



MCL ENVIRONMENT RESTORATION INITIATIVES TRANSFORM MINED OUT SITES

HIGHLIGHTS

LABOUR MINISTER
COMMENDS MCL'S
WORK PRACTICES

MCL'S COMMITMENT TO
LABOUR COMPLIANCE
HIGHLIGHTED DURING VISIT
BY PROVINCIAL AUTHORITIES

MCL WELCOMES
FOURTH BATCH OF
TRAINEE ENGINEERS

WORLD BOOK DAY
CELEBRATIONS PROMOTE
MAAMBA'S LITERACY LANDSCAPE

Foreword by the Resident Director



MR. ASHWIN DEVINENI
RESIDENT DIRECTOR

Dear Readers

The timely completion of bi-annual maintenance of both units of our power plant marks our commitment to ensuring maximum generation availability – especially at this time of crippling power deficit and highlights MCL’s significant contribution to reducing load shedding. It is also satisfying to see the continuous efforts of the mining team to improve management of mining operations, using latest technology to optimize cost and increase efficiency.

Our continued focus on all-round excellence is amply evident in EIZ recognition of MCL as the “Most Compliant Engineering Organisation”, and includes our human resource capital, as validated during the visit of Minister for Labour as well as provincial labour authorities. While celebrating International Woman’s Day, it is gratifying to see our women workforce coming to the fore. Also, commencement of the TEVETA certified mechanical fitting course at MCL’s Training Centre and the fourth batch of engineers for the power plant signals our continued commitment to enhancing skills and augmenting the pool of thermal-power plant trained engineers in Zambia.

Even as we march forward on all fronts, I am particularly happy to see our environment restoration initiatives taking shape in our quest for a **“Green Maamba”**.

In conclusion, we continue to work closely together with all stakeholders and the government to make our proposed expansion project a reality, which will see Maamba Collieries doubling generation capacity and augmenting energy security of Zambia!

***Ndalumba kapati,
Natotela saana,
Dzikomo kwambiri.***

Message From The CEO



**LT COL CYRUS
MINWALLA (RETD)**

Dear Readers

I share my gratitude with all employees of MCL as we continue to receive commendations and recognition for our high standards of compliance and excellence in statutory and professional execution of our duties. MCL was honored by the visit of the Minister of Labour and Social Services Hon. Brenda M Tambatamba, MP. The Minister, during her visit, stated that *"MCL's work practices serves as a testament to its commitment to upholding ethical business practices and thus contributing to Zambia's socio-economic advancement."*

MCL's compliance standards were also commended by the Assistant Labour Commissioner- Southern Region during his visit.

It is with pride that I congratulate all employees of MCL and NEZL for their technical excellence which was recognized by the Engineering Institute of Zambia (EIZ) with a prestigious award of **"Most Compliant Engineering Company in Southern Province"**. We also welcome the fourth batch of Engineer Trainees to our Thermal Power Plant (TPP) which reinforces our commitment to enhancing the skill sets of the TPP.

Our Women participated in the International Woman's Day and they interacted with the community and launched a campaign 'Help a mother' to support vulnerable pregnant women in Sinazongwe District. This commendable gesture received a lot of thanks and joy from the expecting mothers of the community. My compliments to Mrs. Gloria, Internal Audit Manager, who led this initiative on Women's Day.

It is also heartening to report that MCL completed the planned maintenance of both 150 MW units at its coal-fired Thermal Power Plant (TPP) on time with full safety measures in line with the maintenance schedule. The Plant Head and all engineers deserve our compliments.

As we continue on our path of **"Making a Difference..."** to the community, MCL introduced a new program on Mechanical Fitting at our Vocational Training Centre. This serves as noticeable growth of our TEVETA certified Training Centre as we are now offering three programs - Metal Fabrication & Welding, Electrical and now, Mechanical Fitting. This will enhance the vocational skills in the community. Congratulations to the MDT and Training Institute teams for making this happen.

We are also working in close collaboration with all our stakeholders for our Phase II expansion project.

Once again, I urge you to adhere to our motto of Zero Harm and continue to be compliant in all our operations.

LABOUR MINISTER COMMENDS MCL'S WORK PRACTICES

Praises MCL's commitment to equal employment opportunities and skills enhancement

In a proactive move towards checking companies' compliance with labour laws and promoting good work practices, the Minister of Labour and Social Security, Hon. Brenda Tambatamba, MP paid a visit to Maamba Collieries Limited in Sinazongwe District. The visit was part of the Minister's seven-day working tour in Southern Province, aimed at conducting integrated inspections across various sectors to uphold workers' rights and foster economic transformation.

The Minister, accompanied by officials from the Ministry of Labour, visited MCL on 5th April 2024 and complimented MCL for the high standards of labour related compliances. The Labour Minister engaged with MCL employees in an interactive session, emphasising the critical role of human capital in driving sustainable development. She underscored the Government's commitment to maximising productivity and job creation as outlined in the 8th National Development Plan.

Acknowledging MCL's efforts in promoting gender equality and skills development, Ms. Tambatamba commended the company for its sensitisation programme on career guidance for girls. She highlighted the significance of worker education and grievance procedures in enhancing employee welfare and fostering a conducive work environment.

During her address to the workforce, the Minister called upon the company to continue its adherence to labour requirements and safeguard workers' rights in the workplace. She emphasised the importance of gender inclusivity and urged MCL to further augment measures towards employing more women. She also advised the company to introduce systems aimed at capacity building and local employment within the district.

The Minister said that on MCL's work practices serves as a testament to its commitment to upholding ethical business practices and thus contributing to Zambia's socio-economic advancement.

MCL's Human Resource and Administration Manager Bwali Ndau expressed gratitude to the Minister for her Ministry's visit, emphasising the company's commitment to equal employment opportunities and skills enhancement.

Mr. Ndau highlighted the collaborative efforts between MCL and the Southern Province Labour Office in promoting harmonious employer-employee relations. "The company is proactive in its approach and engagement with the



Mines Union of Zambia in facilitating constructive dialogue on labour-related matters," he added.

He further pointed out MCL's dedication to fostering a conducive work environment that prioritises the holistic development of its workforce.

The company remains steadfast in its commitment to fostering a culture of sustainability for the well-being of its employees and the community at large.



MCL'S COMMITMENT TO LABOUR COMPLIANCE HIGHLIGHTED DURING VISIT BY PROVINCIAL AUTHORITIES



To ensure labour compliance and promote fair practices, Southern Province Provincial Labour Assistant Commissioner, Joseph Kaindama, spearheaded a proactive inspection at MCL's Thermal Power Plant in Sinazongwe District.

