



ALWAYS SAFE



CARE



RESPECT



INTEGRITY



EXCELLENCE



TEAMWORK

September 2024  
Edition 05



## Focus on Now:

# 4 STEPS TO A SAFER SHIFT

In September, Two Rivers Platinum launched the “**Four Steps to Safety**” Roadshow across all shafts, the Plant, and GMO.

This campaign was launched in response to a concerning start to the new financial year, where 12 injuries were reported.

The roadshow’s goal was to re-align everyone with our core value of “**Always Safe**” and to ensure we stay vigilant in maintaining a safe workplace for all.

The highlight of the campaign was an engaging pipe-drumming session led by facilitator Glynn Berridge from Mass Appeal Productions who specialise in innovative ways to bring across safety messages to the workforce in the mining industry.

This unique activity was designed to draw employees into the safety discussion, making it interactive and impactful.

Glynn stressed that to effectively implement the Four Steps to Safety, we need to be fully present and focused on the current moment.

He cautioned that distractions, whether from dwelling on past events or worrying about the future, could cloud our judgment and impair our ability to respond effectively to potential dangers.

The core of his message was clear: **Staying in the now is key to protecting not just ourselves, but also our co-workers. The ultimate goal is to ensure that everyone goes home safely to their loved ones after each shift.**



> Focused on the beat.



> The interactive drumming session was fully embraced by all employees.



> A moment of silence for employees who lost their lives.



> Ready to start drumming.



> Fortune Mdluli, Metallurgical Leader during the Four Steps for Safety RS.

# Safety is everyone's responsibility!



# TABLE OF CONTENTS

- 01** | Focus on now: Four steps to a safer shift

---

- 03** | Focus on now: Four steps to a safer shift

---

- 04** | TRP secures Alcumus ISOQAR Certification until 2027  
2 Million Fatality Free Shifts

---

- 05** | Understanding TARP: Our first line of defence against FOG  
TRP UG2 Concentrator - Record Monthly Tons

---

- 06** | TRP heads of departments and contractors receive comprehensive training on Passport 360  
Operational efficiency enhanced through in-house tail pulley refurbishment

---

- 07** | Level 6 dewatering project at Main Shaft: Improving ventilation and accessibility  
University of Cape Town students visit TRP for industry insight

---

- 08** | ARM executives praises graduate talent and innovation  
Women in Business: Two Rivers Platinum's commitment to local empowerment

---

- 09** | Movers and shakers: Meet Cecelia Malekane

---

- 10** | Movers and shakers: Meet Tumelo Machethe

---

- 11** | Employee benefits - Retirement fund changes the Two-Pot system

---

- 12** | TRP ladies continue to make education fashionable  
Cindi Henderson: Setting the example for Women in Mining

---

- 13** | Mandela Day collaboration with other Eastern Limb mines  
TRP partners with medical aid schemes to promote wellness among employees

---

- 14** | Mental Wellness Awareness Month: Fun, gratitude, and support for all

---

- 15** | Casual Day: I See You - Two Rivers Platinum supports National Disability Awareness  
TRP athletics club make their debut at "Dullies" event

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Focus on Now:  
4 STEPS TO A SAFER SHIFT

> **Facilitator Glynn**, stressing the importance of being present and focused.



4  
STEPS TO  
SAFETY

The core of the roadshow centred on four critical questions we must ask ourselves continuously throughout our shift.

**STEP 1** | **Is this a dangerous situation?**  
Assess your environment and the task at hand to identify any potential risks or hazards.

**STEP 2** | **Is any person doing something dangerous?**  
Be mindful of your actions and observe those of your colleagues. Unsafe behaviours can lead to accidents.

**STEP 3** | **Are there any tools or equipment that are dangerous?**  
Check that all tools and equipment are in good working condition and being used correctly. Faulty or mishandled equipment is a major risk factor.

**STEP 4** | **What am I going to do about it now?**  
Immediate action is critical. If you identify a risk, take the necessary steps to eliminate or mitigate the danger. Don't wait - act now.

These steps are designed to keep safety at the forefront of our minds, not just during tasks but throughout the entire shift and even as we head home. By consistently focusing on these 4 key questions, we create a culture where safety becomes second nature, ensuring that we are always looking out for ourselves and each other.

Staying Focused on Safety

The roadshow served as an important reminder that safety is not something we think about occasionally - it's a constant focus. **Distractions can lead to accidents, and the message from this campaign was clear: Staying present in the moment is the best way to prevent incidents.**

As we move forward, let's ensure that these Four Steps to Safety guide our actions every day. **Our value of Always Safe is more than a slogan, it's a responsibility we all share.** By being mindful of our surroundings, actions, and equipment, and by acting swiftly when we spot potential risks, we can prevent accidents and protect one another.



**Safety is everyone's responsibility!**



## TRP secures Alcumus ISOQAR Certification until 2027

Kennedy Sengani, Business Leader, and Jakes Jacobs, SHEQ Leader at Two Rivers Platinum (TRP), proudly announced the renewal of the Alcumus ISOQAR certification for ISO 14001:2015 and ISO 45001:2018. This re-certification confirms TRP's compliance until 26 March 2027, with the mine committed to upholding these international standards.

Alcumus emphasises its mission to help organisations of all sizes "anticipate, manage, and mitigate risks that pose threats to people, operations, and the environment," offering an integrated approach to managing health, safety, and ESG across various sectors and supply networks.



> TRP Business Leader, **Kennedy Sengani** and SHEQ Leader, **Jakes Jacobs** with the certificate.

## SAFETY ACHIEVEMENT

### CONGRATULATIONS

to Two Rivers Platinum for achieving

## 2 Million Fatality Free Shifts!

on **15 September 2024.**

This milestone reflects your dedication to our core value of **Always Safe**. Your contributions made this possible. Let's stay vigilant as we aim for our next goal of **3 Million Fatality-Free Shifts**, ensuring everyone returns home safely daily. **Thank you for your ongoing commitment to safety!**



"Always Be Safe. Someone at home is waiting for you."



# Understanding TARP: Our First Line of Defence Against FOG

At Two Rivers Platinum, our core value is Always Safe. To keep us all safe from falling rocks underground, we use the Trigger Action Response Plan (TARP). TARP helps us to identify and respond to hazards, especially the risk of Fall of Ground (FOG). By knowing how TARP works, we can prevent accidents, protect lives, and maintain a safer workplace for everyone.

## What is TARP?

TARP is a safety colour-coded system that helps us recognise risks while working.

When we find a potential hazard, it's marked with one of three colours:

**RED (Level 3):**  
A serious risk that needs the area to be closed off until the TARP Red Team handles it.

**ORANGE (Level 2):**  
A risk is present, and the Shift Boss or Mine Overseer will manage it.

**GREEN (Level 1):**  
Safe to continue working.

## Four Steps to Safety in TARP

- TARP follows four important safety steps:
- 1 Identify Hazards:**  
Look for any potential dangers in the rock or ground during your shift.
  - 2 Assess the Risk:**  
Decide how serious the risk is (Green, Orange, or Red).
  - 3 Control the Hazard:**  
Follow the correct procedures for managing the hazard immediately. Is it safe to continue working? If I am not sure I inform my supervisor. If I see a serious risk I alert my supervisors or the shift boss so they can manage the risk.
  - 4 Monitor and Review:**  
Keep checking the area to ensure it stays safe after the hazard has been dealt with.

### Why Do We Need TARP?

FOG risks are serious. If not caught early, they can cause injuries, damage equipment, or worse. TARP allows us to act quickly and deal with problems before they become critical. This makes our work environment safer for everyone.

