

# FOCUS FOSKOR

MONTHLY MAGAZINE FOR FOSKOR | OCTOBER 2010

VOLUME 1 NO 7



 Phalaborwa tees off for Charity with success

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 DEKRA Audit – five stars maintained

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 First ever Corportate Social Investment Supplement

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 500 000 injury free hours

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Included - CSI Supplement

## Editor's Note

Hello Foskorites,

October is a special month as it combines the freshness of spring with the arrival of the rains we so badly need. There is nothing like the smell in the air after one of our unique African rain and thunder storms. This month also saw the 22nd annual golf day take place in Phalaborwa, which has become a tradition in the town. The importance of ensuring this event was covered in the current issue helped us make the decision to delay the delivery of Focus by a week.



I attended the Open Pit race this year and joined in with the festivities of the day. I watched the athletes in awe as I witnessed them complete the run out of the pit. The athletic ability of these athletes can only be admired. Thanks to all for a lovely and well organised event.

As we head towards the close of 2010, Foskorites are still achieving as can be seen from the 500 000 lost time injury-free man-hours, Inter Departmental and Mine First Aid Competition and a Foskorite donating 100 pints of blood.

We received a record number of crossword entries this month and I would like to thank everyone who took the time to submit theirs. This month will see the biggest prize so far for the crossword, with four winners, two from each division benefiting. Thanks to the FGAS team for initiating this. From the feedback received from you, we see the return of an old favourite, Guess Who?, which will become a regular addition. Without your valued feedback, we would not have known how missed this was.

Our first ever corporate social investment supplement has been published. It can be found in the middle pages of Focus and can be taken out and kept as a keepsake.

I would also like to say "happy bosses' day" to all the hardworking Foskorite bosses. Here's hoping that you all sealed your deals on the day. Your hard work is appreciated. And to all Hindus who are part of our Foskor family:

*With the gleam of Diyas, And the echo of the Chants, May happiness and contentment fill your life -  
Wishing you a very happy and prosperous Diwali!!*

As we approach November, the month of fire crackers and bonfires in celebration of Guy Fawkes, we should all give some thought to safety as there are many unnecessary accidents surrounding this day. If you are intending to celebrate with fireworks, please take a minute to think about the animals within your immediate environment. Many are traumatised by the loud and unusual noises.

As always, keep communicating with me and letting me know what you would like to see in Focus. As the end of year approaches and you are invited out to lunches and evening functions, look after your family and yourselves and remember not to drink and drive.



**Green Tip** "Get leaky taps fixed as you'd be surprised at how much water is wasted this way"

Till next time.

This Publication is printed on Sappi Triple green paper it is chlorine free, sugar cane fibre, from renewable sustainable afforestation and locally produced from agriculture waste product

Cover Photo: Golf day Organizing Committee

- Absent from photo: Kobus van der Sandt and Sydney Sambo.

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This month is my opportunity to address all Foskorites on the happenings within the Group on Alfred's behalf. As we near the end of 2010 and see the economic climate slowly but surely improving, I reflect on the teamwork and determination of all Foskorites that have helped us achieve the milestones of improvement we have witnessed this year.

Yet another successful golf day at the lovely Hans Marensky Golf Course has come and gone. Sincere thanks to all that helped make it the success it was. It was fantastic to see all my fellow Foskorites and suppliers enjoying each other's company on this special day. Having not been born a natural golfer and having a handicap of 10, I decided to choose my 4 ball very carefully. When I look back at getting my first set of clubs from OK Bazaars at the age of 16, I only now realise that the buzz of the game is the people you play with and the brilliant networking opportunities afforded to you.

The open pit race was once again a success, although the novice runners are often unaware of the gruelling toll that the initial three kilometres out of the pit takes on you. Ensuring the wellbeing of all Foskorites on our site is always of paramount importance. To all those who successfully achieved in the Inter Departmental & Mine First Aid competition, your efforts are applauded and I hope that your new skills will not have to be used.

I take my role of being an ambassador to the Greening Limpopo initiative very seriously. Following the initial launch with the Premier and other ambassadors of the project, things are really starting to happen. Being part of this noble project is important to the community and our company alike, and I am thrilled that it is supported by all. I will report back on the progress from time to time.

Looking at the financials, the Year to Date Actual EBIT for the group for six months, up to September 2010 is R82-million above the budget of R144-million. Richards Bay is reflecting a monthly EBIT loss of R38.9-million, which is mainly due to the impairment of P205 Stock, the six month provision for bonuses and TAA fees. Phalaborwa is reflecting a monthly profit of R45,6-million, which is R23-million below budget and this is due to the six month provision for bonuses of R20-million.

Rock production for year to date September 2010 is 17 000 tons ahead of the budgeted 1 275 000. Phalaborwa produced 1 292 000 tons for the month of September. For Richards bay, P205 production for the month of September is 309 000 tons, which is 30 000 tons below the budgeted 339 000 tons. This is mainly due to the overall acid plant efficiency for the month of September 2010 which was 88,49% against the budget of 92%. I know that through pure Foskorite determination and hard work we can build on these figures and see big improvements in the near future.

Well fellow Foskorites, as I end my address, I send you all a note of appreciation for putting in a lot of effort, something that is now manifesting into results. May you all hit your targets, achieve your goals, and make the next quarter a bumper one.



Dr David Phaho, Johan Horn, Anderson Mudunungu, Honourable Mayor Gloria Mudunungu

Johan Horn  
- VP Mining

Dear  
Diary...



Friday, 22 October

When stepping off the plane in Phalaborwa, one thing you know is that you can always rely on the weather. Phalaborwa came up trumps again with a beautiful day, although it was a shame that there was not a shower to cool things down a little. Arriving at midday, having a great Foskorite welcome with a drink in tow helped me to relax and take in the sights of the lovely Hans Marensky resort and its surroundings. Checking into my lodgings reinforced that I had done the right thing by joining my Foskorite friends for yet another for a great golfing weekend.

After checking in I decided to take a few practice balls. Getting my swing right for tomorrow is something I am determined to do –as I am itching to walk away with one of the great prizes up for grabs.

I joined the evening's proceedings and it was great to see the familiar faces of Foskorites, suppliers, stakeholders and the community. I love the way Foskor always includes the community in all the events. Johan Horn then gave us a warm welcome followed by entertainment from the comical Abby Ledwaba who was master of ceremonies for the evening. We were then introduced to the unique and entertaining Afritude who certainly know a thing or two about entertaining.

