



Konkola Copper Mines plc

# Konkola News

Issue No. 65 • November 2014 • [www.kcm.co.zm](http://www.kcm.co.zm)



KCM Chief Executive Officer **Steven Din**

## Message from the CEO

In October, we celebrated 50 years of independence for Zambia and I am proud that KCM was able to support and participate in this memorable occasion. I hope you enjoyed the many activities that were organized for KCM employees, including the staff braais, the *50 employees at 50 years* staff recognition event and the numerous sporting events. I urge you all to keep the renewed team spirit alive. Thank you to **Joyce Kapijimpanga** and **Shapi Shachinda** for leading the KCM Jubilee Celebrations Committee. In September, we also celebrated the tenth anniversary of Vedanta's shareholding in KCM and Vedanta's listing on the London Stock Exchange. Sadly, our jubilations were cut short by the death of the President of the Republic of Zambia, His Excellency **Mr. Michael Chilufya Sata**. Our heartfelt condolences go out to the first family, the Government of the Republic of Zambia and the people of Zambia.

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## SAFETY

I regret to announce that **Fredrick Mikwala**, JCHX jumbo operator, was electrocuted at Konkola on 23 October. KCM offers its condolences to Frederick's family and colleagues.

Safety remains my primary objective and, again, I urge you all to consider your own role in achieving **Zero Harm** at KCM. In October, we also had three LTIs, taking the total number for 2014/15 to 17 LTIs.

All KCM employees must work according to Safety regulations and abide by company procedures and any failure to do so may lead to disciplinary action. In the coming weeks, we will launch a Safety campaign, led by **Felix Sikaonga**, to be rolled-out by a dedicated team within KCM because, "**Chachilamo!**"



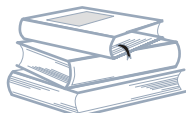
## PRODUCTION

Production for Q2 FY 2014/15 (July-September) was well below target:

- KCM integrated copper production - 76% of target (compared with 82% in Q1).
- KIBU's output - 79% (compared with 85% in Q1)
- NIBU's output - 59% (compared with 61% in Q1)

These reductions occurred for three main reasons: (1) the temporary closure of number 1 shaft after the fatality at Konkola; (2) the restriction of power by the Copperbelt Energy Corporation at Nchanga and (3) despite good throughput at the Nchanga concentrators, recovery at the concentrator has been low due to higher oxide levels in the ore delivered for processing. Otherwise, plant availability is good so we need to focus on getting the required feedstock to the mills. Significant improvements have been made on the availability of trackless equipment at LOB and we expect much better performance going forward. Management is working with Caterpillar/Barloworld to solve problems experienced with the new excavators. I expect to see an improvement during the month of November at the open pits.

As explained in the CEO Townhalls, where I first met all of you, I am still optimistic that we will overcome the low production cycle and become profitable once again. However, we all need to be focused on our targets and work extremely hard to maintain the spirit of teamwork. Our current production levels are not good enough to address our financial losses, so please discuss with your line managers and colleagues how we can improve volumes which are in your control.



## ACCOUNTABILITY, FOLLOW-UP AND CLOSING OUT

I have noticed in my six months here at KCM that we struggle when it comes to fully completing set tasks. This behaviour adversely affects our production and our performance as a business. To correct this, from 1 November, Konkola, Nchanga and Smelter & Refinery will be run as separate business units. This is the first step to introducing accountability back into our processes. This will be followed by more initiatives in the next few months to increase accountability across the business.



## OTHER MAJOR MILESTONES

On 20 October, the CEO of Vedanta Resources Plc, **Mr. Tom Albanese**, took over as Chairman of the KCM Board from **Mr. Navin Agarwal**. Mr Albanese is a pioneer in the mining industry and moved to Vedanta from Rio Tinto, one of the largest mining companies in the world.

I am again pleased to announce that we have recently appointed two people to join the management team at KCM – **Jacob Njovu**, VP Human Capital Management and **David Paterson**, VP Local Economic Development. In addition, **Enock Mponda**'s contribution to KCM is fully recognised and Enock moves from the TLP to the Smelter & Refinery as Business Unit Head. We are also in the process of setting up a dedicated Production Planning Department under **Pyokera Kawonga**. I would like to congratulate Jacob, David, Enock and Pyokera and request that you provide them all with the highest level of support. Their success is your success!

### LAST BUT NOT LEAST...

Over the last ten years, Vedanta has made huge investments into KCM and we have strong foundations in place. It is now up to us to make the most of these assets. To achieve this shared goal, we must work together as one team, prioritize safety and each be accountable for our actions.

*Best Wishes*  
**Steven Din – CEO**

# Vedanta toasts Zambia 50 years of independence

We have created the foundations to enable us to continue mining in Zambia for at least the next fifty years.



*Chairman Anil Agarwal (7th from right) with Albanese on his left during the memorable Vedanta event in London*

## By Shapi Shachinda

London-listed Vedanta Resources Plc celebrated Zambia's Golden Jubilee – the 50 years of independence – with a pledge to continue mining in the country for at least the next 50 years.

At a business meeting in London, which was attended by the Zambia High Commissioner to the United Kingdom Paul Lumby and his staff, Zambians in the Diaspora, Vedanta Resources plc representative Geoffrey Green said the company was eager to continue to do business in Zambia.

The meeting also featured the Business Council for Africa (BCA) and some prominent business leaders.

"Vedanta feels proud and privileged to be mining copper in Zambia. It's no surprise that many firms from across the world have chosen to invest in this beautiful country. Zambia's enabling environment makes her an attractive destination for foreign investment," Mr Green said.

"As with any economy, there are always challenges that businesses like ours must overcome, but what you can be assured of in Zambia is the political will to help resolve these difficulties when they occur," he added.

Mr Green said KCM had become Zambia's largest integrated copper producer, with an entire production value chain comprising of open pit

and underground mines, concentrators, a state-of-the-art smelter, a tailings leach plant and a refinery.

"We have created the foundations to enable us to continue mining in Zambia for at least the next fifty years. I don't suppose I will be here to celebrate Zambia's centenary in 2064, but I feel confident that Vedanta will be."

Vedanta Resources Plc is the majority shareholder in Konkola Copper Mines (KCM), which has operations in Kitwe, Chingola, Nampundwe and Chililabombwe.