### What Should You Do?

Here's how you can help by following the TARP guidelines:

**STAY ALERT**  
Always be aware of your surroundings. Look for any signs of instability like cracks or loose rocks. If you see something unsafe, **report it immediately.**

**KNOW THE COLOUR CODES**  
**Green:** Safe to continue working.  
**Orange:** Report to the shift boss. They will give instructions to manage the risk.  
**Red:** Stop working, barricade the area, and report to your supervisor immediately.

**FOLLOW INSTRUCTIONS:**  
If an **orange** or **red** hazard is found, follow the directions given by the **shift boss** or **TARP Red Team**. **Stay clear of unsafe areas until it is safe to return.**

**NEVER IGNORE A BARRICADE:**  
If an area is closed off due to a hazard, do not enter until it has been cleared by your supervisor or the TARP Red Team.

**PARTICIPATE IN SAFETY CHECKS:**  
Help with **entry examinations** before and during your shift to identify hazards and ensure the area is safe to work in.

## Working Together for a Safer Workplace

By following TARP, you are playing an important role in keeping our workplace safe. Always be alert, report hazards, and follow the TARP procedures. Let's work together to protect each other and ensure that safety is always our priority.

## TRP UG2 Concentrator - Record Monthly Tons

### Journey to Excellence

Congratulations to the **Two Rivers Platinum UG2 Concentrator team** on achieving a record monthly tons milled of **350 000** in August 2024.

Well done and keep going!



# TRP Heads of Departments and Contractors Receive Comprehensive Training on Passport 360



TRP approvers and contractors participated in Passport 360 Contractor Management System Training at Inyoni Dam on 12 and 13 September 2024. The training, facilitated by Passport 360 representatives and supported by TRP's SHEQ department, aimed to streamline processes and safety compliance for TRP's contractors.

The training covered key aspects such as registering with KBC Passport 360, uploading relevant documents (e.g. documents, equipment and chemicals), linking documents to the appropriate personnel, and selecting the correct project and section.

Matau Moleke, Compliance Officer at TRP, highlighted the importance of the training, noting that it would reduce the number of non-compliance and enable contractors to efficiently navigate the system.



> Contract employees from Schaunburg engaging during training.



> Sarah-Lee Strydom from Passport 360 and Matau Moleke from TRP.

“Attendees will gain a thorough understanding of the system’s features and avoid future challenges, as the facilitators have equipped us with all the necessary knowledge about Passport 360. I’m pleased with the strong participation from our contractors.”

Matau Moleke, Contractor Compliance.

## Operational Efficiency Enhanced Through In-House Tail Pulley Refurbishment

In a great cost-saving initiative, Donald Mohlakoane a Fitter at Main Shaft and his team have taken a significant step to increase operational efficiency. Facing the challenges brought by declining commodity prices and operational inefficiencies, Donald identified an opportunity to reduce costs by refurbishing the old tail pulley structures in-house instead of replacing them or sourcing refurbished units from external contractors.

The reclamation and rebuild process of the old conveyor tail pulleys began under this initiative, and so far, two tail pulleys have been successfully refurbished. This move, supported by Foreman, Joe Yika and the Engineering Leadership Team, marks a shift toward a more self-sufficient approach to resolving operational challenges and optimising processes.

**This innovative effort has already provided the Main Decline with several advantages:**

- **Shortened Lead Time for Refurbishment:**  
The in-house process reduces downtime by speeding up the refurbishment timeline compared to outsourcing the task.
- **Reduced Repair Costs:**  
By handling the refurbishment internally, the mine avoids additional costs associated with contractor fees.
- **Improved Quality Control:**  
Ensuring that the tail pulleys are refurbished to the highest standards in-house reduces the risk of receiving substandard parts from external suppliers.

This initiative is a testament to TRP's commitment to operational excellence and cost-effectiveness, highlighting the innovative spirit within the team and setting a standard for future projects.



> The proud team from Main Shaft who successfully implemented the refurbishment project are from left: Donald Mohlakoane (Fitter), Banele Duane (Assistant Fitter), Thabo Chosane (Assistant Fitter) and Penny Thamaga (Fitter Aide).





# Level 6 Dewatering Project at Main Shaft: Improving Ventilation and Accessibility

One of the significant challenges recently faced by the Main Shaft was the accumulation of water at Level 6, which led to multiple operational issues.

These included:

- **Compromised Ventilation** on the southern side due to water buildup.
- **Ineffective Temperatures** for Trackless Mobile Machines (TMM) to operate optimally.
- **Inaccessible Production Areas** as water accumulation blocked key entry points.

To address these issues, a dedicated team of maintenance foremen and fitters was assembled to take on the task of dewatering Level 6. In a combined effort spanning three weeks, the team successfully removed the accumulated water, restoring access to the area.

This crucial project has had several positive outcomes:

- **Restored Access for Construction:** The dewatered section allowed for the construction of the conveyor belt and the commissioning of additional production equipment.
- **Improved Ventilation and Temperatures:** The mining team, alongside the Ventilation and Occupational Hygiene (VOHE) team, is currently working to resolve the ventilation challenges fully, enhancing the operational environment for workers and machinery.
- **Safe and Efficient Execution:** Throughout the dewatering process, safety was a top priority, and the project was completed without incident.

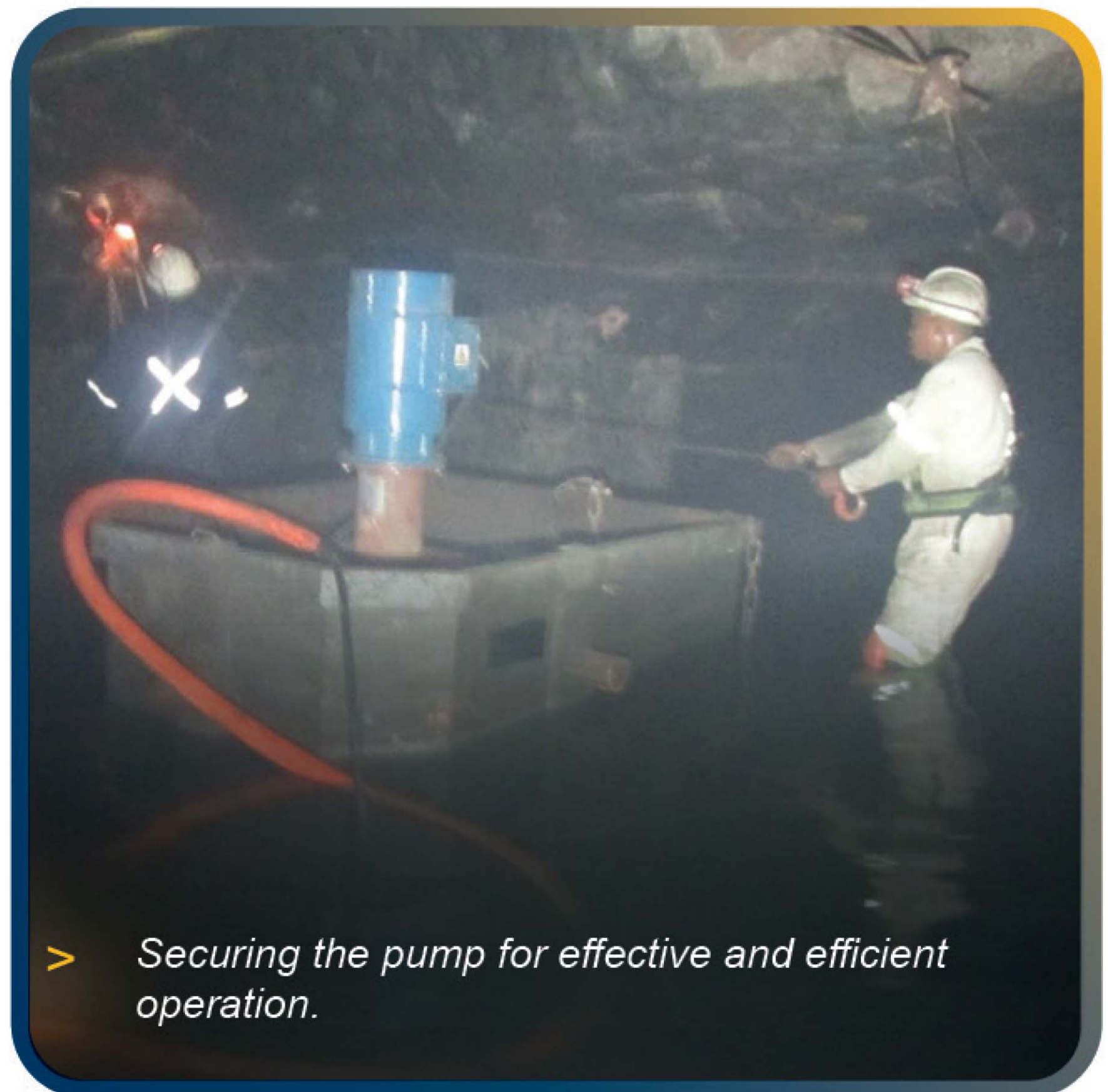
This effort has not only improved operational efficiency but also set the groundwork for more productive operations at Level 6. The team's quick and efficient work is a testament to the mine's commitment to overcoming challenges and ensuring the safety and functionality of critical work areas.



