

# TO THE C'ORE

REAL MINING. REAL PEOPLE. REAL DIFFERENCE.

OCT 2019 ISSUE

# 10



Sishen mine, together with the rest of Kumba Iron Ore, celebrated Global Safety Day on 10 October 2019. Sishen hosted this annual safety event at Sivos Sportsgrounds, with over 3,000 employees attending.

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# MESSAGE FROM THE COO'S DESK

## Greetings to the ore-some Sishen team!

Going home every day is a basic human right. It is something that we should all strive for as we conduct our tasks every day. I want to commend everyone for working safe - safety is a prerequisite for all of us to go home in the same way we came into Sishen every day.

We all have a role to be safety leaders, 365 days a year. This year's theme for Global Safety Day (Safety 365) is about all of us pulling our weight and working safe, every day. The theme calls on us to internalise safety and to build a culture where unsafe work is foreign to us. We are expected to find ways and means to coach and motivate each other to work safe, together as a team. Global Safety Day also allowed us to reflect on our safety performance, talk about trends and encouraging each other, while recognising those that are building a safety culture within Sishen.

This is our third consecutive year without a fatality. It is something we are immensely proud of as Sishen. It means that our critical controls are observed and are working. However, we need to improve our HPH reporting. We must remember that reporting HPHs will minimise the possibility of incidents and accidents.

## **This is our third consecutive year without a fatality. It is something we are immensely proud of as Sishen.**

We are in the third quarter of 2019 - the beginning of the festive season. We still have a responsibility to work safe, despite all the festivities this time of the year. We need to be energised as we approach the silly season, be present at all times and above all be unconditional about safety, 365 days a year. Safety must be part of all the festivities.

Events such as Global Safety Day serve as a reminder to work together to achieve Zero Harm and to change our mindset about safety. I want to emphasise the importance of using safety belts, especially this festive season. In our recent loss-of-life bus incidents in Chile, where we have lost ten colleagues, it was found that some people were not wearing seatbelts. They could possibly still be with us today if they had buckled up.

This incident shook all of us in Anglo American - it reminded us of the importance of using all critical



**COO / Acting GM: Darren Strange**

controls, including seatbelts. Wearing a seatbelt is a sign of caring and respecting others - one of our values. Always wear your seatbelt when driving - whether you are at work or not. This reduces the risk of death or serious injury by 40%. Insist that passengers in your vehicle buckle up, regardless of the duration of the journey.

