

# Zikhiphani eZAC

Edition 004 | MAY 2023

CARING COLLIERY / IMAYINI ENAKEKELAYO

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underground

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# FROM THE GM'S DESK

# NGOSIBA LWEMENENJA JIKELELE

There is a special reason behind the hosting of Imbizos at ZAC. These regular face-to-face meetings with the various teams onsite, symbolise our commitment to grow with our people.

Going forward we would like to build on this culture of communication with our suppliers, employees and host communities.

It has been pleasing to see the success achieved by some of the local enterprises including coal haulers and yellow machine operator companies. Walking this journey with them, our aim is to support their growth for years to come. It is our view that good stewardship of local businesses helps to support the economy and keeps us connected with surrounding communities.

ZAC has an excellent relationship with the Ulundi Local Municipality, and we want to continue working closely with entities that support development. A joint code of conduct has been drawn up between management and organised labour to resolve areas of concern.




ZAC GM Wayne Rowe  
iMenenja Jikelele eZAC uMnu uWayne Rowe

When coming to daily operations, one of our key missions is to increase backup capacity. The new Mngeni Shaft is progressing well after the project kicked off in October 2022. To date, a significant portion of the box cut has already been mined.

What is unique about this operation is that we are using mechanical devices instead of conventional drill and blast methods to break rock. This will help us to reduce noise levels and avoid inconveniencing the local community.

We are still forecasting Mngeni to start producing coal in October of this year. The shaft will be about 240 m long and 34m deep, with seam thicknesses of 2.3 m to 2.6 m. The surface infrastructure is in the process of being established while water management and security arrangements have already been completed.

We are in the process of re-opening the old Maye B Shaft as it will give us access to low seam reserves. While the future looks promising for productivity at the mine, we at ZAC continue to prioritise safety. The goal of Zero harm remains at the top of our agenda in ensuring that the well-being of our employees is secure. 

Kunesizathu esinqala sokuhlela Izimbizo eZAC. Le mihlangano yobuso nobuso namathimba ehlukeni emsebenzini awuphawu lwesibopho sethu sokukhula nabantu bakithi.

Uma sibheka phambili, sifisa ukuqhubeka naleli siko lokuxhumana nabantu esithenga kubona, abasebenzi bethu nemiphakathi esisebenza ezindaweni zayo.


Kubeyintokozo ukubona impumelelo yamanye amabhizinisi endawo okubalwa kuwona abantu abathutha amalahle ngamaloli nezinkampani ezinemishini ephuzi. Sihamba lolu hambo nawo, inhloso yethu ngukuweseka asimame eminyakeni ezayo. Kuwumbono wethu ukuthi ukuba yisithunywa esihle samabhizinisi endawo kulekelela umnotho, kusenze sihlale sixhumene nemiphakathi engomakhelwane bethu.

I-ZAC inobudlelwano obuhle noMasipala weNdawo wasoLundi, kanti sifisa ukuqhubeka sisebenzisane njalo nezinhlaka ezeseka intuthuko endaweni. Kunohlaka olwenziwe ngendlela efanele yokuziphatha phakathi kwabaphathi nezinhlangano zabasebenzi ukulungisa izinto ezikhathazayo.

Uma kuziwa emsebenzini wansuku zonke, eminye yemisebenzi yethu emikhulu wukwandisa abantu esicuphe ngabo. Umgodi omusha uMngeni uqhubeka kahle ngemva kokuqala kahle komsebenzi ngoMfumfu wango-2022. Kuze kube manje, ingxenye enkulu yomgodi osikiwe isimbiwe.

Okuhlukile ngalo msebenzi wukuthi sisebenzisa imishini yobuchwepheshe ukuqephula amadwala esikhundleni semishini yokumba nokuqhumisa evamile. Loku kuzosiza ukunciphisa amazinga omsindo futhi kugweme ukuphazamiseka kwabantu bendawo.

Sisaphokophele ekutheni uMngeni uzoqala ukhiqize amalahle ngoMfumfu kulo nyaka. Lo mgodi uzoba ngamamitha awu-240 ubude namamitha awu-34 ukushona, kuthi emlonyeni ube wugqinsi ngamamitha aphakathi kuka-2.3 no-2.6. Inqalasisinda kumanje iyakhiwa kanti izinhlelo zokulawula amanzi nezokuphepha sezivele ziphothuliwe.

Siphezu komkhankaso wokuphinde sivule umgodi iMaye B Shaft njengoba uzokwenza kungeneke emalahleni aphantsi. Nakuba ikusasa libukeka liqhakazile ngokomkhiqizo emayini, thina eZAC siyaqhubeka sibeke ukuphepha eqhulwini. Inhloso yokuthi kungalimali nomuntu oyedwa isiseqhulwini lwezinhlelo zethu ukuqinisekisa ukuthi inhlalakahle yabasebenzi bethu iphephile. 

Shift Boss Buyisile Celiwe Sithole  
Umphathi wezikhathi zokusebenza uBuyisile Celiwe Sithole



## WOMEN TAKE THE LEAD UNDERGROUND

## ABESIFAZANE BAHAMBA PHAMBILI EMGODINI

Working behind the counter at the ZAC equipment store sparked Buyisile Celiwe Sithole's interest in going underground. Buyisile, the shift boss at ZAC's Ngwabe Shaft, joined the company in 2002 as a security guard before moving on to become a clerk at the in-house store.

Prior to working at the store, it had never occurred to Buyisile that she would become a miner one day. Buyisile used to see colleagues moving around in their protective gear but she knew very little about the experience of working at the shaft.

While working inside the store and placing orders for equipment, she took the opportunity to ask questions. "I became interested and wanted to go there one day," she explains.

In 2004 she saw a mining learnership advert and did not hesitate to apply. After successfully completing her learnership, Buyisile went on to sharpen her skills, becoming a highly experienced miner over time.

Buyisile became the second woman at the shaft to join the team, following in the footsteps of her friend and colleague Zinhle Nkabinde who she looks up to for inspiration.

At first, entering the shaft was challenging for the two women as this was not considered as a lady's job. But they soon got used to it, realising that what really matters underground is the quality of your work and not your gender.

In July 2022 Buyisile was appointed as acting shift boss and officially occupied the position two months later.

Ukushaya isisefo endaweni egcina izimpahla zabasebenzi eZAC kokhela inhlansi yothando lokusebenza emathunjini omhlaba kuBuyisile Celiwe Sithole. UBuyisile, ongumphathi wezikhathi zokusebenza eNgwabe Shaft eZAC, waqala ngo-2002 engunogada ngaphambi kokuthi abe ngumabhalane esitolo senkampani.

Ngaphambi kokusebenza esitolo, uBuyisile wayengakaze acabanga ukuthi angasebenza emgodini ngelinye ilanga. UBuyisile wayevame ukubona abalingani bakhe behla benyuka begqoke izingubo zokubavikela kodwa engazi lutho ngokusebenza emgodini.

Ngenkathi esasebenza esitolo, efaka ama-oda ezimpahla, wathola ithuba lokubuza imibuzo. "Ngabanothando, ngathanda ukuya khona ngelinye ilanga," kuchaza yena.

Ngo-2004 wabona isikhangiso sokuqeqeshelwa ukusebenza emayini, kanti akazange aphilise maseko wafaka isicelo. Ngemva kokuqeda ukuqeqeshwa, uBuyisile wacijwa ikhono wagcina esenamava okusebenza emgodini ngokuhamba kwesikhathi.

UBuyisile wabangowesifazane wesibili ukusebenza emgodini, ehamba ezinyathelweni zomngani wakhe nozakwabo uZinhle Nkabinde, abukela kuyena.

Ekuqaleni, ukungena emgodini kwakuyinselelo kulaba bantu besifazane ababili njengoba lona kungewona umsebenzi othathwa ngokuthi ngowabantu besifazane. Nokho basheshe bawujwayela, basheshe babona ukuthi okudingeka emgodini



Shift Boss Buyisile Celiwe Sithole  
Umphathi wezikhathi zokusebenza uBuyisile Celiwe Sithole

For Buyisile the sky is the limit as she looks forward to applying for her MO ticket so she can progress in her career.


With 20-years-worth of experience behind her, Buyisile's path sets a perfect example for younger women like 29-year-old Nondumiso Thwala.

Stationed at the Outcrop Shaft, Nondumiso who hails from Mashona Village also hopes to make her mark in the mining industry. She joined ZAC in April 2022 through a learnership after studying Electrical Engineering at the Elangeni TVET Collage.

"I've learnt many things like how to test machines and carry out electrical installations underground. Initially, it was challenging since I've never done that before, but every day it gets easier as I gain confidence and experience," she says.

Her curiosity about electricity started when she was still a young girl.

When an appliance around the house would break, Nondumiso was the one person who would try to fix it.

"My brothers would just run. I would then be alone so I would try to fix my stuff like plugs and lights myself. Hence, I don't feel any different working with men at the mine," she asserts. 

yizinga lomsebenzi womuntu, hhayi ubulili bakhe.


NgoNtulikazi wango-2022 uBuyisile wenziwe umphathi wezikhathi zokusebenza obambile okwesikhashana , kwathi emva kwezinyanga ezimbili wagixatshezwa ngalesi sikhundla ngokugcwele.

Akukho okuzovimba uBuyisile njengoba esebheke ukufaka isicelo sethikhithi lakhe leMO ukuze aqhubeke nokudlondlobala emsebenzini wakhe.

Njengoba egabe ngamava eminyaka engu-20, uBuyisile uyisibonelo esihle kubantu besifazane abancane abanjengoNondumiso Thwala oneminyaka ewu-29.

UNondumiso, odabuka esigodini saseMashona nozinze e-Outcrop Shaft, ufisa ukushiya amagalelo abonakalayo emkhakheni wezimayini. Wafika eZAC ngoMbaso wango-2022 ezoqeqeshelwa umsebenzi ngemva kokwenza i-Electrical Engineering Elangeni TVET College.

