



PALA CONNECTOR

MARCH 2018 & APRIL 2018 EDITION

Our communities... "The link to the future"



CEO'S MESSAGE
EDITOR'S NOTES

PMC NEWS
EXCITING UPDATES ON
COMMUNITY PROJECTS

**OUR HEART
AND SOUL**

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Vision

To become a leader in the mining industry through our performance.

Mission

To safely and profitably extract and convert minerals and metal from the Palabora ore body.

Business Objectives

PMC's four strategic objectives which are key drivers towards the achievement of its vision are:

- *Create a strong enterprise*
- *Optimise operations*
- *Resource for success*
- *Sustainable long life*

Values

Integrity
Courage
Caring
Teamwork

CEO's Corner

Mr Han Jinghua

As a company, we have evolved and have grown from strength to strength since the take-over in 2013.

Some few positive developments to take note of: we have managed to secure an integrated three years contract with Transnet Group. This will be the first take or pay contract the parties have entered into for rail and port services. This signifies a long-term commitment for both stakeholders to deliver on their commitments.



Two years from now, the company will be in a transition period, introducing the latest technology at the Smelter in an effort to improve throughput and recovery. The new plant will require that employees improve their skills and work smarter.

We have not performed well in the first quarter of this year. There is an urgent need to come up with strategies and interventions to improve the operations. I expect people to take accountability for their work performance. Good corporate governance is about people and holding each other accountable. Going forward, I will hold leaders accountable for non-performance.

The company will fulfill its duty to create a conducive, safe working environment and compensate you for the good service, and in exchange, you have the duty to deliver according to what is expected. Without all these

things, we will not be able to contribute to the development of the communities in which we operate, in line with one of our Values.

Allow me to also use *Accountability* in a bid to promote safety. Individually and collectively, I encourage you to take pride and account for your own safety and those working around you. Let us develop a culture of teamwork and mentor those working under us to become better. In that way, we will see PC grow to be a paradise and a place we will all enjoy.

Lastly, fostering a proactive approach to meeting the business targets means we must remain focused on the core; that is, to produce safely and profitably. I encourage leaders to enforce a high performance culture.

Editor's notes

“I am marching to the beat of my own drum”

This is a practice I have come to love and adopt after a series of self-analyses. I have learned to exercise patience through life challenges and allowed what life throws at me to transform myself. I came to embrace the fact that I am created differently and refuse to let my fears or negative thoughts limit my abilities.

Once we identify what makes us unique and dance to our own tune, we will truly be free and become the best we can possibly be. The beauty of life is that it always presents second chances and do not allow anyone to tell you differently. That is my story, what is yours?

I invite all of you, our valued readers across all walks of life, to write to me and share your stories about how you plan on “walking to the beat of your own drum”! Let me bring it to the work environment and life teachings. It can



be a career path, getting the promotion you have always desired, improving SHEQ, or whatever you have on your mind. Even better, why don't you tell us what you think of the news articles featured on this Issue.

The best stories / letters to the Editor will be featured in the next Pala Connector Issue, July 2018 and three (3) readers will walk away with PMC goodie bags.

Give your story a title and send it to:

The Editor: Nametsegang Matthews,
Transformation, Stakeholder
Engagement and Communications, 1
Copper Road, Phalaborwa, 1390.
E-mail: nametsegang.matthews@palabora.co.za

Keep those stories coming!

Nametsegang Matthews

SHEQ Corner

Do not be left behind – the bus is at Pitstop 2: Waste Management

As we travel through the journey to Zero Harm, we look forward to updating you on our SHEQ vision, so that each and every employee can return home fit and well at the end of each shift.

The 2018 journey to Zero Harm started with Pitstop 1 where we dealt with House-Keeping and 5S which I hope we all learned in the previous Pala Connector issue 1. Pitstop 2 deals with Waste Management and also happens to be an integral part of our SHEQ system. This topic is one of the SHEQ pillars that will assist us get to our ultimate goal of Zero Harm and manage waste effectively.

Importance of people understanding and participating in the Pitstop 2 topic...

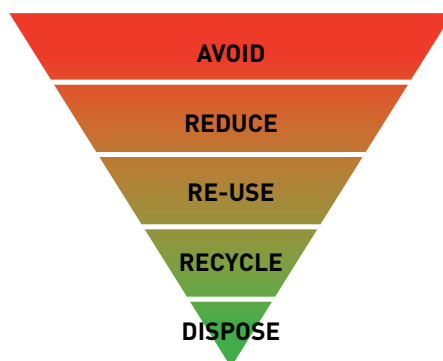
Pitstop 2 focuses primarily on waste reduction and prevention of environmental harm. Key topics covered include waste separation, pollution prevention, hazardous Waste Management and awareness on the damage that litter can cause



Jacque Moller: Environmental Specialist

to our environment. It is important to understand that just by doing the little you have control over will add up to large gains for our environment.

