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PMC DEMONSTRATES GRATITUDE TO THE WORKFORCE FOR THEIR DEDICATION



Melrose Shikwambana



Renee Coetzee



Salome Rasekhokha

The ultimate aim for any organization is to show its employees that they are valued and highly appreciated for their commitment and contributions towards fulfilling the company mission and achieving set goals.

This year again, PMC followed its long-standing tradition of honoring excellence with **Rewards and Recognition Awards** - issued to High-Flyers and Long Serving Employees within the organization.

The general length of time that employees stay at organizations across industries has reduced significantly. Job-Hopping has become the new norm as people change careers for many reasons including:

- Growth opportunities,
- Financial incentives, and
- Stability.

Therefore, at PMC we are proud that amidst this new era of talent fluidity, reskilling and career navigation, we were still able to record a stellar Long Service Recipient List of 171 nominees in the following categories:

• 10 Year Recipients	116
• 20 Year Recipients	49
• 30 Year Recipients	3
• 40 Year Recipients	3

Our exceptional performance is not by luck but by intention. Our employee retention rates are accredited to our Employee Value Proposition Policies and Excellent HR Practices. At PMC we pride ourselves on safety, ethical governance, continuously creating opportunities to reward good performance, capacitating and upskilling the workforce through learning and international work exposure programs, facilitation of employee wellness programs as well as investing to radically transform the communities our people reside in with the development of Clinics, Schools, Roads and

Infrastructure upgrades.

Although the entire workforce displayed superior performance throughout the year and many enjoying nominations for Employees of the Month and benefitting the training travel to China - only the “special” breed that went beyond expectation and exceeded organizational set performance indicators in delivering processes and innovative executions were announced as the winners in the Best Employee and Team of the year categories.

A Special Congratulations to the WINNERS!!!!

Employee of the Year

- Salome Rasekhokha-Finance
- Renee Coetzee-AMSHEQ
- Melrose Shikwambana-Supply Chain and Logistics

Team of the Year

- Supply Chain and Logistics

Division of the Year

- Underground Lift I

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!

PMC brings joy to Ba-Phalaborwa communities with Christmas parcels



Palabora Mining Company (PMC) has joined hands with Ba-Phalaborwa municipality to donate Christmas food parcels to 100 families from the eight (8) local communities of Ba-Phalaborwa region. The handover took place on the 20th of December 2024 at the Municipal sports hall. PMC management, mayor of Ba-Phalaborwa municipality and councilors from the eight (8) communities were part of this great initiative to witness the goodwill that this partnership brought to the residents of Ba-Phalaborwa.

Nozipho Zitha, Manager responsible for Organisational Development, Design and Transformation, highlighted the importance of honoring this partnership as it supports the slogan of the business that says **together building a sustainable future** for the people of Ba-Phalaborwa. “we believe in giving back to the community we operate in. I would also like to commend the municipality under the leadership of honorable Mayor, Merriam Malatji, for making sure that the momentum of this initiative lives long. To the recipients of the food parcels, it warms our hearts as the business for being able to shower you with Christmas present,” said Nozipho.

The generous donation was made possible by PMC, who sponsored the parcels for distribution across all 19 wards within the Ba-

Phalaborwa community.

Mayor Merriam Malatji expressed her gratitude to PMC for their continued support. "These food parcels will bring much-needed joy and relief to families who may otherwise struggle to celebrate Christmas," she said.

She further went on to applaud and commend PMC for their generous support and dedication in improving the lives of Ba-Phalaborwa residents. She closed off the event by thanking the residents and wishing everyone a merry Christmas and prosperous 2025.



Maphutha Malatji Hospital Builds a New Block - Outpatient and Clinical Support Department

Christmas came early for the people of Ba-Phalaborwa Municipality as the Premier of Limpopo, Dr Phophi Ramathuba officially handed over the newly constructed **Outpatient and Clinical Support Department** to the management of Maputha Malatji Hospital on Thursday, 19 December 2024.

