



# Konkola Copper Mines plc

# Konkola News

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Safety is the bedrock of our mining model, work safely and protect life and the KCM assets



# Vedanta appoints new KCM Chief Executive Officer

**By Shapi Shachinda**

Vedanta Resources Limited has appointed Mr Christopher Sheppard as the new Chief Executive Officer of Konkola Copper Mines Plc (KCM) effective 18th March 2019 to be based at the Head Office in Chingola.

Mr Sheppard will drive all of KCM's strategic business priorities across safety, environment, community, sustainability, people practices, ethics, governance, innovation, costs, capital expenditure, growth, EBITDA and free cash flow.

Mr Venkatesan Giridhar, who had been acting KCM CEO has reverted to his role as Chief Financial Officer, assisting Mr Sheppard and the entire leadership team.

"Chris will provide leadership in delivering KCM's vision of over 50 years of sustainable mining and operations in Zambia," Vedanta Group CEO Srinivasan Venkatakrishnan commented on the new appointment.

Prior to Mr Sheppard's appointment, the CEO of South African-based Vedanta Zinc International (VZI) Deshnee Naidoo covered as KCM CEO in



*CEO Christopher Sheppard*

an interim capacity before focusing on VZI in view of the company's growth plans and the need to have a permanent head dedicated to Konkola Copper Mines.

Mr Sheppard holds a Bachelors' Degree in Mining, which he obtained from the University of the Witwatersrand in South Africa and has attended, among others an Advanced Management programme at Harvard School of Business.

Mr Sheppard brings with him 35 years of contracting and mining experience. He has held leadership roles with Anglo American, Anglo Platinum, Lonmin Platinum, and Murray and Roberts Cementation. Prior to joining Vedanta he was the Chief Operating Officer at AngloGold Ashanti Limited in South Africa.

Mr Sheppard is married to Beverley, who will shortly be joining him permanently in Chingola, and they have been blessed with three married children, Samantha, Clive and Matthew, as well as three grandchildren. He is a fitness enthusiast and enjoys sports.



*CEO Sheppard shakes hands with Chingola Mayor Titus Tembo when he paid the city father a courtesy call at the Civic Centre*

# Group CEO outlines KCM's strategic position within Vedanta

**By Staff Writer**

Vedanta Resources Group Chief Executive Officer Srinivasan Venkatakrishnan has said Konkola Copper Mines (KCM) is key to Vedanta's growth trajectory and urged employees to own the vision for ramping up production.

Mr Venkatakrishnan told more than 300 employees during a Town Hall that KCM was recognized as a key asset with lots of potential for the business alongside the Zinc, lead, Silver, Oil, Gas, Aluminium, Iron.

The CEO said KCM should focus on the Almighty God in order to realise its vision underpinned on certain pillars – a committed workforce, strong relations with communities, and with the government, as well as achieving shareholder aspirations.

Mr Venkatakrishnan said the Town Hall, held at the Nchanga Golf Club, had been arranged in order to “tell you (employees) that we are with you and we need your support to turn around KCM and open up the viability of the mine.”

The business was focusing on maximizing safe production and steering production growth through the Konkola deep mine, which has a rich orebody.

“This is where we are putting effort and we have critical ideas in terms of what needs to be done. Until Konkola comes right, we are only touching around the edges,” Mr Venkatakrishnan said.

He advised employees to avoid engaging in a “blame-game”, but work hard to achieve the organisation's vision.



*Mr Venkatakrishnan addressing a Town Hall at Nchanga*



*Mr Venkatakrishnan*

“Imagine if Konkola mine produced around 170,000 tonnes in a year according to its initial design capacity, it will have a huge impact not just on KCM, but Zambia as whole.”

The CEO's vision is to see Konkola optimize its production, use underground water to generate power or for community use. This is in addition to further developing Nchanga in future by going deeper and creating additional pits, sustaining tailings operations responsibly and seeing the smelter run at full capacity.

Mr Venkatakrishnan reminded employees that they were accountable to a range of stakeholders including shareholders, fellow employees, the government and the community.

“It is important for us to keep the community on our side with our Corporate Social Responsibility programme in terms of local sourcing, job creation among others because they provide us the social license to operate,” he said.

KCM will continue to look after the football clubs within the available means, he said.

He encouraged employees to take pride in safety and be responsible for their own safety and that of others.

“No industry should kill people. When a life is lost, you are potentially orphaning not just one person but more than 10 people because Africans culturally have extended families,” the Group CEO said.

Employees should go back to the basics and focus on safety, the environment and the community and also minimise wastage, redouble efforts and return KCM to its glory days.



# NOP focuses on a four-pronged improvement plan

**By Staff Writer**

Nchanga Open Pit (NOP) is focusing on Zero harm, people development, production improvement projects and cost saving initiatives in order to achieve and sustain its contribution of 70 percent to the safe 400 plus production target.

Out going NOP Manager Cross Silwamba has said the four-pronged approach is key to ensure continuity of operations and production at Nchanga even as KCM plans to ramp up production at Konkola deep mine, which has the highest grade copper.

NOP is currently mining conventional ore from Chingola Open Pit (COP) F& D, Cut II and Chingola Refractory Ores (CRO) stockpiles (SP) No. 12 and No. 6. It produces an average 900,000 tonnes of CRO at 0.5 percent acid soluble copper for leaching and 150,000 tonnes Sulphide copper from

COP F& D and CUT II at 0.8 percent acid insoluble copper to produce concentrate.

Mr Silwamba said, “We have achieved over 6,000 Lost Time Injuries (LTI) free hours by intensifying safety activities. We have also embarked on programmes to improve supervisory skills of shop floor leadership, refresher training for operators to increase efficiencies and mentorship programmes for middle management among other things.”

He added that J.V Chantente and GRN, the KCM business partners at the NOP, have purchased more equipment in order to increase production.