> Dewatering pumps were monitored to ensure they are working.



> The dedicated team who assisted in dewatering level 6 at Main Shaft to ensure a safe and functional work area include from left **Stephen Mabilo** (Maintenance Foreman), **Benny Modipa**, **Donald Magolego** and **Eric Senong**.



> Securing the pump for effective and efficient operation.



Concentrator Plant Manager, < **Otty Madire** with the UCT students.

## University of Cape Town Students Visit TRP for Industry Insight

Recently a group of second-year Chemical Engineering students from the University of Cape Town (UCT) visited Two Rivers Platinum (TRP) for a week-long educational experience at the concentrator plant. The students had the opportunity to engage with experts from various departments, including Safety, Health, Environment, and Quality (SHEQ), Mineral Resource Management (MRM), and Metallurgy.

As part of their academic curriculum, the UCT students delivered presentations and toured key TRP operations, including surface operations at Main and North Decline, the tailings dam facilities, and the TRP heritage site. Throughout the week, they gained valuable insights into environmental impact mitigation, site rehabilitation, and the importance of community engagement in the mining sector.

Their final days were spent at the concentrator plant, where Plant Manager, Otty Madire praised the students for their enthusiasm and eagerness to learn.



**The future is bright for these students. Their professionalism and eagerness to absorb knowledge show that they are poised to become exceptional leaders in the future.**



Otty Madire, Plant Manager



## ARM Executives

# Praises Graduate Talent and Innovation

On Tuesday, 17 September 2024, a group of graduates from Two Rivers Platinum gathered at Lapeng Guest Lodge for what could be the most important presentations of their careers, delivered before seasoned experts in the mining industry.

The setting was prepared, and the expectations were high, providing a unique opportunity for these future leaders to showcase their expertise in front of industry veterans and role models. The panel included executives from African Rainbow Minerals (ARM) and leaders from TRP, with Mr. Thando Mkatshana, Chief Executive: Platinum at ARM, presiding over the event.

The Career Development Panel (CDP) offered the graduates a platform to present their progress, taking the panel through their completed modules, projects, and contributions to TRP. Mr. Mkatshana reaffirmed the company's commitment to providing ongoing support and fostering an environment that empowers the graduates to thrive in their programs.

**"We are very much impressed, and we would like to see more from this crop, hence we will be following up in 6 months. We want to thank all the mentors who are contributing immensely to the graduates and nurturing them in their journey".**

Leana Du Toit, Executive: HR Operations at ARM praised the Talent and OD team from TRP for their sterling work in preparing the graduates, while also highlighting the increased opportunities for women within the program. She praised the graduates for their innovative ideas and contributions presented to TRP.

"In light of current platinum prices and market conditions, we are focused on cost-saving initiatives. Many of the projects presented by today's graduates will certainly assist us in achieving those goals," du Toit added.



> The panel from ARM and TRP with graduates after the presentations.



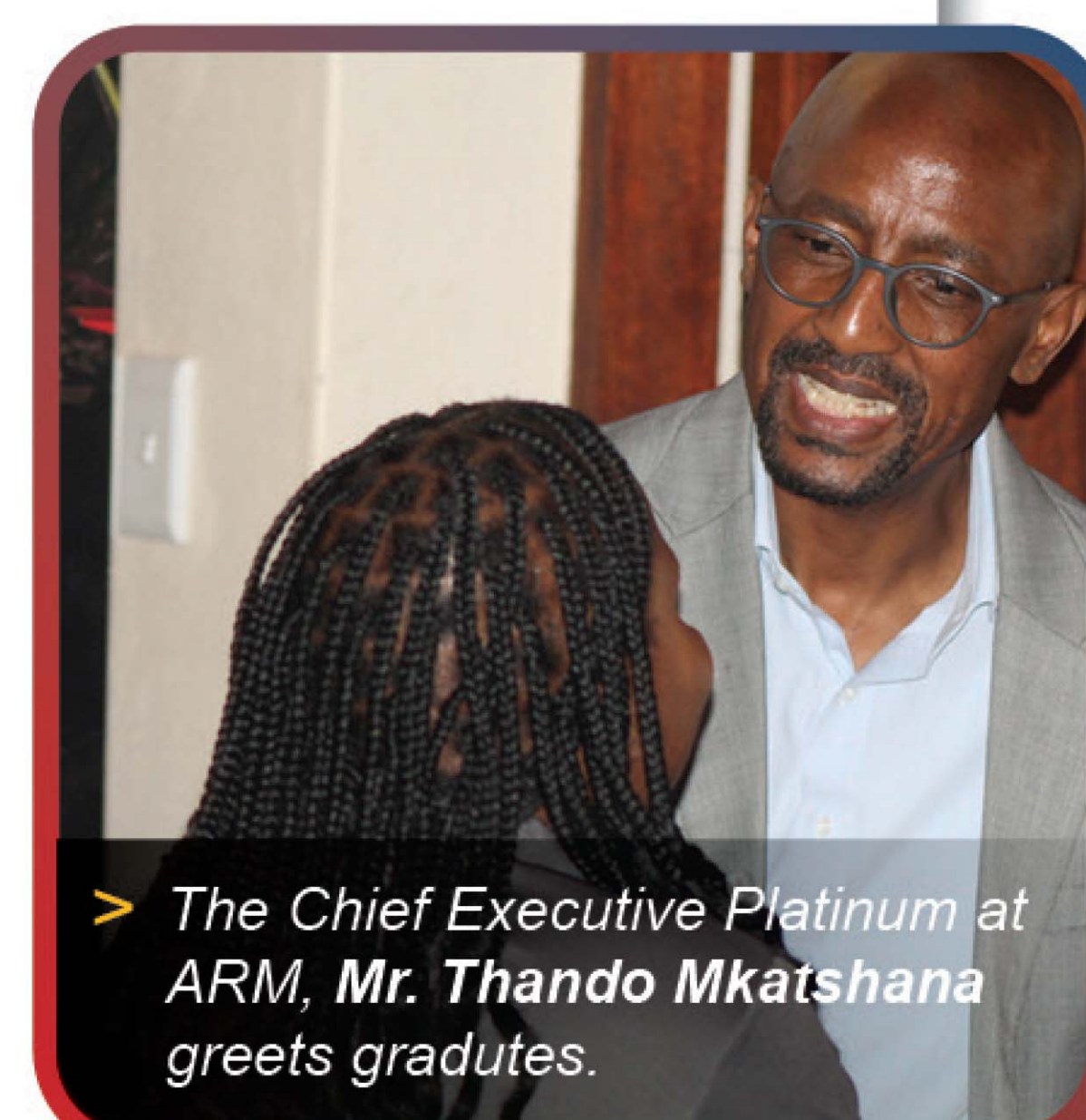
> Leana du Toit, Executive HR Operations at ARM and TRP Business Leader, Kennedy Sengani paying attention.