Zambia gained its independence from Great Britain on 24<sup>th</sup> October 1964.

# Vedanta plans multimillion dollar zinc project



Tom Albanese

Vedanta Resources has been in Africa now for more than a decade, and I am bullish about the potential, both of our existing companies and their opportunities and also for the future of mining across Africa

## By Shapi Shachinda

Konkola Copper Mines' parent company, Vedanta Resources Plc, has approved a \$782 million investment to develop an open pit zinc mine in South Africa as well as the conversion of the Skorpion Zinc Refinery in Namibia.

These new investments, combined with \$3 billion invested over the last decade in the Zambian Copperbelt, and the ongoing development of Vedanta's Western Cluster project in Liberia, reflect a commitment made by Tom Albanese, CEO of Vedanta Resources earlier in the year during the Africa Mining on Top conference in London.

"Vedanta Resources has been in Africa now for more than a decade, and I am bullish about the potential, both of our existing companies and their opportunities and also for the future of mining across Africa," Mr Albanese had told the London conference.

Approximately \$630 million of the \$782 million approved will go towards developing the open-pit zinc mine, concentrator plant and associated infrastructure at South Africa's Gamsberg, one of the world's largest undeveloped zinc deposits. The balance of the investment will be used to convert the refinery at Skorpion Zinc in



Skorpion Zinc Refinery Stacker

Rosh Pinah, Namibia.

In a market announcement Vedanta said that the conversion of the refinery would enable it to refine zinc sulphide concentrates from the Gamsberg Mine into special high grade zinc metal. The investment will be done over a period of three years.

Vedanta's vision is for an integrated zinc/lead business in Namibia and the Northern Cape of South Africa, and a 50 year outlook for KCM and opportunities in the Zambian Copperbelt, Southern and Northwestern provinces as its copper and cobalt anchor for its future African growth.

"The Gamsberg-Skorpion Integrated Zinc Project is central to Vedanta's long term aspirations for Southern Africa," Mr Tom Albanese said. "This project provides

significant synergies to our operations in Namibia and South Africa and compliments the needs of the region as a whole."

The Gamsberg Project will be operated under the auspices of Black Mountain Mining (BMM) which is 74% owned by Sesa Sterlite Ltd, a listed subsidiary of Vedanta Resources plc. The remaining 26% interest in BMM is held by Exxaro Resources Limited, a diversified resources company listed on the Johannesburg Stock Exchange.

"The output from Gamsberg, coupled with extending the life of the world class refinery at Skorpion Zinc in Namibia, will make the Southern African region one of the most important suppliers of refined zinc globally and one of the cornerstones of our operations in Africa," Mr Albanese said.



# More explorations to sustain mining operations



Harry Sibbenga



Ashok Singh

## By Shapi Shachinda

Exploration for base metals and energy minerals is underway in several areas of KCM operations as part of the Vedanta Resources Plc's 50 year vision to prolong mine life and expand Konkola Copper Mines (KCM) operations.

Manager Mineral Resources Ashok Kumar Singh said KCM geologists and consultants were pursuing Brownfield and Greenfield explorations to facilitate the opening up of new mining sites.

The Ministry of Mines has granted KCM a number of Greenfield exploration licences in the Northwestern, Central and Southern Provinces. These areas are being targeted for commercially viable copper and cobalt, other metals and coal.

Manager Exploration Greenfield Harry Sibbenga said three licence

areas, Raptor, Harrier and Osprey, situated in the Central province were going through the initial formalities prior to commencement of exploration activities.

"The exploration activities in these areas are expected to commence next year after receiving approval from the Zambia Environmental Management Authority," Mr Sibbenga said.

Mr Sibbenga said Greenfield exploration has produced positive results within the KCM Falcon license area in Northwestern province and has resulted in the identification of 11 drilling sites.

"High resolution airborne surveys and a regional soil sampling programme over the entire license area have been completed. The airborne geophysical data interpretation has led to the identification of 11 drilling targets,

which are currently being tested by diamond drilling," Mr Sibbenga said.

Brownfield exploration is underway at mining licence areas at Nchanga, Konkola and Nampundwe. Some portion of the Nchanga mining licence has already been covered by a detailed ground geophysical survey. Other areas have been covered by ground geochemical work and others conventional methods of exploration.

"Drill holes have been sited based on available information and exploration results dating back over nine years," Mr Singh said. "They are very encouraging."

"Resources amounting to 201 million metric tonnes have been added during this period. If the mining depletion of 77 million metric tonnes over the same period is considered, the net addition amounts to 124 million metric tonnes," he added.

Mr Singh said KCM expected to add 23 million metric tonnes in the current financial year (2014/15) from a newly discovered orebody known as COP CE Extension at Nchanga.

"These resources will ensure that mining operations at Nchanga and Konkola continue for much longer periods," Mr Singh said.

KCM geologists and consultants have completed Phase I exploration activities at Springfield in Southern Province. The exploration programme proved the existence of coal, which is deemed to have qualities that can support power generation onsite.



A Surface Diamond Drilling Rig in Operation

# Let's ensure greater accountability – CEO

**By Shapi Shachinda**

Chief Executive Officer Steven Din has urged the newly appointed Executive Committee (ExCo) to foster greater accountability in order to improve operations of Konkola Copper Mines (KCM).

Mr Din said he has seen “an endemic problem with closing out on tasks, which adversely affects production and business performance” in his first six months at KCM.

“To correct this and to bring accountability back into our business, effective 1<sup>st</sup> November, I have made an organization change that centres on three distinct and autonomous business units – Konkola, Nchanga and Smelter and Refinery,” he said.

The CEO said the changes were his first step to bringing accountability back into the KCM work culture and that he would expect the management team to drive a more concerted approach to achieve greater levels of accountability in the organization.

Mr Din appointed two people into the senior ranks of KCM – Mr Jacob Njovu as Vice President Human Capital Management and Mr David Paterson as Vice President Local Economic Development. Additionally, Mr Enock Mponda has moved from the TLP to Smelter and Refinery as Business Unit (BU) Head as recognition for his contributions to the business.

