



News for SAPREF employees, neighbours and stakeholders

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MD's Message: Colleagues Forever Remembered

SAPREF, a downstream manufacturing refinery for shareholders Shell and BP, plays a critical role in supplying refined products to the South African market. Managing Director, Ton Wielers believes that the company is well poised to continue its support to the country's economy, providing value to the shareholders and working with the community. Ton explains:

Safe Reliable Operation is critical

Refining is carried out in a challenging environment and safety and reliability are essential to guarantee our future success. Last year was a tragic year for our refinery after our devastating fire where we lost two of our colleagues. This event reminded us that we must never be complacent about putting structures in place to mitigate the hazards of working in this environment. We have embarked on an improvement journey to ensure safe reliable operation.

Our people lead us towards our goal

We have talented committed people operating our refinery and we strive to provide an attractive work environment where people can grow and develop, feel valued and respected.

We recently had two family days where children and spouses got a glimpse of our refinery, their 'home away from home'. For me the fun filled days helped to strengthen the bonds of one team, one family. I engaged with many SAPREF families and was delighted by the curiosity and questions posed to me about our refinery. I also appreciated the words of support on our improvement journey.

The nuts and bolts of refining

Ongoing regular maintenance work including statutory Turnarounds are structural investments that we deploy to maintain the structural integrity of the refinery. In 2017 we will have a Turnaround Event year. In preparation, we are already gearing ourselves to meet the scheduled milestones as we allocate resources to oversee the event. Such investments in our plant contribute towards our goal of safe reliable operation.

Contribution to the shareholders

We have a close working relationship with our shareholders

who have given their guidance and support on our continual improvement journey. At our last Board meeting in March the members went onto site to see our progress. Last year Guy Moeyens, BP Downstream Chief Operating Officer, also spent time on site talking to our staff on what they are doing to achieve our goals. The visitors left confident that our people are knowledgeable and committed to the continued success of our operation, and that SAPREF continues to add value to their downstream business in South Africa in keeping the country running.

Our shareholders have reaffirmed their continued support for our refinery and are satisfied that we have the people capable to successfully operate the refinery for another 50 years.

SAPREF is committed to skills development

Our multimillion rand investment in skills development is our way of securing our future. We need talented skilled people to run our refinery. This year 570 individuals joined the SAPREF training programmes in a number of educational areas. When speaking to some of the learners one quickly realises that this opportunity is not just about skills upliftment, it is also about economically uplifting families, communities and the country. We also recognise our role in partnering with government to turn our workplace into a learning space by providing workplace practical experience as part of the national skills development drive.

Another partnership with government is the NMPP

This is the National Multi Product Pipeline that will carry refined product from Durban inland to Johannesburg. SAPREF is playing a key role in this vital infrastructure to move product around the country. Our teams have been working to ensure safe tie-in into the pipeline, and have made great strides in this initiative.

Community development is close to my heart

We endeavour to spend our corporate social investment budget on registered community organisations that positively impact their communities. Last year some of our service providers and other SAPREF departments came on board to help us fund 20 organisations.

During the first quarter, I visited some of the organisations and was humbled by their passion and commitment despite difficult conditions. One of the visits I did was to the KZN Children's Hospital This project crystallised for me that when someone has a vision, they would create the space to achieve their goals, no matter what the obstacles are. We continue our engagement with members of our Community Liaison Forum. The support of the forum members gives us the assurance that we are doing something right.

“Our multimillion rand investment in skills development is our way of securing our future.”

Parting words

We know that we can never be complacent about running a manufacturing installation such as ours. We want everyone coming through our gates every day and interacting with SAPREF to be aware of their contribution to our goal of safe reliable operation - for without it we cannot achieve success.”



**Ton Wielers - SAPREF's
Managing Director**

Island View Has Good Reason To Be Proud

When Sergio Fonseca, the Joint Venture Manager for Shell Downstream South Africa, recently concluded a visit to Island View, he found a 'Think Tank' team proudly delivering on the refinery goal of safe reliable operation.