“In an effort to increase concentrate production to 80 tonnes per day, NOP has engaged a business partner to help in waste stripping to expose more sulphide ore. J.V Chantente has recently acquired 10 new 45 tonnes articulated dump trucks and

one excavator. In addition, GRN recently purchased 23 new trucks,” Mr Silwamba said.

The purchase of the trucks and excavator by the business partners has increased equipment availability from 70 to 80 percent.

NOP has also put in place plans to extend the life of the mine currently at 3-4 years by exploring new resources and reopening old pits. This is also in line with the company’s 50 year-vision for mining in Zambia.

“Conventional ore sources have a life of 3 to 4 years under prevailing economic conditions. However, the CRO stockpiles have a life of about 8 years. We are working with the Nchanga technical team to explore new opportunities of growth and to unlock other satellite pits like Mimbula, COP C & E extension, COP F& D underground, Luano and Kakosa South Ore bodies”, he said.

*“We have achieved over 6,000 Lost Time Injuries free hours”*



# Group Chairman's reflections on Safety!



Dear All,

On safety, it is not just about what we say, but what we do - on the ground, at our operations, everyday and how we set an example for others to follow. If we are able to change the current safety habits of even a few, it will spread through the entire company. A commitment to health, safety and environment is the foundation of the way we operate; it is a part of our values and corporate culture.

The senior management team has extensively reached out to every employee, contractor and partner to reinforce the 'culture of care' and 'zero harm', above everything else. Now, it is crucial that our front line leaders engage all team members to become the best safety advocate they can be.

To really have a strong HSE culture, you have to have HSE as the first value. When you are in the field, take a step back, review the activity you and your team are doing, compare it against Vedanta's safety standards. If you find deviations, please report it and ensure that it is corrected. Please look after your colleagues, whether employees or contractors.

Every fatality or a near fatal accident on our premises is a cause of grave concern for me. You are all part of the Vedanta family and at the end of the day, I want you to reach home safe and happy. Balancing production, growth and environmentally sustainable development is the key challenge and therefore an opportunity of our times.

The raw materials we produce are essential to human progress, people may not realize it, but

*I want  
you to  
reach  
home  
safe and  
happy.*



*Chairman Mr Agarwal*

everything that we use on a daily basis, from a pen to a cycle requires materials from below the ground; we must produce them sustainably and safely.

Most of you must have read about the recent dam burst in Brazil's mining sector, which has caused widespread damage to human life and property. It is an extremely unfortunate incident, and I want you to see it as a learning experience, take proactive steps to ensure such disasters are averted at any cost!

As proud custodians of Vedanta's values, please be part of the solution, devote yourself to creating a habit of excellence. Safety will be an indicator that we're making progress in changing our habits across the entire institution. Let's collectively make 2019 a 'zero harm' year!

**Anil Agarwal**

Chairman Vedanta Resources LTD



# Tailings Leach Plant gets new Change House



*Chief Processing Officer Mr Kawonga flanked by employees at the launch of the Change House*

## **By Cynthia Kalaba**

The Horizontal Belt Field (HBF) Change House has been commissioned at Nchanga Tailings Leach plant (TLP) at a cost of one million kwacha.

KCM Chief Processing Officer (CPO) Pyokera Kawonga said during the launch that Konkola Copper Mines Management attached great importance to high safety standards in the workplace as well as a conducive environment.

Mr Kawonga said the commissioning of the HBF Change House was a demonstration of the spirit of care by KCM management for employees and business partners.

*Management attached great importance to high safety standards in the workplace...*

Tailings Leach Plant Manager Van Wyk Mumba was impressed by the spirit of oneness exhibited by the employees in successfully implementing the project.

"We have spent resources to renovate such a structure and so we should be mindful on its use and report any vandalism and theft cases. Theft and Vandalism hinders progress", Mr Mumba added.

The long-awaited facility would improve sanitation and the health of the employees.

Mr Mumba added that the facility has water tanks tailored to continue supplying water even during power failures or outages.



*The TLP Team poses for a group photograph during the launch of the Change House*

# South Africa's Gamsberg mine affirms Vedanta's growth



*South African President H.E. Ramaphosa and Vedanta Chairman Mr Agarwal cut a ribbon to herald the start of production at the Zinc International mine*

## By Staff Writer

**G**amsberg Zinc Mine has been launched in South Africa to affirm the growth and focus of Vedanta Resources Limited's on the African continent.

South African President Cyril Ramaphosa in February launched the Vedanta Zinc International's (VZI) Gamsberg mine, outside Aggeneys in the Northern Cape Province together with Vedanta Chairman Anil Agarwal and South African minister of Mineral Resources Mr Gwede Mantashe.

Other senior South African government officials included Northern Cape Premier Mrs Sylvia Lucas, while Vedanta CEO Mr Srinivasan Venkatakrishnan and VZI CEO, Deshnee Naidoo, also attended the ceremony.

The Gamsberg zinc resource had been undeveloped in the portfolios of various South African mining companies for more than 40 years until Vedanta acquired it in 2011 as part of the Black Mountain Mining complex.

Vedanta commenced the development of the project in 2014. Gamsberg has a reserve and resource of more than 214 million tonnes with a grade of between 6% and 6.5% zinc and an estimated life of mine of 30+ years.

The first phase of Gamsberg represents a \$400 million investment by Vedanta in South Africa, and it has 13 years life of mine. Around 4 million metric tons of ore will be produced from the open pit and 250,000 tonnes per annum of concentrate from its

concentrator plant.

Delivering the keynote address, President Cyril Ramaphosa said, "The Vedanta Gamsberg project is an important step in our shared journey to revive our mining industry. It confirms our view that with an effective regulatory framework, improved collaboration between all stakeholders and sustained investment, mining has the potential to be a sunrise industry."

"We welcome this substantial investment by Vedanta, which not only deepens South Africa's relationship with India but also signals Vedanta's confidence in the future of South Africa's mining industry," President Ramaphosa said.

