



Konkola Copper Mines plc

Konkola News

Issue No. 69 • MAY 2016 • www.kcm.co.zm



KCM Chief Executive Officer Steven Din

Dear Colleagues,

We have now completed another financial year and it has been a tough year. In the last 12 months, we have seen a continued fall in the price of copper and a sharp increase in the cost of power. This led to a difficult operating environment for KCM and while we managed to increase production and reduce costs, we were unable to avoid a significant financial loss for the year.

I want to take this opportunity to use my first CEO Monthly message of the year to share with you the high-level goals for the next 12 months. The achievement of these goals is vital to our success in turning KCM around and restoring it to profitability.



The launch of *Chingilila* last year marked an important step in our journey toward a *Zero Harm* safety culture. I implore every employee and contractor to participate in this important initiative. Under the Safety pillar, we took significant steps to put each KCM employee and contractor through Risk Assessment Training. Although the training has progressed well, the impact on our safety in the long term will only be seen when everybody starts to make risk-based decisions when executing tasks.

Chingilila is also focused on developing a Continuous Improvement culture at KCM. Several successful projects have been implemented and these have had a combined impact of saving the company some reasonable amount to-date. An example is at Nkana where the replacement of wooden capping boards with rubber capping boards has improved our environmental footprint and reduced power costs. Further, dispatchability has improved from 80% to 97% by maintaining consistent temperatures and through double washing of the sections. Each of these projects were achieved by KCM teams focusing on their areas of responsibility and finding improved ways to do things with little or no capital.

The achievement of our production target for the current financial year is the cornerstone of success. Although improving, we do not have a good track record of meeting plan numbers at KCM and we must change this. Do you know what is expected of you each day, week and month for the next 12 months? Collectively and individually, we need to ensure that we do everything in our power to meet our objectives.

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Production

Our target for the year has been set. All our efforts should now be exerted on meeting the target. It is vital that we work together to immediately improve the mobile fleet utilization at the Konkola underground mine and we need to have a successful smelter shutdown in the second quarter. Sourcing of additional copper concentrate from third parties is key to improving the capacity utilisation of the smelter and to generate extra income. The timely completion of the elevated temperature leach project at NBU is a large part of our copper production this year.



Our workforce

Our workforce is next to none. I value your contribution to KCM and I want to encourage you to continue to work hard and to work smart. As I have often observed, I continue to be impressed with the calibre of people we have working at KCM. If we work together effectively, there is no challenge in this business that we cannot meet in these difficult times.



Stakeholder Engagement

Our engagement with government and unions over the last year has been positive. Together we have been able to come up with constructive solutions to difficult business challenges. His Excellency, Mr. Edgar Chagwa Lungu, visited KCM last year to see first-hand our operations. The President provided plenty of encouragement to us to continue improving this business. The First Lady, Mrs. Esther Lungu, also visited us twice. She too gave good advice and encouragement for our community programmes.

I look to you to forge our position today and to secure KCM's future for the next 50 years. I wish every one of you the highest success in delivering your part of the company's goals for this financial year.

Good luck and stay safe!

Steven Din
CEO

KCM Employees a part of a global “virtual town hall”

I encourage all of you to
remain ambitious for success,
humble and hardworking



Chairman Agarwal

By Shapi Shachinda

The Chairman for Vedanta Resources Anil Agarwal addressed more than 300 Konkola Copper Mines (KCM) employees as part of a global “virtual town hall meeting.”

Mr Agarwal was speaking during a live broadcast through a video link to the KCM employees and about 5,000 in total from all Vedanta subsidiaries and businesses in 30 locations in 5 countries. Employees from all locations were able to ask questions to the Chairman, who was participating in London.

This was the first time that this technology has been used in KCM and enabled a cross section of the company to interact directly with the founder of Vedanta Resources.

The event was well received by employees, according to Innocent Chiluba, Executive Assistant to the Vice President Local Economic Development, David Paterson.

“It was great to be able to hear the Chairman talk directly to us from London and answer employees’ questions. I was

amazed to see groups from so many different places on the screen.”

Mr Agarwal spoke about his affection for Zambia and Vedanta’s long term commitment to the country. He said Vedanta’s 50-year vision to continue mining in Zambia would be fulfilled, underpinned on the world-class and high grade ore body at the flagship Konkola mine in Chililabombwe.

Mr Agarwal said that, “our main intention at the moment is to survive the current challenges. It is all about our determination to take our company forward. You need to work hard, cut costs and increase production. We have to be innovative.”

He said Vedanta subsidiaries, including KCM, would continue to nurture young people into positions of leadership. The company would also continue to promote women to leadership positions as it seeks to further expand its asset portfolio.

“I encourage all of you to remain ambitious for success, humble and hardworking. To find

and recognise talent is the most important thing for us. Our success will be based on trust and honesty. I have seen a great passion from our employees at KCM and there is also great potential. We have done everything possible to develop this asset by investing over \$3 billion on processing plants and the mines,” Mr Agarwal said, addressing KCM.

Vedanta Chief Executive Officer Tom Albanese, who is also KCM’s Chairman, reiterated that a strong foundation had been created at KCM.

“There is so much enthusiasm about copper mining in Zambia. Everyone is passionate about the KCM 50-year vision,” Mr Albanese said.

Mr Albanese said that companies which emerge strong from the downturn in mining are those that inevitably benefit most from the return to higher commodity prices.

“This is not the first time we have faced these challenges. I am optimistic we will come out stronger,” he added.

Chingola Open Pit F & D waste mining gains speed

By Ruth Mulenga

Waste stripping at the Chingola Open Pit (COP) F&D has gained momentum to facilitate the resumption of copper production in the financial year 2016-17 as part of *Chingilila*, a continuous improvement initiative.

The *Chingilila* ('protect') initiative is being implemented in KCM to protect the business. It is focused on improving safety standards in order to protect people and property, and to improve efficiency and production.

Open Pit Planning Manager Gubula Siaciti said over 1.5 million tonnes of waste has been mined at COP F&D since stripping commenced in November 2015 to unlock the 4.4 million tonnes of the rich sulphide copper deposit at the mine.

Mr Siaciti said copper mining at a depth of about 240 metres from surface will commence in July 2016 in order to add to total concentrate production of Nchanga business unit.

KCM expects to run the mine for three years, he said.

Mr Siaciti hailed the development as massive considering that ore grades from COP F&D averaged around 1.4% with 65% acid insoluble copper recoveries compared to Nchanga Open Pit Cut II which has grades averaging just about 1% total copper.

He said the open pit mine still has ore resources whose exploitation and viability was dependent on the copper price.



Haulage trucks at the NOP

To reduce the cost of production, some of the initiatives we are implementing include reducing wastage in the consumption of consumables and spares.

The low metal price makes stripping unsustainable and locks up future deposits.

"The team is working hard to ensure open pit operations remain competitive even as the price continues to fluctuate," he added.

Mr Siaciti said cost reduction, overall equipment efficiencies, production improvement and safety awareness were the main priority to get KCM into a financially sustainable position.

"To reduce the cost of

production, we are ensuring there is no wastage in the use of consumables and spares. We've also embarked on in-pit waste dumping to reduce on cycle time which ultimately reduces fuel costs," Mr Siaciti said

During the financial year 2015-16, mining activities continued from both the Nchanga Open Pit Cut 2 and the CRO Stockpiles.

The COP F&D which is located on the western side of Nchanga operations has been in operations since 2005.

