



JCI MINING PULSE

THE OFFICIAL NEWSLETTER

BUILT BY PEOPLE, GUIDED BY VALUES, PROVEN IN DELIVERY

JCI
MINING

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BUILT BY PEOPLE, GUIDED BY VALUES, PROVEN IN DELIVERY

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JCI
MINING



Matthew Abraham Managing Director.

MATTHEW'S **FROM** DESK

FINISH STRONG. GO HOME SAFE.

As we head into the festive period, a reminder: at JCI, **delivery only counts when it's safe.**

Thank you for the grit you've shown on every shift and for living our values when it mattered most. This has been a tough year with real challenges — and real wins. We are a growing company with an evolving workforce and a **shared commitment to a future-fit JCI through safe, consistent delivery.** Every action, every shift on every site counts.

At year-end, many of us feel tired. That's when the basics can slip. Small slips cause big incidents. Let's stay vigilant, focused, and on our guard.

The last stretch is about **Back to Basics** — permits and procedures, pre-start checks, clean handovers — and about **accountability:** doing what we said we would do, and speaking up early when something changes.

Please take the same standards **on the road and at home:** rest before you drive, buckle up, put your phone away, and look out for one another. That's how we finish strong — and go home safe.

From me, personally: I wish you and your families a **blessed and safe Christmas.** For those travelling or taking leave over the festive period, rest well and return refreshed. We look forward to seeing every one of our colleagues back on shift — **on time, fit for work, and safe — in the New Year.**

JCI LEADERSHIP — FEATURING THE GMC

THE GMC SUPPORTS MATTHEW TO KEEP JCI'S STANDARDS VISIBLE AND CONSISTENT: BASICS FIRST, ACCOUNTABILITY ALWAYS."

Photographs: Jacques Pienaar

WHY THE GMC

As JCI grows, we have more people, more shifts, more moving parts. The **General Management Committee (GMC)** supports our Managing Director (MD) to keep one standard across all sites — leading by example, living the **JCI Way**, and making sure the basics are done **every action, every shift, every site**.

Let's meet JCI's GMC:



Zinzi Mnisi — Executive Director

A JCI shareholder and executive director, Zinzi partners with the MD to drive our strategic vision. She leads with empathy and clarity, listening first and acting fast. Zinzi champions a people-first culture where every voice is heard and talent can grow. She focuses on people and culture, training and building the conditions for safe, consistent delivery. You'll often find her connecting head office with sites to remove barriers and help teams succeed. Her message is simple: respect, accountability, and teamwork — this is how JCI stands tall.

Zinzi Mnisi — Executive Director

People first, culture, governance
& stakeholder partnerships.



Bianca van der Poel — General Manager: Finance

Bianca leads our Finance function with an all-women team — blending compassion with control. One of the youngest finance heads in the sector, she is disciplined about cash, compliance, cost control, and transparency. Bianca's team safeguards JCI's long-term sustainability: accurate reporting, smart forecasting, and strong support to sites on CapEx, procurement, and contracts. She believes finance should enable operations, not slow them down — and she invests in growing finance skills across the company

Bianca van der Poel — General Manager: Finance

Cash, compliance, cost
control; enabling operations
for sustainable growth.

GETTING TO KNOW GMC BETTER

LEARNING MORE ABOUT OUR GMC



Zinzi Mnisi, Executive Director

At home, Zinzi is a devoted wife and proud mom of **two** — a son and a daughter — and a loving godmother to six. Her life is rooted in a strong **spiritual foundation** and a family tradition of **kindness, compassion, and service**. Together they look for ways to uplift others, especially those who have less, and that spirit comes through in how she leads at JCI.

Zinzi has been with **JCI Mining for 15 years**, serving as **Executive Director**. She partners closely with the MD, helping to shape strategy and keep our people and culture at the centre of growth. What she loves most about her role is **developing and empowering people** — seeing colleagues gain confidence, find their voice, and make a meaningful difference in their own lives and on site.

The toughest challenge right now?

Balancing the future with the present — aligning tomorrow's priorities while supporting both senior and junior staff today. Zinzi sees purpose in that stretch: when we get it right, we build **unity and growth** across the company.

Her go-to JCI value is **Inclusivity**: every person matters and every voice counts. And her daily leadership habit is simple, steady, and human — **be focused, be consistent, be present**. She shows up to listen, to guide, and to create space where others can grow.

“Every moment is a chance to uplift someone — that’s how we build JCI, together.”



Bianca van der Poel, General Manager: Finance

At home, Bianca is all about family time. She and her husband, **Steven**, have been married for almost **17 years**. They're raising two boys (**12** and **8**) and Bianca's **17-year-old sister** is part of their close-knit household too. When they get the chance, they head out to **camp together** — simple weekends that recharge everyone.

