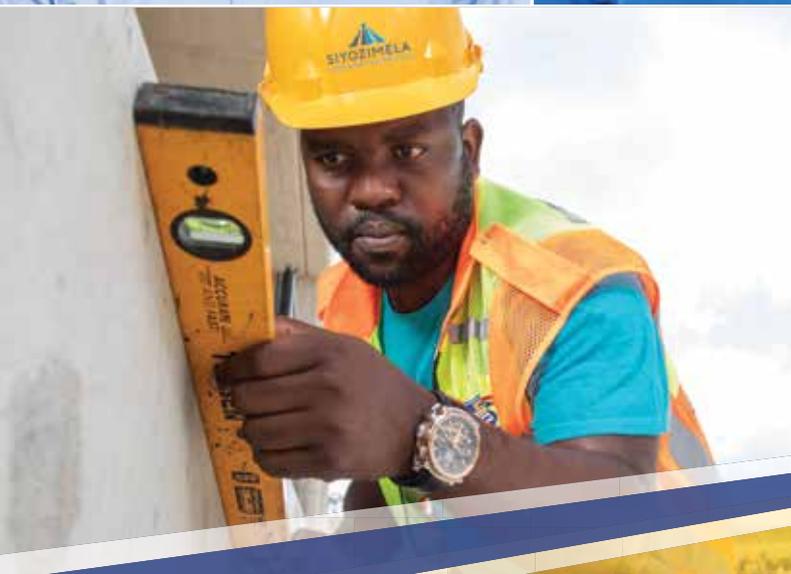


Sizimisele

“we are committed”

Volume 6: November 2019



excellence in execution

Stefanutti Stocks way



Energised & engaged employees

- Accountability at all levels
- Developing our people
- Involved with our people
- Live our values
- Owner's mindset
- Performance management and feedback
- Right people in the right places
- Transformed and diverse organisation
- Understand the next generation

Flawless execution

- Do it right the first time
- Lean culture
- Plant & equipment – our pride
- Proper Planning Prevents Poor Performance
- Relationships with construction partners and supply chain
- Simple, efficient standardised processes and procedures
- Zero harm

Client relations

- Alternative procurement and execution methods
- Customer Relationship Management
- Presence with clients
- Regular engagement
- Solutions-driven culture
- Under promise and over deliver
- Understand clients and project needs

excellence in execution



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

Candour

Frank and respectful discussions with the objective of finding positive outcomes.

Accountability

Taking personal responsibility for one's actions and the resultant outcomes.

People relations

The value which results in people treating one another fairly and with respect and always being mindful of the human dignity of others.

Professionalism

The application of a competent, disciplined and meticulous approach to all aspects of business, resulting in performance of high quality and reliability.

Excellence

A passionate mind-set that puts quality at the forefront of all business activity.

Dynamic

Embracing openness and flexibility of mind and an energetic, pro-active solution-driven attitude.



excellence **in** **execution**

vision

our values

mission



Editor's letter

Welcome to the 6th edition of Sizimisele!

The publication of the Sizimisele has always been an exciting time for me, as it is inspirational to read about the transformative initiatives that take place in the Stefanutti Stocks Group during the year.

I have also been privileged to be a part of Sizimisele since its inception in 2014 and taking on the role of the magazine's editor-in-chief this year, has been quite a monumental development for me.

In spite of a challenging industry, our business accomplishments through our enterprise development (ED) partnerships and skills development programmes have continued to build on our transformation and sustainability triumphs.

We celebrated many successes within the organisation, but this year's highlight for me would definitely be achieving three "level one's", including:

- Managing the B-BBEE strategic plan implementation and verification process for ED partner Izazi Mining and VRP Partner, Axsys Projects (refer to articles on pages 19 and 28 respectively).
- Stefanutti Stocks (Pty) Ltd improvement from a B-BBEE scorecard level 3 to level 1 with 58.10% black ownership.

I'm extremely proud of the relationships being built between our ED partners outside of Stefanutti Stock's programme. One to make mention of is the ED relationship that has been established between Izazi Mining and Isiyalu Business Enterprises (articles on pages 19 and 20).

A further achievement is the collaboration that contributed to the successful attendance of four of our ED partners at the 2019 Smart Procurement Expo. The expo experience allowed our partners to network directly with corporate buyers and business owners, enabling them to make connections with several private and public companies, as well as State-Owned Enterprises.

Over the eight years that I have been working within the Transformation space I have witnessed ED partners achieve successes and suffer failures. However, even through the industry's most trying times, I have been fortunate to see several of them grow and move forward independently. This is the true triumph and meaning behind Enterprise Development.

Our focus for 2020 is to continue to ensure that our employees are upskilled as well as focus on further Enterprise Development and nurturing Socio-Economic Development relationships.

A quote by John Ortberg Jr: "The possibility of transformation is the essence of hope" captures the essences of transformation for me. I believe, that to be successful, you must be passionate in whatever you set out to do.

Vaneshree Pillay

Executive letter

I must congratulate Vaneshree and our Group's Transformation Team who have, with guidance from our enterprise development director Charles Wright, compiled yet another great issue of the Sizimisele. Our business units and all the individuals across the group who have played a major role in making the content of this document possible should also not be forgotten – thank you all for your continued commitment. Over the past years this publication has played an important role in putting faces and personal stories to our various transformation initiatives – something that we possibly do not speak of enough, outside the pages of Sizimisele.

One again, the articles in this issue cover a diverse range of transformation topics, and profile people of various ages and experience, geographic locations and construction disciplines. These faces and stories include those of learners who are the beneficiaries of our socio-economic development initiatives; the faces of those interns and apprentices who are just entering the market; as well as the more experienced and seasoned construction professionals who are a part our enterprise development programme.

I would like to echo Vaneshree's pride in the relationships that are being created and nurtured – both amongst our ED partners, but especially between Stefanutti Stocks employees and our various beneficiaries. The disappointment of not being able to participate in some of our socio-economic-development initiatives planned for this year (due to financial constraints) was felt by many. However, we still did our utmost to deliver what we could, within an increasingly difficult economy. We hope that the next year will provide us both the opportunities and budget to continue pursuing excellence within this arena.

Having said all of the above, I do believe we have once again achieved much within the transformation space, in spite of constrained operating environments.

What has also impressed me is the desire, passion and commitment demonstrated by every single person featured in this magazine, to performing to the very best of their abilities. And the time and energy that they are willing to invest in their road to success. That in itself is an inspirational and motivational thread that runs through all 56 pages, and one that I wholeheartedly endorse.

Mike Sikhakhane

"We are building a country where a person's prospects are determined by their own initiative and hard work and not by the color of their skin, place of birth, gender, language, or income of their parents."

- Cyril Ramaphosa





08

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 We would like to thank all contributors to the publication and welcome any suggestions or articles. This publication is also available online on our website.



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 Professional photography by Dalton Dingelstad



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Cover photographs

Pictured from top left to bottom right are the owners/directors of eight of Stefanutti Stocks' enterprise development partners:



- **Nokuthula Esther Dladla** from Mega Roads & Civils (article page 13).
- **Godfrey Pangeti** from Sharpshell Engineering (article page 8).
- **Eugene Maqwelana** from Qweli Construction.
- **Petrus Nemurangoni** from Pamco Waterproofing and Leaks (article page 22).
- **William Dhlomgolo** from IsiYalu Business Enterprises (article on page 20).
- **Alfred Sibisi** from Izazi Mining (article page 19).
- **Sthembele Masinga** from Siyozimela (article on page 16).
- **Lindani Siwela** from Ingosi Civils (article on page 30).



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What are Stefanutti Stocks' business unit (BU) requirements?

What services do we need? What type of supplier or contractor would complement our existing services and capabilities?

01

Suitable Candidates?

Source suitable candidates from existing relationships, SAFCEC registered entities, via prior expressions of interest or e-mail enquiries.

02

Explore Synergies

Matching BU requirements with suitable candidates.

03

Legislative & Legal Compliance

- Company registered
- VAT registered
- Ownership
- Workman's compensation
- UIF

04

Second Interview

If no significant gaps are identified in the assessment, a second interview is conducted to confirm the potential suitability of the entity and to set up the task and pitching session.

06

Assessment

Accountability, numeracy, literacy and entrepreneurial skills assessment.

05

First Interview

BU line management meets owners or senior management of enterprises.

07

Pitching session

Suitable candidates are invited to present how they would approach a task or challenge, such as:

- pricing and motivation on a few bill items,
- site establishment,
- presentation, and
- a pitch motivating why they would be an ideal partner to Stefanutti Stocks.

08

Needs Analysis

10

Memorandum of Understanding

09

Selection

Once the needs analysis has been completed a development plan is formalised that focuses on three areas that have been identified as areas for development and growth (per annum).

The emphasis is on developing the beneficiaries and compiling a portfolio of evidence to illustrate the growth and implementation of the initiative and the impact of participation in the enterprise development programme, within the organisation.

Enterprise Development



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IsiYalu Business Enterprises 20

PAMCO Waterproofing & Leaks 22

Smart Procurement Expo 23

Thobile M 24



Kobe Kulunge 25

Ongi Trading 26

Axsys Projects 28

Ingosi Civils 30

Sharp young minds ignite growth at **Sharpshell Engineering**



Sharpshell Engineering's Secunda-based team take a break from work for a quick photograph.



When current chief executive officer Godfrey Pangeti joined Sharpshell as a director (in March 2008) the company's main focus was the provision of industrial solutions, mainly comprising corrosion protection and thermal insulation to mine and process engineers working in the petrochemical and mining sectors.

Pangeti's strategy for growth included seeking opportunities as a contractor and supplying the full spectrum of engineering services and solutions to clients, including industrial plant protection and the ongoing maintenance of existing infrastructure.

A few years later, business development manager Muphrey Kashiri identified fire protection as a further complementary growth sector and today the company operates via three divisions: an engineering division (consulting, design, project management, construction, facility management and maintenance), a fire protection division (passive, active, detection and suppression), and a corrosion protection division (engineering, inspections, sand blasting, tank linings, CUI protection). Its services also include engineering supplies, custom fabrications and installations.

"Our expansion of services and capabilities has ensured our survival and we constantly strategize with regard to new opportunities," says Pangeti. By focusing on supporting its clients' production by maintaining existing infrastructure, Sharpshell was afforded continuous work by many of its clients. "Over the years our reputation as shutdown specialists with fast turnaround times has been cemented," says Pangeti, "and this is supported by our specialist scaffolding and rope access teams."

Sharpshell's engineering project portfolio includes an engineering design, procurement, construction and project management for SCAW Metals; a maintenance engineering contract for eight national Shell depots for SNC Lavalin; mechanical and civil maintenance contract for various structures at SASOL Secunda; a structural contract for Glencore's Rustenburg operations; and pipe fabrication for the Glencor Xstrata Boshhoek Works Furnace's Shell Cooling Ring Manifold.

In addition to Sharpshell's association with the afore-mentioned industry-leading clients, this B-BBEE Level 2, majority black-woman-owned company has also undertaken a large number of turnkey projects for clients that required its engineering capabilities, as well as its fire and corrosion protection services.

Its customer-specific corrosion protection solution projects include the 2018 Petrosa shutdown during which Sharpshell managed a team of 250 painters, insulators and sheet metal workers; a three-year specialised coatings contract for Petrosa vessel lining with special glass flake coatings; a corrosion protection and tank lining project for Freda Rebecca Gold Mine; Shell Depots Storage tank lining projects; and corrosion protection for Glencore's Boshhoek Works structures that were under severe acid attacks.

Sharpshell's Fire Protection division offers its clients a comprehensive fire protection and suppressant solution and the company has actively been seeking opportunities in both the commercial and residential property sectors. The division has undertaken projects in South Africa, Ghana, Zimbabwe, Madagascar and Zambia. Recent South African projects include structural beam fire protection for a number of GrowthPoint Property malls as well as for the Bay West Mall in Port Elizabeth (structural beams and columns as well as electric cable fire protection).

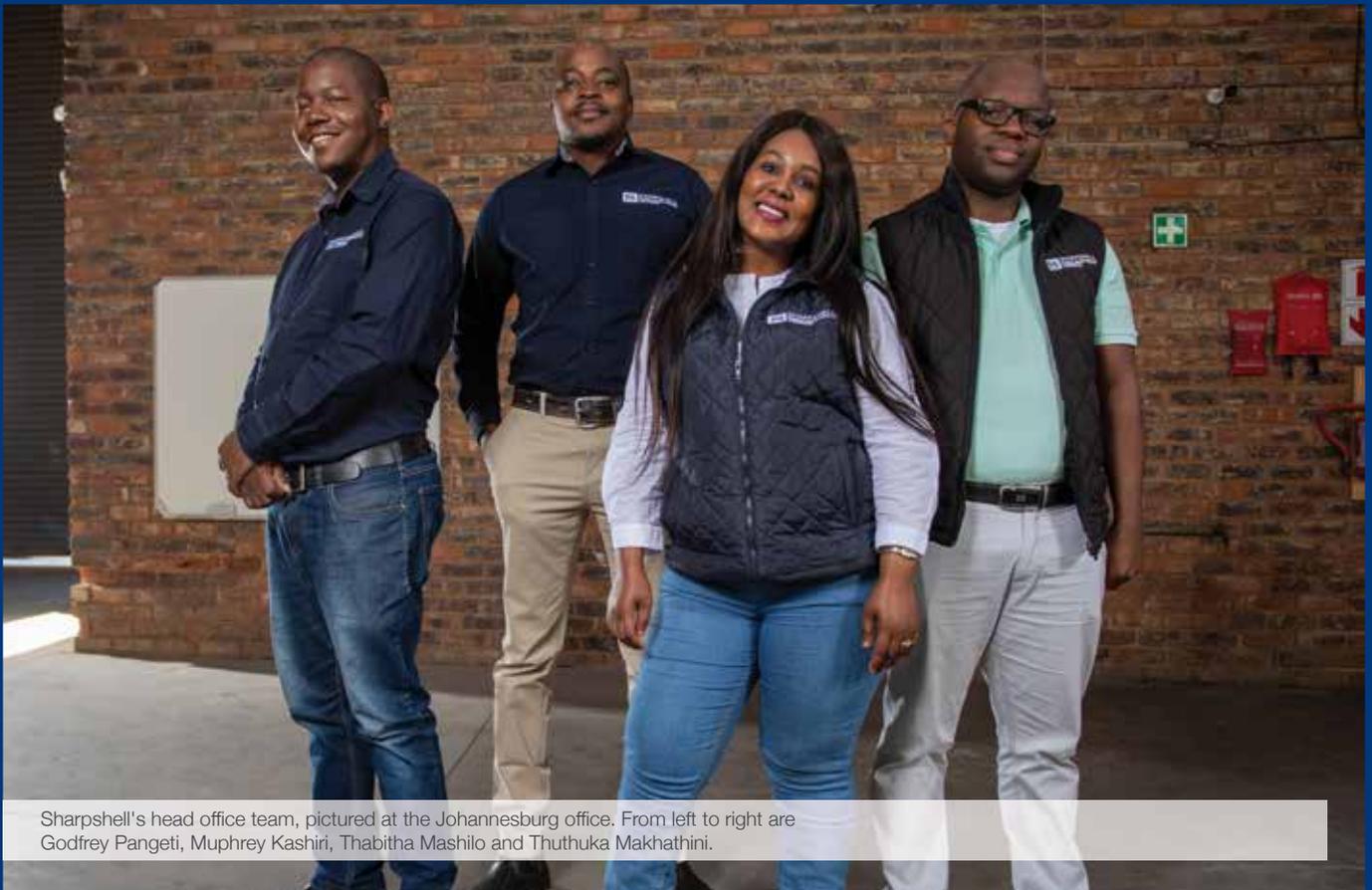
Sharpshell Engineering joined the Stefanutti Stocks enterprise development programme in 2019, as a partner to the Stefanutti Stocks Civils division. Every financial year three development areas, that support the enterprise development partner's sustainability and growth, are identified and targeted. The current development areas that have been completed include marketing and branding (profile and a website), QSE B-BBEE certificate, WSP & ATR compliance and Sharpshell's attendance at the 2019 Smart Procurement Expo. The event was a great success and resulted in thirteen very promising leads, including direct interaction with buyers from a large corporate that Sharpshell has pursued for some time.

