

RSSC's fight on crime nets 27% decrease

Page 4



We're big on women empowerment

Page 7



HR employees bring social change to Shewula

Pages 8-9



Sikhulile NEWS

July - August 2015

Thumbs up! Mhlume Factory breaks records



The Royal Swaziland Sugar Corporation Limited





TIME TO WIN

Congratulations to our first Sikhulile News Competition winners. See more on this on the next page.

Thank you to all who participated in the previous competition. To join our lucky winners, answer the following easy questions and stand a chance to win yourself a nice RSSC-branded cooler bag or cup.

Q1: How many women currently hold previously male-dominated positions at RSSC?

Q2: What is the reason for the drop in the value of RSSC standing cane; and by how much is it expected to drop?

Send your answers to lungiled@rssc.co.sz or Fax to 2313 4825 by October 16, 2015. Winners will be selected through a raffle draw of the first three correct answers and the judge's decision is final.

** Answers are in this newsletter, so read on.*

Sikhulile News Objectives

Sikhulile News is an internal corporate communication tool aimed at keeping employees in the loop about RSSC's strategy, operations, company activities, as well as creating a sense of family among employees.

We all understand that having well informed employees translates into a happy workforce that understands the issues at play in their industry and business.

A happy employee is a productive employee!

Editorial comment

It is once again a pleasure to bring you the latest issue of Sikhulile News. In this issue, we see Mhlume Factory rising to the occasion and attaining record production figures. This is especially good news for RSSC because the factory has had quite a difficult time lately.

Another bit of good news is the 27% drop in crime between 2013-14, as a result of RSSC's collaboration with security forces in the region and South Africa, through the Lubombo Cross Border Crime Prevention Forum. Read all about this on page 4.

On page 7, we show you just a few of our many women who are in previously male-dominated fields, whom RSSC takes pride in empowering.

On a not-so positive note, we learn of a drastic drop in projected profits for RSSC due to sugar industry challenges. Find out what you, as an RSSC employee, can contribute towards ensuring the company's sustainability - page 13.

All this and more is right inside this issue. Read on, and we hope you enjoy.

The Communications Team



Sifiso Nyembe



Twini Nxumalo



Lungile Dlamini - Zwane

Our Vision

Our vision is to be the leading producer of sugar and renewable energy.

Our Values



Tell us what you would like to read about in Sikhulile News. Email lungiled@rssc.co.sz

THUMBS UP MHLUME FACTORY! For raising production bar



“It is only through working together that these records were achieved and, through continued teamwork, things will improve at Mhlume. We look forward to more positive achievements in the future.”

- Head of Factories, Ivan Voigt

Mhlume Factory has risen against all odds to achieve new production records in week 12 of the current season; crushing a record 9 462 tonnes cane with a record crush rate of 407 tonnes cane per hour on July 7, 2015.

This achievement exceeded last season’s record daily crush of 9 068 tonnes cane.

According to Head of Factories Ivan Voigt, this was the second highest production for the factory in the space of a week, with the first achieved on July 3, when a new record of 9 188 tonnes cane was crushed with a record crush rate of 406 tonnes cane per hour achieved on the same day.

“A new record was also set with Lost Time Available (LTA) at only 3.04,” Voigt said.

He added that the factory also beat their own best weekly production in week 12, ending July 9, by achieving a record 52 800 tonnes cane crushed against a budget of 47 815. The same week saw a



Mhlume Factory has risen against all odds to achieve excellent production results.

record average weekly crush rate of 396 tonnes cane per hour against a budget of 365 tonnes cane per hour.

Voigt said: “Well done to everyone! These achievements are excellent, and were realised in a very difficult year.

“It is only through working together that these records were achieved and, through continued teamwork, things will improve at Mhlume. We look forward to more positive achievements in the future.”

Well done Sikhulile Competition Winners!

