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ABOUT PUBLICATION

Mining Zimbabwe is the premier source of Zimbabwe Mining News. Our core focus is the Zimbabwe Mining Industry, trends, new technologies being developed and used to improve this crucial sector, as well as new opportunities and investments arising from it. Mining Zimbabwe's sole purpose is growing and empowering the Mining Industry and highlighting all its challenges as well as putting forth expert solutions

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THE CLEAR PERSPECTIVE

Zimbabwe is in the process of reforming the Mines and Minerals Act through the Mines and Minerals Amendment Bill.

The current Mines and Minerals Act of 1961 is an outdated legislation with unlimited challenges which have been affecting the ability of the nation to realise maximum mineral resource beneficiation especially for the locals who are operating as artisanal and small-scale miners.

The government has, over time, made various attempts to amend the mining regulatory regime targeting the Mines and Mineral Act but these efforts have not led to a final product being gazetted.

The Mines and Mineral Amendment Bill, according to the Zimbabwe Environmental Law Association (ZELA), seems to have lost its momentum after years of constantly amending and strengthening it to resolve predominant challenges within the mining value chain.

Since 2012 when the Mines and Minerals Act Amendment started, the government has preferred to address some of the highlighted mining challenges using alternative means such as through policies and statutory instruments rather than endorsing the proposed Bill into effect.

Finalisation of the Mines and Mineral Amendment Bill will, among other things, make Edmond Mkaratigwa, the Mines and Mining Development Portfolio Committee chairperson and Winston Chitando, Mines and Mining Development minister, the greatest administrators after 1980.

The finalisation of the Bill has the ultimate answer of eradicating problems in the mining sector.

The 100-tonne gold output underpinned with the US\$12 billion target by 2023 can be achieved if these authorities put in place friendly mining policies and bills. Therefore, these two should push for the finalisation of the new Mines and Minerals Act before their terms of office ends in 2023.

If a new Minister or a Chairperson is chosen next year, this will, however, destabilise progress made so far.

For Zimbabwe to optimally benefit from the mining sector, it is critical that Parliament (Mkaratigwa at the forefront) crafts a sound legal framework that also addresses the urgent need for geomagnetic exploration of mineral deposits along the Great Dyke.

This will buttress the desire by the government to grow the mining industry from a US\$3 billion to a US\$12 billion annual gross turnover sector by 2023. In that context, policymakers also need to insist on ensuring that there is a comprehensive national mining policy that must form the bedrock of the country's mining laws and attendant regulations.

Hon. Chitando and Mkaratigwa, the ball is in your court! Make this happen and become champions of progress and have your names forever engraved in the annals of history.

New Mines and Minerals Act should be finalised now!

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Ionosphere Investment Pvt Ltd Managing Director Mr Nyasha Chidoh

New tantalite and tin mining and processing company established

A Tantalite and Tin mining and processing company Ionosphere Investment Pvt Ltd has been established in Bluffhill, Harare.

Staff Reporter

Speaking to Mining Zimbabwe at the tour of the newly established plant, company Director Mr Nyasha Chidoh said, Ionosphere Investment Pvt Ltd processes and engages in the value addition of tantalite and tin.

Ionosphere has a plant that is forecasted to process, produce high-purity and high-quality niobium, tantalum and tin marketable products to its end-user customer specifications. The company has mining operations in Buhera where the majority of its tantalite concentrate comes from.

The company also buys Tin and Tantalite from artisanal and small-scale miners. Chidoh said the company has started a nationwide campaign to capacitate tantalite mining growth and development which has seen Artisanal and Small-scale miners benefiting from the venture.

"We are heavily supporting small scale miners, spreading the gospel that it's not only in gold, chrome and other popular minerals that they can make a living from. We are providing machinery to miners whose mines have a better minable resource," Chidoh said.

Chidoh said there was a need for metal prices to be updated to miners daily on public platforms.

"Pricing needs to be updated daily as prices have slumped. Some Small-scale miners still use yester-year prices which results in an unnecessary impasse with the miners. This would help miners in their growth and knowledge of the minerals they would be mining," Chidoh said.

Ionosphere Investment currently employs over 15 permanent staff with the majority coming in as non-permanent, however, the company is confident thousands of people will benefit from its venture.

