

Umbonowethu



PICTURED HERE:

The Off Crop Safety Team

Winners: The Intrumentation Department safety winners are Ntombi Ntshangase and Jehrene Phillip (front) and at the back (f.l.t.r) Rodney Mayer, Ravi Vandayar, Muzi Nxumalo and Themba Mabika.

The First Word

If the South African sugar industry was 'characterised' by drought in the 2015/16 season, it will be 'dominated' by drought in 2016/17. The good news is that the medium term global weather patterns seem to have already returned to a sense of normality, albeit that this is happening outside our traditional rainy season. We await the spring rains around October with great anticipation. What has this meant for USM? In 2015/16 we were fortunate enough to have received 100'000 tons of cane diversions from Pongola resulting in a crush similar to our previous season of just under 1.1 million tons and so, relative to other mills, were not that adversely affected. In 2016/17 Pongola does not have sufficient cane of its own with USM's total budgeted crush of approximately 800'000 tons! What have we done in response? As a team we have been frugal with our off-crop expenditure and realistic with our new season budgeting; any 'nice to have' expenditure has been eliminated. The industry has also reviewed its cost structures (which USM contributes towards) and the price of sugar has increased, all contributing to a 'break even' 2016/17 budget (zero profit). Umfolozi has survived droughts in the past and we will again. Looking forward, Nhlakanipho together with the small scale grower leadership are working hard at sourcing re-establishment assistance for 2017/18 as our small scale growers have been the worst affected by the drought. USM's R80 million recapitalisation / mill upgrade program continues, albeit at a slower pace, and has accounted for significant investment in the off-crop. Some examples of the good work done in the off-crop include a new cane knife rotor, significant modifications to the 84" belt, new diffuser screens, frames and lifting screws, the overhaul of one of our cogeneration turbines, significant re-tubing in the evaporators, a new C mascuitte reheater, the implementation of the new DCS / instrumentation system, numerous fabrication / piping jobs, etc. Thank you team for your commitment during this long and busy off-crop, particularly in terms of maintaining an excellent safety record; well done! Our steadfast vision of crushing 1.3 million tons in 36 weeks also necessitates that we as team also need to do things differently. To increase focus, attention to detail and communication we have also had to restructure; a painful but necessary process that is still unfolding. In facing all these challenges, through the many meetings we have had, two-way respect for one another is an important ingredient to overcoming the challenges. Like safety, practicing respect is the responsibility of each and every one of us. Myself included, let's all work hard at 'respect' in 2016/17!

As always, work smarter, work together, have fun and be safe!

Adey



Saying their farewells to Rex Tomlinson, USM Chairman (second from the left) is Adey Wynne - CEO (far left), Alan Williamson - Operations Director and Anthony Fowlds - Financial Director.



We wish Anthony Fowlds (previously Chief Financial Officer) all the best in his new capacity as USM's Financial Director.

Baseline Environmental Audit

Two Audit teams from the Department of Economic Development Tourism and Environmental Affairs plus a team from the Department of Water and Sanitation performed a Baseline Environmental Audit at USM on 15 March 2016.

The purpose of the audit says Bonga Mkhize, Control Environmental Officer in the EDTEA is to promote compliance to the various environmental laws. 'Promoting environmental compliance with the four main 'green' laws of the country is essential if we are to preserve and protect our very scarce natural resources.

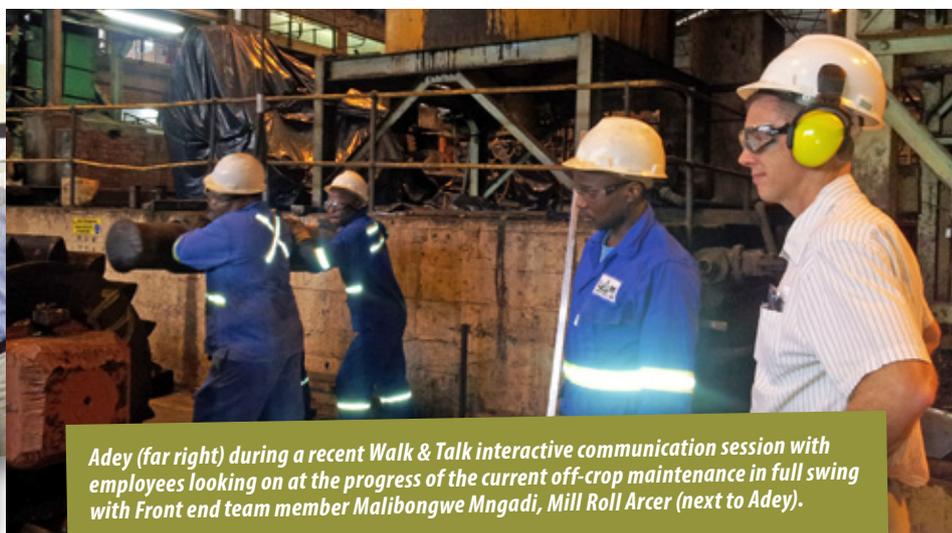
'The EDTEA have identified the Sugar Industry as a sector of interest mainly because of the ravaging effects of South Africa's current drought could have operational water and waste management.

