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AWARD-WINNING ENVIRONMENTALIST ADVOCATES FOR SUSTAINABILITY

Faith Masango (25) was recently appointed as Gugulethu Colliery's Environmental Officer and says she is ready to hit the ground running. **PAGE >> 03**



CANYON COAL'S YOUNG BOLD & BRILLIANT MINDS

SLP Coordinator
Thendo Mugwedi

Tshiyamo
Nelson Rankali
Environmental
Officer



CANYON BURSARY BACKS ZAMA'S ACADEMIC AMBITIONS

Canyon Coal Bursary recipient Zama Twala **PAGE >> 03**

Johannes
Dube
Phalannwa
Colliery
Maintenance
Supervisor

A PRINCIPLED LEADER ON THE RISE

Johannes is enthusiastic about finding growth in his new role as a Maintenance Supervisor at Phalannwa Colliery. He joined the mine 8 years ago working as a Diesel Bowser Operator until he was recently promoted to Maintenance Supervisor, overseeing a team of about 10 staff members. "I feel good. **PAGE >> 06**



YOUTH EMPOWERMENT IS HER MISSION

SLP Coordinator Thendo Mugwedi (30) finds fulfillment in uplifting fellow youth.

It is the genuine desire to see young people rise above their challenges that keeps Thendo motivated to fulfil her role as Canyon Coal's Social and Labour Plan Coordinator. Out of the company's five SLP objectives, Thendo's biggest focus is on Human Resource Development (HRD). This involves implementing education and skills development programmes.

Thendo is responsible for overseeing that SLP projects are implemented

while liaising with communities and government officials. "I wanted to do something that allows me to interact with people and assist them. I did my research, only to find out that development studies was the perfect platform," she says.

In her line of work, Thendo has encountered many young people who are trapped in the poverty cycle and hopes her efforts will make a difference. **PAGE >> 03**

SUSTAINABILITY- A WAY OF LIFE FOR TSHIYAMO

Canyon Environmental Officer reflects on putting theory to practice.

Environmental Officer Tshiyamo Rankali is passionate about mining sustainably. Tshiyamo started working at Canyon Coal four years ago after acquiring a Masters degree in Sustainable Mining and Remediation Management from Freiberg University of Mining and Technology in Germany. Before that he obtained a BSc in Geology from the University of the Free State.

"I joined a very diverse projects team with various

expertise. I got to work with different individuals on projects. The current position that I am holding gives me an opportunity to practice what I learned in varsity," Tshiyamo says. His Masters' thesis focused on assessing the impact of gold mining tailings on the environment within the South African context and recommended mitigation measures. **PAGE >> 03**

Gugulethu
Colliery
General
Manager
Jarmi Steyn



GUGULETHU- A STEP CLOSER TO FIRST COAL

The Construction Phase for Gugulethu Colliery's open cast operations has shown great progress.

The opening of the box cut marked a significant milestone for the Gugulethu Colliery, bringing the team a step closer to the extraction of first coal. By the end of May, three shifts had been working onsite to ensure that operations maintain a steady pace. The

development has gradually taken shape from February, with the paving of the access road and arrival of yellow equipment.

Reflecting on how far operations have progressed since she first set foot onsite, Gugulethu GM Jarmi Steyn asserts that her team has performed

remarkably well. The once calm hinterlands have now morphed into an active site with the anticipation of producing 200 000 tons ROM, per month. "This place feels more like a mine now. We are all very excited and I guess celebrations are in order," says Steyn.

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VICTOR AIMS TO BECOME A MINERALS MAVEN

Intern hopes the experience he is getting at Khanye Colliery will help him to shine in the industry.

Metallurgists are mentioned amongst at least 140 professions in South Africa's critical skills list and young Victor Munyangane hopes to add to the country's talent pool. After completing his BTech in 2017, Victor, a Metallurgy Intern at Khanye, moved to Bronkhorstspuit to live with his uncle.

Bronkhorstspuit is surrounded by mines, making it a perfect setting for someone who is looking to build a career in the industry. For Victor, the opportunity came when he was offered a two-year internship at Khanye in July 2022.

