

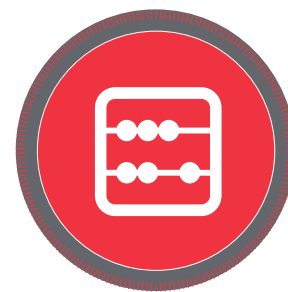
IVANPLATS

COMMUNITY COMMITMENT SCORECARD

DECEMBER 2017



2017:
Celebrating the Youth
of Mokopane



TOGETHER WE GROW

IVANPLATS

An IVANHOEMINES company

At Ivanplats, we aim to keep our stakeholders informed about our progress in meeting the commitments we made to our



local communities. We are proud to present our Community Commitment Scorecard publication to all our local stakeholders.

Development in perspective

Greetings from the Ivanplats Socio-Economic Development Department

The “year of the youth” is drawing to an end and it is a pleasure to talk to you, our stakeholders, about our community development achievements.

Aware of the impact of the third industrial revolution, which is characterised by internet use and information and communication technology, we have helped our communities to participate in the digital revolution. We have launched eight free Wi-Fi hotspots and a digital communication portal, *Maru a Mokopane*, in eight communities, giving them internet access close to home.

No less than 70% of registered users on *Maru a Mokopane* are young people and launching this portal has also created 17 micro-enterprise development opportunities for our youth: All these digital trainers are young people from our communities. Other youths have also gained a skills development opportunity as part of this project.

Along with internet access, *Maru a Mokopane* users gain access to information about Ivanplats. Opportunities such as learnerships, bursaries and internships are advertised on the portal. Details

of other job and bursary opportunities may also be accessed by users.

We are also excited to report that three of our former interns have been given the opportunity to further their studies at international universities. Nkele Selemela is studying for her Masters degree in Geology at Laurentian University in Canada. Malesela Makhofola and Althea Mokgate are both pursuing post-graduate studies at Japanese universities. These opportunities resulted from our relationships with their host countries through our company’s international shareholders.

Our skills development programme focuses on more than just employment related skills. Our Enterprise and Supplier Development department trained 16 informal and micro-enterprises (56% of which are youth owned) in basic business skills. A further 34 enterprises participated in the structured development programme, aimed at enabling Ivanplats to develop and support potential suppliers during the development and construction phases of the mine and to help prepare for possible life-of-mine procurement opportunities.

Our doors remain open for engagement. That is why we have included a “Talk to us” function on *Maru a Mokopane*.



Mmasaku Mohale.

We continuously strive to build meaningful and sustainable relationships with our host communities, so please register on *Maru a Mokopane* to stay informed of developments at Ivanplats and to keep being connected to the world through access to the internet.

Yours in development
Mmasaku Mohale, senior manager,
Socio-Economic Development



Platreef communities Umbrella Trust projects

The Board of Trustees of the Platreef Communities Umbrella Trust approved the following projects to date. The projects below comply with the qualifying criteria of the trust which stipulate that all Trust-funded projects must be not for profit and aim to provide for the development and upliftment of people in the communities of Mokopane.

PROJECT	DESCRIPTION	LOCATION	SOCIAL BENEFITS
Refilwe Drop-In Centre	Construction of a centre for vulnerable children	Masodi village	116 children, six volunteers 38 temporary jobs during construction, three local contractors
Jacob Madiba Centre	Construction of a centre for vulnerable children	Ga-Sekgoboko village	142 children, seven volunteers, 35 temporary jobs during construction, three local contractors
Community cleaning campaign	Volunteers keeping their communities clean	Nine villages in Mokopane	270 volunteers receiving stipends
Schools repair project	Refurbishing of school infrastructure	Malepetleke School	Volunteers repairing schools
Enrichment classes	Extra Mathematics and Science classes	Mokopane villages Secondary Schools	200 learners in Stars Enrich ments programmes, 200 learners in LIMSA programme, tutors, local caterers supplying meals
Sekgakgapeng Cemetery fencing	Fencing off the community	Sekgakgapeng village	33 temporary jobs, two local contractors

Any person from the Trust’s beneficiary communities who would like to submit a project for consideration may give the proposal to the Trust Advisory Council Secretary or the trust administrator. You can go to the Platreef Communities Umbrella Trust Opportunities tab/link on *Maru a Mokopane* for more information about writing and submitting a project proposal, or contact your local TAC representative.



