

NEWSLETTER JUNE-2019

General Manager's Message;

It is not a secret, the Munali restart has been faced with several challenges in operations and getting everything to work the way it was designed. In recognising these challenges, the investors have decided we reset and focus on specific deliverables. Munali Reset 90-day plan is focused on; (1) Mine; 60 000 T at a grade of 0.80%Ni and development of 400M per month. (2) Process plant production of 330T Ni metal equivalent



In concentrate at 10%Ni metal. (3) Achievement of complete financial reporting of all required parameters within 15days(D+15) for draft documents and D+30 for final document. (4) Implementation adoption of use of the performance management in Inphase. (5) Review of Job Description to clarify accountabilities for every employee top to bottom of the organisation with the development of the associated organisation structure and (6) engagement of a new Chief Executive Officer.

The Munali-reset requires everyone's active participation in order to achieve a positive result to this end, we have seen remarkable improvement in production activities both at mining and processing certainly when the rewards come, they will be for everyone "epashili pa kuleka. **Matthew Banda**

Dear all

I have been in the role of **CNM CEO** for about a month and have met a number of you. For all of you whom I have not yet met, I would like to introduce myself in this article and extend my gratitude at being part of the team. I am leading the company through a plan to reset the operation over 90 Days, starting June 1. The intention is to demonstrate that Munali Mine is a safe business that can generate a profit through the production and sale of a premium grade Ni Concentrate, **by August30.**



To this end you will all be aware of Six 90-Day Deliverables that focus on performance, of individuals, our team, mine production, processing and accounting. If, as a team, we meet or exceed the targets set for these deliverables, we will have demonstrated that Munali can be a cash flow positive business and a once-off bonus will be paid out to all employees **(at end September).**

With one month behind us, both the mining and the plant teams have met their respective plans, and we have exceeded the deliverable of mine production (delivering a sustained 60,000t of ore containing 0.8%Ni to the plant). Well done to all involved. However, over the remaining 60 days we have no opportunity to relax or become complacent, with a lot of effort still required to meet the required plant performance in August. In addition, I am committed to Munali employees developing as a High Performance team, which means each of you have: a clear plan and are part of the planning process, ownership of your actions required to deliver against this plan, strong team participation, and are focused on discipline throughout our operation.

From the little I have witnessed thus far, the Munali team has exceptional potential. You have demonstrated the ability to rally around and fix urgent crises, such as our current water shortage. I have no doubt, therefore, that under the leadership of your excellent GM and Management Team, you will rise to the challenge of exceeding the production targets set. And, in the process, that you will all gain experience, reward and value from standing out as high performers.

I am a mining guy, with schooling in a geology, mining and business, and a lot of experience in underground operations. I look forward to our journey together, **Anton Mauve.**

Providing Feedback – Part Two (By Busiku Sulwe) Last month, we looked at providing feedback as evidence that Communication has occurred. We delved on the meaning of “deadline”; you are “dead” when you cross the “line”. For us to still of use, we need not cross that “line”. We also saw how not meeting deadlines and reporting late for meeting is disruptive and disrespectful.



In this issue, we want to give few tips of how we can provide timely feedback on a monthly basis. The following could help you never miss reporting deadlines be they weekly, monthly, quarterly or annually. Take down notes of what you do daily, compile your daily notes weekly, update your weekly notes in the monthly report template, summarise your notes, less words more tables and figures recommended. When reporting, we have useful tools in **Microsoft outlook** and **Inphase** to log your daily and weekly tasks, package your information according to your audience. Before submitting the report, ask yourself, “is this the best I can do?” if it is, submit. Just these few tips could make you produce reports in timely ways that you could be surprised. All the best as you provide feedback to

90 DAYS STRATEGY MILESTONES UPDATE-Belinda Muyawala

	MILESTONES	JUNE PERFORMANCE
Mine Production	D1 60 000 T @ 0.82% Over 30 days	645+metal On target for June
Process Plant	D2 330t Nickel at 10%	90 Nickel
Finance Reporting	D3 Finance Reports 15 days plus 30	In Progress
Performance Review	D4 Performance Contracting /Accountability Performance Reviews 27/07 and 31/08/2019	Completed for MRL 6 above In Progress for MRL 5 and below
Performance Management	D5 Top Down Drive using Inphase	Re-set project reporting Inphase in Progress Daily and weekly reporting
Recruitment of CEO		D6 Initial Screening done CEO

MRL 90 DAYS STRATEGY - INCENTIVE BONUS SCHEME 2019

The 90 Days Re-set Strategy commenced on 01 June,2019 and ends on 31st August,2019. An Incentive Scheme has been put in place to support achievement of the production objectives. The general principle is to positively impact the bottom line. All employees are eligible to participate in this bonus scheme by delivering accountable performance that should align to the achievement of the mine production and process plant goals. The Individual performance will be measured against acceptable objectives and consistent rules will be observed to qualify for the meaningful pay outs. The Incentive bonus scheme will be payable in September,2019. The Bonus payment will be taxable as per applicable tax rules; **MRL 1- 6 Fixed Rate; MRL7 – 8, 50% of Basic.**