



Zululand Anthracite Colliery

# Zikhiphani eZAC

Edition 001 | JULY 2019

CARING COLLIERY / IMAYINI ENAKEKELAYO

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# From the COO's Desk

## Umyalezo ka-COO

Dear Colleagues, Contractors and Community members,

It is with great pleasure that I share the first edition of Zikhiphani eZAC with you. It has been in the pipeline for some time but today I am very proud that it has become a reality. As the name suggests, the purpose of Zikhiphani eZAC is to provide updates to all stakeholders about what we are doing to take Zululand Anthracite Colliery (ZAC) forward.

Since Menar, our main shareholder, acquired the operations in September 2016, it has been a great challenge to take ZAC from the status of bankruptcy to a sustainable mining operation that contributes to the wellbeing of our host communities. It has not been an easy task. It required a huge effort from our shareholders, employees, unions and community members working together. This has given ZAC a new lease of life.

Legacy issues from previous owners has made engaging with communities a challenging task at times, but with the assistance of the Future Forum Committee members as well as the support from the Amakhosi from the Mlaba, Matheni, Mandlakazi and Zungu traditional councils, many breakthroughs have been made and the way forward looks promising.

The first six months of 2019 have been very productive with regards to social projects, community meetings and engagements, youth developments as well as procurement opportunities that focus on direct community empowerment. However, at the same time we have faced operational challenges owing to some community unrest which negatively impacted upon production in the first quarter of the year.

ZAC management together with Future Forum members have spent many hours together to address recruitment issues, which was a significant factor that led to the production disturbances from the community. These discussions have also helped us to resolve a major issue that needed resolution for many years. I am grateful for the cooperation.

With regards to production output, year to date, ZAC has produced 392 635 tons, which is far below the 587 692 tons that were forecast for the first half of 2019. The first quarter disruptions were a major contributor to this loss in production as well as a number of geological challenges that we faced.

Nonetheless, I firmly believe that if we as ZAC and the community work together, we can still make up the lost production volumes in the second half of the year.

ZAC is very proud of the developments we have made with regards to our social and labour plan (SLP) commitments to date. We are working together with the Zululand District Municipality to complete our projects and fulfil the requirements of the memorandum of understanding (MoU) between us.

Balingani Abathandekayo, osoNkontileka noMphakathi,

Kuyintokozo enkulu ukunethulela ushicilelo lokuqala lweZikhiphani e-ZAC. Kade sayihlela kepha namuhla iphupho lethu selifezekile. Njengoba igama lisho, inhloso ye-Zikhiphani eZAC ukwazisa bonke abalingani nesisebenzisana nabo ukuthi senzani ukudlondlobalisa i-Zululand Anthracite Colliery (i-ZAC).

Njengoba i-Menar, abanikazi abanesabelo esikhulu kwi-ZAC, bethenge le nkampani ngoSeptemba wango-2016, kube yinselelo enkulu ukushintsha isimo sokuntengantenga kwezimali ibe yinkampani eyenza inzuzo neneqhaza ekuthuthukiseni imiphakathi esisebenza kuyo. Akubanga wumsebenzi olula. Bekudinga umsebenzi omkhulu wokubambisana wabalingani bethu, abasebenzi, izinyunyana nomphakathi. Loku kuyivuse emaqandeni i-ZAC.

Izinselelo esizificile zenze ukuthi kwenye inkathi kube nzima ukusebenzisana nemiphakathi kodwa ngosizo lwe-Future Forum Committee namakhosi emikhandlu yezizwe zakwaMlaba, Zungu, Matheni nakwaMandlakazi iyakhanya indlela futhi nekusasa liqhakazile.

Izinyanga eziyisithupha zokuqala zango-2019 zithele izithelo ezinhle kakhulu ngokwemisebenzi emphakathini, imihlangano nokusebenzisana nemiphakathi, izinhlelo zokuthuthukisa intsha namathuba okudala umsebenzi okuzothuthukisa umphakathi ngqo. Kepha noma kunjalo, sibhekane nezinsalelo emsebenzini ngenxa yothuthuva lomphakathi okuphazamise umkhqizo ngekwata yokuqala yonyaka noma ngezinyanga ezintathu zokuqala konyaka.

Abaphathi be-ZAC namalungu e-Future Forum bahlangane isikhathi eside bedingida indaba yokuqasha, ebiyimbangela enkulu eholele ekutheni umphakathi uphazamise umsebenzi. Lezi zingxoxo zisizise saxazulula inkanankana eneminyaka ikhona. Siyakubonga loku kubambisana.

Mayelana nomkhqizo, kuze kube manje i-ZAC isikhqize amathani awu-392 635, okungaphansi kakhulu emgomweni owu-587 692 esasizibekele wesigaba sokuqala sonyaka ngo-2019. Izinsalelo zangekwata yokuqala yonyaka zibe nesandla esikhulu ekungasebenzini kahle kanye nezinye izinsalelo zesimo sezendawo ebezisigabhile.

Noma kunjalo, ngiyakholwa kakhulu ukuthi siwumphakathi ne-ZAC ngokubambisana, sizokwazi ukufinyelela emgomeni womthamo odingekayo ngesigaba sesibili sonyaka.

I-ZAC iyaziqhenya kakhulu ngendima esiyikhathulile ezibophweni zethu mayelana nohlelo lwethu lomphakathi nomsebenzi, phecelezi i-social and labour plan (i-SLP). Sibambisene noMasipala wesiFunda iZululand ukuqedela umsebenzi nokugcwalisa izidingo zesivumelwano sokusebenzisana kwethu.





**BRADLEY HAMMOND, CHIEF OPERATING OFFICER OF ZULULAND ANTHRACITE COLLIERY**  
**U-BRADLEY HAMMOND, I-CHIEF OPERATING OFFICER YASE ZULULAND ANTHRACITE COLLIERY**

Moreover, we are working with youth skills development programme at ZAC in order to give young people work place exposure on the mine, and give them the necessary training to be able to grow and take this experience further in their career.

I would like to take this opportunity to thank all of you for the continued support that you have given the mine to assist us to make ZAC a better place for all our employees, contractors and community members.

I am looking forward to the growth that we will all achieve together as this is extremely important for future of the mine and the sustainability of the business.

Lastly, but most importantly, I want to remind all mine employees that safe production remains the number one priority of ZAC. Please always ensure at all times that you look after yourself as well as the team around you.

We are not apologetic about the fact that health and safety are our major priorities. Our motto at ZAC is "Production that is not produced safely, is production that is not needed."

I hope you all enjoy reading this inaugural bumper edition of Zikhiphani eZAC!

Ngaphezu kwalokho e-ZAC, siphezu kohlelo lokuthuthukisa intsha ukuze sinike abantu abasha bakithi ithuba lokwazi umsebenzi wasemayini, sibacijele ukuthi babe namakhono akusasa omsebenzi.

Ngifisa ukuthatha leli thuba ukunibonga nonke ngokuhlale niseka imayini nokubeka i-ZAC esicongweni senzela abasebenzi, osonkontileka nomphakathi wonke.

Ngikubheke ngamehlo abomvu ukudlondlobala kwethu sonke ngenxa yokuthi loku kumqoka kakhulu ekuthuthukeni kwemayini nenkampani.

Okokugcina, nokumqoka kakhulu, ngifisa ukukhumbuza abasebenzi basemayini bonke ukuthi umsebenzi womkhiqizo ophephile yinto eseqhulwini kwi-ZAC. Niyanxuswa ukuthi ngaso sonke isikhathi niqikelele ukuthi niphephile namathimba enu.

Asifihli futhi asinanazi ukuthi impilo nokuphepha yizinto ezimqoka kakhulu kithina. Isiqubulo sethu e-ZAC sithi: "Production that is not produced safely, is production that is not needed," okuwukuthi ngokuhunyushwa "Umkhiqizo ongaphephile, wumkhiqizo ongadingekile".

Ngethemba ukuthi nizolithokozela lolu shicilelo lwaleli bhukwana i-Zikhiphani e-ZAC eliqukethe okuningi!



# ZAC BUILDS BOREHOLE FOR ZISIZE CARE CENTRE

## ZAC YAKHELE I-ZISIZE CARE CENTRE UMGODI WAMANZI



### CELEBRATORY GATHERING

#### BEKUKUHLE KUDELILE

Left to Right / Kwesobunxele kusiya kwesokudla:

Shaun Hattingh, Leon Graaff, Renier van Rooyen, Bheki Buthelezi, Bradley Hammond, Sarie Opperman, Themba Buthelezi, Nomfanelo Njokweni, Richard Zulu, Rev. SJ Manyoni, Rev. M Nxumalo, and Miss L. Ntombela

**ZAC team celebrates the handover of the borehole and JoJo water tanks with residents and staff at the Zisize Care Centre.**

It was with great joy and much celebration that Menar COO and ZAC COO Bradley Hammond handed over a 300 l/hr yield borehole, equipped with a water filtration unit on 21 May 2019 to the residents and staff of the Zisize Care Centre in Ulundi, KZN. Zisize is a registered non-profit organisation that provides a sheltered living environment and skills development for people living with physical and mental disabilities, who are at least 18 years old and do not pose a danger to others or themselves.

The centre was established jointly by the Dutch Reformed Church and the Uniting Reformed Churches in 1988. It initially only catered for those living with disabilities from the local community but over time the need then expanded, which led to the admission of disabled people from other parts of the province.

Bradley explains that engagements started two years ago when Zisize made contact with him about the water supply challenges that the centre was faced with.