Bianca joined **JCI in March 2012** — that's **13 years** of building a Finance function that keeps pace with a growing company. Today she leads an **all-women finance team**, managing the numbers that matter: **cash, compliance, cost control, and clear reporting**. Her goal is steady and practical: give operations the structure and direction they need to deliver, without slowing teams down.

What she loves most is turning **chaos into order** — making sense of moving parts so people can do their best work. She values being a trusted **“go-to” person** and carries a strong sense of **responsibility and pride** in what the team produces.

Right now, the hardest part is **scale**: bringing new sites online, making sure **everyone is paid on time**, keeping **systems reliable**, and **managing risk** as we grow. Bianca meets that challenge the same way she leads — with **Integrity** and **Accountability**. “Mistakes will happen,” she says, “but we **own up** and fix them.”

Her everyday leadership habit is simple and human: **coach, don't control**. Bianca takes time to explain the “why” behind decisions, not just the **“what”** — and she **listens before leading**. That's how confidence grows, skills deepen, and delivery becomes consistent.

“Small controls prevent big problems — every day.”

GETTING TO KNOW GMC BETTER

LEARNING MORE ABOUT OUR GMC



Nico Engelbrecht, General Manager: Engineering

If you ask Nico what a good weekend looks like, he'll tell you: a quiet braai at home with his wife **Michelle** and their two miniature Schnauzers "who rule our lives," plus a good game of rugby on the TV. He's been married for **22 years**, and that steady, loyal energy shows up in how he leads.

Nico joined **JCI in May 2016**. He heads the company-wide **Engineering function** across all assets — **mostly yellow-metal heavy equipment**. His job is simple to say and hard to do: keep the fleet **safe, reliable, and cost-effective** through its full lifecycle — from **cradle to grave** — targeting the **lowest cost per hour** without ever

compromising on safety. That means the right strategies for maintenance, spares, and standards on every site, every shift.

What he loves most? **Trust**. "I'm allowed to manage my function without being micromanaged," he says. That space lets his team plan properly, solve problems early, and keep machines working — which keeps people safe and production steady.

The big challenge right now is **skills**: attracting, training, and **retaining engineering talent** so JCI can grow for the long term. Nico's answer is to build the pipeline ourselves — structured training, mentoring on the floor, and real opportunities to progress.

Two **JCI values** guide him daily: **Integrity and Teamwork**. "Doing ethical business and showing integrity with employees, clients, and colleagues is a cornerstone of success. And teamwork — learning up and down the chain — is how we get the best results."

His leadership habit is constant: **empower people**. Give clear standards, share context, remove blockers — and let good people do great work.

"Empower your team, keep the basics strong, and the machines — and the people — will run better."



Zahed Hoosen, General Manager: Operations
Zahed has called Middelburg home for 24 years. He's married, with **two children** — a son and a daughter — both studying at the **University of Pretoria**. When time allows, he likes working with his hands, **especially sculpting**. Creating something from nothing helps him switch off and find calm.

Zahed joined **JCI in September 2020**. As **GM: Operations**, he keeps the moving parts working together: people, equipment, schedules, and standards. He is **directly involved at Makhado and Lakeside**, and supports **Roodepoort, Strathrae, and**

Leeuwfontein (with Jacques Pienaar overseeing those sites day to day). He also leads tender pricing and project assessments — choosing the work that fits JCI's strengths and is financially sound for us and our clients, with support from **Chanté de Jesus**.

What he loves most is watching a project **come to life** — from concept and costing, to award, to **safe, steady execution**. "This is JCI's strength and trademark," he says: **making the unachievable, achievable** — mobilising, establishing, and delivering on time without faltering.

Right now the tough parts are real-world basics: **starting up Makhado** with many **new operators** while meeting **safety and production** targets, and **managing community expectations** around available jobs. He tackles both with visibility, coaching, and consistent standards.

The **JCI value** he leans on most is **Integrity** — because **trust** is the base of everything: with clients, colleagues, suppliers, and communities. His daily leadership habit is simple and constant: **motivate and coach** people to perform at their best.

"Set the standard, stay visible, and help people succeed — that's how we deliver safely, on time, to budget."



THE JCI WAY — OUR VALUES, LIVED EVERY SHIFT

WHY OUR VALUES MATTER

At JCI, our values aren't posters on a wall — they are everyday actions that keep people safe, protect our sites, and deliver results for our clients. They guide how we speak, plan, work, and go home. When we all live the values, every action, every person, every shift adds up to a stronger JCI.



JCI VALUES — HOW WE LIVE THEM



SAFETY (ABOVE ALL ELSE)



What it means: No job is worth an injury.



How we live it: Plan the job. Take Five. Follow permits. Stop unsafe work. Zero shortcuts. Zero harm.



INCLUSIVITY & MUTUAL RESPECT



What it means: Every person matters; every voice is heard.



