

Zikhiphani eZAC

Edition 002 | JANUARY 2020

CARING COLLIERY / IMAYINI ENAKEKELAYO

JOHANNES MAKHATINI

looks on at another
good harvest/bephethe
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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 with you another bumper edition Zikhiphani eZAC, I hope it provides you with some great insights into the many positive developments that are taking place at ZAC, and in and around the local communities.

As you will recall the first six months of 2019 were very productive with regards to social projects, community meetings and engagements, youth developments as well as procurement opportunities that focused on direct community empowerment. With regards to safety, our number one priority, ZAC has had a stable year with just five lost time injuries recorded year to date, which is a decline from the seven reported in the previous year. At ZAC we are dedicated to achieving the goal of Zero Harm and will continue to be so. I want to emphasise that safety and health remain the top priority at ZAC.

With regards to production output, ZAC is projecting to produce 749 711 tons in 2019, while forecast production for the year was 876 934 tons. Saleable production from the main wash plant and the discard plant combined is projected to be 664 420 tons, while the target for the year was 720 147 tons. There were a number of reasons why these targets were not met. These included community disruptions and Department of Mineral Resources and Energy related stoppages. However, the biggest factor for the second half of 2019 was geological conditions at both the Deep E and Ngwabe shafts that have slowed down production in a big way. ZAC has always faced challenging geological conditions with the latest obstacle being the large stones obstructing access to open new ground. These stones have not been easy to negotiate around, but by opening this new ground we have extended the life of both mining areas.

However, despite all the challenges we faced in 2019, ZAC has managed to reach new milestones. ZAC management together with the majority union, the National Union of Mineworkers recently finalised a three-year wage agreement. This shows how far the mine has come and the relationship that has been built between ZAC and the Union. Furthermore, by working together with the Umbilo Business Forum, we managed to award all coal haulage transport contracts at ZAC to the local communities, as part of our empowerment policy. These significant milestones have

Balingani, Sonkontileka noMphakathi abathandekayo,

Kuyintokozo enkulu kimi ukuthi ngiphinde nginethulele unqambothi lolunye ushicilelo lweZikhiphani eZAC. Ngethemba ukuthi luzoninikeza olunye ulwazi olumqoka ngezinto ezinhle ezenzeka e-ZAC nasemphakathini, namaphethelo.

Njengoba nizokhumbula, izinyanga eziyisithupha zokuqala zika-2019 zithele izithelo ezinhle ngokwezinhlelo ezithinta umphakathi, imihlangano nezingxoxo nomphakathi, ukuthuthukisa intsha namathuba akhona okusebenzisana nokusebenza enkampanini okugxile ekuhlomuliseni umphakathi ngqo. Mayelana nezokuphepha, ezimqoka kithina, zihambe kahle izinto e-ZAC lapho sibe nabasebenzi abahlanu kuphela abalimale unyaka wonke, okwenze isibalo sehla sisuka kwabayisikhombisa ngonyaka odlule. E-ZAC sizimisele ukufinyelela ekutheni kungalimali noyedwa i-Zero Harm, kanti kuzoqhubeka kube njalo. Ngifisa ukugcizelela ukuthi ukuphepha nezempilo kubalulekile e-ZAC.

Ngokomthamo womkhiqizo sikhiqize amathani awu-749 711 ngo-2019, nakuba besiphokophele emkhiqizweni ongamathani awu-876 934. Umkhiqizo esikwaze ukuwudayisa ovela esihlambweni esikhulu novela embonini yomkhiqizo wamakhaflithi uhlangene, kulindelwe ube ngamathani awu-664 420, bese kuthi umgomo womkhiqizo wonyaka ube ngamathani awu-720 147. Ziningana izizathu zokuthi kungafinyeleleki emigomweni ebibekiwe. Kuyona singabala izibhelu emphakathini nokuma komsebenzi ngenxa yezizathu zomNyango wezokumBiwayo nowezaMandla. Kepha noma kunjalo, imbangela enkulu esigamwini sesibili sonyaka kube yizimo zezendawo emigodini i-Deep E neNgwabe okuwehlise kakhulu umkhiqizo. I-ZAC ihlale ibhekene nezinsalelo ngokwesimo sezendawo njengoba isithiyo esisha kungamadwala amakhulu avimba ukuthi kufinyeleleke emhlabeni omusha. La madwala akubanga lula ukudlula kuwona kepha ngokuklama indlela entsha, sikwazile ukwandisa impilo yezindawo zezimayini zombili.

Nakuba kube nalezo zinsalelo esibhekane nazo ngo-2019, i-ZAC ikwazile ukuzuza izinto ezintsha. Abaphathi be-ZAC benenyunyana enkulu, i-National Union of Mineworkers, basanda kusayina isivumelwano samaholo seminyaka emithathu. Loku kukhombisa ukuthi imayini isuka kude kanjani nohlobo lobudlelwano esibakhile nenyunyana. Ngaphezu kwaloko, ngokusebenzisana neMbilo Business Forum, sikwaze ukugxibezwa imiphakathi yendawo umsebenzi wokuthutha amalahle ngokohlelo lokuhlomulisa abantu nokudala amathuba omsebenzi. Konke loku esikuzile kugcwaliseke ngenxa yamahora okuzikhandla nokuphokophela kwabo bonke abalingani ukuze izinhlalo zabo bonke abalingani be-ZAC.

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come to fruition owing to many hours of hard work and dogged determination by all parties to work in the best interests of all ZAC stakeholders.

We are very proud of the developments made with regards to our Social and Labour Plan (SLP) commitments year to date. ZAC has awarded 28 Bursaries, 32 Learnerships, 30 Internships as well as the 30 Youth Employment Service (YES) learners, who have been part of our team this year. All have shown tremendous potential and it has been a pleasure having them on site and watching them learn and grow.

With regards to our Local Economic Development (LED) projects, ZAC has changed the lives of many in the community by: building and refurbishing dams, providing water by means of sinking new boreholes, installing solar lights at strategic points identified by the Zululand District Municipality as well as building toilets for 20 homesteads around the community. Furthermore, through our fruitful and detailed engagements with the Department of Education it was agreed that ZAC would assist in the construction of toilet blocks at schools around the mine within the four traditional councils of Mlaba, Matheni, Mandlakazi and Zungu.

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. A special thank you to the members of our Future Forum for your assistance and hard work this year to get ZAC closer to the community and its needs.

I am looking forward to the growth that we will all achieve together as this is extremely important for the future of the mine and the sustainability of the business. 2020 will host another year of challenges for us all to overcome. Teamwork, good communication and consistency will help us overcome these challenges and together we will keep pushing ZAC to new levels and goals.

I want to wish you all a very Merry Christmas and a Prosperous New Year. ZAC is unique and for many – we are each other's families Monday to Friday.

Always remember to be safe at all times. 

Siyaziqhenya kakhulu ngokwenzekile ngokoHlelo lwezoMphakathi nezomSebenzi, phecelezi i-Social and Labour Plan (i-SLP) kuze kube manje. I-ZAC ikhiphe imifundazwe ewu-28, amathuba okufunda umsebenzi awu-32 namathuba okuqeqeshwa emsebenzini awu-30 kanye nabafundi abawu-30 be-Youth Employment Service, i-yes akade besebenza nathi kulo nyaka. Bonke bayathembisa kakhulu kanti bekumnandi ukusebenza nabo emayini, sibabone befunda futhi bekhula.

Ngokwemisebenzi yethu yohlelo lokuthuthukisa umnotho wendawo i-Local Economic Development (i-LED), i-ZAC isishintshe izimpilo zabaningi emphakathini ngokwakha nokuvuselela amadamu, ukuhlinzeka ngamanzi ngokwakha amapitsi amasha, ukufaka izibani ezisebenza ngamandla elanga ezindaweni eziklanywe wuMasipala waseKhaya waseZululand nokwakha izindlu ezincane zemizi ewu-20 emphakathini wonkana. Okunye, ngokwezingxoxo zethu ezithele izithelo nezinzulu nomNyango wezeMfundo, kuvunyelwane ngokuthi i-ZAC izosiza ngokwakha izindlu ezincane ezikoleni ezakhele imayini ezizweni zakwaMlaba, esakwaMatheni, esakwaMandlakazi nesakwaZungu.

Ngifisa ukuthatha leli thuba ukunibonga nonke ngokuhlale neseka imayini ukwenza i-ZAC ukuthi ibe yindawo engcono kubasebenzi, osonkotileka nomphakathi. Sibonga ngokukhethekile amalungu e-Future Forum ngosizo lwawo nomsebenzi wokuzikhandla kulo nyaka ukusondeza i-ZAC emphakathini nezidingo zawo.

Ngikubheke ngamehlo abomvu ukusimama kwethu sonke njengoba kuyinto ebaluleke kakhulu ngekusasa lemayini nokusimama komsebenzi. U-2020 uzoba ngomunye unyaka wezinsalelo zokuthi sizinqobe sonke. Ukusebenza ngokubambisana, ukuxhumana okuhle nokushaya ngonyawo olulodwa kuzosisiza sinqobe izinsalelo kanti sonke sizobeka i-ZAC esicongweni, ithuthuke iyephambili.

Nikhumbule ukuphepha ngezikhathi zonke. 

Bradley Hammond - COO of Menar & ZAC





SEWING CLASSES OFFER WOMEN BETTER PROSPECTS

ZAC in partnership with the Mthashana Technical Vocational Educational Training College (TVET) is running sewing training classes for women from the four traditional councils in the area namely: Zungu, Matheni, Mlaba and Mandlakazi.

The sewing training which has been running since November 2018, takes place at the Ifaletu Skills Centre located in the Zungu Traditional Authority under Inkosi Zungu.

The courses run for three months at a time from Monday to Friday, 8 am to 2:30 pm with around 74 women divided into two classes of 37 each.

Ayanda Mthethwa (29) and Nomcebo Shabalala (25) are teachers at the centre, who run the sewing courses that teach the women to design and make dresses and casual shirts.

Nomcebo says that she gets a lot of joy from teaching the women sewing skills, as it will help them to become tailors and seamstresses, thus assisting them to find employment. "As a young person it is also very fulfilling because many of the ladies, who attend the classes, didn't go to school and therefore have very limited skills and knowledge. I feel like I'm helping them to provide for their families now that they have these skills."

She says that the women keep all the garments that they make during their training, which some use themselves and/or sell to start their own tailoring businesses.

Ayanda states that this was her first time teaching this many people sewing and finds it "deeply rewarding". She is grateful to ZAC for facilitating this programme that is empowering women by giving them new skills.

