



## HIGHLIGHTS

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## Government assures MCL of support

**G**overnment has assured Maamba Collieries of its support and to look in to the challenges being faced to enable the company to keep its 300 MW coal-fired power plant running and help reduce load-shedding.

Finance Minister Hon. Dr. Bwalya Ng'andu, MP and Energy Minister Hon. Matthew Nkhuwa, MP visited the Maamba Collieries plant in Sinazongwe on November 2, 2019, to obtain first-hand a better understanding of the operations of the thermal power plant, the challenges being faced, and to discuss ways to resolve the issues between ZESCO and Zambia's largest Independent Power Producer.

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*"This is an amazing project. I came here in 2012 when the construction was just beginning, but what has come out here is a masterpiece. I think for us, this is a project that is a long term project; it will continue to contribute to the generation of power for many years to come".*

- Finance Minister Hon. Dr. Bwalya Ng'andu



As we begin the new year, we are reaffirming our commitment to helping alleviate the current electricity deficit plaguing the country by ensuring maximum availability of power from MCL.



**Maamba Collieries Limited has faced severe cash flow challenges over the last few months particularly in the area of cashflow which has negatively affected production. One of our generators, was forced to shutdown due to a boiler defect, it could not be restarted in time due to payment issues related to our contractor.**

## RD's Message



**Mr. Ashwin Devineni Resident Director**

**R**eflecting on the past year, I draw inspiration from the various interventions that MCL continues to progress and help in making a difference to our community.

The year has seen MCL facing challenges regarding the availability of our Thermal Power Plant, but with the professional approach of MCL and O & M Teams, as well as through continued engagement with the Government, we have been able to overcome these hurdles.

MCL remains committed to ensuring maximum availability, easing the energy deficit and helping alleviate the load-shedding being faced by all.

I wish you all the very best for 2020 – good health and every success!

Ndalumba kapati, Natotela saana, Dzikomo kwambiri

## CEO's Message



**Rear Admiral Venkat Shankar (Retd)**

**O**ur reduced production heavily impacted the national power grid resulting in increased load shedding amid a serious power shortage.

However, I am proud to state that with support from government, we have been able to overcome this setback and are now back at 100% operational capacity.

We remain committed to delivering quality services to our clients and help see the country through the current power crisis.

Despite the challenges, our dedication to supporting our local community has remained steadfast. We have continued to engage the community on various socio-economic development programs in various areas including health, environmental protection, infrastructure, education and skills training.

Our primary objective aside from supplementing the country's energy needs is to facilitate positive change in and around our areas of operation and make a difference in people's lives.

As we begin the new year, we are reaffirming our commitment to helping alleviate the current electricity deficit plaguing the country by ensuring maximum availability of power from MCL.

We also look forward to continued cooperation with government and other stakeholders as we seek urgent solution to the economic challenges being faced in running the plant at full capacity in the face of limited cash flow.

# Government assures MCL of support

## Ministers inspect plant to understand challenges

"This plant is an enormous investment, which I think as Zambia we do treasure because it feeds 300MW of power into our grid. Therefore we have to make sure that we take care of it by ensuring that we pay the bills," said Energy Minister, Hon. Matthew Nkhuluwa, MP".

Maamba Collieries Chief Executive Officer, Rear Admiral Venkat Shankar, thanked the Ministers and the Government for their support and said: "The commitment is there. We have been able to build and run the plant thereby generating electricity thus contributing to the local energy sector. This has been achieved with government's continuous support".

Commenting during the media interaction Finance Minister, Hon. Dr. Bwalya Ng'andu, MP commended MCL on their commitment towards environmental protection and responding to the needs of the local communities.

"There is clearly a very elaborate program of responding to the needs of the community, in terms of providing schools, social amenities. I think this is a perfect example of Corporate Social Responsibility which probably we should use as a blueprint for other companies working elsewhere in this country. I was very Impressed as you drove us around to see the contributions that you are making, and I want to thank you on behalf of government for the work that you are doing in this area", concluded Minister of Finance Dr Ng'andu.



