

# SIKHULILE

The Royal Swaziland Sugar Corporation

Issue 2 of 2017

RSSC RECORDS SECOND

# BEST PROFIT



OUR FIRST DUTY IS  
EMPLOYEE SAFETY

E100 000 TO HELP OUR  
YOUTH CREATE JOBS





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# 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 and it also creates a family bond among employees.

We 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*

## Vision

To be the leading producer of sugar and renewable energy

THE COMMUNICATIONS TEAM



**SIFISO NYEMBE**  
GROUP PUBLIC AFFAIRS MANAGER

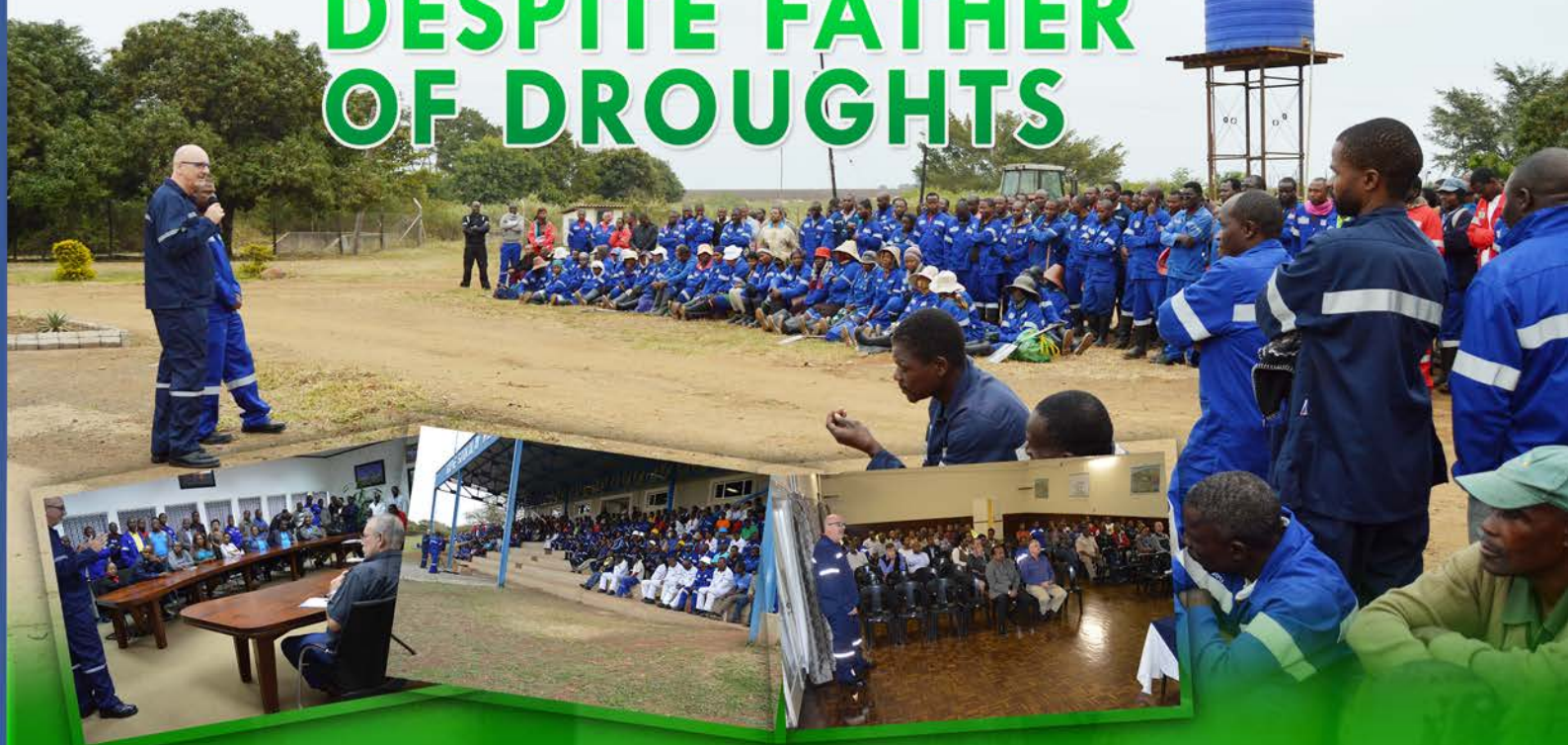


**GCINA DLAMINI**  
COMMUNICATION OFFICER



**BABONGILE ZWANE**  
GRAPHIC DESIGNER

# WE WIN DESPITE FATHER OF DROUGHTS



RSSC performed exceptionally well and more than doubled the E155million net profit target for 2016/17. The Corporation closed the year at a second best E380million.

This was announced by RSSC MD Nick Jackson during his quarterly briefing held in July 2017.

It must be noted that this astronomic performance came at a difficult time when the drought was in its third consecutive year.

Jackson said: "This was attributed to savings realised as a result of systems implemented to mitigate the effects of the drought. The favourable sugar prices since the beginning of the year also had a huge role to play.

"We sincerely thank and congratulate all our employees for this result," Jackson said.

Jackson said for this excellent result, employees would be paid a reward in the form of the RSSC performance bonus, and encouraged them to spend it wisely.

On another note, Jackson announced the good news that the RSSC Board of Directors had approved the first phase of the Integrated Growth Plan, whose prime objective is to secure long-term sustainability.

