



BUSINESS UPDATE

IN THIS ISSUE

- AVENG ACS IVS TEAMS COMPLETE SUCCESSFUL REPAIRS
- AVENG GRINAKE-LTA M&E TEAM LEND A HAND ON MANDELA DAY
- BEATING THE MENTAL ILLNESS STIGMA

AVENG GRINAKE-LTA'S MAJUBA RAIL PROJECT IN ERMELO, MPUMALANGA



Please send us your project pictures for our weekly newsletter. Good quality pictures and a short caption can be sent to Phakisho Mojapelo at Phakisho.Mojapelo@avenggroup.com

BUSINESS UPDATE

AVENG GRINAKE-LTA TRAINING CENTRE SHAPES THE FUTURE OF YOUNG SOUTH AFRICANS

From 5 to 7 July, the Aveng Grinaker-LTA Training Centre took part in the Ekurhuleni Economic Summit and Career Expo at the Birchwood Hotel and Conference Centre in Boksburg. The purpose of the event was to provide an opportunity for grade 9 and 11 learners as well as unemployed youth to interact with Aveng employees, to explore possible career paths and identify potential job and internship positions. The career day also motivated learners to pursue tertiary studies and career paths in the

technical disciplines after high school and was attended by approximately 1 500 learners and 50 exhibitors.

The young participants were encouraged to register on the Ekurhuleni unemployed youth database which is used by the municipality to find beneficiaries for business opportunities, internships, learnerships and youth work readiness placement programmes.



AVENG ACS IVS TEAMS COMPLETE SUCCESSFUL REPAIRS

In May, the Aveng ACS Instrument and Valve Service (IVS) team completed various successful repairs to shutdown projects offsite and travelled to various destinations, both across the country and into neighbouring countries.

The team on the valve repair side of the operation visited Botswana and assisted the largest supplier of natural sodium products in the area to service and repair 35 valves. Another member of the team travelled to Zambia and successfully repaired 15 valves at a copper mine.

Locally, the Aveng ACS IVS team assisted a large pulp and paper mill to repair 10 valves onsite and tackled repairs for another 15 valves at the Aveng ACS IVS workshop.

The QSR Service and Repair team also had their share of travelling to keep customer plants running. Other members of the Aveng ACS team travelled to Namibia and Durban to conduct some meter verifications for a specialist manufacturer and applicator of bituminous binders and slurries used for road surfacing and to Cape Town for service and repairs.

Working offsite can be challenging as the team does not operate in a controlled environment with a well-equipped workshop. The team works at a customer site in their workshop, and shares space with other contractors, often working long hours to meet tight customer deadlines. In an industrial environment where safety has become one of the key operating factors, teams are compelled to complete an induction session on arrival at a client site, before work can commence, and to adhere to the customer's site policies and procedures.

All-in-all a job well done. A big round of applause to the Aveng ACS IVS team for their commitment and dedication.



BUSINESS UPDATE

AVENG STEEL TUBE DIVISION HOSTS WINTER WARMER

With the winter chills upon us and to help employees brave the cold, the Aveng Steel Tube division hosted a “winter warmer day” for the team. Employees were treated to hot chocolate with mini marshmallows to keep their bodies warm, and Vitamin C to help keep the flu bug away. Everyone was very grateful for this heart - and soul - warming gesture and a big thank you goes to Cindy Grobler, Secretary to General Manager at Aveng Trident Steel, and Kobus la Grange, Mill Foreman at Aveng Trident Steel and all those who supported them in arranging this event.



ACHIEVEMENTS

AVENG TRIDENT STEEL DIVISION CELEBRATES TWO-YEAR SAFETY MILESTONE

Aveng Trident Steel’s Engineering and Maintenance division reached two years without a lost time injury (LTI) recently. At the celebratory event, Anton Klopper, Works Manager at the division gave employees a refresher on safe working procedures and reiterated the importance of safety. William Jones, Procurement Executive at Aveng Trident Steel representing the executive committee, commended the team and encouraged them to keep up the excellent work. To mark the occasion, Lester Rayson, Engineering Executive at Aveng Trident Steel, was presented with a certificate.

