



Konkola Copper Mines plc

Konkola News

Issue No.66 • March 2015 • www.kcm.co.zm



KCM Chief Executive Officer **Steven Din**

Message from the CEO

In January 2015, we all saw a peaceful Presidential election in Zambia which has underlined the country's credentials as a strong democracy and a beacon of peaceful transitions in Africa. I, therefore, on behalf of the KCM Board, Management and Staff, congratulate His Excellency the President of the Republic of Zambia, Mr. Edgar C. Lungu on his election victory.

The long tradition of political stability in Zambia is an important consideration for those seeking to invest in the country. We look forward to the continued stable economic environment so we can all work towards the prosperity and growth of Zambia's economy.

(Read more on the next page)

Content

P.1

Albanese sees opportunities from mining for Zambia

Konkola Copper Mines (KCM) Chairman Tom Albanese has called for redoubling of efforts to expand on opportunities from the Zambian mining value chain.

P.2

Finance Minister hails KCM stupendous efforts in mining

Finance Minister Alexander Chikwanda has commended Konkola Copper Mines for the stupendous efforts the company is making to keep the mine running despite some operational challenges.

P.3

Chililabombwe DC commissions new Konkola equipment

Chililabombwe District Commissioner Stuart Chitumbo says the Government will continue to provide an enabling environment for investors so as to enhance economic development.

P.5 **Unity will achieve success for us - Din**

P.7 **Konkola Shaft No.3 departs from ancient mining methods**

P.9 **KCM delivers health service on women's day**



SAFETY

I continue to be very focused on improving our Safety performance. We have taken some significant steps forward but we are not yet 'out of the woods' where we can guarantee that every one of our people goes home after each shift to their families safe. Evans Chongo and Felix Siakonga have been tasked with progressing our efforts in Safety to a point where we are making progress to a "Zero Harm" culture in the workplace.

I am getting positive feedback that the Chachilamo Safety Campaign, which ran for three months, achieved its intended goal of mentoring employees in the workplace. It is extremely encouraging that the 'champions', with the help of the 'foot soldiers', reached 92% compliance of the targets set for the campaign at all the KCM sites. This achievement was in the following areas:

- Raised Safety awareness through hazard identification mentoring to all employees, including contractors.
- Raised fallen written Safety standards to the acceptable levels.
- Minimised the risk in the work areas by stamping out illegal and unsafe acts.

I want to thank all of the Chachilamo 'champions' and 'foot soldiers' for their contribution to KCM and to urge them to keep the momentum up as they return to their normal duties. Well done!



PRODUCTION

The production performance at KCM is still not meeting my expectations and I am disappointed. The YTD integrated production is now at 73% of the business plan target with only one month before we close the financial year. KCM is still losing money and this is simply unsustainable.

There have been a series of catastrophic events that have contributed to this below target production performance. At Konkola, we had the closure of the Shaft No. 4 BSL June to December 2014 and Shaft No. 1 has been closed since October 2014 for maintenance - both closures have greatly affected our hoisting capacity. At Nchanga underground, we suffered a flooding in September 2014 after the CEC restricted power. Then we experienced ground movement on the footwall of NOP in November 2014 burying trucks and halting production for over a month. The last major upset has been the impact on plating capacity at the TLP after the transformer breakdown in February 2015.

All of these catastrophes could have been avoided if we had been on top of preventative maintenance and operating with excellence. When I spoke to you at the Town Halls last year, I requested you all to work as teams and to find solutions to increase productivity. We are yet to see the results of these efforts on the bottom line.



COPPER MARKET

The outlook for the copper market is still subdued. The price of copper fell by 15% at the start of the year to a 5 ½ year low of \$5,350 per tonne. Without the right level of production this means that we have been losing even more cash. An upward rebound in the price of copper is not expected any time soon. Increased power tariffs and introduction of new Mineral Royalty tax has added to our challenges.

CONCLUSION

Alas, do not be discouraged in any way. Despite all the challenges, it is heartening to see that our parent company, Vedanta Resources plc, is committed to see KCM succeed. We should supplement this with the 'Teamwork' which I have been speaking to you about for the past 10 months – it is now needed more than ever. I have full confidence we will turn around the business together.

Strive harder and let's work as a team for the collective well being!

Thank you.

Steven Din - CEO

Zero harm campaign steps up



Felix

By Shapi Shachinda

A focus on zero harm in KCM has been stepped up with the planned launch of a new campaign intended to prevent injuries in the work place.

Group Manager Safety Felix Sikaonga said the zero harm campaign would comprise three stages, which will include risk control in identifying hazards in the work place and putting up procedures to mitigate the risks that have been identified. The third step would be critical risk assessment.

"We are setting a tone for long term measures to instill in people a sense that it is possible to do work without injuring themselves or damaging company property. We are actually embarking on this journey with the understanding that we shall achieve our goals," Mr Sikaonga said.

"It's basically Chachilamo phase II," he said referring to the previous campaign on safety which was dubbed Chachilamo or "Enough is enough."

He said the safety campaigns had received full support of KCM Chairman Tom Albanese and CEO Steven Din.

Mr Sikaonga said the new safety campaign would incorporate leaders at all levels.

"It will be driven by all leaders and will be rolled down to the last of the lowest level leader," he said.

The safety campaign will be launched in Konkola and later rolled out in the other business units.

Significant progress has been achieved in safety awareness following the Chachilamo campaign.

"The exceptional support that Chachilamo received from all employees gives me the confidence that done the right way, Zero harm is

"The exceptional support that Chachilamo received from all employees gives me the confidence that done the right way, Zero harm is possible,"



Konkola Chachilamo foot soldiers; L-R: Bright Chomba, Patience Chikwemba, Annie Chinyama & Bethsheba Shinde

possible," Mr Sikaonga said.

Mr Sikaonga said there has been a new level in observing safety across the company, with more employees beginning to take safety more seriously than before.

"An analysis of past incidents in the last two financial years showed that more than 80 percent of accidents were caused by the 'at risk behavior' among some people. This meant that we needed a behaviour based intervention to mitigate the 'at risk behaviour' at the shop floor where most of the accidents were happening," he said.

Mr Sikaonga said employees from operations at management level were selected and tutored in mentoring

and coaching others in safety for two weeks. The training was intended to address the 'at risk behavior' in the work places.

