

BOKONI

OFFICIAL BULLETIN

CREATING LASTING CHANGE

ISSUE 7: October / November 2023



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LETTER FROM THE GM



Over the past two months, our mine has seen significant achievements, and I'd like to share some of these milestones with you. More detailed information on these accomplishments can be found in the stories included in this publication.

At the end of September, we successfully started-up the Crusher Circuit of our processing plant, marking the beginning of ore processing. Both our primary and secondary crushers are now operational. Despite a few challenges and minor delays, we triumphantly started crushing, and maintained a steady feed. October also saw the cold and hot commissioning of the milling section and is the preamble to a steady build-up over the next 3 months to 50kT/month.

On the mining front, we've made remarkable progress. We've secured the services of competent contractors for the establishment of our Box-cut at Klipgat, a crucial step in providing adequate access to our underground workings. This advancement allows us to bring in larger machinery and significantly increase our ability to extract ore. We're approaching our target of 15,000 tonnes of high-grade ore from conventional stoping per month, a crucial component for a constant feed to our processing plant. This project is on track for delivery by April of next year.

While we encountered some delays in mechanised development, we've overcome equipment-related obstacles. New machinery has arrived, enabling us to accelerate mechanised development. Our goal is to achieve a rate of 25 to 30 meters per day, and with operational equipment, we are confident we can reach this target safely.

We've also achieved a significant milestone with the implementation of our Continuous Operations (Conops) after an agreement was reached with our stakeholders. This system involves four 12-hour shifts working around the clock to ensure consistent access to working places and extended equipment operation. Despite minor hiccups at the outset, the Conops Crews have been highly successful.

We are enthusiastic about the future of this system as it becomes a permanent feature of our mining operations and gives us the ability to reach world class efficiencies.

In October, our chairlifts began running, ensuring that our teams can access their work areas more effectively, thus improving safety, production conditions and operating time.

In terms of community engagement, our Social Performance Department has been actively connecting with local communities through various programs. We are nearing the signing of our first Social Labour Plan and finalising the establishment of the Community Engagement Forum, a pivotal step in involving our communities in our business. Significant improvements have been made in the Atokia mining village, including house refurbishments and ongoing projects such as the Rec Club, restaurant, and gym, which are set for completion in November.

All of these efforts not only ensure that we fulfil our early ounces commitment but also pave the way for other projects launching later this year.

Safety remains our highest priority. We are deeply concerned about the incidents of Lost Time Injuries (LTIs) and Medical Treatment Injuries (MTIs) recorded over the past two months. We are unwavering in our dedication to ensuring that every employee returns safely to their families every day.

In conclusion, we are excited about the progress we've achieved, the growth of our workforce, and the potential for success in our operations. We prioritise the well-being of our community and the safety of our employees above all else, and we will continue to work diligently to make Bokoni Platinum Mines a sustainable and prosperous part of your lives.

As we approach the festive season, I urge you to always act responsibly in the way you drive and celebrate the festivities that December brings.

I would also like to wish all employees, contractors and communities a blessed festive season, a very merry Christmas and prosperous new year.

May 2024 be a highlight in Bokoni's history.

JJ Joubert

EXCITING NEWS: Bokoni Platinum Mines Goes Digital for Better Communication

In a fast-changing world where technology is changing everything, we're thrilled to tell you about Bokoni Platinum Mines' new communication channels. We want to connect with you in a whole new way! We're stepping into the digital age to make sure you get all the latest news, job opportunities, and more. Good communication is like the air we breathe for our company and all of you.

We have introduced new digital communication tools, and we invite you to be part of it:

1. OUR NEW WEBSITE: We've created a dedicated website for the mine. It's like a treasure chest of information about Bokoni Platinum Mines. You can find out what we're up to as we work on rebuilding the mine. Visit the website on www.bokoniplatinum.co.za.

2. B_CONNECT WHATSAPP BOT: We have a new App called B_Connect on WhatsApp. It is like your Bokoni friend that you can chat with. You can join us, ask questions, and learn about career and procurement opportunities and general news and information. It is very easy to use this new tool. For B_Connect on WhatsApp, add us as a contact using the number **087 250 2184**, and follow the steps. It's easy and quick!

3. BULK SMS SYSTEM: We're also sending important messages to our employees through SMS. If you work with us and haven't received these messages, please check your contact details with HR.

We know mining is always changing, and we're changing too. We believe in being open and easy to reach. We want to share what we do and what we care about. We're here to learn and grow with you. Our new digital tools are just the beginning. We'll have more updates, new ideas, and exciting news coming your way. So, stay with us! Join us on this journey into the digital world. We can't wait to connect with you on WhatsApp, share valuable info, and keep you in the loop.

Get ready for more great updates. Bokoni Platinum Mines is here to keep you informed and connected!



SPOTLIGHTING THE PLANT MANAGER: A Leader's Journey of Growth and Inspiration

In this BOB edition, we highlight the remarkable journey of Bezzly Maiwashe, Head of the Plant at Bokoni Platinum Mines. Bezzly's rise to this key role is nothing short of inspiring; his dedication to the local community is unwavering, and his vision for the mine's future is exceptionally bright.

Hailing from Thohoyandou in Limpopo, Bezzly embarked on a path of continuous learning and growth after completing his matric in 1999. He pursued a degree in Metallurgical Engineering at the University of Johannesburg, kickstarting his career at Rustenburg Platinum operations in 2006 as a Junior Metallurgist. In 2012, he joined Nkomati Nickel Mine in Mpumalanga, an ARM operation. In December 2022, Bezzly became the Head of the Plant at Bokoni Platinum Mines.

