



TFM E-NEWS FEBRUARY 2011

EVENTS TFM Open Houses



By Yuma

Monday, February 21, 2011, SRK Consulting Technical Research Department conducted on behalf of TFM a public consultation for the expansion of its mining operations as part of the environmental and social impacts assessment.

The new development phase comprises of three areas within the mining concession, including Kwatebala hill in the East, Dipeta in the Centre, and Pumpi in the Far-West of the concession.

"This evaluation will study to what extent each activity of the new project will impact the environment, identify all major impacts and develop a management plan, which will define ways how to address or mitigate such impacts in accordance with international practices on sustainable development," said Joe de Beer, an SRK employee. The issues considered during these working sessions include the impacts in

connection with the resettlement, water quality, land use and biodiversity.

The participation of the public in the impact assessment is an important aspect as it gives room to various stakeholders to express their views, concerns, and comments for the development of the proposed project. "This process is useful to determine in advance the nature of critical issues," noted Nikki Fisher, SRK environmental engineer and contract coordinator.

The questions raised during the consultations are incorporated into the impacts assessment carried out.

At the end of the evaluation process, SRK will explain to stakeholders how their concerns have been incorporated and treated within the final report to be submitted to the government.

TFM conducts environmental and social impacts assessments to meet not only the requirements of the Congolese government, so willing to ensure that everybody adheres to the new mining operations plan, but also those of the International Council of Mines and Metals, to which detailed reports on mining operations should be submitted to certify its compliance with international standards.

SRK Consulting was commissioned by TFM to conduct the environmental and social impacts assessment of the proposed expansion of the Kwatebala plant, and develop a management plan. It will conduct consultations in Tenke, Fungurume, Kolwezi, Lubumbashi and Kinshasa. ■



TFM PARTICIPATED IN MINING INDABA 2011



By TFM Communications

February 7 thru 10, 2011, Cape Town hosted the biggest mining summit in Africa - Mining Indaba.

TFM was represented by a big delegation, and it held two stands.

Over 6,000 professionals, including decision-makers and important actors of the global mining sector, investors and heads of government delegations participated in this event.

During this 17th edition, Mining Indaba was the venue for direct contacts between mining operators and experts to consider ways toward maximizing mining operations and attract a large number of investors into the mining sector of the continent.

Delegates focused their discussions particularly on global trends of the demand and supply of the mining industry. African governments acting through their ministries of mines, energy and hydrocarbon, attended the event so as to present better opportunities to prospective investors.

As for TFM, two presentations were on the agenda. The first presentation was delivered by Paul Conibear, Senior Vice-President of Corporate Development of Lundin Mining, partner of Freeport-McMoran Copper & Gold in

TFM. He gave an overview of the Company mining activities and social and environmental programs. He also talked about tax and financial contributions of TFM to the DRC.

The second presentation was delivered by André Kapanga, TFM External Relations Director, during the breakfast offered by the DRC government, of which the delegation was headed by the Minister of Mines.

Kapanga explained the scope of the investment of TFM project for the DRC. He presented the prospects of the company, including the preparation of the second phase of the project, which is expected to significantly increase copper production, and create more jobs. He also commended the

ongoing improvement of the business climate in the DRC. The DRC government concluded the mining contract review process in October 2010, and signed the TFM contract amendment in December 2010. ■



NIC: HANDOVER OF MAJENGO SCHOOL



By Yuma

On February 24, the pastor of the United Methodist Church received from the Fungurume Chief of Town the keys to the classrooms rehabilitated by TFM Non Industrial Construction Department.

After the construction of the first secondary school, TFM continued providing support in education to the local community. The Company rehabilitated the Majengo elementary school, and handed over the keys to the leaders of the United Methodist Church. In his remarks, the representative of the chief of town expressed his appreciation and related his thanks to TFM Company for its support, which made it possible for quick renovation of the once old buildings into new ones. "Infrastructure rehabilitation works are critical for the development of the area," he said.