During the coaching in the work places, it was noted that pre-task risk assessments were not being done. This led to the design of a simple risk assessment methodology, which people are responding to at the shop floor.

Sensitisation starting at the shop floor is being undertaken using a two-fold approach; classroom based training given to all, including contractors in high risk areas and 'pre task risk assessment and 'fit for purpose equipment' training in the work places.

Chililabombwe DC commissions new Konkola equipment

The purchase of new mining equipment shows commitment of Vedanta Resources plc in developing the mining industry and the Zambian economy

By Ruth Mulenga

Chililabombwe District Commissioner Stuart Chitumbo says the Government will continue to provide an enabling environment for investors so as to enhance economic development.

Speaking in Chililabombwe during the commissioning of the KCM underground mining equipment, Mr Chitumbo expressed happiness that KCM had embarked on transitioning operations from conventional to mechanised mining, which is expected to increase efficiency and improve productivity.

Mr Chitumbo said the purchase of new mining equipment shows commitment of Vedanta Resources plc in developing the mining industry and the Zambian economy.

Mr Chitumbo said “the purchase of new equipment guarantees continuity and reinforces KCM’s 50-year vision of mining.”

He said the future of Chililabombwe entirely depended on mining for the majority of its economic activities. The Government would hence continue to collaborate with KCM to promote the enterprise for the benefit of employees and the shareholders.

KCM CEO Steven Din said the new equipment would increase the volumes out of Konkola mine to help to keep KCM viable.

Mr Din told operators to look after the equipment and urged for excellent training for the drivers who would be moving the equipment.

“Not only are we launching this equipment today, we are actually handing it over to you to look after it carefully, and there should be no lapses,” Mr Din cautioned.



General Manager Engineering Davies Nyambe explains a point to DC Chitumbo (second right)

Mr Din also urged workshop mechanics to ensure they regularly serviced the equipment and to take good care for it.

The new equipment will be used to provide a safe work platform for installation works in tunnels, roof reinforcement works, explosive charging and installation of cables, pipes and ventilation equipment and for transportation of personnel and materials.

Other equipment includes a hydraulic

crane with a huge lifting capacity to ease loading and unloading of heavy materials. The other pieces will be used for transporting fuel and refueling vehicles, changing hydraulic and engine oils, and for concrete mixing during civil works.

KCM has spent a total of \$25 million on equipment in the 2014/15 financial year in order to enhance productivity.



Workers discuss in a group after the launch of the new equipment on display before it was taken underground

Albanese sees opportunities from mining for Zambia



Albanese (right), Din (third right) and executives from other Vedanta units during a senior leaders' workshop in India recently

By Shapi Shachinda

Konkola Copper Mines (KCM) Chairman Tom Albanese has called for redoubling of efforts to expand on opportunities from the Zambian mining value chain.

Speaking at the Mining Indaba conference in Cape Town, South Africa, Mr Albanese said he was encouraged by the Zambian government's focus on the potential of the mining industry value chain.

He urged industry players to help create employment by supporting small and medium size enterprises. KCM has recently appointed Vice President for Local Economic Development David Paterson to drive the process.

Referring to the much sought growth of the industry, Mr Albanese said, "Arriving at the right solution requires broad stakeholder agreement,

a predictable operating environment and a commitment to strong and stable governance."

Mr Albanese also told the delegates at the conference early this year that Vedanta Resources has made a significant contribution to the Zambian economy since acquisition of KCM in 2004 by investing some US\$3 billion. This had increased life of mine from 10 years to over 30 years.

He stressed that Vedanta Resources remains positive over the future potential of KCM and was working closely with the Government of Zambia to seek win-win solutions to the challenges facing KCM.

The Mining Indaba is the largest mining conference focusing on Africa and draws over 7,000 delegates from across the African continent and beyond.

During a separate panel discussion, which comprised clergymen from Ghana and Zambia and other mining experts, Mr Albanese said Vedanta subsidiaries, including KCM would

Vedanta Resources remains positive over the future potential of KCM and was working closely with the Government of Zambia to seek win-win solutions to the challenges facing KCM

continue to focus on hiring local staff rather than expatriates as a way of helping to improve local skills base in all its countries of operation.

"We came to Zambia and the mines had a life of 8 years, we have not taken out as much as we have put in. We will prioritize skills that are needed in mining and we will prioritize roles that we need," he said.

Mr Albanese said Vedanta would also continue to promote transparency in the mining industry in a bid to remove a perception that the industry was opaque in its operations. He said KCM was part of the formation of the Extractive Industry Transparency Initiative (EITI) in Zambia, which highlights the mines' contribution to the national Treasury.

"We have seen over the past 10-12 years a huge boom on investments in Africa. We have also seen the controversy coming out of that," he said, adding that this required transparency by all players in industry and governments in countries with abundance natural resources.

United States Ambassador visits KCM



US Ambassador Schultz (left) is welcomed by General Manager Nchanga Metallurgy Nampundwe mine Field Kondowe and Manager Concentrator at Nchanga David Mukelabai

By Ruth Mulenga

American Ambassador to Zambia Eric Schultz has expressed satisfaction at the efforts Konkola Copper Mines (KCM) is making to extend and sustain life of mine.

Speaking when he visited for a familiarization of KCM Nchanga operations in Chingola, Ambassador Schultz said the mining industry has a lot of potential for growth and to contribute to Zambia's economic development.

"It was amazing to learn about mining and what is involved in the mining and processing of copper," he said following his visit.

"KCM has a very impressive facility and I have a much better understanding of what is involved in copper mining and how capital intensive copper mining is."

Ambassador Schultz added that the mines should continue having

dialogue with government for mutual benefits.

The ambassador said although there was need for diversification of

the economy, mining would remain an important sector for the growth of the Zambian economy and the U.S. Embassy would, therefore, remain committed to encouraging further expansion and growth of the sector.

He said the Government of Zambia and the mines should collaborate with one another to ensure the business environment is right for the country and mines – the "win-win" he noted that President Lungu had recently called for.

Ambassador Schultz also suggested that mining firms should consider setting up small hydro generation power facilities to ensure reliable supplies and cushion power costs, noting that some American companies were currently exploring just this potential in the power generation business.

KCM has a very impressive facility and I have a much better understanding of what is involved in copper mining and how capital intensive copper mining is.



