



Konkola News

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KCM Chief Executive Officer *Steven Din*

Dear Colleagues and Friends

It is my pleasure to present to you the December edition of Konkola News. Each quarter we try to keep you apprised of the many things going on within the company – be they operations related, community focused or just general news – and again this edition is full of exciting reports for your leisurely reading.

The highlight of the year for us has been the Presidential Visit by His Excellency, Mr. Edgar Chagwa Lungu, and the First Lady, Madam Esther Lungu, in October.

His Excellency visited the newly constructed shaft at the Konkola Mine in Chililabombwe. He witnessed first-hand the deepest copper shaft-complex in Africa and also addressed the workforce.

In December, we were once again honoured to host the First Lady. During her second visit she launched an agricultural out-grower project which KCM is supporting. She inaugurated the Helen Bridge which the company

constructed on the Mushishima stream. The bridge has eased the movement of goods and more than 4,000 people in three farming settlements – Helen, Shimulala and Kakosa. The First Lady further graced us by visiting other CSR projects.

On the Safety side, we continue to improve our performance steadily but surely and I am very pleased at the way in which our 'Chingilila' ('protect') initiative based on safety and operational excellence has taken off with the whole workforce. This year we are already seeing a reduction in injuries across the mine, as we all become more risk aware, and I believe that in 2016 we will be firmly on our journey towards a Zero Harm goal.

I am pleased to report that on the production side, despite the challenges presented by the power shortages, our production plan is on track and I see a marked improvement in the reliability of our plant and equipment. An excellent example of systematic improvement to enhance reliability has been achieved at the Leach Plant. Well done to the TLP Team!

As we close 2015, I want all of you to know that I am proud to be working with you. In my short time at KCM, I have experienced your warmth and the professionalism with which you carry out your duties. We are well on our way to setting up KCM as the best company in Zambia, thanks to you.

I wish all of you and your families a *Prosperous 2016!*

Happy reading and, as ever, stay Safe at your work place and homes!

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A day in the life of Mr President!



President Lungu greets KCM employee Muti Chizingo at Konkola Director's Lodge. On the left is General Manager HCM at Konkola, Prudence Chisakuta

The information has been sound and clear. We are looking forward to the betterment of our company

By Mulewa Shapi

The gigantic Shaft No.4 faced down on a sizeable crowd of miners as Zambia's national colours and the KCM emblem winced into different patterns to conform to the direction of the winds at the shaft bank.

In no time, His Excellency President Edgar Chagwa Lungu walked on the red carpet,

accompanied by the First Lady Esther Lungu and Chief Executive Officer Steven Din.

This was a big day for KCM, a presidential visit is rare. Mr Lungu was on his first visit to KCM and in particular the Konkola Deeps.

Soon the Head of State was standing in front of a glass podium to speak to the miners.

Whispers about the proximity of

the president grew louder with every passing minute as miners finally had a rare and real "face-time" with the President to confirm the earlier roaring into the KDMP grounds of the Presidential motorcade.

The President was brief in his address.

"The challenges in the mining sector are real and we can't pretend," he said.

"That's why I have come here to familiarize myself with the challenges that the mining companies face so that we can chart the way forward," he said, amid applause from the employees. "Together we should be able to find a solution, and this solution will be a win-win solution."

The mood of optimism expressed by the President was enough to lift many souls.

Mwamba Chitungulu, Chief Inspector for Administration Security at the Konkola Business Unit, identified strongly with the Presidential call for perseverance in order to protect KCM.

"In as much as we are facing tough times, we have to preserve our mines. If it means making hard decisions, we just have to make the hard decisions," he remarked.

Chembo Kasempa, a Management Trainee at the Konkola Business Unit appreciated the clarity of Mr Lungu's message.

"The information has been sound and clear. We are looking forward to the betterment of our company, we are hoping for the best" she said.

KCM 50-year vision key for growth - President Lungu

By Shapi Shachinda

President Edgar Lungu says KCM's 50-year vision for mining in Zambia will enable the company to grow and achieve success.

Mr Lungu said the company's long term plan is in line with the government's focus for economic growth.

President Lungu said during a familiarization tour of the Konkola mine in October that forward planning was critical in mining, which remains the country's economic lifeblood and key driver for economic diversification.

KCM and its parent company, Vedanta Resources Plc, have a 50-year vision to continue mining in Zambia. The vision is a build-up on the \$3 billion investment in KCM in over a decade since Vedanta took a majority shareholding in the company.

Safety is extremely important. We need safety in the mines and the unions must be involved in issues of safety

Mr Lungu was impressed by KCM's long term planning after a brief from Chief Executive Officer Steven Din.

"I am happy that KCM has a 50-year vision. This is exactly what my government is doing, to have a long-term vision for the country," Mr Lungu said.

Mr Lungu said past mistakes in economic planning were currently hurting the economy. The government was now eager to correct previous mistakes through forward planning and dialogue with various stakeholders.

The president said the government would support KCM

and other mining companies to overcome the current global economic challenges, caused mainly by low copper prices.

He said the dampened global prospects and a deficit of electricity in the country would be overcome through combined efforts by the government, industry and trade unions.

"The situation in the mining industry is very serious, but as Government we want to do our best to resolve these problems," he said. "Don't despair, copper prices may rise again and more jobs will be created in future. We just need to work hard. You cannot change the price of copper, the markets determine the price."

Mr Lungu extolled KCM for showing solidarity with the country and seeking to be part of resolving the country's problems during difficult times.