# Operations

## New pump station on stream



### Relocation necessary due to low water levels

**R**eceding water levels at Kariba have prompted MCL to install a new pump station to provide 18,000 cubic metres of water required daily for the plant, along with 4,000 cubic metres to SWASCO every day for the community.

The engineering team installed two 132kW pumps in just three weeks for commissioning on January 2, 2020, after a temporary pump station 400m further down river also dried up last year, despite efforts to sustain supply with the use of a dredger.

The emergency response came after low rainfall last year caused the water level at the original pump station to drop dramatically to zero from the 9m depths when it was installed in 2016.

Senior SHEQ manager Yotham Phiri said the pontoon at the original pump station had been in place since the 1960s and had never been known to dry up. The new pumps can each pump 500 cubic metres an hour to the plant 28km away, with plans under way to add a third pump.

MCL has also engaged the Area Councillor and the local populace to ensure the community preserves the water supply by using it frugally.



## Thermal Power Plant back online at 100% capacity



**F**ull capacity has been restored at the MCL power plant, bringing 267 MW of power to the national grid.

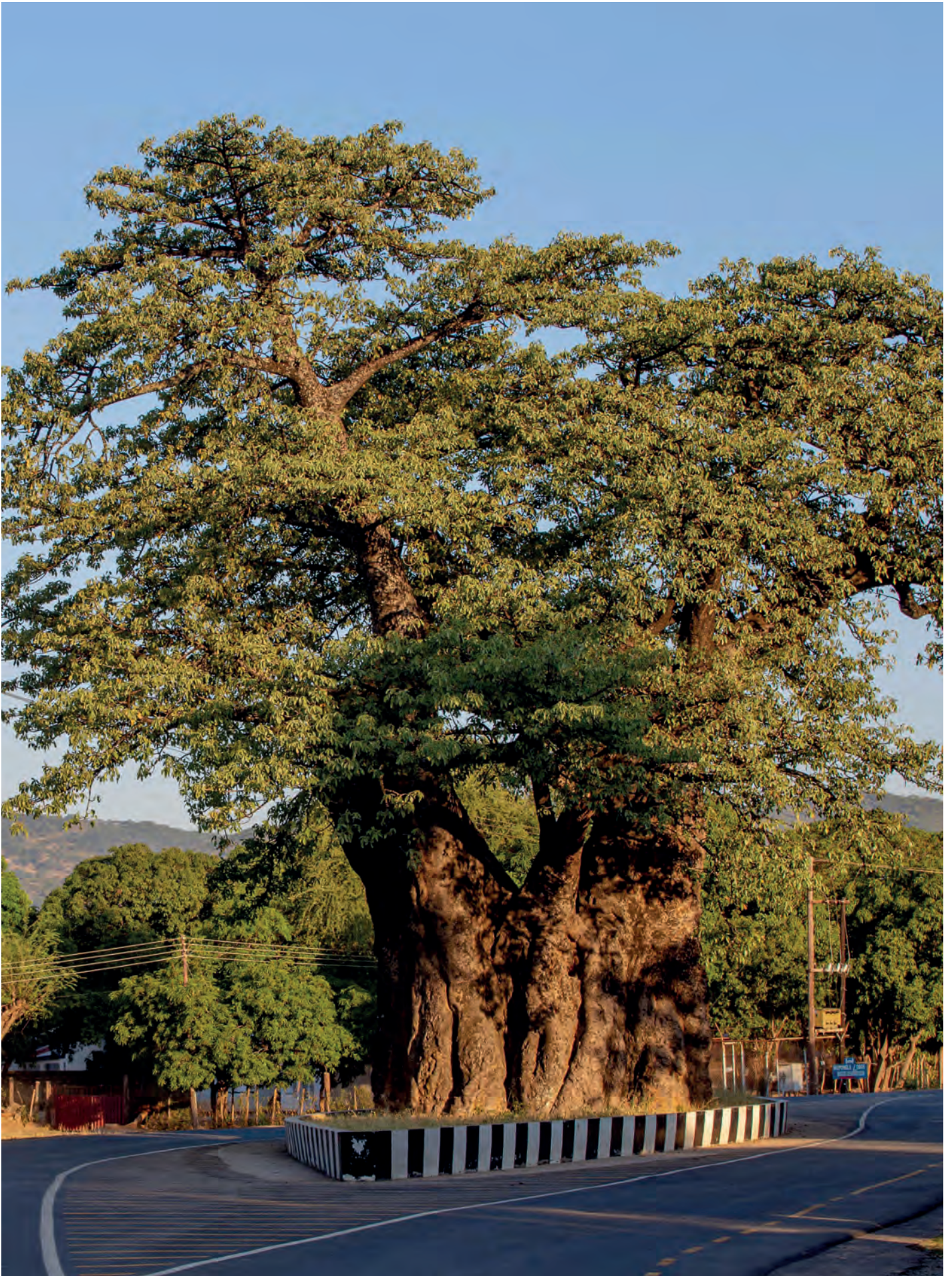
Maamba Collieries generates 300 MW at its thermal power plant, of which 33 MW is used for running the plant and its associated machinery.