How we live it: Treat people with dignity. Listen first. No harassment or discrimination. Create space for participation.



COLLABORATION (TEAMWORK)



What it means: We deliver more together.



How we live it: Share information. Ops–Engineering–Safety–HR–Finance work as one team. Help each other; close gaps, don't pass them on.

INTEGRITY

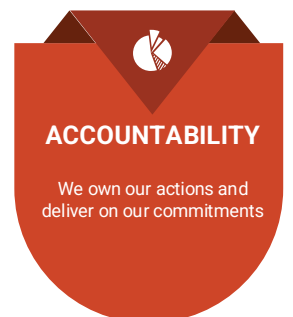


What it means: Do the right thing, even when no-one is watching.



How we live it: Keep promises. Be honest with data and costs. Follow the law and our procedures. Protect communities and the environment.

ACCOUNTABILITY



What it means: Own the plan and the outcome — safe, on time, to budget, first time.



How we live it: Do what you said you would do. Speak up early if something changes. No blame game. I am my brother's keeper — we look out for each other.

CARE FOR INDIVIDUALS



What it means: People first — at work and at home.



How we live it: Fit for work. Use PPE. Support wellbeing and growth. Take safety home (travel, fire, electricity, DIY).

JCI VALUES — ONE LINE TO REMEMBER

IF IT ISN'T SAFE, IT ISN'T DELIVERED — AND WE DO IT TOGETHER, WITH RESPECT, INTEGRITY, AND ACCOUNTABILITY. IN EVERY ISSUE, WE WILL HIGHLIGHT ONE OF OUR VALUES, AND SHARE HOW WE CAN LIVE IT EVERY DAY.

ACCOUNTABILITY AT JCI — HOW WE LIVE IT

At JCI, we don't play the blame game. We own our actions and our outcomes. And we believe in shared accountability — I am my brother's keeper. Alone we can't reach our goals; together we can. How we show up (everyday standards)

Arrive ready for work

Be on time, sober-minded, in the right PPE, with the right attitude. A safe, focused start sets the tone for the shift.

Respect attendance — use leave responsibly

We attend work regularly and use sick leave when we're genuinely unwell. Let your supervisor know early and follow the process so the team can plan and stay safe.

Own your role and contribution

Know what you're here to do, why it matters, and how it supports your team, site, and client. Keep your tasks visible and close the loop on what you start.

Do what you said you would do

We are dependable and trustworthy. If something changes and you can't meet a commitment, speak up early so we can adjust the plan safely.

Speak up — early and respectfully

If you see a hazard, shortcut, quality issue, or fatigue, stop and call it. Get help. If it isn't safe, it isn't delivered.

Hold a higher standard in how we talk

We don't talk behind people's backs. We give feedback face-to-face, fix issues, and show respect in our words. We protect dignity and build trust.

SIMPLE STEPS TO EMBED ACCOUNTABILITY

- Plan it. Take Five. Name the top risk and how you'll control it.
- Write it. Walk it. Lock it. Record the job, walk the work, follow the permit/lockout.
- Green handover. Leave your area/machine safe, clean, documented for the next shift.
- Log it right. Clear entries in EAMS (OnKey): what, why, when, next action.
- Look out for each other. If a teammate is tired, unwell, or distracted, check in and get help. Shared accountability saves people.

One line to remember

Accountability is respect in action — safe, on time, to budget, first time.