"The company has already secured E165million funding for this phase. We will be expanding and upgrading the factory at Mhlume. New evaporators

will be installed to cut down the number of stoppages that happen every two weeks for cleaning. We have been developing two outgrower farms funded by the EU, and this will result in about 950 hectares of extra cane next year."

For the second phase, the company will advance RSSC to increase its own cane production, in line with achieving Simama 20-20, which is aimed at reducing the total cost of producing one bag of sugar by 20% by the year 2020. This does not deter RSSC from one of the pillars of the strategy which is Sivuno 115.

"We must achieve this within the current water allocation. Therefore it is imperative that we each contribute in water conservation efforts."

## **Safety is the key to Simama 20-20**

MD Nick Jackson, as he always does, told employees during his personal employee-briefing that safety in the RSSC workplace is priority number one. He said fatalities were completely intolerable and efforts towards completely eradicating them were at the top of RSSC's list of priorities. Since the current financial year began, there has been three near-misses – two at Simunye factory and one at Mhlume, and that was not acceptable, he said.

"Employees are encouraged to ensure their personal safety and others around them, regardless of whether the person is an employee or contractor. There is zero tolerance for fatalities at RSSC, we should not lose a single life this year," Jackson emphasised.

# E1.9M DONATIONS PLUS NEW APPROACH TO CSI



RSSC MD Nick Jackson, board Chairman Dr. A.T Dlamini and donations committee pose with benefiting charity organisations

The company's commitment to its corporate citizenship cannot be wavered by even the most devastating droughts seen in Swaziland's recent history.

This was said by RSSC Board Chairman Dr Absalom Themba Dlamini when RSSC presented donations of more than E1.9million at Simunye Country Club early this year.

RSSC made donations towards various social causes nationwide during the financial year of 2016/17.

Dlamini commented that 2016 went down in history as the most difficult year for many businesses, with RSSC being one of the many companies that suffered the effects of the most shattering droughts ever experienced.

"We had to find new ways of doing business, and approaches to certain issues had to change, particularly in respect of ensuring that we and our stakeholders came out of the drought with minimal bruising," Dlamini said.

## SHARPENING THE AXE

Sound leadership, personal effectiveness and business and technical skills are the basic ingredients for a successful Simama 20-20, a strategy which is aimed at reducing the unit cost by 20% by the year 2020.

A training programme which was devised for managers who either had just been introduced to supervisory roles or had been working without prior management training was facilitated by the University of Stellenbosch Business School.

General Manager Operations Patrick Myeni told the course participants that the RSSC partnership with

the business school was strategic in the pursuit to achieve Simama 20-20.

He said the principal aim of the RSSC Leadership Academy was to implement an aggressive skills development programme targeting leadership, personal effectiveness, business and technical skills in particular, were critical interventions under Simama 20-20.

"The RSSC Leadership Academy is our centre for providing one-stop-shop recruitment and development assessments," Myeni said.



He added that the operating environment of any business has a strong link to corporate responsibility initiatives, hence it was expected that the effects of the drought would reflect in the level of charity donations budget of the year 2016.

“While there were reductions in the availability of funds in general, RSSC has taken the view that this presented a perfect opportunity for innovation and creativity. The result of such thought was the introduction of more long-term initiatives, which address poverty through laying the foundation of reducing poverty in a sustainable manner, “Feed a hungry man or teach a man to feed himself?” was RSSC’s question.”

The overall positive result of this dilemma was that RSSC is now able to touch more people’s lives, some with a short-term effect and others with long-term outcomes, thereby considerably achieving the company’s good citizenship objectives.

During the 2016/17 financial year, RSSC donated E75 000 to charity organisations namely; Chesire

Homes Swaziland, Hospice at Home, Maphatsindvuku Care Point and Mkhatsali Care Point. Sustainability projects and initiatives have been isolated.

Existing programmes particularly in the education sector have continued to receive support, such as the education bursaries valued at 1.2 million, RSSC UNISWA Foundation Bursary worth E70 000 and RSSC aided government schools, which also received E91 000 towards the purchase of library books.

Also among the donations by the company is the RSSC Siyakha soccer youth development initiative worth E180 000, RSSC Youth Entrepreneurship Support worth E150 000, and E150 000 worth of donations raised through the Managing Director’s Charity Golf Day was awarded to the Antivenom Foundation Swaziland and also constructed a borehole at Hlane constituency.

Meanwhile, RSSC MD Nick Jackson said: “Hopefully next year we will be able to give more donations as the drought seems to be backing down and we have witnessed a lot of rains early in 2017.” Jackson highlighted.

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# FOR SIMAMA 20-20

He added that the New Managers Development Programme (NMDP) is focused at equipping first line managers with necessary leadership and management skills to lead RSSC in the context of the forever changing external business environment.

“There was an engagement survey which was held in January 2016 and the results showed that there is a gap in leadership capacity and management effectiveness, and therefore all the tiers of management at RSSC need to be capacitated. This will create a highly effective management and leadership culture.”



A section of the managers who attended the training listening attentively to GM Operations Patrick Myeni’s welcoming remarks

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# OUR FIRST DUTY IS EMPLOYEE SAFETY

*E1m Ambulance to serve all*

The highest obligation that RSSC has is to guarantee the safety of all its employees.

These were the words of MD Nick Jackson when he officially handed over a new well-kitted ambulance and an Occupational Health Unit building at the company's clinic at Mhlume.

"Occupational Health and Safety goes hand in hand. We take care of our employees and community, this is also what we do at RSSC."

