



# Konkola Copper Mines plc

## Konkola News

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KCM Chief Executive Officer Steven Din

### Message from the CEO

In recent weeks, I have met with staff from several parts of our business to understand how the 2015/16 Business Plan is being implemented on the ground. On my visits, I have seen a mix of reactions ranging from an *outright commitment to actively participate in the future of KCM* to a passive *let's wait and see* approach. The turnaround of our business and the re-establishing of KCM as a leader in the industry will be a long and hard journey, which requires commitment from each and every one of you, so please be an active participant.



### SAFETY

In the past year, we have worked hard, all together, to ensure that Safety at KCM is not just a slogan. Our hardwork and commitment to the Chachilamo campaign is now delivering benefits and an improving safety performance. Lost Time Injuries (LTIs) have reduced in the last 12 months from around three every month, down to around one per month. In May, we recorded zero LTIs and, so far in June, we are at zero again. This is good news but remember that our aim is for Zero Harm all the time.

## Content

P.1

Konkola mine TSS performance is world class

Konkola Mine in Chililabombwe has successfully implemented major projects to reduce Total Suspended Solids (TSS) in the water pumped from underground and discharged into the Kafue

P.2

Cut II Q1 production increases

Nchanga Open Pit (NOP) Cut II scaled up production in the first quarter beating monthly targets by over 100 percent in April and May.

P.4

Konkola Mine draws roadmap to unlock production potential

Konkola Business Unit (KBU) has created a 10-point plan to raise production by 50% for the current financial year compared to the previous year, Vice President Keith Kapui has said.

P.5 Kitwe DC seeks close collaboration with the mines

P.7 Nchanga Smelter trains foreign tappers

P.17 Let's all support KCM turnaround - Unions



## Production Performance

KCM's results for the 2014/2015 financial year were released on 14 May, 2015. The results indicated a large financial loss even after we achieved integrated production of 116,000 tonnes of copper. The main reason for the loss was that we missed all of our production targets and only achieved 70% of the plan. We urgently need to change this continued under-performance and return KCM to a profit making business through higher production levels and higher productivity. In addition, it is our collective responsibility to keep finding ways to cut our cost of production, through more efficient spending and through the elimination of waste.

### Konkola Business Unit

Improvements have been recorded at Konkola. The phase I rehabilitation of Shaft No. 1 was completed in March and phase II is expected to be completed by November. At No. 4 shaft, we are now using the bottom-shaft loading facility after repairs and rehabilitation. Mid-shaft loading repairs will be completed by December. After copper in concentrate production declined to 3,100 tonnes in February, production rose to 4,100 tonnes in April – the highest level in 18 months. All employees received a one-off bonus of 25Kg bag of mealie meal for their efforts. Management will continue to reward outstanding employees.

At the end of May, Konkola was at 77% of Plan so we now want to see this average move up rapidly and for the business to deliver on its catch-up plan.

### Nchanga Business Unit

There have been many challenges at Nchanga, including flooding during the recent nationwide power outage, and transformer breakdowns at the TLP. Overall NIBU copper in concentrate production was 1,300 tonnes in April, down from 1,757 tonnes in March. Since then, Cut II production has markedly improved where employees received a full production bonus in April – the first time in 10 months. Well done to Cross Silwamba and team! We now want to see the same improvements at NUG.

At the end of May, Nchanga copper in concentrate was at 74% of Plan with TLP topping the performance at 93% of Plan. Well done Rajendra and team!



## Security Issues

Thieves continue to operate at KCM and I request you to be highly vigilant to protect our copper and our assets. Recently, a 500-metre cable supplying power to the concentrator and crusher was stolen, halting production and compromising the safety of our colleagues. All employees must be alert and report any suspected criminal activities to the Security Department, to my office, or to an immediate supervisor. Culprits will face the full force of the law.



## Global Market Dynamics And Tax Issues

Despite some improvements in global market dynamics and recent increases in the price of copper, the metals market remains volatile, and today we are seeing prices down again. The bottom line is that we must raise production to sustain our operations. The government has decided to repay VAT refunds, but the refunds are yet to be received. KCM will continue to engage respectfully with government to find solutions.

### Conclusion

As we continue to make progress in various aspects of the business, we must not stop coming up with new ideas – together, we can build a safer, more productive KCM with a bright future. We should continue to think outside the box on improvement measures and raise the levels of team spirit.

*Steven Din – CEO*

# Konkola mine TSS performance is world class

By Ruth Mulenga

Konkola Mine in Chililabombwe has successfully implemented major projects to reduce Total Suspended Solids (TSS) in the water pumped from underground and discharged into the Kafue River. The interventions have resulted in a downward trend in the TSS from around 100 parts per million in 2011 to 40 parts per million in 2015.

Environmental Coordinator, Mwila Chitoloma, said the company has refurbished the existing underground water sumps and settlers and replaced obsolete launders and pipes to make the settlers. This has created efficiency in the management of industrial waste and in maintaining lower levels of total suspended solids.

KCM has also installed new slurry pumps to reduce manual de-sludging period from over eight months to barely three weeks by using slurry pumps for one settler.

The refurbishment will minimize the cost of water treatment by the water utility company and minimize the impact on the environment.

"KCM is conserving the environment by preventing solids deposition in surrounding streams and rivers," he said.

Statutory regulations being implemented by the Zambia Environmental Management Agency (ZEMA) recommends TSS concentration at 100mg/l or 100ppm. The World Bank standard is 50ppm, while KCM benchmarks at 80ppm.



*Konkola Environmental Coordinator Mwila Chitoloma*

"The KCM limit of TSS is 80ppm and right now we are around 40ppm," he said.

Mr Chitoloma also said the environmental team has embarked on a programme to sensitise employees on hydro-carbon management to prevent spillages and leakages of fuels into the ground.

Meanwhile, Nkana Refinery has reaffirmed its commitment to upholding best environmental management practices and recently implemented an environmental project to capture, treat and re-use waste water from the operations.

