

MCL NEWS



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Vice President W.K. Mutale Nalumango inaugurated the Maamba Eye Care Centre on 10th October... [Continue to page 3](#)



MCL VISION FOR EYE CARE FOR COMMUNITY IN FOCUS



MR. ASHWIN DEVINENI
RESIDENT DIRECTOR

MESSAGE
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Dear Readers,

The 10th of October was indeed a landmark day as MCL hosted the Vice President W.K. Mutale Nalumango to witness our operations followed by the inauguration of the Eye Care Centre. The two events sums up the commitment of Maamba Collieries – to its core role of mining and power generation, as well as to helping the development of the community.

As investors, we are indeed gratified to hear Her Honor's comments on MCL's partnership with the government. In fact, the inauguration of the Health Clinic by the Provincial Minister, built by MCL in collaboration with the provincial health authorities at Lake Kariba is just another demonstration of the power of such partnership with concerned stakeholders.

I would like to compliment the Management for the recognition by ZACCI as well as its efforts on preserving wildlife. While the continued emphasis on safety needs no repetition, the innovative efforts on imbining safety are noteworthy. The all-round focus on all aspects – operations, maintenance, human capital management, environment sustainability as well as sustained efforts to give back to the community are indeed laudable.

I am happy to hear of the performance of the children of the MCL-run Maamba Private School, making our school the best in Sinazongwe district for the second year running. The aim is to become the best in the province.

I once again reiterate the need for all of you and your families to stay well and be safe!

Ndalumba kapati, Natotela saana, Dzikomo kwambiri.

RD'S MESSAGE



LT COL CYRUS MINWALLA (RETD)
CHIEF EXECUTIVE OFFICER

MESSAGE



Dear Readers,

This is my first message in the MCL News as the Chief Executive Officer. I am delighted to be a part of MCL and am keen to get out and about, and meet as many of you as I can, to see for myself what life at MCL is like. I would like to thank you for your warm welcome. I am very impressed by MCL's work ethic and technical capability and I must compliment all of you on these aspects.

MCL was honoured by the visit of Her Honour the Vice President, Mrs. V.K. Mutale on 10th October, 2023 to witness the operations of MCL and to inaugurate the Maamba Eye Care Centre. We are grateful to Her Honour for praising MCL for the company's commitment to "the great needs of the people in Maamba township by providing a specialized eye clinic" and for commending MCL for its contribution to power generation and sustainability of operations.

It was also a privilege that the Health Clinic, constructed by MCL to facilitate primary health care for the community at Kariba, was inaugurated by the Honourable Minister for Southern Province.

With potential expansion on the cards and likely growth, our standards of excellence must remain high. I note that we were recognized by ZACCI for our best practices in Managing our Workforce and as a Resilient Industry Innovation leader. This is a testament to the dedication of our team to provide the best possible results for our workforce and our business.

The quarter came with its own challenges of global warming. Although Lake Kariba experienced record low water levels, our teams worked without rest and using innovative solutions ensured that the community in Maamba continues to receive water and the power plant operates smoothly.

I wish all our readers an enjoyable festive season, Merry Christmas and a prosperous 2023!

VICE PRESIDENT INAUGURATES MAAMBA EYE CARE CENTRE

MCL Vision for Eye Care for Community in Focus



Vice President W.K. Mutale Nalumango inaugurated the Maamba Eye Care Centre on 10th October. The centre was set up by Maamba Collieries Limited (MCL), in partnership with the Ministry of Health and Operation Eyesight Universal, at a cost of over US\$ 1.3 Million.

Speaking during the inauguration Mrs. Nalumango said, "...Through this partnership, the private sector has timely responded to the great needs of the people in Maamba township in Sinazongwe district of Southern Province, by providing a specialised eye clinic at Maamba General Hospital."

"This developmental milestone is a clear demonstration of how ready the government is to partner with the private sector in eradicating the social services gap being experienced by the majority of the Zambian people."

She further added: "This gesture should be emulated by other key players in the private sector. This public

private partnership between the Ministry of Health, Maamba Collieries and Operation Eyesight Universal is such an example."

Maamba Collieries Chief Operating Officer David Vijay Kumar said the Eyecare Centre, borne from the collaboration between MCL, the Ministry of Health, Maamba General Hospital and Operation Eyesight Universal (OEU), was established with the vision of offering modern specialised eye treatment to patients in Sinazongwe district and eventually the entire Southern Province.

The centre follows MCL's investors Nava Limited (formerly Nava Bharat Ltd) donation of US\$ 500,000 in 2012 for the construction of the Eye Clinic at the University Teaching Hospital (UTH) in Lusaka.

Preventable causes of blindness, such as trachoma, cataracts, and glaucoma, disproportionately affect people in low-to middle-income countries because of limited access

to preventive and curative eye care. According to Operation Eyesight Universal, 90% of all cases of blindness are avoidable with the right healthcare and sensitisation.

Understanding the potential impact of the project, which is meant to provide quality eye care to the community and people of the province, Maamba General Hospital allocated a portion of its property to be transformed into the eye care centre.

The project, which commenced in July 2017, entailed the refurbishment of the main operation theatre in readiness for the state-of-the-art equipment, upgradation of the centre's outpatient facilities, procurement of equipment and training of nominated eyecare specialists from the Ministry of Health.

