



News for SAPREF employees, neighbours and stakeholders

Columns



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MD's Message - A Glimpse Into The 2018 Business Strategy

As we end 2017, Managing Director, Ton Wielers, takes time to provide business insights for the new year.

Ton shared the following Columns readers:

The three anchors for SAPREF's success going into the new year are:

- Ensuring Safe Reliable Operation.
- Growing our margin through our investment growth strategy.
- Growing our people through staff development programmes.

How does SAPREF pursue its People Agenda?

As a refinery, we form an important part of the Shell and BP strategy in South Africa, by producing the fuels that they sell, and this is what we do on a daily basis. We are able to achieve this as we are a community of highly skilled and competent people, with strong ties to our community and stakeholders.

Engagement platforms such as the Community Liaison Forum, SAPREF's staff year end functions, the SAPREF retiree luncheon, hosting of shareholder and local government delegations, two way exchanges with our shareholder refineries around the world, our various educational programmes, the establishment of school science laboratories and our involvement with the Chemical Industries Sector Education and Training Authority enable us to strengthen our stakeholder ties.

Additionally, together we continually strive to make SAPREF a great place to work at.

How does SAPREF pursue its investment growth strategy?

Our engagements with our shareholders, Shell and BP, have

enabled us to agree upon our investment roadmap for the next five years. They see Team SAPREF rising to the challenges as we have recently dealt with the 2017 Turnaround as well as a complete blackout after a storm in October. They are confident that we can implement future planned projects.

Our shareholders also continue to support our skills development programmes by facilitating assignments for our staff at various locations across the world.

How does SAPREF pursue its Safe Reliable Operation goal?

We will achieve this by continuing the implementation of mission critical activities which underpin our improvement journey. This goal is also achieved by everyone who works on our site delivering excellence in their areas of responsibilities, and taking ownership of their own safety and the safety of their colleagues. We are continuously improving our operational and mechanical controls.

Concluding remarks

We are confident that through our People agenda we will continue to grow our people, continually improve on our Safe Reliable Operation journey and deliver the investment returns for our shareholders.

To ensure a successful 2018, Team SAPREF will need to be fully engaged and steadfast in delivering future growth projects, which you will hear more about in the new year.

As 2017 comes to an end, take this opportunity to celebrate the successes of the year and enjoy the time with family and friends. During this festive period, keep in your thoughts those who live in less fortunate conditions. Keep safe and look ahead to the possibilities of the new year.



Ton Wielers – SAPREF's Managing Director

Best Artisan Development Programme Award

SAPREF was recently presented with the Excellence Award for the Best Artisan Development Programme in the country by the Chemical Industries Sector Education And Training Authority - CHIETA.

When asked what distinguished SAPREF's Artisan Development Training, Mpume Mbambo, Head of Learning and Development Processes and Quality Assurance, said: "Our Artisan Development Programme provides training in the Electrical, Mechanical Fitting and Instrumentation apprenticeships, with fully equipped workshops in these disciplines enabling learners to get hands-on practical training.

Our workplace also provides on the job training, so learners are well prepared before sitting for their trade tests, which are offered at the end of the apprenticeship programmes.

We acknowledge the efforts of our team of trainers and the zones for their contribution to the Artisan Development Programme."

We have also recognised that despite being trade tested, the lack of work experience makes it difficult for Learners to secure employment. The company has therefore extended its programme to provide a two-year internship programme in the Maintenance space.

"We are excited by the opportunity this provides our trade tested artisans to gain the required experience when applying for employment," adds Mpume.



Accepting the best artisan development programme award on behalf of SAPREF is Mpume Mbambo (second left) and Lindiwe Khuzwayo (middle).

Making A Leap From Learner To Trade Tested Artisan

Neli Mkhize is one of the young people whose lives have been transformed by SAPREF's Artisan Development Programme.

On 1 November, Neli was awarded a two-year Electrical Internship.

She said: "I am part of the first group of Maintenance Interns to be given this opportunity after passing my trade test. After completing my N6 qualification, I secured a three-year Learnership at SAPREF which enabled me to shadow experienced qualified artisans on the job.



