

SHE Department

The SHE Department is very excited to drive the project for implementation of our first OHSAS 18001: 2007 Standard.

The Company's commitment to ensuring a healthier and safer work environment for all its employees, contractors and visitors is documented in this management system and driven through the involvement of its management team and respective departmental health and safety representatives.

Health and safety should become part of each and every employees "fibre" as we move closer to the actual OHSAS 18001 audit...and beyond.

The Company uses a systems called Disabling Frequency Rate (DIFR as displayed on our two OHS statistical boards) to monitor its disabling injuries over a 12 month basis. A disabling injury is regarded as an injury that results in an employee missing 24 hrs of work. Thus every employee that misses a day of work becomes a statistic under this rating formula.

This figure should always be zero, but within the Industry a figure of 0,5 to 0,7 is regarded as excellent. If we have an employee missing 1 day of work due to an injury the score will be 0,67. Our current rating is 12,44 (equivalent of 20 injuries over 12 months – much, much to high).

We already have the drive and commitment from Fernando to assist us in implementing this system and looking after the wellbeing of our employees. However, this system will have no effect if we do not all commit and see the value in creating a healthier and safer work environment.

Those that seriously injured themselves in the past is a true reflection of what effect injuries can have on their current work environment as well as social life.

You are thus encouraged to look at what you are doing and how you are doing it - health and safety is also an individual's responsibility.

A healthier and safer work environment can be achieved through activities such as keeping your workstations and walkways clean of obstacles hindering free movement, cutting away from yourselves when trimming, using caution when placing hardox, using respirators when painting with chemlok, grinding with goggles on, doing check on forklifts before it is driven, and so much more.

A simple rule we will leave you with:

**THE REFLECTION YOU SEE IN THE MIRROR EACH TIME YOU USE IT, IS
THE PERSON RESPONSIBLE FOR HEALTH AND SAFETY!**

A warm SHE greeting Morne and Lucy

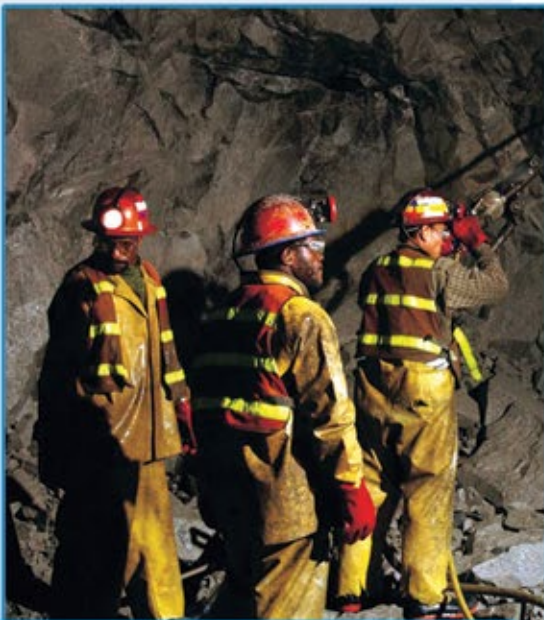
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From Fernando's Desk



The first quarter of the financial year is upon us.

We have been kept so busy in the last few months that it is easy to forget the time and before you know it, the first quarter has passed. It has been a good quarter for the company and like anything in life, not without one or two disappointments, but the positives far outweigh the negatives.

This is now the second issue of our newsletter and I would really like to encourage you all to participate and contribute articles to it. As we have said before, this newsletter belongs to all the staff of Tega and it must be used by everyone.

Our segment of the economy is in a very bad space at present and the uncertainties in the mining industry are further contributing to a very pessimistic view of our country by foreign investors and consequently a very weak currency. The first reaction is that this should be good for exports and, therefore, good for the economy, right? WRONG! SA imports far more than it exports. All machinery, fuel and technology is imported, so the cost of goods will increase considerably, placing a burden on the consumer. This time of the year also signals wage negotiations and is usually beset with labour unrest, strikes etc. All these, however, have a negative impact on the economy. Let us nevertheless focus on what we can control as the other factors mentioned above are outside our control.

