



Think Tank 2025: A space for ideas, collaboration and growth

Every July, OMV comes together for one of the most anticipated events on our calendar – the Think Tank Strategy Session. This annual two-day workshop is all about connection, collaboration, and fresh thinking.

This event creates a platform where Senior and Middle Management unite, giving middle managers the opportunity to showcase their sites, share ideas, raise challenges, and explore opportunities to move the business forward. Each division delivered presentations, while Exco shared important updates from a strategic perspective. HSE and HR also took the stage, keeping everyone informed about the latest developments in their respective areas.

What makes the Think Tank unique is that it doesn't stop at discussions. At the end of day one, action points are agreed upon – ensuring accountability and follow-through long after the session ends.

This year's session wrapped up with a relaxed social gathering in the evening, giving everyone a chance to connect in a more informal setting. These moments of laughter and conversation remind us how powerful relationships are in building strong teams.

On day two, the group headed out to Rustenburg for a site visit. Seeing operations first-hand sparked valuable conversations, with teams sharing lessons learned and ideas they could take back to their own sites.

The 2025 Think Tank once again highlighted the importance of listening, learning, and growing together. It reinforced that every idea, no matter how big or small, plays a role in shaping OMV's future.

Here's to another year of innovation, teamwork, and making our business stronger – together.

Click on the below link to have a look at what we got up to at this year's Think Tank.

[Think Tank Video](#)



Pushing boundaries: Ready-mix excellence at Rhenus Logistics Project in Klerksdorp

There's a certain energy that comes with a project of this magnitude, when operations, logistics, and technical excellence all need to fire on every cylinder. Our latest venture in Klerksdorp is a prime example of what happens when we're called to **deliver big, fast, and flawlessly**.

Our Ready-Mix team is currently supplying concrete to CLF (Concrete Laser Flooring) for the construction of internal floors and external hardstands at the Rhenus Logistics warehouse. The total volume: **a massive 3700m³**, placed between 20 August and 10 September 2025, a tight three-week window with zero room for delay. As a matter of reference, the average volumes done monthly concerning ready-mix operations has been approximately 3500 m³.

What makes this even more impressive is that we've maintained service to all our other clients during this period. Despite the additional pressure, our plant, dispatch, quality control and driving teams have scaled up operations without compromising on performance or reliability.

Also worth highlighting is that **all aggregates used in the Rhenus project are sourced from our very own OMV crushing operations**. These form the foundation of custom-designed mix designs, developed to comply with the project's rigorous floor tolerances and specifications.

As we enter the final stages of the pour, it's worth celebrating how far we've come, and how we continue to raise the bar. This is not just about volume, **it's about delivery precision, technical coordination, and trust**.

I would like to thank every team member for contributing to this milestone project. From maintenance, crusher and ready-mix personnel, **your hard work is the foundation**, literally, of something massive.

**3,700m³ =
616 trucks!**

Human Resources corner



Click on the below link to have a look at Mandela Day video at Are Ipeleng Primary.

[Mandela Day Video](#)



OMV supports Are Ipeleng Primary through education and Mandela day celebration

As part of our ongoing commitment to community upliftment, OMV has been proudly partnering with **Are Ipeleng Primary School** in Khuma, Stilfontein since 2025. This partnership forms part of our Corporate Social Investment (CSI) programme, with a strong focus on education and child development.

Through this initiative, learners from **Historically Disadvantaged South African (HDSA)** families are provided with much-needed school **uniforms and stationery**, ensuring they are better equipped for their learning journey. To further support the school, OMV also funded the construction of an **additional temporary classroom** to accommodate Grade R learners, giving them a safe and structured start to their education.

Beyond material support, OMV continues to strengthen its relationship with the school through **various annual activities**, ensuring a sustained and meaningful impact.

One such highlight took place on **1 August 2025**, when OMV hosted a special **Mandela Day celebration** at Are Ipeleng Primary. The day carried deep meaning, as **Childline** joined to present an informative talk to learners on the important issue of **domestic violence**. Learners also had the opportunity to take centre stage, showcasing their talents through **songs, dances, and performances** that filled the day with energy and pride.