The ambulance which cost about E1 million is fitted with advanced medical equipment that is essential for response to most medical emergencies.

Jackson said: "Most accidents, especially road accidents are attended by RSSC clinics and the arrival of this advanced life support vehicle will help to save

lives, not only of employees, but also the community at large."

He further thanked the entire clinic staff who work tirelessly to ensure that employees and community members are always attended to.

RSSC Health and Wellness Manager Dr Rhoy Shoshore said: "I would like to thank RSSC Management for their dedication in ensuring that employees and their families get the appropriate medical assistance at the clinics across the estate."



# WHY IT WAS GOOD TO GROW MAIZE

The Royal Swaziland Sugar Corporation donated 582 maize bags worth E232 800 that will benefit more than 3 000 people.

Njojane and Esiphambanweni are the two communities under Hlane constituency which benefited from the donation where RSSC offered maize bags, while the National Disaster Management Agency (NDMA) contributed the same number of cooking oil bottles.

The maize donated by RSSC was part of the yield harvested from the 232 hectares of land which were planted by the company in 2016. The main objective was to assist the Government of Swaziland to fight hunger during the drought last year.

The thousands of people gathered under the scorching sun to witness the benefit of the donation which was presented by RSSC MD Nick Jackson in the presence of Hlane MP George Maseko, indvuna Saraphina Tsabedze, NDMA representative Madvodzelibandla Tsabedze and media personalities to mention a few.

MP Maseko applauded RSSC for continuing to contribute in the socio-economic development of the country and noted with praise that RSSC has been a father to the constituency even during the drought that has been facing the country where the company

would allow residents to feed their livestock near the cane fields because there was plenty of grass.

“RSSC has been of great help to the Hlane community and with this donation, I am overwhelmed and short of words to praise the company for their continuation in being an active contributor to the development of the community,” Maseko said.

Jackson said: “RSSC is a sugar producing company, but taking into consideration, the food situation as presented by the drought, we find it prudent to assist in food security for the nation. RSSC strives to lend a helping hand to the communities because the company also relies on your support.”

NDMA’s Tsabedze applauded RSSC for the support that the company has been showing over the years to the agency.

## Jackson a hit with Hlane folks

The RSSC MD seriously endeared himself to the members of the community before his remarks when he removed his sun hat as a sign of respect to the audience even though the sun was very hot. This was before Jackson began his salutations in siSwati, which had the audience giggling in amazement.



# PASSPORT TO SIMAMA 20-20

## *Leadership Academy launched to improve success of strategy*



If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

These wise words were the order of the day as RSSC launched its Leadership Academy in style.

RSSC has partnered with University of Stellenbosch Business School, FSCA, The Human Edge, University of KwaZulu Natal and Beyond Coaching to ensure that the initiative is a success since the latter is one of the eminent leadership skills training business schools in the world.

Present during the day were members of RSSC Management, University of Stellenbosch Business School (USB ED) management, Human Resources

practitioners from various local corporates and Buyani Zwane who was the guest speaker on the day.

The guest speaker Zwane is an inspirational speaker, network builder strategist, student, educator and leadership development facilitator.

The programme on the day was directed by RSSC Group Public Affairs Manager Sifiso Nyembe.

Presenting his remarks before the signing of the partnership pledge between RSSC and USB ED, RSSC MD Nick Jackson said: "Why RSSC Leadership Academy? To achieve our current strategy, Simama 20-20, we need to implement an aggressive skills development programme."



RSSC's Sifiso Nyembe, Patrick Myeni, Shishir Saxena and Phindile Lukhele-Dlamini (L-R) geared for the colorful event







# LEADERSHIP ACADEMY

THE ROYAL SWAZILAND SUGAR CORPORATION



Jackson added that the RSSC Leadership Academy is an effective vehicle to design and implement competency based training and development programmes that are aligned with our strategic objectives.

“The academy will provide RSSC with an improved capability to implement in-house competency based assessments (on-line platform), deliver customised training initiatives designed to improve overall productivity and accelerate succession planning; and empower our people to deliver Simama 20-20.”

“Today marks the official launch of the Leadership Academy, which will focus on RSSC leaders and supervisors from 2018 and also be open to our

contractors and service providers. The initiative will also assist RSSC to create high performance leaders who will ensure that the company achieves its long term vision.”

Lastly, Jackson highlighted that the programme will also focus on achieving Simama 20-20, then on the next phase the growth of the company.

Jackson then invited USB ED Chief Learning Officer Dr Tienie Ehlers - Chief Learning Officer for the signing of a partnership pledge between RSSC and USB.

Simama 20-20 strategy is guided by RSSC values of Respect, Delivery and Integrity.



Lindelwe Mthetwa, Bhekisiba Shiba, Sethembile Dlamini and Mbali Gamedze with the event cake before it was cut



USB ED Chief Learning Officer Dr. Tienie Ehlers, RSSC MD Nick Jackson, Guest Speaker Buyani and GHRM Max Mkhonta pose after the dazzling event

# SIYAKHA 1800 GETS ANOTHER E180 000 SHOT IN THE ARM

*RSSC announces E180 000 Siyakha 1800 sponsorship the 2017/18 season*



RSSC MD Nick Jackson and GPAM Sifiso Nyembe handover the E180 000 sponsorship to Minister of Sports, Youth and Culture David 'Cruiser' Ngcamphalala and Football Association executive members

One of the ways that have been identified as effective in building responsible, disciplined and competitive adults is allowing children to play. The Siyakha 1800 programme has received financial support from RSSC for a third time running. The programme, which is a strategic partnership between the Football Association (FA) and RSSC seeks to deliberately provide a platform for children to play soccer.