Mr Agarwal emphasised his commitment to South Africa and his belief in the future of the South African mining industry, pledging his personal and Vedanta's support for President Ramaphosa's immediate vision for the industry.



*President Ramaphosa*



The Chairman described Gamsberg as “a crown jewel of SA’s mining industry” and added that, “Because of VZI’s commitment and dedication we have been able to complete phase 1, we have started this journey but we must remember that our goal is much bigger.”



*L-R - Satish Kumar, ZI VP Projects explains a point to President Ramaphosa as ZI CEO Deshnee Naidoo and Chairman Anil Agarwal listen to the conversation*



*Part of the ZI Mine complex*



*President Ramaphosa (left) with the Chairman Mr Agarwal stand in front of a plaque during the launch*



*President Ramaphosa and Chairman Mr Agarwal (centre) pose for a group photo with the ZI Team*

# Compliance Register Review is Critical for Sound Business Practice

Dear Colleagues,

One of the key modules in our compliance manual is Legal Compliance. All employees must follow the law to the letter and spirit in every aspect of the Konkola Copper Mines Plc business transactions or course of duty.

A number of laws influence KCM's business model. Principal legislation relevant to KCM places emphasis on key issues such as mining, labour, environmental, health, safety, municipal and land laws, taxation, education, and medical laws.

In order to ensure proactive and comprehensive adherence to these laws, KCM has put in place an Electronic Compliance Management tool (KCM ECS). This tool is also being used to manage Policies and Procedures, Enterprise Risk mitigations and tracking Business Process audit improvement opportunities tracking.

## COMPLIANCE IS CRITICAL

Failure to comply with laws could result in hefty fines or custodial sentences upon conviction for certain officers of the company, closure or suspension of operations, license revocation, and loss of employment or reputational damage. Therefore, we must embrace zero tolerance to non-compliance. Teams managing legal compliance tasks must always execute

their duties with due diligence, skill and due care expected of a reasonable person in any capacity.

To ensure the legal compliance register or checklist is complete and up to date, KCM engaged an independent legal firm Eric Silwamba & Company to review the old checklist and possibly update it with relevant pieces of legislation. A one-time detailed and lengthy exercise has tremendously added to the quantity and quality of the compliance framework as the electronic checklist is up to date with relevant laws.

## USERS REFERENCING

All ECS users can access the laws online in the KCM Electronic Compliance System (ECS) library tab. There is no need to stress and look far beyond a laptop or desktop whenever someone needs to refer to an Act of Parliament or a Statutory Instrument applicable to their section. This is meant to improve the way your system users make reference to the law in order to come up with credible support for uploading in the system by ensuring compliance.

In case of any doubts, you are encouraged to contact the Compliance Manager's office. The legal team is available to clarify any technical interpretation of the law. Additionally, the external legal firm has been retained



Chola

to constantly provide updates from new or revised legislation and court decisions that affect the mining business.

Heads of Department are also advised to ensure they are current by way of constant engagements with relevant professional bodies. Regulatory developments that create a compliance obligation on KCM Plc must be forwarded to the Compliance Manager for analysis and possible inclusion in the compliance checklist.

## CONCLUSION

Compliance is better than dealing with consequences of non-compliance, which are more costly, destructive to the business and sometimes irreversible. We need to be proactive to legal compliance tasks closure. Lastly, we should always track and close all business process audit gaps to enhance the efficiency and profitability of our organisation.

**Humphrey Chinombwe Chola**  
Compliance Manager



# Nchanga Smelter commissions online Stack Analyzers



*Director Smelting & Refining Enock Mponda cuts the ribbon to launch the Online Stack Analyzers. In a white coat is ZEMA Regional Manager Fredrick Muyano*

**By Victoria Kabweimba**  
**N**changa Smelter has commissioned three online stack analysers to monitor the plant's emission of Sulphur dioxide, Carbon monoxide and dust.

The analysers will monitor emissions from the Cobalt Recovery Furnace (CRF), Slug Cleaning Furnace (SCF) and the Anode Furnace (AF) and also enhance efficiency in the processing plant.

Strategic Business Unit (SBU) Director, Smelting & Refining Enock Mponda said the commissioning of the online monitors was a significant step and a testament that the smelter was on course to complete the Zambia Environmental Management Agency (ZEMA) mandate of installing the online analysers, a bag house and scrubber by the end of 2019.

Mr Mponda said the monitors would enable the

smelter to capture data in real time and aid his team to rectify potential problems.

"What we have commissioned today will enable us to capture data online as things are happening without waiting for someone to come and measure for us and give us the results. This will enable us to take action immediately in case of an emergency," he said.

Mr Mponda called on all stake holders to put measures

to regulate themselves in terms of pollution control and safeguarding the environment.

He noted that, "In today's world, we should regulate ourselves instead of waiting for the regulators (such as ZEMA). Pollution levels need to be controlled at all times and it is incumbent upon us to keep our environment safe and healthy for all."

ZEMA Northern Region Manager Fredrick Muyano separately said during the commissioning that he was pleased to see that the plant had managed to put up the online monitors and requested KCM to connect ZEMA to the system so that they can also monitor the plant online.

"You have made great effort to reach this far and we think that you can complete your project by connecting ZEMA to your system so that we'll be able to observe and deal with issues that may arise together with you," Mr Muyano said.



*Head Instrumentation Subrata Dasgupta at the Nchanga smelter explains a point to HSE acting Vice President Felix Sikaonga and Mr Muyano (far left)*

# CFO: We are committed to lift production at Konkola Deep Mine

By Victoria Kabwe Zimba

**K**onkola Copper Mines Plc (KCM) will continue to mine in its areas of operation and focus vigorously on lifting the Konkola Deep Mine to the next level of production, Chief Financial Officer Giridhar Venkatesan has said.

Mr Venkatesan was speaking in Lusaka during consultative and information exchange, meetings with the ministers of Finance and Mines and Minerals Development, focusing on the implications of the tax measures introduced in the 2019 national budget.