USM Operations Director, Alan Williamson welcomed the audit. 'We are used to being audited and welcome the fact that we were selected to undergo the environmental audit. We want to learn and will accept any recommendation put forward by the team. We share the same environment and looking after it is our common goal.'



6 sweet facts ABOUT SUGAR

1. Sugar is a carbohydrate present in fruit, vegetables, sugarcane and sugar beet plants and is a source of energy converted into glucose.
2. It is completely pure, with no additives or preservatives.
3. There are many types of sugars including lactose found in milk and dairy products and maltose found in malted drinks and beer.
4. South Africa produces high quality white and brown sugar, but contrary to widespread belief, brown sugar is not healthier than white. Both have an energy content of 16.8kJ (4 calories) per gram.
5. It has innate preservative properties, which enable us to store foods including tinned food, juice, jams and pickled products.
6. Sugar is needed to make bread. It is an important ingredient for yeast fermentation.



Adey (far right) during a recent Walk & Talk interactive communication session with employees looking on at the progress of the current off-crop maintenance in full swing with Front end team member Malibongwe Mngadi, Mill Roll Arcer (next to Adey).

Diversification common prescription for drought

Portia Mpofu, Director External Affairs – SASA presentation to USM 3/3/2016

During her presentation to USM employees on 3 March 2016, Portia Mpofu, as Director of External Affairs at the South African Sugar Association (SASA) presented on the structure of SASA and its divisions that support and provide specialist services to the industry. Furthermore she highlighted the severity of the drought, and the industry's strategic priorities around limiting cheap imports, diversification opportunities in renewable energy, electricity and ethanol, support to land reform, small grower and rural development programmes, and sugar, health and nutrition research and programmes.

The drought, the worst in a decade has resulted in yields, sugar production and revenue losses, and have affected labour on farms. SA Cane growers data, which highlighted the effects of the drought across South African sugar mills, were summarised in a table presented to employees and showed the widespread decrease in production from the 2013/14 season (see graph below).

Decrease in Production	
Production (tons cane)	% Decrease from 2013/14
Umfolozzi	-24%
Felixton	-37%
Amatikulu	-35%
Darnall	-55%
Gledhow	-38%
Maidstone	-37%
Eston	-28%
Sezela	-28%
Urmzimkulu	-13%
Union	-39%
Noodsberg	-42%
Total - Dryland Areas	-34%
Pongola	-2%
Komati	0%
Malelane	-7%
Total - Irrigated Areas	-3%
TOTAL INDUSTRY	-25%

Mpofu further emphasised that 'despite the worst drought in a decade, we all have one prescription in common and that is to ensure the sustainability of the sugar industry for generations to come.'

According to Mpofu, opportunities to support the sustainability of the sugar industry for generations to come are being pursued. Such as diversification through renewable energy, adding more products to the sugarcane value chain. The National Cogeneration Programme is geared to purchase power from small quick win projects and later should support large scale, "Greenfields" type industry projects and economic development,' she says.

Bioethanol from sugar is another diversification field and the sugar industry contributed to the draft biofuels regulatory framework.

Key to the sustainability of the industry is also improving productivity even through times of drought. Rural sugar cane farmers have to date received approximately R71m in drought relief from the Department of Rural Development and Land Reform for fertilizer support. (Also see USM's efforts in distributing fertiliser to Small Scale Growers as part of the drought relief later.)

Screen cleaning time

Siphamandla Msane, Extraction Manager

USM is replacing all the diffuser screens with a new design. The project will ensure the screens have the correct opening for improved percolation of juice, therefore minimising flooding and improve extraction. However as the screens were being removed, it was discovered that the majority of the frames that support the screens were in bad shape and needed to be repaired.

'There is still a lot to be done in the project, currently the frames are being repaired and it is estimated that as of the end of next week (8 April) the installation of screens will commence,' said USM Extraction Manager Siphamandla Msane. 'Initially the scope of the project was underestimated and as the work progressed, more work was found. 'But the four teams involved have shown exceptional communication and planning skills to ensure the sharing of the same workspace. 'It is anticipated that there will be less diffuser flooding in the future with the new design of screens as well as an improvement on extraction is to be expected with improved percolation.'