I quickly grabbed this opportunity to prepare for the trade test which I passed on my first attempt. Now that I am qualified, I can work independently, always knowing that I have the support of the team of artisans working with me."

Neli is very excited by this new stage in her career and encourages other young people to work hard and remain focused so that they too will succeed.

Neli Mkhize is one of the five Mechanical Artisans awarded an internship after completing her trade test.

International Peer To Peer Reviews Provide Improvement Opportunities

Having external independent experts reviewing one's Turnaround events is like having a third eye umpire to improve the integrity of the process.

SAPREF conducts three reviews before a Turnaround event and one afterwards. In October three reviewers spent time at SAPREF examining the outcomes of Turnaround 2017.

“The reviewers are Subject Matter Experts (SMEs) in their field,” says Anil Jugree, Turnaround Event Manager. “Their unbiased critique of our event gives us assurance that areas of improvement will be identified enabling us to optimise on opportunities for future events. It also gives credibility to the technical quality and value for money of such events.”

This exchange of expertise is reciprocal. Using his experience gained from managing three Turnarounds at SAPREF, Anil spent a week in November at the Pearl GTL refinery in Qatar, reviewing the final preparations for their 2018 Turnaround.



Anil Jugree (centre) engaged with reviewers, Willem de Vries - Shell (left), John Alkemade - APN Networks (right) and Bradley Hase - BP (back).



Anil Jugree (second left) was part of the international audit team reviewing the final Turnaround 2018 preparation for the Pearl GTL refinery in Qatar.

“This was the first such exchange for me, and I was exposed to different techniques and approaches to working based on their own specific challenges. The level of detail and systematic approach is what we can adopt when planning and executing our Turnaround in 2019. I was particularly impressed with the scope growth since the scope freeze date of less than 2%,” said Anil.

“I met Garry Tate, an ex SAPREF Leadership Team member,

who is now at Pearl. Having executed the most successful Turnaround Event in Shell's history, the team at Pearl was still on top of their game but also have a few items to close out before the event.”

The audit team comprised of people from different parts of the world namely, Netherlands, Germany, Singapore, Malaysia and South Africa.

City Delegation Visits SAPREF



City Manager, Sifiso Nzuza with his various portfolio members were recently hosted by Ton Wielers at the refinery to discuss matters of provincial importance.



Ton Wielers and City Manager, Sifiso Nzuza.

Reviewing BBS Sustainability

It is now the 4th year that the principles of Behavioural Based Safety (BBS) have been implemented at SAPREF in an effort to continually improve safety across site.



In October, the BBS Steering Committees took time to review their achievements, their challenges and the overall sustainability of the process.

BBS Site Lead, Bharat Dasrath was pleased with the deliberations and input from attendees saying: "Over two days we had engaging sessions with members from all BBS Streams on how to take BBS to greater heights. These discussions formed the basis of our 2018 BBS plan."

One of the participants was Muzi Shoji of Southey Contracting. He said, "BBS works because we are able to prevent things from going wrong, thereby decreasing At Risk behaviours. This requires us to build trust among colleagues and we achieve this by being open and honest with each other.

Being included in the BBS Sustainability Review allowed us the opportunity to contribute towards the future of BBS in the organisation and adds value to our roles as committee members."

Breathing New Life Into Berth 6 At IV

When the R70 million ship-loading infrastructure at Berth 6 was commissioned in 2010 it was put into operation just in time for the 2010 Fifa World Cup.

Seven years later, for the first time, the berth was shut down for a planned major mechanical overall for a period of two months.

Area Engineer, Rodgers Ngcobo, shares some of the aspects of the shutdown. "This berth, with its four marine loading arms which loads 1950 cubic metres of product per hour, its self-contained bund and its ability to pump product back into the product line, was configured differently to older berths, so we had no prior experience of carrying out mechanical work on the berth.

When opening up the equipment, we found unexpected corrosion and had to deal with inclement weather.