He said that the Vedanta Group was passionate about the success of Konkola Copper Mines and the security of employment tenure with “due care and compassion for the citizens of Zambia.”

Mr Venkatesan also informed the high-level Zambian Government team that there would be no loss of jobs at KCM in the wake of the new tax regime

“As KCM, we undertake to constructively engage key stakeholders such as the Government, trade unions, the media, local communities, and our shareholders, in a respectful manner to ensure that we contribute to the growth of the economy on a sustained basis,” Mr Venkatesan said.

He echoed Vedanta Group CEO Srinivasan Venkatakrishnan’s sentiments



CFO Mr Venkatesan

...ensuring compliance, sustaining job creation as well as contributing to the country's growth.

during his visit in early 2019 that the approach required to boost production was to invest further in the development of the Konkola Deep Mine in Chililabombwe within the next 3 years, which would unlock resources required for processing at the Nchanga Smelter.

Finance Minister Margaret Mwanakatwe thanked KCM for choosing the path of dialogue and for the proactive approach in reviewing mine operations and ensuring compliance, sustaining job creation as well as contributing to the country's growth.

Ms Mwanakatwe stated that the assurance made by the company to complete the development of long-term ventures such as the Konkola Deep Mine within the next 3 years was uplifting.



# Chairman to Women: 'Take a lead role in steering Vedanta's growth'

**By Shapi Shachinda**

Chairman Anil Agarwal has implored women to take a leading role in the growth of the diversified resources Group because of their great intuition on detail.

"My personal experience is when women work around in any of the industry, the productivity is better, the house keeping is better and our presentation to the world is at a very different level," Mr Agarwal said in a message to mark the recent global celebrations for women.

He spoke highly about the achievements of women in Vedanta Resources Plc and within his family circles saying, "the pleasure, affection and inspiration I get from them is great." Women have delivered excellent results whenever entrusted with projects and the restructuring of Vedanta.

"My message to all women working in the company is 'please take a lead role.' I am with you to show the world how you people can deliver," outlining major achievements by women among others as being in human resources at Vedanta, corporate social responsibility (CSR) programmes at Tuticorin and the Vedanta Zinc International mine in South Africa.

"Vedanta is a very special company meant for the community and for the people. We must show the world how Vedanta is taking a lead to empower women by giving women positions of



*Chairmand Mr Anil Agarwal*

decision-making," he said.

The Chairman urged men to respect and encourage women in the organization.

In a separate message, Group Chief Executive Officer Srinivasan Venkatakrishnan said women were making a major contribution in 'creating a successful present and future for Vedanta.'

"While their work may not always make the front pages, their individual stories represent the positive impact empowered women can make anywhere. We are proud to say that we are already above industry average when it comes to gender diversity and we are aiming to triple the representation of women to 30% in our workforce over the next two years," Mr Venkatakrishnan said.

The Group CEO said that, "women are the largest un-

tapped reservoir of talent in the world. When we empower a woman, we elevate her community, a ripple effect occurs when we invest in their potential."

"Intellectually, mentally, and spiritually, women are at par with men and can participate in every activity, which is evident from the invaluable contri-

butions of our female colleagues in every field. We must work towards and ensure that they have an equal seat at the table in decision-making processes that shape important investments, policies and decisions; from individual committees to group level processes, from community service to core business verticals," Mr Venkatakrishnan added.

**'please take a lead role.' I am with you to show the world how you people can deliver,'**





Deputy Czech ambassador Peter Prelick (left) with his entourage at the Konkola Deep mine Shaft No. 4



A Zambia Railways goods train rolls past the Weigh Bridge after it was officially launched by CFO Venkatesan Giridhar



A KCM Medical Team during the World AIDS Day celebrations



Konkola Trust Secondary students and their teachers during a graduation ceremony. Seated in the middle is Patricia Katongo Kabwe, the HCM Chief People Officer - Nchanga Business Unit



A pupil at the Nchanga Trust Primary School rides a horse during the fireworks display fundraiser



Nchanga Trust Secondary students during their graduation



A Biology lesson in progress at Nchanga Trust Secondary School



A contingent of Zambia Army senior officers with their colleagues from the SADC and East Africa regions during a visit to Nchanga smelter





Mines Minister Richard Musukwa with Vedanta CEO Mr Venkatakrishnan and Mr Sunil Duggal the CEO of Hindustan Zinc



H.E. President Edgar Chagwa Lungu (in checked jacket) flanked by KCM ExCo members listen to Andrew Mwange from Environment Dept.



Mines Permanent Secretary Paul Chanda (middle) visits the KCM stand at the 4th OHSE National Conference



Miners spouses at a KCM stakeholder engagement meeting at Nkana



Acting VP HSE Felix Sikaonga with Labour Minister Joyce Nonde Simukoko during the Copperbelt Safety event



The KCM HSE Team during a Safety event at Konkola



Chingola clergy during a visit to Nchanga Open Pit Cut II



Senior army officers sample cobalt alloys at the Nchanga smelter

**Did You Know**  
KCM and its business partners employ about 13,000 employees in all the areas operation



# High-achieving doctors fit into Nchanga South and Konkola hospitals

**By Victoria Kabwe Zimba**

Investing in youth development secures the future of both organisations and nations because the youths are ordinarily the heirs to leadership roles. One of the areas of investment is education, the cornerstone of sustainable development and in the mining industry, it can help plug a skills deficit.

Konkola Copper Mines (KCM) endeavours to develop and nurture the talents of young people through various avenues, among them, the provision of scholarships to high flyers in its schools to study in various mining, engineering and other programmes in local and foreign universities in mainly India, Namibia and South Africa.

Over 600 Zambians, including KCM employees and their children, have benefited from these scholarships since 2010. The young people who manage to complete their programmes are employed as management trainees, which is essentially a rigorous two-year programme intended to develop talent for enhanced roles in the organization.