> HR Graduate Thapelo Kgopa presenting to the panel.



> Geology Graduate Menzi Hadebe showcasing his expertise to the ARM Executives.



> The Chief Executive Platinum at ARM, Mr. Thando Mkatshana greets graduates.



> From left: **Rebotile Kgaka** (Chief Buyer: Preferential Procurement), **Sibusiso Maphalla** (TRP Finance and Admin Leader), **Lucy Ledile Tau** (CEO Matla Sechaba Holdings) and **Mamatsa Legodi** (TRP Social Performance Leader).

## Women in Business: Two Rivers Platinum's Commitment to Local Empowerment

At Two Rivers Platinum, we believe in creating opportunities for growth and success, especially in our local communities. Through our Supplier Development Programme, we support the development of small, medium, and micro-enterprises (SMMEs) to help them grow and reach their potential. A great example of this is our partnership with Matla Sechaba Holdings (PTY) LTD, a 100% Black Women-Owned business from our host community of Buffelshoek.

Matla Sechaba Holdings has secured a Load and Haul contract at Two Rivers Platinum. To help them succeed, we provided an interest-free loan to buy an Articulated Dump Truck (ADT). This support goes beyond business, it's about helping local businesses grow and empowering women entrepreneurs.

Aligned with our value of Excellence, we are committed to helping Matla Sechaba achieve its goals. By offering the right resources and opportunities, we are investing in their future success.

This partnership shows our commitment to empowering women-owned businesses and giving local companies the tools to thrive. Together, we're building a future where businesses like Matla Sechaba can contribute to the ongoing success of Two Rivers Platinum and our community.

GO FOLLOW US ON: **LinkedIn**

Two Rivers Platinum Mine

<https://za.linkedin.com/company/two-rivers-platinum-mine>



TRP Movers and Shakers - Plant



MEET ○ ○  
○ CONCELIA  
○ MALEKANE ○

Shift Controller at TRP

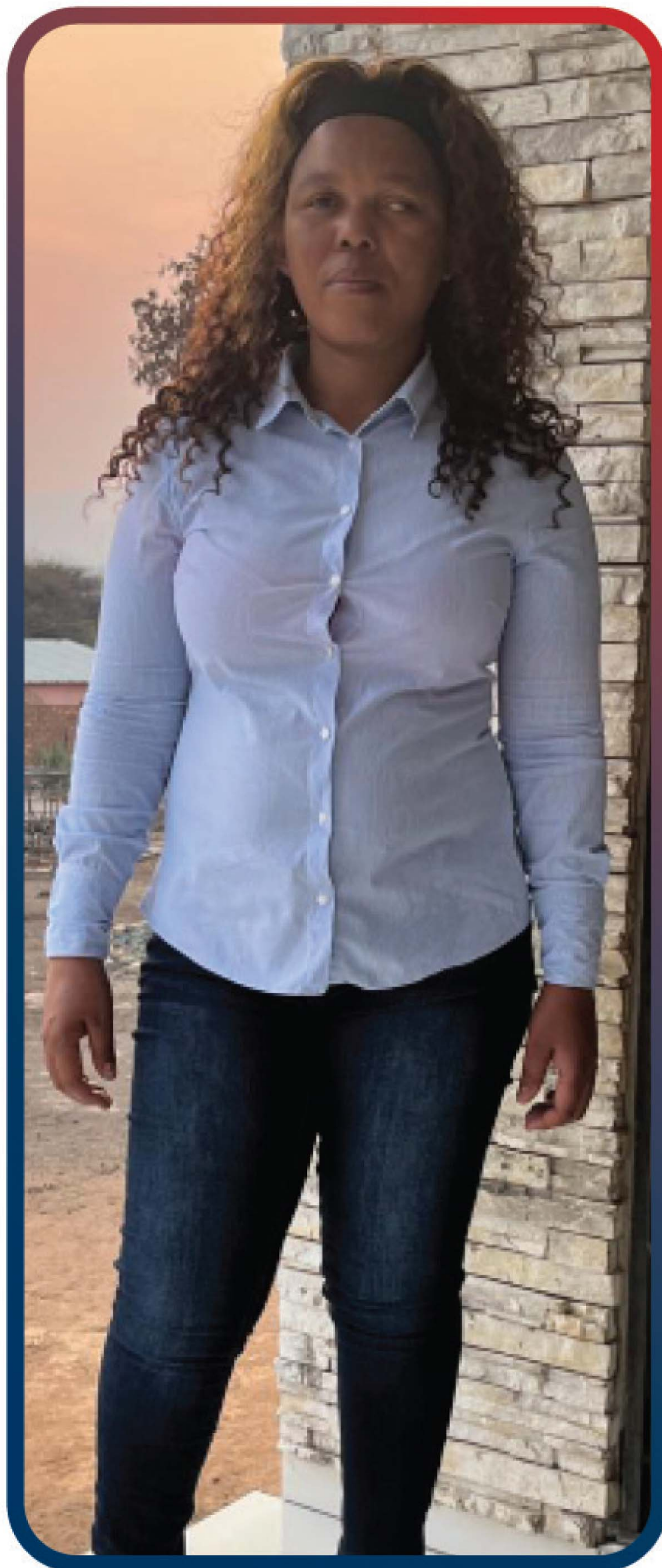
In the mining industry, there’s a popular saying, “Ngwana Mobu,” referring to employees who come from surrounding communities. Concelia proudly holds this title, having been born and raised in Ga-Malekane village in Steelpoort. She comes from a large family of 9 and is the fourth child. Like many families in rural areas, hers faced financial difficulties, which often threatened her future aspirations. However, with the unwavering support of her brother, Nicholas Malekane, who financially assisted with her tuition and other needs, Concelia was able to achieve her dreams. She remains deeply grateful for her brother’s selflessness and support during her studies at the former Technikon Pretoria (now Tshwane University of Technology).

Concelia firmly believes that with the right support system, one can go far, and when opportunities arise to improve your life, you must seize them with both hands. Her career at TRP began in 2006 when she joined as a plant attendant through a contractor. She steadily progressed to a plant operator and was eventually absorbed by TRP in 2008. From there, her hard work and dedication earned her promotions, first to process controller, then control room operator, and ultimately to her current position as shift controller.

What’s your educational background, qualifications, what you planning to acquire, and all your studies?