The May/June 2015 issue of Sikhulile News carried a competition which had a variety of corporate gifts up for grabs. Below are the three winners of the issue’s competition, who had a choice between branded RSSC cooler bags and mugs. Answers to the questions were as follows:

Q1: How many tonnes cane were crushed by Simunye Factory in week 7? **Answer: 71 927 tonnes**

Q2: Name three objectives of the fire safety drills conducted by IMS regularly? **Answer: i) To ensure that employees are able to follow emergency procedures in case of fire in their work areas**

ii) To ensure that employees are aware of safety strategies and can take advantage of fire safety features.

iii) To outline staff duties and responsibilities in time of emergency.



(L-R) Nomvula Gulwako and Bongekile Khumalo help to draw the winners, while Corporate Affairs Manager Twini Nxumalo looks on.



The three winners (from left) Bhekie Nkhabindze, Doreen Magagula and Vusi Mlahleki with Nomvula Gulwako (2nd left) and Twini Nxumalo (2nd right).

RSSC's **fight on crime** nets 27% decrease

Criminal activity has decreased by 27% in the past two years, as a result of collaboration between the Royal Swaziland Sugar Corporation (RSSC), the Royal Swaziland Police, South African Defence Force, as well as the two countries' Customs & Excise departments (SARS and SRA).

The number of reported criminal cases went down to 79 in 2014, from 108 in 2013. This year, as of June 30, there were 20 cases recorded, as compared to 53 recorded at the same time last year.

Speaking during the Lubombo Cross Border Crime Prevention Forum held on July 23, RSSC Property Services Manager Joe Khumalo said the Corporation is part of this initiative because it also suffers huge losses through theft of fences, citrus produce, sugarcane and irrigation material from the fields, with the culprits often crossing the border with the stolen property.

"As there was initially no collaboration between the two countries it was extremely difficult to apprehend the culprits. The formation of the forum has, therefore, made it easier to deal with cross-border



Representatives of the various stakeholders in the Lubombo Cross Border Crime Prevention Forum read the year's report during their annual general meeting held at the Mhlume Country Club.

crime," Khumalo said.

He said there was a need to consider new and smarter methods of suppressing crime.

"This is a challenge to us all as we need to be able to be a step ahead of the criminals in order to suppress crime in our communities."

RSSC is minimising thoroughfare to sugarcane fields as one of the ways to curb sugarcane theft. The company also wants

to erect towers in order to swiftly locate fires and monitor borderline occurrences. This will ensure that fires receive prompt attention, in order to save life and property.

RSSC Security Coordinator Ivy Sibandze said another area that would be worked on is improving the deployment of security forces to achieve effective prevention and response to crime and emergencies.



(L-R) Tshaneni RSP Constable Hlengiwe Shabangu, RSSC Security Coordinator Nokuthula Mabila and VIP Contracts Manager Mancoba Sibanyoni.



Members of the South African Police Service listen attentively during the presentation of the Forum's annual report.



"Another area that would be worked on is improving the deployment of security forces to achieve effective prevention and response to crime and emergencies."

- RSSC Security Coordinator/ Forum's Chairperson Ivy Sibandze



Teachers participate during their seminar hosted by RSSC and facilitated by Buckswood College's teacher trainer, Gilly Johnson, an experienced teacher herself.

UK knowledge to build local teachers



RSSC continues to support education excellence

About 30 teachers from three RSSC-aided government high schools benefited from a teacher training seminar hosted by the Public Affairs Division and facilitated by the highly experienced Buckswood College teacher-trainer, Gilly Johnson.

The seminar was attended by head teachers, their deputies, as well as heads of departments (HoDs) from Mhlume, Lusoti and Ngomane high schools.

Community Services and Development Manager Faith Motsa said RSSC prides itself for its corporate social investment initiatives and wants education in the RSSC-aided schools to be of high quality.

"It is an absolute pleasure for RSSC to host a seminar of this nature and have someone of Gilly's calibre facilitating it, so we are truly grateful to her for helping

us in our aim to improve the quality of education through the tips that the teachers have absorbed from this event," Motsa said when closing the session.

The seminar was a culmination of class assessments conducted by Johnson at all three high schools throughout the preceding week, where teachers were assessed on their teaching skills in the classroom. Motsa said the in-class valuations provided insight into what really goes on in the classroom.