As always before a game of golf, I am off to bed early as tee off tomorrow is scheduled for 6 am.

Saturday, 23 October

I woke up with the sun gleaming through the curtains. Yet another glorious day in Phalaborwa. After a hearty breakfast, I joined the other 4-balls at the registration area. I was even more determined to win a prize.

The organisers were on the ball and the registration went without any problems. Well, if there were any I didn't see them. As usual the waterholes were a great hit –always full of encouragement and banter. Four of them stood out from the rest and are deservedly up for the best waterhole prize. This prize will only be finalised at a later date.

I had the privilege of following a ladies dynamic 4-ball headed by Johan's wife, Elmarie Horn. Sarah Luthuli formed part of this 4-ball and I could not believe she had only taken up the game a year ago as she shot an incredible 87. I was also privileged to witness this 4-ball fight off unwanted supporters in the form of monkeys! The technique to tackle them was quite unique as I saw them take out a toy gun and use loud noise as their ammunition. It worked like a bomb. Unlike them I did not take the unwanted supporters into account during my preparation, so had to put up with their bad behaviour during my game. Well done ladies, Elmarie and her 4-ball surely showed a couple of the other 4-balls how to play the game and were an inspiration in showing us how to get rid of unwanted hangers on!

As the day drew to an end, I was again reminded of the reason for this great day. Often when having so much fun in such a spectacular surrounding you forget the day is not only about the game but about charity and giving back also.

The winners were Kenco Engineering. Not only did they win the prize money of R10 000, but they added another R10 000 to it and then donated it all to Komanani.

After getting a chance to freshen up, I went down to the Selati hall where the prize giving for the evening was taking place. Alfred thanked us all for our support and acknowledged the brilliant organisation of the day. He rightfully commented that it was flawless and acknowledged the hard work and attention to detail which went into making the day such a success. He touched on the company's performance taking into account the hard economic year we have all gone through.

Down to the business of the evening, Sarah Luthuli handed over a cheque to the Honourable Mayor Gloria Mudunungu, who received it on behalf of the charities still to be nominated.

To my surprise the prize giving took quite a different route this year. As always everyone is a winner on the night but this year you needed a bit of luck on your side. Everyone's scorecards were muddled up in a bowl. Random winners were chosen and these lucky 4-balls walked away with amazing prizes ranging from golf bags to luxury hampers. Lindsay McGuire kept us all entertained. Before the evening was up, I managed to network and talk to old friends.

As the evening ended, Johan Horn gave a special word of thanks to the organising committee and Abby Ledwaba, who headed up this team for the first time. Johan said: "Thank you for committing your voluntary hours, often late into the night, to organise this beautiful event". All being well I have to agree with Mr Horn and am certainly glad I made the trip.

### Sunday, 24 October

As I headed home I reflected on the weekend. Being part of such a phenomenal day, giving to charity and enjoying myself was what it was all about. I've already diarised the Richards Bay Golf Day in June next year! Until then Foskorites...

## Giving to Charity



The winning 4-ball donates R10 000.00 to a charity of their choice



Sarah Luthuli Hands over the cheque from the proceeds to the Mayor of Phalaborwa



Golf Day Photos



## Golf Day Photos



## Phalaborwa charity golf day results

**Nearest to the pin:** Pierre Joubert  
**Nearest to the pin:** Bekkie van Dyk  
**Nearest to the pin:** Gert Harmse

**Nearest to the pin:** Patric Reeves Moore  
**Longest drive:** Siebert van Onselen

## You can count on us



Congratulations to the Richards Bay Finance department, they walked away with the prize for Best waterhole 2010, the golfers were intrigued with this very "culture orientated" waterhole which served traditional beer, sweet potato, made the old fashioned way and of course a lot of biltong and sweets. Everyone could definitely "count" on them to be the best!

First Aid Competition - Is there a doctor in the house?



Best Individual Exercise Number 2  
- Advanced - Mr F L Monyela



Best Individual Exercise Number 4  
- Novice - Humbulani Malikwe



Best Individual Exercise Number 1  
- Advanced - Jerry Ndlovu



Best Team Exercise -  
Novice - Mining Big 5



1st Prize over all winner - Novice - Peer Educators



2nd Prize Over all winner - Novice - Con Lab Divas



Best Individual Exercise Number 2 -  
Novice - S T Mokgalaka



Best Individual Exercise Number 3  
- Novice - Jacob Hlane



Best Individual Exercise Number 1:  
Renki Mudluli and Patrick Mosama



Best Individual Exercise Number 2  
- Advanced - Jimmy Mkhombo



1st Prize Over all winner -  
Advanced - TSS Mechanical B



2nd Prize Over All winner  
- Advanced - Mining Workshops



Best Team Exercise - Advanced  
- TSS Mechanical B



Best Individual Exercise Number 4 - Advanced  
- Thomas Malesa

## Inter Departmental & Mine First Aid Competition - Results

### INTER DEPARTMENTAL AND MINE FIRST AID COMPETITION

	NOVICE	ADVANCED	TROPHY
1 <sup>ST</sup> PRIZE OVER ALL WINNER	Peer Educators	TSS Mechanical B	TSS Mechanical B
2 <sup>ND</sup> PRIZE OVER ALL WINNER	Con Lab Divas	Mining Workshops	
BEST TEAM EXERCISE	Mining Big 5	TSS Mechanical B	
BEST INDIVIDUAL EXERCISE NO. 1	Renki Mudluli Patrick Mosama	Jerry Ndlovu	
BEST INDIVIDUAL EXERCISE NO. 2	ST Mokgalaka	Jimmy Mkhombo	
BEST INDIVIDUAL EXERCISE NO 3	Jacob Hlane	FL Monyela	
BEST INDIVIDUAL EXERCISE NO. 4	Humbulani Malikwe	Thomas Malesa	

