Dear Readers

In this issue of Izindaba we celebrate the power of teamwork, of working for the benefit of our employees and contractors, partners and suppliers. From the DramAidE team showing our children that they have the power to decide on the course their life will take, to Coalfields putting safety first and seeing business success follow, this issue is all about stories of empowerment.

We have experienced challenges in 2016 that have caused us pain and sadness. They have tested our resolve and our ability to persevere through adversity. They have also reinforced the importance of staying true to our core values: particularly keeping our people and our communities safe, and engaging in transparent, honest, open dialogue with all of our stakeholders.

It is only through open dialogue that we are able to properly understand each other, our needs and our strengths. It is only through honest engagement that we will be able to align our goals and interests, and only through aligning our goals that we will be able to work together to achieve them.

So as we say farewell to 2016, we look forward to a new year that is focused on openness, transparency, and a commitment to working together to achieve a sustainable and prosperous future for all.

I would like to wish all our readers a restful and safe end of year, and would like to call on each of you to do your part in making our roads as safe as possible. Whether you’re walking or driving this December, make sure you’re alert, sober and considerate. Happy holidays, see you in the new year.

Mpho Mothoa

Managing Director

Foreword

We would like to hear from you, please send any thoughts or comments to communication@rbm.co.za

DramAidE - educating our children to protect themselves

DramAidE is an educational NGO, proudly supported by RBM, that runs rights-based, sexual and reproductive health programmes as well as support projects for orphans and vulnerable children. DramAidE develops plays and materials for events relating to life skills, HIV and AIDS, and uses drama to stimulate discussion, debate and convey important information about these topics.

The project has equipped and empowered a number of learners in participating schools, either through play performances, workshops, and other sessions. They are now open to speak about issues that are bothering them. These include rape, bullying and abuse.

Ms Zibani from Inhlangenyuke Primary School shared her gratitude for what the project has managed to do in schools in terms of empowering learners to address issues that are difficult for them to address as educators.

Peer educators have been propelled to assist and reach out to their peers concerning the difficulties they face in schools.

This sentiment was echoed by Ms Duze from Ongoye Primary School, who said that through the frequent workshops provided by DramAidE, the educators in schools have noticed the rapid growth of respect and discipline amongst peer educators and other learners. Both these educators mentioned that they love this project; it has allowed them to grow and form relationships with other educators who are part of it.

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Abafundi bazikole ezingu-35 endaweni yaKwaSokhulu, KwaMbonambi, KwaDube naKwaMkhwanazi bazibophezele ukuzithiba ocansini, izitakamisa zothwala engenathu kune-2016 DramAidE Edufare and Abstinence Walk ruva nje.
As part of RBM's stakeholder engagement plan, the MD and Acting GM had a significant engagement with His Majesty, King Goodwill Zwelithini, at his residence in Nongoma. The king acknowledged the good work that RBM is doing in his communities and committed to strengthening support with RBM.

The long-awaited Dube Imbizo finally took place on 27 November 2016. The joint planning committee had implemented commitments and contributions from RBM, the Dube Trust, local business and contractors who are currently busy building relocation and resettlement houses. Between them these stakeholders contributed all the resources required to stage the successful event.

The purpose of the imbizo was to create a platform where both RBM and Dube Traditional Council reported on what had been accomplished in 2016.
News from the community

Mthanduze block-making project

Last year, six unemployed Sokhulu community members began a co-op business – Mthanduze Projects – with the aim of starting a block-making project.

The businessmen – Victor Mthembu, Mkhonzeni Mthiyane, Jabulani Mthiyane, Phiwuyinkosi Mlaba, Nkosinathi Cele and Simon Ngwane – approached RBM for assistance, and RBM kickstarted their dream with the purchase of two block-making machines and cement.

The business grew quickly, and this year the team once again approached RBM for help to expand their operations. RBM assisted with the laying of a concrete slab, which is now complete and which will potentially house several local economic development projects.

The co-op now produces enough blocks to satisfy market demand, and a local contractor who will build the Sokhulu Heritage Site will be buying blocks from the co-op.

Coalfields – a global safety finalist

Coalfields Supplies & Service (Pty) Ltd, a company based in Richards Bay, has been selected by RBM’s parent company, Rio Tinto, as a finalist in its annual, world-wide safety competition.

Coalfields supplies a variety of services to the local, national and international markets, including engineering, machining, manufacturing, fabrication, and welding. They also make quality machine parts in their workshops which they distribute nationally and internationally.

Rio Tinto’s Contractor Safety Award is a recognition of contracting companies and teams that perform very well due to their dedication to keeping each other safe. The award is evidence that companies’ efforts to improve safety also enhance their business.

