

# Zikhiphani eZAC

Edition 003 | JANUARY 2022

CARING COLLIERY / IMAYINI ENAKEKELAYO

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Shift Boss at Outcrop Shaft  
ungowesifazane wokuqala  
ukulawula ama-shift  
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Imeninja ye-Sustainable Development eZAC, uMnu uKhumbulani 'Skorpion' Masuku enikela ngomfaniswano wesikole kumalungu e-Ubhle Bekhona Lamazulu Traditional Dancing Group

## ZAC SERVICE PROVIDER SGS LABS PRESENTS KZN LEARNERS WITH UNIFORMS

The ZAC Annual Golf Day's spirit of kindness was in full force during the event's 2021 edition and will certainly continue in 2022. The Golf Day supports local charities and uplifts community members. November 2021 was no different, as ZAC stakeholders came together to enjoy golf while demonstrating their appreciation of community development.

SGS Labs, an inspection and certification company, pledged R25 000 to the Ubhle Bekhona Lamazulu Traditional Dancing Group to assist its performers to buy new school uniforms. At least 23 members of the group started the 2022 school year on a happy note when ZAC's Sustainable Development Manager Khumbulani 'Skorpion' Masuku and Community Liaison Officer Levy Nyandeni presented the learners with their uniforms on 18 January 2022.

"Education and supporting the youth are important causes for ZAC and our stakeholders. I want to thank SGS for their sustained support of ZAC both in terms of the invaluable services that they provide ZAC with and for their commitment to our social development projects," remarked Menar COO Anthracite Bradley Hammond.

The Ubhle group comprises local school learners. The aim of the group is to mentor and uplift its members by developing their talent and empowering them through performing traditional dances.

## I-ZAC INIKELA NGOMFANISWANO KUBAFUNDI BASE KZN

Umoya we-Golf Day yaseZAC ubuvunguza ngomcimbi wango-2021 kanti nakanjani uzoqhubeka nangoLwezi wezi-2021 ubungehlukile njengoba abalingani beZAC behlanganyele ukudlala igalofu ngenkathi bekhombisa uthando lwabo lwentuthuko yomphakathi. I-SGS Labs, inkampani ehlolayo bese ikhipha izitifiketi, ithembise ukunikela ngo-R25 000 kwi-Ubhle Bekhona Lamazulu Traditional Dancing Group, ukusiza amalungu ayo athole umfaniswano wesikole omusha.

Amalungu angu-23 e-Ubhle Bekhona Lamazulu Traditional Dancing Group, aqale lo nyaka ngesasasa njengoba imeninja yeSustainable Development, e-ZAC, uMnu uKhumbulani "Skorpion" Masuku noMnu uLevy Nyandeni oyi-Community Liaison Officer, benikelela abafundi ngomfaniswano mhla we-18 kuMasingana.

"Imfundo nokweseka intsha yizinto ezibalulekile kakhulu kwi-ZAC nabanye esisebenzisana nabo. Ngifisa ukubonga iSGS ngokuxhasa kwabo iZAC ngezinsiza ezibaluleke kakhulu, kanjalo nokuzinikela kwabo kukho konke esikwenzayo ukuthuthukisa umphakathi," kubeka iCOO yeMenar Anthracite, uMnu uBradley Hammond.

The group entertained staff members at ZAC in October 2021 when the mine hosted a celebration for achieving a 5 000 fatality-free shifts milestone. ZAC's employees so thoroughly enjoyed the group's performance that it brought them back to entertain participants at the 2021 ZAC Golf Day, where they again performed several traditional Zulu dance routines. 📺

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I-Ubhle Bekhona Lamazulu Dancing Group, yakhiwe ngamalungu angabafundi. Inhloso yaleli qembu ukucija nokufukula amalungu ayo, ngokukhulisa ikhono lawo nokuwaphakamisa, kusetshenziswa imidanso yesintu.

Leli qembu linandise kwachazeka amalungu e-ZAC ngoMfumfuwezi-2021, ngesikhathi imayini inomcimbi lapho ibigubha khona ukusebenza izikhawu ezingu-5 000 kungekho olimalile noma odlule emhlabeni.

I-ZAC yachazeka ngendlela iqembu elenza ngayo, nokuyikona okwenze ukuthi balibuyise ukuthi lizophinde linandise kwi-ZAC Golf Day ka-2021, nokuyilapho eliphinde lakhombisa khona imidanso ehlukeneyesintu. 📺

*SGS Labs Operations Manager Willem Pieterse and Menar's COO for Anthracite Bradley Hammond with the Ubuhle Bekhona Lamazulu Traditional Dancing Group during the 2021 ZAC Golf Day*

*I-Operations Manager yase-SGS Labs, uMnu uWillem Pieterse ne-COO yase-Menar Anthracite, uMnu uBradley Hammond benamalungu e- Ubuhle Bekhona Lamazulu Traditional Dancing Group ngesikhathi kuyi-2021 ZAC Golf Day*



"Life is not linear; you have ups and downs. It's how you deal with the troughs that defines you." – Michael Lee-Chin, Jamaican-Canadian billionaire businessman and philanthropist.

No quote better sums up the roller coaster of emotions many of us have experienced over the past two years than the one above. Great sacrifices and difficult decisions were made to ensure the mine overcame this turbulent period, but we have prevailed and our employees, community members, customers, suppliers and all stakeholders couldn't be happier that by working together we were able to overcome the difficulties we have faced.

Looking forward to this year in terms of new developments, we plan to develop the Mngeni shaft which will extend ZAC's life of mine. Mngeni is located about 27 km north-east of Ulundi and has a life of mine of about 2.5 years based on a run of mine production of about 25 000 tons a month. Mngeni is a critical shaft as without it ZAC will not be in the position to dilute the high overhead cost and the mine will not survive.



ZAC GM Wayne Rowe  
iMnenja Jikelele eZAC uMnu uWayne Rowe

Community and social development have always been core to ZAC's values. This was illustrated when in 2020, despite ZAC having then been on care and maintenance, we did not pause our Social Labour Plan (SLP) agreements. We still handed over R1 million worth of new ablution facilities to Zwelonke High School in Mahlabathini, KwaZulu Natal. The 2021 – 2025 SLP holds new projects, bursaries and internships so we look forward to kicking off with these activities now that COVID-19 is starting to stabilize.

We ended 2021, by hosting our annual golf day at the Richards Bay Country Club, in KwaZulu Natal. This annual event, which was unable to take place in 2020 owing to COVID-19, was once more a resounding success, raising over R250 000 for charity. ZAC will continue to seek to operate safely and meet our targets this year to ensure our continued support for all our stakeholders.

Wishing you all a Safe, Healthy and Happy New Year! I encourage everyone to get vaccinated so we can work together to end this pandemic and start building up South Africa to its full potential again. 🇿🇦

"Impilo ayiyona indlela eqondile; kuyehla kwenyukele. Indlela obhekana ngayo nobunzima yiyo ekwenza umuntu owuyena," washo kanje uMnu uMichael Lee-Chin, oyimpunyela yaseJamaica-Canada.

Awekho amazwi achaza kangcono isimo esinzima esesidlule kusona kule minyaka emibili edlule, ukwedlula lawa angenhla. Ukuzinikela okukhulu nezinqumo ezinzima zithathiwe, ukuqinisekisa ukuthi imayini iyakwazi ukunqoba lesi sikhathi esinzima. Kodwa ngingasho ukuthi siqobile futhi izisebenzi zethu, amalungu omphakathi, amakhasimende, abasithumelela imikhiqizo nabanye esisebenzisana nabo, bajabule kakhulu ukuthi ngokuhlanganyela sikwazile ukumelana nezingqinamba ebesibhekene nazo.

Kulo nyaka sihlela ukukhulisa i-shaft yaseMngeni nokuyinto ezokwelula isikhathi sokuba khona kwemayini i-ZAC. IMngeni is eNyakatho-Mpumalanga yasoLundi kanti iqhele ngamakhilomitha angu-27 ukusuka kuleli dolobha. IMngeni iyi-shaft ebaluleke kakhulu kwi-ZAC futhi ngaphandle kwayo ngabe ayikho sesimeni sokubhekana nezimo ezinzima futhi nemayini beyingeke iqhubeka ibe khona.

Ukuthuthukiswa komphakathi nezidingo zawo yizinto ezihamba phambili kwi-ZAC. Lokhu kukacile nango-2020. Yize besisalungisa futhi sakha kabusha, kodwa asizange sime ezivumelwaneni zethu zokuthuthukisa umphakathi, i-Social Labour Plan (iSLP). Sinikele ngezindlu ezincane ezibiza ngaphezulu kuka-R1 million eZwelonke High School, eMahlabathini, KwaZulu-Natali. I-SLP ka-2021 kuya ku-2025, izoba nezinhlelo ezintsha, imifundaze namathuba okuqeqesha amathwasa afundela umsebenzi. Sikubheke ngabomvu ukuqala lezi zinto njengoba sibona ukuthi iCOVID-19 seyithanda ukudamba.

Siphethe unyaka odlule ngokusingatha igalofu, okuyinto esiyenza minyaka yonke, eRichards Bay Country Club, KwaZulu-Natali. Lo mcimbi wethu waminyaka yonke esingakwazanga ukuwusingatha ngo-2020 ngenxa yeCOVID-19, uphinde waba yimpumelelo njengoba siqoqe uR250 000 wesikhwama sabaswele. I-ZAC izoqhubeka nemizamo yokusebenza ngendlela ephophile nokuthi yenze lokhu ekuhlolisile ukuze iqhubeka nokweseka bonke labo esisebenzisana nabo.

Sinifisela nonke unyaka omusha ophephile, onempilo nonenjabulo. Ngigqoguzela wonke umuntu ukuthi agomele iCOVID-19 ukuze sisebenze ndawonye ukuqeda le nkinga ehlasele umhlaba wonke, bese sakha iNingizimu Afrika kabusha. 🇿🇦



Safety Manager Siphon Nkosi  
IMenenja yezokuPhepha, uMnu uSipho Nkosi

# USIPHO WENZA ISIQINISEKO SOKUTHI IZAC ISEZANDLENI EZIPHEPHILE

## SIPHO ENSURES THAT ZAC IS IN SAFE HANDS

Kube isasasa elikhulu ngesikhathi i-ZAC igubha ukungashoni kwabantu asebenze ngokulandelana izikhawu ezingu-5 000 ngo-Mfumfu 2021, okusho lukhulu ngegxathu elithathiwe lokuqiniswa kwezokuphepha. Lokhu kuwubufakazi bokuthi ezokuphepha sezisezingeni eliphezulu njengoba kungakaze kushone noyedwa eminyakeni engaphezu kwewu-10.

ZAC recently celebrated 5000 fatality-free shifts in October 2021, which is a major safety milestone and a testament to the high safety standards at the mine. No fatalities have been recorded at the mine in over 10 years. "Our goal is to ensure there is never again a life lost at the mine," says ZAC Safety Manager Siphon Nkosi (39), who started working at the mine in February 2021. He is committed to ensuring that ZAC complies with the industry principle of Zero Harm. He has 11 years of mining industry experience, holds a national diploma in Safety Management and a Risk Management qualification.

"Inhlosongangi yethu ukuqinisekisa ukuthi akusashoni muntu ezimayini," kusho uMnu uSiphon Nkosi (39) oyimenenja yezokuphepha emayini oqale ukusebenza kulemayini ngenyanga ngoMasingana we-2021. UNkosi usenesipiliyoni seminyaka engu-11 esebenza ezimayini kanti uneziqu zeDiploma in Safety Management and Risk Management. I-ZAC iphinde yathula ngokusemthethweni umkhankaso ngaphansi kwesiqubulo esithi "Asisebenze ngokuphepha, imindeni yethu isilindile emakhaya."

ZAC also launched the Critical Season campaign under the theme "Work Safely, Our Family is Waiting for Us at Home". Mine staff members were asked for the sake of their families to pledge to:

Kube sekucelwa lezi zisebenzi ukuba zizinakekele ukuze ziphephise imindeni yazo ngaphansi kwemigomo ethi:

- Work safely around the roof support
- Safely apply isolation and lockout where needed
- Safely operate TMM and drive safely on the roads
- Conduct a Take 5 (risk assessment) before performing any activities
- Ensure that they are alcohol and drug-free at work
- Manage their health to prevent fatigue at work

- Azisebenze ngokuphepha ngaphansi kophahla
- Azilandele imigomo nendlela yokukhiya nokucisha ephephile
- Azisebenzise imishini yokugada ngokucophelela futhi zishaye ngokuphepha emgwaqweni
- Azihlole ukuthi ayikho yini ingozi ngokulandela izitebhu ezinhlanu zokuhlola ingozi
- Azinqinisekise ukuthi azizi emsebenzini ziphuzile noma zidle izidakamizwa
- Azigade, zizinakekele ukuthi zingakhathali

"We are also committed to reducing our Lost Time Injury Frequency Rate (LTIF), which currently stands at 0.38 as of 31 December 2021. Our zero-harm objective includes aiming for zero high-potential incidents. We believe this can be achieved if everyone adheres to our safety protocols," asserts Siphon.

