

LET'S TALK ASIKHULUME

A QUARTERLY NEWSPAPER FOR THE PEOPLE OF DRDGOLD SA



A NEW WAY OF THINKING

That's what DRDGOLD SA needs to meet its goals, according to CEO Niel Pretorius, and plans are in place to achieve just that.

"Increasingly, when the occasion demands it, the DRDGOLD SA team comes up to scratch. We set ourselves the goal of bucking negative patterns in December, when production has traditionally suffered from the Christmas break: through good advance planning, and the co-operation of our people – for which I thank each and every one of you – we made a R19m profit in December, our best December for many years. Both Blyvoor and ERPM produced more gold in December 2007 than in December 2006 – in ERPM's case, notwithstanding the breakdown of the hoist motor. These outcomes resulted from planning towards specific efficiency goals, identifying possible obstacles and taking action to overcome them.

"While the gold price is at an all-time high, we are constantly faced with new challenges, and

therefore, in order to prevail, we need to plan consistently toward enhanced efficiencies. Every person in DRDGOLD SA is involved in this. Management's role is to define output demands, and determine how each process contributes to the overall performance targets of the business. How we deliver into these output demands is where the thinking power of people at every level in the organisation needs to be increasingly mobilised. You are the ones with intimate knowledge of the complexities of the workplace, and where the efficiency gaps and bottlenecks exist.

"The 'how-to' of this process will be among the important focus areas of our development drive in the months to come. Our recently-appointed group of mentors will be playing a key role in this initiative, together with the HR teams. Through a series of workshops, they will be trained to guide you in the 'play-acting' or simulation exercises that help develop an in-depth

understanding of the process and sequencing of tasks needed to achieve a desired output. I urge every employee to participate actively in this – everyone has the capacity to contribute more than just muscle-power. It's the wisdom that you have accumulated over years and that you are carrying around in your head that we want to tap into. I'm confident this will play a major role in achieving our strategy of moving from stability to growth.

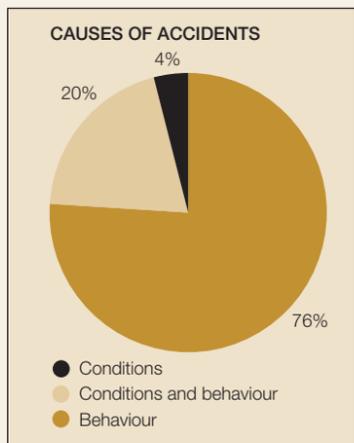
"I must also briefly reflect on the power crisis that our country faces. Initially there was great uncertainty around the impact that this could potentially have on our business. Now that we have a better idea of what Eskom can provide, the situation is much clearer. Our mix of assets, with surface and underground operations, means that a significant portion of our production is not affected by the situation at all. For the rest, you have managed to adjust our

consumption in such a way that operations are not materially affected. I realise that this comes at some personal inconvenience to many of you, who have power discontinued to your homes and offices for certain periods of the day. It is an extremely valuable sacrifice, though, for which we are all deeply thankful.

"Despite all the uncertainties and new challenges that we face, the gold price does hold the promise of remarkable opportunity for our company. We are perfectly positioned to take advantage of it. Finally, our years of effort and perseverance are starting to pay off. Let's not stumble in the final straight – a true champion is one who knows how to finish, and who sees the race through to the end. Now is the time to apply the same dedication and discipline that has kept this company alive for so long. Easter is around the corner – let's buck the trend again, and improve on last year's performance."

SAFETY REPORT

Behaviour is the most important cause of accidents



A major new safety initiative is being investigated in DRDGOLD SA, says General Manager: Projects Phillip Watters. "Research into the causes of accidents has shown that only 4% of accidents are attributable to a failure in systems or conditions, with 96% being caused either by human behaviour – failing to follow safety procedures, for

example – or a combination of behaviour and conditions."

It follows logically that the biggest impact in reducing the number of workplace accidents can be made by addressing the behaviour of employees, and a number of issues are currently being investigated.

"We need to consider whether we are providing a safe environment and whether we our training is adequate," says Phillip. "We also need to develop an understanding of the psychological factors that drive behaviour: behaviour is learned over time, and needs time and effort to change. We also need to know what habits are causing people to be injured, and how we can change these. Finally, the buy-in of all employees will be critical to success."

