



Konkola News

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KCM Chief Executive Officer Steven Din

Message from the CEO

Let me first take this opportunity to thank you all for the warm welcome I have received since moving to Chingola. I am working my way around each of our operations and trying to meet with as many of you as possible. I have been impressed by what I have seen. First of all, I have been impressed by you – our staff and our contractors. It's been a tough period for everyone at KCM. You have had to perform your jobs without a CEO at a time when KCM has been in the headlines, mostly for the wrong reasons. I am impressed with the skills I have seen displayed by you as well as the extent to which our operations and our social investments extend into the community. And last, but by no means least, I am impressed at the significant investment that our shareholders have made in upgrading the KCM operations. We have some world class assets.

I am delighted to have accepted Tom's invitation to lead this great business that is blessed with great talent and an enviable future. There is no better company to work for in Zambia and, with the support of each and every one of you, I want to place KCM in the position it deserves to be as a major force in worldwide copper production that has a positive impact on employee welfare, the neighbouring communities and the national economy.

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Our Environment

The environment in which we operate is cyclical and most recently we have experienced falling copper prices. This is nothing new for producers in the mining industry and we need to be adaptive to changing market conditions. I am joining KCM at a challenging time, during a period when we are experiencing delays in production ramp-up from the Konkola Deep Mine Project coupled with the Nchanga open-pit operations slowing down, we have been the subject of a lot of speculation about the commitment of our majority shareholders to KCM and Zambia. Let me assure you that we will overcome the operational challenges and, slowly, we will rebuild our reputation so that every employee and contractor is proud to work for KCM.

My priorities

I want to take this opportunity to set out my priorities for you so that you can consider how these align with your own work objectives. My three priorities are Safety, Production and Teamwork.



Safety

The best led businesses are those which are safely run. We need to take pride in protecting our assets and ensuring that each and every one of our employees and Contractors return home to their families unharmed after each day of work at KCM. Safety is the responsibility of everyone who enters the gate at KCM and I urge you to consider it as your number one priority whether you work in the operations environment or whether you use your skills to support operations. With my management team, I will actively be working to improve our safety record so that the results speak for themselves. I request that you (i) take time to review the safety record of the business and understand the indicators – it is only through understanding these statistics that you will be able to make a contribution to improvement and (ii) at the start of every meeting in which you participate, ensure that you share a discussion on safety with your colleagues and co-workers.



Production

Our business is in the enviable position of having a large number of copper containing ore bodies, some of which have been in production for decades. We have now invested to upgrade the asset base so that we can benefit for at least the next 50 years. It is true that the overall grade of the ore bodies has reduced, but the way to overcome this is to produce at higher volumes and more efficiently.

The investment made by the shareholders has predicted this need and today we have a state of the art smelter, 3 new concentrators and a new underground mine at KIBU. Today, KCM needs your support to operationalise these assets and to operate them at an optional and efficient rate.

The short term goal is 150,000 tonnes of finished copper per annum. Longer term I hope we can exceed this. I will share my plans for production ramp up as soon as they are finalised.



Teamwork

We have a wonderful legacy, some bright talent and impressive operations. It's my job to help our people - you - to be the best that you can be. To achieve the best results, we have to work together as one team.

For those who are based at our operations in Nchanga, I want to assure you that your job security is a priority of mine. We will not make any redundancies to our permanent staff as we ramp up investment in the Konkola Deep Mining Project.

Since Vedanta started operations in Zambia almost 10 years ago, the company has invested in and developed its assets. The majority of the monies earned by the KCM operations, almost \$3 billion, have been reinvested in Zambia. I have heard some comments from you as I have been doing my rounds that certain upgrades and new builds were not clever decisions. I ask that you do not dwell on the past and work with us now on how we maximise this investment. The key to overcoming more than 90% of our challenges lies in operationalising these investments.

It's been a tough year. KCM has faced many challenges. My job is to reflect KCM's rich legacy in everything that I do, to support you in your work and to maximise the benefits of our collective hard work for ourselves, our community, our shareholders and the Zambian economy.

Conclusion

To conclude, I look at things simply; I value honest and open discussion and thrive on working with teams to overcome challenges. At this juncture, allow me to request that you lend your support to me and my management team so that we can restore KCM to the position of preferred copper producer and employer in the Copperbelt - where it deserves to be!

My best wishes, Steven Din.

Kaunda hails KCM support to railway link facelift

By Shapi Shachinda

Deputy Transport, Works, Supply and Communications minister Colonel Panji Kaunda has hailed Konkola Copper Mines support towards the revamping of Zambia Railways.

Col. Kaunda said during a visit to KCM, to inspect the inter-mine rail track, that he was upbeat all the mines would begin to transport their copper and other bulk imports using Zambia Railways, which is progressively revamping railway track and upgrading other infrastructure to improve its operations.

Col. Kaunda said the operations on the inter-mine railway link, running from KCM's Konkola mine in Chililabombwe to the main railway network through Kitwe would resume in August.

"We are excited about the inter-mine, which had been lost for some time, but we have to bring it back because we need that for the railways to be viable ... without KCM support in terms of cargo, which comes from the mines, it becomes very unviable," Col Kaunda said.

The rehabilitated rail track is expected to start carrying copper concentrate from Chililabombwe to the Nchanga smelter in Chingola and then copper anodes from Nchanga smelter to Nkana refinery, where Zambia Railways currently picks up KCM copper cathodes for onward shipment to overseas markets.

Col. Kaunda said Zambia Railways was poised to become the main carrier of all bulk commodities, including copper to the ports and raw materials to the mines, once its upgrades were completed.



CEO Din meets Col Panji Kaunda at Corporate Head Office during his visit in Chingola

KCM Chief Executive Officer Steven Din said KCM fully supports the inter-mine rail project as it was critical to national development.