"Sizibophezele ngokubambisana ukunciphisa izinga lokulahleka kwesikhathi ngenxa yokulimala kwezisebenzi nokuyimanje lehle layoma ku0.38 kusukela ngomhla ka-31 kuZibandlela wezi-2021. Inhloso yethu ngaloluhlelo lwezokuphepha sihlose ukuthi kungabi khona abantu abalimalayo emsebenzini futhingiyakholelwa ukuthi lokhu singakwenza ngokubambisana uma wonke umuntu ezolandela imigomo nemibandela yezokuphepha. Kuqhuba uNkosi.

He also points out that the company has done well to limit the spread of coronavirus (COVID-19) at the mine by adhering to all the relevant regulations and protocols including, but not limited to, wearing face masks at all times, sanitising hands regularly and wherever possible maintaining physical distances between employees of 1.5 meters.

Uphinde wacacisa ukuthi lenkampani isebenze kahle kakhulu ukuzama ukugwema nokuvikela izisebenzi zayo ekuthelelaneni ngesifo esiwubhubhane iCoronavirus okubalwa ukugqoka isifonyo ngaso sonke isikhathi, ukufutha izandla ngesibulalimagciwane, ukugeza izandla ngamanzi anensipho nokuqhelelana isikhala esingu-1.5m.

Working with the Department of Health, ZAC regularly runs COVID-19 vaccination drives at the mine's clinic. Employees have responded positively to the campaign. To date, over 180 employees have been fully vaccinated against COVID-19.

I-ZAC ngokubambisana nomnyango wezempilo yenza izinhlelo zokugomela iCOVID-19 emtholampilo yasemayini kanti nezisebenzi ziluthakasele lolu hlelo. Sezingaphezu kuka-180 izisebenzi esezigome ngokugcwele.

"Vaccinations help in preventing people from getting critically ill from COVID-19. Preventing the spread and mitigating the risk of serious illness and death is part and parcel of ZAC's commitment to achieving the goal of Zero Harm," Siphon states. 📌

"Ukugoma kusiza ukuvikela abantu bangaguli kakhulu uma behaqwe yilesi sifo kanti futhi kuvikela ukuthi singabebhetheki ngamawala okuzoholela ekufeni kwezisebenzi nokuyilokho i-ZAC ezama ukukunqanda" kuphetha uNkosi. 📌



Celani Z Mchunu and her child  
Unksz uCelani Z Mchunu nengane yakhe

## 28 ABLUTION BLOCKS BUILT FOR ZULULAND COMMUNITIES

## IMIPHAKATHI YASEZULULAND IHLOMULE NGEZINDLU EZINCANE EZIWU-28

ZAC has built and handed over 28 ablution units to rural communities located in the Zululand District Municipality of KwaZulu-Natal. The units are located in the mine-hosting Traditional Council communities of Mlaba, Zungu, Mandlakazi and Matheni. The facilities cost over R419 600 to build and were constructed by Conrite Projects, a contractor appointed by ZAC. The company used local labour and materials to complete the project.

ZAC Community Liaison Officer Levy Nyandeni noted that the facilities were designed for use in water-scarce communities. "They utilise a dry sanitation system owing to the water constraints faced in the area," Nyandeni said.

ZAC Sustainable Development Manager Khumbulani 'Skorpion' Masuku said: "The toilets were constructed as part of a community development project undertaken by ZAC to assist poor households in the mine-hosting communities to improve their sanitation facilities."

Community members expressed their appreciation for ZAC's efforts to improve their living conditions. Celani Z Mchunu, a mother of two small children, and a resident of the Mlaba Traditional Council said: "These toilets are an invaluable addition to our community and have significantly improved the hygiene situation for my family. They are safe to use for adults and children which provides parents with peace of mind."

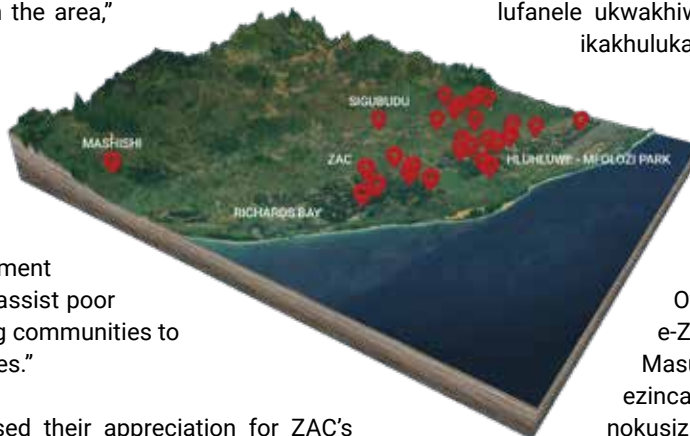
Sihle Mlaba, who is also from Mlaba, said: "We are very thankful to ZAC for providing us with these new toilets. Having proper ablution facilities brings a heightened sense of dignity to our community."

Menar COO Bradley Hammond stated said the need for

I-ZAC inikele ngezindlu ezincane ezingaphezu kuka-28 kubahlali bakamasipala waseZululand, KwaZulu Natali. Le ngxenye yakhiwe emhlabeni ophethwe ngokubambisana imayini nethimba lamakhosi angamele indawo yakwaMlaba, waZungu, eMandlakazi naseMatheni.

I-Conrite Projects okuyinkontileka ebiqokwe yi-ZAC ukuba yakhe lezi zindlu ezincane ithi lolu hlelo ludle ngaphezu kuka R419 600, kanti lenkampani ihlomulise abantu bendawo ngamathuba emisebenzi.

UMnu uLevy Nyandeni ongumxhumanisi phakathi kweZ-ZAC nomphakathi wabona ukuthi lolu hlobo lwezindlu ezincane lufanele ukwakiwa ezindaweni ezishodelwa ngamanzi ikakhulukazi.



"Lezi zindlu ezincane azidingi amanzi ukuhambisa indle njengoba lomphakathi ubhekene nengwadla yokushoda kwamanzi" kusho uNyandeni.

Oyimenenja yeSustainable Development e-ZAC, uMnu uKhumbulani "Skorpion" Masuku uthethe: "I-ZAC yakhe lezi zindlu ezincane ukuze ithuthukise umphakathi nokusiza abantu abahlwempu kulezi zakhamuzi ezakhele le mayini."

Umphakathi ubongile kwi-ZAC ukuthi iyisize ithuthukise impilo yawo. UNksz uCelani Z Mchunu ongumama wezingane ezimbili ozinze esigodini saKwaMlaba uthethe: "Lezi zindlu ezincane ziwusizo olukhulu emphakathini ngoba zithuthukisa nezinga lenhlanzeko emndenini wami futhi ziphephile ukuthi zisetshenziswe umuntu omdala nezingane nokuyinto engikhululayo emoyeni."

UMnu uSihle Mlaba wasesigodini sakwaMlaba uthethe: "Sibonga kakhulu kwi-ZAC ngokusixhasa ngalezi zindlu ezincane. Ukuba nezindlu ezincane eziphephile kubuyisa ukuzethemba nesithunzi



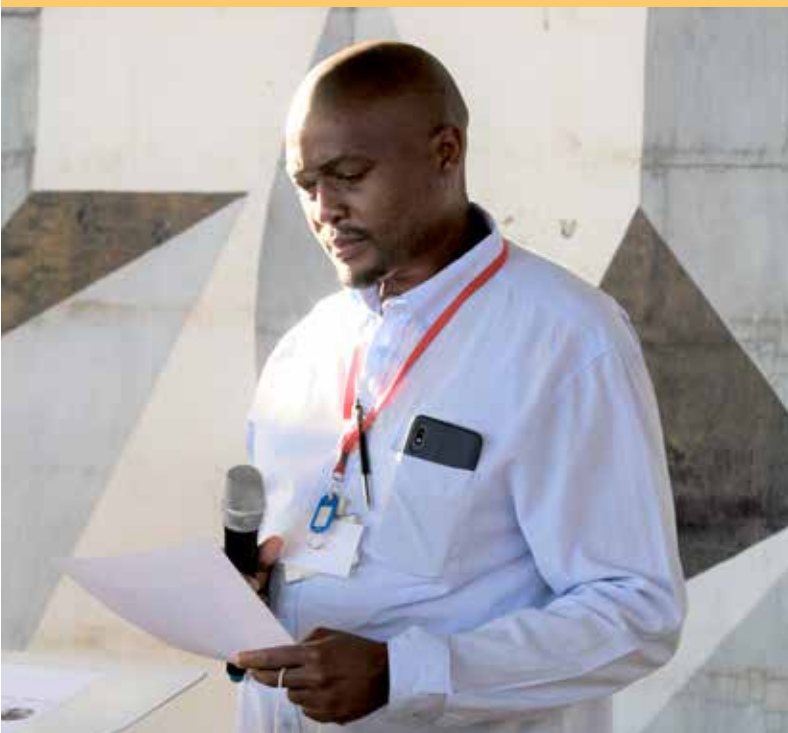
lavatories was identified in partnership with local government. "Basic sanitation is something that many take for granted, but in impoverished communities like the ones that host ZAC, private companies need to assist the government wherever possible," Hammond said. "We are happy that we have been able to improve these residents' sanitation situation. The provision of safe, hygienic and permanent ablution facilities forms part of our group's long-term commitment to uplift communities."



## COMMUNITY FORUM KEY TO SOCIAL COHESION

The ZAC Community Forum is a collaborative engagement between ZAC, the Indunas representing the four local communities (Mlaba, Matheni, Mandlakazi and Zungu), Recruitment Committee, local business leaders and the South African Police Services (SAPS). The forum meets once a month, during which matters of mutual interest are discussed, such as Social Labour Plans (SLPs), Local Economic Development (LED) projects, community concerns/issues, recruitment matters, safety in the area, production and other related topics. The Indunas, in return, provide feedback to the AmaKhosi and the community members by relating to them the issues discussed at the meeting.

Some of the biggest challenges ZAC has faced included crime around the area, people not wanting to engage with business forums and local suppliers blocking the roads looking for tender and jobs. There has at times been a lot of commotion around the area, which is why ZAC needed to find a suitable person to engage the communities, someone that understands the communities and public platforms.



Social Development Manager Khumbulani 'Skorpion' Masuku  
Imenenja yeSustainable Development uMnu uKhumbulani  
'Skorpion' Masuku

emphakathini."

UMnu uBradley Hammond oyiCOO yaseMenar ukucacisile ukuthi isidingo sezindlu ezincane eziphephile basibone ngokubambisana nomasipala.

"AmaThoyilethi ezinye zezinto ezibalulekile ezinganakekile noma ezithathwa kancane, kodwa emphakathini owakhelwe i-ZAC nezinkampani ezizimele kumele zisize uhulumeni la zingakwazi khona," kusho uHammond. "Sijabule kakhulu ukuthi nathi sikwazi ukufaka isandla emphakathini ngokuwakhela loluhlobo lwezindlu ezincane nokuzosiza ekuthuthukiseni ezokuphepha nenhlanzeko kulendawo. Lokhu kungezinye zezinto esizimisele ukuzenza ukuthuthukisa imiphakathi yethu," kuphetha uHammond. 7

## IMQOKA ICOMMUNITY FORUM UKUBAMBISANA KOMPHAKATHI

I-ZAC Community Forum okuyisigcawu sokubambisana phakathi kwezinduna ezimele imiphakathi emine (waKwaMlaba, KwaZungu, KwaMandlakazi naseMatheni), ikomidi labaqashi, abaphathi bamabhizinisi endawo namaphoyisa isinqume ukuba nemihlangano kanye ngenyanga ukudingida izindaba ezihlupha imiphakathi abayakhele okuyizinkinga zokuthola imisebenzi kwabantu emphakathini, ukuthuthukiswa kwezomnotho okuyizinkinga ezithinta umphakathi nezokuphepha.

Ngemuva kwalo mhlangotho izinduna kumele zibuyele emakhosini nasemphakathini ziyochaza ngobekudingidwa emhlanganweni nomhlanhlandlela ozothathwa ukulungisa lezi zinkinga.

Kwezinye zezinkinga ezinkulu iZAC ebhekene nazo kulo mphakathi izinga lobugebengu eliphezulu, abantu abangafuni ukuzibandakanya kumaForum amabhizinisi nokuteleka kwabantu bavale imigwaqo befuna amathenda nemisebenzi ngodlame. Kuke kwaba nokuxokozela okukhulu emphakathini nokuyisizathu esenze iZAC ibone isidingo sokuthi ithole umuntu ozaziyo noziqondayo izinqinamba ezibhekene nomphakathi ukuba abe umxhumanisi phakathi komphakathi nayo.

NgoZibandlela wezi-2020 iZAC yaqoka uMnu uKhumbulani "Skorpion" Masuku kwesokuba yiSustainable Development Manager. UMasuku uzazi ukusuka nokuhlala izinkinga zomphakathi kwazise udabuka kwaNongoma khona eZululand. Usesebenze eZAC iminyaka engaphezulu kwewu20. Waqala ukusebenzela lenkampani ngo-2001 esebenza njengomvukuzi, wasebenza njengomphathi yabasebenza emgodini waphinde wasebenza njengomphathi ebhekelele ezokuphepha, ukuhlungwa kwamalahle nasemnyangweni wezokuthutha khona ngaphakathi emayini.