"Our vision for the business is to create capacity and compliance that will enable us to work on the bigger projects, that will take Sharpshell from a medium size business to the next level," says Pangeti. "Unfortunately, the economy is limiting our growth opportunities, however, we hope that being part of Stefanutti Stocks' enterprise development programme will also unlock opportunities that we have not yet explored."

Business development manager Muphrey Kashiri joined the company in 2011 and as one of Sharpshell's longest-serving employees knows the business inside out. He manages the overall marketing and sales function as well as seeking out new opportunities that support expansion and maximise the company's service offering. Kashiri is a marketing management graduate who rapidly climbed the career ladder in Zimbabwe before relocating to South Africa in search of more career opportunities, to study further and to gain more exposure.

"I was recruited by Dairibord Zimbabwe (Pty) Ltd after graduating in 2006 and by my early twenties held the position of sales controller for a whole province. Being an understudy to the regional sales manager ensured that I, at a young age, became acquainted with the functions of executive sales management and business development. Eventually I reached the level I could and, in addition to wanting to further my studies, decided to realise my desire to see more of the world. I came to South Africa where I consulted for a few months, before working in the advertising field; then a marketing and sales position for an IT company; and a project management position for state-owned entity charged with financing and implementing bulk raw water infrastructure projects. In late 2010 I saw a position advertised at Sharpshell and applied. I made the shortlist, but the more technical guy got the job. I was looking for a new challenge so joined and grew a start-up online computer supply company.

"In February 2011 an order came through to my company from Godfrey Pangeti, the man who had originally interviewed me. When he came to collect his merchandise, we got talking about the job again. The other guy hadn't worked out as well as expected, and Godfrey wanted me to come work for him... It took some convincing, but eventually I subscribed to his vision for Sharpshell and joined in March/April of 2011.



Sharpshell's head office team, pictured at the Johannesburg office. From left to right are Godfrey Pangeti, Muphrey Kashiri, Thabitha Mashilo and Thuthuka Makhathini.



Malvern Hobwana (centre) with his supervisors Edgar on the left and Vusi on the right.

Project engineer Malvern Hobwana has a BSc (Hons) in Mechanical Engineering and has worked for Sharpshell since 2016. He has overseen a number of the company's projects, including for clients Engen, Shell and Glencore. In 2017 SASOL awarded Sharpshell Engineering a three-year maintenance contract at its Secunda mines that Hobwana oversees. He is currently also busy doing his Masters in the conversion of waste to biogas and GCC.

"Sharpshell's journey, in terms of growth, has been more than average, and we were presented with some great opportunities along the way that paved the way for our expansion. Initially when I first joined, Sharpshell was the disrupter in the industry. Corrosion protection and thermal insulation were very price sensitive, and the first few months were tough.

"Our first engineering/construction opportunity came through a mining client I was trying to sell corrosion protection to. He wanted some palisade fences with mechanical turnstile gates erected along some slime's dams, and I knew a few guys who could assist. On the back of that we felt there was an opportunity to be capitalised on by increasing our scope, so I set about creating new contacts, getting new vendor numbers at mines and so forth. Our engineering division came into existence then.

"Another coup was when we connected with a bright gentleman from Krugersdorp who had developed a critical fire protection product but didn't have a route to market. At that stage we already had the contacts, and after a few successful projects we formed a fire protection division. The fire protection market is one in which we believe many opportunities exist, and our full turnkey solution presents a cost-effective, comprehensive and efficient alternative to clients having a variety of contractors they need to manage on site.

"We are aiming to have our various management systems accredited in line with the ISO requirements within the next year. We recently received our CIDB Grading and are in the process of opening further doors – we certainly have enough muscle, cash flow and expertise to start taking on some bigger contracts."

"The three-year contract at SASOL sees us maintaining the mines' equipment and machinery and also motivated the establishment of our offices and a workshop in Trichardt. Our scope includes maintenance of equipment like beams, chutes, conveyor belts and reclaimers, ring chutes, platforms, stackers etc. We provide quick designs, do modifications on structures, fabricate structures and install. We install liners and undertake window patching of the chutes as well as undertaking welding and civil and structural works.

"I have a very experienced team here, including my two supervisors who have both worked in the industry for over twenty years. In total we currently have forty-six people working at Sharpshell's Trichardt premises, including the admin (book keeper, office administrator) and operational staff comprising a site agent, site supervisors, boiler makers and welders, semi-skilled boilermakers and welders, a safety officer and assistants.

"My team is very focused on quality, delivery, safety and compliance. They know what the business wants from them; they know what the client wants from them; and they know what I expect from them. I have a great passion for engineering, and often when there is a problem in the SASOL plant, people will look to a mechanical engineer/engineer for solutions. We have to be innovative, self-motivated, pro-active and on standby 24-7 as the industry is very demanding.

"The more projects we do, the more people we can employ who can in turn support their families. We certainly have the capacity to service more clients in the surrounding area and South Africa as a whole. In addition to renewing the current maintenance contract in 2020 we would also like to expand the business to include more civil, structural and construction works, as well as seek further opportunities for our fire and corrosion protection divisions."

Demystifying Stefanutti Stocks’ Enterprise Development

Q&A with Vaneshree Pillay, Stefanutti Stocks transformation manager



Why is Enterprise Development (ED) important in South Africa?

In a nutshell, the implementation of Enterprise Development in South Africa is vital in order to create a more sustainable and stable economy, as well as to assist in minimising the country’s unemployment rate.

How many ED partners does Stefanutti Stocks currently have?

We currently have ten ED partners in the programme and invest approximately 3% of contract NPAT on enterprise development annually.

What is the purpose of the ED programme?

We aim to develop sustainable enterprises that are able to compete more effectively in their sector.

What are the most common development areas?

In my experience the most common and beneficial development areas for our ED partners have been:

- Management and labour skills transfer – the implementation of contracts of employment and general human resources principles.
- Establishment of administrative systems – in the form of the development of B-BBEE capacity (scorecard).
- Tendering and planning – the full spectrum.
- Marketing and branding – the full spectrum.

Are there any success stories in your ED portfolio?

There are so many success stories that our transformation team has been a part of, and that I am proud of.

I assisted previous ED partner Ikhaya Reinforcing, in obtaining their CIDB grade 4 ME PE. This was a great achievement as it was not only a challenging development area due to their scope of work but was an important pre-requisite for a project we had been working on. Had we not obtained it we would have been faced with a penalty.

Axsys Projects, formerly known as Axsys Infrastructure, was an ED partner prior to becoming a VPR partner. They joined the programme as an emerging enterprise and have developed into a generic company with an annual turnover of over R200-million.

ED partner Ingosi Civils required their Workmen’s Compensation certificate for a project and the assigned compliance officer Phindile Mbatha vigorously assisted them in meeting this vital requirement.

We also assisted Izazi Mining to become compliant in terms of meeting the thresholds in the amended construction sector codes as a generic company and to qualify as a Level 1 black-owned company. We took them from a Level 8, to a Level 3, to a Level 1 in just over one year.

What lessons have been learned since the ED Programme began?

There have been many big learning moments. One that stands out for me in particular is that not all of the companies that are part of the programme will become a success. Also, not all ED partners have the intention to grow their business further than a certain turnover threshold, meaning that our assistance becomes constrained.

The larger-than-life personality behind **Mega Roads & Civils**



The seed for Mega Roads & Civils was planted in 2001 when founder, Nokuthula Esther Dladla, an underprivileged black woman from KwaZulu-Natal began pursuing her dream of creating a platform to empower and create employment for women and the youth. Almost two decades later this ambitious businesswoman is still the driving force behind the success of her various businesses. Nokuthula has surrounded herself with a strong team of individuals empowered to represent the business at all levels. "I'm a very ambitious, proudly South African woman with a lot of drive. I'm a go-getter who doesn't easily take no for an answer. Fortunately, one of my strengths is avoiding conflict and I'm a big believer in building a strong, professional team and reaching consensus through negotiation."

She continues, saying "It really may seem like a cliché, but I honestly believe that you should follow your passions, enjoy what you are doing, and not try to copy other people. Be an individual – if you are doing what you do for love and staying true to yourself then the money will follow."

Her personal story is an inspirational one, and she uses her experience to mentor others and considers herself, in her words, a very blessed influencer. She is also incredibly passionate about developing skills in other small enterprises and contributing to creating a competitive pool of road construction SMMEs.

Nokuthula herself is being mentored by South African businesswoman Thoko Mdluli, whom she credits with keeping her on her toes, and out of a rut.

Personal story

"As an abused and uneducated black child I had one dream: I wanted to have a business. This came with a business car and an office. I will probably never overcome my past completely, but I have moved on from feeling sorry for myself, as I do not want this to stand in my way. Sometimes I do get frustrated and think that if I had been educated as a child, I would not struggle with certain aspects. However, I have surrounded myself with experts whose strengths complement my weaknesses, and who have allowed me to flourish in my talents.

"I married Walter in 1977 and we had Thabo when we were still very young. I was back at work within fourteen days, and as a driven young career woman, I eventually did get that car and the office. Then, when I started my own business I decided to cut back. This meant returning my car and I was a pedestrian for a while.

"I didn't want my children (we had a second child, Thando, in 1985) to grow up as I did. So in the early nineteen nineties Walter and I moved our family into the suburbs. I also wanted my kids to have the education that I was never afforded – Walter and I made some sacrifices in order for them to have a private education. It was financially crippling, but so worth it. We would take a train at 5am and then a taxi to school and retrace these steps on our way home, after I finished work.

"Honestly, it was a great challenge for me as I couldn't even help them with homework, they had to find help elsewhere. Thabo had to struggle through things by himself, however, Thando was then helped by him, until she went to boarding school. Today they are both in the family business and taking on more and more responsibilities."

Vision for Mega

Nokuthula's hope is that the road marking aspect of the business remains a family concern. After just shy of twenty years since establishing the business in 2000, the company is finally making a profit. She continues, saying that during the past two decades they have nearly closed down a number of times. "It definitely hasn't been an easy road. In fact, we once sold our house to boost the business. This year, for the first year, we are actually making a profit and have been able to take dividends."

Mega Roads & Civils is a B-BBEE Level 1, one-hundred per cent black-woman-owned road marking and road furnishing contracting company that operates across South Africa. It also offers a wide range of value-adding products that complement its core business services.

The company works on large-scale standard road marking projects for the transport infrastructure industry; it offers road stud and road signage installation; and undertakes the maintenance and removal of road markings. Furthermore, it supplies road marking paint, road studs, road signage and accessories.

Mega Roads & Civils is registered with the Construction Industry Development Board (CIDB) as 5CE PE and 7SK PE contractors. The company has a well-earned reputation for completing projects using high-quality supplies, excellent workmanship and completion within contractual timelines. Its skilled personnel and commitment to delivery has been instrumental in it gaining a competitive advantage in the industry. Its access to equipment further supports its ability to deliver excellence.





Nokuthula and her Durban-based team at the workshop in Glen Anil.

Her long-term vision for leveraging the Mega group to empower others, has already started being realised. Currently the company employs two people with disabilities, within a staff contingent of about one hundred across the group. She dreams of employing and empowering many more such individuals. “I’m very passionate about job creation and wish that all businesses would expend more energy on mentoring and employing the youth. Of course, one day Walter and I would like to retire, but I don’t foresee that happening very soon – there is still much to be done.”

She has sold half of Megaphase Road Marking and Traffic Signs, a manufacturing business she established in 2009, to her staff in order to afford them the opportunity of becoming business owners. “Over the next two years I plan to slowly back out of these operations and focus on mentoring.” Currently Mega Roads & Civils is the manufacturing business’s biggest client, however, their portfolio is slowly growing too.

Nokuthula is very passionate about the topic of mentoring and skills development, and Mega Roads & Civils is involved in various projects where it has, or is training small companies (Neat Roads, Esikhaleni, Khomi Holdings and Sinethemba) to do road marking. “One day they may grow to become our competitors, but right now developing the smaller companies is what is needed to meet the demand in this niche market. Our own company growth brings with it an entire set of new challenges, including meeting all the requirements in order to sustain growth and maintain a Level 1 BEE status. We are working on our business strategy to ensure we have planned ahead for our development.”

Stefanutti Stocks’ Enterprise Development

Megaphase Road Marking and Traffic Signs first participated in a Stefanutti Stocks Contractor Development Programme, that

focused on transferring skills to emerging enterprises in existing or potentially synergistic relationships. At the time Megaphase was undertaking subcontracts for the Roads & Earthworks division. In 2018 a division, focusing more on civil and construction work, was established and the company name was changed to Mega Roads & Civils. This company joined the Stefanutti Stocks Enterprise Development Programme in 2018 as a partner to Stefanutti Stocks Roads & Earthworks.

The three development areas identified and actioned during the previous financial year included marketing and branding, as well as two management and labour skills transfer initiatives in the form of HR mentorship and disciplinary processes and procedures. The marketing and branding development included professional photography, the development and design of a company logo and the application thereof to stationery and marketing materials, including a company brochure and website.

“We are incredibly proud of the Mega Roads & Civils identity and have branded our vehicles with this new look,” says Nokuthula. “I’m thankful to Stefanutti Stocks for helping us to grow and being our mentor. They have been instrumental in our employing a qualified project manager, and engineer and a health & safety officer, all of who are contributing to our growth.”



Successful joint venture with Stefanutti Stocks supports Siyozimela's vision of growth

Siyozimela was founded in 2010 by a group of entrepreneurs from KwaZulu-Natal (KZN). Initially the Phoenix-based company was established to provide transport services, however, over the years it expanded its capabilities to include civil construction and plant and equipment hire. It also offers expertise and labour management techniques and has a track record of successful community liaison. This expertise has been particularly successful at the Stefanutti Stocks Siyozimela joint venture project at Go Durban's Crossroads taxi rank and associated infrastructure construction project.