**Ithimba le-ZAC lithakazele nezakhamuzi nabasebenzi ngemuva kokunikela ngepitsi nethangi lamanzi, iJojo eZisize Care Centre.**

Bekukuhle kudile futhi kujatshulwe ngenkathi isikhulu esiphezulu se-Menar ne-ZAC, uBradley Hammond, ethula umnikelo wepitsi elikhizisa amanzi angamalitha awu-300 ngehora elihambisana nomshini wokuwahlenza ngoMeyi 21 nonyaka kwizakhamuzi nabasebenzi baseZisize Care Centre oLundi, KwaZulu-Natali. Izisize yinhlangano engenzi inzuzo nebhaliwe ngokusemthethweni, iyikhaya futhi isiza ngokucija ngamakhono kubantu abakhubazekile emzimbeni nasemqondweni abaneminyaka engu-18 kuya phezulu abangeyona ingozi kubona nakwabanye abantu abaphila nabo.

Lesi sikhungo sakhiwa ngokubambisana ngamabandla amabili, i-Dutch Reformed Church ne-Uniting Reformed Church ngo-1998. Isaqala ukusebenza yayisiza abantu abakhubazekile bendawo kuphela kodwa ngokuhamba kwesikhathi kwashintsha njengoba isiyamukela nabanye abantu abakhubazekile abaqhamuka kwezinye izindawo zesifundazwe.

U-Bradley uchazile ukuthi baqala ukuxoxisana neZisize eminyakeni emibili edlule ngesikhathi abantu balesi sikhungo bekhumana naye bemazisa ngenselelo yokushoda kwamanzi ababhekene nayo.



"I went through to see the centre for myself and was very impressed with the facility's staff dedication towards the 60 disabled people residing in the centre, notwithstanding the water shortages they had to deal with." The borehole project commenced in November 2018, and in addition to this ZAC has also subsequently donated beds and food to the centre.

ZAC Procurement Manager Leon Graff, led a team to engage with ZAC's business partners to support the borehole project, which culminated in the ZAC 2018 Golf Day in Richards Bay, KZN where the funds were successfully raised for the project.

"This project was made possible by many ZAC contractors and partners. I will never forget the applause when mining equipment provider Coalseam Hydraulic & Mining Supplies donated R50 000 towards the projects," states Leon. The borehole was drilled by boring and drilling company Drillcor, while pump company The Pump Smith set up and installed the piping for the borehole along with the installation of two JoJo water storage tanks. Pumps Smith also carried out testing of the borehole to ascertain its optimal pump rate.

Furthermore, a chemical dosing system for water purification was set up by ZAC Electrical Foreman Roelf Joubert, and ZAC Mechanical Foreman Renier Van Rooyen. "This was a challenging undertaking, but we are very pleased to have been part of this humanitarian initiative," they stated.

Zisize Project Manager Themba Buthelezi extended his gratitude and appreciation to ZAC for its philanthropic project and commended the company's efforts in providing clean water for the centre. During the course of Mr Buthelezi's thank you speech, he was repeatedly interrupted by one of the disabled ladies who kept on singing songs of praise because of the joy she felt in her heart.

Mr Bandile Sithole, a partially blind resident at Zisize, who has lived in the care centre for many years, stood up and spoke on behalf of the residents. Mr Sithole, who could not hold back tears of joy, said: "We will forever be grateful to ZAC for relieving us of our water worries, which has been a major source of distress for the staff and residents over the past three decades. The old water system posed a major health and safety risk as it was made of old asbestos pipes which were constantly blocked by fallen leaves. ZAC came and easily solved this problem. As from today going forward, water will no longer be a problem for us."

"Ngahamba ngayozibonela mathupha isikhungo futhi kwangijabulisa ukubona ukuzinikela kwabasebenzi besikhungo ekunakekeleni abantu abawu-60 abahlala kuso nokuba kwakuneninga yokushoda kwamanzi." Ukwakhiwa komshini wokuphehla amanzi kuqalwe ngoNovemba nyakenye kanti okunye i-ZAC esinikele ngakho yimibhede nokudla.

Ophethe ezokuthengwa kwempahla e-ZAC, uLeon Graff, nguye obehola izingxoxo zokunxena abanye abalingani babo ukuthi baxhase lo msebenzi wokwakhiwa kwalo mshini wokuphehla amanzi nokuholele ekutheni kube ne-ZAC Golf Day ngo-2018 eRichards Bay, KwaZulu-Natali, nokuyilapho kwahlanganiswa khona imali yalo msebenzi.

"Lo msebenzi ube yimpumelelo ngenxa yenqwaba yosonkontileka be-ZAC nabanye esisebenza nabo. Angisoze ngakhohlwa kujatshulwa ngesikhathi inkampani edayisa imishini yasezimayini, i-Coalseam Hydraulic & Mining Supplies, iphosa esivivaneni ngokunikela ngo-R50 000 kulo msebenzi," kusho uGraff. Umgodi wamanzi ufakwe ngochwepheshe i-Drillcor, kwathi inkampani yamapayipi, i-The Pump Smith, kwayiyo elungiselela nefaka amapayipi kanjalo nokufakwa kwamathangi amabili oJojo. I-Pump Smith yiyo futhi ehlole ukusebenza komgodi wamanzi ukubheka ukuthi yonke into ihamba ngononina.

Ngaphezu kwalokho, uhlelo lokufaka amakhemikhali ahlanza amanzi lwenziwa yimfolomane yezikagesi ye-ZAC, uRoelf Joubert nemfolomane yamakhemikhali, uRenier van Rooyen.

"Bekungumsebenzi onzima kodwa sijabulile ukuba yingxenye yalo msebenzi wokusiza abantu," basho kanje. I-Menenja yomSebenzi yaseZisize, uThemba Buthelezi, ubonge kakhulu kwabase-ZAC ngomnikelo wabo ozokwenza isikhungo sabo sibe namanzi ahlanzekile. Ngesikhathi ethula inkulumo yakhe uButhelezi ubebuye aphazanyiswe omunye wezakhamuzi besikhungo obevele aqale iculo lendumiso ngenxa yenjabulo.

UBandile Sithole, ongaboni kahle emehlweni nohlala khona eZisize futhi oneminyaka ehlala kulesi sikhungo, nguyena obongele abahlali. USithole, ovele wakhala ngenxa yenjabulo, uthi: "Siyohlale njalo sibonga kwi-ZAC ngokusixazululela inkinga yethu yamanzi nokuyinto osekuneminyaka isikhathaza njengezakhamuzi nabasebenzi kule minyaka ewu-30 edlule. "Le ndlela endala ebeseithola ngayo amanzi ibiyingozi kithina njengoba amapayipi ayo ayakhiwe ngobhesitazi -abevame ukubhanjwa ngenxa yamahlamvu. I-ZAC ifikile yayixazulula kalula le nkinga. Kusakela namhlanje, amanzi ngeke esaba yinkinga kithina," kusho uSithole."

## THE ZAC COMMUNITY UMPHAKATHI WASE ZAC

60 people with disabilities to benefit.  
Kuzohlomula abakhubazekile abawu-60.







## DONATION SIGN BOARD AT ZISIZE CARE CENTRE IBHODI ELINIKELELWE IZISIZE CARE CENTRE

This is the donation board that has been erected at the Zisize Care Centre that names all ZAC's business partners that assisted with making the borehole donation possible.

Ibhodi eligxunyekwe eZisize Care Centre elinawo wonke amagama abalingani abaphose esivivaneni sokuthi kube nepitsi.



## JOJO TANKS WATER STORAGE TANKS AMATHANGI KAJOJO OKUGCINA AMANZI

Part of the donation to the Zisize Care Centre included the handover of two JoJo water storage tanks.

Okunye okunikelwe eZisize Care Centre ngamathangi oJoJo amabili okugcina amanzi.

# ZAC PLANT EFFICIENCY ENHANCEMENT INITIATIVE UHLELO LOKUPHUCULA UKUSEBENZA EFEMINI YASE-ZAC



Productivity improvement and cost savings made possible through the ingenuity of ZAC's idea generating team.

Kuphuculwe indlela yokukhiqiza kwancishiswa nezindleko ngenxa yobuhlakani bethimba lokucobelelana le-ZAC.



It was determined that the best possible solution to reduce magnetite consumption at ZAC's processing plant was to install an additional drain and rinse vibrating screen in sequence with the recovery equipment.

In an effort to reduce the high magnetite consumption, and ultimately lower operational costs in the processing plant, ZAC formed an idea generating team to address this challenge. The team consisted of employees from each part of the entire process workforce. By doing this it allowed for a full understanding as to what the concerns and challenges were with regards to magnetite consumption, and ultimately it also allowed for total buy in of the solution by the entire plant workforce.

Through several 'Idea Generating Sessions' it was determined that the best possible solution to reduce the magnetite consumption would be to install an additional drain and rinse vibrating screen in sequence with the current recovery equipment.

Most of equipment and services were readily available and/or recoverable from the salvage yard in order to get the improvement project off the ground. This aided in the rapid start of the project as well as significant cost savings, furthermore all fabrication and installation were done by process department employees.

The project started on 1 March 2019 and was commissioned by 15 March 2019. Magnetite consumption improvements were immediately visible.

"A big thank you to all the employees that worked on this efficiency improvement project, and made it a success," says Menar COO and ZAC COO Bradley Hammond.

Kutholakele ukuthi indlela engcono yokwehlisa ukusetshenziswa kwe-magnetite e-ZAC wukwandisa imisele kanjalo nokuhlanza umshini wokugaya okumbiwe phansi kanyekanye nalona wokubutha okuhlungiwe.

Njengemizamo yokunciphisa ukusetshenziswa kakhulu kwe-magnetite kanjalo nokunciphisa izindleko enkampanini, i-ZAC ihlanganise ithimba elizoghamuka namasu okubhekana nale nselelo. Leli thimba libunjwe ngabasebenzi abaqhamuka kuzona zonke izinhlaka ezithintekayo, loku kusize ngokuthi kuqondwe kahle ukuthi yini abakhala ngayo nanenzinselelo ezikhona mayelana nokusetshenziswa kwe-magnetite. Loku kusize ngokuthi wonke umuntu uvumelene ngo-elethu ngesisombululo okuqhanyukwe naso.