"This is obviously a very important joint collaboration we have with ZRL to be able to improve the logistics chain between our two mines and also to

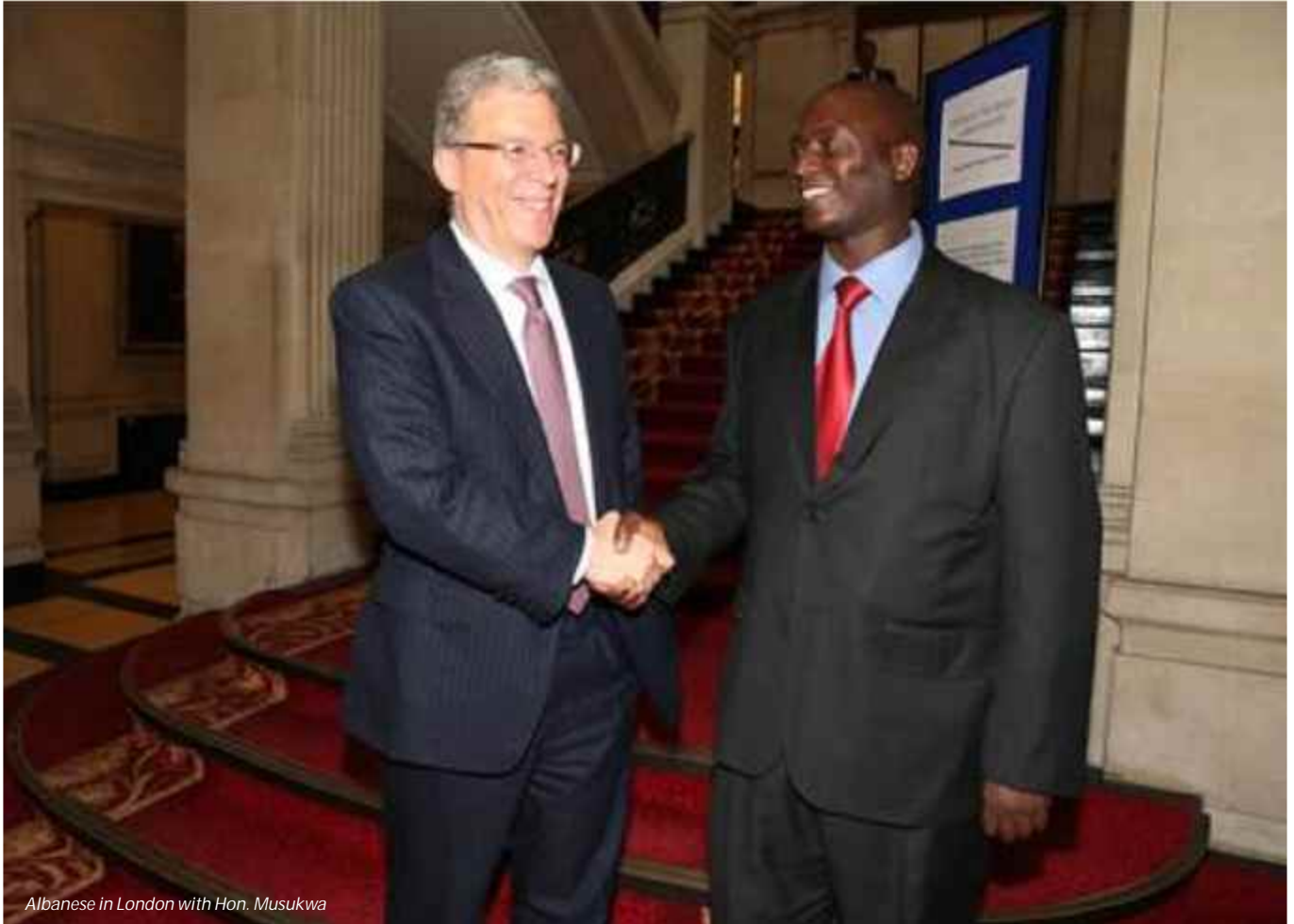
reduce some of the congestion caused by the trucks on the roads," Mr Din said.

"But more importantly, I hope as part of this work we can actually create some jobs which are needed," he added. "I support this project fully. KCM supports it fully because it just makes a lot of sense."



Col. Kaunda talks to KCM Loco workshop employees

KCM is important to mining sector growth – Musukwa



Albanese in London with Hon. Musukwa

By SHAPI SHACHINDA

The government will continue to support Konkola Copper Mines (KCM) in its expansion plans, Mines, Energy and Water Development Deputy Minister Richard Musukwa has said.

Mr Musukwa in his keynote speech at a mining conference in London recently, said the investments in KCM in recent years had helped in fulfilling the government's policy to expand the mining sector and ensure the growth of the entire economy.

"We are happy with KCM's investments to expand the mine's lifespan at Nchanga and their new investments at Konkola Deep," he told delegates from different parts of the world at the *Mining on Top* – London

summit, which was held under the theme *"Sharing the benefits of the commodity boom."*

Mr Musukwa said total national copper production was expected to reach 1.5 million metric tonnes by 2016 as a result of investments from KCM and other industry players.

"We need an industry that helps the government deliver its objectives of fighting poverty. Government will support KCM overcome their challenges and government expects KCM to reciprocate," Mr Musukwa added.

He assured KCM and First Quantum Minerals, which were represented at the mining conference, that the

We need an industry that helps the government deliver its objectives of fighting poverty. Government will support KCM overcome their challenges



Night view of part of the modernised Konkola concentrator

We are happy with KCM's investments to expand the mine's lifespan at Nchanga and their new investments at Konkola Deep... We would like to see KCM flourish and continue to operate; you have our support



Albanese talks to General Manager Smelting & Refining Field Kondowe and Joyce Kapijimpanga, HCM Manager Smelting & Refining

government would maintain its policy to promote a private sector-driven industry that delivers profit for investors and helps improve the quality of life of the Zambians.

"We would like to see KCM flourish and continue to operate; you have our support," Mr Musukwa said during bilateral talks with Vedanta Resources Plc chairman Tom Albanese. Vedanta is the majority shareholder of KCM.