"Sengifunde izinto eziningi njengokuhlola imishini nokufaka ugesi ngaphansi komhlaba. Ekuqaleni, kwakunzima ngoba ngangingakaze ngikwenze kodwa usuku nosuku sekuba lula njengoba sengizethemba futhi nginamava," kusho yena.

Uthando lwakhe lukagesi lwaqala eseyintombazane encane. Uma kufa into kagesi kubo, uNondumiso nguye owayezama ukuyilungisa. "Abafowethu babevele babaleke. Ngangisala ngedwa besengizama ukulungisa ugesi, ngakho angiboni mehluko ekusebenzeni namadoda ezimayini," kusho yena. 

ZAC continues to strengthen its focus on productivity through the efforts of dedicated stonework teams. Mine Overseer Bekkie Booyens and the various teams have been steadily increasing their outputs in recent months.


Extracting coal is the end goal for operations, but getting the stonework done is just as important. A renewed emphasis has been placed on these particular operations to assist the main coal extraction teams to access coal. Their task is to develop roadways through the different stone intrusions to access the coal seams.

Currently the monthly requirements of these stone teams is to develop 220 linear meters through stone per month and they are making good progress.

ZAC's Ngwabe Shaft has about 5 years life-of-mine remaining following the completion of a major development to access the lower seams in the Northern Reserve of the operation site.

The life-of-mine for the shaft is based on ZAC completing the main development and establishing the sections in this reserve base.

Deep E is a high seam shaft that produces good quality coal, making it a viable area to mine. The shaft is expected to keep producing for at least the next six years. It consists of two sections, a Continuous Miner section and a Drill & Blast section for panel and stone developments

Outcrop is probably the most challenging shaft to mine; however, it is worth the while due to the high grade of coal produced there. The mining is done via Drill & Blast sections – using low profile scoops to load and carry the coal. Outcrop is currently in the midst of developing through a major upthrow fault of 18m to access reserves in the northern extremes of the reserve. 

I-ZAC iyaqhubeka nokugxila emkhizweni ngomsebenzi wamathimba amba amatshe azinikele. Umbheki weMayini uBekkie Booyens namathimba ehlukeni bebelokhu bandisa imikhizizo yabo ezinyangeni ezimbalwa ezidlule.


Ukumba ilahle yiwona msebenzi omkhulu eZAC kanti umsebenzi wamatshe nawo umqoka. Manje lo msebenzi ugqizwelelwa kakhulu ukulelela amathimba amqoka amba amalahle ukuthi afinyelele emalahleni. Umsebenzi wawo wukuklama izindlela ezindaweni ezihlukene ezigcwele amatshe ukuze kufinyeleleke lapho kugcwele amalahle khona.

Kumanje, ngenyanga ukuthi la mathimba amba amatshe acabe indlela engamamitha aqondile angu-220 ngenyanga, kanti aqhuba kahle.

UMgodi iNgwabe waseZAC usalelwe yiminyaka ecela kwemihlanu ngemva kokuphuthulwa komsebenzi omkhulu wokukwazi ukufinyelela ezinzulwini ngasenyakatho yendawo okusetshenzelwa kuyona.

Isikhathi sokumba lo mgodi sincike ekutheni iZAC iqede umsebenzi wokwakha omkhulu nokusungula izigaba ezintsha kule ndawo.

I-Deep E wumgodi ojulile okhipha amalahle ezinga eliphezulu, okuyenza indawo enhle yokumba. Kulindeleke ukuthi lo mgodi uqhubeke nokukhipha amalahle iminyaka eyisithupha ezayo. Inezigaba ezimbili, okuyisigaba sokuQhubeka nokuMba nesigaba sokuMba nokuQhumisa amatshe.

I-Outcrop cishe yiwona mgodi onzima ukuwumba, nokho kufanele imbiwe ngenxa yezinga eliphezulu lamalahle akuyona. Indlela yokumba le mayini wukusebenzisa izimba ezikhasa phansi, ukuqhumisa ngemishini neziqhumane. I-Outcrop kumanje iphezu komkhankaso womsebenzi wokuphendla indawo engamamitha angu-18 yokungena ezinkambini ezisenyakatho. 

# ZAC MAKES SOLID PROGRESS ON STONWORK

# I-ZAC IQHUBEKILE NOKUVELELA EMGOMWENI WOKUMBA ITSHE

ZAC Mine Overseer Bekkie Booyens  
Umbheki weMayini eZAC Mine uBekkie Booyens

MD of Rich Steel Trading, Richard Ndwandwe celebrates with his colleagues after winning the ZAC Floating Trophy.

Umqondisi weRich Steel Trading uRichard Ndwandwe ejabula nabalingani bakhe ngemva kokuwina i-ZAC Floating Trophy.



## ZAC GOLF DAY RAISES R310 000 FOR COMMUNITY PROJECTS

Golf lovers showed up for a good course at the 5th annual ZAC Golf Day held at the Richards Bay Country Club, in KwaZulu Natal.

Over 100 players including representatives of ZAC and its business partners teed off, raising a record R310 000 at the 2022 edition of the event. Proceeds went towards community development initiatives.

The Izindunas of the traditional councils of Mlaba, Zungu, Mandlakazi and Matheni who are custodians of ZAC's host communities were also in attendance.

Headline sponsors included pump suppliers, The PumpSmith; sampling, analysis, certification and consulting company SA Minerals Laboratories Ithuba; original equipment manufacturer Sandvik Mining and Rock Solutions as well as mining equipment company JA Engineering Works.

A spirit of camaraderie was evident throughout the day with the players competing against one another for bragging rights, awards and the many sponsored prizes that were on offer.

Local dance groups entertained guests while the ZAC floating trophy auction proved to be an event highlight, helping to raise more funds.

## I-ZAC GOLF DAY IQOKE UR310 000 WEMISEBENZI YOMPHAKATHI

Abathandi begalofu baphume ngobuningi babo ngeZAC Golf Day yaminyaka yonke yesihlanu eRichards Bay Country Club KwaZulu-Natali.

Bangaphezu kwekhulu abadlali nabameli beZAC nabalingani bayo abadlale igalofu baqopha umlando beqoqa uR310 000 emcimbini wango-2022. Umnikelo oqoqiwe uye emisebenzini yokuthuthukisa umphakathi.

Izinduna zemikhandlu yezizwe zakwaMlaba, kwaZungu, kwaMandlakazi naseMatheni, ezingosokhaya kwizAC nazo bezikhona.

Phakathi kwabaxhasi abakhulu bekukhona abadayisi bama-pump i-The PumpSmith, inkampani yamasampula, ucwaningo nezitifiketi i-SA Minerals Laboratories Ithuba, abakhiqizi bemishini i-Sandvik Mining and Rock Solutions nenkampani yezinto zezimayini i-JA Engineering Works.

Kugqame umoya wozwano ngalolu suku ngenkathi abadlali beqhudelana bebanga izindondo nemiklomelo obekukhona.

Amaqembu endawo endlamu ajabulise izivakashi, kwathi imakethe yendondo ewumantuntandendishi yaseZAC yadonsa amehlo, okusize ukuqoqa imali.



Rich Steel Trading MD Richard Ndwandwe, walked away with the trophy after pledging R165 000.

The generosity did not end there as Conax Machine Solutions Ubuhle sponsored members of the Ubuhle Bekhona Lamazulu Traditional Dancing Group with school uniforms. The Njomelwane Primary School also received uniforms from Hlomani Mining Services.

ZAC GM Wayne Rowe thanked all service providers and partners for their contribution.

“It is through your generosity that we are able to provide much-needed assistance to local community initiatives through our annual golf day,” he said.

The funds raised from the previous editions of the event have benefited community structures like schools and NGOs. In 2021 the Zisize Care Centre in Ulundi received a borehole, equipped with a water filtration unit. About R265 000 was used to renovate the facilities at Njomelwane Primary School.

The sponsors of the ZAC 2022 Golf Day included: 4Tify, Afrigle, Alpine Truck and Bus, Babcock Africa Services, BMG Vryheid, Conax Machine Solutions, (Fabchem), Conveyor Plant Services, Distell Express, Filtaquip, Guduza System Technologies, Hexagon Electrical, Hlomani and Co, Horona Mining, Huizen Africa Holdings, Ingwenya Mineral Processing, Inmins Trading, JA Engineering, Kennametal, Komatsu Mining, Lurchtech, N1 4x4, P&W Skietwerke, PAL Solutions, PEX Hydraulics – KZN, Rich Steel Trading, Richards Bay Rigging Services, RIS Hire, Roadmaster, SA Minerals Laboratories Pitbull Equipment Ithuba, Sandvik Mining and Rock Solution, Say It Have It Engineering, Schauenburg, Strata Worldwide (SP Mine Safety), Super Rent, The Pumpsmiths, Tsakane Health Services, United Mining & Gilberts Cables(Best Aspects), Victor Industrial, Zululand Anthracite Colliery, Zululand Bus Services and the Zululand Observer. 

Umqondi weRich Steel Trading uRichard Ndwandwe, ukhale wemuka nendebane ngemva kokuthembisa ukunikela ngo-R165 000.

Ufefe aluphelelanga lapho njengoba iConax Machine Solutions Ubuhle ixhase amalungu e-Ubuhle Bekhona Lamazulu Traditional Dancing Group ngemifaniswano yesikole. NeNjomelwane Primary School ithole imifaniswano evela eHlomani Mining Services.

Imenenja jikelele eZAC uWayne Rowe ubonge zonke izinkampani nabalingani ngeminikelo yabo. “Kungenxa yokuphona kwenu sikwazi ukuxhasa imikhankaso emiphakathini ngosuku lwethu lwegalofu minyaka yonke,” kusho yena.

