FOSKOR
"IF YOU ARE DETERMINED ABOUT TOMORROW,
SOW THE SEEDS OF SUCCESS TODAY."
ALFRED PITSE
PRESIDENT AND CEO, FOSKOR

ALFRED'S STORY

"Growing up in a rural village North West of Pretoria called Hammanskraal seems like a life time ago, but it wasn't easy. Walking to school before sunrise and being part of a family that had a strong work ethic are memories I still carry very close to me. These early years shaped my life philosophy of working hard for what I want.

My dad was my biggest influence. He always pushed me to exceed my own expectations. He believed in me which gave me a reason to believe in myself.

I finished school and worked as a clerk. I devoted my nights to obtaining my CA qualification. Every day I reminded myself that working and studying hard would take me places, and it did. I obtained my CA qualification. This was one of the proudest moments of my career. Later I joined the IDC (Foskor's parent company) and in 2003 I took on the position of Foskor President and CEO.

Foskor is my life. The company is made up of the most amazing people who are all driven by an attitude of excellence. The people at Foskor not only caused me to grow in my knowledge and understanding of the career I've chosen, but more importantly I've grown as a person.

SOUTH AFRICA IS FULL OF BEAUTY AND REWARDS AND THE ONLY THING THAT DETERMINES HOW FAR YOU'LL GO IN THIS LIFE, IS YOUR ATTITUDE.

Today, the company I run is one of the world's largest producers of phosphate and phosphoric acid, Foskor is proudly South African, but internationally focused. At Foskor, we are determined to unlock value for all our stakeholders through the profitable, responsible and sustainable beneficiation of phosphates for local and international markets."

ALFRED PITSE
PRESIDENT AND CEO
FOSKOR

WHAT WE DO

HAVING STARTED OUT AS A SINGLE PHOSPHATE MINING OPERATION SOME 55 YEARS AGO, FOSKOR HAS RAPIDLY GROWN INTO A REPUTABLE AND HIGHLY PROFITABLE PRODUCER AND PROCESOR OF PHOSPHATE AND PHOSPHORIC ACID.

As a result of Foskor's strategic expansion over the years, our primary business activity extended from basic mining to the current focus on the beneficiation of phosphate rock and the production of phosphoric acid and phosphate-based fertilisers. These end products are sold locally and internationally.

At Foskor we have two main activities: we mine phosphate rock in Phalaborwa, and produce phosphoric acid in Richards Bay using the Phalaborwa phosphate rock.

Phosphate, like water, is essential for plant, animal and human life. It is found in virtually all natural food products and many processed products make use of this versatile mineral.

Below are some possible uses for phosphoric acid:

- Phosphoric acid is used in agricultural fertilizers. If you've ever treated your lawn with 2:3:2, you've used an end-product of phosphoric acid.
- Phosphoric acid is also used, in a more refined form, in food. Every time you drink Coke, you're drinking phosphoric acid; that's what gives Coke its tartness.
- Phosphoric acid also has medical/pharmaceutical uses (mostly as a local anesthetic).

MINING

All of our mining activities take place at our extensive facilities in Phalaborwa in the Northern Province (Limpopo) of South Africa. The Phalaborwa region boasts extensive phosphate and copper reserves and Foskor focuses on the mining and beneficiation of this phosphate rock as well as recovering low concentrates of copper minerals.

We have always placed a top priority on safety management in all our operations, and we have an extensive list of achievements in this area to prove our commitment to the wellbeing of our employees. These include:

- A five star safety rating since 1968.
- A recipient of the highest accolade in the country for safety, health, environment and quality management since 1973.
- Received the SIMRAC flag from the Government Mining Engineer for incident prevention in 1994.
- 20,6 million man-hours - a world record for open cast mining, and only possible with the highest possible safety standards.
- IISO 9002 Quality Management System Certification for the Foskor Zirconia in 1994. (Certification still retained.)
- ISO 9002 Quality Management System Certification for the beneficiation process in 1996. (Certification still retained.)
- ISO 14001 Environmental Management System Certification in 1998. (Certification still retained.)

PRODUCTION

Plants absorb soluble phosphate from the soil in which they grow, and this phosphate is then ingested by animals and humans that consume these plants. Without the replenishment of phosphate in the soil, all soluble phosphate would quickly be depleted as a result of this cycle. This replenishment, particularly in the agriculture environment, is most often achieved by means of the addition of phosphate fertilizers.

Our production facility produces a large percentage of the fertilisers and fertiliser ingredients used by the South African agricultural industry and the effectiveness of the organisation has also resulted in an extensive export network for these products throughout the world.

The starting point for the production of these phosphate fertilizers is phosphoric acid, which is produced at Foskor's Richards Bay plant by the reaction of concentrated sulphuric acid with phosphate bearing rock. The phosphoric acid is then concentrated by vacuum evaporation and sold locally and internationally to fertilizer producers. The phosphate bearing rock is railed some 800 km from Foskor's mine in Phalaborwa.