Environmental Coordinator Kabwe Katongo said the plant will remain committed to protecting

the environment through sustainable operations.

Mr Katongo said the environmental initiative was aimed at controlling surface water pollution by means of collecting and treating the cathode washings as well as any acidic or electrolyte spillage to meet the statutory limits prescribed under the Environmental Management Act No.12 of 2011.

The initiative has resulted in a reduction in fresh water consumption from an average 45,000M<sup>3</sup>/month to less than 20,000M<sup>3</sup>/month. The initiative has resulted in zero effluent discharge to the environment since April 2014.



# Cut II Q1 production increases

For the month of April production performance was above target, with 133 percent achievement in contained copper in ore mined against the budget plan.



By Victoria Kabwe

Nchanga Open Pit (NOP) Cut II scaled up production in the first quarter beating monthly targets by over 100 percent in April and May.

Mr. Gubula Siaciti, Manager Planning and Technical Services at NOP said higher production was due to the acquisition of new equipment that was used to access locked-up ore on the footwall.

"KCM's acquisition of a 15 m<sup>3</sup> 6030 Caterpillar hydraulic excavator last year aided in reducing the waste backlog on the footwall slope hence exposing the locked up ore. Currently we are mining the exposed ore and we plan to do so until the end of this financial year," Mr Siaciti said.

He said the copper being mined has got better grade and better

A total of 153,403 tonnes of copper ore was delivered to the mill against a budget of 150,402 tonnes.

recoveries in the concentrator.

In April, production performance was above target, with 133 percent contained copper in ore mined against the budget plan. A total of 153,403 tonnes of copper ore was delivered to the mill against a budget of 150,402 tonnes.

"In May, the trend was the same, with production above target. We achieved 125%



Gubula Siaciti

contained copper in ore mined, and the total ore mined was 189,430 tonnes against a budget of 175,703 tonnes. The grade was at 0.90 percent against a budget of 0.78 percent," Mr Siaciti noted.

He attributed the success to team work and a sense of ownership, which has been incorporated in all the departments to ensure ore is delivered safely, according to plans.

# Namibia to benchmark with KCM on CSR projects

By Ruth Mulenga

Namibian High Commissioner to Zambia Leonard Nambahu says his country will seek to benchmark Corporate Social Responsibility (CSR) programmes with KCM's community interventions.

Speaking in an interview in Chingola after touring KCM facilities, Mr Nambahu said he would ensure the KCM sustainable livelihood project was replicated in Namibia's mining firms and other corporate companies.

Mr Nambahu said he would arrange a visit by officials from Namibia to KCM to enable them to benchmark with the structured KCM community projects.

Mr Nambahu was impressed to learn that KCM has sent students to University of Namibia to study medicine and said over 170 Namibian students were currently studying at the University of Zambia.

He said Zambia and Namibia largely depend on the mining sector for revenue and economic growth.

"The more we do mining, the more we will get good returns and complement budgetary allocations of our two countries," he said.

The High Commissioner said Namibia and Zambia are working on strengthening intra trade relations.

"We need to create an environment where we can trade



Namibian High Commissioner to Zambia Leonard Nambahu (left) and First Secretary - Economics Michelle Farmer viewing the Nchanga Open Pit

## The more we do mining, the more we will get good returns and complement budgetary allocations of our two countries

more frequently."

Mr Nambahu said he was impressed with how the Nchanga Open Pit was being managed especially that KCM was focusing on environmental management and caring for the people working in the mines.

"It is my first time to visit KCM but we are happy with what we have seen on the ground," he added.

Mr Nambahu thanked KCM for hosting his delegation and urged KCM to explain the good things happening in the company.



# Konkola Mine draws roadmap to unlock production potential

By Ruth Mulenga

Konkola Business Unit (KBU) has created a 10-point plan to raise production by 50% for the current financial year compared to the previous year, Vice President Keith Kapui has said.

Mr Kapui said his team had drawn a strategy with key interventions to remove bottlenecks and unlock the production potential for Konkola mine, which is KCM's main lifeline. The downward trend in global metals prices, production losses and high power costs, had prompted the KBU team to seek ways to fulfill their production targets.

All supervisors and management staff have been mandated to take ownership of some projects to ensure accountability.

"It's really a matter of ensuring we improve production, manage costs to break-even and achieve the turnaround at Konkola," Mr Kapui said.

He said Konkola Shaft No. 1, which was taken out for de-bottlenecking in 2014 following an accident, has resumed normal hoisting of copper ore and waste. The No. 2 Shaft is operating for only 12 hours for rock hoisting and man handling, while the other 12 hours is being utilized for routine maintenance to ensure sustained operations.

Mr Kapui said Konkola is in the process of installing remote control units on mobile equipment to help increase extraction of broken ore from 65% to 80%. KBU is also looking at increasing



*Strategic planning: Mine captains Haward Hatembo, Richard Kasoka and production controller Kaseba going through the daily production schedules.*

**"It's really a matter of ensuring we improve production, manage costs to breakeven and achieve the turnaround at Konkola,"**

availability of equipment from 60% to 70%, after conducting an internal audit on equipment and machinery availability.

He said the team has also implemented the productivity improvements plans to ensure efficiency, enforce cage discipline and provide underground transport for critical workforce on time.

Critical development of Konkola East to improve ventilation and catch-up stope availability, as well as improving secondary development on 1065 Secondary development to bring in 1640m stope, which will commence production in June 2017, are on course.

Konkola is also undertaking

measures to realign employees to the business objectives.

"We want to inculcate identification of risks, fall of ground, correction of ground support installations to standards and reinforce the zero harm approach in the aftermath of the Chachilamo safety campaign," he said.

Mr Kapui expects the 10 projects to boost production and supplement output from other operations.

Mr Kapui described Konkola as the future of KCM. And added that, "we need to achieve our targets safely and make KCM profitable for the benefit of the current and future generations."