Imali eyaqoqwa phambilini kulo mcimbi yasiza izinhlaka ezinjengezikole nezinhlangano ezingenzi nzuzo. Ngo-2021, iZisize Care Centre yasoLundi yathola ipitsi, elinenjini ehlanza amanzi. Kwasetshenziswa cishe uR265 000 ukulungisa eNjomelwane Primary School.

Kubaxhasi beZAC 2022 Golf Day bekukhona i-4Tify, i-Afrigle, i-Alpine Truck and Bus, iBabcock Africa Services, iBMG Vryheid, iConax Machine Solutions, (iFabchem), iConveyor Plant Services, iDistell Express, iFiltaquip, iGuduza System Technologies, iHexagon Electrical, iHlomani and Co, iHorona Mining, iHuizen Africa Holdings, Ingwenya Mineral Processing, i-Inmins Trading, iJA Engineering, iKennametal, iKomatsu Mining, iLurchtech, iN1 4x4, iP&W Skietwerke, iPAL Solutions, iPEX Hydraulics – KZN, iRich Steel Trading, iRichards Bay Rigging Services, iRIS Hire, iRoadmaster, iSA Minerals Laboratories Pitbull Equipment Ithuba, iSandvik Mining and Rock Solution, iSay It Have It Engineering, iSchauenburg, iStrata Worldwide (iSP Mine Safety), iSuper Rent, i-The Pumpsmiths, iTsakane Health Services, i-United Mining & Gilberts Cables (i-Best Aspects), iVictor Industrial, iZululand Anthracite Colliery, iZululand Bus Services neZululand Observer. 



Ubuhle Bekhona Lamazulu Traditional Dance Group perform at the ZAC Gold Day event  
Ubuhle Bekhona Lamazulu Traditional Dance Group busina emcimbi- ni weZAC Gold Day



ZAC Golf Day



The Njomelwane Primary School Traditional Dance Group render a performance at the ZAC Golf Day event  
INjomelwane Primary School Traditional Dance Group isina kwiZAC Golf Day





*Izindunas from the traditional councils of Mlaba, Zungu, Mandlakazi and Matheni attended the ZAC Golf Day  
Izinduna zemikhandlu yezizwe sakwaMlaba, kwaZungu, kwaMandlakazi naseMatheni ebezikwiZAC Golf Day*

*A group of players and sponsors who were attending the 2022 ZAC Gold Day  
Ithimba labadlali nabaxhasi ebelikwi-2022 ZAC Gold Day*





From Left to right: Mr. N Nxumalo, Ms. S Mazibuko, Mr. M Mthembu, Mr. B Mngomezulu, Ms. N Zwane, Mr. M Lukhele; Mr. Z Sikhakhane Mr. KB Nkosi, Ms. N Mdunge, Ms. S Kunene, Ms N Xaba, Ms N Buthelezi, Ms. A Makhunga, Ms. N Thwala, Ms. M Mbatha, Ms. N Mthethwa

Kusuka kwesobunxele kuya kwesokudla: Mr. N Nxumalo, Ms. S Mazibuko, Mr. M Mthembu, Mr. B Mngomezulu, Ms. N Zwane, Mr. M Lukhele; Mr. Z Sikhakhane Mr. KB Nkosi, Ms. N Mdunge, Ms. S Kunene, Ms N Xaba, Ms N Buthelezi, Ms. A Makhunga, Ms. N Thwala, Ms. M Mbatha, Ms. N Mthethwa

## KHULEKANI WELL ON THE ROAD TO BECOMING A BOILERMAKER

Working with cutting and sawing machinery is a breeze for Khulekani Benjamin Nkosi.


But the 33-year-old Boiler Making Learner from Nongoma is using his opportunity at ZAC to sharpen his drawing skills so he can be the best in the trade.

Khulekani was previously an Electrical Drill Operator at ZAC and already has a boiler-making certificate. He is in the process of completing his practical training.

"I have extensive knowledge about boiler making. The only thing that sometimes is challenging for me is the drawings, but working, using all the machines, the cutting, the sawing, welding, etc... I'm really good at it. The learnership is aiding me in developing the skills I require," he says

Khulekani spends most of his time working at the shafts and in the main workshop.

His mentor Vincent Mvelase has been teaching Khulekani a lot about boiler making and going through some learning materials to perfect his drawings.

"When I go to CTC to do my learnership it will be easy for me because of the training he has provided me. I can't wait to one day become a qualified boilermaker," Khulekani concludes. 

## UKHULEKANI USENDLELENI EBHEKE EKUBENI WU-BOILERMAKER


Ukusebenza ngomshini wokusika nokusaha wumshubo kuKhulekani Benjamin Nkosi.

Kanti lesi sitshudeni se-boilermaking esineminyaka engu-33 saKwaNongoma sisebenzisa ithuba lokuba seZAC ukucija ikhono laso lokudweba ukuze sivelele emsebenzini waso.

UKhulekani wake waba yi-Electrical Drill Operator, kanti usenesitifiketi sokuba wu-boilermaker. Usezinhlelweni zokuqedela ukuqeqeshwa.

"Nginolwazi olunzulu nge-boilermaking. Ukuphela kwento ebuye ibe yinselelo kimina yimidwebo kodwa ukusebenzisa yonke imishini, ukusika, ukusaha, ukushisela, njll... ngimuhle kukhona. Lokhu kuqeqeshwa kuyangisiza ukuphucula amakhono engiwadingayo," kusho yena.

UKhulekani isikhathi esiningi usebenza emigodini nasendaweni yokukhanda. Umuntu omcijayo uVincent Mvelase ufundise uKhulekani okuningi nge-boilermaking nangezincwadi ukuze aphucule imidwebo yakhe.

Uma sengiya eCTC ukuyofundela umsebenzi kuzoba lula kimina ngenxa yokuqeqeshwa esengikutholile. Ngijahe kabi ukuba wu-boilermaker oqeqeshiwe, kuphetha uKhulekani. 



# SIBUSILE GRABS LEARNERSHIP OPPORTUNITY TO BECOME AN ELECTRICAL ENGINEER

Watching his peers follow their mining careers awakened Sibusile Zulu's passion for Electrical Engineering. Sibusile, who hails from Newcastle in KwaZulu-Natal, started working at ZAC 4 years ago as a bartender at the recreational club. But he always had his sights set on a career in engineering.


The 29-year-old took up an electrical course at the local college and started working as a bartender in 2019. This meant he had to do a balancing act between working and studying, something Sibusile does not regret.

There was no doubt in mind that electrical engineering was the correct path for the youngster.

"I've seen people my age especially going underground and having a career. I just knew right away that I wanted to just do Electrical Engineering as well," he says.

Sibusile decided to apply for the learnership and was admitted in 2022. He aims to become a qualified electrician and then progress to being an electrical engineer.

Sibusile believes the learnership is an opportunity that will pave the way for him to thrive.

"Honestly, It's the most beautiful experience because it is something I have always wanted to do. It has been my dream," he concludes. 

# USIBUSILE AKAZITHAMBISI NGETHUBA LOMFUNDAZE WOKUBA WUNJINIYELA KAGESI

Ukubuka ontanga bakhe benza imisebenzi abayithandayo ezimayini kokhela uthando lokuba wunjiniyela kagesi kuSibusile Zulu. USibusile, odabuka eNewcastle KwaZulu-Natali, waqale ukusebenza eZAC eminyakeni emine edlule edayisa utshwala eRecreational Club. Kepha wayefisa ukwenza umsebenzi wobunjiniyela.


Le nsizwa eneminyaka ewu-29 ubudala yenza izifundo zikagesi yenza umsebenzi wokudayisa utshwala ngo-2019. Lokhu kusho ukuthi kwakufanele icaze kahle isikhathi phakathi kokusebenza nokufunda, into uSibusile angazisoli ngayo.

Kwakungekho ukungabaza engqondweni ukuthi izifundo zobunjiniyela bukagesi yiwona mkhakha olungele le nsizwa.

"Ngake ngabona ontanga bami ikakhulukazi beya ngaphansi komhlaba futhi babenomsebenzi. Ngazi lapho ukuthi ngifuna ukwenza ubunjiniyela bukagesi," kusho yena.

USibusile wanquma ukufaka isicelo sokufundela umsebenzi, wathathwa ngo-2022. Uhlose ukuba wuchwepheshe kagesi, bese egcina engunjiniyela kagesi.

USibusile ukholwa wukuthi leli thuba lokuqeqeshwa lizomcabela indlela yokuthi aphumelele.

"Eqinisweni, yinto enhle kakhulu ngoba yinto engikade ngafisa ukuyenza. Bekuyiphupho lami," kuphetha yena. 

# GRETTA'S CONSTRUCTION GROWS THROUGH PARTNERSHIP WITH ZAC

# I-GRETTA'S CONSTRUCTION IYASIMAMA NGOKUBAMBISANA NEZAC


Business owner Gretta Nkomondi has developed a great working relationship with ZAC over the years. Gretta's company, called Gretta's Construction, is among local businesses that have benefited from ZAC's enterprise support programme.

Her first project with ZAC was doing upgrades on the men's changing rooms and renovating the showers. Following the successful completion of that project, Gretta submitted a bid for a fencing tender.

Gretta explains that working with the team at ZAC has been a fruitful experience.

"Especially, if you work with people who like to hold your hand every time. I think it's much better," she says.

Not only has she been afforded business opportunities and contracts, but she has been offered support to grow her business.

This is not Gretta's first time working on a fencing project. She previously worked on the 1033-metre fence around the main dam and around the Ngwabe Shaft. In 2009 she also got an opportunity to work on a fencing project with the Department of Transport. 

