

# BOSWA BARONA

MAKING A DIFFERENCE IN OUR COMMUNITIES

ISSUE 1 | 2012

## WORKING TOGETHER TO CREATE A LEGACY OF HOPE



At the announcement of the final Envision Phase 1 payout were from the left Lesiba Seshoka (media spokesperson of NUM), Chris Griffith (Chief Executive of Kumba Iron Ore) and Louis Pretorius (National Organiser of Mining, Solidarity).

At Kumba Iron Ore our mines are producing much more than iron ore... they are sources of hope and opportunity for our host communities and many others who have a stake in our success.

At Kumba we want to see the results of our mining success achieve tangible and lasting impacts throughout the communities in which we operate. Mining sustainably and for the benefit of all South Africans is our goal, and this drives our social and community development plans. These plans aim to address issues such as rural poverty, skills and enterprise development, education and healthcare which are so important for the sustainable future all South Africans want and deserve.

How does Kumba contribute to South African society?

We create jobs and ensure people of a sustainable income for themselves and their families. This we do in some of the poorest areas of our country where unemployment is rife.

We employed 11,898 people at the end of December 2011, comprising 6,303 full-time employees and 5,595 full-time contractors. A further 4,131 project contractors were also employed on our construction projects. Direct payments to employees (excluding contractors) amounted to R171 million, with a further R2.7 billion paid out from Envision, our hugely successful employee share scheme.

We completed the year without a fatality, and had an excellent safety performance overall, with a 33% decrease in our accident rate. Of this we are particularly proud as we believe our employees should go home safely to their families at the end of each working day.

We spent R120.4 million (4.4% of the total wage bill) on training and development, with each employee receiving an average of approximately 80 hours of training during the year. A total of 953 employees, community members and others participated in our learnership, bursary, professionals-in-training and adult basic education and training programmes.

We contributed R191 million to expenditure on social and community development, largely in the communities surrounding our operations, including contributions to Anglo American plc's Zimele fund. (1% of the company's net profit after tax (NPAT) from 2010.)

But these numbers do not tell the real story of Kumba. To discover that, you need to dig a little deeper and this we have done in the pages that follow, providing some insight for our stakeholders into our business.

CHRIS GRIFFITH  
Chief Executive: Kumba Iron Ore

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"Boswa ba Rona" means "Our Legacy" in Tswana. Kumba Iron Ore making a difference TODAY... leaving a positive legacy for TOMORROW...

## KOLOMELA



**AART VAN DEN BRINK**  
GM: Kolomela Mine

With seven years' experience in the position of General Manager of a mine, and four years' experience as the Kolomela Mine General Manager, I am more than pleased with the impact that the mining industry has had on the development of the Northern Cape. I entered a career in the mining industry because it offered a great opportunity to receive a tertiary education and be part of an industry that can make a big contribution to the economy of the country. I am certain that with the cooperation of all stakeholders, we can make an even bigger difference to the community. Kolomela Mine employs approximately 800 Kumba employees, and utilizes 700 contactors and 400 construction workers, and we are committed to achieving our goal of zero harm for safety, health and environment because we have the commitment and support of all employees and contractors.

My hope for 2012 is that the presence of the Kolomela Mine will bring many new businesses to Postmasburg and create many new jobs that can help the community to earn a good living and provide the younger generation with a good education. Enthusiasm is very important in the management of a young mine. Being a fairly young workforce with limited Kumba years of service (when compared to the other mines), our people have realized that Kolomela's and Kumba's performance can be greatly influenced by them and if they do well, the company can do well.

I am positive that the levels of education can and will improve over the next five years due to the eagerness of the younger generation to further themselves. The opportunities that will become available due to partnerships between corporations, communities and the education departments will also enhance the quality of education that our next generation receives. My advice to the learners of today is to "go for it!". The mining industry is evolving fast and new opportunities will always be there. Furthermore, the younger generation displays responsibility towards their communities and families. This is evident in the manner in which the Kolomela workforce tackles education and social challenges like HIV/AIDS. Their attitudes are encouraging, as the younger group of our employees feels strongly about it. These young people are the future of the business and with the right attitude they can make a lasting difference in future.

I believe that all the community members have the willpower to make a success of their social circumstances. There is a need within the communities and within Kolomela Mine to better the overall conditions in the communities. I believe that with the collaboration of all stakeholders, Kolomela can provide the Tsantsabane community with sustainable systems and processed to achieve their development goals for a more secure future.

## SISHEN



**ANDREW LOOTS**  
GM: Sishen Mine

I have been the General Manager of Sishen Mine since November 2008. During this time, Sishen has contributed more than R260 million towards IDP Infrastructure, health, education, social and welfare and economic development initiatives in the John Taolo District Municipal area. The success of the Mine's community investment programs are sustained through the good relations and partnerships with our provincial and local governments and our communities.

The Social and Labour Plan of Sishen Mine is more than merely adhering to legal commitments, it is about adding value by creating a sustainable difference in the Mine's area. One of our proudest initiatives is Zimele – it has helped us change the way we think about enterprise development. We have been able to create enterprises of which more than 90% are still open. The Zimele model is implemented through the Sishen Small Business Hub in Kathu and the Business Development Centre in Kuruman.

Sishen Mine was part of the Envision Scheme, and it was a true testimony of how Kumba cares for its employees. For many of the 12000 employees, it was an opportunity to become first time home owners, develop existing property, make a final contribution to a child's university fund or buy a much needed car. The envision scheme did not only benefit the employees but also contributed towards a direct economic boost in the greater community.

The future of the mining industry is full of opportunities, particularly for the youth that intend to operate within the industry. There are multiple resources available to tap into to ensure a thriving career in the Mining Sector; hence commitment, self-discipline and a high level of responsibility are required for future generations to succeed. Sishen Mine has increased education and skills for the communities over the past five years, and continues to remain focused to develop new training programs and methods. Our training success stories include Sishen Mine's Artisan Training Centre (SIVOS) which is a benchmark facility, Management Training facilities, ABET and Functional Training. The mine also focuses on educational development as part of its social community investment, thereby ensuring funding towards various child care and education facilities.

Furthermore, Sishen is dedicated to HIV/Aids awareness training and treatment programs. The mine has its own Occupational Health department with facilities to accommodate HIV testing. The UGM Clinic forms part of this program and renders a service to the contractors, the greater communities as well as the mine. We continuously promote the importance of people knowing their status to ensure a healthy, responsible lifestyle.

My hope for 2012 is to continue making a tangible difference in the communities surrounding the mine and to build on the excellent legacy the mine has established during 2011. At Sishen there is one thought that starts and concludes every action regarding our communities: We want to build mutual beneficiary relationships that are advantageous to all.

## THABAZIMBI



**CORNELIA HOLTZHAUSEN**  
GM: Thabazimbi Mine

In my sixteen months as General Manager of Thabazimbi Mine, I feel honored to be part of such a dynamic partnership with the surrounding communities in the area. Thabazimbi Mine employs 831 permanent staff and 864 contractors. Our people are our most important asset, and we work hard to ensure that they are looked after.

The largest swell of pride has been to be involved in the Envision Scheme. After enjoying the discussions with employees, I am thrilled that some were able to pay off their debts, some completed building work on their houses and also allowing the employees to invest some of the money they received. I also realised employees could pay school fees at the start of 2012, which was something for which they asked financial support in the past. This really made a difference to employees' lives and the community.

Over the 30 months, Thabazimbi's Social and Labour Plan has achieved great success. Most of the components of the SLP were achieved ahead of schedule and include areas of development in Procurement, Local Economic Development, Employment Equity and Housing. Regarding the Mining Industry Occupational Safety and Health (MOSH) system, Thabazimbi Mine has participated fully in the process and has adopted noise reduction guidelines. We have also included it in the 2012 health improvement plan to advance the hearing conservation awareness.

The Adult Based Education Training still needs to be solidly implemented among the staff on the mine. However, we have opened the ABET program to community members who are determined to acquire a form of education. Thabazimbi Mine is going to forge ahead to ensure that 2012 sees more adults being educated despite their age and circumstances, in order to uplift the knowledge and skills base around the mine. Together with an intensified mentorship program we are committed to deliver on our promises with regards to the Social and Labour Plan. The Mine will as part of the application for the mining license, develop a new five year SLP.

Another one of Thabazimbi's vital focus areas in 2012 is enterprise development. A crucial component to this will be to establish a Thabazimbi Hub to assist businesses locally in conjunction with Supply Chain Management. My hope for the communities surrounding the Thabazimbi Mine is that they may participate in the development of Thabazimbi through channels such as the Thabazimbi Community Development Forum. I am also certain that the communities are actively participating in the mine's objective to conserve our natural resources (water and energy). It is imperative that every person in the country, not only at Thabazimbi Mine, learns to be responsible and display an attitude of stewardship in sustaining our natural resources. With a combined effort between the community, government and business we can make a difference now, which will help use greatly in the future.

# KUMBA FAVOURS PREFERENTIAL PROCUREMENT



Joseph Kente, the owner of Vukani Musa.

## Kumba views local communities as partners in business. Working together creates a thriving community.

**S**ocial and Community Development departments at each mine close the gap between community and company. The purpose of these departments is to bring about sustainable development and mutual benefits. Kumba's local procurement policy for all its operations stipulates that targets must be established, set at a percentage of total spend and tracked on a monthly basis. By 2014, Kumba aims to procure some 40% of its capital requirements, 50% of its consumables and 70% of its services from BEE suppliers. Currently, 44.3% of capital requirements, 47.4% of consumables and 45.1% of services were procured from these suppliers in 2011. A preferential procurement and transformation committee has been established to encourage existing suppliers to transform; to track procurement performance against targets; to verify the BEE status of existing suppliers and to remind them when certification expires; and to provide suppliers with relevant information.

"We don't just do it for compliance's sake; we do it because it's the right thing to do and we view this as a business imperative". So says Kenneth Kgomo, manager of governance and supply management, regarding the development of local suppliers and small and medium enterprises (SMEs) in the area of Kumba's operations. Furthermore, the policy of local procurement is of strategic importance to Kumba as it plays a key role in securing and maintaining the right to Mine and creates efficiencies in the supply chain as well as and ensures reliable access to supplies.

Developing local suppliers and SMEs is not without its challenges. Chief among these is an absence of a skills base in the rural areas where Kumba's operations are situated. Skills effectiveness may be measured on a matrix that includes both complexity and availability. Skills such as cleaning, book-keeping and gardening are common, but they are less so in the case of commodity

suppliers. Each mine's social and community development department is responsible for its own operation's local, economic and enterprise development, and for ensuring that the mine meets its social and labour plan (SLP) commitments. However, much of Kumba's developmental work extends far beyond the scope of the various SLPs.

### Preferential Procurement Success Stories:

- Dirt Friend is a 100% BEE Company that was created to supply a laundry and cleaning service to a Kolomela change house. This project was established to create jobs and empower the unemployed people in Tsantsabane Local Municipality, and to teach them how to effectively manage a sustainable business and to create jobs and generate a profit. Kolomela has funded this project from the outset, and Dirt Friend has employed twelve people since 2010. The company has been given preferential status to wash employees' overalls as well as clean the ablution facilities, and they are encouraged to engage with other local mines and contractors in case their contract is not renewed.
- Vukani Musa Construction was founded by a former employee of Sishen Mine, Joseph Kente. He started as a general worker, trained as a carpenter and through assistance from the Mine qualified as a Building Inspector. He also completed courses in first-line management and project management. His subsequent experience as a Project Manager at Sishen made him realize that there were very few black-owned companies that could deliver the quality of building services demanded by the Market. Through the introduction of Zimele Small Business Start-up Funding, Joseph approached the Hub for assistance. The Hub Manager acknowledged his talent and determination and facilitated a loan of R680 000. A further loan of R340 000 was

approved to capacitate him further as he was granted the Maintenance Contract at Sishen Mine worth a minimum of R2 million per year. His workforce varies from 18 to 53 workers, depending on the size of the projects. Several projects were completed successfully of which the newly built Grade R Facility was the largest. Their quality of work and level of Project Management is excellent and is ensuring a sustainable flow of income. The turnover for 2011 for this enterprise amounts to R5 736 995. The business was nominated for an award in the Black Business Quality ceremony in 2009. Joseph also gives back to the community – he sponsors HDSA learners from a local school to ensure that they are in a position to complete their education that will enable them to progress in life.

### Highlighted Preferential Procurement Companies:

- Booi Holdings, a black-owned construction company was awarded the tender for the building of caucus rooms for Sishen Mine.
- Local black supplier, Ekhayalittle Construction was awarded the tender for the building of offices at Sishen Mine.
- Tshimo Gardens, the establishment of which was facilitated by Sishen's Social and Community Development section and Zimele - the development arm of Anglo American, was awarded the gardening services contract for Sishen Mine.
- Steffanutti Stocks and a local construction company for the construction and upgrade of Sesheng hostels. Steffanutti Stocks will assist the local suppliers in project management, expose them to best-in-class project implementation systems and share intellectual capital.

# ALL EYES ON BUCKET AND BOWL WORKSHOP

It sounds like a quaint little English pub, but the “Bucket and Bowl Workshop” project is an important part of the Sishen Infrastructure Programme (SIP) under the leadership of project manager, Lourens Mostert.

The project is called the “Bucket and Bowl Workshop” because it will become the metalwork workshop for mine machinery buckets and bowls at Kumba’s Sishen Mine. The workshop, equipped with two 80-tonne overhead cranes, will be located north of the training centre in the area leading to the waste stockpiles and northern pit area at Sishen Mine. The total cost of the project, including the Engineering Procurement Construction Management (EPCM) costs, is R232 million. The Mine has identified the need for new haul truck maintenance and tyre handling facilities in Sishen due to the planned Heavy Mining Equipment (HME) fleet expansion required for the Life of Mine (LOM). This fleet expansion will result in a significant increase from the current 69 to the expected 108 trucks over the next three years. Until the new facilities are ready, the “Bucket and Bowl” will serve as a multi-functional workshop, as it has the space and facilities for mechanical and tyre repairs and the maintenance of the new fleet of Kumatso 960 and 860 E mining trucks. All tyre repairs and tyre replacements for these trucks will be carried out at the new “Bucket and Bowl Workshop”. One under-cover bay with an under-cover tyre press is to be provided for this purpose, together with four open-apron slabs for tyre changes on the trucks. The old trucks will continue to be serviced at the existing haul truck workshop facility, until the completion of the

new LOM facility. The existing facility will also be used to service the overflow of 860 E trucks, if required, until the LOM facilities are completed. Once the LOM facility is completed and fully operational, the welding and secondary workshops will be expanded into the existing haul truck workshop bays. Upon completion of the LOM haul truck and tyre handling facilities in 2013, the tyre handling and haul truck maintenance operations will relocate to the new LOM workshops.

The “Bucket and Bowl Workshop” project at the Sishen Mine is currently in its implementation phase. The project is being managed by an owner’s team, TWP Projects, BVi Consulting Engineers, PCC and Steffanutti Stocks is the main contractor. The project is progressing well with the large internal surface beds being cast and the major structural steelwork being erected. All support structures are at various stages of progress. Kumba Iron Ore’s philosophy of Zero Harm is taken very seriously by the entire project team, who have been commended for the safe working conditions maintained at all times. Kumba Iron Ore is committed to implementing projects with companies that have been transformed. During the selection of the contractors on the Bucket and Bowl Project this was definitely the case. Steffanutti Stocks, a major building and civils contractor with a black ownership of 40.7%

was awarded the main civils and construction work for the Bucket and Bowl workshop. The key engineering requirements were handled by BVi Consulting Engineers who have a black ownership of 40.93% and finally the EPCM (Engineering, Procurement and Construction Management) package was awarded to TWP Projects (Pty) Limited which has a certified black ownership of 25.06% and black female ownership of 0.37%.



## AGRICULTURE AND ENVIRONMENT

### FARMING WITHOUT SOIL – THE SKEYFONTEIN HYDROPONICS FOOD PROJECT

The Skeyfontein Hydroponics Food Project was started by a group of eight women who were crop farming on land made available to them by the Community Property Association. These women lacked support, so the farming was done on a subsistence basis which did not generate any income.



Skeyfontein is home to a community that had been relocated due to the Government’s land reform process. It is a remote, rural part of the Tsantsabane Local Municipality in the Siyanda District in the Northern Province.

Since 2008, Kolomela Mine has provided additional support to boost the project beyond the subsistence level. A decision between the women and Kumba led to the use of hydroponic farming methods to boost production and increase the likelihood of the project’s success. Hydroponic farming methods do not have plants grown in soil, but rather in water that is filled with minerals. The people of the Skeyfontein community that are in charge of the project have received extensive training on managing the project and growing fresh produce based on local demand. As a result, the women are now able to supply local retailers with fresh produce.

In 2010, the Department of Agriculture decided to become a partner on the project and assigned a representative to mentor the community project leaders. Since then, Kolomela and the Local Municipality have decreased their levels of involvement, while allowing the community to experience greater independence. The project will be completely handed over to the community cooperative in 2012, once it has realized its full potential and has become self-sustaining. The Skeyfontein Hydroponics Food Project has won two very prestigious awards: Best Horticulture Project in the Northern Cape and Best Water Usage Project in the Siyanda District Municipality.

The Skeyfontein Hydroponics Food Project has been successful in developing skills and empowering the local community to manage this small- to medium-sized micro-enterprise that is able to generate an income and create more sustainable jobs. The project has also shown the community and other stakeholders how to use the land productively in building socio-economic and sustainable businesses. The project has proven to be profitable, and has seen the community increase their production and ability to supply fresh produce to the local markets. Kumba Iron Ore understands the importance and the business potential of working in partnership with our local communities to achieve and exceed long-term sustainability.

# TSHIMO GARDENS – A LIFESTYLE CENTRE IN A CLASS OF ITS OWN

Currently Tshimo Gardens operates from a property leased from Kumba Iron Ore in Kathu and it is strategically positioned on the main road. The services and facilities at Tshimo Gardens include landscaping, maintenance, irrigation and compost.

**T**shimo Gardens is a lifestyle and garden centre that was established in 2002 by Paul Visser, an experienced landscaper. Subsequently, in 2009 the business received funding from the Anglo American Zimele Business Hub. Tshimo Gardens expanded and three new partners were welcomed, namely Antjie du Toit, Happy Olyn and Piet Wilson. Individually the partners aided the business with different skills that have ensured long-term sustainability. Paul Visser is an experienced landscaper, Antjie du Toit is a financial expert and well-known caterer, Happy Olyn is an experienced manager with a NQF Level 4 learnership in Arts & Crafts, while Piet Wilson is qualified in plumbing, carpentry and construction. Each member has a 25% share in the business.

The lifestyle centre also has a coffee shop called Cafe@Tshimo, as well as conference facilities that accommodate a maximum of 20 delegates. Commenting on the challenges of running Tshimo Gardens, Paul Visser said: "The biggest challenge is keeping employees interested, motivated to work hard and committed to provide good quality work". He further mentioned that surviving the off-peak season is another challenge. However, the business started a public garden service and obtained a garden service contract with Kumba Iron Ore. Happy see to all the maintenance in the mine and golf club and have 45 employees reporting to him.

Tshimo Gardens has been awarded a few successful contracts in Kathu since 2006, for example the T-Junction Entrance Gardens to Kumba Iron Ore Mine, the gardens at the Kumba Iron Ore Occupational Health offices in Sesheng, the gardens at the Wellness Clinic next to the Kathu Medi-Clinic, the entrance and Clubhouse gardens at the Kalahari Country Club and Golf Estate, the Pikkie Pret Nursery School gardens and the Kathu High School gardens. Visser explained that in order for aspiring business people to succeed, they need to be honest, stay committed to their dream, work hard and pray. These were the characteristics he developed on his journey of running a successful business. Tshimo Gardens now employs 62 people, and Visser commented that it's extremely important to employ competent people who value their positions and have a vested interest in developing the business further.



# POULTRY FARMING TAKES OFF IN GROENWATER



**Kolomela Mine has ploughed back into the environment and communities in which it operates, and the Groenwater Broiler Farming project is just one example of the Mine's commitment to the social labour plan.**

In 2009 the project in the Tsantsabane community started with only 50 chickens. It was located approximately 25km out of Postmasburg on the Kimberley road, and the original intention of the project was to produce a small-scale chicken farm. However, the Mine, local government and the community saw great potential in this project and decided to transform it into a commercial poultry project.

The Groenwater Broiler Farming project became a business that opened new markets, encouraged ownership of the project from the community and created jobs and developed skills. The Groenwater Broiler Project consists of 15 local beneficiaries. The total start-up cost of this project was R8,8 million, of which R5,5 million was contributed by Kolomela Mine and R3,3 million from the Tsantsabane Development Forum through the Sishen Iron Ore Company Community Development Trust.

Four breeder houses were constructed, each of which accommodates 10 000 to 15 000 chickens. The first 5250 chickens arrived in late November 2011. All four breeder houses will eventually be fully utilized with the same amount of chickens arriving at their new "home" every week.

The process starts when the Broiler chickens arrive when they are one day old. They are then sold live after six weeks to pre-identified buyers. Broiler farming within a value chain has the potential to function as a primary industry in the facilitation of empowering small-scale farmers to a level of economic independence. The Broiler farming process is a low-capital; fast turnover business that carries a low financial risk and has a strong existing market base. The Groenwater Broiler Farming project has so far created 15 jobs for the members of the Groenwater community.

The project aims to create a viable and sustainable business, to be positioned to compete with larger commercial businesses and to investigate future ventures such as establishing a fully functional chicken abattoir as well as the operational Broiler feed plant where the community will be responsible for providing chicken feed for the Groenwater Broiler Farming project as well as other farmers in the area. The beneficiaries (Areemeng Mmogo Cooperative), initially from the Groenwater community, together with the farm manager, will determine how to utilize the breeder houses to their full potential and to determine how to add maximum value.

Through social investment practices such as this project, Kolomela strives to empower locals and beneficiaries in the acquisition of skills and the creation of job opportunities.

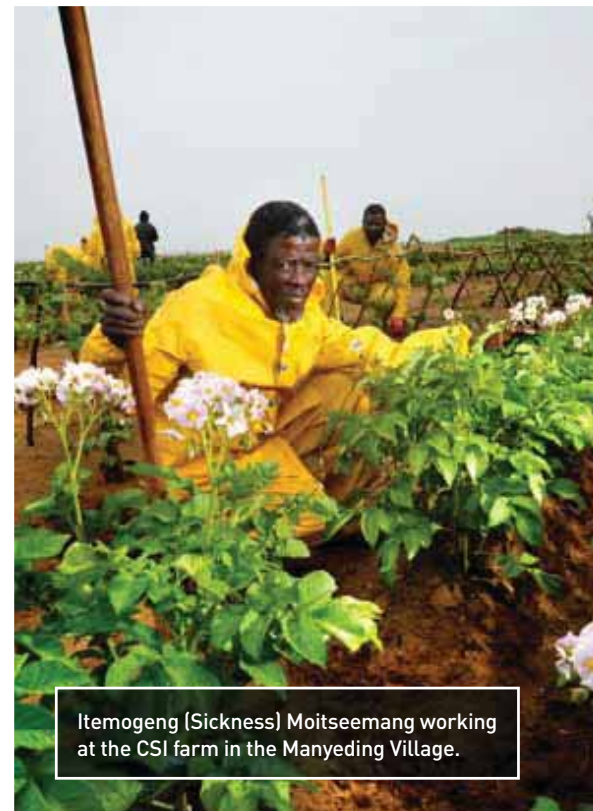
# COOPERATIVE CROPS CROWNING GLORY OF MANYEDING

There's nothing more rewarding than initiating a project that becomes so successful, it starts generating profit. That's when you know you've uplifted and developed the community towards sustainable living.

