



Building a world class
mining company through its
Human Capital
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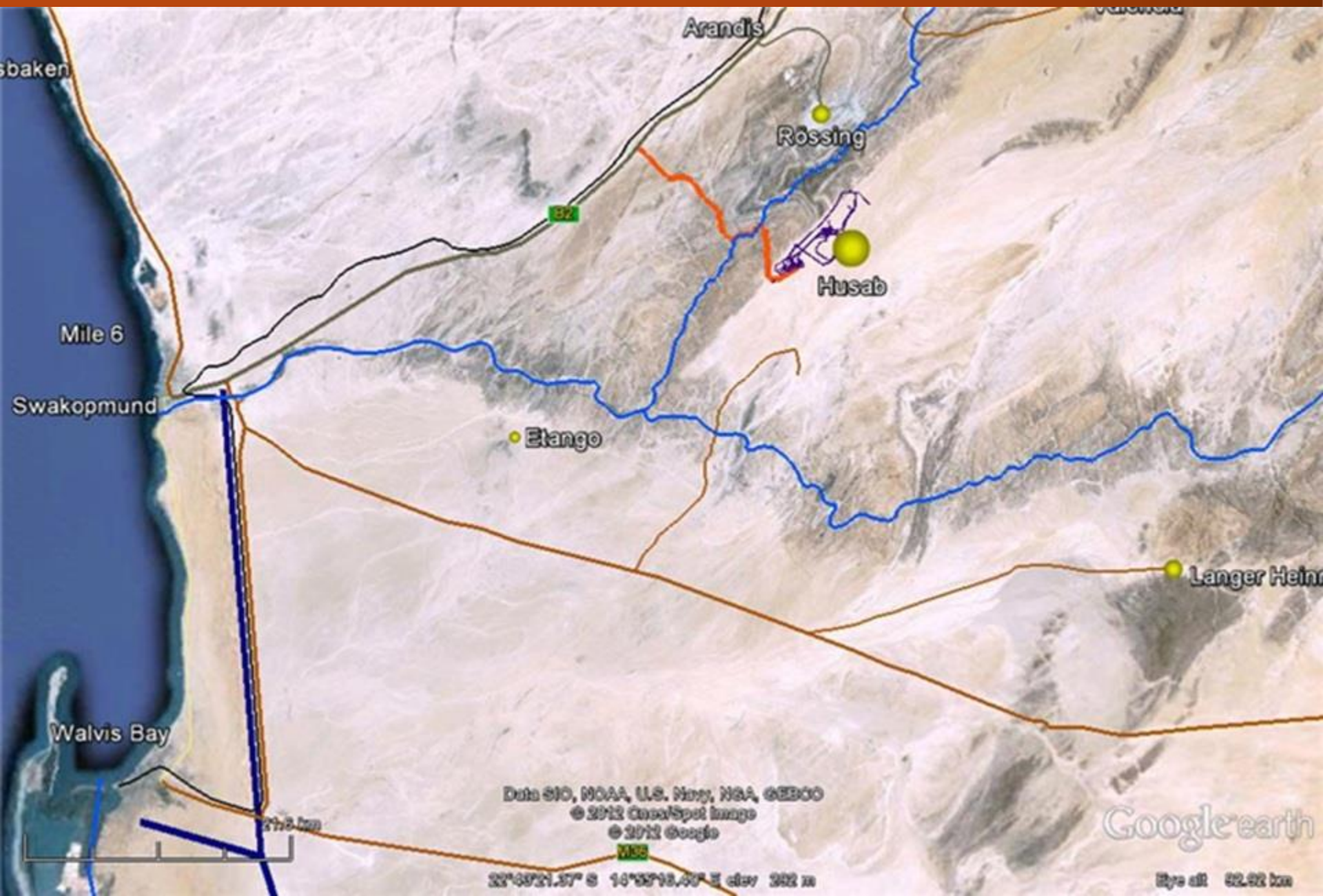
Who are our shareholders?

90% - Jointly owned by China General Nuclear Power Group and China Africa Development Fund

10 % - State-owned Epangelo Mining Company



Where we are?