"The joint venture between Siyozimela and Stefanutti Stocks has stood out from the rest of our contracts, in that construction has not, due to the strong political influence that Siyozimela has brought to the JV, been stopped by local forums," says site agent for Stefanutti Stocks Roads & Earthworks, Muhammad Naeem Khan. "This, combined with Stefanutti Stocks' technical excellence has resulted in our producing and delivering a high-quality product to our client. In fact, the calibre of work completed at the Crossroads Taxi Rank has resulted in our being awarded additional work."

A significant extension (variation order) to the project was recently awarded to the joint venture. This includes a six-barrel culvert extension, a reinforced earth wall (RESA), an underpass, as well as construction of Bus Rapid Transit (BRT) Station, modular storage units and various concrete structures. The general upgrade forms part of the Go Durban Integrated Rapid Public Transport Network (IRPTN) being implemented on key routes in eThekweni, and this extension is valued at around R180-million.

Siyozimela's roles and responsibilities within the joint venture include subcontractor appointment, subcontractor and supplier

management, site budget strategies, site management, social investment, plant hire, enterprise development involvement and local ward management.

Development areas

In addition to valuable skills transfer being undertaken on the joint venture project, several other development areas, that will contribute towards Siyozimela's sustainability, were identified during a needs analysis. These include marketing and branding (the development of a new corporate identity and its application across various communication materials including a company profile and website); legal compliance in terms of registration with the South African Federation of Civil Engineering Contractors (SAFCEC) as well as the application for Construction Industry Development Board (CIDB) grading; and business skills transfer in terms of accounting mentorship and plant management.

"Our vision is to build Siyozimela into a respected and recognised brand that delivers impeccable quality and efficient service delivery," says director Sthembele Masinga. "We believe that being mentored and guided by Stefanutti Stocks will contribute to our ability to attain this in a sustainable manner, and we are looking forward to growing our business expertise and operations."



The Crossroads Taxi Rank and associated infrastructure that was constructed by the Stefanutti Stocks Siyozimela joint venture.



Stefanutti Stocks plant manager Nigel Ramiah with Siyozimela director Sthembele Masinga at the Stefanutti Stocks plant yard in Kempton Park.



Sthembele Masinga with Stefanutti Stocks group senior accountant Nthabeleng Tsotsotso and Siyozimela's accountant Langelihle Hlengwa during a mentorship session at the Stefanutti Stocks Group head office in Kempton Park.



Stefanutti Stocks Roads & Earthworks site agent Muhammad Naeem Khan and Sthembele Masinga discuss progress at the Crossroads construction site.

Siyozimela Construction & Plant Hire is a one-hundred percent black-owned company (eleven per cent of which is black female owned) that operates in the transportation, construction and plant hire sectors of KwaZulu Natal. The company joined the Stefanutti Stocks Enterprise Development Programme in early 2018, as an enterprise development partner to the Roads & Earthworks division.

Siyozimela's service offering includes plant hire, transport services (scholar transport, workforce transport as well as airport shuttles and executive transport) and construction services, including:

- Earthworks, construction projects, site cleaning, levelling, excavations and landscaping.
- Steel supply and steel fixing.
- Maintenance, including cleaning of buildings, cutting grass and felling trees.
- Building construction and renovations.





Compliance officer **Yolandi Meyer** values positive change

Yolandi Meyer joined Stefanutti Stocks Roads & Earthworks (R&E) in January 2012 as a data capturing clerk in the Health, Safety and Environmental (HSE) department. She was promoted to HSE administrator five months later. In June 2017 she was ready for a new challenge and successfully applied for a compliance officer position in the Construction and Mining Business Unit's transformation department.

Her responsibilities include preferential procurement involvement, verification assistance, bid support, enterprise development (ED) and socio-economic development. "To ensure BEE compliance for all, the transformation department develops internal business relationships and works together with various other departments within the group, including Procurement, Human Resources, Finance and Training, as well as the projects," says Yolandi. "I enjoy meeting new people, building new relationships and learning to understand things from different perspectives, my position as a compliance officer gives me a lot of opportunity to do these things."

Yolandi champions a number of the Construction & Mining business unit's ED partners, including Izazi Mining services, Sihle Property and Plant Hire, Siyozimela Trading, Qweli Qweli Construction, as well as Isiyalu Manufacturing on behalf of Izazi Mining Services. She coordinates and records ED mentorship, ensures that development areas are completed by financial year end, keeps a portfolio of evidence for each partner as well as compiling ED partner performance reports. "My favourite aspect of the transformation portfolio is enterprise development, as I value growth and positive change. I find it very rewarding to be a part of the process that works towards improving someone's business and as an extension, people's lives."

Do you have a mentor at work?

"I have had a few unofficial mentors since I started at Stefanutti Stocks in 2012 and I have concluded that we have all crossed paths for a reason – every moment is an opportunity to invest in someone else's future.

"I will never forget Russell Crawford's first words to me when I joined R&E: 'Welcome to the earth movers and shakers!'. He was so proud and full of energy, I just knew that we make things happen in this company!

"I learned about Buildsmart and the process of purchasing an item in the corporate environment from Eda Swanepoel. If I made a mistake she would say: 'There is no mistake that you cannot fix'.

"From Andrew Hewitt I learned that if someone asks you a question and you don't know the answer, you make it your business to find the answer.

"From Lesego Jack I learned that gender, age and race do not matter. If you work hard, take care of your relationships and learn from people, you will succeed.

"From Charles Wright I learned to never give up; to make sure you have tried all the avenues and used all your resources, and then to try once again."

Where do you see yourself in five years/or ten?

"In five or ten years I want to be a leader, mentor and a proud South African.

"I believe our youth, just as we did in our younger years, need mentors: in the school of life, you can read as many books as you want to, but some things you can only learn by observing people. I would like to give back the support, encouragement, guidance and lessons that I have received."

What makes you proud to be a South African?

"South Africans are resilient! No matter how bad the economy, how high the crime, how limited our resources... a South African always manages to overcome the obstacle! That makes me proud. We always have a hand to lend, or another plan that we can make, and a joke to share."

What is your motto?

"Do your best and God will do the rest!"

Stefanutti Stocks assists IZAZI to qualify as Level 1 contributor

On 13 August 2019 Izazi Mining was issued with its Level 1 B-BBEE contributor certificate. "Achieving this has been one of our long-term business objectives," says the company's chief executive Mbongiseni Alfred Sibisi, "and we are beyond delighted. We're also very grateful for the hard work and strategy that the Stefanutti Stocks transformation team assisted us with implementing – it would not have been possible without their guidance and mentorship."

The company became an enterprise development (ED) partner to Stefanutti Stocks Roads & Earthworks in 2018. One of the first development areas in that year was to assist the company (that started with a B-BBEE Level 8) to obtain a generic Level 3 scorecard – which was based on a closed measurement period.

Mbongiseni Alfred Sibisi and Mahan Joseph Lukhele, the two executives who own and manage the company, shared the objective of wanting Izazi Mining to become a Level 1 black-owned company. Stefanutti Stocks' transformation manager, Vaneshree Pillay, implemented the STIRR process, a Stefanutti Stocks internal measurement tool. STIRR assisted in the development of a strategic plan that would assist Izazi Mining to qualify as a Level 1 contributor, by identifying areas of improvement.

Quarterly meetings were held between the Izazi Mining team and Stefanutti Stocks' transformation team (represented by Vaneshree and the assigned compliance officer Yolandi Meyer). The meetings would monitor the progress of the plan's implementation, which included identifying an ED strategy and partner for Izazi. Stefanutti Stocks proposed and introduced one of its own ED partners, IsiYalu Business Enterprises, creating a further opportunity to network and build relationships.

As is the case with any emerging generic company, there are many challenges to ensure they are compliant in terms of meeting the codes thresholds. This occurs in particular under Skills Development, as well as Enterprise and Supplier Development. "We were determined to see Izazi Mining through the process and assist them in obtaining their Level 1," explains Vaneshree. "This milestone is definitely a highlight of this partnership, and it is also very gratifying to see the relationship between two of our own ED partners grow and develop beyond our programme."

IsiYalu Business Enterprises continues to receive IZAZI's support on the ED front, with Izazi more recently funding IsiYalu's attendance and marketing materials at the Smart Procurement Expo 2019, that was attended by a total of four of Stefanutti Stocks' ED partners.





IsiYalu poised for next **expansion spurt**

Johannesburg-based IsiYalu Business Enterprises joined the Stefanutti Stocks Enterprise Development Programme (EDP) as a partner to the Mechanical & Electrical business unit in mid-2018. That same year the multidisciplined clothing manufacturer also became an enterprise development beneficiary of Izazi Mining, an ED partner to Stefanutti Stocks' Roads & Earthworks division. A number of exciting contributions by both companies have assisted IsiYalu, in particular with business expansion and in the marketing arena.

Enterprise Development

In late 2018/early 2019 Stefanutti Stocks funded a factory expansion (undertaken by PAMCO, ED partner to Stefanutti Stocks Building). It also purchased a new cutting table for the extended manufacturing facility, funded a marketing video and assisted IsiYalu with legal compliance through the supply of labour law posters. The company also donated two laptops and a printer for office and order administration purposes. On the supplier front, IsiYalu was awarded the manufacture and supply of overalls and sunhats for a number of Stefanutti Stocks' projects.

Izazi has contributed to the new showroom by purchasing reception furniture, showroom entrance signage as well as a custom-designed marketing flyer and Perspex leaflet dispenser. Stefanutti

Stocks funded the design and application of custom-designed wallpaper, as well as the professional photographs used for marketing materials and wallpaper.

Izazi was instrumental in the safety audit of the new manufacturing facility and the official opening is set to take place later in 2019. "Our enterprise development relationships and the support within the programme of and for other partners is inspiring and motivating," says IsiYalu's chief executive officer William Dhlongolo.

On 17 and 18 September 2019 IsiYalu, together with three other Stefanutti Stocks ED partners, attended the Smart Procurement Expo held at the Gallagher Estate in Midrand. Izazi covered the cost for the IsiYalu stand as well as some marketing collateral for the event. "We left



Stefanutti Stocks' enterprise development partners displayed alongside one another at the Smart Procurement Expo, with IsiYalu located next to its sponsor Izazi Mining.

the expo with a number of orders and new contacts,” says Dhlongolo, “and I believe it was a valuable investment of our time, as we grow our brand and products. I am looking forward to inviting existing and old buyer and client contacts to our new showroom launch, where we will be able to showcase the full range of our manufacturing portfolio.”

IsiYalu recently prepared a proposal (pictured to the right) and applied to the Industrial Development Corporation (IDC) for funding. Stefanutti Stocks also assisted with the professional presentation and layout of the application. “As a business I feel we are ready for the next growth spurt, which includes expanding our product portfolio and eventually our premises,” says Dhlongolo. “We are hoping to raise funding via the IDC and Black Business Enterprise Development, which will enable us to create greater infrastructure, employ more people and perhaps even start exporting our products.” The clothing and textile environment is a cut-throat, hotly contested market with many foreign players jostling for the available clientele. In a bid to be able to compete on price and turnaround times with the likes of China, Bangladesh, Vietnam, Lesotho, Swaziland and Madagascar, IsiYalu wants to be in a position to premanufacture popular products and have these items in stock, thus speeding up its ability to service clients. “It is one of my greatest goals that the concept of buying local becomes a real, tangible and cost-effective procurement exercise for our clients, where they are able to benefit from strong, local brands being able to service them effectively. I strongly believe that through investment in South African manufacturing infrastructure, we will be able to deliver and compete with the world.”



Installation of the wall paper at the new showroom underway.



The new reception furniture, that was funded by Izazi Mining as part of its enterprise development programme.



PAMCO

Waterproofing & Leaks gets a boost

Gauteng-based Pamco Waterproofing & Leaks CC has been an enterprise development partner to Stefanutti Stocks Building since November 2015. The company has been a preferred supplier to the Building business since 2010, in particular undertaking sub-contracts for the division's housing projects.

Development areas that were identified and actioned during the past twelve months, include:

- procurement and hand over of a HILTI coring drill (including training that was provided by HILTI);
- handover of re-usable site equipment, including a dumpy and tripod, drive unit, poker needle, circular saw, two chip hammers and a core bit;
- mentoring on business strategy, focusing on a market analysis for expanding the business;
- safety training, focusing on liability and compliance; and
- attendance at the Smart Procurement Expo 2019.

The handover of the HILTI coring drill and training took place at Stefanutti Stocks' offices in Barbara Road. The coring drill, valued at almost R75 000, will add a further capability to PAMCO's range of services, to include drilling through walls for the installation of aircons as well as extractor fans and/or ventilators in bathrooms and kitchens.

The re-usable site equipment that was handed over at the Kempton Park plant yard in August 2019, will support PAMCO in

delivering their existing services, and save equipment rental costs they have incurred in the past.

On 17 and 18 September PAMCO was an exhibitor at the Smart Procurement Expo in Midrand, along with three other companies (Izazi Mining, IsiYalu Business Enterprises and Sharpshell Engineering) that participate in Stefanutti Stocks' Enterprise Development Programme. "My attendance at the expo was definitely worth it – I made some valuable contacts and quoted on prospective work in that same week. I also met representatives from provincial governments, who indicated their requirement for a company with our skills and we are in the process of registering on their database," says PAMCO owner and contracts manager Petrus Nemurangoni. "I was not quite sure how successful the expo would be for us. However, it was quite amazing, and I'm looking forward to marketing PAMCO and following up on all opportunities."

Pamco Waterproofing and Leaks (Pamco) is a Gauteng based, 100% black-owned construction sector contractor, with a B-BBEE Level 1 contributor rating. It was founded by Petrus Nemurangoni in 2007 and has over the past twelve years cemented its reputation as a contractor that delivers workmanship to the highest standards.

Its core business offering includes waterproofing and roof repairs such as roof tiling, roof sheeting, roof sealing, and rubberising. It also executes work in building, plastering and painting projects, as well as waterproofing projects, roof construction and other related activities. Its rope-access capability provides a huge time- and cost-saving alternative to conventional scaffolding.

ED partners attend Smart Procurement

Accessing markets and securing sustainable business is probably one of the greatest challenges facing South Africa's SMMEs today. A lack of understanding of often complex procurement processes and how supply chains are managed can also be a deterrent to small business development. A further difficulty is being able to connect with the correct buyers within an organisation. "It is precisely these concerns that motivated Stefanutti Stocks' funding the attendance at the Smart Procurement expo, and marketing collateral for a number of our enterprise development partners this year," says Vaneshree Pillay, Stefanutti Stocks Construction & Mining's transformation manager.