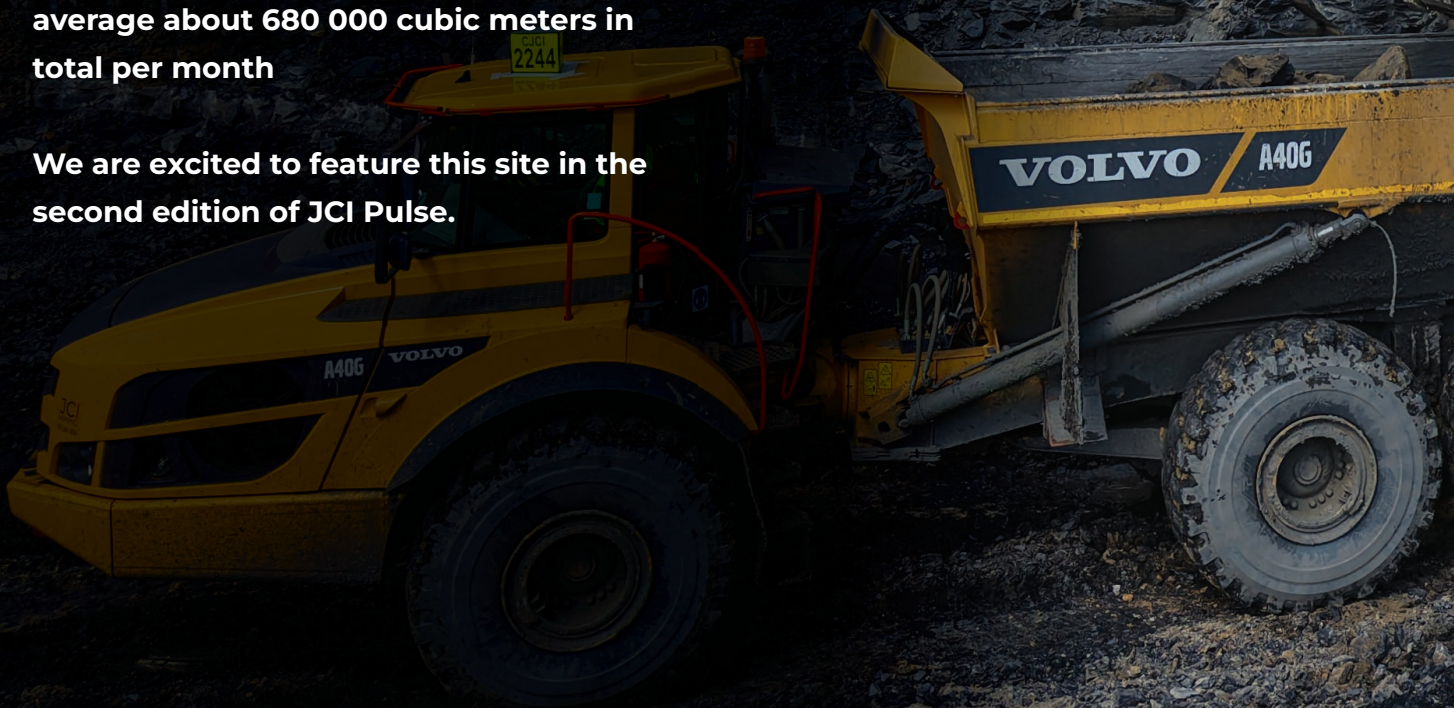
IN THE SPOTLIGHT STRATHRAE COLLIERY

Photographs: Jacques Pienaar

Strathrae Colliery is an open cast mining operation located 20km north of Carolina. Cometa appointed JCI as the preferred mining contract in the second quarter of 2025, and in June 2025, JCI commenced mining activities there.

The operational team reports to Jacques Pienaar, Area Manager: Operations, with the engineering team reporting to Vincent Mogashwa, Area Manager: Engineering. The team on site is currently moving on average about 680 000 cubic meters in total per month

We are excited to feature this site in the second edition of JCI Pulse.





SITE MANAGER SPOTLIGHT

MEET LIONEL LUBBE STRATHRAE SITE MANAGER

On the Ground — Site & Manager Spotlight: Strathrae

Site Manager: Lionel Lubbe

Meet Lionel

Lionel recently joined the JCI family — a family man at heart with a wife and two kids, who resets by badminton, golf, and the odd fishing day. When work is intense, a quick check-in with home keeps him grounded and focused.

Why JCI? What sets us apart

Two things stood out for Lionel from day one: teamwork when it counts and real support across departments. He sees a culture that is practical and focused — “a no-nonsense approach to getting things done,” with strong systems and leaders who put the right people in the right roles so the whole team can deliver.

Starting up Strathrae — the realities

Every start-up has a scramble. For Strathrae, Lionel calls out three big challenges — and how the team handled them:

- **Establishing the site while starting mining:** align tasks, set priorities, execute.
- **Onboarding and compliance:** bring people in smoothly and educate every department on SLP rules so there’s no confusion.
- **Wet ground in the box cut:** adapt quickly when machines bog down — work as one team and problem-solve on the spot.

First 90 days — his priorities

1. **Safety routines** that everyone knows and follows.
2. **Clear team structure** with roles and responsibilities.
3. **Permits & compliance** verified and up to date.
4. **Traffic plan & logistics** to keep flow steady.
5. **Clean handovers** and documented processes so knowledge sticks.

Plus: build strong relationships with **stakeholders and authorities** to keep momentum.

A quick win

From day one, the team hit the client’s targets — a strong signal that the plan, people, and systems lined up.

Leadership & learning

Lionel's style is "lead by example with empathy." People experience him as supportive, approachable, and results-driven. Early lesson at Strathrae? In tough conditions (like the wet start), proactive planning and clear communication make the whole site better. A simple practice he swears by: start-of-shift huddles to align the crew, surface risks, and confirm priorities.

The JCI Way on the ground

Lionel leans hard on Collaboration and Safety. Teamwork makes problems smaller; a clean, safe workplace keeps people protected and production steady. His personal safety habit: constant situational awareness — keep scanning, spot hazards early, and act to remove them.