Current economic hardships are temporary – Albanese



Albanese

By Sally Namutowe

KCM Chairman Tom Albanese says Zambia's current economic setbacks are temporary as the mining sector periodically goes through turbulent times.

Mr Albanese told students in the School of Mines at the University of Zambia that the current low copper price should not make anyone to lose hope of a rebound in metal prices.

He said the mining sector was bracing for tougher periods in 2016 but the country should remain calm and focused on overcoming the changes associated with a slump in prices and the current power crunch.

"About the world economy, it has always been like that. Every year there is something big to worry about but we have to think of solutions. These are cycles that come and go so even this storm

will stop after sometime," he said.

"It's about persevering throughout and having a positive attitude in the face of it," Mr Albanese confidently said.

Mr Albanese assured the audience which comprised journalists and university lecturers that KCM would survive the current global economic instability.

Commenting on the decision to place the Nchanga underground mine (NUG) under a managed care and maintenance programme, Mr Albanese reiterated the earlier company statements that it was a 'very hard decision to make.'

"If you do not confront hard decisions, it becomes harder and harder until at last the only decision left is a bad one. NUG was difficult but we had to

protect the business," he said.

He noted that KCM has faced quite a number of challenges over the years including reputation issues but commended his management team under the leadership of Mr Steven Din for properly managing the difficult situation.

He disclosed that KCM was using new technology to ensure efficiency in operations.

In motivating the students, he said: "my advice to you is to always be learning and expand your width of knowledge."

Mr Albanese provided valuable nuggets from his own life experiences and values that acted as stepping stones for his ascendancy in his mining career.

"Over the years I have found out that whether in economics or engineering, the tools are the same. So just learn how to use them to your advantage," he added.

He observed that there was no 'magic formula' about being successful except to develop simple cognitive skills such as the ability to absorb and retain information or knowledge.

"If you see something interesting play around with it and see what you can learn from it."

KCM has continued to sponsor students studying in mining-related fields at UNZA through its nearly \$1 million annual spend on education. Currently seven students are on KCM scholarships at UNZA. Several others are studying in South Africa, India and Namibia.

Winder Engine drivers get 'thumbs into operations'

There is a big number of people that are working underground who will always depend on you

By Cynthia Kalaba

Twenty-four employees have received government certification after successfully completing a two-year Winder Engine drivers' training at Konkola Business Unit (KBU).

The licence to operate means that the 24 men are now eligible to operate the winders which drive cages into the underground mines and back to surface, transporting thousands of men and millions of tonnes of copper ore every year. The cages also transport heavy equipment and machinery to and from underground operations.

Winder drivers operate a

sophisticated machine in the control rooms of various units in KCM.

Speaking during the certificate presentation, Vice President KBU Keith Kapui said mine winders are considered high risk plants as a failure to properly operate the equipment has the potential for negative occurrences.

"I therefore call for discipline among you to ensure that you concentrate on your work. There is a big number of people that are working underground who will always depend on you."

Mr Kapui commended the employees for the commitment they showed during the training.



Kapui

Winding engine driver trainer, Malani Kaira, explained that the employees have received both theory and practical skills in the training based on the mining regulations.

"I must say that the critical part of this training is that, the winder is not like a vehicle or plane where you are able to see where you are going," Mr Kaira said.

"It is a totally different situation. A code of bell signals is the means of communication with a trained operator, who mans the conveyances."

Stanislaus Makuba joyfully spoke of how good the experience was during the training.

"I used to ask myself how the people, materials and tonnes of ore were taken out of the ground... this caught my attention," he said.

He continued: "it is a very sensitive area of work, it requires discipline, soberness because once you mess up on one thing, it will destroy a lot of things."

Mr Sikasote said the company had shown a lot of confidence in the employees.

"The safety of the employees, safety of the equipment comes first. With these practices, our work will be made easy," said Marvin Sikasote.



Winder engine drivers captured in the photo at Konkola

Contractor Management Cell is launched

CMC is strictly looking at issues affecting contractors and is serving as an interface between KCM management and the contractors for mutual benefits

By Ruth Mulenga

Konkola Copper Mines (KCM) recently launched a Contractor Management Cell (CMC) in a bid to enhance business relationships with goods and service providers.

Out-going CMC Manager Sagie Chetty said the project is intended to enhance efficiency and to promote dialogue between KCM and its contractors and suppliers.

Mr Chetty said the CMC unit was focusing on safety, employee welfare and production performance.

"CMC is strictly looking at issues affecting contractors and is serving as an interface between KCM management and the contractors for mutual benefits," he said.

He said KCM's wish was to proactively influence and encourage contractors to adopt best in class principles and practices in their services.

The CMC unit will ensure effective contractor management systems are put in place to provide for the evaluation of competence and sustainability performance prior to contract approvals and throughout the contract duration.

He said the project would help



NBU Head Field Kondowe meets contractor employees at the West Mill Concentrator

increase safety, productivity, employee welfare and effectiveness among contractors in line with KCM's policy on contractor management.

"Contractors will have the opportunity to receive free mentorship and feedback on their performance on a monthly basis," Mr Chetty said.

Mr Chetty encouraged contractors doing business with KCM to acquaint themselves with the new business trends in order

to deliver desired services.

He said an electronic score card to monitor contractor performance has been designed in order to document performance and highlight opportunities for improvements. Contractors who provide outstanding services will be recognised.

Mr Chetty pledged KCM's commitment to conduct business with all stakeholders in a fair and transparent way.

KCM reopens Chililabombwe's Clinic 4



Mrs Banda flanked by CEO Din and Chililabombwe DC Stuart Chitumbo cuts the ribbon during the reopening of Clinic 4

By Ruth Mulenga

More than 11,800 residents of Chililabombwe's Mine Township, RB and Helen Kaunda will access quality healthcare close to their homes following the reopening of Clinic 4.

Deputy Minister of Tourism and Arts, Esther Banda, who is Chililabombwe Member of Parliament commissioned the refurbished clinic. She said the health facility would impact positively on the lives of employees and the residents.

"The reopening of Clinic 4 will increase the number of people benefitting directly from KCM health services from 63,000 to over 70,000 people," Mrs Banda said, referring to the two major hospitals and 14 clinics KCM operates in Chililabombwe,

Nampundwe, Kitwe and Chingola.

Mrs Banda said the development was in line with the government policy to bring quality health care close to communities.

"My government is keen on fostering public private partnerships (PPPs) in all areas of development, including health as this is the most robust way of ensuring sustainable development," Mrs Banda said.

Mrs Banda commended KCM for complementing the government's efforts to provide quality health care to employees and communities around its mining areas.

Speaking at the same function, KCM Chief Executive Officer Steven Din said reopening the health centre was symbolic of

KCM's continued focus on the delivery of quality health care.

Mr Din said KCM would continue to support the health sector as a healthy population was essential for supporting higher production, especially in the mining industry.

"I am aware that the government cannot on its own meet the demands for health service delivery. Therefore, the private sector has a major role to play in providing quality health services and KCM will continue to take a lead in this area," Mr Din said.

Kangwa Chirwa, a miner's spouse and mother of two, said the facility would not only improve the health outcomes of the community but also ease the burden of people walking more than two kilometres to the nearest health facility.

"I am very happy because I experienced the difficulties of walking long distances to the nearest clinic. It was more difficult when a mother fell ill at the same time as your child. It meant you would not be able to go to the clinic, thereby worsening the illness. But I thank KCM that we now have a clinic close to our homes," she narrated.

She urged the community to protect the clinic from vandalism.