Chidoh said his company strongly supports the US\$12 billion mining

roadmap and says other minerals like tantalite and tin can have a significant contribution towards the achievement vision through supporting the mechanisation of small scale miners.

Ionosphere has a plant that is forecasted to process, produce high-purity and high-quality niobium, tantalum and tin marketable products to its end-user customer specifications.

According to Chidoh the government through the Ministry of Mines and Mining Development and Zimbabwe Investment and Development Agency (ZIDA) has been supportive of the company with ZIDA proving to be of great significance when it comes to timelessly processing export and import certificates.

Tantalite is the most widespread tantalum mineral and makes for an important ore of the industrially useful metal. Tantalum is used in alloys for strength and higher melting points, in glass to increase the index of refraction, and in surgical steel, as it is non-reactive and non-irritating to body tissues.



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Chancers take advantage of un-informed communities to take over mining concessions



The country's mining industry has been infiltrated by unprincipled individuals and companies who are depriving communities of accessing and benefiting from mineral wealth in their background due to the latter's lack of information on how to legally conduct mining.

For economic resuscitation, the President of Zimbabwe HE Emerson Dambudzo Mnangagwa is optimistic that the mining sector will take a leading role in achieving the 2030 vision for the country to become an upper-middle-income earner.

The artisanal and small-scale mining sector which is largely owned by communities has been instrumental in mineral production for the past years particularly in gold, chrome, copper, and coloured gemstones. In gold, artisanal miners have contributed an average of 60 per cent total gold out for the last 5 years supporting the idea that communities have a lot to offer on the economic revival front.

Due to the economic challenges the country has been facing for over a decade, more communities have resorted to artisanal mining in an endeavour to eradicate poverty and safeguard themselves from the ills that come with hunger. The communities have made great strides in production and economic revolution as reviewed by the gold production statistics which ASM have in 5 years succession trounced their counterparts, contributing 18 470.61 kg to 11 159.0 kg by primary producers.

The involvement of communities in mining or the discovery of mineral de-

posits by communities has led to opportunists (riding on the ignorance or lack of information of communities) to hijack projects that were started by societies and for communal development with the free-booter not taking into consideration the need of the community to continue benefiting from what morally belongs to them.

Many villagers in Zimbabwe are lamenting over companies and individuals that come into their constituencies to peg mining claims whose society in ignorance have been mining under the assumption that their project is legally bidding to wake up in shockwave from a hostile takeover by these chancers.

Take over of communities by unscrupulous miners

In most cases, villagers discover minerals and with good intentions to start mining operations as a community, through seeking advice from people who are already mining. The villagers are in most

cases misled only to discover they are led in the hands of foreign or rich city individuals.

Mining Zimbabwe once ran an article whereby a Chinese man known as Zhou or Zhu, got access to a chlorite quartz mine and bought a local man, Mr Honamombe two loaves and local opaque beer "Super" as a token of appreciation. Honamombe and his friends had previously dealt with the Chinese man selling him the healing stone thrice before until the Asian national persuaded Honamombe to show him where he was getting the stone. Zhou then allegedly quickly pegged the mine evicted Honamombe and his team.

In another heartbreaking example, in the case between Kanye Investments Group and Mhandamambwe Mining Private Limited.

Mandamabwe alleged that Kanye Investments Group owned by Raphael Kangai pegged an area that was being mined by the Jinkstown community t/a Mhandamambwe Mining Private Limited despite full knowledge that the community was operating under a Chegutu Rural District council permit which was issued in 2014 with the assumption and assurance from CRDC that quarry mining certificates can be issued by the rural council.

The allegations are that the community upon receiving an extraction permit from Chegutu Rural District council started mining and crushing the quarry using bare hands until they found a Chinese investor who was willing to partner with them for 20 years.





The community believed that whilst they were busy looking for someone to invest in their 25 hector quarry mine one man by the name of Kingdom who was working in the community as a builder approached Kangai that he pegs on the claim in question which the latter did suddenly becoming the legal mining certificate holder of the claim.

Kangai, without remorse according to Mandamabwe took over the area from the community then offered them 10 per cent of the project that they started. Whilst he may have offered a better incentive than the 1% the Mhandamambwe was getting from the Chinese investor, with the latter the community had full ownership and would inherit all infrastructure after end of



Mr Kingdom

contract. Kangai also took over the infrastructure at the mine which include mine offices, locked the gates and employed armed security guards whom he gave specific instructions not to let the community in. Kangai told Mining Zimbabwe that after pegging he had warned the community to stop all activity but the community ignored his warning.

