

Gugulethu Colliery General Manager
Jarmi Steyn

JARMI READIES TO TRANSFORM SITE INTO A MEGA-MINE

You would not know it now if you visited the site, southeast of Hendrina, in Mpumalanga. But these barren fields are giving way to a new source of business, economic activities, jobs, and empowerment opportunities for the local community. The site is home of still-in-the-making Gugulethu Colliery, Canyon Coal's latest mining operation.

Gugulethu has an estimated life-of-mine of over 20 years based on a run-of-mine (RoM) production of about 200 000 tons a month from opencast areas and 200 000 tons a month from underground sections. Canyon, one of the subsidiaries of Menar, a private mining investment company, will invest R600-million to develop the opencast phase (Phase 1) of three pits. One of the pits has been designed to create access to the underground reserve as part of Phase 2. Development of the underground mining section is planned to start during the second half of 2028, with a budget of about R890 million. Featuring an economically minable reserve of 14.3 million tonnes of RoM ore, Phase 1 is still on track to begin operations in about 10 months.

The construction phase of the opencast phase will create more than 200 jobs, which will include prospects for members of the surrounding communities. The overall project will create 430 jobs for local community members as part of the opencast and underground phases of the project. The mine's social and labour plan (SLP) that will provide local communities with numerous learnership, internship and bursary opportunities. The SLP will also support the community through community development projects and enterprise

development projects, which will have a positive lasting impact on local community members.

Taking the lead on this greenfield project for Canyon Coal is Jarmi Steyn, the General Manager of Gugulethu Colliery. With over 18 years of mining industry experience, the metallurgical engineer is also an expert in supply chain and operations management.

Setting Targets

Her first goal for the mine is to ensure it is developed safely within the necessary timelines and budget. "Then along with the team, I want to see it become a flagship site for Canyon Coal in terms of regulatory compliance and production performance, obviously to ensure maximised stakeholder and shareholder value," Jarmi states.

She notes that all the operations that she has previously managed and completed were already operational when she joined. Gugulethu is special for her because she will oversee its execution from the beginning. "The project management portion thereof I look forward to as well as collaborating with the team to ensure the right things are done the first time around."

Jarmi started her career as a bursary student with BHP Billiton at Van Dyks Drift and Middelburg mines and then worked for Umcebo Mining for three years and ran three processing plants for them. She then accepted an opportunity to be the Health, Safety and Environment (HSE) and Process manager at the Benga project in Tete (Mozambique) under Riversdale, a coking coal deposit. From there she moved to Zululand Anthracite Colliery (ZAC) in KwaZulu-Natal, where she served as a Process Manager and later Tendele Mining. During her time at Tendele, she commissioned two plants as a Process Manager. She also managed the mine's logistics and sales, and later progressed to Chief Operating Officer of Tendele before she joined Canyon Coal.

Made for Mining

Jarmi enjoys the mining production environment as there is never a dull moment and there are always opportunities for improvement, optimization, critical thinking, and creativity. "I enjoy building teams and working with people, determining each person's strengths and weaknesses and harvesting such to ensure a collaborative approach to achieve set targets," she says. In the early years of her career, she was told to "arrive at work with a sense of purpose and leave with a sense of accomplishment". "I feel that in the mining industry, this is something that I can achieve daily," Jarmi asserts.

She says that as a woman and as a mother to two children, she has never felt that the mining industry is not welcoming to women where she has worked previously. But people are sometimes surprised when a woman is in a senior position in the mining sector. "I have always been treated as an equal by my colleagues and thus this aspect has never been a contentious issue for me."

She is aware that in many industries and workplaces, this is not the case. "During my career in mining, I have mentored and developed numerous women in various disciplines within the mining industry and I truly believe that they have felt welcomed and part of the teams they operate with."

Gugulethu Rising

Jarmi is hard at work, laying the foundation of the mine. She is overseeing the development phase, the procurement of civils and plant infrastructure and delivery of yellow equipment. "I am excited to be part of this new chapter for Canyon Coal and for all stakeholders to benefit from the new mine," Jarmi concludes.

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COO MESSAGE



2022 was an exceptional year for the company. The mines performed beyond expectations which allowed us to meaningfully contribute to meet the global coal demand. We are grateful towards all of our employees, contractors and suppliers who made 2022 a success. That success has now turned into a good challenge, as it has set the benchmark for 2023. This year is expected to be another momentous year and will build on our goal of becoming a major player in the South African coal space.

The construction and development of our new major mine, Gugulethu Colliery in Hendrina, is underway. Once steady state has been achieved, this mine will produce 200 000 tons of run-of-mine (RoM) which will be processed on-site in our 400 ton/hour processing plant. We are relocating one of our existing plants for this purpose and we will primarily produce an RB3 product for the export market. We will commence with the mining of the opencast portions whereafter we will develop the underground sections which will maintain the RoM production.

We have recently appointed veteran miner Jarmi Steyn as the General Manager for Gugulethu Colliery. Jarmi has over 18 years of experience in the mining sector and is also our first woman General Manager in the Canyon Coal Group. This appointment is in line with our vision to increase the number of women in leadership positions in the company. We have great confidence in Jarmi and her team that is tasked to accomplish the project milestones that have been set for them.

We also aim to start the construction of our Thuso Colliery (formerly Witfontein) during 2023, once all statutory approvals have been granted. The project is located north-west of Bethal in Mpumalanga. Thuso is primarily an underground mine with a scheduled life of nine years, and we intend to produce 100 000 tons of RoM.

During 2022, we increased the mining and processing targets at Phalannwa Colliery from 120 000 to 170 000 tons per month. Under the leadership of Kgotso Mongalo, the mine successfully achieved the adjusted target and has often exceeded monthly expectations. Khanye Colliery has also been consistently meeting its mining and processing targets and production exceeded the annual target of 2.4 million tons in 2022. We are incredibly grateful towards Jaco Schroeder and his management team for this achievement and wish them all the best for the year ahead.

