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PMC 2025 SHEQ SPRING FUN WALK BURSTED WITH COLOUR, ENERGY AND TEAM SPIRIT!



Palabora Mining Company once again proved that Safety, Health, Environment and Quality (SHEQ) can be celebrated in the most fun, vibrant and joyful way possible. On 30 August 2025, PMC showcased its diversity with over 1500 employees including management gathered at HR Parking Arena welcoming in the Spring season. Teams donned bright coloured clothes, chanted thoughtful slogans all with a single focus to reinforce that safety is and remains a priority.

This year was the 8th annual PMC SHEQ Spring Fun Walk and despite the business’ economic challenges, it was prioritized simply because its effects are evident in our impressive safety record. The Spring Walk gives a voice to everyone and this year the teams embraced the opportunity to increase awareness of the challenge of non-communicable diseases and mental health challenges that are often the result of lifestyle choices.

The thoughtful application of strategies did not end with messages on placards, team Asset Management showed the values of Caring and Teamwork by respectfully honouring the memory of their late colleague, Murendeni Mulaudzi who sadly passed on during the month of August 2025.

The 3km walk winded from the HR Parking lot, passed Secondary Crusher, SHEQ, Marketing and circled back to HR. Along the routes, waterpoints were strategically positioned with fluids and sugar boosters to keep energies up and the mood jubilant.

Colleagues strolled freely along the route, engaging with fellow walkers and making use of the opportunity to network with teammates from other sections. PMC is more than a mine, but a wildlife sanctuary and all precautions were undertaken by Environmental, Security and Emergency Services to usher the teams as they walked the surface of the mine - mindful of the unpredictable behavioural patterns of the animals on-site.

This year, the waterpoints were just grand! All battling for the title ‘Best Waterpoint’, creativity was unleashed in outfits, walkrides and stand displays. However, there could only be one winner and the Vermiculite and Magnetite Division’s efforts placed them head and shoulders above the rest.

At the finish line, teams united in song and dance resonating a tangible spirit of thankfulness – (in hindsight) for persevering as a business against all odds.

The day closed with a lucky draw where employees were randomly selected and spoilt to company branded merchandise for their participation and excellence in category competitions like Best Dancer and Best Water Bottle, etc.

The Spring Walk is more than just an event, it is a reflection of PMC living its Employee Value Proposition (EVP). The prioritization of employee wellness and mental health aligns with our attainment of the Top Employer Seal. The mining industry is inherently dangerous, therefore, for the business to shift its focus from profit and production and release workers from their workplaces to recharge their energies is vital and proves that the business really cares.

No one embodies the Palabora Way spirit like **Thabo Moloto**, you are exemplary and represent the vigor and resilience that all of us should strive to adopt to be winners in life. **We salute you Thabo!**

Once again, the Mining Team and Management in collaboration with their Underground partner UMM exceeded our expectations. Your ‘groundbreaking’ entries, chants, placards and boundless energy are a true testament to your dedication to safety.

SPECIAL THANKS TO:

PMC EXECUTIVE

For seeing the value and investing to link wellness, teamwork and safety, proving that people are thee’ most important resource for success.

AMSHEQ DIVISION

The team led by Itumeleng Ngoae, Executive Manager AMSHEQ - for the spectacular event and making the day memorable for everyone.

WATER POINTS

- Vermiculite & Magnetite Division
- Growth, VIP & Concentrator
- UG Mining
- Supply Chain & Logistics
- Smelter & Refinery

SUPPORT SERVICES

- Security Team
- Environmental Team
- EMS Team
- Water Point Judges
- Communications Team

2025 A YEAR OF EXCEPTIONAL CARE

EDITOR'S NOTE

Dear PC Family

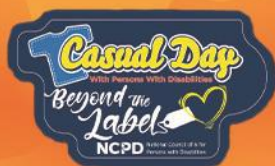
Happy Heritage Month!

The new month blooms into Spring with the observance of Casual Day and a strong progress on production. We thank our teams for their dedication and further encourage a more mindful commitment towards safety. The Zero -Harm Cup is in its final stages and the question remains - **WHO WILL WIN IT?**

We are still high, over the unifying momentum of our successful PMC Spring Fun Walk and we thank all teams for their participation and congratulate the winners! PMC, you are the difference!

