

# HWANGE COLLIERY COMPANY BULLETIN

*"The Power behind Industry."*



OCTOBER 2022



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**PLUS MORE!**





## ALL YOU NEED TO KNOW ABOUT THE NEW HWANGE MEDICAL FUND!

By Mthobisi Mguquka

THE new Hwange Colliery Company Limited (HCCL) Medical Fund has commenced operational activity beginning with awareness campaigns in the form of physical engagements targeting workstations where employees (internal stakeholders) are being capacitated on all matters relating to the health fund.

HCCL Bulletin's Mthobisi Mguquka (MM) yesterday had a chat with Human Resources Manager Ms Fortune Nyoni (FN) to delve deeper into the development and get more answers from the Frequently Asked Questions (FAQs).

**MM:** Kindly explain for the benefit of our readers what HCCL Medical Fund is?

**FN:** *This is an internally managed Hwange Colliery Company Medical Insurance Scheme. Worker leadership and company management jointly manage it. For purposes of control and accountability, a Fund Secretariat that has its own offices and bank accounts runs the fund. The fund's board of trustees is also in place. It comprises of the worker leadership, company management and technical advisers.*

**MM:** Why did we move from the external commercial fund to HCCL Medical Fund?

**FN:** *The major motivation to move was informed by both business interests and employee demands. As an organization we wanted value for the monthly contributions and we could only do so by having an internally run fund. On the part of the employee, the fund was deemed doable and was the best answer to challenges they previously experienced with different service providers. The scheme expands the benefits base for employees.*



**HCCL Human Resources Manager  
Ms Fortune Nyoni**



**HCCL Senior Human Resources Officer Mr Nkulumo Ndlovu delivers a HCCL Medical Fund presentation at the Processing Plant awareness campaign recently.**

**MM:** Is there a waiting period before employees can use HCCL Medical Fund?

**FN:** At inception there will not be any waiting period as employees and dependents continued from their previous service provider. This allows for a reasonable quantum of subscriptions to qualify for immediate benefit without a waiting period. The waiting period will apply to those who will join later, after scheme inception.

**MM:** Can one use the new Medical Aid outside Hwange health facilities to receive treatment?

**FN:** We have made provisions and drawn service contracts with some medical practitioners and medical facilities to cater for Hwange Colliery employees that are based in Bulawayo and Harare and also for other dependents that are not within Hwange. All those to be referred to specialists are covered by a preferred provider network of various medical specialists countrywide. Those who normally reside outside Hwange will be allowed to consult with doctors and be admitted at hospitals, which have already been contacted and are part of the Fund Retained Services Providers [FRSP].

This is a project that is being rolled out. Therefore, members who feel that particular areas have been left out of the FRSP can approach the Fund Secretariat with suggestions.