On the environmental front, we have commenced the large-scale rehabilitation of our Hakhano Colliery which was our first opencast mine in the group. Mining at Hakhano commenced in 2009 and the reserve was depleted in 2019. The rehabilitation aims to ensure the site can be used for post-mining land uses with commercial agriculture being the ultimate target. We have also recently joined the Bettercoal Assessment Process, which you will read more about in this edition.

Our first-generation local economic development (LED) initiatives for Khanye and Phalannwa Extension are both nearing completion. The handover of the completed Argent water supply project (Phalannwa LED) and the Mkhambi Primary School upgrade project (Khanye LED) will take place in the first quarter of this year.

We wish all our employees a safe and prosperous 2023. ➡

CLIFFORD HALLATT
CANYON COAL - COO



Canyon Coal Social Licensing Manager Xolile Mankayi hands over blankets for Mandela Day

BRONKHORSTSPRUIT NGO GETS THE GIFT OF WARMTH ON MANDELA DAY

Canyon Coal and its suppliers Zuva Mining Services and Mptec handed over blankets to elderly people at the Thokozani Aged Group on 18 July in honour of Mandela Day 2022. Thokozani Aged Group is located in the Rethabiseng Multi-purpose Centre in Bronkhorstspuit, Gauteng.

Thokozani Aged Group is a non-governmental organisation (NGO) which was established in 2016 to cater for the needs of the elderly members of the Bronkhorstspuit community. From 8 am to 4 pm throughout the weekdays pensioners are kept stimulated by making beads, tending to A vegetable garden, and painting pictures and are also provided with breakfast and lunch by the NGO.

"On behalf of the elderly members of The Thokozani Aged Group I want to thank Canyon Coal and its suppliers for gifting us beautiful new warm blankets, which are important to keep the elderly warm, especially in winter," stated Thokozani Aged Group Centre Manager Thoko Magudulela.

"Canyon Coal and our business partners greatly value the contribution that NGOs like the Thokozani Aged Group that caters for the needs of the elderly members of the community. The donation of these blankets, forms part of our community social investment to the people of Bronkhorstspuit, who are integral stakeholders to the continued success of our Khanye Colliery which is located nearby," stated Xolile.

Christmas Cheer

Additionally, Canyon Coal and its suppliers Ingwenya Mineral processing, SA Minerals Laboratories Ithuba, Precon and Mptec handed over 111 Christmas food packages to elderly people at the Thokozani Aged Group in Bronkhorstspuit on 14 December 2022. ➡

CANYON COAL'S BETTERCOAL JOURNEY



It was established by a group of major coal buyers over 10 years ago in order to promote continuous improvement in the sustainability performance of coal mining.

According to the Bettercoal Assurance System, Canyon Coal will become a 'Bettercoal Producer' once the site assessment has been completed and the Continuous Improvement Plan has been agreed.

Assurance System

To ensure the performance data that is built around Bettercoal Producers is as robust and accurate as possible, the organisation has developed a rigorous assurance system. The backbone of the assurance system are the Lead Assessors, who are independent specialists trained in the Bettercoal Standard. They assess coal producers against the 144 provisions of our Standard and build the tailored Continual Improvement Plans (CIP) that each of the producers work through.

Throughout the four-year CIP cycle, assessors review performance evidence submitted by producers and report on the progress, verifying whether specific goals of the CIP have been met in order to do this, on-site verification is sometimes required.

After four years, the process begins again: producers are re-assessed, a new tailored CIP is put in place and regular evidence submissions and reviews start again. ➡

Canyon Coal has joined the Bettercoal Assessment Process and started its journey towards becoming a Bettercoal Producer by signing a 'Letter of Commitment'. As a result, the company has committed to the Bettercoal Code and its mines will undergo an independent assessment in 2023.

Bettercoal is the internationally recognised standard for the global responsible coal supply chain. Bettercoal assess coal producers across the three pillars of ESG (Environment, Social and Governance) and develops plans for each company that it assesses to ensure it improves their performance to meet the expectations of the Bettercoal Code.