He noted the quick completion of the works, and said that the premises have created a learning environment capable of hosting over fifty students enrolled in that school.

"TFM support for the youth is undoubtedly a key to the development of the community," he concluded. ■

TRAINING AND DEVELOPMENT LIP TECHNICAL TRAINING CENTER UPDATE PROGRAM

By Elynafsi

The Training and Development Department staged open houses for all TFM employees on February 15, 2011 in order to update the object of the LIP Technical Training Center and associated activities.

Hardi Mugimba, Center Superintendant, made a presentation of the objectives of the center, recruitment procedure, training process, student internship program, training statistics, commitment and internship, workshop project, and finally introduced the trainers.

In his remarks, Mugimba stressed that the aim of the

LIP Technical Training Center is to provide refresher courses to help update new techniques and ensure the training of the aboriginal youth in TFM concession in various professional trades (welding, mechanics, electricity, instrumentation).

To recruit the youth, Training and Development Department seeks the support of Social Department and

Human Resources Department.

These departments define the recruitment procedure. Generally, the Social Department refers to its database to propose candidates, and the candidates'

skills in Mathematics and French are then assessed. "Regarding the admission to the LIP Technical Training Center, a candidate should first pass through a selection stage: the candidate's marks should exceed 50% in Mathematics and French," said Mugimba. He indicated that the LIP Technical Training Center can welcome roughly 40 students per session. It

provides a three-year training program. Each training level includes a two-month training followed by a six-month internship. In addition to transport and food, recipients receive a scholarship.

Mugimba said that to date LIP Technical Training Center has trained 86 students on basic knowledge and 76 on the 1st level apprenticeship. As a matter of fact, 56 TFM employees were trained as well. 12 Plant Mechanical engineers and Mine operators were trained on compressors, including accessories and maintenance.

Forty-one electrical engineers and technicians were trained at NIC, while an instrumentalist, a Mine Maintenance employee and an electrician candidate were also trained at LIP Technical Training Center. ■



NIC REALLY GOT SOMETHING OUT OF IT!



By Elynafsi

TFM appealed to local female workforce to carry out some manual work, including world cleanliness and sanitation.

In an effort to improve household incomes for women living in the concession, TFM has committed to use the local female workforce to complete some tasks in the concession.

The workforce come from different villages, including Kabombwa,

Kamungu Kitambo, Kinyama, Amoni, Mulumbu, Mano Mapia, Mwanga Muteba Shungu, Kamungu Mulolwa, Mpanga Ntadi, Mwanga Kakunta and Lukotola. These women are hard at work around Bravo Camp, golf course, Fungurume airfield, Kwatebala plant and Base Camp.

From October to date, 145 women were hired for a fixed term contract by OMEGA Services Company, an SME created and supported by TFM Social Department to offer employment opportunities to locals.

These women are on a two-month shift, while, in the meantime, they also work as farmers in their villages. "They are very active,"

exclaimed Geoff Hocking, Manager - Non Industrial Construction. He expressed his appreciation for the quality of work performed by these women.

Satisfied with their gainful activity, the women work flat out to avoid giving up their employer. They all agree on

the fact that the profits they gain from this job are by far of great avail.

"I cannot give up my farmland, since it pays in the long term. On the contrary, I couple this weeding job with farming simply because weeding pays cash, and allows me to invest more in farming," said Astrid Mbamb. "Also, with my gain, I paid tuition fees for my children studying at the University of Lubumbashi, and bought 4 breeding goats," she continued.

Josephine Kyembe, another female worker, used the money she earned to complete farming a 2-ha corn field and weeding a 1-ha cassava field.

Kapungwe Kabembo said, in an interview during a weeding process around Fungurume airport, that she grew a 2-ha and a half of corn and beans while her teammate Astrid Nawej purchased 10 iron sheets and a residential allotment in Fungurume. The aftermath is positive, indeed, and wide-ranging. TFM pursues one of its goals consisting in improving the quality of life of local communities in its concession. ■

By Yuma

TFM just met its employees' expectations. It has just allowed married employees to live in its housing facilities.