Manager NOP Cross Silwamba explains operations of the open pits to ambassador Schultz (middle) and US embassy Political Economic Officer Adam Ross

Unity will achieve success for us – Din

By Shapi Shachinda

CEO Steven Din has said the spirit of togetherness will achieve success for Konkola Copper Mines despite the significant financial and operational challenges the company has been facing.

In a communication to employees, the CEO said a 30 percent drop in the price of copper since the beginning of 2014 had worsened the company's financial position, but management was eager to see improvements in the operation.

"The operational costs have reached unsustainable levels due to the recent increase in the power tariffs. We have been adversely affected by the delay in resolving the VAT refunds. At the end of January we were owed around \$180 million by the Government," Mr Din said in management's update to employees on the company's position.

He said the new mineral royalty tax which came into effect on 1 January had also affected the business as it was expected to bring additional costs of about \$6-7 million.

"We have been impacted by a new power price increase. We are now faced with a situation where the price of electricity, one of our major costs, has increased from 3 c/kwhr to 10.2 c/kwhr over 10 years."

Mr Din said KCM's production continued to fall short of plan while metals prices were expected to remain weak for the remainder of 2015.

Mr Din said, however, that the challenges would be overcome because of solidarity among employees.

"Some of these issues are within our control, a number aren't. However, the reality of operating in the mining sector is that we always need to be very focused on producing copper at the lowest possible cost," he said.

He appealed to both KCM employees and contractors to make an extraordinary effort to help reduce costs and to help return the company to profitability.



Underground Manager Lennox Siwale strategising with SOU Manager Jones Musonda, Mine Captains Richard Kasoka and Haward Hatembo

all employees should be looking for new opportunities to reduce operating costs and become involved in disciplined and intelligent cost cutting

"Since joining KCM, I have always maintained that we have an outstanding team of people with exceptional skills. There is a depth of knowledge and industry experience that one is unlikely to find anywhere else," he said.

He said all employees should be looking for new opportunities to reduce operating costs and become involved in disciplined and intelligent cost cutting.

"I want every person to be personally

accountable for finding ways to eliminate waste, to operate more efficiently and to dramatically reduce the amount of money that the company is spending," Mr Din said.

The CEO stressed the need to be safely increasing production, both in the short and long term.

"So I certainly do not want to see thoughtless cost cutting that places anybody's safety at risk, nor our production."

Konkola News caught up with the new Vice President Local Economic Development David Paterson to chat with him and find out more about him and his family. Below is the outcome of the interview.

David Paterson

Vice President Local Economic Development

Konkola News caught up with the new Vice President Local Economic Development David Paterson to chat with him and find out more about him and his family. Below is the outcome of the interview.

Tell us about yourself and family, who is David Paterson?

Well, I am an Australian who has spent some 28 years in the mining industry, 25 of them working for Rio Tinto. My home town is Melbourne, but over the last 22 years we have only spent 8 of them in Melbourne.

I have been married to Veronique for 26 years and we have three children. Joel is the oldest at 21 years of age. He is currently finishing his degree in politics and international affairs at University of Melbourne. Ethan is our second son. He is 18 years old and has just finished high school. He is taking a gap year and will commence a degree in business next year. Finally, we have a daughter, Annick, who is 13 years old and studying at a boarding school just outside of Melbourne.

I can see in my mind's eye the day when KCM will not only have a world class orebody, but also a world class business with talented employees that will make a significant difference to the lives of Zambians as well as the shareholders of KCM

Veronique will be living with me here in Zambia, and the kids will be visiting at various times through the year. She has spent many years working in the mental health sector, but is currently studying for a Masters in Education, which will continue while in Zambia.

What is your main area of competence?

I did an economics degree at Monash University and then did an MBA at University of Melbourne. I had a strong focus at university on quantitative disciplines, things like statistics, modeling and econometrics. So I am an economist and business analyst by training, although it seems like a long time since I worked in these fields. But I do remain a bit of a data nerd. I hope to use these skills in my work around local economic development.

Kindly explain your professional background, where you are coming from and where else you have worked?

I started working in Melbourne as a research assistant in CRA, which was one of the companies

that eventually became Rio Tinto. I started there as a student and worked for the company for the next 25 years. I have worked in many locations including the arid central Australia, tropical northern Australia, in Bristol and London in the UK, and also in the most exotic location of Mongolia. And now in Zambia.

In a professional sense, I have worked for many years as a business analyst, and then in strategy and commercial roles, including a time in Rio Tinto's mergers and acquisitions team in London. I have also worked in exploration and shipping.

Then, around 10 years ago I became very involved in some of the less technical areas of mining, focusing in on community, government and media relations. I found these areas to be particularly interesting as I had formed the view that the strategic and financial impact of these disciplines was very much under-rated but key to a company's success.

What prompted you to come to KCM and what contribution should the company expect from you?

I came to KCM after some discussions with Steven Din and Tom Albanese, both former colleagues at Rio Tinto. I had previously been working in the field of regional economic development in Mongolia and it seemed that there was a lot of potential to apply those learnings here in Zambia.

I hope that I will be able to help create the conditions that will see the economic benefits from mining spread more widely through the Zambian economy, particularly through job creation in the areas around our operations.

Can you tell us more about your work around Local Economic Development?

Sure. I have a strong belief in the importance of a company's social licence to operate. It is imperative for a company to have the strong support of its local community if it is to operate successfully. And more often than not, that means creating local jobs, creating local business opportunities and ensuring that the environment is protected. So Local Economic



Development is crucial to the first two objectives. KCM has a long tradition of attending to its social obligations, and I hope to continue that tradition.

In the few months you have been here, what do you make of KCM, what is the company's future?

Firstly, I have to say I am thankful for the warm welcome I've received from everyone since I've started. It is clear that what makes KCM a potential world class business is its people.

In regard to KCM's current state, it is clear that KCM is facing some very challenging business conditions. The copper price has fallen sharply and some of the Government's recent policy decisions have been unfavourable for us. Even before this, the company has been making losses, so a difficult situation has been much more difficult.

But I am fundamentally optimistic. The Konkola orebody is world class, and in mining without a great orebody it is difficult to make a great business. There is a lot of hard work needed, but I can see in my mind's eye the day when KCM will not only have a world class orebody, but also a world class business with talented employees that will make a significant difference to the lives of Zambians as well as the shareholders of KCM.

Thinking forward a few years, what legacy do you want to leave behind from your time in Zambia?

