



News from Two Rivers Platinum Mine and the communities in which we operate

Edition 1 Jan- Aug 2023

## Building a high-performing work culture

**T**he culture transformation journey for TRP started in April of 2022 when all employees were requested to provide input in assessing the current well-being of the company's internal culture through surveys and focus group interviews. In July 2022, employees received feedback on the assessment phase and the processes of the transformation journey were explained to everyone.

The next step was to ensure that TRP create an enabling leadership environment with managers supporting their teams with the necessary skills to embed the outcomes from the feedback employees provided. A selection of leaders completed a personality assessment which was followed by feedback to each leader with specific areas identified to develop. All leaders from CU – E Band also received training on Emotional Intelligence and Assertiveness.

Employees across Two Rivers also attended Personal Insight Workshops to help them better understand themselves and their colleagues and so develop more productive and positive working relationships.

A year later, the culture transformation initiative saw the launch of TRP's new vision and values in June of 2023.



After nearly a year of starting the culture transformation initiative the TRP employees were excited to attend the launch of the new vision and values.

*continues on page 2...*

Page  
**4**

Meet our new  
Business Leader  
Kennedy  
Sengani

Page  
**10**

Implats Executive  
Visit

Page  
**21**

Mandela Day  
celebrated at TRP

This newsletter is published by the Communication Department at Two River Platinum Mine as an internal communication publication for the mine and a service to employees and the community. Contributions can be sent to [carien.woodburne@trp.co.za](mailto:carien.woodburne@trp.co.za) via email. **Kindly note that placement of content received is at the discretion of the Editor.**

**Take  
Note**

# Our new vision and values—What do they mean?

## *Safe, Sustainable, Profitable Platinum*



**ALWAYS SAFE**

We take responsibility for our own safety and the well-being of our colleagues.  
We believe no job is so important that it cannot be done safely always.



**CARE**  
There for each other

We support each other, our surrounding communities, our environment, and complete our jobs with care.  
Your success is our success and we have each other's back at all times.



**RESPECT**  
Give it to earn it

We treat everyone with fairness, dignity, and professionalism regardless of their position or background.  
We appreciate others' opinions, viewpoints, thoughts, and ideas.



**INTEGRITY**  
Be ethical, do the right thing

We strive to always do the right thing even when no one is looking.  
Our actions are based on honest, transparent and ethical principles.



**EXCELLENCE**  
Achieving greatness

We set high standards for ourselves and seek continual improvement.  
We aim for greatness in everything we do.



**TEAMWORK**  
Stronger together

We lift each other up and work as one.  
We are TRP, we are Stronger Together.



# Building a high- performing work culture

..... continues from front page

All employees were invited to attend the sessions that were hosted by the newly appointed Business Leader, Kennedy Sengani. The programme included an update to everyone on the TRP Culture Transformation Journey and an industrial theatre performance which showcased how values have an influence in the workplace on our relationships with each other. Salesman The Comedian kept everyone entertained and Kennedy Sengani set the tone for the journey forward in his address.



Telling the TRP culture transformation journey through industrial theatre by the Adjustment Bureau.



Discussing the journey to excellent leadership at TRP. All leaders from CU – E Band received training on Emotional Intelligence and Assertiveness.

## STRONGER TOGETHER

*"I am excited to be on this journey with all of you. I have faith that we will be able to grow TRP into a safe and sustainable Platinum producer that will be here for many more generations to come. The only way we will be able to do this is if we work together as a team."*

*One of my favourite proverbs says: One finger cannot lift a pebble. Remember we work best when we work together. We can only accomplish our goals when we support each other." – Kennedy Sengani (TRP Business Leader)*



Celebrating the launch of the new TRP Vision and Values.

From Left: Joseph Moloisi (HR Leader), Eben Saayman (TRP Culture Transformation Facilitator -PRIVISCAN), Johan Jansen (Executive: Operations African Rainbow Minerals), Andre Basson (Mining Leader), Salesman the Comedian, Kennedy Sengani (TRP Business Leader), Fortune Mdluli (Metallurgical Leader)

## We welcome our new Business Leader Kennedy Sengani

**Kennedy Sengani** recently joined the TRP Team as Business Leader. Kennedy is a Mining Engineer who started his career with AngloGold's deep level gold mines as a Leaner Official.

He joined Anglo American Platinum where he was promoted through the ranks until he joined Xstrata Alloys as a Production Manager.

Kennedy has more than 18 years experience in the mining industry, with extensive mechanised mining experience which he acquired during his time at Xstrata Alloys and Glencore where he was appointed Mine Manager.

Before joining Two Rivers Platinum, Kennedy worked as the Manager of Mining in charge of the Der Brochen Project at Anglo American Platinum.

Kennedy holds several qualifications including a Bachelor of Engineering in Mining from the University of Pretoria and an MBA from the Management College of South Africa. Kennedy currently serves as a council member of the Association of Mine Managers of Southern Africa (AMMSA) and he also serves on the board of the University of Pretoria's Mining Engineering Advisory Council.

We wish Kennedy all the best and great success in his role.



### C O R P O R A T E I D E N T I T Y M A N U A L | 2 0 2 3 E D I T I O N

Should you have questions regarding the Two Rivers Platinum (TRP) brand, please contact: Carlen Woodburne (TRP Communication Coordinator)  
E: [carlen.woodburne@trp.co.za](mailto:carlen.woodburne@trp.co.za) | T: +2713 230 2715

Two Rivers Platinum (TRP), as part of the communication strategy, has reviewed its internal communication channels and one of the focus areas is Corporate Identity and Branding. The Corporate or Visual Identity of any company is regarded as one of its most precious assets, and companies are very protective of it.

It is therefore essential that a uniform corporate visual identity or "brand" be established for Two Rivers Platinum. Due to this, we have created the TRP Corporate Identity (CI) Manual. This CI Manual is intended to provide the guidelines needed to ensure that we as TRP develop and maintain a consistent and recognisable Corporate Visual Identity. You can contact the TRP Communication Co-Ordinator for more information about Corporate Identity and Branding.