What success looks like (next 60–90 days)

- **Safe production:** meet or beat targets with zero reportable incidents.
- **Operational rhythm:** consistent milestones hit, continuous improvement embedded.
- **Sustain the start-up pace** and lock in standards with audits, training, and system reviews.

Lionel's message to the team

"Finish strong — and send it home. I'm proud of our start. Let's keep our focus on safety, quality, and delivery, look out for each other, and get the job done. Most of all: go home safe to your loved ones. Let's do this, team."



EMERGE TO LEAD — NJABULO'S NEXT LEVEL

QUICK FACTS

- **Name:** Njabulo Mnguni
- **Role:** Acting Plant Manager, Strathrae Colliery
- **Programme:** Emerge @ JCI (since 1 Oct 2025)
- **With JCI:** Since 4 Sep 2023
- **Mentors:** Albert Rademeyer & Vincent Mogashwa
- **Age:** 30

Meet Njabulo

First-born of three boys, Njabulo Mnguni grew up helping raise his younger brothers. Today he's engaged, a dad to a two-year-old son and a five-month-old daughter, and still happiest when the family is together. Weekends often mean Formula 1 on TV and cooking outdoors—a chance to recharge and host his brothers.

A love of F1 with his dad sparked an interest in mechanics early on. He chose a technical high school (EGD, Mechanical Technology, Physical Science), which made college smoother and put him on the tools quickly. His journey hasn't been straight: after being let go as an apprentice, he paid for his own trade test, prepped for two days, and passed first time at 22. Since then, he's made a habit of hitting milestones young—youngest in his intake, and later JCI's youngest foreman at 28.

What he does on the ground

At Strathrae, Njabulo helps run the load-haul-strip-rollover sequence safely and smoothly: topsoil is stripped and stored for rehab, overburden is drilled and blasted, dozers roll material into mined-out voids, and excavators clean and load coal to ROM for screening and crushing. His focus is simple: safe flow, clean handovers, and first-time-right work.

Growing through Emerge

Emerge @ JCI is where role-readiness becomes real. Njabulo's three priorities:

- **People management & development:** guide the team to reach goals safely and with discipline.
- **Collaboration:** the bridge between Mining, Training, and Safety.
- **Cost awareness:** help lower cost per ton without cutting corners.

He's building skills in maintenance planning, mentoring a junior engineer toward foreman level, and grooming six mechanic assistants into future artisans. The programme also



Values & leadership

The JCI values he leans on most are Honesty and Integrity: trust is the base of any strong team. His daily safety habit is the “brother’s keeper” mindset (Section 22): think about how your actions affect you and those around you. Leadership, for him, is keeping relationships positive so every voice is heard without fear.

What he’s working on

Public speaking—he’s tackling it step by step, just like every other challenge he’s faced.

Advice & message

“Keep learning—our field changes every day. Take every obstacle as a lesson.”
And to his team as we finish the year: “Every task carries your name. Let your work speak well of you.”

**“Every
task
carries
your name.
Let your
work speak
well of you.”**



SAFETY TIP

TAKE SAFETY HOME — YEAR-END TRAVEL & FESTIVE PERIOD

By: Sharron van der Bergh

Because delivery only counts when it's safe — on site and at home

As we approach the Festive “Family Season”, we celebrate the moments that matter most — time with loved ones, well-earned rest, and the joy of reconnecting. This season also brings increased travel, busy roads, DIY projects, gatherings, and heightened risks.

Through it all, one thing must remain constant: the JCI Way.

At JCI, safety is not a location — it is a value.

It doesn't switch off when we leave the site gate.

It travels with us, protects our families, and returns with us in the new year.

“Take Safety Home”, reminds us that the same habits that keep us safe at work are the habits that protect the people we love most.

On the Road

The festive season is one of the busiest travel periods in South Africa. Fatigue, speed, and distraction remain the biggest contributors to serious incidents on our roads.

Protect yourself and your family by applying these simple, proven habits that prevent big harm.

Before you leave

- **Rest before you drive** — fatigue is as dangerous as alcohol. If you're tired, don't start the trip.
- **Plan your route** — identify fuel stops, rest areas, and safe break points.
- **Prepare your vehicle** — tyres, lights, water, oil, and wipers.

On the journey

- Buckle up — everyone, every trip. No exceptions.
- Phone down. Nothing on your screen is worth your life.
- Keep a safe following distance — increase space in rain, dust, or heavy traffic.
- Adjust your speed to conditions, not the speed limit board.
- **If you drink, don't drive.** Plan a lift or use a designated driver.

At Home – Safety Does not Take a Holiday

- Fire & Electricity: Keep an eye on candles, heaters, braais, and festive lights, don't overload multiplugs.
- Gas Safety: Check hoses and connections often, close the cylinder when not in use, if you smell gas, ventilate and close the cylinder immediately.
- Water & Geyser: Know your main water shut-off point. Switch off the geyser and water if you're away for long.
- DIY & Home Projects: Use PPE, keep kids away from tools and chemicals, Use ladders safely — no shortcuts.