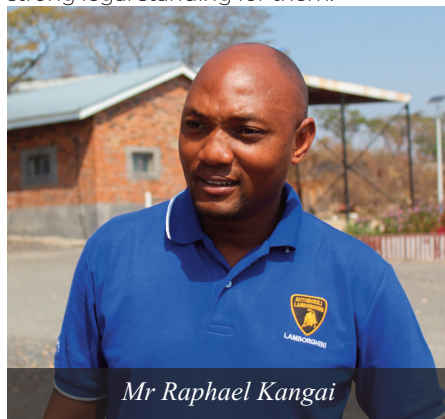
Although legally Kangai is the owner of the land, morally he has defrauded the community of what belongs to them and the government needs to look into issues

like these so that communities are protected from unscrupulous people who are only after their pockets than that of the community.

The community reported Kangai to ZACC.

What should the government do?

The government of Zimbabwe should give community mining cooperatives legal standing the right to challenge the emergence of chancers in their community who come to exploit their ignorance of mining and minerals laws. In the case above, it can be concluded that Mhandamambwe lost what rightfully belonged to them due to the absence of a strong legal standing for them.



Mr Raphael Kangai

The government through the Ministry of Mines and the Parliamentary Portfolio Committee on Mines and Mining Development should revise the country's Mines and Minerals Act to give community mining cooperatives legal standing, and adequately fund the ministry of Mines that they create a portfolio that is responsible for empowering communities with mines and minerals knowledge.

It should be noted that the government should also try out alternative forms of mining dispute resolution, backed up by



reliable police enforcement, and complete the digital cadastre system that demarcates mining claims. In this case, the Ministry of Mines should work closely with the council to avoid disputes and unscrupulous take over of community projects by greedy individuals.

Mining companies should also recognize that their mining operations will almost inevitably stir up tensions with community mining cooperatives. Rather than playing into Zimbabwe's patronage system, which ultimately benefits neither party, mining companies ought to cooperate with and support community mining cooperatives associations, including by granting them mining rights and providing training and resources.

Furthermore, companies, as assembled in the Zimbabwe Chamber of Mines, should push the government to give community mining cooperatives legal standing. This measure would help mining companies avoid costly production interruptions, allow them to exploit minerals that are not viable for extraction by middle to large-scale mining companies.

House of Assembly Constituency members and councillors should be given the mandate to teach villagers of their rights in society and how to follow the country's laws correctly.

Conclusion

The government of Zimbabwe should revise the community share ownership scheme in all mining projects, this gives community shares to what is mined in their own communal.

Mines and Minerals bill, All stakeholders will be consulted, Mkaratigwa



All voices insinuating that the Mines and Minerals bill proceedings have substituted stakeholders of the mining sector should be dismissed with the contempt they deserve since Parliament and the Ministry of Mines will hold an all stakeholders meeting after the bill is gazetted by the cabinet

.Rudairo Mapuranga

Last year Parliamentary Portfolio Committee on Mines and Mining Development Chairperson Hon Edmond Mkaratigwa said the slow pace at which the mines and minerals bill is moving has been instigated by the Covid-19 pandemic as the government delay stakeholder's consultation due to fear of fashioning a pandemic super spreader all stakeholders meetings would be conducted once the situation slows down, he hinted back then.

There has been public outcry from small scale miners and peggers who feel that they were being sidelined from the proceedings of the Mines and Minerals bill

however, the Minister of Justice and Parliamentary Affairs Hon Ziyambi Ziyambi clarified that stakeholders were not at all sidelined but the grafters of the bill were following the law and would not do so as it would undermine the rule of law.

"The bill once it goes through the necessary cabinet processes will be gazetted and all Zimbabweans will be called by Parliament to make submissions on it.

"As the mining sector, you can then hold a workshop if you so wish where my drafters and mines officials can attend to hear your input which can be documented and included in the portfolio committee on mines report for presentation to Parliament. So hold your horses and allow the mines ministry and drafters to finish. I know it has taken long and it's frustrating." Ziyambi said.