DR THYS KRUGER FLOATING TROPHY – HIGHEST MARKS OUT OF 360 POINTS

### INTER DEPARTMENTAL AND MINE FIRST AID COMPETITION

		INDIVIDUAL				TOTAL	POSITION	TEAM	TOTAL	%	POSITION
TEAMS		1	2	3	4						
		40	40	40	40			200	360		
<b>NOVICE</b>											
1	TAILINGS W/S	21	21	18	26	86	9	172	258	71.67	6
2	PEER EDUCATORS	31	24	36	22	113	1	170	283	78.61	1
3	D & D LADIES	22	22	31	18	92	6	150	243	67.50	10
4	SEC CRUSHERS BULLS	25	21	22	17	85	10	158	243	67.50	9
5	SEC CRUSHERS QUEENS	23	25	24	23	95	5	170	265	73.61	5
6	CON LAB DIVAS	27	31	28	19	105	2	170	275	76.38	2
7	MILLING & COPPER	31	15	28	22	96	4	160	256	71.11	7
8	MINING BIG 5	22	26	26	18	92	7	175	267	74.16	3
9	FILTRATION	25	21	25	19	90	8	160	250	69.44	8
10	MINING MAKHALO NJALA	29	18	21	29	97	3	170	267	74.76	4
11											
12											
<b>ADVANCED</b>											
1	TSS MECHANICAL B	29	30	29	24	112	1	195	307	85.28	1
2	FLOTATION	20	19	15	29	83	3	181	264	73.33	3
3	D & D MADODA	23	24	16	20	83	4	178	261	72.50	4
4	MINING WORKSHOP	26	32	17	26	101	2	174	275	76.38	2
5											

## BAOBAB JOURNEY

Root Two: Workplace Organisation  
Implementation of 5S's

When Root Two of the Baobab Journey is implemented, the focus will be on how to clean and organise the workplace to make your work easier. To make this a simple process the 5S's are all you need to follow. This diagram demonstrates the 5S process:

The first S is where all unneeded, broken, surplus and old equipment is removed from the workplace and taken to a Yellow Tag area. To help with identifying and removing these items a Yellow Tag exercise is done. A Yellow tag as shown below is attached to all the equipment:

All the items are then recorded on a Yellow Tag register and moved to the Yellow Tag area. In this area an appointed team will decide on which items can be sold, thrown away, repairable or re-usable.

After Yellow Tag items are removed from areas, the second S can be implemented, which is organising the workplace and creating a user friendly system.

The week of 27 to 30 September 2010 was earmarked to have the Yellow Tag exercise, and CI facilitators assisted in all sections. The facilitators per area were:

- Mining – Rikotsa Mhlaba (015 7892539)
- X8, Tailing, D&D – Sakhi Mamashela (015 789 2267)
- Production – Coen vd Berg (015 789 2383)
- TSS – Wimpie vd Berg (Ext. 015 789 2570)
- Offices & SHEQ – Rudo Chitsika (015 789 2335)



## DEKRA Audit

The Richards Bay annual SHREQ external certification audits for 2010 took place between October 4th and 8th. The audit was performed by DEKRA Noriska and DEKRA Certification whereby the following standards, which the company subscribe to, were placed under scrutiny:

- AMS 16001 – Aids managements systems
- ISO 9001 – Quality management
- ISO 14001 – Environmental management
- OHSAS 18001 – Safety systems
- DEKRA Shield audit

Once again, the team demonstrated their winning spirit and all certifications were maintained including our Gold Five Shield status with a percentage of 95.61% for effective SHE Management (one of only a hand full of companies to achieve this). The efforts put in by all Foskorites prior to the audit is highlighted in the results of this audit score.

A big thank you to the whole team as well as the contractors and community who made every effort to ensure we achieved this milestone.

The auditors were impressed with the continuous downward trend of our Disabling Injury Frequency Rate which is now standing at 0.29 and stated: "Your systems are world class and well managed. The involvement and eagerness of all Foskorites is commendable."

Johan Potgieter, vice president Acids congratulated everyone at the end of the audit for a job well done. He posted a challenge to all Foskorites to ensure that these standards are maintained at all times and that performance continuously improves. Well done.



## Half a million hours ...

The unique milestone of having 500 000 lost time injury free man hours was obtained on 14 October. It took 16 months to happen, thanks to lots of commitment and discipline.

To commemorate this milestone, all contractors involved with the Extension 8 de-bottlenecking project came together to celebrate. The elated senior project manager from Bateman, David Norval, expressed his sincere gratitude to each team member, who all contributed to reaching this highpoint. He went on to say that, "The very high standard of cleanliness, orderliness and neatness which has been maintained on this site has played an important role in the safety attitude of every person working on site." He further emphasised that "a clean and orderly site is a safe site." The entire workforce were rewarded for their success and the importance of what they achieved was reinforced.

Three sections were awarded with accolades from the Bateman monthly STAR section campaign. All supervisor sections are rated on a monthly basis to determine the sections with the highest ratings in cleanliness, order, general safety, quality and progress.



## Coastal Clean Up

For more than a quarter of a century, the international coastal cleanup initiative has been hitting our coast lines. This is where communities join forces to clean up all coastal regions within their neighbourhood.

In September the Naval Island in Richards Bay saw Foskorites, learners and the surrounding community all come together with the goal of cleaning up the coastline. The litter, which consisted mainly of plastic, glass bottles, polystyrene cups, take-away boxes and tins, was brought to a central point and separated, sorted and weighed. The total amount of litter collected weighed a phenomenal 16 500 kilograms! The materials were taken from the coastline, distributed to various sites and where possible, recycled and utilised as a new product.

KwaZulu-Natal Wildlife acknowledges with enormous

appreciation the support of all involved for the successful coastal cleanup.



## A Bit of TLC grows a long way

A substantial amount of money was set aside for the Homestead Food Gardens project. This initiative came about with the core objective of empowering our surrounding communities who are in dire need of becoming self sustainable. The communities in Dub Village, Nseleni, Ngwelezane, Mzingazi, Dukuduku and Port Durnford were identified.

At the end of 2009 the first phase of the project kicked off with 400 farmers completing a five day training course. The following principles were addressed in depth:

- Sustainable organic agriculture and the principles of perm culture. Each of the delegates in attendance received tools in which to implement these principles in the form of seeds for maize, dry beans, green beans, cabbage, lettuce, onions, turnips, tomatoes, pumpkin, African marigolds, green peppers, carrots, chillies, fruit trees and herbs. Utilising the tools provided, each of the delegates would be able to successfully establish a productive organic home food garden.
- The simple concept of water harvesting, which addresses water conservation and the maximisation thereof, in areas that do not have running water, as well as the protection of natural purification filters such as wetlands.
- Traditional medicine systems such as basic muthi planting and utilising natural herbal remedies were promoted.
- Information relating to the hardy indigenous seed source for vegetable crops, which includes maize, cucumbers, pumpkins, spinach, onions and tomatoes to name but a few.
- The promotion of nutritional awareness in food selection, preparation, preservation and hygiene.