# Embracing the culture transformation journey

*Eben Saayman from PRIVISCAN People Development, responsible for facilitating the culture transformation process at TRP recently identified teams that were exceptionally committed during the transformation journey.*

*Michael Smith from the Commercial Department and his team have made a concerted effort to implement changes in their team that embrace our new vision and values.*



Stronger together! The Team from the Commercial Department are connected by mutual respect and their common goal to live the TRP Values. From left: Gerda Venter, Ivy Motebu, Amelda Bodenstein, Michael Smith, Amanda Madira, and Cindy Vorster.

## Michael:

### **What makes you proud to be part of your team?**

We don't want to be average. We want to be excellent team players. I am proud of my team's energy every day. It is amazing how they take on any obstacle. Each member contributes in a special way to the team, unleashing the full power of teamwork. They continue to work hard every day while maintaining a pleasant attitude and showing respect for one another.

Our ability to respect, trust, and care for one another makes us a successful commercial team. A group of colleagues working together to achieve a common goal is powerful. This is what true support is all about!

### **What have you done differently since the start of the culture transformation process to improve your team's performance?**

We never held check-in sessions, and I never addressed or shared any of my personal matters with my commercial team.

As a result of the rollout of the cultural transformation process and the check-in sessions that followed, we as a team now have a more mutually trusting and respectful relationship with one another. We understand one another much better emotionally in terms of our professional and personal relationships. Everyone has a voice in our check-in session.

*"Small gestures like thank you and I appreciate what you do can boost team spirit" - Michael Smith*

Small gestures like "thank you" and "I appreciate what you do" as well as "caring for each other" can go a long way toward boosting team spirit.

## Ivy:

### **What makes you proud to be part of your team?**

I am very proud to be part of the team that God has given me. I have learned so much from the ladies I work with collectively and the team leader to whom we report. Michael is the only male among five women, but he always has time to listen to each one of us when we need advice or help, whether it is personal or work-related. I have developed relationships of trust, love, and care with each member of my team, and they do the same too. I value my team because they are strong and supportive.

### **What have you done differently since the start of the culture transformation process to improve your team's performance?**

The quality of the team's performance has improved. I have become more proactive and have tried to speed up my work performance while ensuring that I do not compromise on quality. I treat people the way that I want to be treated.

*continues on page 6...*

# Embracing the culture transformation journey

*continues from page 5...*

## Gerda:

### **What makes you proud to be part of your team?**

Our team is a combination of solid leadership, communication, confidence, and fulfilment. What makes me most proud is that it all comes down to working with people who understand each other, work well together and encourage friendship. We have a feeling of togetherness, like that of a close family.

### **What have you done differently since the start of the culture transformation process to improve your team's performance?**

We have started with our check-in meetings on a Friday afternoon. This is my time at the end of a busy week to unwind and share stresses and successes. It is an opportunity, to get to know each team member on a personal level and to understand each other's feelings and moods. We get to know when the other person is going through a difficult time and share the joys of life. For me, it resonates with one of my favourite quotes by Mother Teresa: "It's not how much we give, but how much love we put into giving."



## Cindy:

### **What makes you proud to be part of your team?**

We work well together as a team by respecting each other's differences and taking care of each other. Each member of our team is important and has a role to fulfil. We always have each other's backs. We celebrate each other's success and are not trying to outshine each other, but rather lifting each other up. Our Team Leader, Michael avoids negativity and is an extremely optimistic person. His positive energy is contagious and makes the rest of the team positive.

### **What have you done differently since the start of the culture transformation process to improve your team's performance?**

We have regular check-in meetings where we discuss work-related as well as personal struggles. This platform gives us a safe environment where we can encourage each other, give advice, and just lift each other's spirits. We've learned a lot about each other and that helps us to understand the other member's strengths and weaknesses. We focus on the positive and achievable goals and work as a team to reach them.



## Amelda:

### **What makes you proud to be part of your team?**

I am proud to be part of such a talented, fun, and motivated team that is dedicated to making a difference. We share our goals; we have mutual understanding and cooperation. We are like a small family.

### **What have you done differently since the start of the culture transformation process to improve your team's performance?**

I've become more patient. I've committed to understanding why cultural transformation is necessary and looking at it as something positive. I try to embrace a positive attitude in the office and if someone is negative to pick them up and assist where I can.

## Amanda:

### **What makes you proud to be part of your team?**

We are managed by a good team leader; Michael and all the ladies are positive and easy to get along with. The team, respects, "gels" and helps each other where one needs assistance. We work as a team and never make anyone feel left out. We have the same goals workwise and we support each other whether personally or work-related. Coming to work every day and looking at the smiles on their faces and the confidence and satisfaction they demonstrate. I have learned a lot over the past years working with all of them. Michael encourages a teamwork spirit which helps in promoting an easy working environment that fosters friendship and a feeling of togetherness like that of a close family. This makes work a home away from home as we spend most of our day at work.

### **What have you done differently since the start of the culture transformation process to improve your team's performance?**

We have a weekly meeting whereby we have open discussions about work and person-related issues. I have become more open with my team so they can better understand me, my work challenges, and the things that I need assistance with. Our department has an environment where you feel comfortable discussing whatever you're going through without worrying about who or what people think of you. The head of our team is a male managing five ladies, but he ensures that we start the day on a positive note. He understands that as females we are different from him emotionally. This has made our bond as a team even stronger.





# Embracing the culture transformation journey

*Eben Saayman from PRIVISCAN People Development, responsible for facilitating the culture transformation process at TRP recently identified teams that were exceptionally committed during the transformation journey.*

*Quentin Mulaudzi from North Decline N9 and his team have taken up the challenge to implement changes in their team that embrace our new vision and values.*



Team Excellence! The Team from North Decline N9 feels that the culture transformation process has given them the guidelines to be more understanding of each other as individuals. This has had a significant positive impact on the synergy of their team. The team consists of Quentin Mulaudzi (Miner), Steven Morena (Team Leader), Francis Makere, Sekhola Tsula, Alfred Mashego, Paul Masha, Magana Tumisi, Alina Khambule, Clarah Maboko, David Ramoea, Maimela Morithi

Not available at time of photo: Justice "Chepi-Chepi" Mabelane, Phillip Rampai, Obet Malatji, Johannes Mahashi

## Quentin Mulaudzi:

### What makes you proud to be part of your team?

The team spirit and mutual respect we have for each other. We still have conflict in the section, but we have the right skills and knowledge now to handle it better.