Once the answers to these questions are available, a project plan will drawn up. Watch future issues of *Asikhulume* for more news!

Safety ROUND-UP

At Blyvoor, safety representative training has been increased from two to three days. Safety campaigns have been launched focusing on trucks and tramping, winches, and rigging and explosives. A new internal safety auditing system is in place, whereby Mine Overseers conduct cross-over audits on each other's section.

The campaign emphasising Sections 22 and 23 of the Mine Health and Safety Act (which focus on employees' rights and duties regarding safety) was launched at Crown during the quarter, and was repeated at Blyvoor and ERPM. ERPM also launched a prevention of falls of ground campaign, which will continue in the current quarter.

During the quarter, the company auditors Pro Optima conducted audits at all operations on physical conditions and compliance with safety policies and procedures. They did not report any major issues of concern.



We feel like millionaires!

These were the words of Collie Russouw, Blyvoor's General Manager, on learning that the Blyvoor team had won the West Rand Mine Managers' Association Inter-mine Safety Competition for the tenth year in succession.

The format of the competition was changed in 2006. Position in the rankings is now determined by reportable injury frequency rates (a reportable injury is one that results in 14 or more lost shifts), with an additional penalty for any fatalities. Prior to 2006,

rankings were based on lost time injury frequency rates only.

Blyvoor's rate for 2007 was 3.14 (a 19% improvement on its 2006 figure of 3.89). Nearest rival Cooke Number 3 Shaft (owned by Harmony) reported a rate of 4.09. In total, 11 mines participate in the competition. "I'm very proud of the Blyvoor team. Once again, Blyvoor's approach to safety – that each and every one of us takes personal responsibility for safety in the workplace – has proved the key to success."

Umgama ohanjiweyo emasizingce ngawo

Laa ibingamazwi ka-Collie Russouw, uMphathi Jikelele wase-Blyvoor, xa wayesiva ukuba iqela lase-Blyvoor liwine ukhuphiswano lokhuseleko lwe-West Rand Mine Managers' Association Inter-mine isihlandlo sonyaka we-10 ngokulandelelana.

Inqanaba ngokwemilinganiso liqikelelwa ngereyithi yengxelo zengozzi ezehlayo, kunye nezohlwayo ezongezelelwayo xa kukho naziphi na iingozzi zokufa. Umlinganiso weryeyithi yaseBlyvoor yonyaka wama-

2007 yaba yile 3.14.

Lilonke, imigodi eli-11 ithatha inxaxheba kukhuphiswano. "Ndizingca kakhulu ngeqela laseBlyvoor. Kwakhona, indlela i-Blyvoor ijongana nokhuseleko ngayo – eyokuba omnye nomnye wethu uthabatha uxanduva buqu malunga nokhuseleko emsebenzini – kuqinisekisa ukuba ngundoqo ukuya empumelelweni."

Letters to the Editor

This is your newsletter and we want to hear from you. Letters or questions can be sent to your HR manager or faxed to Cathy Fazey at (011) 880-3788.

If you have a question you would like to put to Niel Pretorius, please send it to us. Niel will answer the most interesting question received every quarter.

DRDGOLDSA ▶

Highlights of this issue

- ▶ Planting for the future
- ▶ Blyvoor achieves the impossible
- ▶ Ergo Mining moves ahead
- ▶ World Aids Day round-up



ACHIEVING THE IMPOSSIBLE

Late on the afternoon of Friday 25 January, Eskom notified Blyvoor that it could not guarantee power to the mine and recommended that all mining operations, except essential services, be stopped immediately.

At an emergency meeting on Saturday morning (26 January), it was decided that the old emergency generator at Number 2 Shaft would be started up, to ensure that, in the event of a total power failure, essential operating staff could be evacuated using the

2 Shaft South Winder.

"The team was called out on Saturday afternoon to revive this old piece of equipment, which had not run for years and had been stripped in the course of previous uncompleted repairs," says engineer Andrew Sutton. "At first, it seemed an impossible task, but everyone understood the importance of keeping our mine functioning at this critical time."

The shaft timber crew and a hoist driver were also called out to examine the shaft and declared it

safe to use while the artisans worked late into the night.

