



# Konkola Copper Mines plc

## Konkola News

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Dear Colleagues,

Firstly, I would like to congratulate you on your individual and team contribution toward the improving production which is heading in the right direction albeit at a slower pace than needed. Remember, to pay our monthly bills, the goal is to achieve 12,500 tonnes of integrated copper production each month.

As far as our performance is concerned for the last financial year, we achieved far less than our planned integrated copper production. This placed significant financial pressure on our business which could not be contained by the slight upward movement in copper price. The business plan for FY 2018 has now been finalised and we will continue to aim high so maintain your resolve. I see the next 12 months production performance being a watershed milestone for KCM.



*KCM Chief Executive Officer Steven Din*



### SAFETY

We must never compromise our safety standards and must always follow procedures. I make no apologies for driving home, again and again, the priority we attach to maintaining a ZERO HARM safety culture. A number of safety initiatives are currently being implemented in the business. This includes empowering people in operations to perform some of the safety roles primarily done by safety officers to ensure more localised ownership of safety procedures. A number of training initiatives have been concluded and many more will be carried out across the business. Let me emphasise here that we need to share best practices for all employees to be aligned to the same safety standards. Use all skills you have recently acquired in the company-wide workshops and the tools you have at your disposal to stay safe.

New materials  
gate installed  
at Nchanga

Nchanga Smelter  
undergoes major  
improvements

Keeping Healthy  
with routine  
checkups



## PRODUCTION

Our long term goal is to reach 400,000 tonnes of annual production and, in order to do this, we will need to ramp up production levels by four times from where they are today. This is an ambitious and bold target but one we are capable of achieving in the medium term with clear focus and hard work. In the coming year, as we deliver on the business plan, I expect us to take a big step toward achieving the 400,000 tonne vision. Our newly formed, empowered Operating Teams are our engine room and together with the support of the BUs and ExCo we now have a dynamic decision-making machine. All is to work for so take the challenge and enjoy it!

The main focus of the ramp up will be at Konkola and we are working on new solutions to dewater the mine to ensure we are able to raise production. We are taking Nchanga Underground out of care and maintenance and should quickly be able to boost production there. We will be less reliant on foreign concentrates pretty soon.

In the 50-year vision, we also plan to invest in building our own power plant to reduce our reliance on expensive and sometimes unreliable power and as this will take several years to build and commission. We will also procure some short term power solutions to boost our performance in the interim.

### Pride of Zambia

The Chairman of Vedanta Resources plc, Mr. Anil Agarwal, met His Excellency President Mr. Edgar Chagwa Lungu at State House in March. He outlined his 50-year vision for KCM and his continued commitment to major investment in KCM, employment creation and to our communities. We want KCM to be the Pride of Zambia and it is our intention to make a big contribution toward re-establishing Chingola as the cleanest town in Zambia.

Finally, as you have grown to expect, I'm signing off with a focus on teamwork, production and safety. So, let's work together, improve our production levels and stay safe!

Sincerely

Steven Din  
CEO

# Copperbelt leather industry cluster deepens roots

*By Victoria Kabweimba*

A Chingola-based group has started making leather products under the tutelage of the Copperbelt Leather Cluster Industry Association (CLIC) as part of nationwide efforts to diversify the economy.

The group has been funded by Konkola Copper Mines (KCM) to the tune of K121,000 to assist with building the capacity of targeted communities in Chingola, Chililabombwe and Kitwe through training, designing and making of leather products.

The project aims to directly benefit 400 households and indirectly impact another 2,400 people from 20 self-help groups in particular women, shoe makers, cobblers and youths.

A total of 23 entrepreneurs from various communities and markets in Chingola were provided with a three week basic training to equip them with skills for making leather products, including industrial gloves, shoes, belts and aprons.

KCM Chief Executive Officer Steven Din said the company has a responsibility to realize the potential and the opportunities not just in mining but also in agriculture, tourism, logistics and trade if the Copperbelt is to develop more robustly.

"We want to diversify the economic base of the region so that people can have better prospects for the future. We want to create jobs and sustainable livelihoods in our communities. Broad-based economic development will be the single greatest economic legacy of mining in the Copperbelt," he said.



*Members of the Chingola Leather Cluster put final touches to their products*



*Some of the products made by Chingola Leather Cluster team*

Chingola Municipal Council Deputy Mayor George Kampamba hailed KCM's efforts to uplift local communities.

"Projects like this one provide the much needed employment for our youths, the majority of our country's population," Mr. Kampamba said. "Young people will learn skills that they can use to earn a living and become entrepreneurs."

Watson Musonko, an 18-year old

beneficiary of the project said the skills he has acquired would change his life.

"I dropped out of school in grade nine last year. While going to school I worked as a cobbler at Soweto Market in Chingola for three years to help raise money as my father has no formal employment. With the money I'll be raising from this project, I will be able to go back to school and also support my family," Watson said.



# One billion dollars to be pumped into KCM's 50-year vision



*Vedanta Chairman Agarwal stresses a point to President Lungu as Vedanta CEO & KCM Chairman Albanese looks on*

*Stories by Shapi Shachinda & Photographs by Eddie Mwanaleza, State House*

Vedanta Chairman Anil Agarwal has outlined his 50-year vision for mining in the Copperbelt and his plans for investing another \$1 billion for the next phase of growth at Konkola Copper Mines (KCM).