“We are also in the process of setting up a dedicated Production Planning Department under Mr Pyokera Kawonga. I would like to congratulate Jacob, David, Enock and Pyokera and request that all employees provide them with the highest level of support,” Mr Din said.

Mr Din said he was still optimistic that KCM would overcome the low production cycle and restore its business back to profitability. All KCM employees need to be fully focused on the business,

Current production levels are insufficient to address our financial losses so please discuss with your line managers and colleagues how we can improve volumes which are your control



*Njovu - VP HCM*



*Paterson - VP Local Economic Development*



*Mponda - Head Smelter and Refinery Business Unit*



*Pyokera Kawonga - Production Planning Department*

plan targets and work extremely hard to entrench the spirit of teamwork.

“Current production levels are insufficient to address our financial losses, so please discuss with your line managers and colleagues how we can improve volumes which are your control,” he said.

Mr Din said safety would remain his number one priority and he urged all employees to comply to safety

procedures and ensure a culture of Zero Harm was entrenched in the company.

“Over the last ten years, Vedanta has made huge investments into KCM and strong foundations have been laid. It is now up to us to collectively operationalise the assets. To achieve this common goal, we must work together as one team, prioritize safety and be accountable for our actions,” he said.

## Albanese appointed KCM Board Chairman

On 20<sup>th</sup> October, Mr Tom Albanese, currently the Chief Executive Officer of Vedanta Resources plc took over the Chairmanship of the KCM Board from Mr Navin Agarwal. Mr Albanese is a pioneer in the mining industry and moved to Vedanta from Rio Tinto, one of the largest mining companies in the world.



# Literacy classes attract over 800 adults

**By Cynthia Kalaba**

Literacy lessons sponsored by Konkola Copper Mines (KCM) in Chililabombwe have attracted 813 adults.

Fifty of the adults, who were enlisted on an education programme that also teaches safety matters, graduated on Independence Day as part the Jubilee celebrations.

The lessons, which were initially intended for 500 people have received unprecedented interest, prompting the Ministry of Education through the Chililabombwe District Education Board secretary's (DEBS) office and KCM to extend the programme.

Acting Manager Community Relations, Brian Siatubi, said offering literacy classes to people who had no chance of getting into school while they were young was a big gift to the nation as it celebrated 50 years of independence, coinciding with the 10 year anniversary of Vedanta Resources Plc's takeover of KCM.

"We partnered with the Ministry of Education on a programme that will not only enable the learners to read and write, but to become active players in national development," Mr Siatubi said.

"We believe this contribution gives true meaning to independence as it prepares our citizens to be agents of real economic and social change."

The DEBS for Chililabombwe, Junis Hamududu said education was an important driver of development.

"I am particularly happy because this programme has enabled the learners to be able to read and



*An adult literacy class underway in Chililabombwe*

**We believe this contribution gives true meaning to independence as it prepares our citizens to be agents of real economic and social change**



*Siatubi hands educational materials to Chililabombwe district education standards officer Charity Mwenya Kowa as KCM employees and education officers look on.*

write in line with the Education Policy of '**Educating Our Future**' whose objective is to provide literacy to all Zambians."

Christina Chishala, aged 63, said after receiving her certificate that she was unable to read and write

for many years, but "now I can even count numbers."

"KCM has transformed my life and this time around, my business will be a success because I will not be giving excess change to customers," she said



Two words! Conscientious and committed. I am passionate about mining and safety.

## SCOTT YELLAND

**Q. Explain your background and tell us where you originally come from.**

I was born and bred in Cornwall, where tin and copper has been mined underground from 2150BC. Past generations of my family have worked in the tin mines, with my father working for Holman Brothers in Camborne for over 30 years. My mining career started when I graduated from the Camborne School of Mines in 1983 and went to work as an underground miner at Charter Consolidated Pendarves Mine. I have been married to Claire for over 26 years and we have three children. Claire works for the Camborne School of Mines Association. One of our children, Daisy has just graduated from Reading University, while Harriet is in her second year at Bristol University and Jack is studying his A' levels at Cornwall's Helston Community College. Our current home is a small fishing village called Porthleven, on Cornwall's South coast.

**Q. What one word would you use to describe yourself and what are you most proud of?**

Two words, Conscientious and committed! I am passionate about mining and safety. I was awarded a safety award by Rio Tinto while working in Brazil, where we

managed to consistently reduce the accident frequency rates and changed the behavioural safety approach of the workforce. I am extremely proud of developing the 11km high speed rail haulage system at Obuasi in Ghana with Ashanti Goldfields and the Aguas Tenidas Mine in Spain, which is now producing over 2Mtpa.

**Q. Tell us your professional background and where you have worked before.**

I have lived and worked in England, Ghana, Spain, Brazil, Australia, Russia, Mauritania, Guinea and now Zambia. I have had the opportunity to work on some remarkable projects, such as the 41 level haulage project in Ghana, which incorporated the development of over 11km of rail where I was the Project Engineer. I have also worked for a variety of mining companies

including Rio Tinto, Berkeley Resources, Navan Resources and Kinross Gold.

**Q. What appeals to you most about Zambian culture?**

The friendliness of the Zambians and their willingness to work in a very challenging period has overwhelmed me since I arrived in January. As a regular visitor and player at the local squash club, this typifies the enthusiasm... playing on scruffy, old courts my Zambian playmates always have a smile on their face. I have also been honoured and humbled to be involved in the various cultural celebrations in Chililabombwe, with the highlight being the jubilee celebrations. The most humbling moment for me was the award ceremony to over 60 people who through the initiatives and enterprise of KCM have learnt to read and write. The project now has



*Evening view of Scott's home town Porthleven*



over 800 people learning to read and write.

**Q. What have you seen that is world-class at KCM, or indeed in Zambia?**

It goes without saying we have a world class resource at Konkola, which is supported by the KDMP project, the infrastructure is in place to ensure that Konkola develops into a world class mining operation without compromising safety.

**Q. What do you like most about your job? What do you like least?**

I have to be honest and say that the ten months in Zambia have been the most challenging in my career. The focus has to be on producing safely and I will continue to ensure that safety always comes first and can never be compromised. We have an obligation to make sure that everyone returns home safely to their families every day after work. I am never happier than when I am underground and still feel a buzz when going underground, it is where I grew up and you never lose that enthusiasm. However it does not get any easier when you are walking up the ramp from underground chasing Alfred N'gambi, who is younger and about 30kg lighter than me!