Some of the beneficiaries of the scholarship are Catherine Kasanda, Mutashala Mulenga and Chimwemwe Mwenya, all of them aged 26, who acquired degrees in Medicine and Surgery from the University of

Namibia. They were employed by KCM almost a year ago.



**Dr Catherine Kasanda**

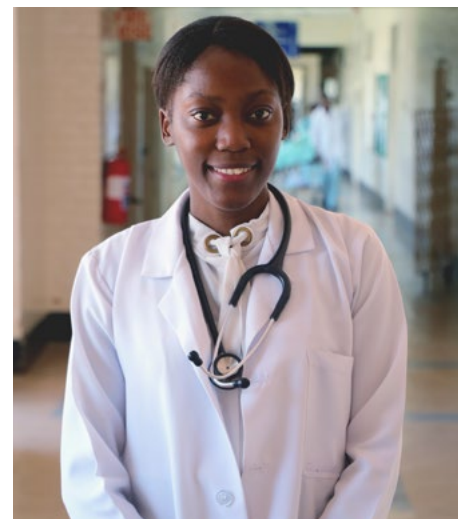
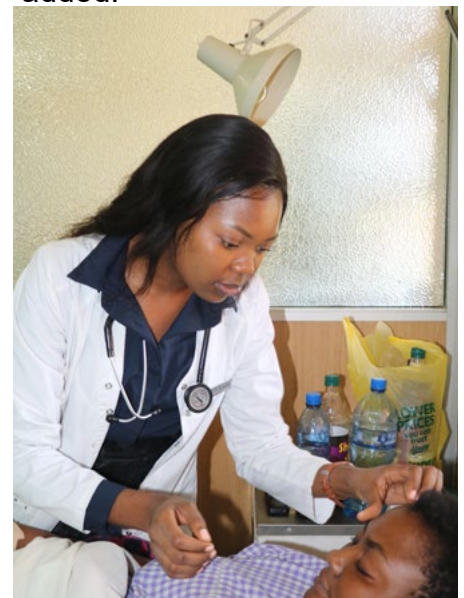
Dr Kasanda, who has been deployed at Konkola Mine Hospital, recounts that one of the benefits of the scholarship is a fulfilment of her childhood dream to become a medical doctor.

"I am one of the first beneficiaries of the KCM scholarship programme. I was selected from Nchanga Trust Secondary School with two other colleagues after performing exceptionally well during the grade 12 exams to go and study Medicine in Namibia. It was the only thing I wanted to study since I was a child," she said.

Dr Kasanda said the scholarship had helped her parents to focus on her five

siblings who have studied engineering and accounts.

"My father retired from KCM in 2015 and my mother is a business woman. Being sponsored by KCM somewhat lifted off the burden from my parents. Personally, I had the chance to study outside Zambia, I travelled a lot and learnt from the universities and hospitals we went to in the course of my study," she added.

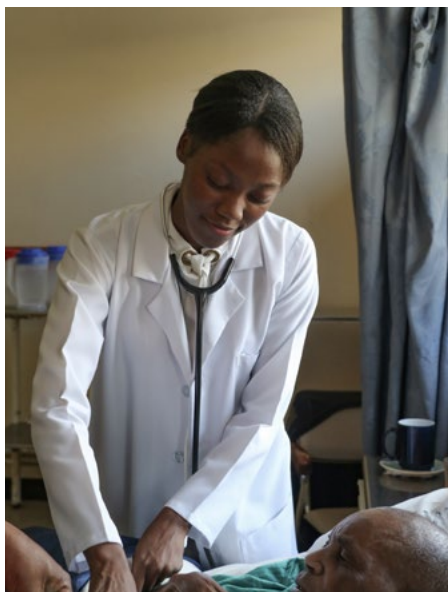


**Dr Mutashala Mulenga**



Dr Mulenga's father also retired from KCM over five years ago while her mother is still employed by the company as a nurse. She said medicine was her dream career and that motivated her to work hard both in secondary school and university.

"I was determined to graduate as a doctor and hence I worked hard at school. I got several awards during my study, among them best medical student and best science student in the first year. My friends and I were the top 3 students in our intake in



that year. It is actually one of my memorable experiences," she noted.

Dr Mulenga said the scholarship gave her an opportunity to study outside Zambia and experience two different health care systems, enabling her to acquire useful skills and knowledge.

"I was given a chance to train in a well-equipped hospital and managed to complete the course in the stipulated time

– 6 years. Working here at Konkola Mine Hospital is good for my career as the availability of senior consultants is quite good. I am learning a lot from them," she explained.



**Dr Chimwemwe Mwenya**

Dr Mwenya whose father also retired from KCM but Her mother is still working as a nurse said getting into the School of Medicine was one of the happiest moments of her life.

She said, "I have always wanted to pursue medicine. The alternative was for me to do Bio-Chemistry. I was very elated when I made it into med-school after a year of studying pure sciences and



mathematics. I worked very hard to make it, hard enough that I got an award as best student in mathematics in first year."

She recounts that studying outside of Zambia enabled her to experience different cultures and life, which was essential to see the world in a different light.

"Not only did the scholarship allow my parents to concentrate on my younger siblings, it gave an opportunity to see how other people live, and widened my view of the world," she noted

Managers at both Konkola Mine Hospital and Nchanga South Hospital Dr Mwadi Chakulya and Dr Jules Dikamba affirmed that the three doctors "have fitted in very well and are quite knowledgeable and performing their duties well.

### **Facts - KCM health services**

**Operates two major hospitals and 14 clinics**



# Nchanga Lower Primary Trust School gets new computers



*Nchanga Trust Primary School Teacher Grant Chipunka with pupils in a computer lessons class*

**By Victoria Kabwe Zimba**

The KCM Nchanga Lower Primary Trust School has acquired 10 new computers in a bid to enhance ICT studies after a successful fireworks display aimed to raise funds last November.

The school arranged the fundraising event in conjunction with the Parents Teachers Association (PTA).

KCM Trust Schools Principal Mabvuto Ng'ona said the computers would help the school meet the requirements by the Ministry of General Education to teach computer studies at primary school level.