Three of Stefanutti Stocks' Enterprise Development partners (Sharpshell Engineering, IZAZI Mining and PAMCO Waterproofing & Leaks) exhibited at the Enterprise & Supplier Development (ESD) Expo, that forms a part of the annual Smart Procurement Expo. The attendance (and marketing collateral) of a fourth ED partner, IsiYalu Business Enterprises, was funded by IZAZI Mining. The event was deemed a great success by all four businesses, all of whom left with potential leads.

Sharpshell left with thirteen very promising leads, including direct interaction with buyers from a large corporate they had pursued for some time.

IsiYalu left with a number of orders and new contacts, with CEO William Dhlolongolo saying it was a valuable investment of their time and that he looked forward to inviting existing and old buyer and client contacts to the manufacturing SMMEs new showroom launch, later in 2019.

It was PAMCO's first attendance at an event of this nature and SMME owner and contracts manager Petrus Nemurangoni left the event amazed. "My attendance at the expo was definitely worth it – I made some valuable contacts and already quoted on

prospective work in that same week. I also met representatives from provincial governments, who indicated the requirement for a company with our skills and we are in the process of registering on their database." He concluded by saying that he is looking forward to marketing PAMCO and following up on all opportunities.

"Going forward, the results will speak for themselves," says Vaneshree. "We believe that our investment was a very effective way of exposing our ED partners to many more potential clients, and we hope that they will be able to leverage every contact that they have made."



Thobile M Suppliers & Services receives roller from Stefanutti Stocks

In late 2018 the Stefanutti Stocks Mining Services Material Handling division, that is currently operating at the Exxaro Coal Central (ECC) Dorsfontein East Coal Mine, selected Thobile M Suppliers & Services to be the beneficiary of its local community development initiative.

The black-woman-owned emerging enterprise was identified with the assistance of the ECC's Local Community Development Department and the handover of a vibrating roller took place on 28 May 2019.

A rent-to-own contract has been drawn up between Stefanutti Stocks Mining Services Material Handling and Mrs Thembeisele Moto, owner of Thobile M Suppliers. The vibrating roller will,

after twenty-two months, become the property of the emerging contractor. In the lead up to this Stefanutti Stocks will maintain the roller as well as provide Mrs Moto with financial management and plant maintenance training to support her ability to grow her company sustainably.

Following the handover, Mrs Moto had the following to say: "Firstly, I would like to thank Exxaro for the opportunity to be part of Stefanutti Stocks. Also to Stefanutti Stocks and ECC Community Development – thank you. Today was one of the most exciting days of my life! To be handed over the keys by Marco Pasquali, director of Stefanutti Stocks Material Handling in the presence of Exxaro's management team, is indeed a great honour and I accept this opportunity with humility and gratitude. I very much appreciate being selected for community development. From the bottom of my heart thank you, thank you and thank you! I promise to do my best to develop Thobile M Suppliers and Services."



The Stefanutti Stocks Material Handling Team with Thembeisele Moto (second from the left) and Lafras Moolman of ECC (second from the right).



Kobe Kulunge's eye-catching new logo and company profile.



Representatives from Kobe Kulunge and Stefanutti Stocks at one of the enterprise development meetings and handover of the new profiles.



An example of Kobe Kulunge's commitment to creating a legacy through consistent delivery.

Kobe Kulunge

joins Enterprise Development Programme

Kobe Kulunge joined Stefanutti Stocks' Enterprise Development (ED) Programme in 2018. The company is a partner to Stefanutti Stocks Building Western Cape, for which it has worked on a number of contracts, including at Shoprite's world-class distribution and warehousing facility, the Cilmor Distribution Centre.

The two companies are connected by more than just a history of subcontracting. In 2011, after having worked in the construction industry for over four decades, and for Stefanutti Stocks since 1993, Kenneth Vuyisa Maya formed his own small, family-run building company. He called his new venture Kobe Kulunge, which loosely translated means "we will get there one day" or "things will fall into place". The name reinforces his long-term vision that a small struggling contractor can one day grow into a sustainable enterprise offering full-service concrete and construction capabilities and contributing to the broader economy.

Kenneth began working as a bricklayer for Stefanutti Stocks in 1993. His personality and passion for his work resulted in his promotion to the position of a foreman. Over the years he specialised in concrete, bricklaying and housekeeping and worked on various projects, both big and small. He was also part of the team that refurbished and extended Stefanutti Stocks head office in Cape Town.

The family-run management team work within the business and all share a passion for concrete. Lukhanyo Gushman, son-in-law to the founder and an architect by profession, is the chief executive officer. Kenneth's two son's Simphiwe and Mike work as

foremen on site, and nephew, Melikhaya Xhongo, works as a junior foreman and is learning the ropes from the senior members of the family. "We acknowledge the value of not re-inventing the wheel but rather leveraging existing experience and capacity for mutual benefit, risk mitigation, job creation and economic development," says Lukhanyo.

When Kobe Kulunge joined the ED programme development areas, from which the company would benefit and that would enhance its ability to become a sustainable entity, were identified. These include brand development (including a new logo and corporate identity, as well as a company profile); assistance with its CIDB registration, as well as B-BBEE verification. "We hope that the current areas of enterprise development will assist us in being compliant in all areas required for successful tendering," says Lukhanyo, "and we're looking forward to the opportunities this can bring with it."

Kobe Kulunge's core competencies lie within the field of structural concrete, general construction and concrete placing, in particular for the commercial, industrial and affordable housing sectors. Its clients include construction companies and project managers as well as private clients and public sector clients. Its core business entails building and structural concrete (which it sources, supplies and places, however it also offers clients a holistic service, where it takes complete responsibility for a portion of the development.

Ongi's success

driven by self-development

From a young age Mboneni Richard Ndouvhada was encouraged by his father, a self-employed carpenter, to follow a career in construction. Edward Ndouvhada also wanted his children to have the best possible education, and after much research, his parents sent Mboneni to a technical school, where his interest in engineering gained traction.

Mboneni credits his father with instilling a strong work ethic and a thirst for continued self-improvement. His mother, Olivia, worked as a teacher and encouraged the children to further their education. Their approach and discipline paid off, as today three of the five siblings are self-employed. "My brother is a mechanical engineer; my sister is a dental technician; and after studying electrical engineering and working in the industry, I established a construction business in 2008," says Mboneni.

After graduating in Electrical Engineering from the Vaal University of Technology Richard gained good experience in contracting with Tumishi Electrical. He then joined consulting engineers, Optimal Engineering Solutions, where he worked as a consulting engineer designing and managing mainly electrical projects.

Mboneni then decided to follow his father's example and sought self-employment. He established Ongi Projects in 2008, and today the company employs a permanent staff contingency of twenty and offers a comprehensive range of electrical, electronics and mechanical services for domestic, commercial and industrial clients. The company recently added civil construction services to its portfolio, including the construction of water, sanitation, pipeline as well as transport infrastructure.

To ensure that he had all the necessary business skills to support his ability to be sustainable in the long term, Mboneni has completed many courses and certificates. His qualifications include an Installation Electrician Wireman's Licence (Three Phase) issued by the Department of Labour; he has completed all ten modules in Operating Regulations for High Voltage Systems; he completed a certificate in Project Management NQF Level 8 at the University of Stellenbosch and a Post Graduate Diploma in Project Management NQF Level 8 (MANCOSA). He is currently studying for his MBA NQF Level 9 (MANCOSA).

"I'm very passionate about construction. I love working and being on site," says Mboneni. "I get depressed if there is no new work coming in, and we are very proactive in terms of business development." The company operates from its head office in Johannesburg as well as from offices in Mpumalanga, Limpopo and the Free State. It initially undertook work for mainly private sector clients, however, since it achieved level 6 Construction Industry Development Board gradings for 6EP PE (Electrical Engineering Works – Infrastructure), 6CE PE (Civil Engineering), 6EB PE (Electrical Engineering Works – Building) and 6ME PE (Mechanical Engineering Works), it also focuses on the public sector and submits on average fifteen to twenty tenders a month.

Ongi General Trading CC, trading as Ongi Projects, is a one hundred per cent black-owned South African contracting company that undertakes the construction and installation of civil, mechanical and electrical infrastructure for a range of clients across South Africa. These include public, private and commercial clients as well as customers within the construction, mining, energy, transport and social infrastructure sectors.

Ongi Projects operates from its head office in Johannesburg, Gauteng and has branches in Mpumalanga, Limpopo and the Free State. It currently employs over thirty permanent staff – including administrators, project managers, safety representatives, skilled and unskilled artisans. Its resources include company-owned plant and equipment that support its capabilities and ability to provide its clients with optimised solutions.



Its recent project portfolio is quite diverse and includes Medium (MV) and Low Volt (LV) maintenance at OR Tambo International Airport as well as an electrical installation at a Fuel Farm Substation, both undertaken for Ukubona 2000; various social infrastructure installation/maintenance projects including for schools, community halls and outdoor community lighting; solar installation for twenty staff houses in Lower Sabie; installation of building services for various office parks; a renewable energy project for Elies Nelspruit; and area lighting installation project for Umbutho within the Bus Rapid Transit (BRT) depot area.

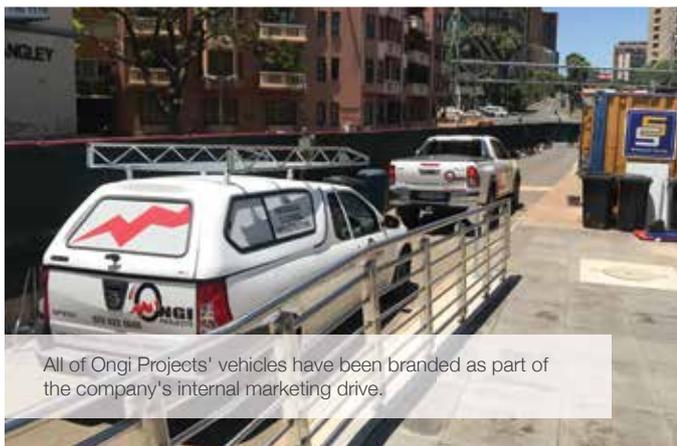
The relationship between Ongi Projects and Stefanutti Stocks began in 2015, when Ongi was hired as an electrical subcontractor to work on some of the rail infrastructure projects Stefanutti Stocks Civils was undertaking at the time. Ongi's scope included the electrical installations at a number of Johannesburg's BRT stations as well as area lighting installation at a PRASA station. "One of the things that I appreciated about working for Stefanutti was their systematic approach to work, which makes it much easier to make progress," says Mboneni. "My recent growth has definitely been on the management side – I learned how to manage big scale projects as well as to manage people and groom a team that can represent me on site, when I cannot be there."

Ongi's capabilities and work ethic impressed contracts director Chris Tshivhidzo so much, that he motivated the company's becoming

a preferred supplier, as well as an enterprise development partner to Stefanutti Stocks. This was formalised in 2019. The development areas Ongi has thus far benefited from include branding; assistance with obtaining its B-BBEE certificate (QSE Level 2), as well as putting employment contracts and human resource mentorship in place, in readiness for the company's next growth spurt. Other areas that Mboneni and Phindile Mbatha from Stefanutti Stocks' transformation team have identified as potential development areas include marketing (for example the development off a website) as well as putting formal systems in place, as per the ones that Stefanutti Stocks is using.

"There are very few black contractors in South Africa, that I'm aware of, able to complete this kind of work, to the standards, that Ongi does," says Chris. He continues, saying that his clients are impressed with Ongi's work; the professional team is happy, and, due to their good experience, his site team also only wanted to continue working with Ongi as an electrical contractor, on future projects.

Mboneni's overarching vision for Ongi is to build a company that will one day grow to be a worthy competitor to some of South Africa's construction stalwarts, including of course Stefanutti Stocks. And, if his committed and continued pursuit of development and his determination to build the company's capacity and capability are ingredients to this kind of success, then he certainly is on the right path.



All of Ongi Projects' vehicles have been branded as part of the company's internal marketing drive.



Ongi's project co-ordinator Calvin Magwalivha describes some of the electrical work that the Ongi team has completed in the DB Room at the Clarendon BRT station.



Ongi Projects founder and owner Mboneni Richard Ndouhada and Stefanutti Stocks contracts director Chris Tshivhidzo at the recently completed double volume Clarendon BRT Station. This station is one of fifteen that Ongi Projects is installing electrical services at.



Ambitious VRP partner **takes charge of destiny**

It's been two years since Axsys Projects became Voluntary Rebuild Programme (VRP) partner to the multidisciplinary Stefanutti Stocks Group, and in spite of a tough and competitive trading environment, the company has managed to grow its skills and capacity. "We just need more projects to come to market and/or to be awarded, so that we can put our increasing expertise to work for the company and our country," says company chairwoman and majority shareholder Halga Ninow-Cohen. "I believe we are a desirable project partner, as we have the capabilities, the transformation credentials, as well as the ambition to become one of South Africa's large construction contractors." Axsys Projects has also got its eye on achieving a Construction Industry Development Board (CIDB) grading of level eight by the end of 2020.

The company's journey – from subcontractor to enterprise development partner, to regular joint venture partner and finally VRP partner – began about six years ago, when Axsys subcontracted to Stefanutti Stocks on a pipeline project. It joined the group's Enterprise Development (ED) Programme in late 2013, where it remained reliant on joint venture projects. However, since becoming a VRP partner in September 2017, the fully-fledged construction company has pro-actively sought its own contracting opportunities. Currently half of the projects it has tendered on, it is doing so as sole contractor, with the other half either as the joint venture lead, or in joint venture with Stefanutti Stocks. "This is a huge step forward," says Ninow-Cohen, "in particular as, in some cases, we are the preferred contractor to the client, and are able to involve Stefanutti Stocks in our work, rather than the other way around, as has been the case historically."

Since 2013 a large part of the skills transfer has taken place on, as well as off construction sites. A large part of the knowledge sharing has included the introduction to established and proven construction business systems (including financial, HR, etc) as well as tried and tested industry policies and procedures (including for safety, health and environmental) that will assist the company in becoming a sustainable enterprise.

Axsys Projects' health, safety and environment (HSE) manager Reginald Naidoo hails from Empangeni in KZN and started working in construction in 2007. Prior to joining the industry he worked as part of Bell's manufacturing safety auditing team. He joined Axsys in 2014, as safety manager on the Stefanutti Stocks/Axsys Projects Maydon Wharf project, and, following the project's completion, has worked as the company's SHE manager, overseeing its projects across the country. "Over the past ten or so years I've never worked directly for Stefanutti Stocks but many of the projects I have worked on – including Gautrain and Kusile – have seen me working with Stefanutti Stocks systems – I believe they are some of the best in the industry," says Naidoo.

One of Naidoo's biggest focus currently, aside from spending a few days a week on various sites, is updating Axsys' HSE systems and documentation, to ensure efficient compliance as well as encouraging a zero harm safety culture within the organisation. "As we are a relatively new company, this quieter period provides me with an opportunity to create and implement more formal structures, based on the best-practice we have learned from Stefanutti Stocks, as well as on-site and by referencing global best practices."