Sergio said, "This team is a shining example of a collaborative team finding innovative ways to make their work safer and more efficient. An example is the small plant modification for draining the gasoline line for line testing where the team was able to reduce the amount of liquid loss from 25000 litres down to a miniscule 50 litres. Through this initiative the possibilities of product spills were significantly reduced, thereby increasing safety to people and reducing potential damage to the environment."

"You have my complete support IV team as you continually improve and deliver safe reliable operation." adds Sergio.



Yogan Pillay, Suleman Asmal, Gonas Govender, Sergio Fonseca and Charity Mkhize are proud of the achievements at Island View.

Managing Waste Safely

SAPREF is well on track to reach the 2016 deadline set by the Department of Environmental Affairs for its waste classification and management regulations.

The legislative changes, instituted in 2013, required SAPREF to classify and assess all waste from its operations according to prescribed waste streams to be sent to landfills. An independent service provider has been compiling the classifications to ensure compliance to the codes.



Waste on site is separated according to appropriate classifications.

SAPREF's Environmental Field Compliance Officer Andile Mafika says: "The classification of our waste material is an ongoing process as we set up systems to classify waste routinely removed and waste removed during our shutdown periods. We strive to separate the waste at source, having separate containers for each waste stream. All waste is carefully handled and safely transported for safe disposal at authorised landfill sites." Planned external ISO 14001 and legal audits are held to monitor the waste management system amongst other environmental aspects. "We are proud to note that so far our systems have received the green light as we have put structures in place to continually improve our waste management structures." adds Andile.

Teaming Up To Deliver Successful NMPP Project

Team SAPREF members worked together to deliver the SAPREF phase 1 upgrade in order to enable tie-in to Transnet's newly built TM1 facility at Island View. The Transnet National Multi Product Pipeline (NMPP) transfers refined product from Island View up country. The upgraded line will facilitate higher volume transfers.

The project scope includes:

- The upgrade of two petrol pumps and two diesel pumps
- Installing hundreds of metres of big bore piping and modifications to manifolds
- Making jump overs to facilitate the pumping of diesel from the site through one of the petrol pumps, whilst the diesel pumps are being upgraded
- Upgrading the electrical switch gear as well as changing from 6.6kV to 11kV
- Installing six new expansion bellows for the suction lines from the storage tanks

Senior Project Engineer Franco Forno says; "To conduct these modifications two major AGO shutdowns were held, necessitating the shutdown of the whole Bayhead area. This needed up-front planning between Economics & Scheduling, shareholders, the Island View team and service providers, to ensure that the refinery was kept online whilst meeting the market demands for product. We were pleased with the collaboration of all parties who contributed to SAPREF reaching this milestone.

Partnership With NGOs

Four community organisations benefitted from a partnership between SAPREF and Motswako Office Solutions, a SAPREF service provider, through the donation of a multifunction printer.

Mark Swanepoel, Motswako Regional Manager, says, “This partnership allowed us to extend our empowerment ethos by giving back to the community. Providing the printers will help the organisations improve their services to the greater community.”

Umlazi’s Bashokuhle Senior Primary, Emthethweni Senior Primary and Maskey Health Services and the Wentworth Victim Friendly Centre, received the printers as part of this project.



Romanus Dindi, SAPREF’s ICT Manager, together with Mark Swanepoel, Motswako Regional Manager, hands over a printer to Jenny Gomes at the Wentworth Victim Friendly Centre.

Lights, Camera And Action At CLF Workshop

At the annual Community Liaison Forum (CLF) workshop attendees, grouped in their geographical communities, were asked to write a script telling their story about the community in which they lived and worked. These stories were recorded and shared with attendees for discussion.