As the country's largest Independent Power Producer, we are now supplying



almost 25 percent of the nation's power, based on the estimated 1,080 MW of electricity generation capacity currently available in Zambia.

While referring to the recent shutdowns needing urgent payments to contractors, the CEO said that the modern, eco-friendly coal-fired power plant - the only one of its kind in Zambia - is complex and needs robust maintenance and specialised technical support, which comes at very high costs.



Maamba's Iconic Baobab - Tree of Life



# Safety Corner



## Health and Safety Training

As Zambia seeks to improve the well-being of its people through development some hazards come about and affect the health of workers, the community and the general environment. In this respect, one of Zambia's overriding policy goals (through the Ministry of Labour and Social Security, Occupational Safety and Health Services Department) is to promote and enforce occupational health and safety standards at places of work to ensure a safe and healthy working environment. The programs and activities of the department are consequently focused on the prevention of occupational diseases and accidents at the workplace. To meet these requirements MCL carries out periodic training.

## First Aid Training

Did you know that most accidents happen at work? It is vital that organizations prepare their staff to be able to provide first aid in the event of an emergency. The aims of first aid training are to preserve life, prevent the conditions from getting worse and also to promote recovery. MCL conducts regular training on first aid and one such training was from 7<sup>th</sup> of October 2019 to 14<sup>th</sup> of October 2019 at the Training Center.



## Fire Drill!



**M**CL staff took part in a fire and evacuation drill last quarter. Once alerted, they were required to gather at the designated emergency assembly point for roll call while the MCL site fire crew and ambulance were summoned to ensure all were safe.





# Our People

## Seasoned HR Practitioner - Bwali Nda



**B**wali Nda is a seasoned HR practitioner with more than 20 years' experience. He has worked in public, private sector and international NGOs including World Vision, the Zambia Threshold Project-USAID/MCA and SNV-Netherlands Development Organization where he served as Country Operations Manager prior to his appointment as Human Resources and Administration Manager for MCL.

He started his career in the early 1990s when he joined ZCCM before being seconded to the subsidiary company Mpelembe Drilling Co. Ltd in Human Resources. Shortly after, Bwali joined the INGO world in 2005. Over his long career, he has served in various positions and roles which include Employee Relations, Staff Development, Staff Compensation and Benefits, Staff welfare, Staff Placement & Retention, and

Collective Bargaining processes among others. Bwali is a Fellow of the ZIHRM, with qualifications in Law, Human Resource Management, Education and Peace, Leadership & Conflict Resolution. His hard work and dedication to duty earned him a seat on the SNV Cooperate Council for four years, a body of 8 members from across the globe responsible for policy formulation and business support.

In 2019, Bwali joined the MCL family as Manager Human Resource and Administration, a position he has described as fulfilling.

"When I joined MCL, my career came full circle because I started in the mining sector, and returning to the industry is very nostalgic, it is like coming back home after a long time.

Maamba's exceptional working environment and the robust HR systems being in place has made settling in very easy. I am particularly excited to be associated with Zambia's first ever Thermal Powered Power Plant which is providing additional energy to the national grid.