Despite these challenges, we completed the planned overhaul safely, thanks to the joint efforts between SAPREF Maintenance and Operations and our Service Provider Aveng GLTA."

Production Unit Manager, Suleman Asmal, adds, "This shutdown also gave us an opportunity to grow our skills base as we seconded team members to gain experience on working on such major events."

“Despite these challenges, we completed the planned overhaul safely.”

Makhumbuza High School Gets A New Science Laboratory

Statistics suggest the retention level amongst learners is as high as 70% through practical and experiential teaching methods. It therefore makes sense to teach physical science and chemistry in a laboratory if you want to achieve quality education.



Ton Wielers observes learners conducting an experiment.

These sentiments were expressed at the launch of the 19th SAPREF sponsored science laboratory on 28 November at Makhumbuza High School in Umlazi, D Section. The event was opened by Principal Dlomo, who also teaches physical science at the school and therefore speaks from first-hand experience of the challenges in teaching science without the practical component. Principal Dlomo said, "During 2017 we had 444 learners studying science. With the newly established laboratory we expect to pique the interest of more learners into taking up science as a subject and for them to remain within this stream until Matric. I also acknowledge the patronage of SAPREF in providing roots in communities enabling them to benefit from the support for years to come.

SAPREF's Managing Director, Ton Wielers, supported the premise that building the love for science at a school level translates into people pursuing engineering and technical careers, citing his own life experience where his love for chemistry was sparked by inspiring teachers. Ton said, "SAPREF's multimillion rand investments in our flagship project is a partnership between the Department of Education, the school stakeholders, communities and SAPREF Service Providers. We all have a role to play to ensure that we support

the goal of quality education as education is the way out of poverty."

Ton urged the learners to grab opportunities offered, to work consistently and to look after this investment.

Kaefer Thermal, one of SAPREF's Service Providers, had partnered with SAPREF to establish the laboratory. Managing Director, George Wardrope, told the audience that a large percentage of the company's labour force came from the community, so it made sense for the company to continue its investment in educational opportunities to uplift these communities.

Department of Education representative Mr Ntuli categorically stated that it was not good enough to just focus on the number of people passing Matric each year. He said, "The focus has to shift to the quality of the education, with more uptake in Maths and Science to equip learners with the foundations to take up technical careers."

Mr Ntuli added that since the establishment of the SAPREF school science laboratories, there had been an increase from a 45% pass rate in science to a 75% pass rate. "This can be attributed to learners now being able to practice, participate and experiment in these laboratories."

Grade 11 learner, Nqobile Hadebe, expressed her eagerness to use the laboratory during her Matric year. "Prior to this, we did no experiments as we had no chemicals or equipment for practicals. Now we have it all and I am ecstatic," says Nqobile who is interested in pursuing an Agricultural Science degree when she matriculates in 2018.



Learners in the newly established laboratory.

Impact Assessment Is Key To Project Sustainability

The investment in science laboratories has been SAPREF's flagship corporate social investment project for over ten years.

The project talks to our vision of improving the results of Maths and Science in schools in the Durban South as well as building a pipeline for future Engineers.

With any form of investment, it is important to take time to reflect if the desired outcomes are being reached.

Therefore, as part of the monitoring and evaluation process, this year the services of the Centre for the Advancement of Science and Mathematics Education (CASME) were commissioned to evaluate the effectiveness of this project.

Cindy Govender, Sustainable Development Manager, gives insights into the outcomes of the impact assessment. "The research indicated that the sponsored laboratories increased the profile and reputation of the schools resulting in increased enrolment figures.

Sixty-one percent of the interviewed principals and heads of departments attributed improved results to the presence of the SAPREF sponsored laboratories. They also commented on the increase in the number of learners opting to study Science at a tertiary level as an outcome of the science laboratories.

"The research outcomes provided a solid basis of evidence that this investment is yielding the intended outcomes and also alerted us to areas of improvement and further support required by schools to ensure the sustainability of this project," concludes Cindy.