Jacque Moller, Environmental Specialist says, “We at the Environmental Department believe that there is not a single person within our business who does not generate some kind of waste. To this end, we have partnered with our employees, contractors, suppliers, business partners and communities, to create and maintain a working environment that is without significant risk to their health and safety”.



Managing our waste in a responsible manner helps prevent harm to ourselves, other people, property and our environment. Viewing waste as simply being a resource out of place, enables us to be more creative in our waste management approach and not, by default, conclude that waste disposal is the only option. Any waste or portion of waste ceases to be waste once it has been re-used, recycled or recovered. It is therefore paramount to implement the waste management hierarchy when dealing with wastes.

Some easy tips:

- Always consider waste to be generated with a task / when doing your HIRA;
- Remember to Avoid, Reduce, Re-use, Recycle and as a last option, Dispose to the correct facility;
- Take care when handling, storing, decanting, transporting and disposing hazardous wastes;
- Remember the 5 steps to spill response (1-Make the area safe, 2-Close off the source of the spill, 3- Contain the spill, 4- Report the spill, 5-Clean up the spill); and
- Separate waste at source, know your bin colours and guide fellow employees and contractors on responsible waste separation
- Implement 5S in your workplace

Please contact your Waste Management Specialist for any further queries: J Moller @ 2098

Update on Lift II Project

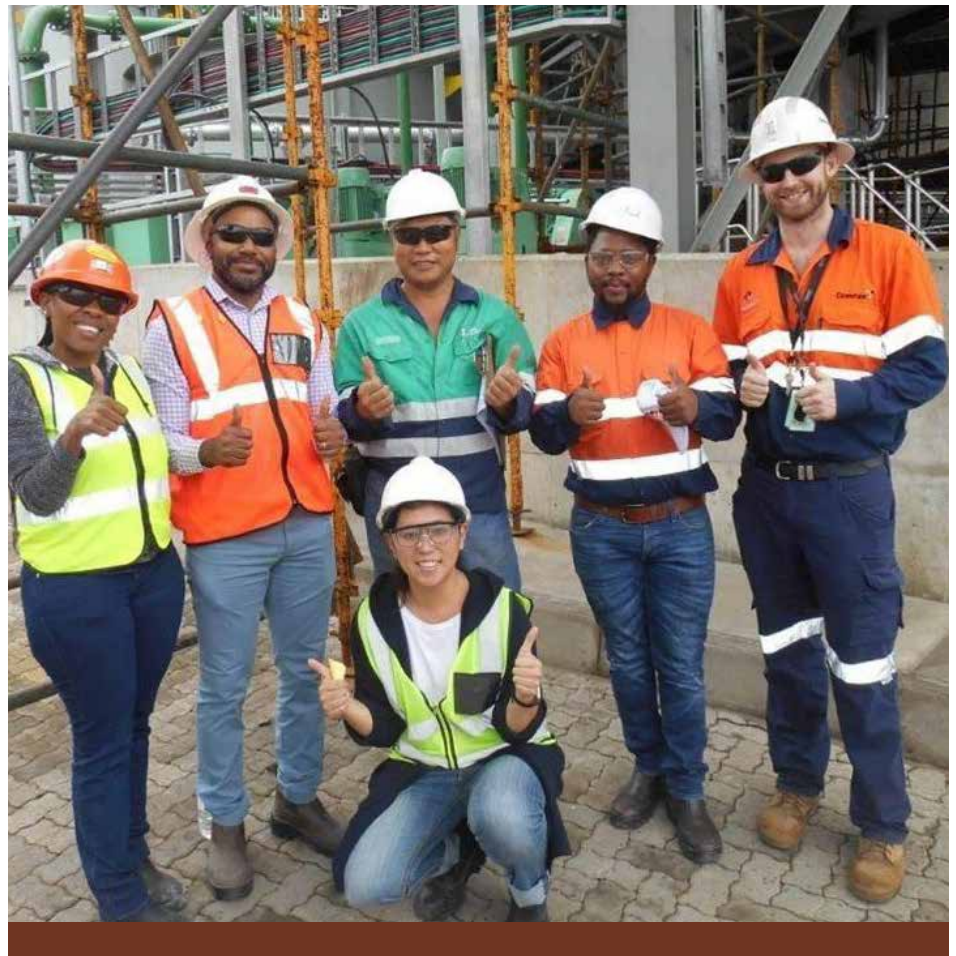
-Righting the ship



Morrison Maseko: Senior Project Manager

The year has started with highs and lows in the Lift II team. Owing to unsafe incidents, the first quarter resulted in underperformance, with February horizontal development performance hitting low levels. We had to dig deep to turn things around, and we did it with haste.