Independent facilitator Rod Bulman explained, “The CLF provides a platform for constructive engagement between SAPREF and registered community organisations and for networking between the organisations. By coming together to share their stories members quickly realised that communities face the same challenges. High levels of unemployment and crime as well as few opportunities for skills development were common socio-economic challenges faced by all the communities. At the workshop members dialogued how they could address these issues in their communities.” The Durban South communities represented at the workshop were from Bluff, Isipingo, Lamontville, Merewent, Wentworth and Umlazi with 21 member organisations in total attending the workshop. In their presentations the groups also recognised the resources that existed within their communities and not just their needs.

Bluff based Isaiah 54 Director, Glynnis Dauth acknowledged the need to raise awareness of what various organisations are doing in communities. She said, “There are many community organisations working in isolation from each other. We will have a wider impact if we are able to share our experiences and resources and if we support each other’s initiatives. Through the CLF we get to network with each other and find out what we can do to help each other. For Isipingo, Lamontville and Umlazi, crime and unemployment were priorities and members felt that the CLF had a role to play in strengthening communities at grass root level. The Merewent and Wentworth group proposed that a database of skills was needed to address skills shortages. During 2016, the CLF collectively will work through some of the suggestions made.



Members of the SAPREF CLF attended the annual review workshop.

Being Of Service To Others Through Employee Community Projects

For the first quarter of this year, three SAPREF teams came together to raise funds for community projects and the amounts raised were matched by SAPREF, allowing the teams to double their outreach.

The Projects Were:

FOR THE LOVE OF MATHS

Kusa-Kusa Primary School in Umbogintwini, a rural community in the Durban South recently received a sponsorship of scientific calculators and maths instruments thanks to the fund raising efforts of the HR Team. This sponsorship will enable learners to solve complex Mathematical equations as they progress through their senior school years.

Mpume Mbambo, Head of Learning and Development Processes and Quality Assurance, co-ordinated this project. She says, "I was a Grade 2 student at the school and knew first hand that this school was under resourced. After discussions with the school principal and teachers on what the learners needed, I was delighted that the Human Resources team were able to raise R5000 towards much needed maths instruments.

During the handover the team also did a presentation on the importance of maths and science.



SAPREF HR Staff engage with learners at Kusa Kusa Primary.



Mechanical Engineer, Mfundo Sithole provides career guidance to learners in Ntuzuma.

DIVINE INTERVENTION AT NTUZUMA

What started out as a small church outreach programme on career guidance has mushroomed into a co-ordinated career guidance day initiative for over 200 learners. Lethu Magasela, Mechanical Engineering Lead, who belongs to a church in Ntuzuma A inspired his SAPREF colleagues to share the story of their careers with grade 10-12 learners. Lethu says, "My church had identified the need for career guidance and asked for help. Together we engaged with principals and teachers from three high schools in Ntuzama A/B/C and D and we were gratified to see many learners present at the career day. My SAPREF colleagues from various departments gave presentations on their careers. Listening to the questions raised assured us that there was a great need for such an initiative." The team also assisted grade 12 learners with completing application forms for tertiary education. The time spent by the SAPREF staff will be calculated and matched so that the team can hire equipment to print completed applications.

MATHS MADE EASY

There is no getting away from the fact that a strong foundation of mathematical concepts is essential if learners want to improve their mathematical abilities. To reinforce these concepts, Thulani Majola – RBI Engineer, Thoba Majola – Manager North Zone Process, and Nancy Xaba – Materials and Corrosion Engineer, started 'Maths Made Easy' lessons for Grade 10, 11 and 12 learners at Ogwini High School in Umlazi. The lessons are held on Saturday mornings.

Thoba says, "We started the lessons at the beginning of the second term after discussions with the school management and teachers. For the first lesson we had 150 learners in each grade and the principal and some teachers gave up their Saturday morning to support this project."

The learners, attending the sessions, all received stationery as part of the SAPREF SERVE donation.

