

# Sizimisele

*"we are committed"*

Volume 3: October 2016







p5

*If you want to go fast, go alone.  
If you want to go far, go together.*

African Proverb

# STEFANUTTI STOCKS AND SUSTAINABILITY



*Mike Sikhakhane, Group HR executive*

The third issue of the Sizimisele gives us an opportunity to review some of Stefanutti Stocks's contributions to development and transformation. While our job certainly is not done yet, we have achieved a lot in this sphere and I encourage you to take some time to review some of the initiatives in the pages that follow. I'm very proud of what we as a group have done in a relatively short space of time, and I'm very excited about what we will still achieve in the years to come.

There are so many ways that private and corporate citizens contribute to the positive development of a country, and I believe that the more we allow for good to take centre stage, the more we will drown out the negative voices that threaten to dishearten us. Over the next 58-odd pages the spotlight falls on our group's transformation highlights.

A common theme across all sections of the Sizimisele is that many of our initiatives are driven by relationships, partnerships and continued engagement.

Our enterprise development partnerships are growing from strength to strength and since the last issue of this publication, we have celebrated the award of a number of joint venture contracts, as well as seeing many more contractors join our enterprise development programme. In February this year, the closing ceremony for the training partnership between the Limpopo Department of Public Works, Roads & Infrastructure and ourselves marked the end of a successful public private initiative, which spearheaded the implementation of a further contractor development programme run by Stefanutti Stocks.

Training and skills development is a key area within which we can influence the continuity of our high level of service and quality, as well as to ensure that knowledge sharing takes place across our organisation. Achieving our group's mission of **Excellence in Execution** is after all driven by our employees' engagement, their capability and of course by their pride - in what they do, and who they work for.

We endeavour to employ and grow the right people, who will sustain the business and deliver quality to our clients. The Skills Development section illustrates that:

- Our bursary and apprenticeship programmes have resulted in some high calibre individuals joining the Stefanutti Stocks employment fold.
- Our innovative and customised in-house training programmes are producing far-reaching results, including across the borders of South Africa in places like Botswana, Lesotho, Zambia, Swaziland among others.
- Our industry-accredited training centres and skills programmes continue to provide high levels of development to our employees, enterprise development partners and the communities within which we operate.
- Our mentorship of junior and middle management by top management continues to bear fruit as we grow our mentees into mentors.

On the CSI front, Stefanutti Stocks has committed R3-million towards group coordinated Socio-Economic Development (SED) initiatives, both in this and the previous financial year. This year that amount is distributed to five main projects:

- The Love Trust, in support of the Nokuphila School for the previously disadvantaged in Tembisa, which opened in early July;
- The Madibatlou School in Olifantsfontein, where in addition to much-needed maintenance and minor renovations a new science laboratory and additional classrooms are being built;
- The Mabuya Secondary School in Daveyton where in addition to maintenance and renovations a new roof was fitted, to replace the badly leaking roof of a block of classrooms;
- "Go For Gold" - a national education to employment industry initiative whereby corporate sponsors offer financial support and ultimately employment to students; and
- The Durban-based Jirah Academy, originally a bridging programme that now offers N1 to N3 Engineering studies to previously disadvantaged young adults (18-30 years old).

Our business units and divisions participate in, and support a number of incredibly worthwhile initiatives, and our social responsibility to our communities, as well as to our future generations, is a drive that is becoming increasingly important to the group. Knowing we can, and that we do, influence the course of the lives of a handful of people through our actions, is the ultimate reward.

Our responsibility to society extends to our environmental footprint, and we have included a section in this publication that takes a brief look at what we do, and what we plan to do, to lessen our operational impact on the environment. Our approach is driven from the top down, and the buy-in, and examples set by our executives, go a long way to entrench environmental awareness in our corporate culture.

There is a lot of energy and drive across the Stefanutti Stocks group to make a difference, and I believe that by making our sustainability principles a part of our everyday lives - at home, in the office, on site, or in our leisure time, we will continue to do just that. If we own the good, we will live it.

*Yebo impela Sizimisele - yes, indeed we are committed!*



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*Love Trust chairman Dr Jeremiah Gule with Bishop Martin Morrison, Love Trust CEO, in front of the new Nokuphila School.*



*“Patience is bitter, but its fruit is sweet.” Jean Jacques Rousseau*



*Charles Wright, Stefanutti Stocks enterprise development director*

It is hard to believe that this is already the third edition of Sizimisele. Each year, before we start the process of compiling the articles, I am always concerned if there will be the same amount of news as the year before. I have been surprised again, as the magazine grows by almost ten additional pages each year. This year also sees the introduction of an environmental section which is an important element of sustainability.

A common theme across many of the stories in this edition is how the success of many of our initiatives is dependent on relationships and continuous engagement. Relationships are formed on trust and respect and these elements take time to mature and in doing so the foundations of a strong relationship are built. Our continuous engagement ensures that we are constantly communicating while fostering the relationship.

This relationship is particularly important in the construction environment where projects are of significant value and have a relatively long duration, often more than 12 months. The construction environment is also a challenging one with contractual and technical issues to overcome. Our relationships with our strategic partners have allowed us to work together on our joint venture contracts with trust and respect, ensuring the best possible chance of success.

Our relationships with our strategic partners are now all more than five years old. They are all currently engaged on high profile joint ventures where they are providing important input on the project in terms of staff and resources as well as offering a diverse approach to problem solving at a management level.

Our Socio-Economic Development (SED) relationships have also grown and we are constantly in contact with the organisations, and are encouraged by the number of disadvantaged youth exiting the programmes that are finding meaningful career opportunities. It is important that we constantly review these SED programmes to ensure that the investments we make have positive benefits that are quantifiable and measurable.



The Jirah Academy which started as a maths and science bridging programme has matured into a technical skills college and the first graduates with their N3 certificates have entered the workplace. The “Go for Gold” programme is entering its third year in Gauteng and it is not long before we see the first students from that programme exit tertiary studies and embark on their careers. The Love Trust opened its new school in Midrand and judging by the enthusiasm of the first grade students, there will be a capable Grade 12 class leaving the school in ten years.

These SED initiatives again illustrate that there is no quick fix for the many challenges facing South Africa, and that we need dedicated programmes designed to produce meaningful, measurable results. We then need to be tenacious and persevere with these programmes to be able to have an impact on the lives of the people in the communities that we assist.

In closing, I'd like to mention the sustainability and compliance teams that assist with the above initiatives. Your endeavours are starting to bear fruit and make a real difference. Thank you for your commitment.

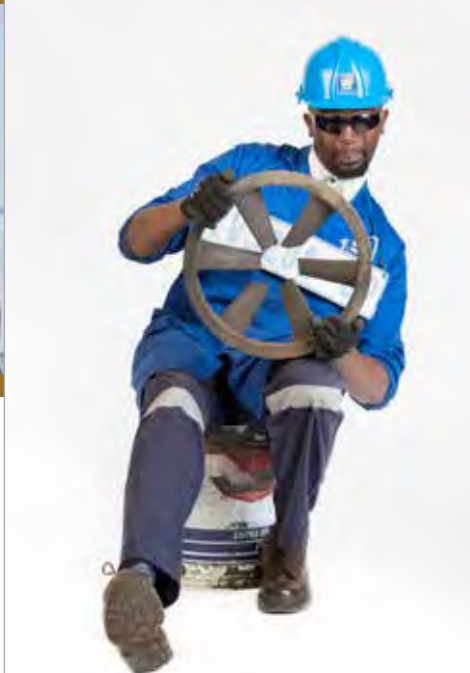


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# ENTERPRISE DEVELOPMENT

STRATEGIC ENTERPRISE  
DEVELOPMENT PARTNERS: **3**

PUBLIC-PRIVATE  
DEVELOPMENT PARTNERS: **10**

ENTERPRISE DEVELOPMENT  
PARTNERS: **13**

CONTRACTS TENDERED ON IN JOINT  
VENTURE WITH STRATEGIC ENTERPRISE  
DEVELOPMENT PARTNERS: **50**

CONTRACTS AWARDED: **13**

CONTRACT VALUES  
TENDERED ON **> R12-billion**

CONTRACT VALUES  
AWARDED **> R2,5-billion**

ED partner portion of  
awarded contracts **> R500-million**



# THREE-YEAR OLD PARTNERSHIP CELEBRATES THREE JOINT VENTURES



ORO Projects has been a part of the Stefanutti Stocks Enterprise Development programme since 2014. The two companies have successfully tendered for, and have been awarded three water projects as Joint Venture partners. These entail the construction of two separate 20-million-litre reservoirs in the Richards Bay area for uMhlathuze Water and the construction of the Usuthu Water Purification Plant near Ulundi for the Zululand District Municipality.

## Q&A with chief executive officer of the Oro Group, Mutshutshu Nxumalo

### Has Oro Projects experienced any growth over the past 12 months?

We are doing fine in a very difficult environment. Oro Projects' turnover grew by R10-million in the last financial year, from R38-million to R48-million. Our human resource has stayed at around 80 people, 30 of whom are full-time employees. We hold the CIDB grading 7 CE PE and 7 ME PE, which is what we had hoped for, and obviously would like to grow more in this respect.

We took a financial knock as subcontractors on the Lower Thukela Bulk Water Supply Scheme project, however I believe that your strength is determined by how many times you stand up after a fall. We were fortunate to have had a mix and match of projects that helped us to balance out the deficit.

In August 2016 we were awarded a third water sector project, in joint venture with Stefanutti Stocks, and with the active roles we are playing in our joint ventures, they offer us a great learning curve.

My mechanical background motivated us to expand our capabilities beyond the civils, and in late 2015 the Oro Group acquired a controlling stake in Central Welding Works (CWW) in Johannesburg.

### Has your three-year enterprise development relationship with Stefanutti Stocks influenced the way you do business?

It certainly has, right from the tendering process through to the operational insights that working alongside Stefanutti Stocks in our joint ventures, has given us. In particular it gives those Oro Project employees, who are paired with Stefanutti Stocks employees, the best hands-on-experience, which of course allows us as a team to adopt tried and tested industry standards.

A further thing that Stefanutti Stocks has encouraged us to do is to implement proper systems and controls, and we have now migrated to the BuildSmart system, which, whilst being an expensive investment, will certainly pay itself off in the long run with the new level of control and oversight it gives us.

### What led to the acquisition of CWW?

We felt it was important for us to grow in an organic fashion, and were in the process of setting up a fabrication facility at our workshops in Albert Falls, when I was alerted to the opportunity of buying into CWW. We now own eighty per cent of this Johannesburg-based facility, which is not only a natural fit for us, it also puts us in a position where we are able to offer more value to our partners. And of course it also opens up another geographic market for us.

Since the acquisition we have focused a lot of our energies on CWW, which has grown substantially over the past year. When we took over we had 46 employees, a number which has now doubled. We have a healthy order book and steady clients.

### Any setbacks?

The generic codes have seen us drop from being a BEE Level 1 company to a level 2 contributor, despite our black ownership and management, and our training, procurement and social responsibility. The new codes are affecting a lot of companies.

We are always thankful for challenges as these are usually accompanied by opportunities. Since around 2010 the construction industry has dipped, and as a result many contractors have had to shut their doors. I'm empathetic to those who had to do so, and grateful that we did not have to weather this disappointment. On a positive note I do believe that this situation will change soon, and opportunities will come.

### What do you look forward to?

I'm really excited about the potential that is ahead. The ORO Group is growing towards achieving its vision of being able to offer a specialist service, on top of our general contracting skills. We have a small, but strong team on the construction side; and a fast growing team on the fabrication side.

I'm looking forward to being able to work on more projects independently, and identify more areas that will make our group grow.



# STEFANUTTI STOCKS REMAINS COMMITTED TO AXSYS PROJECTS' CONTINUED GROWTH



Axsys Projects was founded in October 2011 by successful property development entrepreneur and corporate executive Halga Ninow-Cohen. Her vision was to establish a fully-fledged black female owned construction company that could meaningfully contribute to the infrastructure development across South Africa. "I was introduced to Stefanutti Stocks, as a potential enterprise development partner, at an early stage of our existence," says Ninow-Cohen. "We aspired to a strategic partnership with an experienced and established multidisciplinary group as we would learn from industry experts. In turn, for Stefanutti Stocks, a strategic partnership with a business based on our principles presented a desirable scenario."

Sharing knowledge, insight and best practices learned through decades of industry experience forms a key part of the relationship, with Stefanutti Stocks offering its enterprise development partners a broad range of growth opportunities including mentorship, attendance at high-level strategic meetings, training programmes and advice on various policies and procedures, to name a few. It also tenders on joint ventures with its partners, ensuring its partners participate in and gain exposure to the entire tendering process. Once a project is awarded, key knowledge transfer and skills development can happen within an operational environment.

The latest key development in the enterprise development relationship, has seen Stefanutti Stocks's Geoff Thompson, who has filled the role of business development director for the Stefanutti Stocks Structures business unit since April 2010, move over to Axsys Projects. In the capacity of general manager he will be responsible for driving new growth and business across multiple construction disciplines.

"I'm looking forward to growing the business in close partnership with Stefanutti Stocks who will continue to support us every step of the way," says Thompson. "We aim to develop something substantial, that spans multiple construction disciplines, and that will become a large player within the South African construction sector."

To date the two companies have tendered for eight contracts in joint venture, two of which have been awarded. These include the mega Maydon Wharf project for Transnet at the Durban harbour, and the design, build and commissioning of Rand Water's new 600-Ml/day System 5 Water Treatment Plant. Both companies are eagerly awaiting the outcome of the remaining tenders submitted, as operational experience is a key contributor to the growth and sustainability of every construction contractor.

## **Tangible benefits gained through participation in the enterprise development programme include:**

- The Stefanutti Stocks Structures business unit extended a loan of R1.3-million in order for Axsys Projects to purchase its own equipment and vehicles, thus increasing its ability and capacity to contribute as JV partners, as well as undertake projects as the main contractor.
- Skills transfer through mentorship as well as participation in Stefanutti Stocks developed industry training programmes including the Site Leadership Development Programme (for management) and the Solid Foundations Skills Training for site-based construction workers.
- Information, advice and training on all aspects of construction contracts.
- Assistance with site administration audit.



*Axsys Projects chairperson, Halga Ninow-Cohen and newly appointed general manager Geoff Thompson, look ahead to future growth.*

- Assistance with getting access to work, joint venture procedures and management meetings.
- System implementation and risk assessments.
- Assistance with recruitment and job descriptions.
- Secondment of key personnel on Axsys building projects.
- Remuneration of a foreman to expedite and oversee on-site development.
- Provision of mentorship on escalation calculations and obtaining notices from STATSSA website and other relevant sources.
- Access to industry expertise outside of Stefanutti Stocks, initiated and funded by Stefanutti Stocks.
- Assistance in planning and costing projects.
- Provision of early payment to assist with cash flow.
- Assistance in building a procurement database.
- Guidance and assistance with CIDB grading upgrade.
- Assistance with SAFCEC registration.
- Assistance with ISO 9001 certification.
- Construction Computer Software (CCS) licensing suite and relevant training to employees.
- Corporate identity, company profile and marketing material development.
- Negotiation of lower purchase price for a truck, branding the truck and other vehicles on site, including an office container.



# EXPERIENCE AND PROFESSIONAL GROWTH LAYS FOUNDATION FOR OPERATIONAL GROWTH



*On site near the Medupi Power Station are Mathomomayo managing member Abram Mashabela (centre) with his two mentors, Stefanutti Stocks Civils contracts director Francois Vermeulen (left) and Stefanutti Stocks Civils commercial director, Graham McIntyre (right).*

Abram Mashabela, managing member of Mathomomayo Investment Holdings summarises his relationship with Stefanutti Stocks in one word: growth. This is very fitting, as his vision for his construction company is growth, growth and more growth.

Mashabela first crossed paths with Stefanutti Stocks in 2011, when the two companies tendered on the same pipeline construction project - which was ultimately awarded to Mathomomayo. Three years later, in 2014 Mathomomayo was invited to join Stefanutti Stocks's Enterprise Development Programme, and the relationship was further strengthened when Mashabela's company became a strategic enterprise development partner to Stefanutti Stocks Civils in 2015.

The ensuing award, to a Stefanutti Stocks/Mathomomayo Investments joint venture (JV), of the R170-million water pump station construction at the Medupi Power Station, was another large step that would facilitate invaluable operational knowledge transfer to the developing construction company. "Gaining construction industry experience through training programmes, theory and boardroom interactions is valuable. Doing so without knowledge transfer happening within an operational construction site setting, only tells half a story," says Mashabela.

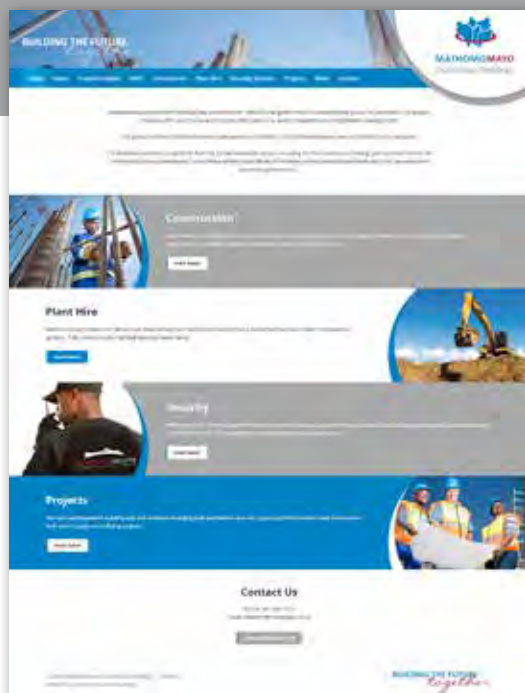
When asked what he is currently most excited about, Mashabela answers that it is definitely the joint venture - for a number of reasons. "We are starting to realise income out of this joint venture, and after all the purpose of running a business is income with profit. Over and above this, we are slowly building a small, but incredibly capable construction team, that will be able to run our own sites successfully and based on best practices - which will support the growth of Mathomomayo."

Since being a part of the enterprise development programme Mashabela says that his approach to projects has completely changed. "I leave each of our monthly JV meetings feeling that once again I learned something, and it is good to be replacing some of the decisions that I'd previously made on gut feel, with decisions based on know-how."



*Junior site administrator Sherly Selahle and site engineer Stanley Tjabadi survey the concrete elevations of the foundation at the Medupi Raw Water Pump Station construction site.*





Mashabela's succession plan includes exposing his son, Thabiso to as many opportunities as possible to further his education, as well as gain practical exposure in the business environment. Mashabela junior holds a National Diploma in Network Engineering and a Higher National Diploma in Business, and is currently studying project management. In order to gain some practical exposure he also completed an internship at Stefanutti Stocks Civils where he was exposed to governance, practical business experience, and estimating.

"Since we started this joint venture I have realised that there were many areas where we were losing money in our operations. In this JV every single risk and detail was considered and accounted for, budgets were worked out, and the project was planned," says Mashabela. "I quickly realised that in the past there were many things I didn't take into account, and with margins in construction being as small as they are, if you miss a little detail, it is very easy to lose a lot of money."

With regard to the training and mentorship that forms part of the enterprise development programme Mashabela says that one only really begins to realise just how much one does not know when these things are introduced to you by people who have been in the profession for decades. "To be known as a business that is run professionally has always been one of our goals, and we are certainly growing in this area - through the courses we are attending, through the mentorship by the directors and site personnel, as well the pairing on site of a Mathomomayo and a Stefanutti Stocks individual."

A further aspect of the professionalism that Mashabela is embracing is that of Mathomomayo's corporate identity, branding and marketing collateral, an area in which Stefanutti Stocks has also assisted to create a visible high impact and dynamic image that speaks to the business. This has included the development of marketing material as well as of a company website - which can be viewed at [www.mathomomayo.co.za](http://www.mathomomayo.co.za).

"The support that I've been getting from Stefanutti Stocks has seen me grow from strength to strength, not only as a businessman, but in my personal capacity as well. There are so many people, both at Stefanutti Stocks Civils, and on site at the Medupi Pump Station Project, who are making a real difference to our company," says Mashabela. "I'd especially like to thank Vaneshree Pillay, Charles Wright, Graham McIntyre and Werner Jerling, for their part in our growth; and Francois Vermeulen, Hendrik Moller and Eric Mkhungo, to name but a few of the inspiring joint venture staff who are transferring their operational know-how to both my team's and my eager mind."