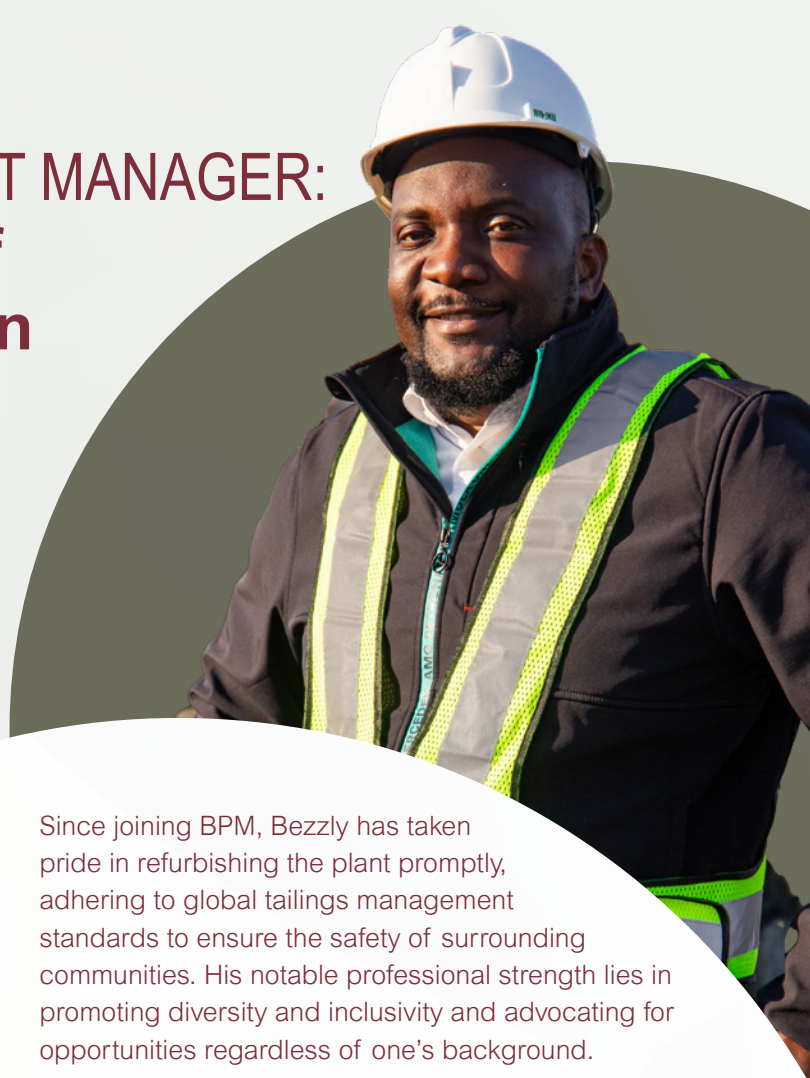
Beyond his professional endeavours, Bezzly is a family man, husband, and father of three. His interests include sports, reading, and exploring diverse fields, such as documentaries on space science. He dedicates his time to supporting underprivileged families, paying it forward to those who did not have the same opportunities he enjoyed.

Bezzly's passion for mining ignited during his youth, driven by his fascination with gemstones and the untapped wealth beneath the earth's surface. He chose a career in mining to be part of a transformative industry that generates employment opportunities and uplifts communities. He believes that mining can address societal issues and improve lives.

In his role, Bezzly oversees critical responsibilities, including enhancing efficiency, managing interfaces, overseeing tailings disposal, and ensuring employee safety to achieve production targets securely.

His most significant achievement was revitalising and commissioning a dormant plant, bringing it up to current standards swiftly. He focused on forming a capable team of processing engineers to tackle the challenges of ageing equipment and outdated technologies.

Bezzly's hopes his legacy will revolve around nurturing local talent, particularly from the nearby communities. He plays a leading role in upholding BPM's safety culture by managing Concentrator Production in line with health and safety regulations.



Since joining BPM, Bezzly has taken pride in refurbishing the plant promptly, adhering to global tailings management standards to ensure the safety of surrounding communities. His notable professional strength lies in promoting diversity and inclusivity and advocating for opportunities regardless of one's background.

In the coming 12-24 months, Bezzly aims to stabilise and scale up operations, creating more job opportunities for the community. Challenges abound, particularly in restarting an idle plant with outdated equipment.

Bezzly's philosophy is centered on the idea that happy employees perform better. His team actively engages with the local community, inspiring students in local schools and fostering employment opportunities and business ventures for local SMMEs.

Embracing technology and sustainability, Bezzly sees technology as a transformative force, boosting efficiency, safety, and cost savings while minimising environmental impacts. Under his leadership, the plant team is proactively addressing environmental concerns, reducing dust emissions, and safeguarding tailings dams to prevent environmental harm.

Collaborations with OEMs have been instrumental in staff training, enhancing efficiency and innovation. Bezzly champions diversity and inclusion, particularly advocating for women in mining, recognising that diverse teams learn from each other's unique perspectives.

To aspiring leaders in the mining sector, Bezzly offers straightforward yet potent advice: to never stop learning. "Everything you don't know is something you can learn."

The Commissioning of the Plant Marks a Significant Milestone After 6 Years of Care and Maintenance

We are proud to announce a momentous achievement as the first run of mine material was successfully crushed at its newly commissioned crusher circuit on Tuesday, 26 September 2023. This event marks an important milestone after six years of the mine being in a state of care and maintenance. The following great achievement was reached on 31 October with the commissioning of the milling circuit.

A JOURNEY OF PHASES

The commissioning of a concentrate plant is not a single event. It is a complex process with a planned journey consisting of distinct phases involving rigorous testing and preparation to ensure that all systems operate effectively, efficiently, and safely.