Quarter two has started in high spirits, and the team will seek to maintain high tempo. The following two month's performance showed a significant improvement, resulting in best performance to date recorded at the beginning of quarter two (2). The team did not only recover performance, but also worked on improving safety and, as a result, reduced safety incidents significantly. We are, however, not pleased with the frequency of damaged equipment to date. One of the strategies we are using to improve performance is to train employees and implement safety campaigns to improve operator care.



Central to that is a tool called Visible Felt Encouragement (VFE), which was successfully implemented in December 2017 under Aidan Schoonbee leadership, to prevent "Silly Season" incidents, and it has been carried forward into 2018 to

create safe operation stability. The campaign is implemented via a roster that schedules senior project team members to visit worksites, at both underground and surface area, to spot good working practice. This requires

the targeted individual to explain what drives them to work safe. In return, the VFE team will then acknowledge the deserving employee with a spot prize.

Leadership Corner

In March 2017, social media went abuzz with a leaked telesale recording that happened between the King of the Zulus and a Miway agent. The junior agent asked the king if he was talking to “Zwelithini Zulu”. In what was clearly a surprise enquiry, the King retorted, “Do you know who you are talking to?”. The rest of the conversation is a matter of common knowledge to active social media enthusiasts. Writing in *HR Future*, Alan Hosking poses a simple yet deep question as he asks, “why do we call President Ramaphosa by his first name?”. He reckons whether it is a conscious decision or not, Cyril does not rely on a power gap to give him his sense of identity and authority

Of interest to the business organisation is the relevance and significance, or not, of pulling rank and associated respect it should yield. In the last issue, we spoke about the role of values in leadership. We did not say there are values for some ranks and not others.

I am aware that the subcultures we all come from, play a part in this discourse. In some cultures, a young person does not call an elder by their first name. Ntate So and So, Oom So en So are some of the prefixes those who are diehard culture adherents would use to show age respect.

So, closer home in the workplace we need to reflect on our actions that block potential for our collective greatness:

- Don't talk to me, talk to your peers
- I don't take orders from you,
- Who are you to be talking to me about the matter?

On the other hand, this is no call for disregard of Structure and Order.



Sphamandla Xulu: Manager, Transformation, Stakeholder Engagement and Communications

Structures and reporting lines are deliberately put in place in order to create order in how work is organised. It is also no call for blatant disregard of people's cultures, particularly respect. Having said all of the above,

life and business life specifically, does not follow a rule book.

To be effective. As you catch yourself pulling rank or being tempted to do so (and please do catch yourself), consider the following:

- Is it really your last, best resort to do so? Have you reasonably tried all influencing tactics, instead of authority tactics?;
- Are you comfortable to be labelled a bully instead of a reasonable person? ; and

- Is the outcome you are going to get from pulling the rank the one you want – is it commitment or compliance you are seeking?

What are the effects of pulling rank? Mostly, there are negative effects of pulling rank. For one, it does not endear one to the other on the receiving end. It actually spawns resentment and, at best, elicits compliance instead of commitment. Pulling rank inadvertently suggests weakness on the part of the one doing it. It says they fail to put forward a convincing viewpoint that can stand on its own merit. Instead, then they use positional power.

The key benefits of no-rank interactive behaviours, what Alan Hosking in his article calls “no power gap”, are accessibility and affection. If a leader is accessible, he or she gets to know the real goings-on in his section, department or organisation and s/he can, as a result, intervene effectively. As for affection, one is not talking the ineffectual need to be liked for the sake of being liked. Rather, it is that thing that propels us to be influenced by people we like. Flimsy, jellyfish-like leaders who, in the political realm, are called populists. We do not have to look further than our icon, our first democratic President Rholihlahla Mandela. He was as firm as he was liked by many. The point is, at least you must think about the intended and unintended consequences of your behavior around the rank (the situational leadership concept). You are encouraged to have this conversation as part of your Quality exchanges under SHEQ discussions to determine what works for your team - and in interactions with other teams elsewhere in the business.

33 PARK STREET – HOME TO MARULAMED 24 HOUR HEALTH CENTRE

Months of waiting have finally passed!

As we breathe a sigh of relief on the birth of MarulaMed 24 Hour Health Centre, we can now say 'good-bye' to driving long distances to Tzaneen MediClinic, seeking after-hours medical care. From patient walk-ins seeking Out Patience Services, to Woundcare, or X-Rays for broken bones, MarulaMed 24 Hour Health Centre is available to meet all of your family's emergency medical needs!