*"We still have conflict in our section, but we now have the right knowledge and skills to handle it better" - Quentin Mulaudzi*

### What have you done differently since the start of the culture transformation process to improve your team's performance?

We have a daily check-in as a team where we ask each other things like "How are you doing?" "Is there anything I can help you with?" This has really made a difference in the relationships we have with each other.

## Alina Khambule

### What makes you proud to be part of your team?

We understand each other and have sympathy for one another as we know nobody is perfect.

## Magana Tumisi

### What makes you proud to be part of your team?

We have a great work ethos!

## Paul Masha

### What makes you proud to be part of your team?

I am proud to be in a team that discusses different aspects of safety and also put safety first!

*continues on page 8...*

# Embracing the culture transformation journey

*continues from page 7...*

## Paul Rampai

**What have you done differently since the start of the culture transformation process to improve your team's performance?**

The culture transformation has taught me that nobody can work alone on an island. We need to work together as a team. I make sure that I consider my team in my decision making.

## Alfred Mashego

**What have you done differently since the start of the culture transformation process to improve your team's performance?**

The culture transformation has taught me to be more punctual and to check on myself so that nothing I do could intervene with my own successes and that of the team.

## Johannes Mahashi

**What makes you proud to be part of our team?**

We stand up for each other. It makes me proud to know my team members back me up even if I am not there.



# Embracing the culture transformation journey

The SHEQ Department attended a workshop on 27 July to commit to the TRP Vision and values. The SHEQ team believes that a value-driven system will change the noncompliance culture at TRP.

During the workshop, the team did several practical exercises and brainstorming sessions to develop a strategy to implement with clear action plans. This will allow them to align with the new values which will create a roadmap to success for everyone.





# Safety Awareness Campaigns

## Safety campaigns

### Extra step for safety



ALWAYS SAFE



Left: **Taking the extra step, the Lebo Molax way!** Moiponi Mohlala and Mathapelo Nkosi join the social media star for some fun. Right: **Martha Mogwadi.** **"We are in this together."** When you work safely everyday you make TRP safe for everyone.

During January the team from the Plant had new year Safety Awareness Campaign. Speakers from TRP Management as well as the Plant and Safety Departments encouraged employees to re-commit and stay focused on our goal to all return home safely to our families. Employees had the opportunity to sign a pledge that they will take the extra step for safety this year.



During April Merensky Shaft in Partnership with the Limpopo Department of Transport and the Department of Health presented a road safety and waste management awareness campaign.



## Implats Executives visit TRP



Following a recent announcement by Nico Muller, Implats Chief Executive Officer on key leadership appointments, TRP Leadership hosted the group of Implats Executives on 5 July 2023. Mark Munro previously Chief Executive Impala Rustenburg has been appointed as Group Chief Technical Officer. After 13 years at Implats and a distinguished 40-year career in the South African mining sector, Gerhard Potgieter retired in July 2023. Patrick Morutlwa succeeds him as Group Chief Operating Officer (COO).

From left: Joseph Moloisi (HR Leader), Fanie Le Grange (Construction Manager RSV), Patrick Morutlwa (COO Implats), Frik Vermaak (Project Leader), Johan Jansen (Group Executive ARM), Gerhard Potgieter (Outgoing COO Implats), Mark Munro (CTO Implats), Nico Muller (CEO Implats), Kennedy Sengani (Business Leader), Andre Sims (Project Manager)

## Merensky Project Update

The Merensky project has been in progress since February 2021. Steady progress has been made during the last two-and-a-half-year period.

It is currently projected that the plant will be ready for hot commissioning at the end of April 2024 and that two underground mining levels will be ready for commissioning by end of February 2024.

Currently, at the plant, the focus is on the SMPP (Structural, mechanical, plate work and piping) with steel erection going as per plan.

On the mining side, the waste decline is scheduled to hole by mid August 2023 whereafter the mechanical installations of the belts can commence.

The ESKOM power grid and extra water will be onsite by end of the year and no major delays are envisaged.





## Stable and reliable power supply for TRP

The TRP power requirement, with the addition of the Merensky mine and concentrator, has outgrown the current infrastructure at Eskom's Uchoba substation, situated 3.2 km from the mine. TRP had a maximum nominated demand (MND) of 35MVA at a supply voltage of 33kV and to supply the mine's future power requirements this had to be increased to an MND of 80MVA. However, the Eskom Uchoba substation is not able to meet this increased demand and another solution had to be found.

The only viable solution was to design and construct a new 132kV power line from the Uchoba substation with a new 132/11kV 80MVA consumer substation next to the UG2 concentrator. TRP engaged the services of ERUDITE Projects to assist with the design and construction management of the new facility.

An added benefit of going over to a 132kV supply is a more reliable and stable power supply which should reduce the negative impact due to the power dips we experienced with the 33kV supply.

Construction of the work started in November 2021 and the substation was ready for hand-over in June 2023. Final commissioning with Eskom followed and the substation went live on the 17th of July 2023.

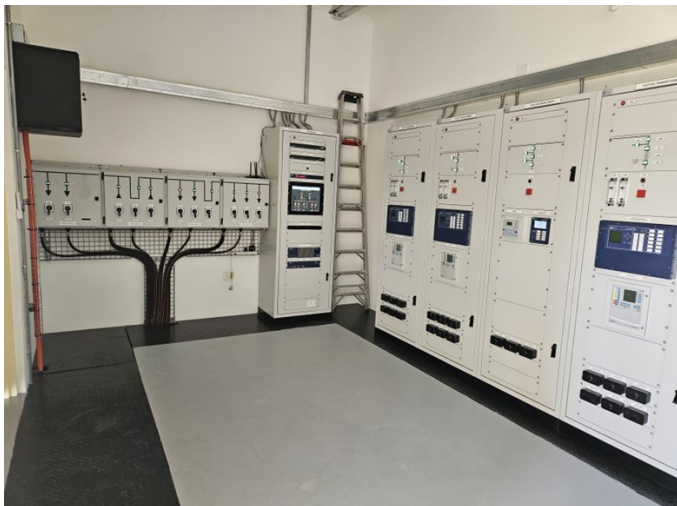
Congratulations to everybody involved in the project with a special word of appreciation to Theo Senekal who played a huge role in the success of the project.



