



Tharisa bursary recipient shines bright

Pontsho Mbizo, a proud Tharisa bursary recipient, has made remarkable strides in his academic journey and recently earned a spot on the Dean’s Merit List at the University of Cape Town. Hailing from Marikana, Pontsho graduated with eight distinctions and is now pursuing an electrical and computer engineering degree. He shared how Tharisa’s bursary programme has significantly impacted his life, easing his transition to university and providing financial and moral support. Pontsho’s inclusion on the Dean’s Merit List reflects his dedication to academic excellence. His time as a Tharisa holiday student has given him invaluable hands-on experience and professional connections in engineering.



Kgaugelo Mahlape, Engineer in training

Empowering women in engineering

At Tharisa, empowering women in engineering is a crucial aspect of our commitment to building a more inclusive future. We are excited to introduce some of our engineers in training who are making significant strides and infusing fresh perspectives into Tharisa Minerals. These emerging talents are developing their technical skills and playing a vital role in shaping a more diverse and innovative workplace.

We recently had the chance to connect with these remarkable trainees to learn about their journeys. They shared their experiences in navigating the challenges and opportunities in the engineering field and the support and mentorship they received. Their reflections on Women’s Month emphasised the importance of celebrating women’s contributions to engineering and the need for ongoing efforts to promote gender equality in all sectors. Through their stories, these engineers embody Tharisa’s dedication to fostering an environment where women can thrive and lead in the mining industry.

Employee safety, health and wellbeing

Key safety metrics

Highlights

- Strengthened operational safety risk management at all levels
 - 0 fatal injury rate (FIIR) (2023: 0.02)
 - 0.2 total injury incidence rate (TIIR) (2023: 0.32)
 - 0.05 lost-time injury incidence rate (2023: 0.14)
 - 0 number of fatalities (2023: 1)
 - 4 079 employees who know their HIV status (2023: 3 999)

Focus areas for 2025 and beyond

- Commitment to zero harm
- Enforce operational discipline
- Reduce the number and severity of injuries

Safety and wellness

We remain committed to exceeding regulatory standards and embedding safety in our core values to create a workplace where safety is a shared commitment. Together, we are building a safer future for our workforce and the communities we serve.

At Tharisa, employee safety is our top priority and every team member is responsible for ensuring that everyone returns home safely to their loved ones. We encourage a robust health and safety culture that is integrated into our daily operations, encouraging leadership, engagement and participation from all employees.

To minimise harm, we have implemented a comprehensive SHE management system that assesses current and emerging risks through robust policies and procedures. We continuously evaluate our practices and incorporate feedback to maintain a safe working environment for everyone.

Recognising that safety extends beyond compliance, we prioritise ongoing training, open communication and empowering individuals to take ownership of safety practices. Regular safety drills, workshops and training ensure that all employees can identify potential risks and respond effectively.

Tharisa SHE management system

We take a proactive approach to SHE management and prioritise the safety and wellbeing of our employees. We provide essential information and regular training to foster a culture of SHE awareness. While we implement robust systems and procedures, all employees are responsible for addressing SHE risks, empowering them to identify and mitigate hazards.

We regularly assess our SHE performance using detailed indicators to track progress, identify areas for improvement and align our practices with international best standards. Open communication is encouraged and allows employees to report incidents and unsafe conditions without fear of reprisal, which strengthens our safety culture.

Our training programmes emphasise compliance and practical skills and equip employees to respond effectively to risks. We view SHE management as an ongoing journey and integrate these principles into our operations to protect our workforce, minimise environmental impact and enhance community wellbeing.

Reaching safety milestones

We prioritise the safety and health of our employees and recognise them as our greatest assets. Our commitment to safety is integral to our core values and operational practices and is supported by a comprehensive safety management system that implements effective protocols at all levels.

We conduct continuous risk assessments to identify hazards and refine our standards and training programmes. To ensure compliance, we employ an “over-inspection” system where supervisors perform thorough operational checks, which are complemented by planned task observations for real-time feedback.

Visible leadership is crucial in reinforcing our safety culture with leaders actively participating in safety initiatives and audits. Ongoing training and coaching help equip employees with the requisite knowledge for safe practices.

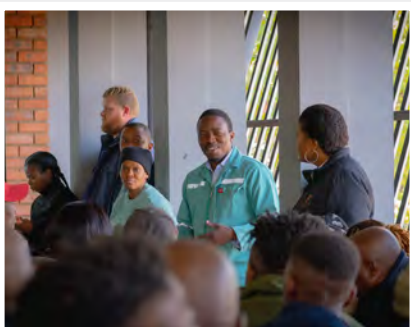
We adhere to mandatory codes of good practice and conduct regular SHE audits to identify areas for improvement. Through these, Tharisa promotes a culture of shared responsibility for safety and enhances our operational excellence to create a resilient workforce that drives our organisation’s success.