Electrical Engineering Learner at Khanye Colliery, Khanyisile Shoba

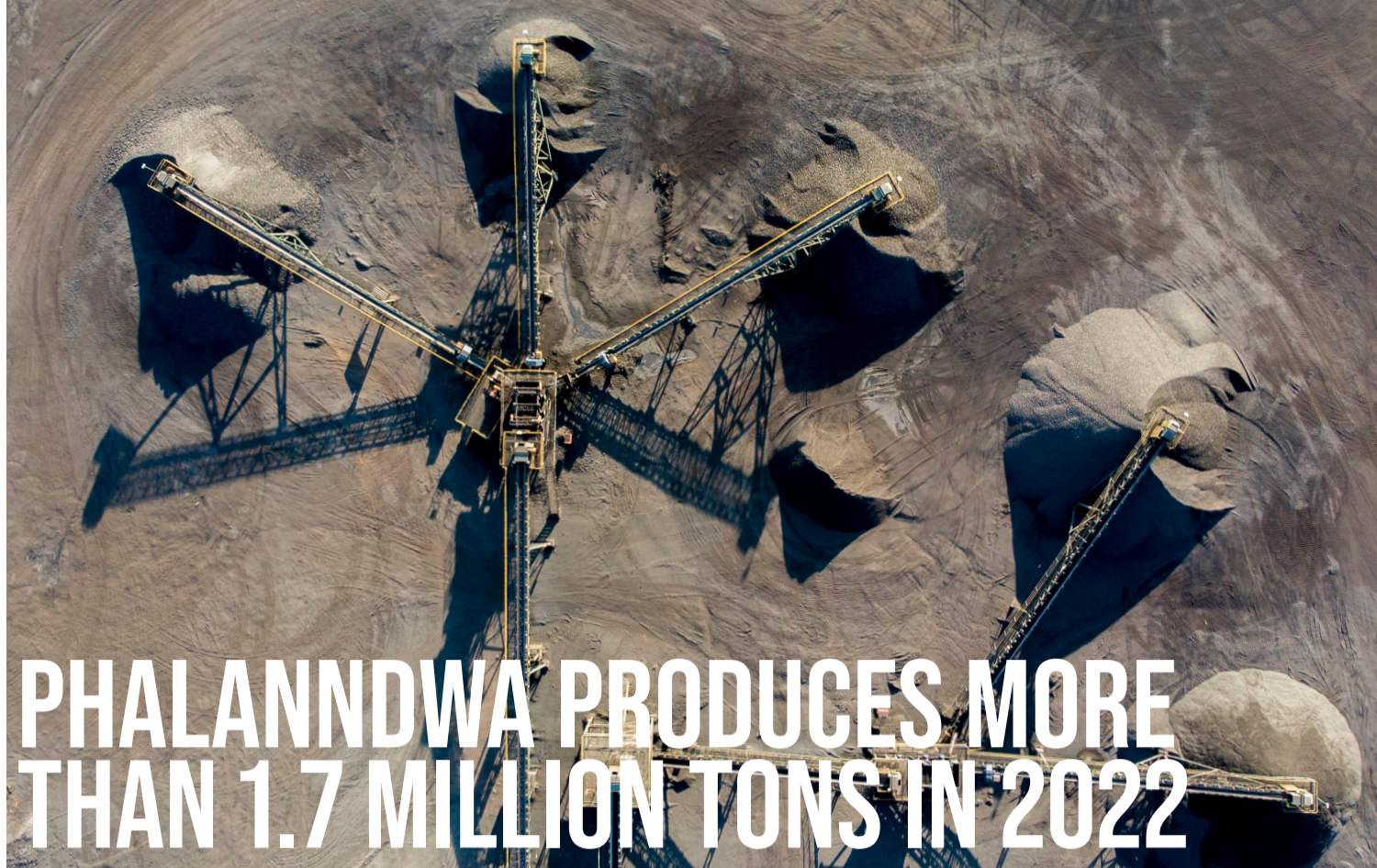
KHANYISILE LEARNS THAT MINE SAFETY IS THE TOP PRIORITY

"The most important lesson that I have learnt while doing my internship is to always put safety first in all the work you're doing," states Khanyisile Shoba (27) who is from Zithobeni in Bronkhorstspuit. She is doing her work integrated P1 and P2 learnership at Khanye Colliery. She started her internship at the mine in June 2022.

"I have learned a lot but to mention a few things: troubleshooting a valve when it not opening and closing, calibrating a speed switch if it is out of calibration and installing a commission line for a PLC (Programmable Logic Controller)," Khanyisile states. She notes that a special highlight for her was learning how to calibrate instruments as she only learnt the theory of this at university.

Her aim is one day to become an instrumentation specialist as this is a central skill that is highly valued by the mining sector.

"There's nothing that a woman cannot do as long as it aligns with our interests. I believe that any dream can be a reality as long as you never give up, just keep learning," Khanyisile concludes. 🍀



PHALANNDWA PRODUCES MORE THAN 1.7 MILLION TONS IN 2022

2022 was another excellent year for Phalanndwa Extension, which is located near Delmas, in Mpumalanga. The mine set a new annual mining record by producing more than 1.7 million tons of run of mine (ROM) coal in 2022. The plant also achieved its target by processing over 120 000 tons a month.

Phalanndwa Extension General Manager Kgotsi Mongalo said: "The success achieved at Phalanndwa is a testament that our mining teams are working like clockwork and producing according to target, safely and sustainably. This is why it is so important to believe in people and encourage them to do the right thing at all times and management visibility to lead from the front is just as important."

He says that visible Felt Leadership is a key to the sustained success of the mine. One such example he noted is he believes it is important to speak to people one-on-one. "If I see someone, I check in with them and I don't just talk about work, because I believe it is important to know how their family is doing or if something else wrong. Sometimes, you find that a person is not performing, and it's because there is a problem at home. It can be as small as just allowing them to talk about the issue that can help them. It is important to get to know the people you work with as they are your work family," Kgotsi highlights.

Monthly Record Mining Milestone

The mine achieved a new monthly mining record by mining 174 902 tons of ROM coal in November 2022, which surpasses the previous record of 173 254 tons of ROM which was achieved in September 2022.

This production record has been achieved while maintaining Canyon Coal's strict health and safety regulations, which are inherently linked to the value of Safe Production Tonnages and the overall goal of achieving Zero Harm. 🍀

MULISA TRANSLATES HIS PASSION INTO A CAREER PATH

Mulisa Mavhulavhula (25) is an Environmental Control Officer at Canyon Coal, who believes that if you make your passion your career then you are going to excel in life.

Mulisa holds a Bachelor of Environmental Sciences from the University of Venda. "I enjoyed geography and life sciences at school so then I had to choose a career path, which is aligned with geography and life sciences, of which happened to be Bachelor of Environmental Sciences," he explains.

Mulisa started his career at Canyon Coal as an Environmental Intern in January 2021 and is currently an Environmental Control Officer, a position he has held since January 2022.

"When I joined as an intern it was a little bit of a struggle for me because I was fresh from university, and I did not always understand the dynamics around mining and its many requirements. I was working at the mines and the sidings and within 3 months I knew what was going on," he states.

The transition from being an Environmental Intern to an Environmental Control Officer while coming with many big responsibilities has been smooth. "I am now able to take some decisions on my own. I can conduct some studies on my own, without being supervised."

Environmental compliance is significant in terms of legislation as it comprises water use licenses, environmental authorisations, etc.... and a task in which Mulisa revels in.

