

MASEDI



MECHANICAL • ELECTRICAL • INSTRUMENTATION • PIPING

Issue

01

July 2024

NEWS

*Electrifying News
and more*

MASEDI'

Editor Comment

"The future rewards those who press on, I don't have time to feel sorry for myself, I don't have time to complain. I am going to press on" (Barack Obama)



Lerato Matlala

Editor

It gives me great pleasure to bring you the very first edition of "Masedi News. I am very excited to be starting this new journey of bringing the Masedi community information about their company. As this is our very first issue. We will report on events that took place from January to June 2024 as well as news that we deem relevant to our readers.

In 2024 we started with a bang at Masedi Electric Serve so we will be reporting on those exciting new ventures, the establishment of our Northern Cape subsidiary being at the top of our list. There has been a few additional staff members, a few that left the company. We will get to know some of these new members who joined Masedi family. I don't know about you, but I am very excited about the present and even more about the future.

Be part of our
next issue...



YOUR STORY MATTERS

Those who wish to send in articles, stories, pictures anything that you may want published send email to leratom@masedielectric.co.za or WhatsApp on 0783829477

E“Enthusiasm is the electricity of life. How do you get it? You act enthusiastic until you make it a habit.”

Executive Chairman's Statement



Seitebatso Rakgokong

Executive Chairman



“I would like to acknowledge and appreciate the good work and dedication shown by our Management and employees thus far.”



It gives me great pleasure to launch our inaugural company newsletter “Masedi News”. The objective of the newsletter is to share news, developments and any other interesting matters with our employees and stakeholders. Our employees are spread across various sites and as a result we don't often get the chance to interact and share developments of the company. On that basis, I encourage our employees to share any stories that they would like published on our quarterly newsletter.

Our first edition reflects on the first 6 months of the 2024 calendar year and reflect on key news and developments over the period. I would like to acknowledge and appreciate the good work and dedication shown by our management and employees thus far.

Our company remains resilient and sustainable against the backdrop of a tough economy and subdued mining environment. It is for this reason that I encourage management and staff to stay focused on working safely, improving operational efficiencies, managing costs and providing excellent customer service to ensure that our business grows profitably and remains sustainable into the future. We look forward to all our sites and contracts achieving their targets in this financial year.

Our vision is for Masedi to be a leading and preferred Mechanical, Electrical, Instrumentation and Piping engineering construction company to our chosen markets and to the industry at large. To achieve this vision, we want to work with dedicated, capable and skilled employees and suppliers. We look forwards to creating opportunities for growth for our employees as the company grows. We ask you to walk the journey with us!

Hello & Welcome

Message from the
from the desk of the
Managing Director

**"As Management we are
committed to delivering
excellence and aspiring to be
the service provider of choice."**



August Lipke

Managing Director

**Be blessed in all
you do!**

Welcome to the first edition of Masedi News. Coming out of a challenging FY24, I am excited about what FY25 has in store for us all. This is a year for further growth and new opportunities, with the opening of our subsidiary, Masedi Electric Serve Northern Cape. We are very excited about this new venture, that will see us expanding into different commodities such as manganese, zinc and copper. Our reputation is our most treasured asset and the foundation on which Masedi has built its business upon.

Masedi have proven to be resilient and managed to navigate through some difficult times. We all know that the only way to protect and improve our reputation is to exceed the client's

expectations, meet our commitments, innovate in our business, and deliver excellence. By understanding, and embracing our business, vision, project objectives and goals, we will be able to build stronger and lasting relationships that will yield long term results. Stakeholders will look at us as a trusted company that they can count on. Trusted status and the business results can help us grow our business through repeat business opportunities.

We have settled into our new facility, supporting our business strategy to diversify, and expanding our service offering to include fabrication and panel building. Continually reviewing and implementing operational systems and procedures will lead to

further operational efficiencies and excellence.

In order to achieve our goals, we have embarked on investing in our people, improving our culture and work environment through activities and initiatives. Retain our most important asset, our people. Also, at the same time attract the best talent in the marketplace as the new opportunities pour in the company.

As management we are committed to delivering excellence and aspiring to be the service provider of choice. We hope you enjoy reading this updated and we look forward to your feedback so we can continuously improve this along the way.

Be blessed in all you do!

Meet the Team

The Executive and Senior management team are skilled professionals and boast decades of experience in construction, maintenance, project and contract management. Our field of expertise covers, mechanical, electrical, instrumentation, piping

and renewable energy in mining and industrial sectors. We are proud of our teams consisting of qualified site management, supervision, artisans, support staff, safety and quality control staff.