The visit, which took place on January 26, 2024, brought together a delegation of senior government officials and representatives from statutory institutions, including the National Pension Scheme Authority (NAPSA) and the Workers' Compensation Fund Control Board (WCFCB).

The visitors were welcomed by MCL Chief Operating Officer David Vijaykumar and Plant, Head Ambarish Srivastava Kumar at the Service Building. After the presentation, the delegation embarked on a comprehensive tour of the TPP facilities. Engaging with various stakeholders, including representatives from MCL, and The union, the visit aimed to address concerns regarding labour practices within operations and the mining area.

During discussions, Mr. Kaindama highlighted the importance of adhering to labour laws, particularly the registration of expatriates under the Ministry of Labour and Social Security.

Addressing representatives, Mr Kaindama stressed the significance of attesting service bonds for trainee engineers and ensuring compliant employment contracts.

He stressed the role of the Ministry of Labour and Social Security in enforcing employment policies and disciplinary codes.

In response, MCL's Human Resource team reassured the delegation of their commitment to the highest standards of statutory compliance. MCL's HRAM, Bwali Ndaou highlighted the continued satisfaction of authorities during previous labour inspections and affirmed ongoing cooperation with regulatory bodies.

The visit concluded with a renewed commitment to fostering a culture of compliance with labour regulations, ensuring the rights and welfare of workers within Sinazongwe District.





CELEBRATING ACHIEVEMENTS AND PROGRESS ON INTERNATIONAL WOMEN'S DAY

Under the international theme of **“Invest in Women: Accelerate Progress,”** women from various walks of life in Maamba town gathered to celebrate their successes, share stories, and emphasise the message of empowerment. The event was attended by esteemed dignitaries including Sinazongwe District Commissioner Nchimunya Siakoole and senior Government officials.

The day was celebrated with a myriad of activities, each echoing the pivotal role of women in society. Among the highlights, the joint presentation by female stalwarts from MCL's Thermal Power Plant and open pit mine stole the spotlight.

Nyemba Mwanza, a mining engineer, delved into the intricacies of coal mining, shedding light on the importance of various coal grades and their utilisation. Following her, Sharon Luchembe, a Mechanical Engineer, simplified the complexities of power generation at the thermal power plant. Lastly, Berister Kasanga, an Electrical Maintenance Engineer, highlighted the broader implications of infrastructural developments, and informed the audience on MCL's initiatives to corporate social responsibility.

Highlighting the company's commitment to social development, Ms. Kasanga outlined initiatives aimed at promoting education, health, infrastructure, sports, and environmental conservation in the region. The **‘Liter of Light’** CSR project, a shining example of innovation, was showcased, revealing its impact by lighting up over 60 households, using sustainable lighting solutions crafted from recycled materials.

In his closing remarks, the DC Mr. Siakoole lauded MCL's efforts in driving social and economic development, urging continued engagement with the community and participation in national events to showcase their impactful work.

The celebrations were not restricted to daytime activities, culminating in an event of elegance and entertainment the following evening at the Maamba Golf Club. The Dinner Dance, held on 9th March, provided a platform for reflection and solidarity among attendees. Hon. Muyambango, the Legal Counsel, enriched the audience with insights on the importance of wills and marriage certificates.

Speaking on behalf of the women employees of MCL, Ms. Nyemba Mwanza expressed gratitude to the management during the dinner for their unwavering support and the invaluable opportunity to partake in the celebrations.

As the festivities concluded, it was evident to all that International Women's Day had not only served as a moment of reflection but also ignited a collective drive towards a more inclusive future for all.



MCL SHINES AT EIZ SOUTHERN REGION ANNUAL GENERAL MEETING



On 23rd March 2024, the Savee Beach Resort in Siavonga bore witness to a gathering of engineers at the Engineering Institute of Zambia Southern Region Annual General Meeting (AGM). Among the attendees were representatives from Maamba Collieries Limited.

Four engineers, represented MCL at the event, highlighting a commitment to knowledge-sharing and innovation. Engineers Joy Misozi Mbao, Fredrick Mwepu, Paul Mulenga (Maamba Branch EIZ Chairperson), and Febby Mbulo (Maamba Branch Vice Chairlady) lent their expertise to the event, highlighting the collaborative spirit and gender inclusive approach that defines the company. The primary objective of their attendance resonated with the core values of professional development and engineering excellence. It was an opportunity to engage in dialogue, exchange ideas, and stay abreast of the latest engineering trends.

The event was graced by many esteemed guests, including the Minister of Local Government and Rural Development, Hon Gary G. Nkombo, MP. During his speech, his emphasis on harnessing engineering for societal solutions underscored the pivotal role engineers play in shaping a better tomorrow.

At the end of the discussions and insightful presentations, MCL emerged victorious as it was recognised for its engineering excellence and commitment to technical compliance. The company won the prestigious **“Most Compliant Engineering Organisation for Southern Region”** award. This accolade not only recognises MCL’s adherence to regulatory standards but also acknowledges its support of the Engineering Institute of Zambia. Furthermore, the EIZ elections opened a new chapter of leadership, with Mr. Frank Mumba of

Nava Energy Zambia Limited, MCL’s O&M contractor for the thermal power plant being elected as the Southern Region Technologist representative position on the EIZ Executive Committee. Expressing gratitude for the support received, Mr. Mumba highlighted the importance of the relationship between individual growth and company support. He also noted that he is looking forward to increased collaboration and advancing the vision of the organisation. As the company celebrates the award, it reaffirms its dedication to excellence, collaboration, and technical and all round compliance.



MCL COMPLETES BI-ANNUAL SHUTDOWN

Maamba collieries (MCL) over the past few months successfully completed planned maintenance of both 150 MW units at its coal-fired Thermal Power Plant (TPP). In line with the mandate from the Original Equipment Manufacturer (OEM), the bi-annual shutdown of Unit One and Unit Two was carried out in a staggered work plan to minimise impact on load shedding schedules.

Unit-1 underwent its scheduled bi-annual maintenance from 16 - 29 February 2024, while Unit-2 was done from 9 - 23 March 2024.

To ensure the timely execution of maintenance activities and the safety of personnel involved, the Plant Head, Ambarish Srivastava, convened an interactive meeting with all Heads of Department (HODs) and the shutdown agency prior the shutdown to discuss safety measures to be implemented. Thereafter, to promote sustainable operations in an industrial environment, a robust safety induction program for shutdown manpower was undertaken.

"We provided comprehensive training on hazard identification, risk mitigation, emergency preparedness, and personal safety practices. We ensured all good practices were stringently followed and fostered a culture of safety excellence during both shutdowns and turnarounds," said Mr. Srivastava.