Emva kwemihlangano eminingi yokubonisana kuvunyelwene ngokuthi isixazululo esizosiza ukunciphisa ukusetshenziswa kwe-magnetite ukuthi kwengezwe i-drain futhi kuhlanzwe umshini wokugaya okumbiwe phansi kanyekanye nowokubutha okugayiwe.

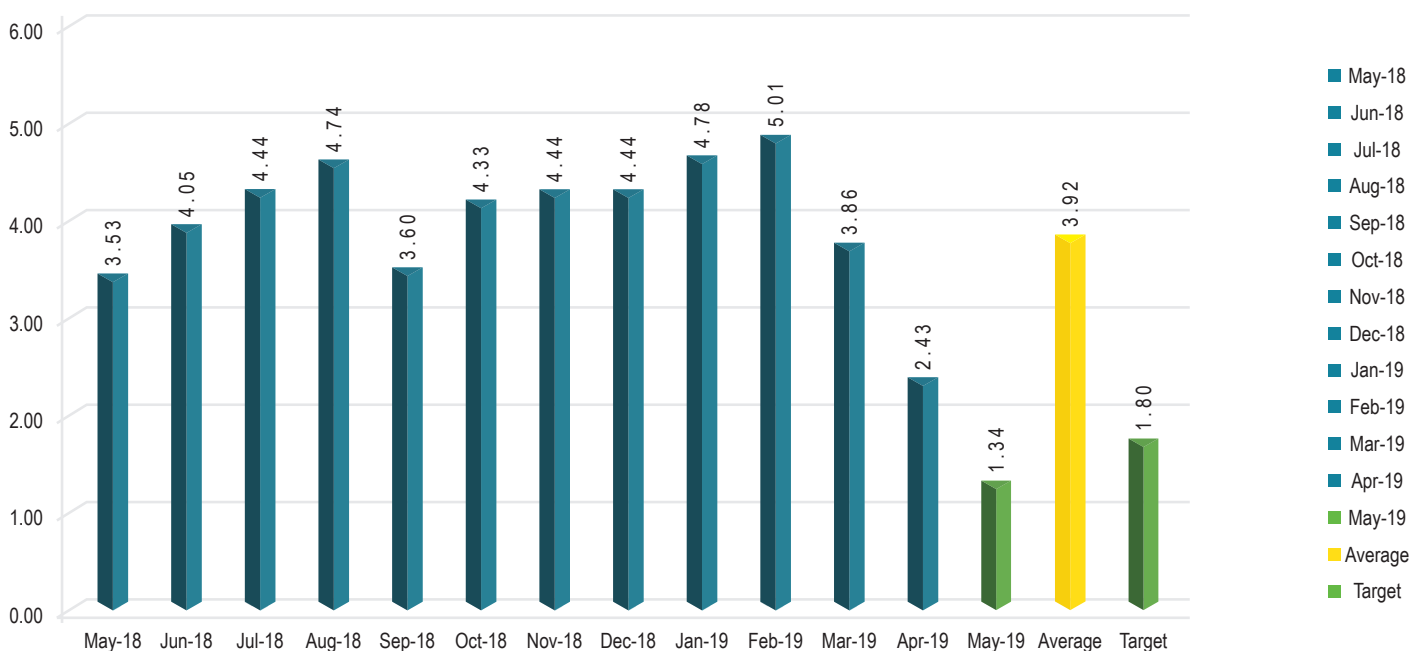
Imishini eminingi nokunye obekudingeka bekuvele kukhona futhi kutholakala kalula lapho kusetshenzelwa khona ukuze kuqalwe lolu hlelo lokuphucula umsebenzi. Loku kusizile ukuthi umsebenzi uqalwe masinyane futhi konge nemali kanti ngaphezu kwakho konke okunye, ukufakwa kwezinto ebezidingeka kwenziwe yibo abasebenzi balolu phiko.

Lolu hlelo luqale ngoMashi 1 kuwo lo nyaka ophezulu kanti imishini iqale ukusebenza ngoMashi 15. Ukwehla kokusetshenziswa kwe-magnetite kusheshe kwacaca.

"Siyabonga kakhulu kubona bonke abasebenzi ababeyingxenywe yalolu hlelo lokuphuculwa ukusebenza kwethu futhi abalwenze lwaba yimpumelelo," kusho uMnu Bradley Hammond oyisikhulu esiphezulu e-ZAC ne-Menar.

## MAGNETITE CONSUMPTION

### UMFANEKISO 1 UKHOMBA UKWEHLA KOKUSETSHENZISWA KWE MAGNETITE





# INNOVATION AT WASH PLANT OKUSHA ESIHLAMBWENI



## WASH PLANT

The coal processing plant has 100 ton per hour capacity and is expected to wash 3 million tons of discard in the next five years.

The wash plant at ZAC is operated, maintained and managed on behalf of ZAC by mineral processing company Ingwenya Mineral and Processing. The plant comprises a wash plant that washes the stockpiled discard dump material at the mine.

Ingwenya Plant Manager Willie de Wit says this process has been a learning curve, with several changes having been made to the original design and operation of the plant to make this venture a success. "The run-of-mine (RoM) section has had a new tip and grizzled design installed, resulting in a better sized feed product and a constant feed to the plant, which is essential for a balanced and stable final product."

The crusher segments have been changed to a 45 mm prism tooth with every second row fitted with a 50 mm grab tooth. Willie explains that this was needed in order to break the product down to the required operational size. The cyclone feed pump was upgraded to a larger suction, and changes were made to pulley sizes to accommodate the volumetric throughput.

Two 10 mm thick plates (top and bottom) were installed in the granulator which minimised the continuous blockages and ensured that the product produced was within the required specification. The constant monitoring of operational challenges and the implementation of an action plan, in conjunction with a maintenance programme has ensured the machinery is well maintained and operates efficiently.

Willie points out that the increase in the number of plant supervisors has aided in reducing operational challenges. This includes the recent addition of two fitters, who have been employed permanently on site, along with the additional expertise sourced from head office, which has played a crucial role in overcoming the technical challenges that were faced by the plant.

## ISIHLAMBO

Indawo yokuhlamba amalahle inamandla okumumatha amathani ayikhulu ngehora kanti kulindeleke ukuthi ikwazi ukuhlamba amathani ezinsalela ayizigidi ezintathu eminyakeni emihlanu ezayo.

Indawo yokuhlamba e-ZAC iphethwe, yinkampani ehlabayo, eyibhekele i-ZAC, Ingwenya Mineral and Processing. Le femu inesihlambo esihlamba zonke izinsalela zemayini.

Imenenja yesiHlambo eNgwenya, u-Willie de Wit, uthi kuningi okufundiwe kulo msebenzi ngenxa yokuthi kube nezinguquko eziningi endleleni okwakuhlelwe ngayo ekuqaleni ukuze ukusebenza kwesihlambo kube yimpumelelo. "Indawo ye-run-of-mine yenziwe kabusha ukuze indawo nendlela yokufaka kwenze kube lula ukugxisha, okuyinto emqoka kakhulu emkhqizweni ophumayo ekugcineni."

Izindawo zesigayo zishintshiwe zaba namazinyo awu-45mm kuthi yonke imigqa elandelayo ibe namazinyo awu-50mm. U-De Wit uthi bekudingeka loku ukuze umkhqizo ugayeke ube wusayizi odingekayo. Isifutho sokugxisha siphuculiwe senziwa saba namandla okumunca amaningi, kwashintshwa usayizi we-pulley ukuze ukwazi ukumumatha umthamo womkhqizo. Ngaphezu kwalokho i-cyclone ishintshiwe ekubeni yi-Weir DMC 500mm yashintshelwa ekubeni yi-Mincoal DMC 710mm, osekwenza amandla ahlale eku-110 kPa.

Kufakwe amapuleti awu-10mm ukuba wugqinsi kwawo amabili kwisigayi, phecelezi i-granulator, okuqinisekisa ukuthi umkhqizo ophumayo usesimweni esidingekayo. Ukuloku kuqikelelwe ngeso lokhozi ukuthi umsebenzi uhamba kanjani nokulandela uhlelo lomsebenzi, nohlelo lokulungisa impahla yokusebenza, kwenza ukuthi imishini ihlale isebenza kahle.

U-De Wit ubalula ukuthi ukwandiswa kwezinduna efemini kusize ukuxazulula izinselelo ezikhona. Phakathi kwazo kukhona o-fitter ababili abasha, asebeqashwe ngokugcwele, kwathi abanye ongoti abadingekayo balandwa enhloko hovisi, okube neqhaza elikhulu ukuxazulula izinselelo zobuhixixi emkhqizweni ebeziba khona efemini.



# ZAC EMPLOYEE PROFILES

## SIKWETHULELA ABASEBENZI BASE-ZAC



### MEET ZAC FINANCIAL MANAGER CHRIS KHOZA

Chris Khoza is an accomplished, result driven accounting professional with over 10 years of progressive work experience in the mining industry in the fields of accounting and finance. He possesses multiple skills covering many financial areas such as budgeting, cost control principals, ledger analysis, reporting, financial statements, and debtors and creditors functions.

He is currently the Financial Manager of ZAC, and has worked his way up the company leadership ladder. Chris joined the company in April 2008 as a Cost Accountant and was initially responsible for journal processing, bank reconciliations, and cost reporting amongst other responsibilities.

In 2010, he was promoted to a Management Accounting position responsible for budgeting, and preparation of management accounts. In 2012, he left ZAC and joined a gold mining company as a Cost and Management Accountant.

In 2013, he re-joined ZAC as a Financial Services Superintendent serving as an assistant to the Financial Manager, his responsibilities also included the overall oversight of the finance and the IT departments. This position paved the way for him to become ZAC Financial Manager in 2018.