I started my academic journey at Technikon Pretoria, now TUT, where I earned a Certificate in Computer Technology. I recognised the need for further self-development and pursued a National Diploma in Information Technology. Additionally, through the support of TRP and ARM, I completed a Management Level 1 Certificate, which was sponsored by ARM.

acquire these qualifications, we can better position ourselves for future roles. In my line of work, we have women operating Front End Loaders (FEL). This is inspiring because we are entrusted with key responsibilities. Additionally, many are stepping into acting supervisor roles, reflecting the growing opportunities for women in the industry. Overall, the future for women looks bright and promising.



What are your responsibilities as a shift controller at the Plant, and what do your day-to-day duties involve?

As a shift controller, my primary duties include co-ordinating safety meetings and ensuring all employees comply with safety procedures and standards. I also oversee risk assessments before any tasks are performed, ensuring hazard identification, reporting, and correction are done, as well as incident and accident reporting. My responsibilities also include planning, prioritising, and supervising workloads to ensure daily production targets are met, such as tonnage, chrome, and PGMs. I ensure the correct procedures for sampling and dispatching trucks are followed accurately.

How do you see the future of women in mining, particularly in your field? What opportunities exist, and what challenges remain?

I foresee a significant increase in women occupying leadership positions and carving out their space in the industry. I am grateful that ARM and TRP provide the necessary support and development opportunities for women, including study assistance for anyone wanting to pursue further education. With continued efforts to



What advice would you give to young women who want to pursue careers in mining?

My advice is simple: There is a wealth of opportunities available for all of us. We need to empower ourselves, believe in our potential, and push beyond the boundaries to reach our goals. As women, we must uplift one another - pulling each other down only strengthens the barriers of inequality and patriarchy. Let’s help fix each other’s crowns as queens.

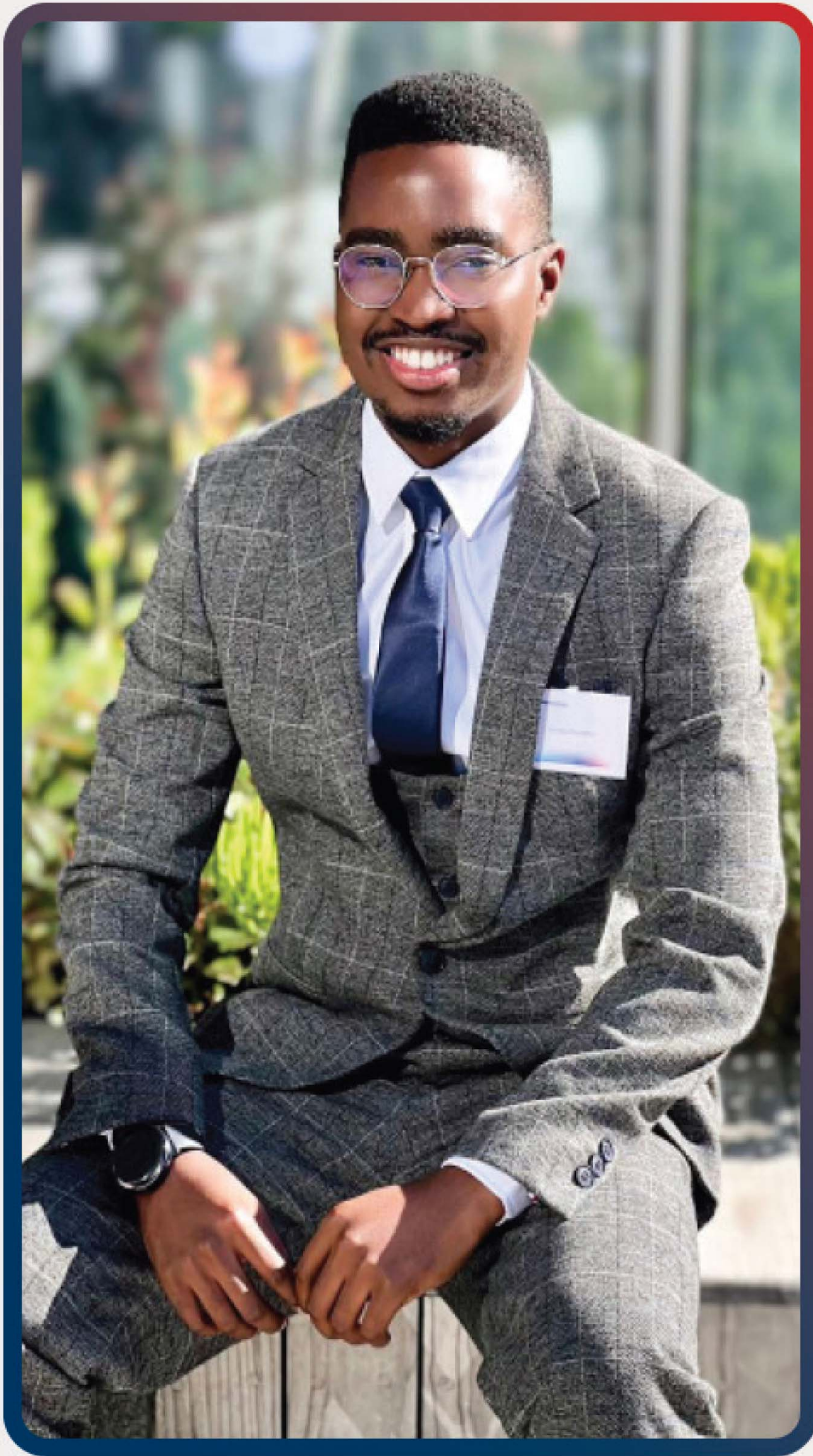
When you’re not at work, what do you enjoy doing in your spare time? How do you describe fun?

When I’m off work, I enjoy relaxing and spending time with my family. I’m also a fan of movies, love reading books, and I like to treat myself to a shopping spree when I have the chance!

“Our backgrounds should never limit or define us.”



TRP Movers and Shakers - Plant



MEET **TUMELO**  
**MACHETHE**

Metallurgist at TRP (Acting Metallurgical Production Engineer)

“Through dedication and hard work, success is inevitable.”

Tumelo embodies the qualities of a young, gifted, and ambitious professional. At his relatively young age, he is already making significant strides in his role, demonstrating great potential for the future. Hailing from the tropical town of Tzaneen, in the village of Ralela, Bolobedu South, Tumelo’s upbringing in a close-knit, rural community shaped much of who he is today. Growing up in a loving and supportive family, guided by his parents and two brothers, Tumelo enjoyed a childhood filled with outdoor activities, such as making mud clay cows and playing traditional games like Morabaraba with friends. After attending public schools, Tumelo set his sights on the bustling city of Johannesburg to pursue his academic ambitions.

Having joined TRP in 2023 after a stint at Anglo, Tumelo is making his mark as a supervisor, cementing his place within the team at the UG2 Plant.

What is your educational background, qualifications, and any future academic plans?

I hold a BSc double major in Chemistry and Applied Chemistry, as well as a BSc (Eng) in Chemical Engineering, both from Wits University. Additionally, I have completed a nanodegree as a Citizen Data Scientist specialising in Power BI. Currently, I am focused on expanding my expertise in data science and its applications in mining. To further this, I am pursuing an MEng in Industrial Engineering with a concentration on Data Science at Stellenbosch University. My goal is to leverage data science to drive sustainable growth, enhance safety, and promote innovation within the mining industry.

What are your responsibilities at TRP, and what does your role involve on a day-to-day basis?

