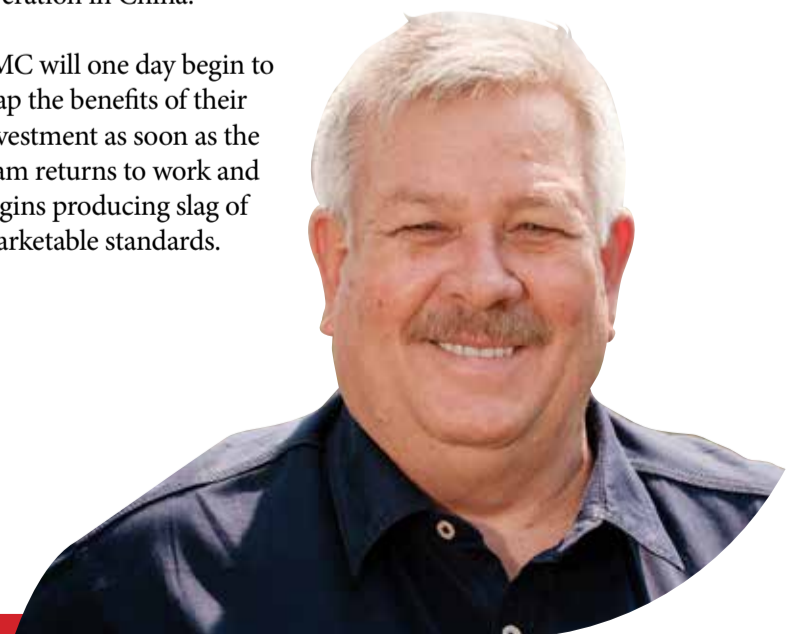
Furthermore, Willie conceits that the efforts of his quality frontline leaders: Ephraim Sekatane, Matsela Kwinana, Fredl van Der Merwe, Coenie Fourie, Anthony Galante, Kallie Maritz, Derrick Mileham, Solly Chauke and Jaco Cronje to continuously engage and support the crew, is a major contributor to the positive overall high work morale on site. The leadership’s ability to unite the team and make them feel valued and cared for, is a staunch reflection of Willie’s persona and humility.

Willie has traits of a natural born leader, gentle in spirit but firm, attentive and decisive about all activities within his operation. His compassionate nature gains him the trust of his team and opens up a window for him to influence them the right way. Willie understands that positive reinforcement is a great tool for helping employees grow and continue good actions, so he is regularly seen coaching and mentoring his team, walking the floor, freely engaging and interacting with the team, providing them with well researched solutions for their challenges as well as stretching them to achieve more than their standard job requirements. Safety rules do not make people feel valued or more productive but good support, continuous visible

leadership and effective recognition initiatives do. When employees feel respected and valued, they will go to great lengths to obtain great results to support their leader’s vision.

To date, the SRP team enjoys an unmatched safety culture because of Willie’s hands-on and decisive nature. The new retrofit smelter is a reality for PMC and will commission soon after the completion of the Oxygen plant. To ensure its success, PMC is supporting the Metallurgists who will be operating the control room and the Training Officer, with a learning opportunity to shadow and learn new skills at a similar operation in China.

PMC will one day begin to reap the benefits of their investment as soon as the team returns to work and begins producing slag of marketable standards.





The 2023 SHEQ Spring Fun Walk Was A Total Bloom

PMC teams surpassed all expectations donned in all colours of the rainbow competing against the veld coming into bloom.

The workforce gathered in the warmth of the morning sun, at the SHEQ sports ground ready to welcome in Spring with a walk, song and dance.

The mass attendance at the much-anticipated annual calendar event proves that Work Life Balance must continue being prioritized for the Physical and Mental well-being of all employees.

Truth be told, the day is

not just about camaraderie, team morale and wellness. There is a distinct subtle rivalry amongst the teams as they each showcase their well thought-out, beautifully coordinated themes to instill their dominance.

This year, the Lift II team led by Mining Manager Rendani Nemathithi were the showstoppers. The team walked from Mining to SHEQ, escorted by Security personnel, singing, dancing and displaying placards campaigning for Workplace safety and showcasing their project milestones, targets and safety achievements.

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WELLDONE SHEQ! We look forward to the Spring Walk next year!



Editor's Comments



#ZERO-HARM!

The crisp September air beckons it upon us to wear our walking shoes and step outside. Let us take advantage of the season and revitalize our minds and bodies with exercise.

Also let us take a moment to give special recognition to the SRP team for their monumental 2 million hours achievement. We are proud of them for being safety conscious and running an injury free workplace.

Kids Zone

Spring Word Search

O	M	G	Q	R	A	I	N	B	O	W	S	T	H	G
E	N	I	H	S	N	U	S	F	Z	Y	P	E	S	Y
J	D	A	L	V	B	N	J	C	K	S	O	K	A	S
G	N	I	T	L	E	M	I	P	V	T	R	C	L	P
E	M	I	T	G	N	I	R	P	S	O	D	A	P	R
G	A	D	A	F	F	O	D	I	L	O	N	J	S	O
G	N	L	S	E	I	Y	W	Z	H	B	I	M	E	U
R	R	I	L	P	H	Q	A	E	T	R	A	T	C	T
Z	E	O	N	E	I	I	L	M	E	R	A	J	E	
F	G	W	W	E	R	L	H	T	R	B	Z	V	J	E
H	E	D	O	T	D	B	U	Y	A	B	H	F	L	G
U	U	Q	V	L	H	R	M	T	W	U	M	D	R	I
S	E	E	D	S	F	K	A	U	O	R	D	E	J	R
O	R	N	D	M	C	T	Z	G	V	U	E	A	N	F
Q	F	I	Z	W	Y	E	Z	Y	P	N	A	F	Z	P

daffodil
flower
gardening
green
growth
jacket
melting
puddle
rainbow



raindrops
rubberboots
seeds
splash
springtime
sprout
sunshine
tulips
umbrella

Sinkers vs Explosive

ZERO HARM GIVES WORKERS INCENTIVE TO LEAD SAFETY

Murray and Roberts is not cutting corners when it comes to safety. The team held a safety standdown to ensure that ZERO-HARM protocols are in place within their operations.

The crew was trained on the danger of working with explosives and fundamentally given the authority to scrutinize and refresh their own internal procedures to assess if they are low-risk and support the injury free workplace objective.

Their usage of explosives is

intrinsic to the processes at M&R. Explosives are a vital component of hard rock mining operations to extract ore.

PMC is proud of M&R for adhering to the Mine standards and for continuously ensuring that safety is in place. Moreover, that amidst the pressure to reach production targets, they do not cut corners, but rather ensure peak functioning, efficiency and the safety of employees in all activities involved in their production undertakings.



Your Home Gardening Is Our Counter Strategy To End Poverty Within The Local Communities

1 September - 1 December Grow Your Garden

Home gardening is a worldwide ancient practice. Families have over centuries contributed towards food and nutritional security through small food systems.

With the high rate of unemployment and the rising cost of food, low-income families are not able to afford basics for human survival.

Do You Have Green Finger? Partner And Help End Hunger Today!

We are asking you to partner, by collecting seed at the SHEQ offices and start a home garden at home. Your fresh produce will feed impoverished families within our local communities.

