

For comments or queries contact the editor: zani.kutumela@palabora.co.za

Underground Mining celebrates the Season of *exceptional care*

Quarter 4 is historically a season where we experience high frequency of injuries on duty in the mines and Palabora Mining Company is no exception.

On the 29th of October 2024 Mining leaders, Sam Ngidi (Executive Manager Mining Operations & Lift II Project) jointly with Aidan Schoonbee (Executive Manager Lift II Projects, Concentrator & VIP) collaborated with the SHEQ Department led by Itumeleng Ngoae (Executive Manager AMSHEQ) to host its annual safety standdown for Underground mineworkers.

PMC's Underground Operations along with its contracting partners employs approximately 1300 employees. The standdown is a proactive measure by management and safety representatives to host a knowledge sharing strategy to stimulate and motivate the workforce. Moreover, this initiative satisfies the Mine Health and Safety Act's requirement to promote safe behavior and address all potential hazards including heat and hydration particularly for the Phalaborwa environment.

The theme of this year's safety campaign is titled "Your Safety is Your Shield". A shield, by its very nature, is designed to protect against danger, risk, and unpleasant experiences. Therefore, this theme demonstrates that management



takes into cognizant that at the tail end of the year workers are physically and mentally exhausted and this may lead to heightened absenteeism or worse off they may turn to substance abuse to cope at work.

At Palabora Mining Company, our daily safety goal remains Zero- Harm. The signing of the shields and the safety pledges taken by the entire team epitomizes the covering that is desired and the accountability of each one to look out for himself and then for another everyday at work- striving to avoid pitfalls and return workers home safely each day alive to

their loved ones.

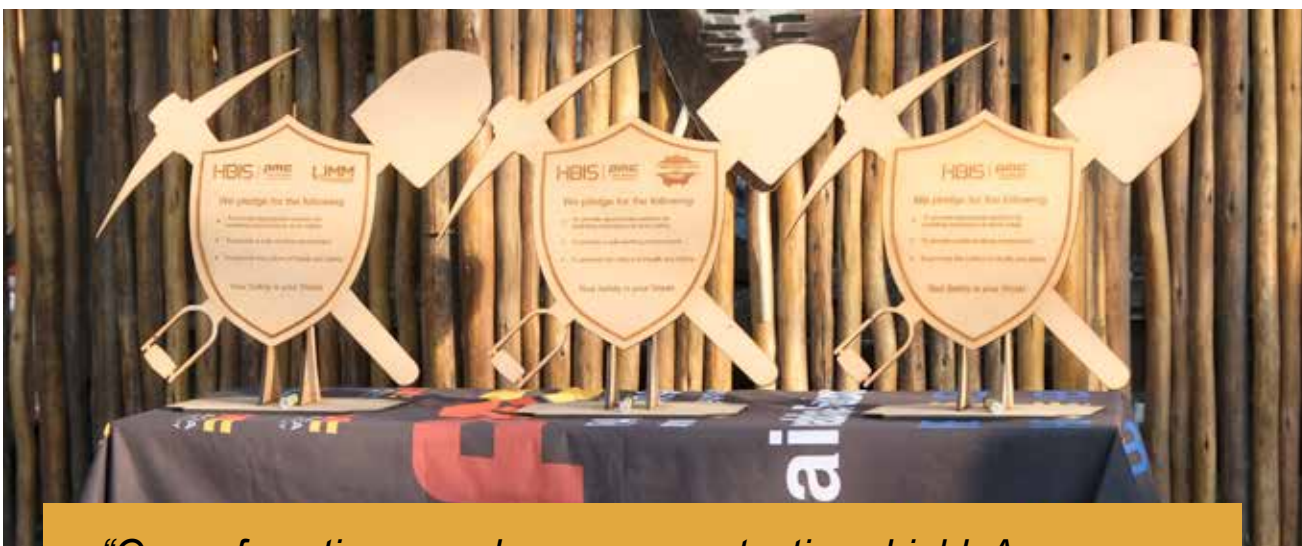
- Xiya Xiya
- Zero-Harm
- Khumbul'ekhaya
- See something, Say something, Save someone
- Your safety is your Shield

The above listed pillars are some of the safety campaigns championed at line-ups, audits and meetings to emphasize safety during the year and leading to this critical season to prepare workers for: Fatigue management, Supervision, Visible Felt Leadership, Zero Tolerance to Substandard Conditions and Intoxication.

The employees jovial mood while signing reverberated management's intention with the campaign.

"Remember to exercise caution before executing tasks. There is no job that is so important that it cannot be done safely."- **Itumeleng Ngoae, Executive Manager AMSHEQ.**

"Thank you for your efforts, safety interventions and interactions. You are well experienced, trained and you know what to do. Always do the right thing."- **Sam Ngidi, Executive Manager Mining Operations & Lift II Project.**



"Our safe actions can become a protective shield. As you are headed for the holidays, always remember that safety does not take a holiday. January is still a Season of Exceptional Care."
- **Aidan Schoonbee, Executive Manager Lift II Projects, Concentrator & VIP.**

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!





Leadership equipped with vital skills for effective management



Palabora Mining Company (PMC) Training Development & Contractor department continued to implement the 3rd and final phase of its Coaching program, certifying a total of 12 Managers and 30 Superintendents. The managerial program lasted 6.5 months whilst the Superintendents modules lasted for a period of 6 months.

The objective of the Coaching program is to facilitate the leadership transitions required for the Managers and Superintendents, to enhance their management skills to operate at the right level and deliver the right results at their levels, respectively.