I hope that I am going to be able to look at the areas where KCM has a significant impact and see that there are more jobs created. I hope that they are jobs that are sustainable and rewarding jobs. And I hope to see KCM being left in a better financial state than it is today.

Do you think you have a role in mentoring younger employees in the company so as to produce future leaders? If yes, how will you do it?

I hope so. I have benefited over the years from several very generous mentors, and I hope to repay them by assisting the next generation of leaders wherever I can. I don't have anything formal in mind at this stage, other than to keep my door open as often as possible and encourage people to wander in and talk to me.

Thank you for your time.

It is my pleasure.

Konkola Shaft No. 3 departs from ancient mining methods



Siwale

Some of the new equipment in operation underground at Konkola

By Ruth Mulenga

Konkola Mine Shaft No. 3 has replaced some of its 50 year old mining methods by introducing the emulsion charging system for underground mining operations to optimise safety and improve blasting efficiencies.

The new technology is an important driver for plans to modernize the mine, said Lennox Siwale, the No. 3 Shaft underground Manager.

He said the emulsion charging system, which uses the slurry type of explosives with a power compactor, has proved effective in blasting and resulted in a 30 percent increase in advance per blast from around 2.5 metres to 3.2 metres.

The mine was in the process of introducing Remote Controlled Loaders, which can also be operated without the physical presence of an operator to enhance copper recoveries and create a safer environment for miners.

Mr Siwale said once the Remote unit loading is fully implemented, the stope recoveries on the flat-lying ore bodies in Konkola extension would increase from 50 percent to about 75 percent, while in

The company has started conducting training to upgrade the skills of the operators in line with modern technology and ensure effective use of equipment

Konkola East recovery was expected to increase from 70 percent to 75 percent.

He said Shaft 3 now aimed to increase output from 60,000 tonnes copper ore per month to an average 100,000 tonnes per month in the 2015/16 financial year.

Mr Siwale said the other positive result of the new systems was improved safety and labor utilization. This will further improve productivity from the current 60 tonnes to 100 tonnes per person per month.

In terms of labour utilization, Mr Siwale explained that, "in the past, charging of stopes and development ends required five to seven men, but now we are using only two men to charge stopes

and the 5m high x 5m wide development ends."

Mr Siwale said the new equipment would eliminate fatigue caused by operating heavy handheld tools and enable operators to manage with single control and improve on the downtime experienced in conventional mining.

The company has started conducting training to upgrade the skills of the operators in line with modern technology and to ensure effective use of equipment.

He said management was committed to enhancing the safety of employees, reducing costs, improving productivity and boosting overall production.

Finance Minister hails KCM stupendous efforts in mining

Not too long ago, government was concerned with sentiments that KCM operations had a lifespan of about six years but I'm happy to learn that the company is extending the lifespan

By Victoria Kabwe

Finance Minister Alexander Chikwanda has commended Konkola Copper Mines (KCM) for the stupendous efforts the company is making to keep the mine running despite some operational challenges.

Mr Chikwanda, during his recent visit to KCM in Chingola, said in a meeting with management that the Government was grateful for the laudable efforts and significant achievements that KCM had made.

"Not too long ago, government was concerned with sentiments that KCM operations had a lifespan of about six years but I'm happy to learn that the company is extending the lifespan," he said, adding that Vedanta's vision to mine in Zambia for at least the next 50 years was impressive.

Mr Chikwanda said the government was open to dialogue and wanted to ensure that an enabling business environment was provided for the mining industry as it was Zambia's economic backbone.

"Government wants to work closely with the mines to address challenges affecting them. The mining industry is the key to Zambia's economic growth," he said.

Mr Chikwanda noted that "the problems facing the mines were intractable but not insurmountable," adding that "the circumstances presented an opportunity for people to think wider on how they could circumvent their problems."



Hon. Chikwanda meets Head Smelting & Processing plants Enock Mponda (left), Mukherji Nilanjan Manager Nchanga Smelter and Superintendent Anode Furnaces Charles Shonongo at the smelter

Konkola Copper Mines Chief Executive Officer Steven Din said the mining firm was facing great challenges and operating in a very difficult business environment.

Mr Din, however, said that he was pleased to be addressing the challenges together with the government in a spirit of mutual benefit and was encouraged by the Republican President, His Excellency Edgar Chagwa Lungu's clear commitment to win-win solutions.

"I would like to be very clear that KCM strongly shares the government's aspirations to enhance the develop-

ment of the mining industry, the economy of Zambia and importantly its anti-poverty agenda," he noted

The CEO further said, "We are ready to examine all options available to ensure a successful future for KCM together with its long and proud past."

Mr Din pledged that the mining firm would work closely with the government departments and agencies to ensure that its programmes aligned with initiatives of the Zambian Development Agency (ZDA) and the Ministry of Commerce, Trade and Industry to help with industrial growth.

KCM delivers health service on women's day

By Staff Reporter

Women in Chingola and Chililabombwe profited from the Konkola Copper Mines (KCM) health services on International Women's Day.

The company's medical department set up screening centres at Konkola Stadium in Chililabombwe and the Rugby Club in Nchanga to provide health check-ups, which comprised screening for breast cancer, voluntary testing and counseling, blood pressure and family health talk, especially on family planning.

The teams drawn from the medical department provided the service as part of Konkola Copper Mines health outreach, with broader goals to ensure a healthy population.

A total of 140 women were screened, with 77 of them undertaking health screening, while 63 took voluntary testing and counseling (VCT).

A group of women state police officers said they were grateful to KCM for providing such a service with some saying they were scared of going to the clinics for VCT.

A student teacher at Nkana College of Education, Mwiche Nanyinza, who went for screening in Chililabombwe said: "I was also scared to go to the clinic but I had courage to do VCT on women's day because the service was brought closer and I am very happy that I now know my status."

KCM Manager Community Medicine Dr Janet Sikasote said routine health checks were important because they provided an opportunity for a potentially preventable or curable health condition to be identified at an early stage when an intervention can be life-saving.

"Screening for breast cancer, which is a common cancer in women, will allow for early detection of the disease, facilitating life-saving treatment. In similar manner early diagnosis of HIV infection and hypertension will lead to implemen-



Medical Team conducts medical check ups during international women's day

tation of interventions that will slow progression of the disease, improving quality of life and extending life span," Dr Sikasote said.

"In Zambia more women are infected with HIV than men."