During the shutdowns, several key tasks were completed on the Boiler and Auxiliary Equipment, including repairs and maintenance of furnace water wall panels, realignment of dislocated EP shields, blanking of defective tubes in the Air Preheater, hydro tests of the boilers, inspection, and correction of bearings for all boiler fans, and thorough inspection and calibration of boiler instruments were carried out.

Maintenance activities for the turbines and auxiliary equipment included inspection of Turbo-Generator bearings, overhauling of fluid coupling for Boiler Feed pumps, maintenance of Condensate extraction and Vacuum pumps, the Turbine lubrication oil system, as well as maintenance on the 6.6KV SWGR, Boiler Feed and Condensate Extraction Pump Breakers, as well as the Generator transformer.

Maintenance tasks for the Water System encompassed servicing of Cooling Water and Auxiliary Cooling Water pumps and motors, all Air Release valves in both these systems, inspection and cleaning of all Cooling Tower nozzles and Cooling Tower fans.

Notably, on completion of maintenance on both units, grid code tests were conducted by the MCL TPP team in the presence of a ZESCO technical team, on both power plant generators in March. The purpose of these tests was to ensure compliance with grid code regulations and to assess the reliability and performance of the generators when integrated with the national grid.



"By adhering to regulatory requirements and technical standards, the grid tests validated the generators' capability to operate in synch with the grid and contribute to the seamless delivery of electricity to consumers. Moving forward, continued adherence to grid code regulations and periodic testing will be done to ensure the continued integrity and efficiency of the electricity grid system," explained Mr. Srivastava.

This was followed by a structured approach to comprehensively evaluate and ensure the power plant generators' compliance with grid code requirements as well as the Automatic Voltage Regulator system, before and after synchronisation of both units with the national grid.

The grid code tests conducted by the MCL and ZESCO teams signify a critical milestone in ensuring the reliability, stability, and safety of the national electricity grid.



OPTIMIZING MINING OPERATIONS WITH MODERN MANAGEMENT SYSTEMS

New system set to provide improved management oversight and safety standards

With the introduction of the Smart Fleet Management System, MCL is set to take a transformative leap forward in its mining operations. This technology will enhance mining operations, helping mitigate risks, enhance efficiency, and reduce costs associated with management.

After the successful implementation of the Data mine software last year, the Smart Fleet Management System is poised to optimise MCL's fleet of vehicles and machines across its mining sites. Currently deployed as a pilot project, the system is undergoing rigorous testing to assess its effectiveness before full-scale implementation.

Maamba Collieries Shift Boss Humphry Mbao explained that the Smart Fleet is not designed to replace traditional mining methods, but rather to augment them, focusing on improving safety, efficiency, and productivity.

"With real-time data and inputs from Smart Fleet system, the mining team will be empowered to make informed decisions, leading to enhanced productivity in the coming years," said Mr. Mbao.

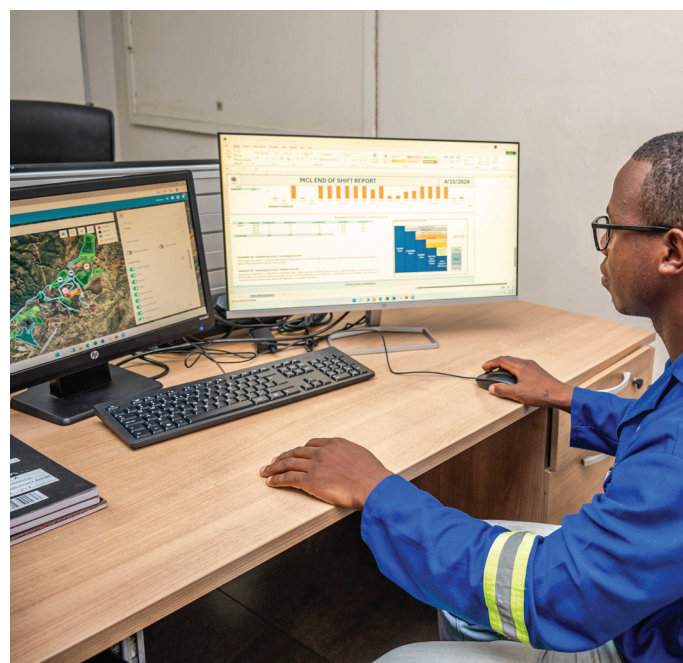
"One of the key features of the Smart Fleet is its tracking and reporting capabilities, facilitated by GPS-enabled technology. This allows for precise monitoring of machine locations, identification of over speeding events, and ensuring vehicle and personnel safety through heat maps and real-time notifications. The system generates comprehensive reports on operational activities, enabling thorough analysis and timely interventions," he added.

Shift Boss Mweene Herold emphasised the significance of the Smart Fleet in addressing critical challenges faced in mining, such as fuel consumption, equipment utilisation, and maintenance. He added that by maximising equipment usage and streamlining production processes, the system reduces operational costs while enhancing safety and productivity.

Furthermore, the Smart Fleet also facilitates proactive maintenance strategies by providing insights into equipment health and performance. This approach will help extend the life cycle of mining equipment, resulting in long-term cost savings and sustainability benefits for MCL.

With the aim of optimising operations, MCL management has also invested in training and empowering its workforce, including newly recruited engineers, to leverage the potential of the Smart Fleet with classes on the programme. These mine engineers will be instrumental in driving efficiency improvements and operational planning, ensuring that the company remains competitive in the dynamic mining landscape.

The introduction of the Smart Fleet management system marks a significant milestone in MCL's journey towards operational excellence and sustainability in the mining industry. By embracing digital technologies and automation, MCL is poised to lead the way in efficient, safe, environmentally conscious and best mining practices.



ENGINEERING EXCELLENCE HELPS SHARON'S CAREER REACH NEW HEIGHTS

Sharon Luchembe - Female thermal power plant engineer operating a high-tech thermal power plant



Pioneering a path in engineering, Sharon Luchembe - a mother, mountain hiker, and gym enthusiast, is scaling new heights in her career through her dedicated and positive mentality. Strong-willed and ambitious, she juggles her work with her personal life to become one of the women in engineering who have made breakthroughs working in operations at Zambia's only thermal power plant in Maamba. "I am currently the first female in thermal power plant operations at Maamba, and I am sure in Zambia as well," says Sharon.

A mechanical engineer by profession, Sharon currently holds the position of Operations Turbine Desk Engineer at Maamba Collieries Limited. She is part of the team that monitors various parameters in the Thermal Power Plant Control Room, including steam pressure, flow rates and temperatures, as well as turbine vibrations and axial shift.