The 11kV switchgear in the TRP substation.



Aerial view of the TRP substation & Eskom switching station.



TRP Control Room Equipment



Engineering Leader, Roy van Rooyen, and the TRP leadership recently visited the substation upgrade at the Concentrator Plant.

## Death of an employee—ARM Funeral & Group Life Beneficiary Nomination Form

By making sure that you have fully completed Beneficiary Nomination forms, you ensure that your loved ones are looked after if you pass away

If you are a TRP employee make sure that you contact your HR Officer to complete your Beneficiary Nomination Form.



**Failure to have a nomination form will result in the money being paid into the Deceased Estate Account. And your beneficiaries should follow due process to access the money.**



## Funeral Benefit

Did you know the Funeral Policy monthly premiums have been reduced to R51.80 from the 1<sup>st</sup> of July 2023. 50% of the premium is a company contribution and 50% is the employee's contribution.

Family Member	Funeral Insurance Benefit
Employee/Member	R 50,000
Qualifying Spouse	R 50,000
Qualifying Child age 14 years and over	R 50,000
Qualifying Child age 6 years and over but younger than age 14 years	R 25,000
Qualifying Child younger than age 6 years	R 12,500
still-born Qualifying Child	R 12,500

## Funeral Benefit:

### What to do in the case of a death of an employee?

Please contact your shaft HR Officer: Benefits who will be the primary contact person to explain and offer assistance in respect of the process that needs to be followed.

North Decline & Merensky: Kotie Britz 013 230 2869

Main Decline: Danele Exley 013 230 2642

Plant: Sherpherd Ntuane 013 230 2823

The following documentation should be submitted to the **HR Officer: Benefits** for the completion and submission of the following:

### Company contribution to the family (Groceries): R5000

- SAPS certified copy of the Death Certificate
- SAPS certified copy of the deceased cancelled ID document
- SAPS certified copy of the nominee/s ID copy & banking details





# Employee Benefits and HR News

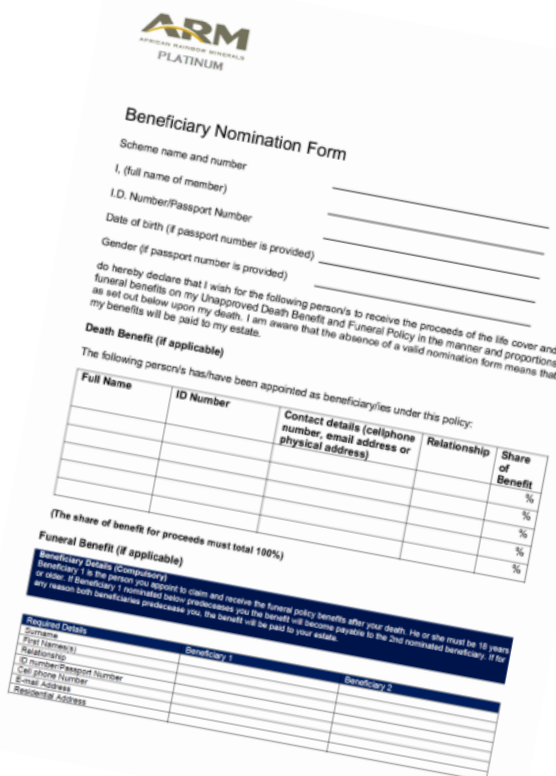
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## Funeral Benefit Claim:

- ARM Nomination Form (Funeral & Group Life)
- SAPS certified copy of the Death Certificate
- SAPS certified copy of the deceased cancelled ID document
- SAPS certified copy of the notification of death BI1663
- SAPS certified copy of marriage certificate OR affidavit if traditionally married
- SAPS certified ID copy of the wife/ husband or nominee
- SAPS certified copy of the wife/husband or nominee's banking details
- If the death certificate states unnatural/ undetermined causes. The completed Police Report Template should be attached.

## Group Life:

- ARM Nomination Form (Funeral & Group Life)
- SAPS certified copy of the beneficiaries' id copies and bank details as stated on the TSA / ARM Form.
- If there is no completed Nomination form, an Estate Account is needed and a resolution should be compiled.
- SAPS certified copy of the Death Certificate
- SAPS certified copy of the deceased cancelled ID document
- SAPS certified copy of the notification of death BI1663
- If the death certificate states unnatural/ undetermined causes. The completed Police Report Template should be attached.



**ARM PLATINUM**

**Beneficiary Nomination Form**

Scheme name and number \_\_\_\_\_

I, (full name of member) \_\_\_\_\_

I.D. Number/Passport Number \_\_\_\_\_

Date of birth (if passport number is provided) \_\_\_\_\_

Gender (if passport number is provided) \_\_\_\_\_

do hereby declare that I wish for the following person/s to receive the proceeds of the life cover and funeral benefits on my Unapproved Death Benefit and Funeral Policy in the manner and proportions as set out below upon my death. I am aware that the absence of a valid nomination form means that my benefits will be paid to my estate.

**Death Benefit (if applicable)**

The following person/s has/have been appointed as beneficiary/ies under this policy:

Full Name	ID Number	Contact details (cellphone number, email address or physical address)	Relationship	Share of Benefit

(The share of benefit for proceeds must total 100%)

**Funeral Benefit (if applicable)**

Beneficiary Details (compulsory)  
 Beneficiary 1 is the person you appoint to claim and receive the funeral policy benefits after your death. He or she must be 18 years or older. If Beneficiary 1 nominated later, you must ensure you the benefit will become payable to the 2nd nominated beneficiary, if for any reason both beneficiaries predecease you, the benefit will be paid to your estate.

Required Details	Beneficiary 1	Beneficiary 2
Surname		
First Name(s)		
Relationship		
ID number/Passport Number		
Cell phone Number		
E-mail Address		
Residential Address		

## Two Rivers partnership reaches an estimated 4000 learners

Two Rivers Platinum in partnership with the Eastern Limb mines in Steelpoort and the Department of Education, collaborated to host a joint career exhibition for Grade 12 learners in the Sekhukhune East District in Limpopo Province. An estimated 4000 learners attended the exhibitions to learn about the mining industry and the opportunities available for career paths.



