

# CRUSH!

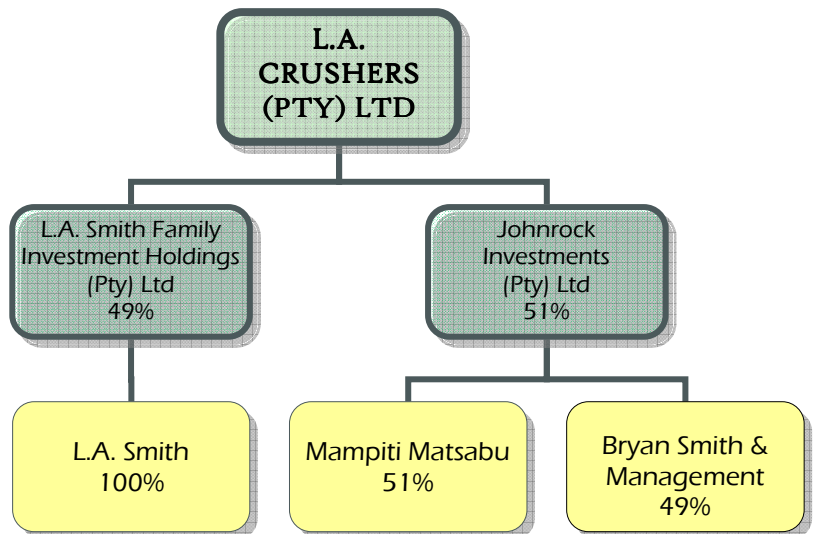
## NEW SHAREHOLDING CONFIRMED

Following some months of negotiation, management is pleased to announce that the proposed financing agreement with Investec Private Bank has been finalized. This has permitted re-payment in full of the previous loan by the Industrial Development Corporation, which had heralded LAC's transition to a fully-fledged BEE entity.

Extra Dimensions 4 (the BEE company that previously held 51% of the shares of LAC) have now been bought out, with their 51% of the company purchased by the BEE company Johnrock Investments (Pty) Ltd. Shareholding in this company comprises some most welcome and familiar faces—51% is owned by our Chairperson Mampiti Matsabu, and 49% by Operations Director Bryan Smith—part of which is retained on behalf of management.

The Board of Directors now comprises our Chairperson Mampiti Matsabu, and the Executive Directors Bill Smith (Managing Director) and Bryan Smith (Operations Director). With their wealth of experience and expertise the company's future is bright.

### REVISED SHAREHOLDING STRUCTURE OF LAC:



This change in shareholding serves to streamline the company at this busy and productive stage in its development. We look forward to sustained growth, made possible by the commitment of our Board of Directors—and each and every company employee. Plans remain in place to introduce a Worker's Trust in due course, which will enable all employees to have a shareholding stake in the company.

## BOARD OF DIRECTORS



Ms Mampiti Matsabu  
Chairperson

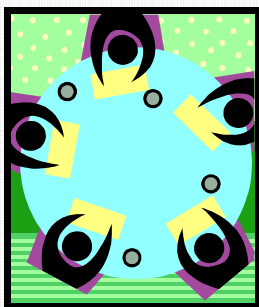


Mr L.A. (Bill) Smith  
Executive Director



Mr Bryan Smith  
Executive Director

**WAGE NEGOTIATIONS SUCCESSFULLY CONCLUDED**



On 03 April the NUM and Management were pleased to announce that agreement had been reached on the wage increases to be implemented at LA Crushers with effect from 01 April 2007.

Wage negotiation meetings were held on 7, 14 and 27 March, prior to the agreement. The meetings were cordial and constructive, and the NUM kept their members updated on the progress of the negotiations.

The final signed agreement makes provision for the following increases:

- ❖ **12% increase** for all hourly-paid employees below supervisor level
- ❖ **8% increase** for all salaried employees, including supervisor level and above.
- ❖ The increases only apply to employees with more than one year service
- ❖ Increases are not applicable to contract workers.

**SUGGESTION BOX FEEDBACK**



Thank you for the latest suggestions submitted—feedback from this scheme has remained positive and constructive.

The prize of R 150 for this month has been awarded to Mr Ephraim Lubelo from the Rietspruit Rehabilitation site.

Ephraim suggests that monthly statistical print-outs be provided to sites to allow employees to judge their own performances. This will provide each site with the opportunity to identify their short-comings and strive to improve on their operational performance month to month. Details provided will include safety and operational performance, as well as recording absenteeism.

Management is particularly impressed by suggestions of this nature, which place the emphasis on improving performance with the workforce. It is rewarding to see employees taking pride in their work, and looking for ways in which short-comings can be identified and rectified.

**LOST-TIME INJURY FREE HOURS**

We would again like to acknowledge the fine job that employees are doing with regard to Safety matters. LAC has attained **805,435** lost-time injury-free hours to the 15th of March.



Safety will always be the top priority of the company, All injuries and safety incidents are preventable. Each employee is both accountable for their own safety and expected to look out for the safety of others. The zero tolerance approach to unsafe acts and conditions must be adhered to at all times. Together we can ensure a safe working environment and a million LTI-free hours - plus many many more thereafter.

**WELCOME!**

We would like to welcome the following new employees to LAC:

- Samuel Makhosana Shibambo
- Mathelele Ewert Mogale
- Butini Steve Mathebula
- Phetole John Mogodi
- Albert Mbushi
- Letolwana Johannes Rachoshi
- Ramanala Thomas Maponya
- Halla Calson Mhaule
- Mashosho Victor Rahlano
- Mathanthan Selepe
- Lovedale Nziyane
- Praise-God Senyolo
- Butani Marks Ngobeni
- Lufuno Jordan Paphubu
- Tebogo Emmanuel Mogale
- Brian Tommy Essack
- Richard Maphosa
- Desire Maphosa
- Omega Maake
- Petrus Makhaenge Malatji
- Matome Christopher Mokumo
- Sello Arnold Nkoane
- Patrick Mfaku
- Kobus Oosthuizen
- Stephanus Jansen Pienaar

We look forward to working with you!



