

7 February 2013

The TLIU Project Manager
CSIR: SIIU
Pretoria

Dear Mr Maphoto,

TRAINING PROGRAM FOR NOVA PLANT SERVICES PERSONNEL:

We refer to recent communication regarding the training programs underway and report as follows:

Five of our Safety Officers have attended management effectiveness training already and we quote hereunder feedback from them to their direct site manager:

“Herewith the requested and promised feedback (summarized) from the Safety Practitioners about the attended course”: (feedback report from Willem van Jaarsveldt, Safety Manager)

- 1) All found the course interesting and learned new ways of working with people as individuals and a team;
- 2) From all reports, the management of people came across as one of the most interesting topics;
- 3) Their minds were also focussed on how to deal and eliminate stressors in the workplace;
- 4) They found the importance of communication within a company very insightful. It is always said that communication is key, but very rarely is it stated why it is important. This particular topic gave them understanding as to why communication is so important within a company;
- 5) One Safety Practitioner, Abraham Simelane, stated that he learnt that every person within the company has an important role to play, regardless of their gender, religion or culture;
- 6) Another Safety Practitioner, who in actual fact is still a Junior/Apprentice Safety Practitioner (Lerato Ndungwane) learnt that finding the Root Cause of Incidents/Accidents is very important and he gained knowledge as to how to go about finding the Root Cause in an investigation;
- 7) Problem solving was also included in all reports. The way to go about solving a problem and possible “angles” to solve the problem in the best possible manner was found to be an interesting topic.

These five candidates are still to attend a Scaffold Safety and inspection course. This will make them expert on the safety aspects of scaffolding and together with the management training will allow them to execute their very important duties professionally and with authority on our sites. Quality of scaffold structures, which is considered a high risk discipline, will be greatly enhanced.



Kyle Brophy, our Quality Control Manager, is to attend a NACE 3 inspector's course later this year. The NACE 3 qualification is highly sought after and is a relatively scarce qualification in our industry as a whole. This will make Mr Brophy a highly qualified industrial coating inspector, in turn giving Nova Plant Services a quality management system with substance and high regard in the industry, more so than most of our opposition companies.

Three of our Site Managers are to travel to Germany to undergo extensive insulation training, including CAD insulation design, application methods and specifications, planning, site management (on-site training) and various other aspects of energy conservation and acoustic insulation methods. In Europe, insulation is a recognized trade whilst in South Africa there are no such courses available. Only "on the job" training is done. Accordingly, our candidates will become accustomed to world best practices which knowledge they will carry over to their site staff here in South Africa. With many large infrastructure developments taking place in our Country at the moment (Power Station build projects), where insulation is critical, we will have advantage in being able to offer professional insulation services from on-shore resources and knowledge. This will give Nova Plant Services a distinct edge in the market place, especially as we will also have design capability which has, until now, only been available from outside our borders.

We trust that you will find this in order and make use of this opportunity to thank all involved in this initiative to uplift the technical skills within our Company to a level unknown before.

Yours Faithfully,



P JANSE VAN RENSBURG