From left: Harold Mahlangu (HRD Coordinator Skills Development) and Roche du Plessis (HRD Trainer) guided the learners on career opportunities at TRP and in the mining industry. Grade 12 learners from the Sekhukhune East District in Limpopo Province attended the careers exhibition in Steelpoort from 15 – 18 May 2023.



## Congratulations! Employee achievements



Congratulations to Frik Vermaak who recently completed his M(Eng)-MPM Masters in Project Management from the University of Pretoria. Frik passed with distinction and was also voted the best dissertation in his year group for which he received an accolade.



Congratulations to Melanie van der Mescht who recently obtained a Diploma in Business Management (NQF6) from (Business Management Training College)



Congratulations to Otty Madire who recently completed a masters degree in Management. Otty has also been promoted to the position of Plant Manager for the UG2 Concentrator effective from 1 July 2023.

*"There is no magic to achievement. It is really about hard work, choices and persistence" - Michelle Obama*

## We bid farewell to Albert and Lappies



Albert Ngwenya was born in Legatlhani (Mozambique). He started working in the Mining Industry in 1980 at Kloof Mine near the towns of Randfontein and Westonaria. He also worked at Loraine Gold Mine near Welkom before he started working at TRP in 2007. He worked at the North Decline in the Engineering Department as a Trackless Aide at the time of his retirement.

He is married to Mary and they have 6 children and 9 grandchildren.

"I really always felt at home while I was working at TRP. It always felt like the people I worked with were my family. I will be forever grateful that I was able to retire in good health so that I can be at home enjoying time with my family."

We wish Albert and Mary all the best in their retirement.



Johan (Lappies) Labushagne was born and raised in Kimberley. He matriculated from Diamantveld High School and later completed his studies at the University of the Free State and later the University of Pretoria. He started his mining career at Impala Platinum in Rustenburg and also worked at Modikwa and Marula. Lappies is married to Aïda and they have two children.

"I found it very rewarding working at TRP. I was here from the beginning. We overcame many challenges and I was very fortunate to see it grow to what it is today. My advice to the employees of TRP is to continue doing what you do well and to stick to the basics of mining."

We wish Lappies and Aïda a long and happy retirement.



## Business Improvement

### New procurement system implemented at TRP

ARM & Two Rivers recently implemented a new procurement system, Coupa a globally recognised business spend management system (BSM). The main goal of the system is to combine managing procurement, invoicing, and expenses, thereby consolidating procurement into one platform.

The streamlining of the procurement system will ensure a smoother supply chain for TRP by efficiently managing spending documentation and providing clear audit trails. This will ensure invoices are collected and secured, making sure that TRP is compliant for auditing purposes.

Coupa will benefit TRP users as well as our suppliers and vendors. With Coupa, suppliers and vendors can load and track invoices or payments in real-time on the supplier portal assisting them to effectively run their business.

Both TRP employees and suppliers were included in the various stages of the implementation processes including the training that took place in April this year. The Coupa system officially went live at TRP on 4 May. The launch was attended by delegates from Coupa, ARM, Two Rivers Platinum and Supply Chain Partner (SCP).



Front row from left: Donovan Oosthuyzen (Senior Consultant SCP), Welcome Ramalepe (Consultant SCP), Machemo Masekoameng (ERP Distribution Specialist ARM), Thina Mlanjeni (Analyst SCP), Renush Ganesh (Principle Consultant SCP), Pumza Mnisi (Enterprise Business Manager ARM)

Back row from left: Emile Olckers (Associate Director of Procurement Solutions SCP), Sibusiso Maphalla (Financial Leader TRP), Franco van Zyl (Materials Control Manager TRP), Etienne Oosthuyzen (Associate Director SCP), Greg Nethercote (Senior Account Director Coupa)

***If you improve by 1% every day, within a year you'll have improved by 365%!***

## Let's get continuously improving

### What is Business Improvement (BI)?

Business improvement refers to a process of measuring performance and continually monitoring processes to identify areas of improvement in order to take an appropriate action. It promotes the culture of continuous improvement.

### Why should TRP continuously improve?

- Prevent stagnation
- Increase productivity
- Increase revenue
- Improve morale

Create and protect value





## Your creativity could help you and TRP WIN BIG!

By submitting ideas to improve production tons and costs you could assist to drive operational excellence at TRP and receive an incentive.



### How it works:

- Submission**  
Submit your ideas (individually or in a group) in one of the following ways:
  - Go to the TRP Portal and click on the "Business Improvement" Tab. Follow the prompts and complete the form.
  - Complete a manual form available from the following people:
    - Main Decline & Merensky – Kholofelo Mzimba
    - North Decline – Faith Mokobaki
    - Plant – Funi Sebelela
    - GMO- Jane Tshehla

- Validation**  
Your idea goes through a three-stage validation process
- Verification**  
Your idea is verified by the TRP Finance Department
- Feedback**  
Receive feedback via email or SMS whether your submission was successful or not.

### Reward Amounts

Cost saving reward criteria		
Reward criteria	Criteria	Reward
Cost saving	R1 250 000	R 2 500
Cost saving	R1 000 000	R2 000
Cost saving	R250 000	R1 500
Cost saving	R500 000	R1 000
Cost saving	R100 000	R500

Production improvement criteria	
Reward criteria	Reward
25% Improvement	R2 500
20% Improvement	R2 000
15% Improvement	R1 500
10% Improvement	R1 000
5% Improvement	R500

**For more information about the Idea Submission Initiative contact:**  
**Ntebogeng Ramogayane (TRP Business Improvement Manager)**




*"Businesses that grow by development and improvement do not die" - Henry Ford*



## New Contractor Management System will improve compliance

TRP has partnered with KBC Safety consulting firm for implementation of electronic contractor management system called **Passport 360** as part of continuous improvement process to maintain legal compliance and mutual relationship between Two Rivers Platinum Mine (TRP) and its business partners (Contractors). The **objective** of the electronic contractor management system (Passport 360) is to identify, classify, monitor, and evaluate all activities performed by Contractors within TRP operations and provides one-stop shop approach on management of contractors.

The system was configured to allow contractors to upload their contractor's SHE packs anywhere and workflow to the responsible project owner(s) (TRP officials) to review and approve the contractor's SHE packs.