The Chairman made the announcement when he met His Excellency President Edgar Chagwa Lungu at State House in Lusaka on 24 March, 2017.

The President and the Chairman discussed the outlook for the global mining industry and Vedanta's investment in KCM, one of Zambia's largest integrated copper producers.

Vedanta's Chairman was accompanied by Tom Albanese, CEO of Vedanta Resources and

## The ramp up of Konkola is the centerpiece of my 50-year vision for KCM - Agarwal

Steven Din, CEO of KCM.

Mr Agarwal said the investment was expected to create several thousands jobs, adding that, "I want KCM to be the largest integrated copper producer in Africa, the pride of Zambia and Vedanta's hub for copper and cobalt production in Africa."

"The ramp up of Konkola deep mine is the centerpiece of my 50-year vision for KCM. It's technically very challenging, because of the

massive amount of water we have to pump out of the mine, but I'm determined to find technical solutions," Mr Agarwal said.

Vedanta's Chairman announced his commitment to further help diversify the economy of the Copperbelt by supporting initiatives in agriculture and technology. KCM currently supports 2,700 families and small scale farmers through its Sustainable Livelihoods programme.

# Diversifying the economy is key – President Lungu

## *Mining must aid agricultural development*

President Edgar Chagwa Lungu has welcomed plans by Vedanta Resources Plc to aid the country's initiatives to diversify into agriculture and promote technological advancement.

President Lungu, during a meeting with Vedanta Chairman Anil Agarwal at State House, said the government's focus was to boost agricultural production to ensure food security and sustainable

economic growth.

"We want agriculture to run side by side with mining," he said.

The President was pleased that Vedanta's focus would be to improve operations of KCM and support the growth of the economy through agricultural diversification.

President Lungu and Mr Agarwal also discussed plans to enhance technology in the country's mining sector, with Vedanta playing a major

role in promoting new inventions.

The President's spokesman Amos Chanda later told the media that the discussions also centered on investments in the energy sector and improving the welfare of Zambians through the company's corporate social responsibility, which is the crux of Mr Agarwal's commitment to communities in all of Vedanta subsidiaries' areas of operation globally.

Vedanta's strong financial support for KCM has highly energised the team to deliver on higher production, CEO Steven Din has said.

Vedanta Chairman Anil Agarwal said in Lusaka on 24 March, 2017 that the London-listed natural resources group would invest another \$1 billion to improve production at KCM.

"Personally, I am highly energised by such a strong demonstration of financial support from Vedanta Resources Plc and political support from the Government. Now we need to make our supporters proud by increasing the production levels at KCM," Mr Din told the workforce at KCM.

"Remember our short term goal is to hit the 12,500 tonnes of copper from integrated production. This will return KCM toward profitability and improve the long term outlook for our families and communities. I am counting on each one of you to contribute toward our collective goal."

## Vedanta Chairman's support is energizing – CEO



President Lungu, Mr Agarwal and Mr Albanese (centre) share a light moment at State House

Mr Din said his ExCo team met with the Chairman to give him updates on KCM's performance and to understand the initiatives behind "Pride of Place".

"He recognised the challenges that we have faced in light of low

copper prices, rising power tariffs and the technical issues related to de-watering Konkola mine. He commended our unwavering focus on performance improvement in the areas of operations, safety and environment," Mr Din said.



By Mulewa Shapi

A second materials gate has been officially opened at the Nchanga Business Unit (NBU) to enable better handling of concentrate imports arriving at the plant.

The new gate is expected to decongest the existing materials gate and improve efficiency in the handling of concentrates destined for the smelter.

Chief Financial Officer (CFO) Sharad Gargiya, hailed the cooperation between different departments in bringing the project to realization. He outlined his expectations for faster turnover times in handling concentrates with the ultimate aim of increasing production.

Nchanga Business Unit (NBU) Head Field Kondowe and Smelter and Refining Head Enock Mponda both took time during inauguration of the gate to emphasise the importance of safety for drivers, equipment and materials.

"We will insist that by the time the drivers are cleared at this materials

## New materials gate installed at Nchanga



Nchanga BU Head Field Kondowe (left), KCM CFO Sharad Gargiya and Smelting and Refining Head Enock Mponda cut the ribbon at the opening of a second materials gate at Nchanga

gate, they are fully inducted and dressed in the necessary PPE (personal protective equipment). That is non-

negotiable and essential if we are going to operate safely and in an organised manner," Mr Kondowe said.

## Unions heap praise on management for pay rise

By Shapi Shachinda

Unions representing workers at KCM have praised management for awarding a pay raise to their members in spite of the company's financial difficulties.

James Chansa, the spokesman for the three unions – the MUZ, NUMAW and UMUZ – said at the Nkana Flats during the signing ceremony of the 2017 collective agreement with management that negotiations had been conducted in a mature manner to agree a 7.0% pay increase.