Njengomuntu osehlale kulesi sifunda impilo yakhe yonke futhi wasebenza emayini isikhathi eside, uthi uselugqonda kabanzi usikompilo nendlela okusetshenzwa ngayo emayini nezingqinamba zakhona.

UMasuku uthetha: "Imisebenzi yokuthuthukiswa komphakathi kufanele yabiwe ngendlela efanayo nangokulinganayo ukuze

In December 2020 ZAC appointed Khumbulani 'Skorpion' Masuku as Social Development Manager. Khumbulani knows the community well having himself come from Nongoma in Zululand. He has been with ZAC for over 20 years, having started working at the mine in 2001 as a general worker in the underground operation. He has also worked as a shift leader underground, as a Safety Officer and has also worked in the coal processing and logistics department.

Having lived in the region all his life and worked at the mine for an extended length of time Khumbulani says that he has developed a very deep understanding of the local dynamics, which is crucial when trying to diffuse challenging situations.

"Community development projects need to be fairly distributed as we do not want to be seen to be favouring one community over another. Fairness and open communication with communities at the ground level is essential," Khumbulani highlights.

Moreover, he notes that the Umfolozi Business Forum reports back to the Community Forum, which is the primary body representing local communities, about tenders, business and employment opportunities at ZAC.

"Sometimes we raise issues with the Business Forum about incidents, whereby local suppliers are not paying their own staff and this can impact services provided to ZAC and can even result in strikes occurring. We work with the Business Forum, SAPS and community representatives in order to clarify matters and end any unrest as soon as possible," Khumbulani explains.

"The forum's mission is to be proactive and collaborative to ensure the right information is conveyed correctly. In the absence of leadership, in any situation, it leaves a vacuum. Some people like falsely claiming they are leaders which is why these forums are so crucial as they have been recognised by the community," he concludes. [7]

kungabi nokuthi kuyenzelelwa kweminye imiphakathi. Kube nokuxoxisana nezakhamuzi, abaphathi bangazithatheli izinqumo bashiye umphakathi ngaphandle."

Ngaphezu kwalokho ubone ukuthi iUmfolozi Business Forum iyabuyela emphakathini nezinto ebezixoxwa emhlanganweni izibatshela ngamathenda, amathuba amabhizinisi nemisebenzi ekhishwa i-ZAC. "Kwesinye isikhathi siyaziphakamisa nezikhalo ezelehlelwa izisebenzi lapho osomabhizinisi abanikwe amathenda bengabakhokheli izisebenzi nokungaba nomthelela ongemuhle ongaholela ekutheni kube neziteleka. Yingakho sisebenzisana namaphoyisa, iForum yosomabhizinisi, nabamele umphakathi ukuze sizogwema ukuxokozela komphakathi.

"Isifiso seForum wukuvikela umphakathi ngokubambisana ukuze siqinisekise ukuthi ulwazi lufinyelele kubantu ngendlela eqondile neyiqiniso. Esimweni lapho kungekho khona abaholi kuba khona abantu abadlulisa umyalezo ngendlela okuyiyona bezenza abaholi nokuyilapho-ke iForum isiza khona ngoba iyaziwa emiphakathini," kuphetha uMasuku. [7]

**"Community development projects need to be fairly distributed as we do not want to be seen to be favouring one community over another. Fairness and open communication with communities at the ground level is essential."**

*~ Development Manager Khumbulani 'Skorpion' Masuku ~*

## AYANDA GETS TO GRIPS WITH PAYROLL

"I spend much of my time working on the payroll. Knowing how to calculate employees' overtime, calculate salaries on Sage 300 (the system we use to pay employees) how to calculate employee back pay and how to solve their problems has been extremely interesting to learn," explains, ZAC Human Resources (HR) Intern Ayanda Mkhize (26), who is from Ulundi. She holds a National Diploma in HR and started working at ZAC in November 2020.

Ayanda says she has learned the different aspects of Payroll, this includes: the issuing of access cards for employees, how to load the employees on the X-time Time Management System.

"I've learned to unblock an employee who was previously retrenched and put them back into the system, how to put employees in a correct shift, how to load standby, how to load leave onto the payroll system Sage ESS System, how to approve

## U-AYANDA USEYAZISHIBILIKELA KWEZOKUHOLELA IZISEBENZI

"Isikhathi sami esiningi ngisebenza ibhuku loholela abasebenzi. Kube mnandi kakhulu ukufunda ukubala ama-overtime abasebenzi nemiholo yabo kuSage 300 (uhlelo olusetshenziswa ukuholela abasebenzi), imali abakweletwa yona yinkampani nokuxazulula izinkinga ababhekana nazo," kusho uNksz u-Ayanda Mkhize (26) oyithwasa ehhovisi lezabasebenzi, odabuka Olundi. Uneziqu zeNational Diploma in HR kanti uqale ukusebenza eZAC ngo Mfumfu wezi-2020.

UNksz Mkhize uthi ufunde izinto eziningi nge-payroll okubalwa kuzo: amakhadi emvume abasebenzi, ukubhalisa abasebenzi kwiX-time Time Management System. "Ngifunde ukuvuselela ubulungu bomsebenzi okade ediliziwe, ngimbuyise ohlwini,

their leaves, how to check if they have sufficient leave and also to verify if employees have clocked in and out correctly.”

Ayanda further explains that if the person didn't clock out, then she knows now how to fix this by correcting it in the system. I've also learned how to clear an escalation and check if an employee's overtime hasn't been approved.

“I've learned a lot from Payroll Administrator Promise Ngcobo and Group Payroll Manager Schalk Beetge, who have mentored and guided me throughout. The work environment is a stimulating environment and the people are very friendly.”

Ayanda notes that ZAC has several payroll systems which are used for several different functionalities, such as loading employees onto the system, time and attendance, applying for leave, among others.

“I want to take all the knowledge I have gained here and take it forward to become an HR/payroll specialist in future,” Ayanda concludes. 📌

ukufaka abasebenzi kuma-shift afanele, ukubhalisa abacuphele ukungena, ukubhalisa amalivu abasebenzi kuSage ESS System, ukuvuma izicelo zamalivu, ukubheka ukuthi abasebenzi banamalivu anele, nokubheka ukuthi abasebenzi baqopha ngendlela efanele izikhathi zokungena nezokuphuma kwabo emsebenzini.”

“Ngifunde okuningi kuPromise Ngcobo oyiPayroll Administrator nakuSchalk Beetge oyiGroup Payroll Manager abebengiyeqesha bengicathulisa. Indawo yokusebenzela inika umdlandla kanti abasebenzi banomoya omuhle.”

UNksz Mkhize uthi iZAC inezinhlelo eziningi ze-payroll ezisetshenziselwa izinto ezehlukene njengokubhalisa abasebenzi, izikhathi nezibalo zabeza emsebenzini, izicelo zamalivu, njalo-njalo.

“Ngifisa ukuthatha ulwazi engiluthole lapha ekhaya ngilusebenzise ukuze ngibe yingcweti yakwandabazabantu ngomuso,” kuphetha uNksz Mkhize. 📌

Human Resources Intern Ayanda Mkhize  
Ithwasa lakwaNdabazabantu uNksz u-Ayanda Mkhize



Many hands make clean-up campaign light work  
Umkhankaso wokukhuculula eZAC

## ZAC PUTS TRASH IN ITS RIGHTFUL PLACE WITH CLEAN-UP CAMPAIGN

## UMKHANKASO WOKUHLANZA UKUNGCOLA EZAC

ZAC and local community stakeholders undertake a Clean-up Campaign to coincide with World Clean-up Day.

On 15 September 2021, ZAC's Stakeholder Relations and Environmental Departments, along with shop owners and community football tournament organisers spent the day removing litter outside the mine. "The initiative was undertaken to promote responsible waste management, good housekeeping and to educate people about preserving the environment," ZAC Social Development Manager Khumbulani 'Skorpion' Masuku explained.

The participants spent the day collecting a variety of litter including bottles, paper wrappers and miscellaneous waste matter outside the mine's main gate area, where shops are also located.

Masuku noted that a stakeholder meeting was organised by ZAC recently with affected shop owners as well as organisers of the local football tournaments to discuss the issue of the litter problem in the area. "We all need to make a concerted effort to ensure the area, including the soccer playing fields, are clean and tidy. Educating people to stop littering is critical to having a clean environment," stated Masuku.

World Clean-up Day, which takes place in September every year, sees people from around the world unite and join forces to clean up litter and waste from the environment.

"ZAC's Clean-up Campaign sought to inculcate environmental awareness in the community, as well as to promote the benefits of a clean and healthy environment. This is in line with ZAC's ethos of striving to reduce environmental degradation, maintain an environment which is not harmful to humans, animals and plants and minimise environmental impacts," stated ZAC Environmental Superintendent Msawenkosi Buthelezi.

I-ZAC, ngokuhlanganyela nezinhlaka zomphakathi, iqhube umkhankaso wohlanza ukubungaza usuku iWorld Clean-up Day.

Ngomhla ka-15 a ngoMandulo wezi-2021, umnyango obhekelele ukusebenzisana nezinhlaka ezithintekayo nezemvelo eZAC, abanikazi bezitolo nabahleli bemidlalo yebhola emphakathini ngalolu suku bakhuculule imfucuza ngaphandle kwemayini. "Lo mkhankaso ubuhlose ukugquzela ukuphathwa ngendlela kwemfucuza, ukuphathwa ngendlela kwezakhiwo nokufundisa abantu ngokongiwa kwemvelo," kusho uMnuz Khumbulani 'Skorpion' Masuku, obhekelele ezokuthuthukiswa komphakathi e-ZAC.

Abebeyingxenywe yalo mkhankaso bachithe usuku beqoqa amabhodlela, amaphepha nanye imfucuza ngaphandle kwesango elikhulu lemayini, nokuyilapho kukhona nezitolo. UMasuku uveze ukuthi iZAC yabiza umhlangano nezinhlaka ezithintekayo, okubalwa kuzo amanikazi bezitolo nabahleli bemidlalo yebhola likanobhutshuzwayo, ukudingida udaba lukungcola kule ndawo. "Kumele sibambisane ukuqinisekisa ukuthi le ndawo, kubandakanya nezinkundla zezemidlalo, ihlala ihlanzekile," kusho uMasuku.

Ngosuku iWorld Clean-up Day, egujwa minyaka yonke ngoSeptemba, abantu emhlabeni wonke jikelele bayahlangana, basebenzisane ukhlanza nokukhuculula imfucuza kwimvelo.

"Lo mkhankaso wokhlanza ubuhlose ukuqwashisa abantu ngemvelo nokuqhakambisa ubuhle bokuyigcina ihlanzekile. Lokhu kuhambisana nenqubo-mgomo yeZAC ukukhalima ukulimala kwemvelo, nokuyigcina ingenabungozi ebantwini, ezilwaneni nasezitshalweni, kanjalo nokunqanda ukuphazamiseka kwayo," kusho uMnuz Msawenkosi Buthelezi, ongusumpa wezemvelo eZAC.

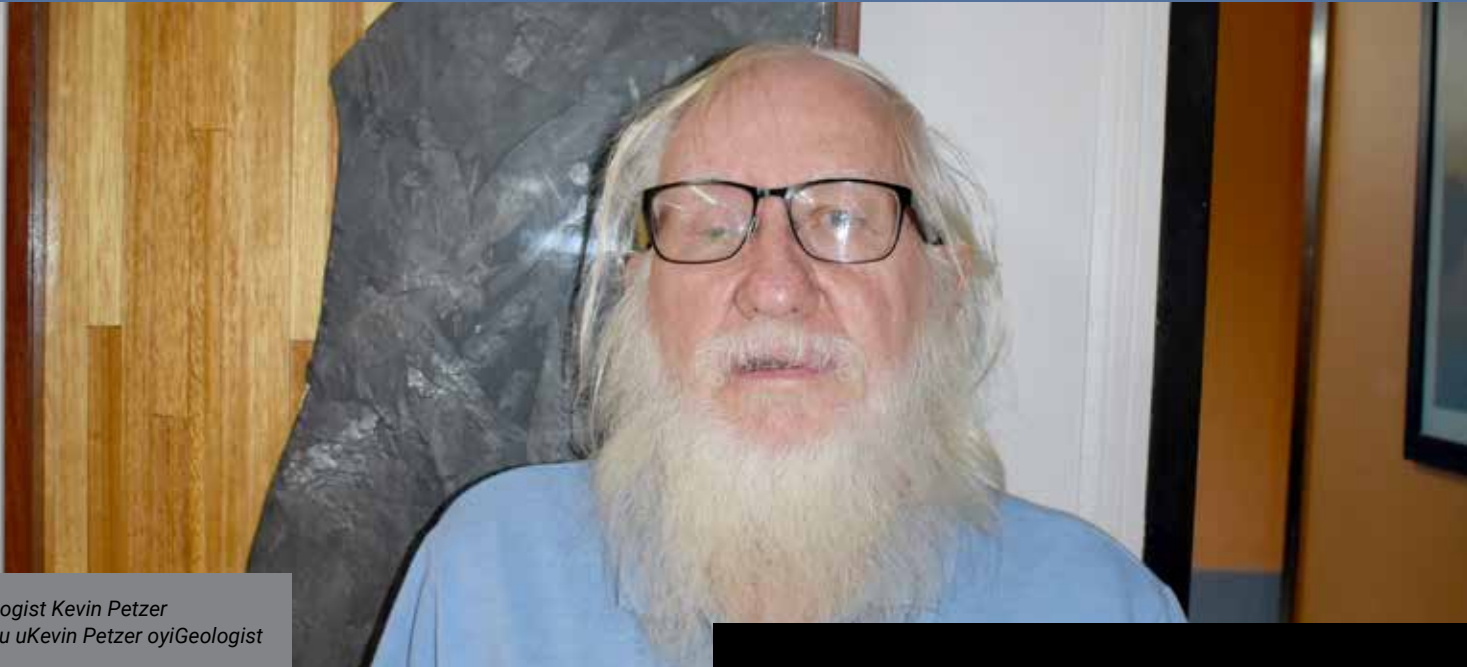
UButhelezi uqhube wathi lo mkhankaso uphinde wachazela

Buthelezi explained that the ZAC Clean-up Campaign included raising environmental awareness by explaining different kinds of waste, how to separate it correctly as well as benefits of waste recycling in line with National Waste Clean-Up & Recycle week, which ran from 13 -18 September 2021.