ABAFUNDI BAPHENDLELWA INDIELA YOKUZIVULELA AMABHIZINISI

I-ZAC ngokubambisana neMthashana Technical Vocational Educational Training College (i-TVET) ifundisa abesifazane ukuthunga. Laba besifazane baqhamuka ezigidini ezine okuyikwaZungu,

eMatheni, kwaMlaba nakwaMandlakazi.

Lezi zifundo zokuthunga ziqale ngoNovemba nyakenye kanti zenzelwa eFalethu Skills Centre esesigodini sakwaZungu ngaphansi kweNkosi uZungu.

Izifundo ziba yizinyanga ezintathu ngesikhathi ngoMsombuluko kuya kuLwesihlanu kusukela ngo-8 ekuseni kuze kube wu-2:30 ntambama. Kusuke kukhona abesifazane abalinganiselwa ku-74 abahlukaniswa babe ngamakilasi amabili abantu abangu-37 ikilasi ngalinye.

UNksz Ayanda Mthethwa, ono-29, noNksz Nomcebo Shabalala, ono-25, yibona abafundisa abesifazane ukusika indwangu nokuthunga izingubo namahembe.

UNksz Shabalala uthe kuyamjabulisa kakhulu ukufundisa abesifazane ikhono lokuthunga ngoba lokho kuyabasiza bathole umsebenzi. "Njengomuntu osemusha kuyangithokozisa kakhulu ngoba futhi iningi labantu abesifazane abafikayo bezofunda aliyanga esikoleni nokwenza libe nolwazi oluncane. Ngizibona ngibasiza ukuthi bakwazi ukondla imindeni yabo ngala makhono." Uthe abesifazane bayizigcina zonke izingubo abasuke bezithunga ngesikhathi befunda abanye bayazigqoka kanti abanye bazisebenzisa ukuqala amabhizinisi abo okuthunga.

UNksz Mthethwa uthe ubeqala ukufundisa abantu abaningi kangaka ukuthunga futhi "kumthokozise kakhulu". Uthe ubonga i-ZAC ngokuletha lolu hlelo oluthuthukisa abesifazane ngokubahlomisa ngamakhono amasha.

Background to the Centre

ZAC Community Development Projects Engineering Superintendent Renier Van Rooyen explains that a few years ago ZAC was approached to create a skills training centre for the communities near the mine. Although the centre is located in the Zungu Traditional Authority area, it is open to all members of the four local communities.

There is a Memorandum of Understanding (MOU) in place between Mthashana TVET and ZAC, which is the culmination of many years of discussions and planning and symbolises a beacon of hope for employment opportunities for the community members, who will benefit from easier access to further education and training.

The facility includes four workshops, four classrooms, an administration block and an ablution block that includes rainwater harvesting and storage.

“The partnership between ZAC and Mthashana TVET College provides a facility that affords local school leaders an opportunity to obtain meaningful skills training close to home and which ultimately results in better employment opportunities,” Renier concludes. 

Umlando wesikhungo

UNsumpa wezobuNjiniyela bokuThuthukisa uMphakathi e-ZAC uMnuz Renier van Rooyen uthe eminyakeni embalwa edlule kukhona abacela i-ZAC ukuthi yakhe isikhungo samakhono esizosiza imiphakathi eseduze nemayini. Nakuba lesi sikhungo sakhawe esigodini sakwaZungu kodwa sivulekele kuwona wonke amalungu omphakathi.

Kukhona isivumelwano sokusebenzisana phakathi kweMthashana TVET ne-ZAC, okuwumphumela weminyaka kuxoxiswana futhi kuhlelwa nokunikeza ithemba ngamathuba emisebenzi endaweni nokusho ukufinyelela kalula ethubeni lokuqhuba izifundo.

Lesi sikhungo sinamagumbi okusebenza amane, amikilasi amane, amahhovisi, izindlu ezincane nezinto zokucina amanzi.

“Ukusebenzisana phakathi kwe-ZAC neMthashana TVET kulethela abaholi besikole bendawo ithuba lokuthola amakhono adingakalayo eduzane futhi kwandisa namathuba emisebenzi,” kuphetha u-Van Rooyen. 



BOREHOLES DELIVER FRESH WATER TO RESIDENTS OF LOCAL COMMUNITIES

AMAPITSI AZOLETHELA IZAKHAMUZI AMANZI AHLANZEKILE

As part of ZAC's ongoing Local Economic Development (LED) programmes, since August 2019, seven new boreholes have been drilled, equipped, installed and handed over to local community members. The boreholes are located in the districts of Nkonjane, Okhukho, Masokaneni, Matheni, Sphiva, Ngxono and Skhakhane.

ZAC Community Development Projects Engineering Superintendent Renier Van Rooyen says that the boreholes were equipped with solar panels with the last one having been installed at the end of September 2019.

"The boreholes were installed by our engineering foremen and connected to the Eskom grid. However, in the advent of a power outage or rotational load shedding they have been equipped with solar panels to provide electricity for a short period to help the community run the borehole pumps to receive water when required," he explains.

Two out of the seven boreholes are also already connected to Eskom. Renier mentions that there are inbuilt systems in place on the boreholes which enable them to automatically switch over to solar energy, when there is a power outage. The remaining five boreholes also have pumps and tanks installed in addition to solar panels, but they are not connected to Eskom like the others and therefore run solely on solar energy. 📧

KUSUKELA ngo-Agasti 2019, i-ZAC isiyakhe futhi yanikela ngamapitsi ayisikhombisa emphakathini. Iziyingi ezihlomule ngamapitsi yiNkonjane, Okhukho, eMasokaneni, eMatheni, eSphiva, eNgxono nakwaSkhakhane. Lokhu kwenziwe njengengenye yezinhlelo zokuthuthukiswa komnotho.

UNsumpa wezobuNjiniyela bokuThuthukisa uMphakathi e-ZAC uMnuz Renier Van Rooyen uthe la mapitsi afakwe nezithebe zamandla kagesi welanga njengoba esokugcina sifakwe ekupheleni kukaSeptemba kulo nyaka.

"Amapitsi afakwe yizimfolomane zethu emnyangweni wezobunjiniyela kanti axhunywe nakugesi wakwa-Eskom. Nokho-ke uma kwenzeka ugesi uhamba njengoba ubuye uncishiswe uma ushoda, kukhona izithebe zamandla kagesi ezizosiza ukuphakela ugesi isikhashana

ukwenzela ukuthi amapitsi aqhubeke asebenze uma umphakathi udinga amanzi," kuchaza yena.

Amabili kula mapitsi ayisikhombisa asevele asexhunyiwe e-Eskom. U-Van Rooyen uthe kunobuchwepheshe ngaphakathi emapitsini nokuyibona obuwashintshayo amapitsi ukuthi adonse kugesi welanga uma ugesi ungekho. Lawa amanye amahlanu anamaphampu namathangi afakiwe ngaphezu kwezithebe zamandla kagesi welanga kodwa awaxhunyiwe e-Eskom nokusho ukuthi wona athembele kugesi welanga kuphela. 📧



Community Development Projects Engineering Superintendent Renier Van Rooyen standing by a borehole installed by ZAC

UNsumpa wezobuNjiniyela bokuThuthukisa uMphakathi u-Renier Van Rooyen eseduze kwepitsi elifakwe yi-ZAC



FROM CONTRACTOR TO PLANT LABORATORY CHEMIST – CHARTING LETHO'S RISE UP THE RANKS



Plant Laboratory Chemist Lethokuhle Nkwanyana

Usokhemisi weGumbi lokuHloa iziTshalo uLethokuhle Nkwanyana

KUDE LAPHO ESUKA KHONA ULETHO OSEWUSOKHEMISI WASEGUNJINI LOKUCWANINGA

Plant Laboratory Chemist Lethokuhle Nkwanyana (33) originally from Kwambonambi, in KZN, recently celebrated her seventh work anniversary at ZAC, having started working at the mine on a permanent basis in October 2012.

Previously, she had worked as a laboratory contractor at the mine since 2010, until she resigned from the contracting company in September 2012, but was then offered a permanent position at ZAC owing to the good quality of her work and the value that she brought to the department.

On her appointment, ZAC sent Lethokuhle to the Colliery Training College (CTC) in Emalaheni, to do a Basic Lump Ore Beneficiation course - a three-month course - which she passed with flying colours.

Lethokuhle is currently responsible for the plant's laboratory, which includes issuing analysis reports and maintaining high quality standards on all anthracite tests run - which is crucial to ensuring the right quality and specification of products are delivered to customers. She works closely with and reports to Quality and Logistics Manager Okkie Schoeman, particularly if there are any quality discrepancies that may have occurred at the plant or between the plant and the siding.

Lethokuhle is responsible for supervising the 21 staff members that comprise the plant laboratory team. She enjoys mentoring people and aiding them in their career paths, which is an essential attribute of being a good manager.

Since working at the laboratory from 2011, her major achievement has been ensuring that the lab received and retained its ISO 17025:2005 certification. Lethokuhle elaborates that this certification is important as it means that the laboratory is accredited to carry out tests and/or calibrations, including coal sampling. It covers testing and calibration performed using standard methods, non-standard methods, and laboratory-developed methods, she adds.

"Making sure every load of anthracite is sent out according to quality specification brings a great sense of pride and joy to me.

"Moreover, at ZAC we are encouraged to further our knowledge, which is why the mine is supporting my studies. I am currently doing an Advanced Minerals Processing course, which I aim to complete by the end of 2019. The course has to date enhanced my understanding and knowledge of mineral chemical analysis techniques and methodologies, which I am putting to use in the lab. I am very appreciative of all the opportunities that ZAC has provided me and support and guidance that I have received over the years," Lethokuhle concludes. 📧

USokhemisi weGumbi lokuCwaninga iziTshalo uLethokuhle Nkwanyana, ono-33, odabuka KwaMbonambi, eKZN usanda kuhlanganisa iminyaka eyisikhombisa e-ZAC, njengoba aqala ukusebenza emayini ngokugcwele kusukela ngo-Okthoba 2012.

Phambilini wayeyitoho egunjini lokucwaninga lasemayini kusukela ngo-2010, wagcina esulile enkampanini eyayenza umsebenzi wesikhashana e-ZAC ngoSeptemba 2012. Wathola umsebenzi ngokugcwele ngenxa yomsebenzi wakhe omuhle neqhaza lakhe emnyangweni.

Ngemva kokuqashwa kwakhe, i-ZAC yathumela uLethokuhle e-Colliery Training College (e-CTC) Emalaheni ukuthi ayokwenza izifundo ze-Basic Lump Ore Beneficiation, okuyizifundo ezinziwa izinyanga ezintathu, aziphasa ngamalengiso.