Victor developed an interest in mining at a young age. Interning at Khanye has exposed him to coal mining operations from extraction to processing.

During his time at Khanye, Victor has worked in the laboratory, the filter press and at the pit. The experience has been helpful, especially when it comes to understanding how the analytical process works.

"I want to know more about minerals. Fortunately, there is a laboratory onsite and the coal is mined and processed in the same place. Other mines have to deliver their coal elsewhere for it to be processed," says Victor.

The minerals industry depends on Metallurgists, to analyse and develop processes to extract metal from ore in order for it to be market ready. Victor's interests do not end with coal, he looks forward to exploring other minerals and precious metals like gold or platinum. 🍷



Victor Munyangane
Metallurgy Intern



Lebogang Mothoa
Electrical Engineering Intern

INTERNSHIP IS A PLUS FOR LEBOGANG

Electrical Engineering Intern Lebogang Mothoa says the Internship at Khanye Colliery has been an insightful experience.

Lebogang's career path began with a fascination of how power is generated to electrify household appliances like stoves and irons. This inspired the 25-year-old from eNkangala to study Electrical Engineering at the Tshwane University of Technology. She

started her internship at Khanye in 2022, just a year after graduating with a National Diploma. Having completed matric at a technical high school, Lebogang received a solid foundation before pursuing her varsity studies.

Lebogang believes the

opportunity to work in a mining environment has been a great experience for her to broaden her knowledge base and prepare her for a lucrative career. "Being here is a good experience for me. It has always been my goal to work in the mining industry. Since arriving at

the mine, I've learnt a lot and realised that there are opportunities in mining that I was not aware of," says Lebogang.

Lebogang is currently in the process of getting her GCC Mines & Works certificate from the Department of Mineral Resources and Energy. After being issued with the license, she will be officially qualified to operate machinery. 🍷



COO Message

Canyon Coal COO
Clifford Hallatt

In this edition we pay homage to the young, bold, and brilliant minds that form part of the Canyon Coal team. Our company invests in education and skills development programmes to empower the youth, as this forms a crucial part of building a sustainable future. We hope to see the young people who join our company become captains of industry. We might be in the business of exploration and extracting minerals, but this somehow coincides with discovering new talent that can be nurtured to lead this industry for generations to come.

This is not to forget the invaluable contribution of experienced members of the Canyon team. To usher in 2023 we relied on seasoned professionals within the company to help us start new ventures like the Gugulethu Colliery. We are proud to see operations unfolding well on that front with the team managing to drive our plans into tangible results.

A highlight for Canyon is when Gugulethu Colliery and Thuso colliery were announced at the South Africa Investment Conference, reaffirming our commitment to support economic growth and job creation. Phalannwa colliery has achieved more than 3500 fatality free days, a record that upholds our commitment to realize Zero Harm across all mining operations. The mine set an impressive example for the implementation of 5G technology for mines within the African continent. The intervention has helped to improve safety and efficiency while providing an example for us to follow when implementing similar measures at our other sites. During the month of May we mined 142 271 tons (ROM) at Phalannwa and 152 286 tons was processed through the plant.

Operations at the Khanye Colliery continue to be stable. We have confidence in our team's ability to achieve the 2.4 million ton target this year, given how well they have been able to bounce back after heavy rains interrupted production. The impact of Transnet logistics bottlenecks has been felt by all in our industry, with a drop in coal exports. It is however encouraging to see how the difficulties have illuminated the resilient nature of our sector.

Maintaining the connection with local communities continues to be an important part of the Canyon journey. Through the efforts of a dedicated team, we have been able to identify, plan and execute Social and Labour Plan initiatives that benefit host communities. The community of Argent, which is situated near Phalannwa extension finally got access to clean water through an initiative to erect water tanks in the area. We have also invested over R3 million to develop a place of safety for young boys who are impacted by societal challenges. This initiative will serve the Middelburg community.

The team at Gugulethu has also started to forge a bond with the local community and paid a visit to the Umfundlana Combined School which is the closest school to the mine to deliver stationery and meals for the learners.