- How to deal with the nutritional needs of the elderly, sickly and children.

A prizegiving ceremony marked the end of the course at the Mandlankala and Mandlanzini halls for those who completed the course and qualified. Each were presented with certificates as well as an agri-pack which comprised of a T-shirt, farmers hat, hand file, spade, hoe, garden rake, garden fork, plastic twine and various organic insecticide sprays and fungal sprays.

The progress of this initiative has been phenomenal and brought about a spin-off enterprise whereby a two day market was held at the end of September. This final part of the project gave the farmers the opportunity to sell their harvest, receiving profit from their hard work.



## The Medicine Man of Namakgale

Suzette Marnewick received a remarkable letter of thanks from Jaco Gericke, who represents the community police forum (CPF), in which he expressed the significant importance of the medical equipment and supplies that Foskor donate every second month.

Here is an excerpt from that letter:

“In September I received a frantic call from Phalaborwa asking for urgent assistance as a child had consumed poison. The incident occurred in the Makushane village and the ambulances within the Namakgale district were attending to other emergency calls and were unavailable at that particular point. We immediately dispatched the CPF ambulance. The child was treated on the scene and, together with her mother, was safely taken to the Maputa Hospital where she was released shortly afterwards. Luckily only a small amount of paraffin was consumed.

Taking the child and her mother back home, I, or actually Foskor, was cheered by the local community who danced, sang and thanked us for the safe return of the child. I would just like to express our sincere gratitude for the donations as without the

medical supplies and equipment, the ending to this story could have been very different.”



## Our Green Day “Wake me up when September ends”

Part of the Arbor Day celebrations was a crossword puzzle competition featured in one of the local newspapers. Learners hailing from Ba-Phalaborwa were encouraged to complete the puzzle, which quizzed them on many facts regarding trees and our natural environment as a whole. There were an unprecedented 500 entries received.

The selected finalists were invited to a prestigious event at Foskor Primary School where the overall winners were announced. Marcus Mukwevho from the Department of Water Affairs stressed the importance of trees within our society as he addressed the finalists.

With the help of our contractors and Foskorites alike, indigenous trees were planted on the Phalaborwa site. Fever trees nicknamed “tree of the year” were planted at Foskor Primary School. Mopanie FET College was presented with a tree for each of their three campuses to plant at their leisure.

A note of thanks for the efforts of each and every person who participated; we now have a greener Ba-Phalaborwa. The Arbor Day message is to continue making the community a little greener every day this year. Remember that it’s not only on Arbor Day that trees can be planted. Where possible, plant a tree and make our community greener and help to make a lasting difference.



Jacques Moller and Mary Mojela (Principal of Foskor Primary School)

### Prizes

1st prize-Digital camera  
Lizel Mathye  
from Foskor Primary School

2nd prize-Pair of binoculars  
Innocent Malapane  
from Mhalmhala Primary School

3rd prize-A birding book  
Monica Nyathi  
from Mabine Primary School



## A helping hand to farm the land!

Early in October, following the delivery of a second consignment of three tractors and related equipment to the iNkandla community, Foskor was commended for its commitment to the upliftment and empowerment of one of the most impoverished areas in KwaZulu-Natal.

This scheme runs in conjunction with government’s goal of alleviating poverty in rural areas. The objective for this initiative is to assist these communities to work their vast land, to plant crops, feed their families and monetise what they cannot consume. The knock-on effect would be a means in which to support their families.

During an event to mark this milestone, President Zuma said: “These tractors will enable all the tribal areas to be ploughed and harvested. The excess food harvested can be sold on and filter through to educate the children within the community. I don’t want to see children not going to school because their parents are poor. In five to six years I don’t want to see the people of KwaZulu-Natal relying on grants.”



## Open Pit Race

On Saturday 25 September, production at the Phalaborwa open pit halted to mark the beginning of the 2010 Open Pit Race. This is one of the most unique races in South Africa. The race starts at the bottom of the Foskor open pit with a grueling tough three kilometre climb out of it. For the rest, the race is moderately undulating as it skirts the north-west side of Phalaborwa.

As the race headed to the finish line, the athletes passed by the community who had come out in their masses to support them. As always the waterhole attendants played a large part in encouraging the athletes and keeping them hydrated.

A special prize for the most vocal and supportive waterhole is an annual sought after accolade. This year Professional Career Consultants took first place with MJM placing second and NTT Toyota in third position.

The community of Phalaborwa see this Open Pit Race as their own. Foskor recognised the commitment of the community and has independently hosted this race for the fourth consecutive year.

A huge thank you to each and every person involved for their unprecedented support and for making this race such a success. We appreciate the endurance of all the supporters, walkers, runners and crawlers, making this one of a kind race truly successful. We're looking forward to seeing you all in 2011.



## Open Pit Race - Results

### Foskor "Open Pit" - 10KM

Position	Name	Finish Time
1	Daniel Phakathe	0:33:13
2	Sipho Chauke	0:33:49
3	Bethuel Netshiphephe	0:33:55

### Foskor "Open Pit" - 21.1KM

Position	Name	Finish Time
1	Desmond Mokgobu	1:10:55
2	Rufus Photo	1:11:07
3	Timothy Munzhelele	1:12:24





Dear Foskorites,  
During this breast cancer awareness month, Marlene Els and I had the opportunity to attend the M-Net Pink Drive annual lunch. When I arrived home that evening I immediately got hold of my family and friends to ask when last they had a mammogram and whether or not they did self-checks, and found to my surprise that most of them don't have regular check-ups. This got me thinking about my fellow Foskorites and wondering if they get themselves checked regularly. This has inspired to me write this open letter.

We were randomly seated at a table of 10 women, and the MC for the day asked all breast cancer survivors to stand up so that everyone there could pay tribute to their courage and recovery. I was amazed that on our table alone there were two young women that stood up.

Emma is a 33-year-old woman who was diagnosed two months after the birth of her baby. Having just completed 16 gruelling sessions of chemotherapy, she now has surgery and six weeks of daily radiation to put her on the final stretch of her road to recovery. For more than a month, Emma was led to believe that the lumps she found were due to breastfeeding or related to her earlier mastitis. Her message is clear: do not allow anyone, including a medical practitioner, to fob you off with excuses. Always get a second opinion.