On the Sunday morning after a couple of attempts the old 12 cylinder 1310kW diesel engine sprung into life and ran, says Andrew, "like a sewing machine."

"This was truly a great accomplishment which could not have been achieved without the dedication and commitment of a great team who put their minds together and decided that the impossible could be done."

Ambitions fulfilled make Zodwa ERPM's first woman miner

In August 2006, Zodwa Siswana told *Asikhulume* that her next priority was to obtain her blasting certificate. This ambition was achieved in May last year, when she completed her nine-month full-time training programme at Gold Fields Academy near Carletonville, one of a group of 11 ERPM trainees, seven in mining and four in engineering. This makes her the only woman miner working at ERPM. Zodwa had the following to say about her experience: "It was a gruelling and, at times, a frustrating experience, but I find the mining industry very interesting and I enjoy meeting new people and learning from the people I meet each day."

Zodwa is a woman who knows what she wants. Her aim is to be a Production Manager at ERPM by 2010. She is still figuring out how she will reach her goal. At the moment she is deciding whether it will be through the attainment of mining certificates through the Department of Minerals and Energy, or if she will complete a Mining Engineering degree through UNISA.

Not only is Zodwa interested in the mining side of ERPM, but she is also very active in the education structure of the National Union of Mineworkers.

Her advice to other women who would like to follow in her footsteps, is to know what they want and to go for it.



World Aids Day – a round up

World Aids Day was commemorated at all DRDGOLD SA's operations.

ERPM's event was held on 1 December last year at the Comet grounds in Boksburg. The day was planned in accordance with a survey conducted about the requirements of ERPM employees as well as the nearby community, which revealed a major need for Aids-related education interventions.

The well-attended event began at 12:00 and finished well after 17:00. Participants included the ERPM choir, volunteers, unions, doctors, management representatives, counsellors as well as people living with HIV who gave testimonials.

Sister Alice Tsosi, HIV-co-ordinator, says: "Attitudes are changing, people are unsure but education is removing myths about HIV and Aids." People attending the event were offered voluntary counselling and testing (VCT), which will enable them to make informed choices going forward. Sister Alice and her team are already planning the HIV/Aids events for 2008, and the next Aids awareness days will be held in April, August and December of this year.

At Blyvoor, the mine has formed an association with the Merafong Council's HIV/Aids unit to develop an action plan for 2008 (watch future issues of *Asikhulume* for more news).

On 1 December, Blyvoor employees, together with the relevant NUM structures, participated in the World Aids Day commemorative events in Potchefstroom. Events for the day were organised by Ms Edna Molewa, Premier of North West Province.

At Crown, a peer education workshop was held in the rec club, facilitated by City Deep employee Ms Lindiwe Singimba.

BLYVOOR IN THE COMMUNITY



Colin with representatives from Harmony House and the old age home in Khutsong.

A portion of the profits from a sale of oriental carpets, held at Blyvoor on 6 December, was used to buy blankets and carpets for Harmony House, a

safe haven for destitute children housed in premises donated by Blyvoor, and old age homes in Carletonville and Khutsong.

The well-attended event was accompanied by a cheese and wine tasting. Human Resources Manager Colin Goodwin was master of ceremonies.

Letshwao la ERPM la baithuti ba ABET

Sehlopha sa pele sa ERPM ho nka karolo dithutong tsa Adult Basic Education and Training se qetile ho ngola ditlahlobo tsa ho qetela ka Tshitwe ya selemo se fetileng.

Sehlopha se ile sa tswella ka sekgahla sa 34% sa katleho. "Re ne re lebelletse hore ho tla tswella ba bangata," ho realo Elizabeth Esau, mohlophisi wa lenaneo. "Re hlokometse hore mmetse e bile bothata: ha o feile thuto e le nngwe o feile sehlopha."

Le ha sekgahla sa ho tswella se sa ka sa ba se neng se lebelletswe, lenaneo le bile le tswelopele e kgolo nakong e kgutshwane ho tloha nakong eo bahlophisi ba pele ba rupetsweng ka yona. Setsi jwale se na le disebediswa tsa motheo tse hlokwang ho ruta baithuti.



Landmark for ERPM's ABET learners

The first group to take part in the Adult Basic Education and Training course, as reported in an earlier edition of *Asikhulume*, completed their final exams in December of last year.