Southey's Contracting Team Saves The Day

After a devastating storm wrecked havoc in Durban on 10 October, 16 classrooms at the Platt Drive Primary School in Isipingo could not be used after the high winds blew off the roofing.

Southey Contracting, one of the SAPREF site based Service Providers, stepped in to assist after assessing how negatively this would impact on learning at the school. Divisional Managing Director, Rob Ross said, "Education based social investment programmes are close to our heart as we believe that the future of our country will be determined by how we educate our youth, so we were pleased to assist.

"Our initial plan was to install new roofing on the Junior Primary section and the ablution blocks so that the school could become operational again, but then we decided more needed to be done.

One of our subsidiaries, Tate & Nicholson, a specialist sheeting company, came on board donating an additional 250 six-metre length aluminium roof sheets. Faced with badly rotted wooden roofing batons, The Ultimate Group chipped in enabling us to replace all the wooden batons. A word of gratitude goes to both Tate and Nicholson as well

as the Ultimate Group, for working with us to complete this project, which cost approximately R230 000."

Principal, Thulani Shange, said that over 60% of the school was impacted by the storm and the school had to close for two weeks for mopping up operations.

"We can't begin to express our gratitude to the Southey team as we now have a roof that will last a lifetime, and our learners can get back to the business of learning," he said.

As part of its 2017 Corporate Social Investment funding, SAPREF also assisted the school with paving and a JoJo Tank.



Ton Wielers, Ashley Rampersadh, Timothy Mariappen, Principal Thulani Shange, Rob Ross, Yasmin Sheriff and Dylan Kristopher at the school recognition handover.



Platt Primary School in Isipingo gets a new roof thanks to Southey Contracting, Tate & Nicholson and the Ultimate Group.

SBM Manager Talks About His Voyages At Sea

After meeting Captain Rajan Dandekar, the Single Buoy Mooring (SBM) Manager, you quickly realise all that he has in common with famous fictional maritime characters, Jack Sparrow, Captain Haddock and Skipper Ahab, is his career as a seafarer.

Captain Dandekar, who left home in India at the age of 18, spent eighteen years at sea on product, chemical and crude oil tankers. Having been at the helm of tankers, he is now using his extensive experience to manage the SBM facility.

The facility is the conduit through which crude, discharged from oil tankers, is carried under the sea to storage tanks at SAPREF, ENGEN and NATREF.



As SAPREF's SBM Manager Captain Rajan remains close to the sea.

Although his decision to leave home was a difficult one for his parents, they supported him when they realised his passion for the sea.

Captain Dandekar tells Columns readers about his journey:

What is your educational background?

I hold a class 1 Master Mariner's Certificate (Unlimited) with specialised management level endorsements for Oil, Chemical and Gas tankers. I am accredited by the Oil Companies International Marine Forum (OCIMF) to vet oil and chemical tankers globally for operational marine assurance, a qualification held by only three people in South Africa. I am part of Shell's Global Response Support Network (GRSN) as a Marine Expert and an Incident Command System (ICS) trained. I am a Marine Subject Matter Expert (SME) for SBM Operations and Assurance, the first and only one in Africa.

What are some of the highlights during your 18 years at sea?

Working in different parts of the world, navigating through the oceans and operating in numerous countries has given me a wide range of knowledge and experience. In South Africa, I spent many years studying the South African coastal weather patterns and

coastal shipping dynamics and in doing so I quickly gained an appreciation of why some of the coast is called the Cape of Storms. I championed the construction and took delivery of two newly built 16500 mt oil/chemical tankers, and I was Captain on their maiden voyages, which was definitely another highlight. Before joining SAPREF, I was a Mooring Master and Pilot at the Durban SBM.

When did you give up your 'sea legs'?