In 2010 Kumba Iron Ore funded the pilot phase of the Manyeding Cultivation Project at the John Taolo Gaetsewe District Municipality as a Food Security Garden. The crops at the Manyeding Cultivation Project have grown at a rapid rate due to the heavy rains over the last three years. In December 2010 the beneficiaries of the project had already harvested some radishes which were sold out in just one week. The radishes were bought by SPAR in Kuruman, as well as by private buyers from surrounding villages, while the remainder was sold at the Kimberly market. Over the last year, beetroots, butternut, pumpkin and green beans were also harvested and while a portion of these were sold locally in the villages, some were sold to the Pick 'n Pay supermarket in Kuruman.

The community members who have worked on the project during the pilot phase have gained valuable knowledge about cultivating crops and farming. They attended a two-day workshop on organic farming facilitated by Organimark - a company encouraging organic farming as part of enterprise development. Project Supervisor, Esther

Moseki, speaking about the community's commitment to the project said, "The cultivators are committed to the project, they are punctual and work very hard." The pilot project aimed to establish whether it could become a sustainable business that would provide income and employment to members of the Manyeding community. The project has been very successful as it has enabled the supply of produce to large retail chains, such as Pick 'n Pay. The project has also created employment opportunities in Manyeding and surrounding areas. The project will now move towards becoming commercialized as an agribusiness. To make the project commercially viable it will be expanded to include 120 hectares of agri-forestry, where a world-class dehydration plant will be built. Agri-forestry is an approach which utilizes the shared benefits of combining trees and shrubs with crops and/or livestock. It combines agricultural and forestry technologies to create more diverse, productive, profitable, healthy and sustainable land-use systems. This expansion will require a capital investment of approximately R40 million over the next two years.



Itemogeng (Sickness) Moitseemang working at the CSI farm in the Manyeding Village.

## MONEY FROM SWEET HONEY



Pracilla Saulus, Annie Phillips and Patricia Phillips doing maintenance on the honey bee project at Postmasburg.



Lodewyk Melokwe and Sara Telefoon loading hives into the extracting machine ready for decanting honey into 20 litre containers at Sishen.

Organic Honey Bee projects have been launched at both the Sishen and Kolomela Mines. The overriding aims of these projects have been to generate profits for the local communities near the Mines and to provide local markets with organic honey products.

Kolomela Mine became involved in 2009. Due to the lack of employment opportunities in the Skeyfontein area, most of the economically active people have moved to nearby towns in search of work. The result is that mostly elderly people and children have been left to fend for themselves. This project already started in 2002 with eight unemployed local women using old methods of catching bees. These women were then mentored by Bergland Bye Boerdery for 22 months to sharpen their bee keeping skills. The Rekgarathile Honey Bee project has enabled these portions of the Skeyfontein area to see the sweeter side of hope in harvesting honey for a profit. On the first day of the harvest, 70 litres of honey was harvested and once the harvesting period was completed, over 500 litres of honey was collected. The product will be sold as a purely organic one, and will create a demand in local communities, which in turn will stimulate income and sustainable jobs for the Skeyfontein area.

The Heuningpot Bee Keeping Primary Co-operative, also known as the Honey Bee project, was launched by Kumba Iron Ore's Local Economic Development (LED) section at Deben in 2009, as an Organic Honey Pilot Project. Sishen Mine's LED practitioner, Oduetse Kolberg described the Heuningpot Cooperative as a valuable rural development initiative that trained and positioned 12 unemployed locals from a small Kalahari town to become self-employed beekeepers. "The 12 beneficiaries were trained on-site in Deben by the Agri-Seta and a full-year training programme was conducted by Skills for Africa. All participants obtained a Certificate in Animal Production (NQF 1) in March

2011" explained Kolberg. The commitment from the committee members of the area reached beyond farming honey, and included attending courses in computer skills that would enable them to manage their businesses more efficiently. A member of this committee, Florence Dikolenyane, said that through these computer classes, they have learnt how to keep their business files safe.

Heuningpot became a full member of the South African Bee Industry Organisation and received a certificate confirming their competency in beekeeping and involvement in the bee industry. The Cooperative currently renders services in the Gamagara area by removing stray swarms and has already distributed honey to some organisations and individuals. According to the Cooperative Chairperson, Lodewyk Melokwe, the project has changed their lives immensely. "Being part of this project gives us a sense of purpose and something to look forward to in life," he said, adding that they receive an income every month thanks to the Cooperative.

Kumba Iron Ore further enhanced its position as a caring mining company in July 2011 when it donated a Toyota Quantum vehicle to the Honey Bee Project. Melokwe expressed gratitude towards Kumba Iron Ore as the vehicle would certainly assist with the transportation of their products, attending workshops, meetings and training sessions. In 2011, the project was able to harvest honey for the first time, 1000kg of organic honey was harvested and would be sold.

Initially, the project was managed on a small scale, using older methods of catching bees. However, the main focus has now shifted to the development of skills and the empowerment of beneficiaries to manage sustainable businesses.

The Tsantsabane Local Municipality initiated the Rekgarathile Honey Bee project in 2007, and

# ONE MILLION TREES TO SAVE THE PLANET

The One Million Rand Carbon Tree project was launched at the Kalahari Country Club in September 2010 when close to 1600 Sand Olive trees were planted.

**S**tephen Watson, Global Category Manager – Heavy Mining Equipment for Anglo American PLC Group, initiated the carbon tree project. Watson's personal target for this project is to plant 1 million trees within the next five years.

He registered the Carbon Tree Project as part of a management program early in 2010 and rolled this project out globally. This project works on the idea that for every 1 million Rand that Anglo spends on a vendor or contractor, that vendor or contractor

will purchase a Carbon Offset tree and donate the tree to Anglo for the purpose of this project. The trees are planted on the premises or at demarcated areas of the operation that spent the money with the service provider. In order to have a tree planted on one's property, certain criteria must be met. The One Million Rand Carbon Tree Project will continue over the next few years as Sishen aims to make a difference in local communities by primarily planting fruit trees. Sishen is very proud to be associated with this project as this is a tangible way to create change on the planet and in our communities.

During 2011 approximately 1200 trees were planted at training facilities and on the community Mine. Seven hundred of these trees were citrus trees planted in Phase 3 of Smartietown as part of the One Million Rand Carbon Tree project.



Rajen Govender and Gert van den Berg from Komatsu planting trees.

## KALAHARI WOOD DISTRIBUTORS WORK WONDERS WITH NEW MACHINERY



A worker cutting down a Blackthorn bush.



Wood ready to be sold.

**A whole new beginning in wood production for Kalahari Verspreiders has taken place due to new wood drying machinery.**

**K**alahari Verspreiders traditionally experiences challenges after the rainy season in January, and the result is that their production is delayed. However, Kalahari Verspreiders have enjoyed a period of innovation due to the fact that they are solution-orientated. The company successfully secured a loan from Zimele which was used to buy three new kilns (wood dryers) as well as a front-end loader named *the Rhino*. *The Rhino* will not only be used to cut down the Blackthorn bush, but will be able to remove the roots from the bush as well. The farmers are pleased with the outcome, as it ensures that the bush will not grow back again and the trunks which remained and caused damage to their vehicles and tyres in the past will now also be removed.

This method of debushing has no negative effect on the environment; in fact, it will speed up the process and will make it much safer. After the wood has been processed

it is sent into the kilns. In the past, it would be a three-month waiting period for the wood to dry, depending on the weather. This lengthy period of time resulted in the wood being very expensive which led to a market standstill and a cash-flow problem. However, the new kilns dry the wood out in a week which will result in more efficient marketing.

The kilns are approximately 11 metres long and 3 meters wide, and they operate much the same way as a hair-dryer does. Although there is no element or heating-coil, heat is blown into the bin in order to dry the wood out. The heat is emitted by fire produced in the front of the kiln. The Logistics Department on Sishen Mine, headed by Mr Pierre de Ath and his team, agreed to assist with the transportation of the front-end loader from Johannesburg to Deben. This act of kindness was greatly appreciated, and has resulted in more efficient, cost-effective and productive Kalahari Verspreiders.

## RAPHUTHI DEBUSHING PROJECT

The Raphuthi Debushing Project is based in Rooiberg, Thabazimbi. The project's aim is to eliminate alien vegetation called Sickie Bush. The Sickie Bush is cut and processed into firewood. There are a total of ten beneficiaries involved in the project from Rooiberg, and the local community buys the wood, which allows the beneficiaries to earn an income. Kumba has built a workshop where this wood gets processed, and is actively making a sustainable difference to the Rooiberg community by firstly getting rid of the Sickie Bush, and secondly by helping people earn an income from selling wood.



Staff from the Debushing Project, from left to right, Renny Nkovane, John Khoza, Papa Thapelo, John Ndlovu and Ndlovu Phillip.

# PROTECTING OUR WATER RESOURCES

Kumba Iron Ore's Mines in the Northern Cape are located in water-scarce areas. As such, Kumba relies on groundwater abstraction as a water source.

**K**olomela Mine has two key resources to promote agriculture-aligned projects, namely an abundance of available land and water resources. These resources will enhance the agricultural projects and also remove major cost factors of buying/generating water.

Kumba is aligned with Anglo American's overall goals for water stewardship. No water bodies are affected by Mine run-off from Kolomela or Thabazimbi Mines. There are no protected water bodies around either Mine and no water body of significant biodiversity status has been/is threatened by run-off.

Sishen Mine is currently in the process of reviewing its biodiversity status in terms of new legislation and a comprehensive reclassification of its biodiversity impact is taking place. Total water withdrawals by Kumba in 2011 were 20,752MI, of which 40% was used for primary processing activities by the company.

Kumba is considering increasing its use of treated water from municipal waste water treatment works (grey water). Present indications are that the use of treated effluent would not be detrimental to any mining or metallurgical processes. Currently 21% of Sishen Mine's and 27% of Thabazimbi Mine's water use is from treated effluent. There is potential for substantially greater use of grey water. For Sishen and Kolomela Mines, increased grey water consumption implies increased water export and for Thabazimbi Mine, less abstraction from groundwater sources.



Nosimo Macatsha and Hardy Fraser inspecting the temporary treatment of contaminated soil through bioremediation.

There is also potential for harvesting storm water from surface runoff areas as well as from mining pits. At present, only a very limited amount of surface storm water is recovered from drainage channels. A study is currently under way to design storm water systems to meet modern environmental and legislative requirements. It is estimated that 70% of Sishen's water demand could be met through the use of treated effluent and harvested rain water. The upgrading of storm water drainage in key and problematic areas of Tsantsabane local municipality's underdeveloped communities such as the Khuting Community, have created a sustained commitment by Kumba to improve the standard of living for all.

Excess water from dewatering activities at the Sishen and

Kolomela Mines is exported to the local water authority (Sedibeng Water) and water is also supplied to farmers directly affected by Sishen's dewatering. Kumba has since provided water tankers; inserted pipelines and installed new pumps in order to redirect the water to the private farmers and neighbours of Kumba-owned land. Kumba also contracted an external geohydrologist to represent land-owners in developing a conceptual geohydrological model of the area and to evaluate the effect of the dewatering, taking all previous studies and information into account.

Total groundwater withdrawal by Kumba in 2011 was 8,258MI, 78% of which was used for primary processing activities by the company.



## REMOVING WASTE SHOWS GOOD TASTE

The waste management infrastructure is a priority project initiated by Kolomela Mine, as identified by the Tsantsabane local municipality in consultation with the Department of Environmental Affairs. After meeting with the MEC of Land Affairs to ensure that the land earmarked for the extended landfill site was granted to the project, Kolomela committed R3 million towards the waste management infrastructure. In 2009, the Department of Environmental Affairs conducted a readiness report for the local municipality to legalize the dumping site. This aided in creating a healthy environment, and legalized and rehabilitated the current Postmasburg dumping site. The partnership between Kolomela Mine, the Tsantsabane local municipality, the Department of Environmental Affairs and the group from Aganang Consulting Engineers agreed to work together to benefit the Tsantsabane community members. The project commenced in 2011 and created 20 jobs. The waste management infrastructure is based in Boichoko, where the consultants are in the process of receiving a permit for the landfill site and are awaiting the DENCs approval. The DENC visited the site on 12 February 2012 and confirmed plans for the immediate future that would result in fencing the landfill sites and commencing with the rehabilitation of the site.

## THABAZIMBI SUPPLIES FIREFIGHTER EQUIPMENT TO FARMERS

The Thabazimbi Mine initiated a project to help the upcoming farmers in the area, providing them with the necessary equipment to fight fires. The firefighting equipment donated by Kumba has benefited 10 farmers. The firefighting equipment was bought locally, thus supporting the local businesses.



Jabu Mthombeni (on the left), handing over the firefighting equipment to the emerging farmers in Mooivalei area.

# ORGANIC COMPOST STIMULATES COMMUNITY

A compost plant was established at the Municipal Transfer Station near Kathu in the Northern Cape, where green waste, horse manure from the stables, grass clippings from the Golf Course and wood chips from the Wood Project in Deben are utilized to produce a compost product. An average of 38 tons of product is delivered to Sishen per month. This fertilizer is then used in the process of rehabilitating the mine dumps.

Even though the plant has had a few challenges, Kumba has played an important role in finding solutions to these problems. Initially, the quality of the compost was not consistent, and some deliveries of the compost contained plastic and unwanted objects. Kumba then contracted a specialist company in the field of compost production to assist with the layout of the plant and to upgrade the facility to ensure a quality product was produced. Additional land was acquired from Sishen Mine to enable rows of compost to be turned and dampened several times a day to ensure the correct temperature was reached and sustained that would kill all unwanted seeds before germination. The plant has also been secured with palisade fencing due to the wire fencing constantly being damaged by unauthorized intruders. A large number of equipment breakdowns were experienced (including a tractor and a trailer) due to the high volumes of organic material fed through the equipment that caused abnormal wear and tear of parts. The project employs six permanent staff members from the Deben and Dingleton areas, of which two are women and four are men.

The project is self-sustainable and has been signed off to the shareholders. The enterprise was linked with Tshimo Gardens as from 1st January 2010, a company that renders a management, marketing and financial service to the compost plant to ensure quality and sound business acumen. A total amount of R101 607 was spent on the initiative during 2010.



The final compost product containing wood chips, grass clippings and horse manure.

## OH FIG!

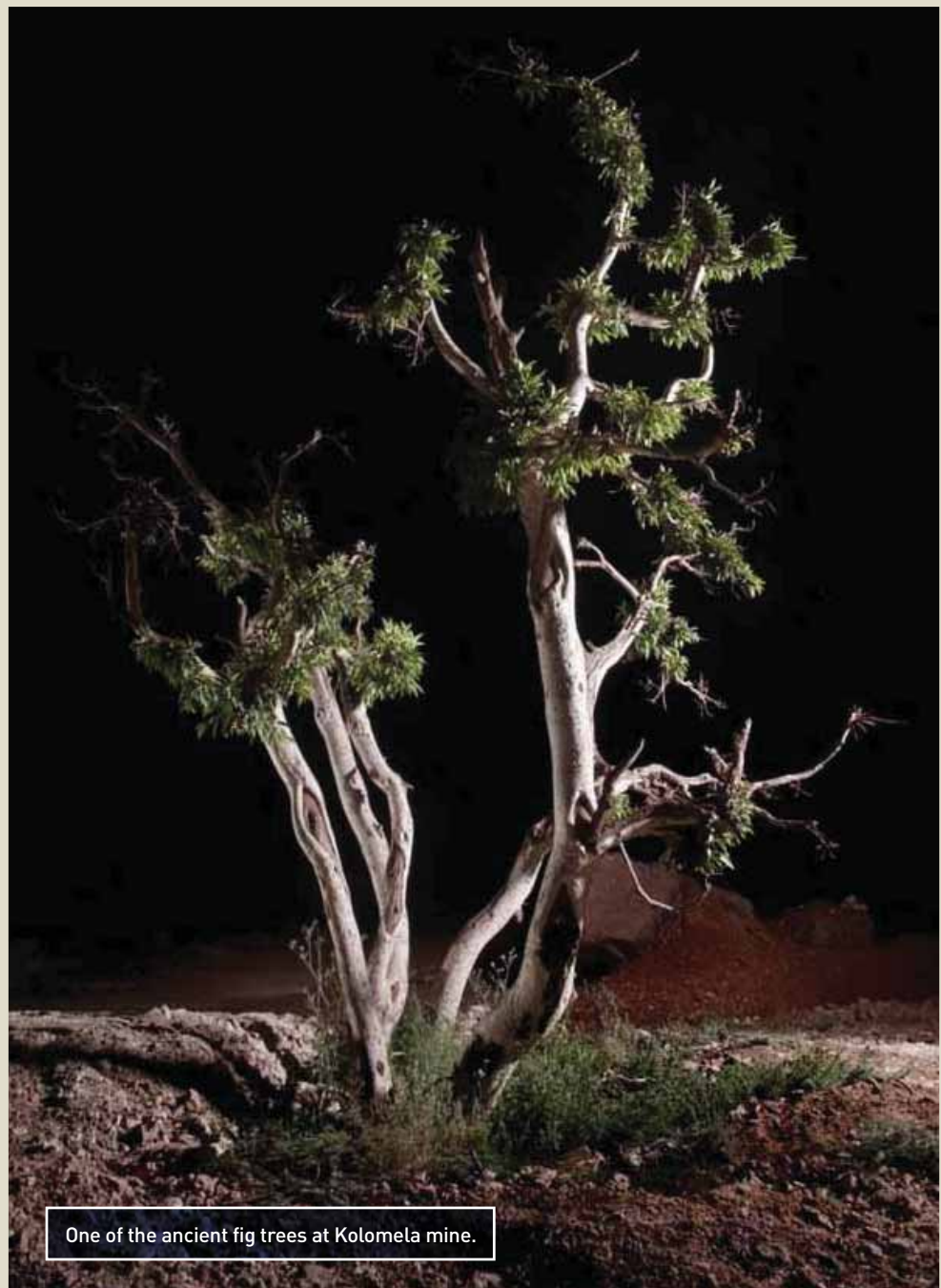
It's a great day when the environment is considered. It's an even greater day when trees are saved. Since 2010, the mining operations department from Kolomela has investigated all possible solutions to save three fig trees that are in the centre of two mining pits at the mine. With the help of a variety of specialists, the fig trees have not been harmed and great measures have been taken to preserve them. A decision was made that ensured that the trees were re-allocated with iron ore termination, roots and all.

According to Dr Ziets Zietsman, a renowned botanist, the estimated age of these trees vary in the range of 120 years (for small trees) to 250 year (for larger trees). The biological names of these fig trees are Ficus Cordata, better known as the "Namakwa Vy".

A good strategic plan, the help of various specialists and state of the art equipment were needed to replant trees with heights that vary from between 4 and 5metres (the smallest), and from between 8 to 9metres (the largest). The physical planning started in December 2010 and in March 2011 the 4 day re-location process started.

First the trees were trimmed down to make them more manageable during the re-location process. The stones behind the trees were removed by explosives under the watchful eye of blasting specialist. An excavator was used for the digging process to uproot the trees. The trees were lifted (to and from a heavy vehicle) with a telescopic forklift from where it was taken to their new location approximately 9 km from Kapstevell, in front of the main gate of Kolomela Mine.

The trees are closely monitored and pampered. The trees are growing and developing according to plan, making the project a huge success for the Kolomela Mine and the community. Care and respect is one of the values of Kolomela Mine, and this Fig Tree story indicates that Kolomela lives up to their values.



One of the ancient fig trees at Kolomela mine.

# FULL MARKS FOR KUMBA EDUCATION AND TRAINING PROGRAMMES

**K**umba Iron Ore is committed to ensuring a steady supply of suitable qualified professionals into the Company. As part of this commitment Kumba is currently involved in developing young talent by way of three programmes. The programmes and development of qualified professionals can run over a period of eight years. The programmes consist of:

- 1 year bridging programme bursary
- 4 year tertiary institution bursary programme
- 3 year graduate training programme

The Foundation programme is aimed at the development and upliftment of learners from the mining community. It is a one year bursary allowing learners who have completed their Matric (Grade 12) to attend a bridging school/programme. Learners are given the opportunity to improve their Mathematics as well as Science and English skills and to re-write the Matric exam in these subjects to obtain entry qualifications for Universities. The programme is offered only to learners from Kumba's mining communities. For 2012, 12 students have been selected for the bridging programme. The intent of the programme is to support learners from the mining communities only. 9 (75%) learners originate from the Northern Cape area and 3 (25%) from the Limpopo province. The pool is 100% HDSA with 3 (25%) female candidates.

Kumba offers a four year bursary to students in the field of Engineering and Geology to ensure academic training of future professionals. The bursary programme includes University degrees as well as diplomas and BTech training. The number of bursaries allocated per discipline is determined by the Company's needs.

The PIT programme (Professionals In Training) usually follows on the bursary programme. Thus the aim of the PIT programme is to allow new graduates from the bursary programme the opportunity to receive discipline specific training in their field of study for the duration of two to three years after completion of their studies. The PIT programme ensures proper training in line with Company and professional body requirements and includes mentoring and coaching. For January 2012, there were 70 confirmed bursary holders, with 10 students from the Limpopo province (14.3%) and 22 from the Northern Cape (31.4%). The PIT bursaries total 54, where 8 (15%) PITs are from the Limpopo province and 8 (15%) from the Northern Cape area.

In 2011, each employee received an average of 54 hours of training (exceeding the average of 46 hours in 2010) with training expenditure amounting to R104.2 million. Training is provided for employees reaching the end of their careers for reasons such as medical separation and retirement among others. The provision of portable skills training is a component of every mine's Social and Labour Plan (SLP). Kumba continues to improve the training and development of its workforce in the technical disciplines as artisans and mining, maintenance and plant operators, and has set itself a target of achieving 1,428 qualified operators and artisans by the end of 2015.