The group achieved a 34% pass rate. "We were obviously hoping that more would pass," says Elizabeth Esau, co-ordinator of the programme. "We've

established that maths was the problem: a lot of people failed that, and if you fail one course you fail the standard. A new teacher, maths specialist Thabo Kwetsi, will be joining us towards the end of February, and we're confident his input will make a difference. Learners will keep credits for the courses they passed."

Although the pass rate was not quite what was expected by instructors and learners alike, the programme has made a lot of progress in the short period since the first facilitators were trained to educate learners. The centre now has the basic equipment needed to educate learners. The facilitators have also studied to qualify themselves further as

assessors in order to be able to assess and moderate tests and exams.

Classes started on 14 January this year with an intake of 58 new learners, 38 of whom are from the ERPM mine and 20 from the surrounding community. The centre is also planning to include part-time facilities in the future, to improve the programme's accessibility.

ERGO MINING MOVES AHEAD



The joint venture (JV) established between DRDGOLD SA and Mintails SA to treat gold-bearing tailings material acquired from AngloGold Ashanti in the vicinity of Ergo (AngloGold Ashanti's surface reclamation operation on the East Rand, which closed in 2004) is on track.

"The Ergo operation covered a massive footprint, and was highly profitable for many years," says General Manager: Projects Wayne Hatton-Jones. "The dump reclamation area covered an area stretching 50km from east to west, and 30km from north to south. There were 17 production sites, 14 clean-up and rehabilitation sites, and 350km of large diameter pipelines."

Ergo Mining will be smaller in scope with respect to mining sites but nonetheless promises to be a profitable, long-life project. "During the construction phase, the project will employ some 420 people including contractors," says Wayne.

Phase 1 involves refurbishing infrastructure around the old Brakpan plant: material treated will

be drawn from the Benoni Dam, about 8km from the plant. This phase is scheduled for commissioning in October this year, and is expected to treat some 600 000 tonnes of material per month, resulting in monthly gold production of some 105kg.

Phase 2, scheduled for completion in April 2009, would involve installing a second pipeline and extending the existing Benoni pipeline to the Elsburg Dam, giving a total pipeline distance of about 20km. This phase will double production to approximately 1.2 million tonnes per month, yielding about 198kg of gold. Deposition from both phases will be routed to the Brakpan tailings complex.

The JV has ownership of all the existing servitudes, so access routes are not a problem. All slurry pipelines will be new, and under-passes or bridges, as needed, have been constructed to carry pipelines over roads, railways or sensitive areas.

Plant refurbishment costs to date are under budget. Plant modifications have included

the removal of underground sumps and replacing old equipment with more energy-efficient above-ground versions.

The first reclamation station at Benoni is currently being designed and construction is scheduled to commence shortly. The reclamation stations and pipeline infrastructure is currently being installed under the supervision of Dennis Steele, formerly the Chief Consulting Engineer for Rand Mines, who has been involved in a number of construction projects for Crown Gold Recoveries. "Dennis is one of the finest Engineers when it comes to designing sand and slime pumping systems," says Charles Symons, Senior Executive Official: Surface Operations.

The Ergo operation is currently being 'serviced' through the Crown Gold Recoveries infrastructure under management of Henry Gouws (General Manager Crown Gold Recoveries). Crown supplies a number of services to Ergo in order to keep the costs of the project down.

Meet Four Shaft's first woman miner



Philisiwe Mollo (22) joined Blyvoor in 2006. "I was working as a waitress at the Spur in Carletonville," she recalls. "Colin Goodwin [Blyvoor's Human Resources Manager] asked me whether I would be interested in a mining career."

Philisiwe matriculated in 2004 from Carletonville High school, where she was Deputy Head Girl. She completed the Intermediate Mining programme and mining to N3 level at WestCol College and, having attained her blasting certificate, became the first woman miner at Four Shaft (see *Asikhulume* issue 2 for a profile of Selina Sibiya, the first woman miner at Five Shaft). She pays tribute to her Mine Overseer,

Warren du Plessis, and her mentor (Production Manager Joao Mahumane) for their professional guidance.

She aspires to reaching middle management, first by completing a production supervisor's course and, in the longer term, attaining a Mining Engineering degree through UNISA.