Ba-Phalaborwa from all walks of life, welcomed this new medical facility on 12 April 2018, at 33 Park Street, Phalaborwa. The event featured a walk-about of the new facility shortly after the ribbon-cutting which was coordinated in style by the donor, Palabora Mining Company (PMC) Chief Executive Officer (CEO) Han Jinghua, The owner, Dr. Thabo Motsoane, and Mayor of Phalaborwa Local Municipality, Cllr Pule Shayi.

Thanks to Palabora Mining Company (PMC) for responding creatively to the demand of the 24 Hour Medical care.



Though both the facility donors as well as the appointed doctor alluded to the fact that the MarulaMed 24 Hour Health Centre is not a replacement for a hospital, they all agree that it will certainly close the gap that was left by Clinix Phalaborwa Hospital when they closed doors in March 2017.

PMC General Manager, Maboko Mahlaole, gave words of support at the event, encouraging the community to support the doctor. "Doctor Motsoane is entrepreneurial and there was a need from PMC side, given that we are a heavy industry.

Although as a company we strive for zero harm, we do experience serious

injuries from time to time. So, we did not go and find him but we found each other".

The grand opening and ribbon cutting ceremony provided guests with a fantastic opportunity to learn firsthand about the health facility and its proposed services, including specialised services. Please show your support and bring as many friends and family members in need of any medical services. "It is two weeks since we opened our doors and I have already seen over 120 patients" exclaimed Dr. Motsoane" as he gave account of the business progress.



PMC offers a hand-up to the community with food parcel relief

As a company, we take pride in the wellbeing of Ba-Phalaborwa communities and thus have identified ways in which we have re-affirmed the statement.

In the month of April, the Transformation Department embarked on poverty alleviation programme through distribution of food parcels to local Drop-In Centres around Phalaborwa. "We are aware that we have only scratched the surface as unemployment and child headed homes in our communities and country as a whole has grown significantly", said Tshidi Ngobeni, Specialist Transformation at PMC.

The first of the 12 Drop-In Centres identified to receive food parcels was Mohlanatsi Integrated Rural Development Programme (IRDP) from Selwane. The project has five (5) programmes running, with 130 children.

The Centre offers:

- Diversion (deals with juveniles / petty crime offenders);
- Drop-In Centre;
- Volunteers;
- Home Based Care; and
- People Living With HIV (PLHIV)

"I knew that this day will come as I had it in me that it was the day created and declared by God that one day a good Samaritan will come and assist us. Let it be the first of many visits from PMC", exclaimed Mohlanatsi Project Manager, Petrus Mashale.





Highlight pictures of “Palabora Link” launch



Environmental Department builds bat cave “hotel” as part of Eco-solution

Did you know that a single bat can eat up to 1000 mosquito-sized insects in an hour?

Bats are super little critters and often wrongly vilified. They keep the mosquito population nicely under control and complement your garden wildlife perfectly. They are unobtrusive and not harmful to you or your domestic pets and, contrary to popular belief, have no interest in getting entangled in your hair.

Palabora Mining Company (PMC) has more than 4000 “Off The Road” (OTR) tyres which have been scrapped, and are now deemed waste. As part of creatively dealing with Waste Management, PMC compiled its first Waste Tyre Abatement Plan far back as 2009 in order to effectively deal with this growing challenge. The Environmental Section soon realised that they had to get creative in dealing with waste tyres as local solutions were few and far between.



So, the only responsible method of recycling the tyres in order to provide housing for our other winged friends was through a construction of artificial bat cave.

The dedicated team decided to trial the use of waste tyres by means of constructing an artificial bat cave on the southern part of the Waste Rock Dump. “This initiative added to the benefit of more bats performing ecosystem services, like eating malaria carrying mosquitoes, which in turn help curb the prevalence of malaria on site”, mentioned Jacques Moller during the interview .

At the time, the need also existed to restore some of the habitat which has been lost due to mining activities, especially natural koppies in the area - which some bats favour as roosting sites.

The dedicated team members from the Environmental Department who contributed towards the success of the project included, Jan-Karel Spies, Mark Surmon, Joseph Muhlarhi, Mike Doubell, Charlie Bahlmann, Hendrik Joumaar, Martin Burger, Jimmy Nkabinde, Arnold van Zyl, Johann McDonald, Urbanus Human, Eddie Mlimo, Roelf Locherenberg, Fabian Gono.

Upcoming Events



- **Wellness Week: 05 June 2018**
- **Youth Day (School Uniform): 16 June**
- **Nelson Mandela Day: 18 July 2018**

Up, Close and Personal with Lerato Zelpha Mohale- Majadibodu



Nametsegang Matthews, Internal Communications Superintendent at PMC, had an intimate interview with one of Phalaborwa's most powerful and promising construction woman entrepreneurs, Lerato Zelpha Mohale-Majadibodu.