Usomabhezini uGretta Nkomondi usakhe ubudlelwano obuhle bokusebenzisana neZAC eminyakeni edlule.


Inkampani kaGretta i-Gretta's Construction ibalwa nezinye izinkampani zendawo ezihlomule ohlelweni lokweseka amabhezini lwaseZAC.

Emsebenzini wakhe wokuqala eZAC walungisa izindlu zokushintshela zabantu besilisa nezisefo zokugeza. Ngemva kwalowo msebenzi owaba yimpumelelo, uGretta wafaka isicelo sethenda yokubiya.

U-Gretta uchaze ukusebenzisana nethimba laseZAC njengesithelo.

"Ikakhulukazi uma usebenza nabantu abazokucathulisa ngaso sonke isikhathi, ngicabanga ukuthi lokho kungcono kakhulu" kusho yena.

Akugcinanga ngokunikwa amathuba amabhezini nezinkontileka kuphela, kepha uthole nokwesekwa ukusimamisa ibhezini lakhe.

Akusikho okokuqala uGretta enza umsebenzi wokubiya. Wake wenza umsebenzi wothango olungamamitha angu-1033 eMgodini waseNgwabe. Ngo-2009 wathola ithuba lokusebenza emsebenzini wokubiya womNyango wezokuThutha. 

Gretta Nkomondi standing alongside the fence her company constructed for ZAC  
U-Gretta Nkomondi emi eduze kothango olwenziwe yinkampani yakhe yenzela iZAC





Learners at Kwanyoni Primary School perform a dance routine for guests during the handover celebration.  
Izitshudeni zaKwanyoni Primary School zisanela izivakashi emcimbi-ni wokudlulisa umnikelo wesakhiwo.

## NEW TOILET BLOCKS BRING RELIEF FOR LEARNERS AT KWANYONI PRIMARY SCHOOL

New ablution facilities at Kwanyoni Primary School in Ulundi, in KwaZulu-Natal, are set to improve health and hygiene standards for learners. The R2.25 million project that was handed over in July 2022 forms part of ZAC's Social and Labour Plan.

The toilets work through a dry sanitation system which is suitable for water-scarce areas. With an estimated 150 learners, the school struggled to manage with the old dilapidated pit latrines they were using before.

Kwanyoni Primary School Principal Busisiwe Mabaso said the old latrines were overflowing which was not conducive for the children.

"We appreciate ZAC's contribution in making available new toilets to our school. It has substantially improved the status of hygiene and safety for our staff and learners," Mabaso says.

The facilities consist of three rows of toilet cubicles. They are also user-friendly for people with disabilities.

The initiative resulted in the creation of 8 jobs while opportunities were opened up for local businesses like Tsakane Construction & Projects, ECA Consulting and Dibanto General Services.

All sand, stone, cement and blocks were purchased from suppliers within the Ulundi area. ZAC General Manager Wayne Rowe said the Induna presiding over the area, Mr T Mhlanzi made a request for the company to assist.

"We visited the school and assessed the state of ablution

## IZINDLU EZINCANE EZINTSHA ZENZA IMPILO IBELULA KUBAFUNDI BAKWANYONI PRIMARY SCHOOL

Izindlu ezincane ezintsha KwaNyoni Primary School oLundi, KwaZulu-Natal zizophucula izinga lezempilo nehlanzeko kwabafundi. Lo msebenzi kaR2.25 million unikelwe ngoNtulikazi wango-2022 uyingxenywe yoHlelo lwezeNhlalo nezemSebenzi lwaseZAC.

Le zindlu ezincane zisebenza ngohlelo olungadingi amanzi olulungele izindawo ezingenamanzi. Lesi sikole esinabafundi abacela ku-150 besithwele kanzima ngenxa yezindlu ezincane ezigugile ezinemigodi abebesebenzisa. UThishanhlolo waKwanyoni Primary School uBusisiwe Mabaso uthi izindlu ezincane ezindala besezigcwele, zingasazilungele izingane.


"Sibonga umnikelo weZAC wezindlu ezincane esikoleni sethu. Ususiphucule kakhulu isimo senhlanzeko nezokuphepha kwabasebenzi nabafundi bethu," kusho uMabaso

Lesi sakhiwo sinemigqa emithathu yamakhosomba ezindlu ezincane. Zilungele nokusetshenziswa ngabantu abanokukhubazeka.


Lo mkhankaso waholela ekwakhekeni kwemisebenzi eyisishiyagalombili ezinkampanini zendawo njengeTsakane Construction & Project, i-ECA Consulting neDibanto General Services.

Sonke isihlabathi, amatshe, usimende nama-block kwathengwa kubadayisa basoLundi namaphethelo. IMenenja Jikelele yaseZAC uWayne Rowe uthi induna yendawo uMnu T Mhlanzi wacela inkampani ukuthi isize.

facilities. ZAC then made the decision to assist the school and immediately contacted the Department of Education to get permission to build new ablution facilities,” says Rowe.

ZAC Sustainable Development Manager Khumbulani Masuku, reiterated that the company would continue to support projects that have long-term benefits for the community. 

“Savakashela isikoleni sabheka isimo sezindlu ezincane. I-ZAC yenza isinqumo sokusiza isikole, kwathi ngokushesha yathinta umNyango wezeMfundo ukucela imvume yokwakha izindlu ezincane,” kusho uRowe.

IMenenja yezokuThuthukisa umPhakathi uKhumbulani Masuku ugcizelele ukuthi inkampani izoqhubeka nokuxhasa imisebenzi ezohlomulisa umphakathi. 

# PHILA'S PASSION FOR THE MINING INDUSTRY NEVER ENDS

Phila Mngomezulu's (36) first exposure to the mining industry was when he came to ZAC through a student vacation work programme 12-years-ago, and he has not looked back since. Phila is currently a Financial Administrator at ZAC.

He believes that the industry is a complex and dynamic field with many fascinating aspects. It plays an important role in the global economy.


From 2012 until now Phila assumed different positions at ZAC including working at Stores, Procurement and Finance as a Creditors Clerk, Contracts Administrator and Financial Administrator to date.

His duties involve compiling monthly reports and he is also a project accountant for Mngeni and Maye B Shafts.

He also loves working in the mining environment as it gives him an opportunity to observe the mineral value chain as it unfolds from production to end user.

“Understanding how raw material is extracted underground, processed into final products and hauled to customers is really interesting,” Phila remarks.

Phila holds a BCom (University of Zululand), a Business Accountant in Practice (SA) designation, Independent Reviewer licence from the Chartered Institute of Business Accountants. He is also a qualified Tax Practitioner (TT (SA)) from the South African Institute of Taxation.

His passion has seen him go beyond his call of duty as a financial administrator, as he is in charge of compiling the Mining Charter, Social Labour Plan reports and BBBE verifications for ZAC. He also enjoys working with people and working on skills development programs such as Enterprise and Supplier Development to assist SMEs. 

## ALUPHELI UTHANDO LUKAMNGOMEZULU LWEMBONI YEZIMAYINI

UPhila Mngomezulu, ona-36, eqala ngqa ukwazi ngemboni yezimayini kwaba ngenxa yohlelo lwetoho lwabafundi lwangamaholidi lwase-ZAC eminyakeni engu-12 edlule, kanti akaphindanga wabheka emuva. Manje uMngomezulu unguMphathi weziMali eZAC.

Ukholwa ukuthi le mboni uwumkhakha obanzi nomnandi nonezinto eziningi ezimnandi. Uneqhaza elibalulekile emnothweni womhlaba jikelele.


Kusuka ngo-2012 kuze kube manje uPhila usebenzikhundla ezihlukene eZAC okubalwa kuzona ukusebenza eziTolo, ukuThenga iziMpahla nezeziMali engumabhalane wezikweletu, umPhathi weziNkontileka nomPhathi wezeziMali.

Emsebenzini wakhe kukhona ukwenza imibiko yezimali yanyanga zonke, nomhleli wamabhuku ezimali wemigodi uMngeni neMaye B.

Uyakuthanda ukusebenza embonini yezimayini ngoba kumnika ithuba lokubona umkhiqizo ombiwa phansi kusukela ekuqaleni kuze kufinyelele ekugcineni lapho usuthengwa ngabantu.

“Ukwazi ukuthi amaminerali ambiwa kanjani phansi komhlaba, alungiswa kanjani elungiselwa amakhasimende yinto emnandi,” kusho uPhila.

UPhila une-BCom (yase-University of Zululand) amagunya e-Business Accountant in practice (SA), ilayisensi yoMbuyekezi oziMele yase-Chartered Institute of Business Accountants futhi ungungoti wentela (TT (SA) we-South African institute of Taxation).

Umdlndla wakhe wenza ukuthi enze okungaphezu kokuba ngumPhathi weziMali, njengoba ebhala i-Mining Charter, imibiko yoHlelo lwezeNhlalo nomSebenzi, ebheka nezindaba zokubhalisela i-BBBE eZAC. Uthakasela ukusebenza nabantu nokusebenza ezinhlelweni zokuthuthukisa amakhono ezinjenge-Enterprise and Supplier Development ukusiza amabizinesi amancane. 






Procurement Intern Nkosingiphile Xaba  
Ithwasa lezokuthenga impahla uNkosingiphile Xaba

Nkosingiphile also spent time in the finance department, an experience she describes as eye-opening.

At the finance department, she got hands-on experience in reconciliation, general ledgers, processing invoices and paying suppliers. Nkosingiphile's duties entail working closely with the stores' department to make sure that there are spares and equipment available for maintenance.

"Everything must balance when doing reconciliation as all suppliers must be paid timeously and correctly on order, so they continue to give us the goods and services we require to make sure the mine runs," Nkosingiphile states. 