"The assessments benefit the head teachers, deputy heads and HoDs by providing information to improve the learning process, which in turn benefits the pupils."

She further thanked the teachers for cooperating in the process, saying they were crucial partners in the bid to

Buckswood College's teacher trainer Gilly Johnson speaks to teachers from the three government-owned high schools on the RSSC estate.

improve the quality of education in the schools.

Johnson is an experienced in-service teacher trainer holding the position of Senior Manager and Assistant Head of English and French at Buckswood College in the United Kingdom. She is also an international plenary speaker and author.

"We are truly grateful to (Buckswood) for helping us in our aim to improve the quality of education in our schools through the tips that the teachers have absorbed from this exercise."
 - Community Services & Development Manager Faith Motsa



RSSC, SEC talk power over round of golf

The Royal Swaziland Sugar Corporation (RSSC) hosted Swaziland Electricity Company (SEC) for a friendly golf tournament on July 10.

The game, held at the Mananga Country Club in Tshaneni, saw the hosts winning the 18-hole contest after a half-day's gruelling, but enjoyable, task.

Speaking at the prize presentation ceremony at the end of the day's event, Managing Director Nick Jackson said the partnership with SEC was very important since RSSC had an interest in power generation.

"We had an idea to start using the power generated from the factory to start powering the country and for this to be a successful project, we need to partner with SEC and have had talks but are yet to finalise a Memorandum of Understanding."

According to Group Public Affairs Manager Sifiso Nyembe, RSSC won the tournament by a landslide. Taking the first position were the team of Sibusiso Kunene and Patrick Myeni from RSSC, followed closely by RSSC's Max Mkhonta and Ronnie Adams and SEC team Lwati Dvuba and Samkeliso Shongwe in third place.

Taking the fourth position were RSSC's Nick Jackson and Joe Shiba, and

Jabulani Mabaso and Mandla Tshawuka in fifth place. SEC's Ephraim Kunene and Ernest Mkhonta took the sixth position, while their colleagues Vusi Dlamini and Sabelo Simelane were placed seventh and Mduzuzi Mtsetfwa and Vusi Gama eighth.

RSSC's team of Joe Khumalo and Ivan Voigt came ninth, while team Nathan Koen and Vanessa Jackson were in tenth place.

SEC's Vusi Gama later announced that the power company was soon going to sign the memorandum of understanding, which would facilitate any prospective partnership between the two companies.

"We had an idea to start using the power generated from the factory to start powering the country and for this to be a successful project, we need to partner with SEC."

- MD Nick Jackson



RSSC's Patrick Myeni hits the ball during the golf tournament held at Tshaneni Club.



Joseph Shiba and MD Nick Jackson watch as SEC's Ephraim Kunene hits his ball much to the admiration of young boys watching from outside the golf fence.



RSSC and SEC golf teams before teeing off in their golf tournament held at the Tshaneni Golf Club.



SEC's Sibongile Shongwe putts as colleague Lwati Dvuba and RSSC's Sibusiso Kunene watch.



RSSC's Ronnie Adams and Max Mkhonta look on as SEC's Mduzuzi Mtsetfwa tackles a putt.

We're big on women empowerment

With 24% of its Managers women, the Royal Swaziland Sugar Corporation sits up there with global leading companies, which aim to empower women and align to the United Nations concept of gender equality.

According to the 2013 Grant Thornton International Business Report (IBR) on women in business, the global percentage of women in managerial positions is 24%, with the highest percentage being 30 % in BRIC (Brazil, Russia, India and China). As of 2013, South Africa was at 28%.

Despite being within the global percentage, RSSC has taken empowerment of women a step further by employing women in previously male dominated fields. There are currently 82 such women in fields ranging from Engineering, Information Technology, Pan Boiling, Tractor Driving and Electrical Engineering, some of whom are in managerial positions.

Out of four Engineers in Training, two are women. Of the 223 Tractor Drivers employed by RSSC, seven are women, and one Section Manager is female out of 31 male counterparts. One woman works as a Grab Loader Operator, together with 22 male colleagues.