"My vision for Mathomomayo is healthy growth and I see us putting more into the construction industry as the years go by. One day, when you read the books about construction in South Africa, I'd like to think that we will be there, alongside the other greats," concludes Mashabela.

#### Since 2014, in order to assist the development of Mathomomayo, Stefanutti Stocks has provided the following assistance:

- Construction Computer Software (CSS) licensing and training for three employees.
- Assistance with compiling a procurement database.
- Assistance with human resource policies and recruitment procedures.
- Four employees are attending the Site Leadership Development Programme, with one employee expected to graduate in 2017.
- Three Mathomomayo students have been enrolled in an enterprise development internship programme, so that they can acquire work place skills, in particular focusing on tendering, project management and buying.
- Office space has been provided for tender submission preparations;
- Re-branding and purchase of a storage container, overalls, car magnet stickers and golf shirts to build brand awareness.
- One employee is currently undergoing training and mentorship on how to compile monthly evaluation, cost reports, as well as sub-contract administration and measurement.
- Assistance with creating a simpler master for the estimating process.
- Is in the process of applying for Mathomomayo's CIDB Grade 8 CE PE.
- The two companies have also prepared and submitted tenders for three joint ventures, one of which is Medupi Water Pump Station Project, awarded in October 2015.

Mathomomayo Investment Holdings was established in 1999 as an investment company and today mainly focuses on the complementary industries of construction, plant hire and security services. The group employs over 550 staff, is 100 per cent black owned and holds a BEE-Level 1 rating. It is registered with the Construction Industry Development Board as a Grade 7CE PE contractor, with an application for Grade 8CE PE in progress, which will open up an entire set of new construction opportunities for Mathomomayo.

# A RE SHOMENG HAS AN EYE ON CREATING OPPORTUNITIES



*The joint-venture core site team at the Elias Motsoaledi bridge. From left to right are Joseph Masekwameng (A Re Shomeng CEO), project community liaison officer Phikisile Nkosinathi, quantity surveyor Linden Williams, Stefanutti Stocks Civils contracts director Mike Stevenson and site engineer, Ericka Lambi. Seated, from left to right are foreman Wayne McKenzie and sub-agent Zaine Bishton.*

“As a businessman I want to contribute to the development of South Africa, not only by expecting opportunities to come my way, but by creating opportunities that will sustain our growth,” says Joseph Masekwameng, chief executive officer of A Re Shomeng Holdings Limited. “We have grown and benefited from being developed by Stefanutti Stocks, and in turn, by applying what we know, we intend to develop individuals and empower our own structures. Our solution is beyond enterprise development - it is a strategic formation that offers South Africa what it needs.”

The construction arm of A Re Shomeng Holdings covers both civil works and roads & earthworks, two areas within which Stefanutti Stocks's considerable experience and expertise adds great value to the enterprise development relationship between the two.

Furthermore, A Re Shomeng owns a colliery in Mpumalanga, including the coal prospecting and mining rights. As Stefanutti Stocks Mining Services has particular expertise in tailings disposal, in particular for brownfield projects, Masekwameng hopes to be able to undertake civil-related mine infrastructure construction on his company's mine in partnership with Stefanutti Stocks. “I do not believe that our strategic enterprise development partnership should be a one-sided relationship, or that we should limit the sectors within which we collaborate,” he says. “I'd like to see us using our enterprise development as a springboard into other opportunities, including growing into other markets - and at the same time, we can also assume the role of project provider.”

Since formalising their relationship in 2014, Stefanutti Stocks and A Re Shomeng have tendered on 11 projects, three of which have been awarded to the joint ventures. “Great expectations can only be realised through great efforts, and our expectations are slowly being realised,” says Masekwameng. “There has been visible growth in our projects, our professionalism, our resources, skills development and our compliance, and I'm secure in the knowledge that we are capable of extending ourselves further.”

## Projects

In late 2014 the Johannesburg Development Agency awarded the retrofit work to Rea Vaya's Bus Rapid Transport (BRT) stations in Johannesburg and Soweto to a Stefanutti Stocks Civils / A Re Shomeng Joint Venture. The project was completed in June 2015. A further BRT project was awarded in May 2016 to build fifteen new BRT stations in Johannesburg.

The third joint venture project is being undertaken for the City of Johannesburg's Housing Department, and entails the construction of an access road, stormwater pipeline and a vehicular bridge across a river in the Elias Motsoaledi District in Soweto. The project commenced in February 2016 and is due for completion in February 2017.

## Professionalism

In addition to the implementation of policies and procedures, that support the professional administration of the company, Masekwameng says that this professionalism extends onto the joint venture site, where site establishment, including the new branding and clearly demarcated working areas, support the corporate image and conduct that he is striving towards.





*A Re Shomeng site engineer, Ericka Lambi, enjoying working on the project. In the background, Joseph Masekwameng and Mike Stevenson review the bridge plans.*

## Resources

A Re Shomeng has recently employed a quantity surveyor, three engineers and an admin clerk. Masekwameng hopes to employ an estimator soon, as currently he relies on Stefanutti Stocks resources or external consultants for assistance on the commercial and accounting side of the business. "With the growth in our human resources, we are having to implement recruitment procedures and employment policies, which is another key area where Stefanutti Stocks has been adding value."

## Skills development

Four of A Re Shomeng's employees are currently attending the Stefanutti Stocks Site Leadership Development Programme (SLDP) and these employees are paired with Stefanutti Stocks employees on site, either at the Elias Motsoaledi bridge contract, or at the BRT project.

## Compliance

"We are currently focusing our discussions with Stefanutti Stocks on credit facilities and insurances that are compliance requirements from institutions to which we intend to render our services," says Masekwameng. "Our main drive is to ensure that these are put in place as part of our contractual processes and procedures."

"It's not a one-way relationship, and I am very grateful that we are working towards the same objective," says Masekwameng. "The interest and support of Willie Meyburgh, Werner Jerling, Mike Stevenson, my enterprise development team as well as my project team, is invaluable. The guys on the ground doing the skills transfer to my site team are applying great effort, and of course I'd also like to thank Hannes Roets and our client, the JDA. Finally, as a family man, I must thank my wife, Lindiwe, our three boys, and our broader family, for supporting me as I pursue every opportunity - I do believe that together we will go far."

## In summary, to date Stefanutti Stocks has provided the following in order to assist the development of A Re Shomeng:

- Construction Computer Software (CCS) licensing and training;
- Compiled a procurement database;
- Assisted with human resource policies and recruitment procedures;
- Assisted with guidance and implementation on compiling resourcing invoices;
- Four employees are attending the Site Leadership Development Programme, with one employee expected to graduate in 2017;
- Re-branded and purchased a storage container, overalls, car magnet stickers and golf shirts to encourage brand awareness;
- Is in the process of applying for A Re Shomeng CIDB Grade 7 CE PE; and
- The two companies tendered on eleven bids in joint venture, three of which have thus far been awarded.



*The project team review progress on the project in the site office boardroom. From right to left are Joseph Masekwameng, Mike Stevenson and Jonathan Adams from the Johannesburg Development Agency.*

# AMBITION, INTEGRITY AND HARD WORK BEGIN TO PAY OFF FOR PAMCO



*Petrus Nemurangoni, managing director of PAMCO Waterproofing & Leaks, with some of his team, from left to right: Mukhadi Thizwilondi, Dean Mukwevho, Obadya Nemura and Pampunu Ntja.*

When Petrus Nemurangoni was faced with the prospect of unemployment, job hunting or starting his own business when his employer liquidated in 2007, the young entrepreneur opted for the latter. He wasted no time in setting up PAMCO Waterproofing & Leaks, and asked two of his ex-colleagues to come and work for him. The company's first contracts included some of those that had been left unfinished by his previous employer, however, based on his high work ethic, more contracts would follow.

The thirty-seven-year-old business owner is married to Palesa, and they have four children. He, and many of his 21 siblings grew up on construction sites in Venda, where his father worked as a contractor. Nemurangoni, who started working in waterproofing in 2000 at the age of 21, says that construction definitely runs in the family's blood, and how he doesn't feel one hundred per cent dressed if he is not wearing the obligatory safety hard hat.

PAMCO first caught the attention of Stefanutti Stocks Housing contracts director, Ricky Ludick, in 2010, when contracted by him to undertake the waterproofing subcontract to the student hostels Stefanutti Stocks was constructing for the University of Johannesburg (UJ) in Soweto. It was the beginning of a mentorship relationship that would eventually lead to PAMCO becoming a part of Stefanutti Stocks's enterprise development programme, and a preferred supplier to the construction group's building business unit.

"In the past I have tried to assist a number of contractors in terms of enterprise development, however, sadly many fell off the bus after the first project," says Ludick. "PAMCO stood out as it was run by a consummate business professional, not only interested in making quick big profits, but willing to put in the time and effort required to get ahead in this industry. I have definitely learnt some valuable lessons from Petrus, who sees opportunities to make money out of small things many of us takes for granted."

PAMCO is 100 per cent black-owned and is a level one contributor to B-BBEE. Its core business is water proofing and roof repairs including roof tiling, roof sheeting, roof sealing and rubberising. It also undertakes building, plastering and painting for clients that stem from both the public and private sector.

The company philosophy encapsulates the reason for the high regard that PAMCO enjoys from its client base, suppliers and staff. These philosophy statements include:

- Always do things right the first time.
- Never solve the problem tomorrow if it can be solved today.
- Be punctual and perfect in everything we do.

- Demonstrate integrity, stay hands on and in touch with the day-to-day activities of our employees.

"We know that our success depends on how happy our clients are with our services and our products, and our aim is to render high standards of service at reasonable rates and within acceptable time lines," says Nemurangoni. "We also make sure that we quote on and use the best products available."

Prior to joining the enterprise development programme in late 2015, PAMCO undertook a number of contracts for Stefanutti Stocks Housing, including the hostels for UJ; the VUT housing project in Vanderbijlpark and a hostel for Goldfields at Sibanye Gold. The company has worked for other clients in Mpumalanga, Gauteng and KwaZulu-Natal, on projects ranging from a boarding school, magistrates court through to university residences, hostels and housing. "Most of the large contracts PAMCO has undertaken have been the contracts awarded by Stefanutti Stocks Housing, and based on these I was able to buy my first truck for the business," says Nemurangoni.

The going has at times been tough, and some contracts were less fruitful than others. Nemurangoni's mentor, Ludick, explains that there were many occasions he would not have faulted Nemurangoni had he decided to give up, as he was not seeing profits on some of his projects. "He persevered and showed great character by making sure that his employees were looked after first, in terms of remuneration, before he looked after himself."

The company currently employs 12 people in the field, which includes a supervisor, Mukhadi Thizwilondi, whom Nemurangoni recruited, and trained from scratch. As part of Stefanutti Stocks enterprise development programme, his employees have also been sent on a rope-access course. "As we work at heights, if we are masters of rope-access, we will be able to safely access our working spaces, without requiring scaffolding," explains Nemurangoni. "This will result in not only a more cost-effective service we can offer our clients, but we will also be able to save the time previously required to erect scaffolding."

In addition to his mentor Ricky Ludick, Nemurangoni also engages with Franz Frank, quantity surveyor at Stefanutti Stocks, in particular when it comes to tendering and pricing. "I'm always grateful for good advice, in particular from those who are more experienced than I am," says Nemurangoni. "Having Ricky as a mentor is invaluable to our business, and in as much as I have never wanted to let my father down, the same applies to my mentor, who with every interaction is arming me with more knowledge to grow into a bigger contractor and employer."





As part of the enterprise development relationship, Stefanutti Stocks developed the PAMCO corporate identity and brand. Some samples are shown above.

## JOINT VENTURE PARTNERSHIP LEADS TO ENTERPRISE DEVELOPMENT

4Phase joined the Stefanutti Stocks enterprise development programme in August 2015, shortly after a joint venture (JV) between the two companies completed a turnkey contract for PRASA in KwaZulu-Natal. The JV had successfully undertaken platform rectification work at the Durban and Pietermaritzburg stations, and based on the experience gained there, they tendered, and were awarded a further platform rectification project in Cleveland, Johannesburg. This project was completed four months ahead of planned time.

A third rail project, known as the Stray Current Mitigation Project in Sunnyside, Pretoria was awarded to an Oteo / 4Phase JV, who subcontracted the civil construction elements to Stefanutti Stocks Civils.

In 2015 4Phase was a small and relatively unknown contender within the rail construction sector, led by managing director, Omen Mhishi. In 2016 the company has set its sights on growing beyond the railway construction environment.

In order to assist the development of 4Phase, Stefanutti Stocks has provided the following:

- Management and labour skill transfer in PRASA joint venture projects;
- Establishment of cost control system (labour & plant report);
- Construction Computer Software (CCS) licensing and training;
- Human resource policies and recruitment procedures;
- A 4Phase safety officer is being mentored by Stefanutti Stocks safety officer Cynthia Salchow;
- Two employees are attending the Site Leadership Development Programme, and one employee is expected to graduate in 2017.
- The two companies have tendered in joint venture for additional PRASA contracts and other civil-related projects for Rand Water.

“Working on the PRASA projects provided a good foundation for our relationship and formalising this by including 4Phase in our enterprise development programme is an exciting step forward,” says Chris Tshivhidzo, Stefanutti Stocks contracts manager and mentor to 4Phase. “In addition to the programme benefits, if I can pass on just some of what I’ve learned during my fifteen years here, as well as during my time as a mentee, I’m sure it will contribute to 4Phase’s growth.”



4Phase directors visit the Stefanutti Stocks offices to meet with their mentors. From left to right are: Motshabi Senna and Thanyani Ramatsea from 4Phase, Chris Tshivhidzo (Stefanutti Stocks), Omen Mhishi (4Phase) and Mike Stevenson (Stefanutti Stocks).



Joint venture operations on site at the Cleveland station in Johannesburg.

# BUSINESS PROCESSES AND PROFITABILITY FORM A KEY FOCUS OF ENTERPRISE DEVELOPMENT RELATIONSHIP

Electrical Projects has been undertaking electrical installation subcontracts on many of Stefanutti Stocks Building KZN's projects since approximately 2006. Since the completion of the Unilever warehouse in 2009 the company has enjoyed preferential procurement status and has worked on a range of industrial warehousing and distribution centres for Stefanutti Stocks, including the Ellerines, Value Logistics and SRF warehouses, the Mr Price Distribution Centre, as well as the Watercrest Mall.

Currently Electrical Projects employs about 320 people, and has an annual turnover of approximately R250-million. "We have a large labour force to sustain and it's important for us not to have our crews unproductive between projects", says Electrical Projects managing director Prem Inarman. "We have been very fortunate, in particular over the last five years, to be able to roll from one big job to the next, and the continuity of work is the one thing we have come to appreciate in our relationship with Stefanutti Stocks."

In terms of the business's financial goals Inarman explains that their focus is on becoming more profitable, not necessarily larger in size. "Our turnover is currently about R250-million, and in five years we'd like to see that turnover grow to R400-million," he says. "Listing the company in the future is also on the cards."

When Inarman bought out his business partner in 2014, Stefanutti Stocks Building KZN assisted Electrical Projects financially with early payments, however the nature of the enterprise development relationship between the two companies is not one based on financial support. "Electrical Projects is a successful and capable

business in its own right, and we certainly can't tell them how to do their work," explains Brett Mullins, Stefanutti Stocks Building KZN's financial director. "Where we hope to add immense value is within the administrative, compliance and profitability spheres, and our goal is to assist their growth from being a good medium-sized business, into a slick and professional operation."

As the owner looks to sustainability, the level of professionalism, both on site and in the administrative support services, will increase the value of the business. "The systematic way that Stefanutti Stocks manages its sites, and the resulting speed of reporting and information flow between our operations and the office, means that we have access to information quickly, and can identify any threats to our profitability early," explains Mullins. "Focusing on key elements such as tendering, accounts, cash flow, claims on sites, procedures, policy manuals and so forth, will reduce Electrical Projects's risk, and potentially drive up their value."

The mutual respect the two companies enjoy, and have established over the last ten years, has laid a strong foundation for the more formalised enterprise development relationship they have now entered. "Our experience of working together, in particular on tight programmes, has resulted in Electrical Projects being Stefanutti Stocks's first choice of electrical sub-contractor," says Mullins. "Often, at the tender stage we will engage with them up front, to ensure their availability, and it should come as no surprise that we are committed to their continued success and helping them to reach the next level."



*"Our experience of working together, in particular on tight programmes, has resulted in Electrical Projects being Stefanutti Stocks's first choice of electrical sub-contractor," says Brett Mullins, Stefanutti Stocks Building KZN's financial director.*

Electrical Projects is a well-established, medium-sized, private electrical contracting company with headquarters in Durban and in the Eastern Cape. The business currently holds a BEE level 3 rating, and has a CIDB Grading of 8 EB PE and 8 EP PE.

Its services include electrical installation to commercial, industrial, healthcare and residential developments; the installation of street lighting; as well as medium and low voltage reticulation, UPS installations; earthing and lightning protection systems.

Pictured at Electrical Projects' premises in Durban are, from left to right: Prem Inarman (Electrical Projects managing director); Brett Mullins (Stefanutti Stocks Building KZN financial director) and Bobby Singh (Electrical Projects contracts director).



# PUBLIC-PRIVATE CONSTRUCTION DEVELOPMENT PARTNERSHIP DEEMED A SUCCESS

On 25 February 2016 a two-year construction skills development programme that formed part of a training partnership between the Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI) and multidisciplinary construction group Stefanutti Stocks, culminated in a closing ceremony held at the Meropa Casino and Entertainment World in Polokwane.

The programme was developed to enhance the pool of construction skills within the province, with a specific objective to improve the volumes and standards of professionals, skilled workers and medium-sized construction enterprises within the built environment.

The programme consisted of three levels of engagement, including internships for graduates and undergraduates, practical workplace experience; workplace experience for bricklaying apprenticeships; and a Contractor Development Programme custom designed to develop ten Limpopo-based, black-owned enterprises and assist them to gain experience, expertise and the skills (including tendering, pricing, site administration and operations) to empower them to improve their Construction Industry Development Board (CIDB) grading.

"Feedback on the programme from all sides, in particular from the ten contractors, has been very positive and has demonstrated that we have achieved our original objectives," says Andrew Hewitt, proposals director for Stefanutti Stocks Roads, Pipelines & Mining Services. "We have built great relationships with the participants over the past year, and are looking forward to continuing to engage with them."

The programme was independently reviewed by the CIDB and given a score of 93 per cent, placing it as one of the best in South Africa. Other programme highlights included the placement of five apprentices at Stefanutti Stocks's Kusile site, as well as the placement of 12 student interns at the group's Kusile and Sasol sites, with two placements resulting in permanent employment.



*At the official closing ceremony are, from left to right: Stefanutti Stocks contracts manager and mentor Jeremy Everitt, with Clive Mashele and Michael Sambo, both from Mashrik Social Development.*



*Stefanutti Stocks Group HR executive Mike Sikhakhane, left, and Stefanutti Stocks RPM proposals director Andrew Hewitt, far right, pose with the MEC of Limpopo Public Works, Roads and Infrastructure, Mr AJD Ndou at the closing ceremony of the skills development programme.*

# ROADS, PIPELINES & MINING SERVICES BUSINESS UNIT BUILDS ON GROUP'S CONTRACTOR DEVELOPMENT PROGRAMME



*Contractors attend one of the mentoring sessions presented by Jeremy Everitt. From left to right are Nkhumeleni Mamphodo, Thokozile Dudu Mchunu, Lucky Munjanja, Bashier Leibrandt and Lehlogonolo Paledi.*

Following the successful completion of the contractor development training partnership between the Stefanutti Stocks Group and the Limpopo Department of Public Works, Roads & Infrastructure (LDPWRI) in February 2016, the Stefanutti Stocks Roads, Pipelines & Mining Services (RPM) business unit embarked on a new enterprise development initiative.

The main objective of the RPM contractor development initiative is to transfer skills and knowledge, in particular within the areas of estimation and tendering. "During the LDPWRI contractor development programme we became aware of the alarming gap in costing, estimating and tender knowledge within our emerging contractors, and felt that this was an area we could add tremendous value to," says Andrew Hewitt, estimating director for the business unit. Getting the procurement process of a construction contract right sets the tone for the success of every project, and Stefanutti Stocks RPM has custom designed a nine-module programme (with milestones) consisting of workshops and mentorship sessions.