What do I like least? Late phone calls from Alfred, which normally means that there has been an accident on the mine and early morning texts from James Kazunda, who I am sure never sleeps!

**Q. Would you want your children to be like you when they grow up?**

I am very proud of my children, they have travelled all around the world following me in my career, they have attended a number of schools but have a similar approach to their Mum and Dad, who have instilled into them, always try to do your best, always be humble and keep a smile on your face.



Yelland's children Harriet, Jack and Daisy

Both my daughters are interested in English and English Literature, my eldest daughter Daisy is now attending a foreign languages teaching course at UCL, so who knows she may end up in Zambia with her Dad. Harriet is in her second year at Bristol University and is not sure what she wants to do at this stage. Jack is studying his A' Levels in Maths, Chemistry, Geology and Geography. He wants to be a Mining Engineer and go to the CSM and he has our full support.

**Q. What has been the happiest day of your professional life?**

The development of the Aguas Tenidas Mine, 41 Level Haulage project in Ghana and the U/g project at Argyle Diamonds all remain high in my list of achievements. But the standout must be completing my MSc from the Camborne School of Mines at the same time as holding down my job as Underground Manager at South Crofty. Attending 15 hours of lectures a week and completing 6 modules and a thesis was something that I thought I could never do, but I was persistent and got there after two years, sacrificing the beach at weekends, social life and to a point my family.

**Q. Tell us about your ambitions for yourself and for KCM— what do you hope to be able to look back and see in five years' time?**

I want to see KCM reaching its potential, working safely, reaching targets and making profits, and to see people taking pride in their work and feel proud to be part of KCM and Vedanta. I would also like to see the facilities at Chilibabombwe restored to their former glory, rehabilitating the sports clubs, encouraging the younger generation to play sports. My aim is to play a game of tennis on the old derelict grass tennis courts under flood lights.



The old Cornish tin mines

# "Chachilamo" safety initiative is launched

Stories by Shapi Shachinda & photos by Stephen Daka

The "Chachilamo" Safety Campaign has been launched with the single objective of preventing workplace injuries at Konkola Copper Mines.

Chachilamo, which is translated as "**Enough is Enough**" will be driven by CEO Steven Din and 20 Champions under the supervision of Group Manager for Safety Felix Sikaonga.

The initiative seeks to ensure full compliance with safety regulations and measures in place at KCM and to highlight the need for zero-harm to all employees and visitors to KCM.

The **Chachilamo** Initiative is both a reminder of the importance of safety and a practical initiative to ensure that all employees can feel safe at work.



Employees march in Konkola to highlight the safety initiative

"Our safety record is not good enough and we need to change,"

Mr Din told employees during the launch at Kamenza Hall in Chililabombwe.

Mr Din said risk assessment and hazard identification should be taken "very seriously" to end Lost Time Injuries (LTIs). Housekeeping at Nchanga and Konkola was insufficient to prevent unwanted incidences from occurring, he said.

Employees must observe all safety regulations and measures, he stressed.

Mr Din said KCM would train frontline supervisors to implement the Chachilamo initiative.



Union officials at launch

## MSD endorses KCM safety plan

The Mine Safety Department has endorsed the new Konkola Copper Mines (KCM) safety plan known as "**Chachilamo**."

The Chief Inspector for Machinery at the Mine Safety Department, Bright Kateka, explained the basis of the programme, stating that "the **Chachilamo** initiative intends to create a level of awareness among all supervisors and workers to make sure they don't accept or overlook unsafe conditions, let alone be involved in unsafe acts in the workplace."

**Chachilamo** will employ a variety of methods to engage company employees, including mentoring, coaching and competitions.

"Our highest priority is to ensure that our employees return home safely. The personal impact of workplace injuries can be devastating for families. We also know that a safe work place is a productive and profitable work place. Safety has a vital role to play in national economic development," Mr Kateka said.

He said mine accidents in most instances robbed families of bread winners and deprived the nation of some of its brightest employees in the mining industry.

Mr Kateka said the government had committed to support KCM on the **Chachilamo** initiative to ensure the work place was safe for all.





*Din presents an award to Katema*



*Chilongo receives his award from VP HCM - Njovu*

# Employees rewarded for bravery!

Management has rewarded two employees for exemplifying outstanding bravery and saving the lives of fellow employees.

Emmanuel Katema, Winder Engine Driver at Konkola, who was operating the man cage on 16<sup>th</sup> September 2014, was rewarded for saving the lives of around 40 employees. Mr Katema, after noticing an unusual whipping of the Koepe Winding Head ropes at 1470L, slowed down the winder and stopped the cage at 1210L.

His quick and safe response enabled the evacuation of 40 men in an incident in which one of the employees tragically lost his life.

In a separate act of bravery, Boyd Chilongo, a Shaft Timberman at Nchanga underground guided Enock Kaira and Emmy Kunda to safety following a power outage, which caused the flooding to the bottom of the mine shaft. Mr Chilongo

volunteered to use a ladder from 2720 feet level to the 2960 feet loading box area, where the two men were assigned to work at the time of the flooding. He then directed the men to use the same ladder to climb up to a

safer place as the water rose.

Mr Katema and Mr Chilongo both received K25,000 from the CEO Steven Din for their bravery and safety consciousness.



*Din, David Ng'andu, the Head Nchanga Business Unit and David Paterson Vice President Local Economic Development outside Kamenza Hall after the launch for the Chachilamo initiative*

## Quotes! Quotes! Quotes

"There have been instances of negligence on our part as employees, which have resulted in fatalities or lost time injuries (LTIs)." **David Bwabwa** – KCM employee

"This initiative is intended to reinforce safety. In implementing the "**Chachilamo**" initiative, commitment will be cardinal," **Felix Sikaonga**, Group Manager Safety.



*Above sections of employees at Kamenza Hall listen to speeches from the CEO Steven Din (not in the photos) and other officials during the Chachilamo launch*



# CEO extols Nampundwe for good safety record

By Shapi Shachinda

Chief Executive Officer Steven Din has praised the management team at Nampundwe mine for good housekeeping and maintaining a higher safety standard.