Speaking to Mining Zimbabwe Hon Mkaratigwa said the Bill was not yet back to Parliament from which the general

public will be consulted therefore making it difficult if not impossible for parliament to consult all stakeholders.

I have reiterated time and again that consultations are still part of the law-making process of the Parliament of Zimbabwe as provided for in the Constitution of Zimbabwe.

"All views to the contrary or insinuating that the process has already been passed, are not being honest to the realities which I trust they know very well.

"Our plan as already communicated is to have an all stakeholders conference and that remains as advised. If there is any change, the different mining stakeholders will be advised and that same applies when we have conducted consultations, adequate notice is always provided.

"The President as the key player in parliamentary processes in Zimbabwe will finally receive the Bill for His Assent. In the meantime, the Bill was last in the cabinet for consideration of the adjustments made to the tentative draft. We are now awaiting that Bill.

"I do not really have a problem with those who speculate because these people have been waiting for the Bill for longer than normal, hence they assume it has already passed.

Nevertheless, Parliament can not work but with the people. We are just representative of the broader body, thence we can not abrogate that social contract." Hon Mkaratigwa said.

Zimplats parent company determined to help communities

Johannesburg Stock Exchange (JSE) listed platinum mining group, Impala Platinum Holdings Limited (Implats) the parent company of Zimbabwe's biggest platinum producer Zimplats has continued to abide by its values of giving back to communities.

Anerudo Mapuranga

The company which is one of the world's biggest platinum producers has started the year 2022 helping the communities for example Zimplats donated to 10 charity organizations to alleviate poverty in its communities.

Accessing an adequate water supply is a challenge in many of the communities around our South African and Zimbabwean operations. Implats has addressed supply constraints in vulnerable host communities through major infrastructure projects and continues to focus on alleviating water shortages.



The company, speaking on its Facebook page, said it has embarked on creating affordable housing for its employees.

"Employee accommodation and living conditions remain strategic imperatives for improving the wellbeing of our employees in South Africa and Zimbabwe. Our focus remains on creating sustainable human settlements and access to decent accommodation for employees residing in informal structures." the company said in a statement.



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Interview: Mining Systems and Innovation expert

ABEL MAKURA

This month we interview Engineer Abel Makura a well known Mining Systems and Innovation expert who is a section Manager at Anglo American owned Unki Platinum mine. Makura, well-known as the go to guy on technological issues in large scale mining circles talks about his journey to mining and the uses of digital technology in the mining industry.

By Keith Sungiso

KS - Who is Abel Makura?

AM - Abel Makura is a 36-year-old Mining Engineer who was born in the mining town of Kadoma and grew up there. I studied mining Engineering because my hometown has a high activity of mining. That inspired me to take up the field as a profession.

KS - What are the uses of Platinum in daily lives?

AM - Platinum has various use which in no particular order of importance are

- 1) As an automobile catalyst
- 2) As gauze in cracking processes in oil refinery
- 3) As jewellery
- 4) Production of hard disc drives coatings and fibre optics
- 5) Manufacture of thermocouples for measuring temperature in glass and steel industries, manufacture of capacitors and crucibles to grow single crystals
- 6) As a catalyst in the manufacture of fertilizer and explosives
- 7) Medicinal use in dental implants and anti-cancer drugs
- 8) Fuel cells



KS - You look very young and I at first mistook you to be a person in his 20s. How is it like to Manage and work with men and women much older than you who probably have been at Unki way before you?

AM - Working with people is an art and science in the sense that humans possess the analytics, domain expertise and knowledge key to solving problems and the key to success is to harness that skill. Working with older people is both smooth and challenging and the most important thing is having interpersonal skills to be able to understand the person as a whole and be able to provide an environment that makes them perform to the best of their abilities.

KS - You developed a mining system for the achievement of a record 4000 square meters in a month! Tell us more about it?

AM - The system is based on creating synergies between the key value drivers in the mining production cycle (drilling, support and lashing) and being able to sweat the asset by utilizing every bit of available time in the 24hr day.

KS - What would you say are your achievements since joining Unki?

AM - My greatest achievement was being part of the team which took part and got the first-ever IRMA certification in the world.

KS - Can Platinum be mined at a small-scale level?