Executive Team



Seitebatso Rakgokong
Executive Chairman



August Lipke
Managing Director



Lerato Matlala
Executive PA

Workshop & Projects



Finance & Procurement



Human Resources



The winning Teams



Impala



Sibanye Housing maintenance



Impala Smelter

Congratulations to the Impala housing, Sibanye housing and Impala Smelter for reaching their target in the first quarter of FY 24. Thank you for all your hard work and dedication, your efforts do not go unnoticed.

Farewell to Mr Stephen Khola

And here are his last word..

"The Book of Ecclesiastes says 'There is a time for everything, and a season for every activity under the heavens...'" The day has finally arrived to bid you farewell. I must confess it is a bittersweet moment for me.

Mr. Rakgokong, thank you for the opportunity to make my little contribution to Masedi. You are a special breed doing special things. I pray that your team loves and appreciates you as much as I do. I know that under your stewardship, Masedi will scale great heights. The management style and culture you have implemented continues to amaze me. You are one never to undermine, always open to new ideas and very complimentary of others. You have an acute business acumen my good Sir. I hold you in high esteem my brother and may whatever you touch turn to gold. I hope that I leave Masedi in a better place than I found it.

To el Capitan, August Lipke. I'm glad that our relationship transcended the normal 'Boss-Subordinate' relationship. I agree with you, 'you don't only look like an elephant you have a memory like one'. I know that in you, the entity is in the safest pair of hands. You hold too tightly to the strings of the purse. Always playing devil's advocate, always prudent and very slow to rise to anger. You are an incredible man August Lipke and never ever doubt that. I have learned a lot from you. I will always appreciate the fact that you always interested yourself in a 'person' and not only the 'employee'"



"To Rudi Botes, I'm privileged to call you a friend. Quick to shoot from the hip, quick to anger, but a guy with one of the most intelligent brains I have come across. Those who don't engage with you deeply will not know or understand what I'm talking about. I will miss you, my friend. Take the projects department to the stratospheric levels I know only you can."

"I have a lump in my throat writing about you. People often see this unfriendly giant of a man with a big scary voice, they don't see the gentle, caring, thoughtful and clever guy that I saw every day of my life when I was with you. 'y's n yster my broer.'"

"To Emmy and Iohannes, you will always be my team. I will Choose you every single time I'm asked to choose an HR team. You reported to me, and I know what it takes to work for me. Let the occasional criticism not get to you. I can and will vouch for you. I'm lucky to have worked with you. As recent as 13 months ago, Iohannes was a mere filing intern. We put in the work and today he is a different person! You guys will always have a special place in my heart. Always remember our HR mantra: Think, Faka Speed and It is not a tick-box exercise. Mr. Mahape, please look after my team and I wish you well at Masedi my brother. Please remember that I will always be a call or email away. Colleagues, it was an honor and a privilege to work with you all. The fact that I have not written about you should not mean that I do not have special memories with you. I take this opportunity to remind you all of your collective responsibility to take Masedi to the next level. Too many families are dependent on the success of this entity, and we cannot fail them!"



Thank you
...and all
the best!

Human Resources under new management

Mr Solomon “Solly” Mahape joined the Masedi family on 18 June 2024 as the new HR Manager. He has in-depth knowledge and experience in the mining and construction space. This is what he has to say!

First and foremost, I would like to express my sincere appreciation, a sense of gratitude and humility. As I assume the responsibility of leading the HR Team for Masedi Electric. My HR journey commenced more than two decades ago in various sectors, amongst others, Mining, Engineering, Construction and Manufacturing. I have an in-depth knowledge and a deep understanding of the entire HR value chain. I am in possession of a Law Degree and various post matric qualifications relevant to my area of Human resources management. As a point of departure, I as an HR Manager intend to take time to understand the company culture, values, and mission. This will help me align my HR initiatives with overall goals of the organization. It is important to evaluate the effectiveness of the current HR processes such as recruitment, on-boarding, performance management and employee relations to name a few, and identify areas where one can streamline processes or implement best practices. Part of that process should be centered around communication, to enhanced open communication with all employees about any changes or initiatives HR plan to implement. Transparency is key to gaining trust from employees. In closing, I am filled with enthusiasm for possibilities that lie ahead. Together, we can chart a course toward progress, growth, success. I am optimistic about the future and excited to be part of this journey with all of you.



The Executive office is expanding

On the 2nd of April 2024, Ms Lerato Matlala assumed duty in the Executive office, as the PA to the Executive Chairman and the Managing Director. Ms Matlala will be performing all the administrative functions for these key offices. She has hit the ground running in her new position. The Masedi family welcomes you and hope you will enjoy your stay at the company, we look forward to you bringing a new energy, innovation and new set of skills to ensure that the Executive office functions like a well-oiled machine.



