

# BPM BULLETIN

AUGUST 2023, ISSUE 3

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#### **EDITORIAL**

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Dear colleagues, ladies and gentlemen.

It is that time of the month again when we reach out to you through our newsletter, the BPM Bulletin, 3rd Edition. We hope and trust that you are enjoying the reading as well as the important updates that are shared through this medium.

I would like to take this opportunity to thank and appreciate all of you who are consistently giving feedback and inputs on how to improve our newsletter going forward, it means a lot.

This edition comes at the time when we are celebrating the Women's month, the month of August. From the editorial team we would like to take this opportunity to wish all the Women of South Africa wonderful women's month. As BPM we also want to emphasise our appreciation for the "Women in Mining" as you have become a pillar of support to our operations.

Warm regards

**TT Chiloane**  
**Acting Corporate Affairs Executive**

# RETURN TO WORK!

By: Prudence Motswatswe



This issue welcomes back all stakeholders including board members, executive leadership, managers, staff and contractors following a challenging period and stop of operations of Wesizwe Platinum Ltd's Bakubung Platinum Mine (BPM).

The 18th of July began a 5-weeks break and temporary closure of the BPM through industrial action over concerns and dissatisfaction by several staff members. These were demonstrated through blocking the mine entrance through rocks and burning certain items.

This resulted in a temporary stop of all operations and caused a significant delay to continuity in production and other supporting company operations.

The 21st – 25th August 2023 has been a period of gradual return to work – with a hope of a quick adjustment to work and normality.

This matter took a few weeks to resolve; culminating in a Commission for Conciliation, Mediation & Arbitration (CCMA) Settlement reached between the company and all parties concerned. Management has highlighted its commitment to a peaceful engagement which adheres to good practices of Collective Bargaining, Industrial Action and Picketing.

Industrial Action is not a challenge unique to the BPM only, but a country-wide occurrence. The reasons are many for strikes and have a significant impact on production and profit.

The Casual Workers' Advice Office identified 86 strikes which took place in South Africa in the year 2022, with 48 protected and 38 unprotected.[1]

The BPM strike was unprotected, which is described as one “which has not complied with Labour Relations, where workers can be dismissed for being on strike”.<sup>[2]</sup>

With over a month lost to the temporary closure of the mine, the staff is reminded to be mindful of the BPM as both a business and a provider of livelihoods that needs to be protected and preserved. The staff is thus encouraged to raise issues in an amicable manner - in line with company procedures being mindful of the purpose of this mine.

For further reading on the types of strikes, and what each one entails, please visit this links:

[1] Casual Workers' Advice Office. 2023. Strike Barometer: An Analysis of South African Strikes. Germiston: Casual Workers' Advice office. Page 5. [O]. Available: <https://www.cwao.org.za/downloads/CWAO%2022%20Strike%20Barometer.pdf> (Accessed on 2023/08/28)

[2] Casual Workers' Advice Office. 2023. Strike Barometer: An Analysis of South African Strikes. Germiston: Casual Workers' Advice office. Page 4. [O]. Available: <https://www.cwao.org.za/downloads/CWAO%2022%20Strike%20Barometer.pdf>

Below, is a summary of the Commission for Conciliation, Mediation & Arbitration (CCMA) Settlement Agreement between BPM Pty Ltd and Trade Unions: National Union of Mineworkers (NUM) and National Union of Metalworkers of South Africa (NUMSA).

### **Participants of the Industrial Action**

- Employees dismissed during the industrial action have been reinstated, and are now placed on a Final Written Warning – valid for 12 months.
- The suspension placed on 17 employees has been cancelled, and are placed on Final Written Warning, also valid for 12 months.
- These employees may appeal these warnings according to the company policy.

### **Peace Clause**

- All parties commit themselves to a peaceful engagement, aimed at avoiding contrary conduct to good practices of Collective Bargaining, Industrial Action and Picketing.

# WOMEN'S MONTH

By: Prudence Motswatswe



August is Women's Month in South Africa and is this year celebrated under the South African government theme of Accelerating socio-economic opportunities for women's empowerment.

The 9th August 2023, Women's Day, reflects on the anniversary of 1956 women's march to the Union Buildings, Pretoria, against the carrying of pass books by African women.

This served to control their movements in urban areas during the apartheid regime. This march mobilised around 20 000 women around the country, adding weight to the resistance of the then legal requirement.

Views surrounding women in mining are many. Jobs in mining contribute to the socio-economic empowerment of communities, including women - both as beneficiaries and as employees. For organisations like the Minerals Council of South Africa, one of the key objectives include expanding women representation in mining and ensuring the safety of women working in mines [3].