Operations in the Mining division have been sustained at a higher level for three months now and this division has clearly moved up one notch on the efficiency curve. For the first 2 months of the year, we have had no disabling injuries, which is a very comforting thought. However, we experienced one disabling injury in June. I would like to appeal to all of you to keep working at reducing disabling injuries and the disabling injury frequency rate which is currently at an alarming rate of 12.44. Order Intake is a concern for the company since, without a healthy Order Intake, we cannot sustain a high level of operations. The state of the mining industry described above is certainly not helping, but there is a lot more we can, and will do to address this.

We have had a large number of applications for Learnerships and are currently evaluating the applications.

The Vulcania property registration has now been lodged at the Deeds office and we are now entering a phase where preparations for the move have resumed in earnest.

We have had a good start to FY2014 and I would like to thank each and every one of you but, also urge you to work at our weaknesses to ensure that we continue to improve.

Warm Regards

Fernando Monteiro



Notices

We have three MTE shows taking place in the Zambia area in July '13. Bobby Stevens, Dean Harty and Erick Kazanga will be representing Tega.

The first show will be held on 15 July in Solwezi, which is located 175km west of the town, Chingola. Two of Tega's biggest customers, i.e. Kansanshi and Lumwana Mine, opened by First Quantum Minerals and Barrick Gold respectively, have resulted in Solwezi becoming one of the fastest growing towns in the country.

The second show is on 17 July in Chingola City, situated in North Central Zambia. This is a copper-mining industry which was founded in 1943 and provides services to the adjacent Nchanga area. This is the first MTE show in this area.

The Third show will be held on 19 July in Kitwe, which is the second largest Zambian city in terms of size and population. It is one of the most developed commercial and industrial areas in the country. The city is sometimes referred to as Kitwe-Nkana and is the base for a number of mining operations.

Suzette Botha will be visiting the KwaZulu Natal Industrial Technology Exhibition 2013 which is taking place from 23 – 26 July in the International Convention Centre, Durban. The main aim of the exhibition is to provide a dedicated forum for industry decision makers to meet technology leaders and to find out more about available solutions to enhance business, source new products and solutions in one place, at one time.

Fred Weigelt will be visiting Zimbabwe from 24 – 26 July. He will be attending Mine Entra 2013 at the Zimbabwe International Exhibition Centre, Bulawayo. This is a specialised international exhibition which caters for the mutually compatible sectors of mining, engineering, transport and their associated industries. Mine-Entra 2012 saw a significant increase in the number of exhibitors over the 2010 event, no less than a 30% increase, which in the present difficult scenario for the mining industry, is extremely positive.

Birthdays July

Gift Mtsenga - 3rd
Leatitia Pelzer - 21st
Jackson Mqomboti - 24th
Sakkie Keyser - 25th
Alta Pienaar - 25th
Lynn Sternberg - 26th
Milton Mdluli - 28th

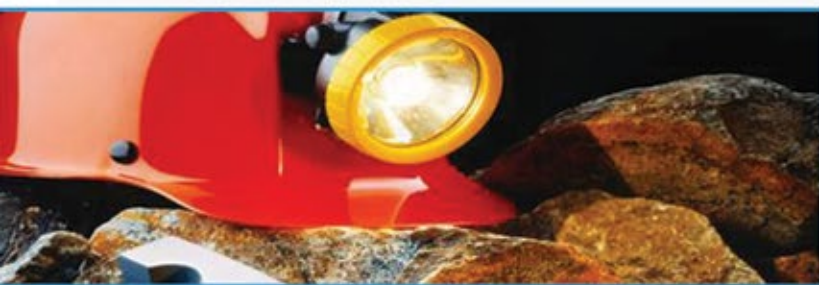


Skinder Hoekie

We are excited to announce a new arrival in the Pelzer family at the end of July.