She said obesity was becoming an increasing public health problem globally, with its resultant health problems, diabetes and hypertension, which lead to complications such as chronic kidney and cardiovascular disease.

"Screening for obesity will alert the individual of the need to control or reduce their weight to stay within the recommended weight for their height," she said.

Dr Sikasote advised that intervals between checkups for the different conditions would vary depending on the disease or condition and age of the individual, the healthcare provider would advise the client when to return for the next checkup.



General Manager Marketing & Commercial Somnath Ghosh recently represented KCM at a mining conference in Brussels. In the picture Ghosh in a discussion with some delegates.

KCM sponsored Nampundwe students excel in grade 12 exams

By Ruth Mulenga

All Konkola Copper Mines sponsored students at Nampundwe Secondary School have excelled with division one certificates as the school continues to improve its pass rate since KCM upgraded its infrastructure and facilities.

Head Teacher of the government-run school Bridget Nambwele said apart from the school's pass rate in 2014 national examinations rising to 61.2 per cent from 30 percent the previous year, all four students sponsored by KCM scored between 6 points and 17 points in a remarkable feat for the peri-urban school.

She said the school recorded 95.6 percent pass rate at grade 9, with only 3 pupils failing to make it to grade 10, while results in natural sciences had improved following the commissioning of the science laboratories built by KCM.

"KCM has been a motivation to pupils especially with the scholarships on offer, there is a lot of competition among the pupils with everyone working hard to excel," she said in reference to KCM award of scholarships to students, which comprise monetary and educational materials support.

"I would like to thank KCM for the support and wish the company success because their success is our benefit," Mrs Nambwele said.

KCM upgraded facilities and constructed new classroom blocks at Nampundwe High School, which enabled the government to convert it into a secondary school as enrolment also shot up to around 1,543 students from an average 700 students in 2008. The enrolment of girls, which is usually a major problem in peri-urban areas, has increase as the school, which only had 25 girl students in 2000, currently has 653 girls.

KCM has put up a well-equipped science laboratory, computer classroom with 20 computers and constructed several classrooms at the school.

"I must say that our relationship with



CEO Din (2nd right) ex-Nampundwe mine Manager John Lukaki (right), VP Konkola Keith Kapui (far left), Community Relations Manager Brian Siatubi and Head Teacher Bridget Nambwele (centre)

KCM has brought light and uplifted the literacy levels in Nampundwe," Mrs Nambwele, said.

She also said that the school has in-

creased enrollment, especially for young mothers who drop out of school due to early marriages and lack of school places in the district.

KCM schools continue to produce 100 pass rates

By Cynthia Kalaba

Konkola Copper Mines (KCM) Trust Schools have continued to achieve 100 percent pass rates.

Principal KCM schools Ernest Makasa said the schools have yet again achieved a 100 pass rate at grades 7, 9 and 12 due to a policy to ensure teachers kept abreast with modern teaching trends. Teachers are also encouraged to enrich their academic qualifications through further study and attending workshops on education.

Mr Makasa said teachers education schemes, forecasts, lesson plans and diaries are also scrutinized by the head teachers and their deputies, heads of departments and senior teachers to ensure standards were maintained.

"Remedial work is readily available for students that need this to ensure

that the needs of each pupil, weak and strong are catered for," he said, adding that tests conducted regularly have proved essential in improving the academic performance of students.

There is also a rooted culture of hard work, care for pupils and gentleness among teachers, he said.

"The school does not take pride in a mere 100 percent passes but quality 100 percent results. This year, we have Konkola Trust School emerging among the top 12 schools that got 100 percent on the Copperbelt, again the results are fabulous," Mr Makasa said.

In 2013 national exams, Nchanga Trust Primary was fifth in Zambia at Grade 7, while the Nchanga Trust Secondary school topped the national examinations charts.

KCM sends future leaders to South African university

By Victoria Kabwe

Konkola Copper Mines (KCM) has placed 15 young Zambians on scholarships at a key South African university as the company steps up efforts to train future leaders and narrow the skills gap in the mining industry.

The students, who were selected after completing A-level study at the KCM Nchanga Trust School in Chin-gola, will pursue studies in the Faculty of Engineering and Built Environment at the University of Pretoria.

This group is the second in a space of seven months after another 15 were sponsored to take up study in mining-related disciplines in India. Others have previously been sponsored to study in Australia and Namibia universities.

Commenting on the development, KCM General Manager Corporate Services Howard Chilundika said: "this programme is a part of KCM's vision to develop the next generation of leaders. We have a vision to operate in the Copperbelt for at least the next 50 years, so we need to be taking Zambia's best and brightest talents and preparing them for leadership."

In 2012, KCM initiated a scholarship programme aimed at sending high achievers from its Konkola and Nchanga Trust Schools for foreign university study to help Zambia overcome a skills gap in the mining industry and other disciplines like medicine and business. The company also sponsors students at local public universities studying mining courses under a separate programme, which started in 2007.

Over 200 students have received KCM scholarships since 2007, drawn from dependents and children of employees and the public. Dozens of

students also receive A-level training at Nchanga Trust School to prepare them for university entry at home and abroad.

"This is also one way in which we complement the Government in the education sector. These students will be employed in the mining sector upon completion of their degrees," Mr Chilundika said.

A beneficiary of the scholarships, Lukonde Musenge, said the support would enable her to pursue a degree in electrical engineering and provide relief to her parents, whose only focus

would be to pay school fees for her siblings.

"The company has lifted off the financial burden from our parents. The money that they could have paid for my education would be used to pay my young brothers and sisters' school fees. We are all very thankful to KCM," she said.

The 15 students will study Electrical and Electronics Engineering, Mechanical Engineering, Mining Engineering, Geology and Chemical Engineering.



