



Newsletter

June 2024

In a remarkable display of commitment to safety, OMV has achieved a significant milestone, **289 days without a Lost Time Injury (LTI)**.

Lost Time Injury (LTI) refers to any work-related injury resulting in the employee or contractor being unable to perform his/her normal or similar occupation on the next calendar day. The time lost can vary from a day, weeks, or even months depending on the severity of the injury.

It is not merely the absence of incidents that define our success, but rather the proactive measures, continuous improvement, and culture of vigilance that we have cultivated together.

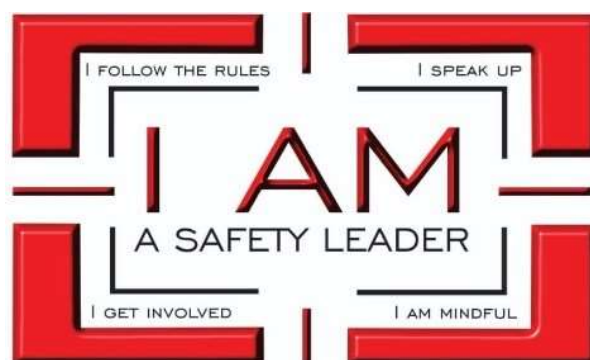
In line with and in support of the Group objective, which is to ultimately achieve ZERO Lost Time injuries (LTI's), OMV has introduced a recognition initiative with regards to LTI-free days & targets being met.

OMV remains committed to maintaining the highest standards of safety for all our staff, visitors and contractors.

We will continue to invest in training, resources, and technology to enhance our safety protocols and to ensure that every individual returns home safely at the end of each day.

Achieving an LTI Free Workplace is not an endpoint but rather a milestone in an ongoing journey.

As we celebrate this accomplishment, it is important to recognize that sustaining this achievement requires constant vigilance, adherence to best practices, and a culture of accountability.



The 5S Strategy

In 2023, the 5S Strategy was introduced across all sites, promising a new era of organised efficiency and optimised productivity.



Since its inception, 5S has successfully integrated into our operations, driving continuous improvement and yielding noticeable results.

The 5S principles of **sort**, **set in order**, **shine**, **standardize**, and **sustain** will create a clean, organized, and safe working environment that will increase efficiency and productivity in operations. Sites that follow this strategy, have seen improved performance and profitability in operations.

OMV Rustenburg took the 2023 floating trophy cup for the best improvement in housekeeping. Now, the question arises: which site will claim the trophy in 2024?

1. SORT Organisation – Keeping only what is necessary and discard everything else – when in doubt, throw it out	
2. SET IN ORDER Orderliness – arranging and label only necessary items for easy use and return by anyone	
3. SHINE Cleanliness – keeping everything swept and clean for inspection – for safety and preventative maintenance	
4. STANDARDISE Standardise cleanup – the state that exists when the first three pillars or 'S's are properly maintained	
5. SUSTAIN Sustaining the discipline – making a habit of properly maintaining correct procedures	

Stop for safety

During the first quarter of 2024, OMV conducted quarterly Safety Stops across all its sites as part of its Safety Improvement Plan (SIP). Discussions focused on empowering employees to refuse unsafe work, implementing an LTI recognition scheme, endorsing the new Safety Improvement Plan (SIP) for the year, and learning from past safety incidents.



Heatwave awareness

During the unbearable heatwave that engulfed us in summer, a campaign was launched to raise awareness among employees about the dangers and risks of extreme temperatures.

During these information sessions, energy drinks were distributed.



Bulk bag recycling project

At the end of 2023, OMV management explored the feasibility of refurbishing bentonite bulk bags for internal use. This initiative has the potential to save the company a substantial amount annually on packing material.

In January 2024, the contract with the company supplying the bulk bags ended, and the project began in earnest.

We ceased the practice of cutting the opening strings beneath the bulk bags before loading them into the silos. This change saves significant time and money when refurbishing the bulk bags. Whilst we still have many bulk bags with cut strings, we are currently replacing the strings on these bags.



The operation began in an old, unused store where we stored surplus bags from Olifantsfontein. A small area of the store was cleared and cleaned. After using the Olifantsfontein stock for the Kookfontein project, we cleaned out 80% of the store and set up the refurbishment production line. We installed lights, plugs, and three-phase power in the store.