Mr Lungu said government policies would be tailored to address concerns by industry, the workforce and to ensure Zambians continued to benefit from their mineral resources.

He emphasized on ensuring safety in the work place.

"Safety is extremely important. We need safety in the mines and the unions must be involved in issues of safety," he said.

The President also endorsed KCM's plans to support agricultural projects intended to shore up economic diversification and to create more jobs.



His Excellency President Lungu and CEO Din at the No. 4 Shaft in Konkola

KCM hosts First Lady Madam Esther Lungu



Mrs Lungu cuts the ribbon to inaugurate the Helen bridge in Chingola. Looking on are KCM CEO Steven Din, Chingola Mayor Titus Tembo and Manager Media Relations Sally Namutowe

I want to urge the community to continue working closely with KCM because this is your trusted partner

By Sally Namutowe

The airstrip at Kasompe in Chingola has certainly seen better days going by its ageing terminal, rugged runway and bushy surroundings. Apart from some airlines operating charter services into Kasompe, the airstrip has seen little activity in the recent past.

It was thus a rare and honourable moment on Monday 7 December when this tiny airstrip hosted VIP activity. Hordes of Chingola residents converged at Kasompe amongst a melange of vehicles lined up to attention at this old fashioned airfield.

The First Lady of the Republic of Zambia, Madam Esther Lungu, was the reason for the hive of activity at Kasompe airstrip. The terrace of the small airfield building and the apron on the airstrip could hardly contain the number of visitors.

Several government officials including provincial minister Mwenya Musenge, Chingola Mayor Titus Tembo, District Commissioner Mary Chibesa were also at Kasompe to receive the First Lady. Madam Lungu

was visiting to take a tour of some of the KCM CSR projects over the next two days.

During her visit to Chingola in October when she accompanied her husband His Excellency, Mr Edgar Chagwa Lungu, she had shown immense interest in the KCM CSR programme and committed to return to the town to see for herself.

Hence, as the large Zambia Air Force aircraft came to a halt, and Madam Lungu alighted from the cabin sporting a glamorous brown and beige chitenge outfit, her usual warm smile delighted the crowd. Many jostled to greet her but security was on hand to ensure an orderly welcome for the First Lady of Zambia.

Amid spontaneous jubilation, Mrs Lungu left the airport accompanied by district officials to meet KCM management led by the CEO Mr Steven Din who gave her a brief about KCM's CSR projects.

The briefing was followed by a stop at Ndeleni in Chiwempala, where KCM has established a community school

and care centre for children. The centre was constructed at a cost of K600,000 and caters for 160 children in baby class and pre-school.

Children at this modern early learning centre, which also has a dining hall and six classrooms, got enlivened when the First Lady distributed early Christmas gifts and shook the hands of the little ones. She could not resist the parental care of embracing some children.

The First lady was impressed to learn that Ndeleni receives a K35,000 grant from KCM for routine operations and to provide three free meals to the children as their parents go about selling merchandise at Chiwempala market.

The next day, the First Lady headed to Shimulala, where KCM finances several livelihood projects. On her way to Shimulala, she commissioned the new Helen Bridge which was constructed by KCM at a cost of over ZMW 877,000. She also laid a foundation stone for the US\$2 million Nabona out-growers project seeking to empower local farmers.

At the end of the Shimulala tour, it was a moment to address hundreds of jubilant residents from the Shimulala, Helen and Kakosa settlements. Madam Lungu paid glowing tribute to KCM for empowering women with life-saving skills in cattle rearing, tailoring and farming.

"I want to urge the community to continue working closely with KCM because this is your trusted partner. From just some of the key projects I have seen, it is clear that KCM has spent \$160 million in the communities over the last 11 years," she said.

Shimulala is one of the areas where people have benefitted from nearly 600 cattle and 2,327 goats KCM has given to 26 community groups in three districts since 2011.

The First Lady's visit to Chingola reinforced KCM's commitment to its community partners.

KCM later hosted a dinner in her honour at Nchanga lodge. The guests at the dinner were not only treated to a mouth-watering dinner but also a barrage of jokes from an up and coming comedy duo, Kelvin and Peter.

Spontaneous moments of roaring laughter for much of the evening was clearly a welcome gesture after a hard day's work touring the projects. The comedy wrapped up a very successful visit by the First Lady.



Chitanda Chitoloma, aged 4, welcomes the First Lady Esther Lungu at the Directors' Lodge in Chingola



CEO Din shakes hands with Mrs Lungu as Copperbelt Province Minister Mwenya Musenge (middle) looks on. Next to Mr Din is Mrs Musenge



Mrs Lungu presents Christmas gifts to children at the KCM-funded Ndeleni Day Care Child Centre in Chingola's Chiwempala township



Mrs Lungu shares a smile with one of the twins, two-year old Patience Mwanza, at Ndeleni



Mrs Musenge (left) greets people in Shimulala before the First Lady Mrs Lungu (right) addressed the crowd



A lady from one of the women groups in Shimulala shows Mrs Lungu some of the food prepared from vegetables the women clubs grow. Copperbelt Minister Mwenya Musenge, CEO Din and Community liaison officer Lomantzi Mazyopa look on.