“ZAC’s long-term goal is to facilitate a full-scale recycling project for local communities to realise the goal of zero waste to landfill sites,” he concluded. [2]

abantu ngezinhlobo ezehlukene zikadoti nendlela yokuzehlukanisa, kanjalo nenzuzo yokuvuselelwa kwemfucuzo ukuze iphinde ibe yimpahla engasetshenziswa, ngokuhambisana ne-National Waste Clean-up & Recycle week, kusukela ngomhla ka-13 kuya ku-18 kuSeptemba ngonyaka ofile.

“Injongo yeZAC ekuhambeni kwesikhathi ukuqhuba uhlelo lokuvuselela imfucuzo emiphakathini ukuze kufezeke iphupho lokuthi kushaye umoya ezindaweni zokulahla udoti,” kuphetha yena. [2]



Geologist Kevin Petzer  
uMnu uKevin Petzer oyiGeologist

## REFLECTING ON ZAC’S PAST, PRESENT AND FUTURE WITH ONE OF ITS FOUNDING FATHERS

Mr Kevin Petzer is a Geologist who was working at mining exploration company Southern Sphere mining in early 1979. He was part of the original\* team that investigated the size and economic feasibility of mining the anthracite deposit in the area that would later become Zululand Anthracite Colliery (ZAC). Forty years later he is still a consulting geologist working to extend the current lifespan of the mine.

Mr Petzer in this piece recounts the early days of ZAC and discusses the geological exploratory work he is busy with presently at the mine. When Southern Sphere began exploration work in around 1980, Petzer stayed in a caravan on Kwashleza Mountain with his wife and child, while the rest of the team set up the camp in the nearby village of Mngeni.

Initially, the team started with field mapping and a very important part of the mapping process was the discovery of the wave ripple marker. He explains that this unit weathers in a very unique fashion which allows for the outcropping to be seen very clearly along with the rock formation, which was about 100 m above the coal horizon.

## IZOLO, INAMUHLA NEKUSASA LEZAC NGESO LENGQALABUTHO

UMnu Kevin Petzer, oyi-geologist, wayesebenzela iSouthern Sphere, inkampani ecwaninga izimayini, ngo-1979. Wayeyingxenywe yethimba lokuqala\* ukucwaninga ukunotha kwamalahle endaweni okwaholela ekusungulweni kwemayini iZululand Anthracite Colliery (ZAC). Emuva kweminyaka engu-40, usengomunye wama-geologist enza ucwaningo ngenhloso yokwelula ukusebenza kwale mayini.

Lapha uMnu Petzer usilandisa ngezinsuku zokuqala zeZAC nangomsebenzi amatasa ngawo wokucwaninga emgodini kule mayini. Ngesikhathi iSouthern Sphere iqala umsebenzi wocwaningo ngeminyaka yawo 1980, uPetzer nomkakhe nengane yabo bebhlela kwi-caravan, ngesikhathi ozakwabo bebhlela ekhempini esigodini esiseduze uMngeni.

Ithimba labacwaningi laqala ngokuhlaziya ibalazwe lendawo kanti okumqoka okwavela kulesi sigaba kwaba ukutholwa kwendawo eseke yathintwa ngamanzi. UPetzer uthi le ndawana yayiwasheke ngendlela engajwayelekile nokwenza kubonakale kahle ukwakheka komhlabathi namatshe kuya kuma-meter angu-100 ngaphansi komhlaba.

“This was extremely helpful as we could map it, even though we couldn’t see the coal, but because we found the wave ripple marker, we knew that the anthracite was about 100 m below. This is how the initial drilling programme started and the exploratory work progressed from there,” he recounts.

It didn’t take the campaign very long to find the deposit after that because there were some coal outcrops in the river near where the wash plant is today, as well as near Kwasheleza. The mapping started first and went on for about four or five months, then the drilling started and everything progressed from there. The exploration team numbered around 90 people plus locals who constructed the first roads to ZAC using just pickaxes and shovels.

The exploration work took around four years to complete. Transnata Coal & Utah Mining JV. Trans Natal wanted to purchase the mine from Southern Sphere and they eventually agreed to an amount, however during the handover period Cyclone Damoina hit KwaZulu-Natal in January 1984.

### DAMOINA DISASTER RECALLED

Cyclone Domoina – a severe tropical storm - wrought havoc to large swathes of Southern Africa with winds up to 100 km/h and brought torrential rains not seen in over 100 years, which resulted in catastrophic record flooding. Throughout the region, Domoina caused widespread flooding that damaged houses, roads, and crops - leaving about R100 million (around R3.2 billion by today’s value) in damage. There were also tragically over 240 deaths in south-eastern Africa directly resultant from the storm.

Mr Petzer who was not on the site at the time, as he was working on a diamond project in the Western Cape, returned as soon as he could following the news of the storm. It took him four whole days to reach the camp owing to the destruction of roads and flooding of others, on his arrival he discovered the camp had been totally destroyed and members of the team that were managing it had been left injured and hospitalised as a result of the storm.

The camp was re-established a few months after the storm using all the original loggings the team had previously archived. By this time (1985) BHP Billiton (previously known as Transnata) had taken over the site and began developing the first mine at Okhukho right near where the modern wash plant is today. BHP Billiton also opened two more mines at Mngeni and Kwasheleza. Further, infill drilling was undertaken and the E-block deposit was discovered.

“Originally there was a relatively small block at E-block and further drilling located what’s now called Deep E. Kwasheleza was broadened out which facilitated the discovery of the Western Extension - that has since been mined out - and lastly they drilled again and discovered Ngwabe.”

BHP Billiton had all but written Ngwabe off as a viable deposit to be mined, but Mr Petzer and his colleague Jakes Liebenberg received a small budget, which was just enough to allow them

“Lokhu kwasisiza kakhulu ukuhlonza itshe lelahle ngaphansi komhlaba. Yize sasingakakwazi ukulibona ngeso, kodwa ngoba sathola le ndawana eyagujwa ngamanzi, sakwazi ukuthola ukuthi ilahle lisemamitheni angu-100 ngaphansi komhlaba. Yilapho kwaqala khona uhlelo lokumba ukuze kuqhutshekwe nocwaningo,” kusho uPetzer.

Emuva kwalokho akuthathanga sikhathi singakanani ukufinyelela emalahleni ngoba ayevela naseduze komfula, la namuhla kukhona isikhungo sokuwageza amalahle, naseduze kwakwaSheleza. Ukuhlaziywa kwebalazwe kwaqhutshwa izinyanga ezine kuya kwezinhlanu ngaphambi kokuqaliswa kokumbiwa, okunye kwavela emuva kwalokho.

Ithimba labacwaningi lalinabantu abalinganiselwa ku-90, okubalwa kubo namalungu omphakathi akha imigwaqo yokuqala eya eZAC isebenzisa amapiki namafoholo.

Umsebenzi wokucwaninga waqhutshwa iminyaka ecela kwemine. Inkampani iTransnata Coal & Utah Mining JV yafuna ukuthenga imayini kwiSouthern

Sphere, kwavunyelwana nangezimali. Kuthe ngoJanuwari ka-1984, ngesikhathi sekwenziwa uhlelo lokudluliswa kokunini ngokusemthethweni, kwahlasela isishingishane uDamoina kwaZulu-Natal.

### ISIBHICINGO SESIVUNGUUVUNGU UDAMOINA

iCyclone Damoina – isishingishane esinamandla – sashiya kukhalwa ezindaweni eziseningizimu ye-Africa. Umoya wawulinganiselwa ku-100km/h wawuhambisana nezimvula ezinamandla ezazingakaze zibonwe eminyakeni ewu-100, nokwaholela ezikhukhuleni ezacekela phansi izindlu, imigwaqo nezitshalo. Umonakalo wawulinganiselwa ku-R100 million (cishe uR3.2 billion ngokwenani lamanje). Kwashona abantu abangaphezulu kuka-120 kulesi sibhicingo eningizimu-pumalanga ye-Africa.



ZAC Historical images  
Izithombe zomlando weZAC



ZAC Historical images  
Izithombe zomlando weZAC

to drill five exploration boreholes. This drilling campaign led to the discovery of a very large deposit at Ngwabe, which became the mainstay of the mine for many years producing: prime nuts, prime duff and prime peas.

### OPENING UP OF NEW MARKETS DRIVES EXPLORATION WORK

Shortly after Menar acquired ZAC in 2016, it started producing and selling higher ash middling products for the first time, as it only sold prime products previously.

“This brought with it a lot more access to resources and the market opened up for this type of anthracite product. As a result, ZAC revisited Deep E, which had previously not been mined. I also knew from experience of the geology of ZAC that, there was this type of quality anthracite at Mngeni, which could be mined as well,” Mr Petzer remarks.

Mr Petzer’s latest exploration work is focused on delivering this grade of anthracite as part of ZAC’s efforts to increase the



ZAC Historical images  
Izithombe zomlando weZAC

existing life of mine. To date, deposits of the required anthracite grades have been found in Mngeni and Okhukho North, he notes. The exploration work on Mngeni has been completed, while a couple of holes will be drilled in Okhukho North to find an entrance to develop an adit to access the deposit. ZAC also plans to make extensions at Deep E.

Moreover, a series of exploration boreholes have been laid, which are aimed at linking the new Mngeni to the Mngeni North deposit. “We are hoping that structurally and physically there won’t be too many barriers to achieving this,” he states, explaining that this would aid efforts to increase production and extend the life of mine considerably.

## ZULULAND ANTHRACITE COLLIERY

ZAC’s first logo  
Uphawu lokuqala  
Iwe ZAC



UMnuz Petzer, owayengekho emayini ngaleso sikhathi, waphuthuma wabuya emuva kokuzwa izindaba zalesi sishingishane. Ngenxa yomonakalo emgwaqweni nezikhukhula, kwamthatha izinsuku ezine ukufinyelela ekhempini. Wafika wathola ukuthi ikhempu yayikhlamezekile kwathi abebekuyo balimala kanzima, abanye bangesiswa ezibhedlela ngenxa yalesi sishingishane.

Ikhempu yavuselelwa emuva kwezinyanga ezimbalwa emuva kweshishingishane kusetshenziswa izingodo ezaziqoqwe ngabasebenzi. Ngaleso sikhathi (ngo-1985) iBHP Billiton (eyayaziwa ngeTransnata) yiyo eyayisithathe izintambo yaqalisa ukusungulwa kwemayini yokuqala Okhukho, eduze kwalapho kukhona izikhungo zokuhlamba amalahle namuhla. I-BHP Billiton yavula ezinye izimayini ezimbili eMngeni naKwaSheleza. Kwaqhubeka ukumba nokugcwalisa kwaze kwatholakala amalahle ku-E-block.

Ekuqaleni kwakukhona itshe elincane ku-E-block, kwathi ngokuqhubeka kokumbiwa kwatholakala amanye engxenye manje esiyaziwa ngeDeep E. Imayini eKwasheleza yanwetshwa, okwaholela ekutholakeni kwe-Western Extension – engasenamalahle manje. Kwambiwa futhi kwatholakala amanye eNgwabe.”

IBHP Billiton yayisiphonse ithawula ngokuthi kungaba khona amalahle eNgwabe kodwa uMnuz Petzer nozakwabo uMnuz Jakes Liebenberg bathola ibhajethi encane, kodwa bakwazi ukumba izimbono ezinhlanu benza ucwaningo. Umkhankaso wokumba waholela ekutholweni kwengqumba yamalahle eNgwabe, nalapho kugcine sekuyisizinda semayini iminyaka eminingi kukhiqizwa izinhlobo zamalahle i-prime nut, i-prime duff ne-prime peas.

### UKUVULWA KWEZIMAKETHE EZINTSHA KUCHUMISA UMSEBENZI WOKUCWANINGA


Emuva nje kokuthi iMenar ithathe izintambo eZAC, lemayini yaqala ukukhiqiza imikhiqizo yamalahle egayiwe, njengoba ngaphambi kwalokho yayikhiqiza eyitshe kuphela.