To close the celebration, OMV provided **food parcels** to every learner – a small gesture to bring smiles and support to children from this underprivileged school.

“Education is not only about books and classrooms, but also about creating safe, nurturing spaces where children can thrive.

Our partnership with Are Ipeleng Primary is a reflection of OMV’s belief in uplifting communities and investing in the future,” said Sam Schafer, the HR Manager at OMV.

The collaboration with Are Ipeleng Primary stands as a true example of OMV’s values in action: **empowering learners, supporting families, and working hand-in-hand with communities for a brighter tomorrow.**

Understanding the Difference: Poor Work Performance vs Misconduct

Managers are often faced with the challenge of addressing employees who are not meeting expectations. But before action can be taken, it's important to correctly identify the problem – is it **poor performance** or is it **misconduct**? The distinction matters because the processes that follow are very different.

◆ Poor Performance (Incapacity)

- This happens when an employee is willing but unable to meet the required standards.
- The employee may lack the necessary skills, ability, or competence to perform their duties fully.
- The correct process is supportive in nature: counselling, training, coaching, and a performance improvement plan (PIP).
- If no improvement is seen after reasonable support, dismissal may follow. This is often referred to as a **“no-fault” dismissal** because the employee is not deliberately at fault.

◆ Misconduct

- This arises when an employee is **able but unwilling** to do the work or follow the rules.
- The employee knows what is required but deliberately breaks workplace rules and procedures.
- The process to follow here is **disciplinary action** – starting with progressive discipline (warnings), and dismissal if the misconduct is ongoing or very serious.
- In some cases of gross misconduct, dismissal may even happen after a first offence

Why It Matters

The Labour Relations Act (LRA) recognises misconduct and incapacity (including poor performance) as two separate grounds for fair dismissal. Correctly identifying the issue ensures that employees are treated fairly and that managers follow the right processes.

In short: Poor performance is about ability; misconduct is about choice.

Sick notes and routine consultations What you need to know

At HR, we've noticed a growing trend where employees submit sick notes after routine medical check-ups or consultations, and then request paid sick leave. This has raised an important question: **does a doctor's note for a "consultation" qualify for paid sick leave under the law?**

The Legal Position

The **Basic Conditions of Employment Act (BCEA)** is very clear:

- Paid sick leave is granted when an employee is **unable to work because of sickness or injury**.
- Employers may request a medical certificate if an employee is absent for more than **two consecutive days or more than twice in an eight-week period**.
- A valid sick note must **confirm incapacity** (that you were unfit for work), not just that you attended a consultation.

Recent case law has reinforced this principle. In *Epibiz (Pty) Ltd v CCMA & Others (2023)*, the Labour Court found that sick notes stating only "consultation" were **not sufficient** to prove incapacity. Simply attending a check-up does not automatically entitle an employee to sick leave.

What Qualifies for Sick Leave

- **Routine check-ups or screenings** (e.g., annual health checks, blood tests) →  Do not qualify unless incapacity is confirmed.
- **Follow-up linked to a prior illness** →  May qualify if the doctor confirms you are unfit for work.
- **Current illness consultation** →  Qualifies, provided the note confirms incapacity.
- **Wellness consultations (e.g., mental health support)** →  Qualifies only if the practitioner confirms you were unfit for duty.

Key Takeaway

A sick note must clearly state that you were **unable to work** due to illness or injury. Notes that only record a "consultation" without mentioning incapacity do **not** meet the legal requirements for paid sick leave.

What This Means for Employees

- If your appointment is a **check-up or preventive visit**, please arrange it outside of working hours where possible, as these are not covered under paid sick leave.
- If you are **genuinely unwell** and unable to work, ensure that your doctor's note confirms incapacity.
- Employers are within their rights to **reject sick notes** that do not meet these requirements.

By sharing this, we aim to create clarity and fairness around the use of sick leave, ensuring it is available for those times when it's truly needed.