- The system is currently being used in the mining industry and offers substantial benefits including but not limited to:
- Improved compliance on organisation's contractor management process.
- On-line uploading of SHE contractor's pack which can be done anywhere and anytime.
- Electronic approval configuration that allows the responsible TRP project owner (end-user) to review, approve or reject SHE packs of specific projects in their area of responsibility.
- Centralisation of information or data to assist with decision making.
- Advanced and in-depth customised reports allowing focus on problem areas.
- Notifications of expiring documents/records
- Quicker on boarding process
- Improved record keeping of critical SHE records.

**The elements of the contractor management process will include:**

- Registering of passport 360
- Manpower budget
- Medicals
- Competency training
- Machine/Equipment onboarding
- Authorizations
- Legal appointments
- Passport 360 approval
- Permit to work
- Execution and contract management
- Closure & evaluation
- Contractor feedback
- Visitors, temporary and emergency contractors
- Off boarding process

Should you have any queries, please do not hesitate to contact any of the following Passport 360 Project team members:

**Name and Surname:** Matau (Annikie) Moleke

**Designation:** Contractor compliance officer

**Email:** [Matau.Moleke@trp.co.za](mailto:Matau.Moleke@trp.co.za)

**Name and Surname:** John Makola

**Designation:** Chief Safety Officer Plant

**Email:** [John.Makola@trp.co.za](mailto:John.Makola@trp.co.za)



# Meet the ladies from the WIM Committee



**Women looking out for each other!** The WIM committee aims to create a safe and respectful workplace culture for all women at TRP. The committee will review policies and procedures, attract and retain female representation and provide input and recommendations to management on issues relating to women.

From left: Tintswalo Kanyongolo, Katlego Nkopodi, Faith Mokabaki, Evelyn Galela and Lerato Mamphoke. This WIM Committee was elected late to provide input to management on issues relating to women at TRP

## **Tintswalo Kanyongolo (Chairperson)**

**When did you start working at TRP and what do you do?**  
I started working at TRP on the 4<sup>th</sup> of September 2019 as the Environmental Manager.

**What makes you excited about the WIM Forum?**  
The different interactions with various mines for learning purposes on the various things that the mines are implementing to improve the safe working conditions for Women at work and how women are coping as this industry is mainly male-dominated.

## **Faith Mokabaki (Deputy Chairperson)**

**When did you start working at TRP and what do you do?**  
I joined Two-rivers Platinum Mine in January 2016. I am currently working as a Shaft Administrator at North Decline providing Administrative and secretarial support to the Acting Mining Leader.

**What makes you excited about the WIM Forum?**  
I believe that when ambitious women get more opportunities, it ultimately benefits everyone and leads to a more equal world. This forum is about creating a diversified and inclusive working environment. Hence my excitement to form part of a community/forum that inspires growth, support, equality, development and the progression of women in the Mining Industry

## **Evelyn Galela (Secretary)**

**When did you start working at TRP and what do you do?**  
I started working at TRP on the 5 February 2007. I work as an Assistant Supervisor.

**What makes you excited about the WIM Forum?**  
The fact that I get to understand the manner in which women in the mining industry work and educate the women on how to work in this male-dominated industry with dignity and pride.  
My wish is to help women in mining to understand that they still need to give the same effort and dedication that men give based on the requirements of the specific job they are doing.

Create awareness that WIM is not about favouring women over men but it's about empowering women and supporting them as they embark on the journey of working jobs that were previously worked by men only and find common grounds that will enable them to work with men in a harmonious manner without undermining each other, as it is a much-misunderstood point.

## **Katlego Nkopodi (Deputy Secretary)**

**When did you start working at TRP and what do you do?**  
I started working at TRP on 1 November 2019 as a Mine Surveyor Intern. I later moved to the Mining Department as a Mining Assistant PTV.

**What makes you excited about the WIM Forum?**  
The forum will ensure that all women at TRP will be represented to ensure that they get the same opportunities as men.

## **Lerato Mamphoke (Treasurer)**

**When did you start working at TRP and what do you do?**  
I am a Laboratory Supervisor and I started working at Two Rivers in October 2015.

**What makes you excited about the WIM Forum?**  
I love making a difference in people's lives. I believe that our sole purpose in life is to serve others however we can. The WIM Forum for me is a platform to bring the difference regarding the safety and wellness of women, considering that the industry is male-dominated and is configured in most cases to accommodate males.





## Celebrating loyal service at awards event

During April and July TRP celebrated employees with 10 and 15 years of service during a prestigious event at the @Boshhoek Venue. In April a total of 21 employees received their 10-year service award and 92 received their 15-year service award. In July a total of 39 employees received their 10-year service award and 71 their 15-year service award. Here are some of the TRP employees who received their long service awards at the event.

Thank you for your continued dedication and loyalty.

### April



Johan Jansen and Evah Maloma  
(10 years)



Johan Jansen and Roland Kemp  
(10 years)



Johan Jansen and Titus Masha  
(10 years)



Johan Jansen and Tshidi Mangoegape  
(15 years)



Andre Basson & Bethrum Dzonzi  
with Lucas Mabelane (15 years)



Fortune Mdluli with Stefanus Gouws  
Colloty (15 years)

### July



Cindi Henderson and Immanuel  
Matjomane (10 years)



Mishack Mokgwadi and Rober Kgole  
(10 years)



Jakes Jacobs and Andries Viljoen  
(10 years)



Roy van Rooyen and David Tshisele  
(15 years)



Sibusiso Maphalla and Henry  
McCabe (15 years)



Rene Jacobs and Joseph Moloisi with  
Danele Exley (15 years)



## Golf day helps support vulnerable children of community

During February TRP hosted its annual golf and bowling event. For this year's event, we requested sponsorship for school shoes to the Tshwarano Mmogo Foundation. The foundation is a non-profit organisation based in Limpopo Province that assists vulnerable children from the community to go to school.

With the help of our sponsors were able to donate 500 pairs of school shoes.

**Thank you to:** Provest, CAS SA, Linaliene, MPU Group, Pirtek, DBP Burgersfort, Booyco, Sisonke Hydraulics, SMS, AQS, Dtacentrix, Paulco, Tega Industries, SEW Erodrive, Simbarashe/Pascal, WHBO, Itireleng, Sibambene, G4Mining, Northlite, Toyota Lydenburg, Sandvik, RSC Ekusasa, Selco, Deutz Dieselpower, Deomarlow, Electro Diesel.