Seizing opportunities

LOCAL EMPLOYMENT

Social and Labour Plan

Maphatlalatja Jan Mojapelo was born and raised in Ga-Magongoa village and has been working for Ivanplats for four years.

He started working at Ivanplats as a community relations assistant based at Ga-Magongoa village, then moved on to the Information and Communications Technology (ICT) department, where he worked as a junior ICT technician.

Maphatlalatja thought to himself, "I work at the mine and want to be directly involved. This has been my passion since high school!"

With that in mind, he was patient until an opportunity arose in the Occupational Hygiene department. "I grabbed the new opportunity with both hands and run with it," he said.

Maphatlalatja moved up the ranks, and within 12 months he took on his current role as ventilation

officer, working with the occupational hygiene manager.

Maphatlalatja expressed appreciation for the opportunities that Ivanplats has made available to him. "I am able interact with people at all levels and that gives me time to evaluate different levels of processes, which empowers me and helps me make better decisions," he explained. He knows progressing further will take perseverance, dedication, learning and cooperation, but he wants to work hard to reach a position in management.

Maphatlalatja believes there is a difference between what you love and what you like. Loving what you are doing makes it easier to wake up each day feeling excited about all the good you can do in your job.

His motto is: "If you chase your passion, that will drive your happiness."



Inspiration on wheels!

Vincent Mashishi was born in Masehlaneng in 1987 and grew up in Masodi. He has always been motivated to look for ways to improve his life.

In 2005, Vincent was involved in an accident that confined him to wheelchair. At the time, he was in Grade 11. While in hospital, he requested that his school bring him his books so that he could continue with his studies and prepare for his exams. He wrote his final exams and passed grade 11 that same year.

The following year, Vincent went back to school and managed to pass four subjects. Undeterred, he applied to rewrite the other subjects and completed his matric in June of the following year.

Motivated to further his studies, Vincent applied to study at Waterberg Further Education and Training (FET) College in Mahwelereng, but they were able to accommodate him because they did not have wheelchair-accessible facilities.

In conversations with fellow disabled people living with disabilities and their families, Vincent realised that he was not the only one who had been denied tertiary education because of immobility.

This motivated him to pursue his quest to further his

education and to be an inspiration to other people in a similar situation.

He contacted Disabled People South Africa (DPSA) and explained the need for adequate disability facilities at Waterberg FET College. As a result, the college installed wheelchair ramps in 2010, giving wheelchair-bound people access to the college and its opportunities to pursue higher education.

Impressed by Vincent's achievements, DPSA invited him to speak about youth and disabilities at the Youth Parliament in Cape Town in 2012. He was flown from Polokwane via O.R. Tambo to Cape Town and accommodated for a week, one of the highlights of his life.

In 2013, Vincent completed his Office Administration certificate and joined construction company, Aveng, as a Business Administration student.

Today, Vincent works for Ivanplats, primarily assisting with data capturing for the skills database in the Human Capital department.

He strives to motivate others living with disabilities and hopes that he can help them to realise that they can also attain their dreams. Vincent also wants companies to recognise people living with disabilities and to recruit and develop them.



Linah watches out for women's interests

Linah Maleraga Baloyi, a Tshamahansi resident, began her journey with Ivanplats in 2004 when she started working at an agricultural project on Uitloop farm. In 2008, she became a supervisor at Uitloop, but was unfortunately retrenched in 2009. In 2011 she was reappointed as a data capturer in the Platreef Geology Department.

Linah said that she has always been interested in promoting the advancement of women and enjoys working with the Skills Development Committee.