Cutting it close

A new can knife rotor cuts cane into shorter billets preparing it for shredding. In the last season, the old rotor got severely damaged by rocks and other forms of foreign mater that came through with the cane. The fabrication of the new rotor started in mid-December last year and the estimated completion date is 24 March 2016. The cane prep is in the front-end department managed by Johan Visagie. The fabrication of the rotor is being done at Elgins Engineering in Durban and only once completed it shall be delivered to USM for installation by USM staff, however, a the new rotor was redesigned by Umfolozzi staff to make improvements to its operation and sealing.

Diffuser lifting screws

The diffuser has to have sets of lifting screws - each set forms a wall that lifts the cane bed to allow for the scalding juice and the draft juice to percolate into the cane bed. 'The scope of this project is to install a complete new set of screws in the area where the scalding juice is introduced in to the diffuser,' said Siphamandla. 'This is important because there was never a set of screws there and as a result, the clarifier mud could not be put back into the diffuser. 'Recycling mud back into the diffuser has a lot of benefits in the recovery of sucrose.' Currently, the support structure for the screws is being erected. The new screws have been fabricated and their gearboxes have been purchased. Completion and commissioning is estimated to take place in the week of 18 April (this month).

SHAPE THE WAY YOU COMMUNICATE

Vusi Tembe, HR Executive

Talk is not cheap

Many employees make common communication mistakes that detract from their image and hamper the clear delivery of their intended message. Simple pitfalls such as interrupting, reacting without planning what to say and not being aware of your image could hold you back professionally. You are only communicating effectively when the other person hears what you really mean to say. How you convey a message verbally becomes your personal brand. Simple adjustments in your appearance, body language and conversational mannerisms will improve how other people perceive you. People also often misinterpret emails and texts, which lack the nuances of in-person contact. But when used correctly, these messages and social media can boost your brand.

Fixing flaws

Interrupting someone while they are talking or talking too much are common communication flaws. Make the effort to always hear people out and never 'talk over them'. When giving feedback, be specific. Align your communication style to the other person's approach and focus on behaviours, not personalities. You will convey your professional value with positive, consistent behaviour. It is also always advised to remain calm and focus on solutions. Make sure you do not say anything that will undermine your long-term goals.



The diffuser frames being repaired after screens were removed



A cane knife mounted on rotor palms cuts cane for shredding



An existing set of lifting screws



Nozipho Mayise, Winch Operator seen here performing maintenance on our diffuser chain pins during off-crop.

Ground-breaking control system for Mill

AN INTERVIEW WITH **Ravi Vandayar, Instruments Manager**

An exciting distributed control system (DCS) upgrade project will significantly boost the efficiency of factory operations at USM. The DCS – the nerve network of the factory – measures and controls elements such as pressure, temperature, flow, control valves, actuators, solenoids and variable speed drives. Presently, the phase of the project applies to the Process Plant section of the factory, which includes Mixed Juice to Syrup, Juice Preparation, Crystallization, Sugar Drying and Packaging. 'The new version called Yokogawa Centum VP R6.01 was only released in South Africa in March last year and will greatly enhance our system,' said USM Tech Manager Ravi Vandayar. 'It represents much more than conventional functional improvements. It brings together smart engineering, advanced operations, system agility and sustainable plant.'



USM employees receiving training on the new DCS system.

State-of-the-art features

The key new features of the enhanced control system includes N-IO (Networked-IO), FieldMate Validator and Automation Design Suite (AD Suite) to reduce engineering cost and time and check in real time the wiring of field instruments to verify that everything operates correctly.

'There will no longer be need for the whole Centum system to be installed to do this, making for much more versatile project execution,' said Ravi. 'The AD Suite also simplifies history management and makes certain that the latest design information is available when system expansion, modification or maintenance is performed. 'We are proud to announce that USM is the first factory in Southern Africa to implement Centum VP R6.01 and the first in Africa to complete successful commissioning.'

All client stations will have multiple 24-inch high definition screens with active user guide messages targeted to assist in proactive plant operations. Graphic navigation will be carried out by using the single mouse click method. Graphic display pages are redesigned to use Abnormal Situation Management (ASM) techniques. Custom faceplates are designed to provide sufficient user information for efficient fault finding. The Consolidated Alarm Management System (CAMS) software will prevent alarm flooding and nuisance alarms from distracting the operators focus. And last but not least, trend and control groups will be accessed directly from controller faceplate allowing for user friendly and intuitive system interface.

Improvements

Orsi, USM's old system, was made redundant in 2007 and all further developments on the system were discontinued. It put USM at great risk with regard to Control System equipment failure, support, spares and engineering skills. Today, Yokogawa is the globally recognised leader in Automation and Control with serious focus on addressing customers' needs to keep up with the fast pace of change. 'The new system will allow USM to embrace the latest thinking and technology in the world of automation and in so doing allow USM to optimize plant performance and productivity,' said Ravi. 'Operators will now be exposed to a highly enhanced user interface.' The main objective of both phase 1 and 2 of the project is to eliminate plant risk by replacing the current redundant Orsi system. However, when a project of this scope is implemented, the system must be designed to continuously increase plant efficiency and productivity. 'All engineering, system layouts, system architecture and design concepts over these two phases are being implemented with total plant automation in mind,' said Ravi. 'With no actual target in mind on how this will contribute towards production, we are optimistic that increased productivity through plant operational efficiency will be realised.' The DCS was commissioned by Ravi together with USM's Rodney Mayere and Ntombi Ntshangase; Yokogawa's Raghavendra B, Ramesh Mantripragada, Vinod Rao, Ricky Munsamy and ICA's Wayne Abrahams and Joe Snyman.