Despite delays due to the COVID-19 pandemic, teams from MCL, district health authorities, Maamba General Hospital and Operation Eyesight met periodically to evaluate the progress at

the project site. Meanwhile, MCL's civil works department worked steadily in spite of the physical constraints imposed by the need to adhere to health guidelines and social distancing, and successfully refurbished the operating theatre and upgraded the clinic's outpatient facilities, bringing completion of the project to its final stages.

By the end of 2021, MCL confirmed that the medical practitioners that were going to run the specialised clinic had completed their training. MCL also set aside funding to supplement Operation Eyesight's investment and procured modern eyecare and treatment equipment required for the centre. The state of the art equipment has since been received and successful trials conducted, culminating in the inauguration of the Eye Care Centre.



Expressing satisfaction at the culmination of realising MCL's vision for the Eyecare Centre, Maamba Development Trust Manager Jethro Sikalunda, who is responsible for implementing the company's CSR Initiatives said, "It brings us immense joy to finally see this ultra-modern facility complete and officially inaugurated. Progress was a bit slower than we would have liked because of the slow-down of activity during the pandemic, but teams from all our partners worked extremely hard to surmount these challenges and complete this much-

needed centre in good time."

Speaking at the event Mr. David Kumar, Chief Operating Officer added, "We are extremely happy to have worked hand-in-hand with officials from the Ministry of Health and District Health authorities, Operation Eyesight as well our long-term partner Maamba General Hospital in successfully establishing this facility at an overall cost of around US\$1.3 million. We hope the people of the community and indeed Southern Province will avail the facilities, available for the first time in this remote area, at this modern and state-of-the-art eye care centre."

The Eye Care Centre is one of many projects being run by the company's Maamba Development Trust to make a sustainable difference in the community, in keeping with MCL's CSR tagline ... **Making a Difference!**



MCL WELCOMES NEW CEO

WELCOME MESSAGE

Team MCL welcomes Lt Col Cyrus A Minwalla (Retd) who joined Maamba Collieries Limited as the Chief Executive Officer in October 2022.

Lt Col Cyrus A Minwalla (Retd) has close to 22 years of experience in the Indian Army and 13 years' experience in various leadership roles, command assignments, execution of HR Strategy and business expansion in West Africa, East Africa, Middle East, and South - East Asia as well as Latin America. Prior to joining MCL, Lt Col Minwalla was the Head HR of Strategic Business Group (SBG) for Tata Projects Limited (TPL) in India, handling Power Generation, Transmission & Distribution, Railway & Roads businesses.

Lt Col Minwalla will oversee Maamba Collieries Limited and will be responsible for ensuring business growth, while focusing on, enhanced stakeholder interaction, safety, statutory compliances and continued CSR support for the development of the community.

To Lt Col Minwalla (Retd) we say, **"A warm Welcome to Maamba and to the MCL Family!"**



MCL CEO - Lt Col Cyrus A Minwalla (Retd)

VICE PRESIDENT VISITS MCL TPP

The Vice President of the Republic of Zambia W.K. Mutale Nalumango visited MCL's Thermal Power Plant (TPP) on 10th October 2022.

The Vice President expressed her satisfaction with Maamba Collieries' operations and CSR programmes.

"You are such a very important partner to the Zambian people and the Zambian government," said Vice President Mutale Nalumango. "When I first came into this office of the Vice President, all I remember is the cost of energy, and I was agitated saying, 'ahh how can you.' To me that is the picture that remained in my mind, but my perception has completely changed after touring the plant and understanding the company's operations." she said.

"MCL is an important partner in the generation and sustainability of power, we commend you for the work that you are doing," she added.

The Vice President appreciated the company's environmentally friendly mining practices, community development, and state-of-the-art technology at the TPP.

During her tour she acknowledged the importance of MCL's contribution to energy security and to the energy mix with its 300 MW, which is crucial for industries and the Zambian people. She concluded by encouraging MCL to continue with its future expansion to 600 MW and beyond, as that will contribute greatly to the nation's economic growth.



Vice President W.K. Mutale Nalumango tours the TPP



The Vice President appreciates MCL's operations



Her Honor the Vice President participates in the Keep Maamba Green Environmental Initiative by planting a sapling



MCL'S TIMELY DREDGING AVERTS WATER CRISIS IN MAAMBA DISTRICT



Two large dredger machines operating at Lake Kariba

The impact of climate change continues to pose a danger to the world at large. Zambia too has been adversely affected by the impact of global warming and Southern province in particular Sinazongwe district is one of the worst hit areas in the country – with Lake Kariba being the main source of water for the people of Maamba and Sinazongwe district.

In late September 2022, due to low rainfall and human encroachment, the lake faced serious low water levels, that threatened severe water shortage in the coming months for residents of Maamba township and the surrounding areas, and of course hampering MCL's power plant operations.

Because of the falling water levels in the lake, management took the preemptive action of moving the MCL pump station to deeper waters, from station A to station C to be able to pump water. But alas, this action was inadequate as water levels at the new location also started dropping alarmingly.