As part of the program, various coaching sessions were arranged, where all the coachees were required to:

- Prepare presentations,
- Sharing their key learnings / insights gained, Applications, Successes and challenges experienced, during their coaching journey.

These presentations covered a wide range of topics, including:

- Pre-coaching preparations and reflections,
- leadership pipeline framework,
- effective delegation,
- holding others accountable,
- managing boundaries,
- building strong, motivated and effective teams

- time management and prioritizations skills, to mention a few.

The group coaching sessions created a collaborative environment where colleagues could share their experiences and advise one another on leadership and professional conduct. The sessions highlighted the importance of teamwork, communication, and self-awareness in leadership roles.

Executive Managers took time from their busy schedules to attend the closeout sessions, where they commended participants for their hard work, dedication, and insightful presentations. The Executive Managers' words of encouragement and advice reinforced the value of the coaching program and its impact on the organization.

The results of the coaching program are already visible, with participants demonstrating greater emotional intelligence and self-awareness in their leadership roles. This marks a positive shift towards a more effective, emotionally intelligent leadership across the organization.

A key takeaway from the sessions is the need for everyone to embrace change, particularly as technology continues to evolve. The coaching program has provided valuable tools to guide Managers and Superintendents through these changes, equipping them with the skills to navigate the future with confidence in their roles.



EDITOR'S NOTE

The numbers speak for themselves, the year 2024 has been testing. However, we have the capacity and technology

to turn the tide and win again. Let's take a minute and celebrate our wins, because
THERE ARE SO MANY.

#TEAMPKC #SHOPFLOOR #INNOVATIVE #THINKING

WALL OF FAME VIP



English Mokgalaka

Supervisor- THG Tyres

In the mining industry, efficiency is paramount, and every minute counts. English Mokgalaka has introduced a solution to streamline the traditional process of inflating flat tyres. Typically, when a tyre is flat, the required process is to: * remove it from the vehicle * transport it to the tyre bay * secure the tyre * re-attach it to the vehicle*, that process can take up to or even over two hours.

Mokgalaka's improvement is to mount the air compressors directly onto the breakdown bakkies. This approach allows the maintenance teams to inflate deflated tyres speedily in less than 10 minutes at any location of the breakdown. This has significantly reduced downtime by 80% leading to a multifold of benefits including: overall cost saving, increased LMV/ LDV lifespan and reduced damage to property in the business.

By implementing this solution, Mokgalaka has greatly improved operational productivity and also ensured that the business is "always on the move".



Douglas Hanker

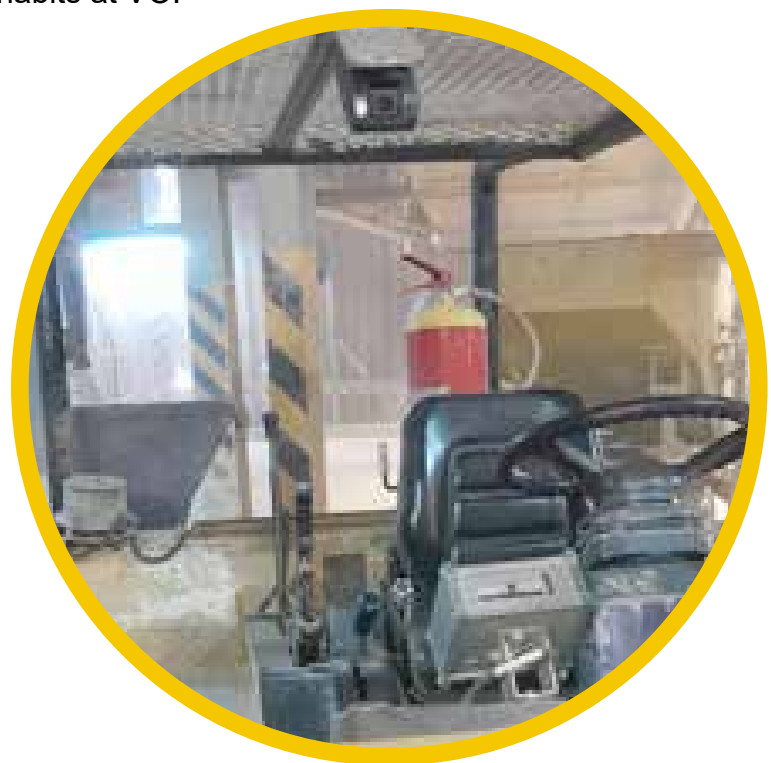
Vermiculite Maintenance 2

Historically, the business has recorded multiple incidents linked to operator behavior. Tractor drivers and operators often depict driving behavior that can lead to accidents, injuries and even fatalities.

As a result, Douglas Hanker introduced a Fleet Management Tracking System at Vermiculite Operations aimed at enhancing the health and safety of operators and tractor drivers working in remote areas. The system features real-time monitoring cameras on all Transport and Mobile Machinery (TMM), which detect collisions and monitor critical non-compliances such as smoking, cellphone use, fatigue and speeding.

In the case of non-compliance, the system will "beep", providing real-time corrective feedback to the operators. Moreover, in the case of an accident, the tracking system will enable a quick response and provide accurate footage of the occurrence.

Hanker's improvement is fostering a culture of driving safety and adherence to the Mining Health and Safety Act (MHSA) promoting good safe driving behavior and habits at VO.



The VIP Department would like to thank English Mokgalaka and Douglas Hanker for their brilliant idea submissions.