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VIP DIVISION IS SHIFTING PMC TOWARDS PRAGMATIC AUTOMATED SOLUTIONS

The mining industry is in a constant state of flux with innovation for sustainability and Palabora Mining Company is passionate about innovation. Competition in the markets is intensifying - necessitating mining houses to be innovative in a relentless pursuit to up-scale production growth, safety, and excellence.

PMC is not immune to the trend and is shaping up, responding positively to the raised and complex new sector standards by internally surveying its patterns and quality through the VIP Challenges. The VIP Challenges are an in-house driven program, steering employees to self-assess and unleash solutions towards improving overall performance outputs, SHEQ or behavioural patterns.

Our employees including Shopfloor are capable, THINKING and making a concerted effort to suggest cost effective, credible engineering solutions to fix current failures, upgrade designs, or introduce state-of-the-art equipment to reduce or once-and-for-all

mitigate accidents minewide. The VIP Contact Centre is receiving an exciting range of cross-departmental best suited potential solutions daily, aimed at effectively addressing challenges in health and safety, community, maintenance approach, operations approach, environmental & waste and communication.

PMC is proud to announce the recent successful implementation of the following feasible ideas:

- 1 Sasha Bornman**
Game Ranger – Daily Fire Index Board
- 2 Stephen Mathole**
Magnetite Supervisor – Installation of Y-Piece on Pump 1
- 3 Modupi Kgole**
UMM BI-Superintendent – Biometric Fingerprint TMM Key Control system
- 4 Werner Ungerer**
Laelo – Planner Manager – Shift Report

We are looking forward to announcing the successful implementation of many more VIP ideas and their significant impact within our operations!!!



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!

WALL OF FAME

Sasha Bornman: Game Ranger Environment & SHEQ MS

Sasha Bornman suggested an installation of a daily fire index at the main gate.

Understanding the critical risks posed by wildfires, Bornman's initiative aims to enhance safety protocols, prevent loss of life, protect valuable equipment, safeguard wildlife, and maintain infrastructure integrity. The fire index serves as a real-time monitoring system, providing early warnings based on current fire weather conditions and potential threats.

In addition to monitoring fire risk, the index serves as a vital educational tool. It reminds employees and visitors to avoid dropping cigarette butts, maintain a clean area free from combustibles, and refrain from any grinding or high-risk activities when the index indicates yellow, orange, or red levels. This proactive awareness helps to minimize potential fire hazards before they escalate.

The VIP Department would like to thank Sasha Bornman for her brilliant idea submission.



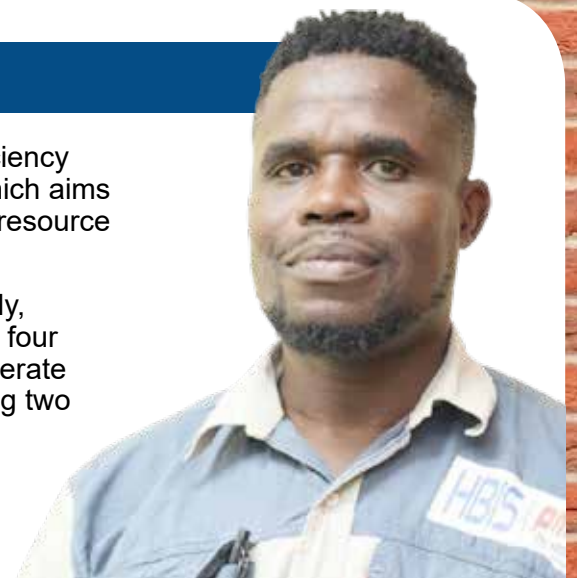
Stephen Mathole: Supervisor, Magnetite

Stephen Mathole has brought forth a game-changing idea aimed at enhancing operational efficiency within the organisation. By proposing the installation of a Y-piece overflow pump on Pump 1 which aims to optimize the feeding of cleaner Magseps units 1, 2, 4, and 5, significantly reducing costs and resource consumption.

Recognizing the financial and environmental impact of running multiple Magseps simultaneously, Mathole's innovative solution enables a streamlined approach. By utilizing a single Y-piece, the four cleaner Magseps can be completely shut down while the remaining four recleaner Magseps operate efficiently. This strategic adjustment not only conserves water but also saves energy, addressing two critical concerns in resource management.

The idea was successfully implemented enhancing the overall system performance.

The VIP Department would like to thank Stephen Mathole for his brilliant idea submission.



Modupi Kgole: BI- Superintendent, UMM Contracting Services

Modupi Kgole has come up with a great idea for the TMM Key Control System. He suggested that using an electronic key control system that uses biometric fingerprint readers will make accessing keys easier and safer.

This system was set up in the Underground (UG) area (Lift I and Lift II), allowing operators and maintenance workers to get keys without needing someone to supervise them all the time. The system is designed so that each person can only take out one key at a time. They must return that key before they can access another, which helps keep track of who has which keys.

Kgole's idea improved key management by removing the need for paper records. Everything is now recorded electronically, making it safer and more accurate. This way, the Underground operations can ensure that keys are managed securely.

The VIP Department would like to thank Modupi Kgole for his brilliant idea submission.