# Kitwe DC seeks close collaboration with the mines



*Kitwe DC Chanda Kabwe with his delegation and KCM officials when he toured Nkana Refinery*

*By Ruth Mulenga*

Kitwe District Commissioner Chanda Kabwe has said the government will support mining investments to ensure Zambia reclaims its position as Africa's top copper producer.

Speaking after a familiarisation tour of Konkola Copper Mines (KCM) Nkana Refinery plant, Mr Kabwe said the government would continue to attract investments through a stable economic and peaceful climate.

Mr Kabwe said KCM, as the largest mining house in Zambia, and Government would collaborate on measures to ensure the company increases its production to contribute more revenue to the national treasury.

He said the government was happy with the levels of investments at KCM, particularly technological advancement in mining processes, "which is just awesome."

"It's good to learn of the projects being undertaken by KCM to sustain mining operations. It gives us hope because Zambia's economy largely depends on the mines," he said.

Mr Kabwe said he was satisfied with KCM's community projects in Kitwe.

"The community should be engaged so that they feel they are part of these developments."

Mr Kabwe also said criminals should be dealt with firmly in order to protect KCM's copper and assets.

"If some people are stealing from the mines, then they are stealing from Zambians. The government depends on key sectors to provide social services to the people," he said.

Mr Kabwe led a team of officials from various government departments and the security wings during the tour of Nkana Refinery.

KCM Vice President for Human Capital Management Jacob Njovu said that KCM would like to interact more with various stakeholders to enable the public to understand its investments.

"We have decided as a company to engage more with stakeholders to promote transparency," he said.

# KCM to broaden local access mining supply chain

By Ruth Mulenga

In a bid to widen the mining supply chain, KCM has signed a Memorandum of Understanding (MoU) with the Private Enterprise Programme Zambia (PEP-Z).

Under the agreement, the two parties will explore ways to include more local entrepreneurs in its supply chain.

The Private Enterprise Programme Zambia, which is funded by the UK government's Department for International Development (DFID), aims to strengthen and build the capacity of Zambia's private sector to create jobs and contribute to the diversification of the economy.

KCM Vice President Local Economic Development, David Paterson, said during the signing ceremony that the partnership will further opportunities for local economic development in areas around KCM's operations.

Mr Paterson said the aim is to encourage economic diversification of the Copperbelt and the rest of Zambia.

"We aim to work with partners that have similar objectives and complementary skills. We look forward to working with PEPZ in helping to create wealth within and outside of the mining sector".

He said KCM is currently developing a local economic development strategy, with the intention of extending the economic benefits of its operations further into the communities in which it operates.

PEPZ Programme Manager, Bayo

KCM is currently developing a local economic development strategy, with the intention of extending the economic benefits of its operations further into the communities in which it operates.



KCM Vice President Local Economic Development David Paterson and PEPZ Programme Manager, Bayo Akindeinde shaking hands during the signing ceremony

Akindeinde, said mining is the backbone of Zambia's economy, adding that "it is only correct that as many Zambians as possible participate and benefit from the sector and contribute to the value chain through the products, services and skills they specialise in".

Mr Akindeinde said PEPZ will work with Zambian enterprises that have the potential to grow, create jobs and contribute to economic diversification.

PEPZ will also work with KCM to improve the capacity and capability

of SME suppliers, providing access to business development support and technical advisory services including access to finance where needed.

He also said PEPZ will work with the mine to assess the capabilities of prospective and existing local small and medium-sized enterprise (SME) suppliers known to have potential to do meaningful business with the mine.

Both organisations aspire to contribute to the growth and diversification of the Zambian economy.



# Nchanga Smelter trains foreign tappers



Front row: Cristal Global - Saudi Arabia trainees show off their certificates after a 10-day training at Nchanga Smelter

By Victoria Kabwe

Nchanga Smelter has trained five foreign employees from the Kingdom of Saudi Arabia on tapping, launder management, furnace bath measurement and slag granulation.

The training which took place from 2<sup>nd</sup> to 11<sup>th</sup> June, 2015, was done at the request of Outotec, the technology supplier for Nchanga Smelter, to train tappers from its client Cristal Global – Saudi Arabia, the second largest titanium dioxide smelter in the world.

During the certificate presentation for the trainees, Smelting and Refining Business Unit Head, Enock Mponda, said that Konkola Copper Mines was proud to train employees from other nations.

"It's a proud moment for us because when we look back at our journey when the Nchanga smelter was starting in 2007, we were sent to see operations in smelters located in countries like Australia, and Finland. So, for people to come from outside and learn what we are doing means we have made positive moves in terms of increasing our knowledge base," Mr. Mponda said.

"The journey of learning never ends. I hope the objective of your coming has been met," he added.

Nchanga Smelter Manager Nilanjan Mukherji said it was a great start for his plant to train people from outside Zambia and was grateful to Outotec for choosing the Nchanga Smelter as a benchmark smelter to impart training on

tapping operations.

One of the trainees Marius Gerhard Esau said he did not think he would find the solutions he was looking for until the training proved otherwise.

Esau said, "I had my doubts coming here looking at the problems we have in our smelter. But as we go back, I think we have the solutions we were looking for. The learning experience has been great."

Another trainee, Daniel Fourie, said, "The people here are very friendly and that made it easy for us to learn a lot in a few days. I've never tapped manually before, but now I am able to do it. Thank you for giving us the opportunity to learn on your plant."

# World class training centre commissioned for Nchanga Smelter

By Cynthia Kalaba

Nchanga Smelter has set up a Distribution Control Systems (DCS) Delta V training Centre to give employees hands on experience to run the plant smoothly and effectively.

The world class training centre is a simulator, the first of its kind at Konkola Copper Mines (KCM) and comprises ten mini plants among them a Water Treatment Plant, Oxygen Plant and various furnaces.

Smelting and Refining Business Unit Head Enock Mponda said that he was very proud of the Smelter instrumentation team for coming up with this great idea.