Adult Based Education and Training is available to all employees on a part-time, voluntary basis to facilitate literacy and numeracy and to offer employees the opportunity to further their education and improve their career prospects. Around 86.5% of employees are functionally literate. Kumba encourages employees who require ABET to participate in the programmes that have been made available to them. In 2011, 56 employees completed the ABET programme. At the Kolomela Mine it was decided to make the minimum entry level for all employees Grade 12. In the long run this would encourage learners to stay in school and complete their Grade 12,



Koos Dippenaar indulges his passion for carpentry in the shed at the back of his house in Kathu. Trained at Kumba's Tshipi Training Centre, Koos currently uses his skills for recreation, but is aware that after retiring from Kumba, these may be deployed as a means to earn a living.

at the same time allow an opportunity for ABET classes to be offered to community members who would be able to increase their level of education. The ABET Centre is managed by Media Works, a nationally based literacy specialist company who facilitate introducing and incepting community members interested in participating in ABET. This was the prime motivation for Kolomela Mine having introduced the ABET program in October 2010 through Media Works, with a facilitator providing full support and guidance to all the learners. The Mine has structured a special routine for the learners, who attend classes from 09h00 to 11h00 on a daily basis and the rest of the day is spent on skills development. With the skills they have acquired thus far they produce cement slabs, which they are able to sell and generate an income from. All of this cannot be achieved without individuals who are ambitious and persevere to make a change in their lives. The Mine is fortunate to have found these students and identified their specific needs. Here they are able to improve their knowledge and skills to allow them to have better livelihoods.

Kumba's graduate and diploma trainees participating in the Professionals In Training (PIT) programme comprise three groups of participants, namely: technical graduates, technicians and technologists and non-technical graduates. Structured according to the requirements of different professional bodies such as the Engineering Council of South Africa, completion of the programme can take between 24 to 36 months, depending on the professional's discipline and qualification. The non-technical skills of participants are also developed and they receive training in report writing, personal development and management skills. In 2011, 46 people (one more than in 2010) participated in the programme. Approximately 175 employees received portable skills training in welding, carpentry, bricklaying and plumbing at Sishen Mine during the year. At Thabazimbi Mine, 46 learners were provided with bursaries, and an additional 47 people commenced the PIT programme. At the Kolomela Skills Training Centre that officially opened in April 2011, 97 people were placed in different trades. The site provides training in bricklaying, masonry, carpentry, welding and upholstery.

Kumba offers learnerships/technical vocational training to provide employees with the opportunity to improve their skills through a combination of studying

and practical on-the-job training. Learnerships play an important role in progressing employees' careers as they lead to qualifications recognised by the Sector Education Training Authority and are registered with the Department of Labour. In 2011, Kumba spent R45.92 million on learnerships with 653 learners participating in the electrical, mechanical, civil, metallurgical and mining fields. Kumba also offers learners who have completed their secondary school qualification the opportunity to improve their mathematics and science results to facilitate their entry into tertiary education institutions. In 2011, the company sponsored four students.

Kumba has an extensive bursary programme in place and offers bursaries and study assistance to employees and learners from labour-sending areas near its mines, at tertiary institutions in disciplines that are core to the mining industry and form an integral part of the company's employment equity plan. A total of 54 students received bursaries which covered their tuition fees, the cost of board and lodging, and provided a small allowance. The total cost of bursaries and scholarships amounted to R4.37 million. The company recognises the achievements of bursars at an annual function supported and attended by the Executive Committee, which exposes the students to Kumba and its culture and values. Kumba also offers a number of short courses to community members at the training centres in Tshipi in Kathu and Itereleng in Thabazimbi. During the year, 65 community members attended courses in welding, bricklaying, plumbing and carpentry.

Kumba is involved in the development and sustainability of various schools near Sishen, Kolomela and Thabazimbi. The reason for this is because the company understands that education provides a path for communities to develop, thereby increasing the opportunities available to the next generation. From day care centres for babies and toddlers, to primary schools and high schools, Kumba has invested over R8.3 million into education in 2011. Kumba maintains the successes of its social and community development programmes is dependent on its commitment in formation of partnerships with stakeholders, among them local the municipality and communities.

The outcomes are mutually beneficial to all roleplayers to shape a better future for local mining communities.

# SPOTLIGHT ON SISHEN EDUCATION AND SKILLS DEVELOPMENT

## SONSTRAALTJIE DAY CARE CENTRE

This venture involved the construction of a 24-hour day care centre that can accommodate up to 150 toddlers. The construction of the 24-hour, full week Day Care Centre was completed at the end of 2010 and it opened its doors in January 2011. Fifteen staff members who provide care for 150 toddlers are currently employed. The Centre also provides a valuable service to women in mining who work shifts, thereby ensuring them of a safe and quality environment for their children. A total amount of R116 381 has been spent on Sonstraaltjie Centre for 2011. The centre offers meals and an after-school care service to around 200 learners from grades 1 to 7. The toddlers are transported from Kathu Farm daily and the centre forms part of the feeding scheme.



## STEAM CAR CHALLENGE

Sishen Mine held a steam car challenge competition on 6 December 2011 at Kalahari Country Club. A total of 15 students from various schools such as Kathu High School, Ratang thuto, Galaletsang, Daniëlskuil and Kalahari High School took part in the competition. In spite of the minor technical problems with some of the cars, the spirit of competitiveness prevailed. At the event Michael Cheesian, the Section Engineering Manager, said that the competition is important as it encourages learners to take up Mathematics and Science at school. "I am very impressed at the effort that the students put into this competition. However, the record of 1,6km which was set in 2007 was not beaten," said Cheesian. Apart from the competition, there was also a career exhibition by Electrical, Mechanical and Diagnostic Engineering. Meanwhile, SIVOS students and some of Sishen Mine's employees assisted with the competition's proceedings.



Proud winners of the Steam Car challenge competition. From left to right is the 2nd prize winner Gosego Teise (Ratang Thuto High School), 3rd prize winner Noel Sauderson (Kathu High School) and the 1st prize winner Bernadette Vermeulen (Daniëlskuil High), with section engineering Manager Michael Cheesian standing at the back.

## MABANA AND SIMBA KLEUTERLIEFIES EDUCATION AND COMMUNITY DEVELOPMENT CENTRES IN OLIFANTSHOEK

In the midst of poverty, the MaBana and Simba Centres attempted to educate toddlers of varying ages in one classroom each. The result was that cognitive development was not being optimally achieved. The construction of two additional classrooms for each centre were approved and constructed. MaBana also received the upgrading of the ablution facility on their grounds, and the Simba Centre received new fencing. Joy Global joined forces with Kumba and committed to equip the new classrooms, and the company invested R325 457 on MaBana and R430 794 on the Simba initiative during 2011. The Department of Education has conceded in further upgrading of the centres, thereby enhancing the quality of work that is done for the children of the Olifantshoek community.



# KOLOMELA ARTISANS ARE THE BEST



Eric Magabe and TJ Möller – Kolomela Artisans.

**T**J Moller and Eric Magabe, employees at Kolomela Mine had been secretly nominated for the 2010 Sivos Artisan and Sportsman of the year awards. It was with mixed feelings of joy and happiness for both of them when TJ won the 'best welder' award and Eric won the 'best fitter' award. They received their awards at a prestigious ceremony held in Kathu in May 2011. This annual awards function honors the best artisans in the six principles of the trade. According to Andre Jansen van Vuuren, acting head of SIVOS, the nominees are judged according to criteria which are in line with the values of Anglo American and include other factors such as work output, co-operation, leadership, tool and equipment competence, reliability, accuracy and general behaviour.

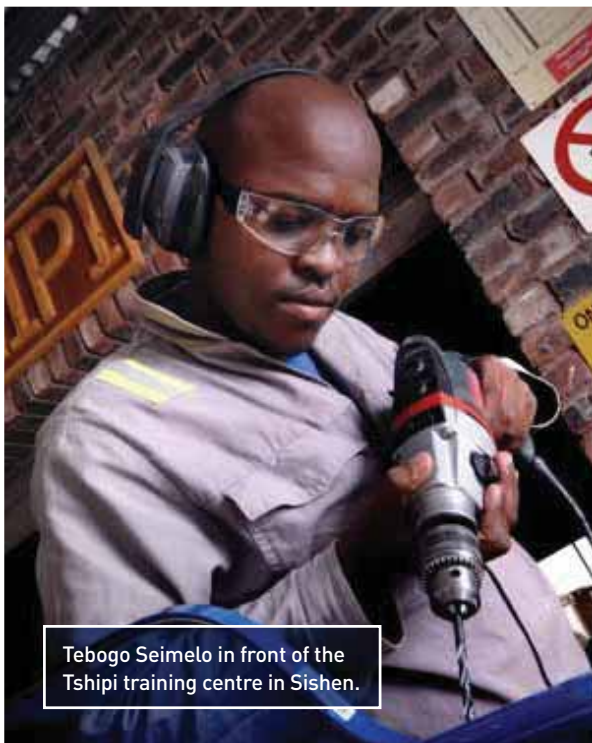
TJ explained that in order to achieve, one must "believe that nothing is impossible and take any feedback with a smile, even the negative comments. Take pride in your work and make sure that it is precise. Always try to give a helping hand to those around you as by doing that, you develop as a person yourself". Eric was also very proud of his accomplishment: "I was very excited about the event and full of smiles when the award was handed over to me. There are many attributes that can assist you when you are planning to attend SIVOS as an apprentice. The most important, to me, are the following: patience, punctuality, hard work, respect for your co-apprentices and instructors, to create excellence, team effort, perseverance and always listen and follow instructions accurately".

# R5.5 MILLION FOR THE EDUCATION QUALITY IMPROVEMENT PROGRAMME

Kumba has spent R5.5 million on new facilities to enhance teaching and learning at educational institutions in the host communities around its Northern Cape Mines. These facilities were officially handed over to the beneficiaries on 15 February 2011. The provision of facilities stemmed from the implementation of the Education Quality Improvement Programme (EQUIP), with participating schools developing five-year strategic business plans. These plans highlighted the need for structured interventions at the schools through the needs analysis that was done. As a result, Sishen Intermediate School received five additional classrooms to alleviate over-crowded classes and to create an environment that would be conducive to providing individual attention to learners. A library was built to ensure that the crucial need for learners' access to information was remedied. Construction of these facilities cost R2.5 million. The Mabana and Simba early childhood development centres in Olifantshoek each received two additional classrooms, and the ablution facilities were upgraded at a total cost of R3 million.



## TSHIPI TAKES EDUCATION TO THE YOUNG



Tebogo Seimelo in front of the Tshipi training centre in Sishen.

In 2011 volunteers from Kumba Iron Ore's Tshipi Training Centre visited Mpelega Nursery School to spend some time with the little ones and teach them more about caring for trees and the environment. Safety and Environmental care are critical priorities at Sishen Mine. Through its Sustainable Development section funding has been provided so that local businesses can establish "Green" projects. Andrew Loots, Sishen Mine General Manager, said that it was important for children to be taught the importance of the environment at an early stage in their lives. The children were ferried from Kathu, Sesheng and Mapoteng to gain valuable knowledge about the Camel Thorn Tree, and about how to protect the Kathu Bos. Hester Prinsloo, Senior Instructor at Tshipi ABET Centre taught the children about the general importance of trees with regard to providing shade, wood and food. The children were provided with food parcels. Mpelega Nursery School is part of a community development project that was started by Kumba in 1998. It continues to benefit from Kumba's generosity through toy donations and infrastructure development. Sishen Mine renovated the nursery school building in 2009 and extended the bathroom facility. Shirley Kailane, the Mpelega Nursery School principal, said that the financial aid received from Kumba over the years was overwhelming and helpful.

## CONSTRUCTION SKILLS SHORTAGE ADDRESSED



The first "graduates" in Bricklaying from the Kolomela Skills Training Centre. From left to right: Abraham Jantjie and Alfred Isaacs.

Kumba has developed a fully accredited training centre in Postmasburg to address the construction skills shortage in the Northern Cape. The centre will be a permanent facility and forms part of the Mine's social and labour plan. When Aart van den Brink, General Manager of Kolomela Mine reminds us that providing community members with the opportunity to gain skills is a very important part of giving a community the opportunity to become self-sustaining. He added: "It is a wonderful occasion for the Tsantsabane community, who had not previously had the chance to receive formal education in certain trades, which will now have the opportunity for training at their doorstep". In order to give members of the local community every opportunity to gain skills that may qualify them for employment at the Mine, the skills training centre opened its doors for business before commissioning of the Mine began. After they have completed three months' training at the Kolomela skills training centre, learners will receive a SETA accredited certificate of competence as well as gain valuable experience in their specific trades. The training is offered free of charge and those who have completed their courses will be able to offer their new skills to the Mine's housing contractor, other contractors involved in the construction of the Mine, as well as on the open market. Skills training have been presented since December 2010. The first group of 120 students received training in brick-laying, scaffold building and carpentry. The facility will be accredited with the Construction, Education and Training Authority and will offer training in a variety of construction-related areas including brick-laying, carpentry, welding, scaffolding, plumbing, masonry and even upholstery. It will also offer adult basic education and training (ABET) courses. Initiatives such as this are at the heart of Kumba's approach to social and community development, with local economic development forming an integral part of the Mine's operations. A core focus of the company's social development strategy is to engage proactively with host communities around its mines, with the aim of promoting positive, mutually beneficial outcomes. The skills training centre is yet another example of collaboration and partnership between Kumba, government as well as the community who all want to make a difference in the lives of the Tsantsabane community.

# KOLOMELA SHINES WITH BURSARIES FOR 2012



2011 Bursary students of Blinkklip High School. Front from left to right: Martha Koloï (Public Relations officer), Bianca Khati, Rolene Dyers, Bryan Klaasen, Maguerita Roux, Johannes Olyn, Jayred Heraudien, Jacobus Esterhuysen and Noel Smit (Senior Instructor HR). Back from left to right: Willie Coetzee (Head Training Centre), Aart van den Brink (GM: Kolomela Mine), Mark Jina (Principal Blinkklip High School) and Kobus Kruger (HR Manager). Photo image: Edward Smit.

**K**olomela's purpose behind the Bursary Development program is to develop and enable the selected bursary holders to pursue tertiary institution studies in Engineering, Geology or Surveying and to participate in the future Kumba Talent Pool. In 2011 there were 18 bursary holders from Grade 8 to 12, but this year the number of bursary recipients has increased to 20. The duration of the program is four years, and strives to develop young learners mentally, emotionally as well as developing an interest in a career of geology, engineering or surveying.

The development approach is called PX<sup>2</sup> (eXtreme eXcellence [Squared!]). In this three day course, young people are taught to think about HOW they think in order to move forward. This allows them to realise that they have choices about their lives. By training them about how the human mind works, they are better able to understand their own beliefs and attitudes that continue to shape their futures. Together with this mental component, are various support systems that include coaching the learners about study skills and challenging the learners through peer-participation initiatives such as Olympiads and Expos. The career

interest development gives the bursary holders an opportunity to visit mines, attend university orientation and receive counselling about various careers.

This bursary program works with the learner, as well as the parent through the use of the educator, who mentors and guides the learner through the syllabus and other training systems. It's through this multidimensional approach that Kolomela invests in the future generation, with the hope to cultivate leaders and innovators in the disciplines of Engineering, Geology and Surveying.

## A PARTNERSHIP IN EDUCATION (GLENOAKS)

**Kumba joined four of its suppliers to significantly upgrade the facilities at Glenoaks Primary in Kensington, Johannesburg.**

**G**lenoaks is an independent remedial school, focusing on children with barriers to learning, who cannot typically be successfully accommodated in main stream government schools. The new facilities were officially opened by Dolly Mokgatle, Chair of the Sustainable Development Committee of the Kumba Board in September 2011. The project was co-ordinated by Susan van der Walt and Anton Uys.

*Hatch Africa* was responsible for the upgrading of the school's computer centre which included providing full IT infrastructure and computer equipment, air-conditioning, lighting, and security. *MTN* supplied network points and provided special needs software, while both *Matlapeng Housing* and *TFMC* contributed financially towards the cost of the project. The children were previously working on old and unreliable computers, and the "computer

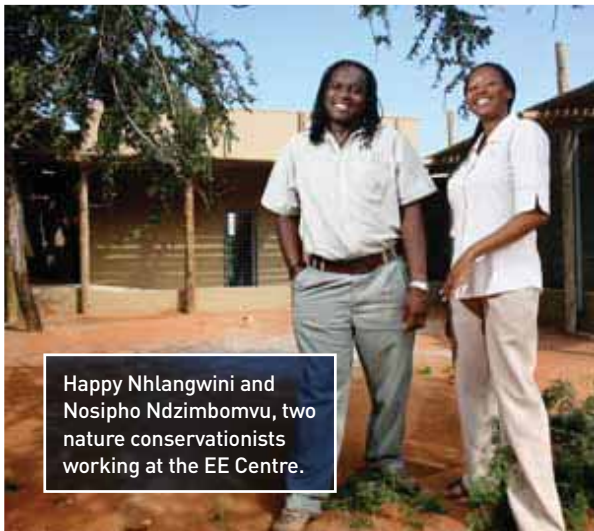
centre" was merely a room utilised for this purpose. The school also urgently needed specialised CAMI software; a reading, spelling and mathematics programme that is aligned to the South African curriculum. Kumba was responsible for the upgrading of the two playgrounds, including the supply of Astro Turf and fencing. Kumba have also supplied teachers with laptops and specialised hardware to assist them in delivering excellence to the 155 students in their care.

Due to limited space, playing, sport, physical education, movement and essential gross motor activities previously took place on a concrete tennis court, which was unfit for this purpose. An Astro Turf covering was required in order to make for a more comfortable and accommodating surface for the range of activities. Between 2010 and 2011, Kumba spent R322 million on community and social investments.



Chris Griffith (CEO: Kumba Iron Ore), Susan van der Walt (Head of Supply Chain), Anton Uys (PPM) and Yvonne Mfoko (Executive Head of Public Affairs: Kumba).

# MODERN ENVIRONMENTAL EDUCATIONAL CENTRE FUNDED BY KUMBA



Happy Nhangwini and Nosipho Ndzimbomvu, two nature conservationists working at the EE Centre.

The CEO of the South African National Parks (SANParks), Dr. David Mabunda, officially opened a state-of-the-art Environmental Educational Centre in the 67 000 hectare Marakele National Park outside Thabazimbi, Limpopo in June 2011. The opening of the Thutong Environmental Education (EE) Centre was made possible by a sponsorship of R 7, 9 million from Anglo American Chairman's Fund and Sishen Iron Ore Company Community Development Trust

(SIOC-cdt) in partnership with Anglo America's Kumba Iron Ore. Speaking at the official opening of the centre, Dr. Mabunda said that this centre would serve as an epitome of change and would continue to act as a melting pot where young people can gather and share ideas on environmental challenges and opportunities. "It will act as a tool that will enhance the mitigation of the effects of climate change in our society", said Dr. Mabunda. He said that the national parks system provides an excellent opportunity for enhancing knowledge on environmental issues. "This centre comes at a time when the global community struggles with the effects of climate change and global warming due to the greenhouse gas emissions into the atmosphere", said Dr. Mabunda.

According to Dr. Mabunda, poverty and inequality contribute substantially to environmental degradation, "therefore it becomes imperative to develop an environmentally literate cadre of learners and educators to combat the negative impact on the environment at the areas". He said that the best way to gain interest from young people and for them to understand and have respect for the environment in conservation areas is to start by making positive and visible changes in the environments where they live. "It is also encouraging to see corporate South Africa purposefully collaborating

with public sector institutions in efforts of educating our youth in environmental issues. This contribution has also seen the employment of about 50 people during construction, therefore assisting in addressing the socio-economic challenges in the area", he added.

"As a mining company one of our key sustainable mining pillars is environmental management. We are fully committed in ensuring that minimal impact is caused to our environment. We are therefore very proud to support an initiative of this nature. We strongly believe that the Marakele Centre will go a long way towards leaving a legacy for our future generations", said Cornelia Holtzhausen, General Manager at Thabazimbi Mine. Marakele is situated in the heart of the Waterberg Mountains and conserves the most important flora species such as like Yellowwood (South Africa's National tree), Protea trees, Waterberg cycad, as well as many other wild animals including black and white rhinos, giraffes and zebras. The centre will boast 16 rooms and six en-suite rooms to accommodate both teachers and learners. The centre also has an auditorium that can accommodate up to 140 people during environmental education workshops and functions. The Thutong EE centre is one of the nine EE centres in National Parks around the country.

## BANA DEVELOPMENT CENTRE GAINS TWO NEW CLASSROOMS

The Bana Development Centre is currently functioning at maximum capacity and provision has been made for the expansion of the facility. The facility was formally registered as a Section 21 company to decrease dependency and the Mine and enable self-sustainability. A total amount of R1 656 936 was spent on Bana Development Centre during 2011 by Kumba Iron Ore's Sishen Mine. The Centre was one of three organizations that were selected by the Gary Player Black Knight Event to benefit from the proceedings of an auction held at Fancourt in George. This additional funding was used to equip the three additional classrooms that were constructed in 2011. The extra classrooms were built due to the increasing demand for proper cognitive development in early childhood years.

Assuming that more than 70% of all children in Kathu have parents who both work, it is an enormous challenge to provide these children

with quality early childhood development. Ms. Renske van der Walt of the Bana Development Centre says that development implies firstly that provision will be made for children to learn and develop through play and not to feel pressurised to do more. "Furthermore, children need interesting surroundings such as sand, water, jungle-gyms and everyday equipment we use in our homes which make development of the brain possible". "Children need loving and caring parents and teachers who realise that their most important task in this world is to take responsibility for raising these children in their care", says Renske.

Bana Development Centre is a testimony of a caring environment, as even the auxiliary staff have a vested interest in the children's well-being. Peace, the school's driver does exceptional social work with the toddlers from the farms. He hands out circulars and ensures that children participate in CANSAs events. The taxi fees are paid monthly by

Sishen Mine. The HDSA class assistants have also achieved success in the weekend course offered by Dr. Elsie Calitz from UNISA, which ensures a career towards ECD with formal qualifications that will enable equity appointments.



### SUPPORT OF POSTDENE SCHOOL

The improvement of safety standards at Postdene Primary School was identified as a priority by the school's principals and School Governing Body. Kolomela had previously fenced Asmandia Primary School with devil fork fence and had installed stone guards at Postdene Primary School. The priority remains to create a safe environment for learners at the school. As such, Kolomela Mine invested R 1,000,000 for the design and installation of safety-related construction that would benefit all Postdene learners and teachers. The project created 10 jobs and was initiated in 2011. To date, a devil fork and stone guards have been installed and painting of the school is in progress.

### YA RONA DAY CARE CENTRE

Every month, Sishen Mine contributes financially to the Ya Rona Day Care Centre that houses 50 toddlers ranging from babies to 4 year olds. An amount of R1 600 is set aside for buying food commodities, and the Mine has also paid for a mobile ablution facility for the centre. The Distribution Centre of Sishen Mine has delivered substantial amounts of food, nappies, baby food, fresh fruit, cleaning materials since 2009. Sishen also pays for the staff that are enrolled in a formal ECD qualification offered by Dr. Elsie Calitz from UNISA during certain weekends in Kathu. A total amount of R56 409 was spent on this initiative during 2011.

