



BIKITA MINERALS

Newsletter

Vol. 2

"A proudly Zimbabwean world-class lithium mine"

4th Quarter 2017



Bikita Minerals (Pvt) Ltd. Private Bag 9128, Masvingo Tel: +263 (0) 39 266004

Email: david@bikitaminerals.com

Eventful weekend at Bikita Minerals

... new ECD centre the biggest highlight

Own Correspondent

For a community yearning for hope in a depressed economy, the provision of new facilities for learning and recreation is probably the greatest gift that can be hoped for, considering that such development is not a given under the circumstances.

In Bikita district, such glimmer of hope has of late come to be personified by Bikita Minerals which has dug deep into its own pockets to develop educational and recreational infrastructure.

Friday November 19, 2017 was the day when results of the lithium producer's developmental efforts in the district over the course of the year continued to be unveiled.

The day was punctuated by the commissioning of an Early Childhood Development (ECD) centre just close to the Bikita Minerals Primary School.

The centre was built by the company in response to an acute insufficiency of elementary education facilities in the mining community and the surrounding areas.

The official opening of the new centre, which was graced by Masvingo Provincial Education Director (PED) Zedius Chitiga, marked what could be regarded as a culmination of a long period of planning, resource mobilisation and hard work.

Speaking at the event, Chitiga applauded Bikita Minerals for investing in the development of young minds that he said are the cornerstone for a brighter tomorrow.

"I am proud to be associated with the work that was done here because it shows a lot of commitment on the company's part as the responsible



PED Zedias Chitiga caps Bikita Minerals Primary School ECD pupils after officially opening a new classroom block

authority.

"I understand children around here had no proper ECD learning facilities and had been making use of improvised structures. Thank you Bikita Minerals for putting that to an end by building this beautiful ECD learning centre," said Chitiga.

The ECD centre has a capacity to accommodate in excess of 100 children and has been furnished with all the requisite equipment required to facilitate quality elementary education.

The place boasts a marvelously designed mock traffic area which serves to teach children the basics of safe road use and a cultural village, to help infants have knowledge of their culture.

A day after the commissioning of the centre, attention shifted to the Long Service Awards; an employee-motivational ceremony that the new Bikita Minerals executive reintroduced back in 2015 following an almost 10-year hiatus due to the worsening national economic climate of that time. ...*Continued to page 2*

2017 Long Service Awards

| Years | Employees | Award |
|-------|-----------|------------|
| 30 | 2 | Laptops |
| 20 | 5 | Gas Stoves |
| 15 | 1 | Gas Heater |
| 10 | 33 | Gas Fryers |

A miner's 30 year history with Bikita Minerals

■ the great and the not so great

Own Correspondent

Victor Simango joined Bikita Minerals on June 16 1981 and is one of the longest serving staff members who has given much to the company and, in turn, also gained much from it.

Having spent much of his adult life with the lithium giant, Simango has seen a lot; the ups and the downs, the cheerful and the not so cheerful but all with a passionate determination to continue serving the company that has been his home away from home.

Doubling as transport and quarry manager, Simango joined the company as an ordinary worker, his greatest desire being simply to get a stable job with a reputable company.

"I joined the mine in 1981 as an ordinary worker as with the goal of just getting employment. It was in the same year that the shifts man vacancy came up and I was trained to be a plant operator," said Simango.

"In 1997, I was then elevated to transport manager; to be in charge of haulage and small fleets at the mine but it was not until 2013 that I

started doubling as quarry manager after the then quarry manager left. The elevation was because of my experience in mining," he added.

Simango says he was born and raised at Bikita Minerals and he proudly identifies himself as the longest staying resident as well.

"I am second generation employee here because my father worked here and I was born here and raised here. Some people may think it's a joke but I arrived at this mine in my mother's womb. It was shortly after my father got employment here in 1958 that I was born.

"I only left the mine for secondary school as there were few ... *Continued To Page 3*

BIKITA MINERALS DIRECTORS & MANAGEMENT WOULD LIKE TO WISH ALL STAFF, STAKEHOLDERS & THE COMMUNITY AT LARGE A MERRY CHRISTMASS AND A PROSPEROUS NEW YEAR

Eventful weekend at Bikita Minerals

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41 employees who have served the company for a period ranging from 10 to 30 years were honored with certificates of recognition and were rewarded with household appliances.