MCL team overseeing works at the dredging site at Lake Kariba

Maamba Collieries Limited then proactively took the initiative of urgently hiring two large dredgers, thanks to the expeditious clearances from the Ministry of Transport & Logistics and began dredging to maintain a channel where its pumps are installed to remove debris and sedimentation, thereby successfully maintaining continued supply of water for the community and electricity generation operations.

In November 2022, the Southern Province Minister Hon. Cornelius Mweetwa MP, visited the dredging site at Lake Kariba. After his visit the minister said, "One wonders what would have happened to our people if it was not for MCL that is dredging the lake to ensure minimum disruption of water supply to the plant and community. On behalf of the Government and indeed on my own behalf, I want to thank MCL most sincerely for remaining committed to providing the community a much-needed resource - water."

"What we are witnessing at Lake Kariba is a pure case of global warming and to some extent, poor agriculture practices that create a lot of silt deposition into the lake. Global warming is real, and we just have to live with it," the minister added.

Mine Superintendent Fred Hamena explained the importance of dredging in waterways, "The process of removing accumulated sediment from the water bottom or banks of bodies of water improves navigation, flow of water and flood control."

"The team dredged to a depth of 3.5 meters, the deepest ever, to ensure adequate water supply. The dredging removes soil, debris and weeds to keep the water flowing. The action taken by MCL in response to the low water levels in the lake has made a positive impact on the lives of everyone in Maamba district," added Mr. Hamena.

"The dredging has benefited not just the operations of the mine and the TPP, but also the people and businesses in the district," he added.



Importantly, other than supplying water for MCL's operations, the MCL owned and operated Kariba pump station and pipeline to Maamba supplies water to the businesses and households in the Maamba district through Southern Water and Sewerage Company (SWASCO).

The district relies on the water pumped from the Kariba pump station for its drinking water, infrastructure, agriculture, businesses, schools, hospital, and to mention but a few. To overcome this problem, MCL has been continuously engaging all stakeholders and regulatory authorities including WARMA, ZEMA, the Zambezi River Authority, as well as the Local Government in the district.

MCL BAGS TWO ZACCI AWARDS FOR BEST PRACTICES IN 2022

ZACCI recognises one of Zambia's largest IPPs and largest coal mine for its Sustainable Workforce and Resilient Industry Innovation Leadership.



MCL CEO Lt Col Cyrus Minwalla (Retd) with the two ZACCI awards.

Maamba Collieries Limited's workforce has been recognised by the Zambia Chamber of Commerce and Industry (ZACCI) for its best practices in managing its workforce during the pandemic.

Under the theme "Business Resilience, Using Disruptions to Bounce Back" ZACCI recognised MCL's sustainable workforce and resilience through innovation as key factors in building a positive dynamic industry that generates a supportive work environment promoting well-being, worker attitudes and increased efficiency in the use of resources.

MCL Chief Executive Officer Lt Col Cyrus Minwalla (Retd) said the company

was honoured to receive the awards from ZACCI. MCL received two awards - first prize for the best Sustainable Workforce, and second place as a Resilient Industry Innovation Leader at the event, which was graced by Minister of Green Economy and Environment, Eng. Collins Nzovu, MP.

It was a joyous moment at MCL Head Office when CEO – Lt Col Cyrus Minwalla handed over two trophies to MCL staff through the MUZ Chairperson and the Head-Mining Operations on 6th December 2022 at the Banyan Tree. The Trophy for Sustainable Workforce, where MCL scooped first position, was received by Mr Gilbert Moono-MUZ Maamba Branch Chairman on behalf of employees. Mr Scott S Phiri received,

on behalf of employees, the Resilient Industry Innovation Leadership Trophy where MCL attained second position.

This year's theme strongly resonated with MCL, because since privatisation, while the company has faced multiple challenges, it has remained steadfast in its commitment to contribute to the country's energy security, economy and development of the community.

MCL's success as a Zambia's largest coal-producer and second-largest power generator largely attributed to its workforce, and the company believes that no business entity can achieve greater sustainability without the involvement of a motivated

workforce. Therefore, since it began operations, the company has dedicated itself to safeguarding the health, safety and welfare of its most important asset - its employees.

MCL employs some 1,500 people, more than 85 percent of whom are indigenous Zambians and remains committed to building lasting relationships that have long-term impact to help continuously improve, grow and promote economic development with ZACCI and industry stakeholders in sectors of business that play a pivotal role in the sustainability of the energy sector and economy at large.



MCL CEO with Hon. Minister and President ZACCI.



Winners with Minister, President ZACCI and DG PPDF.



Mr. Scott Phiri, Head Mining Operations receiving Trophy for Resilient Industry.