“Lokhukwenza ukuthi zitholakale kalula izinsiza kanti nezimakethe zaqala ukuyemukela le mikhiqizo yamalahle. Ngenxa yalokho, iZAC yabuyela eDeep E, eyayikade ingambiwanga. Ngangazi ngokwamava ami ngicwaninga umhlaba weZAC ukuthi kwakukhona la malahle eMngeni, angambiwa uma kudingeka,” kuchaza uMnuz Petzer.

At 74 years old, Mr Petzer still finds joy in his job because it helps others find work in a country with a struggling economy and high unemployment.

"I have no intention of retiring any time soon and I look forward to continuing my long relationship with ZAC, along with all the other companies that I am working with throughout the country and the rest of the continent. South Africa has a wealth of mineral resources that need to be utilised in the interest of creating new business and employment opportunities, I am just doing my small part to make this a reality," Mr Petzer concludes.

**\*Original Team Responsible for ZAC discovery:**

- G Taylor (Managing from Head Office)
- M Ward (Field Geologist)
- G Dowling (Field Geologist)
- E Roodt (Field Geologist)
- J Turner (Chief Field Geologist)
- M Ward (Field Geologist)
- P Welman (Field Geologist)
- J Liebenberg (Field Geologist)
- D Grant (Field Geologist)
- J Latilla (Surveyor)
- S Bouden (Surveyor)
- K Petzer (Field Geologist) 



ZAC Historical images  
Izithombe zomlando weZAC


Uthe umsebenzi wakhe wakamuva ugxile ekutholeni lolu hlobo lwamalahlle njengengxanye yemizamo yeZAC ukulula ukusebenza kwemayini. Uthe kuze kube yimanje sekutholakele i-anthracite efanele eMngeni nasoKhukho.

Ngaphezu kwalokho sekumbiwe imigodi yokucwaninga ngenhloso yokuhlenganisa ingxanye enamalahlle eseMngeni nengxanye eseNyakatho noMngeni. "Siyethemba ukuthi ngokwengqalasisizinda nangokwesimo sendawo azizukuba ningi izihibe emizamweni yokuzuza lokhu," usho kanje, egcizelela ukuthi lokhu kuzosiza emizamweni yokwenyusa inani lomkhiqizo nokwelula ukusebenza kwemayini.

Yize eseneminyaka engu-74, uPetzer usawujabulela umsebenzi awenzayo ngoba usiza abanye abantu bathole itoho ezweni elinomnotho odonsa kanzima nenani eliphezulu labantu abangasebenzi.

"Angiziboni ngithatha umhlalaphansi esikathini esiseduze futhi ngilangazelele ukuqhubeka nobudlelwano bami beminyaka neZAC, nazo zonke izinkampani engisebenzisana nazo ezweni, nakwizwekazi lonkana," kuphetha u Petzer.

**\*Ithimba lokuqala elaholela ekusungulweni kweZAC:**

- G Taylor (Managing from Head Office)
- M Ward (Field Geologist)
- G Dowling (Field Geologist)
- E Roodt (Field Geologist)
- J Turner (Chief Field Geologist)
- M Ward (Field Geologist)
- P Welman (Field Geologist)
- J Liebenberg (Field Geologist)
- D Grant (Field Geologist)
- J Latilla (Surveyor)
- S Bouden (Surveyor)
- K Petzer (Field Geologist) 

Preparation Work

Underground

Barring down of roadway is in progress.

Temporary ventilation has been established.



NORTH ADIT - ENTRANCE

Surface Drilling

Drilling is in progress to re-grade the adit to 9 degrees for the travelling road and belt conveyor.



NORTH ADIT - DRILLING IN PROGRESS.

ZAC Historical images



King Goodwill Zwelithini gets into his official limousine with project manager Jim Bigham close behind.



# ZAC opens in royal glory

Trans-Natal put out the red carpet on the dusty sun-baked soil of the African veld recently to welcome guests from home and abroad to a right royal occasion . . . the official opening of Zululand Anthracite Colliery.

And if the bosses of Gencor's coal arm wanted to impress their customers from Europe and the Far East with the new colliery, they went one better by showing a true and colourful picture of rural Africa which the overseas visitor is unlikely to witness in a lifetime.

The visitors, whether they had flown in executive aircraft or taken a shake, rattle and roll drive by bus from Ulundi, were given a traditional welcome by the Zulu people.

Resplendent in their traditional robes, feathers and skins, they put on a display of tribal dancing that has gone on hardly unchanged since the days of Chaka and Dingaan.

It was also a day when every man, woman and child wanted to leave their kraals and whoop it up with joy.

### King

For not only present were the white and black guests, but also the Zulu king, King Goodwill Zwelithini, who had brought



Minister Dan Commins commemorates opening ceremony

majesty King Goodwill Zwelithini to the Zululand Anthracite Colliery mine, and their something out of the ordinary for the men of the tribe the cool of ever.

Accompanied by project manager Jim Bigham, the minister made his regal landing by twin-engine jet, and after a few minutes' rest in the last few minutes of the ceremony.

After a tour of the mine, the visitors then dined at the hotel, where the director, Minister Dan Commins, who had brought

production in such a short period of time and in the face of many difficulties. He explained that in the beginning there was no infrastructure, the roads that did exist were often impassable in the rainy season, and drinking water even had to be brought in from Ulundi. Power supplies and telephonic links had also to be installed from scratch.

### Appeal

Mr Fritz, however, appealed to King Goodwill and the KwaZulu Government for help in overcoming the problem of absenteeism and labour turnover which has been taking place at the mine due to faction fighting in the

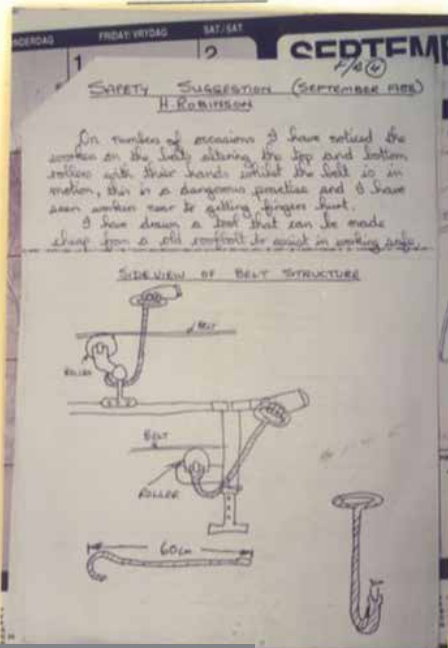
## 1) "THE ROBINSON HANDLE"

The Robinson Handle was designed by Mr H Robinson Shiftboss Central Adit.

This handle ensures that belt aligning and the removal of rollers can be done safely and reduce the risk of hand injuries.

Small modifications have been made to the Proto type and the Photographs show the use and new design.

### ORIGINAL IDEA



### DESIGN



ZAC Historical images  
Izithombe zomlando weZAC

ZAC Historical images  
Izithombe zomlando weZAC

# LEARNERSHIP LIGHTS UP NELISIWE'S CAREER TRAJECTORY

## I-LEARNERSHIP IKHANYISA IKUSASA LIKANELISIWE

ZAC strives to empower women throughout the workforce by providing them with meaningful prospects to grow and develop themselves.

"I saw this as an opening to improve myself and make strides in the mining industry especially here at ZAC. I was a clerk at the time, but my mind was telling me I can do more for this company, as a woman I wanted to push myself more."

This is according to Nelisiwe Ndwandwe (34), a Learner Electrical Artisan from the Matheni-Traditional Council area. She started working at ZAC as a Shaft Clerk in the mining department from 2010 till 2018 when she decided to apply for a learnership.

There were several reasons why she decided to pursue the electrical engineering career path. "One reason was that ZAC was driving a programme to advance gender equity in the engineering department which gave me the confidence to take the chance that the company was granting us," she states.

Another reason Nelisiwe notes is that she was not satisfied with just being a clerk, as she had always been interested in electrical subjects but had not previously had the opportunity to pursue these interests. "I am living my big dream at ZAC. Management is consistently encouraging us as women in mining to dream big."

Nelisiwe completed her Trade Certificate in May 2021, with ZAC covering all the fees for the course. The only module that she needs to complete is a Medium-Voltage course, which once she completes, she will have met all the minimum requirements to become a qualified Electrician. She aims to complete the course this year. Nelisiwe explains that without completing the medium-voltage course she cannot work on substations, which is an important part of the work an electrician needs to do on the mine. 📄

I-ZAC izibophezele ekuthuthukiseni abesifazane emsebenzini ngokubanika ithuba lokukhula nokuzithuthukisa.

"Ngabona lokhu njengentuba yokuzithuthukisa ngiphinde ngizakhele igama embonini yezimayini, ikakhulu eZAC. Ngangingumabhalane kodwa ingqondo yami ibingitshela ukuthi ngingayenzela okuningi le nkampani. Njengowesifazane, bengifuna ukuziphusha kakhulu." Lawa ngamazwi kaNelisiwe Ndwandwe, ngaphansi komkhandlu iMatheni Traditional Council, ongunjiniyela kagesi osafunda.

Kunezizathu eziningi ezamenza wakhetha umkhakha wokunjiniyela ugesi. "Esinye salezi zizathu wukuthi iZAC yayiqhuba umkhankaso wokudala ulingano ngobulili emnyangweni wezobunjiniyela ngaphakathi, okwanginika ukuzethemba ngesinqumo sami sokuthatha ithuba esasilnikwa yile nkampani," usho kanje.

Esinye isizathu yikuthi uNelisiwe wayengenelisekile ngokuba nje ngumabhalane kuphela, kwazise wayengumuntu obezithanda izifundo ngogesi kodwa engakaze alithole ithuba lokuzifunda. "Ngiphila iphupho lami eZAC. Abaphathi bahlala ngokusigqugquzela thina besifazane embonini yezimayini ukuthi sifise izinto ezinkulu."

UNelisiwe uphuthule iTrade Certificate yakhe ngoNhlaba wezi-2021, ekhokhelwa zonke izindleko yiZAC. Manje isifundo asalelwe wukusiphuthula yi-Medium-Voltage, okuzothi uma esiphuthula kube wukuthi usenakho konke okudingekayo ukuze abe ngunjiniyela kagesi ogunyaziwe. Uzimisele ukuphuthula lesi sifundo kulo nyaka. UNelisiwe uqhube wathi ngaphandle kwalesi sifundo akakwazi ukusebenza eziteshini eziphehla ugesi, okungumsebenzi obalulekile okumele wenziwe ngunjiniyela kagesi kule mayini. 📄

Learner Electrical Artisan Nelisiwe Ndwandwe  
Unjiniyela kagesi osafunda uNksz uNelisiwe Ndwandwe





*Emhlophe Investment and Trading Owner - Prince Khumalo, Menar COO - Anthracite Bradley Hammond  
Umphathi we Emhlophe Investment and Trading, Umnu uPrince Khumalo, iCOO yase-Menar yeAnthracite, uMnu uBradley Hammond*

## ZAC HANDS OVER LIGHT-DUTY VEHICLE TO GROW LOCAL BUSINESS

## I-ZAC INIKELA NGEVENI UKUSIZA IBHIZINISI ELISACATHULA

### Enterprise development initiative to expand company's services

In May 2021, Prince Khumalo of Emhlophe Investment and Trading approached ZAC for assistance to improve his company's performance. At the time Emhlophe was a small fencing contractor for ZAC. He outlined the company's challenges including the insufficient capacity to transport materials.

Khumalo explained that any potential profit was going to pay a third party to transport his material to sites. ZAC then offered Khumalo a Toyota Hilux which had become redundant to its fleet. In exchange for the vehicle, the company offered, to clean up the old B level area at ZAC. The task of cleaning the area entailed the removal of 57 kimbo, 3 brick toilet blocks, a wash bay and the rehabilitation of the old swimming pool. Khumalo completed this work in two and a half months, of his own time, to achieve the requirements given to him by ZAC.

"Khumalo has worked tirelessly and often took on other work to assist ZAC, for example, often repairing fences that had been damaged by would-be intruders seeking to gain access to the ZAC property. Khumalo's dedication, management and supervision has resulted in a successful project being completed safely and professionally, and deserves the recognition and success that come his way," stated Menar's COO for Anthracite Bradley Hammond, during the official hand over of the vehicle to Khumalo on 15 September 2021. 📷

### Uhlelo lokuthuthukisa amabhizinisi asakhula ukuxhantisa imisebenzi yenkampani

NgoMeyi wonyaka odlule uPrince Khumalo we-Emhlophe Investment and Trading weza kwiZAC ukuzocela uxhaso ukuze athuthukise ukusebenza kwenkampani yakhe. Ngaleso sikhathi i-Emhlophe yayinenkontileka encane yokubuya eZAC. UMnuz Khumalo wabika usizi lwakhe ngezinginamba abhekana nazo enkampanini yakhe, okubalwa kuzo ukungakwazi ukuthutha izinsiza-kusebenza.