We commend the environmental division for playing its part to make sure that we continue to comply with legislation. Putting measures in place to protect the environment is important to the company's sustainability goals. In the second half of the year, we hope to maintain stability and increase output across all operations. The company's focus will remain on providing growth opportunities for local communities, our suppliers, and the economy. 🍷

CANYON COAL'S YOUNG BOLD & BRILLIANT MINDS

SLP Coordinator Thendo Mugwedi (30) finds fulfillment in uplifting fellow youth.

YOUTH EMPOWERMENT IS HER MISSION

Her team is currently in the process of implementing various social upliftment projects for skills development, bursaries, internships and learnerships. Before joining Canyon, she worked as an intern at the

Department of Mineral Resources and Energy's SLP division. Thendo holds a BA degree, majoring in Developmental Studies and Sociology and hopes to complete her honours degree in the same field next year.

Tshiyamo Nelson Rankali, Environmental Officer

SUSTAINABILITY- A WAY OF LIFE FOR TSHIYAMO

Tshiyamo believes the principles for sustainability are the same whether you are dealing with coal or gold. You must consider the impact on the economy, the community, and your natural surroundings. Since graduating he has dedicated his time and effort to making sure that Canyon fulfils its environmental obligations. His duties include site inspections, compiling audit reports on water use licenses and working on applications for

various permits like prospecting rights or mining rights. He has two successful Water Use Licenses under his belt and enjoys mentoring aspiring environmental officers.

"I am extremely passionate about mining in a sustainable manner. I would not describe myself as an environmentalist. I see myself as a responsible miner because I also have a background in various mining disciplines including geology," he remarks.

AWARD-WINNING ENVIRONMENTALIST ADVOCATES FOR SUSTAINABILITY

Newly appointed Gugulethu Colliery Environmental Officer Faith Masango sticks to the rule book to keep environs intact.

Faith Masango (25) stands firm in her stance that mining while looking after your surroundings is possible. Faith was recently appointed as Gugulethu Colliery's Environmental Officer and says she is ready to hit the ground running. A self-proclaimed nature conservation advocate, Faith holds an Environmental Management degree from the University of South Africa (UNISA). Her passion for nature emanates from being surrounded by strikingly beautiful landscapes as a child.

"The changes that these landscapes are now experiencing because of things like climate change influenced me to choose a career in environmental management. I got to understand that the environment cannot advocate

for itself," she explains. Faith enjoys taking part in community outreach projects and clean up campaigns. She was recently recognized for her efforts after receiving the African Future Leaders Honoree Award for 2023.

Environmental laws have evolved overtime, providing guidelines for mining companies to play their part in conservation efforts. Faith asserts that this makes it possible for operations to be carried out responsibly.

"The most important thing is making people aware of the challenges, and what we can do in order to mitigate those challenges," she says. Before starting her journey with Canyon Coal, Faith worked at an environmental consultancy firm. Being a part of a new mine is also the perfect opportunity for Faith to get first-hand experience of how environmental measures are implemented from the initial phases of a mining project.



Canyon Coal Bursary recipient Zama Twala standing outside the North West University Vaal campus library.

CANYON BURSARY BACKS ZAMA'S ACADEMIC AMBITIONS

Canyon Coal's bursary programme has given Financial Accounting student Zama Twala (22), the support she needs to pursue her dreams. Zama, from Springs near Canyon's Ukufisa project was awarded with a full bursary in April 2020. She recalls seeing an advert calling for applications, just two days before the closing date.

"When I saw the advert in the Springs Advertiser I decided to quickly apply. I felt happy when I got it because varsity is expensive. Having a bursary relieves the financial burden and helps you focus on your studies," says Zama.

She is currently doing her fourth and final year of study at the North West University's Vaal Triangle Campus. The bursary covers tuition fees, accommodation, textbooks, and a monthly stipend to assist with living costs like groceries.

Zama's initial choice was health sciences, but she could not secure entry into the course. Financial Accounting was her second choice, but Zama says she has fallen in love with the field and hopes to become an Accountant in the future.