"Stefanutti Stocks has a desire to develop emerging enterprises with the potential to provide synergy to our business," explains Hewitt. "Our primary objective is, through a mentoring process, to transfer skills and knowledge through workshop training that aims at improving the business performance of each enterprise, in three identified development areas."

Six black-owned enterprises that met the relevant criteria (which included being a legal entity, wholly black-owned with three or more employees and holding a CIDB grading of at least three) were selected to participate in the programme which runs from April 2016 to February 2017.

The programme covers the subjects of Pricing Master, Cost Collation, Certificates and Cost Report. At the end of the programme the enterprises will have been taught the skills and provided with the tools to allow for first principle pricing of tenders; have the ability to submit certificates in conjunction with the extracting of allowables; originate and capture costs and be able to compare allowables and costs in a monthly cost report. This knowledge will be backed up by a portfolio of evidence based on the reports generated under each of the above categories.

The programme mentors are Andrew Hewitt and Jeremy Everitt, both of whom have undergone mentor training, have mentoring experience and have submitted applications to be recognised as professional mentors with The South African Council for Project and Construction Management Professions (SACPCMP).

Amongst many other deliverables the mentor is required to share technical and practical knowledge; foster the development of technical and leadership skills; facilitate networking within the construction community; be professional; encourage growth, understanding and learning; monitor and support the development process, as well as be orientated towards the continual improvement of the representative from the enterprise.

The responsibilities of each representative include an expectation of and receptivity to personal growth and learning; a willingness to initiate new relationships; a positive attitude and commitment to the programme; and the ability to commit the time and effort required to teach and implement the skills and knowledge, through the measuring and monitoring against milestones that form part of the programme.





“As mentors we have to pull ourselves out of a mindset of our unconscious competence and never assume that what we know is common knowledge.”

*Jeremy Everitt - Stefanutti Stocks Roads & Earthworks contracts manager and mentor.*

“What is second nature to us, is totally foreign to people who have not had the training or who are just starting out in the industry. As mentors we have to pull ourselves out of a mindset of our unconscious competence and never assume that what we know is common knowledge. It's also important to move our mentees through the stages of learning as quickly as possible (but not too quickly), so that they do not become overwhelmed or depressed by a lack of knowledge - it can be quite stressful once you know what you don't know! Having said that, everyone on the programme is showing great potential, and moving towards full competence. Every month we build on what has been taught the month before, which also includes them applying what they learn in their own business, and reporting back to us.

“In construction, if your tender pricing is not correct, then you haven't got a chance of success. When you underquote and get the job, you'll lose money. When you over quote, you'll probably not get the work. The starting point for every contractor is to prepare a tender where each item is priced from first principles. Once a tender is awarded there needs to be a proper hand-over process from estimator to the operations team that includes where they got their prices from, the thinking and methodology behind the pricing, work duration and production level required to complete the project. The operations team also implements cost controls on site.

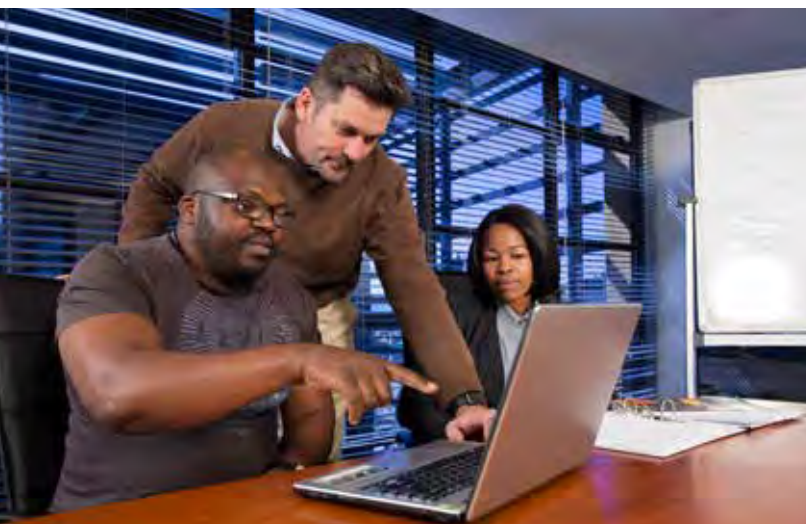
“These post-award, and operational controls and procedures for comparing the actual costs versus the tendered rates, have not yet been covered in the current mentorship cycle, however, they are planned to be addressed in the future. The main purpose of this programme is to give these companies the skills to be able to manage their own tendering process. It is risky outsourcing to a freelance estimator, and accepting the proposed pricing without conducting any due diligence of checking. By doing it in-house the companies will all be accountable for their own tender pricing and become masters of their own destinies.”

#### Some feedback from the participants:

**Lucky K Munjanja works as an estimator for Kwagga, a company that subcontracts to Stefanutti Stocks Roads & Earthworks.** “The theoretical sessions are incredibly informative, and have helped in a major way, especially when we are pricing our tenders. In addition to gaining more insight into proper pricing and setting up a coding system, we discover aspects of costing we had not considered before, which resulted in our underpricing.”

**Thokozile Dudu Mchunu is a sales manager at Megaphase Markings & Signs.** “We definitely needed some support in how we approached our costing, as we were not considering the full cost to company of our signage, from manufacture through to installation. A simple example is that we were not costing our labour correctly - in terms of hourly rates, levies, UIF, overtime and so forth. I am enjoying this course as I believe it is grooming me, not only for my current job, but for the future.”

**Lehlogonolo Paledi is a project manager at Mmagongwana General Construction.** “I've realised how much money we have lost over the years due to our inexperience in the area of pricing. To price properly we need to look at material, labour costs, plant at work, stationary plant, just to name a few. We have even lost money on site unnecessarily due to not having good cost control measures in place. We will definitely be working smarter from now on. This programme is really a big, but helpful eye opener for us and we need to implement what we have learned so that we can start making money and grow into a medium-sized company. I can see the potential growth and am feeling ambitious!”



# PROCUREHUB SIGNS AS ENTERPRISE DEVELOPMENT PARTNER TO THE MECHANICAL & ELECTRICAL BUSINESS UNIT

Originally established as a procurement resource in 2010, Procurehub has, over the past two years, repositioned itself as a supplier of construction materials to the industry. This dynamic young company is also constantly exploring ways in which it can add further value to the buying process, not least of which is delivering on its undertakings.

"Building relationships with our clients is an integral part of our success, and to a large extent our repositioning was motivated by the need to create added value for our clients, as well as finding new ways to extract maximum value in the purchasing process," explains Procurehub's managing director and owner Reginah Masalesa-Makola. "By becoming part of the team, and through a collaborative process, both sides benefit."

Procurehub has been offering the construction industry a comprehensive, one-stop-solution for the sourcing and supply of bulk materials and general construction supplies since 2010. It has forged strong relationships with procurement teams and construction site teams, which has assisted in its understanding of how the business works. "Understanding this industry and its operations helps us to deliver on expectations, which in turn lays the foundation for further support," says Masalesa-Makola. "We are very open to being guided by industry experts, and are very open to the growth that will come as a result of this."

The relationship with Stefanutti Stocks began in 2011, when Procurehub supplied materials for the Komati Water Scheme Augmentation Project in Mpumalanga. Initially the company supplied mainly Stefanutti Stocks Structures projects, until recently, when it became enterprise development partner to Stefanutti Stocks Mechanical & Electrical (M&E) business unit.

"There are three main areas we have identified where we are able to contribute towards Procurehub's development," says Vince Olley, Stefanutti Stocks M&Es managing director. "These include ISO accreditation, human resources processes, and supporting the growth

of the business through the facilitation of orders from the group. Our employees will mentor and accompany Procurehub through these processes, and assist with any queries that arise."

Currently the ISO 9001 accreditation is underway with the assistance of quality assurance manager Robert Botha. The business unit's HR manager, Sharene Koopman, and compliance officer, Gabriella Bryant, are assisting in drafting contracts of employment, in drawing up job descriptions for full-time staff members as well as with the development and implementation of disciplinary policies and procedures.

The benefits that Procurehub, as a supplier, is able to offer its clients include competitive pricing, quality assurance, efficient purchasing, accountability, national supply, and as a B-BBEE level 1 company, 135 per cent recognition on procurement spending.

In a further bid to improve the supply chain, the innovative Procurehub team is developing an e-commerce platform which will benefit both its clients, manufacturers and supplier base. Once launched in January 2017, it will offer a seamless process for tender costing, requisitioning, ordering and logistics for better services. "There are so many moving pieces in the buying process, that we felt there had to be an easier way for us to create bigger buying muscle," says Masalesa-Makola. "Our e-commerce platform will streamline the buying process, provide access to a variety of supplies across projects and put accountability measures in place that would prevail across a common platform."

## Want to get in touch?

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*Pictured at the Mechanical & Electrical offices is Vince Olley (far left), managing director of the Mechanical & Electrical business unit, with Procurehub managing director Reginah Masalesa-Makola and Procurehub's general manager, Ralph Makola.*





*The Structures & Building training team pictured at the training centre in Olifantsfontein. From left to right are: training officer Michael Rammela, training manager Kathryn Paradisos, Stefanutti Stocks Structures business unit HR manager Anton Stroebel, technical advisor Bob Phillips, training officer Robert Malinda, Stefanutti Stocks Civils HR manager Stefan Strauss and employee development officer Leandra Allgeier.*



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# *Skills Development*

# INDUSTRIAL THEATRE'S MR ZEE

## *stands tall for Zero Harm*

The use of industrial theatre for communication, building awareness and sharing information has become increasingly popular, and the value of this concept was introduced to Stefanutti Stocks shortly after Aubrey Ndlangamandla began working for the company in Secunda in August 2015. "As a general worker I felt that the toolbox talks were becoming monotonous. They were being presented in the same way on a daily basis, and people were getting bored and complacent," says Ndlangamandla. He went to the site safety co-ordinator, Anton Brink, with an idea for presenting these daily safety talks in an innovative way, which would entail a theatrical presentation of the key messages, as well as require active participation by attendees. Brink agreed to try it out, and after an incredibly successful reception, and the christening of Ndlangamandla's character as Mr Zee, the industrial theatre has become an integral part of Stefanutti Stocks's safety training.

Ndlangamandla will usually spend a few days prior to his performances on site, during which he gets to know what the site safety culture and behaviour is like, in order to incorporate this knowledge into his performance.

When Mr Zee travels to a site, Ndlangamandla is also always briefed on what the focus is for the toolbox talks he will present. For example, when the company was running a hand protection awareness campaign, Mr Zee's message to the workers was based around the phrases: Hands. Fingers. Money Makers. "Your hands are your best and most important tools, as without them, you cannot handle your other tools," explains Ndlangamandla. "Even outside of work you are constantly using your hands - to drink from a glass, to send a message on your phone, to hold your loved ones hands, or to prepare your meals. Mr Zee's key message is that our hands are irreplaceable, and that there are no spare fingers in the storeroom. Therefore you must protect your main tools - wear gloves and never put your hands in the line of fire."

Mr Zee has become a firm favourite, and if he has been to a site before, he is always warmly welcomed back again. To make sure that he remains relevant and interesting Ndlangamandla has introduced a whole selection of props, has composed songs and choreographed dances. These encourage participation, and continue to live on, on site, long after he has gone. "With music you can really get people to engage, and often, as soon as the show is finished, I hear my songs being sung by people as they return to work," says Ndlangamandla. "Some even ask if I can transfer the songs to their phones, which I'm happy to do."

Russell Crawford, managing director of Stefanutti Stocks Roads, Pipelines and Mining Services (RPM) has attended a number of Mr Zee performances, and believes the effectiveness lies in the multi-lingual presentation, as well as the participation by the workforce, which is in stark contrast to a standard toolbox talk that relies solely on a safety officer or representative sharing the message.

## *The man behind Mr Zee*

Aubrey Ndlangamandla is a shy, softly-spoken 28-year-old who worked in community theatre from the time he left school in 2007 to the time he began working in construction. When he dons his Mr Zee persona he transforms into an energetic, flamboyant and engaging safety warrior. "It's fireworks!" he says.

"There are many actors and artists trying to make it big in mainstream theatre, and I thought I'd carve a niche within construction, and the reception has been quite amazing. I have a passion for people, and I have a passion for safety, and if I can combine the knowledge and my talent to change people's perspective, that is the ultimate reward," says Ndlangamandla.

Stefanutti Stocks has enrolled Ndlangamandla in the SAMTRAC course with NOSA, to ensure that his knowledge covers all aspects and any queries that may come up on site. Once the course is completed he will be accredited with a certificate in HSE management, which has international accreditation.

The incredible reception and acceptance of the industrial theatre at Stefanutti Stocks has come as a result of the passion and enthusiasm that Ndlangamandla has put into the initiative as well as the belief and support he has received from in particular the Roads, Pipelines and Mining Services business unit. "My deepest gratitude goes to Anton Brink, who initially allowed me to test the waters, and then to







Mr Zee announces the beginning of his safety performance by playing the drums. Key messages include protect your head, protect your hands, your feet, your ears, your eyes and your back.

Danny Eastes (divisional safety manager for R&E), Paul Stoltz (safety officer R&E), Steve Van Der Walt (director, R&E) and Russell Crawford (managing director, RPM) who continue to support and see the value of the industrial theatre initiative,” says Ndlangamandla.

Ndlangamandla has a great vision for Mr Zee, and hopes that one day the industrial theatre initiative can grow to such an extent that it can have a vehicle for its props, and perhaps even have a few Mr Zee’s in training, to help spread the message. “I’m very excited by the impact this is already having, and the potential that is still to be realised. We are all working towards zero harm, and that is a great message to proclaim,” he concludes.

The industrial theatre has steadily grown in popularity and Mr Zee has appeared across Roads & Earthworks, Building, Oil & Gas and Civils sites across South Africa and in Swaziland.

“In his performances Aubrey re-iterates that we are all to cultivate a habit of caution. When you are driving, drive defensively. When you are putting in a light bulb, make sure the switch is off. It is about being cautious, all the time. Eventually caution will become a habit,” says Steve Van Der Walt contracts director for Stefanutti Stocks Roads & Earthworks. “Aubrey brings this concept across to the workforce so well, in his own special way, that entertains while it reinforces the safety first culture.”



If you would like to book Mr Zee for an appearance at your site, please e-mail Danny Eastes for further information at: [danny.eastes@stefstocks.com](mailto:danny.eastes@stefstocks.com).

# MECHANICAL & ELECTRICAL

## *apprentices are set to impress*

The Stefanutti Stocks Mechanical & Electrical (M&E) business unit currently has 16 apprentices who are part of its skills development programme. Seven candidates joined the business unit in the second half of 2015, and in June 2016 a further five candidates were recruited for apprenticeships in mechanical, electrical, instrumentation and welding trades.

An apprenticeship runs over three phases, with each phase covering approximately a year. Each phase is split into a theoretical block (between eight to 15 weeks) and a practical, work experience block, running for the remainder of the 12 months. At the end of three years, the candidates will complete a one to two week trade revision, before taking a trade-test which results in a formal qualification in a sought-after engineering trade.

"After completing their theoretical training the M&E apprentices gain their work experience at one of the M&E operations," explains Gabriella Bryant, compliance officer for the M&E business unit. "They are placed at one of our construction sites, at our pipe-spool fabrication facility, at one of our Secunda projects or in the business unit's workshop in Elandsfontein."

Currently there are a total of eight electrical apprentices; three instrumentation apprentices; three welding apprentices; one diesel mechanic and one earthmoving equipment mechanic. Twelve apprentices are in phase 1 of their trade, two have just started phase three, and two are in the final phase of their apprenticeship. Fifteen of the 16 apprentices are from previously disadvantaged groups, and four of the 16 are females.

The benefits of the apprenticeship with M&E include: tuition fees, a toolbox, accommodation and meals, as well as a monthly stipend for the duration of the three-year programme.

"The skills development sphere offers real opportunities for positive impact and change, and it is exciting to witness the personal and professional growth of our dynamic and diverse apprentices," says Bryant. "The opportunity to be a part of their journey from being inexperienced new recruits, to increasingly proficient and confident artisans, is one of the most intrinsically rewarding aspects of my job."

## TWENTY-TWO-YEAR OLD

### *to take electrical trade test*

Amon Phiri was awarded a full electrical apprenticeship with Stefanutti Stocks Mechanical & Electrical in August 2013. He has completed the four phases of his Electrical apprenticeship and will be writing his trade test in late 2016.

"I finished school in 2012 without any concrete plan to study as we did not have the money to fund any studies. I knew that I couldn't just sit around and started working odd jobs. At the beginning of 2013, while I was at work, my father got a call from my old school, Rhodesfield Technical High, to ask whether his son would be interested in doing an apprenticeship at Stefanutti Stocks. The company was looking for two apprentices, a mechanical and electrical apprentice, and had contacted my school, where they immediately thought that I, and a friend Simphiwe Magwaza, would be perfect candidates. Via this strange introduction, we both landed up furthering our education pretty much straight out of school!

"Stefanutti Stocks made a great choice selecting us, as we were from a technical high school which meant we had the fundamentals of career paths engraved in our brains. The company undertook to pay for our schooling, and before going to Technical Further Education & Training (TFET) in Pretoria I spent two months at the Electrical & Instrumentation workshop in Barbara Road. I then rotated between the theoretical and the on-the-job training, however I completed my third and fourth phases consecutively from 12 Jan 2015 - 3 March 2015.

"As long as there is any wiring in it, I'm happy to give it my best shot. I really enjoy working independently, as it also forces me to think for myself and learn. A lot of my time now is spent on making sure the site distribution boards and office containers are set up correctly so that they can be connected and certified as soon as they get to site.

"Music is a big passion of mine, and a lyric from the rebellious, but successful, and sadly deceased rapper 2PAC made an impression on me many years ago. It goes: 'I'm not saying I'm gonna change the world, but I guarantee that I will spark the brain that will change the world.' I'm a big advocate for progress in life, and am excited to have had the opportunity for growth and development, pretty much straight out of school.

"While I was growing up I used to dream of becoming an explosives expert which probably worried a few of the adults. Now, my dad is very proud and regularly brags about me being at Stefanutti Stocks. He's been telling all his friends that if they have any problem, it's not a problem, as his son can solve it... so there's no pressure."







# ELECTRICAL APPRENTICE

## *Rofhiwa Mapila leads by example*

Rofhiwa Mapila was awarded Learner of the Year 2015 in the Electrical Phase One category at ATI's award ceremony, held in December 2015. His exemplary class attendance and participation, interaction with peers and lecturers, assignment marks, performance in his practicals and examinations, as well as his overall attitude resulted in this outstanding accomplishment. "Rofhiwa's level of work is exceptional. He represents the quality of employees we want to have in our business, and we encourage all of our apprentices to follow his example," says Gabriella Bryant, Stefanutti Stocks Mechanical & Electrical compliance officer.

Twenty-six year old Rofhiwa Mapila was awarded a full electrical apprenticeship with Stefanutti Stocks Mechanical & Electrical on 27 August 2015. He recently completed the nine-month practical for Electrical: Phase 1 at Stefanutti Stocks's Secunda site, and started his theoretical rotation for Phase 2 at the Artisan Training Institute in Roodepoort on 10 October 2016.

"One of my proudest moments was passing my matric in Venda in 2007 and being accepted to study Electrical Engineering at the University of Pretoria. Unfortunately I was not able to realise my dream of a university degree due to financial constraints.

I still moved to Pretoria, in 2009, where I took on a variety of piece work, including working as a hawker and as a general labourer on construction sites. I sent money back home to help the family, while also trying to save money to study. Eventually, at the beginning of 2015, I could afford to enroll at the True Harvest College, in Pretoria, to study for my National Certificate in Engineering Studies.

"As I was paying my own way, it was a tremendous help when the college appointed me as a paid-for tutor, to assist my fellow students, some of whom were struggling with our course work.

"I had studied up to N4 level and was browsing through the internet one evening, when I came across a post that Stefanutti Stocks Mechanical & Electrical was looking for trainees. I applied on line, and had actually forgotten about my application, until I received a call in

August 2015 requesting that I come through to their offices in Barbara Road for an assessment.