I look forward to a long stay at MCL and to contributing positively to the Maamba community which I now call home."

## Employment Code Act on track



The Zambian Government's recently introduced Employment Code has been adopted by the company and has been received positively. "I feel we are on the right track with it, particularly with the integration of expatriates and Zambian employees" said HR and Admin Manager Bwali Nda.



# Festival Time At Maamba



End of the year cake cutting ceremony

## Navaratri and Diwali Celebration



## Celebration Across Cultures

There was plenty of fun in the officers mess as we celebrated Diwali and Navaratri in 2019, two major festivals in India. All employees were also invited to a dinner at the Golf Club in September, with more than 100 staff from all ranks enjoying the evening, along with their spouses.

The celebrations continued on December 27<sup>th</sup> with a fun-filled end-of-year party. A live band from Livingstone called Ros Comorodos regaled the huge gathering of employees and their spouses with a range of popular Zambian and Indian numbers well into the wee hours.

# Community Development

**The objective is to spearhead social and economic development in Maamba, Sinazongwe District, and in other areas where Maamba Collieries operates.**

The Independent Power Producer recognises that any business cannot be successful unless the community around it shares in that success, hence it has set up the Maamba Development Trust (MDT), whose motto is: "Making a Difference".

## Making a Difference ...



### Healthcare

**S**inazongwe is a rural district with a shortage of health facilities and safe drinking water. Maamba Development Trust is determined to create health awareness and to improve the health standards in communities. As part of that mission, the trust has upgraded, water reticulation and constructed a mourners shelter at Maamba General Hospital. Further it has refurbished the main theatre in readiness for a state-of-art eye clinic being set up.

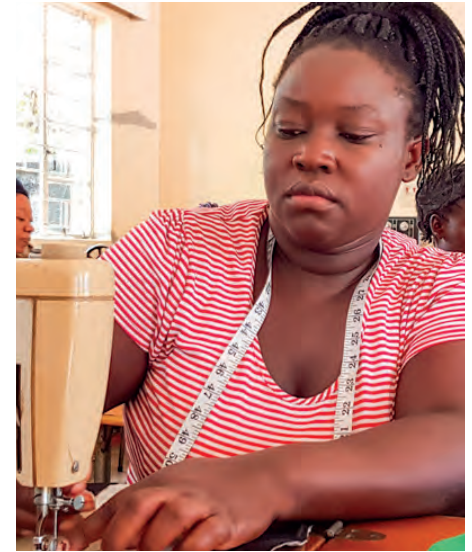
### Culture

**M**aamba Development Trust believes that culture helps people understand each other better. And if they understand each other better, it is easier to overcome economic and political barriers. Because we belong to communities that have a culture. We have continued to promote cultural heritage among our people, especially the youth, by giving material and financial support to the annual traditional cultural ceremonies of Chief

Mweemba, Sinazongwe, Singani and Shakumbila.

The support extends to other community welfare, and cultural activities, as well as community emergencies, working closely with traditional leaders, the district administration, non-government organisation (NGOs) and government officials to assess the needs of the communities within and outside the district.

# Livelihood programmes progress



Another 35 enthusiastic women are learning how to design, cut and sew clothes using sewing machines under the watchful eye of instructor Memory Lubilo as part of Maamba Development Trust's livelihood programmes. MCL provides materials, an instructor and pays for utility bills. The women started the course in August 2019 and hope to graduate

in June 2020, following in the footsteps of 100 women who have already completed the course since it began in 2016 in partnership with the Catholic Church.

MDT is looking to help these women register cooperatives and is in the process of procuring start-up kits to enable the women to run sustainable businesses, says MDT Manager Jethro Sikalunda.

## Kariba Clinic takes shape



Work is almost complete on the new Kariba Clinic, scheduled for handover to the Ministry of Health in the first quarter of 2020.

Maamba Collieries' in-house project team worked with local community labour to complete the US\$45,000 project to Ministry specifications.

Located in the remote area near Lake Kariba, the clinic will serve more than 10 nearby villages and fishing camps, replacing the need for them to travel 30km to Maamba for medical attention.