Mr Musukwa said \$8 billion has been invested in the sector since privatization of the mines in 2000. KCM has invested \$2.9 billion of this amount in expanding existing operations, building the Nchanga

smelter, new concentrators at Nchanga and Konkola, sinking the Konkola Deep Mining Project shaft number 4 and training employees in new skills required in mechanized mining, among other things.

Investments in the mining sector will reach \$15 billion by 2017 on account of the new projects, he said.

Mr Musukwa assured investors that Zambia has adequate laws offering full protection against state nationalization and is a signatory to multilateral investment guarantee agency as well as the international convention on the settlement of investment disputes.

"We have an independent judiciary

as well as sound governance structures based on the rule of law. Zambia continues to enjoy exceptional political stability since independence and this year we are celebrating our Golden Jubilee – 50 years of uninterrupted peace," he said.

Mr Albanese said Vedanta was in Zambia for the long haul.

"We have an exploration vision of 50 years. It is rare to have such period of expectation in mining and therefore we are committed to staying in Zambia. In addition, we are ready to help Zambia attract investments in the area of infrastructure development to support the mining industry."

Employees should be confident, work together – CEO

...safety is number one priority



CEO Din (centre), General Manager Commercial & Marketing Somnath Gosh (far left), Executive Director David Ng'andu, Vice President - Mining Keith Kapui and other KCM employees applaud the commissioning of an excavator at the COP A Workshop

By VICTORIA KABWE

Konkola Copper Mines (KCM) Chief Executive Officer Steven Din has urged employees to be confident and united in order to improve operations and productivity.

The CEO said during the commissioning of a CAT Excavator for COP F&D operations that parent company, Vedanta Resources Plc, believed in KCM and would therefore continue to invest in the company.

Vedanta would help KCM to improve its operations and employees should feel confident and continue to work together.

"This is a proud moment for all of us. This is the first piece of equipment out of a new fleet of 10, which we are going to dedicate towards COP F&D and Cut II. Just feel confident about things and start working together," he said.

Mr Din urged employees to focus internally in search of accurate information on the company and not necessarily believe all that is published in the media.

He told employees to make sure that the equipment was used in the right way and well looked after and that training regarding the use of the equipment would be provided when required.

Operations at COP F&D resumed in July after the purchase of new equipment, including excavators, Toyota Land Cruisers, a bus for employees, bulldozers. Some dump trucks were also refurbished to improve the fleet for operations.

Mr Din said management was concerned about the safety of employees and was focusing on reviving safety training across KCM.

"Safety is my number one priority, it's

my management team's number one priority and it should be your number one priority. We agreed as management to focus on training that is required and as part of that training, there are various safety modules that you will go through systematically. We will try to reinvigorate that process and get some procedures going round that training," he said.

The CEO said it was important for employees to identify hazards in the work area and make sure they were not only fully equipped, but more importantly, to ensure that a risk assessment was conducted before starting any work.

"If you see any of your colleagues working unsafely, you can stop them in a polite and respectful way. Have interactions and discussions on safety. It's very important at your level because you are the ones who are working with heavy machinery. As you know heavy machinery can cause a lot of damage to the fragile human body. So please be aware and do the things you have been trained to do in the past," he told employees at the COP A Mechanical Workshop.



Employees listen to CEO Steven Din (not in the picture) during the launch of an excavator for COP F&D operations

Albanese outlines Vedanta's vision for Zambia, Africa

By Shapi Shachinda

Vedanta Resources Plc Chief Executive Officer Tom Albanese has said the technical challenges KCM has faced will not deter Vedanta Resources from ensuring a turnaround in the company's operations.

Mr Albanese said during the recent *Mining on Top summit* in London that Vedanta has a long term vision for Konkola Copper Mines, Zambia and Africa because of the positive economic outlook.

The summit brought together several senior government officials, including Deputy Minister of Mines, Energy and Water Development, Richard Musukwa, as well as industry executives and representatives from civil society.

"We face some technical challenges at present that have delayed the ramp-up of production, but our commitment to KCM and to Zambia is undiminished," he told delegates from Africa and other regions.

"We continue to invest and to develop. Vedanta had the courage to acquire KCM almost a decade ago when copper was seen as out of fashion. Since then Vedanta has invested \$2.9 billion in a new copper smelter, three new concentrators, a tailings leach plant and new underground facilities as well as technical training for our staff," Mr Albanese said.

He said the reinvestment of KCM earnings back into the operation on expansions and upgrades has supported the creation of 5,000 new construction jobs.

"With the investments that we have made there is a potential to extend the mine life to beyond 50 years," he said.

Speaking to the editor of *Global Business Reports* on the sidelines of the summit, Mr Albanese said, "a healthy Copperbelt is a vital component for Foreign Direct Investment into Zambia. Proper

Vedanta has a long term vision for Konkola Copper Mines, Zambia and Africa because of the positive economic outlook... our commitment to KCM and to Zambia is undiminished



Albanese listens to Nchanga Acid Plant Manager Prince Tembo at the smelter. In the middle is Mukherji Nilanjan, the Nchanga Smelter Manager

development will allow the government to continue to reinvest into the Copperbelt and into other aspects of the Zambian economy."

He said Zambia should be a 'breadbasket for growth' because it was blessed with very rich water and people resources.

"We in the mining industry are able to develop one part of the economy and support the leaders in Zambia to create a vision for the other parts of the economy."

Mr Albanese outlined his broader vision for Vedanta's businesses in Africa saying, "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, but also for the future of mining across Africa."

Speaking about the mining industry's contribution to economic

development, Mr Albanese said, "mining has already created much that is positive, but there are new expectations of what we need to do in the future. I suggest that we can indeed create yet more value, building on a century's learning and leveraging what we do across the African continent, to provide more benefits, more advantages and more wealth for all stakeholders."

Mr Albanese presented the delegates at the summit with a 'call to action' to create real sustainability in mining.