Mr Din said when he visited Nampundwe for familiarization that he was impressed with the safety record for Nampundwe, which has shown a downward spiral for lost time injuries (LTIs) and has had no fatality since the 2005/06 financial year.

"This is very impressive," he commented during a meeting with the Nampundwe management team.

Mr Din urged the team to suggest ways of bringing down the cost of production for pyrite and to expand the local market for the commodity.

The CEO later told employees during an engagement forum that they should focus on the three pillars of safety, higher productivity and team work to achieve more success.

He assured the employees that KCM parent company Vedanta Resources Plc, would continue to mine in Zambia for the next 50 plus years and hence they should not worry about job security. Management was keen to ensure that the employees were happy working for Konkola Copper Mines.

"You are a very orderly group and I am impressed with you," he said.

Outgoing Nampundwe mine manager John Lukaki said his team strives to pay attention to detail as a pathway to success. A strong culture has been created to ensure no one ignores a hazard within the mine area and in the plant.

He said Nampundwe conducts Risk Assessment Management Programme (RAMP.K) Implementation, according to company policy and holds regular legal awareness seminars for top tier and middle management to ensure total safety. Other areas of focus include regular visual felt leadership (VFL), sustainability audits and reviews.

Mr Din undertook a plant tour in the



Din (second left) Kapui, Baidon Simposya, the Head Concentrator and outgoing Nampundwe Mine Manager John Lukaki during the CEO's visit to the plant

company of the new Vice President Human Capital Management Jacob Njovu, Vice President Mining Keith Kapui and other senior management staff. He also visited the Nampundwe

High School, which has been upgraded by KCM from a primary school of just 600 students to a fully fledged secondary school with a population of around 1,700.

## KCM hospitals in major facelift

By Ruth Mulenga

Management has approved an additional \$1.6 million budget to improve the Nchanga South and Konkola mine hospitals in order to deliver quality health services.

The improvement plan includes infrastructure upgrades and the replacement of obsolete equipment and enhancing efficiency and effectiveness of service delivery. Some equipment, including that for radiological and theatre purposes has already been ordered. Medical Superintendent Dr Mieke Mulenga-Kumi said the improvements would also include rehabilitation of the Health Centre 4 in the Mine township in Konkola as well as permanently relocating the occupational health department to a new site.

"These buildings were both closed over a year ago due to safety concerns," Dr Mulenga-Kumi said.

The Konkola Mine Hospital kitchen and Theatre oxygen bank in Nchanga are also being rehabilitated, while hot water supply to the hospital wards is also receiving attention, she said.

"We are upgrading a range of equipment for occupational health in order to monitor the health of our employees. As for the community, we are pleased to announce that the company has committed itself to continuing with the malaria programmes," Dr mulenga-Kumi said. A new computerised family card system has been implemented for employees and family members to enhance management of drugs and other medical supplies.

The Medical department plans to purchase three buses to ease transport problems for nurses and other staff. Most of the furniture has been replaced in the health facilities.

# KCM donates sewing machines to Chililabombwe women

**By Victoria Kabwe**

In its continued efforts to empower communities in its areas of operation, Konkola Copper Mines (KCM) recently donated four electrical industrial sewing machines to Chililabombwe women clubs.

Chililabombwe Deputy Mayor Charles Mwape said when receiving the sewing machines on behalf of the women clubs that the council was grateful to KCM for the support rendered to the women and asked the company to extend the gesture to youth clubs in the district.

Mr Mwape also urged the recipients to take care of the machines.

KCM Acting Manager Community Relations Brian Siatubi said during the handover ceremony that the company responded to a request by the clubs for assistance with the sewing machines to serve as prizes during the women's fare, which was held last August.

"Our aim is to empower families because empowered families ultimately lead to empowered communities. We also believe that the community should develop together with the company," Mr Siatubi said.

He said KCM was committed to development and has undertaken other projects aimed at empowering women and households at district level.

In a vote thanks, Lizzy Sikalinga of Butondo Women's Club in Chimfunshi said winning one of the machines was enough motivation for her and the club members to work hard during the fare. She thanked KCM for responding positively to the women's need.



*Acting CR Manager Brian Siatubi hands a sewing machine to Chililabombwe women to the Deputy Mayor Charles Mwape*

## Konkola 'wonder kid' gets Jets Science first prize

**By Cynthia Kalaba**

David Kalumbu, a grade 7 pupil at Konkola Trust School Upper Primary, has won the first prize in the Science category of the national Jets Fair.

Kalumbu triumphed in Ndola during the competition for Science Olympiads, which is ordinarily for pupils in grades 8 and 9. Kalumbu won the contest for Science and Mathematics.

The Olympiads are drawn from the Junior Engineers Technicians and Scientists of Zambia. The National Science Fair was held at Ndola Girls Technical Secondary School in August.

Jets Club advisor at Konkola Primary Trust School, Prince Chiwala, said Kalumbu has been an outstanding pupil in all subjects that he takes at school.

"David is a studious boy and has consistently excelled in most academic performances," he said.

During the schools mock exams in July, David obtained 574 out of 600 marks in the best six subjects although his performance dropped slightly during the September mock results when he got 570 marks out of 600 in his best six subjects.







*Netball games in session during Inter-Departmental games!*



*KCM women having a go at Tug of War*



*Temani Banda of Team Corporate leaves a defender from Nchanga Trust School sprawled on the ground during Inter-IBU games*



*Above and below, teams from KIBU with Head Konkola Business Unit Scott Yelland (in photos below) toast the Jubilee games*







Manager HCM - Joyce kapijimpanga (left) leads other employees on a stress management stint for the Smelting & Refining team



Employees relax during Inter-IBU games



One Team, One KCM!



Concentrator Team



The SHE Team



Team Corporate



The AMSL Team



# Konkola student takes Jubilee essay first prize

By Victoria Kabwe

Blessed Zulu, a grade 11 student at Konkola Trust Secondary School has scooped the **KCM Golden Jubilee Essay Competition** for pupils in grades 10 to 12 at the company's Konkola and Nchanga Secondary Trust schools.

Zulu emerged the winner ahead of 38 contestants in a tight competition, held under the theme **"The Road to Zambia's 50 years of Independence,"** to commemorate the country's 50 years of independence and 10 year's of Vedanta Resources' existence in Zambia since it took over the running of KCM.