Mr Ng'ona said it was imperative to introduce pupils to computers at an early age because the world has become technical and almost all data was computerised.

"We decided to build a computer laboratory at the lower primary school because we feel that it's important to expose children to computers as early as the reception class because the world

has become technical and sophisticated," he said.

"The government has also made computer studies a subject examinable at primary school level as well. E-learning is the way to go," he explained.

The Principal commended the PTA for embarking on the ambitious project of purchasing computers for the children because the idea complemented KCM's support for the various activities being undertaken in schools.

"Our dream is to make computers accessible to the children both in the labs and individual classrooms. It's a multi-sensory approach because with computers, the learners can hear, see and touch, speeding up the learning process," he said.

The school plans to buy a minimum of 40 computers by the end of this year through various fundraising ventures and support from the company.



*A class in progress during computer lessons*



## First-aid consciousness prompts Nchanga student's heroic act



*Sishemo and her friend Mapalo*

**By Cynthia Kalaba**

Sishemo Kaongolo's heroic act on a split of a moment saved Mapalo Katongola's life following an asthmatic attack to which her best friend at Nchanga Trust School responded.

The 16-year old female lifesaver narrated how on a fateful day Mapalo got permission to go to the convenience room but took longer to return with a physics test just some 15 minutes away.

Sishemo decided to check on her at the convenience room where she found Mapalo in a restless state.

"She asked me to rush back to class to pick an inhaler... I did not know that my friend was about to have an attack. I took the inhaler and immediately called out for help from our teachers as Mapalo was gasping for breath. We loosened her uniform, removed her shoes and moved her to the place where there was free air circulation," Sishemo said.

Mapalo became unconscious and was rushed to Nchanga South hospital for medical attention.

Sishemo explained that Mapalo had prior to that incident opened up to her about the asthmatic condition, which prompted her to check on the friend when she took long to return to class.

"We have been taught first aid skills, to identify hazards, learnt to be a 'sister's or brother keeper' and to care for each other," she added.

Nchanga Trust Secondary school deputy head teacher Elijah Mwape said he was impressed that pupils could respond to a 'desperate' call using first aid skills.

He said the basic first aid training conducted in schools was critical as evidenced by Sishemo's response, which also reinforced the notion that 'children are the agents of change.'

"I thank Sishemo for saving my life," Mapalo said.



*Pupils during an assembly at Konkola Lower Primary School*



*Another set of pupils at Konkola Lower Primary School during lessons*



*Pupils at Konkola Primary School (Upper) go through some stretching during Physical Education*



*Pupils during preps at Konkola Primary School*



# World Kidney Day screening receives overwhelming response



*A nurse Mary Lombe Mutale takes blood pressure readings from an employee during the World Kidney Day check ups*



*A Chingola resident checks his weight during the KCM Community health check-ups*

**By Victoria Kabwe Zimba**

Konkola Copper Mines (KCM) conducted the annual kidney screening for at least 1,724 employees and members of the community against a target of 800, to commemorate the World Kidney Day on 14 March, which was celebrated under the theme “*Kidney Health for Everyone, Everywhere*”, as part of promoting workplace health initiatives.

KCM Nephrologist James Chabu said the company aimed to raise awareness about our “amazing kidneys” and encourage regular screening of all patients with diabetes and hypertension for Chronic Kidney Disease (CKD).

Dr Chabu said, “Kidney disease affects 10% of the adult population worldwide and therefore our main objective this year included encouraging preventive behaviors, highlighting diabetes and high blood pressure as being key risk factors for CKD and encouraging transplantation as a best-outcome option for kidney failure. We also want to emphasise the act of organ donation as a life-saving initiative.”

KCM provided free screening for hypertension (high blood pressure), diabetes (sugar disease), and obesity or overweight at 14 sites spread across areas of operation for its employees and the communities in Chingola, Chililabombwe,

Kitwe and Nampundwe.

Dr Chabu implored employees to adopt lifestyles that would keep their kidneys healthy and maintain their general well-being.

“Keep your kidneys healthy by keeping fit and active, controlling your blood sugar level and monitoring your blood pressure. Make sure you eat healthy and keep your weight in check, do not take over-the-counter pills on a regular basis and whenever possible, get your kidney function checked if you have one or more of the ‘high risk’ factors such as diabetes, hypertension, obesity or one of your parents or other family members suffers from kidney disease,” he noted.



*Attention to detail: A nurse takes details of a Chingola resident during KCM health check-ups*





Employees undergo checks ups during the World Kidney Day at various locations in Chingola



Another set of employees do check ups on World Kidney Day

**Did You Know**  
KCM Health services impacts over 63,000 people annually



A Chingola resident checks his blood pressure during the KCM community outreach on World Kidney Day



Employees celebrate the International Women's Day in Konkola



Women march during their day at Nampundwe



Women's Day at Nchanga



*KCM is implementing a cost-saving initiative dubbed Natusunge in a bid to rein in production costs. Various teams as shown below in the photographs have been set up to manage the initiative, which is part of KCM's 50-year vision to mine for copper in a sustainable manner. The teams have done tremendous works in identifying various areas with high cost and are helping management and fellow employees to reduce cost through some models.*



The Shaft No. 4 Team at Konkola



The Concentrator Team at Konkola



The Shaft No. 3 Team at Konkola



Smelter Team at Nchanga

#### Did You Know

KCM has operations in four districts of the country – Chingola, Chililabombwe, Kitwe and Shibuyunji



Open Pit Team at Nchanga



Nchanga Concentrator



# Global interns get management skills training



*Head of smelting and Refining Business Unit Enock Mponda (7th from right), Head exploration Kelvin Mwamba (5th from right) and other senior staff pose for a group photo with the Globle Interns at Directors Lodge in Chingola*

**By Cynthia Kalaba**

**K**CM has trained 14 young graduates from Zambia and various nations in Africa, Asia and Europe in critical management skills in smelting, engineering, mining and commercial under a Global Internship Programme (GIP) aimed at fast-tracking young people in their careers.