[3] Minerals Council of South Africa. 2023. Women In Mining. [O]. Available: [This served to control their movements in urban areas during the apartheid regime. This march mobilised around 20 000 women around the country, adding weight to the resistance of the then legal requirement.](#) (Accessed on 2023/08/23).

### Notable facts from Mineral Council South Africa's White Paper on Women in Mining (2020):

- Women's participation has shown a positive impact to company profits and sustainability.
- The mining industry continues to struggle with attracting and retention of women.
- The Mine Health and Safety Council (MHSC) continues to attend issues related to ablution facilities, sexual harassment, effects on sexual reproductive health, Personal Protective Equipment (PPE) and the requirements of physical work.
- The MHSC plans to establish an advisory committee on women in mining which will report Mineral Council South Africa.

Source: Minerals Council South Africa. 2020. White Paper: Women In Mining. [O]. Available: <https://www.mineralscouncil.org.za/downloads/send/37-position-papers/1218-white-paper-women-in-mining> (Accessed 2023/08/29).

Wesizwe Platinum Limited is a proud employer of women in mining through its flagship project, the BPM, and continues to create opportunities for women in the mining sector.

Not without challenges, these women continue to show up fully and tend to their daily duties. The BPM is catching this commemoration at the tail-end of the month due to delayed operations, but remains relevant. Highlighted below are some of the advises from some of BPM female employees to other women with interest in joining the mining sector:

"Women need to know that many jobs that men can do, they can also do and that they shouldn't undermine themselves" \_ Lerato Maduna, Engineering Assistant.

"There are many fields in mining, and young women wanting to work in mining must do their research" \_ Boitumelo Setshoge, Survey Assistant.

"Try your best, if it's not good enough today, try again tomorrow" \_ Kgomotso Modisakeng, Plant Operator.

"Mining has a lot of pressure, so you need to be strong and know mining laws to protect yourself" \_ Pertunia Sebisi, Belt Attendant.

"They must be proud to be in mining, see the strength that women have and just be themselves. Challenges must be taken as a stepping stone in life" \_ Hellen Tau, Plant Attendant.

# EMPLOYEE DEVELOPMENT PROGRAMS

By: Siphamandla Mkhatshwa

Bakubung Platinum Mine (BPM) has opportunities for Employee Development Programs aimed to assist employees with their career development aspirations. These include, but are not limited to: Internships, Learnerships, Study Assistance and Internal Training Programs as per the BPM Training Schedule.