The industry slump is frustrating for all construction employees, but Naidoo says he sees his role as being responsible for more than just HSE and compliance. "Safety guys aren't always the most popular on site, but I do my best to motivate and promote a positive mindset," says Naidoo. "Human behaviour is one of the biggest factors when it comes to accidents in the work place, and the state of the industry is creating a distraction, as the construction workforce, at all levels, is concerned about what the future holds for them. It's important at this time to keep our employees motivated and to support them, especially as many of our employees have families to support. Not having clarity or job security is nerve wracking, especially going into Christmas."

After building an impressive project portfolio these past few years, it seems that the greatest Christmas gift of all, and one that could go a long way to support the sustainability of emerging enterprises such as Axsys Projects, would be for the many long-awaited infrastructure projects to finally be awarded and for new work to be put out to tender. "We need the work to keep our people employed," says Naidoo.

It's as simple as that.



Ingosi Civils works on Durban infrastructure upgrade

Ingosi Trading (trading as Ingosi Civils) is a KwaZulu-Natal based civil works, general construction and engineering-related services contracting company that joined the Stefanutti Stocks Enterprise Development Programme in 2017, as a partner to Stefanutti Stocks Coastal. The construction climate has unfortunately not enabled the two companies to work together on joint ventures, however, Stefanutti Stocks has been able to assist in other areas, namely with marketing and branding, HR mentorship and legal compliance (with regard to workmen's compensation).

Stefanutti Stocks' assigned compliance officer, Phindile Mbatha drove the efforts to ensure that Ingosi received their Workmen's Compensation certificate, as it was a vital requirement for a joint venture project Ingosi was tendering on. The Mdubane Joint Venture, where Ingosi is a ten per cent partner, is currently undertaking an infrastructure upgrade contract for Go Durban.

Ingosi Trading is a civil works, general construction and engineering-related services contracting company. The company undertakes the construction of transport, water and building infrastructure, as well as offering turnkey solutions, particularly within the building sector.

Ingosi has a B-BBEE rating of Level One, and is a 100 per cent black-woman-owned construction company with a CIDB grade of 6CE PE (civil engineering).



Skills Development



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Q&A with SS Academy

training managers

Training manager Thulani Ngobeni joined Stefanutti Stocks in February 2018 to oversee the training offered internally by the Stefanutti Stocks Academy, including the site-based training. He originally qualified as a teacher and worked as an educator prior to embarking on a career in the mining sector in 2000.

What are your training credentials/history?

When I first joined the mining sector my task was to improve production. However, we quickly picked up that we needed to provide training in order to improve production, so by default I was moved to the position of training officer. Over the years I have worked for multidisciplinary mining company with an increasing emphasis on statutory compliance (SETAs, OHSACT, MHSACT, DoL, SDA, SAQA and so forth) and a focus on the entire learning and skills development, including designing training material and aligning it to the relevant NQF unit standards.

I personally have a number of qualifications ranging from Secondary Teachers Diploma, courses with various OEMs and college/university qualifications (HR Management through UNISA and Managing Labour Relations at WITS) as well as certificates for skills development facilitator (SDF) and Occupationally Directed Education, Training & Development Practices (OD ETDP).

Why training?

Back in 2000 most training that took place in the industry was instructional, rather than outcome-based learning. What was taught on the one day was often forgotten on the next and I felt it was important to put standard procedures in place, and formalise a training environment to make a real difference.

What is your vision for the Academy?

To provide structured skills development at all levels of Stefanutti Stocks, to ensure competent resources which build our organisational capacity. This vision will only be achieved through planning, governing, managing and report on training as per our organisation's business needs.

I also hope to grow the community training we currently offer and conduct through signed SLA with mines, to other organisations, as well as put more focus on extending the scope of other training programmes with other SETAs.

What is/was your greatest achievement?

Two highlights happened around about the same time, which probably make them even more special: I managed to juggle and qualify in two university courses in 2009... while at the same time establishing an accredited training centre for Fraser Alexander from scratch.

What is/was your greatest training moment?

Opening the training academy in 2009 and having it accredited by the Construction CETA, as well as getting extension of scopes on other training programmes formally registered to other SETAs, such as ETDP, MICT and MQA. I still utilise the knowledge, skill and experience I gained – especially with external service providers and statutory bodies – in my work today.

What was one of your lowest/most disappointing experiences in your job?

Within a construction and mining environment production is key. However, it is still crucial that all standards are met. It is disappointing

when legally appointed managers, who don't have the full understanding of statutory compliance, to block training initiatives in lieu of production targets. This can bite the business.

What are your own personal career goals?

My primary goal is to improve employee performance and productivity within the organisation. During my years in the industry, I have worked in collaboration with employees from entry to senior management level with optimal results. I aim to use the full extent of this experience and my expertise in the identification of training-needs, designing training programmes and their implementation, as well as a highly effective feedback process in order to achieve this goal.

A further objective is geared towards my own continuous professional improvement in my field of expertise.

Thulani and Leandra at the company's Protec Park offices in Kempton Park.



Training manager Leandra Allgeier joined Stefanutti Stocks as a clerk in 2008. Her career path has seen her fulfil the role of training co-ordinator, training admin officer, an employment development officer and her current position as training manager overseeing all practical and theoretical external training and learnerships for the Stefanutti Stocks Academy from 2017.

What are your training credentials/history?

Before moving to Stefanutti, I worked for a training provider as a training coordinator. I have completed various training-relevant certificates and courses including assessors, moderators and skills development facilitator (SDF). I believe the school of life has also contributed to my training knowledge and credentials.

Why training?

From school my initial plan was to take time off before going to university, however by the time I started working at Stefanutti



Stocks in the training department, I had begun to fall in love with what I was doing.

Although I prefer to be behind the scenes of training, I am passionate about the development of people. I think that many people overlook the administration and process management involved within the training environment and this is where I direct my focus.

What is your vision for the Academy?

I would like to see us take over the training that we currently outsource – such as the learnerships and safety training. Maybe build up to a “Stefstocks University” completely based on the Stefanutti Stocks Way and our best practices, and someday even offer this curriculum to candidates from outside the company. We have so much industry know-how, why not train for the industry?

What is/was your greatest achievement?

One of my proudest moments was when we opened the Olifantsfontein Training Centre. I remember my first visit to the yard with Charles Wright (our Group’s enterprise development director). The yard was used primarily as a storage area for leftover building materials, so it looked quite neglected and cluttered. Tracking the physical change to the yard from the time that we took it over was extremely rewarding for me.

I take a lot of pride in the smaller achievements that my team makes; things like getting internal programmes, like SLDP, recognised for CPD points with CESA, or achieving above our targets, or getting through a B-BBEE Verification without any clarifications or “errors”.

What is/was your greatest training moment?

I was not available for the launch of Solid Foundations, but I do recall the day that we launched our Basic Concrete course. We received so much appreciation (from participants, as well as feedback) on how the course had improved their skills and working lives.

The greatest moments are those where you are able to see the enjoyment on the learners faces, or their excitement, as they leave class, to get back to site where they can tell others about what they have learnt, and recommend the course to them too.

I’ve also formed strong relationships, especially with our trainers, a number of our SLDP participants and some of the site-based staff to whom we market the courses. Again, I’m not classroom-based, but meeting people face-to-face and giving them guidance is very rewarding.

What was one of your lowest/most disappointing experiences in your job?

Closing the Olifantsfontein Centre and moving back to Protec Park was disappointing. We came back with the intention of opening something here and I hope that still works out.

What are your own personal career goals?

I’m very happy where I am currently. I prefer to live in the moments of each day and take advantage of the opportunities that present themselves, rather than focus too much on the future, as on a daily basis so much is changing in our industry and country. I hope that one day these opportunities will lead me in the direction of heading up a training division within a company. I still have many years ahead and I will have to see where they lead me.

Anything else you’d like to add?

I have a great training team and enjoy working with Carmen, Bathable and Amina. It’s a tight knit team, we are loyal to one-another and will help each other wherever necessary.



Stefanutti Stocks Coastal's **cadet foremen work towards their NQF4 accreditation**

Vincent Hlambisa at Stefanutti Stocks Coastal's offices during a theoretical session.

Stefanutti Stocks Coastal has enrolled eleven cadet foremen in the NQF4 programme with TJEKA. They are currently busy with their two-year Supervision of Construction Processes (Civils Foreman) learnerships and should complete their learnerships in 2020. As per TJEKA's prospectus the purpose of this learnership is to develop essential leadership skills required for a competent labour intensive construction foreman.

The programme focuses on developing competencies required on a busy construction site, including:

- supervision and motivation of construction work teams;
- application of information from contract documentation, drawings and specifications; and
- setting out construction site tasks and supervising the execution of labour intensive construction projects, including effective planning, organizing, controlling and utilization of resources in line with industry standards (productivity, quality, environment and health and safety).

The training is based on a seventy per cent practical component and a thirty percent theoretical. In addition to the time commitment of attending three days of lectures every month, the cadet foreman also undertake to complete a portfolio of evidence as well as written assessments. If at the end of their learnerships they are found to be competent, they will receive a statement of results and will be uploaded onto the NLRD (National Learner Records Database).

Vincent Hlambisa began his career at Stefanutti Stocks in 2013 on a limited duration contract, at Engen, that finished in 2014. His role was to oversee access scaffolding and he reported to general

foreman Grant van der Lind. He was part of the team that was awarded a NOSA five-star rating for the contract. In January 2015 van der Lind was instrumental in Hlambisa's return to Stefanutti Stocks and he began working on the access scaffolding at the Maydon Wharf marine site. While at Maydon Wharf he was promoted to the position of supervisor to carry out both the water and land side work. Thereafter he was promoted to Cadet Foreman.

"General foreman Grant van der Lind taught and encouraged me to focus on what I was doing. I learned a lot from him. He called me about working at Maydon Wharf Berth 12 to do what I had done at Engen, and, together with my team we completed all access safely. We went on to work on three sites at Maydon Wharf, then the Hammarsdale Bridge and then at Vopak.

In terms of knowledge this course is helping me a lot because most of the things that we do on site, we learn here. It is quite comprehensive and includes such things as setting out of work; measurements; safe work procedures and the safety of the workers you're working with; company policies and processes; tendering; construction documentation; and much more.

"It also means a lot for me personally, as I believe the certificate and skills I will get here, can also assist me to grow in the future, even if one day I no longer work here at Stefanutti. I'm a hard worker and work well under pressure... it's what a company needs."



Siyabonga Ntuli has been working for Stefanutti Stocks since 2012 and is currently working at the Xhora Water Supply site in the Eastern Cape. He started out as a chargehand working for foreman Joao Mavia, who put his name forward for an NQF learnership. He completed his NQF2 in 2015 and started with his NQF4 in 2017.

"I can't imagine doing another job. Every project is different. The Ballito Interchange was a highlight of mine and we were very focused on production. I remember our general foreman Horatio keeping the pressure on: 'Baba, we are here for working, not for *khekhelezing* (working slowly) ...'

"We learn about managing our productivity including many things the elders on site pass on to us, in terms of quantities and qualities. We also learn how to read drawings and manage the people on site. It can be difficult getting the older artisans and tradesmen to listen to you and a big challenge to manage a team – you have to understand and know what makes each guy in your team good. It's also important to encourage people to *sebenza ngokuphepha* (work safely) and thank people for their good work: *Ngiyabonga for izolo ukuthi nisebenze ngokuzimisela* (Thank you for working well yesterday).

"The TJEKA training is a chance for me to get a qualification and to grow – so that I can work like the elders and support the family and company."



Shuhane Ally has worked for Stefanutti Stocks since February 2013. He started as a trainee foreman and completed his NQF2 in 2015. He is currently working at one of Stefanutti Stocks' petrochemical projects for Vopak in the Durban harbour.

"Doing this learnership is helping me understand the construction industry as a whole. It gives me a better picture of how the company operates, the roles of each individual and why certain people are operational, and others in the office. Understanding your own team and each individual's strengths is very important and we are also taught to respect different cultures. I currently have seven in my team (three shutter hands, one concrete hand and three general labourers) and we are working on the remedial works on the tank foundations. In terms of managing people, we are taught that by knowing your people, you will know where to assign them.

"I believe this learnership will give us more opportunities to grow and diversify – for example from production into safety. We cover a lot of topics, including safety, using hand tools and power tools, how to survey. We are even learning how to tender. Working and studying at the same time does have its challenges, especially when you have to complete site workbooks and then still prepare. You have to make your own time to get the stuff done, but at the end of the day the person this will benefit most is myself."



Sabelo Ntuli has worked for Stefanutti Stocks since 2012. "When we started with the NQF2 learnership, I was a chargehand and I didn't know a lot. When I started studying everything was becoming clearer and I could think outside the box and better deliver quality jobs. It is a great opportunity and means a lot, because I can apply within the company and grow within the company."



Mbhekiseni Mkhize started working at Stefanutti Stocks' Usuthu site in 2016. "I previously worked as a steel fixer but this learnership teaches me much more about the industry. I'm learning to improve production, work in time and safely, and to supervise employees. With a certificate I can go further in my life, but it is very important for other guys too, as I must pass on the knowledge that I have."



Charles Xulu began working for Stefanutti Stocks in 2007. "Most of the things we already do on site, but without proper knowledge of why it's done this way. TJEKA is equipping us with more information on the proper way of doing the things, that we do anyway, and increasing our knowledge of the construction industry."

Elizabeth Selepe approaches **electrical artisanship** with military discipline

Elizabeth Selepe hails from Mamelodi in Pretoria and started her electrical apprenticeship with Stefanutti Stocks M&E in September 2015. She completed her trade test in July 2018 and has been employed by Stefanutti Stocks Electrical, as an electrical artisan at its Sasol Secunda site since. Stefanutti Stocks is also assisting Lizzy to further her studies to obtain her wireman's licence which will enable her to issue a Certificates of Compliance (COC).

"After matric I enrolled in electrical engineering at the Tshwane University of Technology, however, was unfortunately not able to complete my studies. Instead I joined the military, and worked there for four years, the last few of which were as a radar operator/airspace controller in Drakensig. When I left, I thought about pursuing my original career plan and decided to look for opportunities within the field. I also thought that if this doesn't work out, I'd go back to serving my country. Luckily, I found a post on the internet for the Stefanutti Stocks apprenticeship position. I applied in March, and Ms Gabriella called me in September that year. I went for the interview and selections, and when I got a call saying that I was accepted I felt that ultimately, I had ended up doing what I had always wanted to do.

"My work place is dominated by males – in fact I'm the only female here. I think some of the tasks are easier for me because of my military background and the physical training I do. I believe in keeping fit and start every morning with a twenty-minute run, before getting ready and catching the bus at 05:05 am.

"What I love about working in maintenance is that there is something new each and every day – you are not doing the same thing over and over again, so it's exciting. Sometimes you are given the responsibility of taking care of a job card (no matter what your seniority), and this trains you as a person to be time conscious, to know exactly what you are doing, and to feel that you have an important role to play.