Mandy is a 44-year-old woman with two small children. She was working for a charity that offers mammograms in rural areas and volunteered to test the new machine they had. She received the shocking news that she had breast cancer. With chemotherapy and two operations under her belt, she now faces a further two operations to reconstruct her breasts to complete her treatment.

As you can see, these young women were in the prime of their lives when they were diagnosed. I was shocked at the following statistics:

In South Africa one in every 27 women will be diagnosed with breast cancer – count 27 of your closest family and friends;

- ✂ Breast cancer does not discriminate between man or woman, young or old, rich or poor, educated or non-educated;
- ✂ 3% to 10% of all breast cancers diagnosed are in men;
- ✂ After having a baby you are at an increased risk of having hormone-related breast cancer;
- ✂ Early detection is vital to having a better chance of survival;
- ✂ Ignoring a lump will NOT make it go away;
- ✂ A family history of breast cancer puts you at increased risk – a woman's risk of breast cancer is higher if her grandmother, mother, aunt, sister or daughter has had breast cancer. The risk is higher still if her family member had breast cancer before the age of 40;
- ✂ Those that are over 40, started menstruating at a young age, went through menopause at a late age, had their first child after 30 or have had no children at all, are at an increased risk;
- ✂ Those who have a diet high in saturated fat or who are obese increase their risk of developing breast cancer.

Although the annual mortality statistic is improving, the essential arsenal used to fight this disease remains education. Know your body, look out for any changes and never ignore the first signs that something isn't right as this may save your life or lessen the treatment you will have to endure if diagnosed in the later stages of the disease.

Early warning signs to look out for:

- ✂ A lump in the breast or arm pit – sizes vary from a pea to a tennis ball
- ✂ Increase in the size of one breast



"Foskorites Looking Pretty in Pink" for the cause



- ✂ Swelling and discomfort of glands in the armpit
- ✂ Enlargement of one arm
- ✂ Dimpling of the skin
- ✂ Dimpling of or changes to the nipple
- ✂ Discharge from the nipple
- ✂ Lowering of one breast or nipple
- ✂ Orange peel appearance to the skin of breast and or nipple
- ✂ Retraction of one or both nipples
- ✂ Dry skin (eczema) of the nipple

Look into your own family history, look after yourself and educate your family as early detection could literally save your life.



"Mnet Pink Drive Annual Lunch".

## The power of three

There are three women at Foskor who now walk with a new spring in their step after successfully completing the Dynamics of Personal Management programme with the Success Motivation Institute.

Maria Zulu, Vuyelwa Mxunyelwa and Thabile Malinga enrolled in this programme to enhance their personal and professional skills as well as define their goals in order to capitalise on their natural abilities.

Thabile thinks the course has helped her tenfold, stating: "Before I used to procrastinate and not always meet my goals. Going through the programme has helped me crystallise my thinking and plan my progress carefully. My manager immediately saw the change in my attitude, which influenced my results at work. In addition I learnt the power of a positive mental attitude. Now I have the ability to plan and follow through on my goals."



## Who am I?

This witty Aquarian celebrates his birthday on 22 January. He first became a Foskorite in 1996, and after a short break in service is back for good. He currently earns his bread and butter as the superintendent for Environment & Quality Systems. His qualifications in Production Management and Safety and Total Quality Management ensure he is more than competent to handle every curveball thrown at him.

This Foskorite is a proud Afrikaner and believes he has found the secret to the perfect balance between work and home, hence his success at both.

He believes his professional shining moments were the implementation of the ISO 14001 (2007) system in Richards Bay, the integration of both Phalaborwa SHREQ systems in 2001 and in Richards Bay in 2003.

The number 13 is unlucky for some but this Foskorite has just celebrated his 13th year with his soul mate Colette – so a lucky number for him. The arrival of their children, Simonè aged 11 and 8-year-old Anica has only reinforced his commitment to the perfect balance he has found.

Living each day by his motto: "Life's a treasure – share it", he is wondering why nobody has yet taken the time to share their Porsche 944 with him. This man takes his faith seriously and was truly humbled when he witnessed 400 000 men on their knees in prayer and worship.

Country rock with the occasional red wine or whiskey gets this Foskorite ready to potjie. His love of outdoor cooking, coupled with

the simple hope of being able to have the opportunity to make a positive difference in this crazy world that surrounds us (albeit small and insignificant) will go a long way in making all his dreams come true.

Who is this Foskorite?



## The Biggest Loser

At 55, Frik decided to take up the Biggest Loser challenge and live by the motto of "First health, then wealth".

### Why did you enter the competition?

The competition inspired me to take up the challenge of living a healthier life. Winning the competition would be a great added bonus.

### How are you feeling since taking up the challenge?

After losing the excess weight, I feel much better and have more energy while going about my daily routine.

### Are there any habits you had to change?

Yes, especially getting rid of all the junk food and nice cakes that I so enjoyed.

### What is your current diet like?

I have no specific diet plan, but more importantly I have a healthy eating plan. The main part of the plan was getting used to drinking lots of water. I am currently drinking between three to five litres of water per day. Most importantly for me is to drink water before a meal. The water has to be directly from the tap and not from the fridge.

I now only eat healthy foods and have five small meals a day. It's amazing that I can eat more and still lose weight.

### What is your goal?

My initial goal was to lose 26kg in total, however to date I have only managed to lose 23 ½kg.

### Other than losing weight, what else are you aiming to achieve?

To stop smoking. It is a necessity if you want to live a healthier life. However, this is a difficult one as I have always been a very committed smoker. I'll report back on the success of this one!

### Have you passed on some of the things you learnt during the competition to your family?

I actually learned how to do it from my wife and daughter as they started with their healthy eating plan long before I did.

### Any advice for fellow entrants?

If you decide to take up the challenge you have to be fully committed, disciplined as well as having a positive approach to it all. It should be a decision you make for yourself and for your health – not just for the competition.

### After the competition, will you continue with your regime?

Yes, I am definitely going to try to maintain my weight and lifestyle.



## Pants are looser for the announcement of the biggest loser!

This month saw the divisional awards of the Biggest Loser Competition. The title alone exceeds any prizes. Each Foskorite who participated must be commended on their efforts. The bios featured in the last couple of issues have illustrated that every person has made tremendous positive changes in their lifestyle and all of them intend to continue with their new wellness plan.

Although winners had to be chosen, it does not deflect from the exceptional efforts of all the participants involved. The Richards Bay Divisional winners are:

	76 – 100kg	±66-75 kg	50-65kg
1.	Frik Els	Thokozani Maphanga	Althaff Mahomed
2.	Joyful Sibiya,	Mimmy Zuma	Hannetjie Rossouw
3.	Raj Naidu	Kevin Pillay	Dennis Naidoo

Well done and keep up the hard work.