As a result of its ingenuity to give women equal opportunities in the workplace, the corporation has been lauded for its stance on women empowerment.

Ncamsile Magagula, one of the seven women Tractor Drivers said RSSC should be applauded for giving women an opportunity to prove themselves.

"I have come to realise that at RSSC, the job is given to a human being through merit. It does not matter whether you are a man or a woman. This encouraged me to drive a tractor, a job previously thought to be only for men," she said.

Having started out as a Gleaner, Ncamsile acquired the confidence to take on any job through the encouragement of former Harvesting Manager, Lunga Mbuyisa.

"Lunga did not believe that there were jobs specifically for men and others specifically for women. He encouraged us women not to be afraid to take on any job. As I was fascinated by driving tractors, I went on to Driving school for a heavy duty license. It was encouraging to me to have a male manager who had so much faith in women, therefore I did not want to let him - and all other women - down," she said.

Ncamsile said RSSC should be commended for empowering women, not only because it is fulfilling an obligation but because the company strongly believes in women.

This was echoed by the first woman tractor driver on the estate, Nonhlanhla Magagula who started out as a Ticket Recorder in the fields.

"RSSC is a good company. It gives people an opportunity to prove themselves. Before, women were considered as fragile beings who could not do certain jobs, but RSSC has proven that women can do anything. I'd like to thank RSSC for helping women work on those jobs previously considered to be for men, and paying us an equal salary," Nonhlanhla said.



Harvesting Section tractor driver Ncam'sile Magagula in a haulage truck.



Mhlume Factory Electrical Artisans Nokwanda Nhlapho and Gculisiwe Magagula at work.



Mechanical Engineer-in-Training Velile Mhlanga busy inside Mhlume Factory.

There are currently 82 women in Engineering, Information Technology, Pan Boiling, Tractor Driving and Electrical Engineering, some of whom are in managerial positions



RSSC employees, comprising mainly HR division employees, cheer after planting 20 fruit trees, putting up fencing around the orchard and donating some food, toys and clothing to Caritas Mswati Neighbourhood Care Point.

This is how employees can bring social change

RSSC employees, mainly from the Human Resources Division, have shown the way by planting 20 fruit trees at a children's care point in Shewula.

The day was characterised by digging holes for the trees and poles for fencing off the new 100 square-metre orchard. A total of 22 RSSC men and women ditched their Saturday errands to give back to the less privileged and vulnerable members of society.

The Caritas Mswati Care Point takes care of 49 children. The enthusiasm of the employees painted a picture of a sugar company truly committed to working and growing together with the community.

Group Public Affairs Manager Sifiso Nyembe says: "Practically planning and digging together with the members of the community demonstrates the power of community partnerships."

Other than planting and fencing, the employees played games with the little children and donated clothing items, shoes, a television set, a couch, toys, sweets, as well as fruit and vegetables.

HR IMS Officer Wandile Zwane says the main objectives of the project was also

The day was characterised by digging holes for fruit trees and poles for fencing off the new 100 square-metre orchard

to create environmental awareness, and create a sustained availability of nutrition for the community.

"We wanted to address the perception that office work does not negatively affect the environment because a lot of

paper is consumed in office work," says Zwane.

Paper is produced from trees, thus results in tree cutting, which depletes the environment. The actual paper production process also requires high energy consumption, often coming from coal plants, which emit fumes that pollute the environment.

The Public Affairs Division sponsored the fruit trees, fencing material and transport costs for employees.

Nyembe says the community of Shewula was identified for assistance because of its self-driven nature. "This community is not always looking for handouts but also stands up to help themselves,"

HR Manager - Health and Wellness Dr. Bongwiwe Radebe applauded the fact that the children did not look malnourished but one could tell they were being well taken care of.

Radebe urged the community to take care of the trees so that they grow and provide healthy food for the community.

The area's Inner Council member Mgungudvu Mahlalela thanked RSSC for its help and praised the community for its participation and support of the day's work.

What charity work will your department be doing?