He holds an Honours degree in Financial Management, and is currently enrolled for a Master Degree in Business Administration (MBA). He has a willingness and ability to take up new challenges and add meaningful value in decision making and provide strategic direction for the company.

In his spare time, apart from spending time with his family, he enjoys reading and believes that reading is informative, improves one's knowledge and exposes one to all the riches of diversity, the latest information in and around the world.

### U-CHRIS KHOZA UMPHATHI WEZIMALI WE-ZAC

U-Chris Khoza uwuqweqwe lwe-accountant olunesipiliyoni esevile eminyakeni eyishumi embonini yezimayini. Unamakhono amaningi aqondene nokuphathwa kwezimali afana nokwenza isabelomali, ukonga nokugada izindleko, ukuhlenganiswa kwamabhuku, ukuboleka nokubolekisa ngemali.

Njengamanje uwuMphathi weziMali e-ZAC kanti usebenze ngokuzikhandla ekhuphuka enkampanini eshintsha izikhundla. UKhoza wafika enkampanini ngo-Ephreli 2008 eqashwe njenge-cost accountant lapho ayenza khona imisebenzi efana nokuqopha zonke izindleko, ukubhalansisa amabhuku nokunye okuningi.

Ngo-2010 uKhoza wakhushulelwa esikhundleni se-management accounting nokuyilapho ayebhekele khona ukuhlela isabelomali nokuphathwa kwama-akhawunti. Ngo-2012 washiya e-ZAC wajoyina enye yezinkampani ezimba igolide eyoba yi-cost and management accountant.

UKhoza ukuze ubuye waphindela e-ZAC ngo-2013 esezoba wunsumpa wezezimali, phecelezi i-financial services superintendent eyiphini lomphathi wezimali. Phakathi kwemisebenzi yakhe kubalwa ukwengamela umnyango wezimali nowezobuchwepheshe, phecelezi i-IT. Loku kwamvulela ithuba yokuba wuphathi wezimali we-ZAC ngo-2018.

Uneziqu ze-Honours kwi-financial management kanti kumanje wenza iziqu ze-Master's in Business Administration. Ungumuntu ongazenzisi izinselelo ezintsha futhi imibono yakhe iyasiza kakhulu ekukhuliseni inkampani.

Uma engekhe emsebenzini uKhoza uthanda ukuhlala nomndeni wakhe noma achithe isizungu ngokufunda nokuyinto akholwa ukuthi ithuthukisa ulwazi umuntu analo futhi imvula nomqondo nakwezinye izinto kanjalo nokucosha ulwazi olusha olukhona ngokwenzeka emhlabeni.





### MEET ZINHLE MIYA – HUMAN RESOURCE INTERN

Zinhle Miya holds a Bachelor of Commerce degree in Human Resource Management. She recently joined ZAC on 1 April 2019 and works as a Human Resource Intern. She says she is really enjoying being part of the ZAC family. In the short period of time that Zinhle has been at ZAC she has learnt a great deal, and says that she is still learning something new every day with the help of her mentor Phumzile Manqe, who is the Human Resource Officer at ZAC.

“I am so grateful for the opportunity that ZAC has granted me. It is allowing me to put my theoretical knowledge that I gained from varsity into practice. I believe that this journey that I have started is a life changer for me, as it has given me first-hand experience and skills that I need to further develop in this field,” she states.

### UZINHLE MIYA, ITHWASA LAKWANDABAZABANTU

UZinhle Miya uneziqu i-Bachelor of Commerce kwezakwaNdabazabantu (i-Human Resource Management). Uqale ukusebenza kwa-ZAC mhla ka-1 Ephreli 2019 kanti uyithwasa kwaNdabazabantu. Uthi kumnandi ukusebenza e-ZAC. Ngesikhashana ese-ZAC, uNks usefunde izinto eziningi kanti uthi ufunda okusha usuku nosuku elekelelwa womcathulisayo uPhumzile Manqe, osebenza kwaNdabazabantu e-ZAC.

“Ngiyalibonga ithuba engilinkwe yi-ZAC. Linginika ithuba lokuthi ngenza engakufunda emabhukwini enyuvesi. Ngikholwa wukuthi lolu hambo engilugalele, luzoshintsha impilo yami njengoba ngifunda umsebenzi mathupha, ngithola namakhono okudlondlobala kulo mkhakha,” kusho yena.







## LOCAL JOINS THE RANKS OF ZAC MINING TEAM FOLLOWING COMPLETION OF INTERNSHIP

Senzokuhle Nene, started his junior primary education at Mfanawendlela CP School near ZAC and completed his matric at Mthunziwoxolo High School, passing with flying colours. However, despite Senzokuhle's good results, he was unsure how he was going to be able to continue his studies because of a lack of funds.

"In 2005, I started a Security Training Course, which was not what I really wanted to do with my life, but was the only option available to me at that stage. I went on to obtain a SIRA Certificate which made me accredited security guard," states Senzokuhle. From 2005 to 2011, he worked in North West as a security guard.

During this period, when Senzokuhle came home during the holidays, he would inquire at ZAC about bursaries, learnerships and internship opportunities.

He recounts that in 2012, learnership opportunities were advertised for learner miners at ZAC and he successfully applied. "I was nominated as one of the Learner Miner students at the Colliery Training College, in Emalahleni. After I had completed my training, I was employed in a permanent position as one of the miners at ZAC for which I am very grateful," says Senzokuhle.

## OWENDAWO USESETHIMBEN I LE-ZAC NGEMUVA KOKUPHUTHUL A UKUTHWASA

USenzokuhle Nene waqala imfundo yakhe yasemazingeni aphansi eMfanawendlela CP School ngase-ZAC, wathola umatikuletsheni eMthunziwoxolo High School, lapho aphasana ngamalengiso khona. Kepha nakuba yayimihle imiphumela kaSenzokuhle, wayengenasiqiniseko sokuthi uzoqhubeka kanjani ngenxa yokweswela imali.

"Ngo-2005 ngenza izifundo zokuba wunogada, okungesiyo into engangihlose ukuyenza, kodwa wukuphela kwento engangingayenza ngaleso sikhathi. Ngathola isitifiketi se-SIRA, okwangenza unogada ogcwele," kusho uNene. Kusakela ngo-2005 kuya ku-2011 wayewunogada e-North West.

Ngaleyo nkathi uNene wayebuya uma ngamaholidi kanti wayevame ukubuza ngamathuba emifundaze nawokuqeqeshelwa umsebenzi ngaphakathi e-ZAC.

Ukhumbula ukuthi kwathi ngo-2012, kwakhangiswa ngamathuba okuqeqeshelwa umsebenzi e-Learner Miners e-ZAC kanti wafaka isicelo, waphumelela. "Ngaqokwa njengomunye wabafundi base-Learner Miners (ekolishi) i-Colliery Training College Emalahleni. Ngemuva kokuqeda ukuqeqeshwa, ngaqashwa ngokugcwele njengomunye wabasebenzi basemayini e-ZAC, okuyinto engiyibonga kakhulu," kusho uNene.



# ZAC PARTNERS WITH EZEMVELO TO COMBAT ALIEN INVASIVE PLANTS

## I-ZAC IBAMBISENE NABE-EZEMVELO UKULWA NEZITSHALOEZIBULALA EZINYE

ZAC has partnered with conservation organisation Ezemvelo KZN Wildlife on an Alien Invasive Plants Eradication Programme. ZAC Environmental Officer Msawenkosi Buthelezi highlights that this is an important milestone for the neighbouring entities as well as the communities surrounding the mine.

“Parthenium weeds are invasive plants that are responsible for shrinking grazing sites and are also poisonous to animals – if consumed. They also consume a significant amount of water resulting in less water availability in rivers and springs, which is particularly troublesome as the region is already water stressed,” he explains.

This partnership has already created employment for eight local community members from the four neighbouring traditional communities. Msawenkosi says that the community members are being trained and once they have completed their training, they will become certified Pesticide Control Operators (PCO). This will assist them in securing future employment opportunities, or even enable them to open their own companies under the Alien Invasive Plants Management Programme, which falls under the auspices of the Department of Environmental Affairs.

I-ZAC ibambisene nenhlangano yezemvelo, i-Ezemvelo KZN Wildlife, ohlelweni lokulwa nezitshalo ezibulala ezinye olwaziwa nge-Alien Invasive Plants Eradication Programme. Obhekele ezemvelo e-ZAC, uMsawenkosi Buthelezi, ubalule ukuthi yigxathu elimqoka leli ezinkampanini zendawo nemiphakathi eseduze kwemayini.

“Ukhula lwe-parthenium luyimbangela yokuncipha kwamadlelo emfuyo kanti futhi lunobuthi ezilwaneni uma ziludlile. Imfuyo iyoma, iphuze amanzi amaningi uma iwutholile, okuholela ekuncipheni kwamanzi emifuleni naseziphethwini, okuyinto ekhathazayo njengoba lesi sifunda sivele sintula amanzi,” kusho yena.

Loku kubambisana sekudale amathuba omsebenzi kubantu bendawo bezizwe ezine abayisishiyagalombili. UButhelezi uthi abantu bendawo bayaqeqeshwa kanti kuyothi uma sekuphuthulwe ukuqeqeshwa kwabo bathole izitifiketi zokufutha ngomuti obulala ushevu. Loku kuzobenza babe sethubeni elingcono lokuthola umsebenzi ngelinye ilanga noma ukuvula izinkampani zabo ezenza lo msebenzi ngaphansi kohlelo i-Alien Invasive Plants Management Programme, olungaphansi kweso lomNyango wezokuGcinwa kweMvelo.