The sponsorship of E180 000 was announced by RSSC MD Nick Jackson during the league prize presentation.

The presentation was also graced by Minister of Sports, Youth and culture David 'Cruiser' Ngcamphalala and Football Association President Adam 'Bomber' Mthethwa.

Jackson acknowledged the partnership between FA and the company in sports development and thanked all participants in the Siyakha 1800 programme.

"RSSC Siyakha 1800 programme participants were also able to extend charitable efforts towards the

Hlane community by taking time off soccer to paint a care point in that area. They also donated E2 300 used to purchase and present school shoes and toiletries to the vulnerable children at the centre," he said.

"RSSC commits to another year of sponsorship to the same value of E180 00 towards the further development of the programme," he added.

Meanwhile, Minister Ngcamphalala said, "Engaging in sporting activities does not only benefit one physically but also helps keep young people off the streets thus minimizing their involvement in illicit activities hence we encourage them to take the opportunity provided by RSSC and put it into good use," the minister said.

The overall winners were Shewula Professionals, who went home with a total of E7 500 while runners-up Peace Makers got E6 000. Jackson also pledged a soccer kit for the champions.

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## GRASSROOT PROGRAMME A DARLING TO THE YOUNG KIDS

It seems like the RSSC Siyakha 1800 Grassroots Football Programme is what the doctor has ordered for the football-hungry children of northern Lubombo as most of the participants expressed their delight about the Programme.

Interviewed shortly after the grassroots festival in Tshaneni Sports Ground on a Saturday, some of the participants said:

### Siphesihle Dlamini – girl (7)

I am very much delighted about the programme, and as a first time participant I cannot wait for another day for the event. I learned a lot.

### Silindile Shiba – girl (8)

It was my first time to play football and I'm happy to be part of the exercise thanks to my sister who encouraged me. Sessions that I enjoyed the most include passing, and scoring goals."

### Saneliso Dlamini - boy (7)

Scoring goals was my favourite session during the exercise and I can't wait for another chance to participate in such event.

### Thubelihle Simelane - boy (6)

I'm grateful to my parents for allowing me to play football. I really enjoyed everything especially scoring goals.

### Thapelo Gumedze - girl (9)

Dribbling and passing was what I enjoyed the most in this exercise and thanks to the instructors who showed kindness when teaching us the football skills.

### Nontokozi Dlamini - Teacher at Tshaneni Primary

As a coach educator I was really impressed about the turnout and the passion shown by the participants. This programme is important even in the academic performance of the pupils as it encourages them to interact well. I encourage other teachers to realise the significance of such exercise.



Crowned Champs Shewula Professionals pose with Minister of Sports, Youth and Culture David "Cruiser" Ngcamphalala and Football Association executive members after receiving their trophy and prize money



Children taking part in the RSSC Siyakha 1800 Programme in jovial mood during one of the tournaments



RSSC MD Nick Jackson, Minister Ngcamphalala and FA President Mtsefwa presenting one of the teams during the prize presentation ceremony



RSSC MD Nick Jackson, Minister Ngcamphalala and FA President Mtsefwa presenting one of the teams during the prize presentation ceremony



Magic feet; Children of the northern Lubombo region in action during one of the grassroots programmes which are part of the Siyakha initiative



# E100 000 TO HELP OUR



The youth of the region will see their business dreams turned into reality as RSSC has pumped in E100 000 as capital.

The youth of the five constituencies have been afforded an opportunity to make their business dreams a reality by the sugar company.

The RSSC Youth Entrepreneurship Support is targeted at Tshaneni, Mhlume, Vuvulane, Tabankulu and Simunye Constituencies in the Lubombo region. The young people eligible to participate in the programme should be aged between 18-35 years.

The programme will benefit a total of 30 young people from all the five constituencies. Realising

the need the RSSC Group decided to assist the government in helping the youth start their own businesses rather than waiting to be employed.

According to the company's Public Affairs Manager Sifiso Nyembe, the country's high unemployment rate has caused the company to find new ways to assist the youth with bringing their business dreams to life. "As a company, we have learnt that sustainable job creation is through entrepreneurship as it has the ability to create jobs for more people," he added.

Furthermore, Nyembe said there were plenty ideas among the youth that remained untapped because there were not enough platforms that could harvest

## RSSC, EU PROJECT TO BRING WATER TO 365 HOMESTEADS

*RSSC has again measured up as an active contributor to the socio-economic development of local communities.*

The projects are situated at Mnyangombili, a community in Mafucula, while the other is situated at Mbombowendlovu, an area in Nkambeni.

The funding of both projects was granted by European Union and a loan from Fincorp.

Other stakeholders in the projects are the Ministry of Economic Planning and Development and SWADE. At Mnyangombili SWADE engineers are assisting with designs of the potable water project and SWADE also comes in addressing any social conflicts within

the project area (both Mnyangombili and Umbombo Wendlovu) through the services of a Community Development Officer.

Mnyangombili Farmers Limited is a 400 hectares farm which will benefit 198 shareholders.

Among the benefits of the project to the community include provision of potable water to 365 homesteads, a semi-detached teacher's house at Tsambokulu Primary School and fencing of the project as a means to keep livestock away from the sugarcane fields. RSSC will be managing the farm and facilitating the growing of the cane until maturity, among other things.