The new collective agreement was signed by leaders of the three unions and KCM management led by Vice President Human Capital Management, Chimango Chikwanda, and Head Smelting and Refining, Enock Mponda.

"KCM has been known by a lot of difficulties lately," Mr Chansa said. "The three unions and our members



James Chansa, the spokesman for the three unions shakes hands with KCM Vice President Human Capital Management Chimango Chikwanda

are going to work together with management to help to improve things in the company."

"We want to help to end the pattern of low production this year. We will champion the implementation of good strategies to end this cycle," Mr Chansa said.

Mrs Chilwanda alluded to the intense but mature negotiations leading up to the signing of the new agreement. She

urged employees to work hard to improve production.

"KCM and the unions have both been noble during the negotiations for improved pay and conditions of services for employees, and the spirit of give and take ruled at the end of the day," she said.

"The company is currently going through a challenging financial and production phase. I am glad that our leaders in the unions have understood the challenges and so have the employees."

Mrs Chikwanda said the onus was now on both management and employees to work extremely hard together to turn around the fortunes of the company.

"KCM continues to operate in a competitive environment but despite this, management resolved to preserve jobs when others in the industry had laid-off many of their employees," she said.



KCM Mine Rescue Team

# KCM Mine Rescue: "Voluntary We Serve"

*By Mulewa Shapi*

The triumph of the Nchanga 'C' Mine Rescue Team at the 2016 National Mine Rescue Championships brought the little known, but highly essential, duty of mine rescue into the limelight.

Mine rescuers are highly trained professionals with a combination of technical skills, courage and calmness to save life when under pressure. Often summoned at short notice, rescuers always need to be in peak physical and mental condition.

With two teams of KCM rescuers making it to the top five of the 2016 competition, the preparedness of KCM's mine rescue operations is beyond

doubt.

Experts say that thorough preparations are required to be ready for action in mine rescue.

One such expert is Maron Chongo who knows the ins and outs of mine rescue. As an underground mechanical engineer and 22 year veteran of mine rescue, Mr. Chongo is President for Zambia Mine Rescue, Emergency Rescue Coordinator for Nchanga Business Unit and a rescue teams' manager.

He was Vice-Captain of the victorious 2005 team at the same competition and was also involved in the 2016 championship as team manager.

Mr. Chongo explains that mine

rescue competitions have benefits far beyond just displaying skills.

"The competitions are very important to know which mines are ready for emergencies in terms of both equipment and rescuers. They are a chance to learn from mistakes and ensure that teams are in top shape," he said.

He said that constant training, preparation and testing under emergency conditions is necessary to ensure flawless performance in actual emergency situations.

The mine rescue teams' service extends beyond the boundaries of KCM, with the teams frequently assisting local communities and other companies with emergency rescue situations.





*The work force involved in installing the new ESP at the Nchanga Smelter*

The replacement of the ESP was a major step to improving the operating efficiency of the smelter, enhancing the safety of employees and environmental sustainability.

## Nchanga Smelter undergoes major improvements

*By Victoria Kabwe Zimba*

KCM successfully commissioned a new Electro-Static Precipitator (ESP) at the Nchanga smelter during the recent bi-annual maintenance shutdown.

The ESP is a component which cleans furnace gas loaded with dust after passing through the boiler.

The replacement of the old ESP with a new one was the major part of works conducted at the smelter in a unique maintenance shutdown since it was commissioned in 2008. The shutdown was completed two days ahead of the planned 40-day period.

Head Smelting & Refining Enock Mponda said the performance of the smelter was

expected to improve as it would guarantee higher capacity utilisation as a result of increased plant availability and reliability.

Mponda said the works undertaken at the smelter included replacement of refractory bricks of the three furnaces (FSF, SCF and CRF), screening of the catalyst at the acid plant, repair and modification works of the boiler.

He said the replacement of the ESP was a major step to improving the operating efficiency of the smelter, enhancing the safety of employees and environmental sustainability.

"We expect the performance of the smelter to improve after the maintenance."

The BU head noted that improved throughput and third party concentrate would enable the smelting unit to process higher volumes of copper concentrate each month.

"Our immediate focus is to also secure third party concentrate and increase primary copper production," Mr Mponda said.

Since its establishment, the smelter has undergone three major shutdowns, the last one being in August 2014.

The Nchanga smelter was commissioned in 2008 as part of the more than \$3 billion investment in KCM expansions and upgrades since London-listed Vedanta Resources Plc acquired a majority stake in the company.



# KCM Gender action plan spelt out

...the company's vision is to unlock the full potential of women



*Konkola BU women with nurses at Lubengele Health Centre during the donation of assorted items to the centre to celebrate the women's day*

Successful companies look for the best talent because they have to remain competitive and profitable. I encourage women to be bold, have the right attitude, to be visible, speak up, to volunteer for work and to network both internally and externally

*By Staff Writer*

Vice President Human Capital Management Chimango Chikwanda has said KCM plans to raise the number of women in the organization as well as in key leadership roles.

The initiative was announced as KCM took part in the commemoration of the International Women's Day on March 8, under the global theme: "Be Bold for Change."