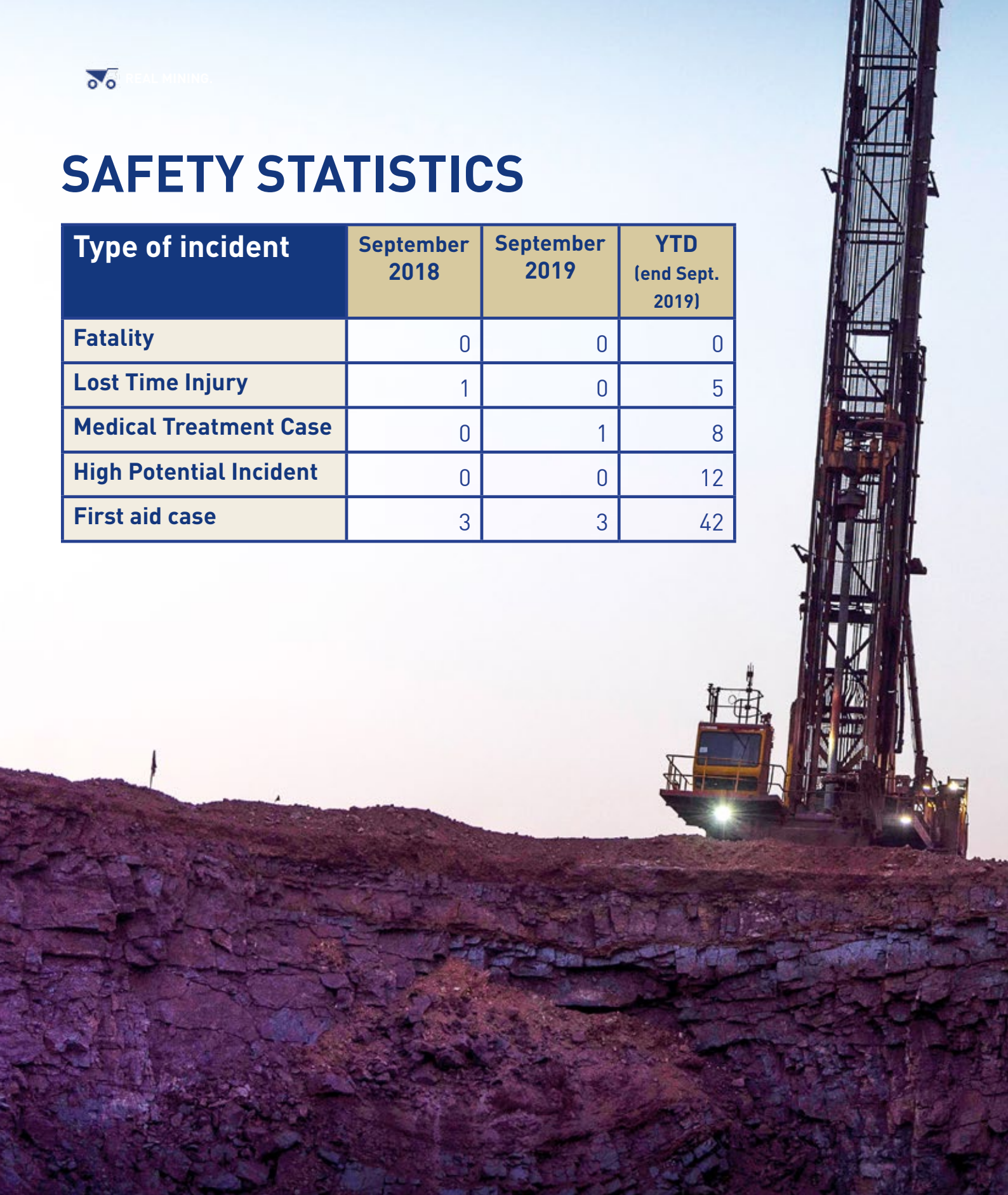
Always confirm that all vehicles are fitted with seatbelts. It is an easy way to prevent serious injury or loss of life. In fact, it takes two seconds to put on a seatbelt and it takes less than two seconds for an accident to happen. Seatbelts will not prevent an accident from happening, but they will minimise the impact on passengers and their families. Seatbelts save lives, 365 days a year.







We have started with a countdown towards meeting our targets for the year. This quarter is very crucial for meeting our 2019 targets. It will give us confidence to start 2020 on a good note. Let's use this month to build on our performance and motivate each other to work safe, 365 days a year.



# SAFETY STATISTICS

Type of incident	September 2018	September 2019	YTD (end Sept. 2019)
Fatality	0	0	0
Lost Time Injury	1	0	5
Medical Treatment Case	0	1	8
High Potential Incident	0	0	12
First aid case	3	3	42




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**SAFETY 365**  
OUR VALUES  
IN ACTION

*ALWAYS*

**BOOK YOUR EXAMINATION AT THE WELLNESS HUB**

**OCTOBER**

Breast Cancer  
Awareness Month

EARLY  
DETECTION  
SAVES LIVES



**UGM CLINIC**  
**053 739 2742**  
**SISTER WELCH**

## Concerns regarding dangerous animals posing safety risk

Sishen mine management has received many concerns lately, relating to dangerous dogs roaming the streets of Kathu.

All pet owners working for Sishen mine are urged to please keep dogs and other dangerous animals in their premises to ensure the safety of other community members.

Should your premises not have sufficient fencing or means to keep your animals inside the premises, you are urged to apply measures for sufficient fencing as soon as possible.

We should continue to be our brothers' and sisters' keepers when we leave the mine and in keeping dangerous animals contained, we will achieve this.



# NEW HME FOR SISHEN A KEY ENABLER FOR P101



As part of the 2019 SiB HME Capex approvals, Sishen mine is in the process of assembling new Heavy Mining Equipment (HME) in the Sishen HME Yard. These items include a new Komatsu WA1200 High Lift Front-End Loader (replacement of old FEL), a new Lowbed for track-mounted HME relocation in the mine and fitment of new DT Hi-Load Light Weight Trays on the Komatsu 860 and 960 truck fleet. All of the above equipment will assist Sishen in our 101 Journey and safe mining.