The final list of the winners were prepared and announced by the facilitator Dr J. Grace who compiled the participant's clinic records over the three months period.

Joyful Sibiya – “After taking that first difficult step to lose weight, I managed to lose 6kg in 3months; having the drive to continue is an achievement to me. Winning second prize is definitely the cherry on top!”



Joyful Sibiya

Frik Els – “The competition is a good tool to encourage people to live a healthier lifestyle. I am very proud of my achievements and to all other Foskorites just commit yourself and do it”



Mimmy Zuma – “Joining the biggest loser has taught me how to eat a proper balanced diet. The exercise chart that was handed to us when we started is great and is not only helping me but my whole family. I feel lighter and more confident. I will continue using the plan so as to maintain my weight. I urge all employees to join the next season and experience the fun!”



Mimmy Zuma

## A star is born

Hannetjie Rossouw is known as a wife, a mother, a colleague and a friend. As of 16 September, with the arrival of Baby Lise, she is now also known as Ouma. Ouma's bundle of joy weighed in at a healthy 3.3kgs.

Hannetjie's son Renier and his wife Lindie are over the moon with the arrival and are looking forward to regular visits to Richards Bay from Pretoria so that Ouma can spend time with little Lise. Wishing you all the happiness.



Hi there, I am baby Christaan. Last month my birth was announced in the September issue of Focus. Unfortunately the picture was not of me. Well Foskorites, this is definitely me and thanks to Focus for letting everyone know that this is the face of the lucky grandson of Wentzel. Aren't I lucky?



## SKY(e) News reports

Say the name Skye Pieterse and Maureen Genis will appear from nowhere with pictures and stories that can only come from a proud granny. Maureen welcomed her first granddaughter to their family on 24 September weighing a whopping 3.9 kg. Congratulations to the entire family. May she bring plenty of pride and joy to her parents, and of course granny, as she takes her pride of place as first lady of the family.



Laduma!!!

Congratulations to the Foskor Callies who placed third in the SAB regional league in the 2010/11 season.

## Letter of Thanks

*It is with great pleasure that we are in a position to write this letter of sincere thanks. Thank you to Foskor for assisting our parents financially for us to travel to Nelspruit to participate in the South African Schools Championships. We are proud to say that we showed the other teams a thing or two about playing ringball. We have now been dubbed the South African Schools Champions for 2010. In addition to this we have both been selected to be part of the under-17 South African Schools Team.*

*The trip itself exceeded our highest expectations and our parents are both proud of our achievements.*

*With sincere thanks*

*Wikus en Louis Grobler  
(sons of Fliep and Hanlie)*



## Cricket is not just a game, but a passion for the Chuturgoon brothers!



Shanilla and Sunil Chuturgoon have every reason to shine. Watching their boys kit up for a cricket match guarantees good results.

14 year-old Shivaar's exposure to cricket began at the age of four, and has flourished into an uncontrollable love for the game. His keen interest in the game was rewarded when he was selected as part of the KwaZulu-Natal Midlands under-11 team at the age of eight.

This marked the beginning of a journey that saw him play in seven consecutive regional and provincial tournaments as well a cricket tour to England in 2007.

In 2008 his efforts on and off the field earned him the coveted Jacques Kallis Scholarship, which is awarded to only four boys across the country on an annual basis. This gave him the opportunity to attend the prestigious Pretoria Boys High School, where he currently plays in the under 15-A cricket team.

Achieving an astounding 168 not out this season, his dream of becoming a professional cricketer is starting to become a reality. Congratulations to him on being chosen again this year to represent the Gauteng Northerns under-15 cricket team in the provincial tournament which will be taking place in Port Elizabeth from 12 to 17 December 2010.

Yasheel the eldest of this dynamic duo was not to be outdone. He was awarded the coveted title of cricketer of the year followed by best bowler and best batsman awards at the school's sports awards ceremony. What a wonderful way for this young man to end his school sporting career as he enters his first year of tertiary education and continues playing cricket.



Shivaar Chuturgoon



Yasheel Chuturgoon

## So long, totsiens, Auf Wiedersehen

Since March 1981, through thick and thin, Dalien Peens has been a true Foskorite.

During her 29 years at Foskor she has been an integral part of the team. Her Foskor journey started in the drying and dispatch department as a dispatch clerk and ended in the technical support department.

Thanks for your years of service and wishing you all the best for the future.

**From left - Marlize Carelsen (daughter - Foskor employee), Dumisani Mkondwane - her boss, Dalien and her husband Louis Peens - also Foskor employee.**



## On the move!

### NEW ENGAGEMENTS

Baloyi R  
Chiloane A  
Jose M  
Kilian S  
Malatji MS  
Malatji MR  
Mathuto ME  
Matibidi TP  
Matsana O

Mgiba AE  
Ndlovu MV  
Ngwenya WT  
Nhlapo BF  
Nyamane LN  
Buthelezi VN  
Cele TP  
Dube P  
Goba MGM

Masango GS  
Mathebula PZ  
Mngomezulu TJ  
Mnguni SZ  
Msomi KC  
Ntuli ZB  
Sirpal D  
Thuesi TM  
Yalo ZP  
Zungu SE

### RETIREMENT

Peens DP

### PERMANENT DISABILITY

Cebekhulu MJ  
Mthembu DM  
Sithole GW

## Theo gives the gift of life

Blood donation is something anyone weighing over 50kg and aged between 16 and 65 years old can do every 56 days. There are a couple of things you have to take into consideration when donating blood such as a safe sexual lifestyle, medication you may be on and your general health on the day.

Every 48 seconds there is a blood transfusion taking place in one of our hospitals. This statistic alone shows how much blood is required to help those in need. Some shocking statistics are that less than 1% of the South African population donates blood regularly and that 62% of men are blood donors, and the balance women. All blood types are needed; however, if you have type O blood, you will be nicknamed a "bleeder" as anyone regardless of their blood type can receive it.

We would like to give a special mention to Theo Ackerman Snr from Phalaborwa who donated his 100th unit of blood on 18 August this year. This achievement is no mean feat. Theo has donated the equivalent of 150 bottles of Castle Lager. Imagine six and a half cases of beer! We applaud you on this phenomenal achievement – you have given the gift of life to many with the cost to yourself being only that of time.