Mduzuzi Mthombeni, Clarification Supervisor seen here at the new DCS' user friendly and intuitive interface system.

'We are proud to announce that USM is the first factory in Southern Africa to implement Centum VP R6.01 and the first in Africa to complete successful commissioning'

- USM Instruments Manager Ravi Vandayar



A very proud Instruments Manager, Ravi Vandayar with the new DCS system as it develops.

Saving every drop puts more sugar in the bag

AN INTERVIEW WITH **Albert Peters, Maintenance Foreman**

Off-Crop Project tackles water and juice leakages

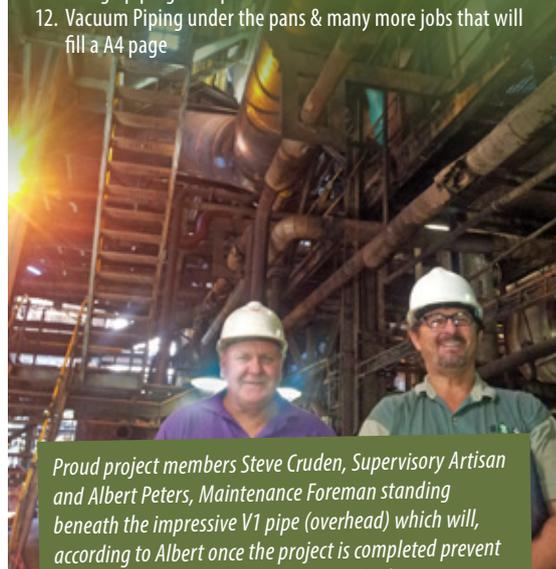
A Vapour and Juice Piping project underway will repair and replace leaks and worn-out piping to stop water and juice wastage at the Mill. This involves all the piping in the front end and back end (sugar) transporting vapour and juice.

'The project, once completed, will prevent juice leaks and result in more sugar in the bag,' said USM Maintenance Foreman Albert Peters. 'It will also help prevent breakdowns in the season which will mean less downtime to improve our LTA and OTE. 'It will also contribute to reducing our UDL because the juice will stay in the pipes and not go down the drain.' The project started this off-crop and will continue through to next off-crop while we complete some jobs still outstanding as well as lagging on a 1200 dia V1 pipe 28 meters long. 'This specific V1 pipe is a special achievement – we replaced two vapour pipes with one, reducing space used and resulting in less maintenance going forward. 'We also removed a redundant Let Down Station that use to be connected to this pipe and will also eliminate many leaks we had here before.' Peters added a cross over station will be installed at the Scalding Juice Heaters. 'This will enable us to change the direction of the juice flowing through the heater preventing the heater to block up and to ensure better heat transfer.

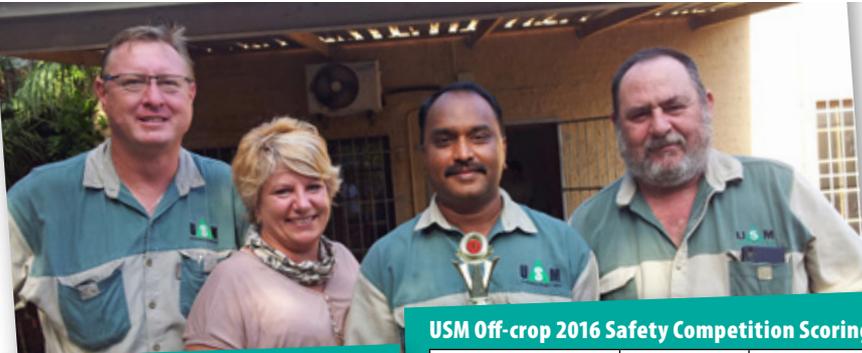
'I would like to thank Steve Cruden for all the help he has given me on this project up to now and checking up on the contractors that did the V1 Steam Line. I also thank the contracting company that did the V1 Line Nat Africa – they did an excellent job!'