33 employees that have been with the company for the last 10 years received gas fryers.

The company's personnel manager, Munyaradzi Mapeture who was also awarded with an award for 15 years commitment to the mine said Bikita Minerals takes pride in its human resource retention record.

"We are not just a training ground for people who come to acquire skills and then move on to

other companies, we are an employer who retains staff," said Mapeture.

Five employees who have been with the mine for the last 20 years received four plate gas stoves whereas two employees that have served the mine for the last 30 years were each awarded a laptop.

In his speech, Bikita Minerals general manager David Mwanza congratulated winners for their well-deserved prizes and encouraged others to continue serving the company with dedication.

"The awards are not an end unto themselves but are as much a call for increased productivity as they are an effort by Bikita Minerals to appreciate dedicated service and loyalty," said Mwanza.

Awarded for 30 years of service, Pauld Mphisa and Onward Madenha said they were were humbled from the mine's gesture to recognize their service.

"I am one of the people who have been fortunate enough to work for Bikita Minerals for these many years. Am happy and humbled for this recognition," Mphisa said.

"I cherish every moment that I have been here and I am humbled by the recognition that my employer has accorded me," added Madenha.

Sunday, November 19, was the day which capped the activity-filled weekend, with the Chief Marozva Trophy finals being played between Pamushana and Bikita Minerals social football clubs as well as

between Gombo and Nyika in the netball division. It was Gombo and Bikita Minerals that lifted the trophies in their respective categories, an achievement which saw each of the social sports clubs walking away with a substantial amount of money.

The Chief Marozva Trophy, which has grown to be the largest tournament for social teams in Bikita, is an annual sporting galore born out of the ideas of reigning Chief Marozva, Phillip Mudhe), with the support of the mining company.

This year's finals were graced by the top mine management, Masvingo Provincial Affairs Ministry director Kudakwashe Machako, fellow Chiefs and Chief Marozva himself.



Admin staff pose for a photo behind a mine gift from Kinsey



Bikita Minerals Newsletter Editor Itai Muzondo hands over 1st edition to mine manager David Mwanza

Foreword

Welcome to the second edition of the quarterly Bikita Minerals Newsletter!

The first edition laid the groundwork and was received with excitement by management, staff and the wider community.

I am therefore glad to present to you this edition which details some of the major highlights of our work in the fourth quarter of the year.

I am particularly glad that as we draw the curtain on year 2017, the company and the Bikita community can look back with pride and say,

"Yes, this indeed has been a productive year for us."

There is nothing mutually beneficial that any one party could have achieved without the complementary role of the other. Ours is a quest to build a thriving enterprise which takes care of all its stakeholders.

These few pages will help you find out how we are working tirelessly to achieve that.

Happy reading, Merry Christmas and Happy New Year!

Manager's desk...



"Bikita Minerals wants to be part of a community that is happy and we therefore help the people in so many ways. We work closely with traditional leaders to dispense that assistance and a lot of programmes are coming.

"The community should feel free to interact with Bikita Minerals. Though we are not at all capable of solving all the problems that the people face, we understand that we have a moral duty to do as much as we can.

"Our programmes in communities are not motivated by anything but a voluntary desire to take care of the basic needs of the people as a way of demonstrating the humane aspirations of Bikita Minerals."

Zero Harm Safety Culture!

With Martha Smango



Setting the basis for health and safety in a company involves more than just having procedures in a handbook.

If one is to prevent accidents at the premises, he/she would need to ensure that employees are well-versed in company safety procedures.

While it may seem impossible, a Zero Harm Culture could be achievable if everyone learns to be proactive and not reactive.

Health and safety should not only be discussed with employees after an accident has occurred and for Zero Harm Culture to become a reality, health and safety procedures need to be regularly assessed and improved.

At Bikita Minerals, we start each meeting with a 'safety moment' which is our way putting an emphasis on protocol as a priority.

We also end each meeting by listening to brief safety tips and critical advice from employees who have saved the mine for more than 30 years without recording any injury.