"My application was successful, and my apprenticeship started on 7 September 2015. During my first three months of theory at the trade centre I continued studying for my N5, but, when I went to Secunda for my practical work experience, I had to defer this.

"The on-the-job experience at Sasol is both rewarding and challenging, and working on critical jobs where we have to meet tight deadlines keeps me very focused. My mentor, HM Chokoe's trust in my ability and willingness to teach me is not only helping me grow in knowledge, but also improving my self-confidence.

"My mom refers to me as 'the hope of the family, and as the first born, I do feel a great sense of responsibility to my family. Since I was a child, I have always wanted to help people, and once I myself am established, I hope to be able to invest in people, and help them grow beyond their circumstances.

"Right now, I feel good, as I can see that I myself am now growing, and I believe that in order to fulfil one's purpose, one needs to grow. When I received an award for learner of the year from the training centre last December it was a great surprise. It was nice to receive the acknowledgement and I was reminded that when people recognise you, it serves as a great motivator!"

# DIESEL MECHANIC APPRENTICE

## *aims to inspire her peers*

Twenty-five-year-old Motlalepula Seage started her apprenticeship as a diesel mechanic with Stefanutti Stocks Mechanical & Electrical on 6 June 2016. She has since completed the theoretical block of Phase 1 at the Artisan Training Institute in Roodepoort, and is currently doing her on-the-job training at the business unit's workshop in Elandsfontein, Gauteng.

"I was raised in a tight-knit family, surrounded by strong women. My sister, who is 12 years older is an inspiration to me and has always pushed us (her younger siblings) to do the best in everything we put our hands to.

"When I was in Grade 11, a mine began operating in Maleeuskop, and I was intrigued by the blasting and the hum of the engines on the mine. I was curious about the mechanical side of things and decided to study in this direction, but when I matriculated in 2009, I unfortunately didn't pass well enough. I enrolled for a bridging course at Wits in 2010, after which I went to college for a few years and completed my N3 in engineering science, before having to drop out in 2013 due to a lack of finances.

"I then started applying for work everywhere. I don't think there is a company in Germiston or the Vaal that did not receive my CV, which I also happened to leave at the Artisan Training Institute (ATI) in Roodepoort. Finally in August 2015 I was hired as a sales assistant at Woolworths, and in April 2016 I received a call from Stefanutti Stocks (who had been given my CV by ATI), inviting me for an assessment.

"I googled Stefanutti Stocks and when I found out how big the company was I became even more excited. After completing the assessment I just knew I'd done well, and when I was offered an apprenticeship, I called everyone I know with the good news!

"Although this is a male-dominated environment everyone is very kind, and everyone has a great desire to pass on knowledge. I do not feel at a disadvantage due to my gender as I think my ambition and desire to learn is recognised and welcomed by all.

"Every morning I'm up before the alarm goes off. I just love going to work, and cannot wait to write my trade test in 2018. I think my peers, in particularly those back home in Limpopo, need to hear more success stories, and I believe that my story will inspire those close to me."

# ROADS, PIPELINES & MINING SERVICES GROWS TRAINING

*offering and broadens geographical reach*

The Stefanutti Stocks Roads, Pipelines and Mining Services (RPM) training facility at Chloorkop provides skills development and training support to all of the RPM business unit sites, regardless of their geographical location.

“It’s been a busy but rewarding year for the RPM training centre,” says centre manager Johan Blignaut (pictured below). “Our Delmas community training project has been a great success, our simulators have been extensively implemented, we have developed and implemented two new MQA skills programmes for the Tailings division and six of our apprentices passed their trade tests.”



“Furthermore, we employed six Mining Engineering graduates in 2016, on a 24 month MQA Internship programme, which is also providing us the opportunity to extend our own learning curve. This placement is allowing us to develop a successful internship programme, with rotation schedules that allow the graduates to gain maximum exposure on all aspects of mining operations, from contract mining to materials handling and tailings dam operations,” says Blignaut.

Stefanutti Stocks RPM also paid for the six graduates’ attendance for the National Certificate: Rockbreaking: Surface Excavations, in order for them to obtain their blasting tickets for surface mining operations.

## **Delmas Community - operator training** (page 23)

After the success of this community training initiative, a follow-on of the initial community training programme kicked off on 1 August 2016 with an intake of 50 qualifying candidates. These individuals will be trained over a period of seven months and are scheduled to attend the appropriate training programmes for which they have been selected. “The selection process takes into consideration the interest of the candidate, as well as the pre-screening processes,” explains Blignaut. “These include LAB Workbook 1 and DOVER assessments that monitor reactive response times, hand-eye coordination and so forth.”

Candidates who have a driver’s licence and driving skills are trained as articulated dump truck (ADT) operators, whereas strong candidates, who do not have a licence are given the opportunity to start their training as hydraulic excavator operators, as a driver’s licence for this machine is not a requirement. Of the 50 qualifying candidates, eight candidates will train as hydraulic excavator operators and 42 candidates will undergo ADT training. The reason for this training breakdown is due to the amount of hours required for an excavator operator to achieve a level of competency, which is almost three times more than that required for an ADT operator.

## **Mobile simulators**

The two mobile operator-training simulators have proven particularly useful and have been utilised as far afield as Swaziland and the Lesotho Highlands. One of the simulators is set up to provide simulated training specifically for roads and earthworks equipment including excavators, dozers, dump trucks, graders, tippers and front-end loaders. This simulator is currently deployed and in operation at Stefanutti Stocks in Botswana where the company is conducting training for unemployed Botswana citizens. The objective of this initiative is to train a group of Botswana citizen operators, who can be contracted to work on contracts as these arise. To date 35 candidates have been trained.

The second mobile simulator caters for the equipment used on mining sites, including excavators and dump trucks and is currently being utilised for training at the Silver Lake Coal Mine just outside Ermelo, where the Stefanutti Stocks Contracts Mining division is undertaking an open-pit coal mine contract. The current training programme initiated at Silver Lake is part of a pre-recruitment and selection process, put in place to ensure that operators applying for positions, with training certificates in hand, are competent to operate. “We can test an applicant’s capabilities on our simulators, which assists us to verify that an applicant’s operator certificates and qualifications are in fact legitimate, prior to our employing them,” explains Blignaut.

## **Slimes reclamation and tailings dam operations**

In response to a motivation by Marco Pasquali, contracts director for the Tailings division, the need for customised on-site training for tailings dam reclamation and tailings dam deposition operations was identified. This led to two new MQA skills programmes being developed internally.

A senior training officer, Anton Van Greunen, was appointed to facilitate the development and implementation of this training, and the successful pilot training programme saw 25 tailings dam employees complete individual learning programmes.

## **Apprenticeship programme**

The RPM business unit’s apprenticeship programme has seen six of their 25 apprentices successfully pass trade tests in 2016. Obageng Mogopa passed her Automotive Electrician (AE) trade test, while Erno De Bruin, Rudolf Botha, Bheki Mbuli, Philip Venter and Wayne Mmola passed their Earthmoving Machinery Equipment Mechanic (EMEM) trade test. Three of them have been employed with Stefanutti Stocks. The apprenticeship programme will be recruiting new interns again in early 2017 to bring the number of apprentices back to the full complement of 25 again.

## **In conclusion**

“The Roads, Pipelines & Mining Services business unit is pleased and proud of the performance of our Training Centre,” says contracts director Freddie Strydom, who is responsible for the oversight of the training centre. “The efforts and dedication of Johan Blignaut and the rest of his team are yielding great results, our learners are performing well, and our skills development and training offering is expanding year by year.”





Pictured at the RPM workshop, are four of the six artisans who successfully completed their trade tests. From left to right are: Philip Venter, Bheki Mbuli, Wayne Mmola and Rudolf Botha.

## Feedback from the three newly qualified artisans Stefanutti Stocks has been able to employ on a full-time basis:

*Philip Venter*, is employed at the Thutsi Mine in Ermelo: "It's an amazing sense of achievement. Obviously after four years of studying and working hard you want to have something to show, and to start making a name for yourself in the industry."

*Bheki Mbuli*, is employed at the Tailings division offices in Randfontein: "After I wrote the first module, the rest flowed. I'm very happy about this, and I think it will change my life. My wife and kids had no words for me when I told them I passed."

*Rudolf Botha*, is employed at the Kangala Mine in Delmas: "When I went in for the test I made a few mistakes which stressed me out, but when I got the results, I finally had something to show for the past five years!"

# INNOVATIVE TRAINING AND SKILLS DEVELOPMENT *offered to Botswana residents*

Stefanutti Stocks Botswana has embarked on a skills development programme for the residents of Botswana which incorporates plant simulator training as well as artisan training. This will be offered in conjunction with the accredited Roads, Pipelines and Mining Services artisan training facility in Johannesburg, South Africa. The objective of the training programme is to upskill and employ those trainees that show the highest potential.

The plant simulator training is offered to the broader public of Botswana free of charge, with trainees being recruited from businesses or responding to advertisements, flyers and word-of-mouth. Respondents are required to complete relevant competency checks before participating in the training.

Stefanutti Stocks is in the process of registering its two training programmes with the Botswana Qualifications Authority (BQA) for accreditation, a process which should be completed by the end of 2016.

In November dignitaries including President Ian Khama, government ministers and educational authorities will attend an event hosted by Stefanutti Stocks Botswana, where it will showcase its training programmes.

"Our government supports the provision of community training, and we hope to partner with them by offering quality, local training initiatives that yield employable, skilled Botswana citizens," says Shaun Cross, Stefanutti Stocks Botswana's general manager.



Simulator training.



One of the mobile operator training simulators, including a classroom, that can accommodate up to six learners, on the right, and the simulator room that accommodates the console and three-dimensional simulation software and screens, on the left.



Classroom training.



# DELMAS COMMUNITY TRAINING

## *contributes to area's employment*



The first 12 participants in the new initiative are pictured, with training officer Pius Epalanga, outside the training centre, also known as 'the pink house' near the Kangala Mine. Seated, from left to right are Thomas Mtsweni, Adrian Khoza, Molefe Pule, Nkosinathi Mashele and Bafana Mngomezulu. Standing, from left to right are Koss Mahlangu, Solly Mabaso, Vusi Jiyane, Pius Epalanga, Melusi Nzimande, Sibusiso Malobola, John Seshabela and Lucas Msiza.

The Delmas community training partnership between Stefanutti Stocks Mining Services and Universal Coal's Kangala Colliery proved to be so successful, that it was extended in order to train 50 more members of the Victor Khanya Municipality community.

The training partnership was originally initiated in late 2014, with Stefanutti Stocks Mining Services undertaking to train 100 members of the local community. The main objective was to issue successful candidates with certificates of competency for an articulated dump truck ADT or hydraulic excavator. Offering employment at the Kangala Mine to qualifying candidates, whilst not a requirement of the partnership, presented a desirable outcome the training partners hoped to be able to realise.

At the end of April 2016 the original community training initiative concluded, with 95 of the 134 individuals who had undergone the training achieving competency, and 50 per cent of these being employed by Stefanutti Stocks at the Kangala Mine. One hundred per cent of those trained are previously disadvantaged individuals, with 50 per cent comprising black women.

The new initiative kicked off on 1 August 2016 and started with 150 community members undertaking LAB (Learning Ability Battery) English language tests in order to narrow the field down to 50 qualifying candidates. These individuals have been scheduled to attend training programmes over the next seven months. The first 12 participants commenced their training in late August, with eight working towards competency in ADT operation, and four training as hydraulic excavator operators.

Pius Epalanga, Stefanutti Stocks Mining Services training officer has been presenting the training courses since the programme began. He admits that the training does present its challenges as most participants are totally new to the mining industry and know very little about the machines they will operate. However, he says that practice makes perfect, and with the growing base of individuals who

have come from the same background, the support infrastructure has grown substantially since the very first intake. "The fact that we have employed 42 of the original intake is quite impressive, and I'm pleased to have been part of their journey," says Epalanga. "They are out there carrying the Stefanutti Stocks banner, and I'm very proud of their achievement, which is a testament to the success of this programme."

In the October 2015 issue of the Sizimisele we met Shuba Priscilla Sibanyoni and Sphiwe Thokozani Mtshweni (pictured right). Shuba was one of the first 12 individuals to undergo the training, and one of the first employed at the Kangala Mine, after receiving her certificate of competency in January 2015.

"It's been a wonderful journey, and a productive one during which I've learned a lot - I feel so much more independent and confident than I did two years ago," says Sibanyoni. "This experience has taught me that I can definitely go beyond the limits I had set myself. I'm determined to grow further in this industry, and, should I have the opportunity, I'd definitely like to further my education."

"It is challenging being a mother and working shifts, but my children have adjusted, and I am fortunate that my mother is a great support to me. It's hard to believe that in January 2017 I will have been working here for two years! After us many more were employed, and it's been nice to be able to offer them words of advice."

When Sphiwe Thokozani Mtshweni started as an ADT-operator in the middle of 2015 he set himself a long-term goal to train as a mechanic who would support the operators on site. As he is not able to afford the costs to study towards being a mechanic or auto-electrician he has enrolled to do the National Diploma for Electrician, and is currently studying for his N2, which he hopes to complete in April 2017. "I believe that you cannot stay stagnant, it is important to grow, and while I have the opportunity, I will continue to study. I hope to one day work as an artisan here at Kangala," says Mtshweni. "It's been quite amazing seeing the mine growing over the last year. They have already started closing the one side so that farmers can start growing their crops again. I believe this was a fair arrangement, to hire the people from the informal settlements to help with the mining. The community is happy."



# STEFANUTTI STOCKS SWAZILAND

## *enrols foremen and section leaders in its NQF programme*

Accredited training and development paves the way for employees to acquire new skills, sharpen existing ones, improve their performance, increase production and generally be better equipped to meet future needs in the fast-paced and constantly changing world of business.

"Skills programmes play an indispensable role within our business - not only in developing our employees, but for the sustainability of our business as well as our succession planning," says Thandiwe Hlatshwayo, HR manager at Stefanutti Stocks Swaziland. "After twelve of our employees qualified for various NQF levels in 2015, we decided it would be well worth our while to invest in the Tjeka programme again in 2016."

A total of 17 section leaders were taken through the Learning Ability Battery test, and the seven successful candidates who showed the most potential for the specified area of development, were enrolled in the NQF 4 programme. These included five section leaders (Nicholus Dlamini, Makhorinte Mncina, Sonnyboy Mavimbela, Leonard Dlodlu and Themba Dlamini) as well as two foremen, Thembinkosi Shongwe and Matthew Liebrandt.

"A highlight of this initiative is the recognition of hidden talent amongst the wage earners, typically called hourly rated employees," explains Hlatshwayo. "Stefanutti Stocks Swaziland is

the first division across the group to enrol section leaders in the NQF programme, and we encourage other divisions to follow this example and release the talent hidden in our branded blue overalls."



*Attending computer lessons at Tjeka in Vereeniging, South Africa are, from left to right, section leaders Nicholus Dlamini, Makhorinte Mncina, Sonnyboy Mavimbela, Leonard Dlodlu and Themba Dlamini.*

*"This experience has taught me that I can definitely go beyond the limits I had set myself."*  
*Shuba Priscilla Sibanyoni*



*Shuba Priscilla Sibanyoni (left) and Sphiwe Thokozani Mtshweni (right) completed their training in early 2015, and have since been employed at the Kangala Mine as ADT-operators.*

# MQA-ACCREDITED SKILLS

*development programme supports growth in unique skills set*



In early 2016 the need for a skills development programme that focused specifically on slimes reclamation and tailings dam operations was identified by Marco Pasquali, contracts director for Stefanutti Stocks Mining Services's Tailings division. "This is a unique industry, and one in which we want to deliver professional workmanship," says Pasquali. "Unfortunately people with the appropriate skills and knowledge are difficult to find - this was illustrated by the very poor response to several advertisements we had placed in a bid to recruit experienced people."

As there was an urgent need to grow the existing workforce, and the continued provision of excellent service to the division's clients, Pasquali employed Anton van Greunen, a qualified and accredited trainer. Van Greunen, together with Johan Blignaut, from the Roads, Pipelines & Mining Service (RPM) business unit's training centre, were briefed to develop a Mining Qualifications Authority (MQA) accredited skills programmes for the disciplines of slimes reclamation and tailings dam operations.

## **Slimes reclamation and tailings dam operations skills programmes**

Senior training officer Anton Van Greunen, with the assistance of the RPM training centre team, has written material for the MQA skills programmes in Slimes Reclamation and Tailings Dam Operations.

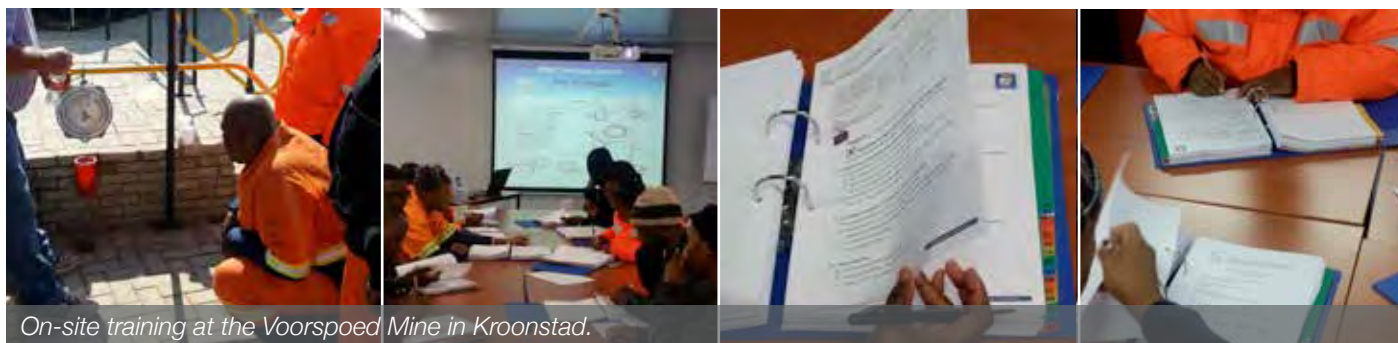
The material that has been developed specifically speaks to Stefanutti Stocks's tailings operations and is informed by the vast

experience that exists across its operations. "The material is very specific to Tailings Operations, and as a result of this, skilled and accredited assessors and moderators currently registered with the MQA are a quite rare find - I can count them on one hand," says Van Greunen.

The motivation behind the programmes is two-fold - on the one hand it aims to ensure that the Tailings division employees have formal accredited skills by offering them the opportunity to obtain a qualification. On the other hand, the MQA skills programmes will ensure that the division's employees' skills are at a level where they are able to deliver operational excellence by set standards.

"The material has been registered with the MQA for accreditation," explains van Greunen, "and we are also in the process of registering a training centre at our West Rand Regional Tailings offices." The skills programmes and training has received very positive feedback from clients and employees across the division's operations. Some clients have engaged to the extent where they have asked to have their own material updated and others have requested assistance for legal compliances.

"Most importantly is the positive attitude of our employees, who realise and appreciate that an investment is being made into their development," says Van Greunen. "Not only are they giving their best, but they are also learning the correct operational procedures. It is such a privilege to have been instrumental in putting this training programme together, and with it, the opportunity to make a difference in someone's life, on a daily basis."



*On-site training at the Voorspoed Mine in Kroonstad.*



# CIVIL ENGINEERING BURSAR

## *graduates into working life*

*Siphiwokuhle Mkhathshwa applied for a bursary with Stefanutti Stocks after finding out about their bursary programme on line. She started working for Stefanutti Stocks Civils in 2016 after graduating with a BEng Civil Engineering from the University of Pretoria (UP) in 2015.*

“Working on a construction site versus attending university are two completely different things. Although I am applying my varsity theory here, I am learning so much more about the industry. Including how to work with people and how to lead them, I’m learning to think on my feet, and to be compassionate. I’m also seeing how important it is to manage site resources, our people and our plant efficiently - we are after all in business to make money.

“I’m loving being a part of the Stefanutti Stocks family. We work together, share resources, and if I need help there is always someone to assist me. Working on a joint venture site has also shown me the value of developing other companies - in a growing economy everyone should develop, not just the big boys!

“On the subject of development, I’d also like to add to my own skills set. My two key interests are project management and I love research. I’m specifically passionate about understanding what makes construction materials durable, and how long they will last before any rehabilitation takes place. I’ve also realised how important project management is in this industry. In as much as I’ve learned to manage my small projects here, I believe there are things I can learn, that will help me to manage and develop the construction sites that lie in my future.”