HR employees making a difference @ Shewula

Tell us what your department will soon be doing for the community



Employees and Shewula community members work together to plant fruit trees for the Caritas Mswati Neighbourhood Care Point (NCP).



Digging and shovelling to make tree holes was part of the day's activities, as seen here.



Corporate Social Investment Officer Coaster Kunene (r) works with community members to put up the orchard's fence.



(3rd to 5th right) Wandile Zwane, Dumsane Dlamini and Dr. Bongwiwe Radebe show ladies from Shewula the toys and clothing items donated by HR employees to the NCP children.



Seen here are two employees making sure a newly planted tree is well watered.



A busy Saturday for both RSSC employees and Shewula community members who came in their numbers to support the tree-planting exercise.



Some of the 49 children taken care of by the Caritas Mswati NCP with their chief caretaker.

SIMUNYE CO-OP DONATES E 5 000 TO 2 TINKHULISA



Representatives of Ngomane and Lusoti Day Care Centres receive a replica cheque of E5 000 from Chairperson of the Simunye Savings & Credit Co-operative Society Dumisa Ndzabandzaba (centre).

Simunye Savings and Credit Co-operative (SSCC) Society has once again extended a helping hand to day care centres on the RSSC estates in the form of a E5 000 donation to the Ngomane and Lusoti day care centres (tinkhulisa).

Speaking at the presentation, Chairman of the SSCC, Dumisa Ndzabandzaba said some co-operative members' children were taken care of by these day care institutions while they were at work, hence it was important to support them.

"It was a very personal decision for the co-operative members to donate this money to the day cares because our members benefit from their presence and they are a vital component of the community, tasked with nurturing the young minds of the community," said Ndzabandzaba.

He said the SSCC, as part of its corporate social investment programme, would continue supporting local initiatives such as these for the benefit of the community. This donation was the second one as the organisation also donated E2 000 to Batali Inkhulisa of Lusoti last year. This year they decided to also include the Ngomane Inkhulisa, with each receiving E2 500.

Speaking on behalf of the tinkhulisa, Thandiwe Silombo of Ngomane said: "We are immensely grateful to Simunye Co-op for the donation because we are struggling to make ends meet and need funding to buy equipment for the children," she said.

We welcome our new CSI Manager

With RSSC being known for its good corporate social investment (CSI) programme, the company recently hired a CSI Manager to oversee and focus the company's initiatives aimed at giving back to its community.

New CSI Manager Phindile Lukhele-Dlamini tells us a bit more about herself and the scope of her work.



"I'm very sociable so I do well in any social setting. I love to read and watch a lot of television. I'm saddened by society's intolerance towards peoples' differences and always strive to treat others as I would appreciate to be treated, regardless of our dissimilarities."

Joining RSSC

"I joined RSSC in September 2015 and was attracted by the job itself; they say if you do what you love you do it best. More so, RSSC is one of the best employers in Swaziland in terms of career development and the value invested in their employees."

"My job entails creating the all-important link between the organisation and the community in which the business operates. The business of the business has, in recent times, extended beyond just business but to the environment and people as well. My role seeks to ensure that these facets are adequately addressed to enhance the business with an encompassing appreciation of the community and its effects towards our bottom line."

"I have been in the sector of Social Investment with a company that has a robust approach to sustainable development, Swaziland Beverages, a subsidiary of SABMiller, the second largest beer brewer in the world. They employ world class standards and practices in this area, which I have been privy to work on. I also hold a Master of Science Degree in Leadership and Change Management from Leeds University. I trust I can impart my learnings and advance on the great work that RSSC has already been doing."

"I've had a fantastic reception into RSSC which already sets the tone for me. I am excited and look forward to working with everyone as we advance the business to greater heights."

Thembelisha Marimba tops international contest again



Thembelisha Marimba team with their teacher Ms Mathabire after winning at the International Marimba and Steel Band Competition in Johannesburg.

The Thembelisha Marimba Group has proved why they are so popular in local circles, as they once again took top honours in the international Marimba and Steel Band Competition held in Johannesburg recently.