# WOMEN SOAR AT TSHIPI TRAINING CENTRE

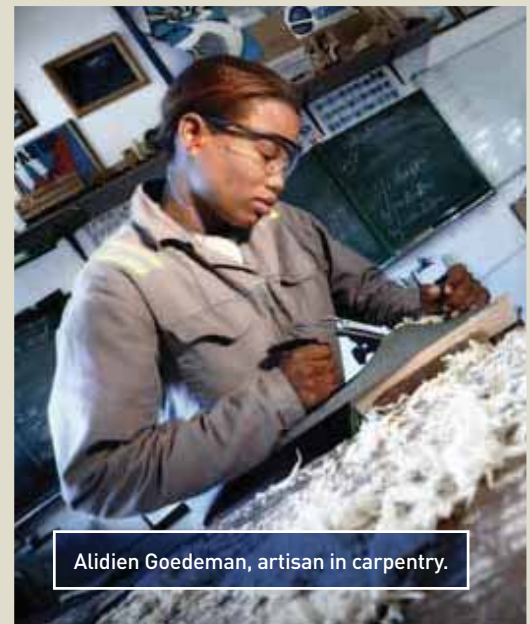
**S**ishen Mine continues to offer various significant skills to artisans including plumbing, carpentry and brick-laying at the Tshipi Training Centre. The centre works very hard to find employment opportunities for these graduates. Learners are provided with free training, safety gear and a monthly income. Speaking on behalf of his colleagues, Jeffrey Van der Byl (qualified plumber) said: "We had the best time at Tshipi; our training officials were very friendly, helpful and encouraging".

Mashilo Mokotong, Manager Sustainable Development at Sishen Mine, said: "Skills development is one of the strategic mechanisms of poverty alleviation and it is top in our government's developmental agenda. At Sishen Mine, we commit ourselves to continually enhance the skills levels in our communities because a skilled nation is a wealthy nation."

Taking the Women in Mining initiative into consideration, during September 2011 history was made when two women obtained their national qualification as carpenters. They are very proud as are the Tshipi personnel. Further in the female skills development pool, Sishen Mine has set a goal to train additional maintenance operators. In order to meet this objective, two ladies on the fast-track programme were elected to provide training on the basics of boiler-making to learner maintenance operators in basic hand skills and the use of power tools. They have been the first female

training officers to be assigned to a mentoring programme at Tshipi Skills Centre. The two training officers, Leah Motshabi and Susarah De Take, say that although their task is challenging, they are taking everything within their strides under the mentorship of the more established training officers. "Being in our position is challenging because we are doing a job that was initially regarded as 'a man's job'. As a result, some male trainees are still grappling with the whole idea of being trained by females," said Motshabi. That being said, Motshabi and De Take say that they have learned to apply leadership skills that do not question their potential. "We have learnt to be lenient, authoritative and understanding towards male trainees", explained Motshabi. Despite some of the challenges, the ladies say that they love their job and hope to grow and become better training officers. "We are driven by the belief that the ability to do a job perfectly depends on one's drive and hard work, and not their gender", said De Take.

In 2009 the Tshipi Training Centre had a five year agreement with the Department of Defence (DOD) to train soldiers in the field of civil artisanship i.e. carpentry, plumbing and brick-laying. Tshipi's senior training officer, Gavin Ohlson, explained that the training is on track in achieving the objectives. "We train roughly 20 soldiers per year. Those who started training in 2009 will be back in 2012 as they are expected to do six months of institutional training at Tshipi and onsite training for two years. Thereafter, they will return to Tshipi for another six months of institutional training", said Ohlson, adding that the last group will finish in 2017. "By



Alidien Goedeman, artisan in carpentry.

training civil artisans, the DOD intends to re-establish a new section that will handle the maintenance, renovations and alterations of all the buildings of the Department of Defence". As their capacity grows in size and capabilities, they plan to handle larger projects such as new capital projects.

Some of the learners at Tshipi Training Centre were awarded the opportunity to enter into a full learnership programme in order to qualify as nationally recognized artisans. Over the past few years more than a hundred learners have qualified through Tshipi.

## EDU-BITES

- Too many people with too little to do after hours can lead to many social problems. Kolomela Mine is upgrading sports facilities at the local show grounds in partnership with the Stud Breeders Association and the Local Municipality. Their aim is to provide a sociable, sport-orientated area for people to utilise when they are not at work in order to promote sound lifestyle habits.
- There are many youths in the Tsantsabane Local Municipality who have very limited technical and academic skills. This makes it difficult for them to find permanent employment, or even temporary employment through short-term contracts. Kolomela Mine opened a skills centre in 2010 and so far over 300 learners have received vocational skills training.
- Computer training in Microsoft Office to schools and local government to the value of R74, 457.00 was provided by Kumba's Thabazimbi Mine. The schools that benefitted were Mabogopedi School and those involved with the Mabogopedi Science Expo, as well as the Groenvlei computer classes and enrichment classes.
- Thabazimbi Mine donated a prefab classroom to Van Wykskraal Primary School worth R147 101.
- Sesheng Intermediate School in Mapoteng has been supported by Sishen Mine in the Northern Cape. The construction of five additional classrooms and a library was completed in 2011, and the construction of the Hall and administration block is underway. An amount of R5 000 000 was spent on this initiative during 2011.
- Dr. Elsie Calitz is an expert and trendsetter in the field of ECD. Since 2007, Sishen Mine contracts her to train HDSA ECD practitioners on NQF Levels 4, 5 and 6 to ensure proper and quality education. There are currently 10 practitioners from various ECD initiatives participating in the training. From January 2011 she has also presented Baby and Toddler courses to interested practitioners. Kumba has invested R181 239 on this initiative in 2011.
- Sishen Mine has invested R1,5 million into the MQA students who are enrolled at the FET College in Kathu. The money has been utilised for college tuition fees, and includes a stipend towards HDSA students that includes money for accommodation and individual needs. The objective is to ensure a steady flow of students in the pipeline for artisans.
- The Mabogopedi High School received a brand new science laboratory from Kumba Thabazimbi Mine, complete with 20 large microscopes, an overhead projector and fully functional work stations.

## TSWELOPELE FARM RECEIVES A NEW CLASSROOM

Tswelopele is a farm school based in Sentrum in the Thabazimbi Municipality. The school is on a private owned farm, and as the amount of learners increased, the management of the school realised they needed to expand. Thabazimbi Mine came to the rescue, and has bought and installed a prefab classroom on the property so that more learners are able to be educated.



# AN EDUCATION IN BUSINESS SKILLS



Abraham November (driver), Joseph Kgakatsi (firefighter), Lukas Moolman (SHE representative), Andries Leeu (worker) and Kelwie Sebotswana (Deputy Chairperson and firefighter) busy extracting honey from a colony of bees.

Shishen Mine's Local Economic Development section is empowering business projects, funded by Anglo Zimele, through skills development. Currently the committees of the Manyeding Cultivation Project and the Heuningpot Honey Bee Project attend two-hour computer lessons at the Anglo Zimele's business centre situated in Kuruman. The lessons are presented by Dia-Plus and are compiled and facilitated by one of Zimele's SMEs, namely Tshenolo Segami, owner of Ras Revelation Information Technology.

Managing Director of Dia-Plus, Stephanie Roodt, says that the classes consist of four sessions and the content includes Windows and usage of the mouse and the keyboard. "The course introduction will last for four weeks, followed by the introduction of Word and Excel", Roodt explained. Even though the committee members do not have Information Technology (IT) backgrounds, Roodt says that the facilitator is very impressed with the progress of the group. "The two committees are really taking everything within their stride in spite of the one week time span between the classes", she noted. Since the members of the two committees come from underprivileged communities in the rural areas, the opportunity to attend computer classes is not just a learning activity, but a priceless experience. Growing up, they had never thought that they would ever have the opportunity to attend computer classes. Hence, even those who are in their late-forties and early-fifties do not feel shy to be learning how to use computers for the first time in their lives. Supervisor of the Manyeding Cultivation Project, Kelebogile Moseki, says that computer illiteracy has had an impact on their project. He is very excited that most of the committee members will now have typing skills, as that will make their work much easier.

## THABABZIMBI EMPOWERS MUNICIPALITY WASTE MANAGEMENT EMPLOYEES

The Thabazimbi Municipality recognised a gap within their Waste Management sections regarding employees' understanding of environmental principles associated with waste management. The Municipality currently operates three landfill sites within and around Thabazimbi, wherein approximately 60 general workers are employed. It has however, come to the municipality's attention that the employees do not have the necessary skills, training or know-how to perform their duties in line with best management practices and associated environmental regulations. Therefore Kumba's Thabazimbi Mine proposed that the employees be provided with the necessary training in order to enhance performance and ensure environmental sustainability and compliance.

Kumba financed the training because it is a significant part of the Mine's social responsibility and community development, with the aim being to promote sustainable, enterprise-oriented solutions to environmental challenges facing communities in and around Thabazimbi. The "MUPO WASHU" workshop ran over September 2011 and was attended by 60 men and women aged between 22 and 59 who are under the employ of the municipality as both casual and permanent employees. Their roles within the department ranged from drivers, general workers, waste collectors and landfill operators. The training workshop was tailor made to cater for High risk workers and other workers, and was geared towards adult learning principles and aimed to reach out to the intended trainees in the most basic way possible.

The workshop was divided into three modules consisting of interactive lectures, group discussions and role play. The first module discussed the legal framework regarding the Environmental management and waste management legislation. The second module undertook to ensure that the attendees had a clear understanding of waste management and health and safety in the work place. The third module provided first aid training level one. The workshop was a great success, the objectives of the workshop were obtained and the lessons learnt from the workshop had far exceeded the expectations. Not only had the participants shown that they had learnt a great deal from the course but they were enthusiastic to implement the lessons learnt, with the notion of "my waste, my responsibility" well entrenched in their minds.

## POSTMASBURG PRIMARY SCHOOL PROJECT

One of the priorities of Kolomela Social and Labour Plan is to ensure that education is provided to the communities near the Mine through the infrastructure development of schools. Due to the influx of people into Postmasburg, it was found that there are not sufficient facilities to accommodate learners between the ages two and four. The Postmasburg grade R facility and Pinocchio Day Care Center project were initiated with the aim to construct six classrooms to accommodate grade R learners' and to construct an additional classroom at Pinocchio Day Care Center. This project is also aligned to government priorities as well as the United Nations' Millennium development goals. When the career opportunities of Postmasburg are considered, the quality of schools remains a deciding factor. This new facility will serve as an attraction and retention strategy.

Apart from the fact that job opportunities will also be created for local contractors with the building process, there are many other spin-offs from this initiative. During the planning phase of this project, it was discovered that there are not enough qualified Early Childhood Development (ECD) teachers to take care of the toddlers. Therefore, another initiative was created, namely the ECD Learnership Programme. After rigorous interviews and aptitude tests, six local individuals were chosen for the positions. These ladies work under the close supervision of qualified teachers while they complete their training. Their studies as well as the next two years' salaries will be the responsibility of Kolomela.

This initiative is an investment in individuals of Postmasburg and to provide them the opportunity to give back to the community thereby making a real difference. "Thank you Kolomela for this wonderful opportunity," said Mrs. Lynette Stander, Principal of Postmasburg Primary.



# KUMBA SUPPORTS KATHU HIGH SCHOOL AND PRIMARY SCHOOL

Sishen Mine's critical focus is the Kathu area. Both the Kathu High School and Primary School received committed support from the Mine, as the Mine seeks to contribute in the long term to counteract the skills shortage in the area. During 2011 the Mine contributed financially towards Teacher Support and Text Books, Engineering & Graphics Venue with 3 Additional modular classrooms. The total amount of R1 531 373 was spent during 2011 on the High School. During the past year, the Primary School was supported by Sishen Mine by funding remedial support for learners with disabilities. They also invested in the upgrading of the science laboratory and improved learning material as well as supplied computers, data projectors, media apparatus, programs for the computer centre and sound equipment for the Hall. Additionally, the Mine sponsored the building of six extra classrooms. In total, an amount of R1 806 383 was spent on Kathu Primary School.



Learners in the computer centre at Kathu Primary School.

# TRANS ORANJE SCHOOL FOR THE DEAF

The Transoranje School for the Deaf provides specialized education to pupils from the age of 3 years up to Grade 12, who have severe hearing disabilities. The Transoranje School is a Public School that was established at Pretoria West in August 1954. The school caters for the complete education and well-being of about 190 learners with deafness from a diverse cross-section of personal, social and economic backgrounds.

Some of the school's learners are further disadvantaged by having multiple disabilities: some are also mentally impaired or visually impaired or are from culturally deprived or disadvantaged communities. The school runs 8 fully fledged hostels which are home to about 115 of the learners. The reasons for the hostels are twofold: the school caters for learners from many regions of South Africa; and approximately 70% of the learners are from needy houses, difficult situations and/or disadvantaged communities.

Except for the general needs or daily and monthly expenses, there are a few major challenges that the school faces and that they urgently need funding for. These include the provision of Hearing Aids and maintenance of the hearing aids to the value of approximately R550 000. In order to save on their electricity bill (average R1 10 000 per month) and to decrease operation costs, the school has embarked on a project to replace their electrical water heating systems with solar heating and have almost completed this with half of the buildings. They are in need of approximately R450 000 to complete the project.

Kumba has provided R1 million to the school, with the hope that effective hearing aids and solar heating systems will create an environment that allows the learners to gain knowledge in a comfortable setting.



Sister Viljoen performing a routine examination on Nomtandazo, a learner at the school.

# CHAMBER OF MINES SA AND THE HEALTH SAFETY LEARNING HUB

The Mining Industry Occupational Safety and Health (MOSH) system, implemented by the South African Chamber of Mines, identifies leading practices in health and safety and helps in the spread of this information throughout the country. The leading practices are identified in order to minimize risks, and these practices are documented at the mine where it has already been implemented. This practice is then demonstrated at another mine in order for the practice to be adopted, thereby facilitating wide-spread compliance in order to maximise health and safety on the mines in South Africa. The aim of this initiative is to ensure zero fatalities and injuries on the mines,

and to achieve world class safety performance by 2013. The process is reliant on the leaders that are identified during each adoption of the practice, and the development of communication between all stakeholders in managing the adoption of the practice is paramount.

The MOSH Learning Hub has been established to manage the MOSH Adoption System and maximise industry ownership and buy-in. The adoption team is the system's primary delivery vehicle and consists of two members who are contracted full time from mining companies to manage the adoption steps, and knowledgeable team members drawn from mining companies.

The secretariat is staffed by specialists, who guide and support the adoption teams and scan the environment for Leading Practices, and provide institutional memory and continuity for the adoption system. The adoption team sponsor is a member of the Chamber's Executive Council who provides support to the adoption teams in addressing problems of a strategic nature. The MOSH task force consists of senior health and safety representatives of companies, and serves as the link between the adoption teams and industry, which in turn ensures that teams are well-aligned with industry needs, and the task force communicates the needs of the team to industry.

# SISHEN'S HUB SCOOPS OUTSTANDING PERFORMANCE AWARD

In December 2011, the Zimele Community Fund's end of the year Awards Function was held at Maccauville in the Vaal. Out of 31 hubs around the country, Sishen Small Business Hub was the winner of the Outstanding Performance Award. This was made possible because of the dedication of an excellent team in Sustainable Development, which exudes the spirit of commitment and enthusiasm. Sishen Mine's local Economic Development section provides loans to SMMEs within the Kathu, Kuruman and surrounding areas. Loans are facilitated through the Anglo-American Zimele Community Fund. The main aim of the fund is to support the previously disadvantaged people within the SMME sector. Kumba realised a need to extend the service to Kuruman, thus opening the Business Development Support Centre early in 2011. In addition to loans made available, Kumba is ahead of the pack as it has contracted Dia-Plus to supply the crucial services of mentorship and support. The total number of businesses that have been funded since 2008 is 57, and the total amount of loans made was R25,5 million. SMMEs can either apply for short term loans that are repayable within 3 months, or long term loans that are repayable within 36 months.



Standing from left to right is the proud award winning team of Sishen small business hub: John Seretse, Ria de Beer, Rina Botha (Social Community Development manager), Sydney Ntuli and Adriaana Kock.

## ZIMELE ENTERPRISE DEVELOPMENT

**K**umba's Social and Community Development division together with Zimele co-ordinate the company's enterprise development initiative. Most of Kumba's enterprise development activities are run from the business simulation hubs in Kathu and Kuruman, which have offices and training facilities. These hubs provide training, funding, advice, on-going mentoring and facilitate partnerships. The Kathu hub was created in 2008 and in January 2011, the Kuruman business support centre was established to help service entrepreneurs from the rural areas of the John Taolo Gaetsewe district. These hubs can be described as the "seeds of hope" for SMEs. Since June 2008, 57 businesses have been established, 494 jobs created, R25,5 million provided in loans, and 111 SMEs assisted and advised. The turnover of these small businesses amounts to R131 million and loans to the value of R9,8 million have been repaid.

New businesses included the Butterfield bakery in the town of Thabazimbi, hydroponics farming in the Kolomela area, I & M Thaps Bakery, New Horizon Restaurant, Exceller Canopies, and Ausleo in Kuruman. The future of Kumba's focus for enterprise development from 2011 to 2016 includes the setting up of business hubs in Postmasburg at Kolomela Mine, Thabazimbi and Saldanha. The success of these and similarly planned enterprises seem assured, as the partnership between Kumba and the local communities are rooted in commitment and towards upliftment and job creation.



Tebogo Molusi (community developer) and Maggie Katong (office assistant) at the Kuruman business support centre.

## SELF-MOTIVATED DRAIN SURGEON SUCCEEDS

Drain surgeon is a franchise that specializes in plumbing. One of its franchisors is Gerrit Willimse was the first person to receive funding from Anglo Zimele in 2008. After three years of existence, his business is still thriving. It runs from Kathu with other branches in Kuruman, Debeng, Olifantshoek and Postmasburg. Willimse was previously employed at the Department of Public works as a senior building inspector. But after he realized that there was a need for good service delivery in the plumbing sector, he decided to become a franchisor. However, Willimse says the journey to business owner was challenging. "It was very difficult for me to obtain funding from banks because I couldn't provide them with insurance. However, I did not lose hope," he said. When he heard about Zimele he immediately approached them. To his surprise, the assistance was quick and effective. "All that Zimele required from me was a business plan and quotations from my possible future clients," he explained. Furthermore, Willimse does not take all the credit for the success of his business. "I have hard working employees and their efforts have gone a long way," he said adding that the well-being of his eight employees is of value to him. "The LED (local economic development) practitioners guided me very well while also giving me space to stand on my feet," he said. His advice to aspiring building inspectors is to take advantage of the learning opportunities that are presented through the Tshipi Skills training centre. Willimse's wish is to see Anglo Zimele opening branches in other towns of the Northern Cape, and to expand their support to those who need it most.



Gerrit Willimse was the first person to receive funding from Anglo Zimele.

# KATHU ZIMELE: OBLIGATIONS TRANSPORT THRIVES



Kenneth Leburu is now a proud owner of a bus.

Kathu Zimele Business Hub made Kenneth Leburu's dream come true. It assisted him to buy a bus. Born and bred in Batlharos village in Kuruman, Kenneth Leburu always dreamed of running a transport business. He says this interest was ignited by his father, who ran a transport business when Leburu was still very young. "When I was growing up I use to help my father with his transport business. Even though I enjoyed working with my father, I still wanted to be independent and run my own business. Hence I opened Obligations Transport in 2009," Leburu explains. Leburu was able to receive a loan from the Kathu Hub and this assisted him to buy a 35 seater bus. He now transports close to 138 people who work on different shifts at Sishen Mine. Leburu says no business operates without problems. "There are a lot of challenges in the transport industry, because one has to deal with different characters and personalities on a daily basis. Dealing with this has taught me people skills", he explains. Leburu's future plans encompass buying a larger bus and creating job opportunities for the unemployed.

# SISHEN'S SMALL BUSINESS HUB HELPS SEJADIKOBO

In 2009, owner of Tlhapi Ema-tuck shop in Dithakong village, Simon Sejadikobo received a loan from Sishen's Small Business Hub. The loan has helped him to buy more stock for his tuckshop and employ someone to help him man the stall. He was also able to buy a car which he says has made it easy to transport the stock from Kuruman town to Dithakong village. Adding to that, Kumba also made it possible for Sejadikobo to gain marketing and financial skills through attending business workshops. Sejadikobo says he is thankful for the help that Kumba has provided him with. "Thanks to Kumba my business is profitable and efficient," he said.



Simon Sejadikobo the proud owner of Tlhapi Ema-tuck shop.

# NTSIE: MY STORE



Thabang Ntsie, the proud owner of My Store based in Mapoteng village.

"My Store" is one of the businesses that was funded by the Anglo Zimele Business Hub in 2011. Based in Mapoteng in Kathu, the business started operating on the 19th of April 2011. It sells food, soft drinks and snacks and is owned by Thabang Ntsie who comes from Kuruman. From a young age, Ntsie wanted to be a business owner. "I have always pictured myself hiring people instead of being hired," he said. Prior to opening "My Store", Ntsie was interested in starting a promotions business. The market in the John Taolo Gaetsewe region is small and Ntsie was advised to opt for Franchising. "During my consultation with John Seretse an LED practitioner, he advised me to join My Store and become a franchisee for My Store as it has a bigger market," said Ntsie adding that it was the best business decision he ever made. My Store has succeeded beyond his expectations and due to the big clientele and growing demand the shop is open 24 hours. Ntsie is happy that his business has yielded good profit in the less than six months of operation. Ntsie plans to increase his business with a bigger store as the current one is small and this limits him in buying sufficient stock. He currently has three people employed, one permanent and two casuals. Although working 24 hours is strenuous his employees strive to deliver the best service under his leadership and guidance. He encourages his employees to have goals of their own and to stay motivated even under challenging circumstances. Ntsie regards the Sishen Small Business Hub as a great organization that has helped him to make his dream a reality. His motto is: Your dream is yours and it will never desert you. So keep going after it.

# KURUMAN'S DYNAMIC GYM

The Dynamic gym is situated in the main street of Kuruman town which makes it accessible to everyone. It has a unique and modern style with top of the range equipment. It also has a clean and professional image where customer service is top notch. Funded by Anglo Zimele in November 2010, the gym has attracted approximately 180 members from different backgrounds. "We charge R200 for adults, R100 for school going children and R70 for pre-school children," said owner of the gym Veronica Lingen who also added that the gym is able to accommodate fifty people. The Desire to open her own gym, as Lingen explains was ignited by her love for sport and physical training. "I have always been actively involved in sport, particularly athletics," she said. Apart from her participation in sport, Lingen has also worked as a physical exercise instructor for a period of two years. Hence she is able to provide her clients with the right type of training. Dia-Plus business developer De Wet says plans to expand the premises are on the pipeline. "In future the gym should be having bigger premises with space for aerobic classes," he stated.

