



Orion Minerals

SIYATHEMBA &
VANWYKSVLEI

MYNuusblad



Orion surpasses local community employment targets

Prieska Copper Zinc Mine (PCZM) is proud to have achieved 56% local community representation at the current employment level.

By the end of November, a total of 93 community members were employed at PCZM out of a total of 166 on-site employees. Local employees come from the communities of Prieska, Marydale, Vanwyksvlei and Niekerkshoop, and fill various roles at the operation.

Over the three months to the end of October, 17% of the mine's goods and services and subcontracting opportunities were awarded to local suppliers that were either based in the community, employed community labour, or were based in the Northern Cape (up from 13% in the prior quarter). Of these contracts, 66% were awarded to businesses that are either based

in, or employ labour from, the host community of Siyathemba and Vanwyksvlei, and 34% to businesses located in the rest of the Northern Cape. There are continued efforts to identify competent local enterprises to further increase host community spend.

During the Bosberaad held between 6 and 7 October 2021, aspirational targets were set for host community employment and procurement at PCZM including:



50% of employees from the host community



30% of goods and services sourced from the host community



40% of the subcontracting opportunities for host community businesses

Orion remains committed to meeting these aspirational targets and aims to replicate this model at the Okiep Copper Project in the Nama-Khoi municipal area.

Orion Minerals celebrates blasting milestone at PCZM

Orion celebrated a significant milestone in the advancement of PCZM with the first blast taking place at the mine in October.

The Company congratulates the mine manager and the team at P2 for the first full underground development round blasted at PCZM.

“This is the first development at PCZM in 36 years the new era has begun,” said Orion Minerals CEO and Managing Director Errol Smart.



Building a healthier community together: taking a stand against alcohol abuse

Alcohol abuse not only affects individuals but has ripple effects on families, friends and the community.



As we strive to empower our community and uphold community participation targets, we are constantly extending training and work opportunities to local community members. We, however, have a zero-tolerance alcohol and substance abuse policy. This means no one can enter our site, work at our operations or participate in any training programmes if they have had any alcohol to drink or are taking any illegal drugs. Orion carries out regular tests to enforce this policy.

Alcohol and drug abuse within the community continue to get in the way of community wellbeing and it reduces the chances of community members participating in the employment and training opportunities offered by Orion.

We encourage community leaders to reinforce this message because it not only empowers individuals but also promotes unity and shared responsibility. Together, we can create a supportive environment that nurtures the potential of our youth and offers a safety net for the vulnerable.

Why is a zero alcohol and drug policy important?

Prohibiting those who have consumed drugs and alcohol to work or participate in training is essential to maintaining a safe and productive workplace.



Mining operations involve heavy machinery, dangerous environments, and complex processes. Impaired judgment from the intake of alcohol and drugs can put you and your colleagues' lives at risk.

When working on a mine site all employees need to have a high level of focus and be able to make quick decisions. Taking alcohol and drugs significantly

reduces your ability to do this. As a mine, we also follow strict legal and regulatory guidelines that do not allow employees to consume alcohol and drugs.

Any community member who works for Orion or takes part in any of our initiatives and training programmes may not take illegal drugs or be under the influence of alcohol when reporting for duty or training. If this advice is

not followed, they may lose the opportunity to participate in the development of the mine and the economic revival of the region.

We encourage anyone who is struggling, or who has a family member or friend who is struggling, with alcohol and drug abuse to seek help and support.

Let's stand against alcohol abuse and create a community where we all can thrive.

Important helplines



Victims of Gender-based Violence (GBV)

– 0800 428 428 or 0800 GBV (toll-free)

Suicide Crisis Helpline – 0800 567 567

Department of Social Development

Substance Abuse Helpline – 0800 12 13 14 or SMS 32312

Pharma Dynamics Police and Trauma

Helpline – 0800 20 50 26 (toll-free)

Ke Moja Substance Abuse – 087 163 2025

NPO Mental Health and Psychosocial Support Helpline – (0800 515 515)

Second group of trainees completes their mining training

This second group of trainees, made up of 16 employees and community members, completed the Competency B training at the Murray & Roberts Training Centre in Carletonville on the 24th of November. The second group of trainees was made up of 5 employees and 11 community members, including 3 female trainees.

A local transportation business provided the necessary transport for the trainees to and from the centre.

The first group of trainees completed the Competency B training at the Murray & Roberts Training Centre on the 22nd of September and were made up of 18 community members.

These trainees, who were selected from the host community members who had previously

participated in Orion's 'Introduction to Mining' course and our occupational assessments, started training in September 2023.

After completing their competency training, these trainees are eligible for consideration for employment and on the job training and development under the stewardship of PCZM mining contractor, P2 Mining.

Orion awarded a six-month trial mining contract to P2 Mining, a subsidiary of the South African Newræk Mining Group, to undertake the trial underground mining program at PCZM in September 2023. As part of its contractual obligations, P2 agreed to train and upskill local community members.

Together with Orion, Murray & Roberts has also offered 10 community members learnership opportunities at the Training Centre. This six-month learnership began on the 6th of November and includes 3 women and 7 men from the community.



Orion supports Copperton career day

In September, Orion attended a Career Day hosted by the Copperton Wind Farm in Prieska to give guidance to both matriculants and graduates on the educational opportunities and careers available in the mining industry.

The Career Day was facilitated by Kimberley TVET College, Garob Wind Farm, Acciona Energy, Mulilo Prieska Community Trusts and representatives from Orion Minerals.



Moreson Primary School excursion sponsorship

Orion contributed towards the fuel costs for the Moreson Primary School yearly academic excursion to Cape Town. This excursion was also made possible by contributions from Mulilo Prieska Community Trust, proceeds from scholar fundraisers and parental donations.

The excursion allowed the Grade 9 scholars the opportunity to visit various locations, including the Koeberg Nuclear Power Plant (Eskom), the South African Navy Museum, and the Castle of Good Hope.



Orion CEO wishes you a joyous holiday season

As the year draws to a close and we reflect on our progress and achievements I am proud of how far Orion has come in the last year and I am excited for what lies ahead in 2024 as we continue to advance towards production.



During the year we systematically checked the boxes that allowed us to progress the development of our two key base metal hubs in the Northern Cape. This included unlocking the first two drawdowns of our funding strategy for the early works at PCZM. This allowed us to begin with pre-development mine works, including trial mining and mine dewatering. In March we announced an A\$13 million two-tranche share placement, which led to the introduction of a new cornerstone investor, Clover Alloys. We also received support from existing long-term shareholders, the Delphi Group and Tembo Capital Mining Fund II LP, who both participated in the share placement.

In September, we won the AAMEG Africa Award for our leadership in environmental, social, and corporate governance (ESG). This was the second time we have been recognised by AAMEG for our ESG efforts.

Most recently, we awarded the trial mining contract at PCZM to P2 Mining and celebrated the first blast for the development at PCZM in November.

I would like to express my heartfelt gratitude to all our employees, contractors, suppliers and the communities in which we operate for their hard work and support.

In the coming year, we are committed to progressing with the development and dewatering of PCZM, advancing our key projects and continuing working towards meeting our local employment and procurement targets.

On behalf of the team at Orion, we would like to wish you and your loved ones a happy and safe holiday season.

Merry Christmas and have a Happy New Year!

Errol Smart
Managing Director and
Chief Executive Officer