"I believe that mining can be sustainable if we are putting back an equal value of future opportunity. Creating future opportunities in return for today's commodities is not just a 'nice to have,' it is essential for the sustainability of our companies, our industry, our communities and the nations and people of Africa," he said.

KCM restarts COP F&D operations



Thumbs up! Part of the KCM management team and employees that attended the commissioning of an excavator at the COP A Workshop

Motivation in our operation is currently 100%. The employees have been energized by the acquisition of this equipment. For the first time we are above our business plan in terms of waste removal

By VICTORIA KABWE

Konkola Copper Mines (KCM) has purchased equipment for use at the Chingola Open Pit (COP) F&D operation in the 2014/15 Financial Year.

The equipment includes three hydraulic excavators, one of them a 7 cubic metre bucket and two 15 cubic metre bucket types, seen as the first of their type in Zambia, for the operations.

Cross Silwamba Manager - Open Pits said the company has also procured two bulldozers, a D10T and a D9T, and six brand new Toyota Land Cruisers as support equipment.

"We are expecting one more land cruiser and a man bus to help with transportation of employees. We are also currently refurbishing six trucks, two Komatsu 100 ton trucks, and four Caterpillar 240 ton trucks," Mr Silwamba said.

He said the equipment is expected to

help KCM to increase output after resumption of operations at COP F&D, which were suspended in 2012, and also facilitate the removal of waste backlog at the Nchanga Open Pit Cut II, which had posed a threat to the life of mine.

"This is a big thing for KCM and we have enhanced capacities just by the purchase of this equipment. There will be an addition of over 12,000 tonnes of contained copper to the current production. What that means is that there will be financial benefits for KCM."

Mr Silwamba said resuming production at the COP F&D would result in boosting concentrate production and acid production at the smelter.

Mr Silwamba said KCM played a very big role in the economy of Zambia and that an increase in production would help the company come out of its

current financial challenges and contribute highly to the economy of Chingola and the nation's Gross Domestic Product.

"Motivation in our operation is currently 100%. The employees have been energized by the acquisition of this equipment. You can see it showing in the Cut II production. For the first time we are above our business plan in terms of waste removal," he said.

The procurement and refurbishment of equipment is part of broader plans to increase overall KCM equipment availability and copper production as the company seeks to become a major global copper producer.

Silt mining started on July 1 and copper production will commence by August this year.

Some of the equipment has already arrived at KCM while the rest is expected in the coming few weeks.

CRO to sustain TLP production



Employees on a routine inspection of the cells during electro refining process at Nkana Refinery

By **VICTORIA KABWE**

Mining of the Chingola Refractory Ore (CRO) is set to sustain production of primary copper at the Tailings Leach Plant (TLP) and contribute significantly to overall KCM production.

General Manager - Processing Enock Mponda said the company has decided to mine the 150 million tonnes of CRO material that were not treated in the past few decades, due to issues with recoveries, to add to production coming from conventional ore, which has been depleted over the years.

"The content of acid soluble copper (ASCu) in tailings for conventional ore is not as high as it is in the CRO material and it is not sufficient to sustain the operations of TLP. We recently started treating the CRO to fill the gap in terms of throughput and see how we can fill up the capacity of the Tank House," Mr Mponda said.

He said recovery of the ASCu was around 80 percent and that the primary copper produced was cost-effective as the CRO material had already been mined and stockpiled.

Mr Mponda said "this is a new source that will sustain TLP today and in the future, at least for 10 years. TLP is sustaining not only Nchanga, but the entire KCM and is projected to produce 5,000 tonnes of primary copper per month in this financial year."

He said the CRO was also contributing to the production of primary copper in concentrate as 10% of contained acid insoluble copper (AICu) is treated at the smelter and recovered.

Mining of the Chingola Refractory Ore (CRO) is set to sustain production of primary copper at the Tailings Leach Plant (TLP) and contribute significantly to overall KCM production



Ng'ambi

KIBU has adopted a more practical approach to safety, which calls for 5-minutes safety share focusing on identifying hazards rather than a theoretical approach

New Shift System seen bringing good results - Ng'ambi

By RUTH MULENGA

Production is steadily rising at Konkola mine in Chililabombwe following the introduction of a new shift system and greater efficiency and accountability.

Acting Mine Manager at Konkola Alfred Ng'ambi said the mine was on the right path to achieving the 5,000 tonnes target per month of copper in concentrates following achievements of 3,567 tonnes in April, 3,677 tonnes in May. June production was affected by a fatality.

Mr Ngambi attributed the gradual production improvements to management's implementation of measures ensuring employees' accountability at all levels, improved efficiency and commitment by the employees.

He also said the daily 5-minutes safety share before commencement of work has contributed to the change of employees' mindset, resulting in improved safety standards, despite the recent fatality at KIBU.

The KCM unit has adopted a more practical approach to safety, which calls for 5-minutes safety share focusing on identifying hazards rather than a theoretical approach.

The success of the mine hinges on safety and hence employees at all levels should adopt and adhere to

It is clear that the roadways are going to improve many things and this will translate into increased production in that the trackless equipment reliability will improve due to improved road way conditions.

safety standards applicable to their operations, he said.

Mr Ng'ambi hailed employees at Konkola for being focused and hard working after the introduction of two 10 hour shifts, which has started to bring

good results, despite initial teething problems.

The employees work for 10 hours per day for 4 days and then get two days rest.

Mr Ngambi said the new shift system would enable the mine to meet its targets as employees only took two breaks in a day as opposed to three times, allowing for enough maintenance and repair time in critical areas before the start of a new shift.

"The two hour breaks between shifts also allows for the maintenance personnel to check and repair equipment in readiness for the next shift," he explained.

To ensure success in the new shift system, KCM has introduced improved meals for the miners at the start of the shift.

Mr Ngambi urged employees to be focused in order to achieve the 5,000 tonnes per month target for 2014/15.

Meanwhile, the ongoing rehabilitation of underground roads has resulted in transportation of road base from surface through the portal.