He points out that for a mine to commence/continue with operations it needs several permissions including a mining right, a water use license (WUL), an environmental management plan, environmental authorisation, and certain permits, among others.



Environmental Control Officer Mulisa Mavhulavhula

Moreover, for a mine to operate for its lifespan it must comply or adhere to all the conditions within these authorisations throughout the time it is active. Therefore, it is very much crucial for Mulisa as an environmental officer to make sure that the operation is complying with environmental legislation in order that mining can continue sustainably.

"I enjoy being part of everything at the mine. I also assisted with the relocation of over 4 000 Giant Bullfrog froglets and 2 adults to a new pan (endorheic wetland system) at Canyon Coal's Phalanndwa Colliery near Delmas, in Mpumalanga. The relocation was undertaken owing to an expansion of the mining area at Phalanndwa Colliery and it was great being part of this initiative which showed that mines do care for the preservation of the environment and the creatures that live in it," Mulisa says. 🍀

Khanye Colliery Engineering Manager Tshepo Mokwele



TSHEPO IS CANYON COAL'S MASTER OF MENTORING

Mentoring is a natural process found in all cultures throughout history where a more experienced person assists another less experienced person to develop. Today our understanding is that mentoring is a relationship where one person professionally assists with the career and personal development of another, outside the normal manager/subordinate relationship.

Khanye Colliery Engineering Manager Tshepo Mokwele (41) is responsible for overseeing all the engineering learnerships and internships programmes at Khanye Colliery. "The training programmes are crucial for ensuring that there is succession planning in place for the company," he states. Tshepo has been with Canyon Coal for 4.5 years and is the mine's Engineering Manager appointed under regulation 2.13.1 in terms of the Mine Health and Safety Act (MHSA) no 29 of 1996 and Regulations.

Tshepo started working in the coal mining sector in 2002 as an Engineering Learner Official and last year celebrated his 20th year in the mining industry. He holds a B-Tech Degree in Mechanical Engineering; a Government Certificate of Competency (GCC)

Mine and Works from the Department of Mineral Resources and Energy (DMRE) and has completed a Management Development Programme through the University of Stellenbosch.

In addition to his mentoring responsibilities, Tshepo is responsible for the Open Pit Mining and Processing Plant at Khanye Colliery and the implementation of reliable centered maintenance strategies on all Khanye Colliery assets through condition monitoring strategies; life-cycle costing (LCC) of assets in the support of production.

He is also responsible for the Safety; Health; Environmental and Quality (SHEQ) which is driven through the DMRE Mandatory Code of Practices, Voluntary Code of Practices, Safe Work Procedures, safe operating procedures, baseline risk assessments, issue base risk assessment and critical tasks management.

"I also issue permits to work, such as working at heights; lockouts; working in confined spaces, lifting, and rigging and hot work permits. I provide authorisation of trackless mobile

machines (TMMs) licences to operators; quarterly authorisation of TMMs operating onsite; conveyor belt authorisations; signing-off on legal logbooks; performance of visible felt leadership (VFL) through interaction and intervention with employees. CAPEX and OPEX budget control and development of subordinates are also part of my responsibilities.

He says that working for Khanye Colliery has been a wonderful experience in his career as he has been able to participate in many memorable projects and initiatives. These include the commissioning of major projects such as 88/11 kV Khanye/Eskom Substation; Khanye Colliery Main Plant; 0-50mm Large Nut Conveyor upgrade; filter press additional conveyor installation and purchase of South Pit TMMs.

"I would like to thank my great team at Khanye Colliery for the support and role they have played in my career and also special thanks to Menar MD Vuslat Bayoglu for affording me this opportunity to be part of the Canyon Coal team," Tshepo enthuses. 🍷

KHANYE COLLIERY BESTS 2.4 MILLION TONS TARGET IN 2022

Khanye Colliery, Canyon Coal's opencast mine located in Bronkhorstspuit, Gauteng, produced over 2.48 million tons run of mine (RoM) in 2022. Khanye Colliery Mine Manager Jaco Schroeder has ensured that mine procedures and safety regulations are always adhered to in order to ensure that the mining target for 2022 was not only just achieved but exceeded.

Mining commenced at Khanye Colliery in January 2018, and it produces on average 200 000 tons a month of RoM coal and boasts a 400-ton-per-hour Larcodem plant for beneficiation. This plant is equipped with a filter press, which mechanically dewateres the ultrafine coal material using special filter mediums to exert pressure on the coal material, which separates the filter cake from the clean water. The water attained from the fine coal is reused in the plant.



Upgrades to the filter press were completed in December 2022. Previously the filter press discharged on a single conveyor belt. With the alterations, each filter press will discharge onto its own

dedicated conveyor belt, allowing for independent operations and improved efficiency. These presses allow for the recycling of 30% to 40% of the water contained in fine coal, resulting in a considerable reduction in the total water use in the processing plant.

Additionally, Jaco noted that, for example, in August 2022 the plant washed 186 015 tons with a 62% yield. Mining for August was 211 089 tons, and the target was 200 000 tons. For September, the plant washed 200 390 tons with a yield of 63.64% and 238 064 tonnes were mined. "These numbers clearly indicated that everything is running smoothly at Khanye Colliery, and we strive to continue this momentum into 2023 and beyond," he states. 🍷

ARGENT WATER SUPPLY AND MKHAMBHI PRIMARY SCHOOL PROJECTS NEAR COMPLETION

Two of Canyon Coal's Social and Labour Plan (SLP) projects that will improve the quality of life of Canyon's host communities are nearing completion. The projects form part of Khanye Colliery in, Bronkhorstspuit and Phalanndwa Colliery near Delmas.

Canyon Coal in collaboration with Victor Khanye Local Municipality are implementing the Argent Water Supply Project as part of the local economic development (LED) programme for Phalanndwa Extension, near Delmas in Mpumalanga.