Mr Mponda said, "I'm very delighted to launch the DCS Delta V training Centre today, with much hope that our employees and outsiders will come and get training from our smelter, many thanks go to the instrumentation team who have been working tirelessly to see to it that this project comes to fruition."

He noted that the company is known for its continued effort of sending its employees to acquire world class training abroad but that this is will be a thing of the past.

Instrumentation Head Thikkal Veedu Mathusoothanan explained that due to popular demand for training, the instrumentation team made a pilot plant of the smelter which is able to operate just like the original smelter plant for training purposes.

Mr Mathusoothanan narrated that the main essence of having this pilot plant is to enable



Mr Mponda cuts the ribbon to officially open the world class training centre

learners or employees who have basic knowledge of operations to have the practical skills, and engineering and software configuration skills along with DCS Marshalling Panels.

He added that the learners get vast experience of the plant

operations because under this training, practical problems of the plant operations are taught.

"This is a cost saving measure because the money needed to send employees for training, will now be diverted to other programs," he noted.



Smelter employees during the official opening of the centre



# Vedanta entrenches Green Credentials!

*... as it launches new logo*



David Paterson



Say green! Beauty Mofya, Siseho Namonda and Sharon Lwambula after the launch of the Vedanta logo

*By Staff writer*

Vedanta Resources Plc has launched a new logo in order to align with the group's consistent commitment towards the growth of its operations, leverage technology to deliver innovation and superior value to the shareholders.

Group Chief Executive Officer Tom Albanese said that the new logo, a globe of leaf green and pale blue lines with a leaf placed at the left bottom represents the centricity and dependence on natural resources found in the earth as well as the responsibility that Vedanta has towards communities.

He said the logo refresh symbolises Vedanta's un-waivered integrity and professionalism.

"A leaf, an un-mistaken symbol of life, has now been incorporated into the Vedanta globe, signifying continued commitment to the triple bottom line approach of people, planet and prosperity," Mr Albanese said.

He said the rich heritage of the Vedanta brand proposition is further augmented with the logo refresh and will continue to represent the group's continued commitment towards strengthening the linkage between the business, communities and stakeholders.

The logo which was co-created by internal stakeholders across geographies and group companies replaces the old globe with blue and orange lines.

It will be adapted by all the divisions/group companies along with their respective logos and this

move will help align with the company's goal of being a unifying brand across its Indian and global operations.

Konkola Copper Mines (KCM) Vice President Local Economic development David Paterson unveiled Vedanta's new logo at a ceremony attended by employees from a cross section of the operation.

Mr Paterson told employees that the form and colour of the leaf neatly nestled into the Vedanta globe, attests to Vedanta's commitment to environmental preservation.

In addition, "the sharp edges of the logo have been softened adding to the human and caring' side of the group, a company with heart", these values also apply to KCM," he added.



# Likonge:

## A dynamic female -engineer



By Ruth Mulenga

A few decades ago, mining was considered a field for men, but in recent years, many women have proven that they are equally capable to perform tough mining tasks. KCM is no exception, and it's 'multicultural and equal-opportunity' employer policy is benefiting all employees.

Likonge Makai Mulenga is one of KCM's female electrical engineers with the enthusiasm and personal drive that is breaking stereotypes.

Likonge is the Head of Energy Management at Konkola mine in Chililabombwe. She also manages the strategic power plant unit, which serves as an emergency power plant, and KCM's motor repair shop sections – with a staff compliment of 17 under her supervision.

Described by her superiors as "talented, determined, innovative and hard working," a first time visitor to Likonge's work station cannot miss these attributes.

Likonge has been a leading light in her field ever since she joined KCM in 2008 as Senior Assistant Engineer – Electrical, despite always working in a male-dominated line of work. After just one year at KCM, she was elevated to Sectional Engineer – Electrical Projects.

There are few women in the engineering field and I want to show that women are capable of achieving what men are able to achieve

"I am driven by a passion for excellence," she says. "There are few women in the engineering field and I want to show that women are capable of achieving what men are able to achieve... that drives me to work hard."

Likonge says she also seeks to demonstrate that the engineering field has plenty of scope for creativity, just like any other: "I always want to do something that is achievable and becomes visible."

Likonge is married to Chipoka Mulenga, a surveyor at Shaft No. 3 in Konkola. God has blessed them with twins.

### A BIG HEART FOR THE COUNTRY

Likonge graduated from Copperbelt University in 2005 with an undergraduate degree in Electrical/Electronic Engineering, specializing in power systems. In 2012, she was awarded a two-year NORAD scholarship to pursue a Masters Degree in Planning and Operations of Energy Systems (MPPOES) at Kathmandu University

in Nepal, also spending months at the Norwegian University of Science and Technology in Norway.

During her postgraduate study, Likonge had an opportunity to write and present a paper on rural energy in the USA at the 2013 Global Humanitarian Technology Conference organized by the Institute of Electrical and Electronics Engineers.

After returning to KCM, Likonge was appointed Head Engineer for Energy Management for the Konkola Business Unit (KBU).

Her passion is to help formulate initiatives that will enable Zambia to provide sustainable power supply for households and industry.

Benjamin Miti, Electrical Resident Superintendent at KIBU, describes Likonge as "a hard-working and innovative engineer."

In over 9 years in the mining industry, Likonge has designed and implemented the Power Reliability Project (PRP) for the Konkola Business Unit, where power supply is critical. Konkola is the world's



*Likonge with her husband Chipoka and their twins*

wettest mine. It pumps out an average 350,000 cubic meters of water per day.

The PRP is a project designed to provide reliable power supply to the mine when there is an interruption of supply from the national grid. The main objective of the project was to replace oil circuit breakers with vacuum circuit breakers for 15 11kv and 3.3kv substations.

Support projects were also identified and implemented, including the procurement, supply, installation, testing and

commissioning of 16 off HT motors, 4 off Capacitors, and the rehabilitation and revamping of a special tool room with various tools and instruments and facilities for staff training.