"It is clear that the roadways are going to improve many things and this will translate into increased production in that the trackless equipment reliability will improve due to improved road way conditions."

Employees should speak out on safety – Sikaonga

By RUTH MULENGA

Konkola Copper Mines has launched Speak Out boxes for employees to provide feedback on issues related to Safety, Health and Environment.

Acting Group Manager for Safety Health and Environment (SHE) Felix Sikaonga said the initiative is meant to encourage employees who feel intimidated and fail to report hazards and incidents to provide vital leads and information to management.

Mr Sikaonga said the boxes would be used on the same line as the whistle-blower policy to alert management on unsafe working areas, offer suggestions and allow management to respond to the employees' concerns within a required time frame.

Mr Sikaonga said although KCM recorded a number accidents in the last financial year, the safety performance overall has improved.

He said that the British Safety Council has this year awarded KCM a 4 star rating, which means that the company has all systems in place requiring employees to adhere to safety standards.

Mr Sikaonga said management focus was to ensure there were zero incidences across the operation.

He said KCM would continue to uphold the six pillars of safety, comprising handling material/tools, fire hazards, lockout-tag out and verification, moving machinery/guards, fall of ground and working at heights.

The SHE department would this year focus on more safety and health campaigns, education, intensified inspections and interaction with a cross section of employees, who are expected to ensure the company follow procedures in identifying hazards before they start working.

"The wellbeing of employees is of paramount importance to the

KCM would continue to uphold the six pillars of safety, comprising handling material/tools, fire hazards, lockout-tag out and verification, moving machinery/guards, fall of ground and working at heights.



Acting Safety, Health & Environment Manager Felix Sikaonga and Manager Safety - Nchanga Musa Banda check on a newly install speak out box

company," he said, adding "safety and health are not negotiable, you can't cost it, you can't replace a life, and so it is important that we report for work safely and leave safely."

He noted that management had observed non-compliance of safety procedures from top to bottom and wanted to ensure that all gaps were

eliminated to promote a safe environment.

Mr Sikaonga has urged all employees to utilise the "Speak out Boxes" that have been placed in their work stations to communicate all hazards and give feedback to management on the general welfare of the employees working conditions.

Nkana refines its environmental footprint



An employee sorts out starter sheets at Nkana Refinery

We will remain committed to the best environmental management practices and ensure that we continue to comply with statutory requirements

By RUTH MULENGA

Nkana Refinery has started to recycle waste water from operations in a move intended to improve environmental management, Manager at the Refinery Bernard Syabeenzu has said.

Mr Syabeenzu said the project, which comprises capturing, treating and reusing water for keeping lawns and flowers green was management's commitment to sustain environmental protection and operations at the refinery.

He said that the environmental initiative was aimed at controlling surface water discharge by collecting and treating the cathode washings as well as any acidic or electrolyte spillage to meet the statutory limits prescribed under the Environmental Management Act No.12 of 2011.

The initiative has not only seen a reduction in raw water consumption,

thereby reducing water related costs, but it has enabled the plant to comply with Zambia Environmental Management Agency requirements.

"The implementation of this initiative has resulted in zero effluent discharge to the environment since April 2014," he said

"We have seen a reduction in the consumption of fresh water from an average 45,000 cubic metres per month to less than 20,000 cubic metres," he added. "We will remain committed to the best environmental management practices and ensure that we continue to comply with statutory requirements."

Commenting on how the initiative would be sustained, Mr Syabeenzu said the Power Plant ponds provide increased containment capacity and ample residence time to allow for effective neutralisation and precipi-

tation of Copper and other elements.

The project involved the diversion of effluent exiting the East Gate ponds to the Power Plant Cooling water ponds by pumping water through a 6 inch pipeline extending to a 1.6 km distance, and also diversion of the South Uchi discharge through pumping water using a separate 6 inch effluent pipeline with a length of 0.4 km, as well as installation of a filtration system.

The filtration system allows for further treatment prior to the water being pumped into the raw water reservoir and finally back into the refinery for re-use. The recycled water is being monitored on a daily basis and is used on the plant mainly for washing Copper Cathode and dust suppression. The project has been on trial for the past three months.

Unions pledge total commitment during CEO briefing

By SHapi Shachinda

Labour unions representing workers at Konkola Copper Mines (KCM) have pledged total commitment towards uplifting operations and support to the management team to help achieve the 2014/15 business plan.

The branch officials from Nkana, Nchanga and Konkola IBUs representing the Mineworkers Union of Zambia (MUZ), the National Union of Mine and Allied Workers (NUMAW) and United Mineworkers Union of Zambia (UMUZ) told Chief executive Officer Steven Din in their first meeting with him that he should count on their support to revamp operations.

Mr Din met the union leaders to introduce himself and outline his vision, which focuses on ensuring safety in all KCM operations, achieving higher productivity and team-work.

The leaders said they would encourage their members to work hard in order to improve operations and bring production to desired levels.

Percy Lubinda, the NUMAW Chairman for Konkola said the union would help management to address issues of motivating employees to increase productivity.

"We will ensure we work together as a team. Management needs to replenish equipment and also ensure availability of critical spares," said Amos Kasongo, the NUMAW branch Chairman at Nchanga.

Jairos Matafwali, the MUZ Nkana Chairman said management should enhance communication to ensure employees were well-informed on the company's vision to turnaround production.

UMUZ Chairman at Nkana Peter Mubanga said regular management-employee engagement would create a sense of belonging and team work desired to improve operations.

I want trust between the unions and management and openness. We need team work because it is important for achieving the business plan - Din



Happy Moments! Emmy Kunda of NUG happily celebrates his long service award with his wife

Regular management-employee engagement would create a sense of belonging and team work desired to improve operations - Mubanga

Mr Din said management would work closely with the unions in order to improve operations and achieve higher productivity.

The CEO said production in the first quarter of the year was below expectations but that it was expected to improve through doubling of efforts in all areas of the operation.