Canyon Coal Social Licensing Manager Xolile Mankayi explains that the municipality identified the need for clean drinking water for the rural community of Argent and Emahlathini which are the immediate host community of Phalanndwa, the implementation commenced in May 2022.

The project cost R200 000 which included drilling and rehabilitation of the boreholes and installation of water tanks, purlins on the top of the 4m x 4m high steel stand for 20 000 Litre JoJo tanks (4 x 5 000 litre JoJo tank storage containers), general plumbing, supply, and installation of fittings, fencing of the control box, connecting of loose standing existing tank to the existing pipeline, repair of base slab of the tank and extension of pipes for installation of taps. A local company, Madlou Trading was subcontracted to do the electrical works on the project and 7 local people were employed for the duration of the project.

Mankayi says once completed, the community will have consistent clean water from the water tanks without requiring the municipality to supply water. The project will be handed over to the community after all installations have been quality-tested and approved," he says.

Mkhambi School Upgrade

The Mkhambi Primary School is located in Ward 105 Sokhulumi, within the municipality of the City of Tshwane. The R1.31 million worth of upgrades to the school commenced in March 2022 and include the construction of shelters between the different blocks; upgrading of the school's stormwater management system, installation of barge boards for kitchen and classroom shelters, and painting of school facilities. Six locals were employed for this project. "The project will benefit learners through shelters on rainy days and scorching weather and the upgrading of the stormwater management system will circumvent the wetland," Xolile notes.



ERIC AIDS IN PHALANNDWA'S MINING PRODUCTION PUSH

Making sure that employees are working in a safe environment and that they produce according to the set mining targets and product specifications is key to Eric Vuma's (52) work responsibilities. He manages a team of around 60 people including ADT operators, diesel attendants, pump assistants, control room personnel, and all others that are critical to the mining process.

Eric is a Production Foreman at Phalanndwa Extension who has been working at the mine since 2015. When he started working for the mine, he did so as a mining contractor and later that year became a Canyon Coal employee. His first position was as a Mining Supervisor, and he was appointed as Foreman in 2018. "The mining team has collectively ensured that the mine has achieved record production volumes which is very heartening," he states.

Eric has been working in the mining sector since 1990 and started his career as a diesel attendant. In 1998 he became an excavator operator and has worked his way up to becoming a foreman today.

He is the father of 4 children; three boys and a girl. Eric says that he would encourage young people to join the sector. In fact, one of his sons works for Hlmani Mining Services as an ADT operator at Phalanndwa.

"Being an ADT Operator is a good profession and offers good growth opportunities. I am proud my son has joined the mining sector. I just want to add that to be in the mining sector one needs discipline and health, and safety are especially important for mining, our collective goal must be to achieve the goal of zero harm," Eric remarks.



Production Foreman Eric Vuma



Phalanndwa Colliery Mining Intern Patience Pelo

PATIENCE IS DRIVEN TO SUCCEED IN THE MINING INDUSTRY

Delmas local Patience Pelo (28) is a Mining Intern at Phalanndwa Colliery. She started her internship at the mine in April 2021. She has completed her Experiential Training (P1 And P2) and holds a B-Tech in Mining Engineering.

Her passion for the mining sector came about by chance. Patience recounts that in Grade 9 she was going through some pamphlets that her sister had brought back from a career exhibition in Delmas. "There were too many different careers to choose from. But for some reason mining stood out to me. I think it was the curiosity around the process behind getting diamonds and the like in your hand. We always see the finished product, but people never rarely get to see the process of extracting and processing the minerals and metals."

"Mining offers so many opportunities to get involved in various career paths in the same field. You are not just confined to being just a miner, but you can be involved in mine planning, environmental, metallurgical, etc ... The broadness of the career opportunities in the mining sector still excites me to this day," Patience enthuses.

She has rotated through the various departments at the mine such as engineering and mining and gained valuable experience. "I started with blasting which was interesting because I was granted the opportunity to go to the Colliery Training College (CTC) to further my knowledge and practical skills. I then worked in the plant, the weighbridge, and the mining pit. I also spent some time with the supervisors to learn about mine production. This provided me with particularly important insights into how a mine operates," Patience states.

She will soon be writing her Blasting Ticket board exam, which along with Blasting Assistant and the Competent A certifications will provide her with critical qualifications to further her career in the mining sector.

"At times it can be challenging being a woman in the mining sector. But I feel like every workplace has its own challenges. Therefore, I do not believe we can single out mining. For anything you need to work at it. Nothing comes easy. Ultimately, I would love to go up the ranks in the mining sector and get as much exposure as possible," Patience states. 🍷

CANYON COAL'S MINES ACHIEVE OVER 5 200 FATALITY FREE DAYS



Canyon Coal Group Chief of Safety Johan Immelman

Canyon Coal's mines continue to set the benchmark for safe mining operations with its active operations having recorded over 5 200 fatality-free days as of the end of December 2022. Canyon Coal continuously strives to realise the Zero Harm goal of ensuring every employee or contractor returns home healthy and safely at the end of every day.

Phalanndwa Colliery from the start of its operations in 2012 has achieved over 3 400 fatal-free days and more than 178 lost time injury-free days. At Khanye Colliery, the mine has achieved over 1 800 fatality-free days from the start of operations in 2018 and currently has over 550 lost time injury-free days.

Canyon Coal Group Chief of Safety Johan Immelman says the safety record was supported by safety campaigns which we run throughout the year. "For instance, we had a safety campaign that we run since the end of January 2022, which addresses your trackless mobile machinery, lockout stored energy, etc... which are all the basic types of safety issues that workers need to be consistently aware of," states Johan.

Safety toolbox talks form part of Canyon Coal's mines campaign

that is run throughout the year. From around November until the 12th of January the mines focus on the Festive/Silly Season to prevent injuries from occurring during the lead-up to the festive season.