Husab mine in a nutshell

◆ Project

- ◆ Estimated capital/development cost US\$2 billion (in today's value N\$24 billion)
- ◆ First blasting for mining in March 2014
- ◆ Commissioning of processing plant in Q4 2015

◆ Production

- ◆ 150 million tonnes of rock moved per annum
- ◆ 15 million tonnes of ore processed per annum
- ◆ 20-year life of mine known reserves



Workforce profile

- ◆ At nameplate capacity, SU will employ over 1,200 permanent employees



SU High Performance Culture

- ◆ We want to be different
- ◆ Our Swakop Uranium HPC is an:
 - ◆ In-house training programme
 - ◆ Based on employees expertise and wisdom
 - ◆ Asked global industry leaders to provide input at no cost
 - ◆ Did testing of the draft programme several times
 - ◆ Implemented the programme to all levels of the company



What is HPC?

- ◆ It is creating a culture that supports long term growth and sustainability
- ◆ High performance culture exists when everyone in the organisation **shares the same vision.**
- ◆ To do so
- ◆ We need to **establish a common understanding of culture**
- ◆ Focus **on changes** that matter most
- ◆ Integrate **culture change efforts** with business improvement initiatives

Our Values - STARIC

Safety



Transparency



Accountability



Respect



Integrity



Collaboration



Vision

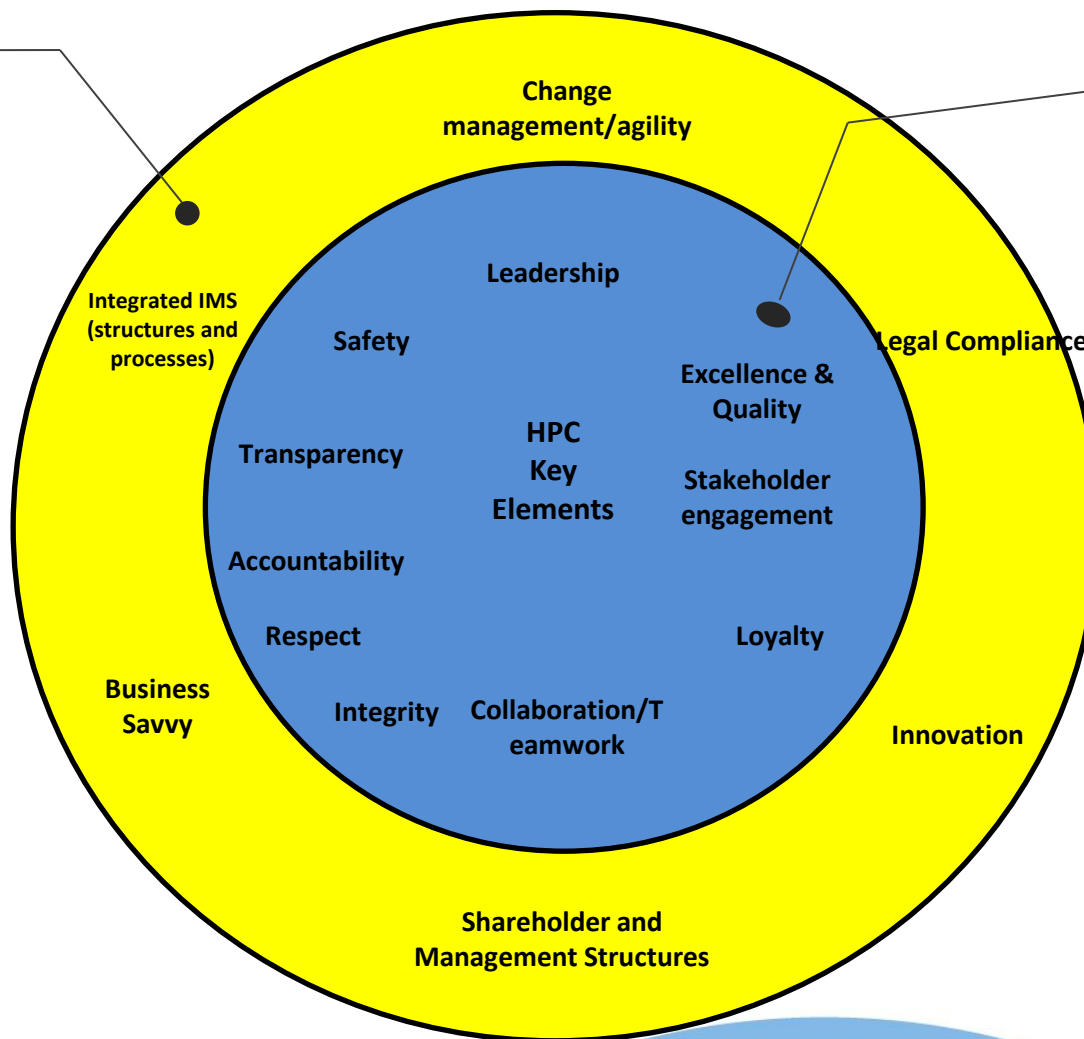
- ◆ To be a world-class Namibian uranium mining company
- ◆ To be operating in a safe,
- ◆ cost effective
- ◆ and eco-friendly manner,
- ◆ delivering excellence and quality
- ◆ for the benefit of all our stakeholders.
- ◆ Our Vision is supported by our STARIC values.