ULethokuhle ubhekene nomsebenzi wegumbi lokucwaninga, lapho ehlaziya khona imibiko nokuqinisekisa ukuthi izinga lamalahle lihlale liphezulu okumqoka ukuqinisekisa ukuthi umkhiqizo odingwa ngamakhasimende yilowo ofanele. Usebenzisana kakhulu no-Okkie Schoeman, oyimenenja yakhe, ikakhulukazi uma kukhona okungahambi kahle embonini yomkhiqizo nalapho kulayishwa khona.

ULethokuhle ubheke umsebenzi wabasebenzi abawu-21 abayithimba lasegunjini lokucwaninga. Uyathanda ukufundisa abantu nokubasiza bakhule emsebenzini yabo, okuyinto edingekayo ekubeni yimenenja enhle.

Kusukela aqala ukusebenza egunjini lokucwaninga ngo-2011, umsebenzi omkhulu awenzile wukuqinisekisa ukuthi igumbi lathalo njalo lilokhu ligcine isitifiketi se-ISO 17025: 2005. ULethokuhle uthi lesi sitifiketi simqoka ngoba sisho ukuthi igumbi ligunyaziwe ukwenza ukuhlola nokucubungula imiphumela okukhona namasampula amalahl kuyona. Uqhuba uthi lapha kuhlolwa kuqhathaniswe imiphumela kusetshenziswa izindlela ezivunyelwe zasegunjini lokucwaninga.

"Kungijabulisa kakhulu ukuqinisekisa ukuthi wonke umthamo wamalahl anelangabi nentuthu okuncane uphuma usezingeni elifanele."

"Ngaphezu kwaloko, e-ZAC siyakhuthazwa ukuthi sithuthukise ulwazi lwethu, yingakho imayini ingisiza ukuthi ngifunde. Kumanje ngenza izifundo ze-Advanced Minerals Processing, engihlose ukuziqeda ungakapheli u-2019. Lezi zifundo zingisize ngaqonda kangcono ngekhone nezindlela zokuhlaziya amaminerali akumakhemikhali, okungisiza uma ngisebenza egunjini lokucwaninga. Ngibonga ngawo wonke amathuba engiwathola e-ZAC, nokwesekwa nokuchushiswa kuyo yonke le minyaka," kuphetha uLethokuhle. 📧

CONSTRUCTION AND REHABILITATION OF WATER CATCHMENTS CONTINUE AHEAD OF RAINY SEASON



UKWAKHIWA NOKULUNGISWA KWEZINDAWO EZIMUMATHA AMANZI KUYAQHUBEKA ZINGAKANI IZIMVULA

Water is a vital necessity for life that needs to be responsibly managed, more so in the water scarce area of Zululand. To this end, ZAC is currently in the process of building new and rehabilitating existing water catchments in local communities to assist in the provision of water to communities.

ZAC Community Development Projects Engineering Superintendent Renier Van Rooyen explains that the rehabilitation of the dams is necessary because they were previously damaged by soil erosion. He adds that sand build-up during the rainy season also caused them to reduce significantly in depth.

“Now in order to rectify this, during the dry seasons we remove that soil and compact it against the dam wall to make it deep again.” He also emphasises that when they do rehabilitate dams, they ensure that they do not make the dams too deep otherwise objects could fall in or people and livestock could drown in them.

To date, with the help of contractors the mine has rehabilitated four dams throughout different communities and is in the process of building nine completely new ones using bulldozers, backhoe tractors and excavators. Renier adds that the average dimensions of the new dams are 40 m by 20 m and 2.5 m deep.

Supporting Small Businesses

The construction and rehabilitation of the dams is jointly undertaken by ZAC and small, historically disadvantaged contracting companies, thus creating job opportunities and providing them with new work experiences to carry forward for use on future projects.

Mr KP Siyaya, owner of Umhlabawethu Construction is responsible for the construction of three dams in Matheni. The first one is at Manhlanhla, under Induna Dlamini, the second one is at Nzama, under Induna Dlame and the third one is at Nhloyane, under Induna Msezane.

“It has been very gratifying to be given the chance to work on the construction of these dams that will be providing water for the community. I am very grateful and appreciative to ZAC for the opportunity,” he states. 📍

Amanzi ayinto emqoka empilweni okudingeka ukuthi aphathwe ngobunono, ikakhulu endaweni edlange isomiso njengakwaZulu. Yingakho i-ZAC iphezu komkhankaso wokwakha nokulungisa izindawo ezimumatha amanzi endaweni ukwelekelela ngokuhlinzeka umphakathi ngamanzi.

UNsumpa wezobuNjiniyela bemiSebenzi yokuThuthukisa umPhakathi u-Renier van Rooyen uthe kubalulekile ukulungisa amadamu njengoba ayelinyazwe wukuguguleka kwenhlabathi. Uthi inhlabathi iba yingqumba ngesikhathi semvula okwenza ukuthi asheshe agcwale amadamu.

“Manje ukuze silungise loku, ngezikhathi zokoma sikhapha inhlabathi, siyigqinqe odongeni lwedamu ukuze silenze ukuthi liphinde lishone.” Ubuye wagcizelela ukuthi uma kulungiswa amadamu, baqinisekisa ukuthi abawenzi ashone kakhulu ukugwema ukuthi kuwele phakathi izinto, abantu nemfuyo.”

Kuze kube manje ngosizo losonkontileka, imayini isikwazile ukulungisa amadamu amane ezindaweni ezehlukene kanti iphezu komkhankaso wokwakha amadamu ayisishiyagalolunye amasha isebenzisa ogandaganda, ogandaganda abanegeja emhlane nemishini yokumba. U-Renier uthi ububanzi bamadamu amasha buwu-40m ngo-20m bese kuthi ukushona abe wu-2.5m.

Ukweseka Amabhezini Amancane

Ukwakhiwa nokulungiswa kwamadamu kwenziwa ngokuhlanganyela ne-ZAC nezinkampani ezincane ezazincishwe amathuba bese ngaleyo ndlela kwakheke amathuba omsebenzi, zithole isipiliyoni esisha sokwenza imisebenzi yangomuso.

UMnu KP Siyaya, umnikazi we-Umhlabawethu Construction, ubhekene nomsebenzi wokwakhiwa kwamadamu amathathu eMatheni. Elokuqala liseManhlanhla, engaphansi kweNduna uDlamini, elesibili likwaNzama, engaphansi kweNduna uDlame bese elesithathu liseNhloyane, engaphansi kweNduna uMsezane.

“Kube mnandi kakhulu ukuthola ithuba lokwenza umsebenzi wokwakha la madamu azoleta amanzi emphakathini. Ngibonga kakhulu ithuba kwi-ZAC,” kusho yena. 📍

SIDLANGAYE VEGETABLE GARDEN CONTINUES TO BLOSSOM

Money earned from the Sidlangaye Vegetable Garden project is helping locals make a better living and support their families. The profits that are generated from the garden are split among the members and reinvested to assist with the running of the project.

The garden which is aptly named Sidlangaye, meaning 'We eat by your hand' in isiZulu, as it is a source of sustenance and nourishment for many. The project was started in 2011 by members of the community under the Ngwabe Traditional Authority. ZAC provided assistance with the initial set up and equipping of the garden including providing vegetable seedlings, the installation and equipping of a borehole to provide the garden with water, and fencing the garden.

The garden produces a wide variety of fresh produce such as tomatoes, chillies, carrots, green peppers cabbages, sweet potatoes, spinach, onions and beetroots, which are sold to local shops and the ZAC canteen. [17](#)

INGADI ISIDLANGAYE IYAQHUBEKA NOKUQHAKAZA

Imali etholakala engadini iSidlangaye isize abantu bendawo ukuthi baphile kangcono futhi bondle imindeneni yabo. Inzuzo ekhiqizwa yile ngadi ihlukaniselwa amalungu omphakathi kuthi enye ayitshale ukuze uqhubeke umsebenzi.

Le ngadi nogama layo liyazisho njengoba iqanjwe ukuthi iSidlangaye isiza futhi yondla abaningi. Yaqalwa ngo-2011 ngamalungu omphakathi asesigodini saseNgwabe. I-ZAC yabasiza ngezinto zokuqala ukulima nangembewu, ukwakhiwa nokufakelwa kwepitsi ukuze kuzochelwa ingadi kanjalo nangokuyibiya.

Le ngadi ikhiqiza izitshalo ezinhlobonhlobo njengotamatisi, upelepele, ukherothi, u-green pepper, iklabishi, ubhatata, isipinashi, u-anyanisi no-beetroot, okudayiselwa izitolo zendawo nenkantini yase-ZAC. [17](#)

From left: Philemon Buthelezi, Sarah Makhatini, Johannes Makhatini holding the large delectable onions produced at Sidlangaye Vegetable Garden

Kusuka kwesobunxele wu-Philemon Buthelezi, uSarah Makhatini, u-Johannes Makhatini begabisa ngo-anyanisi okhiqizwe eSidlangaye Vegetable Garden

Mr Johannes Makhatini is the Manager of the Sidlangaye Vegetable Garden and is supported by his daughter Ms Sarah Makhatini, along with four other people who work on the garden. He says that while it is not easy farming in the dry, hot conditions that are the reality of Zululand, the ongoing support provided by ZAC has been instrumental in getting the garden where it is today.

Mr Philemon Buthelezi, who is one of Mr Makhatini's assistants, says: "I love that I am helping to feed people in the community with fresh, healthy food that is produced in the area and by local people. It's not an easy job, but it's one that brings me a lot of satisfaction and fulfilment."

Ms Makhatini adds that when any issues arise, ZAC is always there to support. "We are currently in discussions with ZAC about supplying new pesticides as there is an insect that has caused damage to some of the crops recently."

According to ZAC Projects Engineering Assistant Fakazi Mngomezulu the food purchased from the garden is very popular with staff at the mine, particularly the delicious vegetable soups that are made in the mine's kitchen in the winter.

Moreover, he adds that helping Mr Makhatini ensure that the garden remains sustainable and successful is a long running commitment by ZAC and one he is "profoundly proud" to be a part of. 📷

UMnuz Johannes Makhatini uyimeneja yeSidlangaye ubambisene nendodakazi yakhe uNksz Sarah Makhatini nabanye abane abasebenza engadini. Uthi nakuba kungelula ukulima indawo eyomile futhi eshisayo njengaKwaZulu kodwa ukuxhaswa abalokhu bekuthola e-ZAC kubasizile ukuthi bakhulise ingadi ize ifike lapho ikhona namhlanje.