One line to Remember: "Same you, Same standards — On site, On the road, At home."

Let's carry our JCI values into our homes, onto our roads, and into the places where our families gather.

A safe December means a joyful start to January, and a strong, united return for the year ahead.

***“One line
to Remember:
Same you,
Same
standards —
On site, On
the road, At
home.”***



RECOGNITION WALL

ENGINEERED TO EVOLVE — GUGU LEADS THE WAY

QUICK FACTS

- **Name:** Gugu Buthelezi
- **Site:** Strathrae
- **Role:** Technical Associate
- **Programme:** Evolve @ JCI (Engineering)
- **With JCI:** 11 months
- **Mentors:** Njabulo Mnguni & Danie Oosthuizen
- **Age:** 32

Meet Gugu

Gugu Elizabeth Buthelezi has just stepped from **Explore @ JCI** into **Evolve @ JCI**—and she’s making history as **JCI’s first female engineer**. She grew up in Brits, studied Mechanical Engineering at the **University of Johannesburg**, and has six years of mining experience, mostly in **conventional underground** and **hard-rock** environments. Off shift, she’s happiest with **true-crime documentaries**, a little **Judge Judy**, and time with family. She even **taught herself to sew**.

Why engineering?

A story from her dad—about his own early days in mining—sparked Gugu’s curiosity about **machines**: how they work, why they turn, what makes them reliable. That curiosity became a calling: **solve complex problems** and make things run better.

From Explore to Evolve

Explore taught Gugu the **basics of big yellow metal**—components, faults, and how large repairs differ from underground gear. **In Evolve**, she’s joining the dots: **maintenance management, condition monitoring, running a workshop**, and **working across departments**—all with a strong **safety** lens.

Goals for the next 6–12 months

- Be **legally appointed** and fully integrated into the team.
- Work toward **GCC (Mines & Works)**.
- Gain acceptance to a **Master’s** in Engineering Management.

How the Evolution Framework helps

Mentoring keeps her **grounded and learning**; rotations build **people skills** and adaptability;

milestones give a **clear path** toward **Engineering Foreman** with **GCC**—and, longer-term, a structured plan to **grow women in engineering** at JCI.

Being the first

Cugu says being JCI's **first female engineer** still feels “**surreal**,” but she's grateful—and focused on opening the door for others. Her practical ideas: **school talks**, a “**Take a Girl Child to Site**” day, **university outreach**, and making JCI **visible and welcoming** to women.

Inclusion that works (on the ground)

Early on, some teammates assumed she was “just admin.” Now she **drives herself, does legal inspections, leads safety meetings, attends management meetings, and joins breakdowns** with mechanics. **Trust shown to her becomes trust from others**—and standards rise with it.

The JCI Way: Accountability

Cugu leans on **Accountability**—owning past mistakes, learning fast, and moving forward stronger. Her non-negotiable **safety habit: morning safety meetings** that include **MHSA** snippets, plus “**No PPE, No Entry**” in the workshop.

Recent win

In **October 2025**, her journey towards becoming the first female **Engineering Foreman** at JCI began through the Evolve Programme, moving from **Intern** to **Technical Associate**—a big step on a fast, focused journey.

Her message

“**A life lost is a life too many.** We work hard for the smiles at home—**Finish Strong. Go Home Safe.**” And to young women eyeing mining: it's tough—and **deeply rewarding** when the plant



FROM POTENTIAL TO PERFORMANCE

JCI'S EVOLUTION PATHWAYS

At JCI, growth is intentional. From Potential to Performance is our clear pathway to help people learn, lead, and deliver—step by step. It's guided by our values and supported by mentors, training, and real work on site.

THE THREE PURPOSE STATEMENTS

Evolving Our People

Growth starts from the inside.

We invest in people to do the job well today and to unlock their potential for tomorrow — technically, personally, and professionally. Our pathway moves step by step, from Explore to Elevate, with mentors, real work on site, and clear milestones.

- Learn the basics safely.
- Take on bigger tasks with coaching.
- Lead small teams and projects.
- Prepare for bigger roles with confidence.



Empowering Our Culture

Culture is the heartbeat of performance.

JCI is built on trust, respect, inclusion, and collaboration. We listen, we learn, and we work together. Through open dialogue, shared accountability, and mentoring, we create a place where people take pride in what they do — and who they do it with.

- Every voice matters.
- We solve problems as one team.
- We live our values on site and at home.