Solar panels will be installed, along with a borehole to ensure that the clinic would have power and water supply at all times. The clinic will also have separate wards for maternity and admissions.



## Sinankumbi Dam Provides Lifeline For Community Animals

**S**inankumbi Headman Richard Simachembele has thanked MCL for constructing the Sinankumbi Dam, which has proved a lifeline for the community's livestock during the current drought.

"I am very happy that MCL did this because previously we struggled to find water for our animals," he said.

Some 23 villages, comprising over 60 households each, including

over 4,000 cattle and goats rely on the dam as their only source for water.

The dam was built by MCL in 2018 as an urgent need after the headman made a request to the company to alleviate pressure on the villagers' borehole water supply, explained Maamba Development Trust Manager Jethro Sikalunda.

## Women Engineers Galvanise Students



**F**our women engineers, Celine Kaponde, Susan Mofya, Angela Chibwe and Kalezi Yafeti gave a motivational talk to Grade 9 pupils at Maamba Private School in July, encouraging them to study hard ahead of writing their exams.

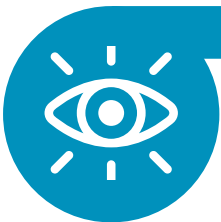


**O**ver 70 young men have so far graduated from the Maamba Development Trust carpentry workshop, set up in partnership with the Catholic Church.

The 18 students currently undergoing training are learning to make beds, chairs, roofs, coffins and doors under the guidance of instructor Alfred Miyanda.



## Maamba Collieries' community investment is in addition to its central role in contributing 10 percent of the nation's power generation capacity



### Eyesight and foresight

We are constructing an eye clinic at Maamba General Hospital - to make it sustainable the project is being undertaken in partnership with Operation Eyesight and the Ministry of Health.



### The best roads in Zambia

As part of infrastructure development, Maamba Development Trust had rehabilitated local roads, that have otherwise received little attention in the past four decades. Today, Maamba boasts of having the best township roads in Zambia.



### Empowerment

With support from all stakeholders, especially communities, the trust brings about much-needed social and economic empowerment, which is changing the lives of people in Maamba and the district of Sinazongwe.

### Sport for all

For young and old alike, sport is recognised as an important focus. "For us, physical fitness is an important component for the well being of four employees and the community. To create leisure and recreational opportunities for our people, we sponsor Maamba Energy Stars Football Club and run golf, squash, lawn tennis and badminton clubs, providing them with necessary equipment," said Sudhir, MCL's Head of Corporate Affairs. "We also support local sports activities from school tournaments, district and provincial levels through the Ministry of Education."

### Social investment

Generating a significant portion of the nation's electricity supply has a huge impact on the economy and society, but for Maamba Collieries Limited (MCL), its impact does not stop there.

The initiative is part of the company's social investment policy, which is centered on uplifting people's living standards through a focus on education, health, infrastructure development and other community needs.

The objective is to spearhead social and economic development in Maamba, Sinazongwe District, and in other areas where Maamba Collieries operates.

### Quality education

In providing quality primary and secondary education, Maamba Development Trust runs Maamba private school which offers pre-school, primary and secondary education. The school employs 30 teachers and has over 700 pupils. The trust is also helping other schools in the areas where it operates.



Indeed, education is a key focus for Maamba Development Trust, and this extends to a Skills Training Centre within the plant, an initiative to empower young people with technical skills. It targets mainly vulnerable local youths and provides training in metal fabrication and welding, as well as electrical engineering.

The vocational training centre is affiliated to the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA).





We are grateful to realise that our works are being recognised by key stakeholders. Our role as MCL is to grow the industry, and as we grow the industry, the community should also grow. We have a well-defined CSR policy, which we hope to roll down to all areas around Maamba Collieries and in all areas where we do business.

*Maamba Development Trust (MDT) Manager Jethro Sikalunda*



## Corporate Social Responsibility work wins award



**M**aamba Collieries has once again being recognised this year for its industry-leading community development projects. This year MCL received an EIZ Excellence Award for “Outstanding Contribution to Solving Problems Society”.