She is also the chairperson of the Women in Mining (WIM) Committee, in which her primary role is to advise management on its responsibility for transformation as well as the imperative to act in ways that are consistent with good corporate citizenship, and to champion issues affecting women employed in mining organisations.

The WIM committee appreciates the opportunities given to women to develop their skills through training in order for more women to be considered for promotion.

Linah's career is a case in point. In 2015, she was selected to move to the Human Capital department and be developed into a Junior HR Assistant. In her role, Linah assists with data capturing on the skills database. When asked about what she enjoys about her job, Linah said: "People are given a chance to get employed through fair recruitment and selection."

Linah is currently studying towards an HR certificate, sponsored and supported by Ivanplats.



Next year, she will be working towards an HR diploma.

Linah wants to empower people and is committed to keeping people informed through effective communication channels, "I need to equip those around me. I want to see our youth holding senior positions in companies across the world and not only

Focus on women

The WIM committee focuses on promoting gender equity in the workplace through:

- Equitable representation of women in all occupational categories and levels in the workforce;
- Female representation in skills development and the talent pool;
- Opportunities for women in preferential procurement;
- Opportunities for women in enterprise development;
- Ensuring that guidelines dealing with WIM are in place; and
- Discussing concerns raised by women with management.

looking at Ivanplats, but dreaming bigger."

Linah believes various sectors in South Africa are making a point of developing people and encourages the youth to look out for opportunities and embrace them. She believes knowledge is power and education opens doors to the world.

Skills Development Social and Labour Plan



Ivanplats' Social and Labour Plan was approved by the Department of Mineral Resources as part of the approved mining right in 2014. In its Social and Labour Plan, Ivanplats makes commitments to its host communities with regard to the following socio-economic development issues:

- Recruitment of local labour;
- Procurement of local goods and services;
- Development of local suppliers and enterprises;
- Skills development of employees;
- Skills development of people in Ivanplats host communities; and
- Local economic development projects.



Meet the Ivanplats interns

Nathaniel Phillip Mokhasimbe, a young man from Moshate, studied at Tshwane University of Technology, where he completed his National Higher Certificate in Accounting as well as a Diploma in Accounting, while simultaneously obtaining a certificate in Pastel Accounting software. He joined the Ivanplats team in January 2017 as an intern, working in the Finance department.

Initially, Phillip planned to work in banking or the financial industry. Ending up at a mining company came as a surprise to him, but it has been a pleasant one.

"Being part of the Ivanplats Finance department has been a great experience," he says with a smile. "The team I'm working with is very professional. I'm gaining experience, learning a lot and enjoy working on the accounting system the company uses." He indicated that the most challenging aspect of his role is capturing transactions in an accurate and timely manner.

"Working in finance is tough, but I'm managing," he says.

Phillip plans to further his studies by obtaining his CIMA (Chartered Institute of Management Accountants) qualification, which he hopes will lead to further career growth and opportunities.

Phillip's message to learners is: "Life is a journey and on a journey you learn a lot of things. Some are good and some are bad, but it's crucial to have a guide if you hope to have a bright future. I believe that with God, all things are possible."

Georgina Seroka joined Ivanplats in January 2017 as a Human Capital intern, after completing her studies in Industrial Psychology and Labour Relations at North-West University, Vaal Triangle Campus. She learned about employee behaviour and wellbeing, as

"Life is a journey and on a journey you learn a lot of things. Some are good and some are bad, but it's crucial to have a guide if you hope to have a bright future."

- Nathaniel Phillip Mokhasimbe, Ivanplats intern

well as maximising job performance in an organisation.

"What I love most about my work is interacting with the mine's employees. I learn something new every day," says Georgina. As in every role, there are challenges, but Georgina feels she is learning effective decision-making.

Nkiti, as many call her, plans to obtain an Honours and then a Masters degree. She has applied for a scholarship with an international company and is awaiting the outcome.

Her message to the youth of today is: "There is no such thing as perfect. We are human. We make



Nathaniel Phillip Mokhasimbe and Georgina Seroka work at their desks in the Ivanplats offices.

mistakes, and that's okay. Don't be too hard on yourself. Be kind to yourself. No one else can do it better than you. Make peace with your shortcomings, then other people will not be able to use them against you. Everything that happens in your life is meant to be a lesson, so you should learn from it."