## UFUNDE LUKHULU NGEZEZIMALI NOKUTHENGA IZIMPAHLA OYITHWASA


UNksz Nkosingiphile Xaba uthole isipiliyoni esizomsiza ophikweni lokuthenga izimpahla ngesikhathi eqashwe ukuba yithwasa eZAC.

UNksz Xaba, okhulele oLundi, uqale ukusebenza eZAC ngoNhlolanja wango-2022 kanti usesebenze ophikweni lwezimali nolokuthenga izimpahla.

"Ngifunde lukhulu ngokuthenga izimpahla ngenkathi ngisebenza neMenenja yokuThenga iziMpahla eZAC (uMnuz) Raj Shunker. Ngifunde ukuthi lifakwa kanjani i-oda, kuthengwa futhi balandelwa kanjani abantu osuke uthenge kubona," kusho yena.

UNksz Xaba uneNational Diploma in Public Management ne-Advanced Diploma in Supply Chain Management. Usebenze nasemnyangweni wezimali, umsebenzi athi umvule amehlo.

Ophikweni lwezimali uthole amava amfundise ukuhlenganisa amabhuku nokukhokhela okuthengwe kubona. Umsebenzi wakhe umsebenzisa kakhulu nasezitolo ukuqikelela ukuthi zikhona zonke izinsimbi ezidingekayo ekusebenzeni kahle kwemishini.

"Yonke into kufanele ihlangane uma sekubhekwa ukuze okuthengwa kubona bakhokhelwe ngesikhathi ukuze bezoqhubeka nokusihlinzeka ngezimpahla nemisebenzi esiyidingayo ukuqikelela ukuthi imayini isebenza kahle," kusho uNksz Xaba. 

## INTERNSHIP EXPOSES NKOSINGIPHILE TO FINANCE AND PROCUREMENT SKILLS

Nkosingiphile Xaba has gained valuable experience in supply chain management during her internship at ZAC.

Nkosingiphile who grew up in Ulundi joined ZAC in February 2022 and has worked in both the finance and procurement divisions.

"Working with ZAC Procurement Manager Raj Shunker has given me an opportunity to learn a great deal about supply chain management and procurement. I'm gaining experience about how to issue, place and follow-up with suppliers about orders," she says.

Nkosingiphile holds a National Diploma in Public Management and an Advanced Diploma in Supply Chain Management.

Electrical Engineering Intern Swazelihle Mazibuko  
Ithwasa ophikweni lobunjiniyela kagesi uNksz Swazelihle Mazibuko



## INTERNSHIP SETS A STEPPINGSTONE FOR SWAZELIHLE TO SUCCEED


The mentorship at ZAC is assisting Swazelihle Mazibuko (24), an Electrical Engineering Intern to prepare for future prospects.

Swazelihle is an Electrical Engineering graduate from the Mangosuthu University of Technology who started working at ZAC in February 2022.

The internship will enable Swazelihle to complete the practical part of in-service training which is required in order to advance her career. Swazelihle completed her P1 training and is in the process of completing her P2.

"I have exceptional mentors here at ZAC. They have taken all the interns on a step-by-step journey through everything we are doing. I have learnt about transformers, how they work, and how to maintain them. The same is true for switchgears, lights and ventilation," she states.

As a budding female professional in a male-dominated industry, Swazelihle feels ZAC is conducive to her growth as colleagues display a high level of respect for one another regardless of gender.

"The environment here is very supportive of women in the mining sector," Swazelihle states. 


## UBHEKE EMPUMELELWENI OSIZWE WUKUQEQUHWA NJENGETHWASA

Ukucathuliswa akuthola eZAC kuyamsiza uNksz Swazelihle Mazibuko oneminyaka ewu-24, oqashwe njengethwaswa eliwunjiniyela kagesi ukuzilungiselela ikusasa.

UNksz Mazibuko ofundele i-Electrical Engineering eMangosuthu University of Technology uqale ukusebenza eZAC ngoNhlolanja wango-2022.

Loku kusebenza njengethwaswa kuzomsiza uNksz Mazibuko aphothule ingxenye yezifundo zakhe ezidingekayo ukuze akhule emsebenzini wakhe. Usekuphuthulile ukuqeqeshwa ngaphansi kweP1, manje umatasa neP2.

"Ngicathuliswa ngabantu abamangalisayo lapha eZAC. Bathathe wonke amathwaswa bawacathulisa kancane kancane. Sengifunde ngama-transformer, ukuthi asebenza kanjani nokuthi anakekelwa kanjani. Kanjalo futhi nangama-switchgear, amalambu nokuphefumula kwezinto," kusho yena.

Njengoba engowesifazane osafufusa embonini egcwele amadoda, uNksz Mazibuko ukholwa ukuthi eZAC iyona ndawo ezomsiza akhule ngoba asebenza nabo bayahloniphana kakhulu akukhathaleki ukuthi ungowabuphi ubulili. "Yindawo lena ebesekeyo abantu besifazane abasembonini yezimayini," kusho uNksz Mazibuko. 

# YOUNG ELECTRICAL ENGINEERING INTERN ON HER WAY TO SUCCESS

Seeing how residents in the rural village where she grew up struggle without electricity inspired Nomakhosi Valentine Sithole to study electrical engineering.

Nomakhosi, 26, who comes from Vryheid in KwaZulu Natal is currently doing her in-service training with ZAC. She hopes to get her Government Certificate of Competency (GCC) certificate and ultimately start practising as a qualified electrical engineer.

Getting her GCC will be a dream come true, but her love for all things electrical started when she was still at school.

“I was really fascinated about the electricity from the high school level until varsity then that is where I decided to pursue a career in Electrical Engineering,” says Nomakhosi.

After passing matric, she went on to study for a National Diploma and BTech in Electrical Engineering. She got to learn about the generation, transmission and distribution of electricity.

Nomakhosi arrived at ZAC after completing her learnership at Eskom. The 2-year engineering-in-training opportunity at ZAC is a stepping stone for Nomakhosi to get her GCC and become an accredited engineer.

For Nomakhosi getting the GCC would be a great achievement. “It’s a tough place since it’s a male-dominated industry. You have to be strong and stand your ground,” she says. Nomakhosi believes the industry must invest more in preparing women to take up more positions in mining.

She is aware that building her career will come with challenges, but she is ready to face up to them.

“There are always challenges but you have to know what you want. No one can take that away from you. You just have to know your story and know where you are going,” says Nomakhosi.



# ITHWASA ELINCANE LOBUNJINIYELA BUKAGESI LIPHOKOPHELE EMPUMELELWENI

Ukubona ukuthi abantu besigodi akhulele kuso badonsa kanzima kanjani ngenxa yokungabi nogesi kwakhuthaza uNksz Nomakhosi Valentine Sithole ukuthi enze izifundo zobunjiniyela bukagesi.

UNksz Sithole oneminyaka ewu-26, odabuka eVryheid, KwaZulu-Natali wenza i-in-service training eZAC. Uthemba ukuthi uzothola isitifiketi esibizwa ngeGovernment Certificate of Competency (i-GCC) ukuze ezokwazi ukuqala asebenze njengonjiniyela kagesi oqeqeshwe ngokuphelele.

Kuyobe kufezeka iphupho kuye mhlazane ethola i-GCC, ukuthanda izinto zikagesi yinto eyaqala esasesikoleni.

“Wawungichaza ugesi kusukela ngisafunda isikole samabanga aphezulu kwaze kwaba ngifika enyuvesi nokuyilapho nganquma khona ukufundela i-Electrical Engineering,” kusho uNksz Sithole.

Emva kokuphasa uMatikuletsheni wenze i-National Diploma neziqo i-BTech in Electrical Engineering. Ufunde ngokuphelela, ukuthutha nokusabalalisa ugesi.

UNksz Sithole ufike eZAC emva kokuphuthula ukuqeqeshwa e-Eskom. Loku kuqeqeshwa iminyaka emibili eZAC kuzomsiza athole i-GCC bese eba ngunjiniyela ngokugcwele.

Uthi uyobe uzuze lukhulu mhlazane wathola i-GCC. “Yindawo enzima ngoba yimboni egcwele amadoda. Kufanele uzibambe ziqine,” kusho yena. Ukholwa wukuthi imboni kufanele yenze okuthi xaxa ukulungiselela abantu besifazane ukuthi bathole izikhundla ezimayini.

Uthi uyazi ukuthi umsebenzi wakhe uzohambisana nezinsalelo kodwa uthi ukulungele ukubhekana nazo.

“Zihlale zikhona izinsalelo kodwa kufanele uzazi ukuthi ufunani, akekho ongakuphuca lokho. Kufanele uzazi ukuthi uphokophele kuphi,” kusho uNksz Sithole. 📌

# NTOMBIZETHU LEARNING THE HR ROPES



Human Resources Intern Ntombizethu Mdunge  
Ithwasa lakwaNdabazabantu uNksz Ntombizethu Mdunge

Human Resources Intern Ntombizethu Mdunge (23) has been exposed to various skills including conducting job interviews and handling labour disputes. The human resources (HR) intern from Mahlabathini started working at the ZAC Human Resources department in February 2022.

Ntombizethu holds a Diploma in Human Resources and emphasises the importance of people skills in order to be effective in your job. For her, a career in HR is perfect as she adapts easily and enjoys working with people.

“It’s very exciting to get experience and be exposed to such a working environment. I’ve learnt a lot so far. I’ve learnt how to conduct an interview, how to handle incapacity cases and how to handle labour disputes,” says Ntombizethu. Her ultimate dream is to become an HR specialist one day. [Z](#)

## UNTOMBI- ZETHU UFUNDA NGEZAKWAND- ABAZABANTU

Ithwasa lakwaNdabazabantu uNksz Ntombizethu Mdunge, oneminyaka ewu-23, usefunde amakhono ahlukene njengokwenzisa abantu inhlokhono nokubhekana nemibango ethinta abasebenzi. Leli thwasa lakwandabazabantu elidabuka eMahlabathini liqale ukusebenza ophikweni lakwaNdabazabantu eZAC ngoNhlolanja wango-2022.