"To be honest, the environment I'm working in within Stefanutti is brilliant, and I've worked before, so I know what other work environments have been like! I'm the main breadwinner at home and am currently in the process of obtaining my wireman's licence, which I hope will help me climb up the career ladder. I would love to do this with Stefanutti – the company shows that they appreciate your input, your existence, and whatever you're doing. I'm comfortable and I'm happy here."



Rofhiwa Mapila
relishes his
**growing
responsibilities**

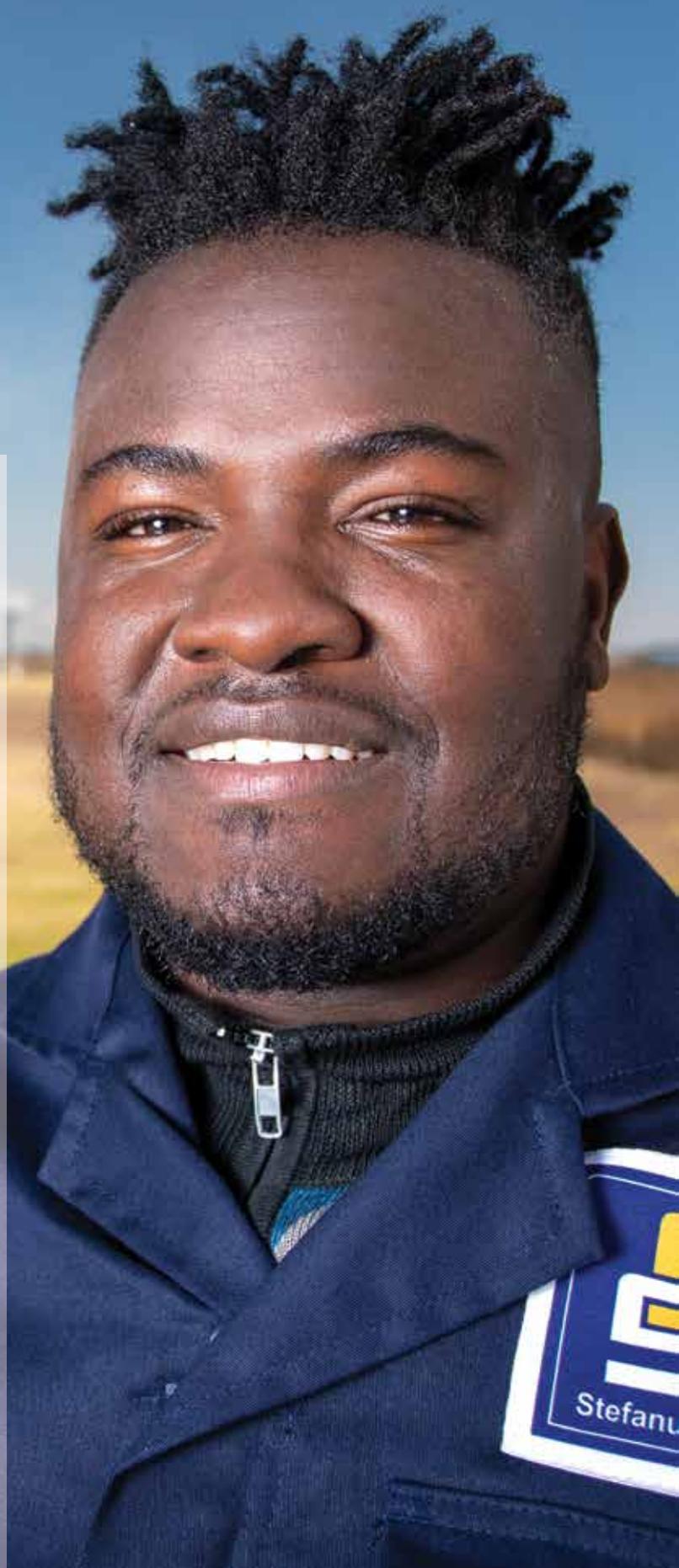
Rofhiwa Mapila joined the Stefanutti Stocks Mechanical & Electrical (M&E) business unit's apprenticeship programme in September 2015. He qualified as an electrician in March 2018 and continues to work at the Sasol site in Secunda, where he first gained his practical experience. Stefanutti Stocks is currently assisting Rofhiwa to obtain his wireman's licence, so that he will be able to issue a Certificate of Compliance (COC).

"There is a big difference between being a student and being a qualified electrician as there is much more responsibility. Sometimes, when I am a task executor, I need to lead a team of semi-skilled artisans, and as I now also spend most of my time on site there are other areas I have grown in this past year – especially in terms of handling the pressure, my problem solving skills and working with people. My supervisor, HM Chokoe, who was my mentor during my apprenticeship, has continued being very good to me and I am still learning a lot from him.

"Currently I'm inspecting all portable electrical tools and completing the paperwork, but when you're working on the physical plant you learn something new every day. Paul Botha, who started his electrical apprenticeship last year, spent some time with me on the plant until 1 June, and returned to continue his Phase 2 theory at the ATI.

For me personally there was a big difference between Phase 1 and Phase 2 of the apprenticeship which is much more practical – for example we would be given specifications and then had to design a circuit, which was very interesting but definitely challenging.

"I was very happy when I passed my trade test in March 2018 and was declared competent – of course my family was very happy too. I'm still supporting them and assisting my mother financially to build a house in Venda, which is almost finished. I completed the wiring for it in December when I was back home, and all it needs now is windows."





Katlego Mahlangu and plant manager John Wilson work on some of his practical assignments.

Business unit's youngest apprentice is ready for the challenge

Nineteen-year-old Katlego Mahlangu matriculated from Hoërskool Eldoraigine in 2018 and started his diesel mechanic apprenticeship with Stefanutti Stocks M&E in February 2019. He has completed his first theory block at the Artisan Training Institute (ATI) in Roodepoort and started his phase 1 work experience on 14 May 2019 at Stefanutti Stocks' Barbara Road workshop in Germiston.

"Last year, when I still drove to school on my scooter, I would see people stuck next to the road. I wasn't able to help them fix their cars, so I made the decision to learn something I would enjoy, but that would also let me help people. I'm really grateful for this opportunity, as its rough out there – you just need to look at social media and see how stressed young people are about job applications. I'd really like to encourage other young people out there, that no matter what circumstances you are facing, you'll always find a way out if you have a passion for something!

"When I first arrived at the ATI I was quite scared – it was a new institution and I was straight out of high school. But I did fit in and easily interacted with a lot of people. Most people were quite a bit older than me, and as the youngest (and apparently the fittest), I got sent around to do errands... My biggest highlight was being elected as student representative. I felt it indicated that people trusted in me, and as a result I also left there with more trust in myself, than when I had arrived.

"I also learned a lot over the first three months. The apprenticeship is a mix of theory and practical, and you write a formative assessment before you can go to a practical. There is also CBT (computer-based test) which if you don't get 100% for, you don't pass.

"At the workshop I felt appreciated and welcomed from the beginning. I met the qualified artisans when I first arrived. Diesel mechanic Louisa Seage¹ is an amazing lady and if I struggle with something, I know I can go straight to her.

I'm mostly working with Christian Korff (he's a crane technician) but also get a lot of advice from our plant manager John Wilson. There are also other mentors I have here at Stefanutti – Gabriella Hanna and her co-worker Hester Lombard are incredible motivators to me.

"At school my hobbies included gym, rugby, athletics and drama. Since I've moved to Germiston (to be closer to work) I've applied for Wolves rugby in Kempton Park, and I really hope they'll take me. I've been an All Black supporter since I was five... let's not talk about South African sports, hey!?"

"In the next ten years I'd like to be working as a qualified mechanic, changing lives and assisting people stuck next to the road. I'm also dreaming of one day buying a Kawasaki, but no more than 700cc as I don't want to kill myself – I'm a small outjie!

"I'm ambitious and always ready for a new challenge. Every day I'm making new memories as I'm learning new skills – that's why I'm here. I'm here to learn."

¹ Mottalepula Louisa Seage joined the apprenticeship programme in June 2016 and qualified as a diesel mechanic in August 2018.

Internship programme

lays solid foundation

Marícia Langa joined SS-Construções (Moçambique) Lda as a junior site engineer in March 2017. She joined the internship programme that was launched that same year. Marícia completed her bachelor's degree in Civil and Transportation Engineering (Hons) in 2017 at the Superior Institute of Transport and Communication (ISUTC), a private university that is located in Maputo. She has, since childhood, always been fascinated with science and technology, and her passion for civil engineering was cemented when she saw the beautiful Rani Towers being constructed by SS-Construções in Maputo.

"I joined SS Construções's internship programme in March 2017 after deciding to exchange my career as a real estate appraisal consultant for one in building construction. I was especially interested in the field work that is such a large part of the construction process.

"The internship programme was divided into two phases. Phase 1 was a review of theoretical knowledge and phase 2 was fieldwork. The theoretical knowledge review lasted one week and took place at the company's yard in Zimpeto. We familiarised ourselves with the materials and equipment used in the works, the designations of materials used on site as well as some elementary building rules.

"From the second week onwards, I was allocated to work at Lifestyle Chiango, a condominium complex that the company was

building. The contracts manager here was Luís Gaspar and the site agent, who was my mentor, was Gilberto Panguene. I participated in the first phase which comprised the construction of two four-bedroom houses, as well as the second phase where we built a two- and a three-bedroom house.

"During my four-month internship on site I carried out mainly quality control activities. This gave me direct contact with the fieldwork I had so longed for. I learned first-hand how to build buildings right from the project start, and I was also exposed to the various construction techniques used in our country.

"After these four months I was offered a position as quality assurance assistant, which I was happy to accept. At the same time construction of the next phase of the condominium started, which comprised internal and external streets around the condominium, as well as the construction of the remaining houses. I worked on this project until August 2018, when I was transferred to the Chiango Police Station project, where I would fulfil the role of junior site engineer under the guidance of contracts manager Nuno Dias.

"I felt honoured by the opportunity and felt I could thrive through it, especially as it is not a position often filled by women. In the beginning I found it very challenging, especially as it was a socio-economic development project at which our resources were limited and needed to be optimized to be able to include as many building features as possible.

"We delivered the project within six months, with many more elements than expected and received great feedback from the beneficiary. In spite of it being a small project with limitations, I felt incredibly fulfilled and felt it had been an interesting contract with which to begin my career as a site engineer.

"Shortly after the police station project was handed over, I joined the project team at the Cofre's Building, a nine-storey office building that is being constructed for a public Institution. I work here as a site agent and the project is already in the final stages.

"Fulfilment is one of the things that I value the most because, in my opinion, true success and true happiness rely on that feeling. Having people around who encourage me contributes to this fulfilment. Knowing that I am capable of making a difference in other people's lives does the same.

"As a woman I am always facing the fact that I must conquer my space in an industry ruled by men. Every day when I wake up, I remind myself that I have to be strong and assertive to earn respect without the need to demand it. I have to admit this can sometimes be a bit of a struggle.

"Nevertheless, I am really looking forward to continuing developing my career and being involved in more complex contracts, where I can be exposed to challenges on a daily basis. After all, challenges are what make life interesting and overcoming them is what makes them meaningful."





Phase 3

Go For Gold bursar

studies engineering

Morgan Bentley is in his second year of studying towards a BEng (Civil) degree at the University of Pretoria (UP). He is a Stefanutti Stocks bursar and has, since 2016, been sponsored by Stefanutti Stocks Geotechnical, as part of the successful Go for Gold education initiative. After matriculating from Zimisele Secondary School at the end of 2016 with distinctions in Mathematics (99%) and Science (100%) he spent 2017 on various construction sites as part of Go for Gold's Phase 2 paid experiential work-readiness year. In 2018 he enrolled at UP to begin his four-year degree.

How does life as a student compare with the work experience year you did with the Geotechnical division?

Life as a student is rosy and very closed off from the brutalities of real work-life experience, but it is nice to live in that bubble for the next two years. The biggest difference is that workers have a gloomy, pragmatic world-view while students have a very idealistic view on how their life will pan out after varsity.

During my work experience year, I remember being quite nervous about taking on too many big responsibilities, as I was concerned that I may get something wrong. I don't usually shy away from responsibility, so this was a little out of character.

The highlight of my work experience year came towards the end of the year when Mr. Gerhard Van Dalen came and told me I was awarded the bursary. This also gives me the chance to go back to work as a more emotionally mature individual in four years' time – I cannot wait to get back on site and do my absolute best in terms of delivering, planning and working hard.

Did the practical experience you gained help you with the studies?

Yes, it did, because I find it is easier to sieve out information that will not be essential for my competence after varsity. So instead of viewing the gap year as a tool to help with my studies, I view it as a tool to help me know exactly what I need to absorb.

Have you made some good friends at university?

Yes, it is the most essential part to making it as a student. First of all, getting good grades without good friends is hard (if even possible). And even if you do get good grades without friends being involved, maintaining those grades will be even harder to do because engineering subjects are so versatile that it's a rare breed of people that can master them all without some sort of help. Most engineering modules have teamwork tasks, so having good friends helps a lot!

What do you do outside of studying?

I have tutored Physics to first year engineering students. Sometimes in my spare time I code, participate in res activities and games, or play board games with friends – although I have to add that there is very little downtime.

What is the most difficult part of being a student?

There is no time to breathe! As much as work was stressful at least after work one could go back to your family and friends. As a student you stress in class and after classes you have to start working even harder to stay on top of things.

What is the best part of being a student?

In my experience students are happier and more carefree than workers – so it is nice to be around them and have the freedom to truly be yourself.

Are you still in contact with people from Go for Gold?

I've stayed in contact with some of my classmates and about once a year I go to mentor the lower phase students during meetings. Mrs Noxolo Mgodlwa, the Johannesburg Go for Gold co-ordinator, also visits us sometimes to check up on us.

Stefanutti Stocks Academy

BU / Category	Females				Females Total	Males				Males Total	Grand Total
	A	C	I	W		A	C	I	W		
Building	180	32	42	21	275	719	184	106	179	1188	1463
External Training	151	30	41	18	240	641	172	80	159	1052	1292
Internal - Other	12		1	1	14	25	5	19	13	62	76
Internal - Stefanutti Stocks Academy						1				1	1
Programme - Apprenticeship/Learnership	10				10	32				32	42
Programme - Bursaries	7	2		2	11	20	7	7	7	41	52
C&M	553	45	24	61	683	3580	162	81	499	4322	5005
External Training	206	3	5	43	257	1736	107	24	240	2107	2364
Internal - Stefanutti Stocks Academy	164				164	1356	1	4	42	1403	1567
Programme - Apprenticeship/Learnership	138	39			177	417	45	39	167	668	845
Programme - Bursaries	26	3	9	17	55	26	6	1	11	44	99
Programme - Knowledge Transfer	19		10	1	30	45	3	13	39	100	130
Corporate	5	1	2	20	28	3			27	30	58
External Training	5	1	2	20	28	3			27	30	58
M&E	32	4		4	40	391	7	2	83	483	523
External Training	27	4		4	35	377	7	2	78	464	499
Internal - Stefanutti Stocks Academy						2				2	2
Programme - Apprenticeship/Learnership	5				5	10			3	13	18
Programme - Bursaries						2			2	4	4
Grand Total	770	82	68	106	1026	4693	353	189	788	6023	7049

A: African | **C:** Coloured | **I:** Indian | **W:** White

Go for Gold

prepares learners for work experience

Capetonian Ryan Adams was the first member of his family to matriculate, and the occasion was marked by a big celebration at their home in Belhar, Cape Town. Ryan's passing his exams also ensured him a position at Stefanutti Stocks Building in the Western Cape, where he is currently busy with his work experience year. This is the second phase of four phases that form the Go for Gold education to employment programme.