Mrs Lungu unveils a foundation stone at the Nabona Out-Grower farmers' project in Chingola



Back to the roots! Mrs Lungu feeds a cow in Shimulala. The cattle are part of animals given to farmers by KCM

KCM Employees at the First Lady's Dinner



VP Technical David Ng'andu, CFO Sharad Gargiya and GM Corporate Services Howard Chilundika



GM Employee & Industrial Relations Prudence Chisakuta and Head Teacher Nchanga Lower Trust School Charity Maimbo



First Lady Mrs Esther Lungu captured in this photo with some KCM employees during the dinner at the Directors' Lodge in Chingola



KCM ladies pose with the First Lady Madam Esther Lungu



Evelyn Kalimanshi, Lillian Mhango and Christine Mulenga, all from the KCM Security Department relax during the First Lady's Dinner



Ladies from KCM Corporate Head Office are all smiles before the First Lady's Dinner. From left Maureen Zulu, Joyness Mandanji and Beauty Mofya



Officials from KCM partners the DAPP, CCZ and Ndeleni Early Child Learning Centre pose with Mrs Lungu



From left Ng'andu, Gargiya, CEO Din, Mrs Lungu, Chisakuta, VP LED David Paterson & Chingola Mayor Titus Tembo

KCM launches Chingilila initiative

There is no doubt that the KCM workforce has enormous experience, creativity and skill



Hon. Yaluma

By Shapi Shachinda
Minister of Mines and Minerals Development Christopher Yaluma says the government is confident that KCM will enhance its production because of the unity and resilience shown by management and the work force.

Mr Yaluma was speaking in Chingola when he officially launched a company-wide continuous improvement programme known as *Chingilila*. The term *Chingilila* is a Bemba word, which speaks to employees' collective desire in KCM to protect

the company and fellow employees.

The initiative will foster further improvements in the company's performance at a time of significant global economic challenges. It guarantees the involvement of the entire workforce in taking safety performance to a new level. Chingilila will also ensure that employees are using their initiatives and abilities to protect KCM from the current tough business environment.

Mr Yaluma said the Chingilila

initiative would ensure the prosperity of KCM and set the tone for long term sustainable development of Zambia's mining sector.

He hailed KCM management for continuously seeking to exchange ideas and knowledge with employees in order to overcome some challenges.

"These are difficult times not only for the mining industry, but the entire economy. We can position ourselves in a manner that is going to reduce the impact of these challenges," Mr Yaluma said. "We need to put our heads together and take this great company forward."

"KCM is a life line not only for you employees, but for the Zambian people because it supports the economy. So we must cherish to protect this company," he added.

Mr Yaluma said it was possible to prevent accidents and Lost Time Injuries (LTIs) in the mining industry through programmes like Chingilila, which places safety as KCM's number one priority.

The minister urged employees to always evaluate potential risks in tasks they undertook.

Apply safety where ever you are and it will give you time to contribute to this great company, he tipped over 400 employees who attended the Chingilila launch at the Mine Convention Centre.

Mr Yaluma pledged the government's support to Konkola Copper Mines.

He said: "There is no doubt that the KCM workforce has enormous reserves, experience, creativity and skill. I am confident that if you can harness all this expertise, there will be no problem that cannot be resolved."

Delta-V Training Centre produces 18 operators



Senior management officials and some operators pose for a group photograph outside the Smelter Offices

By Cynthia Kalaba

Eighteen employees have been trained at the recently launched Distribution Control System (DCS), commonly known as Delta-V Training Centre at the Nchanga Smelter.

The DCS is a simulation of processing facilities within the Nchanga smelter, which captures 99.6% sulphur dioxide, and ranks among the world's most environmentally-friendly processing plants.

The facility is the first point of internal training for new employees assigned to work at the Nchanga smelter. Training has been extended to employees at the Tailings Leach Plant to prepare them for

future rotation in their roles.

Smelting and Refining Business Unit Head, Enock Mponda, said when presenting certificates to the employees that the training had been successful due to their commitment. He said other employees would undergo the same training.

"I am very proud to present the certificates to the deserving employees who have successfully completed training in the DCS Delta-V training Centre," Mr Mponda said.

He said the facility would be open for trainees from other mines in Zambia and foreign nationals from other smelters.

Head of Instrumentation

Thikkal Veedu Mathusoothanan expressed satisfaction with the outcomes of the programme.

"This is a good initiative... we should look for more projects that are going to add value to our operations and in turn boost production," Mr Mathusoothanan said.

He said the programme had been initiated as part of KCM continuous switch from old to new technology.

One of the trainees, Matthews Shumba, an Instrumentation Engineer said the training would simplify his duties.

Nachilima Chomba, from the Acid Plant said she had acquired vital experience from the simulation plant.

Smart mining, production model cuts energy usage

By Ruth Mulenga

Konkola Copper Mines has implemented energy-saving initiatives so as to cushion the power deficit the country is experiencing.

Ex-Energy Manager Alaguvel Mookandi, in his farewell interview with *Konkola News*, before he returned home to India, said some measures had been taken to reduce power usage for KCM's power-intensive plants, which were designed at 85 percent electric energy usage.

Mr Mookandi said the company adopted efficient ways of using energy through a model dubbed "smart mining, smart production."

He said the energy management team has rolled out energy reduction initiatives to save 9MW of electricity.

"We believe that properly managed energy plans will result in financial savings for the company and also help to reduce the pressures on load shedding," he said.

One of the measures leading to the reduction of power consumption is the optimization in usage of winders at Konkola Mine. The Konkola ventilation team has cut the number of heavy compressors from 6 to 2 and operates one ventilation fan at any given time.

"Concentrators at Konkola and Nchanga mines are focusing on their mills operating hours reduction by maximizing the feed rate," Mr Mookandi said.

At Nchanga smelter, the team

We believe that properly managed energy plans will result in financial savings for the company and also help to reduce the pressure on load shedding



A section of the 24 Megawatt Diesel Generator-Set at Konkola

has replaced an electrical heater at the oxygen plant with a steam powered heater using excess steam from the waste heat boilers.