Updated Salary Payment Dates

Attention **salaried employees**:

To align with the **Materials Division** payroll schedule, OMV (Pty) Ltd is updating salary payments, effective **September 2025**. Salaries will generally be paid on the **last Friday of each month**, though dates may vary slightly due to public holidays or operational needs.

Upcoming Payment Dates

- **26 September 2025**
- **31 October 2025**
- **28 November 2025**
- **12 December 2025**

Reminder: Please check and update any personal debit orders or financial commitments to match the new schedule. For questions or assistance, contact the HR Department.

Electronic payslips now available for wage employees

We are pleased to announce that, **effective immediately**, all OMV wage employees can now receive and download their **payslips electronically** via **Infoslips**.

This new system is designed to improve **accessibility, confidentiality, and convenience** for all staff.

How to Register for Electronic Payslips

Send an email to **info@raubex.com** from the personal email address where you want your payslip delivered.

Attach a copy of your **ID**.

In the email body, include:

Your **full name and surname**

Your **employee number**

The **site/location** where you work

A clear statement confirming you wish to **receive your payslip electronically**

Once your request is processed, you will receive your payslip electronically each month via Infoslips. If you prefer, you can still **download and print** a copy for your records.

If you choose not to opt in, you will continue receiving **printed payslips** as usual.

For any questions or assistance, please contact the HR Department.

Easier access to your Old Mutual employee benefits

OMV is excited to introduce a **simpler and faster** way for wage employees to access their **employee benefits** with Old Mutual.

Employee benefits are non-wage compensation designed to enhance your well-being, **satisfaction, and overall productivity**. OMV has partnered with Old Mutual to manage these benefits for all our wage earners, and now you can access them through multiple convenient channels:

Quick and Easy Access Channels

- **WhatsApp**: Send a “Hi” to 086 093 3333
- **Old Mutual App**: Download the official Old Mutual App from your App store
- **Website**: Visit www.oldmutual.co.za (available 24/7)
- **Branch**: Visit any Old Mutual branch near you for in-person assistance
- **Email**: Send your queries to superfund@oldmutual.co.za
- **Contact Centre**: Call 0860 20 30 40 for customer support

Tip: Always have your ID Number or Policy Number ready when using any of these channels.

For any further questions or clarification, the HR Department is happy to assist.

Save Contact Numbers – Outsmart the Impersonators

Think you'd spot a fake Oscar or Marinus call? Scammers rely on apps like Truecaller to look legitimate. By saving the contact numbers of our management group on your phone, you can quickly verify who's real and who's just really convincing. It's a small step that can stop a big scam.

Don't click it, report it!

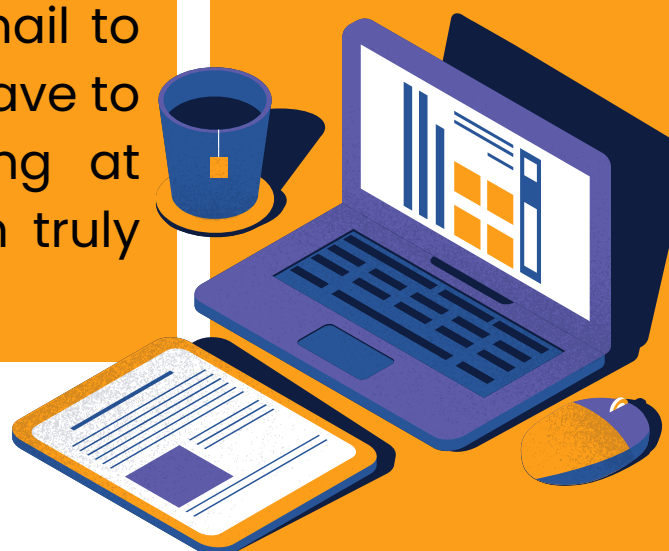
If an email seems odd, too urgent, unexpected links, or weird grammar, it probably is. Don't take the bait. Report it to IT. Rather safe than sorry.

Out of sight, out of danger.

Never leave your computer unattended, even for a minute. It takes just one second to send that malicious email to the whole company, and you will have to host the next company gathering at your house! Windows key + L can truly be a "L-ifesaver".