*Siphiwokuhle Mkhathshwa on site at Zuikerbosch Water Treatment plant project, a Stefanutti Stocks Axsys Projects joint venture project, where she is working as a site engineer.*

# APPRENTICES SAIL THROUGH

## *bricklaying development programme*

In August 2015 the Apprenticeship Development Programme that formed part of the skills development partnership between Stefanutti Stocks and the Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI) was launched at Stefanutti Stocks’s site offices at the Kusile Power Station project.

The programme involved practical on-site training at Kusile, under the mentorship of four experienced building foremen; as well as theoretical training at the M2 Engineering Academy, an accredited training provider with the Construction Education and Training Authority (CETA).

The on-site training consisted of various modules which were completed and recorded in a log book (prepared by M2 Engineering), that serves as a portfolio of evidence of competence. By May 2016 the apprentices had completed their on-site modules and were ready to undertake their trade tests. “As the training provider we really appreciate the support Stefanutti Stocks has given to these apprentices,” says Bongane Makwakwa, M2 Engineering and Minerals director for proposals and new business “The facilitators were very impressed with the progress of these learners, and this is really due to the quality of the on-site exposure they’ve been getting at the Kusile site.”

The theoretical revision and final preparation for the trade tests took place at M2 Engineering’s facility in Witbank in June. The apprentices successfully completed their preliminary testing, and have been back on site at Kusile since July where they are practising and honing their skills in anticipation of taking their artisan trade tests in October 2016, which will result in their receiving a CETA-accredited qualification in bricklaying.



*The apprentices pictured on site at Kusile. From left to right are: Kulani Mnetwa, Madimetja Bernard Ramaremo, Kelly Rasivhaga and Matome Ramathoka.*

# STRUCTURES AND BUILDING

## *skills development catalogue grows*

Since officially opening its refurbished training facility in April 2015 the Structures and Building training facility has continued to facilitate training courses for over 100 trainees every month.

Its course catalogue includes:

- Site Leadership Development Programme (SLDP);
- Foreman Development Programme (FDP); and
- Skills training, including:
  - Solid Foundations,
  - Concrete,
  - Reinforcing (launched late 2015), and
  - Formwork (launched in August 2016).

“The last eighteen months have seen a lot of growth at our training centre, with highlights including the launch of our Foreman Development Programme in 2015; the launch of both the SLDP and the Solid Foundations programmes in KwaZulu-Natal earlier this year; the graduation of another 11 SLDP delegates, and the launch of the formwork module in August this year,” says Kathryn Paradisos, Stefanutti Stocks Civils training centre manager (pictured below).



“Currently the centre is undergoing further renovations, which will create additional training infrastructure including a new lay down area; an area for basic surveying and setting out; and, once complete a concrete base will be cast and used for formwork and reinforcing training.”

### **Solid Foundations**

The Solid Foundations course aims at ensuring construction labour force competencies, by introducing fundamental on-site skills. It was launched in Gauteng in 2012, and has since seen over 1700 individuals, from both Stefanutti Stocks's work force, as well as from enterprise development partners who complete the two-day skills development programme. It is presented by bilingual trainers, and the course manuals cater for multiple languages.

In March, training officer Robert Malindi travelled to Durban where he facilitated the first ever Solid Foundations for the Stefanutti Stocks Coastal division, which was attended by 12 delegates.



*The launch of The Solid Foundations programme in Durban.*

The Solid Foundations programme covers environmental awareness; safe and correct use of personal protective clothing and equipment; health and safety; and the use and maintenance of hand tools. It has been designed to ensure that every participant, regardless of literacy level or language barriers, is able to participate, understand and interact with the course material presented across four manuals. Two illustrated characters, Lwazi and Funda demonstrate behaviours, while a toolbox is supplied for practical training.

### **Site Leadership Development Programme (SLDP)**

The SLDP aims to give participants the competitive edge in the work place; equip them with the fundamentals of the construction business by increasing both their knowledge and skills; and teach them how to deal with peers and clients.

Since 2010 the SLDP has seen a total of 453 delegates, 4063 individual attendances, three countries and two business units participate in the programme. Currently there are over 86 individuals participating in the SLDP, including the 30 Stefanutti Stocks Coastal employees that enrolled when the programme was launched in KwaZulu-Natal in 2016.

The first training session in Durban took place on 10 and 11 March, and included the following topics:

- Management - presented by Stefanutti Stocks Structures business unit managing director Werner Jerling, Stefanutti Stocks Coastal managing director Matthew Horwill and Stefanutti Stocks Coastal contracts director, Brian McDonald.
- Marketing - presented by those who presented on 'Management'.
- Communication - presented by Charles Wright, development director for the group.
- Human Resources - presented by HR managers Stefan Vosser and Alri Willemse.

Since the launch eight courses have been presented over four two-day sessions.



*The launch of the SLDP in Durban.*



## Development opportunities for enterprise development partners

Stefanutti Stocks's enterprise development partners' administrative employees and labour force are trained at multiple levels through the training centre.

"We include them in all our training activities and treat them as if they are part of the Stefanutti Stocks group," explains Paradisos. "The business owners and managing directors are invited to attend the three-year Site Leadership Development Programme (SLDP), which offers invaluable insights into the construction business."

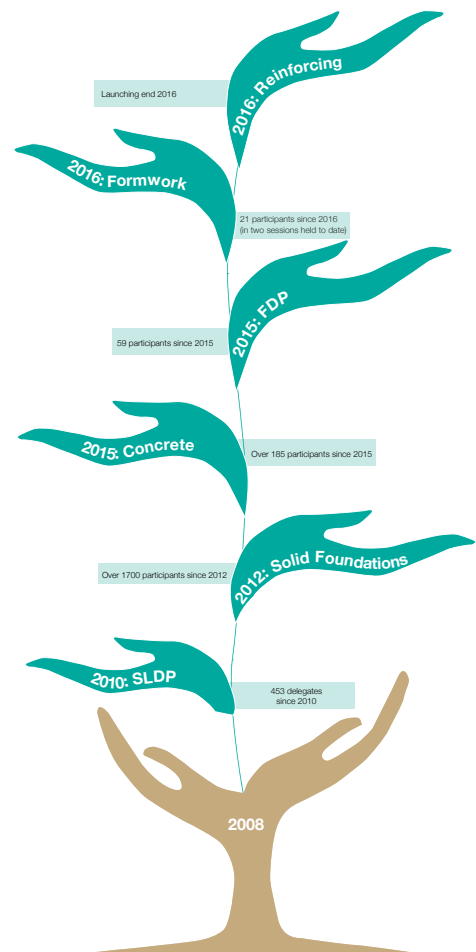
Currently employees from strategic enterprise development partners Mathomomayo Holdings Limited, A Re Shomeng, Axsys Projects, Oro Projects and 4Phase are participating in the SLDP.

The hourly-waged employees are invited to attend all relevant skills training including the Solid Foundations, the Concrete course, Reinforcing course, as well as the recently launched Formwork erection training course. The Solid Foundations course is also

offered as a mobile course, for which trainers will travel to remote sites, to present the training. For example, Axsys Projects is currently working on a housing project in the Eastern Cape, and wished to offer training to the community members they employed to work on the project. Stefanutti Stocks's senior training officer, Michael Rammela, travelled to the location near Kokstad, where the two-day programme was offered to 100 community members, all of whom were given a certificate of completion in an award ceremony during which Axsys Projects' client, Department of Human Settlements, was also present.



Various employees from joint venture sites (between Stefanutti Stocks and its enterprise development partners) attend the formwork course at the training centre (above and below).



The above tree shows the launch year of each training initiatives and impact to date (October 2016).

### Timeline:

- 2008 - Training department set up for Stefanutti Stocks Civils
- 2009 - SLDP launch (21 October)
- 2012 - Solid Foundations launch (7-8 June)
- 2015 - Refurbished centre opens
- 2015 - Skills training - Concrete launch
- 2015 - Skills training - Reinforcing launch
- 2015 - Foreman Development Programme launch
- 2016 - SLDP launch to Stefanutti Stocks Coastal
- 2016 - Skills training – Formwork launch

# MENTORSHIP PROGRAMME

## *sees growth in engineer's career*

Chris Tshivhidzo started working at Stefanutti Stocks in 2001, after completing his civil engineering diploma at the Technikon Northern Gauteng (TNG), which is now known as the Tshwane University of Technology or TUT. His first project was working as a trainee engineer, at a weir that Stefanutti Stocks Civils was constructing for the Department of Water Affairs and Forestry.

"In my early days I worked with a few great contractors including Billy Howes, Shaun Butler and Martin du Rand. Under Shaun Butler my career progressed from site engineer, site agent, and senior site agent to project manager. During this period I attended the in-house Site Leadership Development Programme as well as various concrete courses.

"About ten years after first starting to work in the industry, Stefanutti Stocks enrolled me in the Construction Management Programme at Stellenbosch. This intensive and elite course entirely changed my mindset on how we contract in South Africa - you have to put all the negatives to one side, look at the positives and weigh in on those when you are gunning for new projects. It felt like a momentous occasion, intensified by the birth of my daughter a week before I returned home from the Cape.

"During the mentorship programme which began in 2014, I began working with Mike Stevenson, my contracts director, and Graham McIntyre, our division's commercial director. We identified the key competencies that I wanted to focus on, which were costing and

business development. My goal was to become the person who brings in a project and then manages it all the way through to completion. Each of our sites represents a small business within the bigger Stefanutti Stocks Civils business, and ensuring that my business was profitable was of course also a key objective of mine. We covered a lot of operational aspects during the programme, but a key aspect that stuck with me was what we learned about the need to be accessible on site, to encourage communication, engage with people and develop better employee relationships.

"The mentorship programme was a massive wake up call for me, in that I realised that I was underutilising those parts of my brain that dealt specifically with communication and listening. With regard to operational aspects on site with different clients, I always made peace with the operational and safety requirements of our clients, and tried to understand their challenges. This included understanding the pressure our clients were under, in particular the parastatals, to deliver what they had been mandated to deliver. My positive mindset meant that I actually embraced working in difficult environments, as I thrived on finding solutions.

"In April 2016 I was promoted to senior contracts manager, reporting to Mike Stevenson. This motivated me to work even harder to fulfil my career goals."

*"This mentorship programme has definitely grown my business skills and confidence, and it was a career coup when we were awarded the Cleveland project by PRASA, as it was the first time I had fulfilled the role of a successful bid leader. It has also helped me reach a point where I can capably mentor young BEE companies, such as 4Phase, our joint venture partner on the PRASA project. I'm looking forward to playing my part in their story."*



Stefanutti Stocks senior contracts manager Chris Tshivhidzo at the group's head-office with his two mentors - contracts director Mike Stevenson on the left, and commercial director Graham McIntyre to the right.





# Socio-Economic Development

*A teacher affects eternity; he can  
never tell where his influence stops.*  
Hendry Adams





## The Love Trust's journey *of hope continues*

The Love Trust is a non-profit organisation that believes a value-driven, world-class education is the key to a stronger South Africa. It partners with members of communities to build innovative models for the delivery of education to these vulnerable communities.

Currently the trust provides SAQA accredited training in Early Childhood Development (ECD) to 455 teachers and principals of ECD centres across the country, and partners with principals and teachers in 31 ECDs in order to assist in improving the standard of education offered there.

It has established three schools to date, including the Tembisa-based Nokuphila School (300 children attend, from Grade 000 to Grade 5). In July 2016 it opened the doors of the newly built Nokuphila School in President Park which will initially cater for up to 640 children, who will be taught by 70 teachers across 40 classrooms. The school intends to grow with its children, as they progress from grade to grade.

The initial phase of R15-million of the total project of the R50-million school was funded by contributions from a number of corporates with the bulk coming from an individual private sponsor. The operating costs of this low-fee school run to approximately R670 000 a month, and since The Love Trust's inception six years ago, all of these costs have been sustained through the financial support of loyal as well as new donors. The trust plans to continue developing this and other schools, in order to realise its vision of delivering quality education to the vulnerable communities of South Africa.

The Stefanutti Stocks group began supporting The Love Trust in early May 2015 through the provision of services including site clearance; bulk earthworks; roadworks; stormwater, sewerage and water pipeline installations to the new Nokuphila School site. This included the provision of plant and personnel.

It continues to support the initiative financially, as well as providing expertise and advice on its fundraising activities, and is sponsoring the attendance of two Nokuphila School teachers at the 2016 Creativity Conference for Educators.



The Love Trust fundraising team Lindsay Owen (far left) and Chantal Verster (far right) with Bronwyn Evans, Stefanutti Stocks Roads, Pipelines & Mining Services BEE compliance officer (middle) standing in front of the main education block, on one of Nokuphila School's sports fields.



# The Love Trust's Nokuphila School *officially opens its doors*



On 28 July 2016, Dr Jeremiah Gule, chairman and trustee of the Love Trust since 2010, welcomed parents, teachers, children, donors, sponsors, community members and educational representatives to the official opening of the newly constructed Nokuphila School - set to become the best township school in South Africa!

"Each one of us sitting here this morning, can make a difference in the lives of the disadvantaged children of our country. I'd like to share four reasons how we can do this, through the provision of quality education, and not merely through the provision of education. These reasons are what motivates the Love Trust, together with our partners, to embark on this journey of bringing hope to the vulnerable children of our country.

"Number one: education is a great liberator. My own parents did not go to school, but thanks to the support of my community, and my own desire and dedication to my schooling, by God's grace, I went on to study at one of the best universities in the world.

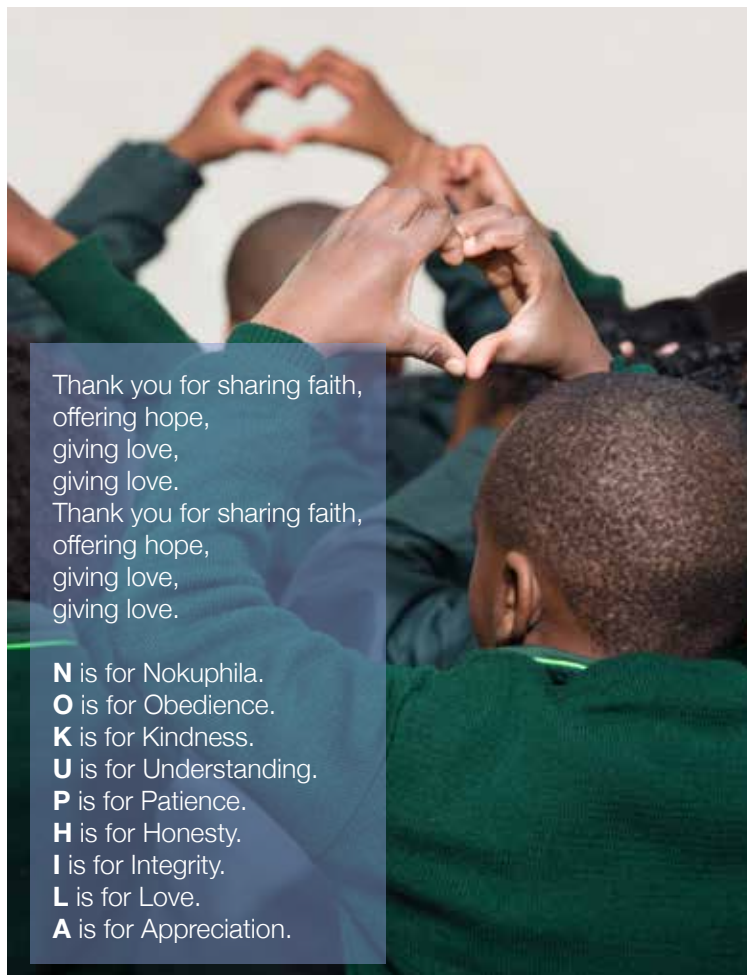
"Number two: quality education uplifts and is a great social leveller. It levels the son and daughter of a peasant with those of a noble man, as through education they can debate and discuss as equals.

"Number three: education opens possibilities and allows exploration. The children we see here today are examples of what can be achieved through sound education.

"Number four: education prepares young people for the future. These children are South Africa's future leaders, and, with the rate of developing technology, they will work in a job market vastly different from the one we know today.

"All of us attending here today are playing some role in realising the potential of the children at Nokuphila. I'd like to thank our donors, supporters, volunteers, staff and parents for accompanying us on the journey thus far. Thank you to the children, and to the communities of Tembisa and Ivory Park that have welcomed us, and accepted our participation in building up the children of this community. And thank you to the educational authorities who trusted us to deliver what we set out to do.

"However, as our MC Puseletso said earlier, this is only the end of the beginning. We have a bigger vision, and to achieve this we will need your continued support. We have a lot to do here at the school, and have plans for even further growth. Ten years from now, I'd like to think that we will be celebrating the opening of a vocational and technical skills training centre."



Thank you for sharing faith,  
offering hope,  
giving love,  
giving love.  
Thank you for sharing faith,  
offering hope,  
giving love,  
giving love.

**N** is for Nokuphila.  
**O** is for Obedience.  
**K** is for Kindness.  
**U** is for Understanding.  
**P** is for Patience.  
**H** is for Honesty.  
**I** is for Integrity.  
**L** is for Love.  
**A** is for Appreciation.

*An excerpt of the Nokuphila School Song, (music and lyrics by Bronwen Anderson) which has been recorded with talented South African gospel singer, Lilly Million.*



*Dr Jeremiah Gule, chairman and trustee of the Love Trust since 2010, delivering his welcome address.*

## Want to get involved?

In addition to offering corporates an opportunity to get involved on a Socio-Economic Development front, The Love Trust also offers business the opportunity to support both Skills Development initiatives (ECD teacher training) and Enterprise Development (ECDs). Furthermore, The Love Trust raises funds through partnering with business as B-BBEE partners, and it has thus far entered into three B-BBEE transactions financed by RMB Corvest.

## Want to get in touch?

Lindsay Owen: +27 (0)83 308 8410; [lindsay@lovetrust.co.za](mailto:lindsay@lovetrust.co.za)  
Chantal Verster: +27 (0)76 507 5154; [chantalv@nokuphila.co.za](mailto:chantalv@nokuphila.co.za)  
**[www.lovetrust.co.za](http://www.lovetrust.co.za)**





## The Stefanutti Stocks family *marks 2016 Mandela Day at Madibathlou*

On Saturday, 16 July 2016, Stefanutti Stocks employees and their families spent the day at the Madibathlou Middle School, where they participated in a number of renovation activities.

"We had a lot of ground to cover in just one day, and dividing the work into focal areas ensured that we would be as effective as possible," explains Vaneshree Pillay, Stefanutti Stocks Structures compliance manager. "As this was a group initiative this year, my transformation and compliance colleagues from across all four business units assisted in coordinating activities, which also helped us to achieve so much more."

Seven work stations were set up across the school property. These included:

- the revamping of the Grade R block classrooms;
- painting and decorating classrooms in need of a facelift;
- painting and assembly of desks;
- security upgrades to the store room and guard's house;
- palisade painting and remedial work to the sports field;
- an overhaul of the existing vegetable garden, which supports the school's feeding scheme; and
- litter collection.

In order to increase the impact of the intervention Stefanutti Stocks once again contracted Dzangalwe Construction & Services to undertake some of the preparatory as well as remedial work the school urgently required. "We have so many plans for the school, and it was just impossible to do all we intended in just one day. To assist with the renovation preparation, as well as completing some remedial work, we sub-contracted to Dzangalwe so that we could realise our vision for the day," says Pillay. Dzangalwe also undertook the renovation contract at the Mabuya Secondary School in Daveyton, another Stefanutti Stocks group coordinated Socio-Economic Development initiative.

Feedback from those who attended was incredibly positive. Many said they would be happy to participate in more such events, and that it felt good to be part of the Stefanutti Stocks volunteer force on the day.

"Coordinating all of the day's activities, making sure that we had enough supplies to cover all the work bases, and of course enough meal packs to keep the energy levels up, was quite a feat," says Pillay. "It certainly tested all of our event management skills, but it's a test we'd be happy to take again next year!"



*The Stefanutti Stocks blue and yellow just happen to also be the school's colours, and all the palisades on the school grounds were vibrantly painted with cheerful splashes of colour.*



*standing outside the revamped grade R block → are, from left to right:*

Rudi Badenhorst (deputy principal of Madibatlou School), Vaneshree Pillay (Stefanutti Stocks compliance manager), Kgabo Molokomme (principal of Madibatlou School), and Charles Wright (Stefanutti Stocks development director).