**MM:** How many dependents can one cover using the new Medical Aid?

**FN:** The company's subsidized medical fund covers a maximum of five [5] people. These are the employee,

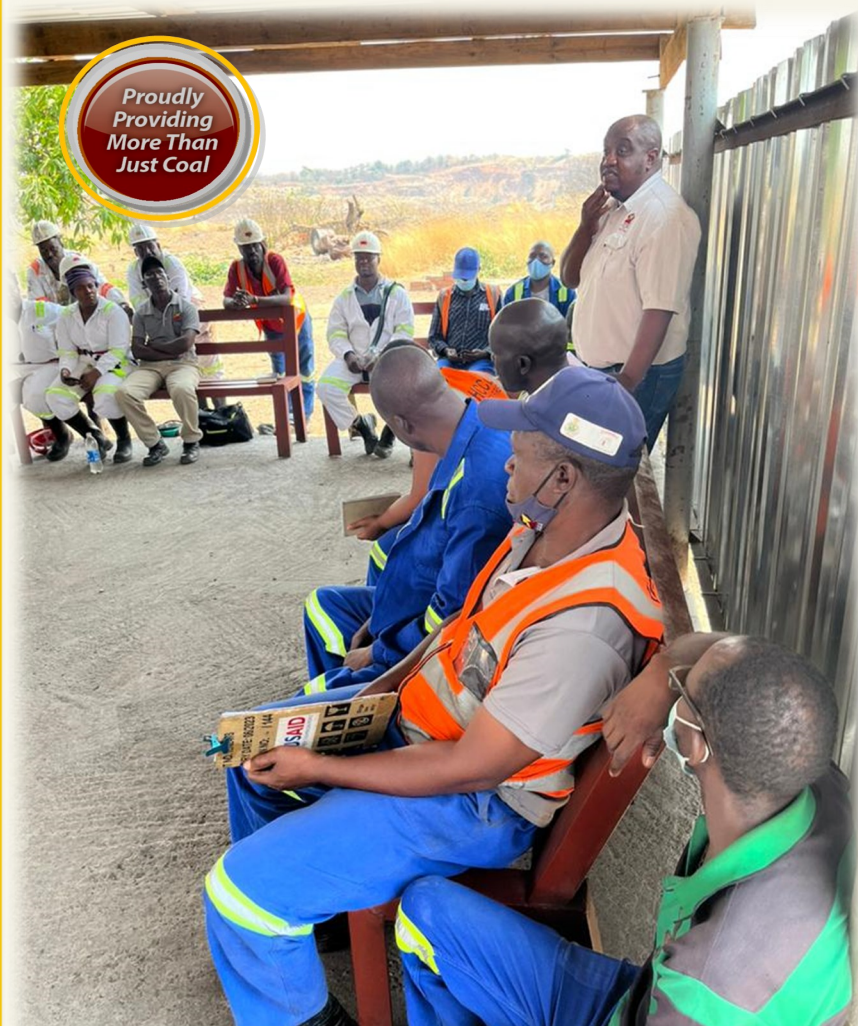
member's spouse and three children. Unsubsidized dependents can be registered on 100% monthly subscriptions. The secretariat can advise members on full terms, conditions, benefits and subscriptions.

**MM:** How easy is it for one to add dependents on to one's cover and what is the process?

**FN:** It is very easy. The secretariat has a membership desk to cater for such arrangements.

**MM:** What are the major benefits of moving to HCCL Medical Fund?

**FN:** The main benefit is internal accountability of funds as well as quick responses to immediate and critical member medical requirements.



**3-Main underground staff members follow proceedings at the HCCL Medical Fund awareness campaign.**



**MM:** Can one opt out of the HCCL Medical Fund for their preferred Medical Aid provider?

**FN:** *The Medical Fund is part of the conditions of service so unfortunately there is no option to opt out. The company is seriously concerned and interested in the welfare of its staff and their dependents. A healthy worker is a productive employee. Employees work better knowing that the health of their dependents are well catered for. This is why the company has made a firm commitment to meet **50%** of the agreed contributions for the employees and the 4 dependents. In short, opting out is not allowed.*

**MM:** Will the company require monthly subs in USD or ZWL to fund one's Medical Aid?

**FN:** *Subsidized employees will pay their monthly contribution in ZWL at prevailing bank rate while the company remits their contributions to the Fund in USD. For additional dependents (outside the five core members), they will be required to pay monthly subscriptions in USD.*

*Payments to Medical Services Providers will be in USD. We have adopted the FRSP to continuously look for ways of cushioning employees from unexpected and unplanned medical costs. Subscription rates communicated to employees during the awareness campaigns are also available at the Fund Secretariat Offices.*



**MM:** Are there various packages in the new Medical Fund?

**FN:** *There are three benefit schemes for the Fund.*

*The benefit schemes pay different subscriptions. These are the Main, Senior and Ultimate schemes. The Fund Secretariat can provide the required information. Feel free to approach them.*

**MM:** Are all Hwange Colliery Company employees automatically signed up for the new HCCL Medical Fund?

**FN:** *Yes. At inception, all membership on the externally managed medical insurance were moved to the HCCL Medical Fund in terms of the three-tier scheme that existed at that time. Employees are encouraged to check and verify if their details and dependents are captured correctly*



BREAST CANCER  
AWARENESS MONTH

# JOIN THE FIGHT!

OCTOBER 2022



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## NEW BOOSTER PUMP FOR COLLIERY MINE RESCUE TEAM

By Lindani Dube

HWANGE Colliery Company has procured a new booster pump for the mine rescue (PROTO) team to refill the team's safety equipment and breathing apparatus during emergencies, drills, exercises and competitions. A sketch survey has revealed that a number of mine rescue teams across the country use "PSS BG4 Oxygen Cylinders" commonly referred to as BG4 sets. The BG4 sets are refilled after usage at all times. Underground mine gases emitted during emergencies can be highly concentrated, toxic and undetectable to the naked eye, thereby posing significant health threats to both miners and the environment.