The school competed in two sections and won both. The first section was the Primary School African Music section with 14 schools and the second section was the Primary School: Small Ensemble "Battle of the Bands" with 35 schools. Thembelisha also won a "Team Spirit" Trophy, which saw the winning school getting a keyboard.

"We are so proud of Ms Mathabire and our 14 Marimba stars," said school Principal Gina Marucchi.

Thembelisha has won First Prize in the Primary School's Battle of the Bands Section from 2010, with the exception of 2014, where they were placed second.

Country Club gets new Pub & Grill

RSSC Managing Director (MD) Nick Jackson re-launched a new look bar at the Simunye Country Club, styled the Red Pepper Pub & Grill.

Attended by senior RSSC management and Swaziland Tourism Authority officers, the unveiling event was held on August 6.

Jackson echoed the Group Public Affairs Manager, Sifiso Nyembe's earlier thanks to Club members and other patrons who have supported the facility through their patronage.

He said: "RSSC used to make subventions of approximately E1m to E1.5m annually to the Club, but in the past two to three years we haven't had to put a penny into the Clubs."

Jackson revealed the

new name of the Club, Red Pepper Pub & Grill, saying it had been chosen by a select committee from 350 entries submitted by employees for the naming competition run by the club.

"We'd like to thank everybody that submitted names for the pub and, especially, Oros (Mkhululi Mncina), who submitted the winning name."

Club Manager Thea Litschka-Koen also thanked everybody who had supported the Club, attributing their growth to these patrons.

"I would also like to thank our HoD Sifiso Nyembe and the RSSC EXCO for trusting us to see this vision come to pass," she said.



MD Nick Jackson officially re-opens the Simunye Country Club Bar, which was renamed The Red Pepper Pub & Grill.



(L-R) RSSC's GM-Operations Patrick Myeni, HR-Manager Dumsane Dlamini, Tongaat Hulett's GM George White and RSSC's GM-Commercial Muhawu Maziya share a light moment during the pub's re-opening.



Club employees inside the newly refurbished Red Pepper Pub & Grill, ready to serve the guests who attended the opening by RSSC management.



Guests enjoy the delicacies served on the evening, which gave them a taste of what the facility will be offering to its patrons.

RSSC wants cane growers to succeed

Company sponsors E10 000 1st Prize in the Smallholder Sugarcane Growers Competition

RSSC has shown its support for small sugarcane growers by donating E10 000 towards the First Prize in the Smallholder Sugarcane Growers Competition held at Sihhoye on August 14.

Coordinated by the Swaziland Sugar Association (SSA), the event is an annual activity that aims to encourage Small & Medium Enterprise growers in their sugarcane production, thus ensuring improved yields from their farms.

Representing the RSSC Managing Director, Nick Jackson, at the event was Group Public Affairs Manager Sifiso Nyembe who said, as a miller, the company had an interest in the farmers' produce because they relied on them for quality cane.

Nyembe said: "It is for the same reason that RSSC invested in an Outgrowers Department with extension officers whose work is to help improve the farmers' sugarcane yields."

The competition, held at MM&N Farmers Association premises at Sihhoye, saw farmers' businesses from the Komati Downstream Development Project (KDDP) and the Lower Usuthu Smallholder Irrigation Scheme competing for 30 prizes ranging from water tanks, fertiliser spraying tanks, fertilisers, cash prizes, vouchers and trophies, amongst other attractive rewards.

Speaker after speaker at the ceremony thanked all stakeholders, including the sugar millers, of which RSSC is a major one, for their support of the smallholder sugarcane growers' businesses.



RSSC Group Public Affairs Manager Sifiso Nyembe hands over a replica cheque of E10 000 to Mganyaneni Farmers Company of Lower Usuthu Smallholder Irrigation Project (LUSIP) as part of the first prize in the Smallholder Sugarcane Growers Competition.

Relating the development finance institutions' expectations from growers that require funding or are already funded, Swazi Bank's Colin Maziya said growers should use available expertise and cost reduction means, such as budgeting and use of bulk procurement procedures to keep their businesses sustainable.