**“Alone we can
do so little;
together we
can do so
much”**

Masedi Electric Serve **Socio Economic Development**

Masedi is committed to development initiatives and focus primarily on education. As part of our Socio-economic development, Masedi has identified Moremogolo Edu centre in Boitekong township in Rustenburg as their corporate social institution (CSI). Masedi donated kitchen and gardening equipment to the centre. This will make it easy to provide cooked meals for the children and keep the facility's surroundings clean and neat.



“Education is the most powerful weapon which you can use to change the world.”
~ Nelson Mandela



Mining and Technical exhibitions through Masedi lens

The mining & technical exhibitions are a platform for buyers and suppliers to come together and showcase their products and service, whilst networking and engaging with potential clients. Masedi was part of the mining and technical exhibitions in Rustenburg, Northam, Witbank and the exhibition in Kathu will be held in July 2024. There has been a lot of contacts and leads for potential business ventures and partnerships from these exhibitions.

Spotlight on Masedi Northern Cape

We announce the grand opening of Masedi Northern Cape's new branch office at 28 Karee Avenue, Kathu. This strategic expansion represents a significant milestone in our unwavering commitment to bringing exceptional services closer to our esteemed clients in the Northern Cape region.

Discovering Kathu and its Rich Mining Heritage

Kathu, known as the "Town Under the Trees," is nestled in the heart of the Northern Cape. Its picturesque camel thorn forest, one of only two in the world, adds to the town's unique charm. But Kathu's economic vitality lies in its mining legacy, particularly iron ore. The Sishen Mine, one of the largest open-pit mines globally, anchors the region's prosperity. Additionally, Kathu boasts abundant mineral resources, including manganese, zinc, and copper, making it a thriving hub for mining activities in South Africa.

Commitment to Community and Environment

Masedi's operations in the Northern Cape are guided by a strong commitment to local procurement, skills development, and socioeconomic initiatives, particularly in education. We believe that our presence should create lasting value for the community, ensuring that the local economy and its people benefit from our endeavours.

Introducing **Lambert Kriek**, Area Manager

Leading our Northern Cape operations is Lambert Petrus Kriek, a true Kathu local with an unwavering love for the Northern Cape. Lambert brings a wealth of experience in project and contract management within the mining and construction sectors. His career is marked by strategic vision, unwavering loyalty, and an exceptional ability to manage complex projects under pressure. With deep roots in Kathu and an unwavering dedication to excellence, Lambert is the ideal leader to spearhead our initiatives in this vibrant region.

Looking Ahead

As we establish our footprint in Kathu, we are filled with excitement about the future and the boundless opportunities it holds. Our goal is to become the preferred Structural, Electrical, Mechanical, Instrumentation and Piping service provider in the Northern Cape, delivering superior services that drive sustainable growth and development.



365 Zero Incidents

We reached a great milestone of achieving 365 incident free days. “Well done to team Masedi! “We proactively foster a safe working environment and our stringent commitment to improving safety standards is demonstrated by our Lost Time Injury Free Rate (LTIFR)”, says August Lipke (Managing Director)