“ There is no getting away from the fact that a strong foundation of mathematical concepts is essential if learners want to improve their mathematical abilities. ”

Developing A Skills Pipeline For The Future

When most students were focussing on the recent #feesmustfall campaign, this was the last thing on the minds of a group of learners who were being welcomed onto the various 2016 Skills Development Programmes.

At the event, students joining the various educational programmes sponsored by SAPREF were challenged to grab the opportunity given to them and to develop their skills as future leaders of their communities. One of the learners, Nomnotho Jiyane, completing her 12-month Analytical Chemistry in-service training at the SAPREF laboratory said, "Every day spent at SAPREF has been a day to learn something new. I have been challenged to solve problems and I take these learnings with me as I pursue further studies."

One of the Grade 10 learners joining the Talent Pipeline Programme for the first time, Misokuhle Mchunu from Velabahleke Secondary School in Umlazi was excited. She said: "I know that being part of the programme will make a huge difference to me. Receiving stationery and funding to pay for extra classes will help me improve my results. I am really happy to be part of this project."



SAPREF staff celebrate the launch of the 2016 Skills Development Programme.

Also speaking at the breakfast, David Mabusela, Chief Director: Skills Development – National Artisan Development, acknowledged the significant contribution that SAPREF makes in turning the workplace into a training space thereby positively contributing to reducing the critical skills shortage in the country.

SAPREF's Managing Director, Ton Wielers was proud to welcome every learner to the SAPREF family. Ton highlighted two new SAPREF skills development initiatives.

1. Emergency Response Learnership

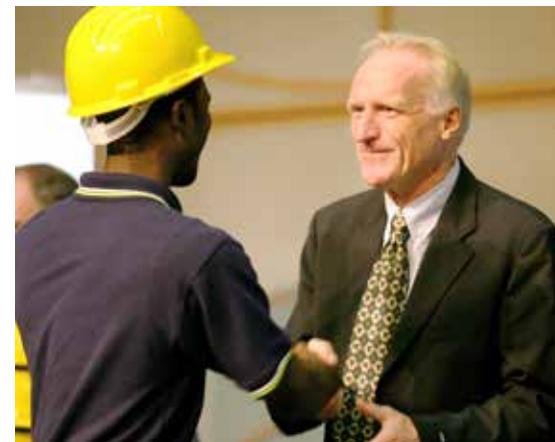
In January, nine learners from Durban South started this 12-month learnership.

2. In-Service Training

Learners now also have opportunity to gain work experience in the support service departments.

Ton challenged the learners to succeed and asked their parents to support and encourage them on this journey. He said: "At the end of every day ask yourself what you could have learnt. Don't waste this opportunity as you have the potential to provide the future leadership for SAPREF and for the country."

“ I know that being part of the programme will make a huge difference to me. Receiving stationery and funding to pay for extra classes will help me improve my results. I am really happy to be part of this project. ”



SAPREF MD, Ton Wielers welcomes a new learner to Team SAPREF



David Mabusela, Chief Director: Skills Development – National Artisan Development, receives a gift from Lindiwe Khuzwayo, SAPREF's HR Manager.

Growing Our Own

Christopher Perumal and Avash Kalicharan are examples of SAPREF's success in cultivating a pool of talented employees.

Both youngsters were part of SAPREF's talent pipeline programme before successfully attaining SAPREF bursaries and now in 2016 they have kick-started their careers as Engineers at SAPREF.

Said Avash, "It has been a great experience being part of the talent pipeline and bursary programme as it not only supported me in my studies but also allowed me the platform to obtain plant exposure during vacation work. Working for SAPREF is truly a privilege."

Christopher concurred, adding that being part of the Talent Pipeline Programme made studying less stressful as all he had to do was focus on his studies and not worry about financial burdens. Now that Christopher is employed he says, "It was not too big an adjustment as I knew everyone and knew how everything works. I am really grateful for this opportunity and am looking forward to a long career at SAPREF. I aim to continually learn and develop my skills as an engineer with my eye on one day being the managing director."