# SHUPING AND KORTMAN GARDEN SERVICES ARE SOMETHING SPECIAL

Shuping and Kortman Garden Services started operations in February 2011. It is owned by Dawid Kortman and Okaeng Shuping. The business currently employs six individuals, including the owners. It provides services to thirty houses in Kathu once a week, four times a month. The owners are expecting to service more houses as the business grows. This will in turn create more jobs for the unemployed youth in Dibeng. The services rendered include weed removals, lawn mowing, cleaning of seedbeds and trimming of trees. Shuping and Kortman met with Sydney Ntuli (LED Practitioner) at the Sishen Small Business Hub in October 2011 to seek financial assistance for business expansion. With assistance of Sishen's Small Business Hub, Shuping and Kortman Garden Services managed to secure funds from the Anglo Zimele Community Fund in December 2011. The funds were used to purchase a vehicle, gardening tools and garden equipment.

# KLM TYRES AND MAGS



David Naidoo boasts a successful Anglo Zimele funded KLM tyres shop located in Kuruman.

David Naidoo is the proud owner of KLM tyres which is located in Kuruman town. The company specialises in selling new and secondhand tyres as well as mag wheels. It also provides stripping- balancing air bluster machines and has a vehicle to attend to off-site customers. Initially, the company only sold second hand vehicle equipment to customers. But after receiving funding and mentorship from Anglo Zimele, Naidoo was advised to start selling both new and old equipment. "Getting in touch with Anglo Zimele has enabled me to structure my business properly," he said adding that the assistance that he received from Zimele exceeded his expectations. Although competition is high, the company has been able to stay ahead of its competitors. It provides services to the Department of Health, Department of Education, town councils, Rekathusa and Sakoor. Plans to extend the business to other towns are in the pipeline. LED Practitioner Sydney Ntili says KLM tyres have progressed since it was funded in June 2010. "The business managed to move from only selling second hand tyres to selling brand new tyres and mag rims. Recently, it started selling auto styling accessories," said Ntili while adding that KLM tyres will soon introduce new income stream in a form of selling truck tyres."

# MASAKHANE CONSULTING AND PROJECTS

Community development is the mantra at Kumba Iron Ore and the commitment towards local empowerment increases each day. It is in this light that the Anglo Zimele Hub Fund assisted to finance Masakhane Consulting & Projects (MCP). MCP is a recycling company based in Kuruman, Batharos and collects recyclable material within the region of operation. There are five permanent personnel and three casuals employed by the business. Thus if the business is to be sustainable, more than 30 people will be directly dependent on the revenue generated. Sishen mine has funded MCP to aid in the management of operations. On the other hand Kolomela and MCP signed a scrap metal contract which would enable MCP to buy the scraps and resell them. These types of initiatives will contribute to the sustainability of MCP, and thus make it a significant player. "Leave this place in the same condition as you would like to find it" - this is the fundamental idea concerning recycling. The Earth's resources are not infinite so we should not waste them. The government wants to reduce the amount of plastic, cans, paper and glass going to landfills. To meet that objective, households should avoid simply throwing away rubbish and start implementing the three R's: Reduce, Reuse and Recycle. This is equally applicable to industries and more specifically to mines.

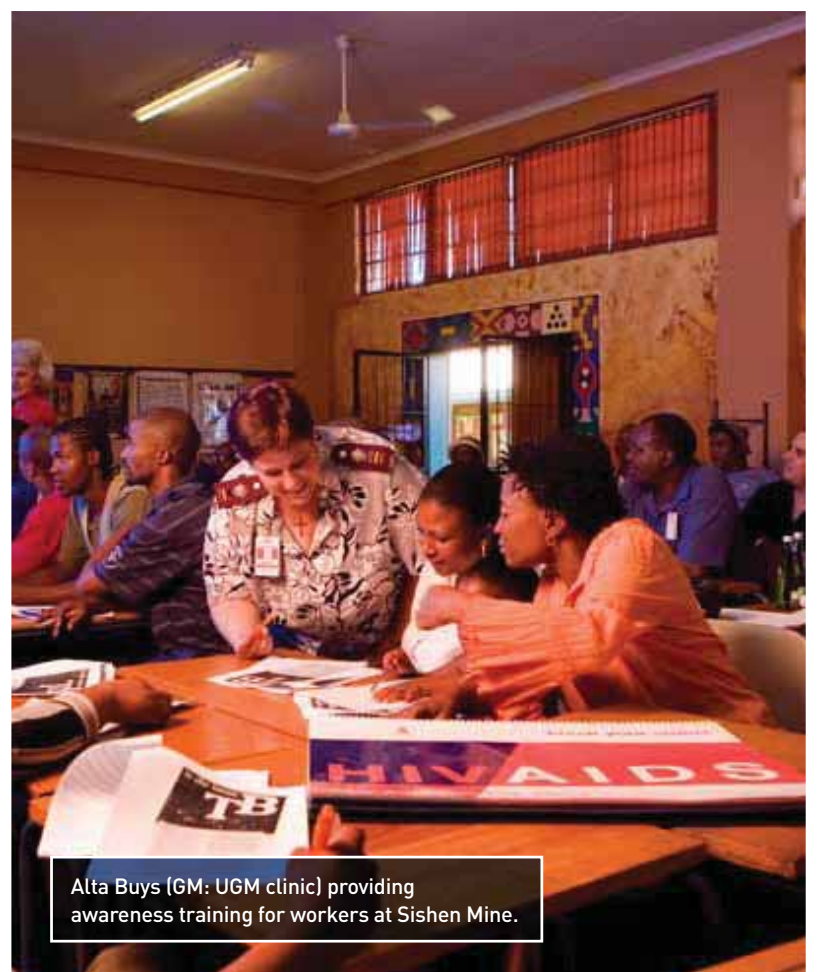
## HEALTH

# KUMBA CHAMPIONS HIV/AIDS MANAGEMENT

Although not defined as an occupational disease, Kumba acknowledges that HIV/AIDS is a serious threat to the well-being of its employees, to the communities that surround its operations and ultimately to its business. A key element in managing and containing the effects of HIV/AIDS is through awareness campaigns at each operation and within surrounding communities that are designed to prevent employees and their families from being infected or infecting others. Kumba's programme includes:

- Identifying those who are HIV positive
- Providing confidential, informed counselling and testing
- Ensuring that those with HIV/AIDS who are covered by medical aid are on appropriate disease management programmes (DMPs) through referral, or providing medical treatment and medications, including anti-retroviral therapy (ART) if indicated;
- Providing emergency prophylaxes in the case of accidental exposure to HIV;
- Screening of all HIV positive persons and those with possible TB symptoms for pulmonary TB, and referral of those with TB to appropriate healthcare providers;
- Following up of treatment defaulters
- Providing awareness training for workers, community centres and schools and support for peer educators at the mines;
- And supporting the terminally ill so that they may have the opportunity to live the rest of their lives with dignity.

The prevalence rate of HIV/AIDS among Kumba employees is estimated to be around 4%, based on the testing of over 90% of our employees during 2011. A total of 178 employees with low CD4 counts received Anti-Retroviral Treatment (ART), which is 65.2% of those in the Disease Management Programmes. Efforts to persuade all HIV positive employees to join this programme are continuing. The Ulysses Gogi Modise (UGM) wellness clinic in Kathu provides testing and counselling services and ART to employees, their dependents, contractors and the communities of the Gamagara Local Municipality. During 2011, the UGM expanded its staff to provide similar services at Postmasburg and at Thabazimbi mine. A new, mine-funded wellness centre was opened in Thabazimbi on 11 February 2012 – for employees, their dependents, contractors and community members. The centre is privately run with a portion of its funding provided by Kumba. The Center was formally launched by the MEC of Health in Limpopo.



Alta Buys (GM: UGM clinic) providing awareness training for workers at Sishen Mine.

# KUMBA SOWS SEEDS OF HOPE FOR SUNFLOWER FUND

**K**umba has announced that it is investing R3.5 million in The Sunflower Fund. The Sunflower Fund's drive is to expand and create awareness about the South African Bone Marrow Registry (SABMR) to improve the chances of patients with leukaemia and other life-threatening blood disorders of finding matching donors for bone marrow stem cell transplants.

Currently, the Sunflower Fund has a database of 65 000 donors, but is not fully representational of South Africa's demographics. A real concern, when you learn that the chances of finding a match within one ethnic group is 1 in 100 000. The challenge is that the Sunflower Fund needs to recruit 100 000

people within each of the four prominent ethnic groups. This is a time-consuming and costly exercise. The money that Kumba has donated will be used to educate and enlist healthy, committed donors and pay for the tissue typing of these donors at a cost of R1000 each. Then more children, and their parents, will be able to celebrate a donor being found. It means a chance for these children and young adults to lead a full and normal life. It is only through successful partnerships that we can touch the lives of more and more South Africans. If you would like more information on becoming a bone marrow stem cell donor contact the Fund on 0800 12 10 82 or visit [www.sunflowerfund.org.za](http://www.sunflowerfund.org.za)



South Africans supporting National Bandana Day at the Maloof Money Cup held in Kimberly last year.

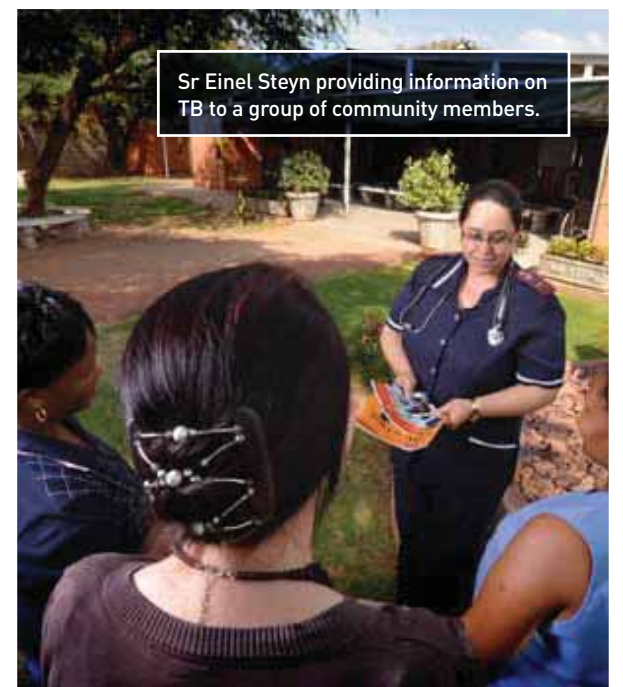
# ULYSSES GOGI MODISE WELLNESS CLINIC – SOLID AS A ROCK

**B**uilt in 2007 by Kumba, the Ulysses Gogi Modise Wellness Clinic (UGM) is the first privately sponsored anti-retroviral treatment (ART) in the Northern Cape, providing free HIV testing, counselling and treatment. Since the clinic opened, it has made such headway in the Gamagara area it serves that the HIV infection rate has decreased by 1%, 34,679 community members have been educated about HIV/AIDS prevention and 17,374 have received HIV counselling and testing. Sister Toekie Schoeman says: "Before the UGM was built, the people of the Gamagara municipal area had to travel some 100km to visit the clinic at Kuruman. HIV/AIDS testing and a Disease Management Programme (DMP) were taking place at Sishen mine but the community had no place to go. The mine saw the need and the UGM was established." Kumba sponsored the cost of establishing the clinic and carried all operational costs for the first three years, at a total cost of R17.2 million. Kumba now works with the Department of Health in the running of its operation: government provides laboratory services, a courier service and medication, including anti-retroviral (ARV) drugs, while mine social and community development departments provide funds.

The UGM, which expanded ART services in the province by 50%, complements local private and public services and co-operates with all levels of government in a joint effort to fight HIV/AIDS. Satellite UGM stations have now been established at Kolomela, Thabazimbi, Kumani and Sesheng.

The UGM clinic uses government laboratory services in Kimberley, with a courier collecting blood samples daily, guaranteeing a shorter waiting period for results. Some 50 to 60 community members a month are tested at the clinic, while UGM staff continues to service the mine, testing 2,176 contractors and 5,075 Sishen mine employees in 2011. Over 900 HIV-positive community members receive care and support from the clinic and more than 600 have been placed on ARV therapy to prevent their progression to AIDS. The clinic also offers screening for diabetes, hypertension, TB and cancer.

UGM is very involved with the Cancer Association of South Africa (CANSA), conducting cervical cancer screening programmes and training caregivers, among other initiatives. The UGM provides support and information on drugs, nutrition, molestation, rape prevention measures, teen pregnancies and personal hygiene. The clinic works closely with local government in the area of information campaigns, responding to needs and according to the national health calendar. A two-yearly education programme for some 8,000 learners in 28 schools in the region is conducted by the clinic. The younger children are visited by clinic sisters and a character called "Bear" to teach them about germs and the importance of looking after their bodies in an effort to protect them against abuse. HIV/AIDS education starts from the age of 12. A full-time social worker employed by the clinic works closely with the Family and Marriage Association of South



Sr Einel Steyn providing information on TB to a group of community members.

Africa (FAMSA) and is currently working at the mine in the area of fatigue management. Alta Buys, the UGM clinic manager, describes the clinic as "a challenge that I couldn't resist". Alta and her staff have certainly risen to the challenge of taking medical services to communities with limited access, thus making a big difference to their lives.

# KOLOMELA'S MOBILE HEALTH UNITS

After the success of the Batho Pele Mobile Health Units that were initiated by Sishen mine, the Tsantsabane Local Municipality and Kolomela Mine launched a similar project for the area through an integrated development plan and it was subsequently included in the company social labour plan to promote primary health care to the remote areas of Tsantsabane Local Municipality. Remote areas which benefited from this program are Groenwater, Jenn Haven, Skeyfontein and Maremane villages. The beneficiaries of these clinics were previously displaced and returned to their land through the government land restitution and distribution in 2002, with the exception of Jenn Haven. As a result, they have little resources or infrastructure available to them in terms of healthcare. Kolomela mine is excited and confident at the improvements of health care that these local communities will experience because of the mobile health units.



Dr Theys (HOD of Health), Mr Elroy Phete (Mayor of Tsantsabane), Mr Mxolisi Sokatsha (MEC of Health), Me Thutsui (Chief Director of Primary Health Care Services) and George Benjamin (Manager: SD).

# BATHO PELE MOBILE HEALTH CLINICS ARRIVE!

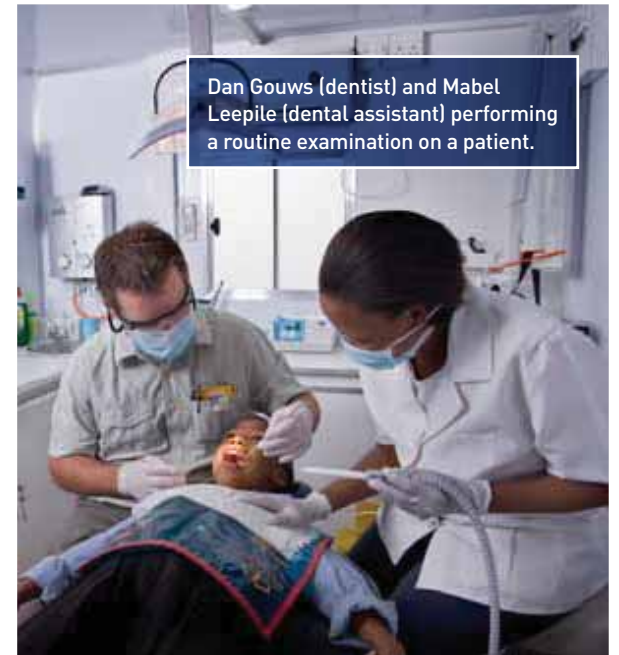
Just one look at the faces of the villagers sitting outside under umbrellas while they wait to be seen by staff of one of Kumba's Batho Pele mobile clinics, will tell you how much this project means to them. That and the fact that 1,948 patients made use of these services in the first month of operation. The nine units of the R19 million Batho Pele mobile clinics serve the isolated villages of the John Taolo Gaetsewe district, delivering free primary and secondary health care to a potential 14,800 people. The district suffers from an extreme lack of resources and infrastructure while vast distances make access to basic medical services fraught with difficulty. The area has the highest infant mortality and maternal death rate in South Africa as well as one of the highest rates of HIV/ AIDS infection. The provision of care and information makes Batho Pele a truly life-saving project.

Rina Botha, local economic development manager at Sishen mine, says, with justifiable pride: "The Batho Pele mobile health units are the first of their kind in the country, so we are breaking new ground with this project. The Minister of Health, Dr Aaron Motsoaledi, is so enthusiastic about the project and its capacity to reach those in need; he wants this type of initiative to be adopted countrywide." Batho Pele was launched in July 2011, with the units becoming operational at the beginning of September. The units consist of a GP unit, an eye-care unit, a dental-care unit, an operating theatre, a clinic, a HCT unit, an ablution unit, an accommodation unit and a kitchen unit. They are equipped with state-of-the-art technology and make available treatments and services to the community such as screening for chronic diseases, the management of sexually transmitted infections (STIs), condom distribution, male circumcisions to drive down the HIV/ AIDS rate, laboratory tests, eye testing, cataract surgery, dental care and surgery and minor operations. Full-time, part-time and consulting staff members include a general practitioner,

optometrist, ophthalmic nurse, eye specialist, dentist, oral hygienist, AIDS counselor and a nursing sister. Members of the community are employed at each location to cook and clean. The units, pulled by two four-by-four vehicles and set up over a weekend, and move through four main locations – Kagung, Maphinicki, Gasese and Madibeng – spending a week in each. The project is conducted in partnership with the Department of Health, which has been involved from the start and finances the costs of medical consumables, laboratory tests and goods for staff.

Kumba has agreed to finance all other operational costs for the first two years after which the Department of Health will take over this responsibility. Botha says: "On a daily basis, the most common complaints diagnosed and treated are diabetes, hypertension, arthritis, upper respiratory tract infections, urinary infections, STIs and HIV/AIDS. Batho Pele will have a positive impact on the incidence of HIV/AIDS, TB, infant mortality and diabetes, as well as hypertension-related deaths." Batho Pele's services are advertised at local clinics and community halls and are communicated by health workers. Tribal councilors inform villagers and circulate clinic schedules. Already clinic attendance figures provide all the positive feedback needed. In the months to come there is no doubt that those attendance figures will increase and Batho Pele will change even more lives for the better.

Angela Seikaneng, a nurse for the mobile units said that the lives of many people have been changed because of this Kumba initiative. "These mobile health care units are able to reach the poorest of the poor". Optometrist Tebogo Nthekang said his patients tend to suffer from allergic Conjunctivitis, dry eye problems and cataracts. "I do a follow-up on my patients and it is amazing to see the happiness that oozes from their eyes at the realisation of getting a chance to have an improved vision through proper medication".



Dan Gouws (dentist) and Mabel Leepile (dental assistant) performing a routine examination on a patient.

By visiting these mobile units, patients have noted huge progress in their health conditions and some are planning to become regular mobile unit patients. "I have been suffering from very high blood pressure and a poor heart condition, but since visiting the units my condition has improved," said Dikabelo Mothabane, who hails from Gasese. He further mentioned that he is happy that he does not have to travel long distances or get on a taxi to access health services. Prior to the operation of the mobile health care units, Mothabane used to spend R14 to travel to a clinic and R56 to travel to a doctor, with an added consultation fee up to R300. Kumba Iron Ore is aware of the health care needs within the Northern Cape Province and through this project strives to improve the lives of community members. This project demonstrates the caring value within the global Anglo American group. Kumba believes in creating a difference within the communities it functions in.

## RELAY FOR LIFE

The annual KATHU CANSA RELAY FOR LIFE took place during the weekend of 5 and 6 November 2011. Celebrating life is the main reason why the Kathu branch of the CANSA Association arranges this event every year, in partnership with Kumba Iron Ore and other community stakeholders. Andrew Loots, GM of Sishen Mine said in his welcome address: "We at Kumba care for our employees, but we also care for our whole community and it is therefore an honour for Sishen to be part of an event like this." The Relay for Life is an international event that is taking South Africa by storm and is spreading throughout the country due to its popularity as a wonderful community-based volunteer-driven event, honouring cancer survivors and creating awareness of cancer and how it can be beaten. Approximately R100 000 was raised. The Relay for Life is an exciting community project and this year twenty teams from Kathu entered. Entertainment was provided throughout the night by various artists, including: Adam Tas, Mel Botes and his band and the upcoming *ekhouvanjou*, okay student band from Potchefstroom. Twenty eight local artists also entertained the participants with their talent. This is one of those events that just touched the hearts of all. This was the third Kathu CANSA Relay and it was wonderful to see how everyone in the community and even people from Kuruman and Uppington joined to make the event such a huge success.



## KOLOMELA INVESTS IN TSANTSABANE HEALTH

Kolomela mine is proud to be a partner and help fight the challenges the Tsantsabane Area are faces with," said George Benjamin, the Sustainable Manager at Kolomela Mine. In October 2011 Kumba donated two mobile clinics to the Department of Health. "The new mobile health vehicles is a positive step in improving health service delivery in the Tsantsabane area and are aligned towards the government's improvement of quality health services," said Mr. Mxolis Sokatsha, MEC for Health. The mobile units will be mainly used in Skeyfontein, Groenwater, Jenn Heaven and Marenmane. People who had minor access to health services in the past will finally have access to basic health services. The cost of the units is R1 million and are equipped to deliver basic health care. For the next three years Kolomela mine will make the necessary funds available for a professional nurse and an assistant to man the mobile units.

"Tsantsabane is the home of Kolomela Mine", said Mr. George Benjamin. The sentiment of sustainable partnerships for sustainable results was highlighted by Mr. Elroy Phete, Mayor of Tsantsabane as the main ingredient in the improvement of basic services: "Collaboration is the key to quality service delivery to the community for a better quality of life."

# BOOST FOR LIMPOPO HEALTHCARE FROM THABAZIMBI

Healthcare in the Limpopo Province received a much needed injection from Anglo American's Kumba Iron Ore business unit who funded a state-of-the-art wellness centre in Thabazimbi. The wellness centre was officially opened by Ms Dikeledi Magadzi, Limpopo MEC for Health and Social Development, in February 2012. The ultramodern, fully equipped centre will benefit both the mining community and residents of Thabazimbi. It will provide services such as HIV counseling and treatment, management of chronic conditions, cancer screening, disease management programmes, health monitoring like blood pressure and testing for diabetes, nutritional guidance and various other wellness programmes. Ms Magadzi lauded Kumba for this initiative. "We are grateful that Kumba's Thabazimbi Mine has seen the need to invest in the health of its workers and the surrounding community."