Meet the Teams on site



Anglo Waterval smelter MV & LV



Impala smelter team



Impala UG2 team

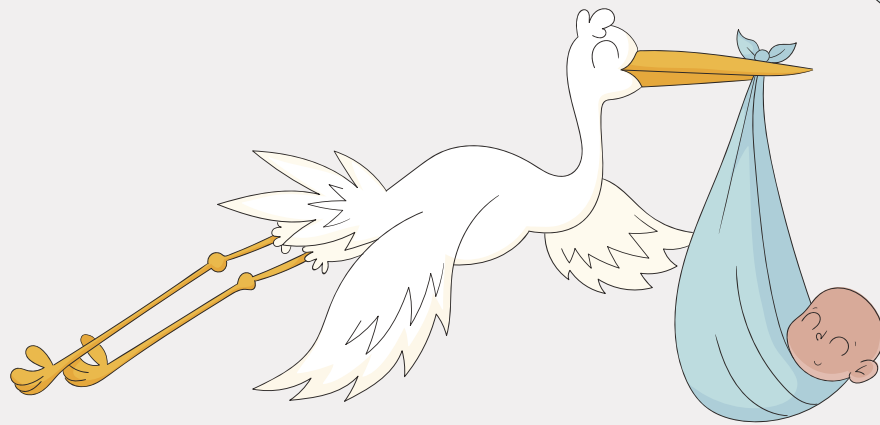


Impala Concentrator team



Tailings team

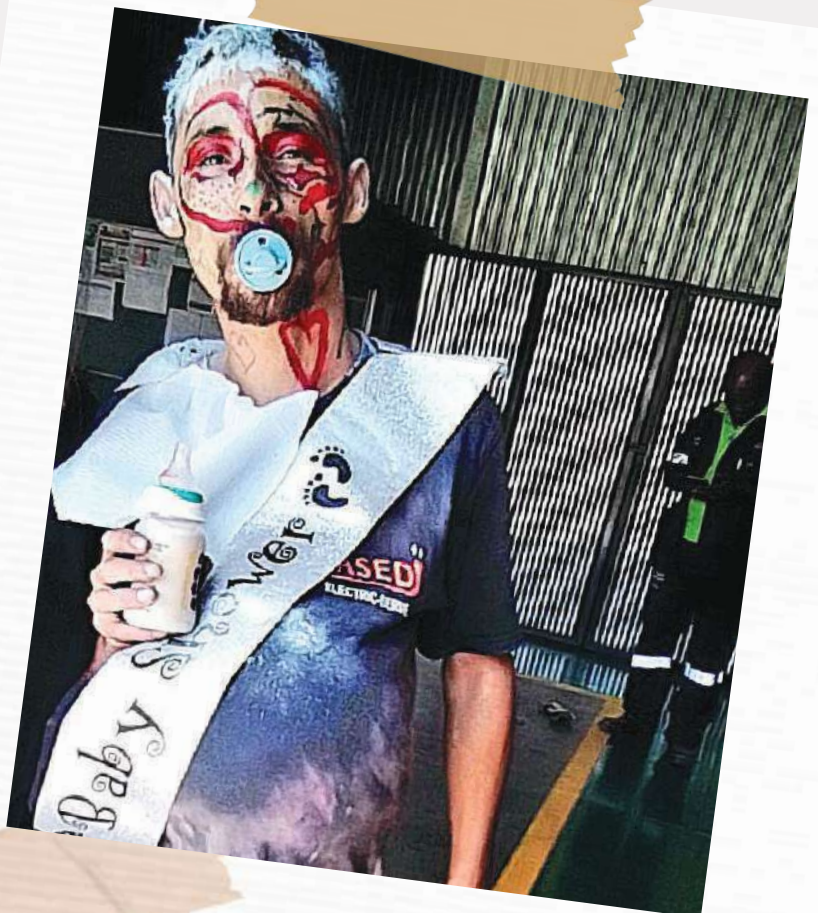




“Becoming a dad is one of the greatest adventures life has to offer”.

First time dad Brian Landoe got to understand this when his little bundle of joy Bryden Rashaad Shuking was born on 5 May 2024. Congratulations, to our colleague on the arrival of the additional member of the family.

Enjoy the adventure!



Skills Development and Training

Why is it important?

Skills Development in South Africa can include a range of initiatives and programmes aimed at improving the skills and competencies of the country's workforce. The main aim of skills development is to enhance the employability and productivity of individuals as well as supporting growth and competitiveness of business and industries. Masedi believes in investing in their employees this is done through skills development and training. The following are the benefit of providing the right skills especially in the mining and Engineering field that we are in: Improved health and safety – a strong focus on skills development and training means that employees are likely to work safer. Better productivity and loyalty – as knowledge improve and skills are sharpened, this also makes employees more productive and feel valued which creates a loyal and dedicated workforce.

Achievements

Congratulations to Koketso Mariri, a skilled and committed electrician (trade tested) who is currently working as an electrical assistant at the Impala smelter Koketso has recently accomplished a major achievement by obtaining his National Diploma in Electrical Engineering (Heavy current). He acquired practical experience by completing his P2 training at Masedi Electric Serve. He graduated from Tshwane University of Technology on the 3rd of May 2024. Halala Koketso Halala!!!



Thuto ga e goelwe.

Thuto ga e goelwe. Our very own Executive Chairman Mr Seitebatso Rakgokong has qualified as a Certified Director through the Institute of Directors South Africa. As a certified Director Mr Rakgokong has the responsibility of ensuring good corporate governance which in turn will have a positive impact on the company, there will be improved company culture, increased accountability, and the ability to spot issues before they occur. He will also ensure collaborative, strategic, and value-based decision making.

A qualified Project Manager

Congrats Rudi Roelof "Rudi" Botes has recently added to qualifications a Diploma in Project Management. This will be put to good use in his current position as Operations Manager currently based at Head office.



Trade tested halala KB!

Mphela "KB" Thoote has been declared competent in the trade – Boilermaker. Well done on your achievement.





*Nkosi sikelel' Afrika
Maluphakanyisw' uphondo lwayo
Yizwa imithandazo yethu
Nkosi sikelela thina lusapho lwayo
Morena boloka setjhaba sa heso
O fedise dintwa le matshwenyeho
O se boloke o se boloke setjhaba sa heso
Setjhaba sa South Africa, South Africa
Nit die blou van onse hemel
Nit die diepte van ons see
Oor ons ewige gebergtes
Waar die kranse antwoord gee
Sounds the call to come together
And united we shall stand
Let us live and strive for freedom
In South Africa our land*



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