"I want trust between the unions and management and openness. We need team work because it is important for achieving the business plan," Mr Din said.

Konkola Copper Mines plc has always taken a leading role in activities of the Copperbelt Mining, Agriculture & Commercial Show. The theme for the 2014 show "Environmentally Responsible Development - beyond Zambia's jubilee," tallies with KCM focus on employing clean technology. The KCM stand at the show was visited by several eminent government leaders as seen in photographs below.



Left: Mines, Energy & Water Development Minister Christopher Yaluma, Vice President Dr Guy Scott, Agriculture and Livestock Minister Wylbur Simuusa, Commerce, trade and industry Minister Bob Sichinga (second right) at the KCM stand. Far right is General Manager Sustainability Howard Chilundika and Billy Sakala(third right) Manager KDMP Package A



Dr Scott reads a copy of Konkola News as Simuusa (middle) and Head Production Planning at Tailings Leach Plant (TLP) Musompa Masanza watches on.



Simuusa, Yaluma and Masanza during a separate visit by the ministers at the stand



Chamber of Mines president Emmanuel Mutati, Industry Training Manager Francis Mulimbika listen to Media Relations Officer Victoria Kabwe flanked by Community Liaison Officer Lomantzi Mazyopa



Sakala expalins the KDMP operation to Mutati at the KCM stand



Mazyopa, Public Relations Officer Ruth Mulenga and Kabwe at the KCM stand



A visitor to the KCM stand writes in the log book



KIBU employees visit the KCM stand at the show



Agriculture and Livestock Minister Wylbur Simuusa shakes hands with KCM Vice President - KIBU Scott Yelland during labour day celebrations in Chililabombwe



Chingola District Commissioner Roy Nang'alewa and Group Manager Security Max Maona at the KCM Convention Centre



Howard Banda, NOP Manager Technical Services, Environmental Coordinator NIBU Elizabeth Mwamba and Chingola Mayor Titus Tembo at the NOP during the mayor's familiarisation tour



Chililabombwe Mayor Paul Kabuswe handover dip chemicals to a woman farmer during the KCM ceremony



The Mayor Tembo (second left), Banda, Acting Community Relations Manager Brian Siatubi and other KCM staff at the NOP COP F&D



A nurse checks Mponda's blood pressure



Occupational Health Nurse Sister Ireen Zeze explains a point to senior staff at the TLP site clinic



Sr Zuze, Enrolled Mid-wife Mary Mahata & Occupational Health Nurse Safrina Mwaba stand outside the clinic

Dedication of the Acid plant



Anglican Father Japhet Ponda (left) leads during the dedication of the Nchanga Acid Plant. Next to Fr Ponda is Pastor Chris Maboshe of Bread of Life Church. Right Fr Ponda with employees



Employees pray during the dedication of the Acid Plant



Employees listen to a sermon during the dedication service

KCM restocks Kafue river with fingerlings



Vice President KIBU Scott Yelland and Chililabombwe Town Clerk Getrude Chibiliti restocks fingerlings into the Kafue River



Kankolola Trust School students prepare to restock fingerlings in the Kafue river



Fish restocking gains momentum during World Environment Day as KCM senior staff (left) and students (right) get involved



KCM INTER IBU FIRST AID COMPETITION



Robbie Mwenya TLP Team captain receives a trophy from GM Processing Plants Enock Mponda



Participants performing a task



Security team



Judges checking on the Teams



TLP team, winners of the 2014 First Aid competition



Fire Services team - 2nd position



NUG Team - 3rd position



NOP Team - 4th place

VP - MINING COMMUNICATION MEETING - NIBU



NOP employees listen to the Vice President - Mining Keith Kapui (not in the pictures) during communication and awards presentation meetings



Kapui hands a monetary award to a deserving employee



Kapui presents a mattress to a miner as other KCM senior staff look on



Hand shakes by senior management staff form part of the awards ceremony for NUG employees



Happy moment for a NUG miner as he speaks to Kapui after receiving the goodies



The recipients from NUG pose for a group photograph with senior managers

New OP equipment trickle-in



Senior executives and officials pose in front of a newly launched excavator at the COP A Workshop



CEO Din explains a point as Manager Public Relations & Communications Shapi Shachinda (left), Vice President - Mining Keith Kapui, Executive Director NIBU David Ng'andu and NOP Manager Cross Silwamba listen in.



A CAT Excavator launched for the COP F&D



A DT10 Bulldozer for COP F&D



Senior officials at the NOP during the launch of the new equipment (left) while employees (right) watch the proceedings



Safety Share

In order to maintain a free incident zone the following must be considered at all times –

- Remember: Each one of us is responsible for all employees' safety!
- Remember: It's important to avoid short cuts; adhere to all the laid down safety procedures!
- Remember: Risk assessment is not a burden but an opening passage to do a Task/Job safely!
- Remember: Be part of the solution, so report all safety concerns to avoid a possible incident!
- Remember: A safe worker is a productive worker, let's work for a safe and better tomorrow!

Proud parents hail KCM university scholarships

I have looked at other mining companies and can speak proudly that KCM is the only company that has taken it upon itself to sponsor children to universities outside this country,



Family members of the students

By VICTORIA KABWE

Excited parents thronged the local airport in the commercial city of Ndola to see off 15 students sponsored by Konkola Copper Mines (KCM) to study at a top India university.

Cheers and excitement from the parents and other relations filled the Simon Mwansa Kapwepwe International Airport as the students boarded their aircraft on 27th June 2014 for India to begin their career development at the Vellore Institute of Technology (VIT), officially rated as the eighth top learning institution in India.

"This is a success in the family... I am a retiree and I cannot afford to sponsor my child in university. I thank the KCM management for sponsoring my son to study outside the country," said Ilack Mumba, whose son Dalitso has enrolled in Electrical and Electronics Engineering.

Some of the 15 students will study chemical and electrical engineering and instrumentation after they were awarded the annual KCM scholarships

for students scoring higher grades at the company's two schools, which enroll over 2,000 students.