## CLEANING UP OF LOCAL WATER CATCHMENTS UKUHLANZWA KWEZINDAWO EZIMUMATHA AMANZI

The challenge of water-shortage caused by drought impacts the whole of mankind, all the more so those communities surrounding ZAC in the Zululand region. ZAC Environmental Officer Msawenkosi Buthelezi points out that ZAC has intervened and started cleaning four existing water catchments and intends to work on others in the region.

“ZAC has practical solutions to these challenges including deepening the communities’ existing dams. This will allow for more water to be garnered when it rains. Another solution we are in the process of undertaking is the establishment of more catchment areas to prevent rain-run-off occurring,” states Msawenkosi

Inselelo yesomiso esiholela ekushodeni kwamanzi ithinta bonke abantu, kanti kunjalo nakubantu abakhelane neZAC esifundeni e-Zululand. UMsawenkosi Buthelezi, obhekele ezeMvelo e-ZAC, ubalula ukuthi i-ZAC isingenelele yaqala ngokuhlaza izindawo ezine ezimumatha amanzi, njengamadamu, kanti ihlose ukudlulela kwezinye izindawo esifundeni.

“I-ZAC ineqhinga elisebenzayo lokubhekana nale nselelo kanti isiqalile ukugubha amadamu avele ekhona. Loku kuzokwenza ukuthi amanzi agcineke uma lina. Elinye ikhambi esiphezu kwalo wukwenza ezinye izindawo ezimumatha amanzi ukugwema ukuthi angamosheki uma lina,” kusho uButhelezi.



# ENHANCED DUST MONITORING SYSTEM PROVIDES FOR GREATER ACCURACIES

## INDLELA YOKUHLOLA ESEZINGENI ELITHUTHUKILE YOKUBHEKA UTHULI



The dust monitoring network at ZAC has been extended and dust monitoring buckets have been put in homesteads in close proximity to the mine in order to enable more accurate dust monitoring. This initiative came about owing to the vandalism of dust monitoring equipment, which had previously been placed near the stockpiles.

The stands for dust monitoring systems were modified from metal stands to perforated PVC pipes to avoid vandalism, enabling ZAC to continuously and accurately measure dust particulate levels to ensure the mine is in compliance with regulations.

ZAC Environmental Officer Msawenkosi Buthelezi says that to date the results from people's homes have shown that dust from the mine is within the required range. However, problematic areas have been identified within the processing plant and the discard dump areas, and ZAC is making good headway in reducing the dust levels in these areas.

"We are running trials with Dust-A-Side, Liquid Mist, Flow Centric and Polyroads products on our site. Once we have completed the trials, we will appoint the successful company that has provided the most environmentally friendly solution, which will bind and limit the dust fallout to be within the legislated limits," explains Msawenkosi.

Uhlelo lokubheka uthuli lwase-ZAC selithuthukisiwe, kwafakwa amabhakede okubheka uthuli emakhaya aseduze kwezimayini ukuze uthuli lubhekiswe kangcono. Lo mkhankaso waqalwa ngemuva kokucekela phansi kwezinto zokubheka uthuli.

Onoxhongo bohlelo lokuhlola uthuli baphuculwa ekubeni ngonoxhongo bakathayela benziwa abamapayipi ukuze bangacekelwa phansi, okwenza i-ZAC yakwazi ukubheka nokulandela amazinga ezintuli ukuqinisekisa ukuthi imayini ayiphuli mthetho.

UMsawenkosi Buthelezi, obhekele nezeMvelo e-ZAC, uthi kuze kube manje imiphumela yasemizini yabantu iveza ukuthi izinga lezintuli liyemukeleka, kodwa zikhona izindawo ezihluphayo esezibonakele ngasefemini nasezindaweni zokulahla izibi, kanti kuamba kahle ngakwi-ZAC ngasohlangothini lokunciphisa izinga lezintuli kulezi zindawo.

"Endaweni yethu sihlola ngemikhiqizo ye-Dust-A-Side, i-Liquid Mist, i-Flow Centric neye-Polyroad. Uma sesikuqedile loku kuhlola, siyobe sesiqoka inkampani ezobe inekhambi elingacekeli phansi imvelo eledlula ezinye, eyolawula izinga lezintuli lifinyelele kulelo elemukelekile," kusho uButhelezi.



# INTERNSHIP PROGRAMME PROVIDES WORK EXPERIENCE TO GRADUATES

## UHLELO LOKUTHWASISA LUFUNDISA ABANEZICUCU UMSEBENZI



### Top row from left / Umugqa ophezulu ukusuka kwesobunxele:

Ngcebo Khumalo, Jabulile Zitha, Zinhle Miya, Nonkululeko Duma, Portia Hadebe, Zibuyisile Msweli, Nonhlanhla Nene, Zonke Chittango and Nombuyiselo Mchunu.

### Middle row from left / Umugqa ophakathi ukusuka kwesobunxele:

Colbeth Maluleke, Ntuthuko Gamede, Mabongelwa Hlongwane, Mzwandile Nala, Khetho Sithole, Nhlanhla Hlatshwayo, Mbuthi Moyane and Bongumenzi Njoko.

### Bottom row from left / Umugqa ongezansi ukusuka kwesobunxele:

Sandile Mngonyama, Lungelo Ntshangase, Welcome Mthethwa, Lindokuhle Dlamini, Smiso Nyanderi, Sphosakhe Zikhali, Pileto Matjelele, Phendulani Sibiya and Bongumuzi Buthelezi.

As a good corporate citizen, ZAC is deeply invested in unlocking the potential of young people to attain brighter futures. The company is committed to empowering young minds and inspiring them to realise their dreams.

As part of its youth empowerment strategies, ZAC currently offers 33 internships to graduates. They are given an opportunity to experience the workplace during their one-year internship, which exposes them to various aspects of mining operations where they apply the knowledge that they have obtained during their studies. Accommodation is provided to the interns. ZAC has purchased 30 prefabricated units for on-site accommodation during the course of their internship.

The purpose of this programme is to use the workplace as an active learning environment for new entrants to the labour market to gain valuable work experience.

In 2018, Minister of Mineral Resources and Energy Gwede Mantashe, during a visit to ZAC said: "Future generations of mining engineers and geologists must come from previously disadvantaged communities. We are committed to the transformation of the mining industry and offering young people opportunities they deserve in growing and making a better South Africa." ZAC management strongly endorses the minister's vision.

Njengenkampani eziphethe kahle ezweni, i-ZAC izinikele ekuvundululeni amakhono entsha ukuze ibe nekusasa eliqhakazile. Inkampani izibophezele ekufukoleni abantu abasha, ibasize ukuthi bafeze amaphupho abo.

Ngokwezinhlelo zayo zokucija intsha, i-ZAC inezinhlelo zokuthwasisa noma ukuqeqesha abantu abafundele umsebenzi abawu-33. Bathola ithuba lonyaka wonke lokubona ukuthi kwenziwani emsebenzini, okubenza babone imikhakha ehlukene yomsebenzi lapho besebenzisa khona ulwazi abaluthole ngenkathi befundela umsebenzi.

Abacijelwa umsebenzi bathola indawo yokuhlala. I-ZAC ithenge amagumbi ahlenganiseka kalula awu-30 okuthi abafundi bahlale emsebenzini ngesikhathi beqeqeshelwa umsebenzi.

Inhloso yalolu hlelo wukuthi indawo yomsebenzi ibe yindawo yokufunda kulabo abaqala ukusebenza ukuze bathole amava okusebenza.

Ngo-2018, uGwede Mantashe, uNgqongqoshe wezokuMbiwa Phansi, evakashele e-ZAC wathi: "Izizukulwane zangomuso zonjiniyela bezezimayini nongoti bezendawo kuyofanele bavele emiphakathini ehlwempu. Sizibophezele oshintshweni lemboni yezimayini nokunika intsha amathuba ayifanele ekutheni ithuthukise iNingizimu Afrika."



# OPPORTUNITIES OFFERED TO YES LEARNERS AT ZAC

## AMATHUBA ANIKEZWA ABAFUNDI BE-YES BASE ZAC

One of the major challenges facing South Africa is its stubbornly high level of unemployment, particularly among the youth. According to Statistics South Africa, 55.2% or 7.2 million young people are currently unemployed.

In an effort to address the level of unemployment among the young people, President Cyril Ramaphosa launched the Youth Employment Services (YES) programme, an initiative to combat the unemployment crisis and assist the young people in obtaining work experience. The YES initiative is collaborative effort between government, business, labour and civil society.

In the spirit of youth empowerment and skills training, ZAC offers training opportunities to 30 young black South Africans between the ages of 18 – 35 years, who are registered with the YES programme, to join the company for a full year to gain work experience and skills. To date ZAC has invested around R660 000 in supporting the YES programme and will spend about R1.3 million by the end of the current financial year.


All of the YES Students come from the Mlaba, Matheni, Mandlakazi and Zungu traditional communities which are near ZAC. The learners are rotated in various departments of the mine during the year to give them maximum exposure to the entire value chain of mining operations. The aim of this exercise is to ensure that by the end of the year the learners gain a reasonable understanding of what the workplace entails.

Enye yezinselelo ezinkulu ezibhekene neNingizimu Afrika yilezi zinkani ezingenakukhunjulwa kwemisebenzi, ikakhulukazi phakathi kwentsha. Ngokusho kweStatistics South Africa, inani elingange 55.2% noma 7.2 million yabantu abasha abakasebenzi namanje.

Ngomzamo wokulungisa izinga lokungasebenzi phakathi kwabantu abasha, uMongameli welizwe uCyril Ramaphosa wethule uhlelo lwe-Youth Employment Services (YES), isinyathelo sokulwisana nenkinga yokungasebenzi nokusiza abantu abasha ekutholeni ulwazi lomsebenzi. Isinyathelo se-YES ngumzamo wokubambisana phakathi kukahulumeni, ibhizinisi, abasebenzi kanye nomphakathi.

