

CRUSH!

THE TROPHY DILEMMA

A period of industrial action is always guaranteed to bring out the very best in some people. And those instances of outstanding performance certainly create a dilemma for management when the time comes to award trophies. In LAC's case, once the dust settled and it was time to highlight the extraordinary achievements of some employees in the last quarter, management was faced with the incredibly tough task of sifting through a pile of nominations relating to the exceptional efforts of so many employees. It proved absolutely impossible to reduce the list to one outright winner of the Operations Director's Trophy and so on this occasion four employees who helped to keep our productivity high during the last quarter will share the award. They are:



Isaac Mbungele (left) (HR) - Co-ordination and organisational skills, versatility, commitment

Patrick Rampao (right) (PMC MH) - Productivity, reliability, commitment and skill



Lazarus Maimela (below) (Safety) - Commitment, determination, organisational skills, attitude



Geoff Haynes (right) (Civils) Commitment, tenacity, diligence, organisational skills



The trophy was presented by Operations Director Bryan Smith, who was also pleased to give each winner a cell phone as a token of the company's appreciation for their sustained exceptional performances.

MANAGING DIRECTOR'S TROPHY

This trophy is awarded to the department which is judged to have given the best over-all performance during the period - in this instance April to June 2012.

For this quarter, the Managing Director was pleased to award the trophy to the Human Resources Dept. HR faced a formidable challenge with six weeks of industrial action taking place during the period. The daily co-ordination of matters between the NUM, CCMA, lawyers, police and security personnel was handled efficiently and professionally. HR staff were under extreme pressure and faced daily intimidation from the picketers. Despite this they calmly dealt with the many administrative burdens associated with sourcing temporary labour. HR would like to express special appreciation for Heidi Rhynes from Safety who acted very much as a member of the team in scheduling medicals and inductions etc. In addition, some HR personnel had to work long hours and often over weekends, demonstrating their good-natured flexibility by performing tasks which included delivering food to the mines for shift workers when necessary. The HR department worked as a strong unit for this quarter and set an excellent example of the value of team-work. We congratulate them on a job well done.



Above: HR Manager Siviwe Nondlozi being presented with the trophy by Managing Director Bill Smith; and the whole HR team with their award.

PPE: FOLLOW PROCEDURE PLEASE

The Safety Department undertake a complex but essential job in ensuring that every member of LA Crushers is issued with the correct PPE to undertake their task. There are however detailed procedures to be followed. Every requisition form must be signed by the site manager, and only the site manager, supervisor or safety representative may collect PPE. Employees may not go to the safety department themselves to collect PPE. PPE is issued on an exchange basis only so if you think your PPE is old and damaged please ensure that it is handed to your supervisor for exchange. The Safety Department appreciate your co-operation in ensuring that PPE issue is a smooth and efficient process at all



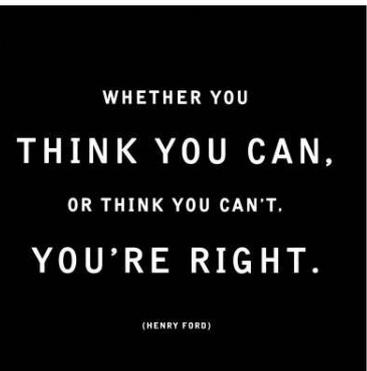
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CERTIFICATES OF ACHIEVEMENT

Congratulations and thank you to the following employees who were recently recognised for their exceptional contributions to the operations of the company:

- Heidi Rhynes (Safety)
- Suzan Naude (Workshop)



SAFETY FIRST AND LAST: USE YOUR BRAINS!

The human brain is truly phenomenal. Think about it, our entire life history and every piece of knowledge we have ever acquired is stored in the 3 pound gelatinous mass in our head. Even more incredible is that it is possible to maximise brain function throughout your life. Here are some ways to do it:



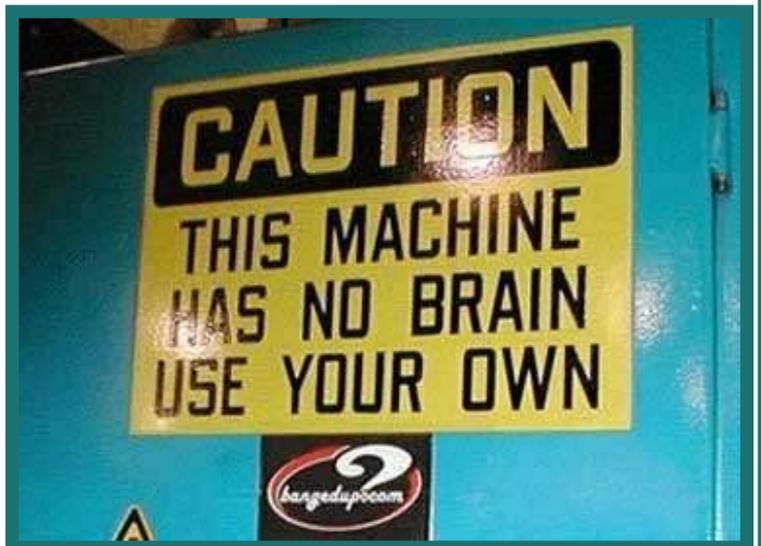
- ◆ **Keep to a healthy diet.** The brain only functions at its best when it has enough energy and nutrition to process information
- ◆ **Focus!** The human brain is unable to consciously pay full attention to two tasks at the same time. We can do simple tasks like walking and talking at the same time, but when it comes to true multitasking your brain just can't do it. So learn to organize and prioritise.
- ◆ **Be physically active,** as this increases blood flow to your whole body, including your brain.
- ◆ **Get enough sleep.** A sleep-deprived brain works harder, but accomplishes less. It becomes more difficult to concentrate, speak clearly, and make decisions.
- ◆ **Keep learning.** This relates to the concept of "use it or lose it."
- ◆ **Have a positive attitude.** It changes everything, including your brain.
- ◆ **Manage Stress.** Stress causes brains to under-perform, so learning to manage stress and worry frees up your mental energy for more useful matters.