# R YOUTH CREATE JOBS



these ideas and that the available platforms mostly benefit the youth in the urban areas.

Nyembe further stated that RSSC had partnered with Junior Achievement Swaziland for this programme because the NGO had been extremely successful in the area of youth entrepreneurship. The RSSC Youth Entrepreneurship Support will entail huge amounts of training and mentorship.

The 30 shortlisted youth members are being trained and the programme is expected to run until November 2017, when the winners will be announced.

According to Nyembe, the company continues to fulfill its mandate of being an active contributor to the

socio-economic development of the community. Therefore, it is constantly seeking opportunities to assist government's efforts to alleviate poverty.

Nyembe encouraged the youth to participate in entrepreneurship. He said the viability of the proposed business and other aspects would be used to select the best business idea.



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RSSC employees looking closely to the pumps at the pump station for the Umbombo Wendlovu project



Tim Shongwe, RSSC Outgrowers Development Manager, says RSSC is responsible for seeing the project through and making sure that it is a success. "After the funding from EU, RSSC's duty is to facilitate the project and make sure that it yields a positive result. Interestingly the Project will also benefit the entire community, mostly the water source because about 365 homesteads within this community will get water which is all from RSSC water resources."

Meanwhile, Umbombo Wendlovu Multi-purpose Cooperative is a 450 hectares farm will benefit 283 shareholders.

"Among the social responsibilities for this project are semi-detached teachers' houses in three different schools and fencing of the project area as well," Shongwe says.



# RSSC DONATES E100 000 TO SNAKEBITES ORGANISATION

Snakes are a lot like people in one way: they stay put when the weather is hot, when the sun goes down, they get out and move around, and that is when Man and serpent often meet.

The Royal Swaziland Sugar Corporation pumped in a donation of E100 000 to the foundation for the purchasing of Antivenom.

The Swaziland Antivenom Foundation is a registered non-profit, charitable organisation, based in Swaziland, and was established by Thea Litschka to address the neglected tragedy of snakebite envenoming.

Litschka announced that the foundation attended to not less than 30 snakebite a month, the majority being children. Most of the children get bitten during their sleep because their houses are often in bad shape and have holes that let in the snakes.

The cash donated by the foundation is part of the proceeds from RSSC Charity Golf Tournament 2016 which attracted the participation of more than 25 companies.

Presenting the donation, RSSC Managing Director Nick Jackson said: "I would like to express my profound gratitude to all companies that joined RSSC and raised funds to giving a helping hand to the community during last year's RSSC Charity Golf Tournament, mostly the main sponsor, Augusta Enterprises (Castrol) which donated E60 000."

"With a single treatment costing as much as E15 000, it is easy to see how impossible it is for most victims to be able to afford to buy Antivenom. And this mostly affects the under privileged part of the community," he added.

Litschka thanked all the companies who joined hands with RSSC to raise funds in a bid to assist the community.

"This benefits the hundreds of children, men and women, who are victims of snakebites."

"The foundation provides antivenoms at no cost to the victims of snakebites, and also uses donations to help pay for other medical treatments, such as skin-grafting for the victims of bites by snakes with tissue-destroying venoms," Litschka said.

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Thea Litschka-Koen

Snake Expert

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# RSSC PUBLIC AFFAIRS DEPARTMENT DONATES SHOES THROUGH RECYCLING OLD NEWSPAPERS

***RSSC Public Affairs Department has proved that poverty can be fought not only by seeking corporate funding but also through innovative initiatives.***

The department was able to raise funds and donate school shoes, socks, toiletry and stationery to 20 destitute pupils at Njakeni Primary through recycling old newspapers. The donation was presented by the Public Affairs in August. Recycling is the process of converting waste materials into new materials and objects.

The Public Affairs team headed by Group Public Affairs Manager Sifiso Nyembe visited Njakeni Primary School last Friday to handover a donation of 20 pairs of shoes, socks, face towels and stationery.

Presenting the donation, Nyembe elaborated on how his team came about with the idea of recycling newspapers for the benefit of underprivileged pupils.

“There are things that can be done to assist the less fortunate in our society. As a department we decided to recycle the newspapers we purchase daily.”

“After selling the newspapers we noted that the money was not sufficient to benefit a reasonable number of pupils, thus we also raised money from our pockets before proposing to the managing director an addition of funds so we may be able to come up with the donation.”

Nyembe further emphasized to the parents gathered during the presentation that all of society should think

of innovative ways of assisting the underprivileged, especially ideas that do not involve seeking financial assistance.

“Taking the decision which school to help is never easy, thus as a department we decided to pick a school from a hat, and Njakeni Primary came up,” Nyembe said.

He further expressed his sincere gratitude to PEP Stores in Simunye for donating towels as an addition to the items purchased at their store.

Thanking the Public Affairs Department, Njakeni Primary Headteacher Victor Mbuli said, “Winter is that time of the year where everybody has to be warm, but there are some parents or guardians who cannot provide pupils with shoes due to financial constraints. This donation will go a long way into addressing those issues.”

He further requested the department to always remember the school again through other initiatives that would assist to address the poverty pandemic faced by a number of pupils.

The Public Affairs team also donated three (25kg) bags of sugar to the school’s kitchen.