Ngomoya wokuthuthukisa amandla entsha nokuqeqeshwa kwamakhono, iZAC inikeza amathuba okuqeqesha abantu abasha abaneminyaka engu-18 kuya ku-35, ababhalisiwe ne-YES program, ukujoyina inkampani unyaka opholele ukuze bathole ulwazi lomsebenzi namakhono. Kuze kube yimanje, iZAC isifake imali engange R660 000 ekuxhaseni uhlelo lwe-YES njalo ikhangelele ukusebezisa imali engange R1.3 million kusiyaphela unyaka wezimali.

Bonke abafundi be-YES bavela emiphakathini yendabuko yaseMlaba, kwaMatheni, kwaMandlakazi nakwaZungu okuyiwona aseduze neZAC. Abafundi bajikelezwa eminyangweni ehlukahlukene yemayini phakathi nonyaka ukuze banikeze ukuvezwa okukhulu kulo lonke uhla lwamanani okusebenza kwemayini. Inhloso yalo msebenzi ukuqinisekisa ukuthi ekupheleni konyaka abafundi bazuza ukuqonda okunengqondo ngalokho kusebenza khona emayini ngokuphelele.



Grade 12 learner Senzo Mhlanzi conducting particle size distribution (PSD) analysis in the plant.

Umfundi webanga lwe-12 uSenzo Mhlanzi uqhuba ukuhlaziya i-particle size distribution (PSD) efemu.



One of the departments is ZAC's processing plant. To date, six YES learners have been given the opportunity to experience the day-to-day operations of the processing plant and its associated work areas over a period of one year.

At the plant the learners are divided into three different groups with two individuals per group, they are then given the experience of the working environment of each of the work areas within the plant for a period of three month, where-after they are rotated to the next area.

The three areas in the plant are broken down as follows:

### **Yellow Equipment and Dump Operations**

This area allows the learners to experience the workings of a 'Truck & Shovel Operation' such as front-end loaders (FELs), excavators, articulated dump trucks (ADTs) workings, mobile screen operations and aspects of diesel mechanical engineering and fault finding.

### **Laboratory**

In the laboratory, learners experience the inner workings of a laboratory, such as coal sample taking and preparation, different types of analysis and reporting, and ultimately will gain a better understanding of why there is need for laboratory analysis.

### **Mechanical and Boilermaker Workshop**

In the workshop areas learners are taught the ins and outs of steel fabrication for equipment that is used in the processing plant including, how the plant operates, how to efficiently run and maintain important plant equipment such as pumps, conveyor belt drives bearings, motors, drives and all other processing equipment.

Omunye weminyango yindawo yokucubungula (processing plant) yaseZAC. Kuze kube manje, abafundi abayisithupha be-YES banikezwe ithuba lokuzwa imisebenzi yansuku zonke yesitshalo sokucubungula kanye nezindawo zokusebenza, zomsebenzi phakathi nonyaka owordwa.

Esigodini abafundi bahlukaniswe ngamaqembu amathathu ahlukeni okuyikuyikuthi kunabantu ababili ngeqembu, banikezwa isipiliyoni semvelo yokusebenza yendawo ngayinye yomsebenzi ngaphakathi kwesitshalo isikhathi sezinyanga ezintathu, lapho-emva kokuba bajikeleze ukuze endaweni elandelayo.

Izindawo ezintathu ezitshalweni zidilizwa kanje:

### **Yellow Equipment and Dump Operations**

Lapha abafundi bafundiswa ngokusebenza kwamaloli, ukukhiwa kokumbiwayo ngogandaganda, imishini yokugumba, amaloli okuthutha, imishini okubhekwa ngayo umsebenzi, ezobunjiniyela bamakhemikhali kadizili nokuthi inkinga, noma ingozi, ibonakala kanjani.

### **Igumbi lokucwaninga izinto**

Kulapha lapho abafundi eaqeqeshwa ngokusebenza kwegumbi lokuxilonga amakhemikhali njengokuhlolwa kwamalahle, ukuhluzwa kwawo, izindlela ezehlukene zokuhlola nokubhala imibiko. Uma sebephothulile ukufunda, basuke sebeqonda kahle ukuthi kungani kubalulekile ukuhlolwa komkhiziqo egumbini lokucwaninga izinto.

### **Ishabhu lomakhenikha no-boilermaker**

Lapha abafundi bafundiswa yonke into ngokusebenza ngokusansimbi, ukushiselwa kwemishini okusetshenziswa ngayo efemini, ukusebenza kwefemu yonke nokuthi isetshenziswa futhi inakekelwa kanjani imishini yefemu efana nezifutho, imishini okuthuthwa imikhiziqo ngayo, izimoto nezinye izinhlobo zemishini ekhona.

Grade 12 learner Velile Dlamini ensuring that coal quality is within specification, which is crucial to the coal supply process.

Umfundi webanga lwe-12 uVelile Dlamini uqinisekisa ukuthi izinga lamalahle lisesimweni esifanele, ngenye yezinto ezimqoka ekudayisweni kwawo.



# EMPLOYEES MAKE INNOVATIVE USE OF OLD CONVEYOR BELTS AT ZAC

## ABASEBENZI BAWATHOLELA UMSEBENZI AMABHANDE OKUTHWALA

On 16 March 2019, ZAC made freely available to its employees' old used conveyor belts that are located within the company's salvage yard. These old conveyor belts are suitable for use in the construction of cattle kraals and chicken coops, which forms part of the company's efforts to reduce waste material through creative recycling initiatives.

Mhla ka-16 Mashi 2019, i-ZAC iphe abasebenzi bayo amabhande okuthwala, phecelezi conveyor belts, asendaweni yokulahlala izinto ezindala. La mabhande mahle ukwakha izibaya zezinkomo namahhoko ezinkukhu, kanti loku kuwumzamo wenkampani wokuthi kube nezindlela zokulahlala udoti ezongayo nezingacekeli phansi imvelo.

EMPLOYEES REMOVING THE OLD CONVEYOR BELTS  
ABASEBENZI BETAPA AMABHANDE OKUTHWALA AMADALA

# ZAC SUPPLIES MUCH-NEEDED POTABLE WATER TO LOCAL COMMUNITIES

## I-ZAC IHLINZEKA UMPHAKATHI NGAMANZI AHLANZEKILE

ZAC provides surrounding communities with potable water which is crucial to their health. In 2018, the mine provided a total of 25 million litres of clean drinking water to the communities through a series of pipes, boreholes and taps.

During the current year, so far, a total of 927 700 litres have been provided to the local communities. This water is provided through the licenced volume of 519 000 cubic meters of water allocated to the mine.

ZAC Environmental Officer Msawenkosi Buthelezi explains that ZAC is limited to this amount as the mine is not authorised to go beyond this allocation.

I-ZAC ihlinzeka imiphakathi eyakhelene nayo ngamanzi ahlanzekile nokuyinto emqoka empilweni yezakhamuzi zakulezi zindawo. Nyakenye le mayini yahlinzeka imiphakathi ngamalitha ayizigidi eziwu-25 ngamanzi ahlanzekile okuphuza isebenzisa amapayipi, iziphehli zamanzi.

Kulo nyaka ophezulu, asewu-927 700 amalitha amanzi osekuhlinzekwe ngawo imiphakathi. Loku i-ZAC ikwenza isebenzisa imvume yayo yamanzi eyinikeza amanzi awu-519 000 cubic meters.

Obhekele ezemvelo e-ZAC, uMsawenkosi Buthelezi, uthe njengemayini bagunyazwe ukuba nalesi sikali samanzi, abakwazi ukweqa kusona.



The Nqolothi community which resides near the mine's railway siding is supplied water by a borehole that is connected to a central tap in the community. Msawenkosi points out that a major challenge that the mine is faced with is that, this tap has in the past been vandalised which negatively affects the flow measuring equipment installed on it.

"There are plans to resuscitate the Masokaneni water supply scheme. This will include drilling further boreholes, equipping them and refurbishing of the Reverse Osmosis plant on site. The re-establishment of the scheme is dependent on the Zululand District Municipality giving consent to the scheme and giving sign off on the water use licence (WUL) application in order to allow ZAC to supply the community through the scheme," notes Msawenkosi.

Engagements are ongoing with the Zululand District Municipality in conjunction with the Nongoma Local Municipality and ZAC is hopeful of a positive outcome on these discussions.

Umphakathi waseNqolothi owakhe eduze kukajantshi wemayini uphakelwa amanzi ngesiphehli esixhunywe kumpompi omkhulu emphakathini. UButhlezi uthe inselelo ababhekene nayo wukuthi lo mpompi usuke wacekelwa phansi nokuphazamisa ukusebenza komshini wokukala ofakwe.

"Kunezinhlalo zokuvuselela uhlelo lokuphakela amanzi olubizwa ngeMasokaneni. Loku kuzosho ukufaka ezinye iziphehli zamanzi kanjalo nokulungisa i-Reverse Osmosis plant. Ukuvuselelwa kwalolu hlelo kuncike eMkhandlwini iZululand okumele usigunyaze ngokuphasisa isicelo sethu semvume yokusebenzisa amanzi nokuzovumela i-ZAC ukuthi ihlinzeke umphakathi ngalolu hlelo," kusho uButhlezi.

Kunezingxoxo noMasipala i-Zululand ngokubambisana noMasipala wakwaNongoma kanti i-ZAC inethemba lokuthi lezi zingxoxo zizothela izithelo ezinhle.



COMMUNITIES ENJOY CLEAN POTABLE WATER  
UMPHAKATHI UTHAKAZELELA AMANZI AHLANZEKILE

## ZAC PRIORITISES THE NEEDS OF COMMUNITY THROUGH INTEGRATED LED PROGRAMMES

### I-ZAC IBEKA IZIDINGO ZOMPHAKATHI EQHULWINI NGEZINHLELO ZAYO EZIDIDIYELE

The aim of ZAC's Local Economic Development (LED) programmes is to achieve the greatest impact, while also satisfying the needs and interests of multiple stakeholders.