These safety statistics were accomplished this reporting year through interventions and continuous monitoring of safety indicators:

	2024	2023
LTI	0	7
LTIFR	0.00	0.13



Thulile Zamisa, Occupational Hygienist, Safety Department (left), and Thabo Lesenya, SHE Manager, Safety Department



Safety milestone

On 3 July 2024, the Arxo Metals Beneficiation Site (AMBS) proudly achieved a significant milestone by completing 365 days without any LTIs. This reflects our unwavering commitment to maintaining a safe working environment and highlights the collective efforts of our entire team to prioritise safety in all aspects of our operations.

To honour this achievement, we held a special celebration on site, bringing together our dedicated team members to acknowledge their hard work, vigilance and commitment to safety practices. Each team member plays a crucial role in fostering a safety culture and it was essential to recognise the contributions that led to this milestone. At AMBS, safety is more than just a priority, it is embedded in our Company’s core values and daily operations. We are continuously striving to enhance our safety standards.



Empowering women’s safety

Our Protection Services team recently organised an inspiring motivational session focused on empowering our female team members. This provided practical development tools in support of an environment where women can thrive in their work roles. Held on 22 August 2024, the session encouraged participants to dream bigger and believe in their potential to excel in traditional male-dominated fields.

Through engaging discussions and interactive activities, the women were inspired to challenge the status quo and set their sights higher regardless of potential barriers. The session highlighted the importance of resilience, confidence and community support in navigating challenges at the workplace. By creating a space for open dialogue and personal growth, the event aimed to equip women with the mindset and skills to pursue their ambitions and redefine success on their terms. This initiative underscores our commitment to fostering an inclusive workplace where all team members can reach their full potential.

SafeTharisa – safe season trumps silly season

The health and safety of our employees is a core value and drives our commitment to achieving zero harm. Our SHE management system establishes clear standards, codes and tools to ensure every employee understands their responsibilities regarding safety.

Leadership is dedicated to prioritising safety and sets the tone by leading by example. The newly launched SafeTharisa initiative aims to unify operations and projects by engaging all managers, employees and contractors to eliminate fatalities and serious injuries. Key components of SafeTharisa include the SafeLife Behaviours and fatal hazard codes, which are essential for promoting a safe working environment.



Tharisa has identified fatal hazard codes specifically designed to tackle the common causes of serious injuries and fatalities in the mining sector. These codes are implemented in order of priority and when managed effectively, can eliminate fatal and serious injuries from our operations. By focusing on these critical areas, Tharisa aims to enhance safety and protect the wellbeing of all employees.



At Tharisa, we have identified SafeLife Tools to ensure zero harm to employees, contractors, visitors and the community.

SafeLife Behaviours

Tharisa enforces strict disciplinary measures for wilful violations to safeguard employees, encouraging everyone (employees, contractors and visitors) to prioritise safety.

SafeLife Behaviours at Tharisa aim to prevent fatalities by promoting safety practices based on past incidents. Violating these behaviours is taken seriously as it involves engaging in unsafe acts that endanger oneself, others or the Company.

Disciplinary proceedings are initiated for wilful violations, with penalties determined through a fair treatment process aimed at fostering a safe working environment. Tharisa also stresses that safety extends beyond the workplace and into employees’ home lives.

By integrating Systems, Environment, Equipment and People (SEEP) into the Stop-Look-Assess-Manage (SLAM) approach and using the former during hazard assessments, Tharisa effectively identifies and manages potential hazards to prevent unwanted events.

Visible coaching leadership

Visible coaching leadership fosters a positive workplace culture by setting a strong example of the desired behaviours, work ethic and commitment to safety.

These leaders embody the values and expectations of the organisation, inspiring employees to align their actions with these principles. The benefits of this leadership are significant and include increased employee engagement, improved safety performance and enhanced productivity. By actively coaching and supporting their teams, visible coaching leaders cultivate a culture of collaboration, continuous learning and shared accountability. This empowers employees and contributes to developing a strong and motivated workforce, ultimately driving long-term success for the organisation. Other tools we use at Tharisa include:

T-Connect (Tharisa Connect)	A crucial element of our health and safety management system is facilitating effective communication and collaboration.
Incident Cause Analysis Method (ICAM)	A comprehensive and systemic approach to safety investigation that identifies the root causes of incidents.
Isometrix	An electronic management system designed to enhance document organisation, improve collaboration and communication across teams, provide robust version control and audit trails, increase data security and access control, and streamline workflows for greater efficiency.
Level 1 risk assessment	Uses the SLAM technique and encourages employees to stop work if they identify potential threats to their health and safety.

My health is my wealth

We prioritise the holistic wellbeing of our employees and recognise that good health encompasses more than just physical wellness. We take mental health and social wellbeing seriously and conduct annual medical assessments through our medical surveillance programme to screen employees’ physical health and ensure they can perform their roles effectively.

We have established an employee assistance programme (EAP) in our wellness department to support mental and emotional health. It is staffed with professional therapists and social workers who assist Tharisa employees and their immediate family members. Understanding that a healthy body contributes to a healthy mind is central to our approach.

We also promote wellness through “Wellness Wednesdays” to explore various health topics and share valuable resources through our communication channels to reinforce our commitment to overall wellbeing.