UNksz Mdunge one-Diploma in Human Resources uyakugcizelela ukukwazi ukuphilisana kahle nabantu ukuze uzowenza kahle umsebenzi wakho. Umfanele yena umsebenzi wakwaNdabazabantu ngoba uyashesha ukujwayela endaweni futhi uyakuthanda ukusebenza nabantu.

“Ave kumnandi ukuthola isipiliyoni nokusebenza endaweni efana nalena. Kuningi esengikufundile. Sengifunde ukwenza inhlokhono, ukuthi kwenziwa njani uma umuntu engeke esakwazi ukusebenza kanjalo nemibango yabasebenzi,” kusho uNksz Mdunge. Isifiso sakhe wukuba wungoti wakwaNdabazabantu ngelinye ilanga. [Z](#)



## ELECTRICAL ENGINEERING LEARNER'S FUTURE SHINES BRIGHT

With the skills acquired from the ZAC learnership Mzokhanyo Mthembu feels confident that he can work anywhere around the mine.


The 33-year-old from Ulundi is currently doing his electrical learnership at ZAC and has been with the company since 2014.

Mzokhanyo started as an Electric Serviceman underground, but now he is based at the main workshop where he gets to expand his knowledge of operations above ground.

"I've learnt so many things. What I've learnt is that the workshop and underground are two different places," he says. Mzokhanyo has learnt about the differences between pumps used above and below ground amongst many other things.

For him being in the workshop has been a valuable experience and he looks forward to furthering his studies with the aim of one day becoming an engineer or an engineering manager.

He has experience working in a high-seam shaft like Ngwabe. With his newfound information, Mzokhanyo is eager to work at a low-seam operation like the Outcrop shaft.

"I'm able to work anywhere, sites, plants and underground as well and high and low seams... because before I was working in high seam shaft like Ngwabe," Mzokhanyo explains. 

## LIQHAKAZILE IKUSASA LOMFUNDI WOBUNJINIYELA BUKAGESI

Uma ebuka amakhono asewafunde ohlelweni lokucijwa laseZAC, uMnuz Mzokhanyo Mthembu uyazethemba ukuthi angasebenza kunoma iyiphi imayini. Le nsizwa eneminyaka ewu-33 yasoLundi yayisohlelweni lweZAC lokuqeqeshelwa ugesi kanti selokhu yafika enkampanini ngo-2014.

UMthembu uqale ukusebenza elungisa ugesi emgodini kodwa manje usesebenza lapho kukhanda khona ukuthuthukisa ulwazi lwakhe ngemisebenzi eyenziwa ngabantu abangangeni emgodini.

"Sengifunde izinto eziningi. Esengikufundile wukuthi lapho kukhanda khona nasemgodini yizindawo ezimbili ezihlukene," kusho yena. Ezinye zezinto asefizifundile uMthembu wumehluko phakathi kwama-pump asetshenziswa ngaphandle nasetshenziswa emgodini.

Sekumkhulisile ukusebenza lapho kukhanda khona kanti uzimisele ngelinye ilanga ukuqhuba izifundo zakhe njengoba efisa ukuba wunjiniyela noma imenenja yonjiniyela.

Useke wasebenza emgodini oshona kakhulu iNgwabe. Kanti ngalolu lwazi asanda kuluthola, uMthembu ufisa ukusebenza emgodini ongashoni kakhulu njenge-Outcrop.

"Ngingasebenza noma kuphi, ezindaweni zemishini, emgodini, eshonayo noma engashoni ngoba kuqala bengisebenza emgodini oshona kakhulu njengeNgwabe," kuchaza uMthembu.



Human Resources Intern Nomkhosi Zwane  
Ithwasa lakwaNdabazabantu uNksz Nomkhosi Zwane



## ON THE JOB TRAINING PREPARES NOMKHOSI FOR THE FUTURE


Nomkhosi Zwane has gotten used to handling tight payroll deadlines that come with the territory of working in a busy operation like ZAC.

The 27-year-old from Empangeni holds a Finance and Accounting Diploma from the Mangosuthu University of Technology and is currently a Human Resources Intern at ZAC.

Patience and people skills are essential for Nomkhosi as she assists company employees with queries on a regular basis.

"I am getting great on-the-job training and getting used to meeting tight deadlines in a big organisation like ZAC. I believe this will hold me in great stead for the future," Nomkhosi says.

In cases whereby an employee has a problem with the work access card, Nomkhosi has to assist the individual by issuing them with a manual clock-in form, so they can fill it out. Capturing the current information to compile reports for overtime and other payroll elements is also crucial.

"My daily itinerary consists of doing shift attendance reports, attending to queries from employees, checking their leave balances and if there is a new employee. I help to capture their contract into our system," she says. 

## UKUQEQESHWA KUKANOMKHOSI KUMLUNGISELELA IKUSASA


Usekujwayele uNksz Nomkhosi Zwane ukusebenza ngesikhathi esisuke singekho kahle lapho kuhlelwa khona imihlo yezisebenzi okuhambisana nokusebenza enkampanini ematasa njengeZAC.

UNksz Zwane, oneminyaka ewu-27 nozalwa eMpangeni, une-Finance and Accounting Diploma yaseMangosuthu University of Technology kanti uyithwasa kwaNdabazabantu eZAC.

Isineke nokukwazi ukusebenzisana nabantu kumqoka kuNksz Zwane njengoba esiza abasebenzi ngezidingo zabo njalo.

"Ngiyaqeqeshwa kahle futhi sengiyakujwayela ukusebenza isikhathi simpintshekile enkampanini enkulu njengeZAC. Ngikholwa wukuthi lokhu kuzongisiza ngelinye ilanga," kusho uNksz Zwane.

Uma kwenzeka umsebenzi enenkinga ngekhadi lakhe lokungena emsebenzini, uNksz Zwane nguyena okufanele amsize ngefomu yokubhalisa kulo ukuthi ungenile. Ukuqoqa iminininingwane ukuze kuhlangukwe imibiko ngabasebenze isikhathi esengeziwe nokunye okuthinta imihlo nakho kubalulekile.

Umsebenzi wami zonke izinsuku ufaka ukwenza imibiko ngokungena kwabantu, ukuphendula imibuzo yabasebenzi, ukubheka ukuthi banezinsuku ezingaki zokuhlaba ikhefu noma uma kukhona umsebenzi omusha ofikile, ngiyasiza ukumfaka emabhukwini ethu," kusho yena. 

Ndumiso Ngidi (26) was fascinated when he saw a mine fault underground for the first time. Before that, Ndumiso who is a Mining Engineering Intern at ZAC had only read about faults in textbooks and seen them in pictures.

For years ZAC has been opening up Internship and learnership opportunities to young people like Ndumiso, giving them first-hand experience of what a career in mining really looks like.

“When we went underground, I got to see while they were busy drilling a fault at Outcrop. I’ve only ever seen it through pictures or videos previously,” he says.

Ndumiso believes that this is an opportune time to be at ZAC with all the developments happening. He obtained a Diploma in Mining Engineering at the University of Johannesburg and is currently doing his advanced studies.

What impressed him the most is how the ZAC looks after surrounding communities.

“What I can say about ZAC is that it is full of competent people who have experience in the industry and people who know their stuff. The company is also very serious about safety,” he highlights.

Xolani Dladla, a 27-year-old Electrical Engineering Intern from Embonjeni, Nongoma shares Ndumiso’s sentiments. Although working at a mine can be challenging, Xolani has found the work exposure to be eye-opening.

He studied BTech in Electrical Engineering at the Tshwane University of Technology.

Financial difficulties could have prevented Xolani from continuing with his studies, but he persevered and was awarded a ZAC bursary in 2019.

Thuthukani Nxumalo who is also an engineering learner has enjoyed the experience whether he is in the workshop or underground. He believes the mentorship he is receiving from ZAC artisans is helping him immensely. Thuthukani has completed his N1 – N6 and is currently doing the practical.

“I’m excited to become an electrician, But I still want to go further, and become a Senior Foreman and perhaps even an Engineer,” Thuthukani enthuses. 📌

UMnuz Ndumiso Ngidi, oneminyaka ewu-26, wayechazekile eqala ukubona emgodini wemayini. Ngaphambi kwalokho, uNgidi oyithwasa lobunjiniyela bezimayini eZAC wayeke wafunda ngemigodi futhi wabona izithombe ezincwadini.

Sekuyiminyaka iZAC ivulela intsha efana noNdumiso amathuba okuqeqeshwa ukuze ithole amava izokwazi ukuthi kunjani ukusebenza emayini.

“Ngenkathi siye emgodini, ngabona bematasa bema emgodini i-Outcrop. Ngangikade ngigcine ngokubona izithombe namavidiyo,” kusho yena.

UNgidi ukholwa wukuthi yisikhathi esihle lesi sokuba seZAC njengoba kukhona zonke lezi zinhlelo zentuthuko eziqhubekayo. Une-Diploma in Mining Engineering yase-University of Johannesburg kanti kumanje uqhuba izifundo zakhe.

Into eyamchaza kakhulu yindlela iZAC enakekela ngayo imiphakathi eyakhele.

“Engingakusho ngeZAC wukuthi igcwele abantu abawaziyo umsebenzi wabo futhi abanesipiliyoni embonini. Yinkampani eyisikumelayo indaba yokuphepha kwabasebenzi,” kusho yena.

UMnuz Xolani Dladla, oneminyaka ewu-27 noyithwasa lobunjiniyela bukagesi nodabuka Embonjeni, KwaNongoma, uvumelana noNgidi. Nakuba kunezinselelo ukusebenza emayini kodwa uDladla uthi kumvule amehlo ukusebenza.