In other news :

*Why did the developer end up broke...?
Because he used up all his cache.*



What a day in Rustenburg!



On 21 August 2025, OMV made history with our first Industrial Minerals Expo – and wow, what an incredible success!

Connecting with partners, and industry leaders – the energy was electric. The Expo showcased OMV's drive to bring innovation, quality, and real solutions to the construction and industrial world.

A massive thank you to everyone who joined us and helped make this milestone event unforgettable.

This is just the beginning... the OMV Industrial Minerals Expo is here to stay!



Industrial Minerals Corner



5S Recognition

Francois Nel presented awards to two team members for their knowledge and understanding of the 5S principles.



Safety Recognition

Francois Nel awarded George Mabusela for reporting high potential hazard on site.



Stop for safety

The quarterly stop for safety took place on 15 August 2025.



I Care Buddy Recognition

Michael Daniell awarded Jabulani Mahlangu for most I care buddy observations on site for the month of July 2025.



I Care Buddy Recognition

Michael Daniell awarded Cavin Monyetshwale for most I care buddy observations on site for the month of July 2025.



5S Trophy

To celebrate their 5S trophy victory (for a second year!), the team enjoyed a braai together.



The ladies celebrated a well deserved woman's day.

Meet the team

Michael du Preez



What is your position? CFO – head of bean counting

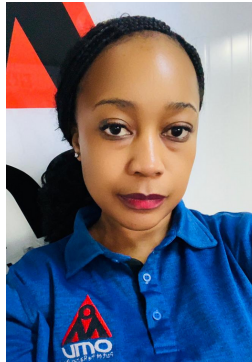
When did you start at OMV? August 2024.

What is a typical day at work? A typical day at work starts when I wake around 05:30 with a cup of coffee, which my beautiful wife makes for us, and then it's getting the kids ready for school. At approximately 07:00, I get to office and take a moment to read my bible and plan my day ahead. After planning, I try and ensure I know what my team's most important deliverables and priorities are, and try to ensure they have the necessary tools to achieve those. Normally, whatever I plan to do gets quickly thrown around by unplanned activities that I break into priorities depending on what I perceive as most important. I enjoy taking ideas to improve our business activities and rationalizing them into reality, making businesses more cohesive and viable. After dealing with various unplanned activities, I take on planned activities that I set out for myself. I end the day ensuring that those who depend on me have what they need to do what they have to do before I clock off.

What makes OMV an excellent company? Undoubtedly, the wonderful people I work with, who through their uniqueness and diversity make us industry leaders. I'm often surprised by the passion, innovation, and care with which we're able to tackle any challenge thrown at us. I live by the philosophy of adaptitude (being positive and adaptable), which I believe is characteristics that exemplify the best of OMV's people.

One surprising fact about yourself? I've had numerous stages in my life where I tackle different hobbies amounts which including Golf, Action Cricket, Latin American dancing (no longer doing it), Honorary ranger with SanParks (removing snares), Hunting, Fishing, Cycling, etc.

Baleseng Cleopetra Mothibi



What is your position? I'm a Laboratory Technician at OMV Rustenburg

When did you start at OMV? I started my journey with OMV in September 2023 and it's been a rewarding experience so far.

What is a typical day at work? My day involves performing routine laboratory tests on raw materials, in-process material, and final products to ensure quality and consistency. I also prepare and issue Certificates of Analysis for finished products and maintain accurate batch records. In addition, I support the production team to ensure a quality product is consistently produced, all while upholding 5S standards in the laboratory to keep the workplace organised, safe, and efficient.

What makes OMV an excellent company? What stands out for me is OMV's strong safety culture, teamwork, and commitment to quality. We support one another, work together to overcome challenges, and ensure everything we do meets the highest standards.

One surprising fact about yourself? A fun fact about me is that I love traveling, I enjoy planning trips and exploring new places whenever I get the chance.

Khuthadzo Masithi



What is your position? I work as the Health, Safety, and Environmental Officer at OMV, Attaclay Mine.

When did you start at OMV? I started working for OMV on the 17th of March 2025.