The holiday season is fast approaching. At this time of year there is a large amount of carnage on our roads causing our blood banks to run dangerously

low. If you are medically fit and able, please take the time out to donate blood.



Theo Ackerman donating his 100th unit of blood at Foskor.



The blood clinic will be in Phalaborwa on 15 December.

The Richards Bay Blood Donor Clinic is based at Shop 15C Boardwalk Shopping Centre Monday-Friday 09h00-16h30 -Saturday 09h00-13h00

## As the Baby Boomers retire

All too often we fail to recognise the generation that put the first man on the moon, built the Concorde and brought colour into our lives with the television. As this brilliant group moves into retirement, let's hope they do not suffer the same abuse as the generation before them.

Shockingly, it has been found that abuse of elderly people is on the increase internationally. Elderly abuse starts anywhere between the ages of 65 and 80 but most of those abused are between the ages of 80 and 95.

Abuse is often brought on by greed, as revenge for things done years previously, as well as that person becoming a burden. This abuse takes the form of general neglect, financial exploitation, sexual and physical abuse. Amazingly the abusers are often members of their own family or caregivers.

South Africa is in the process of implementing the 'Older People Act' into legislation, which should bring some form of protection to the elderly. As is the case with the child protection act, it will be a criminal offence to abuse the elderly and should you bear witness to any form of abuse, you are obligated to report it.

So look after the Baby Boomers as they retire; each of them having helped contribute to the lifestyle we have become accustomed to. Everyone is entitled to safety, food and love in their twilight years. Growing old is the price of longevity.

*Baby Boomer: A person who was born during the Post-World War II baby boom from 1939 to 1945.*

### Foskor retirement policy

Hereunder are the amendments that have been made to our retirement policy. You are welcome to contact the Human Capital Department with any queries.

We do not have a standalone policy but Foskor's stance at present is that the retirement age is extended to 65 years. However, due to contractual obligations, the company has decided to seek the consent of employees who are currently on the retirement age of 60 years. Those employees will have the option of extending their retirement age to 65 or retaining their existing retirement age of 60 years. The company will determine a cut-off date after which no employee will be allowed to exercise this option. All new employees will be employed in terms of the extended retirement age of 65 years.



## Who is FGAS? What is internal auditing?

Foskor Group Audit Services Department (FGAS) is a department within the group that is not known by all Foskorites, yet it forms an integral part of the successful running of Foskor. The Foskorites who fall under the FGAS are internal auditors and investigators, and their core function is to assist the company to achieve their overall objectives. This is achieved by using a systematic methodology to analyse internal business processes, procedures and activities. The end goal is to highlight organisational problems and recommend solutions.

The entire job specification of internal auditors is specialised and broad. It involves topics such as the efficiency of operations, the reliability of financial reporting, deterring and investigating fraud, safeguarding assets and compliance with laws and regulations.

The FGAS department is not responsible for the execution of company activities. They advise management and the board of directors on how to better execute their responsibilities.

Getting to know and understand the core function is not always as cut and dry as it may seem but the function will be updated from time to time. This month FGAS has brought you a crossword, which in completing should give you better insight into their vast function

FGAS has opted to give away four prizes to the value of R150 to fellow Foskorites who complete the crossword correctly. Good luck, and we hope you have better insight into the internal auditing department.

### Vision

- We will assist, support and ensure that the interests of all Foskor's stakeholders are protected.

### Mission

- To assist clients within the Foskor Group in ensuring good corporate governance by providing an innovative, efficient, effective and value-adding internal audit, forensic, and consulting services.

The mission of FGAS is to provide independent, objective assurance and consulting services to Foskor and is designed to add value and improve operations. It helps Foskor to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, internal control and governance processes.



## Tip offs 4 crossword

Foskor is committed to a zero tolerance approach towards crime, dishonesty and unethical behaviour. We would like to encourage a culture of honesty, integrity and transparency throughout the company.

Foskor currently utilises the services of Deloitte Tip-offs Anonymous, an independent, external whistle blowing service provider in South Africa. Trained agents, using sophisticated contact centre equipment, will respond to your calls in English, Afrikaans, Sotho, Zulu and Xhosa. All stakeholders can contact Tip-offs Anonymous using a dedicated Tollfree phone number.

You can trust Tip-offs Anonymous and make a difference when you report incidents of unethical behaviour, fraud and theft whilst remaining totally anonymous.

You don't have to give your name to Tip-offs Anonymous – the information you share will be dealt with in a confidential manner.

Tip-offs Anonymous is totally independent of Foskor. It is important to note that the Tip-offs Anonymous line is not a service for the reporting of employment grievances or complaints – these are to be directed through the appropriate HR reporting channels, which are available to you.

All Foskorites have access to this service. Although you may choose to tell Tip-offs Anonymous who you are, you can feel safe knowing the tip-off report will never reveal your identity – not even your gender – unless agreed to by yourself.