KCM spent K800,000 on the rehabilitation works which included reinforcing the foundation of the building, replacing the roof and ceiling, improving water reticulation and sanitation facilities. Other works were done on the Antenatal, VCT and main consultation rooms. The clinic offers free VCT, under-five clinic and family planning services.

Risk management training lifts Chingilila initiative

By Mulewa Shapi

The message delivered during the first workshop on the Chingilila initiative was emphatic as General Manager Safety, Health and Environment, Carl Marx, placed safety and preserving life ahead of production.

"The company cannot afford to lose any more lives, the company cannot afford further financial losses, it just cannot," Dr Marx emphasized.

Dr Marx was speaking at a frontline supervisors and managers workshop which focuses on risk-based decision-making being conducted across the company under the *Chingilila* ('protect') initiative.

Risk-based decision making seeks to create fewer simple rules rather than having countless rules that people are constantly reminded to follow.

Dr Marx explained that the training on risk-based decision making was also intended to empower employees to make better decisions by constantly evaluating risks in their work areas and subsequently taking action to reduce potential hazards.

"This could be as simple as recognizing the risk in having a naked electrical cable on the floor of your office space, to something as complex as recognizing inefficiency in a process during mining operations," he said.

Dr Marx said the benefits of risk-based decision making

We should do it for ourselves.
Managing risk and time will help us to avoid shortcuts that lead to injury and damage to equipment



Employees captured during the Chingilila training

could often be the difference between life and death in a field as mining.

Emmanuel Kangwa, a site manager with Bayethe Mining expressed gratitude to KCM management for including contractors in the training process.

"Safety doesn't apply only to one group like contractors or KCM staff, it applies to everyone. It is beneficial to us because we are also team players in the mines," he said.

Mr Kangwa underscored the need for front-line management to take an active lead on safety instead of waiting for the safety department to intervene.

Joseph Mbenji, a Superintendent at Konkola's No.1 Shaft said the training was a timely reminder for employees in production.

"We should do it for ourselves. Managing risk and time will help us to avoid shortcuts that lead to injury and damage to equipment."

Testimonial: Cow milk changes family's lifestyle

The gift of cattle is the greatest of my life time. The company has brought honour to women



Charity Katuta in her vegetable garden

By Shapi Shachinda

Charity Katuta, a beneficiary of the Konkola Copper Mines' cattle empowerment project, never imagined herself ever owning cattle.

Ms Katuta's views shifted when KCM empowered her with two cattle in 2012, through the company's sustainable livelihoods project. The \$2.5 million project which will run for five years has uplifted people's lives in Chililabombwe, Chingola and Nampundwe.

The 62-year old mother of seven is one of beneficiaries from of 600 cattle that KCM has given out to farmers.

Ms Katuta recites a typically uplifted family life-style.

"Before I received these animals from KCM, it was impossible for my husband to refer to me as 'madam!' However, my husband does not just refer to me as 'madam,' but he often hugs me."

"The gift of cattle is the greatest of my lifetime. The company has brought honour to women," she says.

Ms Katuta outlined a list of benefits accrued from rearing cattle during a visit to KCM-funded projects by the First Lady of Zambia Mrs Esther Lungu last December.

"Recently, I started to exchange milk for other requirements. Once I walked into a shop and did a barter exchange for milk with school exercise books. I then went to a market and exchanged milk with fish and beans," she told Mrs Lungu during her visit to Chingola's Shimulala farming community.

"I never thought the barter system could work in this era, but yes it does work."

Ms Katuta uses cow dung as manure to grow crops which her family then sells to markets in Chingola to raise income for other needs. Her family has also increased production of vegetables and white maize.

"Manure from cow dung has improved soil fertility and reduced our requirements for fertilizer."

Ms Katuta's plans for her family now match their improved status.

"I desire that one of my children will become a medical doctor. I want to have a teacher in the family," she says.

Her cattle have multiplied to four while she has already given out a calf to other beneficiaries through the pass-on model intended to ensure communities in KCM mining areas benefit from cattle ownership.



Katuta feeds her cattle

KCM Trust School pupils shine again!

By Cynthia Kalaba

KCM Trust Schools have yet again produced outstanding results for the 2015 composite national examinations with Nchanga and Konkola Trust Upper Primary schools scoring a 100 percent pass rate.

Head Teacher Nchanga Trust School Richard Chipuntama says self-motivation for both teaching staff and pupils has continued to play a major part in producing excellent results.

"The school provides an excellent learning environment, has good teachers and abundant learning materials. We also offer lunch time tutorial lessons," Mr Chipuntama says.

The lunch hour tutorial lessons are in addition to lessons provided on Saturdays, while pupils are also kept active through various sports disciplines which improve and sharpen their intellectual capabilities.

"We have a team of highly qualified teachers who offer the best to the learners. Out of 94 pupils who sat for the exams, 24 pupils scored 800 marks and above and 69 obtained more than 700. This is a very good record," Mr Chipuntama narrates.

He said the school would endeavour to maintain high standards in order to produce future leaders.

"We are open to new teaching methodologies and exchange of views with parents to keep improving."

Konkola Trust Secondary School Head Teacher Abel Bwishi



School children during a lesson at Konkola Trust Secondary School

We have effective monitoring systems and remedial programmes at class and individual levels which greatly contribute to the tremendous performance of our pupils

echoed Mr Chipunta's sentiments on a focus to keep up the standards.

Of the 82 pupils who sat for the exams, 16 scored above 500 and 57 between 400 and 500. The rest were in the 300-400 marks category.

"It is very important to note that every success achieved starts with effective planning. When you plan it becomes easy to execute the duties. We have effective monitoring systems and remedial programmes at class

and individual levels which greatly contribute to the tremendous performance of our pupils," he adds.

Mr Bwishi explained that the performance of pupils is reviewed through tests and counseling, coupled with character development programs.

The school has a dedicated, highly qualified, motivated workforce teaching in a conducive and stimulating environment, he says.

Adult learners dream to pursue professional careers

By Shapi Shachinda

With a wide smile on her face, 56-year old Anna Chola intoned, "I just want to perfect my reading and writing skills in English."

Mrs Chola, 56, a mother of eight, scored high marks in the 2015 Grade 7 examinations after attending adult literacy classes.

KCM and the Ministry of Education initially crafted the adult literacy programme to enable adults to improve their proficiency in English and calculations. The programme was packaged as a gift to the learners during celebrations for Zambia's 50th Independence anniversary in 2014.

The 813 learners who enrolled in the programme exceeded the initial target of 520 adults, prompting KCM to extend the duration of the classes. The learners have responded by recording a 97 percent pass rate.

Forty-eight year old William Munthali, a contractor worker at the Konkola mine, came out second best in the composite exam results in Chililabombwe.

Mr Munthali's score of 783 marks was enough to outdo hundreds of pupils in regular Grade 7 classes in Chililabombwe. A passion to become a teacher for this father of seven is written all over his face. KCM has awarded him a full education scholarship until he sits for his Grade 9 exams.

PASSION FOR TEACHING

"I dropped out of school in 1979 due to health challenges. My desire is to pursue adult



Munthali, Chola and Kapalu

education until I can fulfill my passion to be a teacher," he says.

He enjoys solving mathematics problems with his children.

"My kids were feeling good whenever I started solving mathematics problems with them. This encouraged me a lot," he recalls.

Mr Munthali goes straight to school after work.

For 56-year old Anna Chola, her account is astounding.

"I used to lock up myself in one of the kids' bedrooms to do my home work," she says.

"I told my husband that when it is time for studying, I need to fully concentrate and I am happy he appreciated that position."