UFundele i-BTech in Electrical Engineering eTshwane University of Technology.

UDladla zazingamvimba izinkinga zemali ukuthi aqhubeke nezifundo zakhe kodwa wabekezela wagcina ehlomla ngomfundaze waseZAC ngo-2019.

UMnuz Thuthukani Nxumalo, naye owenza izifundo zobunjiniyela, naye uyakuthakasela ukusebenza kungabe yisendaweni yokukhanda noma emgodini. Ukholwa wukuthi indlela acathuliswa ngayo eZAC iyamsiza kakhulu. UNxumalo wenze izifundo zakhe kusukela kuN1 waze wafika kuN6 kanti manje usephucula ulwazi lwakhe ngokwenza umsebenzi.

“Ngiyakujabulela ukuba wungoti kagesi. Kepha ngizimisele ukukhula ngigcine sengiyimfolomane enkulu noma mhlawumbe unjiniyela,” kusho uNxumalo. 📌

**ZAC LEARNERS  
LOOK FORWARD  
TO EXCITING  
CAREER PATHS**

*Mining Engineering Intern Ndumiso Ngidi  
UMnuz Ndumiso Ngidi, ithwasa lobunjiniyela bezimayini*



**ABAFUNDI  
BASEZAC  
BABHEKE  
IMISEBENZI  
YANGOMUSO  
NGABOMVU**

Aerial view of the plant  
Ibukeka kanjena indawo yokusebenza uma uphezulu



## PLANT UPGRADES PAVE THE WAY FOR GREATER QUALITY AT ZAC

The addition of the 2 filter presses has been a game changer for ZAC's coal-washing plant.

Plant Manager Willie Dewit points out that the plant is running well and its performance continues to improve.

"Environmentally it's a big change because filter press units are taking out the slurry and drying it out in cake form and the return water is being sent back to the plant which obviously gives the plant ability to make up the additional water," Willie states.

ZAC Quality & Logistics Superintendent Lethokuhle Ngcobo notes that the product is more viable.

The anthracite being processed is meeting customer requirements and yields have increased exceptionally by 75%, especially at the Deep E Shaft.

"There is always room for improvement, but we are currently happy about the plant's throughput rates and the qualities we are achieving as this is in line with our targets," Lethokuhle states.

The aim of ZAC's Social and Labour Plans (SLPs) is to make a real difference in the everyday lives of communities. Here are some of the projects we have embarked on so far: [22](#)

## LICOKEME IZINGA LOMKHIQIZO WEZAC NGENXA YOKUTHUTHUKISWA KWENGQALASIZINDA

Ukufakwa kwemishini emibili yokuhlaza kushintshe izinto endaweni yokusebenza eZAC okuhlanzwa amalahle kuyona.

Umphathi wendawo yokusebenza uMnuz Willie Dewit uthi le ndawo isebenza kahle kanti indlela eqhuba ngayo ilokhu ithuthuka.

"Ngisho sibheka ngeso lokunakekela imvelo kunoshintsho olukhulu ngoba umshini wokuhlaza ukhipha amalahle, uwomise bese ubuyisela amanzi okwenza kube namanzi athe xaxa," kusho uDewit.

UNsumpa weQuality and Logistics eZAC uNksz Lethokuhle Ngcobo uthi umkhiqizo wabo usudayisa kakhulu. Amalahle akhiqizwayo ayawajabulisa amakhasimende kanti nomthamo ukhuphuke ngo-75% ikakhulukazi eDeep E Shaft.

"Kuhlale kukhona ongakwenza kangcono kodwa okwamanje sijabule ngomkhiqizo wendawo yokusebenza nendlela onohlonze ngayo ngoba lokhu kuhambisana nebesizibekele khona ukuthi sifisa ukukuzuzwa," kusho uNgcobo. [22](#)



# ZAC SLP PROJECTS MAKE POSITIVE IMPACT

## Church Precinct Relocation Project

The local Nazareth Baptist Church, better known as Shembe Church was relocated and upgraded as part of the development of the Mngeni Shaft.

The team relocated the church further away from the mining operation to avoid disturbing congregants during their sacred time of worship.

The church will remain accessible to the community as it is still located within the Masokaneni area which falls under the Mandlakazi Tribal Council.

ZAC made provision for new land, fencing and the transportation of all items from the old church precinct to the new one. [24](#)

# IMISEBENZI YOHLELO LWEZENHLALO LWASEZAC YENZA UMEHLUKO EMPHAKATHINI

## Ukuthuthwa kweThempeli

IBandla lamaNazaretha elidume ngoShembe lithuthiwe futhi lathuthukiswa okuhambisana nokuphucula uMngeni Shaft.

Ithimba lithuthe ithempeli laliqhelisa eduze kwemayini ukugwema ukuphazamisa abazalwane uma bekhonza.

Umphakathi usazokwazi ukufinyelela kulona ngoba lisesendaweni eMasokaneni ngaphansi koMkhandlu wobuKhosi bakwaMandlakazi.


I-ZAC inikele ngomhlaba omusha, yabiyela futhi yathutha izimpahla zisuka esontweni elidala zaya kwelisha. [25](#)

*The new building for the Local Nazareth Baptists (Shembe) Church in Masokaneni  
Isakhiwo esisha esakhelwe iBandla lamaNazaretha (kwaShembe) eMasokaneni*



# WATER PROJECT

## UMSEBENZI WAMANZI


ZAC has started with the implementation of a new water distribution project for the local community. The pipework was completed and soon fresh water will be pumped to the Jahidada area which is situated near the mine's operations. There will be four taps in total that will be accessible to local residents. Currently, 72 000 litres of water per week is delivered via tankers but this will change once the water starts flowing from the taps. Local contractor Khumbulani & Son was hired to install the pipes. 

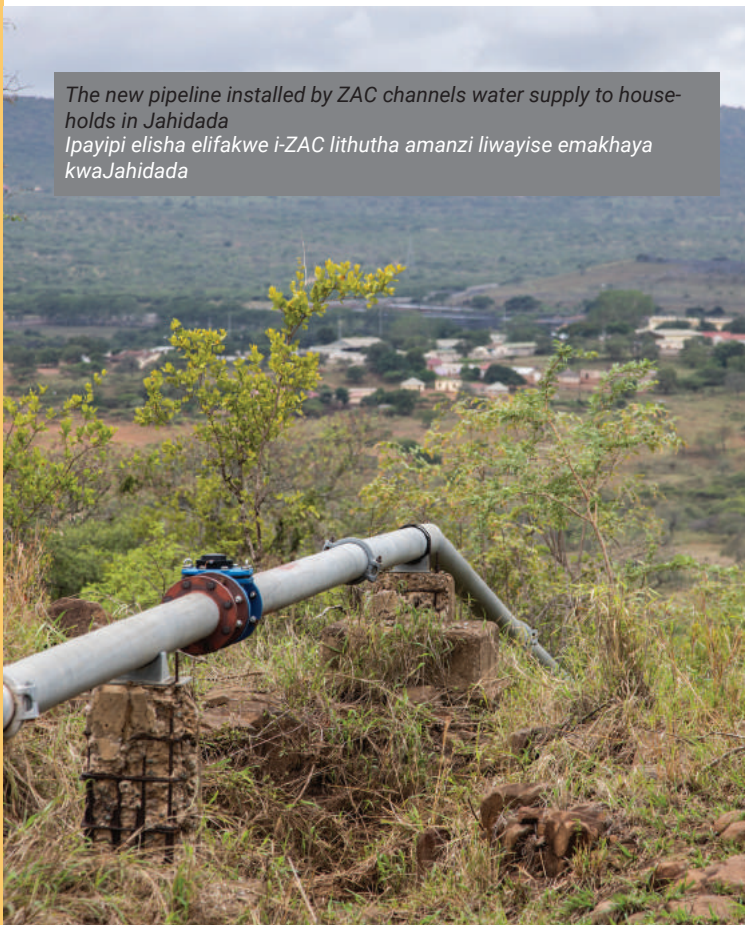
I-ZAC iqale umsebenzi wokusabalalisa amanzi emphakathini wendawo. Umsebenzi wokufaka ipayipi usuphuthuliwe kanti maduze amanzi azobe esetholakala kwaJahidada eyakhelene nemayini. Kuzoba nompompi abane abangasetshenziswa wumphakathi. Njengamanje njalo ngesonto ithangi lihambisa amanzi angamalitha angu-72 000 kanti lokhu kuzoshintsha njengoba amanzi esezophuma empompini. Inkontileka yendawo iKhumbulani & Son yiyo eqashiwe ukufaka amapayipi.