Throughout the 2021/22 Silly Season, Canyon had no incidents at all which illustrates the success of the campaign, driven by all spheres of management as well as their departments. The 2022/23 Silly Season safety campaign commenced with safety notices and banners displayed at all mines with Safety Managers and Chief Safety Officers overseeing the campaigns to avoid injuries occurring during this period to drive the campaign so that you can have an incident-free and safe Silly Season.

"Visible Felt Leadership Programmes (VFL) is another principal factor in our ongoing success. Additionally, whenever we receive instructions given to other minds by DMRE inspectors, we take those instructions and put them on an action list to ensure that those types of findings do not occur at our operations. We follow up on these action lists through our VFL programmes and internal audits. These form part of our efforts to ensure we achieve our goal of Zero Harm," Johan concludes. 🍷

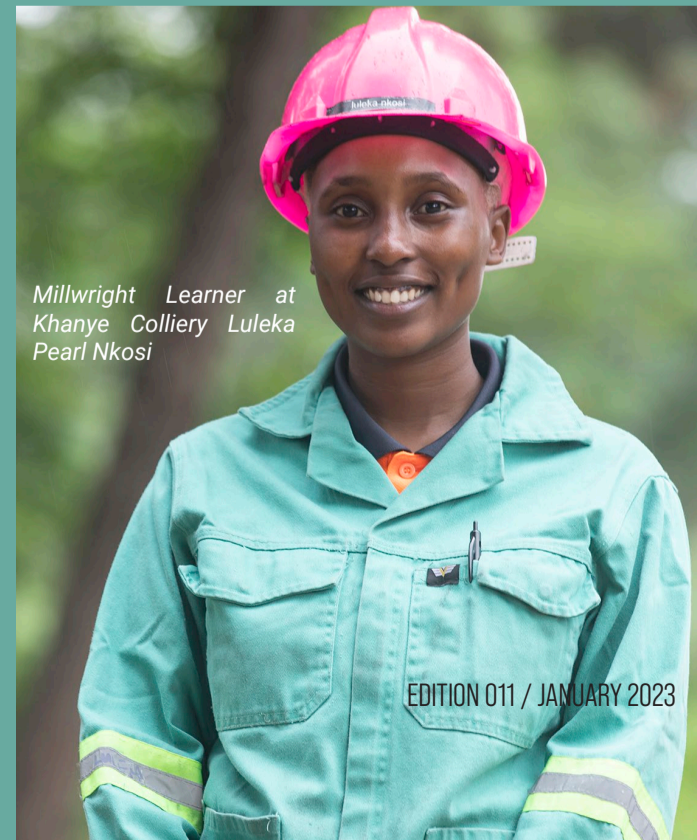
LULEKA PUTS THEORY INTO PRACTICE WITH MILLWRIGHT LEARNERSHIP

"The learnership has provided me with experience relating to both practical and theoretical training and is preparing me to be suitable to do my trade and become a qualified artisan," Luleka Pearl Nkosi (26) is from Bronkhorstspuit, and she is doing her Millwright Learnership at Khanye Colliery. She started her learnership in June 2022.

Her biggest highlight so far has been the upgrade of the large nuts belt (0-50mm project) at the plant. "I got the honour to be exposed to different engineering fields and the benefits of being hands-on through each of the fields. I am thankful for the guidance I receive from my mentor Brian Gwaze and the Engineering Manager Tshepho Mokwele," she states.

"This opportunity has not only given me practical exposure, but it has also taught me some valuable problem-solving skills, teamwork, the ability to pay attention to detail and the most critical one is safety. My goal is to further my studies in the engineering field and improve my skills and knowledge. I want to be a Mine Engineer managing leading and managing employees," Luleka says.

She points out that the engineering sector is full of opportunities for women, and that there is a lack of participation from women in this field. "Women are as capable as men. I encourage young women to embark on this career journey to challenge themselves not only physically but also mentally, to see their full potential as this career would mould them to be industry leaders. I believe Emotional intelligence is critical to thriving in this career. I Additionally, I think it is important for young people to read a lot of personal development books to help in the advancement of their careers," states Luleka. 🍷



Millwright Learner at Khanye Colliery Luleka Pearl Nkosi

Environmental Officer Yoliswa Faku

YOLISWA SHOWS HER COMMITMENT TO ENVIRONMENTALISM

"In my profession, no two days are the same. The role can be challenging and sometimes demanding, but it is extremely rewarding too. My day can range from reviewing Environmental Impact Assessments of a proposed activity to interpreting data of a Monitoring Report to using the 'fine art' of persuasion to bring an operator into compliance, and then on to site inspections with monitoring contractors or a government official and finally catching up on my report writing and admin during a quiet moment!" explains Yoliswa Faku (28), who is an Environmental Officer at Canyon Coal.

However, most of her time is spent in the office as most of her projects are currently on license applications. "This role has given me the opportunity to make really good use of my combination of scientific and people skills," states Yoliswa who has been with Canyon Coal since February 2022.

She was born and bred in the Vaal Triangle, in Gauteng and holds a Bachelor's in Life and Environmental Sciences specializing in Geology and Environmental Management. Yoliswa is also a certified Integrated Management System Internal Auditor for ISO Standards.

As an Environmental Officer, she forms part of the Project Team at Canyon coal. Yoliswa is responsible for prospecting and mining rights applications, licensing and public participation processes on the proposed mines and sidings. She also ensures that the organization is compliant with all the relevant environmental regulations, standards and license conditions related to pollution and waste management at the current operations. Yoliswa notes that her team ensures that all of Canyon's operations are fully licensed, each of them has an approved

Environmental Management Programme, as well as a Water Use License, which is audited annually, and monitoring takes place as scheduled.

