

EMPLOYMENT AND TRAINING OF CITIZENS OF ZAMBIA

1. Employment

Chambishi Metals Plc offers employment to about 800 local Zambians.

The table below shows the composition of local workforce by business unit.

DEPARTMENT	PERMANENT
EXECUTIVE	3
FINANCE & ADMIN	33
HUMAN RESOURCES	72
ENGINEERING SER	54
MET ADMIN	90
ROASTER	82
COPPER	74
COBALT	156
LEACH PLANT	30
SMELTER	207
TOTAL	801

2. Training

The company has a comprehensive training programmes for its local employees to ensure enhanced performance on both individual and company level.

It also promotes employee development through technology transfer and performance management systems/programmes.