*Gabriella Bryant, Mechanical & Electrical compliance officer, is a passionate gardener and grabbed the overhaul of the school garden project with both hands.*

"It was a day really well spent and during which we cleared all the existing beds, prepared the soil and planted new vegetables that would give the school a garden that supports its feeding scheme." →



*Chief executive Willie Meyburgh and his three → children worked on revamping the goal posts.*

"It was an excellent day that gave our staff and families the opportunity to contribute something good to society in underprivileged areas. This is something we should do more of in a formalised environment, however, we should really make it a part of our own lifestyles."



← *Three generations of the Naidoo family wielded paint brushes on the day.*

Mark Naidoo, site agent for Stefanuti Stocks Lesotho was joined by his father Morgan, wife Hilmary and their two children, Madison and Xander. "Our family believes in giving back, and we absolutely enjoyed the experience. We are willing to help - any time and anywhere - and have instilled these values in our children, with the hope that they will continue to practise them in the long run."

← *Isaac Sebothoma from the Housing division was joined by his 12-year-old son Kutlwano, with both electing to put their muscles to work in the garden.*

"Today is about caring, giving back to the community and being socially responsible. That is what the old man said before he left us - we should take care of each other and those who have, must give back to those who don't have."



# Expansion plan for Madibatlou

## *approved and underway*

In 2015 Stefanutti Stocks submitted architectural drawings and building expansion plans for a science laboratory and additional classrooms at Madibatlou School to the Gauteng Department of Education. These expansion plans were approved on Friday, 15 July 2016 - just a day before hundreds of Stefanutti Stocks employees and their families spent their Saturday participating in a range of 2016 Mandela Day activities at the school.

Madibatlou's principal, Mr Kgabo Molokomme, was elated to receive the news of the approval, and expressed his deep appreciation for the interest in, and support of his school by Stefanutti Stocks. "There is a saying that you can only find happiness once you become aware that you are loved, in the exact state that you are. As a farm school that is geographically quite isolated from the rest of the community, especially Tembisa, it is a wonderful thing for us, when people remember that we are here, and endeavour to contribute to our school in a positive way."

Madibatlou Middle School is located on the Sundown Farm, just off the Apollo Road in Olifantsfontein, Gauteng. Currently 1 871 scholars, hailing from nearby farming communities and informal settlements, and ranging from Grade R to Grade 9, attend Madibatlou. The school's 44 educators teach classes ranging from 27 to 68 pupils in number, with an average of about 51 per class.

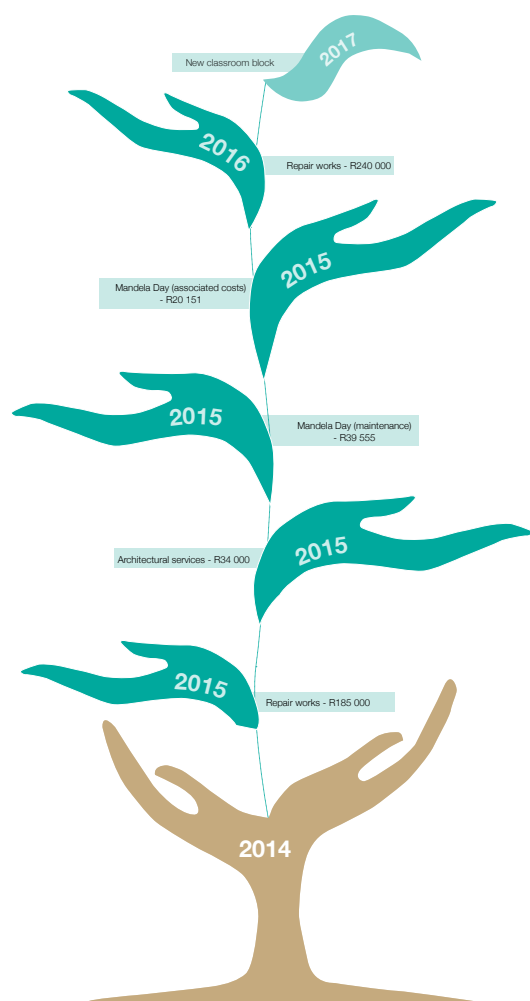
The relationship between the Madibatlou School and Stefanutti Stocks was first initiated in 2014 by an employee of one of the group's strategic enterprise development partners, Axsys Projects. The school

was brought to the attention of Stefanutti Stocks at an opportune time, just as they were looking for an education-based socio-economic development initiative to support for the long-term.

The first large intervention took place in 2015 when the Stefanutti Stocks Structures business unit undertook maintenance and renovation work at the school, as part of their Mandela Day programme. In the weeks leading up to 18 July, black-woman owned Dzangalwe Construction & Services was contracted to complete some of the most urgent remedial work (to the value of R185 000), in preparation for renovation work the business staff would undertake on Mandela Day itself.

"Our interventions to date have resulted in a more conducive learning environment for the pupils and educators. The cherry on top is being given the go-ahead on our expansion plans, which will see the construction of a science lab, and additional classroom facilities to alleviate the current overcrowding," says Vaneshree Pillay, compliance manager for the Stefanutti Stocks Structures business unit. Stefanutti Stocks Geotechnical began their geotechnical investigations in mid-October 2016.

"We have planned at least a five-year relationship with Madibatlou Middle School, yet ultimately our objective is to make a difference that lasts well beyond our involvement. We hope to be able to complete construction by year end, so that the pupils can look forward to utilising their new facilities when they return in January 2017," concludes Pillay.



*This tree provides an illustration of the relationship between Stefanutti Stocks and the Madibatlou Middle School since 2014.*

*The new school block that is being constructed at Madibatlou Middle School.*



# Marcia's nothing-to-lose attitude *gets her ahead*

Twenty-eight-year old HR administrator Marcia Matutoane began working for Stefanutti Stocks Building Inland on 23 November 2011. She remembers the date exactly as it was her first time being employed after studying retail business management at the University of Johannesburg (UJ). Stefanutti Stocks offered her a learnership in business administration, and she hasn't looked back since. In her current role, she is responsible for sourcing external training for the full spectrum of the division's employees: from the labourer on site, through to director level. Marcia also continues to develop her skills and has recently completed a Skills Development Facilitator certificate through "Very Cool Ideas".

"I was diagnosed with Juvenile Rheumatoid Arthritis at the age of eight. While I was still able to walk, my family and I visited countless doctors and specialists seeking advice and counsel on what the future would hold for me. They all prepared us for the fact that I would eventually have to rely on a wheelchair to be mobile, and in 1998 I started using one. The incredible support structure at home left me with no doubt that I could do this, and while I was anxious about my new challenges, life had to carry on.

"I understand that people aren't naturally intuitive about what my needs are, and so I learned not to be shy about speaking out on what would support my navigation through life. I continued going to school where the teachers were very supportive, and after completing my matric at a public school, I went on to study at UJ. Work was the next adventure.

"My wheelchair is a physical extension of myself and without it, I'm incredibly vulnerable. It is so much more than a way for me to get around, it is my legs, my freedom and my independence. If it breaks or malfunctions, it actually affects me both physically and emotionally, and those that are close to me can always tell when I'm experiencing 'mechanical' challenges.

"Late last year my old wheelchair had become increasingly unreliable and uncomfortable, and I was feeling pretty desperate. After a lot of soul-searching I decided to ask Stefanutti Stocks if they could finance a new wheelchair, which I would pay back on a monthly basis. I didn't want to put my direct manager in an awkward position, so I typed an e-mail to our then managing director, Andrew Owens, proposing the above. I looked at the e-mail I had composed, and thinking that there was nothing to lose, I hit the "send" button; after all, he could say yes.

"On 29 June I became the very excited owner of a brand new wheelchair! I'm so grateful to Stefanutti Stocks, in particular Andrew, for considering my request and championing it. The company has gone

the extra mile by purchasing the wheelchair for me outright, which is such a blessing. Now the old one can be my backup, for when this one needs to be serviced, and I can continue to get on with getting on!"



Marcia Matutoane and Dietmar Scriba, Stefanutti Stocks Building's managing director, in the reception of the Building division's office.

## Community initiative provides bicycles *to farm school children*

Stefanutti Stocks Mining Services' Tailings division recently donated mountain bicycles and helmets to the Matloang community in Steynsrus. The handover took place at De Beers's Voorspoed Mine, and saw twenty bicycles handed over to children that walk, some times up to 30-kilometres, to school every day.

## A handover of 67 blankets marks *18 July 2016*

On 18 July 2016 Stefanutti Stocks Roads & Earthworks (R&E) contributed 67 blankets to the Botleng Society for the Aged. This non-profit organisation offers social services to the elderly and is located in Delmas. The blankets were donated to the society for distribution to the senior citizens of the surrounding communities.





## All hands-on-deck at *Durwest Primary School*

In keeping with the company's strategy to invest in social projects within the geographical areas of its operations, Stefanutti Stocks Coastal's office in KwaZulu-Natal approached the principal of Durwest Primary School, with the intention of offering assistance to the school where a real need existed.

After conducting a needs analysis the areas that required immediate attention were identified as:

- the ablution block,
- places where the safety of the children was a concern (wiring, playground, drains),
- storage challenges, and
- general housekeeping across the school property.

The scale of the undertaking meant that a team from Stefanutti Stocks was sent in a week prior to the official Stefanutti Stocks Mandela Day Project on 16 July. The "Prep-Team" headed up by Ivan Naicker and Donovan Haripersad, cleared the stores and alcoves; removed building rubble from the playgrounds, courtyards and around the classrooms; and filled three seven-ton trucks with rubbish that was dropped off at the municipal dump.

A number of rehabilitation tasks were necessary before the sixty-strong "Transformation-Team" moved in on Saturday. These included, replacing rainwater down pipes, broken drain covers, unblocking drains, addressing the poor state of the ablution block and fixing playground furniture and equipment.

By late Friday the school premises were prepped and ready for the facelift that was to follow. The day began with the ringing of the school bell, followed by a warm welcome by school principal, Reena Gobindlal.

Stefanutti Stocks employees and their families were briefed on the tasks for the day and materials were distributed to the many eager hands which then set upon transforming the drab and faded courtyard into a cheerfully colourful recreational area.

The theme for the day was 'hands on' and whole families left their mark at the Durwest Primary School. "The response of the Stefanutti Stocks family to the Mandela Day initiative was heart-warming to say the least," says Matthew Horwill, managing director of

Stefanutti Stocks Coastal. "We set out to have fun while investing a little of our time into making life more colourful, safe and exciting for those less fortunate, and I believe we achieved our goal."



*Reyna Gobindlal, principal of Durwest Primary School.*



*Matthew Horwill, managing director of Stefanutti Stocks Coastal.*





## Logistics cater for water *delivery to Aliwal North*

In early 2016 Stefanutti Stocks Roads & Earthworks (R&E) delivered truckloads of water that had been donated to the Holy Cross Primary School in Aliwal North. "The primary school is partnered with my son's school, De La Salle Holy Cross College in Johannesburg, and

following their appeal on Facebook and on 702, we offered to transport whatever water was collected to the school, on our trucks en-route to the Eastern Cape," says Celio Black, contracts director at Stefanutti Stocks R&E."



## Stefanutti Stocks Mining Services *supports hockey talent*

Stefanutti Stocks Material Handling is one of the proud sponsors of Middelburg High School's Girls Hockey First Team, currently the reigning Mpumalanga champions.

In 2016 Stefanutti Stocks sponsored the hockey stick bags for the team, and in 2015 it contributed towards the construction of a mini ASTRO track, where the team could prepare themselves for final play-offs, which are played on ASTRO.





# Mabuya Secondary School *joins the Stefanutti Stocks fold*



*Pictured in the courtyard in front of the renovated school block are, from left to right: Phindile Mbatha, Stefanutti Stocks Civils' sustainability support co-ordinator; Mr Langa, Mabuya Secondary School Principal; and Mercy Mphephu-Siliga, owner of Dzangalwe Construction & Services that has undertaken the renovations and waterproofing for the block of classrooms.*

In 2015 Mabuya Secondary School Principal Mr Isaac Langa attended a meeting in Bedfordview, where he and other principals from East Rand schools falling under the secondary schools improvement programme, were introduced to 'Go For Gold'.

Noxolo Mgudlwa, Gauteng co-ordinator of this public-private education-to-employment initiative was looking for a school in the area where 'Go For Gold' could conduct their afternoon lessons in mathematics, science, English and life orientation. "We have learners who are now part of this great programme," explains Mr Langa, "and I was very happy to offer 'Go For Gold' our school's facilities, which they now utilise from Mondays to Saturdays." Stefanutti Stocks Civils and Geotechnical were part of the Gauteng launch of 'Go For Gold', and it was at this initial meeting that first introductions were made.

"When I joined the school 18 years ago, the culture of learning and teaching here was heavily challenged. The pass rate percentage in Grade 12 was around 11 per cent. In the first year, the results rose to 29 per cent; the next year 76 per cent, and since then we haven't achieved less than 85 per cent," says Langa. "When we first brought Stefanutti Stocks to look at our school, our only hope was that we would be able to further improve our results in mathematics and science through this association. We had no other expectations."

While touring the school Stefanutti Stocks's transformation team became aware of urgently required remedial work. "This school was established as the first high school in Daveyton in 1964, and since then not much upkeep has happened," says Langa. "We are a fee-free school with just over 1 700 learners, 54 teachers and 14 service staff. As a Section 21 school, our budget unfortunately is ring-fenced to pay for specific services, and sadly does not extend to cover much maintenance."

One classroom block in particular had a roof that leaked so badly that it provided no shelter whatsoever during rain showers. This caused a lot of disruptions to the teaching environment, as often the lessons couldn't start prior to the flooded classroom floors being cleared of water.

In June 2016 Stefanutti Stocks contracted black-woman owned Dzangalwe Construction & Services to replace the leaking roof, as well as paint the classrooms, inside and out. "In addition to the remedial work, we provided the school with additional chairs and desks made possible by the generous donation of A&E Furniture. This increased seating capacity resulted in a new timetable, as learners were now able to move between classes," says Phindile Mbatha, Stefanutti Stocks

Civils' sustainability support coordinator. Stefanutti Stocks has also sponsored the attendance of teachers from this school to the annual EduAcre Conference. "We have a real affinity with this school that shares our vision for laying solid educational foundations. We hope that we will be able to make further contributions to the amazing efforts of the principal, Mr Langa and his staff," concludes Mbatha.



*Mr Nombelani is seen here teaching Mathematics to Grade 8D in one of the revamped classrooms.*

In 2015 Stefanutti Stocks awarded a R165 000 contract to black-woman owned Dzangalwe Construction & Services. Dzangalwe undertook some of the preparatory as well as remedial work at the Madibatlou Middle School, as part of Stefanutti Stocks's Mandela Day initiative.

2016 saw hands-on business owner Mercy Mphephu-Siliga and her team awarded the renovation and building work contracts for Madibatlou Middle School and the Mabuya Secondary School in Daveyton, respectively valued at R215 000 and R250 000.

"I had recently completed two projects that included foundations, bush clearing and tower assembly, and these two school projects for Stefanutti Stocks came at an opportune time," says Mphephu-Siliga. "As it was my second year working at Madibatlou, I also felt moved to give back, including purchasing cement, doing some patchwork, fencing and a classroom."



# Annual creativity conference *supports powerful teaching methods*



“The Annual International Creativity Conference for Educators is a unique gathering of educators from around the globe to interact, learn, listen and train in creativity directly related to education. Top educationists, leaders in innovation and creative geniuses lead the event in how to integrate creativity into education to optimise the potential of all learners.” (extract from 2016 conference overview)

2013 was the first year that Stefanutti Stocks Structures sponsored the attendance of a group of educators at the Annual International Creativity Conference for Educators. The ten selected educators stemmed from schools with which the Western Cape-based Marine division had a relationship, as well as from underprivileged schools in Gauteng and Limpopo with which the South African Forum of Civil Engineering Contractors (SAFCEC) is involved.

In 2014 Stefanutti Stocks hosted a total of 16 educators from schools it had previously supported in KZN, as well as one teacher from each of the 13 schools participating in the Gauteng roll-out of ‘Go For Gold’. In October 2015 another five educators – three from the Madibatlou Middle School and two from the Mabuya Secondary School, attended the Creativity Conference, accompanied by Stefanutti Stocks Civils’ sustainability support co-ordinator, Phindile Mbatha. “Observing how passionate and committed the teachers are to help their students grow to their fullest potential was amazing. American historian, Hendry Adams, once said that ‘a teacher affects eternity; he can never tell where his influence stops.’ These teachers are living proof of a commitment to long-term investment in our country’s future.”

Over the past three years feedback from the individuals who have attended the conference has been overwhelmingly positive, and although educators do have the opportunity to share their new found skills and reawakened enthusiasm with their colleagues, it’s not quite the same as attending the conference themselves.

“As we are focusing on developing sustainable relationships, we hope to send as many educators from our adopted schools to attend this conference. By doing so we can help to build an incredibly motivated, re-energised and powerful teaching team at these schools,” says Vaneshree Pillay, Stefanutti Stocks compliance manager.

Two teachers each from the Madibatlou Middle School, Nokuphila School and Groote Schuur Primary School in the Western Cape will be accompanied to the 2016 conference by Pearl Thorpe, Stefanutti Stocks Civils’ HR officer.



*Mr David Manganye* (pictured above) who teaches Grade 8 and 9 at Madibatlou Middle School says that his teaching confidence and motivation improved drastically following the conference. “In addition to being taught how to allow learners to be creative and critical thinkers, my leadership skills certainly improved, which has in turn positively affected my classroom management.” Manganye also says that the networking opportunities and being able to share successes and challenges with other educators were incredibly useful. “By using creativity as a teaching tool, I believe we can be game changers in our classrooms, and the increased interest and improved performance of my learners, in particular in mathematics and science, are further rewards of my attendance.”

*Mrs Caroline Mabena* teaches Grade 8 and 9 at Mabuya Secondary School, and attended the conference in 2015.

“The conference was informative and a real eye-opener for me. We identified some of the challenges our learners face, for example in seeing three-dimensional shapes, and how we could address this. We learned new teaching methods, and how to encourage our learners, and as a result have even seen some learners opening up more. It was really worth it.”



This tree provides a snapshot of the number of educators, whose attendance at the conference, Stefanutti Stocks has sponsored since 2013.

# Talented learners continue to shine in "Go For Gold" programme



Stefanutti Stocks' relationship with "Go for Gold" began five years ago, in the Western Cape, when Stefanutti Stock Marine committed to spend R1.2 million on youth empowerment, skills training and development. A clear partner in this initiative was "Go for Gold", an organisation which sees corporate sponsors offering financial support and ultimately employment to students.

Four phases form part of the "Go for Gold" programme:

- phase one offers financial support at school level;
- phase two offers a gap year or internship;
- phase three offers a learnership or tertiary education; and
- phase four culminates in employment.

Over the past five years the Marine division has sponsored up to ten students annually for phase 1. It has recruited about three interns a year (phase 2) and has given bursaries to five students (phase 3), four of whom are studying towards their National Diploma in Civil Engineering. Two of these are now in their third year and are working for the division; one third-year and one second-year bursar have been with Marine for all three phases; and finally a first-year Bachelor of Civil Engineering student at the University of Stellenbosch has also been supported by the division for all three phases.

"What has given us faith in this programme is the quality of employees that we are receiving as a result of it," says Patricia Khumalo, Stefanutti Stocks Marine's senior HR officer. "They are employees with whom we will be able to work and grow for years to come and they are determined to groom others and teach them while also eagerly learning."

After being part of the Gauteng roll out of the "Go For Gold" programme in 2013, Stefanutti Stocks Civils and Stefanutti Stocks Geotechnical for the second year running are respectively sponsoring two and one student in Phase 1 of the programme. Thus far the two divisions have contributed R240 000 towards the programme, and intend to continue supporting their three students - Morgan Bentley, Palesa Magabane and Sizwe Sithole - as they advance through the phases.

In April 2016, as an industry partner to the programme, Stefanutti Stocks hosted all Gauteng participants at the Gautrain platform extension project at OR Tambo. "The site visit gave learners the opportunity to get some insight into what happens on a construction site, as well as to interact with some of our talented civil engineers and industry professionals at the same time," says Shaldean Opperman, Stefanutti Stocks Civils' sustainability support co-ordinator.