What impact did the Go for Gold programme have within your school years?

Being a part of Go for Gold helped me a lot. Their tutoring programme taught me to better understand Mathematics and Physics, as well as adopting the values one must have, to be successful in this world today.

Were you excited at the prospect of a work experience year with Stefanutti Stocks?

I heard about this opportunity while still at school. Go for Gold explained all phases to us, right at the beginning when we joined. We then went for interviews back in June 2018 and only found out who we were placed with, after we were done with our exams. When I started working, I had my doubts, as I never expected my work experience to be as enjoyable as it is. I'm really happy now.

What experiences stand out for you, from your first arrival on site?

The biggest surprise to me on site was learning about the construction of foundations, their various elements and how they are made incredibly strong in order to support large structures.

What tasks and responsibilities do you fulfil on site?

One of my main tasks on site is setting out and preparing for concrete work, for example like bases, columns, floors, upstand walls, bund walls, etc., and giving levels using a dumping level. My main responsibility is to make sure that the area which I work in is safe and clean.

About three months ago I was the safety representative for a while, so I had to do complete reports and check harnesses, PPE, scaffolding etc.

Do you have a mentor on site?

I report to Manuel Daniels, the general foreman of the site, who is also my mentor. He always gives me feedback on how things should proceed, tries to teach me the best way to do things and teaches me the terminology used in construction. He will also sit with me during our breaks and explain how to read a drawing or answer any other questions I have.

What would you like to study?

I'd love to study Construction Management or Civil Engineering next year. I'm really enjoying being on site, and am becoming more familiar with structures, steel and concrete columns and walls.

What have your highlights been so far this year?

I have had the privilege of being the team leader on some days. You give instructions and then try to assist people and they listen to you. In the circles I grew up in, it makes me feel better to help people to feel good about what they do.

Do you interact with others who have been through the programme?

Yes. On site I meet people who were part of the programme before, and who have started working as quantity surveyors and engineers. The people from Go for Gold often give me very valuable advice on how to handle certain challenges – life, work, home, relationships – that I am dealing with. I believe that Go for Gold has taught me that every challenge can be overcome – it's like a very strong building foundation!

Socio-Economic Development



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Go for Gold

hosts fourth Gauteng award ceremony

On Monday 20 September 2019 the fourth annual Go for Gold awards ceremony was held in the Springs Secondary School hall. The event was attended by Phase 1 and Phase 2 participants, their parents, representatives of the sponsoring companies (including Stefanutti Stocks, Concor, Danoher and H&I), as well as Go for Gold employees and steering committee members.

The ceremony marks the end of the school phase, or Phase 1, of the Go for Gold programme that takes promising individuals on a journey from education to employment over four phases: school, on site work experience, studies and eventually employment.

In addition to the acknowledgement of the various achievements of the programme's participants, individuals from both phases were also given an opportunity to deliver a tribute. A lot of personal time and effort had gone into these tributes, which were presented in the form of songs, self-composed rap songs, speeches and slam poetry. Participants from Phase 2 also offered a few words of wisdom and advice to those completing Phase 1, and who are on the brink of moving to the next step, which is real-life, work experience within an engineering or construction environment.

Stefanutti Stocks' compliance officer, Phindile Mbatha, attended the event, where she handed out special awards to candidates. Phindile sits on the provincial Go for Gold steering committee and is also Stefanutti Stocks' internal champion of this initiative. She feels that it has proven to be a very successful industry initiative that is beneficial for both the students and participating companies. It gives the students an opportunity to investigate the different career paths available within the industry, and for company is given the opportunity to have high performing students to train.

"It is also an initiative where you can give back, but at the same time you are hands on and have some control over the outcome, i.e. it's not about throwing money at a cause, relaxing and walking away," says Phindile. "We have various real-life examples of the success of this approach and it is incredibly rewarding to be a part of the journey." She concludes, saying that an added bonus for companies getting involved with Go for Gold is that expenditure counts towards both skills and socio-economic development for a company scorecard.





Charlotte Mannya-Maxeke Institute (CMMI)

puts Women of Firsts centre stage

Stefanutti Stocks began a relationship with the Charlotte Mannya-Maxeke Institute (CMMI) in late 2018, in the lead up to the institute's annual fundraising golf day.

CMMI's most important objective is to establish a Charlotte Mannya-Maxeke African Girls School of Excellence (AGSE), that will grow to become one of the premier science, technology, engineering and mathematics (STEM) educational institutions in the world.

The golf day offered corporates and private individuals an opportunity to learn more about the incredible woman, the institute that is her namesake and the various initiatives and programmes it offers. "Twenty-six fourballs participated and were able to raise R160 000, stemming from the fourballs and hole sponsorship, towards our Bring Her Up programme of empowering and upskilling young women," says CMMI chairman Thulasizwe Makhanya. "It was our inaugural 'Mother of All Golf Days' and we were very happy with the outcome and grateful to Stefanutti Stocks for its support and the integral part it played in ensuring this important event was a success."

Stefanutti Stocks' involvement at the event included sponsoring two holes, two fourballs, T-shirts and caps for the event (sourced from Stefanutti Stocks' enterprise development partner IsiYalu). It also paid for the production of a video on the life and times of the pioneering Charlotte Mannya-Maxeke, that was shown at the prizegiving event. The video showcased her achievements, many of which were 'firsts', including her being the first black South African woman to achieve a BSC degree in 1901. The narrative ended by featuring black South African women who today making history as they achieve their very own 'firsts'.

In April 2019 Stefanutti Stocks was responsible for the creation of a beautifully designed website, which was launched to coincide with the annual Charlotte Maxeke Memorial lecture that took place at the end of the 2019 Charlotte Maxeke week. The lecture was delivered by internationally acclaimed South African entrepreneur and business woman Dr Anna Mokgokong on Sunday 7 April at UNISA.

The website has been well-received and a training session was provided to CMMI staff to ensure that they are able to keep the content current, as their events unfold.

More recently Stefanutti Stocks has assisted in the design of some posters for specific CMMI events, and will again participate in the 2019 Mother of All Golf Days which will take place on 8 November 2019 at the Randpark Golf Club.



The Charlotte Mannya-Maxeke Institute (CMMI) is a family initiative born out of the desire to preserve, promote, elevate and leverage the legacy left behind by Mme Charlotte. The CMMI was founded by three families related to this icon, namely the Maxeke's, the Mannya's and the Makhanya's (her sister Katie married into the Makhanya's).

The CMMI has been registered as a non-profit company (NPC). Its goal is to produce proud, extraordinary and miraculous African women in celebration of Charlotte Mannya-Maxeke's rich history. For more information on its various initiatives and programmes, visit <https://cmmi.org.za/>



The back and side façade of the new Chiango Police Station's Office Building.



SS-Construções donates police station to Maputo suburb



SS-Construções's junior engineer Marícia Langa explains the layout of the police station to the General Commander of PRM, Bernardino Rafael and other attendees.



SS-Construções' engineer Nuno Dias delivers a speech, on behalf of SS Construções, at the official opening event.

On 21 June 2019 the Chiango Police Station was officially opened during a ceremony attended by dignitaries from the *Ministério do Interior: Comando da PRM-Cidade*, various government organisations, members of the police force, as well as representatives from *SS Construções Moçambique*. The facility was declared officially open by Bernardino Rafael, the General Commander of *Polícia da República de Moçambique (PRM)*.

The police station project was proposed to the Maputo City Command by SS Construções in 2018, while it was constructing a condominium estate called Lifestyle Chiango. The team identified the need for this type of facility to serve the area and SS Construções human resources representatives approached Maputo City Command, with the idea to build and donate a police station in the Chiango area.

The construction of the facility and associated infrastructure took a total of six months and was undertaken as one of the company's socio-economic development projects, at a cost of 400 000 US dollars. It is currently the most advanced police station in the city of Maputo as it houses several police departments under one roof (traffic, criminal investigation, attorneys and more) – a scenario that sets it apart from other similar establishments.

The socio-economic development project was managed and progressed as any normal construction contract would, and complies with all company and beneficiary requirements. Junior site agent Marícia Langa managed the contract and, together with her team, was able to deliver a high-quality project, in spite of a limited budget. "In order for the project to be a success we had optimise the utilisation of our resources, ensure that we reduced any waste, and comply with quality and time requirements – just as we would do with any contract we undertake," explains Marícia. "Our achievement of this is a credit to the commitment of the team who worked here."

Another notable achievement within the project team saw the promotion of a scaffolding erector, Miguel Manave, to the position of scaffolding inspector. His performance was praised several times during the safety inspections, and his hard work resulted in his being recommended to join the Ablnvev contract, which is the company's biggest contract to date this year.

"We had to cover a lot of ground within our limited budget and the team put the word 'rationalise' into practice on a daily basis," says Marícia. The budget needed to cover the following:

- Office building (to house several police departments);
- Cells building (comprising of both male and female facilities);
- Dining hall (for members of the police force);
- Dormitory (to accommodate police working shifts);
- Boundary wall (perimeter of approximately 260 metres);
- Water tanks (with a capacity of 20 000 litres); and
- Paved area for pedestrians and vehicle circulation.

Since opening on 21 June this year various police departments have been operating 24 hours a day. This includes the Protection Police, Traffic Police, Family and Minor Care, Criminal Investigation Service and the Public Rescue Service. A notable fact is that after a woman being in charge of the construction process, the mission of managing the police station has also been assigned to a woman, Commander Hortência Inácio Mutapia.

"Both the Police Command and the local population have expressed their satisfaction that this long-awaited project has been realised," says Marícia. "In the not too distant past the area was often the scene of road and traffic accidents and the much-anticipated permanent presence of the police, under the watchful eye of Commander Hortência Inácio Mutapia, has been warmly welcomed."



Bernardino Rafael, the General Commander of PRM, delivers a speech at the opening event.



SS-Construções safety officer Meireles Devesse, who assisted in the preparation for the inauguration, stands with the person who will take charge of the new police station, Commander Hortência Inácio Mutapia.

Jirah Academy's #FutureArtisans

visit Hitachi Remix Plant Site

On 26 June 2019 five Jirah Academy learners from the South Durban Basin communities visited Stefanutti Stocks Coastal's Hitachi Remix Plant construction site on the Bluff. The Jirah Academy is an engineering-focused educational initiative that Stefanutti Stocks has supported, both financially and with regard to development and fundraising, since 2014.

The five visiting learners are distinction students who have successfully completed their Bridging Courses and are currently busy with their N1 Engineering Studies at the academy. Sinethemba Hadebe and Ndumiso Luthuli are both studying towards qualifying as mechanical fitters, whilst Britnee Juistien, Ryan Ogle and Lee Seidle are studying to become instrument technicians. They are set to complete their N2 and N3 by April 2020, with an N3 pass allowing them to study further or to start an apprenticeship.

The learners were collected at the Jirah Academy and after arriving on site underwent the obligatory visitor safety induction and were given personal protective clothing to wear. A site presentation and tour followed, as well as an opportunity to engage with members of the Stefanutti Stocks Coastal site team, before lunch and the return trip to the academy.

Site agent Benjamin de Villiers, who chaperoned the learners during their visit, explained that this project is a first for South Africa – not only in terms of the water purification process Hitachi is bringing over from Japan, but also in terms of the technology used to manage the site and keep the clients in Japan abreast of real-time progress. “There are a lot of different trades and skill levels involved in constructing and operating a plant such as this, and I believe each of the learners could see what role they could play, once qualified,” says de Villiers. “Some would have been involved in the manufacturing and fabrication process at the beginning of the project, while others could be operators at the completed plant, monitoring the yield of the plant.”

Twenty-one-year old Ryan Ogle, who is working towards qualifying as a mechanical fitter, was amazed at the water purification process; nineteen-year-old Ndumiso Luthuli said that the whole visit was a highlight and gave him some insight into how both his trades (mechanical and electrical) could be put to use, while twenty-one-year old Lee Seidle was impressed to see that something is being done with regard to recycling waste water: “I read somewhere that our next world war will be about drinking water, and this kind of plant is creating a future for waste water!” Both twenty-two year old Sinethemba Hadebe and nineteen-year old Britnee Juistien said that it was eye-opening to find out that the plant would be cleaning sewage water, with Britnee saying that “it’s just not something you hear every day!”

The consensus reached by all five learners was that engineering was definitely a field that interested them, and they agreed that the visit had been a great opportunity to see such an innovation in the South African construction arena.



“The process of combining the sea water and the waste water is amazing, I’ve never seen this before and that they are able to take the salt out of the seawater is incredible. I’d love to see better infrastructure, better opportunities, career paths and direction for the youth in South Africa – sadly many of us want to work outside of the country as we feel there are better opportunities there.

“My biggest goal is to be financially stable, and Jirah is helping me to realise what I can do. At school my marks were not great but now I’m gaining the highest marks in class – I would never have believed that was possible and feel like my life is taking a better turn.” Ryan Ogle from Wentworth.

newsflash

Jirah Projects submitted proposals to the Tirisano Trust in early 2019 and has had two of its applications approved. The social infrastructure application for a Trade School that Jirah Projects will be building, as well as bursaries for the Jirah Academy's Bridging Programme in Maths and Science.



"I really enjoyed my conversations with Benjamin today who gave us a lot of insight into this project. I think he would be a good role model to guys who want to become an engineer. I think that surviving and matriculating from school was my first great achievement, and it will be great to graduate from Jirah with a certificate next year and go on to study engineering and project management.

"In my lifetime I would like to see a lot of development such as this plant, as well as for there to be more opportunities within South Africa for the younger generation, and for our Rand to grow stronger." Lee Seidle from the Bluff.

"It was so interesting seeing the site where they are going to put the pump that will draw in the water from the sea. I found the sophisticated technology very exciting and Siphon, the site engineer's explanation of the technology made the process very clear. He really made me wish that I could do civil engineering.

"My future goal is to be successful at what I do. Thus far I think that finding a college was one of my greatest achievements and Jirah has helped me have a broader idea of what engineering is about. My self-esteem and confidence in my abilities has improved so much – I think the focus at the academy, on only four engineering subjects, helps a lot." Ndumiso Luthuli from Wentworth.