UMnuz Philemon Buthelezi ongomunye wabasebenzisana no- Johannes uthi: "Ngiyakuthanda ukuthi ngisiza ukondla abantu bendawo ngokudla okunempilo futhi okusha nokukhiqizwa endaweni ngabantu bendawo. Akuwona umsebenzi olula kodwa ngumsebenzi ongijabulisayo kakhulu."

U-Sarah wengeze ngokuthi uma kukhona izinkinga eziqhamukayo i-ZAC ihlale ikhona ukubeseka. "Njengamanje siyaxoxisana ne-ZAC ngokuthi isisize ngomuthi wezinambuzane ngoba kunesinambuzane esimoshe izitshalo kabi muva nje."

Ngokusho kukaMnuz Fakazi Mngomezulu, owumSizi kaNjiniyela wemiSebenzi e-ZAC, ukudla okuvela engadini kuthandwa ngabasebenzi basemayini ikakhulukazi amasobho ezithelo aphekwa ekhishini lasemayini ebusika.

Ngaphezu kwalokho uthi ukusiza uMakhatini ukuqinisekisa ukuthi ingadi ihlale isebenza futhi iphumelela, nokuyinto i-ZAC ezibophezele kuyona futhi yena "aziqhenyayo" ngokuba yingxenyeye yayo. 📷



BRIGHTENING COMMUNITY AREAS WITH SOLAR POWERED LIGHTING

SIKHANYISELA UMPHAKATHI NGOGESI WELANGA

Street lighting is something that is often taken for granted, but for many communities it is beyond the means of their municipal authorities. As untarred roads are the norm and access to grid power is very limited, these factors constrain local government's ability to provide communities with street lighting.

Lighting in the areas surrounding ZAC can be the difference between life and death as cows, donkeys and sheep often cross or sleep on the road. These animals are difficult to see at night or the early morning and their presence on poorly lit roads can result in deadly accidents occurring.

It is for these reasons that a Memorandum of Understanding (MoU) was signed between ZAC and the Zululand District Municipality to assist with Local Economic Development projects, it included the installation of High Mast solar powered lights. ZAC has to date installed a number of solar powered lights in Ememulweni, Wela School, Obhokweni, Emhlahini Creche, Nkonjani, Nqulwane, Basumlilo, Sigudu and Dabase.

ZAC Community Development Projects Engineering Superintendent Renier Van Rooyen explains that the lights operate completely on their own power, generated by solar panels which store energy in batteries.

"Each solar light has a built-in day/night sensor, allowing the light to switch on automatically at dusk and to turn off at dawn. The 15W light-emitting diode (LED) solar powered lights illuminate a wide surface area and have improved the quality of community members life substantially," he states.

One of the solar lights has been installed outside the convenience shop, Mhayise Store, in Mtheni, which is located along one of the main thoroughfares of the community, where people gather to buy goods, conduct business transactions and socialise.

Thando Hlatshwayo, an attendant at the shop, says that the installation of the LED solar lights by ZAC has significantly improved the levels of safety for customers at the shop.

"The solar lights make us feel safe when we come early in the morning while it is still dark and once we finish off in the evenings. They make it safer for all people to cross the road, especially for the elderly and children. We are very thankful to ZAC for improving safety and security in our community," she states. 

Ukukhanya emgwaqweni yinto evame ukunganakwa kepha kwezinye izindawo omasipala abanawo amandla okukhanyisa. Njengoba yandile imigwaqo engenatiyela nokuxhumeka ezigujini zikagesi kunqabile, zonke lezi zinto zinqinda omasipala bendawo ukuthi bakhanyise imigwaqo.

Ukukhanya ezindaweni ezakhele i-ZAC kuyinto enkulu njengoba izinkomo, izimbongolo nezimvu zivame ukuwela umgwaqo. Kunzima ukubona lezi zilwane ebusuku noma ngovivi kanti ukunqamula kwazo emigwaqweni engakhanyi kungadala izingozi.

Yingakho i-ZAC noMasipala wesiFunda waseZululand besayine isivumelwano sokusebenzisana ukwelekelela imisebenzi yokuthuthukisa umnotho njengokufaka izigxobo zikagesi welanga. Kuze kube manje i-ZAC isifake izigxobo zikagesi welanga eziningi Ememulweni, esikoleni iWela, Obhokweni, Emhlahini Creche, eNkonjani, eNqulwane, eBasumlilo, eSigudu naseDabase.

UNsumpa wobuNjiniyela bokuThuthukisa uMphakathi e-ZAC u-Renier van Rooyen uthi lezi zibani zizikhanyela zona, zisebenzisa amandla ama-battery.

"Isibani ngasinye sine-sensor esikhanyisa uma sekumnyama, okwenza ukuthi sikhanye ntambama bese sicisha ekuseni. La ma-globe e-LED awu-15W akhanyisa indawo ebanzi kanti ayenze yangcono kakhulu impilo yabantu bendawo," kusho yena.

Esinye sezigxobo zikagesi sifakwe eSitolo kwaMhayise eMtheni, ngasendleleni ehamba umphakathi, ngalapho abantu bethenga khona, bahwebe baphinde bazihlalele.

UThando Hlatshwayo, odayisa esitolo, uthi ukufakwa kwezigxobo yi-ZAC sekuphucule isimo sokuphepha emakhasimendeni esitolo.

"Izibani zikagesi zenza ukuthi sizizwe siphephile uma sifika esitolo ekuseni kakhulu, kusemnyama noma uma sesiqeda ebusuku. Zenza kuphephe kuwona wonke umuntu ukuwela umgwaqo, ikakhulu kubantu abadala nezingane. Sibonga kakhulu kwi-ZAC ngokuphucula isimo sokuphepha emaphakathini wakithi," kusho yena. 

OVER R300 000
FOR CHARITABLE
COMMUNITY CAUSES

NGAPHEZU KUKA- R300 000
UKUSIZA IZINHLELO
ZOMPHEKATHI



On 23 October 2019, ZAC hosted their annual charity golf day at the prestigious Kwambonambi Golf Club, in KwaZulu Natal to raise funds for local community charities.

Now in its third year, the golf day was initiated to raise funds for various charities and was once again an overwhelming success, with ZAC and its business partners raising over of R300 000 for charity.

The title sponsors of this fun, exciting and memorable day were pump company, The Pump Smith, and South African manufacturer of specialised mining equipment, Rham Equipment.

A competitive yet festive atmosphere encompassed the day with the players competing against their opponents for bragging rights, awards and the many sponsored prizes that were on offer.

Menar Chief Operating Officer, responsible for ZAC, Bradley Hammond thanked all ZAC's equipment and services providers for taking the time to participate and donating considerable amounts to continue to make this annual event the success it continues to be. "Thank you for partnering with us to help those in need of a golf day," he said, during the awards ceremony.

He recounted that the funds raised from the previous golf had been used to purchase and install a much needed 300 l/hr borehole to provide clean water to residents and staff at the Zisize Care Centre for people with disabilities in Ulundi, KZN.

In addition to the funds raised from companies' sponsorships of holes and the overall events itself, an auction for the ZAC Floating Trophy was held. Hammond facilitated the auction

Mhla ka-23 Okthoba 2019, i-ZAC ibinosuku lwegalofu Kwambonambi Golf Club, KwaZulu-Natali, ukuqoqa imali yokusiza izinhlangano zomphakathi.

Lolu suku selusonyakeni wesithathu manje, kanti lwaqalwa ukuze kuqoqwe imali yokusiza izikhwama zomphakathi eziningi kanti luphinde lwaba yimpumelelo enkulu, njengoba i-ZAC nabalingani beqoqe imali engaphezu kukaR300 000.

Abaxhasi balolu suku lobumnandi, olungasoze lwalibaleka bekuyinkampani yezifutho i-Pump Smith nabakhi bezimpahla zasezimayini eNingizimu Afrika i-Rham Equipment.

Lolu suku lubonakale ngomoya wokuqhudelana kodwa ngobungani lapho izimbangi ebezidlana imilala khona kubangwa imiklomelo ebikhona

Isikhulu esiPhezulu sezemiSebenzi e-Menar u-Bradley Hammond sibonge bonke abasebenzisana ne-ZAC ngokuzobamba iqhaza nokunikela ngesikhathi sabo ukuze lolu suku lube yimpumelelo. "Siyabonga ngokuhlanganyela nathi ukusiza labo abadinga kululwe isandla ngokuxhasa usuku lwethu lwaminyaka yonke lwegalofu," kusho yena ngenkathi sekuklonyeliswa.

Ukhumbule ukuthi imali eyaqoqwa phambilini yasetshenziswa ukuthenga nokufaka ipitsi eliphehla amalitha awu-300 ngehora ukuze kusizakale abantu nabasebenzi basenkulisa yaseZisize Care Centre, indawo yabantu abanokukhubazeka oLundi, eKZN. Ngaphezu kwemali eqoqwe yizinkampani zabaxhasi ngemigodi nomcimbi uqobo, kube nendali yokudayisa indebe entuntayo i-Floating Trophy yase-ZAC. U-Hammond obenza umsebenzi

and encouraged companies to embrace ZAC's mantra of being the 'Caring Colliery' by showing their full support for charity by pledging as much as possible. The exceptionally competitive auction of the ZAC Floating Trophy was ultimately won by conveyor belt solutions provider, Conveyor and Plant Services, director Dawie Van Nieuwenhuizen, who pledged R150 000.

The generosity did not end there as, ZAC employees organised a chipping green to raise funds for non-profit organisation, The Little Iron Man Foundation, which raises funds to support the expenses of a young child that suffers with cerebral palsy. A TV for the chipping green competition was sponsored by MD Survey. So moved by the plight of this child, many prize winners at the end of the evening donated their prizes back to auction off, which all helped in raising over R85 000 for the foundation.

Bradley concluded the evening by thanking all those who took part in the ZAC 2019 Golf Day for their extraordinary generosity and looked forward to welcoming them back next year.

