

NEWSLETTER MAY, 2019

General Managers Message; Change Management is the discipline that Guides how we prepare, equip and support individuals to successfully adopt Change in order to drive Organisational success and outcomes. If you want Something new, you have to stop doing something old. If you want something You've never had, then you've got to do something you've never done. The Bottom line is that you 'll never leave where you are until you decide where You would rather be. Don't be afraid to start over and rebuild what you truly want.



MATTHEW BANDA

REGULATORY COMPLIANCE AND STAKEHOLDERS ENGAGEMENT

As the company operations ramp up to full scale, it is imperative that all Functions across the value chain focus on developed and maintain internal Controls that ascribe to the highest levels of regulatory and statutory compliance in order to ensure smooth operations and adequate management of stakeholders' expectations. To achieve this, all employees privileged to interface with government agencies and other regulatory wings must exhibit and remain abreast with the trends and changes on the regulatory front and advise the company accordingly. Business advisors need to evaluate strategies that will help the company harness our unique strengths and opportunities while proactively mitigating our risks.



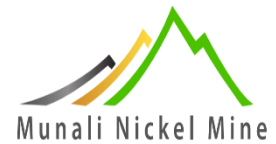
IMANGA LUTOMBI

OFFICIAL OPENING OF MUNALI NICKEL MINE BY HIS EXCELLENCE PRESIDENT EDGAR C. LUNGU



PROVIDING FEEDBACK – PART 1

Good Communication occurs when there is feedback. We provide feedback to our stakeholders such as our superiors or subordinates on the Company's operations in different ways through one to one conversations, meetings or reports. Provision of feedback for all of us is part of our key performance indicators. This means that we are all required to provide feedback in one way or another. The feedback provided helps in providing hindsight that can help us make better decision. Time is of essence for feedback provided to be useful. Deadlines therefore become of critical. The adage goes that you miss or cross the line then you are dead. Hence **"Dead line"** How many of us should have been dead by now? How many reports have we not delivered on time? One of the Company's Core Values of Respect. How many of us knowingly or unknowingly violet the company's core value when we wilfully failed to respect **"deadlines"** that have been set by our principles.



If we continue on this path and such an attitude, we shall indeed be dead one day and remain guilty of violating respect for others. In another instance, going for meetings late is also a sign of lacking respect! When we go late for meetings, we disrespect those that have kept the time. For Munali to be successful, we must provide timely feedback to all stakeholders including reporting on time of keeping “eyes on the ball” **BUSIKU SULWE**



RETAINING THE COMPANY’S NICKEL OPERATION “OFFERS HIGH-RETURN POTENTIAL.” FROM CHIEF SURVEYOR/PROJECT MANAGER

“Decarbonisation, the electrification of transport, the future of work and food security are examples of strategic themes that we monitor,” The future growth option, linked to the expected growth in battery markets and the relative scarcity of quality nickel sulphide supply.” As the Munali team we are emphasizing on the significant growth of Munali Mine, focusing on results surrounding increased volumes, reduced costs and keeping a safe work environment at all times. This includes reducing net debt, reinvesting in the business and returning profits to shareholders. The challenges the company is facing now and, in the future includes climate change, developments and dramatic shifts in technology. Munali is prepared for the challenges and would also view them as an opportunity. “To make sure that we secure the future prosperity of our company, we constantly test our current assets and future options against many divergent scenarios for how the world will look well into the future,” While nobody can predict what will happen with absolute precision, at Munali we are confident Munali Nickel Mine portfolio can thrive under almost all plausible outcomes in this changing world said **ZUELA MUSAU**

SAFETY TALK

The start of every work shift at Munali have a mandatory requirement to hold a tool box meeting at which OHSE matters are discussed patterning to incidents, accidents and recent developments in the company. It also gives supervisors a chance to inspect tools/equipment/PPE and critically assess work force before allocating any tasks. In turn problems being encountered by the work force in execution of work are to be discussed so that challenges can be alleviated when availed to supervisors and solutions found where possible. Failure to attend pre-shift safe talks are breach of MRL OHSE policy. **KENNEDY MUSONDA**



MINING TEAM AFTER THE MORNING MEETING ADDRESSED BY LENNOX SIWALE