- The new WA1200 FEL will be used in our ore feed and stockpile double handling, ensuring high reliability to feed the crushers at designed rates. The stockpiles are also more remote, calling for fleet manoeuvrability – FELs are better designed for relocation, compared to hydraulic/rope shovels.
- The new Lowbed is the latest technology and allows for loading of track-mounted HME without de-coupling the horse from the bed. This makes for safer loading and quicker turn-around times, especially on the drill fleet.
- The Komatsu 860 and 960 DT Hi-Load Light Weight Trays are essential in our payload optimisation journey. Apart from



being “lighter” in design compared to the standard OEM tray, it also carries the load better and reduces ongoing maintenance with improved liner design and less downtime associated with tray maintenance. Lighter trays means more payload, without compromising tray strength and durability. Carryback should also be less.

managed and good housekeeping is maintained. The passion displayed by the service providers assembling these machines are commendable, proving that Zero Harm is possible. Lovemore Brothers has been commissioning the LWTs on the truck fleet with safe and efficient lifting operations. A VFL to the Sishen HME Yard is highly recommended to see the safe commissioning of HME. Looking forward to secure more SiB HME Capex for the Sishen HME fleet.

The Sishen HME Yard, under the leadership of Floris Ellis, is well



# 38% OF US FEEL DECISIONS AREN'T MADE AT THE RIGHT LEVEL

LET'S BE ACCOUNTABLE.



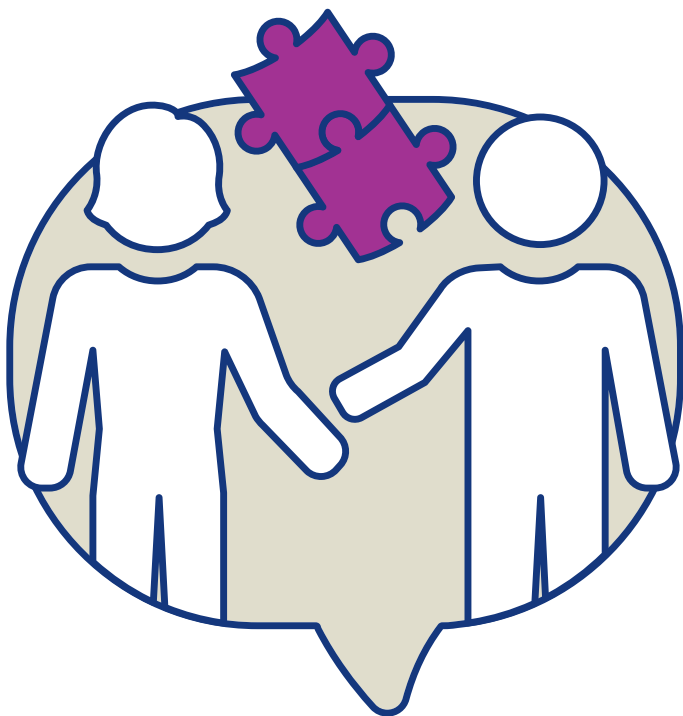
**We own our decisions, actions and performance, and are empowered to make choices and learn from our experiences.**

- I own what and how I do my work together with my team and clarify anything I am unsure of
- I have a 'can do' attitude and encourage it in others
- I have the courage to admit my mistakes and ensure we all learn from them
- I go above and beyond for the good of our organisation and our stakeholders
- I deliver on our shared commitments

**ALWAYS**  
LIVE OUR VALUES

# 51% OF US BELIEVE INFORMATION SHARING IS NOT EFFECTIVE

LET'S JOIN FORCES AND COLLABORATE.



**We collaborate with colleagues and stakeholders towards a common purpose and to achieve exceptional outcomes.**

- I make decisions based on what is good for the entire organisation and our stakeholders, not my own self-interest
- I believe in, trust and build on the contributions of colleagues
- I actively listen to my colleagues, align on goals and create better ways of working together
- I support the success of others, encourage their feedback and appreciate what we all bring
- I partner and share with others, to add value and achieve our goals

**ALWAYS**  
LIVE OUR VALUES

# 63% OF US THINK LEADERS AREN'T GOOD AT ENABLING CHANGE

LET'S INNOVATE TO SHAPE TOMORROW.



**We challenge assumptions, seek other perspectives and pursue innovative opportunities to transform our business.**

- I constantly search for new ways of thinking and working, experimenting and learning all the time
- I take considered risks in pushing the boundaries, assessing where the chances to improve outweigh failure
- I accept the possibility of failure and learn from it
- I simplify complexity and remove obstacles
- I seek out and harness inspiration from inside and outside our organisation

**ALWAYS**  
LIVE OUR VALUES

# SISHEN SAYS

Our Global Safety Day theme this year was “Living our values, 365 days” and being unconditional about safety. Which of our values are most relevant to how we execute our work and why?