In closing, during this Heritage month, let us remember our roots, embracing who we are and celebrate our diversity as a people.

#HLAYISEKA



Special thanks to : Ehleketani Mbhungele, Linah Rabothata, Abigail Shai & Reitumetse Mashigo. Your invaluable contribution has made this issue possible.



**SPECIAL THANKS TO WANGA RAMATHUTHU 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



2025 SPRING FUN WALK WINNERS

BEST DRESSED TEAM



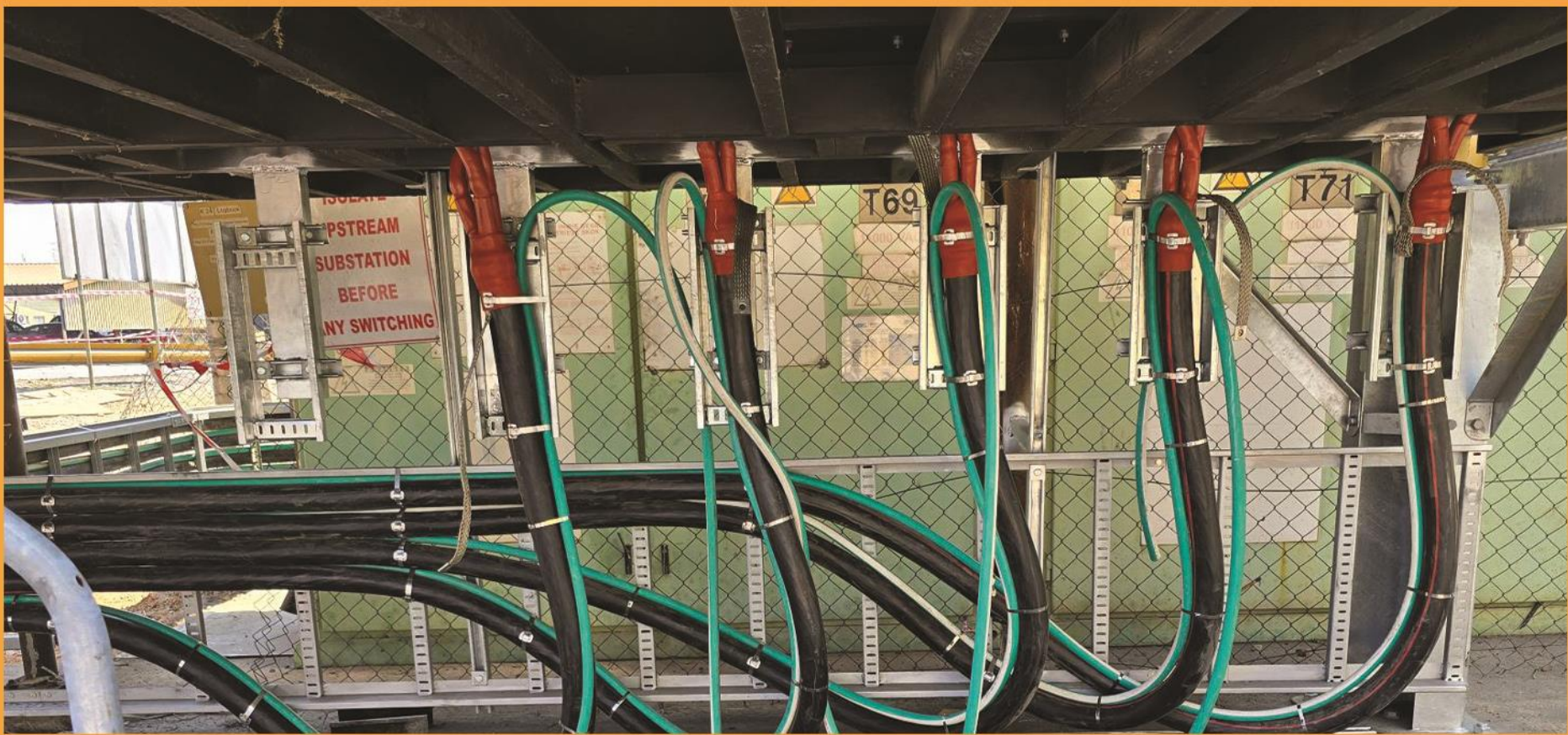
**BEST
WATER BOTTLE**

**BEST
SPIRIT**

**BEST
WATERPOINT**



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE



PMC INSTALLS K24 RMU ELECTRICAL SUBSTATION: A MILESTONE FOR RELIABLE POWER SUPPLY

Palabora Mining Company (PMC) has reached another significant milestone with the successful installation of the K24 RMU (Ring Main Unit) electrical substation on-site. The New K24 11kV RMU Substation supplies Power to SMP (Secondary Milling Plant).