Once the formalities were concluded, employees were presented with bags as a memento of this milestone safety achievement.



A carpenter at a construction site was in the process of cutting wooden boards with a skill saw. The boards were placed on a steel beam at floor level to provide an angle to cut the wood, and were not secured on a workbench. While cutting the board, he turned to speak to a co-worker, lowering the saw, and the retracting lower blade guard did not move back into the safe position. The blade caught his leg causing a deep laceration to his thigh.

SAFETY TIPS AND PRECAUTIONARY MEASURES:

Before use:

- Inspect the saw to ensure it is safe for use
- Ensure that the safety devices and guards are in place
- Check that the retracting lower blade guard returns to the safe position covering the blade
- Ensure that the user is competent to operate the saw.

During use:

- Make use of a suitable workbench to be able to take up a safe position during cutting
- Secure the material being cut to avoid movement
- Use both hands to operate the saw, one on the trigger and the other on the front knob handle
- Do not overreach and keep proper footing and balance
- Avoid any distractions until saw is completely motionless.



NEW APPOINTMENT

WELCOMING ZOLA NETNOU TO AVENG DFC

Zola Netnou joined Aveng DFC on 1 June 2017 as Financial Accountant. Her duties include assisting in the preparation and monitoring of and adherence to annual budgets, management accounts and consolidation processes, the provision of an analytical and advisory function to line management and being responsible for tax compliance implementation and management.

Before joining Aveng, Zola held a number of positions in the financial discipline. Most recently she was Senior Cost Analyst for Philip Morris South Africa and Cost Accountant for Pandrol South Africa (Pty) Ltd.

Zola holds a BCom degree from Rhodes University and is in her final year of study for a Master's degree in Business Administration at the Nelson Mandela Metropolitan University.

We wish her a happy and fulfilling career at Aveng.



UP-CLOSE AND PERSONAL

GETTING UP CLOSE AND PERSONAL WITH KENNETH NDOU

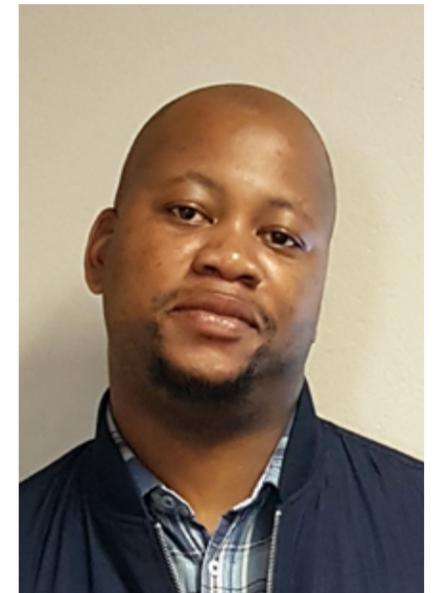
Kenneth Ndou is Internal Sales Consultant at Aveng ACS. He completed his N6 in Mechanical Engineering in 2010 at the Technical College in Central Johannesburg. In 2011, he started his career at Aveng ACS as a junior technician. His mentor at the time, Johan de Lange, trained him on the use of toolkit specialised engineering software, used to spec the correct product per client applications and requirements. Kenneth also gained extensive product knowledge at the time by shadowing one of the internal sales consultants, Wesley Faku.

Kenneth feels blessed to work with the Measurement, Analytical and Flow team at Aveng ACS and is thankful for the support of his team leader, Chantal Norton, and fellow colleagues.

Kenneth lives by his life motto that one should focus on solutions rather than problems. He enjoys working with his hands and is good at fixing things. "Cars and trucks have been one of my passions since I can remember. I love supercars like a Porsche, Bugatti, Rolls Royce, Ferrari, Maserati, Maybach, Aston Martin and others," says Kenneth.