AM - The greatest hindrance is financial support due to the initial costs involved in setting up a platinum mine. With financial support to interested players, I believe it's very possible for platinum to be mined at a small-scale level.

KS - The world is going digital, as a Mining Systems and Innovation expert what is your take on digital technology, is digitalisation not killing jobs?

AM - Digitalization is the future of mining and instead of killing jobs, I see it as simply transferring roles.

KS - As a Mining Systems and Innovation expert what technologies would you advise Mines and Mining Development Ministry to adopt or introduce?

AM - I advise technologies such as Pedestrian/Vehicle Detection Systems to help avoid human/mobile equipment interaction and collisions, Sandvik's Optimine for analyzing and improving underground production processes, ApplyIT's IntelliPermit system that integrates all aspects of permit to work, access control and risk assessment, Inset Tagging and tracking system for locating trapped miners.

KS - As a person who grew up in Kadoma a place highly concentrated with ASM gold mining activities is there a simple software that you encourage mine owners that it's a must-have?

AM - UAV - mounted geomagnetic mapping helps artisanal miners map new gold prospects efficiently and safely while improving land management.

KS - As a country do you think we are ready for autonomous vehicles like dump trucks and other mining technology?

AM - I believe as a country we're ready for autonomous vehicles if we're to look at the infrastructure and economic side of things. However as a country we need to first resolve the issues of data availability, ownership and reliability, system security and data breach as well as malwares and cyber attacks before we can embark on this technology as these pose a serious hindrance to the success of autonomous mining.

KS - Besides mining what is Abel Makura into?

AM - Besides mining, I'm also a farmer who's into cattle Ranching with a sizeable herd of beef cattle and also into agronomy and delivers tonnes of maize to the GMB



US\$4 billion gold mark achievable - Parliament



The gold submission to the country's sole gold buyer and exporter Fidelity Gold Refinery (FGR) is an indication that the US\$4 billion gold industry by 2023 is possible, Chairperson for the Parliamentary Portfolio Committee on Mines and Mining Development Hon Edmond Mkaratigwa has said.

Rudairo Mapuranga

According to the Reserve Bank of Zimbabwe Governor Dr John Panonetsa Mangudya, the country's small- and large-scale gold producers delivered a total of 29 629.61 kg of gold to Fidelity Gold Refinery (Private) Limited (FGR) in 2021, a 55.5 per cent increase from the 19 052.65 kg delivered in 2020. Large scale gold producers delivered 11 159.0 kg to FGR in 2021 whilst small-scale producers contributed 18 470.61 kg.



The total gold deliveries for the year 2021 was averaging US\$1.7 billion revenue, two times shy from the targeted submissions with the parliament confident that the measures they recommended for increase in gold production and deliveries would be maintained for increased deliveries in the coming year.



Mkaratigwa with Sabi gold mine owner (right) at a gold fact finding mission

"In the past year or two, we have been pushing for the laying down of fundamentals and I am confident based on the 1.7bn achieved last year that, the 4bn mark is achievable. That I argue through simple arithmetic looking at the two years still to be explored. Now our mantra is production and perfecting the system for sustainability," Mkaratigwa said.

Mangudya said Gold Incentive Scheme introduced in May 2021 after recommendation by the parliament has had a significant positive impact on gold deliveries to FGR.

The Reserve Bank Governor further said that it is projected that the quantum of the country's gold exports in 2021 will increase beyond the 29 629.61 kg when the gold component in the Platinum Group Metals is eventually included in the tally of gold deliveries to FGR.

According to Zimbabwe Miners Federation (ZMF) Mashonaland West Chairperson Mr Timothy Chizuzu the government needs to consider capacitating small scale miners for the latter to be able to mine low grades. Chizuzu said services of mine Engineers and geologists should always be dispersed to small scale miners for better returns.

"The government should continue with incentives, and favorable competent gold prices, tighten security and law on black market gold traders to reduce leakages and capacitate small scale miners. There should be a revolving fund for sector which will encourage production, and the ministry officials like mine Engineers and geologists should always be available to assist the small scale miners with relevant information for them to improve their production," Chizuzu said.



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Dallaglio upbeat to become the leading gold producer

Victoria Falls Stock Exchange-listed group Padenga Holdings' gold-focused mining subsidiary Dallaglio Investments is positive that the company will become one of the leading gold producers in the country.