She continued, stating that "an educated South African youth has the opportunity to make a massive impact on our country and our business. Our three students are definitely a force to be reckoned with - their strength, determination and willingness to learn are amazing, and will stand them in good stead."



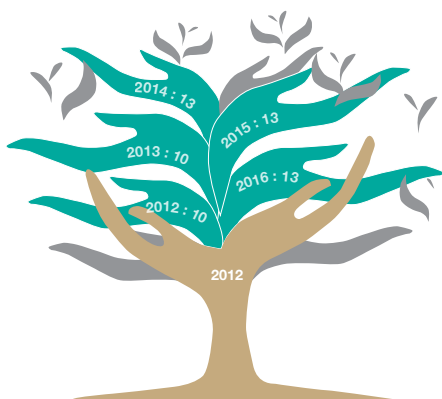
Shaldean Opperman, Stefanutti Stocks Civils sustainability co-ordinator is pictured here with the three Gauteng-sponsored "Go for Gold" learners - Morgan Bentley, (seated) Palesa Magabane (middle) and Sizwe Sithole (top right).

## Feedback from Stefanutti Stocks's three students in Gauteng:

Soft-spoken seventeen year old Morgan Bentley is from the Kwa-Thema Township where he is studying at Zimisele Secondary School. He is the youngest of three boys being raised by a single mother. "I believe that being part of "Go For Gold" has made me grow as an individual, and has also, through the Sesonke groups, taught me the value of working as part of a team, in particular when working on projects."

Seventeen-year-old Palesa Magabane is from Daveyton Township and is studying at Hulwazi Secondary School. She lives with her older sister and mother. "'Go For Gold' introduced me to the construction industry and has awoken an ambition and a desire to achieve. The work load is difficult to handle, but our Sesonke groups are helpful, in that we can interact with and help or be helped by others also on the programme."

Eighteen-year-old Sizwe Sithole is from Daveyton Township where he is studying at Lesiba Secondary School. He is the oldest of five children. "I definitely want to go into Civil Engineering, especially after our visit at OR Tambo, and speaking to Vuyo Qubo, director at Stefanutti Stocks Civils. We should always tell ourselves that everything is possible, and I know that it all begins with me."



This tree shows how many learners the Stefanutti Stocks group has sponsored annually since 2012.



# “Go for Gold” visits the Gautrain *Platform Extension site*



One of the two group's of “Go for Gold” students who visited the Stefanutti Stocks Civils site at OR Tambo International. On the far left is Shaldean Opperman, Stefanutti Stocks Civils' sustainability support co-ordinator, and on the far right is Rikus Oosthuizen, site engineer.

“Taking the Gauteng “Go for Gold” participants to visit the Stefanutti Stocks Gautrain project at OR Tambo was definitely a turning point for many of the learners. It is so important to expose them to the various disciplines in the construction industry, as their knowing what careers are out there, helps them to decide what specifically they would like to pursue in their futures.

“The outing gave them an opportunity to experience a site in operation, which would normally not happen until they are studying at varsity, or in their practical phase. After a welcome and an overview of what the learners would be seeing during their visit, we were split into two groups, each of which was accompanied onto the platform by a Stefanutti Stocks industry professional.

“The site visit helped them to see who does what on site. They may say they want to be a civil engineer or quantity surveyor, but with no real experience of what responsibilities those specific vocations entail, it is difficult to make a career choice decision. The day created a

real sense of reality, especially because they were exposed to young professionals on site, who were enthusiastic and very willing to share their day-to-day experience.

“Particularly rewarding for me was our learners later reflecting on what it means to be in the construction industry. I could see the visible change in them, as they started taking themselves, and their prospects, more seriously,” says Noxolo Mgudlwa, Go For Gold's Johannesburg programme manager.

## Want to get in touch?

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Learners look on as Wesley Raw, Stefanutti Stocks Civils safety officer talks about the work Stefanutti Stocks Civils is undertaking on the Gautrain platform extension.



The Stefanutti Stocks Gauteng learners pose with some of the Stefanutti Stocks team. On the left are Sizwe Sithole, Vuye Qubo (Stefanutti Stocks Civils director) and Palesa Magabane. On the right are Vaneshree Pillay (Stefanutti Stocks compliance manager), Morgan Bentley and Shaldean Opperman (Stefanutti Stocks Civils sustainability coordinator).

# Jirah Academy's N3 graduates *pave way for second intake*

Jirah Academy's incredible results, in terms of the personal growth and academic achievements on the part of its 50 learners, has again and again compelled the Stefanutti Stocks group to continue its relationship with the academy. In addition to financial support the group continually promotes the initiative and assists it in raising funds so that it can continue to keep its doors open. It is also one of a number of corporates within the region that are exploring offering Jirah Academy graduates apprenticeship opportunities.

The original bridging programme was established in 2014, with the aim of rebuilding the foundations in engineering mathematics and engineering science of young school leavers from the Durban area. Following the overwhelming success of this programme, the academy went on to pilot N1 and N2 Engineering Studies in early 2015, with the objective of completing N3 Engineering Studies by November 2015. Its first mainstream engineering studies learners graduated at the end of November 2015, many of whom achieved their N3 Engineering Studies. The next step was to find apprenticeships and practical placements for the successful candidates, unfortunately, due to economic constraints, there are still some individuals who have not yet been placed.

The Academy however continues with its good work, and 2016 saw its second intake, with 54 young adults ranging from 18-30 enrolling to study for their N1. "We have learned so much, since we first began," explains Jirah Academy chairman Ian Jones, "and our approach today is certainly bearing better fruit, especially with regard to academic achievement and discipline."

Practical training within a workshop environment is key to artisan development, and Jones explains that a building project for workshops has been initiated, which when realised, will allow the academy to operate as an official trade school. Currently the academy outsources trade orientation that includes basic practicals to KZN-based SETA training centres and companies.

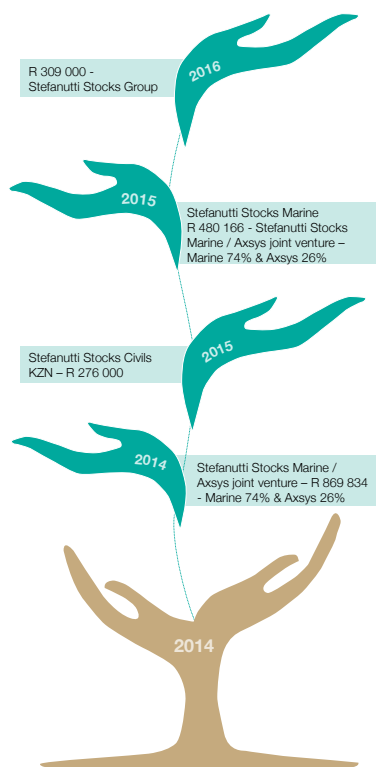
The municipality and public works have been approached for land and a number of companies are being engaged with, in the hope of securing funding for construction. "Having a dedicated workshop facility is going to add tremendous value to the integrated learning process especially for our learners with learning disabilities," says Jones. The long-term vision for this project includes a boarding home service that can be used by companies across South Africa as part of their community skills development programmes. "The idea is that businesses select achievers from secondary schools in communities surrounding their plants, and offer them the opportunity to study through Jirah, with accommodation provided."

The academy has recruited a mathematics and science teacher, Colonel Deidrick Kruger. Colonel Kruger is a retired member of the military and still serves on the KZN Reserve, where his portfolio includes overseeing development, with regard to further studies and promotions. "I believe that he will add great value to the academy, and that our students will particularly benefit from his military background - which should really suit our "Love Tough" approach," says Jones.

In a bid to incorporate global learning, the Jirah Academy has reached an agreement with a USA-based mentoring organisation, "Mentoring Men" and plans on expanding its international collaborations to include other trade schools and universities.

**Want to know more?**

**[www.jirahprojects.org](http://www.jirahprojects.org)**



*This tree shows how many learners the Stefanutti Stocks group has sponsored annually since 2012.*



*Jirah Academy's 'Most Improved' learners standing outside one of the academy's classrooms, with their teachers in the background. From left to right are Zine, Philisiwe and Lindani.*



*Standing with their teacher Mr Tanyara are the learners who received distinctions in Engineering Science. From left to right are Dominique, Travis, Mr Tanyara, Abigail and Tia.*





*Standing with their teacher Mr Tino, are the learners who received distinctions in Electrical Trade Theory. From left to right are Mark, Zine, Nathan, Mr. Tino, Asanda, Sanele and Mbali.*



*Standing with their teacher Mr Leonard, are the learners who received distinctions in Mathematics and Technical Drawings. From left to right are Kayla, Mark, Dominique, Wade, Mr Leonard, Riaan, Shakira and Tristen.*

### **Educational partnerships create opportunities**

After completing the Bridging Programme followed by N1 to N3 at the Jirah Academy, 20-year-old Rachael Johnson enrolled at PAX College, a Durban-based TVET College that shares many of the Jirah Academy philosophies.

“My year at Jirah made me believe that there is a possibility of achieving my dream of becoming a civil engineer,” says Johnson. “It also showed me that people care about our community, and how willing the lecturers are to assist the students to understand, and to improve their grades.” Johnson aims to complete her N6 in 2017, and then has her sights set on studying Civil Engineering at the Durban University of Technology (DUT).

The Jirah Academy and PAX College work in partnership with the DUT in providing effective community development programmes, and enabling access to higher education to aspiring individuals from these communities. By completing her N4 to N6 at PAX Johnson has the option to articulate to the first year at the DUT, with two or three credits already.

“Rachael is very passionate about Civil Engineering and has been consistent in her subject choices at secondary school, at Jirah Academy and now at PAX College,” says Jones, who is currently assisting Johnson financially. “She has the potential to do really well, and I’m very confident that she will excel in the conducive learning environment at PAX College.”



*Rachael Johnson, middle, at the college with Pax College chief executive officer Brenda Govender to the left, and Jirah Projects chairman, Ian Jones, to the right.*

# SS Construções funds Zimpeto *football field and facilities*

A new football facility was solely funded by SS Construções (SSC) Moçambique, and completed in March 2016. This is the second project the company has undertaken, in which it partners with local communities to upgrade neglected community spaces. These initiatives contribute to SSC's efforts as a good corporate citizen to build relationships with the surrounding communities.

SSC partnered with the Maputo City Council on the football project, and undertook to develop a top-class soccer facility that both it, and the community, would be proud of. In addition to constructing all the buildings (change rooms, ablution blocks, storerooms, VIP pavilion including a kiosk, and guard house) it constructed spectator facilities; undercover facilities for reserve players; and a 90m-by-50m Bermuda grass soccer pitch, with an open concrete channel on three sides, to allow excess storm water runoff.

As there currently is no municipal water supply, two bore holes were installed, to ensure adequate water supply for the change room

showers, for domestic use and pitch maintenance. The water is stored in three 10 000-litre storage tanks, from where it is reticulated to the ablution facilities and, under pressure, for pitch irrigation.

The grounds have been enclosed with palisade fencing, the VIP parking secured with a diamond mesh fence and floodlights installed as a further security measure.

The covered VIP pavilion houses a kiosk, and the funds derived from selling refreshments on match days will partially contribute towards maintenance costs. The soccer facility will be handed to a steering committee comprising of SSC employees and the city council. "Our continued involvement will further strengthen our ties and help us build a long-term relationship with the community, as well as support our envisioned legacy as a leading, reputable and community-oriented contractor," says Conrad Vosloo, contracts manager for SSC.



# Leading construction contractor *builds cultural centre for community*

SS Construções (Moç) Lda constructed and recently handed over a new cultural centre for the Magoanine C community situated approximately five kilometres from its Maputo head office. The initiative is part of the company's upliftment programme that sees it catering for the needs of local communities within its area of operation.

The Cultural Centre sees a continuation of the relationship with SS Construções, that previously built a soccer field for Magoanine C, on which the two have even challenged one another to the occasional football match.

The building work comprised of two buildings, one of which is the actual 18m-by-18m Cultural Centre which includes a 6,3m-by-5m stage. The centre will host shows, conferences, meetings and any

other events held by the community. The second 8m-by-3.5m building houses a meeting room equipped with a split air conditioning unit, a private toilet facility, a kitchenette and two external bathrooms for use by visitors to the Cultural Centre. The buildings include walkways and ramp access for wheel chair users.

"The community was very happy when we handed over the two buildings, as they now have a home for cultural events and community meetings," says Rui Mussa, contracts manager at SS Construções (Moç) Lda. "We look forward to challenging them once again to another game or two of football, as well as attending some of the shows they will present."





# Threat to wildlife legacy motivates *Stefanutti Stocks's continued support*

"There are very few people who work in the construction environment who do not have an affinity for nature, and a deep love for our wildlife," says Russell Crawford, managing director of Stefanutti Stocks Roads, Pipelines and Mining Services business unit. "The wildlife of Africa is part of this continent's legacy, and the threat to this legacy has motivated our support for causes that relate, in particular, to the fight against rhino poaching."

In March 2016 the plight of a young orphaned and injured rhino, being cared for at the Care for Wild Rhino Sanctuary NPC in Mpumalanga was brought to Crawford's attention. "As soon as we heard about LoFo's condition we immediately offered our assistance," says Crawford. "When the life of one of an endangered species is on the line, there isn't really much time to think about whether one will come to the party. These creatures need our help now, or they will not survive."

In the case of LoFo, founder of Care for Wild Rhino Sanctuary NPC, Petronel Nieuwoudt, says that his survival was a minor miracle. He had a team of veterinarians and plastic surgeons working on the wounds to his back, spine and ankle, that were the result of a vicious hacking by the poachers who had killed and dehorned his mother. He was found five days after the attack, and taken to Care for Wild Rhino Sanctuary. "Stefanutti Stocks's financial support meant that LoFo could get the best care and medicine for his wounds, and though his little body has many battle scars, his healed wounds tell a sad story with a wonderful ending," says Nieuwoudt.

## About Care for the Wild Rhino Sanctuary NPC

The Care for Wild Rhino Sanctuary operates from a beautiful farm set in the heartland of Mpumalanga, South Africa. A treatment and care centre has been built on the farm, where orphaned, abandoned, injured or displaced indigenous birds, mammals and reptiles are cared for until they can be rehabilitated back into the wild.

The non-profit company (NPC) was founded by Petronel Nieuwoudt, who is one of very few people worldwide who has specialised in the care of orphaned and injured rhinos – her passion for these treasured species is infectious. "I didn't choose the rhinos," says Nieuwoudt. "They chose me, and once they did, there was no going back." She continues saying that since about 2012 the poaching situation started spiralling out of control and it practically started 'raining' orphaned rhinos.

At Care for the Wild Rhino Sanctuary the entire focus is on saving every small rhino that arrives there, nursing them back to health, and releasing them into a safe environment so that they can breed.

*"Heaven forbid we get to a stage in our country where the only place you'll find a rhino is printed on a T-shirt or a coffee mug in a souvenir shop,"* says Nieuwoudt. "I will do whatever it takes to prevent that situation while I can, and I hope that more and more individuals and corporates will see how desperate the threat is. However inconvenient the timing may be, we need to save these creatures NOW, as poachers do not work on a schedule that allows us the luxury of time."

There are various ways to get involved with the good work at Care for Wild Rhino Sanctuary NPC including financial support, attending game-oriented courses offered, or volunteering. For more information please visit their website [www.careforwild.co.za](http://www.careforwild.co.za).

## Project Rhino's Zululand anti-poaching wing (ZAP-Wing)

In December 2014 Project Rhino's Zululand anti-poaching (or ZAP) wing took delivery of a tractor and slasher, donated by Stefanutti Stocks Roads & Earthworks. The equipment has been used to mow the grass at the 1,2km runway and helicopter landing area at the Hluhluwe airstrip. The grass, particularly during the summer months, must be mown on a weekly basis to ensure the ZAP-wing aircraft can take off and land safely, whilst providing aerial anti-poaching surveillance patrols, reaction and operations support to 26 game reserves in Zululand. For more information please visit their website [www.zapwing.org](http://www.zapwing.org)



Frik Venter from Stefanutti Stocks hands over the tractor key to Jabulani Goqo (ZAP Wing hanger assistant) with Sheelagh Antrobus (Project Rhino KZN co-ordinator) looking on.



# Hello, my name is LoFo



"Twinkle and I enjoying a little graze!"

Hello,

My name is LoFo, which is short for Lost and Found. I was born in the Kruger National Park, and when I was about twelve months old I lost my mum to some poachers. I tried to protect her, but they beat me with their machetes, and then left me to die.

I was so frightened after losing my mom, that when some kind humans came to rescue me, I kept on running and hiding for five whole days. Eventually I was so exhausted, sad, and thirsty, that I hid between some branches and hoped no-one would find me. The trackers at the Kruger National Park didn't give up, and when they found me with the help of some tourists, they took me to Care for Wild Rhino Sanctuary, which is now my home.

I'm not really vain, but I'm so glad that they chose a good photograph of me to use with this letter to you, as I really wasn't in very good shape after the poachers were done with my mom and me. There were three bad wounds on my back, two really bad, and a nasty one on my right ankle, that I got when I tripped over a log that cut deep into my leg. These wounds made me feel very sick and very weak. Even though the good Samaritans at my new home took care of me day and night, my wounds got infected, which was very bad. My human mom, Petronel, says that my medical team consists of some of the kindest, most skilled healers in the world. And they fixed me as well as they could, but then I needed special Acticoat dressings, and my new family was struggling to find the money to pay for these.

Then Stefanutti Stocks became one of my guardian angels, when they said they'd pay for my medical costs, rehabilitation and care for one year. Those very expensive dressings took care of the infection and I began to feel so much better! I started eating more and gaining weight

and you won't believe the fuss everyone made of me when I put on 9kg in August! I felt like a prince!

There was a little hiccup in my recovery when some of the bone on my back that had been chipped by the machete, got infected but my medical team operated and successfully removed the bone. After a few more magic dressings courtesy of my guardian angels, I started feeling like a brand new rhino calf, and as I grew stronger, I grew more confident too.

Let me tell you a little about my current home. I do know that once I'm hundred per cent well, I'll go to live in the wild again, but I must say that I like it where I am. It is beautiful, and I feel safe and special. I've heard the humans talk of something called a website, but I've not seen it. I think it's like a snapshot of my current home, maybe you'll go and have a look? There is always a herd of lovely humans here. They call them caretakers, and they feed and clean us and take great care of our needs.

These days I spend most of my time with Twinkle grazing, playing and napping in the camp. Twinkle came to the sanctuary a few weeks after I did. She also lost her mom, and was attacked by the poachers - her injuries were similar to mine, but luckily she wasn't hurt as badly. Twinkle is very special to me, we understand one another's stories, and I like to spend time with her. In the late afternoon, we go back to our night pen where we cuddle and keep each other warm and safe, till the sun comes up.

I know that I am very lucky to have been 'Found' and not to have become another 'Lost' statistic of my species. Right now life is good. Maybe one day Twinkle and I can even have a family of our own. I hope so.

LoFo



*Environmental*

**CARBON EMISSIONS**

**CREDIBLE INFORMATION**

**ENERGY**

**MATERIAL**

**WASTE**

**WATER**



# UNDERSTANDING OUR ENVIRONMENT drives a lighter footprint

In order to entrench environmental consciousness into a corporate culture, it's essential that an environmental strategy is driven from the top down. Stefanutti Stocks's Environmental Forum reports to Vince Olley, the Mechanical & Electrical business unit's managing director and EXCO member, and consists of representatives from each of the four business units. The Forum is led by Jaco Underhay, the Building business unit's Safety, Health, Environment & Quality (SHEQ) manager, who also leads the group's SHE Forum.