Avash Kalicharan and Christopher Perumal joined SAPREF after being part of the Talent Pipeline Programme.

Thumbs Up For Certified Trade Tested Artisans

At SAPREF, the skills development agenda is an integral part of the business. This is evidenced by the various skills development initiatives run by the refinery.

Says Buyi Sibiya, SAPREF's Learning and Development Manager "As a learning organization, we continually review our processes and initiatives and as such we now ensure that our artisans undergo a national trade test at the end of their apprenticeship. By doing this we ensure enhanced skills levels of artisans produced in our refinery college and increased chances of employability."

To date, all SAPREF's electrical artisans are qualified after passing the Department of Higher Education and Training trade test qualification.

In preparation for their trade test the artisans spent two weeks at the SAPREF Training Centre undergoing refresher theoretical and practical training.

In addition, three mechanical artisans who began their involvement with SAPREF through the learnership programme also passed their trade test and are now fully fledged employees looking forward to a long career at SAPREF.



The artisans are: Siva Pillay, Joel Nadar and Ryan Naicker pictured with Rajan Pather – Competency Development Specialist.

Connecting SAPREF Families To SAPREF

The family days held this year aimed at connecting SAPREF families to SAPREF and to each other. The day was filled with merriment, enjoyment and much laughter.



Ton Wielers, SAPREF's Managing Director was thrilled with the huge turnout saying, "The family days was an opportunity for extended family members to get a better understanding of what SAPREF does and how their family members contribute to SAPREF's success. It was good to meet extended family members to show my appreciation of their support towards SAPREF people."

There was something for everyone to enjoy with an extensive range of activities on offer. Scoring as a firm favourite was the fire fighting display where families got to see the display and to try their hand at fighting fires.



Other activities included a 'man cave', a pamper station, a clinic station for health assessments and healthy cooking tips and a 'SAPREF's got talent' competition.

Sugaz Magubane, an artisan had to drag his family away at the end of the day. He said, "I attended with four children aged between 3 and 11. They loved the jumping castle and the Zorb balls and were very disappointed when the day ended and we had to leave. They can't wait for the next family day."



Berth Operations Supervisor, Thobeka Masondo found that the family day piqued the interest of her three children who had lots of questions about what they needed to study so that one day they could work at SAPREF. She said, "The children, aged between 7 and 16 were captivated by the tanks, columns and piping around the refinery. The fire fighting display stimulated queries from all the children and I won't be too surprised if they pursue careers so that they can work at SAPREF."

For Denise Thomas-Chetty, Ensuring Safe Production Administrator, the family days came at an opportune time as she had family visiting from Johannesburg and London. She said, "Our family left the family day with a good sense of the work culture at SAPREF and a better understanding of what SAPREF does. We also enjoyed meeting other SAPREF families and found that having a huge lounging area allowed for easy interaction between everyone. I was delighted to see just how much the children, aged between 2 and 6 enjoyed themselves."



John Thomson Hangs Up His Cap

With his straight talking, quick fire responses and towering at 6.2 feet, it is not too hard to envisage John Thomson, Pipeline Supervisor, starring in a leading role in a good old Western movie.

The difficulty would be deciding on what role would best suit him:

- *The sheriff who comes in to lay down the law and sort out issues*
- *The misunderstood outlaw who questions everything and divides popular opinion about his role*
- *The movie director who is very clear about what needs to be done and is not afraid to call people to account*

This year, John hung up his trademark long sleeved SAPREF logoed shirt for the last time saying “goodbye to tension, hello to pension.”

He shares with Columns readers his long event-filled tenure at SAPREF, both at work and away from work.

You have worked on every unit at SAPREF and Island View...

SAPREF was just 11 years old when I started working on 14 January 1974 and I turned 18 during my first month of work. At the ‘old iron maiden’ as the refinery was affectionately known, I received many knocks and bumps as I made my way from apprentice fitter and turner into the construction field in 1982.

John Thomson heads into retirement ending a long career at SAPREF.