Werner Ungerer

Werner Ungerer has proposed an idea to improve the construction schedule compliance of Crusher 5 by enhancing communication between shifts.

Information about each shift's performance often went missing, making it hard to solve problems and analyze operations effectively. To address this, Ungerer developed a digital shift report that can be filled out on a cellphone. This electronic form includes important data, such as an attendance register of the operators on duty, a list of available equipment, any delays encountered, and the work completed during the shift.

As soon as the supervisor finishes their shift they can access their cellphone, and submit their report. This information is then immediately available to the supervisor's management team, peers, and the Project Management Committee (PMC).

This digital approach allows the team to quickly respond to any issues raised and identify trends that could help improve operations in the future. By using these electronic forms, Ungerer aims to make shift reporting more consistent and effective, ultimately leading to better performance and productivity at Crusher 5.





Palabora Mining Company supports Mopani District Municipality's Clean Earth Schools Campaign

Kgapane High School pupils came out on top at the **Mopani District Municipality's Clean Earth School's Campaign**. The environmental competition finals were held in Tzaneen, Limpopo, on the 11th of October 2024.

Mopani District Municipality launched this year's Campaign in April 2024 and the Department of Forestry, Fisheries and the Environment (DFFE) and Palabora Mining Company (PMC) were in partnership with other local businesses operating within the environmental space to support this great initiative for the betterment of schools in the district and to spread environmental awareness amongst our youth and communities.

Grade 10 learners and their teachers from 15 schools (three (3) from each of the five (5)) local municipalities in the Mopani District, namely Ba-Phalaborwa, Greater Giyani, Greater Letaba, Greater Tzaneen and Maruleng, competed against each other, under the 2024 World Environment Day theme of

"Accelerating Land Restoration and Drought Resilience". The learners from each of the schools that made up the top five (5) finalists were given the chance to present the projects that they implemented at their schools in line with the theme. These projects included aspects related to climate change, soil restoration, recycling, beautification and awareness campaigns in their respective schools and local communities. The prizes included five (5) laptops with bags, tablets, bicycles, trolley backpacks and gardening tools.

PMC heeded the call of supporting this initiative by donating the five laptops with bags, as the first prize for the school that won the overall competition. The recipients were absolutely elated with their prizes.

Michelle Matthee, an Environmental Specialist at PMC, represented the business by addressing the attendees and sharing insights on how PMC operates when it comes to environmental matters. Her presentation was food for thought



for the attendees, especially for learners that engaged in asking questions for better understanding and gaining knowledge.

"It has been a great journey from when this initiative began earlier this year and witnessing your presentations today was the highlight. My words of encouragement to you are to stand up for what

you believe in – be the change you want to see in the world. I would like to commend all the schools that participated in the campaign – you all did exceptionally well! Keep up the good work and keep sharing your environmental knowledge with others – together we can make a difference", Matthee said.



EDITOR'S NOTE

The year 2024 is officially winding down, and as many teams prepare for the year-end break, many more will continue working through the festive

season. Let us be accountable, taking safety into our own hands and complying to keep ourselves and colleagues SAFE!

Thuthukani is serving our communities

Palabora Mining Company is making great miles within the communities through the generosity of their contractors.

Thuthukani Sourcing & Logistics team, this week, on Monday and again on Thursday, attended 2 matric preparation events hosted by Mopani District and the Local Circuit Managers respectively to motivate learners and their educators.

The events were aimed to prep the current matric class for the upcoming "somewhat nerve wrenching" final examinations commencing Monday 21 October 2024.

At the events, Thuthukani delivered a generous donation of over 1000 stationery packs comprising all the necessities the learners will need sitting for their final examinations because of the shortage in supplies at the schools.

Thuthukani understands that most of these community learners come from impoverished households, therefore small necessities as pens and pencils, although critical, may be a burden for some parents and learners will arrive at writing stations without them.

PMC is proud of Thuthukani for their notable donation and for responding without hesitation to alleviate exam stress and deliver quality education.

**"The future of this country is in the hands of these learners. We give not because we have, but because we are actively contributing towards building a sustainable community."
Sakhile Dlamini - Thuthukani Director**



LPR Group lends helping hand to local learners by donating school shoes

PMC's Diesel and Castrol Oil suppliers, LPR Group - Lowe understands the importance of giving back to the local communities. The team donated 30 pairs of school shoes to needy learners from disadvantaged backgrounds within our host communities at BN Ntsan'wisi Primary School and Lepato High School, 15 learners at each school respectively.

The team invited PMC Transformation office together with local Traditional

leaders to witness the official handover on 08th of October 2024. The Traditional leaders praised Castrol Suppliers for the kind donation. "Thank you LPR Group for making a difference and leading by example. May this gesture motivate other companies to follow suit", said Mr. Mabobo of the Majeje traditional authority.

Smiles were abound from the learners. One of the learners, Andzani conveyed her gratitude saying: "Thank

you for the shoes that you gave us today, these will help us, especially since most parents, like my mother could not afford it. May you continue doing great work in the community. "

Chantel Amos, of LPR Group expressed their delight for an opportunity to sponsor the learners. "We trust that the learners will enjoy their new shoes, and walk with them, many miles into the future."