A mother, wife and businesswoman, popularly known as Zelpha, hails from Phalaborwa. It was also during this interview where she out - rightly mentioned her ancestral roots, Ga-Modjadji, Tzaneen. When she is not at work, she spends time with friends and family or, even better, take a shotleft away from the stressful environment. She started her career as a fulltime employee at Palabora Mining Company (PMC), working as a Divisional Secretary at Concentrator during Rio Tinto time. She later joined SHEQ Department, as Administrator for the mine clinic. Owing to her tenacity, she found an opportunity to run a hair salon, in town, as a start-up business.

My passion,
and seeing
the joy I bring
into people's
lives after
completion of
my assigned
project, brings
out the fire
in me.

“ As a fulltime employee then, although I was sure of a paycheck every month, I became bored in the space of routine work. Many thoughts ran in my head and the one that lingered and never left my thinking was registering a construction company in 2008. I took a decision to leave my fulltime job at PMC and channeled my energies into my newly registered business, Laelo Construction in 2009. The business has been operating since 2009 to date. One of the many projects that I completed in record time, MarulaMed 24 Hours Health Centre, is situated at 33 Park Street was also within the budget. ”

Tell us more about MarulaMed 24

Hours Health Centre. This is my pride as I knew what it meant for PMC (The company that gave me the tender) and the entire Ba-Phalaborwa community. I deployed 15 employees to the project according to their qualifications and experience. We started on the 10th January 2018 and finished the three (3) month job by mid-month March 2018. The scope of work was to construct from scratch doctor's flatlet at the back of the property and convert, renovate some rooms into consultation rooms. We had to then renovate the one part of the house to suit emergency room where patients will be admitted as critical patients and refurbish the yard.

Why of all fields, did you choose Construction, a male-dominated field, which is one of the toughest to break in, especially for a black female.

It was my drive and passion for trying out new things that pushed me to develop an interest in that field. It was challenging in the beginning as it was extremely difficult to register on the PMC database. I am overprotective by nature, whether running a business or with my family, I always want to get involved and that is one of the secrets to my success.

Your groundbreaking? I was fortunate enough my first job from Foskor did not come with a lot of struggle. Although it was small jobs, it kept my business going. My groundbreaking was in 2013 when PMC launched a Supplier Development Programme under Transformation Department which I was fortunate to be part of. I will be forever grateful to God for that opportunity as it opened more opportunities for my business. I received financial support as well as technical training to grow my business. In 2014, I landed my first big job at PMC, which was a three (3) month contract to service Slurry Seal. The company completed the job in record



time just under eight (8) weeks.
Zelpha, the Mentor? I still want to find that one company that is serious so that I can impart the knowledge I have acquired through the years. I am ready and want to mentor those that are ready to take their business to another level. In my spare time, my company takes part in poverty alleviation programmes around the Ba-Phalaborwa communities. We are currently distributing food parcels around identified communities.
 "On my own terms, I am successful but that does not mean I am there yet."

I still want to grow and do big, challenging jobs".

A Woman Draughtsperson with a Blueprint



Tanya loves life and the fun that comes with living life according to your own standards.

She believes that no matter the circumstance, “in life, what you can become depends on what you can overcome”. These are inspiring words coming from a born leader, occupying the highest role in her personal life of being a mother to her two most beautiful children. The Kwa-Zulu Natal born lady further appreciated PMC for affording her the opportunity to educate her children. In the short term, her planned milestone is to complete her Training Diploma, a plan which will take some people by surprise.

“I am fortunate to have the opportunity to work for a company like PMC and a special thank you to the news team of **Pala-Connector** for featuring me and my fellow peers in this amazing publication. This shows that this publication is for everyone within the PMC family”, said the soft spoken Tanya.

Historically, draughting was a male-dominated career. One of the reasons for this, was the technical aspect draughting entails. Without comparing the two genders, nowadays, women have proven that they too can become draughtspersons and even be better than their male counterparts.

The aforesaid statement is befitting to PMC’s very own female draughtsperson, Tanya Jansen van Vuuren. Her blueprint journey with PMC started in September 2008, after working as an Admin Clerk a year prior in the Drawing Office. This year, 2018, she will be marking 10 years in, what she in her own words calls, “the best company in Phalaborwa”.

During the entire interview, Jansen van Vuuren appeared to be a very shy person and when the news team engaged her, she calmly agreed that she is a shy person and swiftly responded “working for PMC enabled me to break out of my shell. I managed to achieve that because of the nature of my role which involves interacting with different stakeholder on a daily basis”.

Tanya, as she’s affectionately known by her colleagues, indicated that she works with the best team in the company and trading them for anything is not an option thus far, hence she stuck with them for the past 10 years despite limited opportunity for growth within her department.