The construction of the **Outpatient Clinical Support Department** commenced 7 years ago and experienced several delays including financial constraints. The 8,920 meters new wing is an add-on to the already existing building and will capacitate and optimize the service rendered by the hospital. The new expansion includes:

- **Area A:** Allied health services, radiology, a dental unit, and staff occupational health and safety facilities.
- **Areas B:** The Outpatient Department (OPD).
- **Areas C:** Laboratory services, a victim support center, and an administration entrance.
- **Areas D:** Administration offices.
- **Areas E:** A staff cafeteria, pharmacy, and wellness-center.

The event was attended by esteemed guests from the office of the Premier, The Limpopo MEC for Health, the MEC for Limpopo Department of Public Works and Infrastructure, PMC representatives and other prominent stakeholders. In handing over the state-of-the-art unit, Limpopo Premier, Dr. Phophi Ramathuba indicated that she is satisfied with the work done even though there were challenges along the way. She also indicated that the long overdue completion of the hospital upgrade is a milestone that will greatly benefit the communities with quality health care services.





PMC builds a new Hazard Park, bridging the gap between Theory and Practice

PMC’s Training Department has successfully launched the newly revamped Hazard Park, providing a unique and immersive learning experience that contributes to knowledge retention and leads to improved safety and increased compliance. The investment to construct the state-of-the-art engineering park showcases PMC's tireless pursuit towards achieving Zero-Harm.

The revamped experiential learning center is designed to accommodate a maximum of 20 participants per session. The innovation will simulate real-life scenarios that employees are most likely to encounter in the workplace - elevating safety training to a new standard.

The park is built to be both scalable and impactful. Employees will undergo assessments using handheld tablets - setting a whole new

bar for safety instruction.

The Hazard Park is an engineering marvel. By combining state-of-the-art design with creative construction and a strong focus on safety, PMC has established a foundation for a workforce that is safer and more empowered.

“This innovative and immerse approach to training will have a long-term return on investment as there will be improved statistics related to lost time injuries and near misses, and the overall improvement in our company’s safety culture.” **Mabore Macheru _ Manager Training Development and Contractor Onboarding**

Congratulations to Training and Development! This achievement further cements PMC as a frontrunner in safety excellence in the industry.



EDITOR’S COMMENT

The announcement of the 2024 Employees and Teams of the Year reminds us that amidst our challenges, we have had a good and productive year.

Happy Festive Season Palabora Copper Family. Please make time to enjoy some LOVE, FOOD & LAUGHTER with families.

A mighty THANK YOU to those who will be at work holding down the fort and keeping the business moving forward.



PMC Commemorates World AIDS Day 2024



Each year, since 1988, on 1 December - the world commemorates World AIDS Day and PMC was no exception. On Friday, 06 December 2024, the business, led by Itumeleng Ngoae _ **Executive Manager AMSHEQ** hosted two standdowns - at Seboka Lapa and at HR Parking to raise awareness to both employees and management about HIV-AIDS related diseases and also mourning those who have succumbed to related illnesses.

Employee wellness is at the cornerstone of PMC's governance, hence the incorporation of roles such as Health and Safety Representatives, Peer Educators, Employee Assistance Practitioners, Occupational Medical Practitioners into the business structures - as well as active collaboration with external medical practitioners and various stakeholders.

The well planned and executed informative sessions were attended by over 500 employees. The peer educators and medical practitioners shared their expertise during the interactive Q&A sessions to answer questions that were vital to deepening employees' understanding of the subject, with the aim to reduce stigma, and encourage building an inclusive workplace culture and environment.

This initiative is deemed a success because employees learnt and reflected, extending dialogue participation from clarity seeking questions to the sharing real-life stories. Key learnings from the session were:

- HIV is PREVENTABLE,
- HIV is MANAGEABLE,
- The importance of regular testing,
- Debunking HIV myths and stigma,
- Participating in support networks and resources,
- Breaking the silence on HIV,
- Equal rights!! Equal access to healthcare!!



"HIV/AIDS care should be available to everyone, regardless of their background or status. Together, we have the power to break the stigma surrounding HIV, promote regular testing, and ensure that everyone has access to the care they deserve. Let us work together to create an environment of equality, respect, and support, where no one is left behind. Together, we can curb this pandemic and build a healthier future for all."

Dr Sello Rasello, CEO of Maphutha Malatji Hospital