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Palabora Mining Company Equalizes Families by

# Distributing Christmas Food Hampers to 100 Child-Headed Households and People Living with Disabilities

One thing that makes the Christmas season special is the tradition of **Giving**. Palabora Mining Company stepped up to the tradition by supporting the Mayoral Christmas Food Handout Campaign and donated food hampers gifting 100 child-headed households and people living with disabilities within the Ba-Phalaborwa communities.

The Annual Mayoral Christmas Food Hamper Handout is a heartfelt initiative that PMC willingly participates in to support the transformation agenda by the local Mayor, Cllr. Merriam Malatji, to combat hunger and alleviate poverty, equalizing all families to temporarily forget their sorrows and feel the merriment of Christmas Day over the popular holiday season.

The charitable hampers distributed to 100 families contained delicious and savory nutritious treats of choice,

some cleaning materials as well as fresh meat, enough supplies to last the families an entire month. The recipients of the hampers were meticulously selected by the local municipal ward counselors based on to the degree of their needs and level of destitute. The 2023 selection criteria were child-headed households & people living with disabilities.

The room was filled with orphans, who have lost their parents early in life and are now forced to step up as caretakers and raise their siblings. Equally present in number to receive their hampers, were people of all ages, living with various disabilities.

PMC understands that the Mayoral Christmas Food Hampers Event is more than just handing out food parcels. The hampers are a cherished, much desired, and a sought-after gift by the locals.

For many, it is their way out of malnutrition and food insecurity.

Knowing this, PMC is committed to forge stronger and mutually beneficial relationships with government, the local traditional authorities, the local communities and to do more philanthropic works. Through these relationships, it will reach more people, even those who are isolated and living

in vulnerable conditions.

“PMC is always keen to be part of the solutions for challenges within our local communities and we are looking forward to making a difference again in the new year.” **Abby Ledwaba Manager: Transformation, Stakeholder Engagement and Communication**



**SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!**



# The Zero Harm Cup is an excessive Tailor-Made SAFETY Solution to Return Workers Home Daily

## December 2023

Number of Lost Time Injuries For The Year

5

Palabora Mining Company's safety performance is on a visible high trajectory complimented by our teams' rigorous high standards and the inception of the 2023 SHEQ Safety Zero-Harm Cup Tournament.

The Zero-Harm Cup Tournament is an enabling catalyst, a major contributing factor towards the achievement of PMC's current stellar overall record-breaking improved safety performance recording only 5 Lost Time Injuries and Zero Fatalities for the year 2023.

This new initiative, with the aim to minimize deviations and improve safety by shifting employee focus towards something familiar, tapping into their innate love for soccer, has simplified the strategy, clarified business expectations and demonstrated how the buck stops with them.

### The successful rollout of Zero-Harm Cup has fostered:

- Employee changed behavior: SLAP Hazards
- Boosted moral, mindset and culture patterns,
- Reduced anxiety about getting injured at work,
- Reduced business interruption and loss of capital due to downtime,
- Reduced lost time, first aid and farworse fatalities,
- Achieved more production and high-quality product.

The Zero Harm Cup has elevated our Top Employer brand to be ranked as one of the top safest mines within the mining industry. Moreover, it has positioned us for recognition amongst our peers for exceptional technical,

mining and safety achievements.

To this end, on the 29<sup>th</sup> of November 2023, PMC scooped 3 Safety awards at the Southern African Institute of Mining and Metallurgy (SAIMM) Industry event, receiving professional recognition from the industry for excellence in the following categories:

- Mr. Wei - CEO Award: Best Improved Safety Performance
- Mr. Kopong - Magnetite: Best Safety Performance in Class
- Mr. Kopong - Magnetite: Best Safety Performance

These awards are testament of the effectiveness of the Zero Harm Cup Campaign, our growing capacity, changed workforce mindset and conducive environment, applied innovative thinking, unmatched skills, visible felt leadership and safety strategies:

See Something! Say Something! Save Someone! Zero Harm! Bekezela! Khumbul'eKhaya! Stop! Look! Assess! Protect!