KCM Chief Executive Officer Steven Din said at the event that the level of understanding and quality of writing of the entries submitted was highly impressive.

"We thought this would be a fun and engaging way for the youth to actively go out and research all that went into the final attainment of independence of Zambia," he said.

"One thing that we can be confident about is that with this pool of talent, Zambia's future is certainly one of many kwachas. And by kwacha I mean both dawn and money," he said.

Thando Shachinda, a grade 10 pupil at Nchanga Trust Secondary School won the second prize while Chanda Bwalya, a grade 12 pupil from Konkola scooped the third prize.

In a vote of thanks, Zulu applauded the KCM Management for according the pupils an opportunity to participate in the Jubilee essay

*never before has such an event been held, and so much importance attached to it. The event has elevated our minds and sharpened our skills*



Blessed Zulu



CEO Din with Blessed (right), Thando and Bwalya at the Nchanga Golf Club

writing competition.

"We are aware that never before has such an event been held, and so much importance attached to it. The event has elevated our minds and sharpened our skills in research

and time management. Our renewed knowledge of our background and independence will always play a role in our unity as a nation," Zulu said.





*Recipients of awards for the 50 year olds*

# Independence “babies” receive Jubilee medals

**By Victoria Kabwe**

Selected employees born in October 1964 have been awarded medals and certificates for outstanding service to Konkola Copper Mines (KCM) to mark celebrations for the Golden Jubilee of independence.

The employees received medals of honour from the Chief Executive Officer Steven Din at a ceremony held at the Nchanga Golf Club in Chingola.

Mr Din lauded all KCM employees for their dedicated service to the company.

“In celebrating the development of the nation and its people since 1964, we decided to look close to home and give special recognition to the workforce that is the backbone of this business,” Mr Din said.

Vice President Human Capital Management Jacob Njovu urged employees to emulate the country's founding fathers who helped to gain independence by working together as a team so as to achieve the objectives of the company.

“Team work is very crucial for us to achieve corporate objectives. It means standing shoulder to shoulder pulling in the same direction,” he said.

Kennedy Banda, who was one of the recipients, thanked the company for recognising the employees' service to KCM adding that the employees felt honoured.

Mr Banda said KCM was poised to grow and that the employees would work hard to secure the future of the next generation in the company



*CEO Din flanked by VP HCM Jacob Njovu, Principal KCM schools Ernest Makasa, Senior KCM officials and parents captured in this photo with the students at the Nchanga golf club*



# State applauds KCM livestock programme

There could not have been a better way of rewarding women than empowering them with livestock. I must therefore commend KCM for tailoring this programme to target mainly women



Acting CR Manager Brian Siatubi with Gender Deputy Minister Obius Chisala in Nampundwe

## By Victoria Kabwe

Konkola Copper Mines (KCM) has received the government's praise for giving out 160 cattle to 80 families in Nampundwe, 58 kilometres west of the capital Lusaka, in commemoration of Zambia's 50 years of independence.

Deputy Minister for Gender and Child Development Obius Chisala who officiated at the recent handover ceremony said the gesture was a key element for empowering citizens and poverty alleviation.

The latest gifts brought to 494 cattle – 472 draft cattle and 22 dairy cattle – given to communities under KCM's enhanced *Sustainable Livelihood Programme*, which seeks to empower communities, especially women, with livestock to create wealth in three of the four towns in which KCM operates.

"There could not have been a better way of rewarding women than

empowering them with livestock. I must therefore commend KCM for tailoring this programme to target mainly women," Mr Chisala said.

He said that the project was a clear demonstration of the value-based development model promoted by the mining company and its implementing partner, the NGO Village Water Zambia.

The government will fully support the project, which aims to increase livestock, agricultural productivity and sustainable livelihoods targeting 4,200 households in communities surrounding KCM mining areas, he said.

"Through this Sustainable Livelihood Enhancement Project, KCM is contributing towards the national strategic goal of poverty alleviation and the socio-economic development of the rural communities," Mr Chisala

said.

KCM Vice President – Mining Keith Kapui said in a speech read on his behalf that the company was committed to ensuring that communities around its mining areas were empowered so as to bring about all-round socio-economic development.

"We know that our success is intrinsically tied to the wellbeing and prosperity of the community that surrounds us. It is very much within our interests to see the community thrive and develop livelihoods that will continue to flourish beyond the life of the mine," Mr Kapui said.

KCM is implementing a \$2.5 million Enhanced Sustainable Livelihood Project, to run for five years to 2017, through which the company is providing livestock to women clubs and co-operatives in Chililabombwe, Chingola and Nampundwe.

# Culture retains national identity – Nang'alelwa

This demonstrates KCM's continued partnership with the Government in nation building and as one of the industry leaders in terms of responsible corporate citizenship

By Victoria Kabwe

Chingola District Commissioner Roy Nang'alelwa has said preserving cultural heritage fosters national development and helps to maintain peace and stability.

Mr Nang'alelwa who commended Konkola Copper Mines for organizing the **Jubilee Celebrations Cultural Festival**, which featured 9 cultural groups from Chililabombwe, Chingola and Kitwe, said a country that lacks entrenched cultural values eventually loses its identity.

The cultural groups entertained people in Chingola's Chiwempala township through song and dance as part of the country's 50 years of Independence celebrations.

Mr Nang'alelwa said KCM has worked extremely well with the Department of Cultural Affairs to promote arts and culture in Zambia in the last 10 years since Vedanta Resources plc took over the running of



*Wriggling waists the Northwestern style: dancers perform in Chiwempala in Chingola*

the company.

KCM has been mobilising dance troupes to hold free weekend cultural events, with 36 groups currently taking part in these activities.

"This gesture demonstrates KCM's continued partnership with the Government in nation building and as

one of the industry leaders in terms of responsible corporate citizenship," he said.

The company this year set aside K192,000 for promoting various cultural events and traditional ceremonies, which are a source of alternative employment for both young people and adults.

KCM acting Community Relations Manager Brian Siatubi said the company has established a model for stakeholder engagement which has received broad community support through arts and culture.