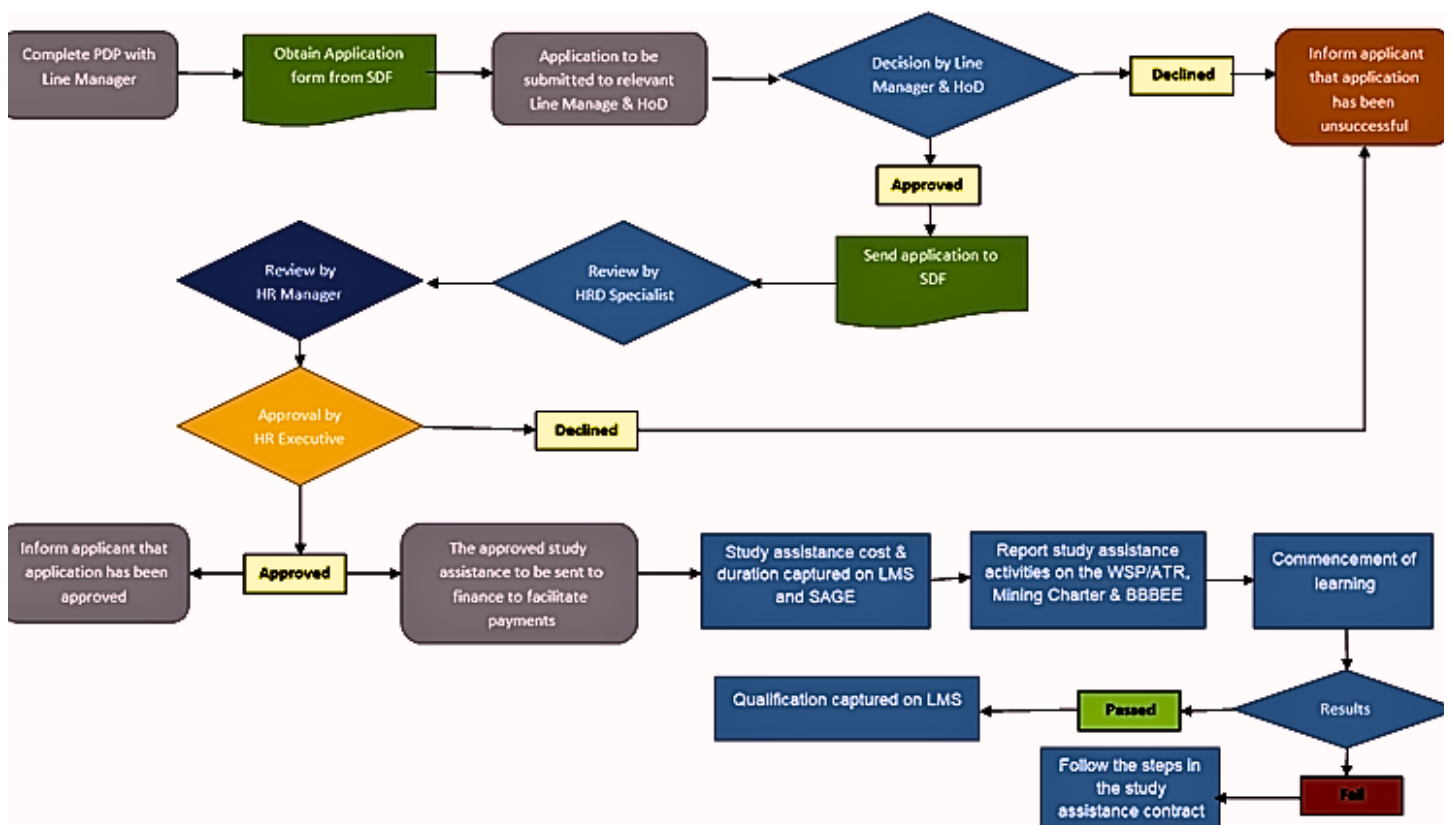
The staff must familiarise themselves with the Wesizwe Human Resource Development (HRD) Policy (WES/HR/POL/0005) and the Wesizwe Career Development and Talent Management Policy (WES/HR/POL/0021).

Study assistance is offered to employees who are studying at recognised Institutions of Higher Learning and Training, for qualifications in-line with their career paths. Employees are encouraged to discuss their career aspirations with their line managers, compile their Personal Development Programs (PDP's) and to timely apply.

**Application forms must be submitted to:**

**Ms. Tebogo Khumalo**  
**Skills Development Facilitator**  
**Tel: 014 004 1120**  
**Tebogo.khumalo@wesizwe.com**

## Study Assistance Application Process





## ENGINEERS IN TRAINING

By: Ditshego Maqaqa



From left: Queen Dladla (Fitter), Tshupo Sedile (Electrician), Tebogo Mazibuko (Rigger), Zandile Radebe (Diesel Mechanic) and Victor Nzima (Diesel Mechanic).

Meet BPM's seven Engineering learners who qualified as Artisans in August 2023. They started their training in 2021 and will be completing their now three-years journey at the end of October 2023. Photo unavailable for learner seven, Mojalefa Sojane (Auto Electrician).



Karabo Tlapu (Fitter).

## Procurement



- Quotations of the value of **R 30 000** and above require approval of the General Mining Manager before processing.
- Quotes to be submitted to:

**Ms. Elmarie Zwart**  
**Site Secretary**  
**Bakubung Platinum Mine**  
**Tel: +27 14 004 1030**  
**Mobile No: +27 66 257 0275**  
**Email: [elmarie.zwart@wesizwe.com](mailto:elmarie.zwart@wesizwe.com)**

For enquiries, please contact:

**Mr. Karabo Mothibi**  
**Procurement Manager**  
**Tel: 014 004 1058**  
**Email: [Karabo.Mothibi@wesizwe.com](mailto:Karabo.Mothibi@wesizwe.com).**

OR

**Mabu Rapelego**  
**Senior Buyer -Capital**  
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## VISION

Our vision is to grow into a significant multi-commodity mining company, focusing on strategic metals with sound fundamentals for sustainable demand.

## VALUES

- **Zero harm to people and the environment**
- **Ethical behaviour based on integrity and honesty**
- **Ownership, accountability and responsibility**
- **Dignity, respect and fairness**
- **Trust, openness and transparency**
- **Respecting diversity and inclusion**
- **Perseverance and tenacity**
- **Caring**