This achievement was made possible through the collaborative efforts of the PMC Electrical Infrastructure team and Asset Management team, working hand-in-hand with Richline, as the appointed contractor.

The new substation represents a key investment in strengthening PMC’s electrical infrastructure, ensuring enhanced reliability, efficiency and safety in power supply across the operation.

By upgrading and expanding the company’s electrical network, the project will help sustain continuous operations, minimize downtime, safeguard production continuity and support future growth in Copper Stream.

Speaking on the achievement, the project team emphasized that this installation is not only about infrastructure but also about building resilience and operational excellence.

The partnership between internal teams and Richline Construction (Pty) Ltd reflects PMC’s commitment to working collaboratively with trusted contractors to deliver quality projects on time and within scope.

Speaking on behalf of the team, **Hoxani Maluleke & Basonia Mhlongo**, the two General Engineering Specialists responsible for the project management highlighted the importance of this installation.

“This milestone reflects our commitment to continuous improvement and operational excellence. By upgrading our electrical infrastructure, we are laying a solid foundation for sustainability and long-term growth in the Copper Stream,” said the two specialists.

The K24 RMU substation now stands as a testament to the company’s dedication to innovation, safety and sustainability in ensuring that PMC remains powered for progress.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE

PMC SAFETY STAND-DOWN: RECOMMITTING TO “MY SAFETY, MY LIFE”



At Palabora Mining Company (PMC), safety is more than just a set of rules, it is a way of life. On Friday, 22 August 2025, Underground Mining together with its contracting partner UMM Services organized a **Safety Stand-Down** that was unlike any other. Instead of relying only on motivating speeches, **Tsimishi Solutions** was invited to deliver an impactful stage play, role playing incidents that are common to PMC’s underground operations.

The drama, performed with energy and realism, simulated everyday situations in the mining environment where failure to apply safety-orientated-thinking may result in injury or loss of life. Through storytelling, humor and emotions, the play reminded everyone that safety is not an abstract concept, it touches every part of our work and families. As the performers took the stage, Seboka Lapa was filled with anticipation. Employees watched and reflected, introspecting – “What have I learned, and how will I apply it?”

Addressing the teams, **Sam Ngidi _ Executive Manager** responsible for Mining Operations & Lift II Project spoke passionately about the importance of adhering to safety rules, living the Hlayiseka virtues, being vigilant and always being your brother’s keeper.

“There is no job so urgent, no task so important, that it cannot be done safely,” he emphasized. “If something is unsafe, you have the right and the responsibility under Section 23 to stop work. Protect yourself. Protect your colleagues. Be your brother’s keeper.”

The session ended on a united note, with a heartfelt prayer, pledging to continue working safely. The **Tsimishi Solutions** play was a trigger, evoking emotions and self-assessment of one’s behaviours. The session ended with a solemn silence as workers introspected on their actions - at times acknowledging negligence - and remembered fellow colleagues who have lost their lives on duty within the industry.

At PMC, safety is not negotiable. It is not just a policy. It is a promise.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE



AT THE HEART OF SAFE AND RELIABLE OPERATIONS: MEET THE UG INSTRUMENTATION & ELECTRICAL SPECIALIST TEAM

At Underground, where the heartbeat of mining operations never stops, lies a team that keeps technology running, systems connected and safety uncompromised. The Instrumentation & Electrical (I&E) Specialists led by Victor Manena_ Manager Engineering (Surface & Underground) & Quality_ may not always be in the spotlight, but their impact stretches across the entire mine. From automation to networks, dispatch to safety systems, this team ensures the mine runs safely, efficiently and reliably every day.