## IZINDLU EZINCANE ZESIKOLE ILOMO

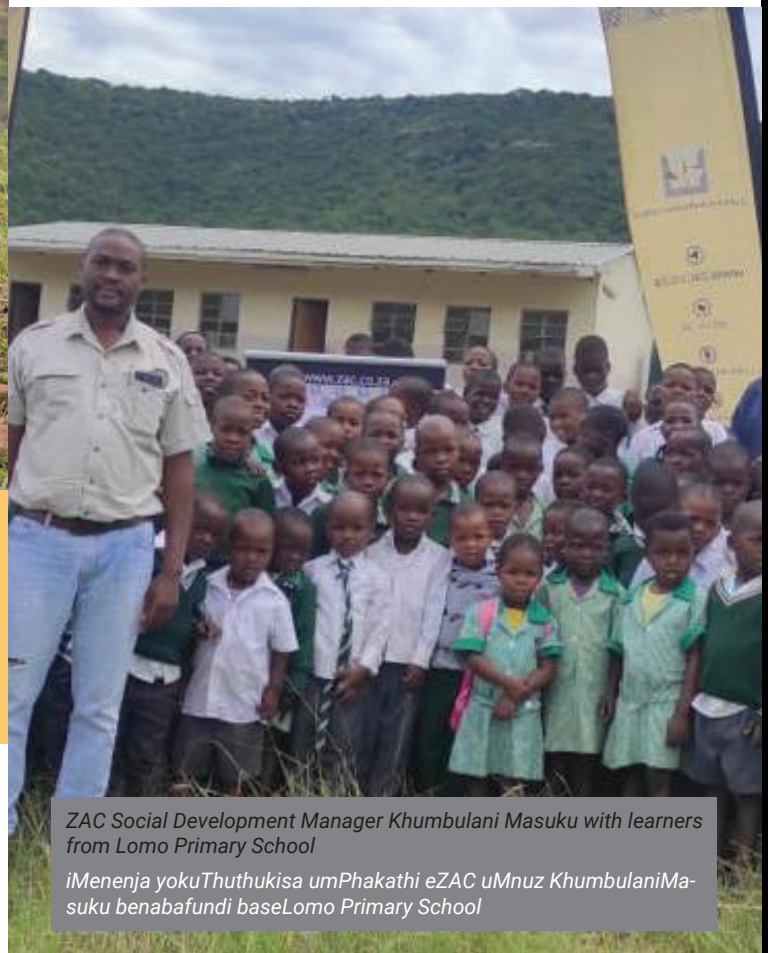
The new pipeline installed by ZAC channels water supply to households in Jahidada  
Ipayipi elisha elifakwe i-ZAC lithutha amanzi liwayise emakhaya kwaJahidada

I-ZAC iqale ngokulungisa izindlu ezincane zesikole samabanga aphantsi iLomo Primary School engaphansi koMkhandlu woBukhosi bakwaZungu. Lokhu kuhambisana nombono weZAC njengokusho koHlelo lwezeNhlalo nomSebenzi oluthi kuzophuculwa inhlanzeko ezikoleni zendawo. 



## LOMO SCHOOL TOILETS

ZAC has started upgrading the ablution facilities at Lomo Primary School which is located in the Zungu Traditional Council area. This forms part of ZAC's broader vision as included in the SLP to improve hygiene standards for learners at local schools.



ZAC Social Development Manager Khumbulani Masuku with learners from Lomo Primary School

iMenenja yokuThuthukisa umPhakathi eZAC uMnuz KhumbulaniMasuku benabafundi baseLomo Primary School




The commercial goat project will be registered as a co-op run by the Zungu community

Umsebenzi wokudayisa izimbuzi uzobhaliswa njengemifelandawonye ozophathwa umphakathi wakwaZungu.




## GOAT PROJECT


The development of the R1.5 million Zungu Community Goats project is currently underway. The aim of the project is to create a sustainable source of income for the community looking at the growing demand for goat meat and milk locally and abroad. The initiative includes 120 goats (100 ewes and 20 rams) a fence, a goat swimming pool, shade cloth and boreholes. It will be registered as a co-op run by the Zungu community. The fencing of the project was undertaken by local contractor Gretta's Construction. 

## UMSEBENZI WEZIMBUZI


Kuyaqhubeka ukuthuthukisa umsebenzi wokufuya nokudayisa izimbuzi iZungu Community Goats odle uR1.5 million. Inhloso yalo msebenzi wukuthi kube nento ezongenisa imali abantu abangaphila ngayo njengoba banda abantu abafuna inyama yembuzi nobisi lwayo kuleli zwe nakwamanye amazwe.

Lo msebenzi othinta izimbuzi eziwu-120 (okuyizimbuzi ezixube nezimvu eziwu-100 nezimpongo eziwu-20), uthango, indawo yokubhukuda izimbuzi, umthunzi namapitsi. Izobhaliswa ukuba ngumfelandawonye womphakathi wakwaZungu. Uthango lufakwe usonkontileka wendawo iGretta's Construction. 

## BOREHOLES AND DAM UPGRADES

ZAC plans to install 4 boreholes in local areas including Matheni, Mandlakazi and Zungu. This was a response to the plight of local residents after community leaders highlighted the severe water shortage and lack of infrastructure. They also requested assistance with the refurbishment of boreholes and the rehabilitation of existing dams. 

## UKUPHUCULWA KWAMAPITSI NAMADAMU

I-ZAC isezinhlelweni zokufaka amapitsi amane amasha eMatheni, kwaMandlakazi nakwaZungu. Lokhu kungenxa yokukhala kwezakhamuzi zendawo emva kokuthi nabaholi bomphakathi beveze ukuthi amanzi ayashoda nengqalasizinda iyagqoza. Bacele usizo nangokulungiselwa amapitsi nokuvuselelwa kwamadamu endawo. 



ZAC is in the process of installing new boreholes and refurbishing local dams

I-ZAC isezinhlelweni zokufaka amapitsi amasha nokuvuselela amadamu endawo



Procurement Learner Zuziwe Sibiya  
Ofunda ophikweni lokuthenga izimpahla uNksz Zuziwe Sibiya

# PROCUREMENT LEARNERSHIP GIVES ZUZIWE A BOOST

## UKUTHWASELA UMSEBENZI WOKUTHENGA IZIMPAHLA KUKHUTHAZE UZUZIWE


At age 22, Zuziwe Sibiya from the Nhlungwane area is off to a good start, learning as much as she can from the ZAC procurement division.

Zuziwe who started working in February 2022, is based at the ZAC stores and holds a diploma in shipping logistics from the Durban University of Technology.

The procurement manager has tasked Zuziwe with the responsibility of checking stock control and making sure that they avoid stock-outs as much as possible. This requires great focus, and people skills as she interacts with colleagues and suppliers.

Ahead of the opening of the Mngeni shaft, Zuziwe also had to learn a lot about processing tenders. Observing her seniors and managers at the department has helped Sibiya pick up a great work ethic.

"I'm learning a lot, not only from the people that I'm working with but also from the managers because sometimes I go there for them to authorise signatures for the stocks. So, I see how they work. They take their job very seriously," she remarks.

Zuziwe also recognises the value of having soft skills around people. Working at ZAC has taught me the value of being proactive in ensuring that she meets deadlines, being respectful towards others and handling a busy work environment. 

Uluqala kahle uhambo lwakhe lokuqala ukusebenza uNksz Zuziwe Sibiya waseNhlungwane oneminyaka ewu-22 njengoba efunda izinto eziningi ophikweni lokuthenga izimpahla eZAC.


UNksz Sibiya, oqale ukusebenza ngoNhlolanja wango-2022, usebenza ezitolo eZAC kanti une-Diploma in Shipping Logistics yaseDurban University of Technology.

Umpathi wophiko lokuthenga izimpahla unike uNksz Sibiya umsebenzi wokubheka ukuthi banesitoko esanele nokuqikelela ukuthi abaphelelwa yizinto. Lokhu kudinga umuntu ozonaka izinto futhi okwazi ukuphilisana kahle nabantu ngesikhathi esebenzisana nabalingani bakhe namakhasimende abo.

Ngaphambi kokuvulwa komgodi iMngeni Shaft uNksz Sibiya kudingeke afunde nokuthi kwenziwa njani uma kukhishwa amathenda. Ukubuka ukuthi zenza kanjani izimenenja zakhe kumsizile wafunda izinto ezinhle.

"Ngifunda okuningi, hhayi nje kubantu engisebenza nabo kodwa nakubaphathi ngoba kwesinye isikhathi kufanele ngiye kubona ukuze basayine izinto ezithengwayo. Ngakho ngike ngibone ukuthi basebenza kanjani, bayawuhlonipha umsebenzi wabo," usho kanje.

UNksz Sibiya uyasibona nesidingo samakhono okuthiwa ama-soft skills uma usebenza nabantu.

"Ukusebenza eZAC sekungufundise ukubaluleka kokusukuma uyenze into ukuqinisekisa ukuthi umsebenzi uyawuphuthula ngesikhathi esibekiwe, ukuhlonipha abanye abantu nokusebenza endaweni lapho kuhlale kumatasa khona." 



ZAC Community Liaison Officer Levy Nyandeni and ZAC Social Development Manager Khumbulani Masuku handed over laptops to top-performing matriculants UMxhumanisi noMphakathi waseZAC uMnu Levy Nyandeni neMnenja yokuThuthukisa umPhakathi eZAC uMnuz Khumbulani Masuku benikeza abafundi abaphase uMatikuletsheni kahle ama-laptop.

# ZAC NEWS STORIES IN BRIEF

ZAC handed over laptops to the top 10 best-performing matriculants of 2022 from the schools located within the Ulundi Municipal area, during an awards ceremony on 31 January 2023.



Members of the Mbusokazulu traditional dance group and Njomelwane Primary School learners received school uniforms Amalungu eqembu londlamu iMbusokazulu nabafundi baseNjomelwane Primary School bephethe umfaniswano wesikole

## IZINDABA ZASEZAC EZINGAMANQAMPUNQAMPU

I-ZAC iphe abafundi abayishumi abaphase ngamalengiso uMatikuletsheni ngo-2022 ezikoleni ezingaphansi kukaMasipala wasoLundi emcimbini wemiklomelo obungomhla ka-31 ngoMasingana ngo-2023.



ZAC hosted a soccer and netball tournament with Ukhozi FM presenters, ZAC employees and local community members at the Ulundi Sports grounds in KZN.  
I-ZAC ibinomncintiswano webhola nowebhola lomnqakiswano nabasakazi boKHOZI FM, abasebenzi baseZAC nomphakathi Olundi Sports grounds eKZN.



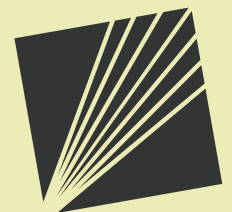


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other local  
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Zinhle Zondi is the Director of OZT Logistics which provides road maintenance services and water tankers to Zululand Anthracite Colliery.

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