In 2016, Kenneth registered and is studying towards an NQF Level 6 Diploma in Diesel Mechanics for two years on a part time basis, with the option to stretch it over three years. Upon completion of his Diploma in Diesel Mechanics, Kenneth hopes to be considered for the Aveng ACS apprenticeship programme and will then conclude his training by writing and passing his trade test.

In considering the future, Kenneth is aware of the difficulties millions are faced with on a daily basis and the limited job opportunities in South Africa. His dream is to operate his own automotive repair centre concentrating on repairs to trucks. He believes that owning his own business will not only be beneficial to his future but will help with job creation in our country. In his free time, Kenneth enjoys watching movies, listening to music and reading automotive magazines.



CSI



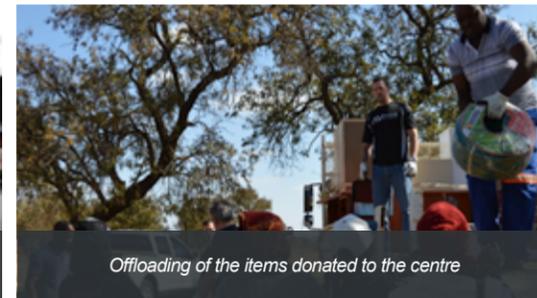
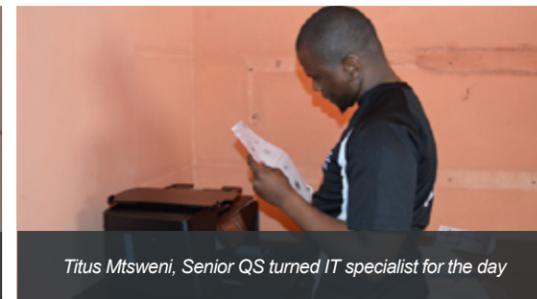
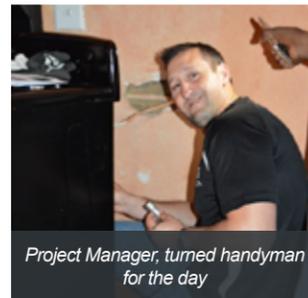
AVENG GRINAKE-LTA M&E TEAM LEND A HAND ON MANDELA DAY

On Mandela Day, the Aveng Grinaker-LTA M&E Balance of Plant (BOP) Kusile Power Station project team visited the Maropeng Centre in KwaMhlanga, a community centre assisting elderly citizens and people who are infected with HIV/AIDS. The team contributed their 67 minutes to doing some handywork around the centre, including cleaning the existing vegetable garden at the centre. The team also donated a stove, a computer and printer, fridge, gardening equipment; sewing machine and a garment steamer.

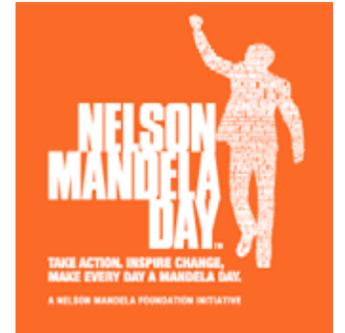
Tyrone Juul, Aveng Grinaker-LTA M&E BOP Kusile Power Station Team Project Manager is very pleased with the development of the service centre and is looking forward to forming a long-term relationship with the service centre in the future.

The Maropeng Centre is led by Violet Malemole, a retired social worker. She is passionate about caring for the elderly and committed to empowering youth with sewing and farming skills to help them support and make a living for their families.

The Aveng Grinaker-LTA M&E BOP Kusile Power Station team will soon collaborate with Ikhule incubatees to build fencing around the existing and new vegetable garden and to install a JoJo tank for water supply to the community centre.