PMC launches “Palabora Link” Programme to empower local SMME’s

The successful launch of the Enterprise and Supplier Development Programme, now called, “Palabora Link” has once again re-confirmed that Palabora Mining Company (PMC) cares about Ba-Phalaborwa communities.

23 March 2018, was the day when 37 beneficiaries gathered at Cajori Hotel, Phalaborwa, to officially sign into the programme as official members. An opportunity which most of the beneficiaries have been dreaming of. “Palabora Link” aims to support the growth of local enterprises that may or may not be supplying services and products to PMC. Support will take the form of financial, capped at R500 000 for Enterprise Development (ED) beneficiaries and R1 million for Supplier Development (SD) beneficiaries. To date, all beneficiaries have been taken through the needs analysis stage where they will identify what assistance they will need in order to grow their businesses.

We took time off to speak to two (2) beneficiaries of the programme shortly after the festivities to understand how they feel about being part of “Palabora Link”.

Meet Twine Machabe who hails from Namakgale township, Phalaborwa.
Company Name: Twine and Phillip Trading, operating since 2010 but officially registered in 2012

Services: Woodwork, Carpentry and Construction

This is what he had to say: “I have been praying for many years, asking God to send me someone to help me realise my dreams. This programme



Twine Machabe



Johan Maphosa

is a breakthrough for me. All I ever wanted is to see people employed and self-sustainable, which I believe God will lift me up through this programme to realise that dream”

Meet Johan Maphosa who hails from Selwane village

Company Name: Green Life Vegetable Projects, operating since 2011, and formally registered 2016

Services: Vegetables like Tomatoes, Chillies, different types of Peppers, Okra amongst many other vegetables.

Maphosa story is a little different, but not unusual as he has disability on his right hand caused by fire many years ago. **This is what he had to say:** “I am excited and can only hope that this be the beginning of many beautiful dreams. I believe that God, PMC and whoever is involved here today will

make me realise my dreams. I might operate with one hand but my mind is fully functional.”

Well, having read this, I am sure this individual pieces will inspire many and positively change how the society view people living with disabilities and hopefully encourage others to never give up on their dreams. While money will not be exchanging hands, enterprises may be supported to buy essential business requirements such as equipment that will grow their businesses. Over and above these amounts, participating businesses will receive relevant training.

Employee profiling: Edwill Lombardt



Name:
Edwill Eugene Lombardt known as Eddy

Department:
Vermiculite Business

Position held:
Equipment Operator, VO Day Support

Birth Place:
Springbok in the Northern Cape currently residing in Phalaborwa

What do you like to do for fun?

Braai weekends with friends and watching rugby is something I like to do for fun - I'm a loyal supporter of the Stormers rugby team.

How long have you been working for PMC:

I have been working for PMC for 10 years and I will be receiving my Long Service Award for 10 years this year (2018).

Briefly share with us your career journey:

I joined PMC on the first of June 2008 as an Equipment Operator working with the VO Day Support crew.

What does your day as an Equipment Operator entail?

My primary role is to conduct road maintenance safety. I basically ensure

that the roads are in good condition for transportation and to ensure that proper road signs are erected for road safety purpose

How can safety be improved in your work area?

I view continuous safety interactions as a perfect tool to improve safety as this allows interactions amongst colleagues immediately when an unsafe act is posed rather than later.

What is the most helpful way for you to get feedback from management?

I would say employee briefs are covering that aspect very well as well as indirect feedback from management by our direct supervisor/superintendent.

If you were a CEO of PMC for a day, what is the one thing you will improve to make PMC and employer of choice?

Wow! that is a very interesting question. The one thing I would improve would be employee safety, this would mean reiterating to employees to continuously put more focus on safety first and production later. This gesture will make them see PMC as an employer who cares very much about their safety and well-being.

Do you have access to Pala-Connector?

Yes, via hardcopy

What would you like to see feature in the publication?

Since this is a mine-wide publication and not about a certain department/division, I would love to see more stories on what other peers from other department/divisions have achieved.

A mascot named “Kedibone”, celebrated over breakfast

Fairytales are not told the same way, some have happy endings and some don't. At least Dumisani Nyathi's tale had a happy ending - having breakfast with some of Palabora Copper heavy weights.

One of the prizes, amongst other complimentary gifts, Nyathi walked away with was a delightful breakfast with the General Manager Asset Management, Zakes Malepe. What he did not know was that he would find himself around the table with the some of the senior personnel, engaging in light conversation, talking about anything and everything - a wish which he never thought could be possible.