Before the commissioning could commence, extensive refurbishment work was undertaken. This involved evaluating the existing plant, planning and procuring necessary equipment, and rebuilding the facility to meet safety and environmental standards.

A comprehensive series of inspections, testing, and documentation were conducted to identify and rectify issues before the commissioning phase began. The process involved various skilled engineering disciplines working together to bring the plant back to life.

Martin de Villiers, the ARM Construction Manager, was entrusted with the refurbishing project leading to the commissioning of the plant. The refurbishment was done with the support of various technical experienced contractor companies, including Minopex and Burger & Company. This project was executed with the close collaboration of the BPM Plant Manager, Bezzly Maiwashe, with the Engineering oversight by the BPM Engineering Manager, Amos Xheko and his team.

The startup of the concentrate plant signifies the transition from mining readiness to production. With this process, the mine is starting to breathe new life into a dormant giant. With every phase of the commissioning process, it takes another step closer to realising its strategic vision — treating 240,000 tonnes of ore per month.

The mine's reawakening is not an isolated event. It brings hope to the community, providing employment opportunities to locals and engaging in training programs. This commitment to community development extends to involving local contractors and suppliers for smaller works, ensuring that the broader community shares in the benefits of the mine's revival.



Bezzly Maiwashe, JJ Joubert, Sthembiso Mhlambi and Amos Xheko at the first run of mine



JJ Joubert & Bezzly Maiwashe starting the milling circuit

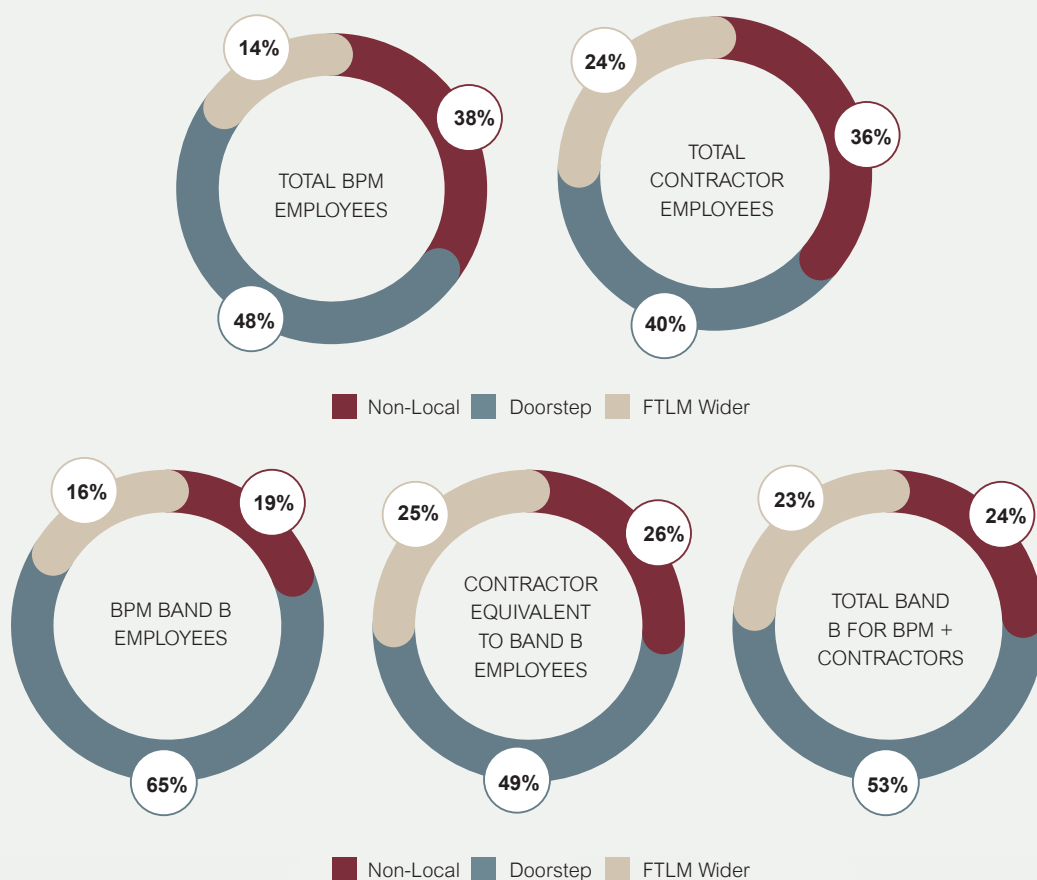


The BPM leadership joining Plant, Engineering and ARM Project team in celebration of the startup of the crushing circuit

BPM's Commitment to Local Employment

Bokoni's, commitment to community empowerment is solid, and plays a significant role in our mission to create a better future for everyone in our communities. We believe that one of the pillars of a thriving community is providing meaningful job opportunities for our community members. It is, therefore, important for us to share the truth about our employment practices with you through our recruitment Statistics.

RECRUITMENT STATISTICS AS OF OCTOBER 2023



% OF ALL BPM EMPLOYEES WHO ARE EX-BOKONI EMPLOYEES



We would like to congratulate all the community members who have already secured employment with BPM. Your journey with us represents a step toward a brighter tomorrow for all of us. We want to encourage every community member to apply for the advertised career opportunities within the mine. Your involvement in BPM's journey is essential for creating a stronger, more resilient community.

GRADE 12, THE KEY TO A BRIGHTER FUTURE

Obtaining your grade 12 is a cornerstone for individual growth and through that, also for the development of the community. In today's ever-changing world, education paves the way for a brighter future. We've heard the concerns regarding the Grade 12 qualification required for entry-level jobs at BPM, and we want to address them. It's important to note that the Grade 12 requirement is a standard practice for many companies, not just BPM. Education is the key to numerous benefits:



Empowerment Through Education: Completing Grade 12 provides you with the skills, knowledge, and confidence for a competitive job market and a stable career. As Bokoni moves towards a mechanised mining the need for technical skills will become more.