Mrs Chola, who obtained 713 marks, craves to be the first ever adult over half a century age in Chililabombwe to become an agriculturist.

She provides tips to fellow adult learners.

"You need to keep the pace in solving difficult calculations and

always ask for meanings of words you don't understand."

MILLENNIUM TARGETS

Forty-one year old Gertrude Kapalu, a mother of eight, will stop at nothing to become an electrician.

"I have a great passion for repairing electrical items and education presents an opportunity for me to do it better," she says.

"Our teachers understood us very well as they usually repeated some examples four or five times until the whole class understood what was being taught. They had plenty of patience for adults."

KCM Manager Community Relations Brian Siatubi is impressed with the outcome of the adult literacy programme.

"KCM has been gratified by the enthusiasm with which the community has taken up this programme," Mr Siatubi says.

"Our goal is to help the country to succeed in the Millennium Development Goal on universal education for all."

Column: Governance, Risk and Compliance

Dear Colleagues,

I would like to introduce to you our first article on KCM's commitment to a culture of compliance and governance. In this column, we will look at various aspects around this subject which are critical to the growth of the business.

We have embarked on a programme of 'Zero Tolerance to Non-Compliance' and our participation in this undertaking is critical. The company is required to be fully compliant with all company policies, procedures, technical specifications, regulations, general guidelines and the country's laws.

Every one of us needs to exercise responsibility and accountability in discharging our roles and responsibilities to ensure the growth and success of KCM. Compliance is not a requirement for only senior management, it is everyone's responsibility.

There is a need to strengthen our internal control environment in KCM. Every single person has a role to play as we seek to achieve the company objectives. Being compliant has to first be a personal resolution, and then a collective corporate way of doing business. I wish to encourage all of you to join hands in ensuring 100 percent compliance to our rules, guidelines, regulations and legal obligations.

Good attributes to compliance start with being punctual on duty and good time management. It requires upholding safety



Sharad

standards, using company assets and resources in a prudent manner. It must then extend to softer issues of our value system of being ethical in our conduct. We need to exhibit integrity – a culture of honesty in both private and business lives. We need to embrace this as a value system and not just a norm.

Compliance and ethical conduct eventually builds integrity which then leads to a robust business culture. The growth of our society, families and the company cannot be detached from a strong value system, underpinned on compliance to statutory requirements and company procedures and policies.

In our next discussion, I will share with you a synopsis of KCM's compliance programme which will focus on the realisation of a stronger business environment that guarantees the survival of this organisation. I urge you to be compliant!

*Sharad Gargiya
Chief Financial Officer*

Management hails employees over survey results

By Ruth Muelnga

Management has hailed employees for their feedback in a recent perception survey.

General Manager Corporate Affairs Mutinta Musokotwane said the survey was aimed at reviewing the organisation performance in line with the business implementation plan.

Ms Musokotwane said management is fully committed to ensure that issues provided in the feedback from the survey were adequately addressed to improve the organisation's performance.

Ms Musokotwane said although the feedback brought out mixed views, management was happy with the employees' forthrightness. They highlighted a lot of areas that require improvements across the business.

She said progress has been made to rectify some concerns raised pertaining to production, safety, human resource and communication.

"We will carry this momentum forward to stay accountable to our commitment and address issues that were raised," Ms Musokotwane said.

She urged employees to continue working together to ensure the commitments translated into positive results.

"Management is exploring ways of improving communication and strengthening engagement with staff," she said.

She said KCM plans to create a strong link between internal and external communications.

More employee town hall meetings will be held to enable management interact with employees and also get real time feedback.



Indian High Commissioner to Zambia Gaddam Dharmendra (centre) accompanied by Indo-Zambia Managing Director Shankardas Gupta listen to Manager Technical Howard Banda during a visit to KCM Nchanga Open Pit Cut II



Workers' Compensation Fund Control Board CEO Dr Elizabeth Nkumbula (right), KCM VP LED David Paterson and Deputy Minister Labour and Social Security Elfridah Kansembe during their visit to KCM



CEO Steven Din (right) Airtel Managing Director Peter Correia and ZOOC Chairperson Matthew Nkhuwa shake hands after Airtel made a contribution to the 2016 KCM Zambia Open Golf Championship



Stanbic CEO Charles Mudiwa (right), Din and Nkhuwa show solidarity after a cheque presentation for the 2016 KCM Zambia Open



Metropolitan Chairman Padmore Muleya, Nkhuwa, KCM Vice President LED David Paterson & Nchanga Golf Club president Francis Temba during a cheque handover by Metropolitan



General Manager Engineering Rajendra Agarwal drinks local sweet drink (Munkoyo) during the launch of the Shimulala Clinic



Women from the United Church of Zambia - St Marks Congregation in Chingola Central pose for a photograph with KCM officials after receiving gym equipment



KCM Police women Minnehah Sibalwa and Victoria Chinyama during the launch of Chinglila



COO Mark Adams (third left), HCM and PR officials pose with executives from the Vellore Institute of Technology in India at Corporate head office



Outgoing GM Marketing Logistics Somnath Ghosh hands out awards to deserving employees who excelled in the Stepathlon walk in 2015



Left & Right: Employees captured at the Nchanga Workshop after rehabilitating fork lifts and a road compactor to be used for road mending



Konkola and Nchanga ladies captured during the women's day celebrations



Magnum Security captured during the women's day celebrations



Carol Nampungwe explaining the Nchanga smelter model to Chingola Member of parliament Hon Katema

Talsicious Chanda:

Future leader in the making!

By Cynthia Kalaba

Tackling routine tasks which can sometimes produce unexpected outcomes presents mining as a unique and challenging experience, says Management Trainee Talsicious Chanda.

Chanda, 24, is one of the 37 new employees currently going through the KCM management trainee programme, which is tailored specifically for newly employed university graduates.

Soft-spoken and thoughtful, Chanda has been identified as one of the potential future leaders in KCM. That coincides with the passion he has as a trainee mining engineer.

Chanda graduated from the Copperbelt University with a distinction in Bachelor of Engineering in 2014. After joining KCM in October 2015, he was placed at the Konkola Number 3 Shaft to acquire practical experience in transportation, storage and usage of explosives in mining.

Chanda obtained a Blasting Licence, which is a requirement by the government for all persons handling explosives, in early February.

Described by his superiors as 'dynamic, energetic and a creative thinker,' Chanda seeks to make a major contribution to the growth of KCM.

He is paying attention to every

detail of drilling in mining, blasting, loading and hauling so that he can help to bring out the valuable resource under the earth.

USEFUL KNOWLEDGE

"I consider every stage of the training to be very important for delivering good services and adding value to our company. I will not skip any stage and our good supervisors are helping us a lot," he says.

Having joined KCM when the company is implementing Chingilila ('protect'), a continuous improvement initiative, suits his future plans as it provides a perfect learning curve.

"The safety of the employees, machinery and equipment are key factors in our production. Teamwork is also critical in mining," he explains.

KCM Underground Manager Capital Development Lennox Siwale believes Chanda will become an exceptional engineer because he pays attention to detail.