Engineering Our Future

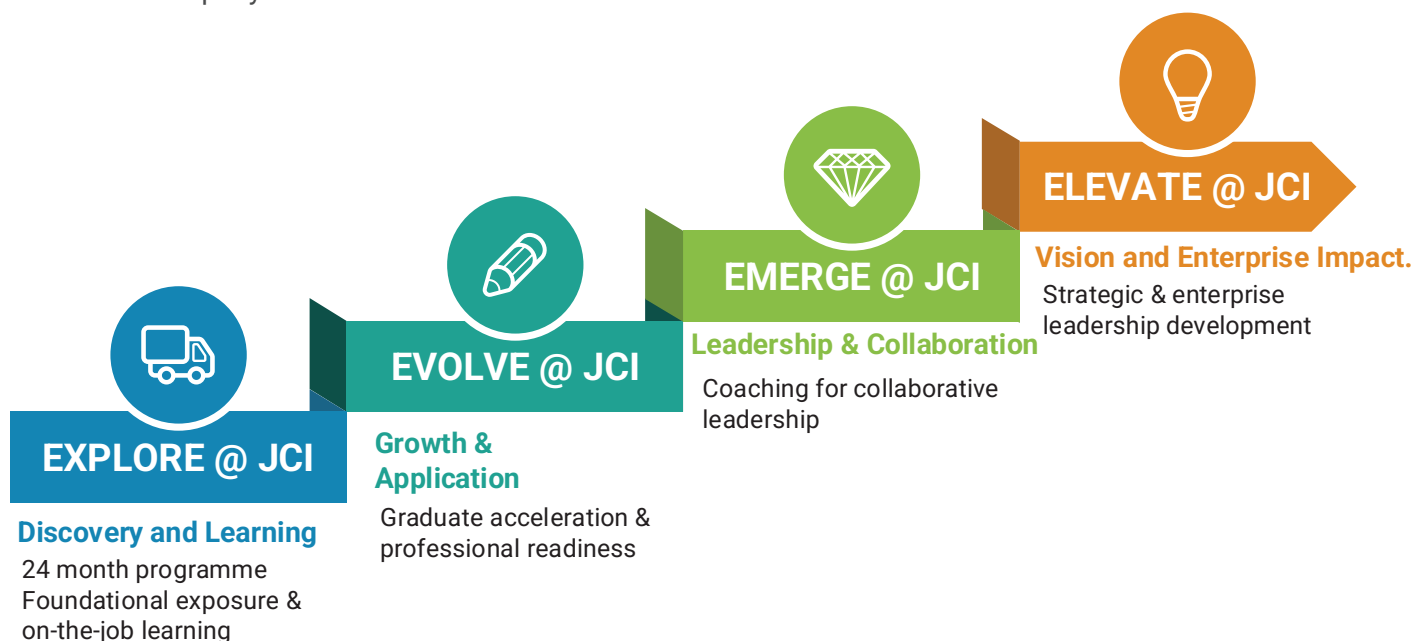
Our future is designed on purpose — and delivered with discipline.

JCI will be shaped by leaders who think boldly, act responsibly, and lead with integrity. We align talent development with the business plan so growth is fast, safe, and sustainable.

We don't only extract value from the ground — we engineer possibility, prosperity, and progress for the next generation.

The JCI Evolution Framework

The four stages represent a continuum of growth – a deliberate journey that mirrors JCI’s own evolution as a company.



Integrated People Development Pathway

Stage	Programme	Duration	Focus Area	Programme	Typical Participant Profile
1	Explore @ JCI	24 months	Foundational exposure & on-the-job learning	<ul style="list-style-type: none"> Learn the basics safely. Rotate across tasks. Build good habits the JCI Way. 	Engineering / Technical Interns
2	Evolve @ JCI	6–12 months	Graduate acceleration & professional readiness	<ul style="list-style-type: none"> Speed up your learning after Explore. Take on harder tasks with close coaching. 	High-performing Explore alumni
3	Emerge @ JCI	6 -12 months	Coaching for collaborative leadership	<ul style="list-style-type: none"> Prove you’re role-ready. Lead small teams and projects. Deliver first-time-right quality. 	Mid-level or technical managers
4	Elevate @ JCI	12–18 months	Strategic & enterprise leadership development	<ul style="list-style-type: none"> Prepare for bigger roles. Leadership Rotation - planning, finance operation and safety 	Senior site managers / functional heads

What you get:

Our future is designed on purpose

- A mentor and monthly check-ins.
- Clear milestones (skills, safety, delivery).
- Rotations and real assignments.
- Short courses (technical + people skills).
- Fair assessments linked to role readiness.

How to enter a Pathway:

Talk to your manager and the Human Capital Department. We look at performance, values, safety record, and site needs. If not yet ready, we’ll help with a plan to get you there.