Working together with the private sector to improve services was the way to go, she said. "We believe that working together with like-minded businesses of Thabazimbi Mine's caliber we will deliver more services to our communities." She said that the centre will teach people how to take care of their health. Kumba spent R2.5 million to set up the Wellness Centre and will be spending 4 million annually for the next 5 years which is the duration of the partnership with the Department of Health. Kumba is committed to promoting a healthy community that will be able to continue working and supporting their families and also contribute to the economic growth of Thabazimbi. The immediate results from the opening of the centre have been that HIV Counselling and Testing with Kumba employees and contractors is already underway, with the intention to extend the Disease Management Programme to the communities in the greater Thabazimbi area. Cornelia Holtzhausen, General Manager of Kumba's Thabazimbi Mine, said the opening of the centre was an exciting development. "This means we can look forward to a healthy community and a youth population that will be able to get essential information on HIV counselling and testing." The clinic will be embarking on an extensive community outreach programme that will target schools and families, aiming to promote a healthy lifestyle and prevent diseases.



Ms Dikeledi Magadzi, Limpopo MEC for Health and Social Development, (left) and Cornelia Holtzhausen, General Manager of Kumba's Thabazimbi Mine, at the official opening of the new Thabazimbi Wellness Centre.

## HELMAN MKHALELE FIGHTS DISEASE IN THABAZIMBI

On 16 December 2011, a Health and Wellness event was hosted in the Thabazimbi community hall. The Helman Mkhalele program was initiated by Helman Mkhalele, the ex-Bafana Bafana player and member of the 1996 African Nations Cup winning team. He is the founder of Lelemoka Trading enterprises, and has partnered with the Department of Health to educate and inform communities about the challenges of poor health and how it destroys a nation.

The main aim of the event was to encourage the communities in the area to conduct HIV/AIDS tests to know their status. It is hoped that once the members of the community are made aware

of their health status, it will inspire them to act responsibly in order to eradicate the diseases and infections that negatively impact them, both physically and economically. The event attempted to test 1000 people from nearby communities, including the youth.

The Health and Wellness event sought to inform the communities about HIV/AIDS, as well as the "silent killers" such as diabetes, high blood pressure, heart diseases, cancer and obesity. The event was supported by the Department of Health, and was funded by Thabazimbi Mine. The day was enjoyed by many, as there were healthy cooking demonstrations educated the attendees about optimal nutrition and family health. Mini

competitions and sports activities were also hosted, in order to educate and inform about health in a fun way.

The theme of the event was "Zero Infection – Zero Diseases" and the message that Helman Mkhalele wanted to drive home was that through knowledge about one's own health status, one can be better equipped to maintain a healthy lifestyle. These lifestyles will create healthy communities, and healthy communities make healthy a healthy work force. Thabazimbi Mine was thrilled to be part of this initiative, as an outside perspective of the benefits of health and wellness would not go unnoticed by the employees of the Mine.

KOLOMELA MINE

## REFUSE TRUCKS "CLEAN UP" POSTMASBURG

Tsantsabane Municipality has been in possession of two brand new Refuse Removal Trucks since late in 2011. Officials explain that the trucks are almost like a "Christmas present" from Kolomela, as the vehicles cost R2, 4 million. The trucks are definitely an improvement on the 3 older versions from which only one was in operation. "Kolomela Mine is proud to be part of a new area for Postmasburg," says George Benjamin, SD Manager Kolomela Mine. "The infrastructure of a town needs to be established and maintained and that includes the removal of household refuse," he continued. Kolomela is proud to be part of "cleaning up" the town of Postmasburg.



George Benjamin (Manager: SD at Kolomela Mine) and Julius Theys (Director Community Services Tsantsabane Municipality).

# KOLOMELA MINE STRATEGY IS SIMPLE: PARTNER WITH STAKEHOLDERS

The name "Kolomela" means to dig deeper, try harder and persevere. "We will continue to persevere. As part of Kumba, Kolomela is here to stay and through real mining and real people, make a real difference towards the changing face of Tsantsabane," George Benjamin says.

Construction of the new Kolomela Mine at Postmasburg in the Northern Cape commenced in 2008, with the first blasting taking place towards the end of 2009. Production is scheduled to begin in the first half of 2012, ramping up to full capacity of 9Mtpa of direct-hipping ore for export in 2013. Kumba has created strong and mutually beneficial partnership with the local municipality of Tsantsabane and other stakeholders. When fully operational, Kolomela mine will employ 830 permanent employees.

When work started on Kolomela mine the Postmasburg community was struggling, with a stagnating economy, unemployment of between 35% and 40%, many challenges among the youth, inadequate levels of education, low levels of important and relevant skills, a high dependence on the social grant system, social ills, and a municipality lacking sufficient capacity. Added to these difficulties was the fact that the local people had a preconceived opinion that mining companies functioned independently of the rest of the community.

There was high awareness that the development of Kolomela mine could provide the Tsantsabane Local Municipality with an economic injection, boost in property values, large scale infrastructure development and the promise of a significantly brighter future through sustainable development. At the same time, there was a well-articulated understanding of the many potential negative impacts, including pressure on service delivery, an influx of job hopefuls and housing shortages. Stakeholder mapping and engagement planning therefore took place as early as July 2008. This was done to meaningfully involve stakeholders in managing issues, amplifying positive impacts and mitigating negative impacts.

As a first step in forging partnerships, Kolomela mine identified its stakeholders. In addition to local government, these include the different local communities in the area, the departments of Mineral Resources, Water Affairs and Environment and Nature Conservation, neighbouring farmers, the community, a Section 21 development company linked to the Sishen Iron Ore Company Community Development Trust (SIOC CDT), Transnet and the local business chamber of the Northern Cape Chamber of Commerce and Industry. The local Tsantsabane government was earmarked as the mine's highest-rated stakeholder and with whom a special relationship of trust needed to be established if consultations and negotiations were to be successful.

Internal measures were put in place to log all engagements with stakeholders and share any feedback.

To maintain an open consultation process, the community has always been represented when technical project team members met with government. Care was taken to give equal attention to the political and administrative functions of the municipality and to keep both informed at all times. The partnership between Tsantsabane Municipality and Kolomela mine is mutually beneficial. While not capable of contributing on the same financial level as the mine, the municipality brings many other more indirect benefits such as exemplary use of its local mandate and its ability to influence and lobby.

The Tsamba Forum is a joint setting where Tsantsabane and Kumba manage all bulk services and infrastructural projects undertaken by the municipality and the mine. A variety of stakeholders are represented on Tsamba, including the municipality, Kolomela mine, the Department of Water Affairs, the Development Bank of Southern Africa and Eskom. The forum was acknowledged as a public-private partnership by National Treasury. Development projects are aligned with municipal integrated development plans. Projects undertaken to date include the following:

- The Khuting storm water system was upgraded to put an end to the flooding of residents' homes. The municipality was the custodian of this project and the mine's technical unit was responsible for implementation. Some R11 million was spent on reconstructing the gradient, putting in storm water channels and constructing six new roads.
- Stasie Street was built. This road links the town and its closest community, allows better access to industrial sites where residents work and takes pressure off the busy Beeshoek Road, which provides access to the mine. The project cost some R8.4 million and provided 50 contractor jobs.
- The Tsantsabane Municipality's Integrated Development Plan calls for the upgrading of 1.6km long Motlaetshaba Street in Boichoko to a tar surfaced road with proper storm water drainage. Kolomela funded the project as part of its infrastructure upliftment drive, and has contributed R9.8 million to infrastructure improvement of Boichoko. The project was completed at the end of August 2011. Most of the people employed were from the local community.
- Another road development project was completed in September 2011. Dolomite Street in was officially opened, and included the first traffic circle in Postmasburg. "It is not only the result of a relationship between the Municipality of Tsantsabane, Kolomela and Beeshoek Mine, but it also brings new challenges like using the circle the correct way and adhering to the necessary traffic rules in order not to be run over," says Mr. Elroy Phete, Mayor of Tsantsabane.

- The bus and taxi terminus was upgraded for the benefit of the commuters. This project cost R6.5 million. Approximately 16 people were employed on the project which started in January 2011. The project was completed in September 2011, with the formal handover completed in October 2011. Not only did it provide a much needed facility for commuters, it also enables hawkers to present their goods in a better and more hygienic way to their customers.
- Kolomela helped to establish a waste recycling enterprise project. This project involved creating waste recycling companies to recycle papers, cans, steel and glass. The aim was to empower youth and entrepreneurs and to promote local SMMEs. The total cost of the project was R2 570,000. The project started in 2011 in Newtown, and at present there has been a consultant appointed who will be able to develop the beneficiaries.

Any form of development goes hand-in-hand with improved education. A number of Kolomela's social development projects focuses on communities' education-related needs. The mine collaborates with circuit managers, school governing bodies and principals to equip and enable the school system to meet the growing demand for quality education. The standard of education in Tsantsabane is in need of much enhancement. Kolomela is responding and its initiatives to co-create sustainable solutions with civil society and Government are underway.

George Benjamin sums it up. "We work towards reaching goals together and celebrate the successes as a collective. We never lose sight of recognition and reward for both partners. By adhering to stakeholder management guidelines, we were able to establish excellent public-private partnerships and our relationship with Tsantsabane has sent out a lot of positive messages."



Eric Mthandeki, a surveyor at Motlaetsaba Road - a Postmasburg road the mine is constructing on one of the main taxi routes.

# KOLOMELA PROVIDES HOUSING



Completed houses for Kolomela employees.



The Eilerd family in the garden of their new home in Kolomela. Chris & Pamela Eilerd with their four children, Saydah, Churno, Dominique and Craigen.

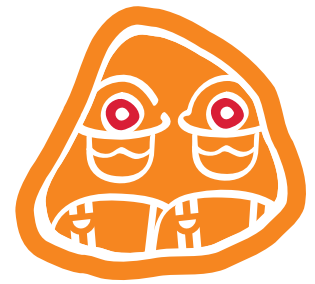
**K**olomela mine is on track to provide 718 houses in a two-phased construction process, where 421 houses were scheduled to be built, followed by the construction of 297 houses in Boichoko, Postmasburg and Newtown. The total estimated cost of this project is R550 million. Civil and electrical services commenced in 2009, with construction commencing in February 2010. Building operations were not without challenges. The Dolomite deposits in Postmasburg formed sinkholes and water damage that needed to be taken care of, together with administrative delays that are typical of large scale infrastructure projects as well as the lack of available serviced land for development.

Despite the challenges, twelve completed houses have been handed over to the mine with the rest to follow by June 2012. General manager Aart van den Brink said that Kumba has set high standards for the houses and the administration buildings and has moved away from the conventional designs associated with mining infrastructure. "The aim is to create conducive working environments and improved quality of living conditions for our employees. This will contribute toward creating a culture of pride, motivating employees at the mine to deliver excellence while enjoying what they do."

The housing development has brought a change that will stay in the hearts and mind of the people of Tsantsabane because families can actually stay together. The father or mother does not need to work away from their children and visit them once a month. Kolomela is bringing families together and families are the cornerstone of every community. According to Solomzi Henge, Director Technical Services Tsantsabane Municipality, Postmasburg can boast of a 20% increase in residents since the beginning of Kolomela Mine in 2006. He thanked Kolomela for its contribution to the rapid development and positive transformation of Postmasburg in recent years. Solomzi continued: "Today a municipality needs to do social engineering but also needs to be a proper role model." While the mine draws the local community into the ranks of the employed, there is a great need for skilled work that results in many workers filing into Postmasburg from other parts of the country.

## A MINUTE ON SAFETY PERFORMANCE

The Kolomela Operations boast a good safety record and has achieved 4.5 million LTIF man-hours. This record raised the bar on safety and won Kolomela the 2011 Kumba Iron Ore Laurel Award for safety. The mine was also nominated for the Anglo American Applaud Awards. Since then, Kolomela has notched up close to 16 million man-hours without LTI (as on 17 October 2011).



**Safety**

## THABAZIMBI SPOTLIGHT

### AMAZING AGANANG BRICK PROJECT

As part of the Thabazimbi Social Labour Plan, Kumba funded an amount of R270 000 for the development of a brick project, including equipment and materials. The Aganang Brick Project was then marketed, through the assistance of Kumba, to local mines and businesses within the Thabazimbi Community. Thabazimbi Mine completed the paving of a road in Regorogile, Extension 5 that helped for the duration and completion of the project. Seventeen local people were employed for the project that produces block brick, paving brick and cement brick.

### THABAZIMBI VICTIM EMPOWERMENT CENTRE

Together with the local South African Police Service (SAPS) and the Department of Social Development, Thabazimbi Mine established a Victim Empowerment Centre. The centre provides temporary accommodation for the victims of violence and abuse. The psychological services at the centre are provided by a Non-Governmental Organisation that is completely recognised and supported by the Department of Social Development. The victims receive counselling, psychological help and care treatment while their cases are being investigated by the SAPS. The centre ensures that the victims of violence are protected from the perpetrators and guarantees that while they are in the care of the police they will enjoy a comfortable and homely environment. A safe environment for all community members is a priority for Thabazimbi Mine, and supporting the Victim Empowerment Centre is one way in which the Mine can ensure that this priority becomes a reality.

### CREATING BETTER OPPORTUNITIES FOR MABOGOPEDI SCIENCE STUDENTS

In February 2011, Thabazimbi Mine's General Manager Cornelia Holtzhausen and the team from the Sustainable Division joined the Thabazimbi local High School Mabogopedi, along with the principal Mr Makau to celebrate the opening of the science laboratory. The Mine contributed to the funding of approximately R1 million to upgrade the science laboratory at Mabogopedi High School. The initiative is aligned with the Mine's vision to improve the quality of education in Thabazimbi. This emphasis placed on education and science, in particular, is a confident step in ensuring that a pool of potential engineers is created to address the shortage of professionals in the mining industry.

Holtzhausen further emphasized the importance of taking up mathematics and science as subjects, as this will aid learners in widening their career paths. Mr Makau pointed out that the world is becoming a global village and survival without the latest and modern techniques is not possible. Science will continue to play a key role in the improvement of the existing education system, and Kumba will safeguard the subject in order to create a sustainable future for those who have a willingness to be educated.

## SUPER SESHENG - A DISTRIBUTION CENTRE TO BE PROUD OF!

The Sesheng distribution centre provides frozen and fresh food, clothing and a variety of dry goods to an average of 3000 people a month. This outcome has been realized due to the partnership between Kumba, and various big sponsors from Gauteng and Kathu's SPAR. Funding was approved in partnership with the Department of Social Services to conduct a Pre-Feasibility research study on existing feeding scheme initiatives in the Northern Cape Province to enable an informed decision to be made on the establishment of larger warehouses by FoodbankSA to reach the poorest of the poor communities in the John Taolo Gaetsewe poverty nodal. The aim is to better the lives of the children residing in the Gamagara area by donating meals to them at least three times a week. The food is delivered by Super SPAR at the Distribution Centre in Sesheng and is then distributed to the beneficiaries in the Gamagara area. Kumba purchased a van to enable the timely and easy distribution of the food commodities to the beneficiaries. Equipping the facility included an additional Walk-in Freezer\Fridge, 2 Speed Queen industrial washing machines, steam irons as well as a dedicated vehicle to deliver the donations to needy initiatives. Goods that are distributed range from soya, potato flakes, sugar, beans, jams, soups, frozen products, bread, toiletries, blankets, cleaning materials, baby food and clothing.

LED Practitioner, Oduetse Kolberg, says that the partnership has grown over the last two years and that

Kumba management is enthusiastic to expand it even further by involving other stakeholders in order to reach more beneficiaries. "Kumba management is very delighted by the feedback they received from the beneficiaries and looks forward to improving the service even further," said Kolberg. Kolberg further explained that Mr Elvin Plaatjie from Super SPAR is very passionate about the project and always follows up on the feedback from beneficiaries in order to ensure that the service is still up to standard. "Plaatjie always requests that Kumba ensures that the food reaches the needy society because that's what Super SPAR and Kumba strive to achieve," said Kolberg. A total amount of R85 332 was spent on the Centre during 2011, and more is planned to be invested in the project in the future to ensure it's sustainability and success.

The following areas, communities and initiatives benefited from the initiative during 2011:

- Mpelega Pre-Primary School (Sesheng)
- Ya-Rona Day Care Centre (Sesheng)
- Sonstraaltjies Day-Care Centre (Kathu)
- Crisis Centre (Kathu Farm)
- Soup Kitchen Dingelton (Dingelton)
- Tswelopele (Olifantshoek)
- Simba Day Care Centre (Olifantshoek)
- Mabana Day Care Centre (Olifantshoek)
- Lorato Day Care Centre & Soup Kitchen (Olifantshoek)
- Ietsie van Alles (Olifantshoek)
- De Ben Drop-in Centre

## WELFARE TID-BIT:

Thabang - Place of Safety is a humanitarian NGO that provides care and shelter for vulnerable youth and children in Thabazimbi. The mine pays the salary of the social worker. Thabang also provides for a reintegration programme. The centre also received two washing machines and a tumble drier from Thabazimbi mine to the value of R13 997.



Thabang Place of Safety in Thabazimbi.

## WHEELS FOR WELFARE

Sishen Mine has donated two vehicles to the Animal Welfare Association in Deben as well as the Mimosahof Old Age Home in Kuruman as part of its continuous community upliftment drive. Both centres received Toyota Condors to facilitate their daily operational requirements with ease. According to Marietjie Van Vuuren, director at the Animal Welfare Association, the vehicle will assist them tremendously in transporting the animals for their medical check-ups.

Kumba Iron Ore further displayed the high levels of generosity when it donated 10 vehicles to the Gamagara Municipality in February 2011 as a boost towards improved service delivery in the region. Last year, as part of the operational safety requirements stipulated in the Anglo Fatal Risk Standards, mines belonging to the Anglo American PLC group had to comply with precise safety specifications for their operational vehicles. As a result, Sishen Mine had to upgrade a portion of its fleet. Such donations show Kumba's genuine commitment towards community development projects in the area.

## KUMBA WEST COAST BODY BOARDING IS CLASSIC

The Kumba West Coast Classic, sponsored primarily by Kumba Iron Ore, is one of the most important events on the South African body-boarding circuit and attracts the best of South Africa's body-boarders. The event was held on 8 and 9 April 2011. Kumba also engages with surrounding business partners like Boland Body-Boarding to promote sports and recreation and health and wellness with the aim of promoting positive, mutually beneficial outcomes in the areas where it operates. REEF South Africa was the main product sponsor and the organisation made sure that the event was enriched with brands such as Science, Viper Fins and many others. For the third year running, a Kumba development clinic was held on the main beach at Lamberts Bay. The clinic provided local children with the opportunity to have fun and learn to enjoy the waves like the professionals do. Twenty-five local children took part in the clinic. Charlon Don won first place in the clinic, followed by Tamel Alexander, Horiko Visagie and Zac Toontjies. "We are excited to see that the development clinic has lasted for three years and that the kids are enjoying the surfing. Because of this success, Kumba will also be expanding the body boarding clinics to Saldanha Bay", said Gert Schoeman, Manager Communication and Branding at Kumba.

Kumba sponsored the young South African body-boarding fans with body-boarding gear including full wetsuits, flipper socks, fin tethers and boards with leashes and fins, to the value of R210 000. The Lamberts bay and Saldanha regions on the West Coast of South Africa were chosen for this body-boarding development project. These development clinics introduced the children to concepts

such as environmental preservation, pollution, exercise, camaraderie and respect for the ocean. Fifteen Boland coaches and their support teams were present at each of these development clinics. Boland believes that by assigning two or three riders to one trainer, the children absorb and learn much more in a short period of time. Reef SA and Boland Body-boarding made five trips to Saldanha to attend the development clinics.



Young body-boarders in their new wetsuits sponsored by Kumba.

# 4 MILLION LIVES IMPROVED BY KUMBA

**K**umba Iron Ore has been a member of the Business Trust since 2004 and has helped contribute to improving the lives of millions of South Africans. The Business Trust is a partnership between over 140 businesses and the South African Government. It has focused on improving public services and developing markets in order to create jobs, build capacity and alleviate poverty. Kumba is one of the corporate members of the Business Trust and has contributed R5, 4 million to the organisation since 2004. Set up as a short-term venture, it has now

completed its work in education, health, public works, tourism, infrastructure, rural economic development, enterprise development and business process outsourcing sector development. Some of the high level results include:

- The improvement in reading and writing in 875,000 primary school learners
- The growth of over 8,500 small tourism businesses
- The increased productivity and profitability for 200 small-scale farmers

- The creation of 25,000 new jobs for young call-centre agents
- The securing of R1.5 billion in investment for poor rural areas

Kumba celebrated its involvement in the Trust by showcasing an exhibition of photographs in the foyer and conference area at the Corporate Head Office in Centurion, Gauteng. The Business Trust, having achieved outstanding results over 12 years, has achieved its goals and is now concluding its programmes.

# FAMILIES ARE THE BEST REASON TO SUCCEED

**C**ommunity development is one of the three pillars of Kolomela's Social and Labour Plan (SLP). As a neighbour to local communities, Kolomela works with Government, local Community Based Organisations (CBO) and Non-Governmental Organisations (NGO) to solve social problems. One such NGO is the Family and Marriage Society of South Africa (FAMSA). FAMSA was introduced to the Northern Cape by their first branch in Kathu funded by Sishen Mine in 2010. The services have been so well received, that the Kathu branch has now extended their services to Kuruman by means of an additional Social Worker that operates from the Business Development Support Centre in Kuruman.

Kolomela became involved with FAMSA Postmasburg in order to alleviate its capacity constraints, as the mine is committed to addressing negative influences that may flow into the community. Service delivery to both the SAPS and the Tsantsabane community is thinly spread, and the community struggles with both substance abuse, and the abuse of women and children.

The project was started because the SAPS requested office space in order to establish sector policing within areas served by the station. The concept was expanded to include other services from other sectors to render multiple services under one roof. The project has cost R1, 100, 000 and involves Kolomela Mine, the Tsantsabane Local Municipality, the SAPS and the DSD. The purpose of establishing a community contact center has been achieved. "One of the advantages of having a mine in town, is that its presence needs to help the community

with solutions to certain problems," according to Mr. Aart van den Brink, General Manager Kolomela Mine. Services rendered include counseling for cases of incest, foster care, hearing impairments, emotional problems, single parenting and substance abuse.

Kolomela placed park homes in Boichoko and Newtown in order to establish a community contact center, and the mine also purchased three Opel Corsa vehicles and a Toyota Hilux for the SAPS. Lt. Col. Klaassen from the SAPS Postmasburg is delighted that the mine is becoming more involved: "The SAPS is dependent on the services of FAMSA since the victims of crime are very often in need of counselling." He congratulated Kolomela for their partnership with FAMSA Postmasburg. A legal agreement has been developed by Kolomela, and there are future plans to provide electricity for the two park homes that have already been constructed.

"FAMSA is all about a community of total wellness", said Christiaan du Plessis, Director of FAMSA in the Northern Cape. Mr. Du Plessis explained that family and family values as well as treating people with dignity; are the core elements of FAMSA. "There are still many systems evident in the community which victimize human dignity," said Mr. Du Plessis. Since Kolomela Mine 's engagement with FAMSA, the NGO has managed to employ a permanent social worker as well as a social auxiliary worker who have impacted greatly on the continuity of the services offered in Postmasburg.