As SAPREF expanded its operations by building new units and systems, I was afforded the opportunity to enter on the ground level to gain experience in the configuration of the refinery’s operations. I worked for a few years as the Catcracker unit foreman and then joined the Projects team.

Some of the big investment projects that I oversaw included the initial installation of the underwater piping of the Single Buoy Mooring (SBM), two transfer pipeline projects on pipelines going from the refinery through communities and ending at Island View and last year I managed the refurbishment of the SBM.

You are a self-taught computer user...

When I started working at SAPREF there was a typing pool and we used to have great fun putting in wrong words to check that the typists were actually reading what they were typing. When we first got computers, five of us attended a course. The class had 30 ladies and 5 men. After a confusing morning where we did not understand anything, we spoke to the trainer who told us that we were actually in the advanced class.

You are known as an active member of the Emergency Response team...

In 1983, I qualified as a paramedic and through the years have attended to many people, both at work and out of work. During weekends I used to do voluntary work with an Emergency and Trauma unit. This experience taught me to keep a cool head during times of crisis.

You were also an active boxer and stock car driver...

I was actually a professional sparring partner so I got paid to get beaten and to beat up people. During lunch times at work you would find me teaching colleagues to box.

I got permission to build my first stock car at work. I lived in a flat at that time and had no space to build my car. So after work I would spend many hours welding the car which took me three months to build.

You wrote a 238 page book...

In 2012 I was laid up for two months from work after a back operation. I decided to use this time to write about the history of SAPREF, and really enjoyed going down memory lane. The book has lots of pictures showing the growth and development of SAPREF over the years.

Your family is looking forward to your retirement...

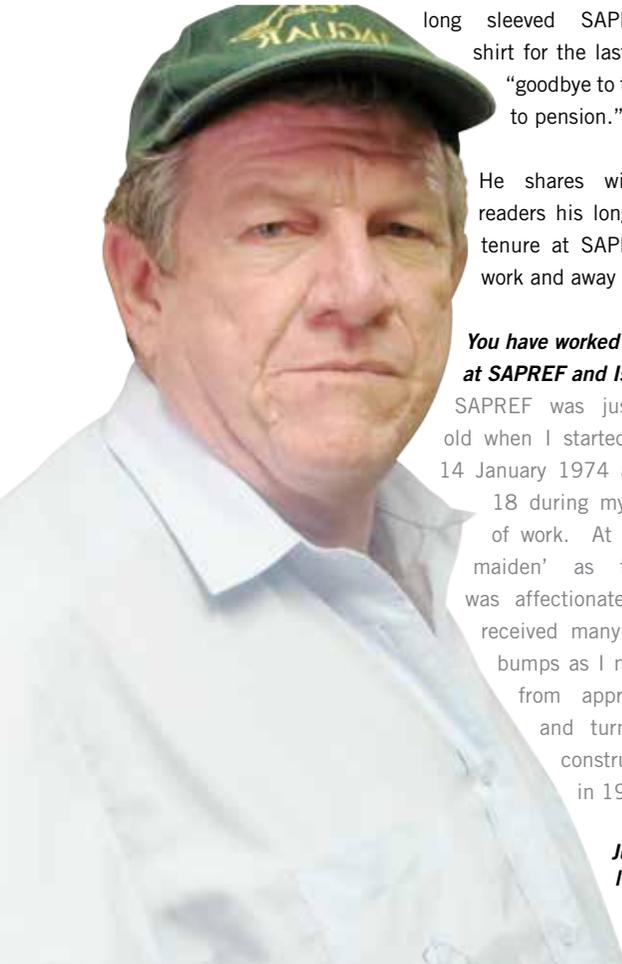
This year was significant for my family. I turned 60 and retired and my wife and I celebrated our 33 years wedding anniversary. My wife, two daughters, son and three grandchildren are looking forward to the beginning of this new chapter in our lives. My wife and I are finalising our plans to move to Port Edward.