Sulphuric acid is also produced on-site at Richards Bay by combusting elemental sulphur which is imported from Canada and Middle East with oxygen, to produce sulphur dioxide gas.

VALUES IN ACTION

AT FOSKOR, WE ARE COMMITTED TO ENSURING THAT OUR STATED VISION AND MISSION ARE NOT MERELY WORDS OR STATEMENTS TO BE PRINTED, HUNG ON A WALL AND FORGOTTEN. RATHER , OUR VISION AND MISSION ARE THE LIFEBLOOD OF OUR ORGANISATION.

"I carry our Four R's booklet with me every day to as a constant reminder of how we conduct business at Foskor" - Alfred Pitse, CEO and President of Foskor

OUR VISION

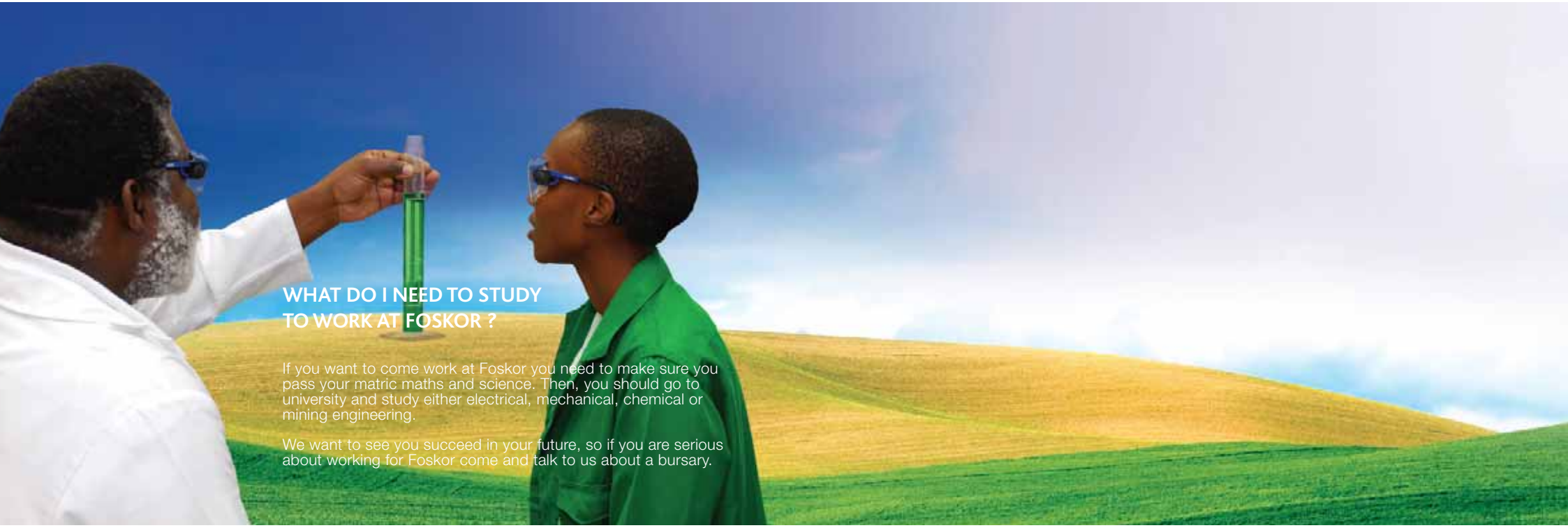
Foskor is internationally respected for competing with determination in the profitable and responsible beneficiation of phosphates to the sustained benefit of all our stakeholders.

OUR MISSION

Foskor will continue to earn the respect of all its stakeholders by being internationally competitive in the beneficiation of phosphates. We will do this through continuing our heritage of creating value and profit, and by meeting challenges with determination and responsibility.

We are a values-driven organisation, committed to setting the benchmark in our industry by living out the following values in our organisation

- RESOLVE: We believe that remaining competitive requires that we constantly strive to improve in everything that we do.
- RESPONSIBILITY: We have a strong sense of responsibility to ourselves, our shareholders, our fellow employees, our communities and the environment.
- RESPECT: We believe that we will excel as a team by respecting and nurturing our individual abilities and those of our colleagues and peers. This respect extends to a commitment to both the spirit and the law of transformation.
- REWARD: We believe that sustainable reward is only possible, and valuable, if it is shared.



WHAT DO I NEED TO STUDY TO WORK AT FOSKOR ?

If you want to come work at Foskor you need to make sure you pass your matric maths and science. Then, you should go to university and study either electrical, mechanical, chemical or mining engineering.

We want to see you succeed in your future, so if you are serious about working for Foskor come and talk to us about a bursary.

FOSKOR

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