The I&E Specialist team is made up of nine specialists, each bringing unique expertise that together forms a strong, adaptable unit. Their focus areas include electrical protection, SCADA and PLC programming, network infrastructure and dispatch systems. While their roles are clearly defined, their work often overlaps, which allows them to step in for one another whenever needed. This shared knowledge and teamwork creates resilience, ensuring that critical systems never depend on a single individual but on the strength of the group as a whole.

Their daily responsibilities include managing underground automation systems, maintaining servers and networks as well as operating key platforms that enable production and safety. The team operates in one of the most challenging environments imaginable.

Dust, humidity and vibration all test the resilience of equipment and connectivity, yet they consistently deliver reliable solutions that sustain operations.

The team’s impact is clear in the way they enhance both safety and efficiency across the mine. Through real-time monitoring, personnel tracking and modernized dispatch systems, they support compliance and improve overall productivity. Their upgrades to networks and infrastructure have strengthened reliability, while the integration of new platforms highlights their ongoing contribution to technological innovation.

Motivated by the direct impact their work has on safety, production and business continuity, the team continues to maintain high standards. Their message to the business is clear: involving them early in projects ensures smoother implementation, sustainable systems and reliable data for decision-making.

The Instrumentation & Electrical Specialist team may often be working behind the scenes, but their contribution is central to every safe and efficient shift underground. By combining technical expertise, adaptability and collaboration, they continue to power the systems that keep the mine moving forward.

NAMES	ROLES
1. <i>Khayelihle Cele</i>	<i>Instrumentation Specialist</i>
2. <i>Sibusiso Masina</i>	<i>Electrical Protection Specialist</i>
3. <i>Thabiso Molele</i>	<i>Control Systems Specialist</i>
4. <i>Tebogo Moloto</i>	<i>Control Systems Specialist</i>
5. <i>Richard Kirchner</i>	<i>Network Specialist</i>
6. <i>Matimba Machimane</i>	<i>Network Specialist</i>
7. <i>Niek Booyse</i>	<i>Dispatch Specialist</i>
8. <i>Daniel Tsolele</i>	<i>Dispatch Specialist</i>
9. <i>Marinus Human</i>	<i>Dispatch Hardware Maintainer</i>

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE



PMC PARTICIPATES IN THE 2025 ESKOM EXPO MOPANI REGIONAL SCIENCE FAIR

PMC proudly supported youth innovation and science education when a team of its talented interns stepped up as volunteer judges at the 2025 Eskom Expo Mopani Regional Science Fair, held on 9 August 2025 at Mopani TVET College in Phalaborwa. This significant regional event brought together 164 young scientists showcasing 137 research projects across a variety of fields. This is the desired shift towards a celebration of brilliance, curiosity and future-focused thinking.

The invitation from Eskom to support the judging process was met with great enthusiasm and the opportunity was presented to interns as part of their broader development and community engagement responsibilities as beneficiaries of the PMC Students Program. As part of its mandate, the department continuously strives to support meaningful projects that develop internal talent and impact the community positively.

PMC interns, **Msizi Shange, Matome Sawall, Alex Pako, Lungisani Ngidi, Wilson Mushwane, Keletso Segodi and Mannete Mathale** responded to the call by demonstrating professionalism, knowledge and a passion for empowering the next generation of scientists. In their capacity as judges, they represented PMC with excellence and pride executing their duties being: to evaluate entries across the various categories and offering valuable feedback to learners.

The PMC Interns’ involvement reflects PMC’s commitment to education, mentorship and youth empowerment, particularly in promoting STEMI (Science, Technology, Engineering, Mathematics, and Innovation) among learners from underrepresented backgrounds.

Among the standout categories at this year’s Expo were Engineering (41 entries), Social Sciences (23), Energy (22), and Biomedical Sciences (17). These fields drew strong participation from learners in Grades 4 -12 and TVET NC(V) Level 2 - 4 students, many of whom had progressed through earlier workshops and District Expos.

The awards ceremony recognized excellence in the category of Research and Innovation, awarding a total of 12 Gold, 43 Silver and 48 Bronze medals to recipients. Learners were also honoured with Special Awards from Eskom for outstanding work.

The involvement of PMC interns in this initiative, highlights the company’s contribution to national goals around education, innovation and social transformation.

As these young scientists prepare for the Eskom Expo International Science Fair (ISF), PMC proudly celebrates their achievements and applauds our interns for their outstanding contribution in shaping a brighter future for all.