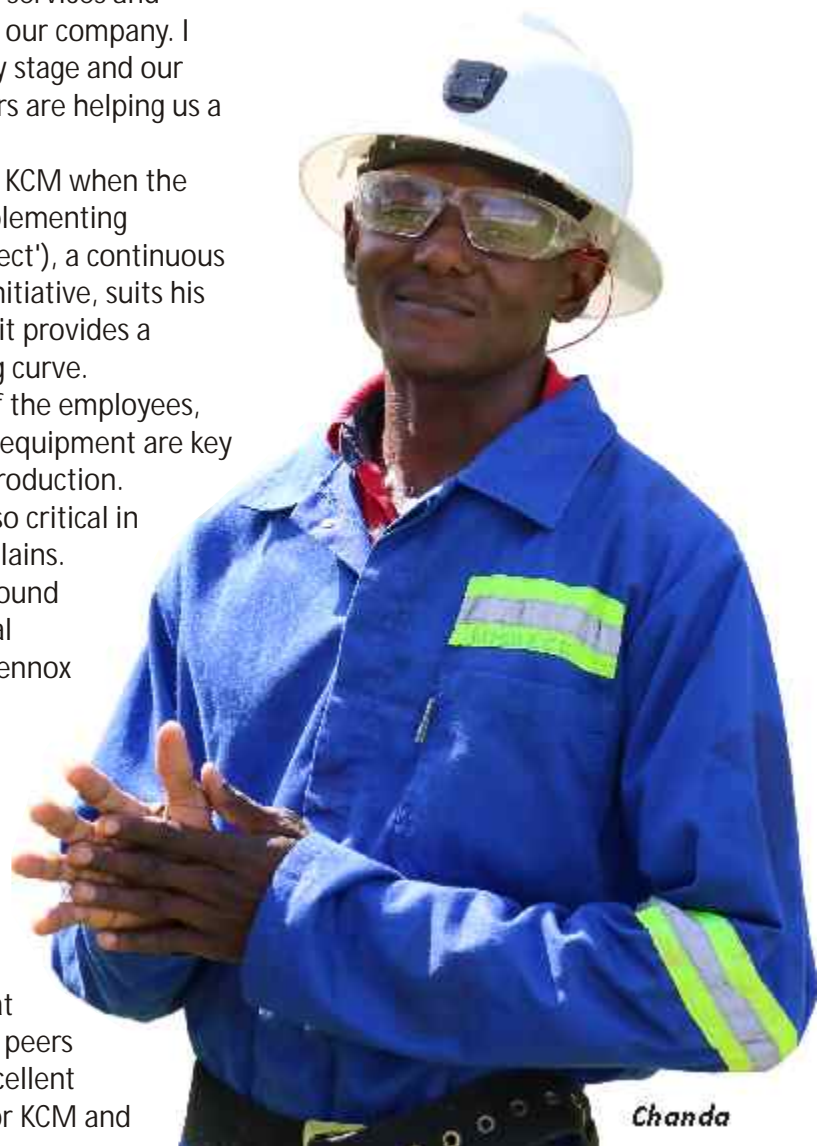
"I am sure that Chanda and his peers will become excellent ambassadors for KCM and

the industry in the future," he says.

The young mining engineer recently made an outstanding presentation to senior management at Konkola. His presentation was in Blasting Licence Qualifying Shift. It exposes trainees to mining statutory requirements.

Chanda attended Musaila primary school in Mansa before completing high school at St Clement's Secondary in 2008.

Chanda comes from a family of six boys and three girls. His father, Willbroad, is a retired head teacher, while his mother sells some merchandise in Samfya.





Nalungwe

Given Nalungwe's passion for excellence!

I have come this far thanks to the support I have received from my family and colleagues at work

By Ruth Mulenga

Given Nalungwe is standing tall in a male-dominated field as a Heavy Equipment Repair Technician.

Ms Nalungwe's passion to equal the performance of male peers enables her to overcome challenges and stereotypes in the mining industry.

Her disposition as a cool and stable person is seen through her unrelenting focus to excel at the RTV Workshop at Nchanga Open Pit, where she is the only

woman repairing heavy duty hauling trucks.

"I have passion for my job," she intones. "This alone inspires me each day I wake up."

Ms Nalungwe, 38, explains that she overcomes challenges in her work by ignoring suggestions that women cannot do intensive jobs previously considered a preserve for men.

TOUGH WOMAN!

Ms Nalungwe, who is married to Leonard Mwenechanya, obtained

her qualification in Heavy Equipment Repair (HER) Technician from the Northern Technical College in Ndola. A friend who works for Toyota Zambia inspired her to pursue the study in mechanics. She has 11 years experience.

Ms Nalungwe's life in the company has seen her rise from being a casual worker for one of KCM's contractor companies in 2004 to the current role of Heavy Equipment Repair Technician, having been taken on by KCM in 2006.

Her daily routine commences at about 04:00 hours.

"I wake up early to do house chores and then prepare for work. It's not easy for a wife and mother but it's something I enjoy doing."

She leaves home around 05:40 hours to be in time for work at about 06:00 hours. When on duty, after a five minutes safety share with her colleagues, she gets on with her day's tasks. This involves performing scheduled maintenance works, including cleaning and lubricating parts, diagnosing and identifying malfunctions on the trucks, inspecting and repairing defective trucks.

Ms Nalungwe has gained lots of experience in her job.

"I have come this far thanks to the support I have received from my family and colleagues at work," she says.

AGAINST ALL ODDS

She is currently studying for a Diploma in Mechanical Engineering in order to increase her dynamism.

"If I have to compete favourably in this industry I have to upgrade my skills. I want to

*Given Nalungwe's
passion for excellence!*

...continued

head a section one day and it calls for hard work and proper focus."

In 2012, an object fell on her abdomen and she was hospitalized. She recounts that it was "a painful experience," but one which made her to be more conscious about safety in the work place.

"I work in an environment which has a lot of hazards. This requires me to follow safety procedures and to carry out risk assessments before starting my shift."

Ms Nalungwe has in the past been awarded the accolade of 'most improved employee' during the Labour Day awards and also recognised as 'employee of the month' for the best implementation of the 5s system which promotes operational excellence.

She pushes her team's resolution to ensure proper use and management of spare parts under the KCM Chingilila ('protect') initiative so as to reduce costs.

Ms Nalungwe has some advice for women seeking to excel in their careers: "don't underestimate yourself, do what you have to do with focus and determination."

"I love KCM because from the pay I get from the company, I have managed to build a house and I am able to take my 12-year old child Blessings to school," she reflects.

RTV Section Engineer Richard Phiri says Nalungwe is a role model who fits well in a male dominated section.

"What makes her stand out is her active participation in the job. She performs her tasks with minimal supervision," Mr Phiri said.

Management honours Technical Stars of Business



By Mulewa Shapi

Management has rewarded seven 'technical stars of Business' for their exceptional performance and commitment to service.

Those rewarded were Lennox Siwale, Lakshmi Govindarajan, David Mukelabai, Chandresh Vaghasia, Jagan Eleswarapu Mohan, Joy Sinha and Sengupta Sounwakanti.

Vice President – Human Capital Management Jacob Njovu described the *technical Stars of Business* programme as an initiative for identifying outstanding employees within KCM and rewarding them for their contribution to the business.

"KCM, in accordance with the Vedanta spirit, is continually identifying talent within the company. It is this talent that will take us into the future and that will guide us out of this difficult time in the industry," he said.

Mr Njovu urged the stars of business to never be ashamed of their accomplishments and reassured them of KCM's commitment to its employees.

Business Unit Head – Nchanga and Nampundwe, Field Kondowe, recalled being identified under similar circumstances several years ago. He also cautioned the stars of business against becoming complacent.

"Being a star of business is a great honour. You should feel good about the achievement, but be on your guard against complacency. There are always new challenges out there to be tackled, so see this as one step on a journey to success" Mr Kondowe said.