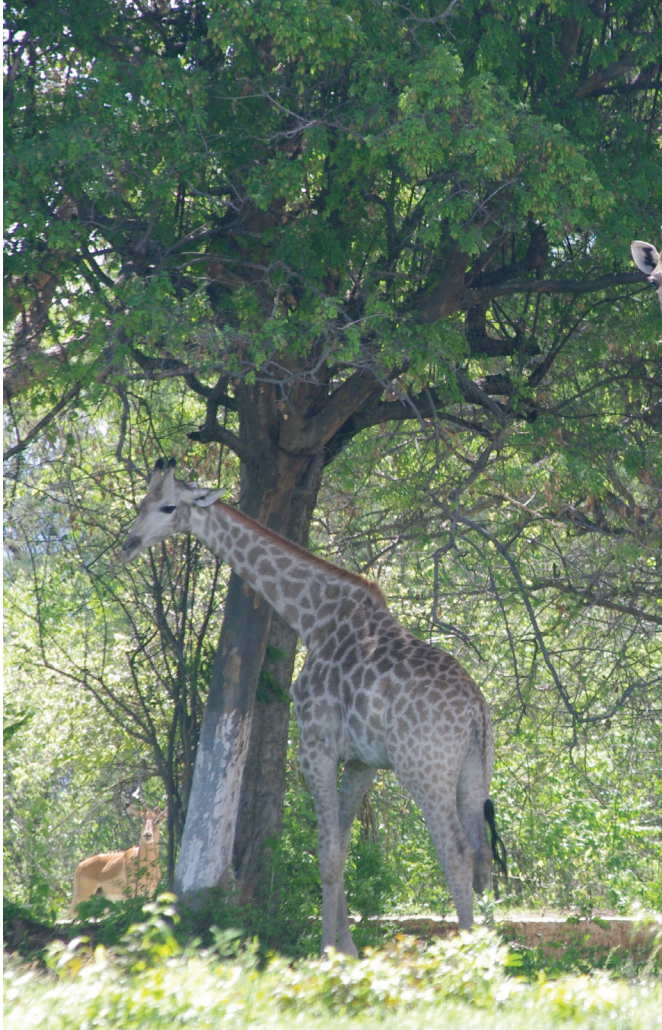
MUZ Maamba Branch Chairman Mr. Gilbert Moono receiving Trophy for Sustainable Workforce.



CEO poses with MUZ Maamba Branch Leaders and MCL officials.



CEO interacting with lady members of MCL team.



A giraffe grazing at MCLs Golf Estate

Effective game management by MCL and favorable conditions have led to an increase in animal populations and low mortality rates amongst the wildlife. The ecological status has been improved through the efforts of the department of national wildlife and the implementation of recommendations from Department of National Parks and Wildlife (DNPW).

“With the help of the wildlife authority, the animal population in Maamba has multiplied, thanks to a well-planned game management strategy,” said Mr. Henry Chaile, MCL Head of Security.

“The low mortality rate is another indicator of the success of the conservation efforts in Maamba,” he added.

DNPW along with MCL’s game management and security team have played a crucial role in improving the quality of life in wildlife estates and maintaining sustainable biodiversity in the area.

The MCL game reserve has different species resident on its golf course which include bush buck, impala, zebra, and giraffe that have been sustained through wildlife conservation efforts in the area.

CONSERVATION EFFORTS IN MAAMBA BOOST WILDLIFE POPULATIONS

Maamba's efforts to maintain the ecological status helps improve the survival of wildlife and create sustainable biodiversity.



Wildlife and their habitats play a vital role in maintaining the ecological and biological processes that support life on earth. By conserving wildlife, humans can reap the benefits of their services such as pollination, pest control, and nutrient cycling.

Biodiversity is key to maintaining functional ecosystems and ensuring food security, and livelihoods. Thus, it is essential to protect wild animals and maintain healthy ecosystems.

The boost in wildlife population signifies how naturally MCL has sustained and created a friendly ecosystem around its operations.

LONG SERVING EMPLOYEES RETIRE AFTER YEARS OF SERVICE AT MAAMBA COLLIERIES



Plant Head and MCL staff appreciate Mr. Zimba's service.



Mr. Evans Moyo thanks MCL team for the recognition.

Mr. Harrison Zimba, who has worked for 44 years and Mr. Evans Dickson Moyo, whose worked for 38 years, were two long-serving employees at Maamba Collieries Limited (MCL) and were recently recognised for their dedication and hard work over the years on their retirement.

Mr. Zimba was born on April 5, 1957, in Kalomba Village and went on to obtain his Trade Certificate (Grade 6) from Choma Trades Training Institute.

He joined MCL in 1979 and worked his way up the ranks in the Mechanical Engineering Department, eventually becoming a Senior Foreman.

Mr. Zimba was known for his exceptional skills in maintaining and repairing various heavy-duty machines and was often chosen as the Lead Mechanic for projects due to his expertise. He was a dedicated employee and was re-appointed when MCL was privatised in 2010.

He will be remembered as an excellent team player and counsellor and will be missed one and all.

Mr. Moyo was born on May 14, 1960, in Zangazanga Village. He joined MCL on July 30, 1985 and rose to the position of Welder in the Mechanical Department.

He was also the Chairman of the Maamba Mineworkers Union of Zambia (MUZ) Maamba Branch in the crucial period from 2004 to 2016, where he played a crucial role in ensuring the smooth transition of MCL during privatisation by interacting with all concerned stakeholders.

Mr. Moyo was known for his excellent welding skills, as well as his successful leadership in negotiating the Voluntary Employment Separation (VES) package during the winding down of previous operations and change of management, for which he will be remembered by all.

Both Mr. Zimba and Mr. Moyo retired on 29 December 2022, and MCL wishes them and their families the best of luck in their future endeavours.