I am a Metallurgist at the UG2 Plant, currently acting as a metallurgical production engineer. My primary responsibility is to ensure the safe and efficient operation of the plant while maintaining a healthy working environment for all employees, in line with my MHSA 2.9.2 appointment. I play a key role in ensuring that our Tailings Storage Facilities comply with GISTM standards and that we meet all relevant environmental legislation. I also oversee the load and haul operations that supply ore to the plant, ensuring a consistent and reliable feed to support production targets. Additionally, I engage with various stakeholders that currently service the plant and maintain communication with senior management to ensure the smooth running of the plant and alignment with organisational goals. A major part of my role involves coaching and developing production employees, contributing to the creation of operational training modules, and managing plant operations to meet production targets in both volume and quality. I actively monitor and analyse plant data to troubleshoot and optimise performance, collaborating with production shift teams to ensure metallurgical processes run safely and efficiently.

I act as a bridge between the production and engineering teams, co-ordinating maintenance planning and ensuring its safe execution. I also manage the performance of the shift cycle and day teams, ensuring that all process equipment operates within safe limits. Beyond daily operations, I oversee budget management, control of process spares, and the initiation of business improvement projects. Ultimately, my role is to ensure the plant operates according to a set metallurgical recipe while driving continuous improvements in safety and performance.



What makes TRP a great organization, and what do you love about working here?

What makes Two Rivers Platinum a great organisation is the strong emphasis on safety, sustainability, and innovation. The company prioritises the well-being of its employees while ensuring responsible environmental practices, which aligns with my values. I also appreciate the collaborative culture, where open communication and teamwork are encouraged across all levels of the organisation. What I love most about working here is the opportunity for continuous growth and learning. Whether it’s through technical challenges or leadership opportunities, TRP provides the environment to constantly evolve and learn. The support for professional development and the focus on fostering talent sets TRP apart. What truly separates us from the rest is the commitment to excellence in every aspect of our operations, from the way we treat our employees and manage our resources to the way we engage with stakeholders. TRP’s forward-thinking approach, along with its focus on innovation and sustainable practices, ensures that we’re not just meeting industry standards but setting them.

Is there progress in mining / metallurgy, and what challenges or opportunities exist?

Yes, there is definite progress, and I believe more young people will excel in the industry, provided they arm themselves with education. However, education alone is not enough - it must be complemented by the right attitude, a willingness to learn from those more experienced, and a commitment to what we do. The mining industry is becoming younger, and it’s up to us to take the next steps, as the foundation has already been laid for us.

What advice would you give to young people pursuing careers in mining?

My advice to young people looking to pursue careers in the mining industry is to stay curious, adaptable, and committed to learning. The mining sector is constantly evolving with new technologies and environmental practices, so having a strong foundation in technical skills is essential, but being open to innovation and new ideas is just as important. It’s also crucial to understand that safety is at the heart of everything we do in this industry. Always prioritise safety, not only for yourself but for everyone around you. Building strong communication and teamwork skills will also help you thrive, as mining is very much a collaborative field. Lastly, be patient and persistent. Mining is a challenging but rewarding space, and success often comes through experience, problem-solving, and continuous improvement.

When you’re not at work, what do you enjoy doing in your spare time? How do you define fun?

When I’m not at work, I enjoy trying new foods and watching anime. You’ll often find me restaurant-hopping, catching up on anime, or simply spending quality time with my family.





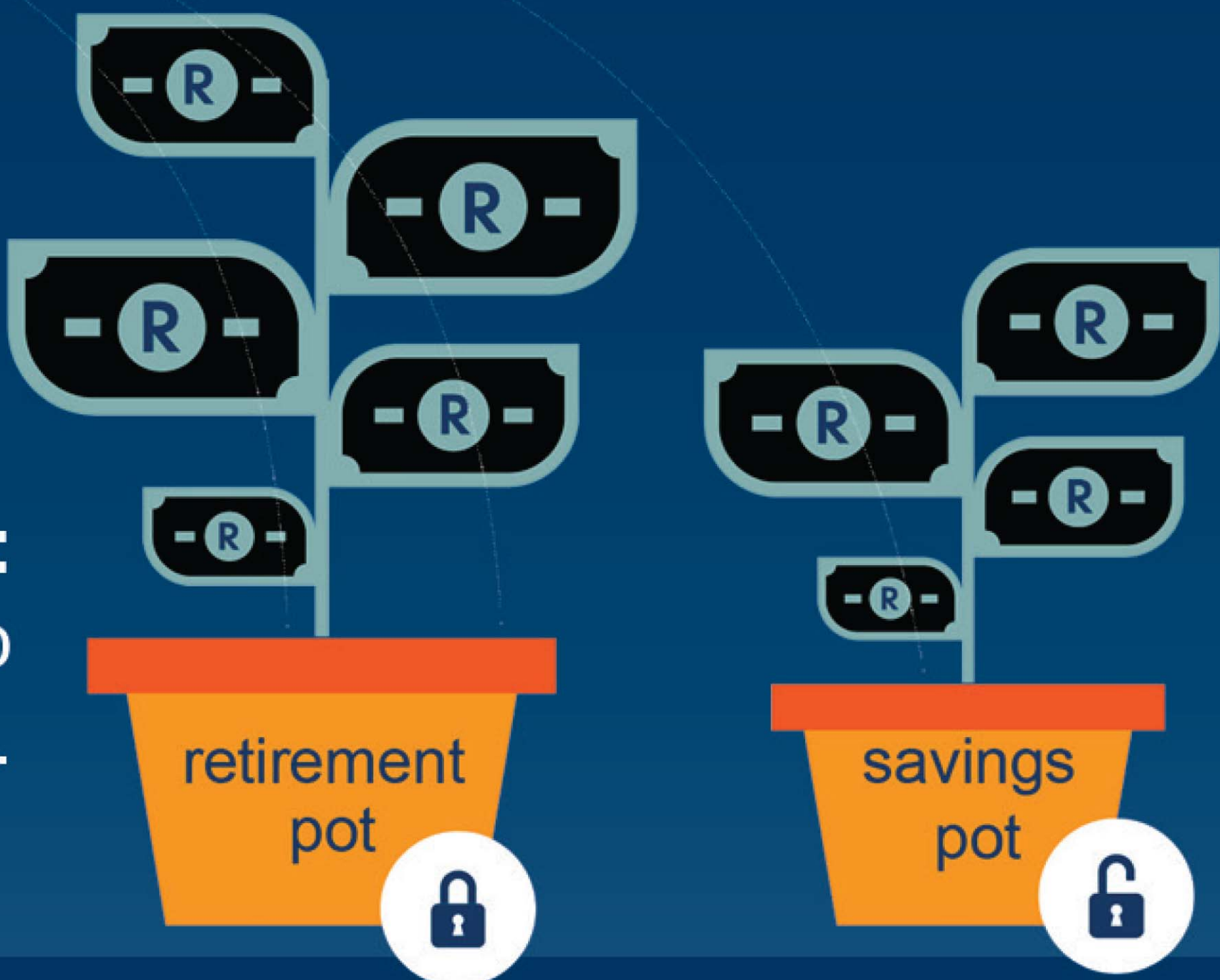
# Retirement Fund: Changes to the Two-Pot System

In August 2023, we shared important updates regarding retirement funds. The main change is the introduction of the Two-Pot System, which became effective on 01 September 2024.