South Africa-bound students pose for a photo with VP HCM, Jacob Njovu after a mentorship session with Resident Engineer Chris Chaila & Underground Manager Technical Bwalya Chafilwa



Families of South Africa bound students pose for a photo at the Simon Mwansa Kapwepwe International Airport



Norwegian Ambassador to Zambia Mr. Arve Ofstad (right) listens to Stance Ng'andwe at the Nchanga Open



District Commissioners Roy Nang'alelwa (Chingola in white overall) Chilundika and DC Chililabombwe Stuart Chitumbo (black safari suit) and residents during the launch of the anti-malaria residual spraying campaign in Nchanga North of Chingola



L-R: Chingola Mayor Titus Tembo hands a certificate of graduation to a pre-school child at the KCM Ndeleni centre. General Manager Sustainability Howard Chilundika gives a certificate to facilitate cash withdrawal for a parent aimed at boosting her trading business at Chiwempala market in Chingola



Interns (left) in overalls and community health workers captured before they took part in the residual spraying exercise



AMSL management has awarded its employees with assorted gift packs for outstanding performances and compliance to safety in their work. Manager Mr Arun Chobisa urged employees to work hard and adhere to safety procedures at all times. David Mukelabai KCM Manager - concentrator thanked AMSL management for taking part in the KCM "CHACHILAMO" initiative and urged employees to be safety conscious at all times.



CEO Din presents hampers to Maureen Zulu (left) and Everisto Mfula (right) for excellence in their work



VP Konkola Keith Kapui (in left photo) and CEO Din (right photo) present hampers to deserving employees for their hard work



Nchanga Business Unit Head David Ng'andu presents gifts to Robert Pambwe (left) and Joseph Washeni for their excellent achievements in the duties



Head Smelting and Refining Enock Mponda (left photo in white shirt) and Group Safety Manager Felix Sikaonga (right photo in kaky shirt) presents hampers to Ngoya Makumbi (left) and Smart Bota for achieving some milestones in their work

Nchanga long service awards



Nchanga employees are joined by family members after they received their awards



Nkana long service awards



Employees pose after receiving their long service certificates and awards at Nkana



Konkola long service awards recipients pose for photographs with officials and family members



Below: KCM sponsored students with family members before their departure for South Africa



Nchanga women



Konkola women on international women's day



Nampundwe women during the international women's day



Commerce, Trade and industry minister Margaret Mwanakatwe admires products produced by women sponsored by KCM



KCM Nchanga women donate at Luwi Orphanage during the international women's day



KCM Konkola women donate at One Way Mission Orphanage during the international women's day

KCM awards scholarships to the leaders of tomorrow

By Shapi Shachinda

Konkola Copper Mines (KCM) has awarded scholarships to pupils in government schools for their high achievements in the Grade 7 and 9 national examinations.

The students received scholarship certificates from Permanent Secretary for the Copperbelt Reverend Howard Sikwela.

Speaking during the awards presentation ceremony in Chingola, Reverend Sikwela said: "This programme provides valuable support for the Government's focus on provision of quality education to all Zambians. I am encouraged that KCM is providing these scholarship for students who, in some cases, may not have been able to continue with their education without this assistance."

Rev. Sikwela said the KCM policy was aligned with the government plans to foster public private partnerships to ensure broader development goals were achieved, particularly through youth empowerment.

Forty-one pupils received full sponsorships – from Grade 8 to 9 for those who passed with high grades in the Grade 7 national exams and Grade 10 to 12 for the Grade 9 high achievers. The pupils awarded are from government schools in Kitwe, Chingola, Chililabombwe and Shibuyunji.

The scholarships cover the full payment of schools fees and purchase of school uniforms and other requirements. They are part of the company's support for high potential students and the development of future leaders in industry and government.

KCM has in the last six years provided scholarships to 250 pupils in government schools under this programme.

KCM General Manager Corporate Services Howard Chilundika said the company supports the education of young people as a part of its long term commitment to education in the Cop-



Kabwe Kalunga a grade 8 pupil at Helen Kaunda Secondary School receives her scholarship certificate from the Copperbelt Permanent Secretary Howard Sikwela. Next to Sikwela is KCM GM Corporate Services Howard Chilundika



Some of the recipients pose with Sikwela (third right in back roll), Chilundika on his left and Chingola DC Roy Nang'alelwa (on his right) and other educationists

perbelt.

"KCM has a 50-year vision for its operations in the Copperbelt, so we believe it is important to invest in the leaders of

tomorrow," Mr Chilundika said.

He added: "Youth Week is an ideal time to reflect upon the importance of our young people."

New Equipment cheers KCM Union representatives



CEO Din and Konkola Vice President Keith Kapui meet unionist Pensulo Chibale

We are all happy, no one could be happier to see this day come than us the employees

By Ruth Mulenga

Union representatives at Konkola Mine in Chililabombwe have been cheered by the acquisition of new underground mining equipment intended to improve production.

Speaking in Chililabombwe after commissioning of the new mining equipment for Shaft 1 and 3, the union officials commended management for fulfilling its promise to invest in operational areas, saying the move gives employees a sense of hope and it would improve performance.

National Union of Miners and Allied Workers (NUMAW) Konkola Branch Chairman, Pensulo Chibale, described the move as a step in the right direction.

Mr Chibale appealed to employees to embrace ownership and guard the equipment cautiously so that KCM would once again become a vibrant company.

"As employees we need to protect this company because our bread and butter comes from here," he added

United Miners Union of Zambia (UMUZ) Branch Chairman Ananiahs Sabiti said the move has come at the

right time as this would enable employees to work efficiently.

"We are all happy, no one could be happier to see this day come than us the employees," Mr Sabiti said.

Lottie Ngwira of Mineworkers Union of Zambia (MUZ) said the employees

will no longer have to walk long distances.

"Before we used to walk for about 3 to 4 kilometres to get to a work station causing a lot of fatigue, this will be a thing of the past," he said.



The first team of employees to receive training in the use of Normet underground equipment captured here at the Konkola mine garage



Felix Sikaonga

By Victoria Kabwe

Konkola Copper Mines (KCM) Group Safety Manager and Emergency Coordinator Felix Sikaonga has been elected as the new president of the Zambia Mine Rescue Association (ZMRA).

Mr Sikaonga was unanimously elected for a two-year term during the Annual General Meeting held at Munal Nickel Mine in Mazabuka recently.

"It's an honour to be elected as president of the Mine Rescue Association. It has much more to do with the company's standing with the Chamber of Mines of Zambia. They have confidence in our company structures," he said.

He thanked other mining companies for believing in KCM saying, "I need the support of everyone to shape the identity of the mine rescue association across the mining industry."

Meanwhile, KCM Nchanga Emergency Coordinator Marlon Chongo was also unanimously elected as ZMRA vice president.

Mr Chongo said, "I'm happy to be elected, but it's a challenge. People voted in our favour because they have seen what we have put in as individuals and as a company. I've been in mine rescue for 23 years now and I've a lot of experience in this field."