Key elements of SU HPC

Layer 2 ●

Layer 1 ●



SU Leadership Requirements

- ◆ Structured communication meetings
 - ◆ Transformational/ flexible/ situational leadership
 - ◆ Ambassadors of safety
 - ◆ Embrace diversity
 - ◆ Positive attitude towards your job
 - ◆ Do what you say you will do
 - ◆ Have a open – door policy
 - ◆ Ensure inclusion of all employees
 - ◆ Embrace diversity in your team
- ◆ *Are leaders serving as role models through positive actions and behaviours?*
 - ◆ *Are they committed to rallying people around a deeper sense of purpose?*
 - ◆ *Are they expert communicators?*
 - ◆ *Do they have the ability to translate ideals into action?*

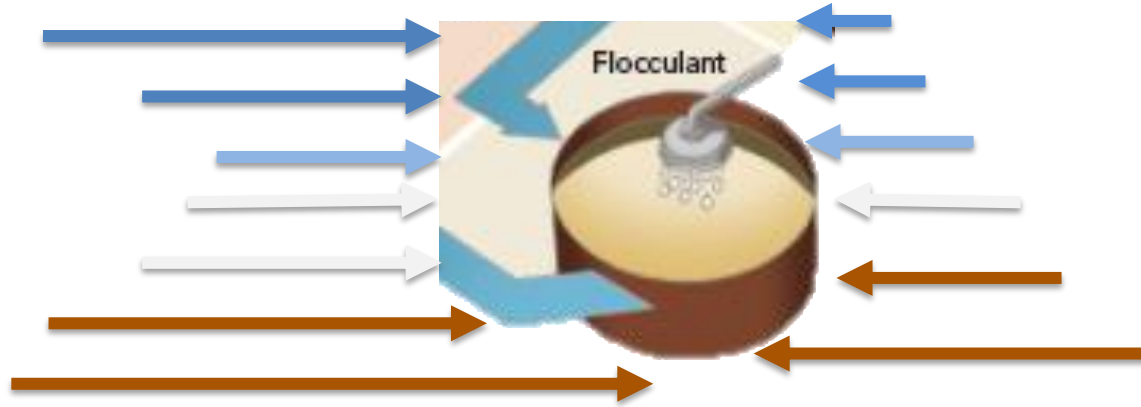
Excellence & Quality

- ◆ Optimise on processes and procedures to work SMART
- ◆ Keep improving
- ◆ Plan, do, act and review your work
- ◆ Deliver on time
- ◆ Pay attention to quality versus quantity
- ◆ Understand the frameworks in which you operate
- ◆ Do the right thing the first time