"It is really turning out to be great. I never anticipated

that I would do Accounting because in high school I did not enjoy commerce. There was a change of plans and now I am enjoying it. I want to do my honours in Accounting Management next year," she says. Zama believes bursaries and scholarships play an important role in uplifting young people who might not have funds to carry on with their education. "Tuition fees go up by at least 10% a year and even families that are middle class are struggling to afford, especially with the current economy. So, bursaries are a big help," Zama concludes.

GUGULETHU- A STEP CLOSER TO FIRST COAL



Gugulethu Colliery General Manager Jarmi Steyn



Scan the QR code to view video footage of ongoing developments at Gugulethu.

COVER STORY

Despite slight delays caused by heavy rains, the team has pushed ahead to open the access road to Portion 5, the area where the processing plant will be erected. The plant infrastructure from Canyon Coal's decommissioned Hakhano site was refurbished and is ready to be reassembled.

Steyn explains that the biggest challenge for the crew was constructing a road that runs across two watercourses. They opened a borrow pit, stripped all the soft materials, and used the underlying rock for construction. Temporary trenches were constructed around the project area so that water can drain adequately to prevent flooding. Gugulethu has already started delivering its promise to create job opportunities with more

than 86 people hired during the first few months of operations. This is the beginning of what Steyn anticipates could create an estimated 430 jobs by the time the Mine reaches its second phase which comprises of underground mining.

Arrangements have been made with the local taxi associations to transport employees from surrounding areas in Davel and Hendrina. The community forum has also been assisting with the verification of candidates to make sure that qualified people from local communities are benefiting. "We obviously still need quite a lot of employees. We are trying to focus on getting as many people as possible from the local area and we will be commencing with skills development initiatives in the coming months," says Steyn.



Gugulethu Colliery GM Jarmi Stein interacts with local suppliers during the Procurement Day event.

CANYON COAL CONNECTS WITH GUGULETHU LOCAL BUSINESS

More than 80 local business representatives from Davel Ward 10 in Mpumalanga attended Canyon Coal's Procurement Day event meant to create awareness around the company's business processes. The event took place on 13 April 2023 at the Mooivlei Soccer Field near Gugulethu Colliery. The aim of the Procurement Day was to share information on available opportunities and application procedures. It is the beginning of a continuous programme to ensure that local communities

are aligned to the procurement strategy of the business. "Canyon Coal is committed to the upliftment and development of host communities where we operate. It is imperative that local entrepreneurs understand the procurement processes in order to fully take advantage of the opportunities that will arise from the construction and operation of the Gugulethu mine," says Canyon Coal's Procurement Manager Tom Pullen. Gugulethu Colliery is currently under construction

and the expected output for the first 8-10 months of production is 1.2 million t/y of 5 500 kc NAR coal. The total investment earmarked to develop the mine is over R600 Billion. The Procurement Day is a platform to identify and verify local suppliers who are able to support Canyon Coal in the various categories of supply. It is also important to note that attendance does not equate to being offered a contract, but it is an initiative by Canyon Coal to bring suppliers up to speed with



its processes. Potential suppliers must pass all requirements and go through stringent background checks to be awarded a contract with the company. This also marks an exciting time for Canyon's Gugulethu Colliery with the

anticipation of fruitful operations to unfold in the coming years. "We are excited to embark upon long-term partnerships with local businesses in order to assist in their growth to the mutual benefit of us all," Pullen adds.



Plans are underway to transform this property situated in Middelburg; Mpumalanga into a place of safety for young boys.

CANYON COAL COLLABORATES WITH GOVERNMENT TO CREATE A SANCTUARY FOR TEEN BOYS

Canyon Coal has invested more than R3,7 million toward a project to develop a place of safety for young boys in the Middelburg area in Mpumalanga. A property has already been bought and will be refurbished to accommodate teenagers who are impacted by societal ills like drug abuse, negligence, and behavioral challenges. Canyon Coal's Social Licensing Manager Xolile Mankayi says the company partnered with the provincial Department of Social Development (DSD) and the Steve Tshwete

Local Municipality to initiate the project.