"It is no longer enough to just attain 100 tonnes cane per hectare, but cost reduction is key to sustainability," Maziya said.

This was reiterated by Chief Executive Officer of the Swaziland Cane Growers Association (SCGA), Dr. Siphon Nkambule,

who also urged the Minister for Agriculture & Co-operatives to collaborate with SSA in negotiating better returns and/or agreements for cane growers or producers. He touched on the issue of the 37.5% tax imposed on the sugarcane growers, who were encouraged to change their businesses from co-operatives to companies, thus attracting higher tax, before the advent of the Swaziland Revenue Authority.

Dr. Nkambule also appealed to the government to protect the country's sugar industry, saying it was what had sustained the country's economy.



Sibhaca Dance was part of the day's entertainment before the prize-giving ceremony.



Some of the dignitaries who attended the Smallholder Sugarcane Growers Competition.

2015/16 budget profit drops drastically

RSSC

has projected that it will be able to make only E95m after-tax profit this year, as a result of the sharp reduction of sugar prices in the European Union markets.

Managing Director Nick Jackson made the pronouncement during his quarterly company-wide briefing of employees on RSSC business and strategy issues, held on August 24.

“Our initial projection was that the profit after tax for this year would be E72 million, but this figure was not acceptable to the Board, hence we had to wait until after the first forecast to determine the budget profit,” Jackson said.

He said since the latest forecast had shown a slight improvement from the expected, the agreed profit after tax was now E95 million, which is still a huge drop from the previous year’s profit.

He said the slightly improved projections were as a result of the strengthening Euro currency against the Rand/Lilangeni, which cushioned the price of sugar for Swaziland.

“Market prices are down, so profitability is also down, but the good news is that, so far, we are doing well; with crushing ahead of budget by quite a margin, as well as cane production.”

Last financial year’s budget profit was E200 million, while

E225

million was achieved. This was a drop from the previous year, 2013/14, whereby E390 million was budgeted against E388 million attained.

Jackson added that the drop in company profits meant that even if the targeted E95 million was realised, bonuses will be proportionately lower than the previous year because of the reduced profits.

He then urged all employees to work harder and keep ensuring that production stayed ahead of budget throughout the year and that costs are kept to a minimum to ensure RSSC’s survival during these hard times in the sugar industry. He said there were many foreseen challenges ahead, such as the reduction in the value of standing cane by E37 million due to the anticipated drought conditions.

He said the implementation of the new enterprise resource planning system, SAP would greatly enhance the company’s performance in many years to come.

Jackson said the project stage of the system’s implementation had closed off at the end of July 2015 with 64 items completed. He said, going forward, RSSC users would have to ensure correct day-to-day use of the system in order to improve data integrity.

Operations challenged to finish season early

All employees urged to remind one another about working safely at all times and making sure that all systems work well

The Operations Division has been challenged to continue working hard as done in the first quarter of the 2015/16 season, so as to finish crushing mid-November 2015 for the first time ever.

Throwing this challenge was Agriculture Manager - Services, Mandla Tshawuka, who represented the GM-Agriculture, Patrick Myeni, during the Simunye Factory’s celebration of a good first quarter performance.

“So far, performance for the first quarter is good as the factories are doing well and agriculture is also currently 4% points ahead of budgeted tonnes cane per hectare (tch) at 111tch,” Tshawuka said.

The factory’s performance for the first quarter included crushing 717 417 tonnes of cane against a budget of 678 750; and making 85 747.6 tonnes of sugar when the budget for the quarter was 79 720 tonnes. Overall recovery and extraction was also better than budget, thus calling

for a celebration for the employees.

Tshawuka said if this good performance continued, then it would be the first time that crushing was finished in mid-November, adding that he was throwing a challenge to all to go back to work with that target in mind after celebrating.

He, however, cautioned that this should not be achieved at the expense of safety. He urged all employees to remind one another about working safely at all times and make sure that all systems worked well.

