Congratulations to Inyanda and NBC for achieving a YTD LTIFR of 0,00 at the end of October.

Tshikondeni lays down its tools

Endings and new beginnings in our business

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In touch and engaged: Sipho Nkosi (third from the right) addresses
Arnot Surface Workshop employees during his annual CEO Roadshow.
On his left is Moeketsi Mogale, executive head of Operations, and Willem
Moore, Arnot Engineering manager (far right).

Employee engagement
hits the road

Exxaro CEO, Sipho Nkosi, has once again been keeping employees up to date
with company developments through his annual group-wide roadshow.
Here’s what took place during his visit to Arnot.

ALONG WITH his roadshow team of Exxaro management members, CEO
Sipho Nkosi was welcomed to Arnot on 19 September with a big banner
presented their visitors with:
• the BU’s licence to operate;
• an overview of developments at both shafts;
• overall mine performance; and
• successes over the past year.
In true Visible Felt Leadership form, the CEO Roadshow team then visited
the BU’s main gate. On his left is Mxolisi Mgojo, executive head of Operations, and Willem
the Surface Workshops where they interacted with employees. There
also was an interaction session at the Arnot Mine Pan later that day for
office and 8 Shaft staff members, as well as those in 10 Shaft’s day shift,
to address those concerns head-on.
Sipho concluded each session by thanking employees for their
commitment to Exxaro and reminded them of the importance of a healthy,
work-life balance. “Be grateful for the big and small blessings in life –
ever take anything for granted,” he said. “Be grateful for your family,
spend time with your kids and educate them, and spend time with your spouse. These
are the people who will look after you once your working days are over.”
Employees enjoyed interacting with their
CEO and were sad to see him leave. “I looked
at the faces of those he spoke to and, like
me, I could see that they admire and respect him,” says Deidré Erasmus, communication
practitioner. “I, for one, wished that I could spend more time with him.”
Deidré Erasmus
communication practitioner

Farewell from the editorial team
Due to Project Turnkey restructuring and the discontinuation of Exxaro’s regional structures, this will be the last edition of lalela.
The editorial team thanks you for submitting your suggestions,
photographs and articles for publication over the past three
years. Thanks also to all who contributed to this edition.

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Tshekedi Siluma, Philemon Mashaba, Naksani Mukeweho and Victor Mutsheleka after finishing their
final shift at Goni Shaft – the last shaft to have produced coal at Tshikondeni.

“Out with a bang!”

Tshikondeni celebrated a bittersweet
event of production on 30 September – the last
day that coal was extracted from underground
and employees worked their regular shifts.
The workforce recited the time at the BU
and the opportunities it had afforded them
and many before them, since production first started in 1994.
The cease-of-production ceremony
included performances by Tshigommba
female dance group and Tshikondeni’s male
dancers as well as Tshingondo musical
performers. Master of ceremonies and well-known radio presenter Ashita Shabba also
entertained the audience.
Dr Nombasa Tsengwa, general manager
of the Captive Region, also bid employees
farewell. “It was a great honour and pleasure
to have worked with Tshikondeni’s people for
the past few years,” she said. “I am humbled
by the dedication each and every person has
made to ensure the mine performs
at the highest standard for the good of Exxaro.
I have learnt a lot from all of you. My deepest
gratitude also goes to the unions, management
team and your families for their support. Exxaro
is indebted to its people and the history of this
mine will remain deep in our hearts.”
Deidré Bekker

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“We are very fortunate to have such a wise, sincere and compassionate leader.”
Deidré Erasmus, communication practitioner

Paul Kasongo, Arnot’s 10 Shaft manager, gets his chance to interact with CEO Sipho Nkosi.

Out with a bang!

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transport more than 11 million tonnes of product from Tshikondeni. Employees watched as the trucks left for Musina to deliver the last
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Building a better business
Not by chance, but by change

WE OFTEN resist change without realising that change itself is constant. Whether we resist or try to avoid it, it will enter our lives at the same time. However, when we welcome change with an open mind and make a conscious effort to embrace it, it is much easier to adapt and make it work to our advantage.

Change occurs at regular intervals in our lives, often without us realising it because it does not affect us in a substantial way. We change our clothes, our hair, our food, our careers—the list goes on and on. Change is nothing new to humans, but the way we react to it creates a new experience.