## WHAT IS THE TWO-POT SYSTEM?

New contributions will be split into:



### Retirement Pot:

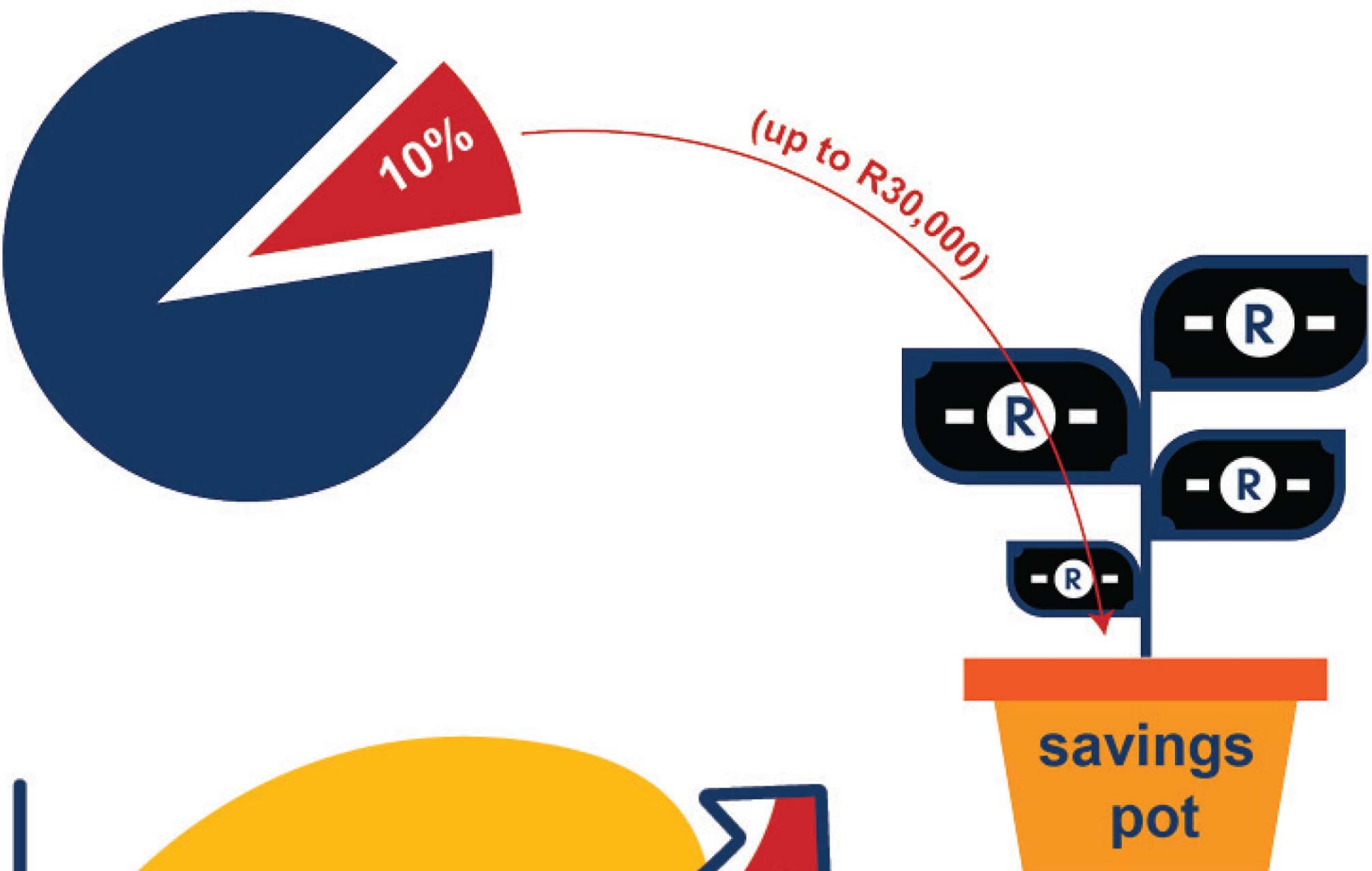
Locked until retirement, used to provide retirement income.

### Savings Pot:

Can be accessed once a year for emergencies, but withdrawals are taxable and follow specific rules.

## WHAT HAPPENS TO MY EXISTING SAVINGS?

Savings before 01 September 2024 remain under the old rules. However, 10% (up to R30,000) of your savings will be transferred to your new savings pot.



## TAX IMPLICATIONS:

- Withdrawals from your savings pot before retirement are taxed at your marginal tax rate.
- Note that SARS may also issue an IT 88 (for arrears tax owing to SARS). This means that more tax could be deducted by SARS from your claim.
- SARS will determine how much tax to deduct at your marginal rate. The fund administrator will subtract this amount from your claim. At the end of the tax year, you might need to pay extra tax, or you could receive a refund if the correct tax amount wasn't deducted initially.
- If you wait until retirement, you may get up to R550,000 tax-free.
- Early withdrawals reduce the amount available for tax-free benefits at retirement.



## RULES FOR WITHDRAWING FROM THE SAVINGS POT:



One withdrawal per tax year (March to February).



You need at least **R2,000** in your savings pot to make a withdrawal.

People leaving their jobs can make a second withdrawal if they have **less than R2,000** in their savings pot.



It is important to note that **withdrawals reduce your future retirement income**.

## HOW TO ACCESS YOUR SAVINGS:

Use the **AF Connect app** or visit the **Alexander Forbes website**. For help, contact **Danele Exley** or **Yulanda Matlala**. You can also use the **AlexForbes WhatsApp (060 043 9601)** for information such as tax certificate, benefit statement, fund balance, claim status, register on AF Connect, reset AF Connect password, combine savings and more information regarding the Two-Pot System.



## DOCUMENTS NEEDED FOR WITHDRAWALS:



1 Certified ID copy



2 Valid IRP5



3 3-month bank statements



# TRP Ladies continue to make Education Fashionable

As the country celebrated National Women’s Month in August, female employees from Two Rivers Platinum (TRP) joined their counterparts across African Rainbow Minerals (ARM) in recognising their hard-earned accomplishments at a graduation ceremony held on 16 August 2024. The event took place at the Thaba Moshate Hotel Casino Convention in Burgersfort.

Nine women from TRP completed the Women Development Programme (WDP) facilitated by Maccauvlei Learning Academy. Their achievements were celebrated, marking an important milestone in their professional growth.



“Today, we celebrate each of you and are proud of the resilience you’ve shown throughout the program. Despite balancing work and family responsibilities, you persevered, and today, we witness the results of your determination. Go back to your workstations and inspire others.”

< HR Leader at TRP, **Joseph Moloisi** addressing graduates on behalf of ARM Human Resource Leader .

Joseph Moloisi, Human Resource Leader at TRP, delivered a congratulatory message on behalf of ARM, praising the graduates for their dedication and perseverance. He drew a historical parallel between the group and the 20,000 women who marched to the Union Buildings in Pretoria on 09 August 1956 to protest against amendments to the Urban Areas Act, highlighting the importance of women’s empowerment. Special recognition was given to Amelda Bodenstein, Contract Buyer, who received the award for top student, and Mutshidzi Matidze, VOHE Observer, who earned the second-best student award for the Class of 2023.



> TRP class of 2023.

## The nine TRP graduates are:

- Amelda Bodenstein** - Contract Buyer
- Mutshidzi Matidze** - VOHE Observer
- Bridget Baba** - Strata Control Observer
- Christine Sambo** - Administrator Accounts
- Khomotso Legodi** - Electrician
- Linda Mabuza** - Electrician
- Mercy Korasi** - Assistant Storekeeper
- Moshibudi Setino** - HRD Data Capturer
- Tess Moretsele** - Operations Controller



> **Mutshidzi Matidze** and **Amelda Bodenstein** from TRP pose with their awards for Top student and 2<sup>nd</sup> best student awards alongside a classmate



**CINDI HENDERSON**  
Mineral Resource Leader

## Setting the example for Women In Mining

Cindi Henderson (Mineral Resource Leader) recently completed a **Programme in Engineering from the University of Pretoria**, awarded with distinction. This achievement is a testament to her dedication, passion, and drive for excellence. As a leader, Cindi not only sets the standard for professional development but also serves as a powerful role model for women in mining at TRP. Her commitment to continuous learning and leadership is an inspiration to us all, particularly the women who aspire to break barriers in this traditionally male-dominated field.