UKhumalo wathi imali okumele ngabe iba yinzuzo igcina isikhokhela ukuthutha impahla yakhe iyiswa endaweni yokusebenzela. I-ZAC yabe seyinika uKhumalo iveni iToyota Hilux ebingasayisebenzisi. Ukukhokhela leli veni, le nkampani yacela ukuhlanza iB level endala eZAC. Umsebenzi wokuhlanza wawufaka ukususwa kwamaKimbo angu-57, ukususwa kwamathoyilethi amathathu kasimende, indawo yokuhlamba nokuvuselela i-swimming pool endala. UKhumalo waqeda lo msebenzi ezinyangeni ezimbili nohhafu, esebenzisa isikhathi sakhe, ukufeza okwakufunwa yiZAC.

"UKhumalo usebenze ngokuzikhandla futhi ubethatha neminye imisebenzi ukusiza iZAC njengokulungisa ucingo okulinyazwe ngabafuna ukungena ngaphandle kwemvume emhlabeni weZAC. Ukusebenza ngokuzinikela kukaKhumalo, amava akhe okuphatha neso lakhe kwenze ukuthi umsebenzi wenzeke ngendlela eyimpumelelo, ehlelekile futhi ephephile, kumfanele ukubongwa nempumelelo eza kuye," kusho uMnuz Badley Hammond oyi-COO kule mayini ngesikhathi edlulisela iveni kuKhumalo ngomhla ka-15 ngoMandulo wezi-2021. 📷

## ZINHLE NKABINDE BECOMES THE FIRST WOMAN SHIFT BOSS AT OUTCROP SHAFT

A major milestone for transformation and gender empowerment was achieved for ZAC in January 2022 when Zinhle Nkabinde (38) was appointed as the first female shift boss at Outcrop Shaft. This capped off a major career milestone for Zinhle, who was also the first female Miner to work at Outcrop when she started her career as a miner in 2015.

Zinhle started at ZAC in 2007 as a Human Resources (HR) Officer, as she holds a Diploma in Human Resources Management. She served as an HR Officer until 2011 when she was appointed as a Payroll Officer.

"In 2015, I saw a notice advertising opportunities for people who wanted to study mining. I applied and was successful, and was sent to study at Colliery Training College, in Emalahleni, Mpumalanga. I returned later that year as a Learner Miner and in 2016 I was appointed officially as a Miner," Zinhle states.

Zinhle recounts that her interest in mining started when she was working in HR and Payroll, where she would have to go underground to do labour verifications. She noticed that at the time there were very few women working underground. Zinhle vowed to herself that if the opportunity arose, she would jump at the opportunity.

Subsequently, she has achieved the first part of her goal and has attained several certificates including for Blasting, Continuous Miners, Gas Testing, Flame Proofing and Competent A (Roof Support).

"At first it was a challenge being the only woman miner as some men were suspicious of a woman working underground in the mine. My strategy from day one was to make sure that I did everything without fault. It was important to earn their respect and for them to respect me. I was fortunate to have good Mine Captains namely Bekkie Booyens and Richard Kleinhans, who were very supportive throughout the time I worked with them," Zinhle states.

## UNKSZ UZINHLE NKABINDE UNGOWESIFAZANE WOKUQALA UKULAWULA AMA-SHIFT E-OUTCROP SHAFT

Kufezake isifiso sokuletha uguquko nokufukula abantu besifazane e-ZAC ngoMasingana 2022, ngesikhathi uNksz uZinhle Nkabinde (38) eqokwa njengowesifazane wokuqala ukuba umphathi we-shift e-Outcrop Shaft. Lokhu kwengeze kokukhulu osekwenziwe uNksz Nkabinde, njengoba ebe ngowokuqala wesifazane ukusebenza njengomvukuzi e-Outcrop ngesikhathi eqala ngo-2015.

UNksz Nkabinde uqale e-ZAC ngo-2007 ophikweni lakwaNdabazabantu esebenza njenge-Human Resources Officer njengoba eneziqu zeHuman Resources Management. Usebenze njengeHR Officer kwaze kwaba u-2011 lapho eqashwe khona njengePayroll Officer.

"Ngo-2015 ngabona isikhangiso lapho kwakufuneka khona abantu ababezofundela ukuvukuza. Ngafaka isicelo, ngaphumelela, ngase ngithunyelwa ukuyofunda eColliery Training College, eMalahleni, eMpumalanga. Ngabuya kuwona lowo nyaka ngaba iLearner Miner, kwathi ngo-2016 ngaqashwa ngokuphelele enkampanini," kuchaza uNksz Nkabinde.


UNksz Nkabinde ukhumbula ukuthi uthando lwakhe kwezokuvukuza lwaqala ngesikhathi esasebenza ophikweni lakwaNdabazabantu lapho kwakumele ashone phansi ezimayini eyoqinisekisa izinto ezithile. Waqaphela ukuthi ngaleso sikhathi babembalwa abesifazane ababesebenza phansi emgodini. Wabe esefunga egomela ukuthi uma ithuba livela nakanjani uyoligxumela.

Njengamanje useyifezile ingxenye yokuqala yephupho lakhe, futhi usethole izitifiketi eziningana okubalwa kuzona eseBlasting, Continuous Miners, Gas Testing, Flame Proofing neseCompetent A (iRoof Support).

"Ekuqaleni kwakuyinselelo ukuba nguyena yedwa owesifazane osebenza njengomvukuzi ngoba amanye amadoda ayeshaya amakhala ngokuthi owesifazane asebenze phansi emgodini. Iqhinga lami kusuka ngosuku lokuqala, kwaba ukuqinisekisa ukuthi ngenza yonke into ngaphandle kwamaphutha.

Zinhle says that both Bekkie and Richard said to her on her first day that she would not receive special treatment for being a female Miner and Zinhle was delighted to hear that. "I didn't want to become a Miner to get special treatment, I always wanted to be there on merit and I performed every task and worked in every section just as my male colleagues did."

Zinhle has also worked as a Continuous Miner Operator at Ngwabe shaft but is currently based at Outcrop. Zinhle says that the thrill of drilling and blasting, safely and cost-efficiently every day in a production shaft is something she enjoys immensely. She adds that the number of women working at the mine had increased markedly over the last few years. This was attributable to Menar and ZAC's active efforts to promote women in mining throughout the operation.

"ZAC has granted me a fantastic opportunity and I am proud to be leading a team now. I hope that my story will encourage other women and young girls to make mining a career option for them. Women not only survive in mining but we can also thrive if we are given the opportunity to do so. I believe that perseverance is the mother of all hope. I still have many milestones and goals that I want to achieve to become a Mine Captain and then someday to be a Mine Manager," she concludes. 

*Shift Boss Zinhle Nkabinde  
Umphathi we-shift uNksz uZinhle Nkabinde*


"Kwakubalulekile ukuthi ngibenze bangethembe. Ngaba nenhlanhla yokuthi nganginokaputeni abahle kakhulu, uBekkie Booyens noRichard Kleinhans, ababengeseka ngaso sonke isikhathi engasisebenza nabo," kusho uNksz Nkabinde.

Uthe bobabili uBooyens noKleinhans bamtshela ngosuku lwakhe lokuqala ukuthi ngeke athole impatho ehlukile ngoba nakhu engowesifazane, nokuyinto ayijabulela. "Ngangingafuni ukuba umvukuzi ukuze ngiphathwe ngendlela ehlukile. Ngangifuna ukuba laphaya ngoba kungifanele futhi ngenza yonke imisebenzi, ngasebenza kuzona zonke izindawo njengabo bonke ozakwethu besilisa."

UNksz Nkabinde useke wasebenza njenge-Continuous Miner Operator eNgwabe kodwa okwamanje uzinze e-Outcrop. Uthi ukubhodloza nokuqhumisa akwenza nsuku zonke ngaphansi emajukujukwini, kuyamthokozisa kakhulu. Wengeze ngokuthi isibalo sabesifazane abasebenza emayini sesinyukile kakhulu kule minyaka edlule. Kulokhu ubonge iMenar ne-ZAC ngemizamo yabo yokukhuphula abesifazane kwezokuvukuza, ngendlela abahlela ngayo.

"I-ZAC seyinginike ithuba eliyinqayizivele futhi ngiyaziqhenya ngokuhola ithimba njengamanje. Ngicabanga ukuthi udaba lwami luzogqugquzela abanye abesifazane namantombazane asemancane ukuthi enze ezokuvukuza zibe yikusasa kubona.

"Abesifazane abagcini nje ngokubambelela bahlale ezimayini kodwa siyakwazi ukuphumelela uma sinikwa ithuba lokwenza lokho. Ngicabanga ukuthi ukuphikelela nokubheka phambili iyona into ebaluleke kakhulu.

"Ngisabheke phambili nginamaphupho nezinto engifuna ukuzifeza ukuze ngibe ukaputeni wemayini, bese ngelinye ilanga ngibe yimenenja yemayini," kugoqa uNksz Nkabinde. 



# MZOPHETHWE REACHES FOR HIS DREAMS

Having grown up and attended school in the village of Okhukho, which borders ZAC mine it was a surreal moment for Mzophethwe Khumalo (31) when he finally stepped foot on mine property in February 2020.

Mzophethwe is an IT intern at ZAC. He says he will never forget that day when in February 2020, he came to ZAC, which had long been a dream of his, having grown up in the shadow of the mine. He started his IT career in 2015 when he attended the private college, Commerce And Computer College of South Africa in Durban and completed his 3-year IT qualification in 2017.

"I have learned a lot, especially since this was my first time going underground. Working with fibre cables and cameras, underground comes with its own set of challenges, but it is a great feeling when everything works out. Whether it's the configuration of the switches or installation of WI-FI in the Shafts, at ZAC Main Office and the Siding, I have gained so much experience. I also believe that being a local, has made it easy for me to adapt to this environment, as I grew up here."

His long term dream is to get established in mining and become a Mining-IT Professional. "The IT work experience I have gained from working here at ZAC has helped me so much. I can now do almost everything that is required in terms of IT. ZAC IT Technician Sabelo Jilajila has mentored me throughout my internship and I am very grateful for all that he has taught me."



*IT Intern Mzophethwe Khumalo  
UMnuz uMzophethwe Khumalo oyithwasa  
lezobuchwepheshe bokuxhumana*


# UMZOPHETHWE UFEZA IPHUPHO LAKHE

Emuva kokukhula aphinde afunde Okhukho, okuyisigodi esakhele imayini iZAC, kwaba kumzuzu ongakholakali kuMzophethwe Khumalo (31) ngesikhathi ebeka unyawo lwakhe emagcekeni ale mayini ngo Nhlolanja wezi-2020.

UMzophethwe uyithwasa lezobuchwepheshe bokuxhumana eZAC. Uthi ngeke alukhohlwa lolo suku anyathela ngalo eZAC, nokwabe kuyiphupho lakhe leminyaka ekhula eduze kwayo. Waqala uhambo lwakhe emkhakheni we-IT ngo-2015 ngesikhathi eqala izifundo zakhe ekolishi ezimele, iCommerce and Computer College of South Africa eThekwini. Waphothula izifundo zakhe ngo-2017.

"Ngifunde okuningi kwazise bengiqala ukuya ngaphansi komhlaba. Ukusebenza ngezintambo ze-fibre namakhamera ngaphansi komhlaba kunezingqinamba zakho, kodwa kuba wumuzwa omnandi uma konke kugcina kulungile. Noma ukulungisa ama-switch noma ukufaka iWI-FI phansi emgodini wemayini, ehhovisi elikhulu, ngithole amava amakhulu. Ngikholwa nokuthi ukuba ngumuntu wasendaweni kwenze kwaba lula kimi ukuthi ngizanze la ngoba ngikhulele khona."





Miner Nhlanhla Hlatshwayo  
Umvukuzi uNhlanhla Hlatshwayo

## NHLANHLA RISES IN THE RANKS


## KWENYUKA IZIMENDLELA KUNHLANHLA

Nhlanhla Hlatshwayo (29), started his career at ZAC as a Learner Miner before moving to the mine's Technical Department. He started at the mine in 2019 and has subsequently proceeded to complete his blasting certificate, which he completed in March 2021. He was then moved to the Technical Department in October 2021.

He is appreciative to ZAC for covering all the costs of attaining his Blasting Certificate. Moreover, Nhlanhla highlights that he has learnt a great deal since transitioning from working as a General Miner to a member of the technical team. He holds two degrees a BSc in Mining Engineering and a BSc in Science majoring in Geology and Chemistry from the University of the Witwatersrand.

"I'm getting a lot of experience because we work with different departments, such as Geology, Survey and Engineering. I enjoy spending a lot of time underground and getting to understand how the mine is going and where production is headed," Nhlanhla states.

Nhlanhla says that his dream is to get his Mine Managers Certificate of Competency (MMC). These certificates are issued to a competent person who can be appointed legally to perform the duties of a Mine Manager at a South African mine as stipulated in the Mine Health and Safety Act.


"ZAC has provided me with a great opportunity and I am so grateful for all that the mine has done for me. It has been a challenging couple of years owing to COVID-19 and the mine having to be placed on care and maintenance for a few months. But currently, I feel like everything is getting back to normal. I'm happy to be part of the team here at ZAC and am looking forward to being part of what comes next," Nhlanhla enthuses. 