“It was truly inspiring to witness the creativity and intelligence displayed by these learners. Being part of the judging panel gave me a deeper appreciation of how science can be used to solve real-world problems. I am grateful to PMC for giving us this opportunity to contribute to something so impactful,” said **Keletso Segodi, Mechanical Engineering Intern** based at Concentrator Maintenance Department.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE



PMC SUPPORTS MOPANI TVET COLLEGE OPEN DAY

PMC proudly participated in the Mopani TVET College Open Day, a dynamic event that brought together educational institutions, industry partners and ambitious young learners from local schools eager to explore future career opportunities. The event offered a valuable platform for companies and colleges to showcase their offerings and PMC stood out with an engaging, hands-on display led by its talented apprenticeship and in-service students.

Spearheaded by PMC’s Training and Development Team, the company’s exhibit gave attendees a practical look into its wide range of operations. From mining and processing to engineering, boiler maker, instrumentation, electrical, business and marketing management, the various displays demonstrated the depth of expertise and innovation that define PMC. Learners had the opportunity to interact directly with current apprenticeship and in-service students, gaining insight into real-life experiences and potential career paths within the mining industry.

In addition to PMC’s booth, the Open Day featured exhibitions from various colleges, training providers and private companies, all offering valuable information on academic programmes, learnerships and employment opportunities. The event fostered a strong spirit of collaboration, highlighting the joint efforts of education and industry to prepare young people for the future.

PMC’s presence at the event reflects its ongoing commitment to youth development, education and skills transfer. Through its Training and Development Department, PMC continues to drive initiatives that support academic achievement, knowledge sharing platforms and community upliftment, ensuring that the leaders of tomorrow are equipped today.

A sincere thank you goes out to all the apprenticeship and in-service students who proudly represented PMC. Your professionalism, enthusiasm and commitment were not only a reflection of our company values, but an inspiration to everyone who visited our stand!

Portia Khoza, Coordinator Training, expressed pride in the team that represented PMC. *“Seeing our apprenticeship and in-service students confidently represent PMC was a proud moment. Their growth reflects our division’s commitment to nurturing talent and supporting education initiatives. Events like the Mopani TVET College Open Day allow us to extend that impact beyond our operations, into the communities we serve.”*

“It was empowering to share my journey with younger students. I saw myself in them not too long ago, and now I get to help them see what is possible with the right guidance and determination”, said **Tsholofelo Nkuna**, In-service Trainee, Training and Development.

“Our involvement in the open day gives courage to the learners that it is possible to soar to the sky just like a condor and make a meaningful contribution to the country, their community and themselves”, said **Athebafone Masekwameng**, Training Officer Instrumentation.

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE

EMPLOYEE RELATIONS TRAINING EMPOWERS PMC MANAGERS TO UPHOLD WORKPLACE DISCIPLINE

Palabora Mining Company (PMC) recently hosted an Employee Relations (ER) training session for its line managers, with the primary aim of equipping them with the knowledge and practical skills to effectively chair disciplinary hearings. The session emphasized the importance of maintaining and sustaining workplace discipline, while ensuring that all processes are conducted in line with fairness, natural justice and the Labour Relations Act (LRA).

The core focus of the training was to strengthen managers' ability to conduct disciplinary hearings that are consistent, fair and compliant with the company's internal disciplinary code and procedure, industry best practices and adherence to the law. By drawing on developments in labour legislation, case law and jurisprudence, the training provided managers with an updated framework for handling disciplinary matters in a professional manner.

In the mining industry, discipline plays a crucial role in fostering a safe, productive and secure work environment. ER training empowers leaders to enforce and maintain discipline, which is fundamental to building a cohesive and accountable workforce. For PMC, such initiatives ensure that leaders have the right tools to protect both employee rights and the company's operational standards ensuring uninterrupted operations and industrial harmony.

The training session covered several critical topics, including how to effectively chair disciplinary hearings, addressing cases of medical incapacity, managing and correcting poor work performance. These themes are closely aligned with PMC's values, which are: **Accountability, Caring, Teamwork, Integrity and Courage**. Managers were reminded that discipline is not only about enforcing rules but also about safeguarding job security and ensuring the safety of employees across operations.