A list of some of the pipe jobs planned for this Off-crop:

1. Mix Juice Heater Manifold
2. Juice Heater Steam inlet pipe
3. Renew C Continuous Vacuum Pipe 6"
4. Final Molasses Piping U Leg
5. Reroute Steaming Out Pipe
6. Renew 6" Mixed Juice pipe to No 2 Mix Juice Heater
7. New Feed Ring Piping under all Fletchers
8. Replace V1 Steam Pipe 1200mm Dia + Lagging (R1.2 mil)
9. Remove Let Down Station (R250 000)
10. Cross over Piping with 450mm Dia Actuated Valves – Scalding Juice Heaters (next to diffuser)
11. Trough piping on top of diffuser
12. Vacuum Piping under the pans & many more jobs that will fill a A4 page



Proud project members Steve Cruden, Supervisory Artisan and Albert Peters, Maintenance Foreman standing beneath the impressive V1 pipe (overhead) which will, according to Albert once the project is completed prevent juice leaks and result in more sugar in the bag.



USM Off-crop 2016 Safety Competition Scoring

Department	Final Score %	Position
Instrumentation	94.09	1
Boiler Maintenance	93.18	2
B/E Maintenance	92.27	3
F/E Ops	89.09	4
Electrical	89.09	4
Fabrication	86.36	5
F/E Maintenance	85	6
Powergen	85	6
Packaging & Warehouse	85	6
B/E ops	81.82	7

The off-crop Safety Competition winning teams are Instrumentation (1st place), Boiler Maintenance (2nd place) and Back-end (3rd place). Representing their teams at a recent small prize-giving are, Jacques du Preez, Maintenance Foreman (Back-end), Karin Kruger (Risk Control Officer), Ravi Vandayar (Technical Manager) and Peter Adcock (Maintenance Foreman).



USM's diffuser chain hero's taking a break from their busy time during off-crop to smile for the camera. The team are from the left, Aaron Mthethwa (Multi-Carrier Operator), Bongabasane Msane (Spiller Operator), Zikhethela Mabika (F/E Shift Supervisor), Xolani Shongwe (Trams Capture Clerk), Nozipho Mayise (Winch Operator) and Vukani Mlambo (Tractor Driver).

Renewed tubes at USM

AN INTERVIEW WITH **Samkelo Matsebula, Process Manager**

The Mill's worn out evaporator tubes are being replaced after setting back the performance of a number of vessels. USM's Process Manager Samkelo Matsebula explained several tubes started leaking but were plugged during the season. 'The vapour on the steam side dilutes the boiling juice inside the tubes. This water evaporated in the previous vessel goes back into the juice side. Some of the tubes are blocked by scale during operation because of lack of juice when we start and stop the factory. The dissolved solids in juice crystallize out of solution once there is more vapour than juice inside the tubes. This leads to tube fouling and fouled tubes reduce the surface area available for heat transfer. The performance of the evaporator train drops as a result.'

'The project is about 90% complete at present and the vessels will be ready before the water and steam trials'
- Process Manager *Samkelo Matsebula*

tube leaks in this vessel during the crushing season. Fortunately, it was renewed and will improve the performance of the evaporators and allow the station to handle high throughput figures. He added the old entrainment separator was worn out completely.

'We needed to weld a plate inside to change the vapour flows and get it to work better. The function of the entrainment separator is to trap juice

that is sucked up in the vapour space to the condenser. The separator drains the juice back into the boiling vessel. The sucrose in the juice is lost to injection cooling water if the separator fails to return it back to the boiling vessels. Progress on the new installation was already at 46% in the week of 17 March. Thanks to the Bosch team, who is managing the project, for the work done so far on the entrainment separator. This project will reduce sucrose losses to the Injection Cooling Pond in the factory through entrainment at the evaporator station.' Thirdly, the team has to replace the old C Massecuite Reheater, with some of the area on the massecuite side having caramelized.

The massecuite overheating improves flow and keeps the mill crushing. 'The damage has thus led to high sucrose losses in molasses. The Bosch design reheater installation project was therefore born.'

This entailed cutting out the old unit and making up a new concrete structure to support the new unit. The new unit was moved into position with the help of a crane and the Boilers Bell pay loader. Massecuite and water pipework around the reheater will be fabricated and installed. Hot water pumps and a heat exchanger for the unit will then be implemented. 'The old unit that led to high sucrose losses in molasses is history now,' said Samkelo. 'The new vertical unit should promote plug flow and eliminate dead pockets.'

Challenge accepted

The scope of work entailed a challenging re-tubing process. 'The tube has to first be collapsed on the top and bottom plates,' said Samkelo. 'It is then forced out by a chain block. Then the tube holes are cleaned and polished and new tubes are put in and expanded on both top and bottom.'

'The vapour side of the vessel is then pressure tested to ensure that the expansion on the bottom and top tube plates seal properly.' Samkelo thanked Gabriel Myeni and Leslie Roberts who supervises re-tubing exercises. Gabriel is responsible for the Hulett Roberts, Fletcher 2 and Fletcher 3 vessels while Leslie is responsible for the Elgin Semi -Kestener, Fletcher 4 and Fletcher 5. 'Thanks also to the guys who carried out the tough work inside the vessels. The project is about 90% complete at present and the vessels will be ready before the water and steam trials.'