MCL'S PROACTIVE SECURITY APPROACH

Maamba Collieries Limited (MCL) is taking a proactive approach to enhance the security of its powerlines to prevent disruption and theft.

Maamba Collieries Limited (MCL) is taking a proactive approach to enhance the security of its powerlines to prevent disruption and theft.

At the centre of this approach is its community policy, which engages multiple stakeholders in the community, including headmen, village leaders, and all community members to enhance the security of the powerlines along its 40-km stretch to Muzuma sub-station.

Through sensitisation and stakeholder engagement, MCL has created an environment that deters criminal activity, allowing the company to conduct its coal mining and power generation operations smoothly.

Just like other companies, businesses and government entities, MCL can be a target of disruption, unlawful entry and theft. However, deliberate efforts must be implemented to control, mitigate or even better prevent such incidents.

With large-scale operations in both coal mining and energy generation, a key factor in MCL's continued business success can be attributed to its proactive approach to security.

"Our approach to enhancing security in MCL is proactive as opposed to being reactive, and we don't wait for problems to arise for us to react.

"We have identified key community members such as headmen, churches, teachers and pupils as important stakeholders in safeguarding the powerline. We have been engaging them by sensitising them on the dangers of vandalism, on the significance of this transmission line and MCL's role in the Zambian economy," said Mr. Henry Chaile, MCL Head of Security.



Powerlines along MCL's 40-km stretch to Muzuma sub-station.

As part of its community policy, MCL is providing material for the construction of a staff housing unit at Siasikabole Clinic, situated along the powerline between Muzuma and Masuku transmitting points. The clinic has been lacking proper accommodation since it was constructed and construction of the housing unit is a community self-help project, with technical support and supervision by the Ministry of Health while material is being provided by MCL as per the requirements of the community.

Mr. Chaile adds, "We did not want to construct it as MCL, we told the traditional leaders and their subjects to come up with a building of their desire, give us the quantities and we are providing for all the resources needed. But we let them to build so that they can own it."

Presently, the structure has been completed to roof level, awaiting procurement of the roofing materials to complete the project, with over ZMW already 100,000 spent on the project. The company also plans to put up a borehole for that house once completed.

This project is just one of many community related development activities that generates trust and goodwill amongst the community

towards MCL and ignites their interests to work together with the company to ensure overall improved security.

MCL's security also undertakes joint patrols in collaboration with Zambia Police, ZESCO in Muzuma and members of the community to strengthen security along the electricity grid.

The company through the traditional leadership also continuously engages community members by creating employment opportunities along the transmission line.

To further enhance security, the company seeks to continue engaging its stakeholders through information sharing and implores them to continue taking part in safeguarding the electricity infrastructure as it is pivotal for the development of the country.



MCL security inspecting the powerlines.



Staff Housing Unit under construction along Transmission Line.





DIWALI / END OF YEAR CELEBRATIONS - PICTURE STORY



Employees and their families at Malaiti House pose for a photo during the celebrations.



Nationals enjoying dinner during the celebrations.



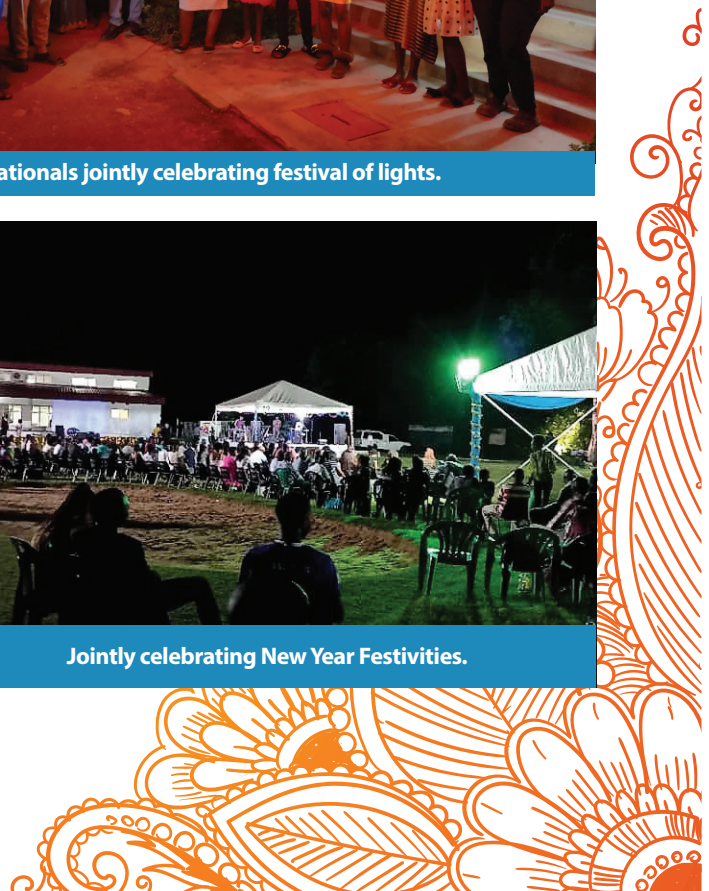
Nationals jointly celebrating festival of lights.



End of year tea with staff celebrations.



Jointly celebrating New Year Festivities.