Philisiwe says that working at Blyvoor is very challenging and interesting: "I'm very grateful for this opportunity to work at Blyvoor. Even though, for a woman, working in a mining environment is challenging, I believe that by working hard and being an example to others, things will improve for the future generation of female miners."

HIGHLIGHTS OF THE QUARTER

Key Features

- Sale of stake in Emperor completed
- Healthy cash balance
- Production impacted at Blyvoor due to a DME-imposed mine stoppage and at ERPM due to a sub-shaft man-winder motor problem
- Two-year wage settlement reached
- Measures to manage 'December' factor deliver results

Planting for the future

Plans are well advanced for the establishment of a nursery on a four-hectare site near the old Crown No 17 Shaft. Indigenous trees will be grown from cuttings in four existing propagation tunnels. When mature, the plants will be used to vegetate old tailings dams.

"We're working with Isabel Weiersbye, the head of Ecological Engineering PHYTO Remediation Restoration and Conservation Biology research group at Wits University," says environmental manager Louis Kleynhans. "She has done extensive work on the use of trees in the rehabilitation of the goldfields areas, both from a pollution control perspective and to encourage socio-economic development."

The project forms part of

Crown's social and labour plan (SLP), which has to be submitted to the Department of Minerals and Energy (DME) to obtain new-order mining rights as prescribed by legislation and Crown's ultimate closure plan.

"In the longer term, the project has potential to expand to growing trees for sale to other mining companies, and for sale as garden and street trees in local communities," says Louis.

Trees planted will be indigenous, such as bushwillow (*Combretum* species), karee species (*Rhus lancea*) and indigenous tamarisk (*Tamarix usneoides*). The tamarisk will help extensively regarding salt uptake in soil remediation in order to provide sustainable vegetation on gold tailings.

UKUTYALELA INGOMSO

Amalungiselelo akwinqanaba eliphezulu ngokumiselwa kwesitiya sezithole kumhlaba ozihekthare ezine kufuphi ne-Crown No 17 Shaft endala. Imithi iza kutyalwa nokugecwa kwiintswazi zokumiliselela ezisuka kwiitonela zezandisi ezikhoyo ezine. Izityalo ezinkulu ziza kusetyenziswa ukuphilisa imiva yamadama amadala.

Ngokomlawuli wokusingqongileyo uLouis Kleynhans, iprojekthi inembonakalo enamandla yokwandisa ukulinywa kwemithi kusenzelwa intengiso kwixesha elide elizayo.

Imithi etyalweyo iza kuba yeyeli lizwe, efana netyholo lomngcunube, iintlobo ze-karee ne-tamarisk yeli lizwe, eziza kunceda kakhulu malunga netyuwa engena xa kufakwa amachiza okunyanga umhlaba.

Kopana le mosadi wa pele wa ho sebetsa mokoting wa Four Shaft

Philisiwe Mollo (22) o ne a ikamahanye le Blyvoor ka 2006. "Ke ne ke sebetsa jwalo ka weitara ha Spur wa Carletonville," o a hopola. "Colin Goodwin [Molaodi wa Dithusa tsa Basebetsi wa Blyvoor] a botsa hore na nka ba le kgahleho ya ho sebetsa mokoting."

Philisiwe o fumane lengolo la materiki ka 2004 sekolong se Phahameng sa Carletonville. O ile a qeta lenaneo la Intermediate

Mining le Mining ho ya bohatong ba N3 kholejeng ya WestCol College mme, hoba a fumane setifikeiti sa diqhomane, a ba mosadi wa pele ho sebetsa mokoting wa Four Shaft.

O labalabela ho fihlella boemo ba molaodi ya hare, pele ka ho phetha lenaneo la mookamedi wa tlhahiso mme, ka mora nako e telele, a fumane dikri ya bo-injineri ba mekoti ka dithuto tsa UNISA.

ERPM team rises to the challenge

On Monday, 17 December 2007 at 13:00, 17 days of planning and effort came to a successful conclusion at ERPM, when the repaired man-winder motor was delivered to Far East Vertical (FEV) shaft.