I joined SAPREF in 2013 as the Marine Technical Supervisor providing Operational Marine Assurance for Island View berths and the four bunker barges for JBS. I was assisting in managing SBM operations and change-outs and was the stand-in relief for the Marine Manager. During my career at SAPREF, I was seconded for six months to Shell Trading and Shipping in London. Since November 2016, I have been transitioning into the position of SBM Marine Manager and was appointed in February 2017. Reflecting on my journey, it seems like the wide range of experience gained was definitely steering me towards this position. My experience as tanker pilot and my understanding of South African weather conditions has given me an advantage as I can oversee the SBM operations from both sides of the fence and make critical decisions timeously.

What do you do for leisure?

I am always looking for a challenge to pursue so you will either find me on the driving range or practicing my vocals for classical music.

In the marine world, we all know that the most important person on any ship is not the Captain but the Chef, so I am going to give that a shot!

Connecting The Past To The Present

The annual SAPREF retiree luncheon was held on 22 November at the Durban International Convention Centre (ICC).

It did not matter if you were the oldest retiree like Stan Colvin, who turned 98 in November, or the youngest retiree like Bunny Pillay, who retired at 60 years just three weeks before the annual SAPREF's retiree luncheon, or somewhere in between, the annual Retiree luncheon held in November provided an opportunity to come together to reconnect with each other.

Managing Director Ton Wielers said, "This event is always a highlight in my calendar as it gives me an opportunity to share current refinery news and to thank our retirees for the foundations that they have laid that continue to bear fruit, even in their absence."

Some common sentiments were shared by many retirees at the function. There was a sense of appreciation that the role they had played in establishing and running the refinery had not been forgotten.

Many mentioned that they were now busier than ever, keeping themselves occupied with a variety of activities, some volunteering their time and talents in Non Profit Organisations.

One retiree mentioned that planting bananas commercially kept him busy. Family and finance were definitely high on the list of catch up discussions.

Master of Ceremonies, David Radebe, ended the formalities saying: "You are the people who started our refinery and for this we thank you."



Retirees enjoying each others company at the event.



Stan Colvin and Ton Wielers at the 2017 SAPREF retiree luncheon.

Honouring SAPREF Retirees Who Passed On During 2017

To all families who lost a SAPREF retiree during the year, may you find peace and love in the memories that you cherish.

Snippets Of News On Retirees

SAPREF retirees, if you have snippets of news that you would like to share with Columns readers please send details to public@sapref.co.za with the heading: SAPREF Retiree News and we will contact you for more information.

Here is some news:

- Lawrence Schroder, who retired in 2015 earned his Springbok colours after winning the Grand Masters Rock and Surf National Championships fishing competition.
- Siva Moodley, aka Gringo, who retired in January 2009 after working 42 years in Production, is the proud granddad of a set of triplets, two girls and a boy.



Proud granddad, Siva Moodley with the triplets.

Celebrating 2017

SAPREF's annual year-end functions, with its dress code of black and white with a touch of red, saw Team SAPREF members and their partners coming together to celebrate the achievements of their colleagues and to enjoy the glitzy evening at the Durban International Convention Centre. The formalities of the evening included an address by Managing Director, Ton Wielers, presentation to winners of Star awards in nine categories, five life time achievement acknowledgements, best zone performance in Maintenance Execution and the graduation of employees on the Evolve and Supervisory Development Programme.

Johnny Clegg, AKA and Phindy Dube, who was a finalist in the 2017 Idols and daughter of Shift Manager, Bongani Dube, provided the event entertainment.



Supa Mega AKA ensured guests stayed on the dance floor.

2017 STAR AWARD WINNERS



SERVE
Ikusaselihle



GOAL ZERO
Marius Beaunoir



INNOVATION
Nonkululeko Nyathi



ACHIEVER
Mthobisi Kunene



LIVING OUR VALUES
Simphiwe Mazibuko



BEST TEAM PLAYER
Christopher Perumal



CUSTOMER SERVICE
Shalisia Govender



LIVING OUR VALUES
Simphiwe Mazibuko



TEAM
Rotating Equipment Team



Evolve graduates congratulated by Ton Wielers, Jabu Mashinini and Anton Richman (far right).



Verona Steenkamp received the lifetime achiever award for 28 years of service.

Long Service Awards

Congratulations to the following people for their long service in October, November and December.