The project corresponds with the international agenda to promote the protection of vulnerable children through policies such as Sustainable Development Goals, NPAC, the National Children's Act, and the South African Constitution.

Mankayi says the idea was inspired by the realization that there was a shortage of programmes to assist young boys who need social support. "Challenges facing our communities intensified with the advent

of Covid 19. Data from Stats SA shows that by 2020 more than 60% of our children were impacted by the effects of poverty. It is important that we empower our children and protect them from situations that might impede their growth," Mankayi says.

The property is situated near Canyon's Phalandwa and Singani projects and falls under the company's SLP initiatives meant to benefit the mines host communities.

Once the refurbishments are completed, the building

will be handed over to DSD so they can manage the day-to-day operations. The center will provide accommodation, counselling, and psychosocial support services for beneficiaries. Mankayi highlighted the importance of partnerships to help communities break the cycle of juvenile delinquency. "It would be wonderful to look back and see the positive impact being made in people's lives. We hope this initiative will help young boys to realise their full potential and grow into outstanding members of society," he says.



Umfundlana Combined School Principal Bonakele Nyandeni alongside some of her learners during the handover of stationery packs.



Gugulethu Colliery General Manager Jarmi Steyn

LEARNERS AT UMFUNDLANA COMBINED SCHOOL RECEIVE STATIONERY PACKS



The African adage that states: "It takes a village to raise a child" was expressed through Canyon Coal's visit to deliver stationery packs for learners at Umfundlana Combined School in March. Umfundlana is the nearest school to the Gugulethu Colliery in Davel Ward 10, Mpumalanga.

Gugulethu's GM Jarmi Steyn commended the school for serving the community and producing

excellent results despite their challenges. Steyn explained that the school had been experiencing stationery shortages when the team first visited in February.

The company partnered with some of its contractors to assist. "The mine is going to be around for a long time, and we would love to see some of the children grown up to join the mining industry one day," she said. The stationery packs

presented by the company include workbooks, pens, craft materials and educational posters for the classrooms amongst other items. Umfundlana Principal Nyandeni said having a mine in the area could expose the learners to career options in the sector and inspire them to work hard. "We are looking forward to a long relationship with Canyon Coal and the other stakeholders involved,"

said Nyandeni. Msukaligwa Local Municipality Ward Councillor Ernest Ngovene thanked Canyon Coal for the contribution. "This is a response to the concern that was raised by the community during our meeting. We hope that the community and the mine can continue working together to support education because without education there is no future," he added.



Johannes Dube
Phalandwa
Colliery
Maintenance
Supervisor

A PRINCIPLED LEADER ON THE RISE

Johannes Dube (48) gets promoted from Diesel Bowser Operator to Phalandwa Colliery's Maintenance Supervisor.

Johannes is enthusiastic about finding growth in his new role as a Maintenance Supervisor at Phalandwa Colliery. He joined the mine 8 years ago working as a Diesel Bowser Operator until he was recently promoted to Maintenance Supervisor, overseeing a team of about 10 staff members. "I feel good. This is going to improve my life and push me to study more about mining," he says.

His responsibilities include making sure that the equipment is well maintained, and the grounds are clean. An early riser, Johannes starts his shift with a team talk and tool inspection before proceeding with other duties. Johannes previously acted in the position of Pit Supervisor prior to

his new appointment, giving him an opportunity to understand his strengths and areas he needs to improve.

"I was acting as a supervisor. I am glad I got to experience a lot of challenges while acting as a supervisor. This helped me

understand my strengths and weaknesses and see where I can grow," he says.

His leadership style is characterised by mutual respect while being driven and consistent to accomplish important tasks. "As a leader I like to work with people. Respect and knowing what you must accomplish at work is important to me," he says.