“Three may keep a secret, if two of them are dead”  
Benjamin Franklin

**NEW TROPHIES FOR SUPERIOR SAFETY PERFORMANCE**

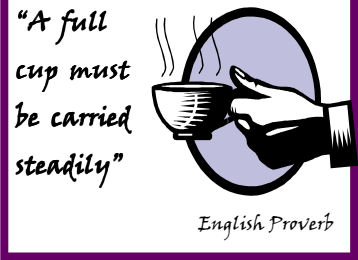
Management are delighted to introduce two trophies that will be awarded for safety performance on a quarterly basis.



The "Managing Director's Trophy" will be awarded to the department that achieves the best results in safety audits in that quarterly period. The "Operations Director's Trophy" will be awarded to the individual who shows the best sustained safety performance and awareness in the period. Names will be engraved upon the trophies each time they are awarded to create a permanent record.

**HIV/AIDS PROGRAMME**

The Palabora Foundation Support Group will hold further sessions in April, Separate sessions will be held for women, as well as sessions in English. A few sessions will be held in the Training Centre to accommodate employees from the Workshop and Head Office. Dates and times will be confirmed via e-mail with managers and supervisors.



**STRUCTURAL CHANGES AT HEAD OFFICE**



Liesl Nienaber

Mrs Liesl Nienaber has been appointed as the Finance and Administration Manager with effect from 01 April 2007. She will assume sole responsibility for the full administrative function (including all IT matters) in addition to her duties as the Finance Manager. A meeting was held with all office staff on 30 March to clarify the reporting lines as a result of this change. All financial matters are to be reported through Liesl in future, and we wish her well with this revised job description.



Lydia Magro

In addition we congratulate Mrs Lydia Magro on her appointment as HR Supervisor. Lydia will now assume responsibility for the company-wide HR function, and will manage the other members of the HR department including the NUM full-time shop steward. Our Human Resources department is an essential facet of the company, and we look forward to the fresh focus that this appointment will bring.

"He that would live in peace and at ease, must not speak all he knows nor judge all he sees"

Benjamin Franklin



We welcome newsletter contributions from staff members on any matter of interest to those in LAC. Please let us have your ideas, or drop them in the suggestion boxes at sites. The Editor's decision on publication is however final.

**Orange Tomatoes Healthier than Red?**

Usually, the deeper the color, the healthier the fruit or vegetable. But it appears that there are exceptions.

Deep red tomatoes get their colour from lycopene, a disease-fighting antioxidant. But a new study has discovered that a variety of orange-colored tomatoes called Tangerine tomatoes provide a different form of lycopene that our bodies can use more readily. "While red tomatoes contain far more lycopene than orange tomatoes, most of it is in a form the body does not absorb well," said Steven Schwartz, the study's lead author and a professor of food science at Ohio State University.



The researchers have not tested other varieties of orange tomatoes, so they don't know if the advantage applies to them as well. But they suggested that, given this result, it probably makes sense to seek out any variety of orange and gold-coloured tomatoes you can find (or grow). Needless to say, if you can't find orange tomatoes, keep eating the red ones – some lycopene is better than none!

**APRIL**

**PUBLIC HOLIDAYS**

The following days have been declared Public Holidays in April:

- 6 April—Good Friday
- 9 April—Family Day
- 27 April—Freedom Day

On average, people fear

spiders more than they do death!



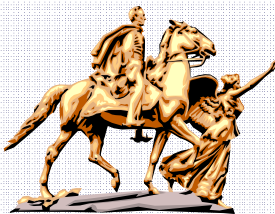
**SIMPLE WAYS TO LOSE WEIGHT**

We all know the "secret" of successful weight loss: Eat less and exercise more. It's not always easy, but by adopting healthy eating habits and a regular exercise routine, you are sure to lose weight without depriving yourself of nourishing, satisfying food. And if you continue those good habits after you reach your goal, you will have an excellent chance of maintaining your desired weight. Here are some tips for successful weight loss:

- Avoid artificial sweeteners and synthetic fat substitutes. They are unhealthy and not conducive to the development of good eating habits.
- Dietary supplements or "fat-burning herbs" are usually just stimulants - don't rely on them. The pounds will surely return once you've stopped taking them.
- Build lean body mass. Strength training burns excess calories and influences the way your brain regulates hunger, making you less susceptible to food cravings.
- Pay attention to the mental and spiritual aspects of weight control. Use relaxation exercises - instead of food - to combat anxiety.
- Accept your body. You may see it as less than perfect, but it is beautiful just the same.

**Did you know?**

If a statue of a person in the park on a horse has both front legs in the air, the person died in battle.



If the horse has one front leg in the air, the person died as a result of wounds received in battle.

If the horse has all four legs on the ground, the person died of natural causes.

**OUTDOOR EXERCISE: WALKING**

Walking is one of the best exercises you can do - it strengthens almost every major organ in the body, promotes bone density, and boosts the immune system. It requires no special equipment, and just about anyone can do it. A brisk walk (covering about one mile in 15 minutes) can lower the risk of heart disease by as much as 30 percent according to some research.

Set aside an hour on as many days as possible to go for a walk. Make it a point to keep your pace up, but stop and watch a child at play, chat with a neighbour or make a new friend along the way.