Jan embarks on his Doctorate

Jan Mapeka was born and raised in Ga-Kgobudi and Ivanplats has employed him as a junior geologist since 2011. He works in the Geology Department, which is led by Dr. Danie Grobler.

Jan completed his Masters degree in Geology at the University of Pretoria in 2015.

Hardworking and determined, he has now been granted a Laurentian University scholarship to do his PhD.

The programme involves part-time study over five years, from August 2017 to 2022. He will be going to Canada twice a year for two to four weeks at a time.

Jan will be studying with 16 other students from around the world, of which six are affiliated with Ivanplats. There are also two students from the University of Limpopo and three from the Democratic Republic of the Congo.

The Laurentian University is well respected worldwide and Jan is honoured to be studying there.

He believes that, through education, people will gain the knowledge to change the world for the better. He encourages the youth of South Africa to keep learning, because education will open their minds to achieve great things.



Jan Mapeka on site.

Learnerships for technical skills and non-core training

Six community members with disabilities on learnerships with Aveng Mining continue to do well in their administration training with Kukhula. These learners have been placed at the shaft and main offices in administration roles to gain further experience.

The company has also successfully executed the non-core programme, in which 156 community members were selected to undergo various levels of computer skills training. Of these, 111 have completed the programme and are awaiting certification.





More about Matric Works

School Infrastructure and Support

Matric Works supports learners who failed to complete their matric and are unable to continue, for instance in cases where they are above the maximum age for school admission. The programme helps them by giving them a chance to complete the outstanding subjects online and qualify for the Amended Senior Certificate, which is equivalent to a Grade 12 certificate.

Matric Works introduced the programme in the Career Exhibition tent during the Ivanplats Youth Day event at Mahwelereng stadium. Candidates who were interested in completing their matric applied, were shortlisted and were then selected, after being interviewed.

The programme runs on iTuT Campus, an online learning portal that offers accessible corporate learning courses, which people can access anywhere, anytime on PCs, cellphones and tablets in a collaborative, secure environment.

iTuT Campus enables learners to use the internet to log into iTuT programmes and download lessons. They also receive regular visits when they meet at one of the Wi-Fi hotspots to check their progress. Communication is done via e-mail and the learners work remotely. They complete and submit assignments according to a schedule and write the Department of Education's examinations in June.

Sheidah Ellesina Rabekane is doing three subjects: Life Sciences, Geography and Business. She accesses the nearest the *Maru a Mokopane* Wi-Fi

hotspot to download topics that she needs to focus on. She is able to work on the downloaded material offline at home.

Matric Works is helping Sheideh to get closer to her dream of being a boilermaker. Once she has completed her matric, she wants to study at Tshwane University of Technology.

Jim Masekane Ngobeni is a 27-year-old who lives in Tshamahansi. His first attempt at matric was in 2013 at Maponolla High School in Mokaba village. He is currently not working and is focusing on his matric Works studies. He said that learning on your own can be challenging, as you often find yourself with information that you can't comprehend.

Jim studies with someone who is doing matric full time, and he says that helps a lot. He also still goes to the AET centre and tackles some of his challenging subjects with the teachers there.

What he likes about the online tutoring is the fact that he works at his own pace. Jim comes to the *Maru a Mokopane* Wi-Fi hotspot three times a week to download his material and goes home to study. His subjects are Mathematics, Life Sciences and Physical Sciences.

Jim wants to study safety management when he has completed his matric. He has identified a college in Polokwane that offers a suitable course, which he hopes will open opportunities in the nearby mines to him. "Without a matric, it's very difficult to get anywhere, matric opens doors for you and enables you to get a job," he said.



Jim Masekane Ngobeni (above) and Sheideh Ellesina Rabekane (below) with Matrix Works CEO Jacky Carrol (left) and Ivanplats' Mmasaku Mohale (on the right).