KHANYISILE LEVELS UP FROM LEARNERSHIP TO INTERNSHIP

Khanyisile Shoba's journey to become an established instrumentation specialist is taking an upward turn as she prepares to spend another year learning more about the profession. A month after successfully completing her P1 and P2 work integrated learnership at Khanye Colliery, Khanyisile was offered an internship opportunity to continue polishing her skills. "I am so happy that I get to stay another year at the mine to increase my

experience in instrumentation. After finishing my P1 and P2, I now qualify to work as a technician and the internship will give me an advantage in the industry," Khanyisile says. She made her entry to the colliery over a year ago amongst the group of 2022 learnership candidates. Khanyisile has learned a lot about troubleshooting, calibrating machinery and making sure that equipment is operating optimally.

Her advice to someone looking to specialize in instrumentations is to first achieve good marks in mathematics and science so you can qualify to study electrical engineering. "If your high school does not offer trade subjects, you must apply to do an electrical trade at another institution just to get more points when you apply. A keen interest in electrical devices is also a must" she says.



Khanyisile successfully completed her learnership at Khanye Colliery and hopes to graduate from Varsity next year.

NOZIPHO EMBRACES INNOVATIVE THINKING

Nozipho Masina, a Mechanical Engineering intern at Khanye says working at the mine has reinforced her desire to one day be a pioneer in her field.



Nozipho Masina
Mechanical
Engineering Intern

Nozipho Masina looks forward to designing a new instrument or optimising an existing tool. Keeping up with the latest trends in technology is the 28-year-old mechanical engineering intern's favourite thing. Nozipho, an Intern at Khanye Colliery grew up in Bronkhorstspuit and holds a National Diploma in mechanical engineering from the Tshwane University of Technology.

The internship at Khanye has given her a head start and hands-on experience. "I have been rotating to different departments. I went to the plant, and it was great because you see how the mining process

unfolds," Nozipho says.

She is passionate about design and believes that keeping an innovative outlook is part of what makes a good Engineer, especially because companies in the sector have started to rely on technology to increase efficiency. "You need to keep up with what is happening around the world and know which equipment is new and how it works," she says. Her advice to young people who are interested in pursuing mechanical engineering is not to do it for material benefits. "You must have real passion for it because it gets challenging sometimes. It requires a lot of patience," Nozipho says.



Phalann dwa Colliery employee driving a vehicle installed with 5G technology onsite



The goal should always be to achieve Zero Harm," says Phalann dwa GM Kgotso Mongalo.

PHALANN DWA COLLIERY SURPASSES 3500 FATALITY FREE DAYS

Maintaining good safety standards at Phalann dwa Colliery has resulted in the team achieving more than 3500 fatality free days, a record they hope to exceed. The mine's GM Kgotso Mongalo credits this to always making sure that control measures are in place and constantly reminding your team to take caution.

The mine started implementing 5G technology in December 2022 through a partnership with Huawei, MTN and Minetec Smart Mining to

improve safety and efficiency. About 158 PDS units were installed in the vehicles on the two Phalann dwa sites. The technology helps to improve communication, enhancing safety and real time monitoring.