"The ZAC annual golf day is a highlight in our calendar and as many company representatives have told me throughout today, it is something, they look forward to eagerly every year as well. Today was a tremendous success for charity and set a new company record, which I have no doubts will be surpassed next year." 📺

THE GENEROUS SPONSORS OF THE ZAC GOLF DAY INCLUDED

KUBAXHASIBOSUKU LWEGALOFU BEKUKHONA LABA ABALANDELAYO

- AARD Mining Equipment
- Aberdare Cables
- Babcock
- Becker Mining South Africa
- BMG Vryheid
- Booyco Electronics
- C3 Foods
- Calefra Group Mobile
- Coalseam Mining
- Comodex Horseman
- Conloo – Conrite
- Conveyer & Plant Services
- Derrick and Sons
- Diesel Electric (Bosch)
- Dosco
- ESAB / Donkin Howden
- GR Mining
- Hexagon Electrical
- Horona Trading
- Imperial Nissan
- Ingwenya
- Interwaste
- JA Engineering
- Komatsu/Joy
- MD Ogola
- MD Survey
- Megaflo/JS pumps
- Monitech
- North Safety
- PEX
- Pitbull Trading
- Power Spirit Trading
- The Pump Smiths
- Rapinda Communications
- RHAM Equipment
- Rich Steel
- Roadmaster Tyre Services
- Sandvik
- Smart Industries
- Super Rent
- TRON
- United Mining & Gilberts Cables
- Zululand Bus Services
- ZAC REC Club

wendali, wakhuthaza izinkampani ukuthi zibambebele esiqbulweni se-ZAC esithi 'Imayini Enakekelayo' ngokuxhasa ngamandla. Endalini eshubile yokudayisa i-Floating Trophy kugcine kuphumelele inkampani yamabhande athwala impahla i-Conveyor and Plant Services, umqondisi wayo u-Dawie Nieuwenhuizen othembise uR150 000.

Ufefe lokuphana alugcinanga lapho njengoba abasebenzi base-ZAC behlele uqoqela imali inhlango engenzi nzuzo, i-The Little Iron Man Foundation, esiza ingane enesifo sokukhubazeka ngomqondo, i-cerebral palsy. Ithelevishini yalesi sigaba somcimbi ibiphuma e-MD Survey. Bonke abawina bathinteka ngesimo sengane ekhubazekile kangangokuthi bagcine benikele ngemiklomelo yabo ukuthi iphinde ishaywe indali, okukhuphule isikhwama ngoR85 000.

U-Bradley uvale umcimbi ngokubonga bonke ababambe iqhaza kwi-ZAC 2019 Golf Day ngokuphana kwabo ngesihle, wathi i-ZAC ikubheke ngabomvu ukuba khona kwabo ngonyaka ozayo.

"Usuku lwase-ZAC lwegalofu lwaminyaka yonke luyinto enkulu ezinhlweleni zonyaka zethu kanti njengoba abaningi beshilo, luyinto abahlale beyibheke ngamehlo abomvu minyaka yonke. Usuku lwanamuhla lube yimpumelelo enkulu, kwaqopheka umlando omusha enkampanini kanti angingabazi ukuthi sizoliphula ngonyaka ozayo." 📺



Menar COO Bradley Hammond facilitated the exceptionally competitive auction of the ZAC Golf Day 2019 floating trophy, which was won by Conveyor and Plant Services director Dawie Van Nieuwenhuizen, who pledged R150 000 - all which will go to supporting an underprivileged community charity.

ZAC Golf Day 2019 organising team handover trophies to first place winners Pieter Jansen van Rensburg and Joe Santos. From left: Okkie Schoeman, Pieter Jansen van Rensburg, Belinda Maia, Joe Santos and Schalk Beetge.

Ithimba ebelihle i-ZAC Golf Day 2019 likhipha imiklomelo kwabanqobile u-Pieter Jansen van Rensburg no-Joe Santos. Kusuka kwesobunxele: u-Okkie Schoeman, u-Pieter Jansen van Rensburg, u-Belinda Maia, u-Joe Santos no-Schalk Beetge.

I-COO yaseMenar u-Bradely Hammond ubehola indali yokudayisa i-Floating Trophy, ewinwe yinkampani yamabhande athwala impahla i-Conveyor and Plant Services, umqondisi wayo u-Dawie Nieuwenhuizen othembise ukunikela ngo R150 000, ozoya esikhwameni senhlangano yomphakathi entulayo.

THANK YOU LETTER TO ZAC FROM KHAYALETHU LANGA LANGA UBONGE I-ZAC NGENCWAD' ENCANE

Khayaletu Langa is a recent Plant Learnership Graduate, who sent this letter to thank ZAC for providing him with the opportunity to complete a learnership at the mine.

Dear ZAC,

Having grown up in the local community of Ukhukho in the Thembalihle area of Zululand, it has always been one of my dreams to work at ZAC. This dream was fulfilled this year when I was granted a learnership to work in the Processing Plant at the mine.

I am writing this letter to express my sincere appreciation to ZAC for providing me with the opportunity to uplift my skills and knowledge. My learnership ran from 4 April to 22 October 2019.

I became aware of the opportunity to do the learnership when I saw the advert for learnership positions at the mine on a community notice board in 2018. This is something that we as the community greatly appreciate, as we do not all have access to internet and for many of us, this is the only way we would ever find out about these types of opportunities. This is a clear sign that ZAC cares about our community and wants the youth to succeed in life.

I had completed a Chemical Engineering course at the Majuba TVET College and applied to do a learnership for Basic Coal Preparation through ZAC. When I received my acceptance letter my heart filled with joy. I was determined to succeed and was selected to go to the Colliery Training College, in Emalahleni to do a seven-week Basic Coal Preparation course, which I passed with distinction by achieving 96%.

My experience with ZAC has been truly amazing and I am deeply appreciative for all the time and money that you spent on me. You really care about giving young people chances to improve themselves and develop our skills.

I want to especially thank Mr Okkie Schoeman, who mentored me and took me under his wing and offered me invaluable insights into coal preparation and processing. Thank you, Sir!

God Bless you all!

Yours Sincerely,

Khayaletu Langa

UKhayaletu Langa osanda kuphuthula izifundo ze-Plant Learnership, ubhalele i-ZAC incwadi eyibonga ngethuba emnike lona lokwenza lezi zifundo emayini.

ZAC ethandekayo,

Ngemva kokukhulela endaweni yaOkhukho eThembalihle, KwaZulu, kade kwakuyisifiso sami ukusebenza e-ZAC. Lelo phupho lifezekile kulo nyaka ngenkathi ngithola ithuba lokufunda eNdaweni yokuHluza emayini.

Ngibhala le ncwadi ukuzwakalisa ukubonga okusuka enhliziyweni kwi-ZAC ngokunginika ithuba lokuthuthukisa ulwazi lwami. Ngiqeqeshelwe umsebenzi kusukela mhla ka-4 Ephreli kuya kumhla ka-22 Okthoba 2019.

Ngathola imininingwano ngaleli thuba ngenkathi ngibona isikhangiso oqwembeni lwezaziso lwemayini ngo-2018. Lena yinto esiyijabulela kakhulu siwumphakathi, njengoba kungethina sonke esikwazi ukungena kwi-internet kanti kwabaningi bethu lena yiyona ndlela kuphela esingathola ngayo ukwaziswa ngamathuba anjena. Loku kuwubufakazi bokuthi i-ZAC iwukhathalele umphakathi futhi ifisa intsha iphumelele.

Ngangenze izifundo ze-Chemical Engineering eMajuba TVET College, ngase ngifaka isicelo sokwenza i-Basic Coal Preparation e-ZAC. Ngenkathi ngithola incwadi engemukelayo, inhliziyoyami yagxumagxuma.

Ngangizimisele ukuphumelela, ngase ngikhethwa ukuthi ngiye e-Colliery Training College eMalahleni ukuyokwenza izifundo ze-Basic Coal Preparation zamasono ayisikhombisa, engaziphasa ngamalengiso ngithola u-96%.

Ngihlale kahle e-ZAC kanti ngibonga kakhulu isikhathi engisihlalile nemali eniyisebenzise kimina. Nikukhathalele ukunika intsha ithuba lokuziphucula, iphucule namakhono ayo.

Ngifisa ukubonga ngokukhethekile uMnuz Okkie Schoeman, ongicathulisile engifukamele, wangifundisa izinto eziningi ngokulungiswa kwamalahle nokukhiqizwa kwawo. Ngiyabonga kakhulu Mnuz!

UNKulunkulu anibusise nonke!

Ozithobayo,

wuKhayaletu Langa



Khayaletu Langa proudly displaying the certificate he was awarded for completing a Coal Preparation Course with distinction

UKhayaletu Langa egabisa ngesitifiketi akhonyeliswe ngaso ngokuphasa ngamalengiso izifundo zokulungisa amalahl

GOAL OF ZERO HARM ON TRACK AS ZAC NEARS 4 000 FATALITY FREE SHIFTS MARK

ZAC is committed to achieving the goal of Zero Harm, which aims to ensure that all workers return home to their loved ones from work safe, unharmed and healthy every day.

ZAC Chief Safety Officer Sabelo Ngema – who has been with ZAC for over 32 years - is the person responsible for achieving this goal. As the Chief Safety Officer, he has to ensure the compliance and enforcement of the Mine Health and Safety Act, which entails seeing to it that workers are trained and understand the risks of working in a mine as well as making them aware of the different ways to mitigate those risks.

He says that ZAC takes tremendous pride in having completed 3 888 Fatality Free Production Shifts (FFPS) (as at 4 October 2019) which equates to 2 659 203 Fatality Free operating working hours

KUHAMBA NGOKOHELELO ENHLOSWENI YOKUNGALIMALI MUNTU E-ZAC KUHLANGANA AMA-SHIFT AWU-4 000

I-ZAC izibophezele ekuqinisekiseni ukuthi akekho olimalayo emsebenzini nokuthi bonke abasebenzi bagoduka emsebenzini baphindele emakhaya bephila futhi bengalimele insuku zonke.

Obhekele ezokuphepha e-ZAC uMnuz Sabelo Ngema, osesebenze kule nkampani iminyaka engaphezu kwewu-32 wumsebenzi wakhe ukufeza le njongo. Njengomphathi wezokuphepha kumele aqikelele ukuthi uyalandelwa umthetho olawula ezokuphepha nezempilo ezimayini, i-Mine Health and Safety Act, ofaka ukuthi abasebenzi baqeqeshwe ukuthi baqonde ingozi yokusebenza emayini kanjalo nezindlela zokunciphisa leyo ngozi.



“We hold mandatory daily (Tool Box Talks), a weekly Visible Felt Leadership (VFL) meeting and monthly Safety Committee meetings (Health, Safety, Security, Community and Environmental) evaluations of safety performance, paying special attention to the safety of our 1 500 employees in order to encourage them to make sure that they are working safely at all times. This is extremely important to prevent work-related injuries from occurring.”