But the people of Sinazongwe are the real winners of the energy provider’s sustainability initiatives, said Maamba Development Trust (MDT) manager Jethro Sikalunda after accepting the CSR Network award on behalf of the company.

“We are grateful to realise that our works are being recognised by key stakeholders. Our role as MCL is to grow the industry, and as we grow the industry, the community should also grow. We have a well-defined CSR policy, which we hope to roll down to

all areas around Maamba Collieries and in all areas where we do business,” he said.

Maamba Collieries works through its Maamba Development Trust, under the ethos of “Making a Difference” to uplift people’s living standards in Maamba, Sinazongwe, and in outlying areas where Maamba Collieries conducts business.

Its community work extends from provision of education and health facilities to skills development and livelihood creation. The Trust also supports sporting activities, community welfare and cultural activities and infrastructure, as well as community emergencies, working closely with the traditional leaders, the district administration, non-government organisations (NGOs) and government officials to assess the needs of the

communities within and outside the district. “Our CSR activities focus mainly on education, health, infrastructure development and other community needs. We want to develop the community holistically, especially in areas of health. Right now we are constructing an eye clinic at Maamba General Hospital and to make it sustainable we are in partnership with Operation Eyesight and the Ministry of Health,” explained Mr Sikalunda.

“We have also done a tremendous job where we have reconstructed our roads; the township now has new roads. We are talking of roads that have never seen any meaningful development in the past four decades, so as Maamba community we boast of having the best township roads in Zambia.”

# Environment

“ Industrialisation, urbanisation and population growth can greatly affect the environment, as each involves the use of natural resources. In order for us to mitigate this, environmental protection remains one of our key strategies in making sure we operate in a clean and green area. We plant over 30,000 trees per year and continuously rehabilitate our waste dumps in order for us to maintain our environment. ”

*Head Corporate Affairs Comodore PJ Sudhir, Retd.*



## Growing our tree numbers

As part of MCL's on-going commitment to the environment, an entire shift at the power plant turned out last year to help plant trees in the coal handling plant area.

Senior Mine Manager Scott Phiri planted the first sapling and reminded everyone of the importance of planting trees, suggesting such a gesture to mark special occasions, as gifts.

Maamba Collieries has a target of planting 30,000 trees per year, using supplings grown in its on-site nursery.





#### About Maamba Collieries Ltd

Maamba Collieries Limited (MCL), in Sinazongwe District in Southern Province, is Zambia's largest coal mine and the nation's biggest Independent Power Producer (IPP) with Zambia's only coal-fired Thermal Power Plant (TPP). The company operates a 300 MW (2X 150 MW units) modern, eco-friendly coal-fired power plant—the only one of its kind in Zambia—with the capacity to supply 10 percent of the country's currently installed electricity generation capacity. MCL is owned 65 percent by Nava Bharat Singapore Pte and 35 percent by ZCCM-IH, with some US\$919 million invested since 2010. The plant provides diversity in the nation's energy mix and contributes to the nation's baseload electricity demand with high-availability power that is independent of climate change, thereby augmenting energy security of Zambia.

## 5S CONCEPT

### 1S SORT (SEIRI)

TO SORT AND SYSTEMATICALLY DISCARD THE ITEMS THOSE ARE NOT NEEDED IN THE WORKPLACE

### 2S SORT (SEITON)

TO ARRANGE NECESSARY ITEMS IN A NEAT AND SYSTEMATIC MANNER SO THAT THEY CAN BE EASILY RETRIEVED FOR USE AND TO RETURN AFTER USE

### 3S SHINE (SEISO)

TO CLEAN AND INSPECT THE WORKPLACE THOROUGHLY SO THAT THERE IS NO DIRT ON THE FLOOR, MACHINES AND EQUIPMENT.

### 4S SHINE (SEIKETSU)

STANDARDISE THE BEST PRACTICES IN THE WORKPLACE

### 5S SUSTAIN (SHITSUKE)

TO TRAIN PEOPLE TO PRACTICE THE 5S SYSTEM CONTINUOUSLY SO THAT IT BECOMES HABITUAL AND INGRAINED IN THE CULTURE OF THE ORGANIZATION



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