"The motor had been found to be faulty on 1 December," says General Manager Manny da Silva. "We first tried repairing it underground, but this proved impossible. Because of the motor's size and weight (about 7 tonnes), it was split into two halves and slung to surface. The motor was transported to electrical motor repair company Marthinussen and Coutts, who

estimated the repair time at 14 days. Naturally, we emphasised the urgency of the repair and kept in touch on a daily basis."

Only the rock hoist was then available to transport men, material, explosives and rock. Some 1 100 people had to be taken underground each day and returned to surface.

"Shift times were changed so that teams working in the higher-grade stoping areas could go underground first," says Manny. "We stopped all development for the period, and teams working in the lower-grade areas were asked to take leave."

"Through the staggered shift times, we were able to hoist between 400 and 450 tonnes per day, compared with our normal 900t," says Manny. "We then needed to ensure that the repaired motor, when it arrived, could be carried down without damage, which could have been caused by even a slight bump. Boilermaker Nicky Goosen constructed a steel frame that would fit around the motor – overall clearance from the shaft wall was about 30cm on all sides."

Finally, on Monday 17 December, the motor was returned and the team sprang

into action. "The whole process of off-loading the motor, slinging it into position and returning it to 42 level went according to schedule," says Manny. "I'm very proud of the ERPM team and how they rose to this challenge. A special word of thanks to Mine Overseer Anton Swanepoel, and to shaft foremen Willie Meyer, Gideon Cremer and Phillip Webber. They, with Production Manager Schalk Lubbe, Shaft Engineer Kobus Swanepoel, all crews and rigging crews, and the unions and associations, ensured that the operation ran with military precision."

TRAINEE AUDITORS VISIT BLYVOOR



On 11 January, a group of 43 recent recruits to KPMG's Energy and Resources Audit Division visited Blyvoor. Chief Financial Officer (DRDGOLD SA) Craig Barnes and Blyvoor General

Manager Collie Russouw hosted the group. After an overview of the mining operations, the group split into two for an underground visit, with men and women going to Five and Four Shafts respectively.

The visit concluded with lunch at the golf club. Some of the group may be part of the DRDGOLD audit team in the future, and most of them will audit other mining, energy or resources companies.

Profaele: Jeevan Uren

"Crown ke tikoloho e tshwanelehileng hantle dithusong tsa botho ho eketsa bokgabane ba sebele kgwebong," o realo Molaodi wa HR, Jeevan Uren, ya ikamahantseng le Crown ka Mmesa 2007. "Ka botshepehi, tshebetso ya nako e telele ya basebetsi, e na le moya wa

tshebetsomoho: o kgothatsang haholo, empa ebile e ntse hore tlwaelo e tsebameng e hlokang phetoho e itseng e tsamaelane ka botlalo le "pono ya rona ya ka nqane ho 2010'."

Jeevan o fumane boiphilelo bo boholo ha esale a qadisa tsa mosebetsi wa hae ha AngloGold

Ashanti (e neng e bitswa AngloGold) ka 1998. Ka 2002, Jeevan o ile a ikamahanya le Harmony Gold Mining. Hape o bile le nako eo a e sebeditseng le Standard & Chartered Bank ka Johannesburg, empa kapele a lemoha hore moo pelo ya hae e leng teng ke ho tsa merafong.

In Memoriam

With deep regret, we report the deaths of two employees in mine-related accidents at DRDGOLD SA during the December quarter, both at Blyvoor. We extend our deepest sympathy to both families.

Loco Guard Ncedile Loloni died on 12 October in a tramping accident in 38-21 cross-cut at Number 5 Shaft. Ncedile, who was married with six children, came from Tabankulu in the Eastern Cape. He had six years' service with the company.

Stoper Abram Pwetwe was fatally injured on 19 October, when a slab of rock scaled off the face and struck him as he was marking off the panel in 35-21 Stope 5 west at Number 5 Shaft. Abram, who was not married, came from Ventersdorp in North West Province and had 19 years' service with the company.

Wage negotiations round-up

Wage negotiations were concluded at all operations in October last year. Regional HR Manager Wayne Swanepoel comments:

"Negotiations were generally constructive, and, for the first time, were conducted without the need for any third party intervention. The agreements reached – which are valid for two years – involved above-average increases at all operations, with a strong focus on the retention of scarce skills." The format of negotiations varied according to the recognition agreements in place, involving either a joint forum with the NUM, UASA and Solidarity, or separate negotiations with each union/association.