Better Job Prospects: Grade 12 opens doors to well-paying jobs, ensuring financial security and contributing to our community's economic growth.



Career Advancement: Education is your path to career growth, enabling access to specialised roles and higher earning potential, benefiting your family and community. We need to grow our community to enable them to become the managers of the future.



Strengthening Our Community: A more educated community means improved knowledge, skills, and economic stability, promoting social development and enhancing the quality of life for all. Prioritising education breaks the cycle of limited opportunities, inspiring future generations to complete Grade 12 and pursue higher education, ensuring our community's success and empowerment.

We have resources and support available to help individuals further their qualifications. BPM offers learnership training opportunities and community-based training programs.

EX-BOKONI EMPLOYEES

For those who have previously worked at the old Bokoni mine, there's a special exception. You only need a Grade 10 because your experience equips you with the necessary skills for the job. This exception is a transitional measure designed to help people from the old mine adapt to the new one and make a smoother transition.

STORIES OF SUCCESS

In this bulletin, you'll read about people from our villages who work in management positions at BPM. Their stories are filled with pride, determination, and hope. They got an education and came back to invest in a better future for everyone.

Education is more than just a job. It's the key to a brighter, more empowered future for all of us. We encourage you to keep learning, whether you want to work at BPM or somewhere else. It's the path to a better future for our whole community. Together, we can make a brighter tomorrow.

SUCCESS STORIES FROM LOCAL COMMUNITIES BEING EMPLOYED AT BPM



AN INSPIRING JOURNEY OF EDUCATION, HARD WORK, AND MINING PASSION

Ike Madingoana
Technical Manager Metallurgist, Plant

Ike Madingoana is a Technical Manager Metallurgist born in the heart of the Ga-Maesela India community.

Ike's journey from Ga-Maesela village to Bokoni Platinum Mines is a testament to the power of education, hard work, and a passion for mining.

Ike's educational journey was driven by his pursuit of furthering his education that took him to the East Rand.

After completing his matric, he enrolled at the University of Johannesburg to study Extraction Metallurgy, a field that combined his love for chemistry and geology.

His motivation to enter the mining industry stemmed from a desire to make a difference. Ike started as a graduate, immersing himself in production and learning the ropes from the ground up. He firmly believes in the proverb, "The harder you work, the luckier you become."

One of Ike's notable achievements was presenting a research paper at the Copper Cobalt Conference in Zambia, showcasing his expertise in metallurgy.

When asked why he chose Bokoni Platinum Mines as his employer, Ike emphasised the importance of community development. He saw the impact of the mine's closure on his hometown and felt compelled to contribute to its revival through operational efficiency.

To the youth of Ga-Maesela India, Ike offers words of wisdom: "There are always opportunities if you put in the effort and strive for excellence. Work hard, and you'll shape your own luck."

Ike Madingoana's journey is a shining example of how local talent can drive success and rejuvenate a community, embodying the spirit of Bokoni Platinum Mines' commitment to empowering local communities.



FROM RURAL ROOTS TO MINING SUCCESS

Thabang Rejoice Motebaejane
Personal Assistant to Projects

In the heart of Ga-Phasha Selatole village, 20 kilometers from Atok, starts a success story about the empowerment of a resident from the local community.

Thabang Rejoice Motebaejane, the Personal Assistant to ARM Projects at Bokoni Platinum Mines, is a testament to the power of ambition and determination.

Thabang's educational journey started at Makgalanoto Primary School and culminated in her Matriculation in 2007 at Taxila Combined School in Polokwane. Despite her rural upbringing, Thabang's thirst for knowledge led her to earn a BA Honours Degree in Business Administration and a Diploma in Accounting & Finance from Southern Business School.

What distinguishes Thabang is her drive to venture into the mining industry, even with qualifications that don't directly align with the sector. She acknowledges that her time in various industries, including retail, security, banking, and financial services, contributed to her diverse skill set. This background made her a versatile professional, well-suited to the intricate world of mining administration.

Thabang's journey is marked by significant accomplishments. In 2022, she received the prestigious Build It's Young Achiever award, acknowledging her exceptional performance as an Operational Manager at Build it. Remarkably, she achieved this recognition before turning 35.

When asked about her decision to join Bokoni Platinum Mines, Thabang highlighted the mine's five-year closure and its subsequent reopening under new management. She recognised the growth potential this presented and the opportunity to contribute to a successful project that would ultimately benefit the local community.

Thabang Motebaejane's story is a source of inspiration for everyone. Her start from a rural village to a promising career in the mining industry highlights the importance of perseverance, education, and a willingness to embrace new opportunities. As a valuable member of the Bokoni Platinum Mines community, she is committed to driving prosperity and success for the region.

BEWARE OF FRAUDULENT JOB OFFERS!

Bokoni Platinum Mines (BPM) would like to make it known that there are dishonest people in our community trying to deceive and take advantage of you by selling job opportunities that do not exist.

BPM will NEVER sell job openings. Every job is open to ALL who apply and meet the requirements.

We are here to protect you and will continue to communicate about this important matter

TO STAY SAFE WHEN APPLYING FOR JOBS IN ANY ORGANISATION, FOLLOW THESE SIMPLE RULES:



RESEARCH THE COMPANY:

Always investigate the company before applying. Check their website and online presence and read reviews.



NO PAYMENT FOR JOBS:

Real employers will not ask for money upfront, be it for background checks, training, or anything else.



INTERVIEWS MATTER:

Legitimate employers conduct interviews to gauge your qualifications. Be wary if they offer a job without one.