These may include methane, nitrous fumes, carbon monoxide and hydrogen sulphide. Inhalation of these harmful gases may cause burns, poisoning, suffocation or even death.

To protect themselves from the gases miners and mine rescue teams depend on safety equipment like breathing apparatus that utilize both oxygen and breathing air.

The HCCL Bulletin caught up with the company's Proto manager, Mr Moses Nyathi, to learn more about the new booster pump acquisition.

"The booster pump device is used to refill the BG4 sets, it essentially is an oxygen pump designed to efficiently and safely decant oxygen from storage cylinders at pressures of up to 300 bars into PSS BG4 oxygen cylinders," said Nyathi.

He hailed management for the support through an investment of US\$46 000 towards the pump.

"As a mine rescue team we really appreciate the support from the Managing Director Mr Blake Mhathiwa and General Manager - Finance and Company Secretary Mr Chrispen Ncube who were there from the beginning in ensuring that the device was sourced."

"They played a huge role and this is a big step in bolstering the efficiency of HCCL's rescue teams. The acquisition will close a number of gaps, improve mine rescue activities and contain costs related to refilling of BG4 sets."

Nyathi went on "We used to receive assistance with refilling the BG4 sets at Mimosa Mine for a fee, while How Mine and Blanket Mine offered the service for free. The refilling process involved driving from Hwange to the mentioned mines where the situation was not ideal especially in case of emergency."

Mr Nyathi highlighted that before the acquisition, in-house training and exercises were carried out without donning or use of BG4 sets, because the filled up BG4 sets were reserved for emergencies, zonal exercises and national competitions.

"Our training was not at the right standard before the new booster pump thereby compromising the fitness of our brigades men and brigade woman. The team will now be able use BG4 sets during training," he said.

Hwange Colliery Company's mine rescue wing is made up of two Proto teams with a combined strength of 17 members consisting of 16 men and 1 lady.

The company is currently in the process of recruiting seven new members and forming a third team.



## TWO MORE BOREHOLES FOR THE COMMUNITY!

### HCCL HANDS OVER KABHATA AND MAPUWA COMMUNITY BOREHOLES

By Tobias Mandoreba

HWANGE Colliery Company Limited has officially handed over Kabhata (Kasase village) and Mapuwa (Makwa village) boreholes drilled by the company as part of the organisation's Corporate Social Responsibility (CSR) initiatives.

Chief Wange and HCCL Managing Director Mr Blake Mhathiwa accompanied by senior management graced the handover events at the two vicinities.

Chief Wange expressed gratitude for the noble gesture, which will go a long way in alleviating water challenges in the local communities.



Chief Wange, HCCL MD Mr Blake Mhathiwa, Headman Christopher Simapena, HCCL Estates Manager Nomathemba Hapazari and community members pose for photos above during the post borehole handover at Makwa and Kasase villages.

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"I would like to heartily thank the Hwange Colliery Company management here led by Mr Mhathiwa for these valuable assets. I would also like to thank his Corporate Affairs and Public Relations department for being the conduit between the company and ourselves especially on issues to do with socio-economic development," he said.

"The onus is now on all of us to look after this infrastructure so that it caters for our needs and also for our livestock for many years to come," said Chief Wange.

In his remarks at the handover, Mr Mhathiwa made a pledge to those in attendance that HCCL would not stop with the boreholes but would continue to look at other empowerment channels for the surrounding communities.

"My job is not only to ensure that the company produces coal for the industry but to ensure that I make the



communities around happy. There will be more projects and initiatives in future to ensure that we act as a credible and responsible corporate citizen. Let us all endeavour to ensure these boreholes have long life spans for the benefit of everyone," he said.

In 2021, Hwange Colliery Company drilled a borehole at Shashashunda in Makwa village. Officials from the District Development Coordinator's Office, District Development Fund (DDF), headmen and other senior civil servants also attended the twin handover ceremonies recently.





