



Konkola Copper Mines plc

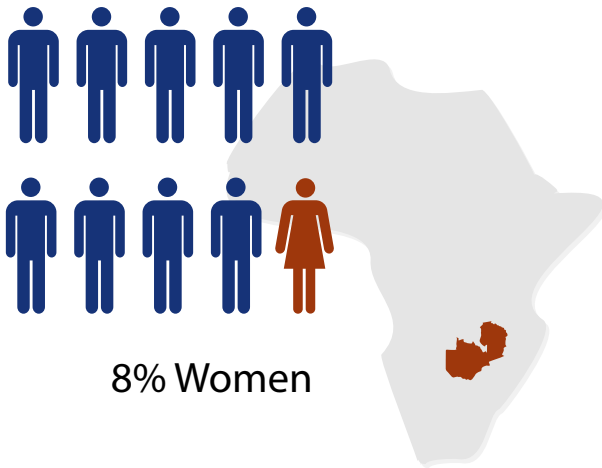


Employment



One of Zambia's largest employers

16,000 full time employees and contractor



8% Women



Thousands of jobs throughour suppliers of goods & services

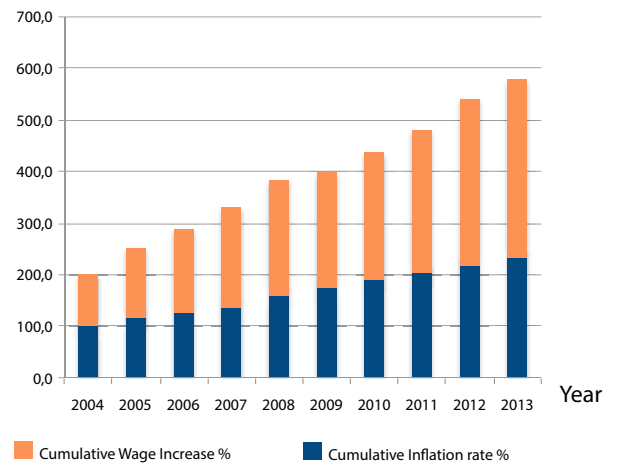
Konkola Copper Mines (KCM) is one of Zambia's largest employers, with over 16,000 full-time employees and contractors, 8% of which are women. KCM supports a sustainable mining sector in Zambia by providing thousands of jobs through our suppliers of goods and services.

KCM is a labour intensive mining operation and is also one of the few fully-integrated mining operations in the country, producing refined London Metal Exchange (LME) A-grade Copper.

A critical component of our ability to operate successfully is the need to train and retain Zambian skills, through the local staff development programme. This has enabled KCM to reduce expatriate staffing from less than 200 in 2008 to less than 100 in 2014, accounting for just about 1% of our total staff, one of the lowest proportions in the local mining industry.

The chart below shows the cumulative wage increases at KCM since Vedanta took ownership in 2005.

% as per CSO data



Training and up-skilling

KCM has invested about US\$ 3 billion in recapitalising the company's mining operations and introducing modern technology in the operations. Part of the investment has gone into training staff to handle modern mechanised mining operations. KCM's training initiatives include:



Global Leadership Programme (GLP): Where high potential employees are sent on international assignments. The GLP is one of our flagship training programmes. The Vedanta-wide GLP has enabled KCM to train a pool of young Zambians through leadership programmes in Australia, South Africa, Namibia and India. The programme ensures that knowledge transfer and internationally benchmarked skills and learning are brought to Zambia.



Kitwe Trades Schools: Running one of Africa's largest private vocational training schools in Zambia. A recent US\$ 2.6 million investment in the Kitwe Trades School has ensured an upgrade of the curriculum and facilities to increase enrolment to over 200 students per year.



Training programmes: KCM provides regular (in-house & external) training programmes, including degree programmes at universities in Zambia and abroad. We have sponsored over 250 students for fulltime degree and other tertiary programmes at local and foreign universities in a commitment to enhance skills development.



Management and leadership Training: Our senior managers are regularly sent for leadership training at leading international business schools, such as Harvard, Wharton and INSEAD, to gain best global expertise.



Exchange programmes: We also send our employees to benchmarking exercises at international mining operations. Some of these operations have included KGHM in Poland, Olympic Dam in Australia, Los Pelambres and Escondida in Chile.