The Konkola mine team has reduced the average number of pumps from 36 to 28 and retained the water pumping power

consumption at 54MW, despite an increase in the volume of the pumping period.

Mr Mookandi said the current initiatives and other long term plans would enable KCM to be more efficient in energy consumption.

Human vibration management key to safety

By Ruth Mulenga

Konkola Copper Mines (KCM) shares with other mines the need for firms to implement world-class safety initiatives to keep the work force safe from abnormal vibration exposure.

In a recent presentation at the Health, Safety and Environmental conference in Lusaka, KCM Occupational Health expert Nchimunya Bbautu said vibration exposure in the mining industry was an old occupational hazard that requires proper attention to foster a Zero Harm culture in mining operations.

Mr Bbautu said under strict guidelines, firms are required to keep their workers within acceptable vibration exposure limits when they use power tools and other vibrating equipment.

He said KCM in May 2014 reinvested in vibration monitoring tools to enable occupational health experts to continuously monitor employees' exposure to vibration to ensure acceptable safety standards and good health.

"Human vibration is classified in two categories, Whole-Body Vibration (WBV), where the transmission is from an item through the feet or the buttocks and into the body. The other one is Hand-Arm Vibration (HAV) where the transmission is from the tool through the hand into the arm and then the body." Mr Bbautu explained.

Whole-body vibration exposure is associated with low back injuries and spinal disorders. Effects of Hand-arm vibration include loss of



An operator on duty at Nchanga

KCM reinvested in vibration monitoring tools to enable occupational health experts to continuously monitor employees' exposure to vibration

feeling, numbness, and blanching or whitening of fingers known as "vibration white finger."

He said KCM is managing human vibration through exposure assessment and medical surveillance involving routine monitoring of exposure levels in identified or suspected job categories using an M3 Quest HAV Pro Monitor.

Mr Bbautu said using a continuous monitoring system such as the HAV Pro will not only

prevent employees from harm, but will also save businesses time and money caused by absenteeism.

Mining machinery and tools such as rock breakers, loaders, dump trucks, locomotives, jack hammers, long hole drilling machines, scrapper units, dump trucks, excavators, shovels, drill rigs, graders, folk lifts, locomotives and tractors expose humans to vibration.

Kapui urges employees to work diligently



Vice President Konkola Kapui (left) and Manager KDMP Billy Sakala

By Cynthia Kalaba

Konkola Business Unit Vice President Keith Kapui has said there is a marked improvement in Konkola operations because of diligence among employees.

Speaking during the Vice President quarterly communication meetings and award giving ceremony held in Konkola, Mr Kapui urged employees to go an extra mile in ensuring that production is pushed up while managing costs, and maintaining high safety standards in the areas of operations.

He urged all employees to continue to protect KCM by working smarter and producing more at lower costs.

Mr Kapui conveyed a special message to employees from KCM Chairman and Vedanta Resources CEO Tom Albanese, who recently visited the mine operations saying "KCM must remain standing even if other copper mines shut down. This will not only happen by declaration, but through every employee's hard work."

"All equipment must be properly looked after, spare parts and materials should be used diligently without wastage," Mr Kapui said.

Mr Kapui said not a single person had the monopoly of knowledge and experience and hence employees who have vast experience in different fields should share them with their colleagues for the good of the company.

Mr Kapui explained that it was important to produce more copper in a safe manner in order to mitigate the impact of the harsh operating conditions, which has been aggravated by declining metal prices and high electricity tariffs.

Konkola No. 3 Shaft improves production

By Cynthia Kalaba

Konkola No. 3 Shaft improved its performance by 93 percent in September after taking several measures aimed at enhancing production and productivity.

Management at KBU has come up with a 10-point strategy in order to tap the full mining potential of the unit.

Number 3 Shaft underground Manager Charles Litiya said a drift from conventional to mechanized mining has resulted in higher efficiency and effectiveness in productivity.

Mr Litiya said that with dump truck and loader availability currently at 57 percent and 65 percent respectively, tonnes moved per hour per machine have gone up while output previously achieved in three days was being done within a few hours.

"I'm delighted to say that improvement of productivity for both machines and men has been one important tool that we are using at No. 3 Shaft to pick up our production. There is nothing as good as having a motivated workforce," he noted.

Maintaining high levels of safety standards coupled with a committed work force were critical for the KCM turnaround, he said.

"Safety at No. 3 Shaft is a priority just like good production, the two cannot be separated and our emphasis has been to focus on pre-task risk assessments, planned task observation, inspections and visible felt leadership."

University students extol environmental footprint



Post graduate students from Unza and UCT pose outside Corporate Head Office in Chingola during a recent visit

By Ruth Mulenga

University of Zambia (UNZA) and University of Cape Town (UCT) Post graduate students in Management of Mineral Resources for Sustainable Development in Africa have hailed Konkola Copper Mines (KCM) for paying special attention to the environment.

The students, who visited KCM operations namely the Nchanga Open Pit, Nchanga Smelter, Pollution Control Dam, Muntimpa Tailings Dam and Ndeleni Early Childhood Centre, were impressed with the huge investments KCM has made in addressing legacy issues as regards the environment.

The study tour was intended to enable the students to understand the contributions of the mines to sustainable development and environmental management in communities in mining areas.

Speaking in an interview after the tour, Research and Administrator at UNZA, Kabwe

Musonda, said the visit was significant for the students because it gave them a broader understanding of the challenges affecting the mines and the impact of mining on the community.