In mid-February 2024, we purchased our first tools for the project, starting with a compressor to blow the bags clean and some hand tools. The forklift forks were used to hang the bulk bags, allowing us to clean the inside and outside of the bags.

As we established the workflow, we began improving the tools and equipment, and we continued to make changes to streamline the process. We improved and changed the straps and buckles and manufactured a cleaning platform from an old workbench.



Initially, we utilized the forklift to compact the bulk bags, but seeking a more efficient solution, we procured a second-hand paper press which effectively streamlined our process. We compact the bulk bags in bundles of 25, securing them onto pallets. Each pallet accommodates four bundles, resulting in a loading capacity of 100 bulk bags per pallet.

The first load of 1,175 bulk bags went out on 19 March 2024, normal loads after that were 1,240 bulk bags. With the new press, the target for loading will be 1500 bags per load. Up to date, 6,500 bulk bags have been supplied to the OMV Group.

Our next step involves acquiring an industrial sewing machine. This will enable us to repair any minor damages on our bulk bags which are currently being set aside. Additionally, we're manufacturing a strapping cage to organize and secure up to 100 bulk bags on pallets for strapping.



Lungile Magudulela

Lungile Magudulela (the Stilfontein's Safety Department) proudly achieved his Certificate of Competence for Fundamentals in Project Management in December 2023.



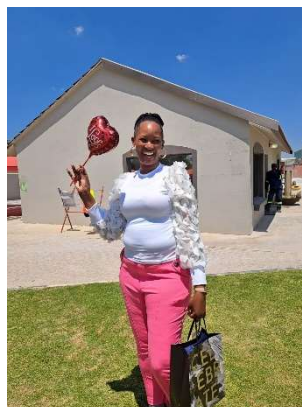
Mr Oscar Goudriaan

OMV Group Managing Director, Mr Oscar Goudriaan competed in the Western Cape Regionals 2024 Cape Gauntlet from 20 – 27 January 2024. His performance earned him 1st prize in the open category.



Steven Moseki

The Stilfontein ready-mix team elected Steven Moseki, a readymix driver, as their driver captain.



Maureen Merementsi

Maureen Merementsi, an administration clerk from Stilfontein, won the title of Best Dressed in the Valentine's Day competition!



Fleet renovation

The Stilfontein ready-mix team has revamped Truck 71. This reflects their dedication to maintaining the company assets in top condition.



Dephney Lekwadu

Dephney Lekwadu was recognized as Attaclay's (Steelpoort) first Employee of the Month! This achievement highlights Dephney's contributions to the team.



Marinus Van Den Berg

Marinus and Sherley van den Berg celebrated the arrival of their baby boy, Arlo, on 29 January 2024.



Rozaan Swanepoel

On 22 February 2024, Rozaan and Pieter Swanepoel joyfully welcomed their baby girl, Luzaan, into the world.



Christene Du Plessis

In April 2024, Christene Du Plessis, a Shared-Services buyer, participated in the South African Pool Championships held in Cape Town. She demonstrated her skills by defeating four Sprinkboks during the competition.



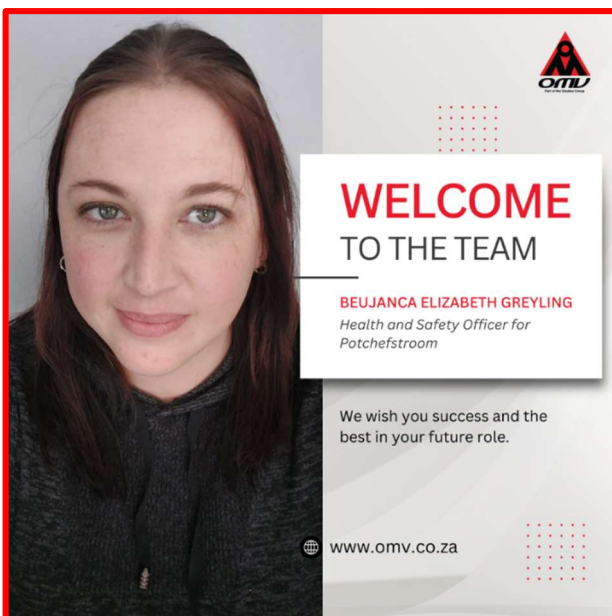
Philco Niemann

On 15 April 2024, Philco Niemann, the Gypsum Operations Manager, celebrated his graduation ceremony at the Gordon Institute of Business Science (University of Pretoria). This marked the successful completion of his participation in the Raubex Senior Leader Development Program.