Despite being the only woman in her department, Sharon approaches her role with confidence and a strong work ethic. "I was taught operations in general and how the turbine operates and everything that is involved. For instance, the logics, the emergency operations that I'm supposed to conduct, when the turbine trips, when we face a grid disturbance, what are the operations that I'm supposed to conduct when the critical equipment fails" she stated.

One of Sharon's defining moments came during the unit shutdowns at the thermal power plant. This event presented numerous complex challenges, requiring meticulous planning, coordination, and execution. Recognizing the opportunity to showcase her skills, Sharon volunteered to be part of the shutdown maintenance teams.

During the shutdown, Sharon's dedication and problem-solving abilities came to the fore, while her dedication and expertise contributed immensely to the timely completion of maintenance, showcasing her remarkable skills in the field of engineering. She worked tirelessly alongside her colleagues, troubleshooting issues, conducting inspections, and ensuring that maintenance tasks were completed efficiently and safely.

To work off pressures of work, she enjoys hikes or goes to the gym for workouts, finding peace in the scenic surroundings of Maamba. Maamba town is surrounded by hills, a sight that Sharon fell in love with at first sight. Sharon's love for hiking isn't just a hobby—it's a mindset that fuels her life. The determination and perseverance required to scale new heights are the same qualities she brings to her work every day. Whether she's facing a technical challenge in the control room or navigating difficult terrain on a climb, Sharon approaches each obstacle with the same unwavering resolve.

Balancing her professional life with motherhood has been another significant challenge for her. However, she remains goal-oriented and determined to excel in both roles, emphasizing the multi-tasking abilities of women and encouraging more women to pursue careers in engineering.

"One of my biggest challenges has been balancing my work life while also being a mum. I've been trying to juggle the two, being a first-time mum, and balancing the two has been a great challenge for me. But with time, I'm getting the hang of it."

"I'm goal-oriented, so I know what I want at the end of the day. When I'm at work, my focus is work, and when I'm at home, I focus on home entirely." She adds, "Most people would say our role should be limited to the kitchen, but we women are capable of multi-tasking. We are able to juggle different tasks at the same time. So, whatever we put our minds to, we can achieve it. So, we shouldn't limit ourselves just because of gender bias to our responsibilities in our homes."

"We need more ladies out there to come up in numbers and balance the equation in the field of engineering and one thing I can also say is that I'm the first female in thermal power operations which is a great achievement for me, it's a great milestone so I would want the young girls out there to also emulate me and take up such roles as well."

Today, Sharon is a shining example for aspiring women engineers, encouraging them follow her path and to pursue their dreams regardless of societal norms. Notably, Sharon's training as a trainee engineer at MCL helped equip her with a comprehensive understanding of thermal power generation equipment and operations and prepare her for the future, as she aspires to assume higher responsibility in plant operations and maintenance.

MCL WELCOMES FOURTH BATCH OF TRAINEE ENGINEERS

Ten aspiring engineers have been welcomed into the Thermal Power Plant (TPP) team as part of the Graduate Engineering Trainee (GET) Programme, showcasing Maamba Collieries Limited's ongoing commitment to nurturing engineering knowledge, specific to the power plant in Zambia.

Hailing from reputed institutions across Zambia including CBU, UNZA, and NORTECH, the fresh graduates were selected on merit to join the immersive training initiative.

Under the stewardship of TPP HR Manager, Jordan Malawo, the new recruits were warmly welcomed into the MCL family during a ceremonious gathering.

Plant Head Mr. Ambarish Srivastava Kumar, during the interactive session with the trainee engineers, articulated the company's ethos of adherence to policies, procedures, and stringent safety measures.

Emphasising the paramount importance of Safety, Health, Environment, and Quality (SHEQ) standards, Mr. Kumar underscored MCL's firm commitment to engineering excellence.

Beyond technical proficiency, the trainees will join MCL's unique cross-cultural milieu, fostering a deep understanding of organisational dynamics.

Through rigorous SHEQ orientations and insightful discussions, the trainees will be equipped with the tools to navigate the challenges and seamlessly fit into the operations.

Speaking at the occasion, Mr. Malawo extolled the virtues of MCL's Career Development Programme GET, designed to train and prepare future power engineers for operations and maintenance of the thermal power plant.

With a carefully curated curriculum and hands-on training modules, MCL aims to groom a pool of engineers poised to lead the country's energy sector into an enlightened future.

Looking ahead, MCL envisions expanding the horizons of the GET Programme to incorporate critical domains like laboratory operations. This far-sighted approach highlights the company's dedication to all-round skill development, setting new benchmarks for training initiatives in the mining and energy sectors.

As the fourth batch of engineers embark on their journey, they carry with them the hopes of becoming part of Zambia's energy landscape. With MCL as their guiding and supporting institution, the aspiring engineers are primed to illuminate the way towards a brighter future.



MCL COMMENCES MECHANICAL FITTING COURSE

MCL's commitment to enhancing skills and employment opportunities for youth

In January 2024, MCL's Vocational Training Centre launched a one-year Mechanical Fitting Course, Trade Test Level 1, for the local youth in the community in response to the growing need for skilled fitters within the industry as well as based on feedback from former students, community members.

Mechanical Fitting Instructor, Stephen Mbewe, said, "The institution received an overwhelming response with large number of applicants, and the course commenced at the training centre with the planned 10 students."

"Training is progressing very well, and the students are progressing with the theoretical part of the course. However, the course is practical-oriented, and the students are getting along well in their practicals so far," stated Mr Mbewe.

"Next year, we hope to increase the number of enrolled students in the course commencing January 2025, due to growing demand for such skills, in various industries. We hope to produce the best mechanical fitting students by the end of the course," he added.

The Maamba Vocational Training Centre is run by MCL to help bridge the skills gap in the community. It is registered with the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA).

Sharon M'gode, one of the three female students in the Mechanical Fitting class of ten in the 2024 intake, said, "I find the Mechanical Fitting course very interesting. Although traditionally considered a man's skill set, I have decided to challenge myself as a woman. I want to change the perceptions in our local community."



MCL's vocational training institute has been operational since 2015 and offers two six-month long courses in Metal Fabrication and Welding - Trade Test Level II and Electrical Technology - Trade Test Level II as well as the newly introduced course yearlong Mechanical Fitting Trade Course Test Level I.

MCL is proud that the training centre has successfully trained over 300 individuals so far, contributing to the creation of a competent workforce. Recently, MCL has taken this initiative even further, by successfully placing some of the students in big companies. Nine graduates from our training Centre were picked up by FQM Trident after a visit by their HR and technical teams who were extremely impressed with their skill set.