"We have integrated our understanding of stakeholders' desired outcomes with our own aspiration to be an organisation that is seen by our stakeholders to be transparent and that delivers on its promises, and that co-develops sustainable solutions to challenges and issues of stakeholders," Bradley emphasises.

Inhloso yezinhlelo zokuThuthukisa uMnotho emPhakathini wukuthi igalelo lizwakale kube kufezeka izidingo zabalingani abehlukene.

"Sididiyele ukuqonda kwethu izifiso zabalingani bethu, zahambisana nezethu njengenhlangano engafihli lutho emehlweni abo nefeza izethembiso zayo neqhamuka nezisombululo ezinhle ezinselelweni nezindaba zabalingani," kusho uHammond.



“As part of our commitment to sustainability, we strive to be a credible partner to our host communities, by prioritising social investment in areas where we operate. As a result our social investment programmes have been standardised and aligned with local drivers, such as job creation, reducing our environmental impact, increasing local procurement, focusing on vocational skills and small-, medium- and micro-sized enterprise (SMME) development, as well as collaborating with municipalities for improved service delivery,” says Menar COO and ZAC COO Bradley Hammond.

During November 2018, the company signed a Memorandum of Understanding (MoU) with the Zululand District Municipality to assist with LED projects. ZAC has allocated R13-million to LED projects for the period ending December 2020.

U-COO wase-Menar nase-ZAC, uBradley Hammond, uthi: “Ngokokuzibophezela kwethu entuthukweni, sizama ukuba wumlingani omuhle emiphakathini esisebenza kuyo ngokuthi kube khona esinikela ngakho lapho sisebenza khona. Ngenxa yalokho, izinhlelo zethu zokutshala emiphakathini ziyefana futhi ziyahambisana nesimo sezindawo, njengokwakha amathuba omsebenzi, ukunciphisa ukucekeleka phansi kwemvelo, ukwandisa amathuba okuqasha abantu bendawo, ukugxila ezinkampanini ezincane nokubambisana nomasipala bendawo ukuphucula ukulethwa kwezidingo zomphakathi.”

NgoNovemba 2018, inkampani yasayina isivumelwano sokusebenzisana noMasipala wesiFunda iZululand ukuthi kubanjiswane ezinhlelweni zokuThuthukiswa koMnotho weNdawo. I-ZAC ibeke izigidi zamarandi eziwu-13 zale misebenzi yokuThuthukiswa koMnotho weNdawo kuze kuwe wu-2020.

# LED PROJECT HIGHLIGHTS

## AMANQAMPUNQAMPU EZINHLELO ZENTUTHUKO

The Zululand District Municipality has to date identified and implemented the following projects using the resources provided by ZAC:

UMasipala wesiFunda iZululand kuze kube manje usubone waphinda wafeza le misebenzi engezansi usebenzisa amandla ase-ZAC:



Boreholes were drilled, equipped and handed over to the following local communities earlier this year: Ezisasani, Emakhalathini, Mganibhobo, Njojo, Esigubudu Spring.



Twenty toilets were built for families who needed toilets in the area. The families were identified by the Zululand Mayor Mzamo Buthelezi.



Solar powered street lights were installed in Ememulweni, Wela School, Obhokweni, Emhlabini Creche, Nkonjani, Nqulwane, Basumlilo, Sigudu and Dabase.

Imigodi yamanzi aqoshiwe, ahlomiselwe futhi anikezwa emiphakathini yendawo elandelayo ekuqaleni konyaka: Ezisasani, Emakhalathini, Mganibhobo, Njojo, Esigubudu Spring.

Kwakhiwe izindlu ezincane ezingamashumi amabili zakhelwa imindenini yendawo ezidingayo. Amagama ale mindeni aphuma kuSobaba womKhandlu uMzamo Buthelezi.

Kufakwe izibani zikagesi osebenza ngelanga kulezi zindawo ezilandelayo: Ememulweni, eSikoleni iWela, Obhokweni, Emhlabini Creche, eNkonjani, eNqulwane, kwaBasumlilo, eSigudu nakwaDabase.



# COMMUNITY FORUM MEMBERS DISCUSS MATTERS KUSUNGULWE I-FUTURE FORUM YOMPHAKATHI

The Community Future Forum, is a collaborative engagement between ZAC and the Indunas representing the four local communities (Mlaba, Matheni, Mandlakazi and Zungu) and the South African Police Services (SAPS). This initiative seeks to build a long-lasting working relationship among all stakeholders.

The forum meets once a month, during which matters of mutual interest are discussed, such as Social Labour Plans (SLPs), community concerns/issues, recruitment matters, safety in the area, production and other related topics. The Indunas, in return provide feedback to the AmaKhosi and the community members by relating to them the issues discussed at the meeting.

Menar COO and ZAC COO Bradley Hammond believes that inclusivity must not only embrace the constitutional values of equality, dignity and freedom, but also the willingness to include and involve everyone irrespective of their status, race or gender. "Everyone must have a sense of belonging and equal chance to make a meaningful contribution to issues affecting them as society."

I-Community Future Forum wuhlaka lokusebenzisana phakathi kwe-ZAC, izinduna ezimele imikhandlu yesizwe emine (owakwaMlaba, eMatheni, kwaMandlakazi nowaZungu) namaphoyisa. Lolu hlaka olokusebenza ngokubambisana kwabo bonke abalingani.

Isigcawu sihlalana kanye ngenyanga, lapho kudingidwa khona izindaba ezithinta uwonkewonke njengezinhlelo zomphakathi nezomsebenzi, izindaba zomphakathi, izindaba zokuqasha abasebenzi, ezokuphepha endaweni nezinye izindaba zomsebenzi. Izinduna zibe sezibikela amakhosi nomphakathi okudingidwe emhlanganweni.

U-COO wase-Menar nase-ZAC u-Bradley Hammond ukholwa wukuthi ukubambisana akufanele kugcine ngezimiso zomthethosisekelo ezinjengokulingana, isithunzi nenkululeko kodwa futhi kufanele kufake nothando lokufaka wonke umuntu ngokungacwasi ngokwezikhundla, ubuzwe nobulili. "Wonke umuntu kufanele azizwe esekhaya, enethuba elilinganayo lokuphosa esivivaneni ezintweni ezimthintayo."



**Back row from left / Umugqa ongemuva kwesobunxele kuya kwesokudla:**

Mr PV Langa, Induna EV Nsibande (Matheni), Mrs S Opperman (ZAC), Induna M Dlame, Induna LM Buthelezi (Matheni), Mr B Buthelezi (ZAC), Induna AM Khumalo-Ngxongo (Mlaba), Induna TP Danisa (Zungu) and R Zulu (ZAC).

**Front row from left / Umugqa wangaphambili kwesobunxele kuya kwesokudla:**

Mr S Mathonsi (ZAC), Mr A Mamba (ZAC), Mr C Mngomezulu (ZAC), Mr T Ngcobo (SAPS), Induna SZ Myeni (Mandlakazi), Induna MM Mpungose (Mandlakazi) Induna MJ Shezi (Zungu) and Induna A Zuma (Zungu).

"We further believe that by sharing information, resources, activities and capabilities we can achieve things together that we could never have achieved alone. There is a real opportunity to develop new approaches to partnering that goes beyond philanthropy but towards generating shared value. The spirit of Ubuntu says: 'Umuntu umuntu ngabantu' or 'A person is a person through other people'. In achieving both our business and social responsibilities, we need one another," says Bradley.

U-Bradley uthi: "Sikholwa wukuthi ngokwabelana ulwazi, izinto zokusebenza nokuhlanganyela izinto ngamandla ethu, singazuza ebesingeke sikuzeze sisodwa. Kunethuba lokuqhamuka nezindlela ezintsha zokubambisana ezingagcini ngokuba nobuntu kuphela kepha futhi ezingokwenza lokho okuyigugu kithi sonke. Isisho sithi 'Umuntu wumuntu ngabantu'. Siyadingana sonke emsebenzini nasemphakathini."



Commenting about the work of the Future Forum, ZAC Human Resources Manager Almond Mamba says, that communication is an essential component for ZAC as it is required for all ZAC imperatives, opportunities, and challenges.

Three key audiences exist for ZAC. The first audience is the social operating system among ZAC employees. This internal communication system becomes the foundation on which all ZAC communication is launched. The second audience is the Future Forum, which is composed of representatives from the four surrounding Traditional Communities; Local Municipal representatives, SAPS and Department of Mineral Resources Representatives. The third audience is all external stakeholders of ZAC.

Bradley says that if communication is done correctly, there will be visible results that include high morale, informed stakeholders, informed employees, who all have a clear understanding of ZAC protocols and values.

Furthermore, the company will in due course arrange more stakeholder meetings in order to meet with the Board of Directors, AmaKhosi, Indunas, the Department of Mineral Resources and other interested parties in order to further strengthen dialogue among all stakeholders.

Iphawula ngomsebenzi we-Future Forum, iMenenja yakwaNdabazabantu, u-Almond Mamba, ithi kuyinto emqoka ukuxhumana e-ZAC njengoba kudingeka kuyo yonke into ngendlela i-ZAC esebenza ngayo.

Kunezinhlobo ezintathu zezethameli e-ZAC. Uhlobo lwezethameli lokuqala ngolokuxhumana kwabasebenzi base-ZAC. Le ndlela yokuxhumana yangaphakathi iyisisekelo sako konke ukuxhumana e-ZAC. Uhlobo lwesibili lwezethameli yi-Future Forum, ebunjwe ngabamele imikhandlu yezizwe yamakhosi womane, abamele omasipala bendawo, amaphoyisa nabamele umNyango wezokuMbiwa Phansi. Uhlobo lwesithathu lwezethameli ngabalingani bangaphandle be-ZAC.