Marinus van den Berg

OMV Group Operations Director, Marinus van den Berg graduated after completing his Master of Business Administration (MBA) at the North-West University.



Bakang Mothibedi

(Plant Manager – Steelpoort)



When did you start at the company? **March 2020.**

What does your typical day look like? **I do a site inspection to ensure everything runs smoothly and to discuss the daily production and assign tasks to the team. I compile production reports from the previous day's operation and ensure that we are within set targets and that good-quality products are being produced. Arranging to get the resources needed to run operations smoothly.**

Do you have any hobbies? **Soccer.**

What is your favourite time of the year? **December. Where family meet and reflect on the year's highs and lows.**

What is your favourite sports team? **Kaizer Chiefs.**

What is your favourite food? **Pap and steak.**

What do you think makes OMV an excellent company? **OMV affords willing individuals the opportunity to grow and better themselves. It is the environment where one's input is valued. I joined the company as a graduate engineer and have seen remarkable career growth over the years.**

Do you have a pet peeve? **People who make jokes out of serious situations.**

Tell us one thing we didn't know about you. **I am a good listener but quite at the same time.**

Do you have a nickname? **Baks.**

Gerrit Joubert

(Procurement & Logistics Manager - Olifantsfontein)

When did you start at the company? **2 February 1997**

What does your typical day look like? **Bright! Start with a coffee, go to work. Run up and down, sit and do emails, talk to suppliers and transporters. Make sure my team is doing well, sort out issues if any.**

Do you have any hobbies? **Collecting collectable toys and cooking.**

What is your favorite time of the year? **Spring, everything is green and the weather is always perfect.**

What is your favourite sports team? **Cheethas, Vrystaaaaat!**

What is your favourite food? **Braai, pap en sous. Anything with Avo.**

What do you think makes OMV an excellent company? **The people, exceptional leaders, everything works.**

Do you have a pet peeve? **Unfairness.**

Tell us one thing we didn't know about you. **I can make peanuts disappear.**

Do you have a nickname? **None.**



Samantha Jo Schafer

(Human Resources Manager – Group)



When did you start at the company? **1 April 2024 (luckily it wasn't an April fools jokes)**

What does your typical day look like? **I usually try go for a run or to the gym before work, then I fight to get my daughter awake and to school, on my way to work I usually listen to some of my favourite music or a podcast (something inspiring and motivating). When I arrive at work, I greet everyone and check in to see how the team is, then COFFEE... It's a must. Then I check in with my direct team to see what their day looks like and if there are any pressing issues. Then I check my emails to see what is very urgent and action those. I spend time on projects I have put in place for myself to drive the business forward. At the moment I am spending a lot of time trying to understand the business and people. In between all of this, I make myself available for any employee that needs to talk, help or guidance. I usually end off my day by checking in again with my direct team to see how their day was and if I can help them in any way.**

Do you have any hobbies? **I run, swim, and cycle, but mostly run.**

What is your favorite time of the year? **June because it's my daughter's birthday and I have so much fun planning it. I get to be a bit creative which I love to do. Other than this, Summer is just the best time for me. I hate the cold.**

What is your favourite sports team? **The Springboks. I love a good rugby game.**

What is your favourite food? **Pasta, I could eat it every day!**

What do you think makes OMV an excellent company? **OMV is doing very well and growing exponentially, it has long-serving employees which shows commitment, dedication, and loyalty on part of the employees which is reciprocated by the Company's caring and valued attitude towards its employees displaying excellent ethics and values. It excites me that I now get the opportunity to form part of the Company and drive an even better culture that shapes and models better future leaders.**

Do you have a pet peeve? **Absolute lack of accountability and responsibility by people.**

Tell us one thing we didn't know about you. **I qualified for the South African gymnastics teams, I want to run the comrades marathon and I am Lebanese.**

Do you have a nickname? **Sami and my family call me Manthie.**