Ms Musonda expressed hope that the educational tour would culminate into future collaboration between the university and industry in the area of research and curriculum development.

Gerick Mouton, a student from UCT said the students were impressed with the efforts KCM was making to address the environmental legacy issues inherited from past mine owners.

He also said the employees who interacted with the students showed a positive attitude and passion towards work.

"It's commendable that KCM has employed a new generation who are bringing new flavor in taking KCM forward," he added

Forester Mercy Kandulu, a student from UNZA said the tour

was very beneficial to the students and expressed satisfaction with KCM's annual tree planting programme which is conducted in conjunction with the government and communities.

Social Scientist, Bonisile Shongwe from UCT was impressed with the concept of establishing early childhood education centres because early child learning was key to sustainable development.

KCM Corporate Manager for Environment, Glenda Mwandama told the visitors that the company has made major improvements in environmental management by investing over US\$700 million on improvement projects in the last decade.

Ms Mwandama explained that KCM has been setting standards, identifying best practices and demonstrating to stakeholders what sustainable development means by way of reducing environmental and social impacts on the community.

Presidential visit to Konkola



Public Relations Officer Ruth Mulenga hands President Edgar Chagwa Lungu a bouquet of roses as she welcomes him at the Konkola mine Shaft No.4



CEO Steven Din and Mr. Lungu share a light moment at the Konkola Mine Shaft No.4 boardroom



Mr Lungu flanked by CEO Din addresses employees at Konkola Shaft No.4



Left: KCM vice president Local Economic Development David Paterson explains water management to Mr Lungu at the water discharge point at Konkola Mine Shaft No. 4 as CEO Din listens in



President Lungu (second left), Paterson and other officials walk towards the water discharge point at the Konkola Mine Shaft No.4



Mark Adams stresses a point to the First Lady Madam Esther Lungu in Konkola



Information and Broadcasting Minister Chishimba Kambwili and Mrs Lungu exchange views at Konkola mine



Mr Din hands a present to Mr and Mrs Lungu at the Konkola Directors' Lodge

Presidential photo focus



HE President Lungu, Mrs Lungu, CEO Din, and VP LED David Paterson compare notes during the president's visit to KCM



Mrs Lungu with Group Safety Manager Felix Sikaonga and Manager Safety at Konkola Martin Lombe



President Lungu greets Group Manager Security Max Maona



CEO Din with Security Officials Alick Iyela and Hendrix Chanda

CHINGILILA INITIATIVE AWARDS



CEO Din hands Chingilila awards to innovative Konkola artisan Amrody Miti and Marketing Officer Kambole Kanyanga for their outstanding service to the company



Miti, CEO Din, Kanyanga are joined by Chief Financial Officer Sharad Gargiya and Vice President Technical David Ng'andu during the awards ceremony



Employees listen attentively during the Chingilila Safety training



A consultant Corne de Lange speaks to employees during the Chingilila Safety training in Chingola

KCM DONATES TO CHIEF SHAKUBILA'S PALACE



Left: HCM Manager at Corporate Patricia Katongo greets Chief Shakumbila as GM Corporate Services Howard Chilundika awaits his turn



Chief Shakumbila admires a KCM branded shirt being presented to him by Manager Community Relations Brian Siatubi. Centre is the Mine Manager for Nampundwe Felix Mvula



KCM employees from Nampundwe pose with colleagues from Corporate Head Office in Chingola after donating roofing sheets to Chief Shakumbila of the Sala people in Shibuyunji district



In the photos above employees from various units take part in the Stepathlon walk at Nchanga Golf Club



Above employees take part in aerobics and other exercises during the Stepathlon walk with KCM Chairman and Vedanta CEO Tom Albanese

Stepathlon Health Walk



Sports Deputy Minister Ronald Chitotela (second right) Zambia Open Organising Committee Chairperson Matthew Nkhuwa in white shirt, Manager PR and Communications Shapi Shachinda and Sports Coordinator Fredrick Bwalya stroll the Nchanga golf course during the launch of the 2016 KCM Zambia Open



Step it up! Senior management, Nchanga BU Head Field Kondowe (striped T-Shirt) and COO Mark Adams (red T-shirt) walk behind some employees during the ZOOC and Stepathon launch



Heartily chat: Principal KCM Schools Ernest Makasa and Acting Manager Medical Edward Chilekwa engage in a discussion



All smiles during the Stepathon walk



Albanese, KCM Board Director Mwila Lumbwe, CFO Sharad Gargiya and other employees show their pedometers before the Stepathon walk



It's all thumbs-up as employees prepare for the health walk



Lady troops increase their paces during the health walk



Employees enjoy the walk

Tom Albanese's visit to Zambia



Dr Mahesh Trivedi explains operations of the Hospital to the KCM Chairman and Vedanta CEO Tom Albanese as Acting Manager Medical Dr Edward Chilekwa attentively follows the conversation. This was during Albanese's familiarization tour



Nchanga Lower Primary Head Teacher Charity Maimbo explains the functions of the school to Albanese during his visit to the school



Nchanga Trust School grade 6 pupils Gift Chama (left) and Udayan Mukherji welcome the Chairman



Albanese talks to Head Teacher Maureen Sakala at the Nchanga Secondary School



Albanese greets pupils during the visit



First aid staff full of joy follow proceedings during the Nchanga Open Tennis Championship which was recently hosted following KCM sponsorship



HCM staff during the launch of the Chingilila initiative

KCM recruits nurses to improve healthcare services

By Ruth Mulenga

KCM has recruited more nurses to complement existing staff and improve the delivery of health care to employees, their families and communities around its mining areas.