Ivanplats partnered with the Businesswomen's Association of South Africa (BWASA) in their initiative to empower girls in Grades 9 and 10 to make informed career choices and manage their finances when they enter the business world.

The *Take a Girl to School* programme was launched in June and Ivanplats representatives attended the event at the Natural Living Emporium in Polokwane.

Businesswomen of tomorrow



They accompanied a group of 18 learners from mainly previously disadvantaged schools in Mokopane, including the Ben Hlongwane, Somavhunga, Lekwa, Ntata, Gobela and Kgaba schools. The girls who attended were identified by their schools as the best female learners in Maths and English, and also took part in *Take a Girl Child to Work Day*, which Ivanplats arranged in May. The *Take a Girl to School* initiative will support these 18 girls from Mokopane, as well as 50 from the Seshego area.

At the launch, various guest speakers addressed the girls. The Honourable Phophi Ramathuba, Member of the Executive Council (MEC) for Health, was the main speaker and Dr Lorna Maphuthuma dealt with women's health.

Sharon Stander and Lesego Mathebe spoke about

image, grooming and etiquette. Nokwazi Mzobe spoke about entrepreneurship and Madelyn Scheepers from Sanlam taught the girls about financial literacy. Last, but not least, Kwena Makgakga dealt with presentation and communication skills.

During her introduction, the Honourable Phophi Ramathuba spoke about the HIV/AIDS statistics and indicated that she would sponsor girls interested in studying medicine if they performed well when they matriculated, if she was still the MEC for Health.

A second session was held in July. Park-Inn hotel sponsored the venue and the real work began, with the girls attending their first development sessions. Ivanplats continued to transport the girls from Mokopane to the workshops until the programme ended in November.

A teary-eyed Sharon Mitleni from Ben Hlongwane High School said: "It's an honour to be here. It's an honour to be among the chosen ones. I promise I will work hard and will be a leader in future."



Simon pays it forward

Malesela Simon Mokhanda is from Sekgakgapeng and went to school at Moshupya Primary School and Setšwamadi Secondary School in Moshate. He completed a BSc in Mathematics at the University of Limpopo in 2014.

Simon's journey with Ivanplats started in 2016, when he joined the Youth Development Programme. Simon believes that the benefits he got from the programme include exposure to a number of people who could give him advice and support. He also received a mentorship from the Entrust Foundation.

He then did mini-chess training and is now an accredited facilitator of the Mini-chess programme at Motshitshi Primary School, which is offered to the foundation phase (Grade R to Grade 3). Mini-chess helps pupils with their mathematical literacy and abstract thinking. It makes use of the game of chess, to allow children to learn while having fun.

Simon is also a founder and owner of Calgebra, an

e-learning and tutoring company. Two primary schools in Moshate have given him permission to offer his e-learning programme from Grade 4-7, which he will start doing in 2018. He is currently volunteering this service at Motshitshi Primary School. This will help him to identify any challenges and iron them out before he goes out to the two schools.

He also has a digital learning programme that deals with computer programming and coding. It is aimed at all high school learners. Simon encourages learners to think out of the box, create opportunities and look to benefit not only themselves, but the greater community.

Simon plans to obtain his Masters degree by correspondence and grow his company.



Right: Simon with his learners. In the top picture, learners learn while playing chess.



Let's Talk About Climate Change

Climate change is a change in the usual weather found in a place. This could be a change in how much rain a place usually gets in a year. Or it could be a change in a place's usual temperature for a month or season.

Climate change is also a change in Earth's climate. This could be a change in Earth's usual temperature. Or it could be a change in where rain and snow usually fall on Earth.

Weather can change in just a few hours. Climate takes hundreds or even millions of years to change.

Effects of Climate Change in Limpopo

- There could be long periods of flooding or draught.
- Water could become scarce.
- Higher temperatures and harsh sun rays can result in dehydration and skin damage.
- Food supply could decrease and result in malnutrition for people and livestock.

What can we do?