MCL remains committed to imparting technical skills to local youths, enhancing their employability prospects, ensuring a positive social impact on the community and...**Making a Difference!**





INSIDE CLIVE NYAMBE'S JOURNEY TO HR LEADERSHIP AT MCL

In the department of human resources, Clive Nyambe holds the position of Human Resources Superintendent at Maamba Collieries Limited. Clive's journey to the upper echelons of the HR team is a testament to his dedication and passion for serving others.

Born with aspirations of pursuing a medical career, Clive's path took an unexpected turn towards business studies, ultimately leading him to discover his calling in human resource management.

"Before embarking on my HR studies, I was unaware of its intricacies. However, the prospect of delving into this field prompted me to undertake extensive research to understand what it was about. Over time, as my understanding of HR deepened, the desire to serve others grew within me," he said.

Armed with a diploma in Human Resource Management from Evelyne Hone College obtained in 2010 and a bachelor's degree from Copperbelt University in 2016, Clive continued his academic journey, earning a master's degree in strategic management from the University of Zambia in 2020.

Clive's professional journey progressed across a diverse landscape of industries, from mining to hospitality, each chapter enriching his expertise and fortifying his resolve. From his tenure at Nitrogen Chemicals of Zambia as Assistant HR Officer in 2012 to his role at Taj Pamodzi Hotel in 2019, Clive's journey culminated in his appointment as Human Resources Coordinator at First Quantum Minerals' Kansanshi Mining Plc in 2020, where he honed his leadership acumen over three transformative years before joining MCL.

Since joining MCL in October last year, Clive has been responsible for aligning individual performance goals of staff with the strategic vision of the organization.

"What is fulfilling about my job is that I get to identify individuals who are poor performers and help them to become outperformers. Once performance deficiencies are identified, required training is prescribed to help them get to the desired performances. That helps us to move employee performance in the direction where the organization wants," he added.

He attributes his desire to join MCL to its fast-growing nature, adding that he wanted to be part of the team that sees the organization grow.

Outside the office, Clive is a dedicated fitness enthusiast, often found in the gym or pursuing his passion for learning through legal studies. As a family man, he cherishes quality time with his loved ones and actively engages in community activities.

With a democratic leadership style, Clive empowers his team to innovate and excel, offering guidance while allowing autonomy in their roles. His vision for the future includes striking a harmonious balance between his HR expertise and legal interest.

In essence, Clive Nyambe describes himself of a goal-oriented, sociable, and family-centric individual, whose unwavering dedication to HR excellence continues to propel both himself and MCL towards greater heights of success.

MCL ENVIRONMENT RESTORATION INITIATIVES TRANSFORM MINED OUT SITES

'Green Maamba' – MCL's reforestation drive



With a focus on restoring the environment and fostering biodiversity, MCL has transformed former mine and dump sites into flourishing green zones. This dedication to environmental stewardship is evident in both short-term and long-term projects aimed at preserving the ecosystem for the community and ensuring operational sustainability.

Over the past decade, MCL has spearheaded extensive reforestation initiatives to reclaim degraded land and promote biodiversity. Native tree species are carefully selected and planted to facilitate the rehabilitation of areas affected by mining activities. Notably, the company has reclaimed and rehabilitated 52 hectares of land and forest at its mining sites and has planted over 55,000 trees at these sites since 2018, marking significant progress in restoring the natural landscape.

Through innovative solutions, MCL ensures the success of its reclamation efforts. Various methods, including propagule establishment, seed sowing, and nursery-raised seedling planting, are employed to rejuvenate the land. Additionally, habitat transfer techniques facilitate the transplantation of intact soil and vegetation from natural areas, fostering sustainable growth and ecosystem restoration.

The company continues to prioritise land reclamation and rehabilitation, demonstrating that environmental sustainability and operational excellence go hand in hand.



MCL'S UNIQUE APPROACH TO CONSERVATION AND RECREATION

As the first light of dawn sweeps across the scenic greenery of Maamba town, Maamba Collieries Limited Chief Security Officer Henry Chaile leads the charge in an endeavour that mixes wildlife conservation with sporting leisure.

With a passion for nature and a commitment to fostering harmony between humans and animals, Mr. Chaile sees the Maamba Golf Club as a sanctuary where fatigue dissipates, and vitality is restored amidst the natural habitat of the wild.

In Mr. Chaile's vision, the golf course serves not only as a haven for a diverse collection of wildlife but also as a refreshing retreat for employees and keen golfers. Each encounter with nature, he asserts, is akin to a therapeutic experience, where greenery energises the human spirit.

"Before the sun rises, there is a special chemical discharged from every green tree, and that is medicine for us humans," Mr. Chaile remarks, emphasising the profound symbiosis between man and nature.

Through meticulous care and ecological enhancement efforts, MCL has transformed its golf course into a haven for both players and wildlife alike.

"Our golf course is one of the best in the Southern Province. This is because we allocate a lot of resources to maintain it. We have a lot of workers that do rehabilitation and water reticulation, thanks to the four boreholes that we have installed," he continued.

At the heart of MCL's conservation efforts lies a collaborative approach, with stakeholders such as the Department of National Parks and private game ranches joining hands to safeguard the region's ecological treasures.

Together, they have embarked on a mission to restock the land with a variety of animals. "We currently have over 100 animals, including impalas, zebras, and giraffes, and we aim to expand both our animal variety and population," he added.

One remarkable sight that captures the attention of golfers and spectators alike is the unique single-horned male impala, prompting observers to ponder whether it was born with only one horn or if the other horn was broken.



Yet, amidst the lush greens and tranquil fairways, it is the people of MCL who truly shine. MCL recognises its employees not merely as workers but as agents of change within their families and communities. By investing in their well-being and professional growth, the company cultivates a culture of stewardship that extends to the preservation of wildlife and ecosystems.

"With this culture of empowerment and responsibility, our animals are in turn protected. In terms of health, if you compare our impalas to those at other ranches and golf clubs, you will see the difference. Ours are heavier, weighing up to 50kg, and have white tails, an indicator of good health.

"We feed them according to the plan given to us by a veterinary specialist. The diet, together with our commitment to maintaining a good environment and ecological status, ensures the health and wellbeing of our wildlife, as recommended by experts from Zambia Wildlife Authority (ZAWA), and the Department of National Parks & Wildlife," Mr. Chaile explained.

As the sun sets on another day at Maamba Golf Club, Mr. Chaile's hope for a sanctuary where humans and animals coexist in harmony continues to inspire. With each passing day, the ranch grows, and MCL is looking to welcome new species and nurture a spirit of conservation.