"KCM believes that the cultural dance events and traditional ceremonies continue to serve as platforms for passing on cultural heritage from one generation to the next, and helps to maintain peace and stability," Mr Siatubi said.

KCM supports 36 cultural groups and has sponsored 30 youths to participate at national events and equipped them with life-supporting skills.



*Ncwala dancers entertain people during the KCM cultural festival*



*Chingola DC Nang'alelwa*



# KCM CEO offers basketball tips to students

**By Shapi Shachinda**

The Chief Executive Officer Steven Din says Konkola Copper Mines (KCM) will support community upliftment by way of programmes in and around the mine site.

Mr Din, who recently offered basketball tips to more than 30 pupils from four government schools in Chingola and the KCM Konkola Trust School in Chililabombwe, said that the inclusion of sport in a child's development is of paramount importance and KCM will seek to be more involved in the areas of basketball and volleyball.

The basketball tips was part of a series of programmes KCM organised to commemorate Zambia's Golden Jubilee celebrations – 50 years of independence – and Vedanta Resources Plc's 10 years in Zambia since it took over the running of KCM in November 2004.

Mr Din, who took part in playing basketball with the students and a community team of adult players said: "We'll look to see what we can do to promote basketball and volleyball in KCM and also outside in the schools."

"KCM already supports sport in the form of football and we will try to expand directly into the community where the young stars get an opportunity as well," he said.

Mr Din urged the pupils to include basketball as part of their curriculum in order to develop into excellent basketball players for their schools and Zambia. Each of the participants received a branded T-shirt and cap, while two basketballs were given to each of the five schools.

"There are some very promising, budding basketball stars that I can see. Make sure that you just don't

inclusion of sport in a child's development is of paramount importance and KCM will seek to be more involved in the areas of basketball and volleyball



*CEO Din hands gift packs to school children during the basketball tips*

do it today, but you continue to do it even at school," Mr Din told the pupils, who included an 11-year old girl Helen Zimba.

Helen, a grade 5 pupil at Chingola's Kabundi Primary School said, "I started playing basketball

this year after being introduced to the game by my classmate. I love playing basketball despite being small. I love to shoot. I would like to encourage other pupils to play basketball because it keeps me active."



*Din gives basketball tips!*





Konkola News is happy to bring you some insights in the life of the new Vice President Human Capital Management. Enjoy reading...

# Jacob Njovu

## Who is Jacob Njovu?

### Q. Kindly explain who you are and give a background of your family!

I was born in Matero township of Lusaka on 17<sup>th</sup> November 1955 and I am the fifth child in a family of ten children comprising nine sons and one daughter. I am married to Gaye Munthali and we have five children and four grand children.

### Q. What have you done in your life before coming to KCM?

I have spent my entire working life on the Copperbelt in the mining industry and related companies prior to joining KCM. More specifically, I worked for Copperbelt Energy Corporation for 12 years rising to the position of Director – Human Resources. I was previously at Ndola Lime Company for 5 years where I served in the role of Human Resources Manager. Before that I served as Group Industrial Relations Manager for ZCCM. Prior to this job, I served in various HR capacities at Nchanga and Konkola Divisions of ZCCM. My entry into the mining industry was through the Psychological Services Unit of the Mining Industry Manpower Services Unit (MIMSU) in 1978.

### Q. What do you think are your strong attributes and how will KCM benefit from these values?

The core values that have anchored and navigated my career are honesty and hard work, persistence, resilience and a fundamental belief in the capacity of others to do good. At the centre of everything there is the faith and belief in God Almighty.

### Q. What is your experience in dealing with human resource matters and how does this fit in the KCM mix?

My experience uniquely confers on me the capacity to understand and appreciate the complexities of dealing with people issues in industry in their broadest manifestations.

### Q. What prompted you to take this career path?

I was persuaded to follow this career path mainly by the Humanities and Social Sciences bias in my training and the influence of role models I was privileged to interact with in the early years of my career.

### Q. Give us a synopsis of your education background!

I hold a Bachelor of Arts degree in Psychology from the University of Zambia. I attended Hillcrest Technical Secondary School.

### Q. You have experience in the mining sector, what do you see different from your first stint in the mines under ZCCM and now?

We will always remember ZCCM as the Company which put together and shaped our careers and for some of us who were fortunate to secure a Mine Scholarship for University studies, ZCCM was mother and father. But now post privatization the industry culture and focus has changed somewhat and is less socialist.

### Q. Where do you see KCM in the next five years in terms of human capital development?

In 5 years I see KCM becoming the biggest producer of copper with the most enthusiastic, dynamic and stable workforce.

### Q. What is your message to the employees concerning this enterprise, especially concerning higher productivity?

Let us all individually and collectively put in our best effort to make a difference so as achieve greater productivity and thus assure the future of the enterprise for all stakeholders.

### Q. How do you want to be remembered by the KCM family when your tour of duty is over?

After my tour of duty I wish to be remembered as a member of a winning team that made a difference to the business of producing copper at KCM.

## Safety Share:

- Remember: that you need to return home safely all the time!
- Remember: that your life is the most prized asset for Konkola Copper Mines!
- Remember: that you don't need to take chances by working in unsafe environment!
- Remember: that you need to ensure your safety is guaranteed at all times in your duties!
- Remember: that the safest businesses are the best run businesses!

# Permsec applauds KCM's contribution to education

**By Victoria Kabwe**

Education Permanent Secretary Chishimba Nkossa hailed KCM's contribution to the development of the education sector when he commissioned a new classroom complex at Konkola Trust School in Chililabombwe.

Mr Nkossa said during the inauguration of the classroom complex, that the mine's contribution to the education sector in Zambia was indispensable and that it was aligned with government's policy to increase enrolment in both public and private schools to ensure attainment of the Millennium Development Goal (MDG) in education.

"We have no doubt in our mind that the commissioning of the new classroom block will contribute significantly to the creation of a conducive learning and teaching environment to the pupils and their teachers. This will in turn produce a multiplier effect leading to the attainment of excellent results in academic performance."

Mr Nkossa congratulated KCM for the excellent pass rate at its Nchanga and Konkola Trust schools in 2013.

"You have managed to achieve a 100% pass rate in 2013 for grades 7, 9 and 12, in national examinations at both institutions. We are proud of KCM's achievement through its schools."