The affirmative action will be implemented through talent identification and mentorship in a systematic manner, Ms Chikwanda said. The number of women within KCM is set to increase from the current 11 percent to 14 percent in the medium term before eventually increasing to over 30 percent

within the next three years.

"Our vision is to unlock the full potential of women," Ms Chikwanda said. "Our parent company Vedanta Resources plc has stepped up in the journey to ensure we have reasonable representation of women within the group and KCM is fully focused to achieve this goal."

She said KCM has implemented Talent Workshops initiated by Vedanta Resources in order to 'bubble-up' young talent across the group.

"Through this process, we have recently identified five high potential female employees who have been recommended for promotions and enhanced roles in the company," adds Ms Chikwanda.

Ms Chikwanda encouraged

women to pursue excellence, be visible and have a clear purpose in their careers and life in general.

She commented that, "Successful companies look for the best talent because they have to remain competitive and profitable. I encourage women to be bold, have the right attitude, to be visible, speak up, to volunteer for work and to network both internally and externally."

KCM women took part in the commemoration of the International Women's Day by holding a career talk by female Engineers and other professionals for girls at the KCM Trust Schools in Chingola and Chililabomwe. The KCM women also donated an assortment of goods, including blankets to a charity for the aged and disabled in Chingola.

# Employee scores a first in workplace safety training

*By Ruth Mulenga Mukuwa*  
KCM Chief Nursing officer – Occupational Health, Safrina Mukutuma Mwaba has distinguished herself by successfully acquiring certification in workplace ergonomics and a Diploma in Workplace Safety and Health via the ALISON online learning platform.

ALISON which stands for Advanced Learning Interactive Systems Online is a worldwide recognised online learning resource which offers individuals the chance to acquire intensive training and certification online through independent study.

KCM promoted the ALISON platform as a free way for employees to acquire and develop skills that could help them perform better in the workplace.

Safrina eagerly took on the initiative and studied in her personal time to successfully complete two courses in fields that are of growing concern in occupational health and safety around the world.

Safrina said the workstation ergonomics awareness is important for people who spend long periods of time working with computers at workstations to know about workstation ergonomics.

Safrina plans to use her new



## Safrina plans to use her new skills to sensitize employees on benefits of workstation ergonomics to help prevent musculoskeletal diseases.

skills to sensitize employees on benefits of workstation ergonomics to help prevent musculoskeletal diseases.

In her Diploma in Workplace Safety and Health, she learnt about behaviour based safety, workstation ergonomics, back safety, drug free workforce and how to manage safety and health in schools.

She said as a trained occupational health practitioner in-charge of KCM occupational health, she and her team will work towards reducing workstation ailments resulting from poor ergonomics.

Safrina added that effective ergonomics at the workplace is important because it reduces issues of absenteeism and ill-health among employees.

"As occupational health we believe prevention is better than cure," she said.

General Manager Safety Dr Carl Marx commended Safrina for the effort and initiative taken to complete the courses during her spare time.

Dr Marx urged other employees to emulate Safrina by enhancing their skills through this programme.



# KCM partners CHAZ to provide Male Circumcision

male circumcision does not make one immune to contracting other diseases such as HIV but reduces the risks and is a measure to help prevent cervical cancer a leading cause of deaths among women

*By Ruth Mulenga*

Konkola Copper Mines has signed a memorandum of understanding with the Churches Health Association of Zambia (CHAZ) to provide Voluntary Medical Male Circumcision (VMMC) to communities in Chingola and Chililabombwe.

KCM Manager Community Medicine, Dr Janet Sikasote, said the programme was a mitigation measure in the fight against HIV and Human Papilloma Virus (HPV) transmission, a leading cause of cervical cancer in women.

Dr Sikasote said the VMMC programme which started in May 2016 is also aimed at supplementing the country's efforts in providing healthcare to the communities.

Dr Siaksote said the programme had received overwhelming response with over 1,000 men undergoing circumcision since its launch.

She said KCM with its partners CHAZ and Ministry of Health will continue to undertake a number of sensitization activities on male circumcision to explain the benefits of the programme.

Dr Sikasote said VMMC would come to an end in December 2017. She urged interested male folk to visit the hospitals for the free service.

Dr Sikasote however, warned that male circumcision does not make one immune to contracting other diseases such as HIV but reduces the risks and is a measure to help prevent cervical cancer, a leading cause of death among women.

Dr Sikasote also thanked community volunteers who were stationed at the mobile site clinics and those working with KCM to facilitate follow up activities under the adherence support activities to people on Anti-retroviral therapy (ART) through community sensitization.



Adults in classroom sessions

By Victoria Kabwe

Konkola Copper Mines (KCM) has extended its financing programme to support teachers from government schools conducting adult literacy classes through a K80,000 grant.

The money will be used for paying allowances to teachers in six adult literacy centres which the company supports in Chililabombwe and also for procuring educational materials for the learners.

KCM Manager Community Relations Brian Siatubi said the company was proud that 493 adults, who are mainly market traders in Chililabombwe, enrolled in the 2016 adult literacy class.

Out of these adults, 56 of the 60 who sat for Grade 7 and 9 exams in 2016 have progressed to Grade 8 and 10. Mr Siatubi said it was gratifying to see that the programme has expanded to include grade 10 adult learners who will have a "chance to take a step in their efforts to complete high school study."