KCM sinks borehole at Chingola DC's office



Chingola DC Mary Chibesa cuts a ribbon to launch the borehole at her office as GM Corporate Services Howard Chilundika & Community Relations Liaison Officer Lomantzy Mazyopa look on

"We appealed to KCM for assistance and they came through for us once again. The setting up of this borehole and tank are especially important to us because we were concerned about sanitation and that's not an issue now," she said.

The sinking of the borehole brings to 15 the total number of such facilities KCM has put up in schools and other key government institutions in the last five years to improve access to clean water and hygiene. The boreholes sunk by the company at schools in Chingola, Nampundwe, Kitwe and Chililabombwe have improved access to clean water for school children.

"The number of children attending school has increased after we sunk these boreholes as girls in particular no longer spend time walking long distances to fetch water for their families," says Brian Siatubi, Manager Community Relations.

The sinking of the borehole brings to 15 the total number of such facilities KCM has put up in schools and other key government institutions

By Mulewa Shapi

Konkola Copper Mines (KCM) has sunk a borehole and put up a 10,000 litre water tank at the government district administration offices in Chingola to alleviate water problems.

Chingola District Commissioner Mary Chibesa officially commissioned the borehole, which also supplies water to the Zambia Police offices.

KCM engineers commenced the installation of the water facility in November 2015.

Speaking at the commissioning, Mrs Chibesa lauded the partnership between KCM and her office. She said the construction of the

borehole was an example of KCM's continued commitment to community development.



Mounted water tank at the DC's office

Teachers possess power to shape up children – Tembo

My piece of advice to teachers is that they must love working with young people, be tolerant but firm and most importantly exercise a lot of patience

By Cynthia Kalaba

Teaching is one of the greatest professions positively impacting the lives of billions of people globally.

Numerous studies have shown that the influence of teachers extends far beyond classrooms.

Meet Joseph Tembo, a teacher of business subjects at Konkola Secondary Trust School.

Abel Bwishi, the Head Teacher at the KCM Konkola Trust School, describes Mr Tembo as a dedicated and patient teacher whose contribution to the school has been remarkable.

Mr Tembo takes pupils in Principles of Accounts, a subject

previously disliked by some girls. But his patience has reinforced the outstanding contribution of his female colleagues teaching the same subject.

Konkola Trust has been recording 100 percent pass rate in the subject, thanks to the combined efforts of the teachers.

Mr Tembo, a holder of a bachelor's degree in Business Education from Solusi University has 35 years working experience in Zimbabwe and Zambia. He is a former lecturer at the National Institute of Public Administration (NIPA) and has previously taught up to 'A' levels.

His passion is to continue to



Tembo

impact young people in the subjects he teaches.

"In my many years of teaching, I have learnt that slow learning pupils need a lot of patience. They have as much potential to succeed as the fastest learners when given time," he explains.

Mr Tembo gets a sense of great achievement whenever his pupils excel, saying 'I love working with young minds, seeing them develop and succeed.'

"It is gratifying to see my pupils attain a 100 percent pass rate. Teachers possess great power to influence the children and we can clearly shape a person's future."

"Mr Tembo has been instrumental in administering remedial work to underperforming pupils which has resulted in excellent results at Grade nine and Grade 12 levels," Mr Bwishi says.

Mr Tembo is married to Gertrude, a teacher at the Konkola Trust Primary School with whom he has two sons and a daughter.

My piece of advice to teachers is that they must love working with young people, be tolerant but firm and most importantly exercise a lot of patience, he says.



Tembo with his students during a lesson

Employees awarded for long, outstanding service

By Ruth Mulenga

Business Unit Head for Nchanga and Nampundwe mines, Field Kondowe has commended long serving employees for their diligence to service over the past years.

Addressing employees in Chingola during the recent presentation of the long service awards, Mr Kondowe said motivating workers was crucial to KCM's aspirations for growth.

"We salute you for your contributions to the mining sector and KCM in particular," Mr Kondowe said.

He urged the employees to continue working hard and ensure that the company maintains high safety standards in order to increase production and lower costs in the coming years.

"You are the future of the organisation. You need to work hard and take this company to greater heights," he said.

Mr Kondowe advised employees to embrace the Chingilila initiative which promotes continuous improvements and a higher safety standard in KCM.

Mr Kondowe also praised the families of the employees for their support which has contributed to the growth of the company in recent years.

A long serving employee, Margaret Ashanie, who is an Insurance Assistant and was awarded for 25 years of dedicated service to KCM said the honour was pleasant especially in these difficult times.

You are the future of the organisation. You need to work hard and take this company to greater heights

Ms Ashanie encouraged fellow employees to continue working hard and contribute positively to the company.

"Let us Chingilila our jobs and do what is good for the company and for the prospective staff of KCM," she said.

Marketing Manager, Kumbukani Mugala, who has

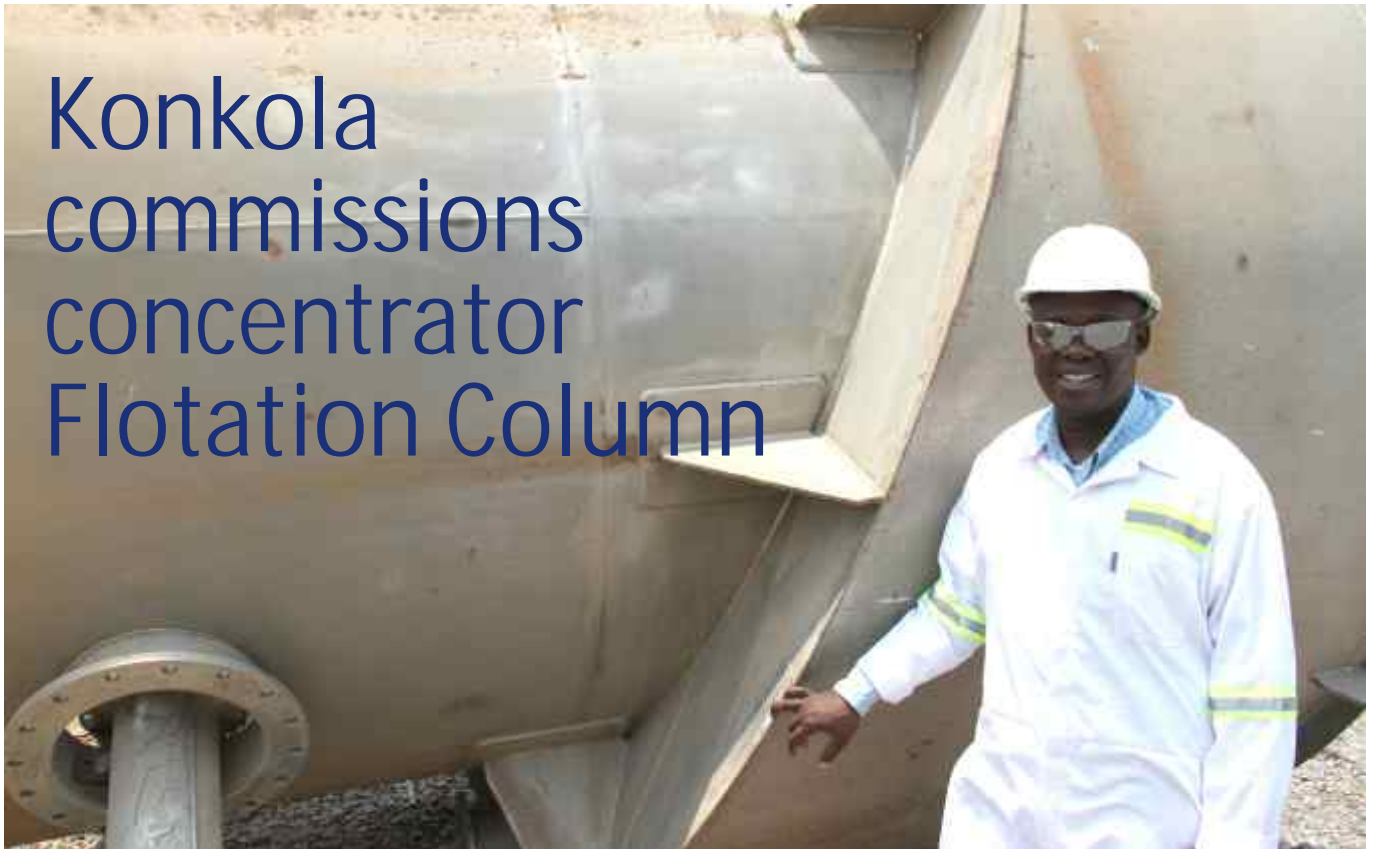
served for 10 years said employees stand ready to continue the journey of working to protect the future of KCM.