Adopting the Zero Harm Culture into the business not only ensures the safety of employees, but it also keeps the company competitive in the marketplace.

When a company invests in its employees, the employees invest in the company and their work.

The Zero Harm Culture is possible for any company which seeks to make safety a way of life at the business.

Nothing is so important that you cannot do it safely!



Human Resource Personnel Munyaradzi Mapeture thanks Mine Eng. Woter Der Vos for commitment in construction of the new ECD block.



Mine manager David Mwanza congratulates Mike Mushava and Charles Tavingei for winning long service awards



Mine Directors enjoy Chief Marozva Journey



Gombo Netball Club poses for a picture



Bikita Minerals FC poses for a picture

ECD centre a dream come true, De Vos played a critical role

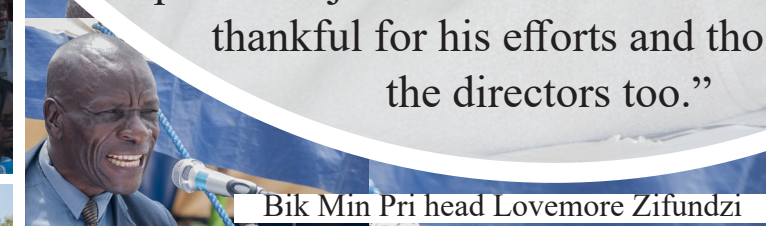
– Mapeture

"I would like to thank the responsible authority for helping to make sure that this ECD centre is completed. I would like to commend them for accepting all our requests despite the hard economic situation.

"The ECD village is my dream come true. Children have been taking classes from the hall although ablution facilities there are not suited for them.

"Taking you a few steps back, since I represent the responsible authority in the School Development Committee (SDC), we had asked for much as we extended the school. Materials such as windows, roofing material and furniture were provided.

"Hesitant to approach my superiors over the need of an ECD Centre, I approached Mine Engineer Woter De Vos who sympathized with me and pitched steel structures. Whatever language he used to persuade the Directors to complete this job I don't know but I am awfully thankful for his efforts and those of the directors too."



Bik Min Pri head Lovemore Zifundzi



Bikita Minerals FC Coach John Phiri Celebrates a goal



Chief Marozva (Philip Mudhe)



Pupils enjoy the newly constructed play centre



Employees awarded with long service awards pose for a picture

A miner's 30 year history with Bikita Minerals

Own Correspondent

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secondary schools by that time. After school, I first got employed at Pangani Mine but when it closed down, I came back home, to Bikita Minerals in 1981," Simango further said.

He also gave a summary of the ups and downs that the mine has gone through since he got employed at the mine.

"During my initial days at the mine I experienced a very sad moment as the mine went into a recession. It was rather a world recession and nothing was being exported. Many people lost their jobs but I was lucky since I was part of the exploration team," said Simango.

"Fortunately, the recession was short-lived and operations resumed very well. It was in 1987 that the new plant, the DMS 1 was designed and I operated it. She was my baby!

"This meant that what was regarded as waste was recycled into profit. I can confidently say it was a great leap forward to the mine. Likewise, the new management also brought in the DMS2 which I think was also a positive development,"



Victor Smango, in his hey days at Bikita Minerals as DMS operator

Simango said.

"Currently, new management has not only improved infrastructure but has brought in a lot of knowledge into the mine too. Feasibility studies are being done on the mine and this only helps the mine to grow," he said.

Simango said his biggest excitement has always been to do with the company's remarkably

consistent expansion through the decades regardless of fluctuations of lithium prices on the global market.

"Through knowledgeable explorations, the mine has since discovered a new pit named after me, Victor's pit. This has made me feel wow, I really can't explain the feeling. This pit adds up to already existing pits that is AlHagat Quarry

and Bikita Quarry.

"Victor's Quarry becomes the third pit and is the one which will also be feeding the plant, so generally, I believe I have left a good legacy here. I also really liked how the new management is working towards positive change facilitated by the mine within the mine and to the surrounding community," Simango said.