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# 300 FAMILIES TO BENEFIT FROM DONATED BOREHOLE AT HLANE

Despite the promising dam levels countrywide, more than 300 people from one of the most drought stricken communities in the Lubombo region were soothed of their stressful water situation after RSSC built a borehole for the community.

The official handover was done at Hlane in an area known as eYutini.

The Programme was directed by RSSC Group Public Affairs Manager Sifiso Nyembe who welcomed the gathering and further elaborated on how the donation of the borehole was made successful.

Among the guests were sponsoring companies representatives, Lubombo Regional Administrator representative Thandi Mtsetfwa-Khumalo, delegates from the Department of Water Affairs, Hlane

Member of Parliament George Maseko and community members.

“As RSSC we strive to contribute to the socio economic development of communities through a number of initiatives and for this project we partnered with companies and participated in a golf tournament which is the RSSC Managing Director Nick Jackson’s brainchild, thus we were able to raise funds which helped to cater for the borehole among other initiatives,” Nyembe said.

Among the companies listed by Nyembe were Galp Energia, Augusta Entreprises, Speed Clean, Mbabane Motors, G Fox, Eclipse environmental, Bandag Tyres, Multi-purpose and SPTC, to mention a few.

“It is through the Charity Golf Tournament that funds

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*Our family members died because the water they drank was contaminated, but the next generation will be safe now. We are overwhelmed and excited that our dream of drinking clean water has come true.*



were raised and thus bringing us to this day. The committee working on the tournament has worked tirelessly over the years to make sure that the tournament yields the expected results.”

In his remarks, RSSC MD Nick Jackson highlighted that this is the third year of the golf tournament and in the first year it was a learning experience as the money raised was donated to underprivileged children at Vuvulane.

“In the second year, a house was built at Madlangempisi for a destitute family and the first borehole in Khuphuka through the partnership of the Ministry of Natural Resources. This year, we also donated money to buy antivenom for the Antivenom Foundation.”

“It was also noted that this area is struggling with water and we decided to come here and help with the borehole which will benefit approximately 120 families.”

He added that as RSSC had donated maize to the Hlane Community after the prolonged drought season and urged the community to collect money monthly to assist them to service the borehole.

“We hope you have many, many years of good water and thanks again to the 28 sponsors who made this donation a possibility.”

Department of Water Affairs representative who was identified as Methula urged the community members to maintain the borehole.

“RSSC has given the community life because water is life. A borehole requires servicing and other maintenance processes,” Methula said.

He said it is part of His Majesty King Mswati III’s dream for 2022 that every homestead should have a water tap in the country but looking at the scarcity of water in the country, at least a source of water should be 200 metres away from a homestead.

### **RSSC MD applauded for community development contribution**

RSSC MD Nick Jackson applauded by sponsoring companies for his contribution to community development.

This was highlighted by Galp Energia Sales and Marketing Director Fanie Mtsetfwa during official handover of a borehole donated at Hlane yesterday. “Jackson and I share a lot of experiences on the golf course and it was through his insightful foresight that generated the idea while enjoying the sport where he highlighted that this can be part of our corporate social investment.”

He encouraged companies to make sure that they take extra care of the borehole and conserve water.

“On behalf of the companies, we would like to thank Jackson for giving us the idea which is the reason we are here today. As Galp Energia, we will continue to support the initiative and make sure that the tournament stays alive,” Mtsetfwa said.



# INTRODUCING THE OFFICE OF STRATEGY



The Office of Strategy Management (OSM) was established to support RSSCs goal to be the regional leader and marketer of a high value and diversified portfolio of products that is sustained by flexible production.

## The objectives of OSM are top;

- Develop, manage and maintain the Corporate Strategy Map and Balanced Scorecard;
- Assist with creating capacity to implement and deliver strategic initiatives and their inherent change through cross functional project teams with shared accountability;
- Provide support to enable effective SAP Master Data Management;
- Enable the automisation of enterprise wide performance management and tools to measure and report divisional, departmental and individual performance; and

# STRATEGY MANAGEMENT

## In a nutshell about OSM

- Foster a culture of interdependence and co-creation.

OSM consists of three departments namely the Strategy Implementation Department, Change Management Department and the Master Data Office

### Strategy Implementation Department

In order to achieve the vision of Simama 20/20, it is important to develop and maintain the corporate strategy map as well as monitor progress through use of effective tools. It is, therefore, important to follow a standardised process to ensure alignment between the Corporate Strategy, the Corporate Strategy Map, initiatives and performance management.

### Change Management Department

Two of the organisation's strategic objectives are to improve strategy execution capability and create a unified performance and accountability culture. In order to achieve these objectives, it is critical to pro-actively manage changes brought about by projects and strategic initiatives, develop change management skills and embed updated end to end business processes.

### Master Data Office (MDO)

One of the enablers to achieve the RSSC's strategy goals is to improve decision-making through IT systems. The initiative to regulate SAP Master Data integrity has been approved in the Corporate Strategic Map to support this goal.

The MDO will be responsible for the centralised management and governance of SAP master data. This will contribute to reliable system information and reports for optimal decision making as well as other Business Intelligence initiatives.



## FITNESS DRIVE ATTRACTS 200 PLUS

This was the slogan the aerobathon event held at Thembelisha Senior School which had an impressive turnover of approximately 200 people.

RSSC has gym facilities within the estate that are currently managed by Fitness Zone on behalf of the corporation.

The event started at 8am until 1pm and the dance-filled exercises proved to be adding some vibe to the training session as a number of the participants seemed to be enjoying themselves while sweating the day away.