EMPLOYEE GETS INTO SPIRIT OF MANDELA DAY



On 18 July, Yondie Metu, Financial Manager at Aveng Corporate, got into the spirit of Mandela Day by making boerewors rolls and preparing lunch packs for Aveng Park's cleaners, messengers, tea ladies, security guards and the car wash team. Aveng Corporate donated cold drinks to her initiative.

Mandela Day celebrates the lifetime of service of our former statesman, Nelson Mandela. It was launched on his birthday in 2009 through a unanimous decision by the UN General Assembly. Each year on 18 July, we honour of his legacy, we are encouraged to spend 67 minutes giving back to those in need. Over time, the campaign has grown and, now, Mandela Day calls on all of us to do something every day – big or small – to make the world a better place and to bring about enduring change.



SHEWQ

AV BEATING THE MENTAL ILLNESS STIGMA

July is Mental Illness Month and aims to educate the public about mental illness. The objective of the campaign is to dispel myths and negative connotations associated with mental disorders because very often prejudice is fuelled by ignorance.

Our mental health is just as important as our physical health and refers to our emotional, psychological and social wellbeing. It affects how we think, feel and act as we cope with life. It also determines how we handle stress, relate to others and make choices.

Mental disorders can affect your mood, the way you think and behave and can often have a profoundly negative effect on how you cope under stress in the work environment.

Mental disorders are fairly common and, more often than not, can be treated. Mental illnesses can include Acute Stress Disorder, Bipolar Disorder, Schizophrenia, Depressive Disorder, Obsessive Compulsive Disorder, Panic Disorder, Post-traumatic Stress Disorder, and longer lasting and progressive mental disorders such as Alzheimer's Disease.

They have a direct impact on workplaces through increased absenteeism, reduced productivity, and increased costs. There is increasing evidence that both the content and context of work can play a role in the development of mental health problems in the workplace. Those who battle with mental health issues like anxiety and depression can find it difficult to work and earn an income or provide for their families.

According to South Africa's Department of Health, one in every four people in this country is affected by mental illness but only 10-15% of those actually seek help. This is often because of the stigma attached to mental illness.

At Aveng, we take an active interest in the wellbeing of our employees and we urge those who are suffering from any form of mental illness to seek professional assistance from our employee wellness partner, ICAS. The programme provides free counselling for all Aveng employees, spouses and their dependants in all 11 official South African languages for a range of conditions, including work stress, trauma, serious illness, legal and financial problems, family and relationship matters, eating disorders, anxiety, anger management, grief and substance abuse. Information shared through this service is strictly confidential.

You can reach ICAS on the toll-free number 0800 111 012 or SMS 071 119 012



CALLING ALL ACHIEVERS



We are working on another issue of Aveng World. It will include a section dedicated to highlighting the achievements – personal or professional - of our employees. Did you snag a trophy, land a sponsorship, present a paper, or achieve something noteworthy in the academic, vocational or sporting realms?

If you have had a baby, got married, engaged or celebrated a milestone in your life recently, then we'd love to hear from you. Please submit a high resolution photograph (at least 1mb in size) with a short story including your name, designation and details of your achievement to Phakisho Mojapelo at Phakisho.Mojapelo@avenggroup.com by 28 July 2017.

FAST FACT

Aveng provides services that cover building, civil engineering, tunnelling, pipelines, concessions, earthworks, engineering, mechanical and electrical and mining. Aveng has made a positive contribution in the economies where it is active, building public and private sector infrastructure, spanning bridges, dams, ports, roads, mines, stadiums, airports and power stations that today form the backbone of the economies of many developing world countries.

The part you play in making this e-newsletter interesting and relevant is very important. Whether it is a featured item or a personal achievement, your contribution can make a difference. Please share it with us. Email your stories or comments to [Sortita van Tonder](mailto:Sortita.van.Tonder@aveng.co.za) (soritavt@aveng.co.za) or [Phakisho.Mojapelo](mailto:Phakisho.Mojapelo@avenggroup.com) (Phakisho.Mojapelo@avenggroup.com). **Article deadline is 10:00 each Wednesday.**