Victor Smango today, in his office doubling as transport and quarry manager

BIKITA MINERALS

A proudly Zimbabwean world class lithium mine

Name Edmore Muzvimbiri
DOB 11/02/70
DOD 07/10/17

Shifts man in the Production Department

Bikita Minerals Directors, Management and Staff would like to pass a condolence message to the Muzvimbiri family for the sad loss of Edmore Muzvimbiri.

May His Soul Rest In Peace.





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Bikita Minerals defend Chief Marozva Trophy

...Gombo subdues Nyika in netball

Special Reporter

The 2017 Chief Marozva Trophy finals were played at Lithium Stadium on Sunday, November 19, with finalists tussling it out for the honours in front of hundreds of avid football fans from Bikita district.

The finals were played between current title holders Bikita Minerals social soccer team and their counterparts Pamushana whom they defeated a convincing 4-1.

Earlier on, the Gombo social netball team had had put

on a spirited performance to defeat an equally determined Nyika in an encounter which attracted dozens of spectators.

The popular tournament, now in its third year, drew a total of nine social football and eight social netball clubs from around the whole district, a departure from the two previous ones that drew only teams from Chief Marozva's area of jurisdiction.

The Bikita Minerals team qualified for the finals after a good run in the

first round followed by their defeat of Bikita South in the semifinals that were played a day before the finals.

In similar fashion, Pamushana reached the finals after a beautiful run in the first round and an overwhelming 12-1 defeat of Mukondo in the semis.

In netball, Gombo dismissed Bikita Minerals in the semis while Nyika overpowered Pamushana to reach the finals.

For their impressive exploits, the winners lifted trophies and walked away each with a substantial amount in cash prizes.

Speaking after the tournament, Chief Marozva (born Philip Mudhe), in whose honour the trophy was named, said he wanted the trophy to be as big as possible.

"This is a good way of promoting unity, development and social cohesion. I understand the

power of sports in creating a better society where our children do not indulge in destructive behavior so it is our desire to see the tournament growing beyond Bikita district," said Chief Marozva.

He praised the Bikita Minerals management for showing goodwill to the people of the district through its various social responsibility.

"A few years ago, you would never have imagined that we could soon have such a harmonious relationship with the mine. The previous bosses were not that forthcoming but I am glad that we now have a new management team which has taken a new approach," he said.

Speaking at the same event, the director in the office of the Minister of State for Masvingo Provincial Affairs, Kudakwashe Machako praised the tournament as a vehicle for moral regeneration.

"We need to take advantage of opportunities such as this to promote downstream industries and create jobs. We should also use the opportunity to fight the spread of HIV and Aids as well as non-communicable diseases. We thank Bikita Minerals for bringing us together in this spirit of togetherness," said Machako.

Mine sends footballer to France for trials

Sports Reporter

With the aim of developing sporting talent found in humble locales, Bikita Minerals has facilitated football player Benedict Bera's travel to France for trials with local clubs there.

Bera plays for Bikita Minerals Football Club but he now stands a chance to make it into the French league.

Club chairperson Mike Mushava confirmed the development and said the mining company unveiled funds to help Bera with his travel logistics because the youthful player did not have the capacity to finance his own trip.

"Benedict is a good player who failed to qualify for the National U23 trials, not because he is bad, but because he wasn't given enough time. He however attended trials with the national team where he impressed a talent scout, Richard Solovala who runs Friendly Soccer Academy in Harare.

"Solovala then suggested that Benedict be given a better opportunity to market his skills in France. Arrangements of that magnitude require a substantial amount of resources to succeed.

"We thank the mine for yet again proving its readiness to stand by its people and we wish Benedict all the best as he faces a chance that can change his life and his career forever," Mushava said.

Bera, who was hardly reachable on his phone, confirmed the trip and thanked the mine for the assistance provided.

"I am travelling to France and I don't have much to say at the moment except to thank the Bikita Minerals family for according me this once in a lifetime opportunity," Bera said.

Bikita Minerals has initiated a football talent development programme which saw them hire a professional coach to scout and nurture talent.



Director in the office of the Minister of State for Masvingo Provincial Affairs, Kudakwashe Machako kicks off the ball to begin the Chief Marozva Tourney