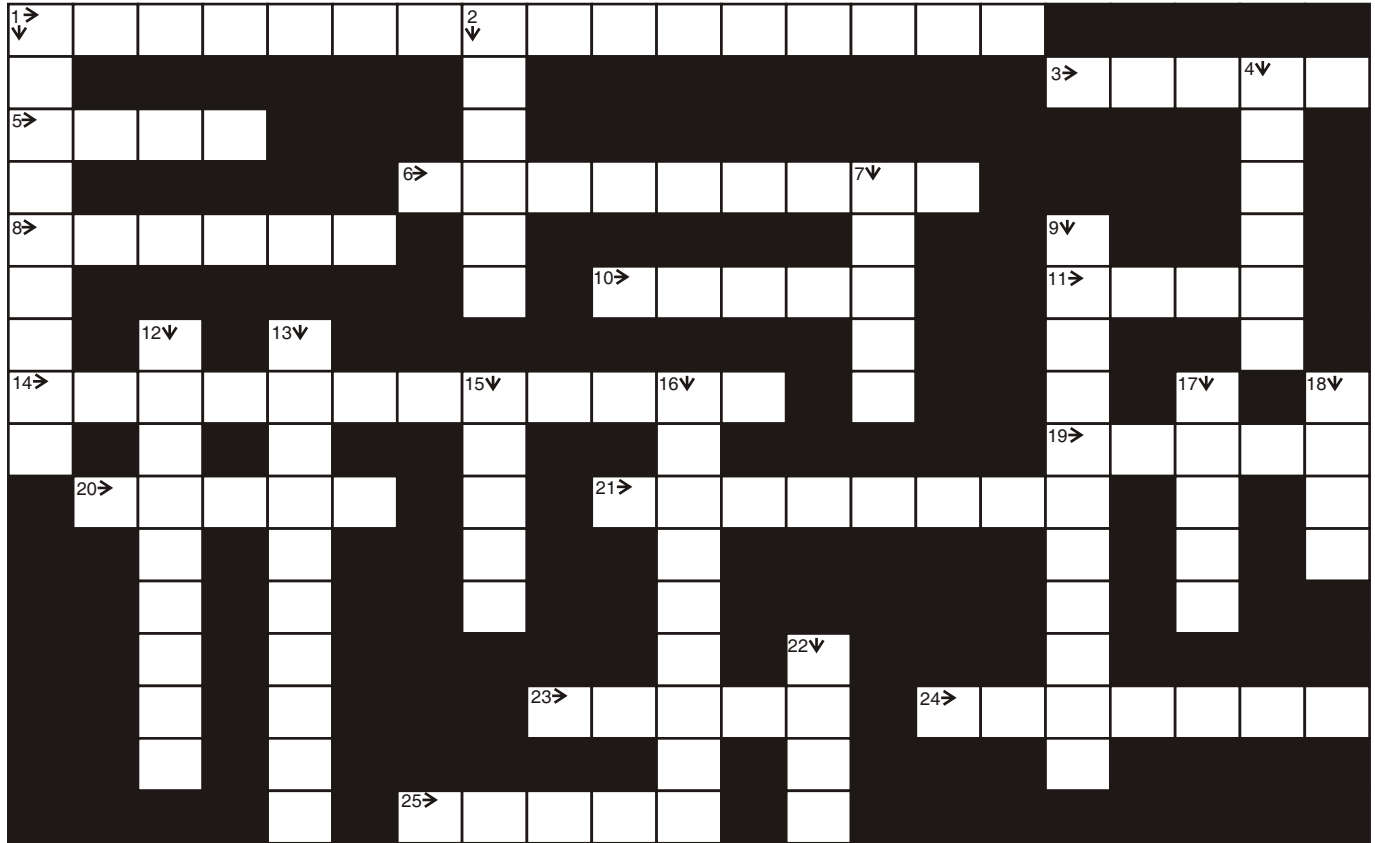
The report is then analysed and forwarded to designated senior officials of Foskor within 24 hours who will decide which corrective action should be taken. After the investigation is completed,

feedback is sent to Tip-offs Anonymous and shared with whistle blowers who have a reference number.



Complete the crossword on the back page and stand a 1 in 4 chance of winning a prize to the value of R150

Foskorites, take some time out and try your hand at the FGAS crossword. The clues clues can be found on page 22 Focus and some will tickle your brain. Once completed, drop your completed crosswords before the close of business on Friday, November 19th in the box at reception.



**THIS MONTH'S QUESTIONS.**

Across

- 1. Name the leading hotline service provider in South Africa where you can report the internal fraud, theft and unethical behaviour that you see happening? (16)
- 3. \_\_\_\_\_ us. Talk to us. (5)
- 5. Tip-offs Anonymous is not a Grievance or Human Resources complaint \_\_\_\_\_. These issues should still be reported to your Manager or our HR department. (4)
- 6. All employees within Foskor should buy into the culture of honesty, \_\_\_\_\_, and transparency that is being promoted with a service like Tip-offs Anonymous (9)
- 8. You can \_\_\_\_\_ incidents of unethical business practices to the Hotline. (6)
- 10. \_\_\_\_\_ does not pay. (5)
- 11. You don't have to give the Tip-offs agent your \_\_\_\_\_, you can always remain completely anonymous. (4)
- 14. The information you share with Tip-offs Anonymous is dealt with in a \_\_\_\_\_ manner. (12)
- 19. You have various ways in which to contact Tip-offs, such as by \_\_\_\_\_, fax, post, e-mail and website. (5)
- 20. All \_\_\_\_\_ within the Company has access to the Tip-offs Anonymous service. (5)
- 21. The 0800 number is \_\_\_\_\_ and won't cost you a cent when you call them, unless you call from a cellular telephone. (8)
- 23. \_\_\_\_\_, English, Afrikaans, Sotho and Zulu speaking agents are available to take your call. (5)
- 24. The \_\_\_\_\_ Centre is open 365 days a year, 24 hours a day. (7)
- 25. Your Company \_\_\_\_\_ a lot of money due unethical business practices (5)

Down

- 1. Foskor has a zero \_\_\_\_\_ towards crime! (10)
- 2. The Tip-offs Anonymous \_\_\_\_\_ are trained to assist you in making the call and prompting you to give as much information about the incident you are reporting as possible. (6)
- 4. The successful feedback of a completed investigation due to a Tip-off will be \_\_\_\_\_ with all the staff. (6)
- 7. You can report all incidents of \_\_\_\_\_ to TOA as well as misuse / abuse of company assets. (5)
- 9. Tip-offs Anonymous is completely \_\_\_\_\_ of our company. (11)
- 12. Incidents of \_\_\_\_\_ behaviour should also be reported (9)
- 13. Make the \_\_\_\_\_. Don't do crime, (10)
- 15. TOA will \_\_\_\_\_, under no circumstances, reveal the identity of the person who made the Tip-off. (5)
- 16. Your identity will always remain \_\_\_\_\_. (9)
- 17. Reports are sent to designated individuals appointed by the organisation within 24 \_\_\_\_\_. (5)
- 18. Honesty is the \_\_\_\_\_ policy. (4)
- 22. You can feel \_\_\_\_\_ knowing that your identity will never be revealed. (4)

- 1. Capricorn
- 1. Corporate
- 2. CANSA
- 3. Car
- 4. Retirement
- 5. Wentzel
- 5. Procurement
- 6. Pig
- 7. Groceries
- 8. Diameter
- 9. Inn
- 10. Mole
- 11. Tea
- 12. Krish
- 13. One
- 14. Aaron
- 15. Arc
- 16. Feb
- 16. Fat
- 17. Bond
- 18. Eve
- 19. East
- 20. Stan
- 20. Shandu
- 21. Thomas
- 22. hour
- 23. five
- 24. TUKS
- 25. six

Congratulations!  
The winner of the crossword is  
Tshepiso Seemela from Phalaborwa  
Your prize will be sent to you shortly.