ZMRA is a unit of the Zambia Chamber of Mines responsible for

Sikaonga elected mine rescue association president

I need the support of everyone to shape the identity of the mine rescue association across the mining industry.

coordinating emergency preparedness activities in the mining industry and overseeing mine rescue teams

established by member companies, particularly those with underground operations.



Marlon Chongo (centre, in blue T-shirt) with Nchanga mine rescue team in front of the mine rescue station adjacent to the NUG twin shafts



Njovu

By Ruth Mulenga

Vice President Human Capital Management Jacob Njovu has said that employees will remain an integral part for a successful Konkola Copper Mines (KCM).

Mr Njovu said in an interview that management believes that the future of the company largely depends on the collective efforts and commitment from employees and other partners.

He said management would, as a result, continue to take appropriate steps to put KCM on sound footing despite the challenges the company has faced. The future prospect for the company was good and employees should continue working hard to help turn around KCM fortunes.

Management will on its part ensure it promotes an all-inclusive approach in tackling current challenges in the company, he said.

"Only we can turn around KCM and we must do it without fail. As we prepare for 2015/16 financial year, we should work hard in pursuing our duties and targets to enable the company to achieve its goals," Mr Njovu added.

He also said management has embarked on an exercise to realign employees to the needs of the company and to keep pace with the changing business demands. The exercise, as an ongoing process across the business, will ensure

Employees are a valued asset – Njovu

Management would continue to recognise employees for excellent performance through various motivation and retention incentives

that management continues with the employee skills development programme to match with the needs.

Mr Njovu said management would continue to recognise employees for excellent performance through various

motivation and retention incentives.

Management wants to sustain dialogue with employees through various engagement strategies, saying that this would promote transparency and accountability.



Njovu awarding employees at Nchanga Golf Club during the Jubilee celebrations



Flashback: Employees march to mark the 10th anniversary of KCM

TLP introduces bar coding system for premium copper



Copper electrowinning cells being processed into copper cathodes at the Tank House at Nchanga

By Victoria Kabwe

The Tailings Leach Plant (TLP) has undertaken the cathode bundle labelling project to reduce manual intervention and minimise the potential of errors at production and dispatch of the premium Kabundi Cathode (KBC).

TLP Manager Rajendra Agrawal said the project has been designed to provide the TLP team with sufficient and accurate data which, at times, has been difficult to achieve primarily due to the market pressures that demand greater production and dispatch.

Mr Agrawal said that after production, details of the cathode bundle such as weight are generated on a weigh sheet and also recorded on the bundle using water paint which can easily be erased or manipulated.

Barcode has now been upgraded to a 2D barcode, which allows for greater data storage, compact footprint and easier reading by a Scanner

"Sometimes after the weight is displayed you may have different figures on the bundle and weigh sheet and these variations, which can occur due to machine and human error, attract queries from customers," he said. "So to minimise this, we opted to introduce the barcode labelling of KBC at production and dispatch."

Mr Agrawal said that all the labels on the cathodes would contain text and a barcode.

"The barcodes initially envisioned were a 1D barcode, similar to the labels behind the products you buy at Shoprite

for example. However, after careful consideration, the barcode has now been upgraded to a 2D barcode, which allows for greater data storage, compact footprint and easier reading by a barcode scanner," he said.

Mr Agrawal said the project would be implemented in two phases with the first one being done in two stages; at production and consignment label which would be done in the SAP system.

"Phase two will see the use of the barcode as a base in order to derive the maximum benefit from the barcoding solution."

Security invests in Aust-Guard system

Intruders and thieves are perpetual threats to most businesses, including KCM hence maintaining a high level security is a top priority for the company

By Cynthia Kalaba

Konkola Copper Mines Security department has invested in the Aust-Guard, a special system used to mark goods supplied to the company, Group Security Manager Max Maona has said.

The new system is part of the investments intended to improve security and ensure that company property is not at risk of being stolen or tampered with in all KCM Business Units.

Mr Maona said the Aust-Guard technology is used to detect goods that could potentially have been recycled and supplied back to the company. The system protects the company's assets and prevents cheating by people that may be seeking a reape-off.

"Some suppliers use dubious means when supplying goods, they want to supply the same goods more than once, which can be a loss to the company," he said. "Intruders and thieves are perpetual threats to most businesses, including KCM hence maintaining a high level security is a top priority for the company."

Mr Maona also cited the Closed Circuit Television (CCTV) and Biomet-

rics as other projects implemented in recent times that were playing an important role in both the security and administration of KCM assets.

"Certain areas of operation cannot be accessed by anyone else unless authorized personnel, this is part of security too," he said.

KCM Security Sergeant Biston



Mwila

Mwila said the system had enhanced chances of recovering stolen goods and property.

Mr Mwila explained that in future physical security protocols would include a requirement for employees to wear badges in restricted areas that would be accessed through biometrics.



Flashback: Gallant men and women in uniform - KCM Security officers during the Jubilee celebrations

Trees planted in Chingola to provide future animal feed

KCM hopes to merge biodiversity and sustainable livelihood programmes, which will lead to the prevention of malnutrition in the animals by reducing shortage of fodder

By Cynthia Kalaba

Several species of trees have been planted in a Chingola peri-urban area in order to provide fodder for cattle that Konkola Copper Mines (KCM) has given to communities to lift their living standards.

At least 2,350 trees have been planted since the beginning of 2015 in Shimulala area, where 80 families have received cattle from KCM, under an ongoing programme to ensure animals have enough fodder and forests are replenished with trees.

KCM Manager Community Relations Brian Siatubi said the four species of trees planted to recreate plantations for future provision of timber and also for livestock fodder were *Pinus kesiya*, *Griecidia sepium*, *Leucaena Leucocephala* and *Moringa oleifera*.

"KCM hopes to merge biodiversity and sustainable livelihood programmes, which will lead to the prevention of malnutrition in the animals by reducing shortage of fodder," Mr Siatubi said. "This will help to create a responsible and economically viable community."

He said the programme for tree planting would also serve as environmental



A boy plants a tree in Shimulala

rehabilitation following the cutting down of trees in recent decades for charcoal burning.

The new plantings bring to 7,000 trees planted since 2014 by KCM and its partners, including the Forestry Department and the District Commissioner's office, in Shimulala and parts of Chililabombwe.