Acting Manager for Medical Services Dr Edward Chilekwa says the recruitment of nurses has improved the nurse to patient ratio to 1 nurse to 6 patients. This situation will significantly improve both in and out-patient health service delivery and reduce stress among nurses.

Dr Chilekwa said, "Our aim is to provide an excellent health service to KCM employees, their family members and the public. The overarching goal is to ensure a healthy work force that supports higher production and the sustainability of KCM."

"KCM is effectively supplementing government efforts by providing healthcare services required to achieve national goals of having a healthy population," Dr Chilekwa added.

Dr Chilekwa disclosed that over 100 applicants had sought to be employed in the 35 positions of nursing jobs, which were all filled up by August.

Dr Chilekwa said the company was also in the process of recruiting two specialists, two general medical practitioners and a clinical pharmacist to boost staff numbers at Konkola and Nchanga South hospitals.

One of the new nurses, Esnart Chama said, "I am determined to make a positive contribution to



Some of the nurses recently employed by KCM at Nchanga South Hospital

KCM is effectively supplementing government efforts by providing healthcare services required to achieve national goals of having a healthy population

providing quality care. There is good support from my mentors in the department. The hospitals are well equipped and I am enjoying my work."

"We are so pleased to welcome the new nurses to our hospitals," said Nchanga South Hospital Chief Nursing Officer Loveness Kaniki.

KCM operates two hospitals – the Konkola mine hospital in

Chililabombwe and Nchanga South Hospital in Chingola. The company also runs eight clinics, three each in Chililabombwe and Chingola, one each in Kitwe and Nampundwe, respectively. These institutions provide medical care to more than 63,000 people, including employees and their family members who receive free healthcare.

KCM expands Kitwe Trades infrastructure



Students and lecturer Victor Chileshe (left) in pensive mood as they conduct lessons at Kitwe Trades School

By Ruth Mulenga

Konkola Copper Mines has constructed additional classroom blocks at Kitwe Trades School (KTS) in order to more than double enrollment to 540 students.

KTS Principal Victor Nkole said the upgrading of infrastructure was aimed at increasing student enrollment and creating a better environment for teachers and learners.

He said the upgrades would lead to an increase in annual student enrollment from 280 to over 540.

Mr Nkole said craft training remains a top priority in the mining sector. The programmes being offered at the school are

The programmes being offered at the school are empowering youths with survival skills aimed at wealth creation

empowering youths with survival skills aimed at wealth creation.

He said KTS is in the process of introducing distance learning programmes to provide opportunities for more people to undertake various craft skills to face the challenges of life.

Mr Nkole said the company has invested over \$2 million in upgrading the school's infrastructure since 2005.

"It is our hope that the

investment in the provision of key infrastructure will continue to provide students with the requisite skills and expertise that will help to promote rapid growth and development," Mr Nkole said.

Mr Nkole hailed management for the enormous contribution towards the education sector.

KTS was established in the 1950s to train artisans for the mining industry in various technical areas.

KCM students graduate from Indian top university



CEO Din (centre standing), Principal KCM Schools Ernest Makasa far right (seated) HCM officers and students upon their return from India

By Ruth Mulenga

Nine engineering graduates have returned home after successfully completing their four year degree programmes at Vellore Institute of Technology (VIT) in India under Konkola Copper Mines (KCM) sponsorship.

The graduates were among 14 students that were sponsored by KCM to study various engineering courses at VIT. Five other students will return later this year. All of the students have been employed by KCM as management trainees on a two-year programme tailored to culture students the KCM way of doing business and to be prepared as future industry leaders

During separate interviews upon their arrival at Simon Mwansa Kapwepwe International Airport in Ndola, the students expressed gratitude to KCM for the sponsorship. They outlined their desires to contribute to KCM's growth and the Zambian economy.

The students' team leader, Given

It is one thing to be sponsored and another to be given a job straight from university. Many of our friends have graduated but are still looking for jobs.

Kaziya, said it was humbling that they had received scholarships from KCM during challenging economic times for the company.

"Being taken abroad for studies and getting employed is not something you can call luck, it's a blessing," he said. "It is one thing to be sponsored and another to be given a job straight from university. Many of our friends have graduated but are still looking for jobs."

KCM Chief Executive Officer, Steven Din, urged the graduates to have an open mind approach to their new experiences in order to learn and develop fast. He

cautioned them to take safety at KCM seriously.

"I want all of you to be successful, set yourselves aside from other engineers and be better in everything you do," he said during a separate meeting in Chingola.

The Principal for KCM Trust Schools Ernest Makasa said at the airport that training the students was a noble cause for the company.

During their training, the graduates were attached at Vedanta Resources' Sterlite in India for three months for exposure to various technologies and work culture.

KCM awards 7 undergraduates university scholarships



GM Corporate Services Howard Chilundika (in checked shirt in the background) with HCM officers and students sponsored by KCM to study in mining-related fields at Unza

By Ruth Mulenga

Konkola Copper Mines (KCM) has awarded an additional seven undergraduates some scholarships to be trained as future industry leaders at the University of Zambia.

The first group of 15 received scholarships to train at the University of Pretoria in South Africa in July this year.

The students just completed their 'A' level study at the KCM Nchanga Trust School. They will undertake 4-year degree studies in Mining Engineering and Metallurgy.

The scholarships will cover tuition and allowances for accommodation, projects, equipment, books, meals and other personal costs.