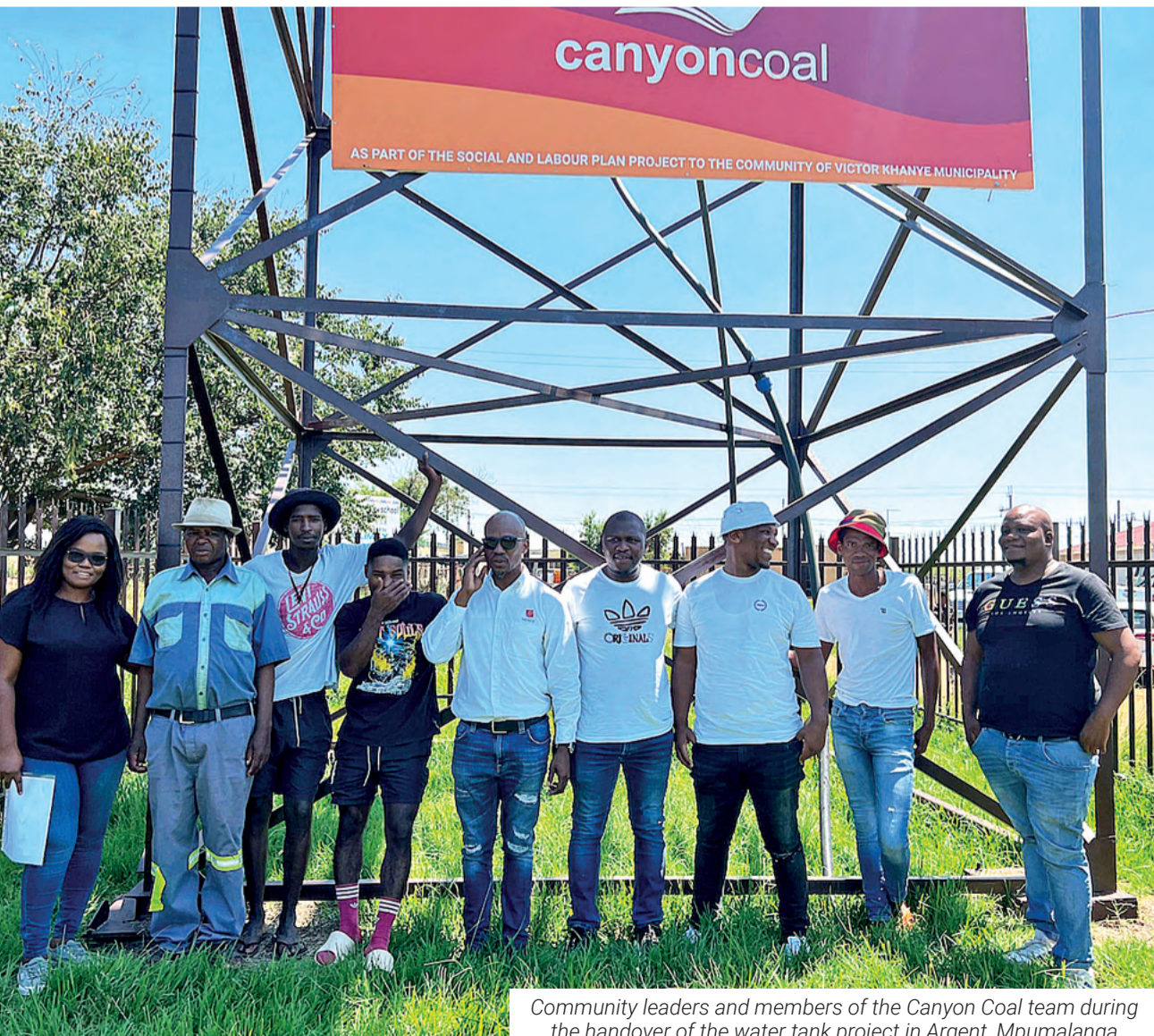
The aim is to ensure that each employee returns home to their family alive and well. Kgotso emphasizes that the mining environment requires extra vigilance from all involved. Sometimes natural occurrences like extreme weather

slows down production, because employees are not expected to compromise their wellbeing by working under high-risk conditions.

Kgotso explains that more than 600 millimetres of heavy rains swept across the area in February. The team had to wait for the rain to subside before working, to ensure safety. While this might result in a temporary setback, Kgotso explains that production is getting back on track and recovering lost ground. ➔



COMMUNITY CELEBRATES ACCESS TO CLEAN DRINKING WATER



Community leaders and members of the Canyon Coal team during the handover of the water tank project in Argent, Mpumalanga

The flow of clean water brought hope to the community of Argent in Mpumalanga following the handover of Jojo tanks through an initiative by Canyon Coal. Four tanks, with a capacity of 10 000 litres were installed as part of the project. Argent is one of the immediate host communities for Canyon Coal's Phalann dwa mine operations. Other work done includes borehole rehabilitation, general plumbing and fencing of the control box amongst other things.

The initiative also helped to create 7 job opportunities during the duration of the project while a local company was contracted to do the work.