KCM is working with the Forestry Department to sensitise people on the dangers of deforestation, with emphasis on reforestation to improve soil fertility and enhance small scale farming to ultimately create wealth and reduce poverty levels. The company is also promoting reforestation to help preserve the environment and reduce the impact of global warming.

Chingola District Commissioner Roy Nang'alelwa said after the tree planting exercise that he was pleased with KCM's leadership in preserving and protecting the environment.

Mr Nang'alelwa said the programme backed the national tree planting exercise, aimed at planting 10,000 hectares of land each year to create new forests.

"I'm particularly happy that the launch of the KCM tree planting exercise has been done in Shimulala because this community is among the many areas in Zambia that have a legacy of having large numbers of trees cut down for economic activities such as charcoal burning," he said.



Community liaison officer Luke Chisanga joins others in planting trees in Shimulala

KCM empowers women and youths



Community Relations Manager Brian Siatubi gives a sewing machine to Agness Mphande of Twatasha women's group in Chingola

By Cynthia Kalaba

Konkola Copper Mines (KCM) has given women and youths welding, sewing, knitting and block making machines to facilitate wealth creation and reduction of incidences of poverty.

The machines were recently given to 12 women and youths groups in Chililabombwe. It brings the number of beneficiaries of empowerment schemes in recent years to 7,200 people, including in areas such as training and capacity building programmes.

Speaking during the handover ceremony, Chililabombwe Deputy Mayor Charles Mwape commended KCM for its focus to uplift the living standards of the community.

Mr Mwape said KCM had continued to show its good corporate citizenship to the community in which it operates and that it was a major boost as the Government alone could not afford to provide for its citizens.

"I encourage you to put the tools to good use, such that even when monitoring is done the result will motivate KCM to do more and help other groups," Mr Mwape said.

KCM Community Relations Manager Brian Siatubi said the sustainable livelihood empowerment programme was enabling women and youths to be productive and to sustain their livelihoods.

Mr Siatubi implored the beneficiaries to work hard and pass on the skills to other youths and women in their respective communities.

A beneficiary, John Bwembya, thanked KCM for its efforts in youth em-

Not all youths can find formal employment but through such initiatives, KCM is creating opportunities for youth employment and self-reliance

powerment and added that this was a form of job creation for the unemployed youths.

"Not all youths can find formal employment but through such initiatives, KCM is creating opportunities for youth employment and self-reliance," Mr Bwembya said.

He encouraged his fellow youths to work hard and use the equipment properly.



Chililabombwe youths make blocks using a manual machine donated by Konkola Copper Mines

Manish & Scott leave



Head Nchanga Business Unit David Ng'andu hands gifts to former CFO Manish Dawar and ex-Konkola vice president Scott Yelland during their farewell at the Nchanga Directors' Lodge



Ng'andu speaks to Dawar and Yelland as other officials including new CFO Sharad Gargia (left) listen in.



Fire drill at Corporate



Senior management staff and other employees take turns to put out fire during a fire drill as part of safety campaigns



First aiders receive first level emergency training



Jill Lithgow a specialist in first aid demonstrates to KCM first aiders how to attend to an accident victim

By Ruth Mulenga

KCM Medical department has rolled out training programmes for first aiders in International Trauma and American Heart Association's Basic Life Support.

Acting Nchanga Medical Superintendent, Dr Dikamba Muninga said that the course was aimed at creating a competent team of first responders to mine accidents in KCM.

Dr Muninga said personnel were equipped with advanced techniques in the management of mine accident victims and critical illnesses on site.

He explained that recent findings revealed that there were gaps in the management of mine accident victims on site. The training for first aiders is intended to close the gap resuscitation and trauma management.

The International Trauma Life Support (ITLS) is accepted internationally as the standard training course for pre-hospital trauma care which combines classroom learning and hands-on practice. Basic Life Support teaches both single-rescuer and team basic life support skills for application during in and out of hospital

The plan is to train more personnel who will include fire fighters and rescuers

settings, focusing on high quality Cardiopulmonary resuscitation (CPR).

Recently 40 members of staff underwent the International Trauma and Basic Life Support course conducted by a South African company, ER24 Emergency Medical Service.

"The plan is to train more personnel who will include fire fighters and rescuers," Dr Muninga said

Dr Muninga said first aiders have standard first aid knowledge of managing emergencies, but needed additional skills to be able to manage victims at an accident scene.

He said the first aiders have confidence to stand up and take charge in an emergency situation.

Additionally KCM has procured automated external Defibrillators which will be placed in all KCM operations to enable first aiders respond to emergencies fully equipped.

New medical equipment set to improve patient care

By Ruth Mulenga

Nchanga and Konkola Mine hospitals have received new pieces of medical equipment for improving service delivery and customer satisfaction.

KCM Manager Medical Services, Dr Edward Chilekwa, said that the equipment would aid in early diagnostic intervention and interpretation for patient care.

Dr Chilekwa said the Medical Department was committed to ensuring that patients benefited from the very best facilities and that management would continue to seek more investments in front line care.

"We will continue to provide patients with the most up-to-date medical technology and cutting-edge equipment," Dr Chilekwa said

Some of the equipment received includes the Intensive Care Unit Ventilator, which is used to ease breathing, mobile X-Ray machines including air conditioners designed to facilitate exceptional care at the patient's bedside or in the operating rooms and Spirometer (Lung function machine) for Respiratory health surveillance among employees working in hazardous areas.

The other equipment is electronic and manual Blood Pressures monitors, Ultra Sound Machine, Blood Bank Fridge and audio metre machine for essential routine hearing examinations.

He said the department was committed to achieving the highest standards of care by providing quality and competitive health services to all clients at the KCM health facilities.

More equipment is expected to be procured in the 2015/16 financial year in the ongoing upgrade of the facilities to provide individuals with better healthcare.

Nampundwe Long Service



Flamboyant Kent Siame
Artisan Rigger at NUG
captured during the long
service awards

Nampundwe employees pose after receiving their long service awards

Konkola Blades have new committee



Left in checked shirt, Club Chairman
Davy Mubita, Vice Secretary Collins
Hasalama, Technical Chairman Richard
Kasoka, Treasurer Dr Joe Mukosa, Com-
mittee Member and Bar Manager Patulani
Mphande, Club Secretary Kennedy Chota



NUMAW Women during womens' day



MUZ Women relaxing after a march past