Dumisani, the winner of the SHEQ mascot name competition, works at Mining Maintenance as a Diesel Mechanic, and he appeared shy at the beginning of the conversation as he softly responded to the question of why the name “Kedibone”? He gently responded: “I have taken this name from our previous team engagement safety talks. It carried so much meaning to me in terms of safety. The understanding behind the name is “I have seen how HIRA's, Xiya-Xiya's, Safe Work Procedures (SWP's), Buddy-Buddy system and Team Work have kept me and my workmates injury free”.

“We sifted through 12 entries and all of them were truly impressive. Entry names ranged from Swahili – Tumaini meaning hope to the tunes of Chinese name “Nimen”, meaning “you”. “There where good names that stood a chance to win. However, Kedibone was the best name and had a meaningful and relevant explanation to shape the SHEQ



journey for the better”, said Sarie van Wyk, PMC Manager: Safety.

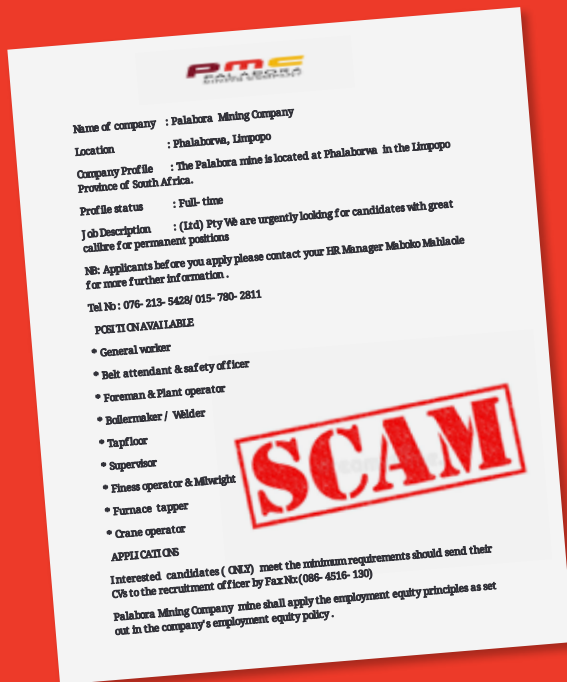
Amongst those that graced the occasion were Maboko Mahlaole, General Manager:Human Resources; Expect Ntsepe, Senior Manager: Mining; Sarie van Wyk, Manager: Safety; Nametsegang Matthews, Superintendent Communications; and, of course, his line manager, Dave Smith.

“I was so nervous around the table at first. I just could not believe that this day will become a reality as we often do not get to meet senior personnel on a casual conversation”, said Nyathi.



Winner of the mascot name competition

PMC educates communities to be on the look-out for fake job advertisement



PMC recruitment process:

- PMC Job advertisement will normally encourage hand delivery or e-mail when targeting internal or local applicants;
- For external applicants, the job advert will always include a forwarding e-mail to: Application.palabora@palabora.co.za. / would refer you to visit Careers24 or company website;
- The job advert will always include a submission date / deadline to deliver your job application;
- The job advert will always have a detailed job description and detailed requirements; and
- If you do happen to meet the minimum requirements, an HR personnel will contact you from a landline to inform you of the next step of your application.

What to look out for:

- Be on the lookout for people asking you to deposit money by way of Cash-Send, e-Wallet and any money depositing tools located in supermarkets;
- PMC will never include the name of a person as a contact in a job advert;
- In order to spot a fraudulent job advert, our logo will have HBIS Group next to Palabora Mining Company (PMC) logo. This will be positioned on the left side of the job advert and never on the middle or bottom;
- Lastly, all PMC job adverts do not have a fax number where an applicant will be expected to send in their Curriculum Vitae (CV's); and
- Always be suspicious of job adverts with a mobile number as contact details;

“If it seems too good to be true, it probably is.” This age-old proverb might be the most important piece of advice to remember in your job search, especially nowadays with a high incidence of job scams.

Though job scams are prevalent at any point in time, today's tough economic situation has led to an increase in the number of fraudsters looking to take advantage of people desperate to find a job, and make money out of jobseekers's desperate situation. Palabora Mining Company (PMC) have had to deal with scammers defrauding community members of their hard earned cash by posing as legitimate PMC Human Resources Personnel.

Many scams are linked to what seems like legitimate websites, with professional photos, testimonials, audio and video - all the features that can convince someone that the advert is real, when it is not. As a company, we wish to be proactive and educate our communities on how to spot a falsified job advert in general, at the same time, while making reference to our recruitment process.

“Hold tight to your cash. PMC will never ask you for money for whatever reason. If in doubt or suspect that you are about to become a victim of a job scam, don't fall for it. Contact your nearest police station”, said Cliff Putsoane, PMC Superintendent Recruitment. Putsoane gave a stern warning to job seekers when they come across job adverts that only lists positions such as operators, train drivers, fork lifters, general workers, furnace tapper, crane operators listed in bullets, without detailed requirements. “We have discovered that scammers advertise positions we classified as entry positions which they know will attracts a lot of interests to many desperate job seekers”, Putsoane further mentioned.