Loyalty

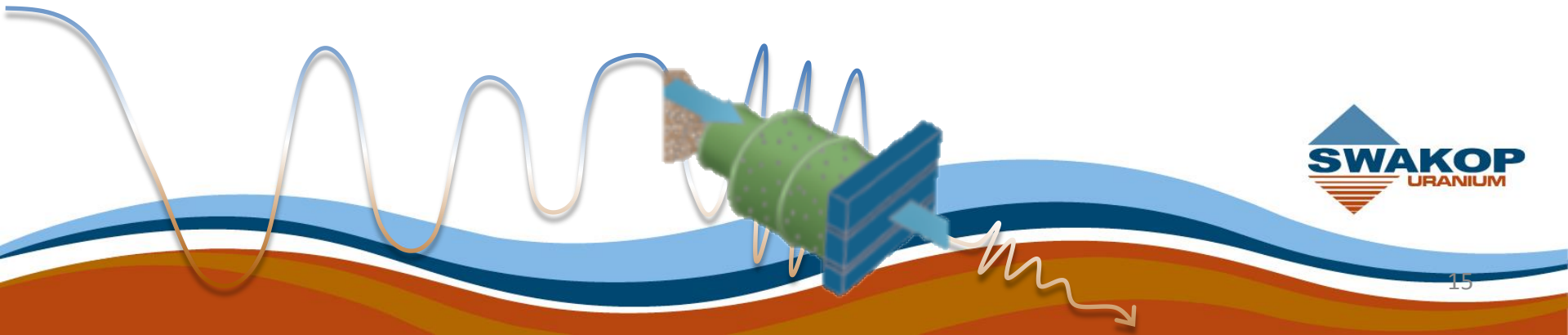
- ◆ Commitment
- ◆ Accountability
- ◆ Ownership
- ◆ Caring
- ◆ Faithfulness



- ◆ Constantly apply and follow company policies and procedures
- ◆ Be consistent in all dealings
- ◆ Be reliable keep company objectives at heart at all times
- ◆ Remain steadfast

Agility

- ◆ Acknowledge change
- ◆ Be flexible
- ◆ Encourage inclusion and inter - relations amongst groups
- ◆ Help each other to transition from their present way of working to the desired way of working
- ◆ Build and manage relationships and trust
- ◆ Produce commitment based teamwork
- ◆ Effectively manage relationship breakdowns



Change

- ◆ The things we fear most in most in organizations – are changes, fluctuations, disturbances, imbalances, perceptions.
- ◆ Change = chaos + opportunity
- ◆ How can we compare this with life in an organization like Swakop Uranium?
- ◆ How does this apply to SU Employees?

The Sniff, Scurry, Hem & Haw Parts of Ourselves



When it comes to change, who are you in the story?

How does this apply to us?

Feedback from employees

- ◆ **Do I have behaviours which are not conducive to SU's HPC?**
 - ◆ ... behaviours I need to let go of?
 - ◆ Which? Note them down
 - ◆ Are there behaviours I need to acquire?
- ◆ **As a new set of eyes and ears in the organization, what can you suggest to be more effective, efficient and strive for High Performance Culture?**
 - ◆ Which?
- ◆ Are there those which I need to retain? Which are currently contributing to SU's HPC?

Training Initiatives

- ◆ What we plough back into developing Namibian skills.
- ◆ Technical training: Mining, Processing and Engineering (NIMT training)
- ◆ 2-year programme, world-class standards
- ◆ Investment of N\$150 million over 2 year period



Key Feedback from Employees

- ◆ Safety Improvements
- ◆ Planning
- ◆ Improve service of higher quality
- ◆ Improve accountability levels
- ◆ Soft skills training for Supervisors
- ◆ Achieve and exceed our Key Results Areas at all levels
- ◆ Acknowledge we work in a diverse culture
- ◆ Base our interactions on STARIC values
- ◆ Employees are ambassadors of the Company and proud to be SU Employees

Diversity

Interaction with our SU Chinese colleagues:

- ◆ We as Namibians learn from Chinese work culture and ethics
- ◆ Chinese culture is focused on precise planning, deliberated decision making for all stakeholders involved and set the base for a successful and sustained company for the future
- ◆ Finish the task today, not tomorrow
- ◆ Do your best today, but do better tomorrow
- ◆ Performance indicators well-thought through
- ◆ Common vision from all to have a diverse culture
- ◆ Common vision to be world-class, but Swakop Uranium is a Namibian company



Corporate social involvement

🚧 SU established the Swakop Uranium Foundation to direct CSI initiatives

🚧 Spend in 2015 – N\$1.5m, in particular the previously disadvantaged communities

5 pillars of Corporate Social Involvement

Community support

Health & well-being of the people of the Erongo region

SME development & poverty alleviation

Education and childhood development

Sound Environmental Management





I thank you