MCL STRENGTHENS PARTNERSHIP WITH ZAMBIA POLICE FOR ENHANCED SECURITY

Recognising the significant impact of Public-Private crime prevention partnerships, Maamba Collieries Limited (MCL) Management has continued its strategic partnership with the Zambia Police Service in the Southern Division to enhance security in its catchment area.

During a recent visit by the Zambia Police Command Southern Division aimed at improving security along transmission power lines, MCL's Chief Security Officer (CSO), Henry Chaile, emphasised the potential for strengthened relationships between law enforcement and private security entities to yield improved benefits.

"The importance of preventive measures in combating crime cannot be overstated. We advocate for a holistic approach that addresses underlying risk factors. By partnering with the Zambia Police Service, MCL aims to implement proactive security measures that reduce crime and foster greater social benefits for the community and the operations at MCL" stated Mr. Chaile.

With this vision in mind, Mr. Chaile highlighted that MCL and the Zambia Police have established guiding principles and standard procedures to ensure accountability and optimal outcomes in crime prevention partnerships.

Southern Division Commanding Officer Auxensio Daka stated that public-private partnerships are instrumental in addressing contemporary security challenges and can be best addressed through unified strategies to combat crime effectively.

The partnership incorporates diverse perspectives to proactively address crime and enhance community safety, particularly in the Sinazongwe District of Southern Province.

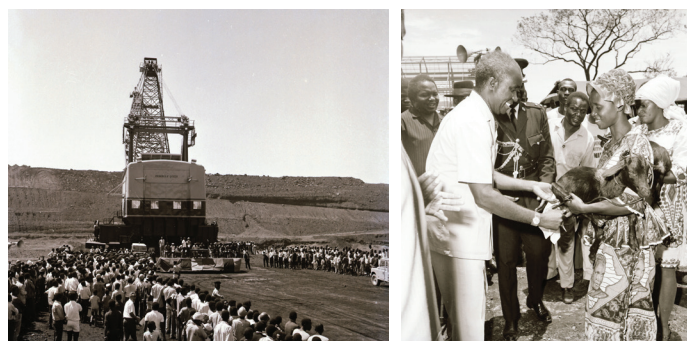
The Division Head affirmed the Police Service's understanding of MCL's operations and social activities, stressing the significance of supporting MCL in safeguarding its strategic assets and associated infrastructure.



IZUMA LODGE - BLENDING HERITAGE AND HOSPITALITY FOR DECADES IN MAAMBA

For over thirty years, MCL's Izuma Lodge has stood as the home of hospitality in Maamba. Nestled in the 53-year-old mine that carries the name of the township, it has not only catered to the needs of visitors but also played an integral role in the daily operations of Maamba Collieries Limited. Located where premium accommodation is scarce, this establishment has fostered a sense of community and belonging, among both guests and employees, serving as a cornerstone of comfort and convenience.

A unique fact about Izuma Lodge is its rich history and cultural heritage since its establishment in 1971. The Presidential Lodge, an annex of the main facility has played host to many of our Republican Presidents of Zambia. Our founding President H.E. Kenneth Kaunda first stayed here in 1972 when he came to commission the Zambia Queen and loved to visit the town and stay at the Izuma Guest House during the early days of its operations, as Maamba at the time was the lifeblood of the nation, powering the copper mines and industries with its coal.



The lodge is currently undergoing a transformation that seeks to redefine hospitality by combining top-class services with a touch of Maamba's rich heritage. Recently, a new chapter unfolds for Izuma with the recent appointment of Shamo Njeleka as Hospitality Manager. Ms. Njeleka, appointed in December last year, is redefining the essence of hospitality at



the guest house and housing by combining top-class services and instilling a welcoming culture and environment among the staff.

Our aim is to ensure all our guests feel welcome and are comfortable during their stay at Maamba. Izuma plays a huge role in providing high-quality accommodation for visiting government officials and other visitors during short visits to the mine and Thermal Power Plant, as well as for employees and contractors working on-site.

We are now poised to expand our energy production, and this will in turn need facilities for a large number of guests and upgrading accommodation and hospitality are of equal importance," she added.

In her capacity as Hospitality Manager, Ms. Njeleka oversees all accommodation, including the Presidential Lounge, Directors' Bungalows, Izuma Guest House and Lodge as well as Malaiti House, ensuring that all guests have a memorable stay and experience and remember their visit to Maamba.

Ms. Njeleka is a hotelier with vast professional experience and technical qualifications in Hospitality Management from local and international universities, with close to 30 years in the hospitality industry, both local and international. With her expertise and leadership, Izuma Guest House is set to continue its legacy as a hub for great hospitality in the region while providing top-class services and amenities to its guests.

WORLD BOOK DAY CELEBRATIONS PROMOTE MAAMBA'S LITERACY LANDSCAPE



The Maamba Development Trust recently commemorated World Book Day with a lively celebration of literature and knowledge. The event, themed **'Read Your Way'** was observed on 25 April 2024, showcased the community's dedication to fostering literacy and learning.

The celebration commenced with an enthusiastic parade, bringing together students and educators from the various schools in Maamba.

Attendees embraced the event's spirit with their individual contributions. Children demonstrated their passion for literature through lively readings, concise book reviews, poetry recitals, musical performances, and theatrical presentations. Particularly poignant was Maamba Special School's performance, highlighting the obstacles encountered by those with disabilities in obtaining suitable reading materials, emphasizing the significance of inclusive literary resources.

Maamba Development Trust Manager Jethro Sikalunda, the Chief Guest at the event, urged attendees to foster a culture of reading. In his address, he emphasized the profound companionship found in books, stating, "In a world where loyalty has become a rare commodity, a book is the most loyal friend you can ever have."

The celebration was a resounding success, setting the stage for future World Book Day festivities in Maamba.

In a heartwarming gesture during their farewell and to remember the good times they had at the school, outgoing

students of Maamba Private School Prisha Srivastava, Ujjival and Deeksha Jonalaggada, generously donated books from their collections as a parting gift.

Maamba Private School Principal Justina N. Kaonga expressed gratitude for their thoughtful gesture, highlighting the significance of their donation in enhancing educational resources for current and future students. Meanwhile, Emmanuel Nyambe, a grade seven student, conveyed the school's appreciation on behalf of his peers, emphasizing the impact the donated books would have on their learning journey. "Thank you for bringing the books; we will cherish them and read them every day," he said, underscoring the enduring value of literature in shaping young minds.

As Maamba continues to celebrate literacy and learning, these initiatives serve as inspiring examples of community-driven efforts to nurture a culture of reading and knowledge sharing.