# Palabora Mining Company Proves its Capacity Internationally at the HBIS Science and Innovation Awards

The successful change of company ownership to HBIS in 2015, came with a not so obvious dynamic added benefit for Palabora Mining Company to test its skills, potential, capabilities, and opportunities to work and learn on an international footprint.

The HBIS conglomerate is offering opportunities, support and resources to teams across their sites worldwide, to expand their thinking muscles to explore and apply innovative solutions to mitigate and resolve current challenges and those with potential to arise in the near future with low-cost spending but yielding high quality products and long-term sustainable

HBIS is world renowned for its competitive edge and PMC is rising up to the challenge by embracing new technology by debuting the recently completed state-of-the-art Smelter Retrofit Plant Project as well as the new Flotation Plant Project at the Concentrator.

End November 2023, PMC transferred a team of 14x Metallurgists and 1x Training Officer to HBIS Group in China, for a period of 2 months for work exposure. The opportunity enabled the team to benchmark, upskill and familiarize themselves with the functioning of the more efficient, streamlined Smelter Retrofit plant.

Furthermore, Palabora Mining Company marked its inclination

towards radical employee recognition, reward and development, operational transformation and technological advancement, by receiving nominations to prove their capacity internationally at the HBIS Science and Innovation Awards. Their Flotation Recovery Optimization Project which is made of 15 members led by Eric Mualusi was recognized as team of the year. In receiving the award, Eric was accompanied by two team members, Mpho Nyarela and Freddy Mzimba.

PMC was honoured with recognition of excellence by HBIS GROUP in the following categories:

Team of the Year	Engineer of the Year	Artisan of the
Eric Mualusi Mpho Nyarela Thabethe Mzimba	Simson Tekane	Dawie Meyer

The nominations by HBIS serves to confirm that PMC employees are delivering at top-level. Moreover, the trip provided opportunity for both HBIS GROUP and PMC to establish cordial relationships, transparency to learn, find synergies and benchmark best practices from each other's meticulous operational processes and methodologies.





# PMC partners with local stakeholders to promote the stoppage of magnetite spillage and road safety over the festive holidays

As part of the efforts to encourage safe driving over the festive season and promotion of the Arrive Alive road safety campaign, Palabora Mining Company in Partnership with the Limpopo Department of Roads and Transport, Ba-Phalaborwa Traffic Department, Rainbow Civils and Road Agency Limpopo have teamed up to encourage motorists to adhere to all road safety rules as well as cautioning truck drivers against the intentional spillage of Magnetite along the R40 route.

This campaign is another Arrive Alive initiative, as a result of the growing recorded numbers of preventable road accidents and deaths evident

on all our national roads during the festive season. Road Safety Awareness Initiatives such as these are important and critical for aiding corrective behaviours as well as sparing lives from reckless driving! The mobilization of various sectors to collaborate and focus their efforts in finding solutions to social ills that impact society.

**“Festive season is upon us; therefore, it is important for all of us as different stakeholders to mobilize and focus on the common goal to remind motorists to be vigilant, avoid drinking & driving and truck drivers to avoid intentional**

**spillages of magnetite. Negligent magnetite spillages now stretch on the route all the way up to Whiteriver, Mpumalanga. If a truck driver is caught spilling Magnetite along the road, we encourage residents and fellow motorists to report them promptly on 015 780 2666, by providing the trailer registration number or capture a video and we commit to disciplining the drivers. Your report shall be handled in the strictest manner possible.” Zulu Shikati \_ PMC Stakeholder Engagement Superintendent**



The year 2023 has evidently delivered goodluck and good fortunes to us evident in our stellar safety record. Despite the inevitable changes within our high level structure, the business has repositioned itself to be STRONGER. The collaboration with UNISA, completion of

the Retrofit Smelter, Rebranding of our business logo, achievement of numerous safety accolades, work exposure transfers to China and the nomination for employee excellence at HBIS to name a few - are a collective win for the PMC family, and a strong finish for the year 2023.

*I wish you all and your families a merry Christmas and a prosperous New year!*