TRUST YOUR GUT:

If something feels fishy, proceed with caution.



ASK QUESTIONS:

Do not be afraid to ask questions about the job or company.



WATCH FOR RED FLAGS:

Be cautious if job postings have spelling mistakes, bad grammar, or use generic email addresses (like Gmail or Yahoo).



PROTECT YOUR INFORMATION:

Never share sensitive data like your Social Security number or bank details during the application process.



TOO GOOD TO BE TRUE:

If it sounds too good to be true (huge pay for little work), it probably is



CHECK FOR SCAMS:

Use resources like the Better Business Bureau, FTC website, or job scam databases to check for scams.



USE TRUSTED JOB SITES:

Stick to reputable job search websites when looking for opportunities.

REMEMBER, SCAMMERS ARE ALWAYS **TRYING NEW TRICKS, SO WE ENCOURAGE YOU TO STAY INFORMED AND CAUTIOUS.**

BPM DOES NOT HAVE A FACEBOOK PAGE OR LINKEDIN PROFILE, SO BE CAREFUL OF FAKE ACCOUNTS ON THESE PLATFORMS

If you encounter any suspicious job offers or companies, report them immediately to BPM's security team or the ARM Fraud line (0800 006 792). We are here to support you and act against those who want to harm our community.

Stay safe and smart and let's work together to stop job scammers in their tracks!

EXCITING UPDATES ON THE KLIPGAT PROJECT

We are excited to share with you some essential updates regarding the growth and development of Bokoni Platinum Mines. The successful execution of our projects is of utmost importance, and this requires us to engage technical contractors with the right expertise. The good news is that these contractors are committed to employing local community members, which means more opportunities for our community to participate in these projects.

One project that holds a key role in the expansion of Bokoni Platinum Mines is the Klipgat Project. This project will pave the way for additional access to our Middelpunt underground Mining Operations, allowing us to extract materials more efficiently. The safety of our operations is a top priority in the Klipgat design. In this new setup, the conveyor belt will be separated from vehicles by three distinct access portholes, enhancing safety measures.

We've partnered with Stefanutti Stocks, a specialist business partner, to carry out the blasting and lateral high wall support of the boxcut.

The first phase of the project, involving bush clearing, has already been successfully completed. We've now commenced with the first excavations and hauling. The project area will also be fenced off as part of our operational perimeter fencing measures.

During the construction phase, we are dedicated to employing a minimum of 60% of the workforce from our local doorstep communities. This not only creates job opportunities but also opens up new avenues for community members to provide essential services.

Our goal is to finish this phase of the project by April 2024, ensuring that our Mining Team gains access to commence development mining of the three portals. Your support and involvement in these developments are crucial to our mutual success.

Thank you for being a vital part of our community, and we look forward to the prosperous future ahead.

BPM AND TRIBAL AUTHORITIES COLLABORATE IN SOCIAL COHESION

Over the past few months, Bokoni Platinum Mines conducted a series of Social Cohesion Workshops, involving the three tribal authorities and community leaders of Atok. These workshops have emphasised the importance of collaboration, laying the foundation for the establishment of a Community Engagement Forum. In the workshops held in September and November 2023, the Community Engagement Forum election framework process was presented to the tribal authorities and interim forums.

As a result of these sessions, an agreement was reached for the Tribal Authorities to convey the feedback collected to their Kgoshi's. Additionally, a copy of the Community Engagement Forum framework will be made available to the Kgoshi's and the communities.

With the conclusion of the Social Cohesion workshops involving the three tribal authorities, Bokoni Platinum Mines is delighted to celebrate the success of these workshops by presenting certificates to the tribal authorities that played a pivotal role in ensuring their success.

As we eagerly anticipate the outcomes of this process, we look forward to the impact it will have on fostering engagement and unity among the 16 villages surrounding Bokoni Platinum Mines





COLLUSION, A CRIMINAL OFFENCE

At Bokoni Platinum Mines, which is part of African Rainbow Minerals Limited (ARM), we believe in fair competition and honest business practices. This makes collusion a criminal offence in our mine.

WHAT IS COLLUSION?

Collusion is a hidden plan where businesses team up to gain an unfair advantage, raise prices, or limit choices. For example, if shops agree to fix prices or cheat in auctions. This is against the law in South Africa and is illegal in our mine.

THE IMPACT OF COLLUSION

Collusion harms everyone, especially related to the deceit related to it. It can lead to higher prices, fewer options, and unfairness. Just like when some companies made bread more expensive, we had to pay more for our daily bread.

HOW ARM DEALS WITH COLLUSION

In South Africa, organisations like the Competition Commission and the Competition Tribunal ensure companies follow the rules. They protect us from unfair practices and ensure there's fair competition. ARM (and BPM) is committed to obeying these rules and encourages all employees to report any violations.

CONSEQUENCES FOR THOSE INVOLVED

If anyone at Bokoni Platinum Mines, whether a director, manager, or employee, gets involved in collusion, they could face severe penalties, including fines or even jail time. The law takes collusion seriously because it is harmful to everyone.

WHY FAIR COMPETITION MATTERS

Collusion is like a group of kids at school who cheat in games and do not let others join. It is not fair, and it is against the law. Businesses should compete fairly to ensure that collusion is avoided.

YOUR ROLE IN PREVENTING COLLUSION

If you see collusion happening or suspect it, it is essential to report it. Reporting helps ensure everyone has a fair chance and businesses follow the law. You can report any violations to the ARM Competition Compliance Officer or to the ARM Fraud line (Fraud line information).

We can all play a role in keeping competition fair by reporting any wrongdoing. Together, we can achieve competition law compliance and ensure that everyone benefits from fair business practices.

