

Embracing Transformation

A lot of positive change is taking place at Tega Industries SA including but not limited to our envisaged move to bigger premises in Vulcania, the absorption of labour brokers, the establishment of the Employment Equity and Skills Development Committee. This article serves as an introduction of the EE and SD Committee as transformation forms an integral part of the Tega Industries business strategy and is a focus point for managing the business. To fully utilise this Committee for the benefit of employees and the Company, it is important to unpack its main purpose.

The EE and SD Committee has been established to create a credible forum in allowing representative groups to become partners through participation and through which management representatives to liaise with one another regarding employment equity and skills development.

This Committee will assess EE and SD progress against set targets. However, to achieve these targets, employees are encouraged to take ownership of their careers and development. Employees are encouraged to utilise their skills creatively and to communicate freely with their elected representatives.

"You control your future, your destiny. What you think about comes about. By recording your dreams and goals on paper, you set in motion the process of becoming the person you most want to be. Put your future in good hands – your hands" Mark Victor Hansen

Wiseman Dladla

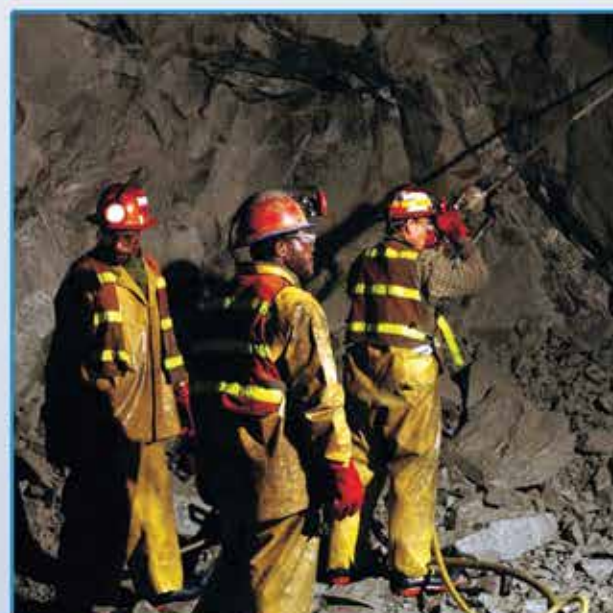
Index

Page 1 - Embracing Transformation

Page 2 - Whats happening

Page 3 - Tega News

Page 4 - Going places



From Fernando's Desk

Well, this is the first of many to come. Our very own Tega SA Newsletter. Like many other things we have embarked on, this is a new beginning for our company and simply one of the many exciting adventures we are embarking on.

Please remember, this is your newsletter. Please use it as a means of communication amongst our working family to share happy moments and well, yes, even less happy ones.

FY2013 is now behind us. It started off as a difficult year but improved steadily and we therefore ended the year very well in terms of growth. Considering that we operate in the Mining Industry and that this is unfortunately a very troubled sector of our Economy, we certainly have our concerns but still look at our future with optimism. We now have specialists heading each discipline of our business and the only exception is Quality Management, where we are in the process of identifying a Quality Manager to head that department who has Quality experience and formal Rubber qualifications. Learning and Training are 2 very important aspects of a Winning culture and we are embracing this aspect with enthusiasm and wish to make staff development one of our major focus areas for FY2014.

Soon too, we will move to Vulcania and that property will offer our company immense opportunities to set up a working environment which we can all be proud of and which will allow us to grow with very little constraints.

We have had a good start to FY2014 and I would like to thank each and every one of you, for your contribution to a successful FY2013 and look forward to an even greater FY2014.

Warm Regards

Fernando Monteiro



Notices



Upcoming events in Month of June include the Ghana Mining Summit. The summit will be held on 12th – 14th June 2013 at the Accra International Conference Center in the Christiansborg area. Topics to be discussed are the unique prospects in the mining investment arena, spotlighting the movers and shakers, current hot spots, gaps and expert recommendations. The gathering will offer an intensive platform for interaction, exchange of ideas, learning and finding common solutions to current strategic challenges.

The Government of Ghana is in the process of passing a Minerals Development Fund Bill which seeks to address the development challenges affecting communities by setting a higher proportion of royalties aside for the development projects to be undertaken in mining communities. We will also exhibit at the Mokopane MTE show on 6 June 2013. The exhibition will be held at Kameeldoring Country Club in Limpopo. Sakkie Keyser and Dean Harty will be the Tega representatives at the exhibition. Mokopane was officially renamed from Potgietersrus in 2003.

The area is rich in minerals with the mining of platinum, diamonds and granite as chief mineral resources. Mokopane is one of South Africa's richest agricultural areas. Fernando Monteiro will be attending the Sampling Conference in Muldersdrift on 4th – 6th June 2013. He will be accompanied by 2 members from Iteca which is situated in France.

The objective of the conference is for companies involved in mining to present their best practice in sampling and assaying from exploration to metal production

Birthdays June

Molebatsi Jonas 1st
Shaheen Vally 1st
ShongweThemba 2nd
Mbatha Mxolisi 2nd
KawulelaNtobeko 4th
Khotho Andile 5th
Dlamini Lucky 6th
Nkgadima George 6th
Methar Mohammed 6th
Mohlamonyane George 15th
Maharaj Rivasha 18th
Msimango Lucky 20th
Ngceke Sithembele 23rd
Mbuyisa Chris 24th
Mdleshe Nelson 26th





Getting to know YOU... Janet J. v. Vuuren

1. How long have you been with Tega?

I have been with the company since 1998.