# AVOID HEAT STROKE

## WHAT IS HEAT STROKE!?

According to Zimbabwe Red Cross, Heat Stroke is caused by a failure of the thermostat in the brain which regulates body temperature. The body becomes dangerously overheated usually due to a high fever.



### SIGNS AND SYMPTOMS

1. Body temperature above 40°C
2. Headache
3. Dizziness
4. Discomfort
5. Restlessness
6. Confusion
7. Full pounding pulse
8. Rapid deterioration in the level of responsiveness

Heat stroke usually is a result of prolonged exposure to or physical exertion in high temperatures. If you think a person may be experiencing heatstroke, seek immediate medical help. Go to the clinic or call your local emergency services number.

**COLLIERY HOSPITAL - 08128  
22271/72 & 22421  
NO 1 CLINIC - 3007 COLLIERY LINE  
NO 2 CLINIC - 3314 COLLIERY LINE**



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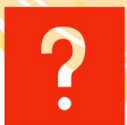
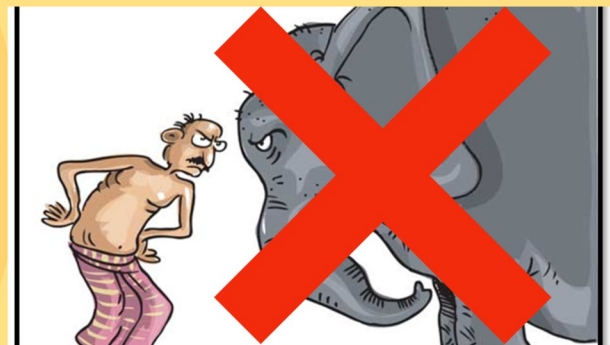
# COMMUNITY POSTER

## ELEPHANT INTRUSION! HUMAN WILDLIFE CONFLICT ALERT



The prevalence of elephants encroaching into residential areas in town, especially at night, is a seasonal problem.

The jumbos are attracted by water sources, green vegetation like gardens and fruits such as mangoes



### How can I get help?

- Call Parks immediately on **0777197611**



[corporateaffairs@hwangecolliery.co.zw](mailto:corporateaffairs@hwangecolliery.co.zw)

### Colliery contacts



Security Manager - Thabo Lubinda 0773412683  
SHEQ Manager - Buthe Dube 0773956293  
PR Officer - Lindani Dube 0773881700

### What must I do?

Do not chase them away, call local Parks.

- Avoid walking at night.
- Report leaking pipes, these may attract elephants.
- If they enter your yard, do not go outside, call for assistance from inside the house.



## MEET COLLIERY'S FEMALE EXCAVATOR OPERATOR

### ONE on one with Sithokozile Chipembere!



**Sithokozile Chipembere [left]**

By Lindani Dube

HWANGE Colliery Company's noticeable push for gender equality and diversity in the workplace can be witnessed in the ever-growing number of females dabbling in the male dominated coal mining skills space. It has been the company's thrust to make access to opportunities more representative through gender equity and inclusion, which further leads to advancement and retention of women to contribute in the country's mining sector.

One such embodiment of female empowerment and going against the grain is Hwange local, Sithokozile Chipembere [42], who has sunk her teeth as an excavator operator for more than a decade in the organisation.

HCCL Bulletin's Lindani Dube (LD) caught up with Chipembere (SC) to find out what makes her tick.

**LD: What is your job title at Hwange Colliery Company and when did you begin your career?**

**SC:** I am an excavator operator, I began my career in 2012 and I have been an excavator operator for 10 years now.

**LD: Which qualifications thrust you in the excavator operator domain?**

**SC:** I commenced my career as a class two driver, and then went on to operate a water bowser and a dump truck before I was elevated to an excavator operator.

**LD: As a female staff member, what challenges did you face and overcome to master your job?**

**SC:** As a female operator, at first I struggled with working in a male dominated environment. I am now comfortable in my skin and ensure I meet my targets. This has done a lot for me where I enjoy the confidence of my team.

**LD: Would you encourage other women to venture into mining careers?**

Yes! I would like my story to empower other women out there.

They must know that what a male counterpart can do, a women can do better.

Women should not be afraid to venture into the mining industry.