The interns were from Zambia, India, Cameroun, Democratic Republic of Congo (DRC) South Africa, England and Germany on a one-year accelerated programme, which came after they completed their university study.

During a send-off luncheon for the interns after their stint, Head of the Smelting and Refining Business Unit, Enock Mponda, explained that the Global Internship Programme provided the graduates with the opportunity to gain valuable international work experience by conducting research and working on guided projects in Zambia.

Mr Mponda said internships are a proven way to gain relevant knowledge, skills, and experience while establishing important connections in various fields.

Forming alumni for Global Internship will enable the young professionals to continuously exchange notes as well as provide an exciting platform to build cross-cultural understanding

on critical issues in the mining industry, he said.

Irvin Samaniego a Geologist said, “diversity provides access to a greater range of talent, not just the talent that belongs to a particular world-view or ethnicity or some other restricting definition. I am proud to be associated with KCM, a household name in mining. We were exposed to almost all the operations hence our academic and professional qualifications are enriched.”

Mwila Mushingwe a Civil engineer lauded KCM for the first job experience at the mine, saying “this has enriched both our academic and professional qualifications, with the vast experience to work anywhere in the world.”

Mr Mushingwe said the mining firm provided him an opportunity to work with the competent teams and a privilege to work in an integrated mine with everything under one roof.

KCM focuses on internal training for graduates through GIP and management trainee programmes, under which Zambian graduates trained in local and foreign universities are placed on a two-year programme to enrich their skills and enable them to gather necessary experience. The trainees taken on as full-time employees.

# A tale of Winding Engine Driver's medical treatment! ... your health matters

By Victoria Kabwe Zimba

**M**any times people experience pain in their bodies, they tend to ignore it and resort to consuming painkillers. Sometimes people tend to ignore skin rashes and growths altogether and instead buy over-the-counter medicines instead of seeking thorough medical examinations.

Others ignore the pain or rashes altogether in the hope that it would eventually clear. As a result, some people pay the ultimate price if the pains or rashes result in serious ailments.

The case is no different for 43-year old Leonard Yambayamba, a Winding Engine Driver at the Nchanga Underground in Chingola, where he has worked for 12 years. He ignored for some time the pain he felt in his fingers.

"Over five years ago, I started experiencing pain in my fingers and ignored it until the pain spread to my shoulders, and my fingers and hands started getting numb," he recounts.

"I went to Nchanga South Hospital here in Chingola, where I started undergoing physiotherapy for four years. I did not get any better as the pain and numbness spread to my legs as well," Mr Yambayamba said.

Mr Yambayamba's life changed as he endured constant pain and depression.

Little things like feeding himself became a challenge and he could not drive and walk with peace at the back of his mind because his legs would become numb at any time. His work was affected as he was on medical leave and bed rest for nearly seven months.

Mr Yambayamba said, "The doctors at South Hospital referred me to Fairview Hospital in Lusaka to do an MRI (Magnetic Resonance Imaging) scan. The results showed that I had Syringomyelia (a rare disorder in which a fluid filled cyst forms within the spinal cord and as it expands and lengthens over time, it compresses and damages part of the spinal cord from its center outward)."

According to medical experts, the damage



Mr Yambayamba

may result in loss of feeling, paralysis, weakness and stiffness in the back, shoulders.

"I was then referred to the University Teaching Hospital (UTH) to see a neurosurgeon and have an operation to remove the cyst."

Mr Yambayamba turned to his employer, Konkola Copper Mines (KCM) for assistance for the surgery, which cost K27,500.00. Medical procedures took about seven months as Mr Yambayamba made several trips to the Capital city for consultations and preliminary treatment before he underwent surgery on 23rd November, 2018.

"I underwent an 11-hour operation which thankfully was successful," he recounted.

Mr Yambayamba is full of praise for Konkola Copper Mines for providing financial assistance, the doctors for the successful procedure and his wife for being a "strong woman who stood by me throughout the whole ordeal."

"I am enjoying taking walks without the worry of falling down unexpectedly and I can now drive my car. I have a passion for football. I actually coach our Business Unit team, I can do that now," Mr Yambayamba said.

His word of advice to workmates and colleagues is to "go for regular medical check-ups. Most diseases can be resolved at an early stage. Do not ignore that constant pain in your body."

**"go for regular medical check-ups... Do not ignore that constant pain in your body."**



# Glenda Mwandama wins Zambia woman of the Year award!



Ms Glenda K. Mwanadama receives her certificate of recognition

**By Shapi Shachinda**

**H**ead Environment and Sustainability Assurance Glenda Kasonde Mwandama has been crowned as the Zambia Woman of the Year in the Mining category.

Ms Mwandama was conferred with the accolade during the “Anakazi Banking Zambia Women of the Year Awards” on the eve of the 2019 International Women’s Day, which falls on March 8 every year. The prestigious award, which is sponsored by the commercial bank, Stanbic Bank, recognizes women for achievements in economic sectors and other fields.

Ms Mwandama was recognised for her exceptional achievements in the mining industry during a career spanning nearly 24 years, about 16 of the years spent working for Konkola Copper Mines.

KCM General Manager Corporate Affairs Eugene Chungu said, “Konkola Copper Mines is delighted with the recognition of one of our high achievers and hard-working professionals, among women folk. The recognition is testament of the Vedanta Resources Group’s focus to promote women as leaders in the organisation.”

Mr Chungu said KCM would continue to promote the ascension of women in various portfolios to reinforce the company’s philosophy as an equal opportunity employer.

“It is a pleasing and proud moment that our re-

lentless efforts and the many years of hard work have finally broken the glass ceiling to get recognition that goes beyond the mining sector,” Ms Mwandama commented.