PROGRESS ON **COMMUNITY ENGAGEMENT FORUM PROCESS**

This is a summary of what we've achieved in the Community Engagement Forum project from July to November 2023. It also shows when we plan to finish the remaining work. We can only meet these deadlines if everyone involved helps and works together. The elections are scheduled for December 2023, and we promise to keep updating the community on how things are going.

COMPLETED FROM JULY - NOVEMBER

1
JULY-AUGUST: Conducted three Social Cohesion workshops with Traditional Authorities and Community Forums.

2
SEPTEMBER: Consultations on Community Engagement Forum (CEF) elections framework and criteria conducted with traditional councils and community interim structures.

3
OCTOBER: Completed the consultations on the CEF election framework and criteria with Fetakgomo Tubatse Local Municipality and DMRE.

4
OCTOBER: Councils and Community Interim Forums consulted with their communities on the Election Model

5
NOVEMBER: Feedback meetings for adoption of Elections Framework and Criteria with Traditional Councils and Interim Forums

NEXT STEPS

6
NOVEMBER: Approve CEF elections framework and criteria after all consultations have been concluded.

7
NOVEMBER: Announce and publish Elections Dates

8
DECEMBER: Elections

9
DECEMBER: Workshop and finalise the Terms of Reference and Code of Conduct with the CEF.

10
DECEMBER: Communicate information on the elected CEF members.

SLP PROJECT IDENTIFICATION WORKSHOP

Bokoni Platinum Mines recently conducted consultations with local Traditional Councils, providing an SLP3 progress update and SLP4 workshops aimed at upskilling the Councils on the importance and methods of identifying sustainable Social and Labour Plan (SLP) projects. Sustainable project selection supports inclusive benefits for the communities within the mine's zone of influence and can help avoid "white elephant" projects.

These workshops addressed several key topics, including the goals of a successful SLP4 according to the Councils, the Department of Mineral Resources and Energy's (DMRE) expectations regarding SLP project selection, and the level of project detail required. Additionally, discussions were held on how insights from the 2023 Social Impact Assessment (SIA) and the development priorities outlined in the Fetakgomo-Tubatse IDP and other regional development strategies could be leveraged to identify potential projects aimed at bridging social and economic development gaps in communities affected by mining.

The Traditional Councils also enjoyed an interactive session of assessing if an example potential project could be regarded as economically viable, environmentally and technically sustainable, and socially equitable - a process used as a first test to determine the sustainability of a project.

The following steps in this process involve shortlisting priority projects with the highest sustainability potential and subjecting them to a business case investigation. This detailed investigation will determine all the inputs required and outputs expected for project implementation and whether these projects are suitable for consideration under SLP4.

BPM looks forward to this journey as it marks a promising development in the journey towards sustainable community development and economic empowerment in Atok and its surrounding areas.



EMPOWERING LOCAL SMMES THROUGH TRAINING

The mining industry plays an important role in the economic development of our communities. Small, Medium, and Micro Enterprises (SMMEs) often form the backbone of the local economy. However, many of these SMMEs require support and development to thrive and succeed in the competitive mining sector. To address this need, a two-day workshop was organised by Bokoni Platinum Mines through its Social and Labour Plan (SLP) initiative. These workshop, held on 16 and 23 October 2023, at the training center in Bokoni Platinum Mines, aimed to empower local SMMEs and enhance their capacity to manage their businesses.

The workshop was a part of the mine's commitment to enterprise and supplier development, as outlined in the SLP3 document. This initiative recognises the importance of supporting local SMMEs in the mining industry. It seeks to build a sustainable ecosystem where these businesses can thrive, and also contribute to the broader community's prosperity.

The central theme of this particular workshop was "Competition Law and Compliance." Participants engaged in discussions and activities focused on understanding the Competition Act and ensuring compliance within their businesses. The goal was to equip SMMEs with knowledge and tools to navigate the legal framework, which is essential for their long-term viability in the competitive world of mining.

Attendees recognised the importance of understanding and complying with the Competition Act. They also expressed their need for training in other areas, raising the need for other topics, as compliance, tendering, and business and financial management.



POTLAKE HIGH SCHOOL'S INSPIRATIONAL FAREWELL CELEBRATION SPARKS SUCCESS

On Friday, 20 October, Potlake High School in Atok, Sefateng hosted a farewell ceremony for their grade 12 students. This heartwarming event was not only a celebration but also a source of inspiration and motivation for all attendees. It saw active participation from various BPM departments, including Social Performance, Plant Engineers, and SHERQ. Additionally, influential figures from the mining industry, the Motsepe Clinic, and neighbouring schools like Malengine and Serokolo Secondary/High Schools joined in to make this day even more special. The goal was to uplift the younger learners and remind the grade 12 students of the exciting journey ahead.

Several mining managers shared personal success stories, encouraging students to strive for success. Their stories served as a source of inspiration for the students, illustrating the boundless opportunities awaiting them after high school. The overarching message was clear - to encourage them to strive for success.

One of the ways in which the mine supports the community is by empowering local small businesses. Diphuti Protection Services has been in partnership with Bokoni Platinum Mines for nearly 2 years now. What began as small, order-based work has transformed into a substantial collaboration. Thanks to hard work and operational guidance from the Protection Service

Section, we've expanded our role within BPM. Mr MD Phasha, the director of Diphuti, noted, "Partnering with BPM has brought substantial growth to Diphuti Protection Service. We started with fewer than 10 employees and have since grown to nearly 90, including both temporary and permanent staff, with 90% locally sourced. This partnership promises further growth, allowing us to expand our services and work equipment."

This partnership with BPM also enables Mr MD Phasha to fulfil his passion of giving back to the community and placing Diphuti Security Services in the position to sponsor the event.