This was re-iterated by Simunye Factory Manager Mthandazo Mango, who said it was of great concern to him that the factory had done well in many areas yet the Disabling Injury Frequency Rate was above budget at 1.98 against a budget of 0.4. He said the fact that there were more incidences happening than budget meant employees were working under unsafe conditions or committing



The Front End factory team after receiving an award for the best safety record in the factory.



Working hard and playing hard: Simunye Factory Manager Mthandazo Mango flanked by Electrical Plant Engineer Robert Kugara (left) and Back-end Plant Engineer Ishmael Mavhenge (right).

unsafe acts, which was unacceptable.

He further thanked safety representatives and wellness champions in the factory for their efforts, adding that they had more work to do in order to spread the gospel of employee safety.

Thembelisha's fabulous Dance Extravaganza

As per the norm, Thembelisha Preparatory School lived up to expectations when it hosted its annual concert, styled Dance extravaganza, this year.

Held on the evening of August 12, the concert was an exciting event for all who attended as they were treated to well-choreographed dance after dance, showcased by the school's children from Grade RR up to Grade Seven.

The filled-to-the-brim Thembelisha hall in Simunye was abuzz as parents, grandparents, learners and their siblings applauded and screamed in appreciation of the different dance moves exhibited by the performers, including the latest trends often seen on television.

Speaking at the end of the event, school Principal Gina Marucchi said: "We are extremely proud of our children, teachers and choreographers for putting together this wonderful dance spectacle."

Marucchi thanked all who had come in their numbers to support the school's activity. Amongst the guests, she also recognised the presence of the Minister for Education & Training, Phineas Magagula, who attended the event in his capacity as a grandfather to three of the school's learners. Also present were the Managing Director Nick Jackson, Group Public



Thembelisha Senior Preparatory learners showcase a Bollywood-styled dance during the school's dance extravaganza, held at the school's hall in Simunye.

Affairs Manager Sifiso Nyembe, and Community Services & Development Manager Faith Motsa, who is also the RSSC schools manager, amongst other dignitaries.

So exciting was the event that many were calling for an "encore" at the end of the evening, indicating their appreciation and yearn for more. Nonetheless, the event had to come to an end.

The concert was an exciting event for all who attended as they were treated to well-choreographed dance after dance.



Junior Preparatory learners show what they can do on the dance floor.



Senior Preparatory School girls were also a marvel to watch.



Pre-preparatory learners perform in their bright outfits.



These excited learners were part of the audience during the fun dance extravaganza.



Junior Preparatory learners were not to be left out as they also showcased their dance moves.



Pre-preparatory darlings perform during the event, much to the audience's thrill.

Scene around RSSC



Front - End team members (l) watch as APM - Front End Theminkosi Kunene (2nd left) receives the team's award for the best safety record at the Simunye Factory from GM-Operations' representative Mandla Tshawuka (in green t-shirt) and Factory Manager Mthandazo Mango (far right).



Part of the Simunye Factory celebrations included a braai and here employees are seen enjoying the meat.



Employees enjoy discussions during lunch with the MD in July.



Participants in the employees' lunch with the MD held at the Simunye Guest House in August.



The Minister for Education, Phineas Magagula (2nd right), flanked by MD Nick Jackson and Thembelisha Preparatory School Principal, Gina Maruchi, during the school's Dance Concert.



MD Nick Jackson addresses employees of Mhlume East (Vuvulane) during his staff briefing exercise in August 2015.

Men's spiritual wellness a priority

It was a time of spiritual awakening and discovery for male RSSC employees who are members of the Nazarene church around the company estates, when they recently attended a men's retreat at Drakensberg in South Africa from July 30 to August 2, 2015.

According to the church's Israel Mhlanga, the retreat is a unique opportunity to provide concentrated time away from the routine distractions of work and other daily commitments and focus on spiritual wellness.



RSSC Nazarene men who attended a spiritual retreat at Drakensberg recently.

THE GOAL IS

ZERO

ACCIDENTS

**SAFETY
IS FREE!**

If you turn a blind eye
to an unsafe act,
**SURELY YOU'RE GUILTY
OF SOMETHING**