Save Water



Fix leaking pipes and toilets



Don't leave taps running



Do not pour toxic chemicals into storm-water or sewer drains



Save Electricity



Switch lights off when not in that room



Open windows to cool down



Close doors and windows to keep heat in



Ivanplats Youth Day!

**Special
Project**
Social and Labour Plan

Get Yourself Out There 2017 worked!

The Platreef Project declared 2017 the Year of the Youth and hosted an event on National Youth Day, 16 July, at the Mahwelareng Stadium in Mokopane.

- The day was jam-packed with events:
- The launch of eight free Wi-Fi hotspots in local communities and training in using the *Maru a Mokopane* digital engagement platform;
 - A career exhibition;
 - Technology demonstrations;
 - Dance competitions;
 - A 5 km fun run;
 - Competitions featuring maths, science and language games such as chess and Scrabble;
 - A performance by King Monada, a local music star; and
 - Access to legal, engineering and other subject matter aspects.

Mogalakwena Municipality acting mayor, councillor Pheladi Oliphant, said that the connection to the internet that Ivanplats has provided to villages will become an essential resource in the modern economy that no one can afford to live without.

“Launching free public Wi-Fi affirms our commitment as a government to the National Development Plan’s vision of a robust information society and knowledge economy that is both inclusive and prosperous,” Olifant said.



Platreef Project bridged the digital divide

In addition to providing conventional engagement channels at the Platreef Project, Ivanplats has launched eight free Wi-Fi hotspots and a digital engagement portal, *Maru a Mokopane* (Sepedi for “the clouds of Mokopane”). This gives local residents access to the internet, an opportunity to view the latest opportunities and news, and an easy way to engage with Ivanplats. Seventeen local youths have been contracted to train 10 000 residents to become digitally active using the *Maru a Mokopane* system from June to December 2017.



Top: Digital trainer Dany Tshehiso Buthane demonstrates the Maru a Mokopane portal to a local resident. Below: The chess tent was a major attraction along with the King Monada concert.



A digital ambassador

Louiza Monama is from Sekgoboko Village in Mosesetjane. She is currently working as a digital ambassador, training the people of Mokopane on the *Maru a Mokopane* portal, the free Wi-Fi hotspots and the benefits of going online.

When Louiza was given this opportunity, she was excited to be a part of an initiative to digitalise the people of Mokopane. “I want to reach out to people, to inform and empower people about what I know. Being part of this programme has given me the platform to see how people react to different things. I love the interest in these people. I have learned to be patient with people and listen to them and see where their interest lies, which helps me decide what to concentrate on while training them.”

Louiza has learnt about being a trainer, marketing her micro-enterprise, practicing patience and being a businesswoman. Over the past four months, she has seen a change. People are now used to having free Wi-Fi and are coming often to use the internet.

She believes that *Maru a Mokopane* is a great opportunity and explained: “This community was not well developed. Since Ivanplats came here, it has slowly been developing. The free Wi-Fi will help the youth of Mosesetjane to apply for jobs and to research

courses. Those with businesses are now able to advertise and let people to know about the products and services they provide.”

Louiza intends to run her own business in future and is using the free Wi-Fi to research her idea so that she can write a business plan.



Louiza with a happy client she has trained on Maru a Mokopane.



Business upskilling



Enterprise and Supplier Development

Fifteen young entrepreneurs participated in the Informal and Micro-Enterprise Development Programme that the Ivanplats Enterprise and Supplier Development (ESD) department ran in 2017.

The programme empowers people to become self-employed by giving them basic business skills, which can be applied in their daily efforts to grow and sustain their businesses. The course also contains mentoring and coaching sessions. The purpose of the mentoring conversations is to help the participants refine their businesses to perform optimally. These conversations immediately improved the effectiveness and focus the participants' businesses.

Two of the participants, Portia Makalela and Petrus Matjila, became Ivanplats suppliers, delivering catering services during the Youth Day celebrations. Four of the participants' business are now advanced enough to form part of the Ivanplats supplier database. Petrus Matjila, Herman Khalo, Ronny Marakalala and Louis Ramotshela are geared towards Ivanplats' processes and may be considered if opportunities become available.

John Makena Molamodi is an owner of Zuma Tuck Shop in Ga-Magongoa, which has been operating since 1999. He volunteers as a paramedic from time to time and wants to run a full-time business, then grow it into a supermarket in Ga-Magongoa.

The training Ivanplats offered taught him a lot, especially about how to manage stock and start saving. His message to the youth out there was: "A business is like a wheelbarrow; you need to push it for



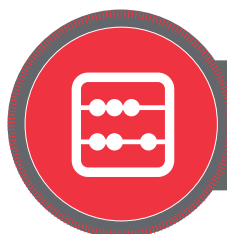
it to go anywhere."

Mathoma Petrus Matjala has a catering and transport company called Matjitsila General Trading and Projects. He is currently working at National Health Lab services at Mokopane Hospital and dreams of becoming a full-time business owner.

He says the training had a great impact on his business – especially what he learned about saving and how to quote. His message to other businesses is: "Go the extra mile and get as much information as possible about your area of expertise. Persevere, Rome wasn't built in a day."



Fifteen entrepreneurs participated in the informal and micro-enterprise development programme. Here they are with the facilitators and the Ivanplats team. Top left: Mathoma Petrus Matjala at the graduation.



Small business holds big possibilities

Dimakatjo Lebelo, a stakeholder and manager of Tlhwekisha Laundry and Cleaning Services, was nominated in the best up-and-coming emerging entrepreneur category at the Regional Business Achievers Awards 2017.

She participated in the Ivanplats enterprise and supplier development programme and the business has been in operation for less than two years. In this short time, Tlhwekisha has built a good reputation by offering an invaluable service with a positive outlook.

The Tlhwekisha Laundry and Cleaning Services team consists of seven permanent shareholders and three temporary employees. Their primary focus is on servicing Ivanplats' main contractors on site, however, they are working towards expanding their business, through establishing a working relationship with the neighbouring mining companies and getting involved in their procurement requirements.

The business prides itself on its high standards and safety is always the team's number one priority.

The business has dealt with its fair share of challenges, from machinery breakdowns to unreliable technicians, but they have maintained the positive working relationships they have established by outsourcing certain services.

The team is proud of its customer service and maintains solid relationships, so that ideas and experiences can be shared.

Dimakatjo said being shortlisted motivated her. "In fact, just being nominated made me feel like I was a winner already!"

She has some pearls of wisdom to share with the

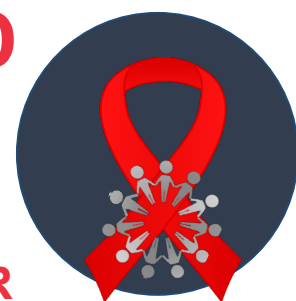
youth: "Never include the word 'impossible' in your vocabulary. If someone out there made it, that means it is possible. Dictate your own future; don't just sit there and wait for things to happen. Let's make those things happen. Ask questions where you need clarity, engage with the people who have made it to the top and learn from them."



Dimakatjo Lebelo and Blessed Manyeke accepting the award.

WORLD AIDS DAY

1 DECEMBER



Partnering with the Red Cross, Ivanplats started a community and employee awareness campaign on 30 November 2017 for the World AIDS Day commemoration at the Magongoa Sports Ground.

On 1 December 2017, Ivanplats and representatives from the Department of Health were present at the Ivanplats office and on site, to encourage and support those who have consented to be screened for blood pressure, diabetes and voluntary HIV-testing. The campaigns were a success with 76 people giving consent to be tested to know their status.

The theme for 2017 World AIDS Day is: "It is your right to know your Status. Prevention is your responsibility."

Ivanplats urges the people of Mokopane to go into next year safely by being well-informed and knowing your status.

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On the cover:

Johannes Mphoka and Lebogang Kekana from the winning group, *The Soil*, from the dance competition at the Ivanplats Youth Day 2017.

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