As Exxaro undergoes change in its business, structures and strategies, it is natural for employees to feel worried or insecure. Our human instinct prefers to reject change because it is easier to stick with what we know, than to venture into the unknown. How we embrace change in our company will be the defining factor in our future success. It won’t always be easy, but with the right attitude we can make it a fun and fulfilling journey—one that transforms our business and empowers our people.

Follow these steps to make the most of change in Exxaro:

- Realise that some changes are going to be unexpected.
- Accept that some changes will be a challenge.
- Remind yourself that change brings growth— if you allow it.
- See this change as a new chapter in your life and career.
- Embrace change with an open mind; one day at a time.
- Speak up when you need help to make the most of change.
- Be tolerant of others and help each other.

Enjoy this exciting experience!

Cora du Plooy

As Exxaro undergoes change in its journey—one that transforms our business and empowers our people.

“Progress is impossible without change, and those who cannot change their minds cannot change anything.”
George Bernard Shaw, playwright

Filter press investment to power production

SINCE CONSTRUCTION started in October 2013, Leeuwpans employees have enjoyed seeing the BU’s new filter press structure come to life. The structure comprises six Jingjin filter presses with a combined capacity of 90 dry tonnes per hour that will process the slurry from the jig and the DMS plants.

Investment in new filter press technology became a necessity after Leeuwpans started mining Welwassen and Moabissulan reserves in 2010. Both had a vastly different fragmentation characteristic to the BU’s other reserves. They also increased total slimes output from 5% to 15-20%—capacity that the mine’s filter press technology was unable to manage.

To accommodate this increase in slimes output while preserving the natural environment, Leeuwpans Metallurgy and Research & Development teams researched and evaluated several state-of-the-art technologies. After careful deliberation, the Chinese-manufactured Jingjin filter press was selected as the best of its kind and most suitable to the BU’s needs.

Commissioning of the six presses will play a major role in preserving Leeuwpans’s natural environment and recycling water back to its operations. After a rigorous testing process, cold commissioning took place at the end of October.

Tshego Mashego and Johanne Struwig

Leeuwpans’s new filter press structure in its foundation.

“PRESSED” FOR HIGH PERFORMANCE

Filter press investment to power production

DR NOMBASA TSENGWA, general manager of the Captive Region, paid a final visit to Tshikondeni on 17 September. It was with a heavy heart that she bid the BU farewell and passed the leadership torch to Mongezi Veti (above) and the handover of Tshikondeni no longer falls under Captive Region operations, which is why Mongezi will be overseeing closure and rehabilitation going forward.

Deandre Bekker

A picture worth a thousand words; to mark the handover of Tshikondeni from one leader to another, Mongezi Veti (above) and Dr Nombasa Tsengwa (below) each received a framed painting depicting a familiar Limpopo nature scene. Pierre van Zyl, BU manager, presented them with the Baobab tree paintings to serve as reminder of their manager, presented them with the Baobab tree paintings to serve as reminder of their "Press" for high performance

INYANDA WALKS the safety talk and has the results to prove it! On 27 August, the BU smashed its 270 safe days target—an achievement that is testament to each employee’s commitment to working safely always, all the way.

Various factors have been contributing to Inyanda’s safety successes, including:

- Management members and supervisors practise Visible Felt Leadership.
- Each supervisor conducts a minimum of one Planned Task Observation per week.
- Every employee and contractor conducts a mini-Hazard Identification Risk Assessment (mini-HIRA) before starting any task or activity.
- Employees report all incidents, regardless of how minor, to ensure that all incidents are investigated and to prevent re-occurrence.
- Safety lessons learnt from investigating incidents are shared with the entire workforce.
- Monthly safety awareness initiatives are rolled out to ensure that safety remains top-of-mind and top priority for all employees.
- Ongoing communication about risks and issues keeps staff updated on all safety matters.
- The Every Second Counts campaign, which has been helping to heighten awareness around safety performance.

Tshego Mashego and Bongani Mashaba

Leeuwpans’s filter press structure rising from its foundation.

Did you know?

Leeuwpans’s new filter press structure amounts to a R150 million investment in improved production processes and reduced environmental impact.