Women Making Their Way in Mining

While the mining sector remains male-dominated today, women work in an increasingly wide range of roles, including management positions. Yoliswa believes there is a "slight pressure" of being a woman in an environmental oversight position, however; she believes any job has its own challenges and it is how you overcome them that makes an impact. "Having a woman as a manager also lessens the weight," she notes. Her manager is Menar Head of Environmental Licensing Sarah Wanless, who she says has been a source of inspiration and guidance.

Yoliswa says that she would encourage young girls to follow a career in Environmental Sciences as there are lots of geologists and civil/environmental engineers working in the environmental sector, including regulatory bodies (state departments) and environmental consulting companies. "With that said, I would recommend they get a degree in geology or environmental engineering because job prospects and job flexibility are better. That is unless they have put it in their heads that they cannot do maths, then they can get a BA in Environmental Studies. It provides more policy emphasis (less hard science), but every programme varies," she notes

"With all the knowledge, the roles, and the qualifications we may hold in this world. Let us not forget one thing that is generally taken for granted in the working environments, being kind. Every ripple of kindness we release into the world has the potential to touch a life in a profound and lasting way," Yoliswa concludes. ➡

THEMBISILE RISES FROM ADT TRAINEE TO FINANCIAL CLERK

Thembisile Nkosi was one of the 20 local community members who took part in 2019. In March 2020 she was employed at Khanye Colliery as a Stores Clerk. In August 2022, she was then appointed as a Financial Clerk. "When the Financial Clerk resigned, I took a chance and applied for the vacant position, and I eventually was appointed to the position after completing the interviews for the role," she notes. "She is currently studying Supply Chain Management and says she has fallen in love with it.

Thembisile is enjoying her new role and is learning new things every day. She notes that a new finance system has been implemented recently, which is something completely different and far better than the old system. "I worked a bit on the old system as I used to assist the former Financial Clerk so that has helped me gain a background," she says.

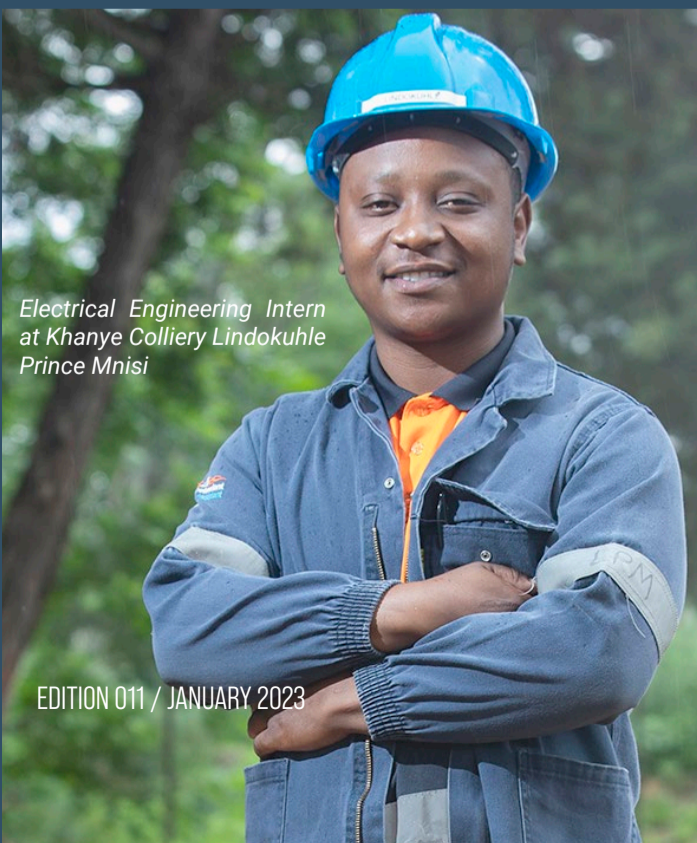
"I was not exceptionally good at numbers at school so now dealing with numbers is like my everyday thing and you cannot afford to make mistakes in finance because if you make a mistake then you have big problems. I always have to keep focused because I am still learning the system. Therefore, I need to concentrate and make sure I get everything correct. This position has made my studies much simpler as it has few modules about finance in it.

Thembisile says her goal is to make sure that she is always pushing herself to do better and develop by learning new things. Her aim is to one day join the logistics department and get involved in the supply chain elements of the company, as this is another interest of hers. ➡



Khanye Colliery Financial Clerk
Thembisile Nkosi

LINDOKUHLE GETS INVOLVED IN A MAJOR UPGRADE PROJECT DURING HIS INTERNSHIP



Electrical Engineering Intern
at Khanye Colliery Lindokuhle
Prince Mnisi

"Some of my highlights of the internship have included getting involved in projects (0-50mm conveyor construction and filter press conveyor), installation and calibration of a speed switch on conveyors and installing of a solenoid valve at the Larcodem plant. Fault finding and replacing of a contactor at the filter press for the hydraulic motor was also remarkably interesting," Lindokuhle Prince Mnisi (28) states.

Lindokuhle is from Zithobeni, in Bronkhorstspruit and is an Electrical Engineering Intern at Khanye Colliery. He started his internship in July 2022.

He says that the internship has been very comprehensive and included a wide range of topics such as workplace readiness, real-life work experience, exposure to coal plant processing, highlighting of the importance of safety in the workplace, exposure to different working tools and exposure to programmable logic controller (PLC) and instrumentation safety devices at the plant.

He says that he has also been involved in lighting plant inspections, fault finding and repairs, replacing of a conveyor electrical motor and separation of product and discard at the spiral and Larcodem plant using centrifugal forces.

"I have learnt that teamwork is critical for effective results. I want to push myself in order to learn and gain more experience. Self-discipline and learning to work under pressure are also crucial so that I can be more productive in the workplace," Lindokuhle remarks.