#### IMPACTING THE YOUNGER GENERATION

Likonge was also in charge of KCM's 24 megawatt diesel generator plant project from its inception. She conducted the scope of work, land survey, procurement and installations for its setup.

She explains, "this is the power plant that saved the day during the recent nationwide power outages." The plant ran for a prolonged period of 10 hours for the first time on the 27<sup>th</sup> and 28<sup>th</sup> of April following a nationwide power outage.

"I did not only initiate and implement the project, but I am successfully running it."

Likonge has executed critical projects for the mine at reduced costs, with an unbroken safety record and operational running hours.

She is currently championing a project to save power costs without affecting production, mainly focusing on compressors, pumps, ventilation, the winder, and the concentrator. The project has led to a reduction in energy consumption from an average of 65,000MWhr/month to 58,000MWhr/month and a reduction in maximum demand from 95 megawatts to 82 megawatts for the Konkola unit.

She looks forward to inspiring young Zambians to study in the field of engineering.

"I want to be a role model to the younger generation who wish to pursue a career in any engineering field," she said.

Outside work, Likonge enjoys jogging and gardening, and also spends time working with rural communities without access to power supply. She helps them to access power through a project supported by IEEE CSI/Smart Village.

She currently is a director of LICH's Community Solutions Ltd and a member of the Institute of Electrical and Electronic Engineers (IEEE), Engineering Institute of Zambia (EIZ), Energy Regulation Board (ERB), Women in Power (WiP), Community Solution Initiatives (CSI)/ Smart Village and RenPEACE.



*Likonge with her twins*





Mines Minister Christopher Yaluma and KCM Chief Executive Officer Steven Din listen to Raymond Cheeba explaining the processes of Nchanga Smelter at ZIMEC conference in Lusaka



Corporate Affairs Manager Akakandelwa Mubiana talking to Agriculture Deputy Minister Maxas Ng'onga and his Energy counterpart Dr Charles Zulu at the KCM stand during the Zaminex show in Kitwe



KCM team at the Zaminex show in Kitwe



Kansanshi Public Relations Manager Msiska, State House Special Assistant for Press and Public Relations Amos Chanda and Shapi Shachinda share a light moment during the Zaminex show in Kitwe



KCM team poses for photo with Chief Financial Officer Mr. Sharad Gargiya & Chief Executive Office Mr Steven Din



Public Relations Officer Ruth Mulenga Mukuwa talking to Agriculture Deputy Minister Maxas Ng'onga and his Energy counterpart Dr Charles Zulu at the KCM stand during the Zaminex show in Kitwe



Hooray! Mines Deputy Minister Richard Musukwa handing over the trophy for best CSR projects in Chingola to KCM Vice President Mining & Technical Mr. David Ngandu



KCM officials at the 2014 Chingola Chamber awards gala





CEO Steven Din presents the Vedanta Safety Awards to Manager Safety Felix Sikaonga and Manager Safety Corporate Evans Chongo



Din with the Community Relations team during the Vedanta CSR award presentation



Kalulushi Mayor Bishop Bernard Mumba and DC Kampamba Mulenga restock fish in the Mwambashi stream during the 2015 World Environment Day commemoration



Mr Chilundika and Ms Mwandama follow proceedings during the World Environment Day proceedings in Kalulushi



Mr Nyambe with community members during the tree planting ceremony in Kanenga



KCM Team



Mr Isaac Ng'ambi receiving a special award presented to him by Transport Coordinator Brian Muyunda on behalf of auditors Mr. Philip Rowe & his wife Susan for being one of the most safety conscious driver



# 2015 Labour Day celebrations



*Nchanga employees on Labour Day*



*Nchanga MUZ members celebrate Labour Day*



*UMUZ Nchanga members*



*Konkola Mine Training School team*



*AMSL employees join the labour day celebrations*



*Nkana Refinery employees join the celebrations*



*Nampundwe team*



*NUG 2100 level operations crew pose for a photo after the day's shift*





*Konkola employees receive mealie meal for meeting production targets*



*Happy to receive the bonus*



*Nchanga Smelter Manager Mr Nilanjan Mukherji with the Zambia Weights and Measures Agency CEO Cheelo Himba during a tour to the smelter*



*Top performing Mine Police constables with Assistant Group Security Manager Mr Peter Mulenga*



*Roma Girls Secondary School visit to KCM*



# DJOC tours KCM plant



*Chingola DJOC at No.4 Shaft when they toured the operation*

**By Cynthia Kalaba**

Chingola District Joint Operations Committee (DJOC) has commended Konkola Copper Mines (KCM) for the huge investments it has made in its operations.

Committee Chairperson Austin Hambula praised the mining firm for being the largest employer in the district when the committee toured the mine operations.

"As far as I'm concerned, the mining giant has helped Chingola District to reduce crime in the sense that most of the youths have been employed by the mining company directly and indirectly," Major Hambula said.

He explained that high levels of crime are expected when a lot of people in the community are unemployed, making it very important to prevent equipment

and other valuable items from being stolen.

Major Hambula said, "The visit was very educative because we are now able to know the type of crime to expect, how to access the areas during investigations as well as challenges to be faced in accessing the areas of operation in case of any eventuality."

DJOC Vice Chairman Emmanuel Malama said that the committee shares a cordial relationship with the mining company and hoped to continue with this working relationship with KCM.

Mr Malama said, "The tour of KCM plant is an eye opener. Knowing where the copper ore is mined and seeing it being processed into a final product calls for huge investment and efforts by the mining company. For this reason, the committee will put up

tight measures and ensure that the valuable items are protected highly."

He further commended KCM for the huge investment in form of equipment both underground and surface plants.

KCM Group Security Manager Max Maona said the DJOC has been very helpful to the company in many ways such as crime investigation and patrols.

"We work together with DJOC because the mining firm has valuable items which attracts a lot of thieves, we are there to assess the type of crime, however we need the intervention of various security forces," Mr Maona explained.