TPP VISITS



Officials from Ministry of Transport visit Control Room.



ERB Sr. Manager, Southern Region Mr. Frank Mpundu and team on familiarisation tour.



UCZ Congregation in Maamba visit Power Plant.



ZCCM-IH team pose in front of the TPP.



Zesco Deputy Director of System Operations & Trade Thomas Miti (second from left) with MCL staff.

TPP CONDUCTS DRAWING COMPETITION – FOR IMBIBING SAFE WORKING CULTURE

Workplace health and safety are essential cogs for the efficient functioning of any organisation, irrespective of size or worth.

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Staff at the Safety Drawing Competition award ceremony.

Be it in a large operation such as in mining or a small convenience store, wellbeing of employees and a good safety track record are a source of competitive advantage as it builds trust in the company's reputation and brand.

On the other hand, ill health of the work force and poor safety performance will directly affect profitability and can result in loss of trade or even closure of the business.

In the quest to build a safety culture, the Safety, Health, Environment and Quality (SHEQ) department conducted a Safety Drawing Competition. The competition attracted 90 participants, mainly employees from the power plant and contractors, with 10 of them being adjudged winners.

"We wanted to ascertain what our employees at the power plant understood about safety. Our aim was to reduce the number of incidents and accidents in the plant.

"In the complex environment present in a thermal power plant, hazards are everywhere, hence the need for employees to be aware of their surroundings," said TPP Environmental Officer Neria Mwelwa.

The participants were given three topics among them the "Dos and Don'ts of Safety", "Safety Culture" and Importance of Safety, with only one option to choose.

The week-long competition also gave children of employees below the age of 15, the opportunity to participate in the competition, and two of them emerged victorious among the 10 winners.

"There are a lot of hazards that we encounter at home, so we want that culture to be developed and imbibed in children as well," she adds.

To the SHEQ department's satisfaction, the objectives of the competition were successfully achieved. "The participants came up with drawings beyond our expectations in very creative and innovative ways..., we were able to see that people really understand what safety all is about, and I think we achieved what we wanted," Ms. Mwelwa expounded.

She adds, "We don't want our employees to wait for reminders from Safety Officers to when wear their Personal Protective Equipment. They should realise families and friends are waiting for them at home, so they have to think safety always."

While the numerous safety posters and signs located strategically across the power plant and the mine area serve mandatory requirements, it is through additional initiatives like these that MCL can ensure better employee understanding of safety requirements.

MCL PRIVATE SCHOOL SCOOPS FIRST POSITION IN SINAZONGWE DISTRICT

Maamba Private School has maintained its position as the school with the best Grade Seven results in Sinazongwe District.

According to the Sinazongwe District Grade Seven Examination Council of Zambia Results Analysis 2022, the school retained first position among the 70 schools in the district, having scooped the same position in 2021.

The Maamba Collieries Limited sponsored school recorded a 100 percent pass rate, with all the 65 pupils that sat for the 2022 exams clearing the district cut-off point of 600. Of the 65 pupils, 57% students including 20 boys and 17 girls cleared the national cut off point.

Clarity Siantukwe and Barbra Siabana emerged as the school's best performers, both scoring 784 marks in the national assessment.



MCL EMPLOYEES BENEFIT FROM MEMORANDUM OF UNDERSTANDING WITH MUKUBA PENSIONS



Maamba Collieries in 2016 signed an MoU with Mukuba Pensions Trust, Zambia's oldest occupational pensions scheme, to offer investment opportunities to current and retired employees of the company. The partnership with Mukuba Pensions was intended to improve financial security after their retirement, for the hundreds of men and women who contribute daily to the success of MCL.

Recently, a team from Mukuba Pensions led by Head of Pensions and Client Relations Nsama Musonda visited the mine to educate employees on the benefits of contributing to pensions scheme and to recruit members.

Maamba Collieries chose Mukuba Pensions Trust because of its excellent track record in providing pension schemes to companies within the mining industry. Since the signing of this MoU, 100 MCL employees have already signed up and are taking steps towards securing their financial well-being.

"At Maamba Collieries Limited, we understand the importance of pensions for our employees and their families. A pensions scheme is a long-term investment that helps provide financial security in the golden years of life," said MCL HR Manager Mr. Bwali Ndau.

"By contributing a portion of their income each month, employees can grow their savings over time and enjoy peace of mind in retirement," he added.

Occupational pensions schemes such as this help employees make the most of their hard-earned money and secure their financial future. With the support of Mukuba Pensions, MCL employees now have access to a range of investment options and financial planning resources, allowing them to make better informed decisions about their retirement savings.

All employees are encouraged to take advantage of this opportunity and consider enrolling in the pensions scheme. In doing so, employees set themselves up for a brighter financial future and ensuring that they can enjoy a comfortable and financially secure retirement.

GRADUATE TRAINEES REFLECT ON STELLAR TRAINING PROGRAMME

The Graduate Training Programme at MCL was implemented to cultivate knowledge and proficiency in a trade for applicants with little or no prior experience. From reputed institutions such as CBU, UNZA and NORTECH, a batch of 10 engineers is chosen on merit for each stream of the training, with the current set of trainees belonging to the third batch.