This is another way of encouraging members of the public, particularly RSSC employees to participate in health and wellness initiatives. The initiatives are aimed at putting emphasis on health and wellness issues, which yield positive results of having a company filled with healthy and productive employees.

RSSC Corporate Social Investment Manager, Phindile Lukhele-Dlamini expressed appreciation for the support shown by members of the public from all over the country through their participation in the Annual Aerobathon and further encouraged them to continue exercising in order to remain in good health.

"It is encouraging to note that people from all over the country took time to drive down to the Lubombo region for the session," she said.

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Get fit, don't quit

# WHY SIYAKHA IS SO IMPORTANT



Scorching sun fails to deter energetic young players

Football teams campaigning under the RSSC Siyakha programme put their soccer boots aside and took part in the painting of a neighbourhood care point (NCP).

The project which attracted scores of people within the area and surroundings is part of RSSC's initiative to reach communities and giving a helping hand to the needy.

The teams which comprised mostly of the under 15 players successfully completed the painting of the structure, otherwise known as Gogo Centre, after spending almost the whole day in the area situated just a few kilometres from Simunye.

Even the scorching sun failed to deter the energetic youngsters from working on the project, and with the guidance of senior community members, the players were able to achieve their goal of lending a helping hand to their fellow age mates.



During the event, RSSC in collaboration with the Lubombo Regional Football Association (LRFA) donated 10 pairs of shoes and toiletries to children who are beneficiaries of the NCP.

The football teams collectively contributed E2 300 to buy the aforementioned items while Comfort Shongwe, the charismatic Hhohho Regional Football Association (HRFA) Chairman, who was however not present, contributed two pairs of shoes plus 15 toothbrushes and same number of toothpaste that was given to the children.

A total of E9 000 was spent by RSSC to buy the paint used on the project, which brought delight to the community.

The RSSC Siyakha 1800 programme is a brainchild of RSSC, where a sum of E180 000 was pumped in to be shared equally in three categories namely; Senior League, Under 15 League and the Grassroot programme.



In its second edition, the programme has seen some great strides in the improvement of not only the game but the lives of the underprivileged communities.

Present during the event was Women Football Association (WFA) Chairman, Sonnyboy Mabuza who was representing the National Football Association of Swaziland (NFAS), Lubombo Regional Football Association (LRFA) Chairman Mangaliso Langwenya and Secretary Sicelo Nene, while Coaster Kunene and Gcina Dlamini were the sponsor, RSSC representatives.

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# WHO EVER SAID MATHS WAS DIFFICULT

*Mathematics is one subject that has for many years been feared for being difficult and only passed by the smart ones.*

RSSC Group Public Affairs Manager Sifiso Nyembe, however, begs to differ.

Nyembe told more than 500 pupils who had joined the RSSC Maths Contest 2017 that this subject is not as awful as it has been made out to be.

The contest was held at Themeblisha Senior Preparatory School.

“RSSC believes that if pupils are given opportunities to practise the subject over and over, it helps them break down the fear and get better at Mathematics. It’s not only just about numbers, but Mathematics develops critical thinking skills as well,” Nyembe said.

The 500 pupils, who took part in the contest, were from seven schools within RSSC’s vicinity, including Lusoti High and Primary, Mhlume High and Primary, Ngomane High and Primary as well as Tshaneni Primary.

A total of 154 pupils made it to the finals. RSSC Managing Director Nick Jackson announced that RSSC spends more than E4million a year on education.

“We believe that education is the basic ingredient for development and reduction of poverty, and investing in that area is the best decision. This is the second time we are hosting the contest and we will host again next year,” he said.

He said RSSC wanted to change the perception that schools from Lubombo performed poorly in Maths. He applauded the partnership with the ministry of education and the head teachers of the schools for allowing teachers time to focus on the contest.

Present at the contest were Ministry of Education Mathematics Inspector Musa Tfwala, Head teachers of the schools and teachers.

Jackson attested to have been one of the pupils in his school days who paved every way possible not to be in a Mathematics class but it all proved futile since he had to deal with the subject even at tertiary.

“Dedicate yourself and work tirelessly with numbers for you to attain good results in Mathematics as it challenges daily. Winning the contest is awesome, but the very participation by all the pupils is good enough to give them some meaningful contact with the subject,” he said.

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## RSSC EMPLOYEES E12 000 GIFTS TO PRIMARY PUPILS

Employees continued to fulfil the company's role as an active contributor to Swaziland socio-economic development.

The employees donated school shoes, soccer balls and netballs worth over E12 000 to Mangedla Central Primary School and Mavula Primary School.

Among the gifts to the pupils from

the primary schools –situated in the rural areas of the Lubombo region – were thirty pairs of school shoes with socks, eight soccer balls and 5 netball balls.

The donation was made possible by the company's Wellness Champions based at the Mhlume Factory, Public Affairs Department and Mananga Sugar Packers.

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# THEMBELISHA SHINES

## CONQUESTA OLYMPIAD COMPETITION

Thembelisha Pre Preparatory School has set yet another record after it made it to the third spot in Mathematics during the Conquesta Olympiad 2016.

The competition feathered schools from Australia, New Zealand and Namibia to mention a few.

The school is under the care of Royal Swaziland Sugar Corporation.

The Conquesta Olympiad is a world mass multiple choice competition schools in South Africa, Namibia, Botswana, Swaziland, Australia and New Zealand.