During the event, Kabelo Ratsoma was celebrated for his exceptional achievements. He was named the Grade 12 Top Student in Mathematics and Physical Science, exemplifying what can be achieved through relentless effort and determination.

Through collaboration with local businesses, our community is sowing the seeds of opportunity for our youth. Our hope is that these students will return as entrepreneurs, managers, and business leaders, eager to give back to their community.

Together, we can effect positive change and shape the future of our community. Let's persist in working together for a brighter tomorrow.





EMPOWERING WOMEN IN MINING: MEET YOUR WIM COMMITTEE

We are excited to announce that the Women in Mining (WIM) Committee has officially been formed at Bokoni Platinum Mines (BPM). The newly elected members were announced on Tuesday, 17 October, at a special gathering at the Middelpunt Shaft. The names of the candidates were obtained from a nomination process, providing all female employees with a voice of who they would want to represent them. This is a great step towards making BPM an even better place for women to thrive, work, and lead.

THE PURPOSE OF THE WIM COMMITTEE

The Women in Mining (WIM) Committee's primary aim is to ensure that women in mining, both within BPM and our community, have equal opportunities, respect, and support. This initiative is aligned with the relevant South African legislation for mines, emphasising the following key objectives:



1. PROMOTING GENDER EQUALITY: The WIM Committee will work tirelessly to ensure that women are treated fairly and equally at the workplace and in the community. This includes access to training, promotions, and safety.



2. PROVIDING SUPPORT: The committee will be a source of support for women working at BPM and in the surrounding areas. Whether addressing workplace concerns or offering personal support, they are here for you.



3. ADVOCATING FOR WOMEN'S RIGHTS: The WIM Committee will be the voice for women, advocating for their rights and working with management to implement policies and programs that benefit women in mining.



4. COMMUNITY ENGAGEMENT: The committee will also engage with our community, seeking ways to enhance the lives of women and families in the surrounding areas through various initiatives.

MEET YOUR WIM COMMITTEE MEMBERS

We extend our heartfelt congratulations to the following individuals who have been elected to represent various areas in our mine:

NAME	SURNAME	POSITION	DEPARTMENT	LEVEL OF POSITION
Lesego	Mathews	HOD: SHERQ	SHERQ	Senior Management
Kgabo	Masikhwa	HOD: MRM	MRM	Senior Management
Conny	Malesa	Artisan Assistant	Plant Engineering	Skilled Technical
Kgaugelo	Shai	Fitter Aid	Plant Engineering	Semi-Skilled
Emily	Hlokoa	Risk Officer	SHERQ	Skilled Technical
Miyelani	Maluleke	Tailings Engineer	Plant TSF Engineer	Skilled Technical
Zama	Matsimbi	Chief Geologist	MRM	Professional
Charlotte	Monyela	Fitter Aid	Engineering	Semi-Skilled
Katlego	Phashe	Assistant Boilermaker	Engineering	Semi-Skilled
Mabotse	Seabi	Artisan Aid	Engineering	Semi-Skilled
Tshegofatso	Riba	Metallurgist	Plant Metallurgist	Skilled Technical
Sinovia	Moloto	Artisan: Boilermaker	Mining Engineering	Skilled Technical
Sephora	Makgolane	Pump Attendant	Mining Engineering	Semi-Skilled
Lizzy	Kupa	Chairlift Operator	Mining Engineering	Semi-Skilled
Winnie	Nthoke	Stores Assistant	Finance	Semi-Skilled
Tshegofatso	Makgoga	Finance Assistant	Finance	Skilled Technical
Irene	Thobejane	Safety Officer	Mining	Skilled Technical
Lette	Manala	PTV	Mining	Semi-Skilled
Thembi	Selepe	Accounts Assistant	Finance	Semi-Skilled

These women have shown dedication, leadership, and a passion for improving the lives of women working at BPM. We invite everyone to support their efforts to create a more inclusive, equal, and supportive environment for all and look forward to the positive changes they will bring. Stay tuned for updates and opportunities to get involved in this important venture.



WE SAY NO TO GBV AND ALCOHOL ABUSE

As the festive season approaches, we at Bokoni Platinum Mines would like to share the joy and excitement associated with this season. It is a time for celebrating. However, amidst the festivities, there are concerning issues that often get overshadowed including gender-based violence (GBV) and alcohol abuse.

WHAT IS ALCOHOL ABUSE?

Alcohol abuse is another significant issue during the festive season, and it can contribute to GBV. Excessive drinking can increase violence, and lead to dangerous situations.

It is important to address the potential issues and challenges that can arise during the holiday season to promote a safe and enjoyable environment for all. Here are some strategies to mitigate these problems:

INCREASED STRESS:

Encourage open communication within families to discuss expectations, concerns, and plans for the holiday season and promote stress-reduction techniques such as exercise.

ALCOHOL AND SUBSTANCE ABUSE:

Promote responsible drinking and provide information on the risks associated with excessive alcohol consumption.

FINANCIAL PRESSURE:

Advise individuals and families to create a budget for holiday expenses to avoid overspending.

SOCIAL GATHERINGS:

Promote awareness of the signs of abusive behaviour and encourage bystanders to intervene if they witness any form of abuse.

Provide resources and support for victims of domestic violence or abuse, and ensure they know where to seek help.

RESPONSIBLE DRINKING:

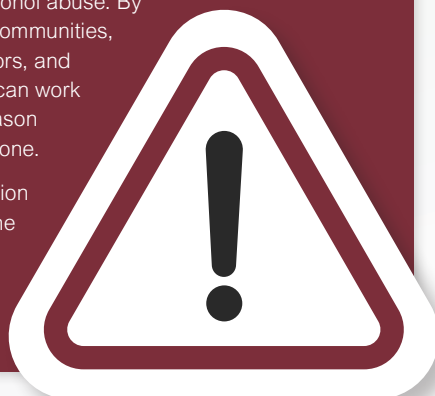
Share educational tips on responsible alcohol consumption and its effects on behavior and health.