'HELP A MOTHER' CAMPAIGN BRINGS COMFORT TO MOTHERS SHELTER

MCL female employee-driven donations provide succour to Pregnant Mothers of Maamba



Inspired by this year's International Women's Day theme, **"Invest in Women: Accelerate Progress"** female employees of MCL launched a **'Help a mother'** campaign to support vulnerable pregnant women in Sinazongwe District. The focus was on addressing the needs of expecting mothers staying at the Maamba Hospital Mothers Shelter.

Recognising the challenges these women face, especially during the waiting period before delivery, the campaign aimed to provide essential items such as chitenge materials. This initiative not only fulfilled a moral obligation but also aligned with the agenda for universal health coverage.

"Through the **'Help a mother'** campaign, we aimed not just to provide material support, but to affirm the dignity and worth of every expecting mother, ensuring they feel empowered and cared for during this crucial time," said Ms. Berister Kasanga, an Electrical Maintenance Engineer at MCL power plant, after handing over the items at Maamba Hospital.

MCL female employees led the donation drive, providing a total of Eighty-Six sets of chitenge material. Each woman received two wrappers—one for herself and one for her newborn upon delivery. The gesture brought immense joy to the recipients, who expressed heartfelt gratitude to management and the female employees of Maamba Collieries Ltd.

Acknowledging the success of the campaign, MCL women extended their appreciation to management and all supporters, both internal and external, whose financial contributions made the initiative possible.



MAAMBA OPEN TOURNAMENT UNITES GOLFERS IN A THRILLING COMPETITION



In an endeavour to elevate golf as popular sport within the Maamba community, the Maamba Open Tournament was conducted from 13th to 14th April. The event brought together 78 golfers from clubs, from Mazabuka and far afield as Chilanga, to participate and showcase their talent, skills, and sportsmanship.

Sponsored by Maamba Collieries Limited, the Zambia Golf Union, Trade Kings Group of Companies, and Zambia Sugar, the tournament served as a stage for both emerging and established golfers to demonstrate their prowess, while nurturing a sense of unity within the golfing community.

The tournament was held in the scenic Maamba golf course, teeming with wildlife including giraffes, impalas, and zebras. Among the highlights was the sighting of a one-horned impala, catching the attention and interest of players and spectators alike.

Mazabuka Golfers made an impressive showing, with defending champion Killian Hapwita leading the pack with a remarkable gross score of 73, followed closely by Malambo Mweemba.

As the dust settled and the leaderboards were finalised, Hapwita retained his crown, narrowly edging out a strong challenge from Marlon Chitalu of Chainama Golf Club by only one shot, the runners-up having started the final day seven shots behind.

In the B-division, local golfer Macleans Simukonda emerged as the leader with an impressive score of 85 gross, followed closely by Harrison Siagumpa and Owen Kabunda.

Local golfers demonstrated their prowess, with five players securing multiple prizes, showcasing the depth of golfing talent within the Maamba community.

Speaking on behalf of MCL, Chief Security Officer Henry Chaile highlighted the importance of sports in nurturing physical and mental wellbeing and promoting social cohesion among the youth. He reiterated Maamba Golf Club's call to empower junior golfers and challenge traditional gender stereotypes.

"With such a large and growing young population, we have to make sure we have the right enabling environment so that golf could make a real contribution to the boy and girl child's development," Mr. Chaile says.

Meanwhile, young golfer, Musaka Nalubotu, a participant at the tournament, stated, "The friendship and being part of a Maamba Golf Club team is very important and substantial. If it wasn't for sport, I wouldn't have met so many professional golfers from all over Zambia, who I now consider my models, and that has been very important."

"Meanwhile, Zambia Golf Union Southern representative Mr. James Chona, extended the union's gratitude to the sponsors and commended MCL Management for their efforts in promoting golf in the region. Sports can contribute immensely to national development while also empowering young golfers to serve as role models in their communities," he explained.





REVAMPED KANZINZE STADIUM PROMISES BRIGHTER FUTURE FOR MAAMBA ENERGY STARS

Amid a challenging season for the Maamba Energy Stars Football Club, hope shines brightly on the horizon with the ongoing overhaul of the Kanzinze Stadium, the team's home ground.

As the team strives to climb the ranks in the FAZ Division South League, Denny Himoonde, the Sports and Recreation Officer, and Head Coach, and his players believe that the transformation of their home ground will be a game-changer in their quest for success.

Coach Himoonde said that "this ground we are currently playing in is smaller in size and the surface is not very good for our boys because it is very slippery. The renovated pitch will even help us in ensuring in reducing the wear and tear of players bodies and gear," he said.

For winger Emmanuel Sakala, the promise of the revamped stadium represents a beacon of hope. Disappointed by the recent draw against ZESCO Mazabuka Football Club, despite scoring his first goal in his debut season with the MCL-sponsored side, Sakala emphasizes the importance of collecting points and remaining competitive in the league.