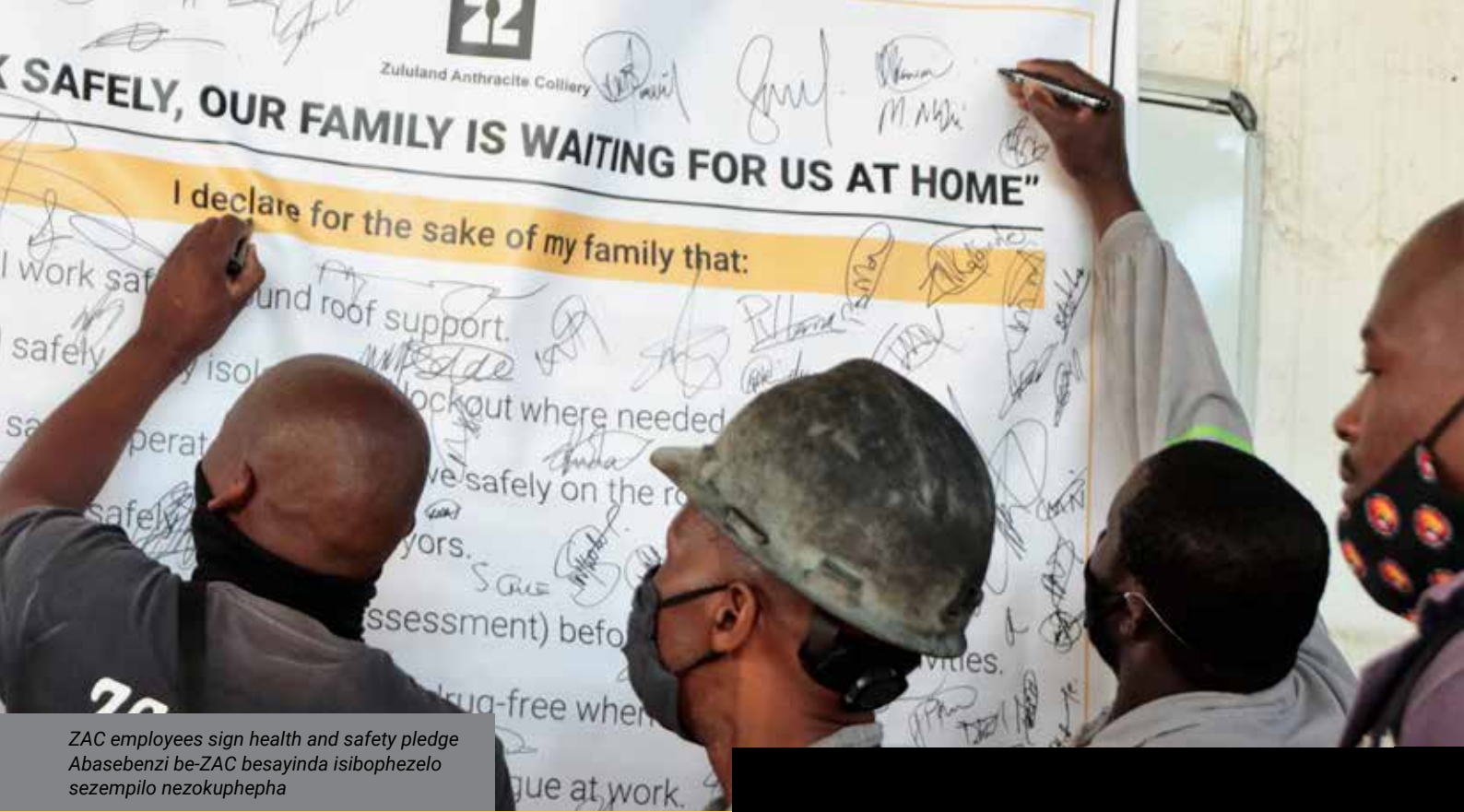
UMnu uNhlanhla Hlatshwayo (29) uqale eZAC njengomumbi wasemayini osafunda ngo-2019, wenza isitifiketi sokuqhumisa, nasiphothule ngoNdasas wezi-2021. Ngo- Okthoba wawo unyaka udluliselwe emnyangweni wezobuchwepheshe.

Ubonge iZAC ngokukhokhela izindleko zezifundo zakhe zesitifiketi sokuqhumisa. Uthe usefunde lukhulu kusukela asuka ekubeni ngumumbi wasemayini waba yingxenyethimba elibhekelele ezobuchwepheshe. Unezicucu ezimbili, i-BSc in Mining Engineering, neBSc in Science (Geology & Chemistry) azithole eNyuvesi yaseWitwatersrand.

"Ngithola amava amaningi ngoba sisebenza emnyangweni ehlukene njenge-geology, survey ne-engineering. Ngiyakuthokozela ukuchitha isikhathi ngaphansi komhlaba nokuqonda kabanzi ngokusebenza kwemayini nokuthi umkhuqizo ubheke kuphi," kusho uNhlanhla.

Uthi iphupho lakhe wukuthola iMine Managers Certificate (MMC). Lesi yisitifiketi esinikwa umuntu onamava ongaqashwa ngokusemthwetherni ukwena umsebenzi wemenenja yakunoma iyiphi imayini eNingizimu Afrika, ngengokusho komthetho iMine Health and Safety Act.

"I-ZAC inginike ithuba eliyinqayizivele futhi ngiyabonga ngakho konke le mayini engenzele khona. Kube yiminyaka enzima le ngenxa yeCOVID-19, nanokuvalwa kwemayini izinyanga ezimbalwa. Kodwa manje ngizwa sengathi izinto sezibuyela esimweni esejwayelekile. Ngiyathokoza ukuba yingxenyethimba la eZAC futhi ngilangazelele okulandelayo," kusho uNhlanhla ngenjabulo. 



ZAC employees sign health and safety pledge  
 Abasebenzi be-ZAC besayinda isibophezelo  
 sezempilo nezokuphepha

## ZAC CELEBRATES 5000 FATALITY-FREE PRODUCTION SHIFTS, LAUNCHES SILLY SEASON SAFETY CAMPAIGN

## I-ZAC IBUNGAZA AMA- SHIFT ANGU-5 000 KUNGAFANGA MUNTU, YETHULA UMKHANKASO WEZOKUPHEPHA ISILLY SEASON

ZAC held a celebratory event on 14 October 2021 to mark a significant safety milestone for the mine's employees. ZAC as of 30 September 2021 recorded over 5000 fatality-free production shifts (FFPS).

Menar's COO for Anthracite Bradley Hammond stated: "Mine safety is ZAC and Menar's top priority. Safeguarding our employees and contractors to ensure they return home safe and healthy every day is essential to achieving Zero Harm At ZAC."

Furthermore, historical data shows that most accidents at mines are reported during the last quarter of the year. This period is very difficult as far as health and safety is concerned and is commonly known as 'Silly Season/ Critical Season'.

ZAC, therefore, decided to initiate a campaign with an objective to proactively prevent incidents from happening, focusing on current issues and challenges with the potential to cause injuries and fatalities.

"The initiative intends to also empower employees to comply to basic requirements by ensuring participation by all in order

Ngomhla ka-14 ngoMfumfu wezi-2021, iZAC ibe nomcimbi wokubungaza ama-shift angu-5 000 kungabanga bikho sisigameko sokufa komuntu emayini.

UMnu uBradley Hammond oyi-COO yeMenar emayini uthe: "Ukuphepha eZAC nase Menar kuseqhulwini. Ukuvikela abasebenzi bethu nosonkontileka nokuqinisekisa ukuthi babuyela emakhaya bephephile futhi bephilile kubalulekile emgomweni wethu wokuthi kungalimali muntu eZAC."

Ulwazi ngezigameko zangaphambilini luveza ukuthi izingozi eziningi emayini zenzeka ngekota yokucina yonyaka. Lesi sikhathi sonyaka sinzima kwezempilo nezokuphepha futhi saziwa nge-'Silly Season / Critical Season'.

Yingakho iZAC yasungula umkhankaso ngenhloso yokunqanda izingozi zingenzeki, ngokubheka izinkinga ezikhona nezingqinamba ezingaholela ekulimaleni noma ekufeni kwabantu.


"Inhloso yalo mkhankaso ukugqguzela abasebenzi ukuthi balandele imigobo ukuze kufezeke iphupho lethu lokuthi kungalimali muntu emayini yethu. Lo mkhankaso uhlose kugcizelela isiko lezempilo nezokuphepha leZAC, nokufundisa



to achieve the goal of Zero Harm at our operation. The campaign aims to reemphasise the health and safety culture of ZAC, and provide employees with the knowledge so that they can proactively perform their activities safely,” explained ZAC Safety Manager Siphonkosi during the launch of the campaign.

The theme of the campaign is “Work Safely, Our Family is Waiting for Us at Home”. Mine staff members were asked for the sake of their families to pledge to:


- Work safely around the roof support
- Safely apply isolation and lockout where needed
- Safely operate TMM and drive safely on the roads
- Conduct a Take 5 (risk assessment) before performing any activities
- Ensure that they are alcohol and drug-free at work
- Manage their health to prevent fatigue at work

ZAC General Manager Wayne Rowe highlighted that in the past 10 years there have been no fatalities at ZAC. “This is testament to the emphasis the mine places on the safety of all mineworkers. Many of us are thinking of the festive season and even the year ahead and what it may hold, but it is crucial to maintain our standards and adhere to safety procedures,” he stated. 

abasebenzi ukuqinisekisa ukuthi benza umsebenzi wabo ngendlela ephephile,” kuchaza uMnuzi Siphonkosi obhekelele ezokuphepha e-ZAC.

Isiqubulo somkhankaso besithi: “Sebenza Ngendlela Ephephile, Imindeni Yethu Isilindile Emakhaya”. Abasebenzi bacelwa ukuba basayinde isibophezelo sokuthi:

- Bazosebenza ngendlela ephephile
- Azilandele imigomo nendlela yokukhiya nokucisha ephephile
- Azisebenzise imishini yokugada ngokucophelela futhi zishaye ngokuphepha emgwaqweni
- Azihlole ukuthi ayikho yini ingozi ngokulandela izitebhu ezinhlanu zokuhlola ingozi
- Bazoqinisekisa ukuthi abezi emsebenzini bephuzile noma bedle izidakamizwa
- Bazozinakekela ukugwema ukukhathala emsebenzini

UMnuzi Wayne Rowe, oyimnenja Jikelele, uveze ukuthi eminyakeni eyishumi edlule akukaze kufe muntu eZAC. “Lokhu kuwubufakazi bomsebenzi wemayini ukuqinisekisa ukuphepha kwabasebenzi. Abanengi bethu bacabanga ngamaholide okuphela konyaka, nangonyaka ozayo ukuthi uza nani, kodwa kubalulekile ukugcina izinga lezokuphepha silandela imigomo ebekiwe,” usho kanje. 

## ZWELONKE HIGH SCHOOL ABLUTION FACILITIES GIVEN A R1 MILLION MAKEOVER

The new, permanent ablution facilities will improve health and hygiene standards at the school, enabling learners and teachers to have a better learning environment. The handover forms part of ZAC’s Social and Labour Plan to upgrade the ablution facilities of several schools in the area, as part of efforts to improve hygiene and learning conditions at local schools.

R1 million worth of new ablution facilities, which utilise a dry sanitation system owing to the water constraints faced by the school, were handed over to Zwelonke High School by ZAC on 9 September 2020.

Zwelonke High School is a government-run school located in Mahlabathini, KwaZulu Natal, which is around 30 km from ZAC. The institution is classified as a rural education institution by the National Education Infrastructure Management System and has 1 068 students in total.

“We receive water tanks from the municipality because there is no running water at the school. The school’s toilets previously comprised old pit toilets that often overflowed with raw sewerage, and therefore were a health and safety concern to learners and

## IZINDLU EZINCANE EZWELEONKE HIGH SCHOOL ZENZIWE KABUSHA NGO-R1 MILLION

Izindlu ezincane ezintsha zizophucula impilo nenhlanzeko esikoleni, ukuze abafundi nothisha babe nendawo yokufundelela nokufundisa engcono. Ukwethulwa ngokusemthethweni kwale ngqalasizinda kuyingxenywe yohlelo lweZAC, iSocial and Labour Plan, lokuphucula izindlu zangasese ezikolezi zendawo, njengengxenywe yemizamo yokwenza ngcono inhlanzeko nesimo sokufunda kulezi zikole.

Lezi zindlu ezincane ezintsha nezibize uR1 million, futhi ezingawasebenzisi amanzi ngenxa yokwentuleka kwawo kule sikole, zethulwe ngokusemthethweni eZwelonke High School yi-ZAC ngomhla ka-9 ngoMandulo wezi-2020.

Izindlu ezincane ezintsha zizophucula impilo nenhlanzeko esikoleni, ukuze abafundi nothisha babe nendawo yokufundelela nokufundisa engcono. Ukwethulwa ngokusemthethweni kwale ngqalasizinda kuyingxenywe yohlelo lweZAC, iSocial and Labour Plan, lokuphucula izindlu zangasese ezikolezi zendawo, njengengxenywe yemizamo yokwenza ngcono inhlanzeko nesimo sokufunda kulezi zikole.

staff,” explained Zwelonke High School Principal Mr Philani Makhathini.