"When we first arrived the senior site agent Brett Vermeulen welcomed us and we had an opportunity to ask him some questions about the site, as well as his work and life. He told us about some of the opportunities that can come from his kind of job and it was inspiring to hear.

"I have a strong desire for continued sustained growth in my life. From high school, to attending college, to the future... it is all part of a process. For the next stage I really hope to be able to do an apprenticeship once I finish college, and then start saving for my car and a house." Britnee Juistien from Wentworth.

"Today I gained a lot of information on this first in South Africa and learned more about the purification process of water – I now have a clue about what happens to water before we drink it! I'd like to work in an environment like this.

"I'm good with my hands and don't like being in an office, so working towards my fitting and machining qualification is my first step towards achieving my career goals. I can say that as a young woman I'm unique in wanting to pursue this trade, and I'd like to grow to become an engineer one day." Sinethemba Hadebe from Umlazi.



Stefanutti Stocks changes vision for a further 76 learners

On Friday 12 July 2019 a Stefanutti Stocks sponsored Vision 4 Change spectacle handover took place at the LD Matshego Primary School in Rustenburg. This particular initiative is Stefanutti Stocks' biggest single handover (in its three-year history of supporting the initiative) to date. A total of 1 025 learners were tested at the school, 76 of who required new spectacles.



After all the children had received, (and were wearing), their spectacles, one of their teachers addressed them in their own language explaining that just because they now had glasses it didn't mean that they deserved to be teased or told they were wearing them just to be fashionable. They were now able to see as well as people who didn't wear glasses, giving them an equal learning opportunity in the classroom.

"There was some incredibly special moments at this handover," says Gabriella Hanna, senior compliance officer for the Stefanutti Stocks Mechanical & Electrical business unit, who is championing the group's socio-economic development initiative. After receiving his glasses one of the learners walked over to Gabriella to collect his snack pack and stationary bag. "He was so genuine in his thank you and gave me the biggest hug ever, I had to blink back the tears."

She also observed the learners as they waited outside for a group photograph to be taken. "They were smiling and laughing as they compared frames, posing with each other and commenting on their own and other children's glasses," says Gabriella. "It was as though they really recognised the value of their new specs and were excited, rather than deterred by the potential stigma of being different and considered uncool. It was a wonderful and uplifting event to be a part of."

Environmental



Environmental Forum drives
Life Cycle Thinking. Q&A with
Vuyo Qubu and Lesego Jack

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Team from Stefanutti Stocks
Building Western Cape
constructs green project

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Environmental Forum drives Life Cycle Thinking

Q&A with Vuyo Qubu and Lesego Jack

Vuyo, why does the environment warrant special attention within the construction industry?

First off, the very nature of construction dictates that we interact with the environment. We are in direct physical contact with Mother Nature whenever we build houses, roads, bridges, reservoirs, silos, and so forth. We also extract all of our construction materials (timber, sand, water, aggregates etc) from the natural environment. A third aspect is that all of the waste that we generate during the construction process will go back into the environment, therefore it is imperative that we find ways to recycle or re-use.

Lesego, how do you run an environmentally conscious construction site?

Whilst one cannot stop the development of infrastructure, one has to do so with an environmental conscience. In considering ways in which we can minimise our impact, we apply Life Cycle Thinking – which simply means considering the environmental impacts that result from the full cycle of construction activities on a project, including upstream, midstream and downstream activities. Our upstream considerations include the sustainable sourcing of materials, for example we would try to use grey water rather than fresh and potable water. Our operational considerations, or midstream activities, will see us ensuring that we monitor and minimise our impact on a river or riverbed as little as possible; and our downstream activities pertain to our carbon emissions and waste disposal.

Vuyo, what is the purpose of the environmental committee?

The committee supports the cohesiveness of our environmental management approach across the Stefanutti Stocks group. It comprises a number of SHE personnel from each business unit, a division or business unit head as well as at least one member of the group EXCO. This means that the subject is represented at the highest management and decision-making level of the business.

By sharing, discussing and evaluating practices across all divisions within the group, we were able to establish what worked best across the group. Our shared experienced and lessons learned means that we were able to use our awareness levels to advocate for sustainable practices across the group.

Vuyo, what informs the Group's environmental strategy?

Currently our biggest drivers are possible changes in legislation, in particular the current hot topics of carbon tax and green building regulations. Our strategy is also driven by our relationship with the environment and we generally exceed our client's requirements as we seek to not only be compliant, but also be a forward-thinking corporate citizen that proactively contributes to greener practices.

Vuyo, how often does the committee meet, and what generally gets discussed?

We meet in two-month cycles to ensure that we can progress on actions required in between meetings, however, if something comes up, we will would shorten the time between meetings.



At the beginning of the year we hold a strategy planning session and at each meeting will discuss where we are with the execution of strategy. We discuss incidents, if any that have arisen over the period as well as any other lessons learned relating to environmental management

Lesego, what happens in the event of an incident?

Our incident reporting system @SS is an electronic platform that monitors and issues notifications to the entire committee. Each site has a SHEQ (safety, health, environmental and quality) officer and if the requirement exists, a dedicated environmental specialist too. Our on-site teams are extremely capable and able to manage most scenarios, however, if any action or assistance is required by committee members, we are here to support the operational teams.

Vuyo, are there any recent/noteworthy achievements within the environmental sphere?

All divisions within the group have transitioned from the ISO 14001/2004 version to the ISO 14001/2015 management system, which is more aligned to ISO 9001/2015 requirements according to which we operate.

Lesego, do all construction disciplines have sector guidelines contributing towards 'greener' construction?

Whatever standards our clients conform to are cascaded into our own. Every sector has its own environmental standards, for example the mining and metals sector is guided by ICMM (International Council of Mining & Metals) standards; the roads sector has COLTO (Committee of Land Transport Officials) guidelines and the building sector has Green Star ratings.

Lesego, waste management is a key focus – does this further 'complicate' managing a site?

It certainly does. Domestic waste strings are easy to manage, but our biggest stream, in terms of weight, is the construction and demolition waste which would have a huge impact on landfills and is often a challenge to re-use and recycle back into operations.

We are only able to reabsorb so much of it. If we are in an area where there are not many options we try, where viable, to re-use it, for example as fill in our own operations, as aggregate in our road construction projects, or for use in green concrete.

Sometimes we are able to re-use it in community projects, such as the rehabilitation of dongas and roads. It is also possible to use building rubble to upgrade land use capabilities – for example from dongas to golf courses, or community recreational parks.

Vuyo, how can Stefanutti Stocks reduce its carbon footprint?

Our Mining & Construction business unit generates arguably the biggest amount of carbon emissions while also being the biggest revenue generator for the Group. Our plant division has developed and implemented a number of engineering initiatives that support the reduction of our emissions and continue research and development in this sphere. Our equipment fleet is superbly maintained, and our operators well trained to ensure that the man-machine partnership works in the most efficient manner and keep our carbon emissions as low as possible.

There are other 'small' things we can implement that include a mindset shift, such as consciously traveling (flying and driving to sites) together or implementing the practice of planting a tree every time we reach a certain level of emissions.

Lesego, would you encourage people to join the field?

The world we live in is moving towards environmentalism and more and more people are opting for greener lifestyles – they want to shop in greener shopping centres, drive greener cars, live off the grid, have environmentally friendly homes, telecommute... The environmental management field is exciting and challenging and there are many areas one can specialise in – water, biodiversity, mine closure, sustainable metals management, green star construction, and many more. It is a very laid-back field yet at the same time very purpose driven and if you'd like a job in which you feel that you are doing something for the earth and humankind, then it is certainly one of those jobs!



Team from Stefanutti Stocks Building Western Cape
constructs green project



All construction disciplines have guidelines that contribute towards 'greener' construction, and in the building sector the Green Building Council of South Africa (GBCSA) is the industry body that provides guidelines for the traditional building discipline. The GBCSA's was formed in 2007 and as per their website (<https://gbc.org.za>) it works with its "membership community to champion a collective cause – to accelerate the development and adoption of best green building practices so that all buildings are designed, built and operated in an environmentally sustainable way."

Long before the construction process even begins, a building or buildings are designed by their architects to meet the standards of a specific 'star' rating, that developers are aspiring to. "We may not be the generators of the design; however, we are accountable to our clients and follow the guidelines and specifications, to ensure that we remain compliant with the required green star standards," says Gabrielle Kriel, Stefanutti Stocks Building Western Cape's contracts manager. He and his team recently completed the four green star design office block, at the entrance to the D'Aria Vineyards in Belville, for client Silver Oriole.

During the project key areas Stefanutti Stocks focused on included the geographic sourcing of materials, the materials themselves, as well as the management of surplus and waste materials. These procedures had to be applied by all stakeholders on site, including the almost thirty subcontractors who worked at the D'Aria project. The green approach was applied to the life cycle of the project and initiatives were in line with the green star requirements.

Local sourcing

- Twenty per cent of the total contract value had to be sourced from within four-hundred kilometres of site. This included 550 tons of steel and the bricks used on the project.
- Ten per cent of total contract value had to be sourced from within fifty kilometres of the site. The special mix concrete was sourced from the nearby Lafarge factory.



Lighting

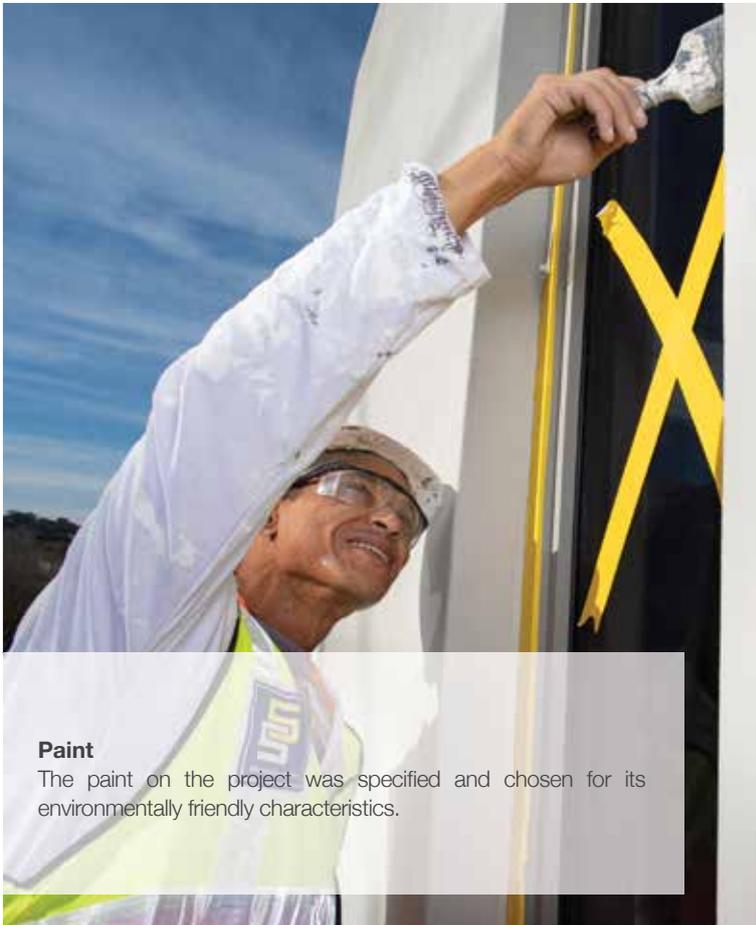
Specific, lower power usage lights were specified, and the installation and wiring thereof checked for compliance with the design at the end of the project. Large windows also formed part of the design.

Timber formwork guidelines

A percentage of the timber products that were used in the building and construction works comprised a combination of re-used or recycled timbers, and once the concrete cured, the formwork was stripped and re-used.

Concrete mix

The contract required that Portland cement be reduced by 40%. This was substituted with industrial waste product or oversized aggregate, with the introduction of more slag resulting in a longer curing time. “Lafarge supplied us with the specified mix design, that consisted of less cement but met the required strength, and this was approved by an external engineer,” explains Kriel.



Paint

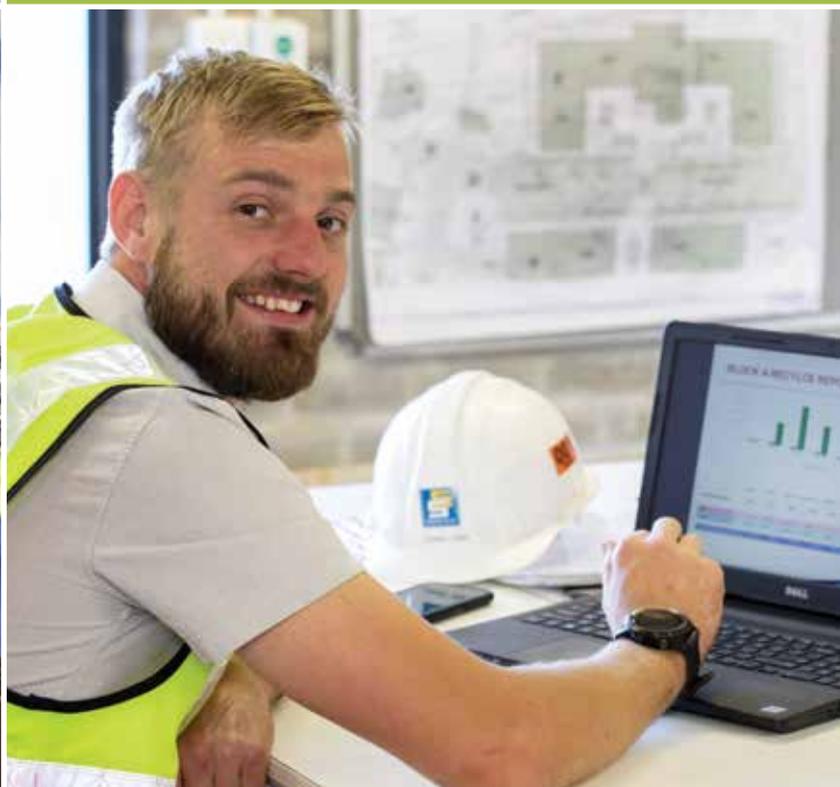
The paint on the project was specified and chosen for its environmentally friendly characteristics.

The project has successfully achieved Practical Completion, the building has acquired its Occupational Certificate and the Green Star rating was successfully achieved. “The green star requirements have forced us to be creative and more thoughtful in pricing, procurements, managing and carrying out of construction activities,” says Stefanutti Stocks’ contracts manager Gabriel Kriel. He continues, saying that abiding by green star requirements can be quite challenging in an industry that has such high demands on time and value. “I believe it will take a few years before all contractors and sub-contractors truly embrace this sustainability movement. However, Stefanutti Stocks is eager to enforce this discipline and mind-set into the industry, as the building industry can substantially enhance environmental sustainability, thereby providing a better future for our clients and ourselves.”



Waste management

A large focal point on the project was the treatment and disposal of waste and recycling. The waste was sorted and collected weekly, and a report was uploaded on line.



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

Stefanutti Stocks

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