Those who received scholarships are Madalitso Sichangwe 19, Brian

Mwanza 20, Leonard Mwilu 21, Joshua Kalunga 20, Naboth Bwalya 19, Chimamba Lwenja 20, and Akunjiwwa Mukwala 22.

"It feels great to win a scholarship. Education is increasingly becoming more competitive and so to be sponsored by KCM to do my degree is a big honour," Madalitso Sichangwe said.

Leonard Mwilu said receiving a KCM scholarship was a great relief to his parents especially under the current tough economic times.

"My parents will now be able to provide educational support to my siblings and other extended members of the family," Leonard said.

A parent, Fabian Bwale, applauded KCM for coming to the

aid of people in communities around its mining areas.

KCM General Manager Corporate Services Howard Chilundika told the students to be dedicated to their studies in order to become good engineers and metallurgists.

He said the scholarships were a great opportunity to bring about success for the students.

Mr Chilundika advised the students during a send-off ceremony to show exemplary behavior that would make KCM and their parents proud.

The seven students completed their grade 12 at the KCM Nchanga and Konkola Trust Schools between 2012 and 2013. They then enrolled for A levels at Nchanga Trust School and completed their study in July 2015.

Six Chingola schools receive science learning aids



Pupils at Matelo Primary School display some of the laboratory apparatus donated by KCM

We are grateful for what KCM is doing. All the efforts that KCM has made to support the school have not been in vain. They are a seed that will one day produce results...

By Victoria Kabwe

KCM has given six schools in Chingola some laboratory apparatus to help improve learning in science subjects.

Manager Community Relations Brian Siatubi said the apparatus included test tubes and beakers as well as some chemicals used for laboratory tests for subjects like Biology.

"The schools are in the Zone B of Nchanga area. Our help is aimed at improving pupils' performance in science subjects to enable the country to continue producing experts required by the mines and also increase the number of local scientists," Mr Siatubi said.

"We are happy that we are able to help and this will contribute to the good performance of the children," he added.

Chingola District Standards Officer James Mwanza received the laboratory apparatus on behalf of one school, Matelo Primary at a handover ceremony recently. Matelo has a pupil population of 1,200.

Mr Mwanza said the equipment would enhance learning at all the schools.

"I would like to thank KCM for the gesture. KCM is an all-weather friend to Matelo Primary School. We are very thankful especially that the mines are going through

challenges, yet you still assisted us." The company also donated a 10,000 litre water tank to the school in efforts to improve water supply and hygiene.

In a vote of thanks, Enock Chomba, a grade nine pupil said the pupils would benefit a great deal from the support.

"We are grateful for what KCM is doing. All the efforts that KCM has made to support the school have not been in vain. They are a seed that will one day produce results to benefit the country in terms of development of our country. The help is appreciated by the pupils," Enock said.

KCM aids movements for children, a grandmother

By Staff Writer

Konkola Copper Mines has responded to a request for wheel chairs from a 67-year old grandmother and three children in order to aid their mobility.

The request was made by Chichetekelo, a Chingola community group on behalf of the quartet.

"KCM is a friend indeed! I was confined to my home most of the time to look after my daughter as I could not leave her alone. But I can now move around with her, and even do some business" said Ms. Catherine Mukande, the mother of one of the recipients.

Another recipient was Richard Kasanda, a six year old boy who has never been able to walk since his birth.

"I still cannot believe my son now has a wheel chair. He cannot stand on his own and it is nearly impossible for him to move. I know this wheel chair will help us a lot," said Cecilia Mbulo, the mother to Richard.

KCM Community Relations Manager Brian Siatubi said during the handover of the wheelchairs that the company had donated the equipment in order to ease movements for the school-going children.

"KCM is always looking to make a meaningful contribution towards improving the lives of the people in our surrounding communities. We are happy to be able to achieve this, working in partnership with community groups," he said.

"KCM is always looking to make a meaningful contribution towards improving the lives of the people in our surrounding communities."



Monica Musonda is all smiles as Manager Community Relations Brian Siatubi pushes her wheelchair

Innovative artisan Amrody achieves new milestone

By Victoria Kabwe

Innovative artisan Amrody Miti has done it again!

Amrody successfully refurbished vital equipment required to increase production at Konkola. The 33-year old employee at No.1 Shaft in Konkola is the brains behind the fabrication of an underground car for carrying materials and men, using mild steel pieces, two years ago. KCM was able to save significant sums of money through the fabrication of the Amrody car, which was named after him.

The Amrody car is mainly used by whistle men to provide signals underground.

In February 2015, Amrody expertly rehabilitated a 40 ton EJC dump box, a piece of equipment that hauls copper ore from production areas to draw points, within a record of 11 days.

In July, he refurbished a Normet in less than 30 days. The Normet low bed car is used to carry materials.

"I do all these things because of the passion I have for my job," Amrody said.

"I enjoy the work that I do... and it is important that we begin to move the company in the right direction," he said.

Amrody encouraged his colleagues in KCM not to relent in their efforts to help with the



Amrody Miti

I do all these things because of the passion I have for my job, I enjoy the work that I do.

turnaround of the company.

"My principle is that, whatever I am doing does not matter much for me, I focus on end users. We need to put in quality works to meet international standards and ensure most of the jobs are done in-house."

Amrody's supervisor, Bornface Chibuye, said it is important for employees to come

up with innovative ideas that will ensure enough equipment and machinery is available for production.

"It is a marvel that he expertly rehabilitated the dump box and made some improvements to the working drawing of the Normet," Mr Chibuye said.