U-Bradley uthi uma ukuxhumana kwenziwa ngendlela efanele kuba nemiphumela emihle okubalwa kuyo umdlandla kubasebenzi, abalingani abanolwazi olufanele, abasebenzi abanolwazi, bonke abaqondisisa inqubo nemigomo yase-ZAC.

Ngaphezu kwaloko, inkampani izohlela eminye imihlangano yabalingani ukuthi bazohlangana neBhodi yabaQondisi, Amakhosi, umNyango wezokuMbiwa Phansi nabanye abathintekayo ukuqinisa amaxhama okuxhumana kukawonkewonke.

## CONDOLENCES FOR THE PASSING OF INKOSI MLABA AKWEHLANGA LUNGEHLANGA NGOKUKHOTHAMA KWENKOSI UMLABA

Early in February 2019, it was with deep regret that ZAC management learnt of the death of the Inkosi from Mlaba Community. "Most of us had the honour to know him and had a great respect for the Inkosi," says Menar COO and ZAC COO Bradley Hammond.

It is ZAC's wish that the Mlaba Community and his family will reflect with fondness and pride on the many years during which Inkosi Mlaba served as a tower of strength to his family and community at large. Indeed, the great tree has fallen.

The company conveyed its sincere condolences to the family members and community from Mlaba. ZAC also donated food and two bulls for the Inkosi Mlaba's funeral.

**May your Soul Rest in Peace.**

Ngasekuqaleni kukaFebhuwari 2019, abaphathi be-ZAC bezwe izindaba ezibuhlungu zokukhothama kweNkosi yakwaMlaba. "Iningi lethu libe nenhlalaha yokuyazi kanti beliyihlonipha kakhulu Inkosi," kusho i-COO yaseMenar neyase-ZAC, u-Bradley Hammond.

Kuyisifiso se-ZAC nesizwe sakwaMlaba nomndeni wayo ukuthi Inkosi bayikhumbule ngothando nokuziqhenya ngenxa yeminyaka eminingi inkosi isebenzela umndeni nesizwe sonkana. Impela, kuwe umuthi omkhulu.

Inkampani ikhalise umndeni nesizwe sakwaMlaba. I-ZAC inikele ngokudla nezinkunzi ezimbili ngosuku lokutshalwa kwenkosi.

**Inkosi Ilale Ngokuthula.**



# LOCAL COMMUNITY RECRUITMENT COMMITTEE CONVENES KUHLANGENE IKOMIDI LENDAWO ELIQASHAYO

During the month of February 2019, extensive discussions took place between management and the Community Future Forum, regarding the implementation of a new recruitment policy. At the end it was agreed that:

- Vacant positions will be advertised internally first and advertisements will also be given to contractors.
- If no suitable candidate can be found internally and amongst the contractors, the advertisement will be distributed to the community – through the Recruitment Committee.
- Only after all these avenues have been exhausted, will the advert be placed in the newspapers.

Recruitment Registers have been designed and distributed to the Recruitment Committee. All community members were given an opportunity to register their names with the Recruitment Committee. Once positions become available, the Recruitment Committee will provide the names and numbers of the applicants from the community for recruitment in order to set up interviews with shortlisted candidates.

There are currently, 2 743 members stemming from the four local communities registered on the Recruitment Registers.

NgoFebhuwari 2019 kuhlange abaphathi namalungu e-Future Forum lapho bedingide khona indaba yokuqala inqubo entsha yokuqasha abantu abafuna umsebenzi. Kwagcina kuvunyelwene ngaloku:

- Izikhala zomsebenzi zizoqale zikhangiswe ngaphakathi enkampanini bese futhi izikhangiso zinikwa osonkontileka benkampani.
- Uma engatholakali ngaphakathi nakosonkontileka umuntu ofanele, isikhangiso siyobe sesidluliselwa emphakathini.
- Kuyothi ngemuva kokuhluleka kwayo yonke le mizamo bese isikhala somsebenzi sikhangiswa emaphephandabeni.

Kwenziwe amabhuku, noma amarejista, okuqasha abantu ase enikwa ikomidi eliqondene nokuqasha. Bonke abantu bendawo bathole ithuba lokubhalisa amagama abo eKomidini eliBhekele ukuQasha. Uma sekunzikhala, iKomidi eliBhekele ukuQasha liyokhipha amagama nesibalo sabantu bendawo abafake izicelo bese kulandela ukuhlulwa inhlolekhono yalabo abasethubeni lokuqashwa.

Kumanje bawu-2 743 abantu bayo yomine imikhandlu yomasipala ababhaliswe ohlwini lwabantu abasethubeni lokuqashwa.



## LOCAL COMMUNITY RECRUITMENT MEMBERS AMALUNGU EKOMIDI LENDAWO ELIQASHAYO

### Back row from left / Kusukela kwesobunxele:

Mr Buthelezi, Thokozani Msezane, Sithembiso Mthethwa, Msingatheni Sithole, Mr Zulu.

### Front row from left / Kusukela kwesobunxele:

Mbuyiseni Mabanga, Hlakaniphile Dlamini, Sphamandla Sithole, Vumani Njoko, Simiso Nxumalo.



# ZAC SPONSORS FOOTBALL KITS FOR SAPS FOOTBALL TOURNAMENT

## I-ZAC IXHASE UMQHUDELWANO WAMAPHOYISA NGAMAJEZI EBHOLA



**ZAC RISK AND ASSET MANAGEMENT SUPERINTENDENT CHARLES MNGOMEZULU HANDING OVER SOCCER KITS TO SAPS UNSUMPA U-CHARLES MNGOMEZULU OBHEKE INGOZI NOKUPHATHWA KWEMPAHLA E-ZAC EDLULISELA AMAJEZI EMAPHOYISENI**

**From left / Kwesobunxele kusiya kwesokudla:**

Charles Mngomezulu (ZAC Risk and Asset Management Superintendent) Col.NP Sibiya,(SAPS Station Commander-Mahlabathini), Col NW Mzinyane (Cluster Unit), LtCol NP Majola (SAPS Station Comander- Babanango).

During the month of May 2019, the SAPS Zululand cluster hosted the Provincial Football Championships where all clusters from KZN competed in women and men soccer tournaments.

ZAC sponsored two soccer kits for this event as a token of appreciation for the support that SAPS provide the mine and its employees on a daily basis.

NgoMeyi 2019, iqoqo laseZululand lamaphoyisa belinomQhudelwano weBhola wesiFundazwe, lapho bekudlana imilala amaqembu abantu besilisa nabesifazane.

I-ZAC inikele ngamajezi amabili kulo mqhudelwano ibonga amaphoyisa ngokuyivikela nabasebenzi bayo mihla namalanga.



# INAUGURAL ZAC SOCCER CUP TOURNAMENT

## UMQHUELWANO WOKUQALA WE-ZAC SOCCER CUP



### ZAC Soccer Cup unites employees in festive football tournament

The ZAC Soccer Cup was launched by the management of ZAC during the second week of April. The tournament kicked off on a very positive note with all departments participating in this competitive and fun event.

The first games took place on 9 April 2019 and the atmosphere very upbeat with everyone supporting his/her own team. Management and employees, including local community members, enjoyed every moment as they were all well entertained with music and refreshments forming part of the festivities.

The final took place on 26 June and was a tightly contested affair between the Plant/Siding team and the Transport Contractors. The plant team scored two sensational goals to win 2 – 0 and clinch the inaugural ZAC Soccer Cup trophy.

### I-ZAC Soccer Cup ihlanganisa abasebenzi emqhudelwaneni kaqedisizungu

I-ZAC Soccer Cup yethulwe ngabaphathi be-ZAC ngesonto lesibili ku-Ephreli. Uqale kahle umqhudelwano, kukuhle kudelile kukhona yonke iminyango yenkampani.

Imidlalo yokuqala yaba mhla ka-9 Ephreli 2019, kumnandi bonke abantu bebongela amaqembu abo. Kube mnandi kubaphathi, abasebenzi nabantu bendawo, kunandiswa ngomculo nezidlo.

Umdlalo wamanqamu ube mhla ka-26 Juni kanti bekubambene phansi, kushunqa uthi, cane iqembu le-Plant/Siding nele-Transport Contractor. Iqembu lase-Plant/Sliding lishaye inyakanyaka yamagoli amabili, lanqoba ngamagoli amabili eqandeni, kwabe liba ngompetha bendebe yokuqala ye-ZAC Soccer Cup.



# CAREERS AT ZAC

## BURSARIES

Zululand Anthracite Colliery's bursary programme is geared towards interested young recent matriculants who are interested in a career within the mining industry.

Applicants must:

- Be a South African Citizen – preference will be given to applicants residing in the vicinity of the mine
- Be admitted into a recognised university for full-time studies
- Have a pass rate of 85% for both Mathematics (HG) and Science (HG) in Gr 11, supported by provisional acceptance into a university.

## LEARNERSHIPS

Zululand Anthracite Colliery offers a comprehensive learnership programme for young recent matriculants who are interested in a career within the mining industry.

Applicants must:

- Achieve minimum entry requirements aligned with MQA standards
- Have a pass rate of 65% for both Mathematics (HG) and Science (HG) in Gr 11 and 12
- Have completed Mathematics and Science (Technical Matric)
- Have completed Mathematics and Science (N2, N3, N4) – Further Education and Training

## INTERNSHIPS

This programme is available to Zululand Anthracite Colliery bursary students to gain valuable experience in the working environment on the mine after completing their studies. Non-bursary students who have also completed the relevant university degrees may also be considered.

\* Limited opportunities exist for all Zululand Anthracite Colliery programmes





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