“Zonkeizinsukusenzai-ToolBoxTalks,i-VisibleFeltLeadership (Ezempilo, ezokhupheha, ezoku Vikeleka, ezipMphakathi kunye neze Mvelo) njalo ngesonto nomhlangano obanjwa kanye ngenyanga nekomidi elibhekelele ezokuphepha, sihlola ezokuphepha, sinaka ukuphepha kwabasebenzi bethu abawu-1 500 ukubagqugqezela ukuthi basebenze ngendlela ephiphile sonke isikhathi. Lokhu kubaluleke kakhulu ukugwema ukulimala emsebenzini,” kusho uSabelo.

and is on target to reach 4 000 FFPS by the end of December 2019.

Sabelo notes that the mine’s Lost Time Injury Frequency Rate (LTIFR) has a 0.00 on a rolling average over the past three months and 0.30 Total Recordable Injury Frequency Rate (TRIFR) over the past 12 months on a rolling average basis – using a two million operating hours measurement. He points out that, “ZAC strictly enforces a zero-tolerance policy for unsafe acts and working conditions”.

Uthe i-ZAC iyaziqhenya kakhulu ukuthi isiphothule ama-shift angu-3 888 (kuze kufike ku-Oktoba 4 2019) nokusho amahora angu-2 659 203 kungalimalanga muntu kanti kubhekwe ukuthi kufike ukuphela kukaDisemba la ma-shift esefinyelele ku-4 000.

USabelo uthi i-Lost Time Injury Frequency Rate (LTIFR) yasemayini ime ku 0.00 ngokulinganiswa okwenyanga ezintathu zihamba zilandelana, njalo nokuthi i-Total Recordable Injury Frequency Rate (TRIFR) ibalelwa ku 0.30 enyangeni ezilithumi nambili ezedlule zilandelana, kulinganiswa ngezigidi ezimbili zamahora okusebenza. Uyakhomba nokuthi “iZAC igcizelela ngokuqinile inqubomgomo yokungabekezeleli izenzo kanye nendawo zokusebenzela ezingaphephile.”

“This is a massive achievement for the company because it reflects our high working standards and commitment to safety by preventing work injuries,” Sabelo states.

Employees are encouraged to report any incidents they may encounter by filling out a ‘Near-Miss’ report so that the company can act on these incidents and analyse the near-misses reported.

ZAC holds weekly discussions with mine management to talk about the VFL programme. This initiative seeks to improve safety performances by engaging with people in the working area and learning about their needs and concerns.

Other safety initiatives include monthly safety topics a weekly safety bulletin and highlighting any near-miss reports. The function of the safety bulletin is to record any incidents that may have occurred during that week and provides a description of the incidents as well as their severity and also includes a key learnings bulletin.

The awareness bulletin serves as a reminder for employees to follow ZAC’s ‘Take 5’ programme, which outlines how to make sure that the area that they are working in, is safe and they are using the right tools.

USabelo wengeze ngokuthi abakubekezeleli ukuthi kusetshenzwe endaweni engaphephile.

Abasebenzi bayagqugquzelwa ukuthi babike izigameko abahlangabezana nazo ngokuthi bagwalise umbiko obizwa nge-Near-Miss ukuze inkampani izosukuma ihlole ukuthi kwenzakaleni.

I-ZAC iba nomhlangano njalo ngesonto nabaphathi bemayini ngalolu hlelo. Lokhu kwenzelwa ukuphucula izinga lezokuphepha ngokuxoxa nabantu abasebenza kuleyo ndawo nangokuzwa ngezidingo zabo.

Eminye imizamo yezokuphepha eyenziwayo wukuxoxa ngezokuphepha okwenziwayo kanye ngenyanga kanjalo nombiko ngezokuphepha owenziwa masonto onke ukubika ngezigameko ezingabe zenzeke , ezenzekile nezinto ezifundwe kokwenzekile.

Lo mbiko ukhumbuzisa abasebenzi ukuthi balandele uhlelo lwe-ZAC olwaziwa nge-Take 5, luchazela abasebenzi ukuthi yini okumele bayenze ukuqikelela ukuthi indawo abasebenza kuyona iphephile futhi basebenzisa amathuluzi afanele.



ZAC TAKE 5 SAFETY CHECK LIST

What does that “5” refer to? The below questions (7)? Or something else?

1. Am I physically and mentally fit for work?
2. Did I do a physical inspection of my work place?
3. Do I have the correct Personal Protective Equipment (PPE) for the job?
4. Have I inspected my tools and equipment and found them in order?
5. Did I identify all the hazards that can hurt me?
6. Am I trained and authorised to do the task and/or to operate?
7. Am I sure it is safe proceed to work?

If the Answer is **Yes** to all the above questions you can continue to work **Safely**. If not, consult your supervisor and re-do your **ZAC**

Take 5

ZAC TAKE 5 SAFETY CHECK LIST

Kumeleni lokhu okuhlalu okubhekwayo?

1. Ngiphile ngokwanele emzimbeni nasemqondweni ukuba semsebenzini?
2. Ngiyihlolile indawo engisebenzela kuyona?
3. Ngigqoke izimpahla ezifanele zokuzivikela?
4. Ngiwabhekile amathuluzi engizosebenza ngawo ukuthi asebenza kahle?
5. Ngizibhekile zonke izinto ezingase zingilimaze?
6. Ngiqeqeshiwe ukwenza lo msebenzi engizowenza nokusebenzisa umshini?
7. Nginesiqiniseko ukuthi kuphephile ukuqhubeka nokusebenza?

Uma impendulo kungu yebo kuyona yonke le mibuzo, ungaqhubeka nokusebenza. Uma kungenjalo, xhumana nokuphethe nizohlola naye futhi.

When asked about how the mine maintains its safety standards, Sabelo pointed out that, Mine Safety Officers carry out periodical inspections under risk assessment categories. These schedules are categorised into 30, 45- and 90-day areas which they need to cover in their reports. The 30-day areas are regarded as high risk, such as working underground sections. Conversely, working in the main office is considered a much lower risk and would be categorised under the 90-day area inspections.

Festive Season Safety Warning

This time of the year is called the ‘Silly Season’ because people tend to do silly and irresponsible activities during the holiday period therefore every single department is repeatedly reminded to use the campaign’s safety systems in order to achieve the Zero Harm goal. This entails watching out for each other and staying safe, while working in the mine as well as, asking workers to pay extra attention to ensure everyone is working safely in their work areas.

Regular unannounced alcohol tests are also run to raise awareness on the dangers of being under the influence of alcohol on duty, particularly while operating heavy machinery and other equipment. Colleagues are also reminded that outside of work hours, such as while travelling home, or on the way to their December holidays, not to drink and drive and are encouraged to take regular breaks when driving.

Sabelo points out that reported injuries and fatalities tend to spike during the ‘Silly Season’ because sometimes employees may take their eye off the ball, owing to tiredness and lack of concentration to safety details. This is why a festive season safety guide pack has been put together. The pack comprises of a message emphasising the dangers associated with this time of the year, lifesaving rules, the Take 5 protocol, when to do the Job Hazards Analysis (JHA), along with Section 22 and 23 of the Mine Health and Safety Act.

“The Mine Health and Safety Act particularly illustrates the need to look for hazards and to assess the risks in everything that you do at work, to follow all control measures and to report anything dangerous to your Supervisor and Safety Representative,” Sabelo emphasises.

Community Safety Initiatives

Sabelo reveals that ZAC’s Safety Department, in conjunction with the Environmental Department, is planning a campaign to raise awareness at the local schools on the dangers of the summer time season. These include drowning, snake bites, dangers of being struck by lightning, fishing in the mine dams, risks associated with entering the mine premises and climbing or riding on coal trucks while they are moving. “Brothers and Sisters Keepers – we need to work together to keep everyone safe,” he emphasises.

In conclusion Sabelo states: “There is nothing more important than ensuring the safety of all employees, including contractors, to ensure they return home safe at the end of each working day.”

Ebuzwa uSabelo ukuthi baziqikelela kanjani ezokuphepha, uthababhekelele ezokuphepha emayini bahlala behlola indlela okusetshenzwa ngayo. Loku kuhlukaniswe ngezinsuku eziwu-30, eziwu-45 neziwu-90 nokudinga ukuthi kuhlukaniswe umbiko. Lezi zindawo zezinsuku eziwu-30 ngezithbalelwa ngezinyingozzi kakhulu njengalabo abasebenza emgodini. Lezo zindawo ezithathwa njengezingenabo ubungozi obutheni zihlolwa emva kwezinsuku eziwu-90 njengamahhovisi.

Isexwayiso Ngokuphepha Ngesikhathi SikaKhisimusi

Ngalesi sikhathi abantu benza noma yikanjani ngoba kusuke kungamaholidi bejabule yingakho nje wonke umnyango ukhunjuzwa ukuthi wenze konke ukuqikelela ezokuphepha ukuze kuzofinyelelwa enjongweni yokuthi kungabi ibikho olimalayo. Kumele sibhekane, siqiniseke ukuthi sonke siyaphepha ngesikhathi sisebenza emayini sinaka ngokwengeziwe.

Kuhlololwa utshwala kungalindele muntu ukuqwashisa ngezinyingozzi zokudakwa emsebenzini, ikakhulu uma uphethe imishini emikhulu noma eminye imishini yokusebenza. Abasebenzi bayakhunjuzwa ukuthi noma bengexho emsebenzini bangaphuzi bese beshayela nokuthi bathathe ikhefu uma beshayela amabanga amade beya emaholidini kaDisemba.

USabelo ubalule ukuthi ukulimala nokushona kuvame ukwanda nge‘Sikhathi sokuPhapha’ ngenxa yokuthi abasebenzi ababe besaqaphela ngenxa yokukhathala nangokunganakisisi izinto ezithinta ukuphepha. Yingakho kunebhukwana lezokuphepha langalesi sikhathi. Liqukethe umyalezo ngezinyingozzi ezihambisana nalesi sikhathi sonyaka, imithetho yokuhlenga, inqubo i-Take 5, ukuthi lwenziwa nini ucwaningo ngezinyingozzi zasemsebenzini neziGaba 22 no-23 ze-Mine Health and Safety Act.

“I-Mine Health and Safety Act icacisa isidingo sokubheka izingozi nokuhlola izingozi kukho konke okwenziwa emsebenzini, ukulandela zonke izindlela zokuzigwema nokubika zonke izingozi kumphathi wakho noma kobhekele ezokuphepha,” kugcizelela uSabelo.