“The achievement has come as a result of hard work and commitment. The nature of my career life has meant burning the midnight oil” especially during the early years of my career when I worked on metallurgical research and development projects every day of the week,” said Ms Mwandama, who is a qualified Chemical Engineer and Sustainability Specialist.

She added, “When at work, I apply myself fully and I do not procrastinate tasks. My principle has always been not to leave tasks unresolved as tomorrow has its own challenges.”

Ms Mwandama, who superintends over Environment and Sustainability matters at KCM, said she had received tremendous support from KCM management, co-workers and her family to succeed in her work.

“My husband takes care of the kids’ homework, which I find is done by the time I arrive back home in time to prepare dinner. We also alternate with my husband to attend to the children’s school activities and open consultation days,” she said of her husband Kennedy, who also has experience working in the mining industry.

Ms Mwandama has pledged to continue to give back to KCM and the country by mentoring young professionals and undertaking community support projects through KCM and in her private life, having participated in local and an international mentorship programme M4Dlink Women in Resources, which was launched in 2018.

*My principle has always been not to leave tasks unresolved as tomorrow has its own challenges.*



# Greening through tree plantings at Nchanga



**Did You Know**  
KCM has planted over 90,000 trees as part of its Go Green initiative in the last 10 years

*The Smelter Team poses for a group photograph before the tree planting exercise*

## **By Victoria Kabwe Zimba**

With an understanding that mining operations have various implications on the environment, Konkola Copper Mines (KCM) has taken necessary measures to minimise the impact and has embarked on a vigorous company-wide tree planting exercise.

The tree planting programme will help conserve biodiversity, which is an integral part of KCM's commitment to sustainable development.

The Smelting & Refining Strategic Business Unit (SBU) flagged off the 2018/2019 tree planting season with the planting of 200 trees around the plant, an initiative championed by Smelter Head Utilities Mr. Pandey Sanjay Kumar.

SBU Director Enock Mponda commended the employees for the good initiative, urging them to sustain

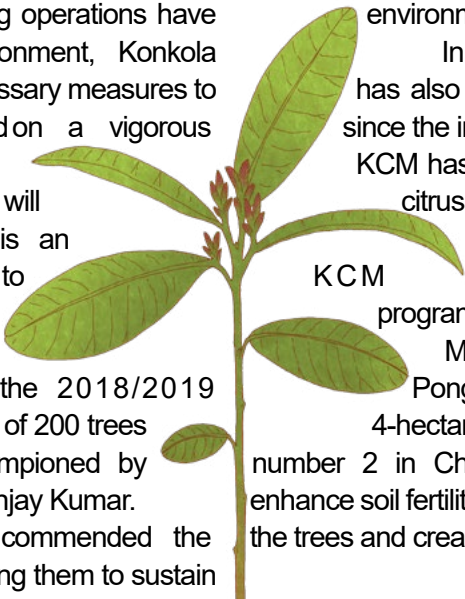
the programme in order to create a healthy and conducive environment for the employees to operate in.

In addition, the Nchanga Open Pit mine has also planted over 2,200 around the plant since the initiative was flagged off.

KCM has planted over 90,000 trees, including citrus trees planted in communities and government-run schools under the "Go Green" environmental support programmes.

More recently, about 2,500 elite Pongamia Piñata trees were planted on a 4-hectare overburden site at Tailings Dump number 2 in Chingola to revegetate the land and enhance soil fertility, while also producing bio-diesel from the trees and creating jobs for our community.

KCM



*Director Smelting & Refining Enock Mponda and other senior staff take turns to plant trees in KCM's bid to foster a green environment at the Nchanga smelter*



# Defying all odds: Evans pursues school beyond normal age!



Chota in cheffing regalia

**By Victoria Kabwe Zimba**

Evans Chota's dream from a tender age has always been to become a teacher. Born and raised in Kasama at Chibabo village, Evans, 25, only started grade one at the age of eleven at a school, which is 8 kilometres away from his home.

"I wanted to go to school early but I had to wait until I turned 11 years because the nearest school was 8km away and we had to cross a river which was extremely dangerous especially during the rainy season. I was at that school until grade six," Evans said.

Unfortunately, his mother died in 2008 while Evans was 15 years old and his father passed on two years later, prompting him to stop going to school. His hope to return to school was rekindled when his mother's brother took him from the village to Chililabombwe, but alas, he stayed at home and never went

to school.

Evans still longed to finish school and did part-time jobs to try and raise money for school but this didn't work. Fortunately for Evans, KCM had started an Adult Literacy programme in conjunction with the Ministry of Education in 2014 as part of the golden jubilee celebrations and Evans enrolled and wrote his grade 7 examinations and passed.

He said, "When I enrolled in the adult literacy class at Twafwane Primary School, some of my friends mocked me and said I should just quit and find a job in the mine instead of learning with old people and that I would go nowhere," he recounted.

"My aunt encouraged me to go back to school. Passing the grade 7 exams gave me the resolve to continue my studies and pursue my dream of becoming a teacher. Fortunately, KCM extended the programme beyond 2014 so I started grade 8 at Chililabombwe Secondary School until I wrote my grade 9 exams last year and made it to grade 10."

Prior to writing his grade 9 exams, Evans sat for separate examinations under the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) in Food Production and acquired a Trade Test Certificate.

"Like a dream I have three



Chota puts on a broad smile while wearing school uniform

*"some of my friends mocked me and said I should just quit"*

certificates to my name. I am thankful to the sponsors of the adult literacy programme, KCM. I am more determined than ever to complete my education no matter what. I dream of going to the University of Zambia in Lusaka and get a degree in Geography. You know, I have never been to Lusaka in my whole life. It would be nice to go there someday," he said.

Evans encouraged his fellow youths to never give up on their dreams but pursue them to the end. He said with God on their side, everything is possible.

Evans also plans to set up a business in the food industry and provide employment for other youths.



*Work place sport forms part of KCM's wellness programmes for employees. Business units compete in various ball games every year as part of bonding initiatives. In the pictures below different teams are captured during KCM ball games.*