We would like to extend our best wishes to Leatitia and her family – may you be blessed with a perfect, healthy bundle of joy!





Getting to know YOU... Songeso Solontsi

How long have you been with Tega?
I have been with the Company since May 2007.

Are you a morning person? Please give a reason for your answer Yes, I am. I wake up early and go to Gym before I attempt to do anything.

If you won a lot of money what would you do with it?

WOW I have thought about this a few times. LAUGH OUT LOUD! Donate 10% to a charity of my choice, save 40%, buy assets that have a long history of increasing value and further my studies.

What do you like and dislike most about people?

Like: Willing to learn more things.

Dislike: Show off.

What is your favourite meal?

At home I enjoy a full meal with my family and at work Debonairs chicken and mushroom pizza.

What are your hobbies?

Playing on the computer.

Do you dress more casual or smart?

Casual.

What was your designation when you started at Tega and what is it presently?

I started in Quality Control and I am currently the IT Control and SAP Administrator.

What music do you like?

Gospel.

How many children do you have?

3.

What Tega product would you most likely be able to promote best and why?

Grid Liners because these are very common in the high speed application for the processing industry.

Which person do you know best in Tega?

Fredrick Mataga.

If you had to describe Tega in one word what would it be?

Optimism.

You are in a hurry and can only take one item with you from Tega premises - what would it be?

Computer.

What is your favourite colour?

Navy.

Please mention an exciting moment in Tega?

When I got promoted to IT.

I was nervous, but the Support I got from the PC users was overwhelming.

They welcomed me with open arms.

Now I strongly motivate myself to continuously improve myself.

I teach myself how to setup new things

i.e Iphones, Blackberries, Servers, Microsoft products and Tablets.

Tega is determined to close the pitfalls in the North West Province by offering a 24/7 service. This will eliminate the possibility of losing existing customers and, be attractive to new, interested parties.

Tega has made significant progress with the OEMs and is striving to improve customer relationships.

Vishal Gautam

Sales

Tega South Africa hopes to have its own website by mid July.

Details are being finalised and we will keep everyone informed of the progress.



Vishal Gautam

Projects

Under Wraps

R&D continues to be the centre of Tega's success and is vitally important for every proposal. Consistent customised solutions are being offered to customers.

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New Projects

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Achievements

There has been a vast improvement in the export market, which has resulted in a noticeable growth in orders for Tega.

The persistence in marketing Tega products during the current, difficult conditions within the industry, is clearly proving to be beneficial to the company and end users.

Vishal Gautam

How to keep your **customers** happy!

- Always be friendly and helpful
- Deliver best service possible
- Quick response and immediate solutions
- Good communication

Direct from the Sales Admin office

TOP TIP



A sense of identity and belonging

Tega SA Values

As part of our strategy of being a global player, it is important that we at Tega Industries SA have our own enacted values that represent what we believe in and how we should act and behave.

These values will in turn pave a way for us in developing a corporate culture that we will all be proud of identifying with.

Wiseman would appreciate it if we would all participate and give short comments to the below mentioned values.

You are requested to send your comments to Wiseman Dladla (wiseman.dladla@tegaindustries.co.za) or Laura De Wee at reception by 10 July. You are also encouraged to add any values you feel the Company should have.

Together we are going to take this Company to the next level.

By Wiseman Dladla



- Value creation – Through continuously improving our products and services we strengthen our long-term associations with customers.

- Purpose-driven – Process alignment drives us to achievement of clear business and people goals.

- Continuous Improvement - We develop and implement new ideas through people skills which result in our products being stronger, safer and more durable.

- Accountability - We are accountable for decisions made and delivery of agreed undertakings.

- Enrichment – We work together as one team and therefore achieve best results.

- Respect – Diversity is valued and the significance of quality relationships is harnessed.

- Integrity - We value loyalty and trust while honouring interests and undertakings made to others.

Tega Photo Gallery



What better way than a Friday braai to thank employees for their efforts and commitment during the past few months.



SILVER LININGS