Imikhankaso Yokuphepha Komphakathi

USabelo uveze ukuthi umNyango wezokuPhepha e-ZAC, ubambisane nomNyango wezeMvelo, uhlela umkhankaso wokuqwashisa ngezinyingozzi zehlobo ezikoleni zendawo. Kuzona kubalwa ukuminza, ukulunywa yizinyoka, izingozi zokushaywa umbane, ukudoba emadamini asezimayini nezingozi zokungena emabaleni asezimayini nokukotela amaloli amalahle. “Bafowethu noDadewethu kudingeka sibambisane ukuze kuphephe wonke umuntu,” kugcizelela yena.

Esephetha uSabelo uthi: “Ayikho into emqoka njengokuqiniseka ukuphepha kwabo bonke abasebenzi nosonkontileka bethu, ukuqinisekisa ukuthi bagoduka bephephile nsuku zonke.”

GUIDING EMPLOYEES TO ACHIEVE THEIR CAREER GOALS BRINGS ALMON IMMENSE JOY

UKWELULEKA ABASEBENZI UKUTHI BAFEZE AMAPHUPHO ABO YINTO EMJABULISAYO UALMON

Human resource development (HRD) is the framework for helping employees develop their personal and organisational skills, knowledge, and abilities, which is something that brings ZAC Human Resources (HR) Manager Almon Mamba great satisfaction.

Almon has been at ZAC since 2016 and served as HR and Employee Relations Superintendent until he was elevated to the role of HR Manager in January 2019. He has a wealth of mining industry experience having worked in the HR department of mining companies since 1985.

He is responsible for training and development of staff and working with HRD officers to training employees on a daily basis. He is also responsible for recruitments, disciplinary cases, grievances and CCMA issues, among other responsibilities.

Almon works closely with Menar Group Human Resources Manager, Sarie Opperman, who is based at ZAC, to ensure the smooth and effective running of trainee and graduate programmes including the Youth Employment Services (YES) programme. YES is an initiative established by President Cyril Ramaphosa to address the unemployment crisis and assist the young people in obtaining work experience.



*Human Resources Manager Almon Mamba
Imenenja yezakwNdabazabantu u-Almon Mamba*

“As an HR Manager it brings me great joy when I am able to tell candidates that they got the job after a successful interview and also promoting someone to a new position after they’ve worked hard to earn it,” he enthuses.

Almon is also a qualified pastor with a Diploma in Theory, a gazetted marriage officer and marriage counsellor, which he says has been greatly beneficial to him, as these positions both require similar skills sets, such as humility and sympathy, which are needed to engage with people to resolve issues, address conflict and provide sound career and general life guidance to employees.

“Many employees have thanked me for the support and guidance I have been able to offer them, which is important as it indicates that the HR department is doing right by them. At ZAC, we strive to support our colleagues and workers and it makes me very proud to work for a company that genuinely cares about the wellbeing of all employees regardless of race, religion, colour, creed or rank,” he says. 📧

i-Human Resource Development (HRD) wuhlaka olusiza abasebenzi bathuthukise amakhono abo, ulwazi nanomsebenzi wabo nokuyinto ethokozisa uMnuz Almon Mamba ophethe umnyango wakwNdabazabantu e-ZAC.

U-Almon wafika e-ZAC ngo-2016 kanti waba wunsumpa wezakwandabazabantu nobudlelwano nabasebenzi kwaze kuba ukhushulelwa ekubeni yimenenja ngoJanuwari 2019. Unolwazi olunzulu ngemboni yezimayini njengoba selokhu aqala ukusebenzela ondabazabantu ezinkampanini zezimayini kusukela ngo-1985.

Nguyena obhekelele ukuqeqeshwa nokuthuthukiswa kwabasebenzi, nokusebenza nabalingani bakhe nsuku zonke. Nguyena obhekelele ukuqashwa, ukuqulwa kwamacala, izikhalo, ezithinta i-CCMA neminye imisebenzi.

U-Almon usebenzisana ngokubambisana nemenenja yakwNdabazabantu eMenar Group, uNksz Sarie Opperman ose-ZAC ukuqinisekisa ukuthi uhlelo lokuqeqeshwa kwabantu abaphuma emanyuvesi kanjalo ne-Youth Employment Services (YES). I-YES wuhlelo olwasungulwa wuMengameli Cyril Ramaphosa ukubhekana nokuntuleka kwemisebenzi entsheni nokusiza intsha ithole isipiliyoni.

“Njengomphathi wakwNdabazabantu

kuyangijabulisa ukwazisa abantu abasuke befake izicelo zomsebenzi ukuthi bawutholile emva kokuthi kade beye kwinhlohlolwazi, noma ukwazisa umuntu ukuthi ukhushulelwe esikhundleni esisha emva kokuthi esebenze kanzima ukuwuthola,” kusho yena.

U-Almon, owumfundisi one-Diploma yezeNkolo unegunya lokushadisa futhi ululeka ngemishado, uthi kuyamsiza kakhulu ngoba yombili imisebenzi yakhe idinga amakhono afanayo, okuyintobeko nozwelo uma esuke exoxa nabantu ukuze basombulule izinkinga zabo, bayeke ukuxabana, balulekane emisebenzini nangempilo nje.

“Kunabasebenzi abaningi abaye bangibonge ngokuthi ngiyabeseka nangezulelo engibanika zona nokubalulekile ngoba kukhombisa ukuthi umnyango wakwNdabazabantu uwusizo kubona. E-ZAC sihlale siphokophela ukweseka abalingani nabasebenzi futhi ngiyaziqhenya ukusebenzela inkampani ebakhathalele ngempela abasebenzi bayo, ingabheki bala, nkolo nezinga lo muntu,” kusho u-Almon. 📧

MITIGATING ENVIRONMENTAL IMPACTS AT ZAC



UKUNCIPHISA UMONAKALO KWIMVELO E-ZAC

ZAC's environmental department is responsible for ensuring the effective implementation and adherence to environmental standards and guidelines applicable to the mining operations.

The Environmental Department is headed by Environmental Superintendent Msawenkosi Buthelezi, who has been with ZAC since May 2017. He is responsible for coordinating, maintaining and updating all the data required for environmental reporting.

Other responsibilities include: identifying environmental risks associated with the mining operations, as well as assisting in addressing potential challenges. Evaluation of environmental audit reports compiled by environmental consultants and following-up on audit report recommendations and implementing corrective action implemented by the mines are also part of his responsibilities.

The Environmental Department investigates environmental incidents and maintains a system of reporting incidents, while also organising employee environmental awareness training to ensure they are familiar with all environmental risks associated with their duties.

Monitoring of Dust Levels

The extension of the dust monitoring network at ZAC has aided in improving the accuracy of mine dust monitoring. This has shown

Umnyango wezemvelo e-ZAC ubhekene nokuqikelela ukuthi iyalandelwa yonke imigomo nemithetho yezemvelo ebekelwe izinkampani zezimayini.

Lo mnyango wezemvelo uholwa wuMnuz Msawenkosi Buthelezi, isikhundla aqokelwa kuso ngoMeyi 2017. Uyena obhekene nokuhlela, nokunakekelwa nanokuqinisekisa ukuthi konke kumi ngononina mayelana nakho konke okuthinta ezemvelo.

Kweminye imisebenzi yakhe kukhona ukubheka okungase kube yingozi enkampanini kanjalo nokuqhamuka nezisombululo ezinselelweni ezingase zibe khona. Uyena obheka nemibiko yokucwaningwa kwezemvelo esuke ihlanganiswe ngochwepheshe futhi alandelele iziphakamiso ezisuke zenziwe kanjalo nokulungisa okusuke kudinga ukulungiswa.

Umnyango wezemvelo uphenya nezigameko ezithinta imvelo futhi yiwona ogada ukuthi ihlale ilandelwa indlela ebekiwe yokubikwa kwezigameko, yiwona njalo ohlela izinhlelo zokuqwashisa abasebenzi ngokunakekelwa kwemvelo kanjalo nezingozi ezihambisana nomsebenzi wazo.

Ukugadwa kwamazinga othuli

Ukwandiswa kohlelo lokugadwa kwezinga lothuli e-ZAC sekusizile ukuphucula lo msebenzi emayini. Nakuba amazinga othuli

that while dust levels are within the legally mandated range, there remain areas that require improvement and ZAC Engineering Senior Foreman Howard Atkinson is heading the team tasked with improving dust suppression systems at the mine.



Responsible water management and safety

In terms of our specific tasks on water, the Environmental Department undertakes overall checks around the site and encourages water conservation on and off site. This includes checking for leaks and advising on the reduction of water usage during the ongoing drought.

“When it doesn’t rain and there isn’t any water in the river, we impose a strict no washing of vehicles policy until such time as we have enough water in the river to fill our dam. The dam’s full capacity can only last for 56 days before becoming totally emptied, based on the current usage patterns. It is due to this that we impose stricter water conservation measures to stretch these days further during extended periods of drought.

He adds that the department is working on a project to engage schools in order to sensitize them on all aspects of environmental management. “We are also looking to teach the people in the community about waterborne diseases, reporting of leakages and safety around water because there was an incident not so long ago where a child drowned during the school holidays, while swimming in the Mvalo River.”

Eradication of Invasive Species

ZAC created eight full-time jobs comprising local community members under its Alien Invasive Plants Eradication Programme, who are currently working on the eradication of all invasive alien plants around the mine and amongst them is Bugweed, which is called Ubhongabhonga in isiZulu.

“Bugweed is a fast-growing, soft-woody, evergreen shrub to small tree. It has a dense covering of soft, white hairs on the stems, flower stalks and underside of the leaves. Bugweed invades forest margins, plantations, roadsides, urban spaces, but also sparsely forested ravines in protected areas. Besides shading out indigenous vegetation, bugweed causes great economic losses in plantations, its hairs act as skin and respiratory irritants, and

ehambisana nalokhu okubekwe ngumthetho kodwa zikhona izindawo ezidinga ukuphuculwa kanti uMnu Howard Atkinson oyiMfolomane eNkulu yezobuNjiniyela e-ZAC nguyena ohola ithimba elibhekele lowo msebenzi wokwehlisa amazinga othuli emayini.

Ukusetshenziswa kahle kwamanzi nangendlela ephephile

Umnyango wezemvelo yiwona obhekelele ukusetshenziswa kahle kwamanzi ngokubheka ukuthi yonke into ihlelekile kanjalo nokugquguzela ukongiwa kwamanzi emayini nangaphandle. Lokhu kufaka ukubheka lapho amanzi avuza khona, ukufundisa ngokwehlisa ukusetshenziswa kwamanzi njengoba silokhu siqhubeka isomiso.