Pressing problems

Samkelo said wear was severe on Fletcher 5 with heavy

Turbine gets overhaul

AN INTERVIEW WITH **Johan Bester, Power Generation Manager**

The ABB turbine at the Mill is being repaired to keep it in optimal running condition. This maintenance regime takes place every four years with a minor inspection in between. It requires the stripping, inspection and restoration of the machine by Siemens, the original manufacturer of the ABB turbine.

Presently, the machine is getting re-assembled and is ready to be commissioned. The Project started in the second week of January when the machine was stripped down, rotor removed, inspected, sent for balancing, and re-assembly completed by 26 February. 'A big thanks to Xolani Shongwe and Bongabasane Msane, our Front-end Operators who assisted the Siemens technicians,' said USM Operations Foreman Johan Bester. 'This project will ensure we have reliable electrical supply for the Mill.'

USM off-crop maintenance teams seen here at the Boiler 2 (picture left) cleaning out the ash screws and (picture right) employees fitting liners to the ash screws.



Thokosani Hlongwane, part of Johan Visagie's team seen sanding the shaft of the Intercarrier #2 during Off Crop.



Under Pressure

Nhlakanipho Dlodlo, Cane Supply Manager

USM cane supply will be under pressure during the 2016/17 crushing season. This is mainly due to the catchment area again experiencing unfavourable growing conditions in 2015/16 season. Subsequent summer rainfalls did not materialise in October 2015 and extremely poor rainfall has been recorded for the entire summer period and Umfolozi home cane dropped by 19% to 186 172 tons. The Small Scale Growers and Large Scale Road suppliers have been more severely impacted and there will be no Pongola cane coming this season due to an equally severe drought in Pongola mill area.

Estimates

A comparison of previous season final tonnages and the outlook for the 2015/16 season is presented below:

Suppliers Excl. Diversions:	Final 2015/16	Estimate 2016/17	Incr/decr	
Trams – LSG	684 563	577 892	-104 173	-15%
Trams – SSG	11 059	5 000	-6 059	-55%
Road – LSG	223 782	193 246	-30 536	-14%
Road – SSG	80 934	35 530	-45 405	-56%
Total Home Cane	997 840	811 668	-186 172	-19%

Detailed Diversions per supplier:

Inward - Senekal	121 011	130 000	
- PG	104 888	0	
Outward UVS	149 654	155 000	
Mill crush	1 076 583	786 668	

On a more positive note

The USM Cane Supply field extension officers played their part in Government's Drought Relief Program when they distributed 23 300 bags of fertilizer to Small Scale and Land Reform growers over a period of three weeks earlier this year. The Department of Rural Development and Land Reform made available 71 million to the sugarcane growers in KZN. Umfolozi has been allocated a total of 8.1 million to purchase fertilizer for SSG's and Land Reform Growers.

Grower Awards 2016

Large and small growers will once again get together during April at the annual USM Grower Award events. The mill and growers use this opportunity to celebrate the previous season and share an overview of the new crushing season.



Cane Supply field extension officers distributing 23 300 bags of fertilizer to Small Scale and Land Reform Growers.



'Perfect symmetry' with USM Warehouse staff recently seen in two perfect sun rays beaming through the roof.

Break-even Budget for 2016/17 season

Anthony Fowlds, Financial Director

USM is in for a break-even budget in the 2016/17, this despite a 27% decline in the crop making this budget USM's toughest to achieve yet. The positive in this is that USM expects to sell more sugar into the local market than ever before through our agents, Sunshine Sugar. While the negative aspects are that USM will have less sugar to sell, less molasses to sell and less electricity to sell in 2016/17 all of which reduces USM's ability to make profits.

Savings are expected as there is less pressure on the business to crush fast due to the cane shortage. The large capital spend during the recent off crop on the mill's diffuser, re-heater and evaporators are expected to increase sugar recoveries in 2016/17

The budgeting process is rather stressful period with countless hours being put into the process. A special word of thanks to all involved in putting the budget together especially Jacques de Beer our Cost Accountant who co-ordinated with the HOD's.

This being our toughest budget we definitely need a massive USM TEAM effort to chase our breakeven. We can do this by:

- **EXTRACTING MAXIMUM SUGAR** from the available cane (the capital spent on the diffuser, re-heater and evaporators will make a difference)
- **AVOID UNSCHEDULED STOPS**
- **PREVENT WASTAGE** in everything we do (be efficient)
- **DON'T OVERSPEND** your cost budget
- **COMMUNICATE**, be positive and operate as a team

As far as how to make our own budgets work in a very challenging consumer environment with interest, petrol and food price hikes some experts recommend people keep two months' salary aside to be able to cover for any unforeseen emergencies without putting strain on their monthly salary. Another way is to track your spending. Look at where your monthly income is going and see which expenses are not needed and can be cut out.