RBM’s General Manager – Health, Safety, Environment & Security, Peter Eaglen, was extremely proud when he heard about the award: “Given Harold and Noah’s focus on safe delivery of their services, they will inevitably grow their business. This is exactly what I have seen elsewhere in the world, especially within heavy industry. Whenever you have a contractor delivering their work safely, you also know it is sure sign of how well their business is run and how the owner’s team can work with them. I encourage all contracting companies to perform to the level at which you too will become a finalist in Rio Tinto’s Contractor Safety award, and even scoop the top prize.”

News from RBM

RBM wins top waste management award

RBM recently received the KwaZulu-Natal Waste Management Award 4 Star Gold certificate for their outstanding waste management system and implementation programme.

RBM was also awarded the Team Merit Certificate based on employees’ positive attitude and their enthusiasm to manage and control waste in their areas. The judging panel was well impressed with RBM’s daily “Leadership in the Field” sessions and employees’ commitment to address risks.

RBM’s Managing Director, Mpho Mothoa, applauded the team for their outstanding work and thanked them for another proud moment in the company’s 2016 journey.
News from the community

RBM's finest community-based contractors

Local community business development is an important part of RBM's strategic deliverables, and as such we are glad to introduce some of the proud contractors benefitting from RBM's vision. 2016 saw several new companies being formed, and also some established companies expanding to achieve even greater success.

MCK Services is newly formed by three directors: Melusi Gwala, Christo Mienie and Kumaran Poonan. The company supplies metallurgical equipment, engineering and labour and has already hired 35 employees. In an interview at their offices in Richards Bay, Christo said he viewed the impact of the venture as a “win-win solution for RBM, MCK and the community, as it uplifts all the parties involved.” Kumaran mentions the lack of the right people from the communities to start working at short notice as one of the challenges. But the company sees this challenge as an opportunity as well: “Our vision is to establish a training workshop at Mahlodla to counter the skills shortage,” says Melusi, an ex-RBM employee from Sokhulu.

Lillian Mkhize, Matthew Orchard and Andrew Palmer have formed a joint venture to establish African Elangwe and employ 12 locals. Lillian’s son also works in the company. The company will competitively design, install and maintain bag houses. Their offices are at RBM. “I’m a Dube citizen. Since RBM helps a lot of our communities, my company is part of their database, that’s how I got into a JV with Andrew’s company. Andrew is like a son to me, he didn’t mind my age nor my skin colour,” Lillian says. “A challenge has been paperwork for setting up a new company, but I’m glad of the social and economic impact this JV will create for the communities,” Andrew elaborates.

The five-time SMME Contractor of the Year winner in RBM’s annual safety awards, Mike’s Civil, is owned by Michael Thethwayo, an ex-RBM employee. The company maintains all RBM roads and has a staff of 12 with offices at Mzingazi.

“RBM is improving our lives. Their investment in our schools is legendary. It’s a pity the younger generation does not realise how positively RBM has impacted our lives,” Michael says. He mentions cash-flow management as the key challenge in his business. “But my life and that of my workers has definitely improved, and our success is due to our working as a team,” he explains.

Mduduzi Nsele owns F.M.D Spillage Control, a cleaning-services company with 148 workers. “After resigning from RBM I saw an opportunity to supply services, hence I started this business. Fortunately RBM is good at helping local communities,” says Mduduzi. His business has also impacted on the community through donation of school uniforms to needy school children. “Union representatives tend to mislead our workers to join irrelevant trade unions; our industry is governed by the Cleaning Bargaining Council KZN,” Nsele mentions as one of the challenges he encounters.

N.K.L. Building Construction and Electrical, a company with offices at Mzingazi, is managed by Faith Luxuno, an ex-employee of RBM, and has a staff of five. Their core business is to supply electrical components, installations and maintenance. “It can be intimidating for an inexperienced company to work at RBM due to its high standards,” she says. “But RBM afforded us growth as a company.”
Handover of resettlement houses

The first six of a total of 17 homesteads have been completed and handed over to beneficiaries as part of RBM’s relocation and resettlement programme (RRP). The six beneficiaries were handed their keys in ceremonies which were attended by the traditional council members. All beneficiaries signed their compensation agreements which included house designs in 2015.

Construction began in late 2015, and continues on the remaining homesteads. Five homesteads have been built in Dube TC area and one in Mkhwanazi TC area.

The names of the beneficiaries who are already in their houses are as follows:

- Mrs. NB Makhoba
- Mrs. BQ Makhoba
- Mrs. VS Mathaba
- Mr. AM Manqele
- Mr. Mjibazeni Dube
- Mr. Skhumbuzo Dube

Handover of two houses for the destitute in Mkhwanzi

The handover of two Mkhwanazi destitute houses took place on 13 October 2016 at KwaMkhwanazi KwaNdaya Ward. The beneficiaries were Gogo Bhengu and Mrs Dube. The keys were handed over to the beneficiaries by Mkhwanazi Chief Headman, assisted by RBM officials and Nduna Cele. Mkhwanazi Tribal Authority, councillors from Mhlathuze Municipality, contractors who built the houses and RBM’s clerk of works attended the event. Both beneficiaries were very happy to receive their new houses.