"The education they will attain will enable the adult learners to

## KCM reinforces adult literacy programme

493 adults, who are mainly market traders in Chililabombwe, enrolled in the 2016 adult literacy class.

have sufficient knowledge to access micro-financing. This should improve income at the household level, thereby enhancing livelihoods," he added.

Coordinator for the adult literacy programme, Elizabeth Simuchimba, said the payment of allowances would motivate the teachers to execute the lessons and meet their transport costs.

"We have opened the sixth centre at Chililabombwe High School which caters for grade 8 up to grade 10 adult learners who could not manage to pay school fees in regular classes," she said.

Catherine Chilongo, 34, a Grade 8 student at the centre said she

was happy that the programme now incorporates high school students giving her hope to finish secondary education and achieve her dream of becoming a police officer in the future.

"I dropped out of school at 16 and got married at an early age after the death of my parents. I later got a job as a cleaner at Konkola Mine Hospital. In 2013, I enrolled for adult literacy classes and sat for my Grade 7 exams which I passed with 734 marks.

"With classes extended to grade 10, I now have hope I will finish high school and become what I have always wanted to be, a police officer," Ms Chilongo said.



# Senior Chief Shakumbila applauds KCM support



*His Royal Highness Senior Chief Shakumbila presenting the KCM scholastic certificate to a deserving pupil in Nampundwe.*

*By Staff Writer*

His Royal Highness Senior Chief Shakumbila has applauded KCM for extending its a-levels programme at Nchanga Trust School in Chingola to students in government-run schools and for continuing to assist students in Nampundwe.

The senior chief was speaking at the KCM scholastic awards ceremony in Nampundwe.

He said the scholarships were important for the promotion of quality education and development of young Zambians.

Each year, KCM awards 40 scholarships to students who excel at Grades 7 and 9 in government schools in Nampundwe, Chingola, Chililabombwe and Kitwe.

"The awarding of scholarships to the 40 pupils in the four districts where KCM operates underlines the importance and care the company pays to the development of young people," Senior Chief Shakumbila said.

KCM's Nampundwe Mine Manager Reuben Chongo disclosed that the company would in 2017 spend three hundred and eighteen thousand kwacha (K318,000) on the high school scholarships.

"KCM will provide the students with full sponsorship of school fees until the next examination in our continuing partnership with the communities and the government," Mr Chongo said.

"The awards are designed to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all," Mr Chongo said.

KCM has previously funded the upgrading of Nampundwe high school to a boarding school by building more classrooms, dormitories, science and computer laboratories, ablution blocks and also donated desks.

The company has also trained pre-school teachers and donated teaching aids and uniforms to 26 rural pre-schools in Shibuyunji which cater for over 1,100 children.

## Nkana refinery gets automated weighing system

*By Cynthia Kalaba*

Nkana Refinery has introduced an automated weighing system intended to improve efficiency and ensure the supply of high quality Rokana Electro-refined Copper (REC) registered cathodes.

Nkana Assistant Superintendent - Jonathan Mwaba said the new weighing system enables quick identification and tracing of REC bundles.

Mr Mwaba said the previously used manual weighing and labeling of cathodes presented some challenges with customers.

The system has brought easy tonnage based transaction in SAP system in which information for the weighed cathode bundles is captured. It has also reduced on the time for bundling and labeling.

"The new system has granted easy access to information and records on all weighed bundles, which are easily identified and traced," he said.

# Column: Governance, Risk and Compliance



Gargiya

Dear Colleagues,  
I am glad to share with you the important topic of risk management. I know that departments and sections have been busy with the budgeting process as we prepare for the new Financial Year '18. A key element of making business plans is to identify the risks embedded in processes and systems. A risk is an event that poses a threat to the attainment of goals or objectives. An Enterprise Risk Management (ERM) process can be said to be procedures, mechanisms and systems that are put in place and followed to identify, assess, evaluate and mitigate events that have the potential to disrupt steps to success. Therefore risk based approach to budgeting entails an attitude of full awareness of risk-related events and using an established ERM to ensure a

sustainable business model is put in place.

## BE ATTENTIVE TO RISKS

Risk-based approach to budgeting is not an end but a means to achieving growth and profitability. After making a risk-based budget, we must continuously be monitoring and reviewing actual performance in a risk reflective manner. Understanding of the whole Enterprise Risk Management process is critical for all KCM stakeholders. Nothing should skip our attention without looking for risks associated with activities we do and finding solutions to how risks can be prevented, avoided or reduced. Business plans must be informed with risk decisions.

A business plan that has no risk informed decisions is in itself a big risk as that business plan is bound to fail. Risk informed decisions are bedrocks for SMART business

planning, which lead to increased effectiveness and efficiency and subsequently result in growth and profitability. Being able to identify the problem and find solutions is much better than to let the problem grow.

## ENSURE ROBUST RISK MANAGEMENT

Once risks are identified, you need to create a risk register and regularly review the risks to adapt to the dynamic business environment. Risk management is neither a one-time exercise nor a 'tick the box exercise' but rather an everyday routine in which we match changing business requirements to methods and ways that protect the set objectives.