Honouring Dedication

35 YEARS		10 YEARS	
Henry Manana	ICT Project Leader	Tiara Barlow	Zone Specialist
25 YEARS		Coenraad Alberts	Process Technician
Warren Knowler	Rotating Equipment Site Manager	Silindokuhle Mbatha	Process Technician
20 YEARS		Warren Roden	Process Technician
Alan Chetty	Central Services Lead	Sibusiso Maneli	Process Technician
15 YEARS		Zinhle Dlamini	Process Safety Operations Focal Point
Sibusiso Zulu	Turnaround and Projects Safety Advisor	Deon Engelbrecht	Contract Lead
Christopher Nyawo	Electrical Supervisor	Natasha James	Rotating Equipment Commodity Lead
Desmond Govender	Senior Electrical and Instrumentation Supervisor	Ramsay Fieliciano	XP Pipeline Supervisor
10 YEARS		Juggadeesan Pillay	Senior Electrical Technician
Anil Jugree	Turnaround Event Manager	Bonginhlanhla Dangazele	Process Technician
Thokaza Mkhwanazi	Instrument Artisan	Sandile Ntuli	Process Technician
Darrel Perumal	Instrument Artisan	Johannes Machili	Process Technician
Philani Mpantsha	Senior Instrument Technician	Thobile Sishange	Team leader
Cleopas Nelson	Rotating Equipment Fitter	Penwell Makhathini	Process Technician
Mbikwa Mahlamba	Rotating Equipment Fitter	Nosisa Blose	Process Technician
Slindile Mkhize	Process Technician		

Rands And Sense

If you go through the till slips in your purse or wallet, you will be surprised at how much of your spending is unplanned and spent on luxuries each month.

With careful well laid planning and adhering to the plan you can enjoy the year end period knowing that you have saved for it.

Here is some advice on how to do this:

- Have a clear picture of what your income and expenditure is and if the expenditure exceeds the income, look at making lifestyle changes to reduce the expenses, or find ways of increasing the income.
- Develop a financial plan for the year ahead, listing all expected expenses, debt and put money aside for any unexpected expenses that may arise. Include in the plan a holiday fund, so that you don't have to get into debt when the holidays arrive.
- If you have not saved funds for the festive season then budget carefully and take care not to overspend.

Spending a bit of time on your finances will enable you to make your year-end special, without increasing your level of debt.



Get On Your Bike And Ride To Keep Fit

Weaving your way through the traffic on a bicycle, wearing just a helmet and safety gear, is not for the faint hearted. You also have to contend with drivers who might not see you, fumes from cars and the occasional bugs that get into your mouth.

But these discomforts do not deter cycling enthusiast Keith Whitby, SAPREF's South Zone Inspector. This year Keith completed his third Tsogo Sun Amashova Durban Classic, riding 106kms in under four hours, and the 105kms aQuellé Tour Durban race.

Keith, who began cycling in 2014 says, "A number of people were cycling to work, and I decided to join the group in an effort to get fit and to shed some weight. We would commute twice a week, cycling the 20km route together.

"Although you see people cycling in a single file on the road, cycling is a social sport and I joined the Wenties Cycling Club where we regularly train together. Cycling is also a chance

for family bonding and once a month my family and I cycle along the Durban beach front promenade. Of course stopping along the way for breakfast is definitely part of the ride," adds Keith.

"Road safety is just as important as safety at work and therefore wearing a helmet, front and rear lights, safety gear and being visible are all mandatory for on the road riding," confirms Keith.

"When you page through cycling magazines you may be turned off by the costs of some bicycles. Don't be. It is not the size or the cost of the bike that matters. As long as it has two wheels and brakes, you can ride," adds Keith.



Keith Whitby and his family spend quality time cycling together while getting fit.

SAPREF Toll-free number: 0800 3300 90

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SAPREF is proud to have achieved ISO 9001 & ISO 14001 certification



Changed your address?

Pensioners, has your address changed?

Email us at public@sapref.com so that we can amend our mailing list.