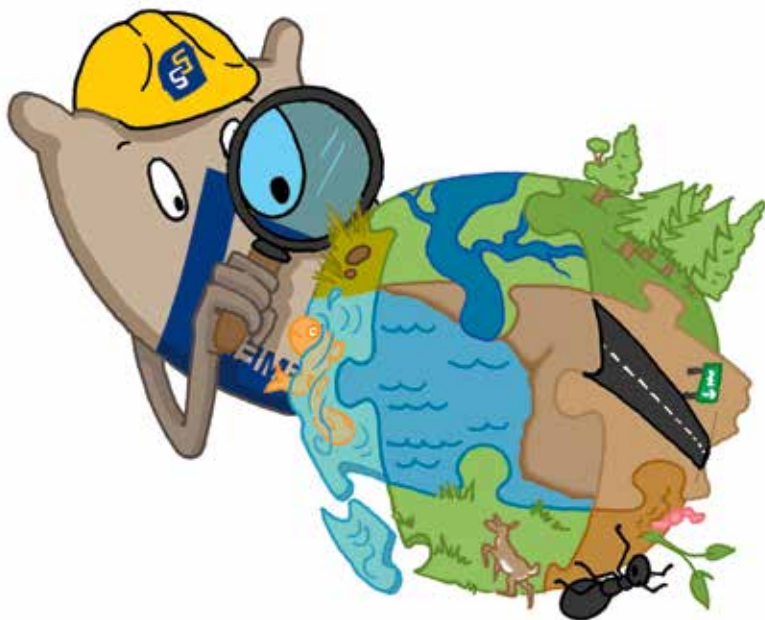
The group's environmental framework was developed to assist the business in reducing its impact on the environment, and is based on the six pillars of carbon emissions, credible information, energy, materials, waste and water. In order to set targets for reduction and improvement in these areas, a standardised method of data capture and reporting was developed and implemented in 2015, and a baseline is currently being established.

"Our business always strives to be best in class. In order to be effective in our environmental endeavours we need to understand our parameters, so that we can set legislative, strategic, behavioural and operational targets," explains Olley. "While we currently do have a few fantastic environmental initiatives running, we understand that they are not enough, and are actively engaging with various institutions in order to get to grips with what is achievable immediately, and what will form part of our long-term strategy."

## Some highlights:

- Eleven of the group's 14 operations are ISO 14001 certificated. The remaining three run environmental management systems in line with ISO requirements. They do not have the same operational requirements to certify, as their clients control the operating and contracting environments.
- Stefanutti Stocks (Pty) Ltd is a member of the Green Building Council. Jaco Underhay, the Building business unit's SHEQ manager is a Green Star Accredited Professional (GSAP).
- Projects and project-based activities are designed using ISO 14064-2 guidelines on greenhouse gas (GHG) reduction or removal.
- Environmental indicators, such as contamination, poor waste management, animal sightings and resource wastage, are reported on to prevent and reduce recurring incidents.
- No fines by statutory bodies or significant spills have been reported across the group.
- In order to facilitate accurate carbon footprint reporting, fifteen employees representing all Stefanutti Stock's businesses attended a three-day training course.
- Environmental awareness initiatives and training target all levels of employees, both site and office-based.
- Office waste recycling initiatives have been implemented in offices across the group.
- Stefanutti Stocks sponsored 1000 indigenous trees that were planted as part of Greenpop's (a social impact business) Platbos Forest reforestation project in the Cape Overberg.
- Roads, Pipelines & Mining Services business unit has successfully implemented a number of green initiatives including an engine-idle management system and an in-house oil recycling plant.

# ENVIRONMENTAL AWARENESS module forms part of training programme



Stefanutti Stocks's Solid Foundations training programme for construction workers offers four modules, one of which is the Environmental Awareness module. The programme was launched in June 2012, and by the beginning of October 2016 this module had been presented to 1 724 participants.

The module covers natural resources, the need to protect our planet, pollution, recycling, waste and waste management. It explains what an environment is, what the environmental hazards are, and covers the impact people have on their environment.

"In addition to creating environmental awareness, the module looks at how we interact with the elements of water, soil and air, and how these can become polluted by our activities," says Stefanutti Stocks Civils training manager, Kathryn Paradisos. "The module has been well-received and we have seen a definite change in behaviour as our environmental awareness and understanding has improved."



# IN-HOUSE GREEN INITIATIVES REDUCE business unit footprint and yield cost savings

Eric Blom and his team at the Roads, Pipelines & Mining Services (RPM) plant division have been exploring innovative ways to keep the business unit lean and lessen its footprint, while ensuring that the fleet remains in excellent condition.

“We initiated this environmental and cost saving process a number of years ago, and have already successfully implemented a number of these projects,” says Blom. “These include extended service plans for our fleet of 60-strong Mercedes Benz Axor tipper trucks, with the blessing of Mercedes Benz; extended service plans for all our prime movers through the installation of high-density filtration systems; an engine-idle management system; and our investment in an oil recycling plant at our workshop in Chloorkop.”

## Engine Idle management system

The business unit's large fleet of Mercedes Benz tipper trucks form a key part of its site operations where they are run continuously. The onboard monitoring systems revealed that the monotonous rhythm of some operations, that include waiting at the loading or dump area and on intersections were resulting in excessive idling. “We fitted engine idle-management systems that minimise the total idle time for these trucks, by shutting down the engine when certain criteria are met,” explains Blom. “The truck senses that it is in a waiting cycle, safely shuts off the engine off, and when there is a need to get moving again, the engine will restart.”

Over a three month period, this project yielded savings of 1 426 litres of fuel per month, which equalled a monthly monetary saving of R166 000, as well as a reduced carbon footprint.

“We have a number of other projects still to be fully implemented, that will result in cost savings or reduce our costs through lower fuel, oil or component consumption,” says Blom. “The accompanying environmental rewards are an exciting part of these innovations, and an integral part of our overall objectives.”

## In-house oil recycling plant

Most of RPM's fleet undergo engine, transmission and hydraulic services at either 500, 1000 or 2000 hours. In spite of the extended service intervals on certain machines, a lot of oil is still drained at regular intervals from other plant, and on average the business unit spends R6-million on new oils every year. Traditionally once the new oil was purchased, the old oil was sold back to service providers at a low price. “The recovery is very low and the potential waste is very high, and this motivated our investment in an oil recycling plant where we will process the used oils and re-use as required,” says Blom. “This investment will be paid off within months of the first oils being processed and cleaned for re-use or burning in asphalt plants or furnaces.”

## The objectives for the recycling plant include:

- Engine oils are cleaned and then used in asphalt plants, sold as furnace fuels or blended with diesel to be burnt in generators.
- Hydraulic/gear oils are cleaned and tested for usability. The good oils are decanted into containers and used for top-up oils, the older oils are sold as furnace fuels or blended with diesel to be burnt in generators.
- Final certification is still underway for legal production of recycled oils for external use, so once this is completed the facility will be ready for bulk oil processing. Testing has so far produced excellent results with about 2500 litres cleaned and recycled for internal use.



Stefanutti Stocks's Casper du Plessis and apprentice Nivendran Arumugam check the oil quality.

## GREEN OFFICE'S GreenAble provides perfect print-waste solution



Stefanutti Stocks' Roads Pipelines & Mining Services business unit has joined Green Office in supporting the GreenAble non-profit organisation. This NPO offers a very unique solution to recycling e-waste products (empty printer cartridges and printers) by creating employment and skills development opportunities for previously unemployed individuals with disabilities. “GreenAble facilitates our business and employees to be more environmentally responsible with our waste, while at the same time creating employment for a specific demographic that desperately needs socio-economic

empowerment,” says Bronwyn Dickens, the business unit's BEE compliance officer. “It also offers Stefanutti Stocks a perfect service solution that is easy to administer, offers multiple benefits, while earning the company environmental points.”

The Mechanical & Electrical business unit has partnered with Mzansi Office Recycling and Consumables, who collect and recycle used and empty inkjet and toner cartridges. Other divisions across the group use local suppliers to recycle their office and printing waste.

# ENVIRONMENTAL AWARENESS across the board reduces eco-impact



By Stefanutti Stocks environmental officer, Thule Maphumulo



Site environmental officer Thule Maphumulo and site agent Bongani Koti at Maydon Wharf's Berth 13, where dredging operations are currently taking place.

The Maydon Wharf project encompasses the demolition and reconstruction of berths 1 to 4, 13 and 14 in the Port of Durban. The construction works comprise of sheet piling, anchor piling, grouting works, in-situ and pre-cast concrete works, in-fill, layer works, asphaltting, the installation of railing and harbour furniture (bollards, access ladders and fender panels), and dredging.

As an ISO14001 certified company that is operating in the sensitive environment of the Port of Durban, we are obligated, as part of our environmental management system, to continuously identify the impact – both major and minor - of our activities on the environment. The prevention, mitigation and rehabilitation measures identified thereafter minimise environmental degradation and ensure that we are legally compliant.

The determination of environmental impact has required us to consider a range of on-site measures in order to mitigate them, which has translated into task and impact-specific environmental statement and risk assessments. As with most construction companies, our activities have an impact on the ecosystems (adverse accumulation of waste, noise, dust and hazardous material substances); on natural resources (energy, land and water) as well as on the public (people and companies in and around the construction site).

During the course of various operations on this project a number of interesting environmental challenges have arisen. Some of these were foreseen and prepared for during the planning stage, and some arose as the project progressed.

## Grout spills

The most technical of these was due to grout spills resulting from grouting anchor piles. To mitigate this, a stand by clean-up team is

always on hand during grouting, so that spills are dealt with quickly and effectively, to ensure there is no adverse environmental impact.

The grout is delivered to the anchor pile via a series of pipes and initially a number of grout spills were experienced due to connection and pipe failure. After a number of alternatives were tested, the final design, comprising of single braided hydraulic pipes, was adopted. This new pipe design resulted in a huge drop in pipe and pipe-connection failures, less breakage and cracking, no disconnected pipes during piling, and most importantly less leakages and spills.

## Dredging

In order to conduct sensitive activities such as dredging we required the applicable permits for the activity from the Department of Environmental Affairs (DoEA), as well as for the disposal of dredge material. As per the permit issued by the DoEA for the disposal of dredge material at sea, dredging operations require mandated environmental monitoring.

The CSIR was contracted to undertake the bi-weekly turbidity testing at the dredge sites, as well as bio-monitoring of the designated disposal site. In addition, it is required that the route to and from the disposal site for each trip, as well as the position of the actual disposal, be tracked and plotted on a map. This information is submitted to the project manager at Transnet Group Capital, who in turn submits the information to the DoEA. The tracking is conducted by a GPS recording system installed on the split hopper barges that conduct the removal and dumping of the dredged material.

## Resources

As a marine construction company we must always be mindful of the sensitivity of the environment that we work in, and the advances in biodegradable products have allowed us to look at alternatives to the traditional greases and lubricants.

## Lubricants

During sheet piling, grease is required to lubricate the clutches to avoid fusing of the steel sheets as they are piled. We sourced a non-hydrocarbon-based biodegradable grease that allows us to



eliminate pollution of the marine environment that could occur as a result of piling activities.

#### Water

The use of biodegradable grease is a good example of an alternative to the standard use of resources. Another is the issue of using water to aid in compaction during layer works. Instead of using scarce freshwater to accelerate the process, an alternative in the use of sea water was identified. Typically this would require a water-use license, as some would see it as extracting water from the sea but after several meetings with the Department of Water and Sanitation and a follow-up site visit by their representatives, permission was granted, as the use of sea water was not seen as abstraction as it would naturally subside back into the sea.

#### Diesel supply

ISO 14001 states that “a company should identify all their environmental compliance requirements”, and with the constant change in environmental legislation and the requirements of the municipal bylaws, it is important that we continue to identify our legal obligations to ensure that we remain compliant.

As the Maydon Wharf projects require the use of a large number of fuel-driven plants such as crawler cranes, generators, TLBs and crane trucks, we must ensure that there is always sufficient supply of diesel for the plant. To cater for this, we purchased a 1000-litre mobile diesel bowser that can be moved from site to site to ensure a continuous diesel supply.

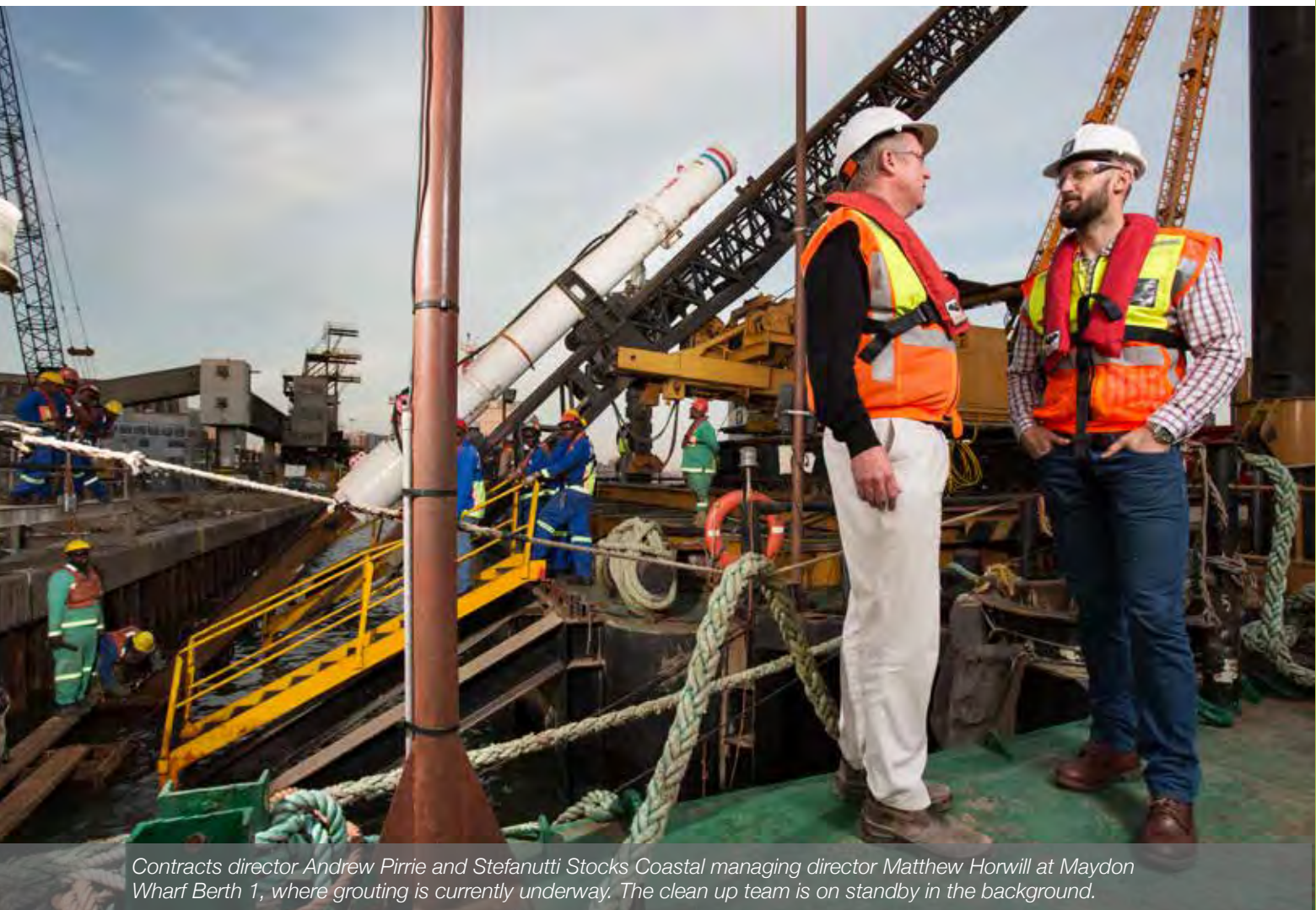
Furthermore, the eThekweni Municipal by-law states, under the Interim Code Relating to Fire Prevention and Flammable Liquids and Substances, that “storage or transportation of more than 400-litres of Class II or Class III flammable liquid requires certification from the local fire department.”

As our bowser’s capacity exceeded this threshold, we had to apply for certification from the fire department. Prior to attaining the certificate of registration, we had to train at least four people on the transportation of hazardous goods to ensure that they are competent to conduct this activity. We also had to ensure that the diesel bowser was pressure tested and had no leaks and had to obtain a special licence registration for the trailer as well as the vehicle that transports the bowser. Lastly, a safety fire marshal conducted a site inspection on our site, found us to be in compliance and granted us the registration.

#### In conclusion

Working in construction and specifically in the marine environment, there will always be a set of various environmental challenges. Although most of the challenges on this project were foreseen and planned for, some arose as the project progressed.

An effective environmental system and continuous environmental awareness training, for all teams that are participating in the project helps make the job a lot easier. The knowledge that every individual on site, from management through to our general workers is conscious of and has the knowledge of the appropriate response to, for example an oil spill, shows that we are continually improving and moving forward to minimise the environmental impact that we make.



Contracts director Andrew Pirrie and Stefanutti Stocks Coastal managing director Matthew Horwill at Maydon Wharf Berth 1, where grouting is currently underway. The clean up team is on standby in the background.

# MEET THE PEOPLE WHO IMPLEMENT OUR SUSTAINABILITY INITIATIVES



*"In spite of a tough environment, our initiatives and relationships are starting to bear fruit."*

**Charles Wright, Stefanutti Stocks enterprise development director.**



*"All of the strategic and enterprise development partnerships that I have had the privilege to be a part of, are, in my eyes, budding success stories. I am also glad to be a part of a corporate culture which endorses women and supports black women owned businesses. Though the economy is challenging, we are all looking forward to the day where the number of available projects will support the existence of a sustainable environment for all players."*

**Vaneshree Pillay, Stefanutti Stocks Structures compliance manager.**



*"Our two enterprise development partners, PAMCO and Electrical Projects, come from opposite ends of the turnover spectrum. Their needs are therefore very different, and the relationships are not, as is often perceived, only about financial support. We have prioritised, based on a needs analysis, where we can make a valuable difference to these businesses, and are making our resources, time and contacts available to them."*

**Wilna Potgieter, Stefanutti Stocks Building business unit senior HR officer.**



*"The LDPWRI was definitely a success story and it has allowed us to expand these concepts into our new contractor development programmes. Every company that has participated shows improvement across a multitude of aspects. However, the common denominator, and what I personally find most inspiring, is the growth in self-confidence to these individuals because of their acquired knowledge and understanding. This is priceless."*

**Andrew Hewitt, Stefanutti Stocks Roads, Pipelines & Mining Services proposals director.**



*"It's really exciting when our sites are as enthusiastic as they currently are about candidates that have been selected for our skills programmes. Also, seeing young women excelling and making their mark in what is still to a large extent a male-dominated industry, is an incredibly satisfying part of my job. When a site manager is not willing to relinquish a graduate or apprentice, it's affirmation that the right candidates, that suit the business, have been chosen."*

**Sharene Koopman, Stefanutti Stocks Mechanical & Electrical HR manager.**



*"Loyal and efficient work in a great cause, even though it may not be immediately recognized, ultimately bears fruit." Jawaharlal Nehru*



*"My role gives me the opportunity to have positive impacts within the skills development sphere - from recruitment right through to graduation. Our business unit's group of apprentices has more than trebled in size and being instrumental in affording individuals the opportunities to pursue their passion in life is an intrinsically rewarding experience. It's an exciting time and I can already see a few happy success story unfolding."* **Gabriella Bryant, Stefanutti Stocks Mechanical & Electrical compliance officer.**

*"Our time is up, there's a lot of work still to be done."*

**Mike Sikhakhane, Stefanutti Stocks group HR executive.**



*"I love my job, and have never worked for a company that I feel as strongly about as Stefanutti Stocks. I witness growth and transformation here daily - starting with my own career path, which began as a receptionist in 2013. My favourite part? Without a doubt working with our ED partners, especially the shared excitement when, after persevering with many arduous joint venture tender submissions, we can celebrate a few project awards."* **Phindile Mbatha, Stefanutti Stocks Structures sustainability support co-ordinator.**



*"My most memorable work-related moment's is when we employed my two LDPWRI interns. Another definite highlight is the success of our Delmas community training project and the employment this has created with our Mining Services division. I do find the administrative and auditing part of the process most tedious, but at the end of the day, seeing the growth in our initiatives does make it all worthwhile."* **Bronwyn Evans, Stefanutti Stocks Roads, Pipelines & Mining Services compliance officer.**



*"Generally an organisation's success from a B-BBEE and compliance point of view is measured by its verification level. However this is inward looking and our true success stories are those where we as a group have made an impact on local communities and our enterprise development beneficiaries; where we have uplifted skills through learnerships and bursaries; and where we have created new job opportunities."* **Theunis Eloff, Stefanutti Stocks Building business unit HR director.**





if **you** can dream it,  
**we** can construct it

**Stefanutti Stocks**

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