THINK BEFORE YOU ACT

At a recent safety meeting there was discussion of the importance of thinking through tasks before starting them. Failure to do so has long been one of the main hidden safety hazards and a major contributor to work-place incidents.

"Thinking" is a personal action that no one else can do for you. The following are some reasons why people may not think before they act:

- ◆ **Confusion:** If you don't understand the instructions you have been given – ask. It's not wrong to ask questions, but it could be dangerous if you don't, exposing others or yourself to hazards.
- ◆ **Daydreaming:** Force yourself to focus and concentrate on the task at hand. Don't allow your attention to drift and thoughts to wander.
- ◆ **Fatigue:** Get enough sleep, eat properly, and keep yourself fit.
- ◆ **Indifference:** This can also lead to accidents. Don't let yourself get in a rut.
- ◆ **Anger:** If you get angry enough, you may not think straight, may act in haste, and/or act unsafely. If you feel yourself getting angry – stop and think, before you act or respond in anger.
- ◆ **Worry:** Worry can be very distracting unless you learn to control it. There is no magic formula for controlling worry, but if you have a serious problem that you are preoccupied with – talk to your supervisor about it.



HIV/AIDS AWARENESS AND TESTING Counselling and voluntary testing sessions are held regularly. Please contact Tebogo Nancy Ratopola at HR if you would like to participate in one of these sessions. Please consider getting tested - you know it's the right thing to do!



"The only disability in life is a bad attitude."
Scott Hamilton



**FOSKOR F21 MARATHON:
28 JULY 2012**

The Foskor F21 marathon will be held on Saturday 28 July 2012. LA Crushers is one of the main sponsors of the event, and we shall also be hosting a refreshment point for the runners at the 15km point on the course. Thank you to all those who have volunteered their services - we look forward to a great day supporting all the runners and walkers at this special event!

WELCOME! To the following employees who have recently joined LAC:



Brian Gough (Workshop)

Samuel Mathonsi (PUMP BP)

Shaun Roos (Foskor MH)

LONG SERVICE AWARDS

Congratulations and thank you to the following employees for their years of service to LAC:

5 years

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|-----------------------------|--------------------------------|
| Victor Rahlano (Magnetite) | Cliff Khosa (PUMP BP) |
| Daniel Matlou (Magnetite) | Rufus Machimane (Mining) |
| Richard Ngobeni (Magnetite) | Petrus Manyike (Magnetite) |
| Jeremiah Nkwana (Mining) | Obed Lipondo (Magnetite) |
| Dernick Malatji (Mining) | Thomas Langa (Mining) |
| Rolly Mashale (PMC Crusher) | Golden Boy Ngobeni (PMC MH) |
| Tumbler Nkwane (Civils) | Solomon Malibe (PMC Crusher) |
| Louis Mogopa (PUMP BP) | Aaron Matome Mashele (PUMP BP) |
| Frans Mojela (Magnetite) | |

10 years

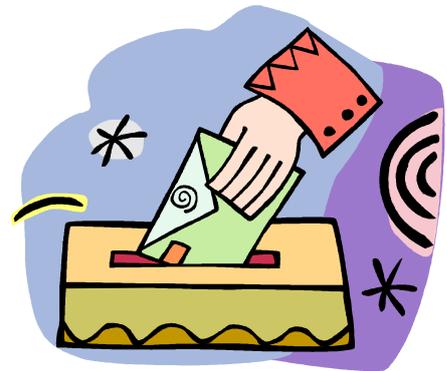
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| Joshua Moagi (Magnetite) | Given Rapatsa (PMC MH) |
| David Mahomane (Magnetite) | Eric Rasekgololo (Foskor MH) |
| Godfrey Mello (Retail) | George Lewele (PUMP BP) |

15 years

Jim Mathipa (Mining)

SUGGESTION BOX SCHEME

Congratulations to Richard Mhlongo from the Magnetite site, who was awarded R 150 for his idea submitted through the suggestion box scheme. Richard's idea discussed awarding certificates of achievement on a more frequent basis than currently. Management are committed to recognising commitment and performance and feedback will be provided in due course on what further recognition schemes will be implemented.



Don't forget that suggestions are always welcome and we encourage everyone to participate in this scheme. We know there are some valuable ideas and observations out there - please share them!

IN SYMPATHY:

We would like to extend the company's condolences to the following employees who have sadly lost family members recently:



- ◆ Barry Bezuidenhout, whose mother passed away;
- ◆ Eric Ualene, whose sister passed away;
- ◆ Eric Rapulabe, whose sister passed away; and
- ◆ Martin Maluleke, whose grandfather passed away.

Our thoughts are with you all.

CONGRATULATIONS! We are delighted to report that employees have once again been blessed with babies in the last month. Congratulations to Gorden Mutendera and Cynthia Shikwambana on the birth of their daughters and to Louis Mogopa on the birth of his son. Enjoy every moment!