Rudairo Mapuranga

According to the Managing Director of Delta Gold Zimbabwe (Eureka mine) and Breckridge Investments (Pickstone Peerless mine) James Beare in line with the government's vision for the reopening of closed mines as well as the growth and development of existing mines, the Padenga owned gold miner is planning to develop existing resources in an endeavour to play its role in the attainment of the 100 tonnes gold annual target by 2023.

"Dallaglio has not positioned itself as an exploration company and it does not hold any EPOs. Our focus is to develop established resources and build processing plants that do them justice," Beare said in an interview with Mining Zimbabwe.

Beare said his company was focusing on developing its Giant and Blue Rock claims in Chegutu as well as trying to identify other mining concessions that the mine can acquire in its strategy to become the leading gold producing company in the country.

"Dallaglio is working on developing its existing resources which include Giant and Blue Rock claims near Chegutu. In addition to these developments, we shall certainly be identifying acquisitions that align to the group's strategy of becoming Zimbabwe's leading gold miner," he said.

Through the US\$12 billion mining roadmap, gold is expected to fetch an annual revenue of US\$4 billion by 2023 and the Minister of Mines and Mining Development Hon Winston Chitando is optimistic that the company has all its takes to contribute significantly to the

pit life.

Eureka Mine, which employed over 400 workers at its peak, producing about 1,5 tonnes of gold per annum, had been idle for the past 20 years. An investment of nearly US\$50 million by Dallaglio Investments, which purchased the mine from Delta Gold in 2018 and went on to re-design the mine and install new plant and equipment is considered significant to the achievement of the Minister of Mines and Mining Development national gold target where 100 tonnes annual production has been projected by 2023.



target.

Currently, Eureka Mine in Guruve is expected to be one of the leading gold-producing mines with a monthly average of 140 kgs with higher production volumes expected towards the end of the

Eureka Gold Mine will initially operate as an open-pit mine and the ore body has been explored to a 650-metre depth producing 1.3 grams per tonne with the hope that as they mine deep, the grade will increase.



President Dr Emmerson Dambudzo Mnangagwa speaking at the reopening of the Eureka Gold Mine in October said that the government was open to dialogue with Eureka and other gold mines in a bid to increase gold production in order to achieve the set target.

The President emphasised that the country's mining sector should move towards beneficiation of mines as is espoused in the National Development Strategy-1 (NDS-1), as this would among other things create value chains that anchor the country's modernisation and industrialisation.

"My administration remains available to dialogue with all investors to ensure a consistent and predictable policy and ease of doing business environment. I, therefore, re-assure Eureka Mine and other investors throughout other sectors of the economy that my Government is a listening Government. Furthermore, the

Zimbabwe Investment and Development Agency is capacitated to give requisite impetus to investments in the mining sector and the economy as a whole,"

"Such a scenario would see the sector providing critical feedstock into other wealth and job creation initiatives across all socio-economic sectors".

"Together in the unity of purpose, we will realise sustainable win-win outcomes towards an upper-middle-income society by 2030."

"In line with our devolution and decentralisation agenda, the mining sector investments are exhorted to be pro-active by setting up contemporary corporate social responsibilities initiatives that dovetail with our present national development epoch and unique community realities.

"I, thus, challenge players throughout all sectors to be actively involved in fostering the economic growth and empowerment of communities around which they operate, be it in rural or urban areas. The private sector-led economic drive by my Government entails greater private and public sector collaboration for the speedy growth of Provincial GDPs.

"Let me reiterate that under my administration, Government, the private sector and other stakeholders will continue working together towards the modernisation, industrialisation and

sustainable growth of our economy. In unity, we are achieving our set goals and targets. Brick by brick, stone upon stone, we are building the Zimbabwe we all want and deserve," he said.



James Beare

Fossil fuel proceeds should be invested in Green energy



The Association of Mine Managers Zimbabwe (AMMZ) President Engineer Elton Gwatidzo said that the country needs to exploit its fossil fuel to fund the adoption of green energy.

Rudairo Mapuranga

The AMMZ president said the country was not ready at the moment to go green as this would leave the government coffers with a very huge debt therefore there is need to exploit the fossil fuel at the country's disposal to fund green energy.