DETERMINATION REWARDED



In August last year, four years of training and saving paid off for John Goddard, a boilermaker at Knight's Plant, when he joined the elite club of *randonneurs* (long-distance cyclists) who have completed the 1 228km Paris-Brest-Paris cycling event, held every four years in France. Participants have to complete the distance in 90 hours or less, or just six hours short of four days. To qualify to enter, John first had to complete four other rides within designated times, within the 12 months before the event.

"You obviously have to be physically fit, but mindset is also important," says John. "Sleep deprivation is the hardest part: I would ride until I felt ready to drop, and then take a power nap of 30-45 minutes. It's important to eat small, high-carb meals, and I got through 3kg of fruit cake!" John finished the race in 89 hours and 14 minutes. Would he do it again? "Like a shot, although it means a lot more hard saving. This was the greatest physical and mental challenge of my cycling life."

PEOPLE ON THE MOVE

Emund Jeneker was appointed Independent Non-executive Director of DRDGOLD Ltd on 1 November.

Mr Jeneker is the General Manager, Western Cape Province, of Absa Bank Ltd. He trained as an accountant, and over the past 10 years has specialised in business strategy and general management.

Louis Lamsley, following his retirement as the Chief Operating Officer of DRDGOLD SA, has been appointed head of the DRDGOLD properties portfolio with effect from 1 January.

With effect from the same date, the position of Chief Operating Officer has been split into two separate focus areas:

- Collie Russouw has been appointed as Senior Executive Official: Underground Operations, while retaining his responsibilities as General Manager, Blyvoor;

- Charles Symons, formerly Head of Surface Operations, has been appointed Senior Executive Official: Surface Operations.

Andrew Sutton joined Blyvoor as an Engineer on 1 November.

On the same date, Lebo Modise was transferred to Blyvoor on promotion as Assistant Plant Superintendent.

Vern Botes joined Blyvoor as an Engineer on 11 February.

PROFILE: Jeevan Uren



"Crown is the perfect environment for human resources to add real value to the business" says HR Manager Jeevan Uren, who joined Crown in April 2007. "With a loyal, long-serving workforce, it has a close-knit, family atmosphere: that is very positive, but also makes for an entrenched culture that needs some change to become fully aligned with our 'beyond 2010' vision."

The challenge for the rest of 2008, says Jeevan, will be to identify milestones in the 'beyond 2010' project, to articulate the vision and measure progress.

Jeevan grew up in Port Elizabeth, and completed three years towards a B Sc (Physics and Chemistry) at the University of Cape Town. "I had a strong feeling that people, rather than test tubes, were my passion, so I took nine months off and went travelling in Europe and Israel: on returning home, I saw the light and converted from a B Sc to a B Soc Sci, majoring in Industrial Psychology and Philosophy at the University of Natal."

Jeevan joined AngloGold Ashanti (then AngloGold) in 1998. He finished the three-year HR management training programme in 18 months, and gained experience across the spectrum of HR management, first at the Moab Khotsong Mine near Orkney, and later in the corporate office. During this time, he also completed the Wits Management Advancement Programme (MAP).

In 2002, Jeevan joined Harmony Gold Mining, first as a project manager, training and development, and later as the HR specialist on the company's mining rights conversion committee, dealing with the preparation of social and labour plans (SLPs). "Harmony eventually outsourced the mining rights conversion function to an empowerment company, Khusela Women Investment (Pty) Ltd, headed by four of its women executives. The company later changed its focus from consulting to mining and investment. I worked with Khusela for about a year, then I consulted to them as well as to Assore (Pty) Ltd on the Social and Labour Plan and Local Economic Development in particular."

Jeevan's next step took him out of mining for a spell. "I joined Standard & Chartered Bank in Johannesburg. I enjoyed working in HR at a global level, and the extensive African travel, but I realised my heart was in mining and the very formal banking culture was not for me – which is how I came to join Crown."

Jeevan and his wife Geraldine live in Roosevelt Park with their daughter (Nakysa, 5) and son (Chealin, 3). Most of Jeevan's spare time is taken up with his MBA studies, but he enjoys sport, is very fond of animals (he kept a pet shop as a hobby for a time), keeps Koi fish and collects cychads.