I have worked at the open cast mine for 21 years. I joined HCCL on 10 October 2001 and throughout my journey I have managed to operate different types of machines, which include CAT dump trucks, a coal haul truck, a Bell dump truck, a Terrex dump truck, a Hitachi excavator, a Liebherr excavator, a SANY excavator as well as a CAT excavator.

What many will not know is that I had initially wanted to be a nurse.

**LD: How does a normal working day for you play out?**

**SC:** I wake up at 4.30 AM to prepare for work and board the company bus at around 5.20AM.

My shift begins at 6AM where we have a safety talk for 10 minutes followed by my pre start checks on the excavator.

After that I then proceed to prepare my loading area and I have my first load at around 6.20AM.

I am tasked with loading 5 000 tonnes of coal per shift (which is 46 loads) - I endeavour to meet my daily target without fail.

**LD: What are your future hopes and aspirations?**

**SC:** To operate a dragline and to become a miner working under drill and blast section.





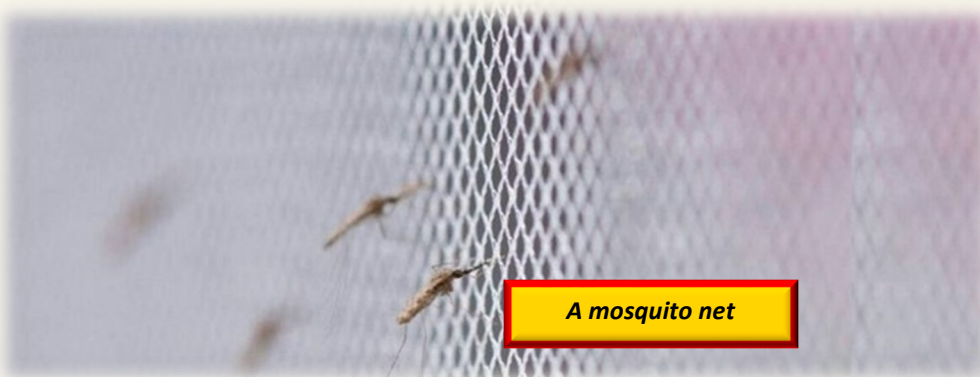
## HCCL STEPS UP FIGHT AGAINST MALARIA

By Artwell Wikirefu

MOSQUITO nets distribution is one of the key malaria prevention and control strategies in fighting against malaria, HCCL Public Health Officer, Medicine Shonai, said this during a distribution session of Long-Lasting Insecticidal Treated Mosquito Nets (LLINs).

Shonai said the programme is earmarked for areas that are highly burdened with malaria such as the Zambezi Valley and Hwange district.

“Nets distribution and use will not on its own control malaria in the community, but will need to be complemented by other prevention and control strategies such as the use of repellents, wearing of clothes that cover the whole body for those in malaria prone zones,” he said.



**A mosquito net**

Shonai added that grass cutting around homes and other living areas as well as indoor residual spraying are also part of the equation in fight against malaria.

“The programme also focuses on vulnerable groups including pregnant mothers, children under five years, the elderly, people living with HIV/ AIDS, people living with disabilities, non-communicable diseases (NCDs) patients and the general public,” he said.

The Ministry of Health and Child Care's National Malaria Programme with support from Plan International are spearheading the programme.



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## COLLIERY PARTICIPATES IN PROVINCIAL CLEAN UP

By Takondwa Chirwa

HWANGE Colliery Company Limited joined various companies and organisations in the provincial Clean Up event that took place in Hwange urban earlier this month.

The Environmental Management Agency (EMA) hosted the clean-up campaign where the Office of The President and Cabinet 's Provincial Director for Local Governance in Matabeleland North Mr Tapera Mugoriya was the Guest of Honour.

The national clean up campaigns came to being following His Excellency the President of Zimbabwe Dr E.D. Mnangagwa's proclamation on 5 December 2018 of a National Clean-up day every first Friday of the month.

In his declaration, the President recognised the constitutional mandate to uphold environmental fundamental rights as enshrined in Section 73 of the Constitution of Zimbabwe, which reads "the right to an environment that is not harmful to tier health and well-being ".

In the past Hwange district and Matabeleland North province has successfully hosted former Vice President of Zimbabwe Kembo Mohadi for the national clean up activity.