The latest group of budding engineers began their training on July 20, 2022, and are expected to continue for a period of one year, divided into two six-month segments. The first half will be focused on class and field training, while the second will be dedicated to practical, on-the-job training, with assessments conducted throughout.

The programme has been beneficial in many ways. MCL assigns trainers who are highly experienced experts in their fields and are able to provide clear information. Additionally, graduates are provided with an abundance of learning materials such as diagrams, plant designs, manuals and more.

The programme is deliberately structured to be intensive, while giving the aspiring MCL engineers the opportunity to learn both the theoretical and practical aspects of engineering in a real time industrial scenario in a short period.

“We have been exposed to state-of-the-art engineering of international standards and because the programme is focused on several different branches of engineering, we are receiving a holistic understanding of different engineering fields. This helps us comprehend and apply the concepts that we have learned in school better,” said trainee technologist Tawanda Simambwe.

“We would like to express our gratitude to MCL management and all those who have been involved in devising such a beneficial programme. We are looking forward to the next six months of the training, confident that it will be just as rewarding as the first.”



Graduate trainee engineers brainstorm onsite.

HOPE SPRINGS ETERNAL: THE STORY OF HOW MCL IS HELPING PRINCE ACHIEVE HIS DREAMS



Prince at class enjoying the opportunity.



Prince after registration at ZCAS.

Life is full of challenges and obstacles, and sometimes it can be hard to see the positives in difficult circumstances. But, when we look closer, we can see the importance of resilience and the power of hope in stories like Prince Muchimba's story and how Maamba Collieries Ltd is helping him to pursue his dreams.

The Story of a Young Determined Student.

Prince's story begins with his difficult circumstances since birth. Born to a single mother, with a disability that makes it impossible for him to walk unassisted, the odds of him pursuing his dream of higher education stacked heavily against him from the very beginning. But this inspiring young man refused to accept this as his reality, and he set out to prove his detractors and naysayers wrong.

Prince's difficult situation first came to the attention of Maamba Collieries during a management visit to Maamba Special School in 2016, where the company was handing over a generator to overcome the load-shedding crisis. At the time, Prince was only in grade eight and already performing exceptionally well in academics. This prompted MCL to sponsor his tuition through secondary school, until 2020.

With the full certificate he earned at grade 12, Prince was accepted at the Zambia Centre for Accountancy Studies (ZCAS) where he was enrolled into the Accounting Degree programme. Faced, yet again, with the daunting challenge to afford tertiary education, Prince turned to MCL to request further support for this four-year programme. Confident in capabilities of Prince and sanguine of the return on their investment, MCL readily sponsored Prince, who is now going into his third year of school.

The Impact of MCL's Support

"ZCAS is a friendly environment, and I am very comfortable here," says Prince. "Even though some of the classrooms are not accessible by wheelchair, I find that I can always approach the management here and, with the support of my sponsors, have my challenges addressed."

With steely resolve, a burning desire to achieve and a staunch support system, Prince has continued to work hard and keep up with his fellow classmates, often surpassing many of them in course assessments and assignments.

Maamba Collieries Ltd's sponsorship is far reaching and by providing this young man with the opportunity to pursue higher education, MCL is not only helping him to realise his dreams, but also helping to break down the barriers that people with disabilities face.

“My biggest dream is to establish an institution where people with disabilities can be taught job-ready skills,” Prince confides. “After I graduate, I would like to invest more into education because I see how important it is.”

“I would like to thank my sponsors who consistently go above and beyond what they have to do, to make sure I am comfortable. I just want to make them proud because I know that this is a huge investment,” says Prince.

Prince Muchimba is currently in the second semester of his second year, hoping to complete his degree in 2024. Like Prince, we all have dreams, but for some of us, achieving those dreams can be more challenging than for others. However, with the help of organisations like Maamba Collieries, so much more becomes possible.

MCL’s Honours Social Development Contract - Invests in the Community

Maamba Collieries Ltd is not only helping Prince Muchimba, but also aims to assist with the larger needs of the community. The company runs the Maamba Trust Fund, the vehicle through which community outreach programmes are initiated and supported. Through this fund, MCL invests in the communities within its catchment area in agriculture, health and recreation.

In addition, through its Livelihood Restoration Project, Maamba Collieries is also helping to create employment opportunities. People are trained in tailoring and carpentry – both valuable skills that are helping beneficiaries of the project to earn extra income to support their families. For the youth, MCL runs a TEVETA accredited Vocational Training Institute in courses that presently include Welding and Metal Fabrication and Electrical Technology to empower them with practical skills.

The Maamba Development Trust since privatisation in 2010, remains focused on meeting its obligation to the social contract with the community and remains committed to ... **Making a Difference!**



Prince at secondary school in Maamba.



Prince studying in class at ZCAS.



MCL BUILT KARIBA CLINIC COMMISSIONED BY PROVINCIAL MINISTER



**Hon. Cornelius Mweetwa, MP
Provincial Minister for
Southern Province**

On 18th November 2022, Hon. Cornelius Mweetwa, MP the Provincial Minister for Southern Province, officially commissioned the Kariba Clinic in Sinazongwe District, Zambia.