The committee recently toured the Konkola Deep Mining Project (KDMP) and other operations in Chililabombwe.

# Let's all support KCM turnaround – unions

By Ruth Mulenga

National labour unions have urged employees at Konkola Copper Mines to fully support management in its quest to improve operations and increase production.

The leaders of the Mineworkers Union of Zambia (MUZ), National Union of Miners and Allied Workers (NUMAW) and the United Mineworkers Union of Zambia (UMUZ) have said in separate interviews that the challenges KCM was currently facing could only be resolved through collective efforts by all stakeholders.

MUZ Secretary General Joseph Chewe said it was important for all interest groups to support the company in its quest to improve its operations and return to higher productivity.

Mr Chewe said as the economies of Chingola and Chiilabombwe towns depend mainly on KCM, it was the unions' desire to ensure KCM returned to profitability.

"We want KCM to be profitable, to bring prosperity to employees and continue being among the best mining companies in Zambia," he said.

"Only when we are able to produce and meet targets, can we negotiate for better incentives and improved employee conditions of service," Mr Chewe added.

He said KCM should aim at reducing operational costs and recapitalise the mines to improve

*We want KCM to be profitable, to bring prosperity to employees and continue being among the best mining companies in Zambia*



NOP Manager Technical and Planning Howard Banda explains Cut II operations to national union officials

output.

Mr Chewe also commended the Government for revising downwards mineral royalty tax (MRT) in order to help sustain mining operations.

Separately, National Union for Miners and Allied Workers (NUMAW) President James Chansa said his union wanted to exist as a partner of KCM.

Mr Chansa emphasized that it would be important to maintain a high safety standard in KCM during the turnaround period and thereafter.

The NUMAW chief applauded the company's efforts to enhance a culture of safety in KCM.

"If KCM ramps-up its

production, it will be of benefit to the employees," he said.

UMUZ President Wisdom Ngwira also urged employees to remain calm and focused.

Mr Ngwira said a safe working environment was conducive to achieving higher productivity.

He also urged management to always strive to boost the morale of employees so as to increase production.

"Let us give management a chance as they strive to take KCM forward," Mr Ngwira said.

The three unions hailed management for inviting them for site visits at KCM operations and for seeking to dialogue over the challenges the company has been



# Twafwane Primary School gets computer furniture

By Cynthia Kalaba

In responding to the need of a computer laboratory furniture at Twafwane Primary School, Konkola Copper Mines (KCM) has donated 19 chairs and computer desks which are going to benefit of 2,200 students.

Chililabombwe District Education Board Secretary Junice Hamududu commended KCM for being supportive to the education sector in the district saying there were a lot of needs in the district and that it was a privilege to be among the beneficiaries.

"I thank KCM management for the desks and chairs donated today, we count it a blessing, as this will add value to the school," she said.

"We are grateful for this initiative and the school will continue to procure more computers. So from now on, they will use the computers in the laboratory just to learn the basics of how to use a computer," Ms Hamududu said.

She noted that computer education has become very important and was now part of the school curriculum adding that the District Education Board will procure more computers from the funds received from Government for the computer lab at the school.

Speaking during the handover ceremony, KCM Community Relations Manager Brian Siatubi said education was important for sustainable and continued development and that company shall continue supporting the



*Twafwane school pupils using computers on the donated furniture*

education sector.

Mr Siatubi said, "Education is important for sustainable development and KCM has continuously supported education through various programmes such as the Scholastic Excellence Awards and 50 students on the programme are from Chililabombwe."

He added that computer skills were important for communication in a global village and KCM has provided 410 computers to 19 Schools.

"We are glad to be associated to this school through the donation of 19 Desks and Chairs," he said.

Beauty Chipoya, a teacher at Twafwane Primary School thanked KCM on behalf of the school saying it would now be easy to teach from practical experience and the children would be able to see.

"The pupils will have concrete and hands on experience unlike learning from abstract. Some pupils did not even know what a computer was," Ms Chipoya said.



*Ms Beauty Chipoya showing a pupil how to use a computer*



# KCM gives uniforms to Nampundwe rural pre-schools

By Cynthia Kalaba

Konkola Copper Mines (KCM) has handed an opportunity to 600 children for organized pre-school education to be trained as future leaders.

The children from the 26 pre-schools supported by the company in Nampundwe have been provided with school uniforms in order to create a sense of pride in them.

Acting Shibuyunji District Commissioner Joseph Kamana said at the handover of uniforms that the donation was valuable to the pupils and would encourage them to focus on their learning.

Mr Kamana said the Government sought to work with the private sector in order to promote universal primary education.

"The opening of these pre-schools will take us miles further by educating most especially the girl child. The Government is working tirelessly to end child marriages and early pregnancies which are as a result of high poverty levels especially in rural communities," Mr Kamana said.

He added that the mining company was helping to achieve the basic requirement to educate children at early age as the first five years was the most important in the formative period of a child's life.

KCM General Manager Corporate Services Howard Chilundika said the company has

been contributing to the development of the education sector at all levels from pre-school support to scholarships for students at university level.

Mr Chilundika noted that the company gave out the uniforms to the children to instill a sense of pride in the children and encourage them in their education.

"It is our hope that with the provision of early childhood education and providing for the children's needs will lead to an increase in the enrolment of pupils especially that of the girl child," he said.

"We believe that through these interventions, the company has contributed towards Zambia's



*Inonge Sitali, teacher from Mapulanga pre-school in Shibuyunji district*

attainment of the millennium development goal number 2 of providing universal primary education for all", he added.

A total of 1,179 children were enrolled at the 26 KCM supported rural pre-schools in Nampundwe.



*Some of the teachers and pupils at Shibuyunji Pre-school*

# Chililabombwe adults to sit for their first-ever Grade 7 Exams

By Victoria Kabwe

More than 100 adults will take their first-ever examinations after enrolling to write 2015 primary education examinations, courtesy of an adult literacy programme financed by Konkola Copper Mines (KCM).