Through the training, managers gained insights into:

- Enforcing and sustaining discipline in consultation with the ER department.
- Applying ER policies consistently and effectively.
- Understanding their role in managing misconduct and addressing breaches of company policy.
- Practical skills to chair disciplinary hearings in line with fairness and justice.

The session also provided an opportunity to discuss real-life cases, making the learning process highly relevant and practical. Improved ER practices can have a significant impact on productivity and employee morale.

"This training strengthens our leaders' ability to uphold discipline and fairness at all times. A disciplined workforce is a safe and productive workforce and that is what we strive for as a business here at PMC," said Itumeleng Monama, ER Specialist.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE



VIP DIVISION HONOURS EMPLOYEES FOR PRIORITIZING SAFETY

At Palabora Copper, safety remains at the heart of everything we do. It is not only about following procedures but about intentionally building a culture where every employee feels responsible for protecting their own health and safety, the wellbeing of their colleagues and the environment. To strengthen this culture, the VIP Division introduced a recognition strategy of honouring Safety Champions during their monthly safety meetings.

A Safety Champion is an employee who goes above and beyond to promote and practice safe behaviour in the workplace. They are not selected by their job title or level of seniority, but by their actions and attitude toward safety.

This special recognition is accommodative to employees at all levels of the business, especially contractors and those on the shop floor. The Health and Safety Representatives and Safety Officers are empowered to make nominations. Each Safety Champion is celebrated with a certificate of recognition and tokens of appreciation. These gestures not only honour the individual but also make them feel seen and valued for their everyday commitment to keeping the workplace safe.

This recognition boosts employee morale, motivates teams and reinforces the idea that every safe action contributes to the business' overall success. It is also an important part of our Employee Value Proposition, showing employees that their contributions are valued and celebrated.

We commend the VIP leadership for prioritizing and applying the pillars of Safety Bridge which are: Leadership, Caring (People) and Risk Management (Systems).

CONGRATULATIONS TO ALL OUR SAFETY CHAMPIONS!

NAMES	ROLES
Sunday Ngobene	SHE REP- Didintle Mining
Antonette Fick	Safety Officer-Josmeck Trading
Brilliant Mathebula	Labourer-PGN Civils
Johan Bezuidenhout	General Foremen-Laelo
Thabiso Seleisi	Labourer-PGN Civils
Riaan Tait	Boilermaker-Josmeck Trading
Cynthia Pilusa	Labourer-Didintle Mining
Petrus Malatji	Manager Operational Readiness & Enabling
Lorraine Ncube	Planner Project-Asset Management Planning
Thembeke Mosele	Cost Controller- Project Controls
Schalk Jansen Van Rensburg	Specialist SMPP-Lift II Projects

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE

LAELO CONSTRUCTION DONATES SANITARY TOWELS AT LOCAL SCHOOLS



In a heartwarming display of community care and corporate responsibility, Laelo Construction and Projects - a valued contractor of PMC has stepped in to support two local schools in Ba-Phalaborwa. The team donated 2000 sanitary towels to learners at Baranuka Secondary school and Chuchekani Primary school respectively.

Laelo Construction and Projects is a black female owned enterprise by Zelpha Mohale and in recognition of Women’s Month, she extended support by celebrating womanhood through visiting two local schools with her team and donated sanitary towels to girl learners.

Sanitary towels are an essential need for any maturing young girl. Lack thereof may cause learners to stay home and miss school during their cycle dreading staining themselves resulting in peer embarrassment and low confidence. Therefore, PMC commends Zelpha for her generosity, there is not a more thoughtful gesture to celebrate women’s month.

While the company is widely recognized for its expertise in civil and building construction, road rehabilitation, mechanical and electrical support, as well as thin line spray services, Laelo still prioritizes living the PMC Values - Caring and Integrity.

This donation is not uncommon, Laelo regularly participates in community upliftment initiatives. In recent times, the company donated school uniforms, food parcels, blankets, wheelchair etc. to support the vulnerable within our community.

“It is always a great pleasure and honour for the company to continue acknowledging the need to assist our host communities, especially our young learners. It is all by God’s grace that we are able to lend a helping hand.”- Zelpha Mohale, Owner of Laelo Construction.

Halala Zelpha! PMC is proud of you and we hope that your actions will stir a ripple effect!



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE