

THE EAGLE

A publication of Lubambe Copper Mines

Issue 01

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Lubambe
Copper Mine



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OUR VISION:

To be the Best Copper Mine in Zambia

- Safe operations with no lost time injuries
- Sustained production above 40,000 tons of copper per year
- Best in class productivity and efficiency
- Production (C1) cash costs below half of all the world's copper mines

We will achieve our Vision by delivering our improvement plan, **Twimbe Umukuba**, on time and on budget

OUR VALUES:

Safety - Nothing is more important

People - Best people, doing quality work on time and on budget

Honesty - We work and act truthfully

Accountability - Responsible for all our actions

Care - For our people, the community and our country

Nick Bowen

CEO

May 2018

CEO's Message



It is a pleasure for me to welcome you to this first edition of the Eagle, a publication of Lubambe Copper Mine meant to keep our employees and stakeholders informed of the operations of the Mine.

From the onset, allow me to reflect on the operations of the Mine since EMR took management control in December 2017. Some of our readers may be aware that the construction of the current Lubambe Copper Mine started in 2010. The ground-breaking ceremony for the construction of the Mine was officiated by former Republican President H.E. Rupiah Banda on 14th October 2010. The Mine produced its first concentrate almost two years later in July 2012.

The Mine was initially owned and operated by Africa Rainbow Minerals Limited (ARM) and VALE who sold their 80 per cent shares to EMR Capital. ZCCM - IH Limited owns 20 per cent shares in the Mine on behalf of the Zambian Government. Unfortunately from inception, the Mine has never achieved its budget production and has been making losses.

The Vision of the new owners is to turn around things and make Lubambe the best Mine in Zambia. This may seem to be a very ambitious vision, but we at Lubambe are convinced that it is attainable if we deliver our improvement plan called Twimbe Umukuba.

Our main objective is to safely and efficiently ramp up our production to above 40,000 tonnes per year of contained copper. Considering the mine only produced 18,000 tonnes of contained copper last year our target is a significant increase and it will require all of us to work harder, smarter and change the way we do things.

Safety is our priority number one as we work to increase production. Our rallying call is that safety is everyone's business. All employees are responsible for their personal safety and that of their fellow employees. As employers, we also firmly believe that our people are the most important resource. We want to attract and retain the best people to do the best work and our pledge is to take care of them.

Achieving our vision will take a lot of hard work from employees and management. From the time I took over the running of Lubambe as CEO in January 2018, several positive developments have taken place at the Mine. The changes include:

- Changes to the shift structure and roster,
- Recruitment of some new staff
- Update and changes to the organisational structure,
- Changes to our mine plan and

mining method,

- The refurbishment of equipment and procurement of new equipment, and
- The introduction of various systems and procedures and development of a new company vision and policies.

After 9 months under EMR stewardship have we been successful? Looking at production, we are on the right track. Production in the 3rd quarter of 2018 [July to September] was 5545 tonnes of copper which is 16% higher than what was achieved in the same period last year. So, although we have recorded some improvement, we still have a lot of work to do to overcome several challenges, improve operations and ramp up production to 40,000 tonnes per year. This will take a lot of hard work and the right attitude on the part of all our employees. We also need to contain our costs and be prudent in the utilisation of all resources at our disposal.

What we all need to understand is that Lubambe must change to be successful and as part of this process, we must all be part of the change.

Change is not easy, but the rewards are significant - so let's all work together to make Lubambe the Best Mine in Zambia.

Once again, welcome to our first edition of the Eagle, Enjoy your reading !

Nick Bowen
CEO

Lubambe unveils vision

By Pamela Singala Mupoti

Lubambe Copper Mine envisages to be the best Copper Mine in Zambia. Lubambe's Chief Executive Officer says the mine plans to achieve its vision by delivering its Ramp Up Plan, Twimbe Umukuba (Digging Copper) on time and budget.

The mine located in Chililabombwe District approximately 40 kilometres North of Chingola intends to achieve its vision by boosting Copper Ore production to above 40,000 tons per year. Whilst boosting production is Lubambe's major objective, the company has prioritised safety as a key driver to achieving this. The Mine is keen to contain direct costs of operation to below half of the World's Copper Mines by having the best equipment and people to drive this change. In addition, the mine desires to be the best in class productivity and efficiency.

During the unveiling of the Company vision on October 5 in Chingola, Mr. Bowen also presented four new key policies that would guide the mine on its success pathway.

The four new key policies include: Health and Safety Policy, Environment and Community Policy People Policy and The Business Integrity and Ethics policy.

What do these policies entail?

- Health and Safety Policy -This means that the mine wants to have a healthy workforce, free from drugs and one that would be free from injuries
- People Policy - This policy recognises that people are the most important asset of the mine and the need for them to realise how their contribution can either have a positive or negative impact on the success of the mine.

- Environment and Community Policy - The mine acknowledges and respects the environment and realises the need for it to carryout mining activities in a sustainable way by engaging communities for better partnerships.
- Business Integrity and Ethics Policy - The mine is committed to maintaining highest level of integrity and ethics in all its dealings by complying with Zambian and International law.

All these policies are imbedded in the overall values of Lubambe which are: safety, people, honesty, accountability and care.



Conveyor Belt



Thickener



LUBAMBE - The Eagle

Origins of the Name

By Loyce Saili

Lubambe Copper Mine was previously known as Konkola North Copper Mine. In July 2012, the Mine was renamed Lubambe, a Bemba word for eagle. It is said that during exploration for Copper at the present site for the Mine, eagles often flew out of surrounding trees. The Mine owners then decided to re-name the Mine as Lubambe.

Since this publication has been named the Eagle, after the name of the Mine, it is important that we analyse the characteristics of this unique bird and possibly learn something from it.



The 7 Characteristics of an Eagle -what we can learn!

1. Eagles Have Vision

Eagles have a keen vision. Their eyes are specially designed for long distance focus and clarity. They can spot another eagle soaring from 50 miles away.

As Individuals and as Lubambe, we must have a vision that guides and leads us towards the organization's goals. The vision must be big and focused. A big, focused vision will produce big results. Lubambe's vision is to become the best Mine in Zambia, this by any standard is a big vision but it can be achieved. Let us all believe that we can do it!

2. Eagles are fearless

An eagle will never surrender to the size or strength of its prey. It will always give a fight to win its prey or regain its territory. We too must develop the instinct to protect Lubambe and our jobs. We must face problems head on and never be afraid to always do the right thing.

3. Eagles are Tenacious

Watch an eagle when a storm comes. When other birds fly away from the storm with fear, an eagle spreads its mighty wings and uses the current to soar to greater heights. The eagle takes advantage of the very storm that lesser birds fear.

Challenges in the life of an individual or an organisation will come but we must rise against the storms of life and soar to greater heights. We must never run away from challenges.

4. Eagles are High Flyers

Eagles can fly up to an altitude of 10,000 feet, but they are able to swiftly land on the ground. At 10,000 feet, you will never find another bird. If you find another bird, it must be an eagle.

An eagle doesn't mingle around with the chickens. Chickens scavenge on the

ground and Eagles do not. They fly and make less noise waiting for opportunities to strike their next prey or glide with the current of the storm.

Great individuals are problem solvers, they don't complain anyhow. They love to take challenges as the eagle does when the storm comes. Let us all be problem solvers and not complainers!

5. Eagles Never Eat Dead Meat

An eagle never eats dead meat. In other words, an eagle does not scavenge. It only eats the meat from the prey it kills itself. Eagles eat raw and fresh meat. What a great act of true leadership.

Spend time with people who are vibrant and liberal in thinking. You must be with people who can think, make informed decisions and take actions. These are the people who bring change to the society. They are lively and active people. Go out and look for them.

There is a saying that goes like this: "People you hang around with and the books you read eventually determine the person you become."

6. Eagles possess Vitality

Eagles are full of life and are visionary, but they find time to look back at their life and re-energize themselves. This happens at about the age of 30. What happens is that when the eagles reach the age of 30, their physical body condition deteriorates fast making it difficult for them to survive.

What is interesting is that the eagle never gives up living, instead it retreats to a mountain top and over a five-month period goes through a metamorphosis. It knocks off its own beak by banging it against a rock, plucks out its talons and then feathers. Each stage produces a re-growth of the removed body parts, allowing the eagle to live for another 30 - 40 years.

There are times in our lives that we must look back and take stock of what we have done. The good and the bad experiences that we have been through. Are you keeping in trend with the current knowledge trend? Do you need to improve certain areas in your life as an individual or organisation?

Great people and leaders are the ones that always do "check and balance" of their personal and professional lives and try to learn things every day.

7. Eagles Nurture their younger ones

Eagles are known for their aggression. They are ferocious. What is more astonishing with this bird is their ability to nurture their young ones. Research has shown that no member of the bird family is gentler and more attentive to its young ones than the eagles.

This is how it happens. When the mother eagle sees that time has come for it to teach the eaglets to fly, she gathers an eaglet onto her back, and spreading her wings, flies high. Suddenly she swoops out from under the eaglet and allows it to fall. As it falls, it gradually learns what its wings are for until the mother catches it once again. The process is repeated. If the young are slow to learn or cowardly, she returns it to the nest, and begins to tear it apart, until there is nothing left for the eaglet to cling to. Then she nudges him off the cliff.

True leaders are not bosses. They grow with their people. They strive to make individuals in the organization or society grow to their full ability. They teach and guide just like the mother eagle does. They never stop giving challenges but never give-up empowering and directing.

Adapted from Andrew Louis

November, 2017.

LUBAMBE CEO NICK BOWEN ELECTED TO CHAMBER OF MINES COUNCIL

Lubambe's Chief Executive Officer Nick Bowen has been elected to the Council of the Chamber of Mines to represent Lubambe Copper Mine.

Bowen was nominated and elected to the Council at the Chamber of Mines Annual General Meeting which was held in Kitwe on 24th August, 2018. Lubambe has been elected to Class B of the membership category of the Council. Lubambe stands to benefit in terms of having a voice to get industry concerns addressed directly. Lubambe will also have direct engagement with government and other stakeholders on common issues that affect the mining industry. Other members in class B with Lubambe include: Chibuluma, ZCCM - IH, CLM, NFCA, and CCF.

The Chamber of Mines is established to promote the interests of its members and encouraging, protecting and fostering the Mining Industry of Zambia and doing everything necessary and advisable for the advancement, achievement of these objectives. The Chamber is governed by a Council comprising Chief Executives from various member companies.

Membership of the Council is open to every Company which is directly involved in the mining or processing of minerals or in exploration for minerals, to every individual who is engaged in mining or exploration for his own account and to companies, associations or individuals as may be approved by the Council.

"PLAY YOUR PART!" - BOWEN IMPLORES EMPLOYEES



Lubambe Copper Mine Chief Executive Officer Nicholas Bowen has called on all Lubambe employees to play their part well if the Mine was to increase production and become profitable.

Bowen who likened mining to playing a team sport, said that every team member had to do their part. He was speaking at Protea in Chingola early October during a management workshop.

" we have to make tough decisions, we have to change, change is hard, but the rewards are great", he said.

Bowen noted that the future of Lubambe looked bright because of its growth potential, resource size, possible expansion project and the installed infrastructure.

Bowen emphasised the need for employees to have a winning attitude, to be prepared for hard work and be able to make tough decisions when the situation dictated so.

He added that change had to be visible and that the Mine could not continue to be under performing. He said the technical challenges which involved issues to do with equipment, mining methods and dewatering systems among others, could be fixed. He noted that all Mines in the world were basically the same and that the only two major differences for any Mine were its geology and the people.

According to Bowen, the success or failure of Lubambe lay in the hands of employees. The management workshop was called to re-align the management team to the new Company Vision. The CEO said he was confident that Lubambe could become the best Mine in Zambia if its employees worked hard. About 50 management employees attended the workshop.



With Daniel Chihili

Every brain has a mind, every mind has a belief system, and every belief system has a shaper and every shaper has an agenda. The world we live in has several brains, minds, belief systems, shapers and these shapers pushing their own agendas, according to their interests.

invest their resources and expect to yield a profit in the process, while we find ourselves in this Industry primarily to have a livelihood, if we are relevant to the “agenda” of the system.

Our role and expectation are to understand the agenda, trends in the market place, changes in the world systems such as market forces/market prices, inputs, Safe

call at the same time!

The difference is because of specific agendas assigned to each troop: commanders plan for the execution of the war, quartermasters look at requisites, armoury at weaponry, and combatants take up positions, each one according to their assignment in the agenda. Similarly, we have a responsibility to know and



We find ourselves, by choice and default in one of the systems, the Mining and Metallurgical world! The people that invest and start these operations have an agenda, derived from the definition of Rosenquist in the definition of an ore: “An aggregate of minerals that can be mined at a profit”.

The bottom line, thus, in this agenda, is profit. The shareholders

production, cost of production to ensure the bottom line, profit, is tenable which assures continuity and relevant to the agenda.

In the military establishment, a war trumpet is sounded for all to hear, all the troops hear it, they all rise to respond to the call, but their response, interpretation, understanding and application is different, yet they hear the same

understand our assignment and role in the agenda we are in, that of mining and producing copper concentrate at acceptable cost.

It is tragic “if you don’t know that you don’t know” the agenda for your job or assignment, you are likely to be a casualty, hindrance and irrelevant to the mind, system and agenda at hand. The trumpet has sounded, take up your position and Godspeed!

DEFENSIVE DRIVING TECHNIQUES FOR ALL DRIVERS



With Daniel Chihili

In any endeavour in life, whatever we do can only be sustainable if there is adequate preparation. Preparation entails doing what we need to do, taking care of the needful details to make the undertaking worthwhile, safe and successful. We focus this month on defensive driving.

Traffic has tremendously increased in the recent past and we need to take extra care on the road, being courteous for other road users. Let's look at three basic techniques we need to apply at all time:

1. Pre-Trip Inspection

Defend against danger from the start by inspecting your vehicle before departure. If, for example, the bulb of a turn signal is not working, other drivers have no indication that you are changing lanes and as a result may crash

into the rear of your car. These problems can be avoided by inspecting your car daily.

Start with your lights. Turn on and verify that your head and taillights are functioning. Next, test the turn signals. While you're there, make sure your tires are not under inflated. Under inflated tires can increase the amount of time required to brake as well as causing overheating and tread separation in some cases. Don't forget to clean those filthy windows too.

Inside the car, adjust your mirrors before you drive. Clear the dashboard of objects that may fall onto your lap and draw your attention away from the road. Toot your horn too. Lastly, fasten your seat belt.

2. Inside the vehicle

Avoid distractions inside the cab while driving. Talking on your cell phone while driving is dangerous; pull over before calling. Place that CD into the player before departure or ask a passenger to play disc jockey. Also, though you may love the song, keep the volume low so you can hear the horn of the car next to you.

Drive with both hands on the wheel. Though you will often see drivers nonchalantly maneuvering their vehicle with nothing but a limp wrist on top of the steering

wheel, this will not give you an advantage in situation where quick reflexes are necessary.

3. Outside the vehicle

Anticipate every possible situation that may occur around you. For example, if the driver in front of you has signaled a right turn, always assume he will change his mind. Prepare for this scenario by giving more space between your vehicles and move slightly left so you've more time to avoid an accident. Extra space between other vehicles in general will always leave you with more time to react.

Beware of blind spots and accelerate or decelerate as needed. When passing or riding close to other cars, remember that if you can't see their mirrors, they are likely not seeing you either.

Drive with the flow of traffic. Everyone understands that driving too fast can be dangerous but driving too slow also can create a hazard. A slow driver can cause a bottleneck where other drivers are taking risks in an attempt to pass.

Pay attention when in the vicinity of large trucks. Scan all your mirrors regularly. If you see a truck give it a wide berth. Avoid driving directly behind or beside trucks, especially on turns where loose freight can be dumped.



LUBAMBE MINE PROCURES REFUGE CHAMBERS



Loyce Saili - Communications Manager outside a refuge chamber

By Pamela Singala Mupoti

Lubambe Copper Mine has purchased self-contained Emergency Refuge Chambers at a cost of US\$457,000.

Lubambe Mine Communications Manager Loyce Saili, said Lubambe is the first Mine in Zambia to procure the Mine Emergency Refuge Chambers. Speaking during a media tour, Saili said the refuge chambers were meant to enhance Lubambe's response to emergencies in case of mine accidents arising from fire, explosion, flooding and release of smoke and other toxic gas.

She said the consignment of five refuge chambers had all arrived at the Mine and were purchased from Mine Arc Systems of Australia. Saili also said that the refuge chambers will enable the mine to provide safe refuge for miners were evacuation is not immediate in an event of an accident, as miners will be able to gather in the chambers and await extraction. The refuge chambers are fitted with vital life support systems

which include oxygen supplies, air conditioning, electrical, gas detection, Carbon Dioxide and Carbon Monoxide removal systems, as well as seats, a camera, chemical toilet and a communication system.

Speaking during the same tour, General Manager Operations Tony Davies said the worst thing that can ever happen in an underground mine was a fire, creating an unsafe environment for miners to breath, adding that with these vital life support systems contained

in the chambers, miners will not be subjected to any life-threatening situation.

Davies said though the chambers have only 20 seats each, they can accommodate more than 20 people for two days.

He said the five refuge chambers which are extensively used in the Australian Mine Industry would last for a very long time and will be placed in the five ramps or underground roadways of the mine so that they are easily accessible to all miners.

The mine recently unveiled its Health and Safety Policy as an indication of its commitment to creating a safe environment for its miners.

Lubambe is a large-scale underground Mine owned by Energy Minerals Resources (EMR) Capital and Zambia Consolidated Copper Mines Investment Holdings (ZCCM – IH), having 80% per cent and 20 per cent shares each, respectively.



General Manager Operations Tony Davies inside a Refuge Chamber

LUBAMBE RESCUE TEAM MAKES FIRST APPEARANCE AT MINE RESCUE NATIONAL COMPETITION

The Lubambe Rescue Team secured 5th position at the Mine Rescue National Final Competition organised by the Zambia Chamber of Mines. Mine Rescue National final competition held in Livingstone from 23rd to 27th July, 2018.

This was Lubambe's first year of participation at this important national competition. The Lubambe team first succeeded in being selected in the final 6 teams out of the national trails of 22 teams. The Mine rescue competition is part of on-going training for rescue members across the country.

LUBAMBE FIRST AID TEAM RECORDS 12TH POSITION AT INTER COMPANY FIRST AID COMPETITION

The Lubambe First Aid Team from the Technical Services Department participated at the National Intercompany First Aid competition in Kitwe on 11th August. Lubambe recorded 12th position out of 22 teams. Mines Minister Richard Muskwa who officiated at the Event note that First Aid was a critical component of Mine Safety. He urged Mining companies to continue to promote activities and programmes that enhanced safety in the respective mining firms.



Lubambe Team at the first AID Competition



Mines Minister Hon. Richard Muskwa with Lubambe CEO Nick Bowen (blue shirt)



“WE HAVE THE CAPACITY TO MOVE THE TONES” - NG’AMBI



Lubambe Mine Manager Alfred Ng’ambi has said the mining team has the capacity to increase production and the profitability of the Mine.

In an interview in October, Ng’ambi who carries the legal mandate to oversee the day to day running of the mine said his team was determined to ramp up production and meet the daily and monthly targets. He noted that the mine was coming from a difficult background of low production.

Ng’ambi said turning around things at Lubambe would require a change of work attitude and mind set by all the workers. “with support from the maintenance team for mobile equipment, we should be able to move the tones”, he said.

Ng’ambi who joined Lubambe in June this year noted that his team had the capacity to increase production and that all they needed was to be motivated. In June, the mining team delivered 92,000 tons. In July, the target was 126,000 tons while tons

hoisted was 124,000. In August the team hoisted 114,000 tones against a budget of 143,000 tones. In September the team recorded 121,000 for hoisted tones against a budget of 168,000.

Ng’ambi indicated the budget for November and December will be 173,000 tones and 190,000 tons respectively. The Mine manager is confident that production figures would continue to improve with the introduction of the daily production target bonus by management.

The new daily target bonus will be paid monthly covering employees in the L and C grades in the Mining, Engineering and Technical Services. Deserving employees will earn a bonus each day if the employee does not suffer a Lost Time Injury or receive a disciplinary warning during the month.

Mr., Ng’ambi is a firm believer in providing incentives for the miners because mining centered on people. He noted that motivation in any business, especially in min-

ing was critical to ensure the success of the business.

“our people are our greatest asset. It is our people who go to the face of the rock, we need to motivate our people, we need to continually motivate them so that they give us the tones that we are looking for”, he said.

On challenges at the Mine, Ng’ambi said one of the major challenges was the management of underground water, stability of power to avoid trip outs and the poor condition of the roads. He indicated that the mining team together with the management team were working hard to address the challenges. The improvement of the roads had already commenced with the procurement of a new grader.

“The miners are eager and looking forward to changing the face of Lubambe”, he summed up.



3rd Quarter 2018 (July – September) Performance

Copper production at 5,545 tonnes was up 27% on the previous quarter.

In July, Lubambe achieved development at 7% above budget at 1,435m which was the best performance since February 2014. In addition, despite tonnes hoisted being 1% below budget at 125kt, this was the best performance since September 2015.

Importantly, stoping tonnes continue to improve with year on year quarterly improvement of 72%.

However, production during the quarter generally lagged behind budget. This was as a result of below budget slot drilling, development delays and behind schedule installation of ventilation rises.

Q3 2018 Operational Summary						
		Q3 2018	Q3 2017	% change Q3 18 and Q3 17	Q2 2018	% change Q3 18 and Q2 18
Tonnes milled	Tonnes	357,788.00	269,672.78	33%	250,165.93	43%
Mill head grade	% copper	1.84%	2.15%	-15%	2.07%	-11%
Contained copper milled	Tonnes	6,601.07	5,803.13	14%	5,206.35	27%
Concentrator recovery	%	84.4%	82.1%	3%	84.0%	0%
Copper produced (contained)	Tonnes	5,544.88	4,765.53	16%	3750.2714	48%
Ore metres developed	Metres	2,321.00	2,019.40	15%	1,955.10	19%
Waste Metres Developed	Metres	1,497.00	1,897.70	-21%	730.90	105%
Total Metres Developed	Metres	3,816.00	3,917.10	-3%	2,686.00	42%
Total ore tonnes mined	Tonnes	357,738.00	242,757.69	47%	250,165.80	43%
Safety						
LTIFR		0.22	0.35	-37%	0.13	69%

LUBAMBE DONATES WATER PUMP TO KACHEMA MUSUMA - COMMUNITY SCHOOL

LUBAMBE Copper Mine has donated a water pump to Kachema Musuma Community School in Chingola's Chiwempala township after thieves stole the old pump .

Apart from buying the water pump, Lubambe also refurbished the water tank stand and borehole cover.

According to Lubambe Electrical Engineer, Suzgo Nyirenda who supervised the project, other works included: installation of security lighting for the borehole and water tank stand area, painting works and minor concrete works. The project was executed at a cost of K34,205.

Kachema Community School caters for orphaned and vulnerable children whose current numbers exceed 600. Water supply to the school has since been restored after a 5 months dry spell occasioned by the theft of the water pump by unknown people.

Sr. Fatima Malik who is the school Administrator has expressed gratitude to Lubambe Mine Management for the donation.

In her letter of gratitude to Lubambe Chief Executive Officer dated 5th September, Sr. Malik said the learning environment at school had greatly improved and enabled learners to use the wash rooms and keep the surroundings clean.

"We are writing to thank you for the assistance rendered to our community school. We are grateful for the pump and the security lights you have put at the borehole. The learning environment has tremendously improved and it is now easier for our learners and staff to use the wash rooms and the surrounding and garden looks better now. May God bless you in His own special way," The letter read in part.



Top: Refurbished tank stand



Left: The new water pump properly secured

LUBAMBE MINE SUPPORTS FISH FARMING PROJECT IN SURROUNDING COMMUNITIES

By Rhoda Daka

The fish farming project within Lubambe catchment area is a community initiative project meant to improve the socio-economic status of households in the area. Since inception of the project in 2014, the communities have dedicated their time and efforts to fish farming. The initiative has received overwhelming acceptance and support from communities in Kasapa, Konkola and Chewa. More people are still expressing interest to participate in the fish farming programme.

A total of five community groups have constructed 17 fish ponds in which Lubambe Mine has donated approximately 42 000 fingerlings. In terms of contributions, the community construct and manages the ponds on daily basis. The Department of Fisheries and Livestock provides training and technical guidance while Lubambe Mine contributes Fingerlings and Feed. Community participation in the fish farming programme has instilled a sense of ownership in the beneficiary groups which gesture is good for sustainability.

This initiative, being an income generating venture, will contribute towards improving household income of the target groups and thereby improve their livelihood. Additionally, the nutritional status of communities is also being enhanced.

Fish pond construction
Fingerling stocking

Fish cropping
Harvested Fish

As for the market, fish from the ponds is easily sold to Lubambe Mine employees, at Kasumbalesa border post and Chililabombwe town markets as well as within the community itself.



CAR LITTERING MANAGEMENT

See it! Report it! Stop it!

No matter how convenient it may seem to toss trash out of the window while driving, car littering is one of the unattractive acts that has many negative effects and has greatly contributed to making our environments dirty as well as unhealthy.

WHY SHOULD YOU CARE?

- ❖ Car littering is an offence under the Road Traffic Act No.11 of 2002 section 203(2) and a person upon conviction shall be liable to a fine of **K900 and/or 12 months imprisonment.**
- ❖ Common littered items along the roadways such as empty beverage bottles, cigarettes butts, plastics and empty food packages do not easily decay thus these materials easily accumulate along the road side with each act of trashing.
- ❖ The accumulated litter may be blown/washed off in rivers and clog the rivers as well as drainages.
- ❖ Throwing litter while driving may also destruct the person driving behind you and lead to accidents.
- ❖ Toxic chemicals and disease-causing microorganisms in the trash may also contaminate water systems and spread water-borne diseases which can negatively affect the health of both animals and humans if unclean or untreated water is consumed.
- ❖ Litter that takes long to decay harms plants and their growth.
- ❖ Throwing waste materials in the environment destroys the beauty of the environment.

It is easier and cheaper to clean inside of the car than to clean the environment!



What you do defines you!



Keep Scotland Beautiful

#CheckYourLitter
www.keepsotlandbeautiful.org

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What can you do about it?

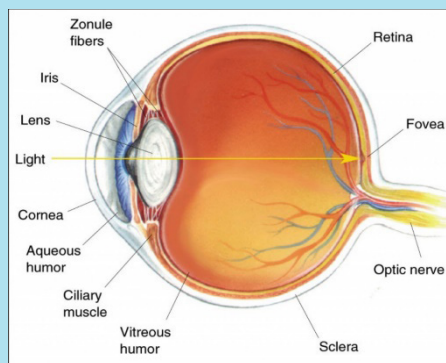
- ❖ Install either a reusable or permanent trash bag in your car for disposing waste when driving on the roadways.
- ❖ Take your rubbish with you if no bin is available and only throw it when you find one.
- ❖ Put your cigarette butt in a butt bin on your vehicle, or an ordinary litter bin when extinguished.

THE EYE

The eye is about the size of a golf ball. It is filled with a thick clear liquid called vitreous humor. The cornea covers the front part of the eye. The coloured part of our eye is called the iris and in the center of the iris is the pupil which is a hole in the iris rather than a solid part of the eye. Muscles called ciliary muscles are used to make that opening change size.

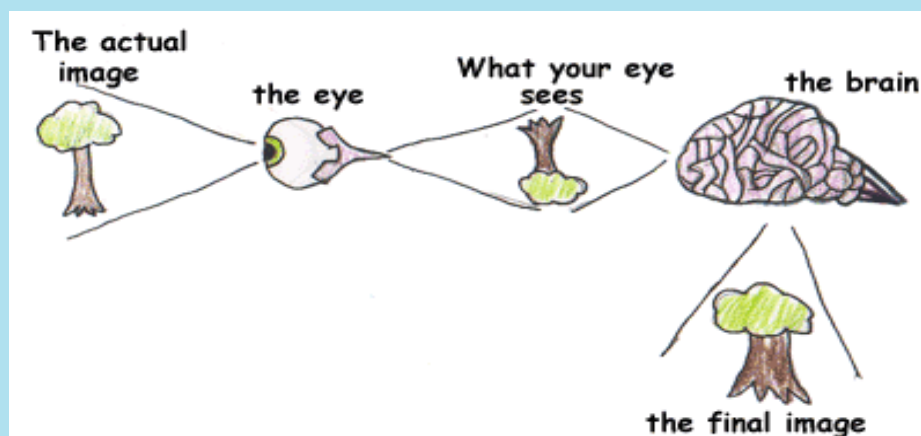
Light passes through the pupil, then through the lens and hits the back of our eye ball at the fovea. You'll notice that when you go into bright sunshine that the black center of our eyes gets smaller. That's so not too much light shines into our eye. Similarly, when we are in a darkened room or outside at night the pupil is larger, so more light can get into the back of our eye to enable us to see. Together our eyes give us binocular vision, in other words we can see depth and recognize distance. Close one eye and you'll notice a real difference in your ability to judge distance.

Nerves then take the message to our brain. Interestingly, our brain receives what we see as an upside image and processes it to the right way up.



The eyes are precious. Small scratches on the cornea can be caused by dust, dirt, fingernails, plants as we brush past them. They heal within about 3-4 days. However if the injury results in a penetration of the cornea by objects such as bits of metal from welding or grinding you may need to have some who knows about eyes carefully pull them out and healing takes a little longer. If a large object such as a nail, screw or piece of wire tearing or getting stuck in your eye it is very serious and you are very likely to be blinded in that eye.

So that's is why safety glasses are essential when working in an environment like ours. Your eyes are precious.



This eye has been stained to show the size of the scratch on the cornea. This person would have recovered in 3-4 days but it would have been painful.



Metal fragment in the eyelid. This will scratch and ulcerate the cornea. The eye will be very painful and once the metal is removed, will take 3+ days to heal.



Piece of metal from grinding is stuck in the cornea and must be removed. Very painful but not sight threatening.



A Nail in the eye. This will need to be removed surgically. High risk of infection and visual disturbance.



Wire in the eye. This person would have been blinded by this accident.

HOW TO TREAT A BURN

Burns hurt. We all know that. But what do we do when we or one of a family is burned?

It's very simple – Water, Water and Water! For a minimum of 20 minutes. Longer if possible. The water should be tepid – not hot, not cold and not ice.

Why?

When our skin is burned it continues to burn for up to three hours after the burn has happened. The blood vessels under the skin dilate to cool the area. If you put ice on a burn the vessels constrict, and the area can't cool. So, while we think we are doing the right thing we are doing exactly the wrong thing. A superficial burn will burn the epidermis – the hairs singe, will be red, painful, and

possibly blister but don't scar.

A partial thickness burns (also known as second degree burns) will burn through to the hypodermis. Hair will be burned away. It may be a variety of colours, red, purple and will blister. They are very painful because the nerves have been exposed to the heat. The thickness of this burn will influence the likelihood of scarring. A deep burn (also known as a third degree burn) destroys both layers of skin and may penetrate through muscle deeper structures. Since the nerves are destroyed deep burns are painless, although surrounding the deep burn area may painful areas of partial thickness burns. They are white, waxy or charred colour. If the victim survives they will have

a noticeable scar.

Burns to the face, hands, feet and genitals are particularly concerning. So too are circumferential burns – those which go all the way around a limb or finger like a bracelet of ring shape. Such burns need to be seen at hospital. However, with all these burns, the initial treatment is the same – lots of tepid running water for a minimum of 30 minutes. Given many of us live a considerable way from a medical facility we should provide this immediate first aid before we set off.

In summary: A minimum of 20-30 minutes under tepid running water and seek medical treatment for serious or concerning burns.

THE HARD HAT AND THE SKULL - PROTECTOR OF THE BRAIN

The bones of the skull protect our brain. There are 4 major bones that form our skull – the frontal, parietal, temporal and occiput bones. By the time we are about 2 years old they are fused together to form a tough casing protecting our brain. The brain is divided into two parts. The cerebrum takes up most space in the skull. It processes speech, sight, hearing, sensation, plus

higher functions such as logic, memory and emotion are located. Located at the lower back of our skull is the cerebellum which controls our motor function – walking, running, riding a bike. The brain fills the space of our head. It receives 15% of the blood circulating within our body, in other words 750mL / minute, so it has lots of blood vessels supplying

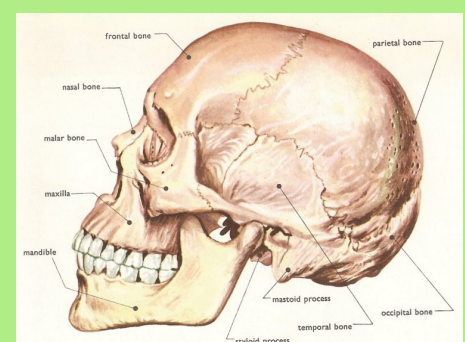
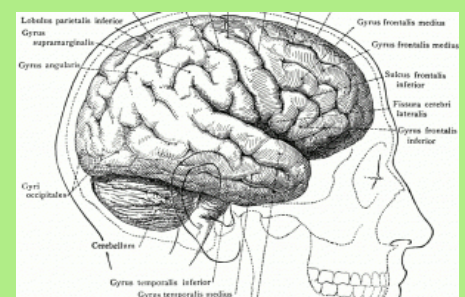
our brain with all the energy it needs to function.

When someone is hit hard on the head or falls heavily hitting their head his or her brain may bruise or swell or even start to bleed just like any other part of our body. Since there is not much room in the head, any bleeding or swelling pushes the brain into itself causing damage. The person's ability to form memory, walk, talk, or control his or her emotions may be affected temporarily or permanently.

The hard hats we use at the mine are designed to further protect our brains. They are made of a tough outer shell and an internal webbing which spreads any impact over the whole head rather than at one impact zone. They are very

important pieces of PPE designed to keep us protected.

Look after your head and you'll be looking after your brain.



TALKING DRUGS

with Daniel Chihili

Lubambe Copper Mine has introduced a policy to have a drug and alcohol free environment on its premises for all employees, contractors and visitors. Enough notice of six weeks was given to all pending the implementation of the Random Drug Testing on all the premises effective September 18th.

The Lubambe management team is committed to create a drug and alcohol-free work environment where all will be assured to work without impaired judgement of themselves or their workmates. It is desirable that everybody that reports for work or is visiting the Mine is fit, free of the influence of

drugs and alcohol.

What is a drug?

A drug is any substance that is taken into the body that alters or influences chemical reactions in the body or/ Any substance when taken affects the Central Nervous System (CNS) hence alters the normal functions of the body.

What are the categories of drugs?

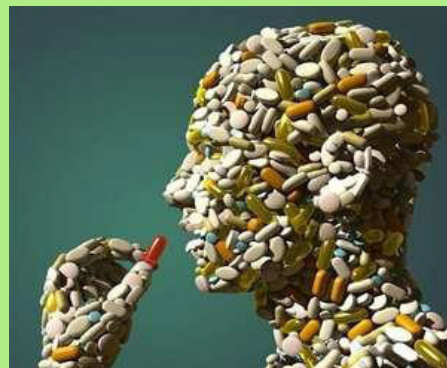
OVER THE COUNTER DRUGS such as Panadol, aspirin, brufen, coartem

PRESCRIPTIONAL/CONTROLLED DRUGS such as ART, BP medications, Morphine

LEGAL DRUGS such as Nicotine,

Caffeine, Ethanol(alcohol)

ILLEGAL DRUGS including (Hard drugs) e.g. Cocaine, Heroin, Cannabis, khat etc



What is the most abused drug?

In Zambia, the most abused drug is dagga or cannabis, that is easily grown, the cannabis plant.

Cannabis in its natural form contains 421 cancer causing cannabinoids and increases from 421 to 2000 when heated or processed

Its major psychoactive ingredient is Delta-9-tetrahydro cannabinol (THC) and has properties of a Stimulant, Depressant and Hallucinogen.

Effects of Cannabis

Cannabis unlike other drugs is fat soluble. It dissolves in fatty tissues of the body. This is the reason why the Drug take time to leave the body. Effects differ from one person

to another. Mostly, abusers tend to crave for plenty of food.

To some, the drug produces the sense of wellbeing and enhances the sense of smell, and hallucinations.

Other symptoms are that it produces relaxation, talkativeness, disoriented behaviour and irrelevant giggling.

Cannabis abuse also impairs long term memory, affects coordination, **increases risks of accidents due to impaired judgment**, increases risks of respiratory disorders and lung cancers. It further leads to reduce sperm count in men and irregular menstrual cycles in women.

In conclusion, it is proved beyond doubt that all drugs are dangerous and taking them for non-medical reasons is wrong and harmful to the individual, the family, community, work and the society.

Be part of the team to make Lubambe Mine an alcohol and drug free premise, because we care!



Mines Minister visits Lubambe

May 29 was no ordinary day for Lubambe Copper Mine. The Mine received a rare visitor, the Minister of Mines and Mineral Development Honourable Richard Musukwa.

The Minister who was accompanied by Chililabombwe District Commissioner Mr. Paul Mulenga and Mayor Mrs. Christable Mulala was a bearer of a message of encouragement to the Mine management and workers.

As part of his programme, the Mines Minister was taken on an underground tour of the mine by Lubambe Chief Executive Officer Nick Bowen. The visit was the Minister's first official one to the mine since EMR Capital took over operations of Lubambe in December 2017.

Addressing over 400 workers at the General Mine Offices, Hon. Musukwa assured Lubambe management and employees of Government support. The Minister said Government had no doubt that mining would continue to be Zambia's leading industry and revenue earner for many years to come. Hon. Musukwa said it was imperative therefore, for Lubambe to increase production levels because



Hon. Musukwa speaking at the Mine

this was not only good for the shareholders of the mine but for the workers of Lubambe, the community and the country.

"We need to optimise mining of the available mineral resource for the benefit of the mine and the country and the communities around the mine. I am here to challenge you to change things and the way we work at this mine", Hon Musukwa said.

The Minister emphasized that Lubambe needed to increase production significantly from about 18,000 tons per annum of copper equivalent as recorded in 2017 to about 40,000 tons over the next 2 years. He added that the shareholders EMR Capital and ZCCM Investment Holdings were keen and set on increasing production to these levels.

"You will agree with me that the projected increase of more than 200 per cent in production is no mean task. This aspiration means that we all must work extra hard and put in our very best," he added.

The Minister noted with gratification that the shareholders and



Lubambe employees listen attentively to Mines Minister Hon. Musukwa



Hon Musukwa, Lubambe CEO Nick Bowen and ZCCM CEO Pius Kasolo at the rig site.

management of Lubambe had already offered some solutions to the challenges affecting productivity at the mine. He said that for a start, the new shareholders had provided new capital to the mine and were looking to provide new equipment to improve efficiency and ultimately production. In addition, the shareholders would also invest in upgrading the pumping system so that it had the capacity to handle the increasing water volumes from underground. The Minister also informed the workforce that the new owners of the mine were keen to make significant changes to mining methods.

“Given the global mining expertise of EMR Capital, I have no doubt that all this is attainable. In addition, the shareholders will invest in the training and developing of the workforce because our workers are the greatest asset that we have,” He added.

Regarding issues of safety, Hon Musukwa noted that though the focus of Lubambe was to increase production and profitability of the mine, safety was of paramount importance to the business. He said he was glad that Lubambe management had listed

safety as priority number 1.

“Safety is the responsibility of all of us. We must ensure that our work place is safe and that we all embrace the simple yet very important safety guidelines and regulations that have been put in place such as wearing of personal protective equipment (PPE) all the time. It is possible to

eliminate accidents and fatalities if we undertake to work safe”, emphasized the Minister.

Honorable Musukwa also reiterated Government support to the operations of the mine, support which he said was critical for the mine to succeed and to improve production and ultimately profitability.



Mines Minister Hon Musukwa (with green gloves looking back) during a tour of underground operations.



Mines Minister Richard Musukwa launches exploration of new mineral resource

Mines and Minerals Development Minister Honourable Richard Musukwa has launched the exploration for new mineral resource at Lubambe Copper Mine in Chililabombwe.

Lubambe Mine has embarked on a feasibility study to explore the development of a second mine adjacent to the existing mine. Lubambe in March this year commenced a pre-feasibility study whose major objective was to evaluate the different options to mine the extension resource and select the preferred option. In addition, the study to be undertaken in 24 months at a cost of \$25 million

would facilitate the required exploration drilling and initiate the permitting process for the project. The feasibility study would also investigate the options to manage the water that is associated with deep mines in Zambia.

Speaking at the drill rig site located South of the existing mine, Honorable Musukwa said the first and important part of the feasibility study was the deep drilling program whose commencement was flagging off and would improve up the mineral resource. The Minister said the program would involve the drilling of deep holes of over 1000 meters deep each.

He said Government was excited over the developments at Lubambe because any plans to improve operations and to expand and increase production ultimately translated into increased revenue for the company as well as the country and should be welcomed by all key stakeholders.

“On behalf of Government, I wish the Board of Lubambe, management and employees all the success as you embark on these important projects. I wish to assure you of my Ministry’s support and my personal support in all your operations”, the Minister said as he pressed the button to commence drilling operations at rig site.



EMR Capital Chairman Owen Hegarty speaking at the ADU

“LUBAMBE HAS CAPACITY TO BECOME THE BEST MINE IN ZAMBIA” – Hegarty

By Loyce Saili

EMR Capital Chairman Owen Hegarty has said Lubambe Copper Mine has the capacity to become the best mine in Zambia.

Hegarty was speaking at Golden Grove Mine in Australia recently when a team of senior officials from Lubambe Copper Mine visited Golden Grove. He urged Lubambe Management and workers to work hard and exploit the exiting resource at Lubambe and transform the Mine to be the Best in Zambia. Golden Grove is a Zinc and Copper Mine Operated by EMR Capital in Western Australia.

Hegarty who also made a presentation at the Africa Down Under Conference (ADU) held in Perth from 29 - 31 August, said Lubambe was EMR's first acquisition in Africa. He told hundreds of delegates that attended the conference that Lubambe was in a prolific base metals mining region with access to local smelters. He said Lubambe had a world class resource of some 9 Million tonnes of contained copper. The Mine also has an opportunity to complete a bankable feasibility study on extension. Significant value addition opportunities include: production expansion to 40 ktpa cost reduction via operating effi-

ciencies, Mine Plan and grade optimisation.

Lubambe is EMR's first and only asset in Africa. EMR has over 8,000 employees globally with 10 investments in 7 countries which include Zambia. The ADU is the largest African mining event focused outside Africa. Given the complexities of mining on the African Continent, the ADU is designed to address both opportunities and challenges facing the industry, governments and host communities. Perth being Australia's Mining capital plays host to this event annually. 18 African countries including Zambia were represented at this year's event.



Lubambe officials with EMR Chairman Owen Hegarty (yellow T-shirt) at Golden Grove Mine in Australia.

LUBAMBE INTRODUCES RANDOM DRUG TESTING AS HENRY T-MAN OFFERS TO BE “DRUG AMBASSADOR”



Drug Ambassador, Henry Masepe addressing fellow workers at a special Mass Meeting

By Loyce Saili

Lubambe Management has introduced random testing for alcohol and illegal drugs at the mine in a move to curb the illegal use of drugs and consequently enhance safety and promotion of healthy living styles among the workforce.

The new policy was announced to the employees by Chief Executive officer Nick Bowen in a memo dated August 13, 2018. Bowen noted that drugs affected a person's ability to perform their job.

Under the new policy, users of illegal drugs were given a 35-day amnesty to quit the use of drugs and seek help from management for possible rehabilitation. Several employees have since come forward seeking help from counsellors to quit drugs. Lubambe has enlisted the

services for The Drug Enforcement Commission (DEC) to help in the counselling and rehabilitation of workers that had confessed to using drugs.

One of the Employees Henry Masepe who has come out publicly and confessed to using drugs for over 20 years, has offered to be a Drug Ambassador for Lubambe and will champion the drive against the illegal use of drugs among employees.

Henry, who gave a public testimony at a special Mass Meeting dubbed “Ukusungana” held on September 14, said he was happy to be off drugs and was now living a drug free and healthier life. He confessed that convincing himself to stop drugs was not an easy decision. At one point, he even contemplated quitting work after management announced the commencement of the random drug testing programme

Henry says he is ready to help many of his colleagues who may still be in denial to stop drugs.

Henry received a thunderous applause “jerabo Kilo” from DEC officials and fellow workers when he declared himself drug free and declared “war” against drugs.

Extensive drug testing at the Mine commenced on September, 18.



ZCCM – IH visits Lubambe



ZCCM - IH visitors underground

By Pamela Singala Mupoti

Zambia Consolidated Copper Mines Investment Holdings (ZCCM – IH) has expressed satisfaction with efforts being made by Lubambe Mine to turn around the Mine by increasing production and profitability.

ZCCM-IH Board Member Phillip Taussac and Chief Executive Officer Pius Kasolo said during a visit to Lubambe on October 16 that ZCCM-IH was happy with the progress to turn around the Mine.

Kasolo who was also visiting Lubambe with senior Management Officials said that ZCCM-IH as Lubambe's partners were desirous to start a new relationship and support the Mine in its quest to become profitable.

He said ZCCM-IH was convinced that the future of Lubambe lay in

the expansion project that would guarantee the construction of a second mine at Lubambe. He said ZCCM-IH would work hard to assist Lubambe to secure the much-needed financing for the expansion project to take off.

Lubambe has put up an ambitious plan to ramp up production to above 40, 000 tons per annum.

Dr. Kasolo urged workers at the mine to work together with management so that the mine's vision is achieved for the betterment of everyone.

Meanwhile, Lubambe's CEO Nicholas Bowen told the visitors that the biggest challenge the mine was facing was low production levels. He said with the mine's vision in place and efforts being made to improve on safety, he hopes the mine would be able to meet its targets moving forward.

ZCCM – IH owns 20 per cent of the shares in Lubambe while EMR Capital owns 80 per cent of the shares.



From left to right: Lubambe CEO Nicholas Bowen and ZCCM - IH CEO Pius Chilufya Kasolo



ZCCM - IH visitors listening to a presentation

FROM THE LENSES



Management workshop at Protea Hotel



Men at Work



Inside and outside of one of the five newly procured refuge chambers



ZCCM – IH team on a tour of duty at Lubambe, led by Mine Manager Alfred Ng'ambi



From left to right: Passmore Haamukoma, Daniel Chihili, Loyce Saili and Pamela S. Mupoti attending a Gala Night Dinner organised by the Chamber of Mines in Ndola at Protea Hotel



From left to right: Lucky Yabe, Daniel Chihili & David Simpaka attending a SHE conference in Ndola organised by the Chamber of Mines at Protea Hotel



LUBAMBE MANAGEMENT TEAM GOES BOWLING !

On October 5, the Lubambe Management Team received a rare treat from Chief Executive Officer Nicholas Bowen.

After a Management Conference convened to re-align the management team and spell out the Company's Vision, the team of approximately 50 Managers at different levels, was taken to the Bowling club for a game of Bowls. Most of the Team members had never stepped on a Bowling pitch let alone played a game of Bowls.

The team members who seemed to be unsure of themselves at the start of the games which were part of a team building exercise, eventually got the grips of the game with help from seasoned players and experts at the Chingola Bowling Club. What begun as a shaky start turned out to be a lot of fun for the management team.

After the games, a couple of managers pledged to start playing the game seriously because it was relaxing but also because it involved team work which was also an important element for the success of teams even at a work place like Lubambe.

SPORTS NEWS



Lubambe's CEO Nicholas Bowen aiming to make a point at the Bowling Club



General Manager Operations Tony Davies showing team mates how it's done.



Part of the management team at the Bowling Club