The clinic, built by Maamba Collieries Limited, is part of the company's commitment to the development of the communities in which it operates. MCL has been involved in various Corporate Social Responsibility (CSR) activities such as education, health, infrastructure development, environmental management as well as sports and recreational facilities.

The clinic was built in collaboration with the Kariba community, which is a key stakeholder in the smooth operation of MCL's business and the entire Maamba community. The nearest health facilities, Maamba General and Sinazongwe Hospitals, are both over 25 kilometers away, making access to healthcare difficult for the community.

MCL built the clinic to alleviate the suffering of the community members who had previously faced difficulties accessing healthcare.

MCL spent US\$ 80,000 on the project, including US\$ 50,000 on the clinic and US\$ 30,000 on a two-bedroom staff house. The facility includes a pharmacy, registry, treatment room, antenatal room, vaccination room, Maternal and Child Health Departments, Environmental Officer's Office, admission bay, screening room, solar-powered borehole, overhead water tank, and flushable toilets.

MCL also went an extra mile and procured equipment worth ZMW 54,000 to supplement the government's efforts in equipping the clinic. The company also made an appeal to the community to guard the facility and infrastructure against vandalism and to take ownership of the facility.

The Provincial Minister expressed his gratitude to MCL working collectively with the government and the local people: "I wish to call upon all investors, within and outside Sinazongwe district to emulate what MCL is doing."

"To District Health Director and team that will be entrusted to manage this facility, I appeal to you to prudently run it so that it provides much-needed health services to the community. To the community members, please ensure that the facility is protected from all forms of vandalism," Hon. Mweetwa added.

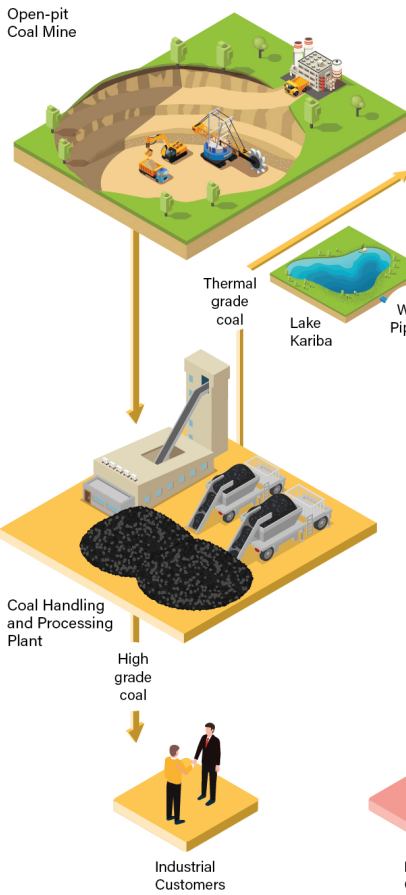
The completion of the project would not have been possible without the support and help from the local traditional leadership, the local area Councilor, the District Commissioner and the Council Secretary, and of course the Kariba community for their cooperation and support during the construction phase.

The commissioning of the Kariba Clinic is a significant step in providing healthcare to the community and is a testament to MCL's commitment to the development of the communities in which it operates. MCL remains committed to ensuring that the clinic runs effectively and pledges to continue investing in communities through its multifarious CSR activities.

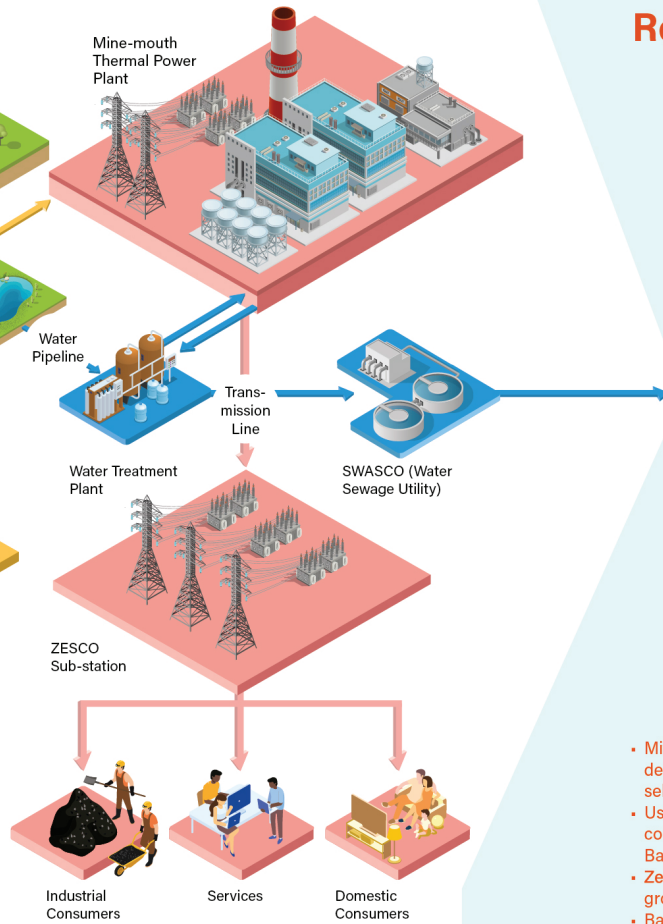




Coal Mining



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.



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