“Uma lingani futhi engekho amanzi Emfuleni, sibeka umthetho oqinile wokuthi aziwashwa izimoto kuze kube namanzi anele emfuleni ukugcwalisa idamu. Uma ligcwele idamu lihlala izinsuku eziwu-56 ngaphambi kokuthi aphele nya amanzi. Yingakho nje sibeka imithetho eqinile yokonga amanzi ukuze sandise izinsuku uma kunesomiso isikhathi eside,” kusho u-Howard.

Wengeze ngokuthi bahlanganisa uhlelo lokusebenzisana nezikole ukuze bazifundise ngokongiwa kwemvelo. “Sizimisele nanokufundisa abantu emphakathini ngezifo ezitholakala emanzini, ukubika uma kukhona lapho amanzi evuza khona kanjalo nangokuphepha emanzini ngoba kusanda kuba khona isigameko lapho ingane yaminza emfuleni iMvalo kade kuvalwe izikole.”



Ukususwa kwezitshalo ezingabulala ezinye

I-ZAC isisungule imisebenzi egcwele eyisishiyagalombili ngaphansi kohlelo i-Alien Invasive Plants Eradication Programme, okumanje basebenza ukususa izitshalo ezibulala ezinye okukhona kuzo ubhongabhonga.

“Ubhongabhonga yihlamvu elithambile elikhula ngamandla libe yisihlahla esincane. Unoboya obumhlophe esiqwini nasemahlamvini. Ubhongabhonga umila ehlathini, ensimini, eceleni komgwaqo nasezindaweni zokuhlala. Ngaphandle kokudla

the unripe berries are toxic,” states Msawenkosi, explaining the reasons why this weed needs to be eradicated.

Further, he notes that the community members are being trained and upon completion, they will become certified Pesticide Control Operators (PCO). This will assist them in securing future employment opportunities, or even enable them to start their own companies under the Alien Invasive Plants Management Programme, which falls under the auspices of the Department of Environmental Affairs.

Environmental Superintendent Msawenkosi Buthelezi ensures ZAC complies with all environmental requirements



UNsumpa wezeMvelo uMsawenkosi Buthelezi uqinisekisa ukuthi i-ZAC igcina yonke imithetho yezemvelo

Borehole monitoring network and pollution control dam lining

ZAC has consistent monitoring of water systems throughout the mine property as part of its water use license. However, it is now drilling eight additional boreholes to extend the monitoring network and to comply with the new requirements of the water use license.

“We’re also equipping some with automatic submersible pumps. The project is almost complete with the only thing remaining to be done being the electrification of the system.”

Another big project Msawenkosi’s Environmental department is working on is the lining of ZAC’s 28 pollution control dams (PCDs), which are expected to be completed over the course of the next five years at an estimated cost of R90 million. PCDs form an integral and important part of the water management systems at a mine. Different types of PCDs may exist on a mine site, such as process water dams, storm water dams, evaporation dams and other dams, possibly including excess mine water dams and natural pans.

“The purpose of a lining system in a PCD is to minimise leakage of polluted water from the dam that could result in contamination of groundwater resources. This is something that previous owners of ZAC should have done, but the burden and cost of lining now falls on us and as a responsible mining company, we are committed to fulfilling our obligations in this regard,” he states, adding that ZAC aims to start the lining of the first five dams before the end of 2019. 📧

ezinye izitshalo, ubhongabhonga udala umonakalo owenza kucwile imali, uboya bawo buzenza isikhumba kanti umayibhele oluhlaza uwushevu,” kuchaza uButhelezi ebeka izizathu zokuthi kungani lolu khula kumele lususwe.

Ngaphezu kwalokhu uButhelezi uthe laba abaqashiwe bayaqeqeshwa kanti kuzothi uma sebephothulile bazoba ngama-Pesticide Control Operators asemthethweni. Lokhu kuzobasiza ukubavulela amathuba omsebenzi kanti abanye bangakwazi ukuziqalela nezinkampani zabo ngaphansi kohlelo i-Alien Invasive Plants Management Programme engaphansi komnyango wezemvelo.

Ukwandiswa kwamapitsi nokuqala kokwakhiwa kwamadamu azolekelela ukulawula ukungcola kwamanzi

I-ZAC inohlelo lokuhlola ukusetshenziswa kwamanzi imayini yonke njengokwemigomo yelayisensi yayo yamanzi. Nokho manje isiyamba ukuze izofaka amanye amapitsi ayisishiyagalombili ukwandisa uhlelo layo lokuhlola nokugcina imithetho emisha yokuba nelayisensi yamanzi.

“Sifakela amanye amapitsi namaphampu azishintshayo. Loluhlelo seluzophela njengoba into esisele ukuthi afakelwe ugesi.”

Olunye uhlelo oluholwa wumnyango ka-Reginald olokwakha amadamu alawula ukungcola ama-pollution control dams (ama-PCD) awu-28 ase-ZAC nokubhekwe ukuthi kube sekuphothuliwe eminyakeni emihlanu ezayo kanti kubhekwe ukuthi kudle imali elinganiselwa kuR90 million. Ama-PCD ayingxenywe ebalulekile yohlelo lokuphathwa kwamanzi emayini kanti kunezinhlangotho ezihlukene zala madamu.

“Inhloso yokwenza loluhlelo lwe-PCD wukunciphisa ukuvuza kwamanzi angcolile edamini nokungaholela ekutheni kungcole amanzi angaphansi komhlaba. Lona wumsebenzi okwakufanele abaphathi bemayini bakudala ngabe bawenza kodwa manje usuwenziwa yithina,” kusho u-Reginald owengeze ngokuthi kuzoqalwa ngedamu lokuqala ngaphambi kokuthi uphele u-2019. 📧



ITHIMBA LEZOKUPHEPHA LELUKE ABAFUNDI: NIZIJABULISE KODWA NIHLALE NIQAPHELE EHLOBO

ZAC SAFETY TEAM URGES LEARNERS:

HAVE FUN BUT ALWAYS BE CAUTIOUS DURING SUMMER MONTHS



On the 29 and 30 October and 1 November 2019, members of ZAC's Safety Department visited five local schools to raise awareness to the learners about some of the hazards associated with the summer time season.

The visits form part of a joint initiative between ZAC's Safety and Environmental departments to ensure that learners have fun during festive season, while maintaining their safety. The hazards being highlighted include, but not limited to, drowning, snake bites, dangers of being struck by lightning, fishing in the mine dams, the risks associated with entering the mine premises and climbing or riding on coal trucks while they are moving.

Safety Intern at ZAC, Ruth Mahlangu, reports that, "On each of our visits to the schools, we delivered insightful awareness talks highlighting the prevalent dangers around this time of the year. Furthermore, we addressed the safety, health and environmental concerns affecting the community but most especially the well-being of school children."

She says that the learners were very interactive during the awareness drive and displayed a good understanding of its purpose.

Mhla ka-29 no-30 Okthoba nangomhla ka-1 Novemba ithimba lomNyango wezokuPhepha e-ZAC belivakashele izikole ukuyofundisa abafundi ngezingozi ezihambisana nehlobo.

Loku kuvakashela izikole bekuhambisana nomkhankaso phakathi kwomnyango wezokuPhepha nowezeMvelo yase-ZAC ukuqinisekisa ukuthi kuba mnandi kubafundi kodwa baphephe. Phakathi kwezingozi okukhulunywe ngazo kukhona ukuminza, ukushaywa yizinyoka, izingozi zokushaywa yizulu, ukudoba emadamini emayini, izingozi ezihambisana nokungena emabaleni emayini ngokungemthetho nokukotela amaloli amalahle.

Ithwasa lezokuPhepha e-ZAC, u-Ruth Mahlangu, lithe: "Kuzo zonke izikole esizivakashele, sikhulume ngezingozi ezivamile ngalesi sikhathi sonyaka. Ngaphezu kwaloko, sithinte indaba yezokuphepha, ezempilo nezemvelo ezithinta umphakathi kodwa ikakhulu izingane zesikole."

Uthe izingane azizibekanga phansi, zibuza imibuzo, zakhombisa ukuba nolwazi ngalo mkhankaso.

All the principals were overjoyed with the ZAC awareness drive and had the following to say:

- Mr TK Nyoka of Mvalo High School: “It was great training for the school, I think that this will have a positive impact on our community”.
- Mr MJ Mthembu of Mfanawendlela Primary School: “The presentation was fruitful and it was very important for the learners to have been made aware of these potential hazards”.
- Mr VA Mabaso of Siyaphakama High School: “The ZAC team gave a crucial presentation on safety awareness to the learners of Siyaphakama. The presentation was well put together as it was tailored to ensure our learners understood it.”
- Mrs GN Sibiya of Ngwabi Primary School: “Presentation was full of information to learners as well as staff, we are all now informed on how to behave and take care of the things provided to us as well as the environment around us. This presentation will assist the learners even in the future.”
- Mr ZM Mabuyakhulu of Nzama Primary School: “The presentation was beneficial in the sense that it taught learners about the importance of protecting and conserving the environment as well as raising awareness about safety warnings.”

Bonke othishanhloko bajabule ngomkhankaso wokuqwashisa we-ZAC:

- UMnu TK Nyoka waseMvalo High School uthe: “Siqeqesheke kahle isikole. Ngikholwa wukuthi kuzoba wusizo emphakathini loku.”;
- UMnu MJ Mthembu waseMfanawendlela Primary School uthe: “Le nkulumo ibe wusizo kanti bekumqoka kubafundi ukuthi baziswe ngezingozi ezikhona.”;
- UMnu VA Mabaso waseSiyaphakama High School: “Ithimba lase-ZAC lethule inkulumo emqoka ngokuqwashisa abafundi baseSiyaphakama. Yethulwe kamnandi inkulumo, ilungele ukuthi iqondwe ngabafundi.”;
- UNkk GN Sibiya waseNgwabi Primary School uthe: “Inkulumo ibinolwazi oluningi lothisha nabafundi. Sonke sesiyazi ukuthi siziphathe kanjani nokuthi sizonge kanjani izinto nemvelo. Le nkulumo izokwenza abafundi ngomuso.”;
- UMnu ZM Mabuyakhulu waseNzama Primary School uthe: “Le nkulumo ibe wusizo njengoba ifundise abafundi ngobumqoka bokuvikela nokunakekela imvelo nokufundisa ngezimpawu zezingozi.”



PIERRE



Our vision for South Africa in numbers by 2022

R7-billion in total investment*

5600 jobs to be created

4 provinces to share investment

1 new manganese mine in Northern Cape

2 new coal mines in Mpumalanga

2 new coal mines in Gauteng

1 new anthracite mine in KwaZulu-Natal

Accelerating SA Investment



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