Cindi’s success demonstrates the boundless opportunities available to those who pursue their goals with determination and resilience.

Congratulations, Cindi, on this outstanding achievement! We are excited to see the continued positive impact you will make at TRP and the broader mining community.

## Speak up now for a brighter future for us all

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Collaborative Effort:

Eastern Limb Mines bring joy to Rehlahleng Special School

To honour Mandela Day, three Eastern Limb mines - Two Rivers Platinum Mine, Dwarsriver, and Glencore - joined forces to support Rehlahleng Special School. The event, included donations of food, shoes, blankets, and various gifts for the school, with volunteers from each mine engaging with both learners and teachers during a walkabout. The day ended on a high note with a shared lunch between the volunteers and the children.

Tintswalo Kanyongolo, Safety, Health, and Environmental Manager at TRP, delivered the keynote address, thanking the three mines for their collective efforts in giving back to the community. She also stressed the importance of collaboration for the benefit of the areas in which they operate.



"We no longer see each other as competitors. This Mandela Day initiative is just one example of how we can work together, and I'm confident that we'll continue to do more for our communities. Madiba's legacy of love and unity is alive today, as we bring smiles to these children's faces," Kanyongolo stated.

Empowering a child today is an investment in the future of our country.

Tintswalo Kanyongolo, Safety, Health and Environmental Manager.



Employees from the Eastern Limb Mines engage some of the teachers and learners.



Teachers from the school receive their Mandela Day gifts.

TRP Partners with Medical Aid Schemes to promote Wellness among employees

In partnership with various employee-focused medical aid schemes, Two Rivers Platinum (TRP) successfully conducted a 3-day wellness campaign at the Main Shaft, Concentrator Plant / GMO, and North Shaft in August, as part of National Wellness Month in South Africa. The campaign saw a strong turnout from employees eager to prioritise their health and well-being.

The initiative provided a platform for stakeholders to enhance existing wellness programs and services, while encouraging employees to take proactive steps toward improving their physical, mental, and emotional health in the workplace.

Gracious Matuludi, Life Wellness and Case Manager, praised the employees for their participation and commitment to self-care, stress reduction, and creating healthier habits. "The 3-day campaign was a success, thanks to the collaboration between employees and medical aid schemes. We encourage employees to continue visiting our medical centre regularly so we can support their well-being," she said.

Key areas of focus during the campaign included assessments for cholesterol, blood pressure, Body Mass Index (BMI), and blood glucose levels, among others.







# TRP's Mental Wellness Month: Fun, Gratitude, and Support for All

During July, TRP held a Mental Wellness Awareness Campaign, with a variety of engaging activities aimed at raising awareness around mental health issues. The campaign was aimed to reduce the stigma around mental illness and support employees.

## FUNKY, FUNNY FRIDAYS

One of the highlights of the month was "Funky, Funny Fridays." Employees were encouraged to dress in their most humorous and creative attire each Friday throughout July, creating a fun and light-hearted atmosphere. Participants shared selfies of their outfits with the TRP Communication team via WhatsApp or email, making it a company-wide competition. Each operation had a chance to win a TRP-branded hamper worth R1,000 for the best-dressed employee. The #FunkyFunnyFridays challenge not only brightened up Fridays but also served as a reminder that mental health awareness can be approached in a positive and engaging way.

A special mention goes to René Jacobs and her team from Housing, who fully embraced the campaign and took Funky Funny Fridays to the next level with their creative themes. Their team stood out with unique themes like "Emo Kids," which raised awareness about depression among children and teens, and "Don't Bottle It Up!" - a powerful reminder for those struggling with mental wellness to seek help and discuss their challenges with a loved one or professional. Their enthusiasm and thoughtful approach added a deeper meaning to the fun, highlighting the importance of mental health awareness in a truly impactful way.

Congratulations to the winners of the Funky Funny Friday dress-up competition **Elsje**, **Kholofelo** and **Joslin** who each win a TRP branded hamper.



## WALL OF GRATITUDE

Gratitude was another major theme of the month, with the introduction of the "Wall of Gratitude." A gratitude banner was displayed at each TRP operation, inviting employees to write down what they were thankful for. Studies have shown that practising gratitude can significantly reduce anxiety and depression, and this simple act of expression was embraced by employees, encouraging a spirit of thankfulness.



## MENTAL HEALTH AWARENESS AND SUPPORT

Throughout the month, representatives from Life Health Solutions visited the Hlanganani meetings at the operations, to provide important information on mental health. These sessions were instrumental in offering practical advice on how to manage mental health issues or support loved ones who may be struggling. TRP also distributed communication materials packed with tips on recognising the signs of mental illness and providing support to those in need.



## WEEKLY COUNSELLING SERVICES

TRP ensures that mental health support is readily accessible to its employees. Every Monday Life Solutions provides counselling services with a social worker stationed at the Main Shaft HR Office from 08:00 - 12:00. This service is available for employees who need a confidential space to talk about any personal or mental health concerns they may have had.

Let's keep the conversation  
going and remember:







## Two Rivers Platinum Supports National Disability Awareness

On Friday, 06 September 2024, the employees of Two Rivers Platinum came together to support the national Casual Day initiative under the theme "I See You". This meaningful theme encourages us to see and appreciate the value, dignity, and uniqueness of every person, while also understanding their challenges and potential.

In true TRP spirit and embracing our value of care the team participated wholeheartedly, raising an impressive R13,000 for the National Council of and for Persons with Disabilities (NCPD). Thank you to everyone who contributed. Your generosity will go a long way in supporting the NCPD's vital work across South Africa.



> The Mighty North.

This year's event was particularly special as it marked the 30<sup>th</sup> anniversary of Casual Day, a national campaign that has brought communities and workplaces together in support of disability awareness and inclusivity.

The Two Rivers Platinum family is proud to have been part of this initiative and will continue to support initiatives that bring positive change.



> Dipuo Kgaphola and Matau Moleke show their support for Casual Day.



> Tshidi Mangoegape.



> Team GMO demonstrating our value of care by giving a thumbs up to Casual Day.

## Two Rivers Athletics Club Make their debut at "Dullies" event!

In the serene setting of Dullstroom's Highland Gate Golf and Trout Estate, the Two Rivers Athletics Club marked a significant milestone. Embodying the core values of teamwork and a commitment to wellness, 13 determined runners from Two Rivers Platinum Mine participated at the Dullstroom Scenic Altitude 3-in-1 event on Saturday, 31 August 2024.

Despite the challenging weather conditions of mist, rain, and cold, the team's spirit soared and all the runners completed their chosen distance, be it the 21km, 10km, or 5km Fun Run, showcasing exemplary team spirit and determination.

This event highlights the importance of physical and mental wellness, a principle that Two Rivers Platinum Mine holds dear. It serves as an inspiration and an invitation to all employees to lace up their running shoes and join the club.

To join the club, contact Dumisani on 072 782 6451.







# COUNSELLING SERVICES

through Life Solutions Social Worker

Every **MONDAY**  
from **08:00 - 12:00**

 **Main Shaft**

IT'S **OK** TO **NOT** BE **OK!**



This newsletter is published by the communication department at Two Rivers Platinum Mine as an internal communication publication for the Mine.

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