ENGINEERED FUTURES —

THE TECHNICAL ARTISAN PATHWAY

About the pathway

The Technical Artisan Pathway grows our own talent step by step. People start as Mechanic Assistants, learn the basics safely, move into apprenticeships, and prepare for the Trade Test. With mentoring, rotations, and real work on site, successful candidates qualify as Diesel Mechanics and take up Junior Mechanic roles. It's how we build scarce skills, keep our fleet reliable, and open doors for the next generation. They then spend 6-9 months consolidating their skills alongside experienced Mechanics and – once they meet all the competencies – are appointed as Diesel Mechanics



JUNIOR MECHANIC SPOTLIGHT — GUNDO “MOSES” RADZILANE

QUICK FACTS

- **Age:** 29
- **Home:** Musina, Limpopo
- **New role:** Junior Mechanic (Diesel Mechanic – Trade Tested)

Gundo “Moses” Radzilane didn't begin his career under a machine. He studied Business Management and worked in Musina — until a JCI advert for a Mechanic Assistant caught his eye in August 2022. He borrowed his dad's car and drove to the interview which was conducted by Albert Rademeyer (“Oom Albert”), then Plant Manager at Vele Colliery. A week later, Moses passed his medical and took a leap of faith: he resigned immediately and joined JCI — a decision he says changed his life.

The first months were tough. New tools, new language, new standards. But Oom Albert stood beside him: “I have trust in you. Don't worry, we'll do this together.” Within three months, Moses was working alongside mechanics with confidence. At the end of 2023, he moved to JCI's Mpumalanga office, pushing through long, hard days while keeping his goal in sight.

In November 2025, he wrote his Trade Test — and passed every subject, qualifying as a Diesel Mechanic. The first in his family to do so. His father was overjoyed. Having lost his mom at three months old, Moses hopes to work closer to home so he can be with his dad and brother more often. What drives him? Belief and basics. He credits mentoring, safe habits, and sticking to the plan — pre-starts, clean handovers, and logging jobs properly — for getting him here. Now, as a Junior Mechanic he wants to give others the same chance he was given.

JUNIOR MECHANIC SPOTLIGHT

PETRUS SAMUEL SAMBO QUICK FACTS

- **Age:** 43
- **Home:** Witbank
- **Family:** Married, 4 children (girls 20, 19, 8; boy 5)
- **New role:** Junior Mechanic (Diesel Mechanic – Trade Tested)

Seven years ago, Petrus Sambo joined JCI as a Mechanical Assistant. He put on his PPE, learned the basics, and kept showing up — shift after shift. He says he never imagined the day he would pass his trade test and qualify as a Diesel Mechanic. Now it's real. His family is over the moon, and he's proud to be an example to his children that hard work and patience pay off.

What stands out for Petrus at JCI is the people culture: support, camaraderie, and respect. "It's different from my previous workplaces," he says. "JCI supports its people, guides them in the right way, and communicates clearly when things change." That steady backing helped him grow from assistant to artisan and now Junior Mechanic.

He is deeply grateful to Oom Neels and Vincent Phahlane for mentoring and training him through the tough parts — the long days, the exams, the practical assessments. With their guidance, Petrus strengthened the basics: pre-start discipline, safe procedures, clean handovers, and accurate job logging.

This qualification is a life-changer. It opens doors to more responsibility, better support for his family, and space for others to step up behind him. He sees his new role as a chance to teach what he's learned, keep the workshop safe and reliable, and help the next generation of artisans find their feet. "I'm grateful for the journey. With the right support and the basics done right, you can go further than you think."

Engineered Futures — The Technical Artisan Pathway: building skills, opening doors, and powering reliable delivery at JCI.



BACK TO BASICS: TRAVEL SMART, STAY RELIABLE

By: Danie Oosthuizen

TECHNICAL TIP

Back to Basics:

The 5-Minute Pre-Start That Prevents Breakdowns

As we head into the festive season, reliability starts with going Back to Basics. Whether you're preparing for holiday travel or finishing the year's last shift, most avoidable incidents come from a missed basic. A quick pre-start protects people, machines, and the plan.

1) See It — 2 Minutes

- Check leaks & levels: oil, coolant, fuel, hydraulics.
- Inspect tyres/tracks: pressure, cuts, lugs, tension.
- Look at hoses, pins, cables: no rubbing or loose points.
- Ensure guards/steps are fitted and tight.
- Clear loose tools and debris.

2) Test It — 2 Minutes

- Alarms & lights working.
- Brakes & steering respond first time.
- Gauges: temperatures, pressures, warnings clear.
- Safety devices: seatbelt, interlocks, stop switches.

3) Log It — 1 Minute

- Complete the pre-start sheet/app.
- Record one risk you controlled.
- Report defects immediately; tag-out if critical.
- Close the loop in OnKey — clear, simple notes.

Common Misses

- "Looks fine" without touch/try.
- Warning lights ignored.
- No record = not done.
- Skipping checks when late.

One Line to Remember

Do the checks, fix the small stuff, log it right — if it isn't safe, it isn't delivered.



JCI MINING PULSE

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