OUR 2016 LONG SERVICE AWARDS WENT TO:

Audrey Shabalala (20 years), Weighbridge Clerk - Laboratory (left), Curon Horsley (20 years), Artisan Turner - Power Gen, Mholeni Khumalo (30 years), Wages Clerk - Finance, Syril Khumalo (40 years), Tractor Driver - Civils, Dayalan Naicker (10 years), Shift Foreman - Power Gen and Julie Gengan (15 years), QA Specialist.

Putting 'sports' back into Sports Day 2016

Esther Bwambale, HR Generalist

After hosting a Fun Day as opposed to a Sports Day in 2015, the USM Sports Committee decided to present only sports again and the day was a hub of activity and competitive spirit in events such as sprinting, soccer, walking, darts, volleyball, netball and tug of war. Sporting events started early in the morning with USM ladies sprinters and walkers kick-starting the day. Thembisile Xulu emulated the likes of Usain Bolt by coming in first in the ladies sprint while Drienie Humphries showed off her walking skills by coming first in her first ever walking race at USM.

History was made in two events. For the first time in Sports Day history, the winning netball team history comprised of an all-male cast. Well done guys, it seems the ladies underestimated your shooting skills. The second feat was that the Day Shift team beat the A-Shift team 2-0. The nifty Day Shifters were crowned Soccer Champions for the first time. The day was thoroughly enjoyed by all and concluded with a braai and music till sunset.

Special mention must be made to the Sports Day Committee for all their hard work and coordination as well as our friendly and ever-willing-to-assist suppliers, Banana Box, Wetland Waters, Mtuba Cash and Carry, Pick 'n Pay, Gano Trading and Projects and Mr C A Qwabe. With the event being so successful we'd love to hear if any of the USM staff have any comments and suggestions regarding Sports Day so that we can make next year even bigger and better.



Umfolozi Athletics Club Committee are (f.l.t.r) Siphon Tembe - Deputy Chairman, Sihle Xulu - Treasurer, Gabriel Myeni - Chairman and Wendy Stander - Club Secretary.

Umfolozi Athletics Club

Rose flourishes at Ballito Rush Race

USM's Rose Woolmore excelled at the Ballito Rush Race at Sugar Rush Park on 11 March when she took third place in the 12km night run. 'The race was a hit with heavy rain leading to some thrills, spills and epic wipeouts! 'But I have never run a distance of 12km before, let alone at night in dark, muddy and uphill conditions. 'I usually run 5km on relatively flat surfaces during the day.' Four Mill employees take on 56km race.



Four of our fitness fanatics participated in the Ulundi Ultra Zululand Marathon – a 56km race held on 13 March.



Umfolozi Athletics Club Deputy Chairperson Siphon Tembe said he looks forward to picking up the pace with the frontrunners next year. 'I would like to remind employees to register for the club, predominantly made up of USM employees, but also open to anyone in Mtubatuba,' Siphon said.

Supporting Local Maths Coaching

Umfolozi Sugar Mill (USM) recently launched a Mathematics Support programme at Mtubatuba High School for Grade 12 pupils from surrounding high schools in the Mtubatuba area. A partnership was formed between USM and local teacher and founder of Flipping Education, Dave Phipson to tutor Grade 12 from surrounding high schools every Thursday at 15:00 for the remainder of the academic year.

This project is part of USM's Corporate Social Investment programmes which aims to uplift and support the community where it operates. Flipping Education also presents extra science lessons at the Umfolozi Country Club every Saturday at a cost of R20 per pupil. More information or contact details for Flipping Education can be found at www.flippingeducation.co.za.



Maths tutor David Phipson, in action during a maths support lesson to Mtubatuba High School.

Please feel free to give us a shout via the NEW suggestion box at security and/or via our suggestions@usm.co.za email address. We look forward to hearing from you!



Soccer Mania



'Girl power' released on the netball and running field.



USM Dames dazzling with darts.



Tug of War Hero's digging deep to hold on.

During the 2015/16 year USM played a great part in the community of Mtubatuba and surrounding areas.

USM IS A GREAT EMPLOYER

STAFF WELFARE

Clinic

- The mill takes care of their more than 300 workers with an active Employee Assistance programme, of which the USM Clinic is the focus point.
- At the clinic, the staff and visiting medical practitioners assess and dispense medical assistance to those employees and their family members who are not on medical aid and tend to medical emergencies on site.
- Company clinics are not mandatory, but rather a testimony of how much the company values the health and well-being of their staff and their families.