I left for 1 year and re-joined again in 2008.

2. Are you a morning person? Please give a reason for your answer

No. I would much rather sleep in.

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

I would probably invest it until I know what I would do.

4. What do you like and dislike most in people?

Like: Honesty

Dislike: Backstabbing

5. What is your favourite food?

Debonairs SUB at work and a proper cooked meal with family at home.

6. What are your hobbies?

Fishing, Reading & Sewing.

7. Do you dress more casual or smart?

Smart-Casual

8. What Music do you listen to?

Country

9. What designation did you enter at in Tega and what is your current designation?

Receptionist. I am currently the Sales Admin Manager.

10. How many kids do you have?

One

11. What Tega product would you most likely be able to promote best and why? Mill linings, it is a challenge for me, ever since I started working with it.

12. Which person do you know best in Tega? Letitia

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

Challenging

14. What is your favourite colour?

Blue

New Products

Tega industries are presently evaluating many different proposals in the market place.

Vishal Gautam

The sales budget was successfully achieved. However, strategic plans are in place to specifically target the short falls in the local market.

Vishal Gautam

Sales

Internal projects to streamline the systems and procedures will result in increased customer satisfaction, but also decreased overheads.

OEM market remains a concern however, we are certain that, with the assistance of the new employees in the company, we will successfully achieve our targets in the future.

Vishal Gautam

Projects

Under Wraps

Drawing office is busy with Integration for our Industrial department linking the product drawings to our SAP System. This is not only beneficial for us to streamline the procedure of releasing production drawings but also follows our long term strategy of going green and saving the planet. Tega SA is currently utilising SAP DMS (Data base Management System) to enhance traceability and promote workflow in the business. Corporate social responsibility is being actively pursued by Tega.

Vishal Gautam

Achievements

Tega Industries South Africa are once again pursuing the Railway market. This is not only a good market for the company but also a great achievement which is in line with our future expansion plans.

We are retaining and expanding business in the export market – COMPETITORS MUST BEWARE!

Vishal Gautam

New Appointments



Ms Charmaine Lancaster joined our company in 2011 as Sales Admin Clerk. She has now been promoted to Public Relations Officer with effect from the 1st of April 2013.

She left her position as the Sales Administrator Industrial to assist us in the Sales & Marketing Division. She is available at charmaine.lancaster@tegaindustries.co.za

Ms. Daleen Dolo has been appointed as Financial Assistant with effect from the 1st of April 2013. She is a qualified Business Accountant and has a National Diploma in Internal Auditing.

She is married and has a son. She is available at daleen.dolo@tegaindustries.co.za

Mr. Gert Steyn has been appointed from Tech sales to Sales Expeditior with effect from the 1st of April 2013. He is available at gert.steyn@tegaindustries.co.za

Ms. Leatitia Pelzer has been promoted from ISO Officer & SDF to IT Officer and Training Coordinator with effect from the 1st of April 2013. She is available at leatitia.pelzer@tegaindustries.co.za

Mr Wiseman Dladla has been appointed as Human Resources Manager with effect from the 1st of May 2013. He was previously employed by Optimum Coal in Witbank. He has a BA Degree and a Human Resource Diploma and he is also qualified in Management Development and Advanced Labour Law. He is married and has 5 children. He is available at wiseman.dladla@tegaindustries.co.za

Mr. Songezo Solontsi has been appointed as the IT Controller & SAP Administrator with effect from the 1st of April 2013. He is available at songezo.solontsi@tegaindustries.co.za

Ms. Alri Pienaar relocated from Rustenburg to Benoni. She has been appointed as the Sales Administrator Industrial with effect from the 1st of April 2013.

She is available at alri.pienaar@tegaindustries.co.za

Ms. Deborah-Leigh Geyser has been appointed as Debtors Clerk with effect from the 1st of March 2013.

She was previously employed by Europcar South Africa.

She has three children.

She is available at debrah.geyser@tegaindustries.co.za

We wish all employees every success in their new appointments with Tega.



Charmaine Lancaster



Wiseman Dladla



Daleen Dolo



Songezo Solontsi



Gert Steyn



Alri Pienaar



Leatitia Pelzer



Deborah- Leigh Geyser

Wiseman's Wellness Corner



With the status of the economy, changes taking place at work and job demands, more people are faced with problems of not coping. More problems mean more stress. Most of the time, we bring our personal problems to work. Either that or we bring our work problems home. Just a few stress relief practices that you can do:

Breathe: I'm not sure if you've noticed. But most of the times, when you are given a lot of workload in the office, you

and take a deep breathe. This refreshes your brain somehow, allowing you to think clearly. Take a break: You have breaks for a reason. The same goes for days off. You have rest days so you can rest. In the office, leave the desk during breaks. Talk to someone. Have a laugh. Listen to some songs you have on your mobile phone or iPod. Laugh: Talking to someone to vent out frustration, ask advice, or whatnot can be de-stressing in itself. Add a little laughter

to it, and stressful thoughts go away. If you have funny co-workers, spend a little time with them. If you don't have permanent cubicles, sit right next to them. You'll feel more fun, and less pressure. These are just a few of the office stress relief practices you can use. Remember that you don't have to be complicated. Keep it simple.

"The problem is not the problem; the problem is your attitude about the problem"

Victor E Frankl