**Name and Surname:**  
Thuso Sewedi  
**Delegation:** Blasting assistant

**Answer:** Accountability  
Accountability carries responsibility and integrity. If you know as an employee that you need to be accountable for your work, you will do it properly and in a safe manner.



**Name and Surname:**  
Desmorene Fortuin  
**Delegation:** Supervisor

**Answer:** Care and Respect  
Care and Respect is the value that applies to every relationship inside and outside our work place. I always tell my children to respect one another. In my work place I need to be polite, punctual and show care and respect towards my colleagues. This value allows us to achieve more LTI-free days and we get to enjoy our work.



**Name and Surname:**  
Leslie Watson  
**Delegation:** Human resource manager

**Answer:** According to me we need to integrate all these values because we cannot have one without the other. If I apply Care and Respect for example, I am also adhering to Safety. Safety is key because I need it not only to protect myself, but also to protect my colleagues. Safety is extensive - we usually lack to include environmental safety and the health side of safety. These elements will also ensure that I get up tomorrow and work to provide for my family.



**Name and Surname:**  
Kelebogile 'Lettie' Ramafoko  
**Delegation:** Administration clerk

**Answer:** Safety, Care and Respect  
If you are not in a safe environment it might lead to injuries. To avoid that we need to make sure we are always safe. In doing so we show how much we care for our brothers and sisters

## EDITORIAL DETAILS

You can now send us your stories and contributions and get an opportunity to share them with the rest of Sishen. All stories and inputs are welcome, if you feel that you are not the best writer, we are here to assist and shape your story into a masterpiece!

### EDITORIAL TEAM

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# STAND UP FOR EVERYONE

**OUR POLICIES APPLY TO EVERYONE AND GUIDE US TO DO THE RIGHT THING.**

Mark Cutifani, Chief Executive



We believe in supporting everyone at Anglo American to fulfil their potential. It takes an inclusive environment where diversity is respected to make that happen.

**Our stand**

- We'll build trust through open, two-way conversations
- We'll give everyone the freedom to bring their whole selves to work
- We'll support our inclusion and diversity strategy



Everyone, at every level, in every role, at every site and office should be able to work in a place free from bullying, harassment and victimisation.

**Our stand**

- **Who?** Our policy applies to all employees, contractors, visitors, external advisors and even customers.
- **Where?** Anywhere we do business, including all our sites and offices and all our customers' premises.
- **When?** In all work-related situations during or outside of normal working hours. That includes work events, business trips, functions and social engagements.



We have zero excuses, zero exceptions, zero tolerance.

**Our stand**

- Our business operations are diverse, but we have only one approach to bullying, harassment or victimisation: zero tolerance.
- We'll deal with breaches of this policy seriously, in line with our disciplinary procedure.



Everyone has a part to play in this.

**Our stand**

- We won't be bystanders. If we see something, we'll say something.
- If we're affected by bullying, harassment or victimisation, we'll be confident that we can speak out.



**BULLYING IS...**

repeated and unwanted offensive, intimidating, malicious or insulting behaviour that undermines, belittles humiliates, or injures the victim.

**HARASSMENT IS...**

unwanted conduct that violates an individual's dignity or creates a negative environment for them.

**SEXUAL HARASSMENT IS...**

unwanted conduct or attention of a sexual nature.

**VICTIMISATION OCCURS WHEN...**

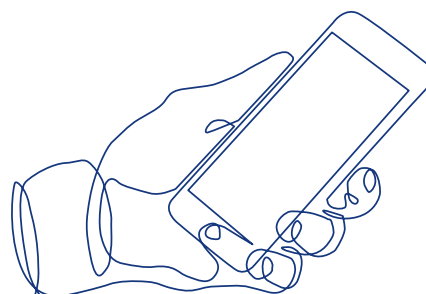
someone is mistreated because they've been involved in a complaint of harassment or discrimination.



**MAKE YOUR STAND**

If you experience or witness bullying, harassment or victimisation...