Finally, ensure you inform your budget plan and actual operation with risk informed decisions. Apply best risk calculated and cost effective risk mitigation. This will ensure a robust risk management system in the area you are called to serve in KCM. Remember, you can prevent injuries and loss of life and other scarce resources like money by putting strong effort in making decisions that are aligned with risk mitigation plans.

Whenever you think of ways to best do the job and improve KCM, think about how to manage risks. Ensure you adapt to a risk based approach to budgeting and its implementation.

Sharad Gargiya  
CFO

## 8 golden rules to avoid chronic kidney disease

- Always be active to keep fit
- Ensure regular control of your blood sugar level
- Monitor your blood pressure
- Eat healthy and keep your weight in check
- Stay hydrated (Drink a lot of water)
- Do not smoke
- Do not take over-the-counter pills on a regular basis
- Get your kidney function tested if you have one or more of the "high risk" factors.





ZRA Commissioner General Kingsley Chanda visited KCM for familiarization. In the photo on the left, General Manager Smelting & Refining Enock Mponda explains operations of the Nchanga smelter as he is flanked by CEO Steve Din (partly obscured), CFO Sharad Gargiya (in the photo on the right Din shows Chanda samples of cobalt alloy)



BoZ vice board Chairman Gilbert Temba (left) Deputy Governor Dr Tukiya Kankasa Mabula and board director Esau Nebwe at the Nchanga smelter



Group Manager Security Max Maona (left) with Bank of Zambia Senior staff led by Deputy Governor Operations Dr Tukiya Kankasa Mabula (middle). Behind Dr Kankasa is General Manager Energy & Power who is also in charge of CSR



Left and right: KCM Chairman Tom Albanese in a white coat confers with senior employees at the Nchanga smelter



Left: A team of Swedish embassy delegates pose behind the historical copper stone at Nchanga while on the right is a team of officials from the Ministry of Mines also stand behind the stone







Lazarus Ngoma, Mine Rescue Team Captain presents the Mine Rescue plaque to the CEO Steven Din



Employees working on some equipment at the underground workshop at Konkola mine



Students from Nchanga Trust School during their visit to KCM operations. The students were accompanied by teachers and welcomed by senior KCM staff



KCM women appear in national colours during the Independence celebrations week in October 2016



Teams of women and men listen to Manager Community Relations Brian Siatubi during the cattle pass-on programme in Shimulala







Women at Konkola (left) and Nampundwe (right) BU wearing traditional attire during the International women's day



Women at Nchanga/Corporate (left) and Nkana (right) BU in wearing traditional attire during the International women's day



Employees working at the heap leaching project



AMSL project employees London Mwamba and Eric Kaoma



Chingola Municipal Council newly elected councillors during a visit to KCM operations



# Medical staff trained in fracture management

We need to equip our medical staff with modern ways of handling these injuries

*By Mulewa Shapi*

A selection of KCM medical personnel underwent unique training at the 7th Northern Region Annual AO non-operative management of fractures course hosted in Chingola.

The three-day intensive course coordinated by the AO Alliance Foundation brought together medical workers from across Zambia to undergo training in the non-operative handling of fractures.

Dr. Shadrack G. Lungu, Senior Consultant Orthopaedic Surgeon with KCM Medical Services and a faculty member for the training course, said fracture management training was essential for frontline medical personnel at all levels.

"Through studies, we have seen that the problems we are grappling with now are problems Europe was facing in the 1950s. We need to equip our medical staff with modern ways of handling these injuries," he said.

The training focused on non-operative techniques of effectively

handling fractures. An estimated 60 to 80 percent of fractures do not require surgical intervention. It further focused on effectively reducing cases of deformities, amputations and deaths from poor fracture care.

Dr. Tinashe Mando, a surgeon from Zimbabwe, also a Registrar in Orthopaedics with the College of Surgeons of East, Central and Southern Africa (COSECSA) and guest faculty member was impressed with the performance of the course participants.

"This is a good group of participants. They are very

enthusiastic and so far what I have seen has been very encouraging," he remarked.

Dr. Patrick Musalanga, a KCM medical doctor and participant in the course, said that he found the training interesting and particularly useful for use in emergencies.

The AO Alliance Foundation is a developmental non-profit organization dedicated to improving fracture care for patients in low-income countries through local capacity building. The training course was facilitated by the foundation with support from the Ministry of Health and KCM.



*Dr Lungu and Dr Jonathan Sitali conduct a demonstration during the training*

# Keeping healthy with routine checkups

– Dr Mwiya



By Ruth Mulenga

Acting Occupational Health Manager Dr Kumwala Mwiya has encouraged KCM employees to do regular medical check-ups as part of a healthy lifestyle.

Dr Mwiya told Konkola News that routine medical check-ups are important because they enable medical practitioners to detect and treat diseases early.

He said that improved doctor-patient relationships provide opportunities for early recognition of serious conditions that might otherwise have gone undetected.

Dr Mwiya said that management was encouraging employees to attend periodic medicals to ensure healthy living, excellent fitness levels and high productivity.