Six young TFM employee couples were honored on Tuesday, February 22 in a ceremony for their formal settlement in apartments equipped and made available for them by the Non Industrial Construction Department at block T, in Bravo Camp. Some of these couples, though legally married, used

FACILITIES: HOUSING FOR MARRIED COUPLE EMPLOYEES IN BRAVO CAMP



to live separately, while others settled in Likasi and Fungurume in precarious conditions.

Their grievances were tabled at the Company Management, which, in turn, gave the

green light for their accommodation in furnished and well equipped apartments. Joe Fragnito, Geoff Hocking, Wahid Bertew and Urbain Tshipeng handed over the keys to the couples. These lucky couples could not help

expressing their joy and deep feelings, as they related their recognition to the Company Management representatives attending the ceremony.

Gisèle Mpasa, one of the beneficiaries, said: "Words are simply poor to relate our appreciation to the Company leaders. From today onwards, we shall be able to make it as a couple through living together." ■



Early February, Facilities Department, through its Quality of Life Program, organized a single tennis tournament which was won by Tony Gordon of MIS Department.

In the final match, Tony Gordon faced off with Pierrot Badibe, in oppressive heat, although it was only 9 a.m.

After a contest that opposed Tony's experience and strategy against Pierrot's vitality and talent, the match resulted in a 6-4 win to MIS Department Manager.



TONY GORDON, TFM TENNIS CHAMPION!

Several new participants registered for this year's tournament. Some were inspired by the spirit of competitiveness, some just for fun.

"It's fantastic to see so many enthusiastic players compete

with the spirit of fair play," said Tony, the champion. Everyone who was involved in this tournament did a great job, and the organizing committee warmly thanked them for making the tournament an enjoyable and memorable event. ■

THE SOUTH AFRICAN CONSUL AT TFM



By Mundunga

Friday, February 18, 2011, His Excellency Victor Mditshwa, Consul General of South Africa,

accompanied by a large delegation, made his first visit to TFM.

TFM Management welcomed the consul and showed him round the premises of the Vocational Training Center at LIP, two resettlement villages (Kiboko and Amoni), Ndela primary school and the modern Kwatebala processing plant.

Then, before visiting the Lupeto and Tujenge schools in Fungurume, Mditshwa, respectful towards African culture, paid his respects to Fungurume Chief of Town.

His visit focused on enhancing the educational system in the DRC, and therefore interacted with TFM Social Program management about the rich

experience of his country in such field.

"A country develops only when it has good friends," he said. "For the education system to produce good citizens likely to help the economy of our country to take off, President Nelson Mandela once told us: "You do not just need to build storey houses, but rather souls."

"Such experience can also profit to our friendly countries, including the DRC," he said before leaving for Lubumbashi. ■



PORTRAIT DIEUDONNÉ TSHIZANGA A WELL-BALANCED MAN



By Lukoji

TFM Legal Department recently hired a new figure, Professor Dieudonné Tshizanga Mutshipanga.

Professor Tshizanga is Specific Projects Manager at the Legal Department. He handles cases opposing TFM to public institutions. "TFM has tabled new consideration in business conduct with public institutions. We must discourage corruption and pay exactly what is due to the State," he said.

Holder of a doctor's degree in Economic Law from the Catholic University of Louvain-la-Neuve, in Belgium, Professor Tshizanga worked

for Gécamines as legal director for nearly 15 years. Then he moved to Groupe Forrest International where he worked for over four years before joining TFM.

Professor Tshizanga wrote books on Insurance Systems in the DRC and on labor law (which will be published soon). Besides the various publications in which he participated, he is a devoted reader. He reads not only legal books but also those dealing with economic and

financial matters.

"I am so much fascinated by the financial world. I want to understand the global financial crisis, the subprime, etc. I also read Jacques Attali, an economist, honorary advisor to

the French State. He generally works out good projections about the future.

Currently, I am reading the memoirs of Angela Merkel, German Chancellor," he revealed.