- If appropriate, raise it with the person responsible. Ask them to stop or change their behaviour.
- If you don't feel able to do that, speak to a manager or HR representative.
- Alternatively, contact 'YourVoice' at [www.yourvoice.angloamerican.com](http://www.yourvoice.angloamerican.com)



Read our policy, take part in our training and be clear on the behaviour we expect. Visit the I&D pages of Eureka! to view the policy, or email [inclusionanddiversity@angloamerican.com](mailto:inclusionanddiversity@angloamerican.com) for more information.



Real Mining. Real People. Real Difference.

# LET'S FIGHT THE WAR AGAINST PLASTIC WASTE



**When you discard a plastic bottle, do you ever stop and think where that plastic ends up? Experts predict that in 30 years, there will be more plastic in our oceans than fish. One study estimates that 90% of seabirds have consumed some form of plastic waste.**

After 2018 World Clean-up Day and International Coastal Clean-up Day it was found that:

- The most common trash to be found is cigarette butts.
- The second most common trash is disposable plastics – especially food packaging, which may include straws, stirrers, cutlery, bottles and caps, plastic bags, lids, cups and plates.
- Most of these plastic wastes are not recyclable.

The 2018 clean-up drew more than a million people, who collected more

than 210,568.7 tonnes of waste on beaches in more than 120 nations, and catalogued nearly a million separate items, creating a snapshot of nearly everything humans make and use.

Many companies have joined the fight to free our oceans and communities from plastic waste. Some have started manufacturing shoes from recycled ocean plastic. Recycled polyester uses less water and fewer chemicals and helps prevent plastic pollution. A well-known vehicle manufacturer is playing a major role in promoting environmentally friendly auto parts. One way they are doing that is by using recycled plastic bottles for underbody shields on all their cars and SUVs.

As Sishen employees we can also help with the war against waste. Everyone can make a difference by doing small things correctly:

- Take reusable shopping bags when you go shopping
- Invest in a reusable water bottle
- Use reusable coffee cups when making coffee
- Put your lunch in a reusable container when taking food to work
- Avoid single-use plastics like cutlery or straws
- Cook from scratch and eat-in to minimise your waste footprint
- Dispose of waste items responsibly by using the correct waste bin
- Local is lekker - so, buy local!
- Live sustainably and spread the word
- Use plastic waste to build your own vertical garden or hothouse

The war against plastic waste can only be won if we all stand together to protect our environment. Let's show Care and Respect for our communities and reduce plastic waste.



# SISHEN TRAINS SMMEs FOR FESTIVAL FOOD HANDLING



Local SMMEs received food handling training on 20 September 2019 in preparation for the Kathu Town Festival.

**In preparation for the Kathu Town Festival, Sishen mine partnered with the JTG District municipality to provide food handling training for local SMMEs. The SMMEs were identified through a Supply Chain process for food stalls at the festival. The training took place at the Sishen Auditorium on 20 September where they were registered and certified to serve food at the festival. They were also guided regarding the process to follow to be permanently certified as food vendors.**

Sishen believes that putting the company's purpose, "Re-imagining mining to improve people's lives," into practice is about making a positive contribution towards the

sustainability of the community and building stakeholder relations. To put this into practice, the mine hosted the Kathu Town Festival to get all stakeholders to understand our purpose.

The main purpose of the festival was to contribute towards the company's drive of boosting the local economy, driving the mine's message of sustainability, also tapping into safety and wellness as being key for sustainable communities.

Several stakeholders such as the SAPS, Kathu Emergency Services and Kathu Rural Metro (fire and rescue) joined hands to provide support to ensure the success of the event.

Local businesses and SMMEs were used to provide services such as security, stage, lights, entertainment, sport and food stalls.

"We are grateful to the company for allowing us an opportunity to be part of this event. We hope to have more events of this nature so that we can all contribute towards building a sustainable Kathu for generations to come," said Nancy Mohutsiwa, owner of Ikamva Lethu. Sishen prides itself for living the company values and driving its purpose through initiatives that have the potential to bring everyone together for the good of the company and that of the communities.

# KUMBA SUPPORTS ARBOR DAY 2019

## FORESTS AND SUSTAINABLE CITIES

Arbor Day is commemorated annually to highlight the importance of trees in minimising the impact of climate change. Kumba Iron Ore observed the day with an educational campaign and activities aimed at contributing towards the preservation of the environment. As a good corporate citizen, the company looks for opportunities to contribute towards thriving communities and healthy environments.