Sports Day

- Keeping fit and active is a great pass time among USMers with active netball, soccer teams and recently the Umfolozi Athletics Club to keep our road runners happy.
- Over and above this, the company hosts the annual Sports Day during the off crop season.
- At this event staff take part in netball, volleyball, soccer, tug-of-war, darts and strong-man events. Afterwards, employees enjoy a relaxing shisha nyama while reminiscing over the past season.

USM is a great community member

iSimangaliso Half Marathon

The mill makes sure that over 100 pupils are transported to the increasingly popular iSimangaliso Half Marathon.



iSimangaliso Half Marathon 2015

Hippo Big Five MTB Race

- The Hippo Big Five Mountain Bike Race is supported by USM sponsoring the event's labourers and volunteers that help make the event a success.

Sugar Tournament

- Local school Umfolozi Primary School and host of the annual Sugar Tournament has been a beneficiary of USM for the past two decades and each year the Mill sponsors mini-bags of sugar to the eager sportsmen and women who play sports against each other.
- Schools from Richards Bay to Sodwana attend this annual event.

Dukuduku Bicycle Race

- Just before Christmas, USM supports the Dukuduku Bike race held on 26 December each year by a local NPO.
- This brings about social reform among residents in the Mtubatuba and St Lucia area by encouraging community members to adopt a healthy lifestyle over the festive period.

SAFETY

- Our local SAPS office in Mtubatuba received a lavatory makeover thanks to the Mill and was thanked by the Station Commander and staff during a small ceremony.

EDUCATION

Scholarships

- Mtuba Christian Academy annually receives funding to support USM employees' children and two other children to complete their academic year.

Mathematics Support Programme

- A weekly Maths programme provides support to Grade 12 learners from high schools in the Mtubatuba area.

USM Employee's Children Open Day

- Children of USM employees annually visit their parent's workplace to get a better understanding of what it is that their parents do.
- These visits are also aimed at educating them regarding the various disciplines of work that make the Mill operate.



USM employee children's Open Day 2015

LOCAL CHARITIES

- Local charity Shalom Foundation receives fish and sugar which is distributed to orphanages and care centres in the area.
- Ad-Hoc sugar donations are made to beneficiaries that apply for assistance that the mill cannot assist with.

EARLY CHILDHOOD DEVELOPMENT

Feeding Programme

- At the end of each year, seedlings are distributed to former beneficiaries of USM's CSI and the crèches and care centres cannot wait to receive their annual seedlings to boost their food gardens.



Fezimpilo Creche revamp 2015

Mandela Day Make-Overs

- In July last year, the Fezimpilo Crèche received a makeover when their ceiling was replaced, walls were painted and playground painted in happy playful colours.



USM employees celebrates Heritage and Arbour day 2015.

ENVIRONMENT

- Taking care of the environment is important for the mill and supports the annual beach clean-up event arranged by Honorary Officers of KZN Ezemvelo.
- USM makes sure that the pupils from schools in the surrounding area receive either food parcels or shelter from the rain while cleaning the beach.



Beach Clean-Up day 2015

USM EMPLOYEES' COMMUNITY CHRISTMAS PARTY

- USM employees dig deep every year to sponsor their own Christmas Party for a crèche or care centre in the area and last year was no different.
- Staff spoiled 52 community workers with happy hampers to thank them for their efforts in the KwaMsane area where they look after hospice patients.



Masitombe Hospice Care Centre field worker's Christmas gifting party by USM employees 2015.

Farewell Friends

Retiring

USM said goodbye to Don Dalglish who retired from work after 24 years of service to



not only USM but also its growers and the surrounding community in which the mill operate. Don will be remembered for many things but most of all for the effortless way of getting along with people. Don is fluent in Zulu and amused many a Small Scale Grower during their annual awards with his antics while explaining cane quality in isiZulu.

Below an extract of Don's thanks to everyone at USM: 'Many thanks to all who assisted and taught me many things at Umfolozi Sugar Mill. I am not leaving for better pastures but retiring and will still be in the area for many years and know that we will be greeting each other in and around Mtubatuba often. I wish everyone the very best in the future and may God bless and keep you all safe. Many thanks for your friendship and respect - I wish USM all the best for the future, Don aka Khanda.'

Traineeship coming to an end

USM takes on many trainees and although it is always a bit sad to see them leave, the note below from the Agric Trainee on her last day encourages us that they will do great after their stay at USM.



Below an extract from Thulisile Mbatha's farewell note to all at USM: I would like to say thank you to everyone for everything since I started by training at USM. Thank you for the training, advice and tips. Your inputs have really helped me to become a better person and grow professionally. Your guidance and mentoring was truly helpful. I'm going to miss the magnanimous personalities in the Cane Supply office. Now I can be professional and competent enough in my next endeavour because USM trained me well. Continue to love each other and those coming after me, thank you. USM is a GREAT EMPLOYER INDEED.