Amrody's innovations continue to save a lot of money for KCM.

Profile:

Meet Kent Siame,

the flamboyant NUG foreman

By Victoria Kabwe

If music influences what persons end up wearing, then Kent Siame is a perfect fit for music and dress code.

The 49-year old Kent occasionally turns up at internal events dressed like a rumba maestro.

But Kent is no singing sensation. He is a Mechanical Foreman – Rigging at KCM Nchanga operations in Chingola.

Kent joined KCM in 1989 as a general worker. In 1998, the company sponsored him to train as a Rigger Junior Mechanical at Luanshya Craft School.

Kent recalls, "after working for six months as a Junior Mechanical, I was sent back to Luanshya to study as a Senior Mechanical and later on I went to Kitwe Trades School for three and half years to train as an artisan."

A few months after completing his study at Kitwe Trades School, Kent was promoted to his current position as Mechanical Foreman-Rigging.

MOTIVATION FOR COLOURFUL CLOTHES

When probed to explain the motivation behind his colourful clothes, Kent traced it to the influence music has had in his life.

"I like listening to music in my leisure time. I love music above everything else. When I was younger, I used to be a Disc Jockey, and as a DJ one needs to look flamboyant. I adopted a Michael Jackson dress-code..."

"In the 1990s, I used to organise musicians, the likes of the late Kelvin Sinkala and other bands to come and play music in Chingola at Mambazo Disco House, Puta and Kamanyola 2000 'Abantu Baya'," Kent fondly remembers.

Concerning his family life, Kent is married and has five children. His

eldest child, aged 21, is currently studying to become a Laboratory Technician at Evelyn Hone College in Lusaka.

A few wives would frown at Kent's clothes, but he explains: "my wife is okay with it because of my cleanliness. She prepares the clothes, and sometimes buys clothes for me. She knows what kind of clothes I like."

A WIFE'S SELECTION

Kabole Siame confirmed she is in tune with her husband's selection for clothes.

"When I met him over 15 years ago, he was dressing like that (a musician). After I realised that's what he wants, I started buying the clothes for him. I love the fact that he is always smart."

Kent's unique dressing has turned him into a celebrity in the neighbourhood.

"Our neighbours have accepted him the way he is and fondly refer to him as Michael Jackson. If anyone coming to our house is lost, all you need to do is to ask where MJ stays, you will find our place. He is well known by all, including children," Mrs Siame said.

Among his many achievements, Kent is one of the first rigger trainers at Nchanga Underground (NUG).

Kent is proud of his job and advises thus, "be dedicated and take work seriously especially during the training sessions."

He believes dedication to duty enables the company to achieve its production targets.



Zambia Open golf championship preps tee-off

By Victoria Kabwe

Preparations for the KCM 2016 Zambia Open Golf championship have gained momentum after KCM made a commitment to ensure the success of the prestigious event.

The Zambia Open Golf championship is a permanent feature on the Sunshine Tour annual calendar. It will tee-off at the Nchanga Golf Club in May next year.

The Zambia Open Organising Committee (ZOOC) anticipates that over 120 local and foreign golfers will swing their clubs to jostle for honours during the 72 holes, four-day event. The Zambia Open will now be held for the third time at Nchanga Golf Club.

Sports Deputy Minister Ronald Chitotela recently flagged-off the preparations for the event when KCM handed the \$150,000 prize money cheque to the ZOOC. He implored Zambian golfers to aim to win the top prize rather than just be mere participants.

Mr Chitotela extolled KCM for sponsoring the event despite the challenging economic climate caused by low global copper price.

"I would like to convey the government's gratitude and appreciation to the management of Konkola Copper

KCM has been government's reliable partner in the development of sport in Zambia



CEO Din and ZOOC Chairperson Matthew Nkhuwa lift the sponsorship dummy cheque after it was handed over to the organising team

Mines plc for having offered to sponsor the 2016 Zambia Open title," he said.

Mr Chitotela said KCM has been government's reliable partner in the development of sport in Zambia.

"KCM has sponsored the Zambia Open before and so much development has taken place at Nchanga Golf Club through the company's support. I therefore wish to reiterate government's desire to sustain this partnership."

KCM Chief Executive Officer Steven Din hoped that the funding would enable the Zambia

Golf Union and its affiliate Nchanga Golf Club to host a remarkable golf championship.

"It is a great honour for KCM and the Nchanga Golf Club to have been awarded the hosting rights of the prestigious Zambia Open 2016 golf championship. It will be great to see the 2016 championship produce the first ever Zambian winner," Mr Din said.

ZOOC Chairperson Matthew Nkhuwa said his committee would work hard to raise additional finances for prizes in order to meet the expectations of KCM and the sporting

Nchanga Tennis 2015 Open Tournament



Chibale Mulenga

Mwansa Mambwe

Maggie Mutale

Edgar Kazembe

Nkumbu Chonya

Patrick Mwanza

Zambia's undisputed men's tennis champion Edgar Kazembe won the Nchanga 2015 Open Tennis Tournament after beating Nkumbu Chonya in the final. Maggie Mutale beat Mwansa Mambwe to win the ladies final while Chibale Mulenga and Patrick Mwanza won the under 16 yrs finals in the girls and boys categories, respectively.



Kazembe



Mutale



Chingilila! - We are *Destined* for Success

**SPEAK OUT IF
IT IS NOT SAFE**



**“Our strength and
success lies
in team work!”**

Send your ideas to: myideas@kcm.co.zm

Your Ideas Can Turn KCM Around