The CEO, Themba Mkhwanazi and some of his executive team members visited the Sishen Environmental Education Centre for a tree planting ceremony in commemoration of Arbor Day. The centre, which was opened in June 2018, serves as an environmental knowledge hub for learners, focusing on educational excursions that highlight the importance of the environment as well as the history of this region. This year's campaign was themed "Forests and sustainable cities."

"Kumba should leave a legacy. What better way to do that than playing a significant role in educating and protecting the environment, as a company," said Marinus Hanekom, Sishen's Safety Health and Environment manager. He also said that Sishen values the partnerships



**Altogether 539 trees will be planted at the Sishen nature reserve and donated to local schools who attended the Arbor Day celebrations.**

with organisations such as EndemicVision and Wessa to achieve these goals.

The trees planted were the region's indigenous trees such as the Camelthorn tree, Shepherd's tree and the White Olive tree.

"Arbor Day is an opportune time to call on all employees to plant trees as a practical and symbolic gesture of sustainable environmental management," said Mkhwanazi.

"It is important for communities to be actively involved in the greening of our environment. Planting trees and greening human settlements take place in communities. Kumba

is leading by example, which is an exemplary gesture that other organisations can learn from," said Chrizette Neethling, from EndemicVision.

The pupils from Sishen Primary-, Sishen Intermediate- and the Noordkaap Primary schools were provided an opportunity to give feedback about the event and the lessons learnt. A quiz with spot prizes was also arranged for the school kids.

The event was rounded off with a tree planting ceremony by the learners, including the Kumba and Sishen leadership teams.

# THE KATHU TOWN FESTIVAL

## THE TALK OF THE TOWN FOR YEARS TO COME



**Sishen mine believes that putting the company's purpose "Re-imagining mining to improve people's lives," into practice is about making a positive contribution towards sustainability of the community and a meaningful difference to their lives. As part of this drive towards improving people's lives, the mine presented the Kathu Town Festival to help share the message.**

The festival was held at the Sivos Sportsgrounds on 27 and 28 September. It saw more than 3,000 people experiencing the festivities. In her opening acting general manager, Gisela Gips explained why it is important for the mine to ensure good relations with all its stakeholders. "Our journey to be the best mining company necessitates that we take all our key stakeholders along as we cannot do it without them." She explained that Sishen employees are from the community, therefore the community plays a

significant role in the sustainability of the mine.

The event was organised in close collaboration with different stakeholders such as the John Taolo Gaetsewe and Gamagara municipalities and the South African Police Services. The event also made a concerted effort to contribute towards local economic development. The logistics for the event were arranged with local service providers and local SMMEs were provided an opportunity to sell their merchandise and food for the festival goers. Information stalls were also organised to inform the community about the mine, highlighting the role Sishen plays towards the sustainability and growth of Kathu.

Both local and national talent shared the stage to entertain the crowd, including Lady Zamar and Idols finalist, Thato Makame. About 20 local artists and performers took to

the stage on Saturday to showcase their talent and some were mine employees. "We are grateful to Kumba for the opportunity to position ourselves. It helps us in achieving our mission of becoming household names," said Andronica Greeff, one of the local performers.

Spot prizes that ranged from household appliances to toys for kids were handed out to the audience who participated in quizzes. The days' festivities were broadcasted live on Kurara FM, the local community radio, and interviews with the audience added to the excitement of the day. "The profits made from the ticket sales will be donated to three local charity houses. This is our way of giving back to the less fortunate," said Thandiwe Mapi, senior specialist communications, and event overseer.

With tickets sold out and smiles on everyone's faces the festival is sure to remain the talk of the town for a while.



# KNOW OUR CHARTER

## BULLYING, HARASSMENT OR VICTIMISATION



WE BELIEVE IN SUPPORTING **EVERYONE** AT ANGLO AMERICAN TO FULFIL THEIR POTENTIAL. IT TAKES AN **INCLUSIVE ENVIRONMENT** WHERE **DIVERSITY IS RESPECTED** TO MAKE THAT HAPPEN.



**EVERYONE**, AT **EVERY LEVEL**, IN **EVERY ROLE**, AT **EVERY SITE** AND **OFFICE** SHOULD BE ABLE TO WORK IN A PLACE **FREE FROM BULLYING, HARASSMENT** AND **VICTIMISATION**.



WE **ALL** HAVE A PART TO PLAY IN THIS. **ZERO EXCUSES, ZERO EXCEPTIONS, ZERO TOLERANCE.**

**STAND UP FOR  
EVERYONE**