## LUSUMBAMI QUEENS CONTINUE TO GROW IN LEAPS AND BOUNDS...

....appeal for sponsorship to empower the girl child through sport

By Takondwa Chirwa and Sibonokuhle Ncube

LUSUMBAMI Queens netball club's star continues to rise as the club is now a force to reckon with on the national netball map if their performance in the recent national netball league games held in Ruwa is anything to go by.

The community club, solely formed to empower the girl child through sport, is participating in Glow Petroleum Rainbow Netball League, which is being played under the bubble (pooling of teams) format.

On 10 September 2022, the club stunned their adversaries in Ruwa, a small town on the outskirts of Harare when they beat Ruwa Queens (46 - 29) and Nemamwa Queens (27-0) before silencing Agape Queens in Chitungwiza with a 35-23 victory score line to collect all six points.

Lusumbami Queens chairperson Mr Thembinkosi Muremba is happy with the club's rise from obscurity.

"Our team is rising and we are pleased with their performance, however, we face a significant challenge of not having an official sponsor as we rely on donations," he said.

"As a club we pray that support keeps coming from well-wishers to keep the team participating in netball activities both locally and nationally," said Muremba.

He expressed deep gratitude to the Colliery and its mining contractor Hwange Coal Unification Investments, for their generous donations that enabled them to fulfil the trip to Ruwa.

The club remains hopeful that other entities around Hwange will get on-board to assist the club going forward.

Lusumbami Queens are optimistic that they can continue the good form this upcoming weekend when they travel to Harare to face Correctional Services Queens, Support Unit, Golden Valley Queens and Shamva Queens.

Marble Nyika coaches the club, with Caroline Chitare coming in also as a player coach while the executive chaired by Muremba also has Fred Mudado (organising secretary) and Juliet Phiri (team manager).

Pamela Mhlanga is the Lusumbami Queens captain.



**Lusumbami Queens team**

## COLLIERY HOSPITAL INTRODUCES NEW PHARMACY SYSTEM

By Artwell Wikirefu

HWANGE Colliery hospital has introduced a new pharmacy system named Tropharm aimed at ensuring improved health care services within the concession.

The new system is open to all patients with prescription from all colliery clinics and the main hospital.

Speaking in an interview with the HCCL Bulletin, Colliery hospital senior pharmacist, Mr Isaac Mapokotera, said the new system has better inventory management.

“The new system has less turnaround medication; it is very fast and efficient. It takes approximately a minute to dispense medication to a patient. Our quest is to ensure that our local health standards match national



practice,” said Mapokotera.

He added that many people within Hwange town have welcomed the new development that has strengthened the pharmacy team’s resolve to continually improve the system.

Mapokotera said pharmacy-stocking levels are currently at 88%, which is a buffer three months.





## GOLF TEAMS DISPLAYS DECENT PERFORMANCE AT CHAMBER TOURNEY!

By Tobias Mandoreba

HWANGE Colliery Company's Golf teams, which participated at the recently held Chamber of Mines Golf annual tournament at Bulawayo Golf Club, demonstrated their prowess on the greens and in the process put the company on the golfing map.

The Colliery Bulletin spoke to Mr Amos Lungu, who was the overall captain of the team that represented the company at this event.

"We fared very well as the teams that went to take part and I attribute this to the adequate training we had and also the massive all round support we received from the company.

Our *Kamandama* team lost the first position slot (gross of 92 points) to Zimplats who were initially on second position at 90 points," said Lungu.

Not to be outdone the *Opencast* team also proved that burning coal embers do not easily lose their glow when they came second with a gross score of 89 points.

The *Kamandama* team came in 15<sup>th</sup> position at the tournament.

Mr Daniel Mbirikira was the substitute player during the tournament and offered moral support to the team throughout the holes.

"We also received moral support from the Managing Director Mr Blake Mhathiwa and Executive – Marketing and Corporate Affairs Dr Beauty Mutombe who also graced the event," said Lungu.

Lungu vowed that the Hwange teams would clinch first place in next year's edition to obtain the ticket to host the 2024 golfing event.

"We will bounce back stronger as team Hwange as we have already started working on modalities to ensure that dream becomes a reality. Hwange Colliery takes part in such prestigious tournaments to network with other mining houses," added Mr Lungu.