Dr Mwiya said the current rise in ailments such as diabetes mellitus, hypertension and other diseases, should prompt employees to undergo routine medicals, which are a good habit. Medicals can be taken on a yearly or half yearly basis or whenever one suspects anything unusual.

Dr Mwiya said employees would, during periodic examinations, be subjected to screening tests for blood



An employee undergoes VCT during the KCM World AIDS Day week at the Nchanga smelter

the current rise in ailments such as diabetes mellitus, hypertension and other diseases, should prompt employees to undergo routine medicals, which is a good habit

pressure and cholesterol levels, blood sampling, audiometric testing, full body physical examinations and weighing.

Dr Mwiya has also urged employees to adopt healthier lifestyles by eating healthily, cutting down on alcohol, exercising regularly and getting enough sleep to prevent cases of hypertension, sugar disease

(diabetes mellitus) and heart disease.

"Keeping healthy is a personal issue which should be taken seriously," he said.

Management has recommended that scheduled health checkups should continue to be a part of standard medical care across the business.





*Community first aid volunteers in Konkola*

# Community volunteers receive first aid certification

*By Mulewa Shapi*

Thirty nine Chililabombwe community members have received Zambia Chamber of Mines certification in first aid after successfully completing a training course sponsored by KCM.

The community workers were trained with skills intended to enhance their community engagement. Many of the participants had previously undergone training in other fields such as HIV/AIDS peer counseling.

Bright Chomba, Chief Nursing Officer at Konkola Mine Hospital, encouraged the participants to utilize the skills attained from the

training. He also told the participants that the skills they had attained were an investment that should benefit their communities.

A participant, Christine Chansa Kunda expressed gratitude to KCM for facilitating the first aid training.

"Whenever there is an emergency or accident, we will be able to help in our communities. There will be no need to stand helplessly during emergencies anymore," she said.

KCM's Occupational Health Services has also set ambitious targets for employee first aid training.

KCM Occupational Health

Manager Dr. Kumwala Mwiya said more employees were receiving first aid training following the involvement of departmental heads.

"There has been an improvement in first aid training compliance," Dr. Mwiya said.

However, Dr Mwiya also cautioned that "everyone must at least know the basics" of first aid whether they work in operations or support services.

First aid training remains a key part of KCM's safety drive and all employees have access to training and certification.





Minister of Works & Supply Matthew Nkhuwa (left photo), who is Chingola MP, plants a Pongamia Pinnata Tree at TD2 during the launch of the tree planting programme for a Bio-diesel project. On the right CEO Steven Din and Chingola District Commissioner Mary Chibesa water a tree



KCM Chairman Tom Albanese with KCM staff at the Nchanga smelter



Employees captured during communications meetings at Nchanga



AMS project safety officers Gladson Mwanza (left) and Anthony Chiboola (right) with KCM Trainee Safety officer George Nguni (middle)



Another group of safety officers at the Heap Leach project site





Manager Community Relations Brian Siatubi talks to female farmers at Shimulala

# More cattle given to farmers

By Cynthia Kalaba

Farmers in Nampundwe and Shimulala have received more livestock through the KCM sustainable livelihoods pass-on project.

A total of 86 cattle were given to new beneficiaries by fellow small scale farmers.

KCM Manager Community Relations Brian Siatubi commended both Nampundwe and Shimulala groups for their hard work.

"Our CSR drive is anchored on ensuring support for child development, women empowerment and creating alternative livelihood options for the community. It is gratifying that this project is yielding positives," Mr Siatubi said.

"I am particularly happy to witness the successful pass-on

*Our CSR drive is anchored on ensuring support for child development, women empowerment and creating alternative livelihood options for the community. It is gratifying that this project is yielding positives*

as it signifies that the animals are multiplying and I believe that all the community members will get a fair share," he added.

Mr Siatubi said the cattle given to small scale farmers have improved their standards of living and enabled them to become self-reliant.

Village Water Director Elisha Ng'onomo commended KCM for coming up with the livestock project which will help in eradicating poverty. He said it

would promote the livestock sector.

A 31-year old beneficiary, Christopher Musonda of Shimulala was full of praise to KCM for receiving cattle.

"Initially my farming life was just like any other villager, relying so much on subsistence farming. I never thought that one day I could have my own cows," he said.

"This is a life changing moment... I have passed on the benefit."



# KCM to provide 8,000 villagers with clean water

*By Staff Writer*

KCM has sunk a solar-powered borehole in Shimulala and commenced the sinking of four more boreholes in efforts to provide clean drinking water to over 8,000 inhabitants in some peri-urban areas of Chingola.

Manager Community Relations Brian Siatubi said the four solar-powered boreholes would be sunk in Kalilo, Hellen, Kakosa West and Hippo Pool communities.

"The company has commenced the installation of the four water facilities which comprise of boreholes and water filtration units," Mr Siatubi said.

Executive Mayor of Chingola Titus Tembo was represented by his deputy George Kampamba when a team of experts commenced the sinking of extra boreholes at a ground-breaking ceremony.

Mr Tembo said the installation of boreholes would alleviate problems of water in the areas and improve sanitation and hygiene. He described the initiative as 'a strong commitment to improving the lives of people in KCM's areas of operation.'