His goals for the future are to become a specialist in electronics and instrumentation in order to support the industry to become a safer and easier to operate environment. "I would like to thank my mentors for always guiding me namely Brian Gwaze – Engineering Foreman and Tshepo Mokwele – Engineering Manager," he concludes. ➡



THE MAROON POST



2022 Phalanndwa Extension ADT Trainees: Jacob Mabena, Samkelisiwe Yaka, Thandeka Zwane, Karabo Retsweletse Namane, Gugulethu Nxumalo, Mxolisi Nkabinde, Tinny Sibanyoni, Stephans Nkosi, Sphelele Siyaya, Samuel Maleka

20 DELMAS-YOUTH RECEIVE MINING SKILLS BOOST THROUGH TRAINING COURSES

Twenty community members, living near Phalanndwa Extension completed articulated dump truck (ADT) and Competent Person-A training courses in August 2022.

The training, which was sponsored by Canyon Coal, was aimed at increasing their knowledge, skills, and employability within the mining sector.

Canyon Coal Social Licensing Manager Xolile Mankayi explains that the ADT and Competent Person-A training are sought-after Mining Qualifications Authority (MQA)-accredited programmes.

The ADT training provided trainees with the ability to operate mobile machinery for surface excavation operations, while the Competent Person-A training programme showed learners how to carry out examinations/inspections of mobile machines, how to make surface operations such as quarries, dumps, and stockpiles safe and to be able to declare them safe.

Canyon Coal appointed a skills development company Progressive Training Development and Projects to provide the training for these courses. Assessor Isaac Mmotla, who facilitated the training, explains that after every module the trainees wrote a test to ensure that they understood what they had been taught. Upon completion, they received a certificate of completion of the training courses.

Canyon Coal first arranged ADT training at its Khanye Colliery, in Bronkhorstspuit to upskill community members with mining skills training. Twenty community members attended a 30-day mobile machinery for surface mining training programme between November and December 2019 at Khanye Colliery. The success of that project resulted in its replication at Phalanndwa.

"The recruitment for these training programmes was done in a fair and transparent manner with adverts for the programmes placed in the local

media, the adverts were shared with the local municipality to disseminate among community members and through social media," Xolile explains.

"This is how we made the community aware of this initiative. In terms of the selection process, in line with the company's women empowerment drive, women were given preference over men. There is a lack of women in technical positions in the mining sector and as a socially conscious entity Canyon Coal is seeking to ensure that gender parity is reached between men and women in this regard."

He says the training and skills development programmes go beyond our social labour plan (SLP) requirements as Canyon Coal provides host communities with skills, they can use to gain employment anywhere in the mining sector.

Trainees' Take

The trainees are excited that they were afforded with the opportunity. Competency-A Trainee Fikile Masango from Delmas says he saw the training as a start of a career path in mining. "The Competency-A training has been greatly beneficial, especially the health and safety regulation components. We learnt about the highwalls, rock fractures, the controls and safety measures we need to adhere to ensure safety regulations are always adhered to. This course offers me a variety of options for the future such as becoming a foreman, supervisor and even blaster someday. I will become the first women in my family to venture into the mining sector. I believe that women can succeed in any industry we work in as long as we are given the right opportunities."

Competency-A Trainee Thulisile Ndhlovu from Delmas says she responded without delay to the advertisement because she had long wished to join the mining industry. "The training has been a great journey and I have learned so much. I want to take what I have learned and

put it into practice. I am currently studying Safety Management and Competency-A will aid me in achieving my goal of becoming a mine safety manager one day. I come from a small farm called Argent in Delmas and as a young person and woman this opportunity means a great deal to me."

ADT Trainee Mxolisi Nkabinde from Argent Farm in Delmas: "The theory provided us with a great foundation for the practical training. Once we knew how the machine worked, we easily understood how to operate the machine. I want to use the skills and knowledge I have gained to get into the mining sector, and I believe this is the first step in a long journey."

ADT Trainee Tinny Sibanyoni from Delmas: "Initially I was scared when I first got into the ADT because it is a big machine, but the trainer helped guide me on how to operate it correctly. It is wonderful to see that there are so many other women on this training course as we need more women ADT operators on mines, I appreciate Canyon Coal's efforts to support us local women to gain skills that will increase our employability prospects."

VIDEO CLIP: Canyon Coal arranged for 20 community members, living near Phalanndwa Extension to receive ADT and Competent Person-A training. Hear from some of the participants about their experience of attending the training courses. **Scan the QR code:**



NOXOLO PUTS SAFETY FIRST

Khanye Colliery Safety Health and Environmental SHE Representative Noxolo Mhaleni



In May 2022, Noxolo Mhaleni (27) became a full-time Safety Health and Environmental (SHE) Representative. She is now responsible for overseeing the safety, health, and environmental concerns of all the employees and contractors working at Khanye Colliery.

Noxolo says that if she picks up any areas of non-compliance, she must first do follow-ups about areas of concern and then compile a report before submitting it to the Safety Manager.

The timing was perfect for her to get this position. Previously, Noxolo was an acting SHE Rep for the Engineering Department. Then there was a need to elect a full-time SHE Rep for the whole mine and she was voted in by the SHE Committee, which comprises all the departmental SHE Reps and Safety Officers.

Noxolo has grasped what the job entails. "It can be challenging at times to be the ensuring the SHE rules are adhered to, but when I see something of concern, I approach the person and show them the risk their actions could cause. In this position, you need to be able to properly explain the risks of unsafe work practices because that is when they start to realize that working safely is in everybody's interest. Colleagues need to work safely for their sake, the sake of their co-workers and their loved ones," she states.

Canyon Coal recently sponsored Noxolo to do her Chamber of Mines Safety Officer Certificate (COMSOC) 1. It is a course that is intended to assist in furthering people's knowledge of the implementation of the mine's safety programme. She attended the course from 28 November to 12 December 2022.

Noxolo, who also holds a Degree in Education, believes that attaining her COMSOC 1 certification is the first step in her ultimate aim of becoming a Safety or Environmental Officer.