Similar events were held in Chingola, Chililabombwe, Kitwe and Nampundwe. Employees were presented with awards in form of cash, certificates, neckties and exotic wrist watches.



NBU Head Field Kondowe hands a long service award to Manager Sales & Marketing Kumbukani Mugala. Looking on is General Manager Employee & Industrial Relations Prudence Chisakuta

Konkola commissions concentrator Flotation Column



Henry Chilombo, the assistant plant manager technical at Konkola Concentrator in front of the Flotation Column

By Cynthia Kalaba

The Konkola concentrator team has incorporated various units in the flotation plant in a bid to improve its efficiency as part of the Chingilila initiatives.

Chingilila is the catch phrase in KCM after the company launched the initiative which speaks to the collective desire to protect the company and improve its operations and production.

Manager at the Konkola Concentrator Yoram Kapai said an 81 cubic metres flotation column was installed to enhance concentrate grades from 35 percent to 40 percent.

The team at the concentrator also plans to implement measures that will allow the Nchanga smelter to blend Konkola high grade concentrate with some low grade concentrate in order to maximize output.

"My team has embarked on a journey of continuous

Our recovery and concentrate grade enhancement journey has seen improvements from 89.97% in the Financial Year 13/14 to 90.90% in FY 15/16

improvement, aimed at offsetting the negative impact of the oxide copper content in the ore and achieving incremental gains in the overall copper recovery through safe and sustainable project implementation," Mr Kapai said.

The team is re-commissioning the Controlled Potential Sulphidization (CPS) which comprises two tanks that are used to capture sulphide particles in order to boost oxide copper content.

A noticeable project implemented under the umbrella of continuous improvement is the Fine Grind Project which

ultimately involves further reduction of the ore particles ending up in the flotation circuit to improve recoveries.

Mr Kapai added that there were other improvements at the Lime addition project aimed at raising overall copper recovery by 0.7 percent.

"Our recovery and concentrate grade enhancement journey has seen improvements from 89.97% in the Financial Year 13/14 to 90.90% in FY 15/16," he said.

Mr Kapai said the team planned to attain a recovery rate of 92 percent and 40 percent concentrate grade in the financial year 2016-17.

Young Moses takes big step to medical study

By Mulewa Shapi

Moses Mambwe carries a burning ambition to become a medical doctor from the time he was in Grade three.

In 2013, Moses who is 19 years old was awarded a KCM scholarship after excelling with 552 marks in his grade nine examinations at Chingola's Buyantanshi Secondary School.

KCM 'Scholastic Excellence Awards' are offered every year to 40 high achievers in government run schools at grades seven and nine levels.

The fourth child in a family of nine, Moses seems comfortable attracting little attention. He speaks about his incredible academic achievements like they are the most ordinary thing in the world.

Moses achieved six points in his 2015 Grade 12 examinations after recording distinctions in all eight subjects he was taking. The subjects included Additional Mathematics, Biology, Chemistry and Physics, which have a reputation for high rate of failure.

The son of a caretaker at Mansa High School and a housewife who does occasional tailoring, Moses extols KCM for facilitating his education at the revered Hillcrest Technical Secondary School in Livingstone.

"Without the KCM scholarship I wouldn't have managed to pay the fees. I had a free mind because I did not have to worry about fees. I was able to concentrate on just studying every term and that is a major

Without the KCM scholarship I wouldn't have managed to pay the fees. I had a free mind because I did not have to worry about fees. I was able to concentrate on just studying every term and that is a major reason I got good results

reason I got good results," he says.

The aspiring dentist also has encouraging words for those hoping to follow in his giant footsteps.

"They must work hard whether they manage to get a scholarship or not. You just have to work extra hard to achieve your dreams," he remarks.



Manager CR Brian Siatubi receives a Grade 12 statement of results from Moses Mambwe

Long Service Awards

In the Photo combo: NBU Head Field Kondowe (white shirt, left photo) and Vice President Konkola Keith Kapui (dark jacket, top right) present awards to employees accompanied by their spouses, friends and children



Officials, employees from KBU, NBU, Smelting & Refining and their family members celebrate the long service awards



Oswald Mulaba:

an up-and-coming young golfer!

By Mulewa Shapi

English writer Sir P. G. Wodehouse once said: "golf, like measles, should be caught young." While the advantages of catching measles as a child are debatable, the merit of taking up golf at an early age is compelling.

In this part of the globe, golf has long been viewed as an exclusive sport for the wealthy, old and well connected. And while that may have held true before, the sport has undergone a transformation that has seen more women and younger players competing for golf honours.

Oswald Mulaba, aged 12, is one of a new generation of golfers, and he has fallen completely in love with golf.

HATES TO LOSE

As Oswald makes his way around the course, Nchanga Captain Panji Phiri shares a short observation about his skill. "He hates to lose... Recently we were on the course taking bunker shots with a few others, these are not easy shots. I failed to make mine, but he made the shot."

Oswald's love affair with golf began on 12th December, 2012. Coming from his home at the Sekela Flats near the eastern side of the Nchanga Golf Course, Oswald jumped over a boundary wall and wandered onto the course.

Ashamed that he was wearing wrong attire, Oswald could not use the main gate. The young golfer took a leap of faith after earlier being advised by ex-Nchanga junior golfer, Aaron Kushikwa, to go to the club and learn how to play golf.

As he trespassed on the course,

he bumped into Vincent Kabaso. Vincent, then a KCM sports coordinator at the golf club, took him onto the driving range the same day and that was the beginning of their longstanding relationship.

After three and a half years, Oswald is a shining light on the junior golf scene. Oswald has taken first place at the Nchanga Junior Open 2014 and Mazabuka Junior Open 2016. His performances are starting to attract attention.