"The installation of boreholes is a demonstration of KCM's strong commitment to its Water Sanitation and Health (WASHE) pledge and a major contribution to sustainable development goals promoting universal and equitable access to safe and affordable drinking water," Mr Tembo said.

The borehole in Shimulala is benefitting over 2,000 people, including pupils at a local school and also the community clinic.

Mr Siatubi said the water project was part of KCM's focus to uplift people's standards of living anchored on four pillars of the company's corporate social responsibility (CSR), which are education, health, sustainable livelihoods and sport.

"K Konkola Copper Mines fully agrees with the adage that

'water is life' and we are demonstrating this belief by sinking boreholes at a cost of seven hundred and sixty six thousand kwacha (K766,000)," Mr Siatubi said.

The model of KCM's water projects is tailored on shared use of water facilities in communities and partnering with the government on projects promoting community development.





# LONG SERVING EMPLOYEES: NAMPUNDWE

*Vice President Human Capital Management Chimango Chikwanda graced the Nampundwe mine long service awards ceremony. Below Mrs Chikwanda and employees pose in different photos.*





# LONG SERVING EMPLOYEES: SMELTING & REFINING

*General Manager Smelting & Refining Enock Mponda graces the unit's long service awards*





# LONG SERVING EMPLOYEES: NCHANGA

*Field Kondowe, the Nchanga Business Unit Head officiates at the Nchanga long service awards ceremony*





*By Mulewa Shapi*

Lawn bowls is a sport that has sadly found itself on the fringes of local sports in recent years in spite of having pockets of dedicated followers and players.

The growth of the sport beyond its current support base has proved challenging.

Nevertheless, Nchanga Bowling Club has stayed active, with club members occupying the upper ranks of Zambian bowls in significant numbers.

In 2016, Nchanga has taken the Ladies Triples crown, men's and women's titles for the 'Champ of Champs', Mixed Pairs silverware as well as successfully defended both the men's and women's Copperbelt Bowling Association (CBA) Rinks titles from 2015.

Nchanga Club Chairman Roy Sichone indicates that he is happy with club members' performance at tournaments. Nchanga players have consistently participated and won accolades at local and international levels throughout the years.

Mr. Sichone says misconceptions about bowling have had an adverse effect on growing the sport.

"There is a stigma attached to it as an old man's game," Mr. Sichone says, but quickly discredits that stigma as misguided, explaining that many young men and women are currently occupying the highest ranks on the international bowling scene.

Despite a shortage of equipment and suitable playing

# Nchanga Bowling Club rolls on

Despite a shortage of equipment and suitable playing surfaces, it is hoped that an expansion of the sport into local schools could pave the way for the recruitment of a new generation of players.



*The national team bowling team above featuring from left to right, Matthew Mercer, Dr Mwiya Kumwala, Bright Mwanza and Kevin Riddiford.*

*Below is the women's national team featuring from left to right, Mary Ntonongela, Rhoda Namposya, Claire Landless (Mrs Mercer) and Gertrude Siame.*



surfaces, it is hoped that an expansion of the sport into local schools could pave the way for the recruitment of a new generation of players.

Nchanga Bowling Club is slated to host the Zambia Bowling Association (ZBA) Triples and Singles in the first half of 2017.



# Konkola Blades glow in return to elite soccer league



Excited Blades fan embracing club Chairman Davy Mubita



Konkola Blades head coach Enos Silwimba gives a pep talk in the final match



Konkola Blades players celebrate the return to the Super division

By Mulewa Shapi

'Sharp Razor' Konkola Blades F.C will seek to find immediate stability when they kick-off their fixtures for the 2017 Super League season after returning from the 'wilderness.'

The Chililabombwe outfit earned its promotion back to the Super Division after being crowned champions of the Division One (Zone Two) following a pulsating 1-0 win against Chingola Police at Nchanga Stadium. Blades amassed 60 points with a game to spare during the run-in of fixtures in a season that saw them win 17 games.

The club's promotion to the Super League rewarded consistent performances by Blades who dominated the league for large parts of the season.

Blades club Chairman Davy Mubita expressed happiness at the club's return to the elite

"The promotion brought a lot of happiness to all of us. The players, coaching staff, supporters and the executive committee were all very happy at making a return to the Super League so soon,"

ranks and called for continued hard work from the team.

"The promotion brought a lot of happiness to all of us. The players, coaching staff, supporters and the executive committee were all very happy at making a return to the Super League so soon," he said.

Mr Mubita outlined Blades' priority to first stabilize in the Super Division as the squad comprises plenty of youngsters unaccustomed to the grueling Super Division.

Mr Mubita said Blades would also retain most of the championship players in order to compete with stars that have a

winning mentality. The club will make a few additions to strengthen its position and also integrate more young players into the squad to keep up with its philosophy of developing young talent.

Mr Mubita praised the club's supporters and sympathizers who became well known for their enthusiastic support both on the road and at home even as their beloved club played in the lower league.

He called for the same spirit of support and greater focus from everyone as Blades prepares to take on the greater challenge of Zambia's highest league.