The trophy winners were as follows:

Golf: Koos Laas & Jaco van Rooyen

Bowling: Jabulani Khumalo and Jakes Jacobs



**500 pairs of shoes donated to  
The Tshwarano Mmogo Foundation**



The team of ladies from Tshwarano Mmogo Foundation received the shoe donation with much appreciation. From left: Rebone Nchabeleng, Bethrum Dzonzi (TRP Public & Corporate Affairs Leader), Tshepiso Lebina, Adelaide Makgaleng, Khathu Matidza (TRP Stakeholder Engagement Coordinator)





## Giving back to the community

### Helping our communities on Mandela Day

On Tuesday 18 July, employees from TRP celebrated Mandela Day by donating non-perishable food items and clothing to the less fortunate in our surrounding communities. It was also time to hand the Mandela Trophy to the operation that collected the most donations and showed the best creativity, teamwork and visibility during the campaign.



North Decline. The proud winners of the Mandela Trophy for the 2023 campaign with judges Bethrum Dzonzi and Joseph Moloisi.



### AMMSA Donates to Wenakker

The Association of Mine Managers of South Africa (AMMSA) holds a proud history in the Mining Industry of South Africa.

It lives by its motto of "With Strength and Integrity" and believes it has an important role to play in giving back to the community. The association has various fund-raising initiatives throughout the year in the respective District Meetings. These funds are then ploughed back into the community.

The Eastern Limb district of the association recently donated R30 000 to Wenakker Home for Intellectually Disabled Adults in Lydenburg.

**AMMSA gives back to the community.** AMMSA's Eastern Limb district recently donated R30 000 to the Wenakker Home for Intellectually Disabled Adults. From left: Frik Vermaak (AMMSA), Zelma du Preez, Cassius Smith, Kennedy Sengani (AMMSA) and Martie Coetzer.



# A Collaborative Effort by Mining Houses Promotes Local Economic Integration for Sekhukhune Region

*By Khathu Matidza (Stakeholder Engagement Coordinator)*

Two Rivers Platinum is once again proudly involved in a collaborative initiative with government and other mines in the area, aimed at fast-tracking infrastructure development. The construction of a new concrete double lane bridge that will be located next to the Old Steel Bridge in Ngwaabe, along the R555 Road will connect Ngwaabe as well as the Jane Furse communities with the regional economy.

This state of the art project which will cost R127m, funded by TRP and seven other mining houses operating in the Sekhukhune region through their SLP commitments, serves as a practical milestone towards community development. The initial Memorandum of Agreement (MoA) was signed by the Road Agency Limpopo (RAL) in 2020, in partnership with the mining companies operating in the Sekhukhune region namely, Two Rivers Platinum (TRP), Samancor Eastern Chrome, Dwarsrivier Chrome Mine, Booysendal Platinum, Glencore, Tjate Platinum, Rustenburg Platinum and Rakhoma Mining Resources.

Two Rivers Platinum formed part of the high-level delegation visit to the project led by Honorable Minister of the Department of Public Works and Infrastructure, Mr Sihle Zikala on 14 July 2023. The Minister and his team were there as part of the Limpopo Presidential Imbizo delegation held at Ga-Motodi Sports Complex. The delegation, led by RAL, summarily inspected the project progress before proceeding to join the main event at Ga Motodi outside Burgersfort.

The Minister in his address to the community and mining companies expressed his words of gratitude, citing the importance of public private partnership (PPP) in resolving the challenges of under-development, within rural communities. "Initiatives such as this, are not new and remain grateful as the government wherever they are taking place. To all the mining companies, we appreciate your good gesture which will yield good socio-economic benefits for this area," said the Honorable Minister Zikalala. During his visit, Mr Zikalala also visited Kgoshi Malekane's Traditional Office, who also attended the event at the bridge.



The Honorable Minister of Public Works and Infrastructure, Mr Sihle Zikala, (centre) surrounded by Kgoshi NM Malekane, Khathu Matidza (TRP) and representatives of other mines.

*continues on page 23...*



## Giving back to the community

*continues from page 22...*

Regular motorists and road users of the existing single-lane Steel Bridge have welcomed with great appreciation, the collaboration between RAL and the mining houses. "The construction of the new concrete bridge is very important, not only to increase road safety of the motorists and mine employees, but will also play a significant role to improve local economic development. Mines will also benefit in that it will reduce traffic that sees employees arriving late to work and or back home," says Kennedy Sengani – TRP's Business Leader. It has been a long process of negotiations since the start of discussions between RAL and the mining companies, Kennedy continued.

"The current bridge is old and a huge safety risk. It causes constant stress to the motorists to and from work daily, particularly during peak hours. It is a daily struggle for motorists to give each other a chance to cross the bridge. Motorists experience a lot of apprehension and, delays crossing the single lane bridge at times resulting in incidences of road rage. I am glad TRP, through our SLP commitments, is part of this milestone and that the construction has already started," said the Business Leader.

***"The construction of the new concrete bridge is very important, not only to increase road safety of the motorists and mine employees, but will also play a significant role to improve local economic development.," Kennedy Sengani – TRP's Business Leader***



Current single lane Steel Bridge build decades ago, will be upgraded to serve as pedestrian bridge only.

## Supporting small businesses

DAMARA MASHA JV PTY LTD is a local company from Ga-Masha in Ngwaabe. They specialize in collecting, sorting, separating and transporting of domestic waste material. The company has been serving TRP for the past eight years and currently has an onsite waste management contract with the mine.

In line with our strategy to develop thriving communities Damara was assisted through our Enterprise Supplier Development (ESD) programme with a compactor truck in the 2021/2022 financial year. The truck is now contracted in the Thaba Chweu Local Municipality. With Mr Masha's dedication and hard work, his business is growing from strength to strength. Upon realizing that he was losing many business opportunities because he didn't have a skip truck, he approached TRP ESD for assistance. In the financial year 2022/2023 he was assisted with a skip truck with skips and a bakkie which is required to execute his TRP contract.

We wish Damara Masha success and growth in their business.