HOPE was establishment as part of the services to render a much needed service to pregnant women by



Unveiling the Kolomela and Famsa name board - from left to right - Aart van den Brink (GM Kolomela Mine), George Benjamin (SD Manager), Christiaan du Plessis (Director Famsa Northern Cape), Lieutenant Colonel Klaassen (Station Commander SAPS Postmasburg).

assisting with material goods and emotional support and information sessions. This additional support is managed by a qualified Social Worker. The Northern Cape's incidences of fetal alcohol syndrome are extremely high. FAMSA uses puppet-shows, among other methods, as an effective communication tool to reach their target audiences effectively. Between November 2010 and April 2011, FAMSA's message to raise awareness about the negative effects of alcohol abuse among the youth was delivered to 850 children in Tsantsabane. Mr. Van den Brink further stated that it is very important to leave a positive legacy in the community and area in which Kolomela operates. "If Kolomela Mine does not exist in 30 years' time, we want to have left a healthy community behind."

# HUNGER STOPPED IN POSTMASBURG

The Kolomela mine embarked on a "Stop Hunger Now" Campaign. This campaign focuses on Early Childhood Development (ECD) among organisations that do not receive government funding. Early Childhood Development centers in and around Postmasburg are the beneficiaries of the "Stop Hunger Now" campaign, which provides food to schools in and around the area. This campaign aims to fill stomachs, increase focus and learning, and hopefully also lower the rate of absenteeism. The campaign commenced on 5 August 2011 when teachers from the different ECD collected food parcels. This continued with food being collected every Friday morning until November 2011. Unfortunately some of the centers are so poor that they cannot afford transportation to and from the storage facility, thus the Kumba personnel volunteered to deliver the parcels to the schools. "Stop Hunger Now" is a non-profit company and all packaging is done voluntarily. For this reason, Kumba decided to involve the community with a packaging event held on 19 August at Postmasburg High School. More than 200 learners packed approximately 3,780 packets of food. The event, which commenced at 12:30 and concluded at 15:00, saw a total of 4,024 packets of food packed, resulting in 24,144 children being fed. Kumba Iron Ore is aware of the positive impact that the mine might have on the community and therefore gives back to the community and demonstrates the values within the global Anglo American group.



# SAVOUR THE SCENE AT DINGLETON SOUP KITCHEN



From left: Charles van Kratenburg, Siena van Wyk, Sister M. Andreas, Marie Letshabo, Gielie Boorman and Doreen Maleke.

The Dingleton Soup Kitchen is a great example of the successful partnerships between Kumba Iron Ore and local communities. This initiative has grown from 50 patients in 2007 to an excess of 171 patients by end of July 2011 that are part of the feeding programme. The most obvious success is that there is a definite decrease in the number of deaths due to malnutrition. The emotional condition of patients who have participated in the program has become increasingly positive due to the social interaction during lunch times, as well as the activities that are presented in the Craft and Wellness Program.

Kumba has supported the initiative through the supply of food and by offering a Craft Program. The Department of Social Services contributes financially to enable the project to reach vulnerable children. Food hampers were handed out to the patients to support them during the holiday season to ensure that good health conditions were maintained. From 2010, a total amount of R245 561 has been spent on the Soup Kitchen project.

## KUMBA SUPPORTS DEBEN PRIMARY SCHOOL

The Kumba LED team decided to join the Mandela Day Celebrations in 2011 by requesting that Deben Primary School identify nine needy learners from disadvantaged backgrounds. Once the school had identified the learners, the LED Team of nine members bought blankets and toiletry parcels including face cloths, tooth brushes, tooth paste, Vaseline and soap. The parcels were handed over on behalf of the team by manager of LED, Rina Botha. Botha stated that it is always a wonderful experience to leave the office environment and interact directly with communities to personally see and feel the difference that LED makes in their lives. "I believe that the donations will certainly make an immediate impact in the lives of the learners this winter", said Botha, adding that the smiles on the faces of the learners spoke volumes of their gratitude. Headmaster of Deben Primary School, Anthony Olyn, thanked the LED Team for their efforts and their innovative thinking, and hoped that more people could share in such innovative ideas and follow the team's noble example.

## KUMBA KIDDIES DAY

Fun and games and a surprise visit from the Cool Catz is how Kumba's head office spoiled children from the Diepsloot, Heuweloord and LNJ informal settlement as well as children from Kameeldrift Primary School in December 2011. There were numerous activities for the children including clowns, face painters, jumping castles and slippery slides. While Kumba believes in developing local communities, it took a day of fun in the sun to uplift these children during the festive season.



The Cool Catz surprised everyone with an appearance and performance.

## WIRELESS MESH INFRASTRUCTURE WORTH R5 MILLION FOR LOCAL COMMUNITY

The Broadband-for-All (B4All) / Wireless Mesh Network (WMN) initiative aims to demonstrate how affordable broadband connectivity can be achieved in under-served, rural communities using low-cost infrastructure which is owned and supported by people from the local community to create socio-economic and commercial opportunities. The CSIR Meraka Institute has done research and development in the field of wireless mesh networks, and with leadership, funding and support of the South African Department of Science and Technology (DST), a large scale demonstrator of the WMN technology is being established in the three districts of Sekhukhune, Nkangala and John Taolo Gaetsewe, with the aim to establish a model for rural broadband that can be replicated in other parts of South Africa.

Wireless Mesh Networks (WMNs) provide a solid technology base to answer many of the connectivity woes of rural Africa. Wireless mesh networking is a method where incremental connectivity is achieved by adding wireless mesh nodes to existing networks' coverage, which then relay the signal to extend the coverage. Such a network can be expanded by the community. The wireless network configures itself (should nodes be added) and heals itself (should a node be removed).

This project aims to establish and/or grow a large number of SMMEs as the "Village Operators"; to create a mechanism for improved government service delivery, by having the Village Operators build, support and maintain the local connectivity infrastructure for government facilities (schools, libraries, clinics, etc.). It also aims to provide free access to ICTs at municipal ward level and have the Village Operator only charge for specific services (i.e. support and maintenance); and to make available and affordable broadband services to the broader communities, by letting the Village Operators extend the services to private use.

Furthermore, the project aims to keep revenues local, and to create opportunities for new revenue streams into the local community, as opposed to paying outside (national) operators for services; and to contribute in local skills development and capacity building by training the Village Operators in technical and business aspects. The project will create/implement the framework (models and institution) that will allow for the expansion of the system to all areas of South Africa, beyond the duration and scope of this project and without further dependency on the CSIR Meraka Institute or funding from the Department of Science and Technology – should the project prove the 'Village Operators' approach to be successful.

## AFRIKA TIKKUN

Afrika Tikkun is a Non-Governmental Organisation that provides education, health and social services to children, youth and their families through centres of excellence in South African townships. There are currently centres in Alexandra, Diepsloot, Orange Farm, Hillbrow, Delft or Mfuleni. The organisation's aim is to empower communities to develop new generations of productive citizens. The children in their Early Childhood Development programme receive two hot meals a day and the Child and Youth Development programmes receive one hot meal a day. R150 000 is able to feed 8500 children for one month. The Afrika Tikkun centres are safe havens and true beacons of hope in some of South Africa's most impoverished townships.

During December 2011, each of the children of the Afrika Tikkun centres designed angels for people to enjoy for the festive season. These angels were sold for R50 or R100 a piece, depending on the size of the angel. The funds raised by selling these angels were donated to the centres in the hope that it would contribute toward the support and development of the children.

For more information regarding the Afrika Tikkun centres, contact Onyi Nwaneri:  
Tel: 011 325 5914;  
Mobile: 083 406 2444;  
e-mail: onyin@afrikatikkun.org  
Website: www.afrikatikkun.org.

# ADOPT A PARK INITIATIVE

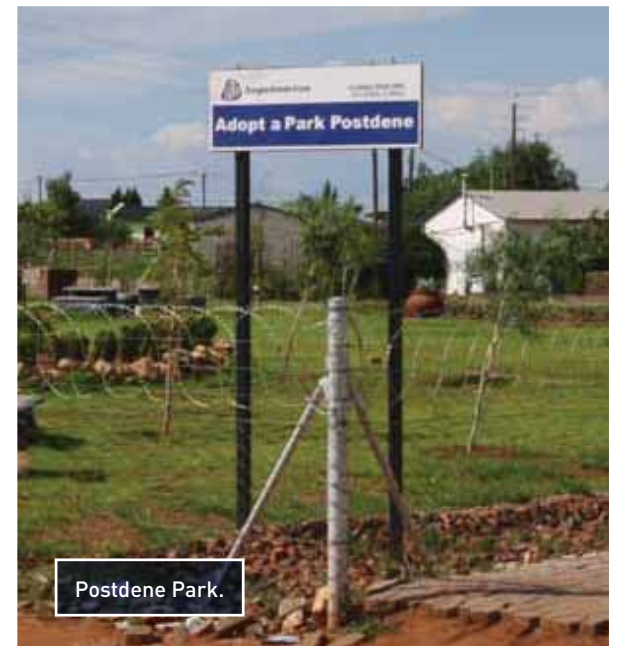
In order to develop the infrastructure of the areas surrounding Kolomela, the mine will need to cooperate with the Municipality in the execution and implementation of the Project; engage regularly with host communities; and contribute significantly to address poverty and to uplift host communities. The following areas have been identified by the Parties for the Adopt a Park initiative, with one park in each of the following areas in the Town:

- Newtown
- Boichoko
- Postdene
- Town (Makou Dam)

Ultimately, the goal is to create an attractive appearance of the town, beneficial to the community and to all visitors to the town and to enhance the possibility of investment in the town and to create a tourism image for the town. In each of the parks identified by the parties, Kolomela will clean the park by removing all rubble, clear all

invasive plants and remove the vegetation identified by the parties; plant new indigenous trees in accordance with the environmental management commitments of Kolomela and in accordance with the environmental management plan of the Municipality; takes such measures as Kolomela deems appropriate in order to protect the newly planted trees from damage by animals and humans; and place a rubbish bins readily so that there is limited littering. The community at large will be the beneficiaries, and currently there are two completed parks in Boichoko and Postdene, while the other two are still in progress. In order to create an attractive appearance of the town, beneficial to the community and to all visitors to the town and to enhance the possibility of investment in the Town and tourism to the Town, the following entrances to the Town will be enhanced:

- The entrance from the Kathu road
- The entrance from the Kimberley road
- The entrance from the Beeshoek road.
- The entrance from the dirt road from Griekwastad.



## THABAKIBIDU SCHOOL IN ROOIBERG RECEIVES SANITATION UPGRADE



Unhygienic and run-down bathrooms have a huge impact on the learning environment at Thabakibidu School in Rooiberg. The learners have been using the bushes outside the school to excrete their bodies' waste products because the bathroom facilities were so badly run down. The Sustainable Development Department took it upon themselves to give these learners their dignity back by upgrading the bathroom facilities at the school. Thabazimbi mine prides itself on its promotion of safety, healthy living and on caring for the environment not only at work but also at home, and it is important for these young learners to have a safe and healthy learning environment. Arrangements have been made for the upkeep of these facilities and the school is very happy to report that the bathrooms are being maintained well.

## THABAZIMBI INFRASTRUCTURE DEVELOPMENT

Thabazimbi mine donated R79 948 to the upgrading of the Meyersmyn and Ben Alberts road. Kumba is committed to providing safety for both its employees and the communities where it operates. Thabazimbi mine uses the entrance at the Meyer mine pit area to dispatch trucks that transport the ore to its customers. As this happens on a 24 hour basis, the traffic on the road is heavy, especially during the morning and the afternoon. This creates a safety risk as the trucks are slow when entering into the traffic, as the turn offs at both Ben Alberts and Meyer Mine are accident prone. The design to upgrade the two intersections was approved by SANRAL. This includes the widening it he road on both sides with slip ways, creating space for cars to pass.



Thabazimbi donated R1 598 000 to the upgrading of Thaba airfield. The old landing strip, mainly used by medical aircrafts as well as Kumba Iron Ore officials who visit Thabazimbi, was gravel, which made it both uncomfortable and unsafe when landing and taking off. The upgrading of the airfield allowed for a tarred surface, that have the advantages of being safer for Kumba officials and the public, as well as for medical emergencies.

Thabazimbi Mine spent R3 million to revamp the Ipelegeng Sports Ground facility also known as the Ntswé Tshipi Sportsground to benefit the community of Thabazimbi. Besides serving the local community, it will also be available for Kumba employees and contractors. The Ntswé Tshipi Sports Ground also plays an important role in promoting sport among local school pupils and encouraging them to keep fit and healthy through physical activity. It is widely used for playing soccer, netball, cricket, volleyball and tennis. The sport ground also has a braai and entertainment area and a swimming pool where people can relax and socialize.



# KURUMAN RECEIVES BULK WATER SERVICES

**K**umba's commitment to providing basic services to the areas surrounding the mines reaches far beneath what the eye can see. Geotechnical studies revealed that Kuruman is underlain by dolomite bedrock which is not suitable for the construction of reservoirs. This means that the reservoirs in Kuruman are at risk. Dolomite deposits were also found in alternative areas that include Mothibistad, Mapoteng and Wrenchville. The mountains close to Bankhara Bodulong were the only position found that is suitable for the construction of a bulk water reservoir and therefore the scope of the project was drastically changed. The costs of the project increased to more than R100 million due to the long pipe distance of 10km to Kuruman. Furthermore, the project required changes in the water master plan of Kuruman and the surrounding rural areas.

Due to this, Kumba has only executed part of the project which included the following:

- Emergency bulk water supply pipeline to ensure continuous water supply to Kuruman, should the current reservoir collapse
- Internal water reticulation upgrade to receive future water supplies and ensure effective water pressure in Kuruman should the current reservoir collapse
- Preliminary design of a 36ML reservoir was done
- A telemetric system was installed to execute the operational efficiency of the new system

The Ga-segonyana Municipality requested a deviation of funds, so that the funding that was initially allocated towards the establishment of a Business Outsource Centre could be added to the funding of the Bulk Water Services due to the urgency and critical situation of the current reservoir.



## CLEAN WATER CHOICE FOR DIBENG

The chlorination of the water in Dibeng has been completed. Over 5500 people have benefitted from the water chlorination project, which extended the water network and installed the chlorination plant. The project created 37 jobs, and the aim of improved quality of life through provision of chlorinated water for household use has been achieved. The Gamagara Municipality is responsible for the maintenance and operation of the project.

## SKERPDRAAI SAYS "YES" TO SEWER NETWORK

Sishen mine was notified of the community in Skerpdraai, Olifantshoek, where there was a need for a sewage system. The community currently makes use of pit latrines, and the aim of the project is to improve the quality of life of these people by phasing out the use of the pit latrine. Part of the contract has been funded by Kumba, and this part of the project has indeed been completed. The Gamagara Municipality has extended the project and has accepted the responsibility of maintaining the project. While there are existing toilet structures connected to the system, any up-keep needs to be completed by the municipality. To date, Kumba has spent R3, 938400 on this project.

## BOICHOKO SEWER NETWORK BLITZES HEALTH CONCERNS

The Boichoko 212 sewer networks project was never in the original SLP for Kolomela mine. However, after subsequent engagement with Tsantsabane local municipality, this project was identified as a priority by the local municipality and is was incorporated into Kolomela's SLP. Kolomela's dedication to the upliftment and safety of the surrounding communities is anything but superficial, and Kolomela committed R4million toward this project. The project involves connections of sewer networks for 212 houses at Boichoko location to improve sanitation problems. The stakeholders of the projects include Kolomela mine and the Tsantsabane Local Municipality, as well as MVD and Nammic engineers. Water and sanitation service delivery and infrastructure has been greatly improved, and the Tsantsabane community members are the primary beneficiaries of the project. A total of 29 jobs were created when the project commenced in 2011. So far, the contractors have completed 2 sections of the pipes that have been laid, connected, tested and handed over. The last section of pipe laying still needs to be completed. In order for the efficiency of the project to be maintained, an experienced blaster was introduced in the project to reduce the cracking of the houses when pipes were fitted into the walls and

laid under the foundations. A safer, cleaner, more efficient community will lead to a more stable environment for all. Kolomela Mine understands their responsibility towards the communities, and is excited to see this project completed.



The first SOD turning of this new infrastructure for basic services – from left to right: Petrus Oosthuizen (Consultant MVD Kalahari), Solomzi Henge (previous Technical Director Tsantsabane Municipality), Hazil Mothibi (previous Mayor of Tsantsabane), Gosego Lkgetho (LED Practitioner Kolomela Mine), Dirk Potgieter (contractor Nammic Engineering cc).

## KUMBA REACHES OUT TO DEBEN COMMUNITY

The Police Unit in Deben made a request to Kumba to help with the challenges they are facing with inadequate trauma facilities. As part of services provided by SAPS, assistance is provided to victims of rape and family abuse in the Deben community and surrounding areas. Such support is combined with professional counseling. Thus a trauma facility will enable the police to render a safe and private service to the people who need it. It will also be utilized as a temporary safe-haven for affected victims; who are unable to immediately go back to their homes and family.

Kumba granted the request and established a two roomed facility. The house consists of a lounge room, a bedroom, toilet and shower. The project was launched in September 2011, and was handed over by the contractor to Kumba at the end of October. This is one of the demonstrations that Kumba Cares and Respects its employees and communities.

# COVER ME SOFTLY

In May 2011, the Kolomela Mine achieved 12 million Lost Time Injury Free (LTIF) man-hours. To celebrate this impressive achievement, the mine decided to give something back to the community. They donated 1200 blankets to disadvantaged locals in the surrounding community, including children in the Postmasburg, Postdene and Boichoko regions. The blankets displayed the Anglo logo and the 12 million LTI Free man-hours slogan which were embroidered on them. In conjunction with the Kolomela Mine Operations team, a local Non-profit organisation called Age-in-Action, was appointed to assist with the handing-over of the blankets in the Postmasburg area. Age-in-Action has existing connections with individuals and organizations who already support the disadvantaged youth and aged in the area. The Tsamba forum from Kolomela Mine also donated blankets to the Hearts of Compassion non-profit organisation.

Kumba's Corporate Office initiated the "Share the Warmth project in July 2011, when over 650 blankets were donated to hundreds of children and elderly people who then slept a little warmer. The project involved the distribution of the blankets to needy people at shelters, crèches, and houses of safety in and around Pretoria. Approximately half of the blankets were distributed in the L & J informal settlement outside of Centurion.

Chief executive, Chris Griffith, initiated the idea of a blanket drive in order to participate in a corporate challenge on a local radio station. However, by the time the blankets were delivered to the company's corporate office in Centurion, the radio station no longer required blankets but instead accepted only cash donations. A group of 20 staff-members decided to participate in the blanket drive by personally delivering the blankets to various shelters on the night of 13 July. This group of staff-members, headed by



650 blankets were donated to hundreds of children and elderly by Corporate Office.

Tanya Matlou of the Corporate Communications and Branding unit, witnessed first-hand, the severe conditions that the children and elderly endure during the winter months in Gauteng. The distribution took place in partnership with SAPS Captain, Brian Plaatjies, and Warrant Officer, Sivah Chetty, and the Tshwane Metro Police who accompanied the bus on the night.

## WINTER WARMERS DISTRIBUTED BY SISHEN MINE

Kumba's Sishen Iron Ore Mine embarked on a massive program of distributing blankets and other commodities during 2011 to the needy communities around the mine. The program was completed in partnership with other stakeholders throughout the John Taolo Gaetsewe District, including PEP Stores, Gamagara Municipality, the Hearts of Compassion organisation and the Deben Ward Committee. The program was a huge success and brought a smile to most community members around the District. The following communities and organisations benefited from the program:

- Areas in the Gamagara Municipality received 200 blankets to distribute to the elderly.
- The winter blanket project was a partnership between Sishen mine and PEP Stores, where 100 blankets were delivered those that needed it most in the Kathuwere region.
- Distribution of blankets and toiletries to the learners at Deben Primary School.
- The Hearts of Compassion, a charity organization based at the Moffat Mission in Kuruman, received blankets, toiletries, clothes, shoes, and food commodities to distribute among the beneficiaries from the local villages.
- The Deben ward committee received blankets, clothes, shoes, toiletries and educational toys to distribute among the members of the community.

## SHOES FOR THABA SCHOOLS

'Your child is my child, so let us stand together for a better future for our young ones'. This was Thabazimbi Mine's message when it sponsored 661 pairs of shoes to 14 schools. The focus of the donation was on Child-Headed Households, orphans and vulnerable children who walk long distances to school barefooted. Thabazimbi Mine got involved to assist those children to own at least one pair of school shoes.

# GIVE US OUR DAILY BREAD

The **Thabazimbi Butterfield Bakery project** at the Thabazimbi mine was successfully completed in 2010. The project cost with an initial investment of R1566766.00 The aim of the project was to produce locally manufactured bread to businesses and households, and to create a sustainable income for those employed at the bakery. The project employs 5 community members. The bakery delivers about 900 loaves of bread daily and a range of confectioneries. This initiative has helped establish a community based franchise bakery thus ensuring continued support and sustainability from the community. The beneficiaries have undergone training on entrepreneurial management and business management, to ensure the long-term productivity of the franchise. It has also helped with poverty eradication. Kumba readily supports local small businesses and aids in job creation where possible.

**Thaps Bakers** is owned by Mrs Makgaodi Thapelo from Magojaneng Village just outside Kuruman. She received loan funding from the Anglo American Zimele Community Fund to the amount of R290 000. FoodBev Seta also came on board and provided a grant to the amount of R100 000. These funds were applied to build a structure, acquire equipment and a delivery vehicle for the bakery. The bakery is not yet fully operational as there is a challenge with 3-phase electricity in the village. Currently, Thaps Bakers bake only wedding cakes, birthday cakes and cookies for events. Once the electrical challenge is resolved, they will be selling bread and rolls to the shops in the village as well as all the surrounding villages. Mrs Thapelo and her husband are currently the only two people employed in the business and between them they have more than 10 years' experience in the baking industry. Once they are fully operational they will create four more jobs. With mentoring and coaching, the sky is the limit for this business.

The **Butterfield Bakery** in Kuruman has literally changed lives. Eddie and Sylvia Viret decided to take destiny into their own hands. Armed with a passion for baking, and instilled with entrepreneurial ambition, together with visualizing a gap in the market, the couple approached Zimele for funding for their new business. Butterfield Bakery Kuruman opened its doors three years ago and has never looked back. Zimele's strategic blend of financial support and incubator-style mentorship allowed the Eddie and Sylvia to stand on their own feet and watch their business grow. They service the community around the Kuruman district and deliver bread to the schools in and around Kuruman.



Adam Mosethla, a baker at Thabazimbi's Butterfield bakery.