FAMILY AND FRIENDS:

If you suspect someone is struggling with GBV, alcohol or substance abuse, approach them with empathy and offer your support.

The festive season should be a time for joy and togetherness, but it is essential to remember that for some, it can be a time of increased risk for GBV and alcohol abuse. By educating ourselves and our communities, promoting responsible behaviors, and supporting those in need, we can work towards making the festive season a safe and joyful time for everyone.

Let us celebrate with compassion and ensure that no one feels the pain of violence or addiction during this special time of the year.



CRIME DOES NOT PAY

During August 2023, some of our community members living between Malomanye and Mafeane villages decided to express their frustration by blocking the roads leading to the Middelpunt substation, which supplies power to Brakfontein and the Concentrator plant. This was because these community members felt the mine was not offering them job opportunities.

In their anger, they set fire to wooden electric poles at the substation. This dangerous act had the potential for severe consequences, with people's lives at risk and homes in danger of being destroyed by the heavy falling poles.

BPM Protection Services, with help from the Apel South African Police Service (SAPS), investigated and successfully arrested four individuals for malicious damage to mine property.

The suspects were taken into custody, investigated, and charged by detectives from APEL SAPS. They were subsequently brought to court and faced substantial bail amounts.

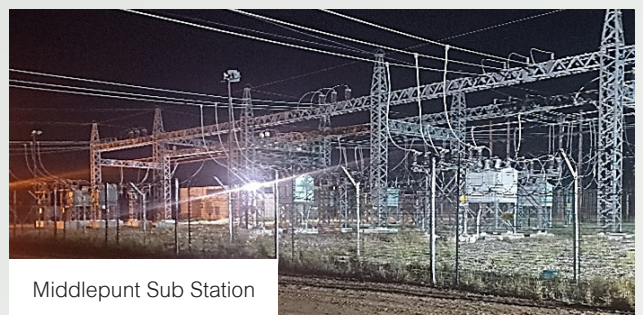
We want to emphasise that resorting to crime is not the solution when you are unhappy or upset about mine-related matters. There are proper channels for seeking clarification, and we encourage everyone to use these channels.

Engaging in such activities can have severe consequences, including criminal records that can hinder future employment or business opportunities with the mine. Vandalising mine infrastructure is illegal and unlawful, and those found guilty will face the consequences of their actions in a court of law.

It is important to remember that the better the mine performs, the more job opportunities can be created for our community. Malicious behaviour is harmful to everyone's future.

Let us work together as a community, showing unity and choosing peaceful and constructive ways to address concerns.

Crime does not pay, and there are better paths to make our voices heard. Remember, your future is worth more than a moment of anger.



Middelpunt Sub Station



Wooden electric power poles that were burned.

THE RISE OF AVIAN FLU: WHAT TO LOOK OUT FOR

At Bokoni Platinum Mines, we care for your health and safety. With Avian flu affecting chickens in South Africa, we want to encourage you to be safe and take steps to take care of your health during this time.

WHAT IS AVIAN INFLUENZA?

Avian influenza is a highly contagious viral infection also known as bird flu, that primarily affects birds but can also affect humans.

How is the virus spread in birds:

The virus is transferred through the eyes, mouth and nose of infected birds.

Healthy birds become infected through contact with infected stool or secretions from infected birds.

Through contact with surfaces and dirt contaminated with excretions or secretions.

Through direct contact with sick birds or materials such as water or feed contaminated with the virus.

Through manure, equipment, vehicles and crates.

Through people whose clothing or shoes have come in contact with the virus.

What can you do to protect yourself?

Practice good hygiene (regular handwashing with soap if you have handled any birds or been in close contact with birds)

Try to avoid getting in close contact with birds, although not 100% unavoidable outside as we are constantly surrounded by birds. Avoid actively getting in contact with them.

It is important to note that the flu virus can become resistant to medication. It is also important to stay informed through reliable medical sources and follow recommended guidelines to minimise the risk of Avian Flu transmission. If you feel extremely ill or have any of these symptoms, we advise you to consult a doctor.

In taking care of yourself, you are caring for others around you. Let us care for each other's well-being.

Symptoms to look out for in your chickens but are not limited to:



Birds appear tired and refuse to eat



Discharge from the nose, eyes and mouth



Swelling of head, eyes, legs, combs and wattles



Coughing, sneezing and diarrhoea



Sudden death

Here are some symptoms that you can look out for but not limited to:



A sore throat



A cough



A headache



Aching muscles



Fever

HEAT WAVE PRECAUTION

As we draw closer to the hot summer days, BPM wants to ensure you are well-prepared for the upcoming heatwaves.

WHAT IS A HEAT WAVE?

A heatwave is a period of abnormally hot weather generally lasting more than two days. They have the potential to cover a large area and a high number of people are exposed to hazardous heat.

With the hot season upon us, we are likely to experience heat waves, especially in the Limpopo province, and we urge you to be careful and take precautions during extremely hot days.

Essential precautions during a heat wave:



Stay Hydrated



Dress Lightly



Limit Outdoor Activities



Avoid being in the sun for long periods



protect your skin by applying sunscreen



open windows when indoors or driving

Effects of the heat wave:

Extreme heat can cause heat-related health side effects such as:



dizziness



headaches



severe dehydration



fainting



heat exhaustion



heat strokes

By taking the necessary precautions, and looking out for each other, we can mitigate the impact of heatwaves and ensure a safer and more comfortable summer.



BOKONI
PLATINUM MINES