From left: Franco van Zyl (Materials Control Manager) Sibusiso Maphalla (Finance & Admin Leader), Khomotso Masha Damara (Damara Masha), Rebotile Kgaka (Chief Buyer: Preferential Procurement) and Mmapake Tobejana (Damara Masha)

# General Notices

Save the date  
20&21  
OCTOBER  
2023

## AMMSA Mountain Bike Race

Buffelsvlei Guest Farm R37  
between Lydenburg and  
Burgersfort

◆Join the TRP Gazebo ◆Food Stalls ◆Entertainment on both days

### TRP, show your support at the AMMSA MTB Race 2023

Let's stand together as one and join the mines  
of the Easter Limb!

### Two-Day Corporate Team Stage Race

◆ Friday Start 14:00PM (40km and 25km) for  
Corporate Teams only.  
◆ Saturday Start Time 08:00AM (60km and 30km)  
*The Saturday Event will also be open to the public and  
children with the corporate teams and will include distances  
of 60km, 30km, 10km and 2,5/5km.*

If you want to join one of the TRP Mountain Bike Teams,  
please contact Melanie vd Mescht at  
[melanie.vandermescht@trp.co.za](mailto:melanie.vandermescht@trp.co.za)

Funds raised will go to various charities/organisations  
within the Eastern Limb Area

Accommodation is limited with Luxury Tents and Camping available  
please contact Natasha Joubert at Buffelsvlei for bookings  
082 8462 996.



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PLATINUM

## Newsletter Submissions

The TRP Internal Newsletter is published every  
quarter **depending on the number of  
contributions received.**

The next edition is scheduled to be published  
in October 2023. Send your contributions to  
the TRP Communication Department on  
(013) 230 2715 or email  
[carien.woodburne@trp.co.za](mailto:carien.woodburne@trp.co.za)



## Recruitment Fraud Alert!

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Recruitment fraud is a real concern, and these types of scams are on the increase daily. This type of fraud happens when scammers offer fake job opportunities to job seekers. Scammers target job seekers by listing jobs that don't exist, in the hope of getting either money or personal data for use in identity theft.

How to spot a fraudulent request which could be via email, text or telephone or verbally made.

It's asking for money. TRP will never do this.



It's asking for bank details even before we've made you a job offer.

The email address is different to this format: name.lastname@trp.co.za.  
The emails are from free web-based email accounts  
such as Yahoo, Gmail or Live.com.



They use mobile (cell) phone numbers, rather than  
landline office telephone numbers.



There's a guarantee of a job placement.



They insist on urgency from the start.

Documentation is poorly formatted with  
spelling and grammatical errors.

They claim to be doing it on behalf of TRP.

We have our own recruitment team who are mine employees.

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### ✓ Do...

Contact TRP, we have set-up an e-mail address [recruitmentfraud@trp.co.za](mailto:recruitmentfraud@trp.co.za)  
where we ask people both internally and externally to report  
any fraudulent recruitment activity or to verify whether  
communication they have received is legitimate.



Contact your local SAPS and provide them with all information  
you may have from the perpetrators

### ✗ Do not...

Send any money. TRP would not ask for money transfers or payments from applicants  
to secure a job or a visa either as an employee or as a contractor.



Engage in further communication if you believe the communication  
may be fraudulent.



Two Rivers Platinum (TRP) would never ask you for money in exchange for a job  
interview or for an entry medical examination. We have a formal recruitment process  
to advertise vacancies which provides a unique job reference ID number for tracking  
purposes and in the case of entry-level opportunities, such is shared with designated  
local community representatives. No one is expected to pay in any manner to apply  
for or access job opportunities at TRP.

***"Integrity is choosing your thoughts and actions based on values rather than  
personal gain" - Chris Karcher***



# New Babies



Congratulations to proud parent Shirley Tjabadi on the birth of her daughter Khutsiso Tjabadi born on 16 January 2023 in Polokwane. Khutsiso weighed 9 kg's at birth.



Congratulations to proud parents Petrie and Easavani Wessels on the birth of their son, Matthew Jurie Wessels born on 18 April 2023 in Nelspruit. Matthew weighed 3.2 kg's and was 52cm long at birth.

**Integrity matters. Do the right thing.  
Speak up.**



Two Rivers Platinum Protection Services encourage employees to report any crime or irregularities they may be aware of.

- Johann Swanepoel - TRP PS Investigations - 013 230 2945 or speed dial 5230 or e-mail [johann.swanepoel@trp.co.za](mailto:johann.swanepoel@trp.co.za).
- To report **anonymously** directly to Whistle-Blowers, visit <https://www.whistleblowing.co.za/why-an-ethics-hotline/whistleblower-protection/> or call the **Whistle-Blowers Anonymous Hotline**



**INTEGRITY**

Be ethical, do the right thing



**Whistleblowing hotline: 0800 006 792**

*All information will be treated as confidential*

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*"Integrity is doing the right thing even when no one is watching" - C.S. Lewis*

# TRP Internal Newsletter

TWO RIVERS  
PLATINUM



## Name our Newsletter

We are looking for a name for the new TRP Internal Newsletter.

### Criteria:

**Must grab the attention of our readers.**  
Think out of the box.

**Keep it simple.**  
Less is more. Too complex names divert the attention.

**Keep it unique.**  
We want to stand out from the rest.

**Keep it relevant.**  
What is it that we do? How does the name relate to our vision and values?



Win a  
Smartphone

Forward your contribution before or on **Monday, 16 October** to [communication@trp.co.za](mailto:communication@trp.co.za). Remember to include your name and contact number.

**If you are not on email, entry forms can be dropped off with the following people:**

Main Decline – Kholofelo Mzimba  
North Decline – Faith Mokobaki  
Merensky – Cecilia Maphanga  
Plant – Funi Sebulela  
GMO – Akani Mangena

For further information contact Carien Woodburne on [carien.woodburne@trp.co.za](mailto:carien.woodburne@trp.co.za)

Name: \_\_\_\_\_

Surname: \_\_\_\_\_

Operation: \_\_\_\_\_

Section: \_\_\_\_\_

Cell number: \_\_\_\_\_

Name of Newsletter: \_\_\_\_\_

Reason for name: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

***“True success is reaching our potential without compromising our values.”***

***Muhammad Ali***