Davies Mukabe, whose daughter Baines will also study Electrical and Electronics Engineering, said the KCM scholarship would position the children to return home as competent professionals ready to contribute to the development of the mining industry and Zambia's economy.

"I have looked at other mining companies and can speak proudly that KCM is the only company that has taken it upon itself to sponsor children to universities outside this country," Mr Mukabe said.

Mr Davidson Mibenge said the parents and children were proud of KCM.

The students were initially sponsored to study A' levels at a top Zambian school and the top of class Baines and Sam Kunda, both of whom will study Electrical and Electronics Engineering said they desired to excel during their study.

"I'm grateful to KCM for sponsoring me to go and study in India. I will do my best to make the company and country proud by working even harder during my stay in India," Baines Mukabe said.

Kunda said: "It's a heavy load lifted off the back of my parents because the scholarship has enabled them to sponsor my siblings instead, it's a big relief. We are thankful to KCM management for allowing us to study abroad. We will work hard and stay focused."



The students who left to study in India

Chingola Mayor sees KCM aiding water availability



Community Relations Manager Brian Siatubi shakes hands with Chingola Mayor Titus Tembo during the handover of water tanks to Helen Community on the outskirts of Chingola



The beneficiaries of water tanks



The Mayor addresses the Helen Community



Women listen to the mayor's speech

By VICTORIA KABWE

Chingola Mayor Titus Tembo has applauded KCM for donating water tanks to the Helen community on the outskirts of the town, saying the tanks will improve the quality and availability of water.

The company recently handed over four 10,000 litre water tanks to the Helen Community in Chingola to alleviate water problems in the area.

Mr Tembo said the mining firm has been very helpful in Chingola with its Corporate Social Investment (CSI) programmes.

"On behalf of the community and Chingola as a whole, I would like to say thank you (to KCM) and don't relent. We will call upon you to assist us when ever need arises," he said.

The mayor implored the community to embrace KCM and support the company by taking care of the items it provides to them.

The community has embarked on several projects including the building of a new clinic, expansion of a community school and a police post.

Rhoda Wahenga, a teacher at Helen Community School also praised KCM's gesture.

"We are very thankful to KCM for providing us with tanks to store water. May God bless everything that this company does to help the

communities. Please continue helping us for God will surely reward you," she said.

Ms Wahenga said the community had been facing challenges during the rainy season to carry water to the building sites.

"We have to walk long distances while carrying water on our heads. We were also drinking dirty and muddy water. Now that will be a thing of the past."



Community members display certificates received after being awarded cattle by KCM

KCM Ladies touch Mushishima hearts with food, blankets

By RUTH MULENGA



A Grandpa carries a hamper

The Konkola Copper Mines (KCM) Ladies Club has given out an assortment of items to 80 vulnerable households in Chingola's Mushishima area.

The items, which were procured at a cost of K18,000, included 80 blankets, mealie meal, sugar, cooking oil, bath and washing soaps, other food stuff and second hand clothes.

One of the beneficiaries Collins Mkandawire expressed gratitude for the spirit of sharing, which the people of Mushishima and Katunga Bulungu would cherish forever.

"At least we know that there is a company that cares for the needy in society, God bless you and continue helping those in need even in other communities," he said. "Most of the people here are old people and not in employment and don't receive donations every day, so this means a lot to most families."

A widow, Christine Mwaitenda, said: "We thank God for using these ladies. I didn't expect something like this, I don't have cooking oil, I have no soap, no sugar or butter, but God has provided through these people. God bless KCM and its people that they may continue helping the poor in society," she said.

The youths, children and old people were in jubilant mood and sang songs of praise during the handover ceremony.

KCM Ladies Club representative Manju Dawar said the objective of the donation was to demonstrate the love and togetherness for the local community in which they live.

Mrs Dawar said the women wanted the people to realise that they were part of the community and also to appreciate different lifestyles.



Recipients of the goodies from KCM Women



A happy day!



An old lady receives a hamper



A man lifts a hamper provided by the KCM Ladies Club



Women show their hampers



A member of the KCM Ladies Club hands over some goods to a woman



Up go the goodies

She said the experience was enriching because it gave the women an opportunity to see how fellow Africans were living.

"What we are giving today are small gifts but we are taking back a lot in form of the appreciation from the community. We hope the small gifts will help them in a small way and also make them realise that we are part of the community," she said.

Mrs Anita Purohit called on women interested in sharing and giving back to the community to join hands with the KCM Ladies Club.

"We feel happy to help the community with something like this" Mrs Purohit said.

The KCM Ladies Club comprises KCM employees and wives of expatriate staff.

We thank God for using these ladies. I didn't expect something like this, I don't have cooking oil, I have no soap, no sugar or butter, but God has provided through these people. God bless KCM and its people that they may continue helping the poor in society



Members of the KCM Ladies Club and the goodies



A boy in exuberant mood after receiving food

KCM board meeting in pictures



Left & Right KCM Board Directors during a meeting at the KCM Tele-Presence in Chingola



A meeting in session



Board Directors confer and read through some documents

KCM board members tour in pictures



CEO Din explains a point in the KIBU Model Room to board directors Hastings Mtine (left) & Liver Tembo (second right). Chief Financial Officer Manish Dawar (second left) and Technical Manager Mining Praveen Sharma (right) look on.



Vice President KIBU Scott Yelland explains a point to board directors Tembo and Mtine at the KIBU Model Room



The senior KCM Management team with the board of directors before undertaking an underground tour at KDMP



Mtine (left) and Tembo in Shimulala with Acting Manager Community Relations as they inspected community projects in the area

Konkola News had an opportunity to dig into new CEO Steven Din's life by asking him a few questions following his arrival at Konkola Copper Mines. Below is an account of what he had to say!