He said that the mining company was responding well to the two tier programme which encourages teaching of practical sciences by



*Nkossa and Din flanked by officials and students cut the ribbon to the new facility*

building the Home Economics unit at the Konkola Trust school. Sponsoring students to study engineering courses in India was also commendable.

KCM Chief Executive Officer Steven Din said the company values its partnership with the government in providing quality education to young Zambians who are the future leaders.

"As a result of the importance we attach to education, KCM has consistently been improving educational standards and expanding our two schools, Nchanga Trust School in Chingola and Konkola Trust School," Mr Din said.

He said in the last 10 years,

enrolment at the schools has increased to more than 2,000 at primary and secondary levels from the initial 600 primary school pupils when Vedanta took over KCM in 2004.

In a vote of thanks, Mulunji Ngoma a grade 10 pupil expressed gratitude for the investment the mining company had put in education, urging colleagues to guard against vandalism.

The newly commissioned classroom complex comprises five classrooms with a capacity to seat 35 students each, a kitchen, staff room and shower rooms, an ablution block and other facilities. KCM has also constructed a new library at the school.



# Maona receives medal for distinguished service

By Victoria Kabwe

Konkola Copper Mines (KCM) Group Security Manager Max Maona has been honoured for distinguished service to Zambia.

Mr Maona was one of 1,356 people awarded with the **50<sup>th</sup> Independence Anniversary, Special Single Class Golden Jubilee Medal** by the late President of the Republic of Zambia, His Excellency Michael Chilufya Sata on 24<sup>th</sup> October this year.

He was recognized for helping to preserve and develop national security in Zambia.

"I was not aware that I would be awarded the medal until I saw my name in the press. It never occurred to me that somebody was watching what I was doing and that one day my works would be recognized," he said. "So it (the medal) came as a pleasant surprise."

Mr Maona who has worked for 37 years in the security service highlighted some of his accomplished milestones in his career.

"I started from the bottom of the

ladder and climbed up to the position of Executive Director in State Security. I was privileged to be appointed by the Zambian Government as one of the three commissioners to represent the nation on the joint verification commission for Mozambique during the Mozambican peace negotiations in 1992. This led to the first democratic elections held in that country and FRELIMO Party won the elections," Mr Maona said.

He was also appointed on a special joint commission that worked over several years to resolve the Kaputa boundary dispute that almost caused war between Zambia and the then Zaire in the late 1970s.

"I was further privileged to be appointed on a special committee formed to resolve a misunderstanding as a result of Zambia being accused of being involved in the Angolan war," he said.

The fruitful negotiations led to the formation of an international mechanism called the International Mechanism for the Resolution of



Maona

Political and Security Problems among Zambia, Namibia and Angola, Mr Maona said

He was also appointed on a special task force on the Democratic Republic of Congo (DRC) civil war in the late 1990s that helped to negotiate a ceasefire leading to democratic elections that saw Mr Joseph Kabila become president.

The Special Jubilee medal was given to freedom fighters, service men and women, administrators and sports personalities.



Maona middle (seated) with some of the security team members



Maona mourns the late President Sata



# Action Aid director visits Ndeleni



*Above and below ActionAid Director Pamela Chisanga visits Ndeleni Early Childhood Centre in Chiwempala in Chingola*



## Below the Nkana women's circle





# SAP Team embarks on sensitization campaign!



Above the SAP Team during the road show for new products at Nchanga underground



Above (left & right) Shift bosses from Konkola during familiarisation of processing plants at Nchanga pose for photos at Central Training



Head Safety at the Smelter Peter Kabwe addresses employees on the Ebola outbreak during a sensitisation session.

Sister Yvonne Kalimanshi of underground clinic takes her turn to address the employees on Ebola outbreak





*We are together in this journey! CEO Din (right), Zambia Railways MD Prof. Muyenga Atanga (middle) and ZRL Director of Operations Chris Musonda at KCM Corporate Head Office in Chingola after a meeting*



*Konkola Manager for the Concentrator David Mukelabai with Zambia Railways MD Prof. Muyenga Atanga and other officials inspect the rehabilitated intermine railway line inside KCM*



*CEO Din (middle) with the Management Team at Nampundwe*



*Din and Mable Lufungulo a nurse at the KCM Nampundwe clinic*



*CEO Din senior KCM officials and Bridget Nambwele the Nampundwe High School Head teacher in the computer lab at the school. KCM expanded the school and donated PCs to promote computer literacy*



*KCM team led by CEO Din, VP Local Economic Development David Paterson on his right VP HCM Jacob Njovu, VP Mining Keith Kapui and Acting CR Manager Brian Siatubi pay a courtesy call on Nampundwe High School Head Teacher Bridget Nambwele*



*Workers at Nampundwe attentively listen to the CEO Din (not in the picture) during his first visit to the mine*



*Another group of miners at Nampundwe listen to CEO Din's address during the employee engagement in October*





Yelland with Dr Mabike Banda



Yelland hands a trophy to the First aid winning team at Konkola



General Manager Corporate Services Howard Chilundika visits the Status Hitech, PPE suppliers, stand during the First aid competition



The Konkola Security Team display their shield



Hastings Sholande the underground Manager at Nchanga (far right) SHE Manager Musa Banda, VP Mining Keith Kapui and Manager HCM Patricia Katongo with miners and other officials



Miners from the Mine Training School with some senior officers including Patricia Katongo, the Nchanga HCM Manager (6th from left)



VP Mining Keith Kapui and several senior managers and miners from the training school cut the ribbon to launch the rehabilitated walkway



A rehabilitated walk way at the Kitwe Road Gate. Mine Training School has started to rehabilitate walkways as part of measures to improve safety in KCM



# Workers' unions at KCM honour members



*It's all cheers!*



*Dance! Dance! Dance!*



*Happy Moments!*



*Baloon Time!*



*Chingola DC Roy Nang'alelwa greets one of the UMUZ members at Nchanga Stadium during Jubilee celebrations*



*UMUZ members toast at Nchanga Stadium*



*NUMAW Chairman at KIBU Percy Lubinda with Agriculture and Livestock minister Wylbur Simuusa during employee recognition on May Day at Konkola*



*Numaw members at Nchanga golf Club*