“We much appreciate ZAC’s donation of the new toilets to our school. It has substantially improved the status of hygiene and safety for our staff and learners. This project will also help us greatly in mitigating our staff and learners’ risk of contracting coronavirus.” Grade 10 learner Thobeka Mkhize thanked ZAC on behalf of the learners at the school, while Department of Education Circuit Manager for Mahlabathini Xoliswa Cele lauded ZAC’s efforts stating: “We are overwhelmed by ZAC’s support of the local education system.

As a responsible corporate entity, the company is greatly assisting the government by addressing a serious inequality faced by rural schools through the donation of modern toilet blocks to the school.” The project comprises the construction of eight banks of block toilets for male and female teachers, disabled people and both male and female learners. Conrite Projects was the contractor appointed by ZAC to undertake this project, and in so doing also employed 8 local labourers, a security night shift guard and a community liaison officer. All sand, stone, cement and M140 blocks were purchased from local suppliers in the Ulundi area.

Menar’s COO for Anthracite Bradley Hammond explained: “A need for school toilets was identified by local government, which is where the idea for this project arose. Despite ZAC currently being on care and maintenance, we have not paused our Social Labour Plan agreements, and are committed to assisting government to provide improved hygiene for several other local schools in the area as well.” Menar Group Social Licensing Manager Xolile Mankayi, added that the group was committed to carrying out such projects, that had long term benefits for learners and, which ensured that staff and learners could utilise the ablution facilities in dignity. 🇿🇦

nokuphepha kubafundi nabasebenzi,” kuchaza uthishanhloko waseZwelonke uMnuz Philani Makhathini.

“Siyabonga umnikelo we-ZAC ngamathoyilethi amasha esikoleni sethu. Lokhu kwenze ngcono kakhulu inhlanzeko nokuphepha kwabasebenzi nabafundi bethu. Le ngqalasizinda izosisiza futhi emizamweni yethu yokugwema ukutheleleka kwabasebenzi nabafundi nge-coronavirus.”

Ekhulumela abafundi kulesi sikole, uNksz uThobeka Mkhize, ongumfundi weBanga 10 udlulise ukubonga kwabakwa-ZAC, kwathi umphathi wesifunda saseMahlabathini, eMnyangweni wezeMfundo uXoliswa Cele uncome imizamo yale mayini wathi: “Luyamangaza uxhaso lwe-ZAC ezikoleni. Njengesikhungo esinakekelayo, le nkampani isiza kakhulu uhulumeni ukulwa nokungalingani kwezikole zasemakhaya nezinye ngokunileka ngezindlu ezincane ezizezingeni.

Lezi zindlu ezethulwe eZwelonke zinolayini abayisishiyagalombili bothisha besilisa nabesifazane, babafana nabamantombazane kanti ziyakwazi ukusetshenziswa nangabantu abaphila nokukhubazeka. IConrite Projects yiyo ebiqashelwe ukwenza lo msebenzi. Kuphinde kwaqashwa abasebenzi betoho abayisishiyagalolunye, unogada wasebusuku nomxhumanisi womphakathi. Inhlabathi, amatshe, usimende nama-blocks kwathengwa kumabhezini endawo Olundi.

UMnu uBradley Hammond oyi-COO yeMenar emayini uthetha: “Isidingo samathoyilethi sashiwo nguhulumeni wendawo, nokuyilapho umqondo walolu hlelo wavela khona. Nakuba iZAC isavaliwe ukuze ithakekelwe, asizimisile izivumelwano zethu se-Social Labour Plan, kanti sizimisele ukusiza uhulumeni aphucule inhlanzeko ezikoleni nasemphakathini.”

UMnu uXolile Mankayi, oyi-Social Licencing Manager weMenar, wengeze ngokuthi le nkampani izibophezele ukuqhuba izinhlelo ezifana nalezi, ezinezuzo yesikhathi eside kubafundi futhi eqinisekisa ukuthi abasebenzi nabafundi basebenzisa izindlu ezincane ezihloniphekile. 🇿🇦

ZAC officially hands over the new ablution blocks to Zwelonke High School  
I-ZAC yethula ngokusemthethweni izindlu ezincane ezintsha eZwelonke High School





The ZAC 2021 Golf Day raised over R250 000 for community initiatives.  
*I-ZAC Golf Day iqoqa imali eyevile ku-R250 000 ukusiza umphakathi.*

## ZAC GOLF DAY IGNITES SPIRIT OF GIVING

**ZAC 2021 Golf Day raises over R250 000 for community initiatives**

On 23 November 2021, ZAC hosted its annual golf day at the Richards Bay Country Club, in KwaZulu Natal. Now in its fourth year, the golf day was initiated to raise funds for various charities. The annual event was once more a resounding success, raising over R250 000 for charity.

The title sponsors of the event were pump company, The PumpSmith, South African manufacturer of specialised mining equipment, Rham Equipment and conveyor belts solutions provider Conveyor and Plant Services. The Golf Day's format was a 4-person-a-team American Scramble, which is a popular format for charitable events.

A spirit of camaraderie was evident throughout the day with the players competing for bragging rights, awards and the many sponsored prizes on offer. In addition to the top finishers, prizes were awarded for the longest drive, closest to the pin. There were opportunities for competitors to make additional donations and win prizes such as television sets, by taking part in chipping contests and closest to the target competitions.

In addition to the funds raised from companies' sponsorships of holes and the overall event itself, an auction for the ZAC Floating Trophy was held. Menar COO Bradley Hammond facilitated the auction and encouraged companies to embrace ZAC's mantra of being the 'Caring Colliery' by showing their full support for charitable causes and pledging as much as possible. The auction of ZAC Floating Trophy was won by conveyor belt solutions provider, Conveyor and Plant Services, director Dawie

## I-ZAC GOLF DAY IVUSELELA UMOYA WOKUPHA

**I-ZAC Golf Day iqoqa imali eyevile ku-R250 000 ukusiza umphakathi**

Ngomhlaka 23 ngoLwezi wezi-2021, i-ZAC ibe nomcimbi wosuku lwayo lwegalofu lwaminyaka yonke eRichards Bay Country Club, KwaZulu-Natal. Njengokwejwayelekile lo mcimbi ube ngenkulu impumelelo, waqoqa umnikelo ongaphezu kuka-R250 000.

Abaxhasi abakhulu balo mcimbi bekuyinkampani yama-pump, iThe PumpSmith, inkampani yaseNingizumu Afrika eyakha izinsiza-kusebenza zasemayini, iRham Equipment kanye nenkampani ehlinzeka ngama-conveyor belt, iConveyour and Plant Services. Uhlelo olwasetshenziswa ngeGolf Day yilolu olwaziwa nge-American Scramble (yabantu abane iqembu neqembu) okulona oluvame ukusetshenziswa emicimbini yokuqoqa iminikelo.

Umoya wobungani nokwethembana wawuvunguza usuku lonke, abadlali bencintisanela igama lokuqholosha, izindodo nemiklomelo. Ngaphezulu kwabadlali abaqede phezulu, bekukhona nomklomelo womuntu oshayele ibanga elide nosondele kakhulu eflekini lomgodi wegalofu. Abancintisanayo baphinde bathola nethuba nokwandisa iminikelo yabo ukuze bawine amaTV, ngokungenela umcintiswano wokuphuhliza nowokujikijela.

Ngaphezu kwemali evela ezinkampanini ukuxhasa imigodi yegalofu nomcimbi usuwonkana, kwaba khona nendali yendondo iZAC Floating Trophy. UMnu uBradley Hammond, oyiCOO yeMenar Group, okunguye owayebhidisa le-auction, wanxena

Van Nieuwenhuizen, who pledged R115 000. This is the second consecutive time the company has won the trophy.

Hammond remarked: "Since the outbreak of COVID-19 it has been an extremely challenging time for ZAC, our communities, colleagues, suppliers, contractors and all stakeholders. We weren't able to host this event in 2020 as the mine was under care and maintenance. However, we have come through this challenging period and events like these, stand as an example of our commitment to our local communities. We will be able to aid charities in the community in the year to come, in a meaningful manner, thanks to the funds raised today."

The generosity did not end there as, testing, inspection, and certification company SGS donated R25 000 to the Ubhle Bekhona Lamazulu Traditional Dancing Group to buy school uniforms for the young performers.

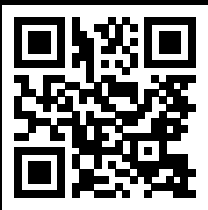
Hammond concluded the evening by thanking all ZAC's equipment and service providers for participating and donating considerable amounts to make this annual event the success it continues to be. "Thank you for collaborating with us to help those less fortunate by taking part in our annual golf day."

The sponsors of the ZAC 2021 Golf Day included: Afrigile, Agricoal, Babcock, BMG Vryheid, Booyco Electronics, Coalseam Mining, Conveyor & Plant Services, Derrick & Sons, FLSmidth, G-Kok Transport, Hexagon Electrical and Leon Graaf, Heineken, Guduza System Technologies, Horona Mining, Ingwenya Mineral Processing, JA Engineering, Komatsu Mining, Kennametals, Leo Mattioda, Lurchtech MD Ogola, N1 4x4, Nat-Africa, North Safety, PAL Solutions, PEX Hydraulics KZN, Phillips Equipment, Pitbull Equipment, PropShaft Masters, The PumpSmith, Rapinda Communications, RHAM Equipment, Rich Steel, Richards Bay Rigging, Roadmaster Tyre Services, SA Minerals Laboratories Ithuba, Sandvik, Schauenburg, SG Liquors, SGS Labs, Super Rent, SPS Mine Safety (Strata), Tsakane Health and Safety, Victor Industrial, United Mining & Gilberts Cables (Best Aspects) and Ultra Gear. 

*The Ubhle Bekhona Lamazulu Traditional Dancing Group  
Iqembu lengoma Ubhle Bekhona LamaZulu Traditional  
Dancing Group*

*Scan the QR code to watch  
an overview of the event.*

*Qondanisa ucingo lwakho  
kule- QR code ukuze ubuke  
amazwibela alo mcimbi*



izinkampani ukuthi zisize ukufeza inqubo-mgomo yeZAC yokuba 'imayini enakekelayo' ngokuxhasa izinhlelo zokunikela ngokufana imali abangakwazi ukuyifaka. Indondo yanqontshwa nguMnu uDawie Van Nieuwenhuizen, ongumqondisi wenkampani ehlinzeka ama-conveyor belt iConveyor and Plant Services, owanikela ngo-R115 000. Bekungokwesibili imicimbi ilandelana le nkampani inqoba le ndondo.

"Kusukela kuqale iCOVID-19, kube yisikhathi esinzima eZAC, emphakathini, kozakwethu, kubahlinzeki bezinsizakusebenza, kosonkontileka nakuzo zonke izinhlelo ezidingekayo. Asikwazanga ukuba nalo mcimbi ngonyaka ka-2020 njengoba imayini yayivaliwe ilungiswa. Nakuba kunjalo, sikwazile ukudlula kulesi sikhathi kanti imicimbi efaka nale iyisibonelo sokuzibophezela ekusizeni imiphakathi. Ngenxa yeminikela eqoqwe namhlanje, sizokwazi ukuxhasa izinhlelo ezisiza umphakathi kulo nyaka ozayo ngempumelelo," kusho uHammond.

Umoya wokuphana awuphelelanga lapho njengoba inkampani ehlola izindawo zokusebenzela iSGS inikele ngoR25 000 eqenjini lengoma Ubhle Bekhona LamaZulu ukuze lithengele amalungu alo inyumfomu.

UHammond wavala umcimbi ngokubonga bonke abasebenzisana neZAC ngokuba yingxenywe yalo mcimbi nangokunikela ukuze umcimbi ube yimpumelelo. "Ngiyonga kini nonke ukubambisana nathi ukusiza labo abadingayo ngokuba yindlenye yosuku lwethu lwegalofu."

Abanye babaxhasi beZAC Golf Day ngo-2021: Afrigile, Agricoal, Babcock, BMG Vryheid, Booyco Electronics, Coalseam Mining, Conveyor & Plant Services, Derrick & Sons, FLSmidth, G-Kok Transport, Hexagon Electrical and Leon Graaf, Heineken, Guduza System Technologies, Horona Mining, Ingwenya Mineral Processing, JA Engineering, Komatsu Mining, Kennametals, Leo Mattioda, Lurchtech MD Ogola, N1 4x4, Nat-Africa, North Safety, PAL Solutions, PEX Hydraulics KZN, Phillips Equipment, Pitbull Equipment, PropShaft Masters, The PumpSmith, Rapinda Communications, RHAM Equipment, Rich Steel, Richards Bay Rigging, Roadmaster Tyre Services, SA Minerals Laboratories Ithuba, Sandvik, Schauenburg, SG Liquors, SGS Labs, Super Rent, SPS Mine Safety (Strata), Tsakane Health and Safety, Victor Industrial, United Mining & Gilberts Cables (Best Aspects) ne-Ultra Gear. 







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# 2021

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