Q. Please tell us about your family, what they are like?
Well first of all let me tell you about my wife, Ziphozihle, or Zee as she is known to friends and family. Zee is originally from the Eastern Cape in South Africa and hails from the Xhosa people. I am very lucky to have Zee in my life – she is a supportive wife and a dedicated mother. Zee is a graduate from Port Elizabeth Technicon and she studied Textiles. Our sons and daughters – the eldest 15 and the youngest 4 – have been travelling since an early age. They are very confident and respectful children who are hard-working students. Soon the eldest son will turn 16 and I am struggling with his request to have a moped! Nathan (12) is a reserved young man as is his older sister, Naomi (14). My two youngest daughters, Sarah (7) and Hanna (4) are looking forward to coming to Zambia and starting their new school. One thing that seems to run in at least half of the family, including Zee, is an artistic streak.

Q. What is your earliest memory?
Mmm ...interesting question. Well here goes! When we were younger my mother would prepare ground almonds and clotted cream for me and my younger brother to eat. I just remember that I used to hold the bitter mix in my mouth not being able to swallow it!

Q. Who had the greatest influence on you during your childhood?
Together with my father who was a hard-working man, I would say my basketball coaches at secondary school. They taught me discipline and how to lead teams at an early age in a sporting environment. I think it is with them that I understood the importance of understanding people and how to motivate people. I think this is what is called EQ in current jargon.



Din with employees at Rio Tinto



Ziphozihle with daughters Sarah and Hanna

Q. As a child, what did you want to be when you grew up?
Pilot, dentist and then a chemical engineer, I can remember reading A-level Chemistry books at the age of 11...

Q. If you could live in any other time, when might that be?
I am happy living in the current times and I appreciate everything around me and enjoy my lovely family. I enjoy what I do which I consider to be a success in itself. I do not live in regret or in want. I enjoy the present.

Q. What one word would you use to describe yourself?
Resilient! I have worked in some difficult environments and learned to look for solutions in situations where others would easily give up or even avoid at all costs.

It gives me a warm feeling when I see work being carried out in a disciplined and scientific manner so that we reduce execution risk.



Din's children

Q. How would you like to be remembered?

I just want to make a difference and if I am able to help turnaround the fortunes of KCM for the Zambian people I believe that I would have made a difference. I want to be a role model of hard work for my children.

Q. How many countries in Africa have you worked in? What has drawn you to Southern Africa, and now to Zambia?

When I first went to Pointe-Noire in the French Congo in the mid-90s, I was part of a team that managed 14 operations in West and Southern Africa. I have always had a soft spot for

South Africa and the African people and traditions. In Zambia, I truly feel at home and shuttling between England and Zambia is a breeze to be able to keep contact with my siblings, younger brother and two older sisters.

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

The options presented by the multitude of ore bodies within the KCM license areas is unique. Vedanta has upgraded the asset to some of the best in the world. I have been highly impressed with the skills of our workforce and with the right joint approach we will place KCM at the top again – where it needs to be!

Q. What has most surprised you about KCM or Zambia?

I am not surprised by anything. I just consider it a shame that we didn't manage the transition better between the running down of the open pits and ramp-up of the underground operations to avoid the trough in production levels. But as I have said to many people who ask me, it is all 'fixable'.

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

I enjoy everything about my job but mostly I cherish the contact that I have with people to motivate them to do to achieve their best. It gives me a warm feeling when I see work being carried out in a disciplined and scientific manner so that we reduce execution risk.

Q. Tell us about a project or accomplishment that you consider to be the most significant in your career.

Even to this day I keep contact with the teams with whom I worked in Guinea. When I arrived in the country the workforce morale was low and the project was struggling to make economic sense for Rio Tinto. With the right visible leadership and some good team work in reconfiguring the engineering and achievable tonnages, the exploitation of the deposit was making great business sense again.

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?

In 5 years time, I see a business with rampant activity exploiting underground ore and small open pits in multiple locations. Surface operations whistling at medium to high capacity utilisation. REC and KBC branded copper trading at a consistent premium on the LME. A motivated workforce proud of working for KCM. An environment, which has shown community upliftment. A business in Zambia that everyone wants to be part of.



People admire cows given out by KCM

Shimulala receives cattle gifts

We can now farm larger portions of land which will lead to higher crop yields. We can grow vegetables using the manure from the cattle. In short, we will be able to clothe, feed and educate our children



The Kanenga community members (squatting) pose with KCM officials after receiving certificates for their cows provided by the company

In a bid to alleviate poverty and empower communities in its areas of operation, Konkola Copper Mines (KCM) has given 120 draft cattle to 60 households in Chingola's Shimulala area.

The company, in partnership with Village Water, under its on-going Sustainable Livelihood Enhancement Project gave two cattle to each household.

Reason Siamalambo a beneficiary and chairperson for the Shimulala

Cooperative said during the certificate award for cattle ownership in Shimulala recently that the cattle would help to reduce poverty in the area because draft cattle would be used to cultivate huge tracts of land.

The visibly over-whelmed Mr Siamalambo said "if there is any word bigger than thank you, please tell me so that I can use it to express my gratitude to KCM for the cattle."

"Our community will now be among the rich. We can now farm larger

portions of land which will lead to higher crop yields. We can grow vegetables using the manure from the cattle. In short, we will be able to clothe, feed and educate our children with this gift," he said.

Mr Siamalambo said KCM had also built two bridges, a 1x3 classroom block and provided water and sanitation facilities at Shimulala Basic School and a health centre, which is still under construction.

"It was difficult for us to cross the river especially in the rainy season. We literally had to undress up to a certain level to cross the river, imagine that when you are with your in-laws. But KCM built us the bridges making life easier. We can now ferry our produce to markets in town easily."

He thanked the company for providing training to the farmers and providing other tools to help them to treat and care for the cattle.

Area Councilor Mrs Binah Kazumba thanked KCM for undertaking various projects in Shimulala and asked the recipients of the cattle to look after the animals and use them for intended purposes.

Nchanga Trust School inter-house sports day



Copperbelt District Schools 2014 ball games