# ENVISION: A BRIGHTER FUTURE



The employee share option programme (Envision) was set up in 2006 as part of Kumba's Black Economic Empowerment (BEE) initiative, in compliance with the Mining Charter, which requires that mining companies have a black-ownership percentage of at least 26%. In Kumba's case, 19.98% of Sishen Iron Ore Company's shares are owned by Exxaro Resources Limited, while the SIOC CDT holds 3% and Envision, 3.09%, which adds up to 26.07%. The scheme is governed by a board of trustees comprising of company representatives, employee representatives and one independent representative. The aim of establishing Envision was to ensure that all Kumba employees, regardless of their position, could share in the company's success. It was also designed as a performance incentive and to encourage staff retention, as well as to promote BEE by encouraging previously disadvantaged South Africans to participate in the programme. Another important goal was to provide long-term opportunities and security for employees.

In November 2011 a pre-tax payout of over R500 000.00 per employee was declared, a total amount of over R2.6

billion. This was in addition to dividends of approximately R55 000 per employee, received during the period of the scheme. Over 5,800 employees below management level (94.2% of Kumba's workforce) benefitted from one of the most significant share ownership schemes in support of transformation that has ever been initiated.

Envision was implemented in 2006, when Kumba Iron Ore was a spin-off from Kumba Resources, at which point employees typically received 3,375 shares. Kumba Iron Ore was then listed separately on the JSE; and the share price at this time was R110. While the rise in commodity prices has contributed significantly to this value, the company feels that investors have also rewarded Kumba for consistently reaching its targets, and that it is right for employees to benefit from this as the fact that targets are consistently met, is due to their hard work.

When the time came for the collection of their benefits from the scheme, all employees who were active participants were given a choice between a cash payout or trading their SIOC shares for Kumba shares, using the specific price earnings ratio of Kumba. The majority of employees (71%) chose the option of a cash payout.

It was important to ensure that beneficiaries understood how to use their payouts wisely. Therefore, from the start of the scheme, Kumba ensured that their employees were prepared for the substantial remuneration they would receive. This was achieved by presenting financial education programmes called 'Financial Fitness' which advised employees on the best and most prudent ways of spending and/or re-investing their payouts. What made the training different was that employees' families (spouses, children and parents) were included. All along, emphasis was placed strongly on sound financial management and long-term planning, while reckless consumerism

was strongly discouraged. Educational materials such as comic books, posters and industrial theatre productions ensured that employees received the message clearly and explicitly. Subject matter ranged from the benefits of home ownership and education, to the need for estate planning and a will, as well as some of the negatives and hazards, for example pyramid schemes and the risks of misplaced entrepreneurship. This was a critical step in the journey, one that has been received very positively. Nelson Moagaesi, a master electrician at Sishen mine commented, "When I first heard about Envision, I was worried that some people would misuse their money, but the company has provided us with financial planning and counselling that has really helped to point people in the right direction." Following the Financial Fitness programmes, most employees described similar priorities such as paying-off debt, saving for education and buying a home with one or two personal extras, with their money.

One of the challenges experienced in the communication programmes was informing employees who had not had a great deal of exposure to PAYE (the requirement to pay tax on their returns). This was particularly difficult given that the dividends they received had been exempt from tax. The company is currently addressing this by providing more detailed tax training, including how to fill in a tax return.

Kumba CEO, Chris Griffith, says that the scheme has been an unqualified success. "What was particularly gratifying was that, following the training session, 95% of employees indicated that they will continue to work for Kumba after receiving the cash payout. We are told that this is South Africa's most successful BEE transaction and is evidence that broad-based BEE can, and does, work". The second phase of Envision is now under way and operates on the same basis as the first.

## KUMBA PAINTED KATHU GREEN (WITH MONEY)

There was "a whole lotta shopping goin' on", explained the Finweek publication in December 2011. In Kathu in the Northern Cape, the large pay-outs from the Envision scheme ensured that money flowed freely in the town during the festive period. The people of Kathu have bought cars on a grand scale. According to municipal manager, Moses Grond, traffic congestion is now so serious that, in the mornings, it takes anything from half an hour to an hour to travel less than the 5km distance to the Mine. Those who previously used the Mine's bus service have taken to commuting with their own vehicles. "As a result, we have had to upgrade the road and erect two traffic lights", he said.

While there are no motor dealerships in Kathu, car dealers from Kuruman, Kimberley and Uppington exhibited on a parking terrain beside the local Fit-it company, reports Rudi Combrinck, its owner. Exhibitors included Toyota, Ford, BMW, Volkswagen, General Motors and Yamaha motorcycle agencies. The Finweek publication reported that one second-hand dealer who brought along vehicles from Lichtenburg had made 20 cash sales on vehicles during the December period from his office in a bakkie on the pavement.

Furniture was also selling fast, says Elsabé Faber, manager of Beares in Kathu. "Our budgeted income for December was R423 000 and we have already reached R1 million, and only 3% of that is on credit. Even our branch in Kuruman, which has a target of R500 000, has reported sales of R840 000". Faber said that the greatest challenge has been stocking-up and that delivery from the

Kimberley warehouse had to be increased. She said that the December income of a salesperson normally earning R7 000 a month increased to R28 000, thanks to commission on the Kumba sales.

Not all shops in the town have benefited equally, but Kathu Village Mall was buzzing, said centre manager, Riekie Terblanche. "Compared with the December 2010, last month saw a 19% increase in traffic", she said. This increase was not due to new shoppers, but the same ones returning more often to buy. According to provisional figures, the amount of money spent on spectacles and sunglasses in the centre increased by 328% since the December 2010. About 189% more money was spent on jewellery and 132% more money was spent on stationery. Terblanche explained that the stationery category included electronic goods such as cameras, laptops and PlayStation and Xbox game consoles. Men's clothing sales rose (by 96%) more than women's clothing sales (which only rose by 54%), and restaurant and fast-food establishment turnovers virtually doubled.

Rudi Bothma, manager of the Kathu Village Mall Super SPAR, said that his grocery store's turnover increased by 53% and that the Tops liquor store next door experienced a 67% increase on its turnover. Annette Schultz said that DSTV installations carried out by their family business, J&R Computers, increased dramatically in December. Instead of the 30 installations per month, between December 15 (when the money was paid out) and Christmas, there were 49 installations. Furthermore, the shop sold 20 high-definition personal video recorders (HD PVRs), for

which there is usually little demand.

However, many residents were concerned that Kumba employees will waste their money. Most members of the National Union of Mineworkers (NUM) at Kumba earn about R5 000 a month, however the amount deposited into the bank in December was three times more than in a normal month said a manager of one of the smaller banks in Kathu, which must remain unnamed according to company policy. Kumba workers also seemed to settle their overdue accounts with the Gamagara Municipality, which greatly improved the council's cash-flow.

To ensure that employees benefit from the money they have received, Kumba provided Financial Fitness training which covered topics such as tax and investment opportunities to beneficiaries from Kolomela, Thabazimbi and Sishen mines as well as head office. In total, 84% of all beneficiaries attended training sessions. Results from an opinion survey conducted during the year found that, following the course, 66% of participants had changed their minds about what they intended to do with the money they would receive.

While there was considerable spending in the mining towns after the Envision payout, Kumba believes it performed a good service to the employees by training them about investment and saving opportunities. Kumba is confident that most beneficiaries of the Envision scheme would behave in a financially responsible manner.

# REAL PEOPLE, REAL DIFFERENCES



**Elias Makinta** joined Kumba in 1983 and is currently an operator at Thabazimbi mine, and took part in the Envision Employee Share Ownership Scheme when it started in 2006, but hadn't quite understood how life changing the scheme was going to be. "I had heard rumours that something big was coming our way from Envision, but I never dreamed that the amount would be this big. I don't have enough words to say how grateful I am".



**John July**, a foreman on the Thabazimbi mine who had been employed by Kumba since 1987, echoes the shock. "I couldn't believe my ears when I heard about the Envision payout to employees", he says. "This is the first time I have ever heard of a company doing something like this".



**Lizzy Itumeleng** who is a diesel truck driver joined in 2009. She plans to build a home for herself and her children and also to establish a borehole and start growing vegetables to support other people living in her area. "This money is really going to change our lives", she says, "and help so many people around us".



**Patrick Moamela** is an operator from Thabazimbi and has been employed by Kumba since 1979. He explained that the decisions about how to use the Envision pay-out will be made as a family, together with his wife and children. "The first priority is to be debt free", he explains, and then "I have already built a nice house for my family with four bedrooms, so we can use some of this money to make it really comfortable inside. I have four children and it's also very important to me to put money away so that they can be well educated and even go to university". Patrick is very grateful to Kumba for initiating the scheme.



**Marshall Phiri**, the SHE Co-ordinator from Kumba's Corporate Office in Centurion, Gauteng, had decided to use a portion of his Envision pay-out to reduce his home loan as well as to invest in his children's future education. However, a more immediate, practical way for him to celebrate the cash windfall was to take his family (including two children, ages four and eight) to Cape Town for the December holidays. It would be the first time his children would see the ocean, and they were extremely excited about it.

## UNIONS PLEASED WITH KUMBA'S (EN)VISION

The Envision programme has been praised by organised labour as the way forward in the empowerment of South African employees. The spokesman for the National Union of Mineworkers (NUM), Lesiba Seshoka, described Envision as 'possibly the best such initiative in place in the country' in an article published in Business Report. "We are very excited about the outcome of this scheme and believe it should be the model that is adopted by all mining companies", he said. NUM and trade union Solidarity, have both commended Kumba's management for engaging extensively with union representatives in the design of Employee Share Ownership Plan. Seshoka is quoted by the Citizen newspaper as 'welcoming the sizeable Envision payout at the end of the year'. "We believe it's the correct model which many companies should follow. It's a wonderful one", he said. "It's got huge significance; it's going to make a difference in the livelihood of ordinary workers. Mining must benefit the role-players, the people who are involved in it; the people who ensure that there is an economy". Gideon du Plessis of Solidarity commended Kumba in Business Report for its initiative, and challenged all other employers in the mining industry to follow Kumba's example. "This is real worker-empowerment, it creates real ownership and wealth for the workforce, it is better than creating bogus black economic empowerment companies", he said.

# KUMBA RECEIVES ACCOLADES FOR SUSTAINABLE DEVELOPMENT

The Sustainable Development Accolades Presentation for 2011 was hosted at Nedbank's head office in Sandton, Gauteng in October 2011. The awards were launched in 2006 and aim to recognise and celebrate the important contribution that responsible, sustainable and environmentally aware mining and mineral beneficiation make to the economic development of South Africa and Africa. These accolades are awarded to companies that according to the judges have fully met all the sustainability criteria and have changed the way in which sustainability is promoted in their communities.

The John Taolo Gaetsewe (JTG) Rural Research Study was originally entered into the Socio-economic Category, but was moved by the judges to the Sustainability Category. This study was led by the Kumba LED SMME Research Study which focused on the social and economic development needs of communities in the JTG District Municipality, the Kgatelopele Local Municipality and the Tsantsabane Local Municipality. The overall objective of this project was to identify, evaluate and locate an appropriate SED (Socio-economic Development) framework through which Sishen Mine and other participating mines and municipalities could affect positive socio-economic development for the JTG District and part of the Siyanda District. "We needed to understand the profile of the communities with whom we work, what the existing initiatives were, what works, what does not work and most of all, what opportunities could be developed to ensure long-term sustainability long after mine closure", said Anel Marais, Manager: Social and Community Development at Kumba.

Kumba Iron Ore and Thermal Coal were also joint winners in the Socio-economic Category. Kumba Iron



Hendrik Louw (Northern Cape Provincial Director Rural Local Economic Development), Anel Marais (Manager Social and Community Development Kumba), Rina Botha (Manager LED Sishen Mine) and Alta Buys (UGM Clinic Manager).

Ore was awarded prizes for its Ulysses Gogi Modise (UGM) Wellness Clinic at Sishen Mine. Thermal Coal was awarded prizes for its HIV/AIDS Workplace Programme. The UGM Clinic was opened in 2007 to serve the mine workers, contractors and broader Sishen and Kathu community with a comprehensive care, management and treatment plan for HIV/ AIDS and associated diseases.

The UGM Clinic aimed to maximise the current available services and integrate those with local private and public services. In 2010, the clinic managed to facilitate 16 292 HIV education/awareness workshops and 7 695 VCT sessions. By March 2011, the clinic had managed to introduce 847 individuals to anti-retroviral therapy and 1 157 individuals to immune boosters.

## KUMBA LAUREATES DONATE PRIZE MONEY TO CHARITIES

Kumba Iron Ore decided to bring a little bit of happiness to three Pretoria-based charities.

In July 2011, the company's executive committee donated a total of R60 000 to these organisations in need. Each winner of every Laurel award category was awarded R20 000 to be donated to charity and charities were chosen by means of a lucky draw.

The first charity to receive a donation was the Bramley Children's Home, a residential care facility for traumatised and abused children. The home was established in 1960 on premises bequeathed by the late Mr Bramley. The home is registered to accommodate 54 children of all races and religions, and is divided into four cottages, each accommodating between 12 and 15 children between the ages of 6 and 18. The home aims to provide a secure environment for these children, with the programme concentrating on therapy, family re-unification

and foster-care placements, where necessary.

The second charity to receive a donation was the Mohau Children's Home. Bob Marara (also known as 'Uncle Bob'), Chairman of the Board at the Mohau Children's Home, accepted the donation on behalf of the Home. Mohau Children's Home opened its doors in 1997 as a residential care facility for orphaned, abused, abandoned, neglected and terminally ill children and their families who are infected or affected by HIV/AIDS. The Home provides temporary or permanent residential care and community-based social services. A satellite house was opened in Kilner Park as well. "Mohau is based in the Kalafong Hospital grounds due to the dire need for such facilities experienced at Kalafong and Pretoria Academic Hospitals. Babies are often abandoned there

by their mothers who are infected by the HIV virus", said Uncle Bob.

The third charity to receive a donation was the Pretoria School for Specialised Education. This school provides educational and auxiliary services to children who are diagnosed with cerebral palsy, and children who are physically and mentally disabled. The school was founded in 1958 and employs trained medical professionals to assist the children. Staff members also include psychologists and physiotherapists who provide comprehensive care to the children. The Pretoria School for Specialised Education takes care of 350 children, 92 of which stay in the school's hostels.

# THABAZIMBI SPONSORSHIP FOR FIELD BAND IS MUSIC TO THE EARS!



**A sponsorship of R500 000 from Kumba Iron Ore's Thabazimbi Mine has enabled 250 children from the Thabazimbi and Northam Schools to join the Field Band Foundation (FBF).**

**E**ager young school children line up every Monday and Tuesday afternoon at the Ntswe Tshipi sports field to learn how to play an instrument of their choice and gain valuable life skills. The FBF provides thousands of disadvantaged young South

Africans with the life skills and confidence they require to play their roles as constructive citizens. Each Field Band consists of a minimum of 250 youths who rehearse twice a week and also learn music theory. They are required to give a minimum of 20 public performances every year in order to showcase their talent. The annual national championship, where all the field bands come together to compete, strives for excellence from each team and provides an annual goal for the FBF members to work towards.

Field bands participated in the 2010 World Cup and will also be participating in the 2012 Olympic Games. Thabazimbi Mine embarked on this project in order to create a recreational activity for the school children around Thabazimbi and Northam to participate in. The project was run for one year, but the benefits of participating will stay with the children forever. The children gained value from this project, not only by learning how to play a new instrument and by being provided with exposure to new employment opportunities that will benefit the Thabazimbi and Northam communities, but also by gaining important life skills through the various programmes that the FBF offers. These programmes are designed to change the behaviour of young people to impact a healthy and safe future within

the community. The foundation also provides the children with mentoring, health care, basic home equipment and school uniforms or clothing. "There is potential for great talent within some of these children", said Sibusiso Tenza, Manager of Sustainable Development at Thabazimbi Mine. The Johannesburg Wanderers Cricket Stadium was filled with the sound of music at the Field Band National Championships held on 7 and 8 October 2011. The Thabazimbi Field Band, sponsored by Kumba's Thabazimbi Mine, took part in the National Championships and won three trophies. The Thabazimbi Field Band, consisting of 250 students, was able to compete on a national level and demonstrate their amazing skills due to the fact that the mine sponsored them. At the National Championships, field bands from all over the country come together to compete and showcase their incredible musical talent. This highly anticipated event is the ultimate opportunity for field bands to demonstrate the new skills and techniques that they have acquired throughout the year. The Thabazimbi Field Band had only eight weeks to train and prepare for the National Championships where they competed against well-established field bands. The Thabazimbi Field Band was awarded a silver medal, 2nd place in the percussion division (marimbas and steel drums) as well as 2nd place in the marching percussion (drums) division.

## SKATEBOARDING INTO KUMBA: THE MALOOF CUP



"Kolomela is the latest green field project from Anglo American," said Mr. Anesan Naidoo, Engineering Manager from Kolomela Mine. Mr. Elroy Phete, Mayor of Postmasburg, was the key note speaker and shared some of the rich history of Tsantsabane with the children. "Postmasburg is becoming a well-known town and we must be proud of our name and town," he said. "Like Postmasburg you also need to be proud of your name and take care of it." Kolomela Mine was grateful to the Municipality of Tsantsabane for the availability of the Town Hall to host the event, and to the Northern Cape Tourism Association for their contribution towards the success of the event.

Kumba's commitment to social development has led the company to promote projects such as the Maloof Cup, in order to promote camaraderie within the local communities. In the Free State Province, the Grammy Award-winning artist, platinum producer and TV star, Lil Jon performed at the GWK Stadium as the headline act for the Maloof Money Cup South Africa Benefit Concert. The concert also featured top South African performers and benefited local charities. The line-up included local groups and DJs such as HHP, Jozi, Gang of Instrumentals, Kabelo, Danny K and Die Heuwels Fantasties. "When we made the decision to expand the Maloof Money Cup, we wanted to ensure that we gave back to all the communities we touch", said creator, Joe Maloof.

**K**umba Iron Ore presented the Maloof Money Cup International Skateboarding Championship in Kimberley from 30th September to 2nd October. Kolomela mine brought some of the Maloof Spirit to Postmasburg, when Matt Miller and Lizard King, professional skateboarders from America, were hosted in the town with amateur skaters from Kimberley as well as delegates from the Maloof Cup. The aim was to introduce the children of Tsantsabane to the world of skateboarding.

Many children had the opportunity to skateboard for the first time and learned a few tricks from both professional and amateur skateboarders. 27 Skateboards were handed to the children, 15 of which were proudly sponsored by Kolomela Mine. Maloof T-shirts as well as tickets to the main event in Kimberley were also handed out to children who attend the event.

## BRAG-PATCH

Kumba's commitment to local communities extended to providing the Sustainable Development Department with some returns from the Envision scheme which has made life more bearable for the less fortunate; some projects have been listed below:

- The LED Section was awarded two Nedbank Green Mining Awards for the Rural Research Study and the UGM Wellness Clinic.
- The Business Development Support Centre opened its doors and was officially launched in 2011.
- The Year-end Function for the SMMEs, held at Oryx Lodge, was attended by over 150 entrepreneurs.
- The Batho Pele Mobile Health Unit Project was launched on Nelson Mandela Day by the National Minister of Health.
- The HUB received an award for being one of the Best-Managed Zimele HUB. The HUB also received recognition for submitting the most sustainable long-term small business plans for 2011.
- The Organic Honey Bee Project harvested for the first time resulting in a total of 1000kg of organic honey which will be sold.
- Two SMMEs were short-listed in the Africa SMME Awards at Gold Reef City.
- Albatross Restaurant was opened and took over the majority of the mines catering.
- The local golf course in the Northern Cape moved up in the ranks, climbing from 25th place to 22nd, making this golf course one of the finest in South Africa.
- Kalahari Country Club Sport Awards brought recognition to many sport achievers.
- Various formal, social and 'just for fun' sporting events were organised throughout the year, providing opportunities for healthy living and team-building.
- A total of 1 597 people visited the mine. Of these, 61 were media and 52 were customer visitors.
- A total of 35 special events and campaigns were organized. Some of the most important events of the year included: the launches of various projects, the Kumba Iron Ore Classic and the involvement in the Maloof Money Cup event.

# EXOTIC ANIMAL WORD SEARCH PUZZLE

AARDVARKS	ANIMALS	ANTEATERS
ANTELOPES	BEAR	CAMELS
CHEETAHS	COUGAR	DEER
ELEPHANT	EXOTIC	GIRAFFE
HEDGEHOG	HIPPO	HORSE
HYENA	JAGUAR	KANGAROO
KOALAS	LION	LLAMAS
MONKEY	OPOSSUM	PLATYPUS
RACCOON	SLOTHS	TIGER
ZEBRA		

O	U	E	R	W	C	F	T	G	N	N	C	G	Q	R
R	O	A	N	I	M	A	L	S	N	H	N	O	E	A
A	A	R	D	V	A	R	K	S	E	P	O	H	P	C
U	N	P	A	R	L	M	S	E	F	S	I	E	A	C
G	E	T	B	G	R	C	T	L	U	M	L	G	N	O
A	I	E	E	T	N	A	H	P	E	L	E	D	T	O
J	Z	R	M	A	H	A	Y	H	O	M	T	E	E	N
S	P	S	A	S	T	T	K	P	I	O	A	H	L	H
A	Z	L	B	F	A	E	O	R	M	P	I	C	O	Y
L	T	O	Q	L	F	S	R	X	A	O	P	W	P	E
A	H	T	P	W	S	E	V	S	I	E	N	O	E	N
O	J	H	Q	U	C	I	T	O	X	E	B	K	S	A
K	D	S	M	I	V	G	C	O	U	G	A	R	E	N
S	A	M	A	L	L	T	I	G	E	R	Z	R	P	Y
D	E	E	R	H	N	U	E	S	R	O	H	E	V	H

Courtesy of: [www.Best-Free-Word-Search-Puzzles.com](http://www.Best-Free-Word-Search-Puzzles.com)

## LETTER AND PICTURE FROM AQEEL WESSELS, GLENOAKS SCHOOL (JHB)

12 September 2011

Thank you for making our school so beautiful. My teacher says it's called an UPGRADE. We can't wait to play on the astro-turf. We used to hurt ourselves when we fall; but now we will fall on the lovely, soft grass. The fences are higher now so the ball won't go into the neighbour's garden. When we went to fetch the ball their dogs growled at us. Coach Ivan is also very happy and he is going to have some goal posts made. The new computer room looks so cool! You can make the seats go higher or lower. I'm a little bit short so mine will have to be high. Our Principal says that we will be doing some Language and Maths lessons there. I hope we start soon. Maybe it will make my Maths even better. I got an A last term so now I might even get an A+. My reading and Comprehension are not so good so the new programmes will help me get better with these things and then maybe I can go back to a mainstream school in the future. I'm so happy you chose Glenoaks to do an UPGRADE. Please come visit us again and THANK YOU, THANK YOU! From Aqeel Wessels, Grade 5.

S- I hope you like my picture. It's the front of our school and I drew it in art club.



# YOUR FEEDBACK

We would love to hear from you, our community members – please send all letters to the following address:

Ghrethna Kruger

CORPORATE OFFICE  
PO Box 9679  
Centurion  
0046