New Engagements

APRIL 2018

First name	Last name	Position	Division	Department	Gender	Ethnic origin
Rito Iven	Khosa	Boilermaker	Operations	Mining Maintenance	Male	African
Moosa Lucky	Chabalala	Project Engineer	Asset Management	Engineering Services	Male	African
Vutomi Constance	Hlungwane	Operator	Operations	Smelter & Refinery Operations	Female	African
Tracy	Mashaba	Operator	Operations	Smelter & Refinery Operations	Female	African
Theko Vincent	Moagi	Mobile Equipment Operator	Operations	Mining Maintenance	Male	African

MARCH 2018

First name	Last name	Position	Division	Department	Gender	Ethnic origin
Nhlanhla Kenneth	Mahisa	Boilermaking Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Kutsaka Glomar	Mabunda	Graduate PMC	Human Resources	Training Development & Contractor Manage	Female	African
Mumsy	Madalane	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Renolt	Mkhonto	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Pontsho Fortune	Maake	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Kgaugelo	Mashego	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Mapula Evelyn	Mohlala	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Madikana Eliah	Kapa	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Never Kleinman	Malatji	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Ramadimetsa Lawrance	Phoshoko	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Herbert Kagiso	Mametja	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Edmond	Ngobeni	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Confidence Vinocia	Mdluli	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Millicent Goxi	Khoza	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Female	African

MARCH 2018

First name	Last name	Position	Division	Department	Gender	Ethnic origin
Eunice Mmatsie	Lewele	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Charles	Mandhlazi	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Nhlawulo	Koti	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Masie Hemeltan	Moeng	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Macmillan	Nkosi	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Gito Steven	Khosa	Mechanical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Mygirl Trecia	Buthelezi	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Patricia Ntwanano	Khosa	Mechanical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Mahlatse Getrude	Mosoma	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Talifhani	Mmbulaheni	Boilermaking Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Lunga	Kopolo	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Lilly	Motsai	Boilermaking Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Randy	Malatji	Boilermaking Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Christopher Tumedu	Mohale	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Tswarelo Brian	Ngobeni	Mechanical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Percy	Sebopetsi	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Winnie	Maponya	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Mohloding Theophilus	Letsoalo	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Phillip Lucky	Pilusa	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
Nonhlanhla	Sibuyi	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Female	African
Rebotile Debby	Nyathi	Mechanical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African

MARCH 2018	First name	Last name	Position	Division	Department	Gender	Ethnic origin
	Tshepo Titelo	Molimi	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
	Tshepiso Innocent	Malatji	Rigger	Asset Management	Engineering Services	Male	African
	Thidziambi Naum	Hlongwane	Fitter	Operations	Concentrator & Magnetite Maintenance	Female	African
	Lepeng Hamfrey	Mkhondo	Boilermaker	Operations	Concentrator & Magnetite Maintenance	Male	African
	Given	Maluleke	Instrumentation Apprentices	Human Resources	Training Development & Contractor Manage	Male	African
	Bianca	Van Vuuren	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Female	White
	Robert Peter	Bower	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	White
	Mathys Gerhardus	Bezuidenhout	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	White
	Nadine	Pretorius	Instrumentation Apprentices	Human Resources	Training Development & Contractor Manage	Female	White
Surprice	Mthombeni	Instrumentation Apprentices	Human Resources	Training Development & Contractor Manage	Female	African	
Erroll James	Blignaut	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Male	White	
Gavaza Portia	Ngobene	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Female	African	
George Jacobus	Stroh	Auto Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African	
Malebo Mashabane Christinah	Matlou	Earthmoving/Diesel Mechanic Apprentices	Human Resources	Training Development & Contractor Manage	Female	African	
Thabisho Hendrick	Sekgobela	Instrumentation Apprentices	Human Resources	Training Development & Contractor Manage	Male	African	
Lawrence Khomotso	Sephuma	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African	
Mapa	Mametja	In-Service PMC	Human Resources	Training Development & Contractor Manage	Male	African	
Kagiso Anly	Mokgalaka	Operator Wheel Attendant	Operations	Smelter & Refinery Operations	Female	African	
Ntsieni Rainos	Monyela	In-Service PMC	Human Resources	Training Development & Contractor Manage	Male	African	
Thapelo Edward	Tsela	Electrical Apprentices	Human Resources	Training Development & Contractor Manage	Male	African	
Thiko Walter	Mokgalaka	Boilermaking Apprentices	Human Resources	Training Development & Contractor Manage	Male	African	