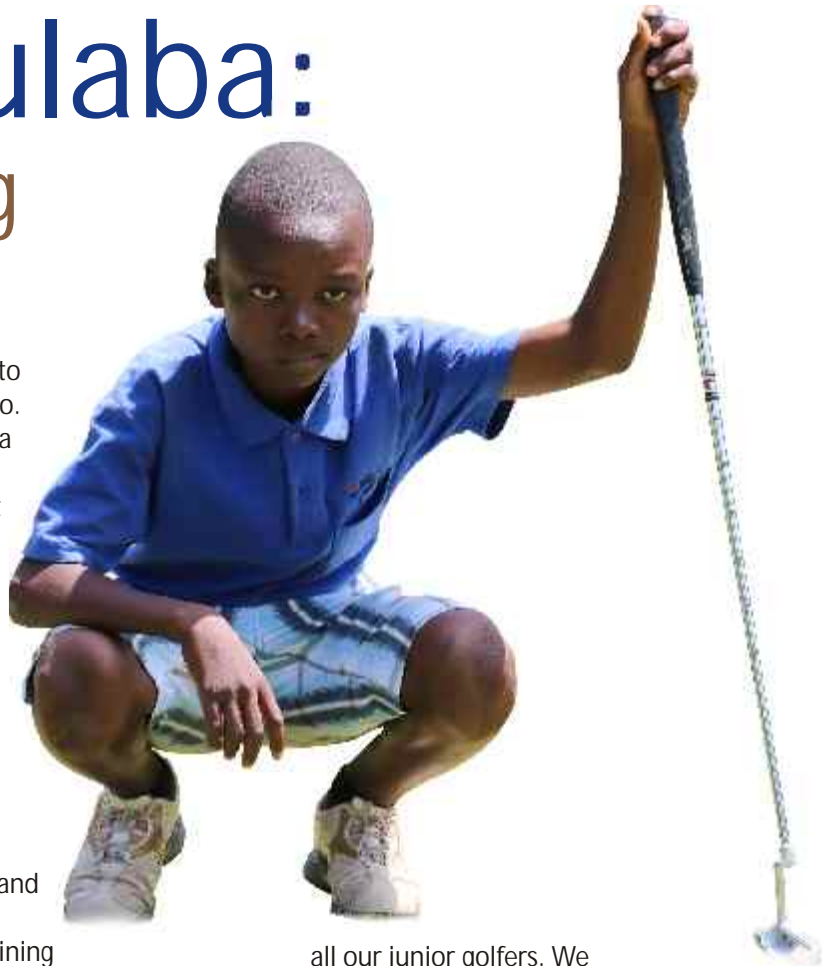
However, this is not news to Nchanga Golf club regulars. Oswald was crowned 'Best Junior' at a fundraiser tournament, placed third at the 2013 Junior Open at Chainama Golf Club and took second position at the 2013 Mufulira Junior Open within months of taking up golf.

A PASSION FOR SCHOOL

Oswald's mentor Vincent Kabaso has also progressed to become a golf professional in the United States. He supports Oswald, who is raised by his widowed mother, by sponsoring his education at Naboonga Secondary School in Chingola.

Phiri insists that even with talent like Oswald's, education still takes precedence.

"Education is the first priority for



all our junior golfers. We encourage discipline and even the time they are allowed on the course is limited. Especially during school terms," Phiri says.

Oswald's decision to take up golf was not well received by everyone. His mother, for one, was hesitant about him spending time at the golf club.

"She told me to stop playing golf," Oswald narrates.

Mr Phiri explains that Oswald's mother was initially unwilling because boys in his neighborhood are known to go to the golf club to offer their services as caddies.

When asked what he wants to be in future, Oswald's answer was quick. "A professional golfer," he shoots out. Unsurprisingly, he looks up to Tiger Woods. Senior golfers at Nchanga Golf Club are convinced that professional golf is a realistic goal for young Oswald because of his remarkable level of consistency.

As Oswald matures physically and gains experience, he is only bound to get better.

KCM teams seek exceptional performances in 2016 season

By Mulewa Shapi

After mixed fortunes for KCM sponsored teams last season, the clubs are working hard to improve on their performances.

With Nampundwe narrowly missing out on promotion to the Super Division, Konkola Blades tumbling to a lower division and Nchanga keeping their status as one of the nation's football elite, the 2015 season was certainly not short on entertainment.

Nchanga Rangers chairperson, Yoram Kapai touted new club leadership and alternative revenue generation initiatives as some measures expected to ensure Rangers becomes more competitive in 2016 than in the previous season.

"We have a new and well balanced Executive Committee which has shown commitment to uplifting the club's standards. We have also identified gate takings as a major source of income for the club and have partnered with Computicket to sell match tickets in Shoprite," he stated.

Ratherford Hamvumba, chairperson for Nampundwe FC was bullish about Nampundwe's prospects.

"Going into the new season, we have reorganized ourselves as a team to try and get to where we want to be and bring much needed glory to our supporters and sponsors," he said.

He cited the engagement of new personnel and the retention of key staff as evidence of Nampundwe's desire to correct last season's near-miss.

Davy Mubita, the Konkola Blades chairperson maintained a positive view despite his club's



Nchanga Rangers home grown star Bornwell Mwape who plies his trade in South Africa leaves a defender sprawled on the ground during a league match at Nchanga Stadium

We have also identified gate takings as a major source of income for the club and have partnered with Computicket to sell match tickets in Shoprite

drop into Division One, choosing instead to highlight Blades' efforts to rebuild.

"Last season Blades didn't do well as the team was relegated from the Super League to Division One. The task now is to rebuild and take up the challenge of winning promotion to the Super League," he remarked.

The club chairpersons were unanimous in their call for fans to rally behind their teams, with

Nampundwe and Konkola eager to claim spots in Zambia's elite division.

"The supporters should rally behind the team at this crucial time both morally and materially. We shall use the time in Division One to reorganise the team and club structures so that we can gain promotion at the end of the coming soccer season. We want to be solid all round," Mr Mubita said.

Zambia mourns 'Big Figh'

By Shapi Shachinda

Emotional eulogies filled the atmosphere at Nchanga Stadium as thousands of people mourned the late Nchanga Rangers and Zambia Under-23 head coach Fighton Simukonda.

A former international defender, the deceased who was engaged by Nchanga Rangers in 2012, had an illustrious career as a footballer and coach spanning over four decades.

Fondly referred to as 'Big Figh' by football administrators, fans and his peers, Simukonda was interred at the Chingola Central Cemetery on 18 February 2016. Below are some quotes from prominent people who attended his funeral.

Chishimba Kambwili, Minister of Information and Broadcasting: "Today, we put to rest a football legend and patriot who brought pride and honour to the nation. He has left a gap too wide and too huge to fill.

KCM CEO Steven Din in a speech for him by General Manager Corporate Services Howard Chilundika: "The death of Fighton Simukonda has broken our hearts and created a big vacuum at Nchanga Rangers. He was a great coach who brought stability to the club."

FAZ executive committee member Happie Munkondya speaking on behalf of FAZ president Kalusha Bwalya: "The death of Fighton Simukonda has left the association in shock. Simukonda was a humble man who was always open to new ideas.

Nchanga Rangers Chairman Yoram Kapai "Fighton had a vision to turn Nchanga Rangers into a formidable side and we will fight on for Fighton. We will forever remember him as a great man."

"Soccer fans across the country are devastated by the death of Simukonda who had the heart for football," Zambia Sports Fans Association patron Peter Makembo.

Mourners pay their last respects to Simukonda



Fact File

Date & Place of birth: - 15/02/1958 - Chingola
 Playing position: - Defender
 National Team (Zambia): - 1983–1988, 36 (1)
 Played for 7 different clubs - Zambia & South Africa
 Coached Zambia national team and 9 local and foreign clubs
 Won 5 Zambia league titles and 9 trophies as a player
 Won CECAFA Cup, MPLA Trophy as a player
 Won 3 league titles and 10 other trophies as a coach
 Won COSAFA Cup with Zambia
 Zambian Coach of the Year: - 2005, 2009 and 2010