The Adult Literacy programme in Chililabombwe has attracted 800 learners aged between 35-65 years. The lessons were introduced in October 2014 as part of Zambia's 50th independence anniversary celebrations. The Ministry of Education is providing qualified teachers for the adult literacy programme.

The initial plan was to provide basic reading and writing skills to adults who have never attended formal education. However, over 100 people will sit for Grade 7, or first level primary school examinations, in 2015 and be integrated in high school Grade 8 stream, after passing their examinations.

Adult Literacy Coordinator for Chililabombwe, Gertrude Mulonga, said there was overwhelming response from the community as



Anna Chola and James Chama Lombe in class

many people showed an appreciation for the benefits of adult literacy.

Ms Mulonga, said "some mothers are coming along with their children, who are not performing well in regular schools, to the adult literacy classes so that they can improve their reading and writing skills. We appreciate KCM for providing teaching aids and tents for offices in the peri-urban areas."

Christina Chishala, a 63 year old

market trader at Mine Market in Chililabombwe, is enthusiastic about the benefits she is reaping in her business after learning how to read and write.

"Since I started the lessons last year, I have learned so much that my business has improved because I now give the correct change to customers. I have gained a lot of knowledge and have enrolled to write my grade seven examinations this year," Ms Chishala said.

Anna Chola, 56, another market trader said she was encouraged to join the classes after watching a foreign movie in which adults were conversing in English.

According to KCM Community Relations Manager Brian Siatubi, the programme has exceeded initial expectations.

"It is good that the Ministry of Education has allowed the learners to sit for grade seven exams. There is a glimmer of hope for those who never had a chance to attain this level of education."



An Adult Literacy class in progress



# KCM 'passes on' the livestock gift in Nampundwe

By Cynthia Kalaba

Acting District Commissioner for Shibuyunji, Joseph Kamana, has said that KCM is fulfilling national goals by using the livestock sector to promote household food security and empowerment of less privileged communities.

Speaking at KCM's handover of more than 275 goats and 1,000 chickens to women's self-help groups in Nampundwe, Mr Kamana said it was important to empower people with livestock because the sector remains a major source of income for many Zambians.

"I am aware that the mining company has previously given out 568 cattle and 2,327 goats to farmers on the 'pass on the gift' basis," he said. "I am glad that KCM has continued to partner with the Government to bring development in the country by empowering communities in its areas of operation."

KCM's General Manager of Corporate Services Howard Chilundika said it was always a good experience to hand over livestock to "our hard working farmers."

"At KCM, we believe livestock is a driving force for food security and sustainable development. It continues to be a very important component of the agricultural economy in developing countries like Zambia," Mr Chilundika said.

"Livestock is considered a great asset as it represents personal wealth. As we share these goats and chickens with the farmers, we are giving them wealth which can subsequently be passed on to



*Nampundwe women receive the KCM livestock gift*



*Acting Shibunji DC Joseph Kamana, Brian Siatubi and Mr Chilundika inspect the goats given to Nampundwe self help groups*

other deserving families," he said.

Mr Chilundika thanked Village Water Zambia and the community for working together with KCM to bring development to Nampundwe.

The enhanced sustainable livelihood project has impacted many lives, with over 450 households in KCM areas of operation benefitting from the initiative.



# Chililabombwe DC hails KCM's greening credentials



*Chililabombwe District Commissioner Stuart Chitumbo and KCM General Manager Engineering Davies Nyambe planting trees in Kanenga to commemorate the 2015 World Environment Day*

By Cynthia Kalaba

Chililabombwe District Commissioner Stuart Chitumbo has been cheered by KCM's nature conservation programmes through continued tree plantings.

"It is very important to plant trees because they provide many benefits to humans such as medicine, shelter, energy and food. They also support our livelihood and protect our environment from degradation," Mr. Chitumbo said.

He added: "I am pleased to see that KCM is committed to preserving and protecting the environment by implementing the national tree planting programme. I am reliably informed that in December, 2014, KCM worked with the Forestry

Department to plant over 7,000 trees in Chingola and Chililabombwe".

Mr. Chitumbo made the comments recently when he led KCM and government officials and residents of Kanenga to plant 280 trees to mark the 2015 World Environment Day.

He said the exercise was in line with the government's drive to encourage citizens to participate in tree planting activities with a view of replenishing the forests and conserving the environment.

"This is clear demonstration that the company really cares for the environment. The trees will go a long way towards the fulfillment of environmental protection and the government will support all activities that promote reforestation".

KCM General Manager of Engineering, Davies Nyambe, said during the event that KCM has a biodiversity policy, which promotes preservation and protection of the environment. He said this then mitigates the impact of deforestation, soil erosion and environmental degradation.

Mr. Nyambe noted that KCM acknowledges the importance for people to manage the environment in a sustainable manner through initiatives such as the community tree planting exercise.

Kanenga Head Teacher, Kangwa Mwenechanya, was joyful with the outcome of the programme. He outlined essential elements of trees as partly being supply of food and oxygen.



# Fire-fighting equipment booths launched in Konkola

*By Ruth Mulenga*

Konkola Fire Services has launched fire fighting booths in Chililabmbwe to enhance safety of employees and company property.

The Business Unit has also embarked on training employees as Fire Marshals to prepare them to assist the fire fighters in combating fires during emergencies.

Chief Fire Officer, Brian Chisala has said the primary objective of the programme is to implement measures that will equip employees on how to respond and manage fire accidents even in the absence of the fire-fighters.

He explained that the fire booths are designed to help manage and control the spread of fire in a short time.

"The booths are equipped with fire-fighting equipment such as fire hoses, foam concentrate containers, foam branch, 9kg portable fire extinguishers, 50kg wheeled extinguishers," he said.

The fire department plans to impart teach employees regarding fire-fighting.