What is a typical day at work? insight into roles and responsibilities: ♦ Daily inspections of all Risk Assessments and checklists for powered tools. ♦ TMM checklist boot over inspections. ♦ PPE Compliance standard checks. ♦ Conducting Visual Inspections and VFL. ♦ Engaging with the employees at the Cat litter plant as well as the Mining area. ♦ Drafting and compiling COPs and SOPs. ♦ Tracking and Updating of the Safety Improvement Plan. ♦ Leasing with My SHEQ Manager on urgent site requirements and standards alignments. ♦ Recording and Investigating Near misses, implementing corrective measures, and sharing them on Sharepoint for continuous improvement. ♦ HSE Meetings. ♦ Inducting contractors. ♦ Training employees on all new COP and SOPs. ♦ Last but not least, ensuring the whole SHEQ compliance standard meets the overall OMV and RAUBEX requirements.

What makes OMV an excellent company? The understanding of prioritizing employee safety over profit and assets.

One surprising fact about yourself? Honesty, openness to challenges and learning, engagement, and receptiveness to constructive criticism, along with the intellectual ability to collaborate with others.

Pause with Purpose – Stop for Safety at OMV.

**Safety
Corner**



Taking Time
to Reflect on
Recent
Incidents,
Shock
Awareness,
and Our
Safety
Improvement
Progress



Did you know?

Our average sales for Ready mix in the construction material division is about 4000 m³/month. That is the equivalent of filling up 20,000 bathtubs. Putting 20,000 bathtubs end-to-end has a length of about 30 kilometres.

OMV Olifantsfontein has won the 5S housekeeping trophy for the second year in a row.



Our gypsum, a by-product of acid production, is repurposed as multi-grade gypsum for agriculture, cement, plasters, and boards. As one of Southern Africa's leading suppliers, we provide major cement producers across the region.



The first edition of OMV news letter. It was introduced by Hendrick Paradise Ramabodu, in 2010. It was called "Mmoledi." (meaning - The Reporter).

OMV's 8 sites consume around 107GB of data daily – equal to 8 heavy-use households, or about 43 HD movies of 95 minutes each! (Of course, it's not literally being used for Netflix. 😊).

OMV proudly sponsors the local Promosa United soccer team in Potchefsroom. Helping to support talent and community spirit.



Happy Birthday



September



Joseph Khumalo 2 September
Odirile Phalatse 2 September
Mohanoe Pitse 4 September
Simphiwe Ntozini 4 September
Given Motela 5 September
Jonas Mohapi 5 September
Joel Mogoera 5 September
Simon Thitende 8 September
Calvin Khwenenyane 9 September
Jackson Funani 10 September
Curtis Reiners 12 September
Tshepiso Bogatsu 13 September
Daniel Jordan 14 September
Canaan Mogotla 15 September
Victor Ntsimane 15 September
Cavin Monyetshwale 15 September
Nicky Le Roux 16 September
Luzuko Ndibi 17 September
Thabiso Seleke 20 September
Stenly Mogweng 21 September
Isaac Mokhoke 22 September
Boitumelo Lempe 24 September
Engela Van Zyl 27 September
Judas Makgoka 28 September
Phiri/Petros Phiri 28 September
Nduduzo/ Dudu Neta 30 September

Happy Birthday



October

Xavier Willemse 2 October
Meschack Sitasie 2 October
Spencer Nhlapo 3 October
Rene' Beukes 3 October
Johannes Molefe 8 October
Olebile Sitase 10 October
Stephen Mtaye 11 October
Daniel Kagiso 12 October
Modiko Thupudi 12 October
Milano Nieuwenhoudt 16 October
Cornelius Banga 17 October
Petros Molema 17 October
Gloria Matsitse 19 October
Thabang Mokgobi 19 October
Candice Silent 20 October
Joseph Majake 22 October
Thapelo Motsumi 22 October
Mosa Kheu 25 October
Tebogo Sekaiyo 25 October
Nkadimeng Chabedi 28 October
Berlinah Phali 29 October
Marthinus Van Den Berg 29 October
Thabo Mimbiri 30 October
Bheki Malinga 31 October