"I also like sport. I used to be a TP Mazembe fan, but over the years the grip got loose, and now I support the team from afar. On the contrary, I am not happy with Mazembe especially when it beats its opponent hollow,"

he confessed. "I would rather watch balanced games where the opponent is shown some respect."

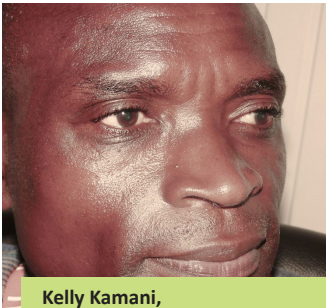
Despite his huge work load at TFM, he urges everyone to read. "We should spare some time for reading. If you do not read, you will surely end up lagging behind," he said. ■



OUR VOICES

By Yuma

What do you think about the expansion project of Kwatebala plant?

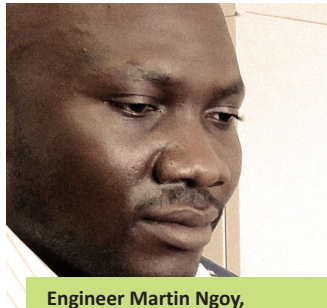


Kelly Kamani,
Legal Department

I am impatient to see the TFM expansion project reach completion because I hope that the expansion will have many impacts upstream and downstream in the surrounding communities, within the province and possibly throughout the nation.

TFM project is a great investment; however, the ensuing social achievements which are visible to date do not meet the expectations.

I hope that the project expansion will allow everyone else to get something out of it.

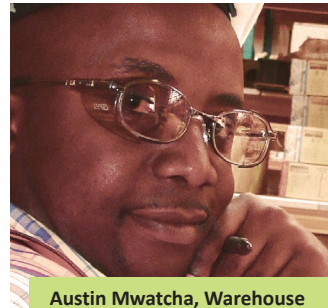


Engineer Martin Ngoy,
Training and Development
Department

Just as parents see the birth of their child, see the child grow up and develop, it is a great joy for me to see the TFM process plant develop and expand just after two years of existence.

However, the expansion and development will not be fully achieved unless social and professional development is geared up for employees.

What I expect from this development is much greater improvement as regards employees' working and living conditions, especially their individual development, since machinery will never ever be hundred percent a substitute for human being. My strong wish, though, is that we, TFM employees, grow as much as the process plant.



Austin Mwachta, Warehouse

It is good news to hear that the process plant expansion project is in progress.

Indeed, this will be a relief to people in Katanga, and throughout the country, that more job opportunities will soon be offered. It is my hope that the expansion will generate positive impacts, including unemployment rate reduction and enhancement of baseline infrastructures within TFM concession.

TFM obviously breaks records in environmental protection, namely the ecosystem preservation. However, our longing is to see the towns of Fungurume and Tenke, as well as surrounding villages, grow as large as TFM.

DO YOU KNOW?

Safety and health issues must not be compromised. We will all be provided with the training, equipment, tools and resources necessary to perform each job safely.

If at any time you do not feel that you or a co-worker can perform a job in a safe manner, stop immediately and talk to your supervisor.

If a safety incident occurs, be sure it is reported promptly.

TFM Principles of Business
Conduct



EMPLOYEE OF THE MONTH COMMUNICATIONS



By Yuma

Vital Tembo, translator, was elected employee of the month in the Communications Department. In addition to his specific tasks, he also handles the administration of the department.

“Souplingo”, as affectionately dubbed by his colleagues and friends, is always ready to serve.

“I slept and dreamt that life was all joy. I awoke and saw that life was but service. I served and understood that service was joy.”

This philosophy from Indian philosopher Rabindranath Tagore guides his professional and private life.

Congratulations! ■

ANNOUNCEMENTS



Christian Badjani tied the knot with Patricia Kashika Kayembe February 4 in front of the civil registrar, and February 5 at the Chapel Regina Mundi. Congratulations to the newlyweds.

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PHOTO OF THE MONTH



First house of late Archbishop Kabanga at Kanga