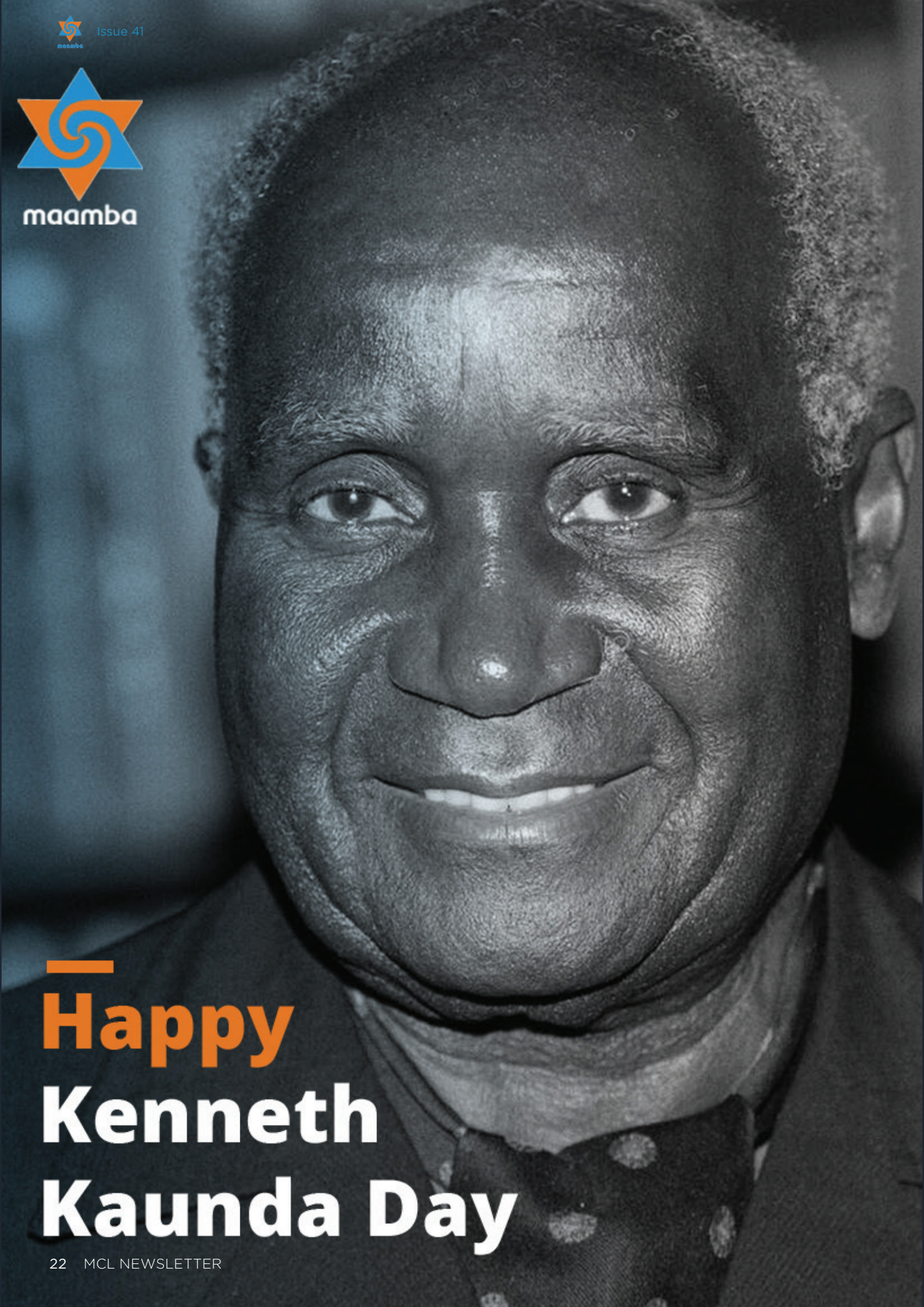
With aspirations of guiding the team to new heights, he eagerly anticipates the improved facilities and playing conditions that the renovated stadium will offer.

The impending completion of the Kanzinze Stadium brings with it the promise of enhanced training facilities, improved playing surfaces, and increased fan support—all of which would bolster the performance and morale of the Maamba Energy Stars.

With renewed determination and the backing of a revitalized home ground, the team is poised to chart a course toward success in the seasons to come.

Kanzinze Stadium, which draws its name from a nearby stream, has been undergoing rehabilitation involving resurfacing of the ground for better usability and playability. The process includes ripping off old soil, layering sand and black soil, and planting Bermuda grass, thanks to the support of Maamba Collieries Limited (MCL), the club's sponsor and facility owner.





—
Happy
Kenneth
Kaunda Day

Picture Stories



Career Day at Maamba Private School Nursery



Maamba Aerodrome Receives a Facelift



Monthly Interactive Team Meetings Enhance Safety, Communication and Collaboration



MCL Training Centre students on Attachments at FQM, Kalumbila

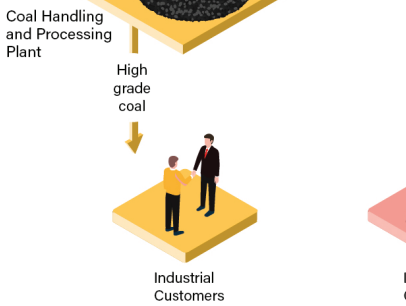
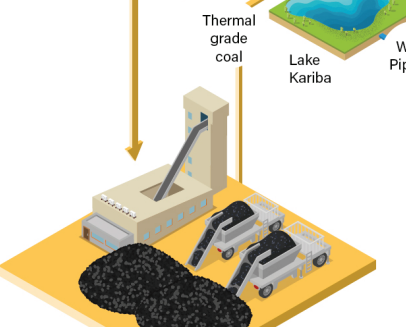


Work Continues at Phase II Construction Site

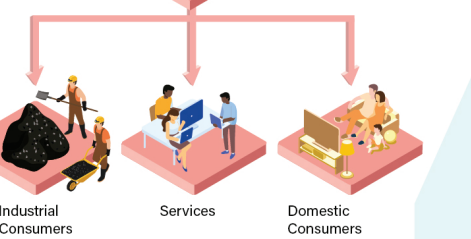
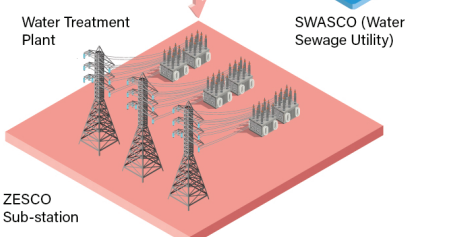
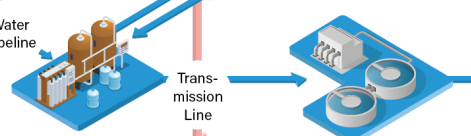
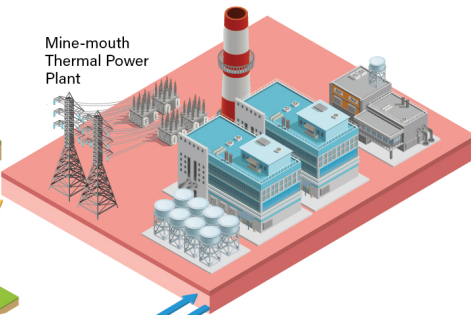


Solar Geysers Installed at Malaiti House

Coal Mining



Thermal Power
Installed Capacity 300 MW



Corporate Social Responsibility



- Mitigate environmental degradation by use of polluting self-combusting coal in TPP
- Use of SOX/NOX/PM emission control technology *iaw* World Bank norms
- Zero-effluent discharge protecting ground water
- Back filling mine voids
- Dedicated arboriculture programme using re-cycled water
- 'Green Maamba' campaign – planting indigenous trees with community involvement

Outcomes...

...making a difference

- Conversion of polluting thermal-grade coal to high-value base-load energy
- Contributes 10% of Zambia's installed power generation
- Provides energy security and diversity in energy mix
- Sale of high-grade coal to domestic customers for construction industry and SMEs
- 100% by-product utilization
 - Unsellable coal as input for power plant
 - Fly ash for construction sector
 - Waste water for arboriculture
- Community Development


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 base load electricity demand with high-availability power that is independent of climate change, thereby augmenting energy security of Zambia.



CONTACT US

 Corporate Park
Alick Nkata Road
Lusaka

 www.maambacoal.com
LinkedIn: maamba collieries-ltd

 +260 962608976