

FEBRUARY MONTHLY NEWSLETTER FOR 2021

WELCOMING REMARKS FOR THE GENERAL MANAGER BY THE CHIEF EXECUTIVE OFFICER

“I would like to welcome Andre Labuschagne as General Manager at Munali. Andre is veteran of the mining industry and is both well qualified and well experienced to lead the Mabiza team at the operations. He completes the new senior management team on site and will be focused on improving ownership and adherence to the Business plan, in the short term. I look forward to the safe and consistent production of 13t@13% / day under Andre’s leadership as well as his drive around safety, cost control and reliability. Please join me in welcoming Andre and assisting him as he heads up this next phase of Munali’s success.”

Thank you, Anton.

WOMEN’S DAY CELEBRATION SPONSORED BY ATS (ONE OF OUR CORPORATING PARTNERS)



LEADERSHIP VERSUS MANAGEMENT (FOOD FOR THOUGHT PART 2 OF 2021) PATRICK ZYAMBO

One key distinction between management and leadership is that "things" such as systems and processes are managed against agreed performance indicators, whereas people including patients and staff can be led through consequence management and Visible Felt Leadership. By contrasting the two, it allows for a better understanding of the differences, as well as the balance it takes for improvement.

Management is the art of implementation whilst Leadership is both a research area and a practical skill encompassing the ability of an individual, group or organisation to “lead”, influence or guide other individuals, team or entire organisations.

Managing and leading are two different ways of organizing people. Leadership is setting a new direction or vision for a group that they follow i.e., a leader is the spearhead for that new direction. On the other hand, management controls or directs people/resources in a group according to principles or values that have already been established. The manager uses a formal, rational method whilst the leader uses passion and stirs emotions.

RECOMMENDED EMPLOYEE OF THE MONTH BY THE GENERAL MANAGER – EDDIE MBOFWANA

I want to congratulate and acknowledge Eddie Mbofwana and I am inspired by the fact that we have a Concentrate Coordinator who believes in producing quality concentrate by providing clear guidance and takes ownership of the Dry Shed.



Finally, his mentorship and coaching has ensured that every member of the team understands their role and performs at an optimal level to the advancement of the company goals and the mission.

The focus of the team daily, is to ensure that our final concentrate is handled according to the Standard Operating Procedure and guaranteeing that we do not compromise the quality set forth in our Standard Operating Procedures to achieve quality concentrate that can be sold.

His vision is to have a team that is well trained, motivated, and oriented towards ensuring that there is zero harm, zero loss of concentrate by having a clean, dry and organised concentrate shed. The current team is working towards achieving this daily.

PICTURES OF THE BUSINESS UPDATE MEETING ADDRESSED TO ALL EMPLOYEES BY ANTON MAUVE- CEO(CNM) HELD ON 23rd FEBRUARY, 2021.