"Zimbabwe is not yet at that point to move with the world in terms of the speed of movement to green energy. What we can do as a country is to exploit that fossil fuel that we are currently having and then the proceeds of that, we invest in green energy.

"That is the best solution otherwise, we can talk of green energy but there is an investment that is readily available for green energy so the investment from fossil fuel can work very well in capacitating green energy for the country," Gwatidzo said in an interview with Mining Zimbabwe.

Through an article titled "With the Cleaner and Greener Future Beckoning, What Should Zimbabwe Do with its Hydrocarbon Resource Potential?" published by Mining Zimbabwe, the Chairman of the Institute of Mining Research Mr Lyman Mlambo also said that the country before thinking about shifting to green energy was supposed to fully exploit its fossil fuel and reinvest the money to other energy and economic potentials.

"The real question is not whether or not we should consider stopping extracting coal, oil and gas resources, but how we should manage their extraction (contracts) and how we should use the revenue from their extraction to build national wealth.

"We have to be more cautious in this sub-sector than we are in other sub-sectors that are not so threatened. The government should not be overexcited about the big potential revenue figures from this sector and jump into the consumption mode, but should understand that poverty and regional development disparities are extreme and that the future is very long

and so are its corresponding needs.

"Those countries which have done well in managing oil revenues have basically ensured broad-based development and investment into the future through the creation of local or offshore funds that could generate interest going into the future. They have also allocated a large portion of the proceeds into the development of infrastructure and other alternative forms of capital (economic diversification).

"There are still many countries in the world that are mainly dependent on oil and other hydrocarbons, and they cannot afford to come to an abrupt stop in the use of these resources. Thus, the real option to consider for Zimbabwe is accelerated extraction of its hydrocarbons, use them to meet its current energy deficits, use the income to facilitate economic transformation and creation of long-term investment funds. The question of when and how Zimbabwe should stop the extraction of hydrocarbons is largely irrelevant." Mlambo said.



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'Back to Work': An Opening note on Internal CSR in the COVID19 vaccination era



'CSR' is a broad field that is constantly developing in this rapidly changing global business environment.

Alexandra Mliswa (MSc, LLB, BA)

While CSR is commonly associated with a business's obligations to its external stakeholders, its application should not be mistakenly limited to external stakeholders alone. CSR has an internal application where it is associated with a business's obligations to its internal stakeholders, namely its employees. A good internal CSR strategy is critical to a business's performance and overall organisational health. Internal CSR looks at areas such as workplace diversity, human rights, training and development, and work-life balance. To simplify, we can say that the focus of internal CSR is on employees by ensuring that employees have a good working environment and have access to opportunities that can assist them with their personal and professional development.

Business owners reading this are likely thinking, 'this sounds expensive'. It is, but the expense is a necessary one and poor internal CSR practices carry an expense of

their own. Studies have shown that employees who work for a company with good internal CSR practices are more likely to display a positive contribution to their organization's development. This is likely because it seems to be a natural reaction of employees when they have feelings of want, love, and commitment to company goals to work harder and better, what we are talking about here is an increase in productivity.

Internal CSR in the vaccination era

During the pre-vaccination era, workplaces were riddled with panic and confusion on how to manage employees' Occupational Health and Safety. Mining was declared an essential service placing mineworkers at an elevated risk given the inherent occupational health dangers that mine-workers are exposed to. Some mines were proactive and were quick to implement good internal CSR practices such as office decongestion, WFH policies, periodic testing and screening, or COVID19 treatment at the company's expense. Other Mines adopted a reactionary approach acting only in response to

legislative regulations such as SI 17/2020 and other subsequent SIs which provided specific conditions for operation during the lockdown.

A good internal CSR strategy is critical to a business's performance and overall organisational health.

Now, in the vaccination era it's almost business as usual across all Zimbabwean industries with employees having been encouraged and in some instances, coerced into vaccination.

Whatever the situation, a return to the workplace is directly correlated with high vaccination rates and low infection rates that have been experienced country-wide, but what does this mean for internal CSR in the mining industry? Mining companies such as Mimosa and Zimplats that instinctively implemented internal CSR practices to safeguard the wellbeing of their employees are commended.

However, all mining companies should develop longstanding internal CSR strategies that are woven into the company's overall strategy that will guide the company through pandemics and good health alike.

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