Part members of HCCL's Golf team at the Chamber of Mines Jumbo tournament





# HWANGE COLLIERY COMPANY PRESENTS

## POLIO VACCINATION

Polio is incurable but preventable.

The Oral Polio Vaccine is safe  
for children.

The Oral Polio Vaccine is being  
given to all children from 0-59  
months regardless of vaccination  
status.

GET YOUR CHILD UNDER 5  
YEARS VACCINATED FOR  
PROTECTION AGAINST POLIO!

### VENUES:

All Colliery Clinics, Main Hospital  
and All Concession Villages.  
For more information contact the  
Community Sister on Colliery  
Extension 3007.

**27-30  
OCTOBER  
2022**

Message brought to you by Medical Services  
Division and Corporate Affairs -PR



## CHIPANGANO STORMS INTO ZIMBABWE'S PREMIER LEAGUE

By Tobias Mandoreba

Hwange FC, popularly christened "Chipangano" by its legion of passionate and soccer loving fans are now back in the elite league of Zimbabwe football after they beat army side Indlovu Iyanyathela FC 1-0 at the Colliery Stadium to confirm their status as the champions of the ZIFA Southern Region Division One league. The win spark some wild celebrations among the fans who had packed the stadium to the rafters as they thronged the pitch after the final by referee Edith Masina as they went to congratulate their heroes.

Hwange were relegated in 2019 and the win was the right tonic to the soccer loving community who have always rallied behind the club for decades now.

Courage Sibanda's coolly taken penalty some eight minutes from the end made the huge difference in the tightly contested match.

An elated Hwange FC executive committee chairman Dr Nairo Deredzai heaped praise on the players, technical team and the supporters for this huge feat.

"This is a great day for the Hwange community and province at large as Chipangano has made everyone proud by being promoted to the Premier league. On behalf of the executive committee, I would like to pray tribute to the players, the coaches and the fans for their commitment to this cause.

We win as a team and the unity of purpose by everyone involved with Hwange FC is the reason why we are celebrating today," said Dr Deredzai, who was flanked by the ZIFA Southern Region chairman Mr Andrew Tapela and Guest of Honour at the trophy handover ceremony Mr Simon Muleya.

The fans will hope that Chipangano hierarchy will also beef up the squad to make the team more compact and a side that can hold their fort in top-flight league.

The current squad had the likes of seasoned players like goalie Nedrick Madeya, Kelly Shiyandindi, James Chivasa, Felix Chidungwe, Canaan Nkomo, Thabani Goredema, Gift Gumpo, Ernest Gwitima and Shepherd Gadzikwa whose experience was well complemented by youngsters like Blessing Ngoma, Marceline Mlilo, Courage Sibanda, Brendon Rendo and Tatenda Ushe to name a few.

Try Ncube is the head coach and deputised by Edmore Sibanda and Obert Moyo



**ZIFA Southern Region Division League Chairman Mr Andrew Tapela (left) hands over the championship trophy to captain of the day defender Felix Chidungwe (red) while an elated fan (centre) helps in the process.**

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# EDITORIAL TEAM

Dr Beauty Mutombe — **Executive - Marketing and Corporate Affairs**

Lindani Dube — **Public Relations Officer**

Tobias Mandoreba — **Public Relations Assistant**

Artwell Wikirefu — **Graduate Trainee (PR)**

Takondwa Chirwa — **Graduate Trainee (Marketing)**

Mthobisi Mguquka — **Graduate Trainee (Marketing)**



## COAL SALES AND GENERAL ENQUIRIES



Main Operations (General Office)  
Coronation Drive  
Hwange  
[corporateaffairs@hwangecolliery.co.zw](mailto:corporateaffairs@hwangecolliery.co.zw)  
+263 8128 23101/7

Northern Sales Region  
Coal House 7<sup>th</sup> Floor  
Harare  
[hremkt@hwangecolliery.co.zw](mailto:hremkt@hwangecolliery.co.zw)  
+263 242 781986

Southern Sales Region  
95 Robert Mugabe Way  
Bulawayo  
+263 2922 72444

Website [www.hwangecolliery.co.zw](http://www.hwangecolliery.co.zw)