The Olympiad follows the CAPS Curriculum and the top 20 schools for 2016 have been named.

RSSC's Group Public Affairs Manager and Schools Manager, Sifiso Nyembe congratulated the present Grade 4 learners and all the teachers, in particular the Grade 3 teachers: Lulu Dlamini and Melody Mathabire for the accomplishment.

"This is exceptional achievement," Nyembe said.

Thembelisha Principal, Gina Marucchi expressed her delight to both the pupils and teachers for their tremendous efforts in achieving big during the competition and hoist the country's flag internationally.

"All these benchmarking results plus the SPC results are scrutinized and analysed to further enhance the learning at Thembelisha," Marrucchi said.

Marrucchi said the Grade 3's also wrote the Independent Examination Board (IEB) International Benchmarking Test (Australia), where 11 learners were selected as a pilot study for 2016.

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# SAFETY FIRST

## FOR OUR

# MOTORBIKE RIDERS

### Safety first for motorbike riders is what RSSC wants to achieve

As a result, RSSC continued to ensure the safety and development of all employees using motorbikes as the company trained more 70 motorbike riders.

RSSC motorbike training is built upon similar principles to training for motorcycle riders, teaching the importance of assessing the likely risks faced by road users.

The training was launched at the Simunye open ground and it lasted for two weeks. Facilitating the training was Inspector James Motsa and Constable Sandile Maphalala from the Royal Swaziland Police Service under the Traffic and Transport Management Services discipline.

According to RSSC Learning Consultant under the Human Resources Division, Bhekisisa Dlamini, there were a number of motorbike riders who have been appointed into new positions especially the Overseer

position and it was noted that their skills needed to be improved to minimize road accidents and elevate safety with the company.

“A number of motorbikes users in the company have recently been appointed and there was an identified gap on their riding skills which is why this training has been initiated. Safety is a priority to the company and the training will also help in minimizing road accidents,” Dlamini said.

Inspector James Motsa noted with pride that the riders have been taking the training seriously and he is affirmative that after the training programme, all motorbike riders at RSSC will be well equipped and confident behind the throttle.

“The topics were mainly on how to ride a motorbike and how to be free from accidents. They have exhibited a lot from the training as compared to the first day we were evaluating them,” said Motsa.



# SIMAMA 20-20 PHASE 1

1



Sawubona **Zenzi**.

Yebo babe **Mr Jackson**, ubukeka ujabulile!

2



Kunjalo, awukeva kutsi ibhodi seyivumile kutsi sigaba sekucala sa Simama 20-20 sicale?

Yini Simama 20-20?

3



Simama 20-20 luhlelo lwekunciphisa tindleko tekukhucita shukela nga 20% kungakefiki umnyaka wa 2020.

Kutawusita ngani loko?

4



Intsengo yashukela iyehla etimakekthe. Kuze sikhone kutsi natsi sicudzelane nalabanye bakhciti, tindleko tekukhucita kufanele sithlise.

5



Letindleko lesikhuluma ngato tindleko tekukhucita lisaka ngalinye (1 ton) lashukela. Kufanele sehlise tindleko kodvwa icality ihlale injalo.

Kushokutsi sisebente ngekunakisisa siphindze siphakamise lizinga lemkhucito washukela?

6



Awuva ke! Ngikho nje sitawucala ngekuftufukisa lizinga lema evaporators emshini eMhlume.

Manje angenaphi ema evaporators?

7



Phela uma ema evaporators asebenta kahle, sikhatsi sekuwawasha siyancipha, lokusho kutsi sikhatsi semkhucito siyandza. Umkhucito uyenyuka.

8



Nasesikhona kukhucita kakhulu sitawubese sendlulela esigabeni sesibili.

Sengiyabona, nyalo ke sekuyacaca. Manje kulesigaba sesibili kutobe sekwentiwani khona?

9



Sitawubuyela ebhodini kuyocela kukhulisa emasimu kuze sikhone kuhlanyela umoba lowengetekile. Loku kutokhulisa lizinga lekukhucita emshinini.

Manje ngulomshini loseMhlume kuphela yini lotawuletsa kuncipha kwetindleko temkhucito?

10



Cha! Konkhe lokwentiwa ngusinye ngasinye sisebenti senkapani kuyasifaka sandla ekukhucitweni kwashukela lokuphindze kubite tona tindleko. Tonkhe ke tindleko tikhulisa lizinga lekukhucita shukela.

Ngiyabona, lokusho kutsi kusesisebentini ngasinye ngasinye kwenta siciniseko sekutsi loyo msebenti lesiwentako usezingeni lelisetulu phindze kunciphe tindleko tekukhucita kuloyo msebenti lesiwentako leso sisebenti.

11



Ushaye khona! Kulamalanga nje lizinga lemsebenti liyajabulisa, kodvwa loko akusho kutsi siyohlale senta inali lenyenti kangaka esikhatsini lesitako.

Oh! Sekuyangikhanyela.

12



Kungako nje kumele sihlale sibhasobhe intsengo yashukela ngekuhulisa lizinga lemkhucito washukela kanye nekwehlisa tindleko temkhucito.

13



Sitawum'feza Simama 20-20 nasibambisene sonkhe!

Nami ngiyetsemba singaphumelela babe Jackson! Kuze likusasa lenkapani, lemmango lesisebentela kuwo, kanjalo nebantwana betfu kanye natsi lucobo lichakaze.



Do Your Bit!