Mr Chisala said KCM works closely with the local authority to minimise the impact of fires in the community.

Last year Konkola IBU responded to 43 fire accidents in the townships.

Mr Chisala has also urged employees and the community to consider insuring their personal and household goods against fire.



*Chief Fire Officer Brian Chisala, Konkola Concentrator Manager Yoram Kapai and Konkola Manager Safety Martin Lombe during the launch of the fire booths*



*Fire fighting equipment booth in Konkola*



*Mr Kapai addressing employees during the launch*

# Let's join hands and keep Chingola clean – Mayor



*His Worship the Mayor of Chingola showing the community how the cleaning is done*

To mark World Environment Day, KCM and the Chingola City Council recently launched a cleaning campaign at Banda Market in Nchanga Ward.

Chingola Mayor Titus Tembo said during the launch of the campaign that it was critical to ensure a clean Chingola town to avert the spread of diseases.

"I am pleased to note that this activity has drawn the attention and participation of various stakeholders in the district, this is good and is the right direction towards developing our district," Mr Tembo said.

He thanked KCM for releasing some of its production equipment to be used during the clean-up exercise.

KCM Manager Environment Glenda Mwandama, "KCM takes pride in partnering with the community. We promote good health through our Corporate Social Responsibility activities."

Area Councilor Bwalya Lubumbe said he was happy that people turned up at the event and thanked KCM and other companies for their participation.

## KCM students complete foreign university study

By Victoria Kabwe

Seven of the 47 students studying in foreign countries after receiving KCM scholarships will return home in September after completing their studies.

The students are part of a contingent that was studying at the Vellore Institute of Technology (VIT) in India. Other students are currently at Pretoria University in South Africa.

Manager Learning and Development Priscilla Phiri said the sponsorship was part of the company's strategic plan to bridge the skills gap and ensure there is a readily available pool of talent.

KCM has continued to sponsor students in engineering and mining disciplines to universities at home and abroad over the past 10 years.

"We believe that such initiatives are a great step towards bridging the skills gap in the mining industry, especially in engineering, where these skills are needed the most. We continue to strengthen the technical skills that the country needs in areas of national development," she said.

Kangwa Nakaonga and Given Kaziya, both of whom will graduate with degrees in Electrical and Electronics, said they were eagerly waiting to return home after successfully completing their study.

Ellah Banda added that, "we have learnt a lot and acquired so much knowledge. We have been exposed to a lot of new things and new technology."

The students declared their readiness to contribute positively to KCM and the entire mining industry.

"We are ready to contribute to the mining industry. We are actually looking forward to coming back home to implement the new ideas and innovations that will take KCM and the industry forward."

Four of the students are currently attached to Sterlite (Vedanta Limited), a unit of Vedanta Resources in India for three months to gain international exposure.

The students thanked KCM for giving them the opportunity to study at one of India's top ten universities.



# Sikaonga wins Mining Personality of the Year award!



Sikaonga and wife Lillian

I owe it to management and the entire team at KCM – we have achieved this milestone together

By Staff Writer

Konkola Copper Mines (KCM) Manager of Safety, Felix Sikaonga, has been honoured by the Chamber of Mines of Zambia, winning the "2014 Mining Personality of the Year" award.

The title was awarded to Mr. Sikaonga in recognition of his contribution to improved safety at KCM at a gala dinner on Friday June 26, held at the Radisson Blu Hotel in Lusaka.

Felix has headed an outstanding company-wide effort – Chachilamo Safety initiative – to reduce injuries and keep employees safe at KCM. To drive the initiative, KCM management selected 20 *Chachilamo* champions from across the company, who each worked with five "foot soldiers" from their sections.

He worked tirelessly to build support for the campaign, of which the outcomes speak for themselves. There has not been a single fatality since the campaign began in December 2014, and the company has seen its best safety



KCM Team: Vice President Local Economic Development David Paterson (raising trophy), GM Corporate Services Howard Chilundika, Sikaonga and his wife Lillian and Corporate Affairs Manager Akakandelwa Mubiana (left) at the Gala Dinner in Lusaka

performance in 11 years.

Commenting on his award, he said: "It is a big inspiration to win an award of this nature. This is a recognition of the efforts I have put in at KCM to ensure a safe work place. I owe it to management and the entire team at KCM – we have achieved this milestone together."

KCM Chief Executive Officer Steven Din said "Felix has made an outstanding personal contribution to the success of the *Chachilamo!* Programme. His commitment, infectious energy, and enthusiasm

has moved us a long way towards our goal of a zero-harm workplace. I am delighted to see him honoured in this way."

General Manager Corporate Services, Mr. Howard Chilundika said: "It is a positive that we can be recognized at that level. It means that people have recognized that our efforts are bearing fruit. Felix is a nice fellow and that helps with the work that we do. He has this quality to pull everyone together and we must now keep the momentum to achieve zero-harm."

# Sporting activities good for all – Mponda

Participation in sport is great for building confidence and self-esteem while decreasing levels of depression

By Cynthia Kalaba

KCM has adopted sports as a platform of engaging with employees to promote teamwork and exchange ideas.

Refining & Smelting Business Unit Head, Enock Mponda, said that sporting activities should be encouraged among employees as it increases aerobic capacity and promotes teamwork.

He was speaking recently during a football match between Smelter management and Nkana Refinery, which was played at Watson Stadium.

Mr Mponda said sport comes with a lot of benefits as physical activity was an important part of leading a healthy lifestyle.

Mr Mponda said participation in sports provides a means to build important life skills, such as teamwork and goal-setting, while having fun and staying in shape.

"Participation in sport is great for building confidence and self-esteem while decreasing levels of depression," he said.

Mr Mponda urged employees to participate in various sporting activities to stay physically fit.

Final results: Smelter Management 4 Nkana Refinery Management 5. Smelter Employees 2 Nkana Refinery Employees 1.



Smelter Management football team



Nkana Refinery employees team



Smelter employees football team