Before the company's intervention residents relied on one tank which had damaged infrastructure. They also used buckets to fetch water from a local stream. Due to the previously dilapidated infrastructure around

the tank, the water used to overflow into the streets, explains another resident, Mpolozi Mpofo (64). Mpofo would have to wake up early every morning to go and check on the tank, and make sure that the water did not overflow. Veronica Mokoena (50) grew up in Argent said the lack of water had been an issue for many years. "It was hard for us but since the Jojo tanks were installed things have changed. We have enough water to cook, do our washing and other house chores," says Mokoena. Victor Khanye Local Municipality MMC for Infrastructure & Safety Tebogo Malomane said the project was a good example of how public-private partnerships can enhance community upliftment.

The project was started in May 2022 after municipality identified the need for drinking water for residents. "Companies like Canyon Coal are playing a key role in aiding government's efforts to meaningfully uplift communities," says Malomane. Canyon Coal Social Licensing Manager Xolile Mankayi said the project formed part of an ongoing mission by the company to bring positive change to the communities where it has operations. "Today, the completion and handover of the project which was done with the help of local contractor Madlou Trading, has ensured the community has good quality and easily accessible water at all times. This is a marked improvement from the difficulties the community faced previously," says Mankayi. ➔





HOPE ARRIVES FOR THOBEKA'S HOMETOWN

Stakeholder Relations Superintendent Thobeka Mahlangu nurtures the growing bond between the local community and Gugulethu Colliery.



Thobeka Mahlangu has begun an inspiring journey by using her skills to give back to her community. She takes pride in facilitating the building of strategic relationships between the community, workers, management, local government, and SMEs in her role as the colliery's Stakeholder Relations

Superintendent.

She describes herself as the glue that keeps everyone connected because she knows the Davel area well, having grown up on one of the surrounding farms. With 12 years' experience in Human Resources and stakeholder relations, Thobeka hopes

her experience will add value for both the mine and the community.

Reminiscing about her childhood, Thobeka recalls growing up in a tight knit community. "You could go to any household within the community, and it would still be home" she says. But opportunities were

scarce and youth in the area struggled to find jobs. "I would say Gugulethu for us is a new dawn and a light at the end of the tunnel that we grew up hoping for," she says.

Thobeka says the community has embraced the new development and looks forward to seeing a shift in the

local economy as the operations unfold. "I have the advantage of knowing the people, the history of the place and what people need. There is a lot of development that we are looking forward to. I believe Gugulethu is the perfect opportunity for the people to benefit accordingly," Thobeka adds.

EMPLOYEE RECRUITMENT DRIVE IN GOOD HANDS

Mbali Khumalo is determined to shape up Gugulethu Colliery's growing team.



Gugulethu's Human Resource Administrator Mbali Khumalo has embraced the challenge of helping to build a new team for Canyon Coal's newest mining operation. Mbali is part of the buzz of the unfolding development, something she regards as a noteworthy career experience.

"I am very happy to be part of this process, as hectic as it is. I see a lot of growth for myself. I am learning a lot of things that I did not know previously. My first day here felt like this is where I should be. We are starting something new" she says.

Although she has worked at mining developments before, this is the first time she gets to witness a mine being built from scratch. It's a unique experience

she hopes to grow from.

From the onset of Gugulethu's recruitment drive the team had to sift through hundreds of CVs to identify potential candidates from the local community who can work as ADT operators. With the help of the community forum, the HR department can verify candidates, making sure that locals benefit from employment opportunities created by the mine. Mbali loves making phone calls to successful candidates to tell them that they got the job and the tone of excitement that comes with the response on the other side of the line.

She holds a B-tech qualification and is currently studying toward her honour's degree. After eight years cutting her teeth in

HR Mbali has learned that emotional intelligence and good communication skills are essential to getting the job done. "I am very passionate about people. I want to see people being the best version of themselves and meeting their greatest potential," she says. An interesting journey lies ahead as the mine will require more skilled individuals to meet the needs of every phase of development. First on Mbali's list of priorities is to set up systems to make the process more efficient.

By the beginning of May 2023, Mbali had overseen the successful onboarding of more than 86 new employees including a chief safety officer, environmental officer, Pit foreman as well as ADT, dozer, and grader operators.