Advice for young people...

It does not matter what your job entails. What is important is what you do to develop yourself, both in and out of work and have fun whilst doing so.

Parting words....

I have never been bored through the many years that I spent at SAPREF. I leave knowing that I have always done my best to achieve the best results for the company.



O Toppie Goes Down Memory Lane

If a South African travelling abroad sees a personalised number plate reading 'O Toppie' (slang for old man), you will know it is a fellow South African, and you are likely to say Howzit. Whilst living in the United States many people pulled up at traffic lights to say hello to the driver of this vehicle, SAPREF Retiree, John Searle.

John, who retired from SAPREF in 1989 tells readers what he has been doing since he retired.

When did you work at SAPREF and in what positions?

I started in 1968 as a Trainee Operator (Process Technician) and worked my way through the ranks to shift foreman on the CD2 start up. After a spell as off-site foreman, I moved into Technology as a Technical Auditor. I spent considerable time working at the Island View bottling plant where I commissioned and debugged the Warehouse and Conveyor System.

I returned to the refinery to take over from Krish Mackerduhj as the Oil Movements Technologist, the position I held when I retired.

What are some of your fond memories from this time?

I had the opportunity of monitoring a crude oil discharge from a Very Large Crude Carrier (VLCC) on the SBM. The ship was so large that one circuit around the deck was about a kilometre which was my daily exercise while on board.

What are some of the skills you learnt at SAPREF that held you in good stead for retirement?

I became very competent in computer skills and learnt patience dealing with folks not familiar with computers.

What have you been doing since retiring from SAPREF?

In 1990 I came out of retirement and took up a position at Mossgas, now Petrogas. Here I acquired my SAP skills and



John and Fay Searle received numerous greetings from fellow South Africans with their personalised number plate

was recruited as a consultant in the United States. I got to travel far and wide, visiting most states in the US as well as Canada, Japan, India and England. I returned to South Africa in September 2014 and am now back in Umkomaas. Most of my time is taken up between providing care for my wife Fay who is now in a wheelchair and training my young Labrador puppy Rex. I am trying to get back to bowls and hope to join the Scottburgh Bowling Club in due course.

Did you get any reactions from your O Toppie number plate whilst in the States?

Oh yes. Several times when stopped at a traffic light (in the USA if you refer to a robot they think you mean something from Star Wars), I had motorists stop and comment that I was obviously from South Africa due to my registration. There are many South Africans living abroad and I must admit to speaking more Afrikaans there than I am used to here in KwaZulu Natal.

Any last thoughts to share?

Depending on one's culture I would firmly recommend Holy Writings. As a practicing Christian (late in life), I have found much guidance for life's ups and downs contained in these writings. I am not sure how I ever got by without them.

Long Service

Congratulations to the following colleagues, who celebrate long service at SAPREF.

Honouring Dedication

40 YEARS

Angus Naidoo | Process Technician

35 YEARS

Mike Baijnath | Maintenance Services Focal Point

30 YEARS

Andrew McKay | HR Operations Manager
Dominic Hlophe | Quality Management Representative
Wordsworth Khumalo | Rotating Equipment Fitter

25 YEARS

Franco Forno | Senior Project Engineer
Ebrahim Vawda | Special Projects Manager
Nathan Govender | ICT Systems Administrator
Denny Lazarus | Mechanical Maintenance Supervisor
Selva Govender | Electrical Engineer

20 YEARS

Sagren Moodley | XP Team Leader
John van Belkum | Production Manager
Bradley Richards | Rotating Equipment Quality Controller

15 YEARS

Lynelle Pennington | Process Technician
Craig Lowe | Process Technician
Prega Nadasen | Process Technician
Musa Dlamini | Master Planning Co-ordinator

10 YEARS

Msizi Msomi | Mechanical Maintenance Supervisor
Karunya Nair | Process Safety Engineer
Lloyd Gonde | Behavioral Based Safety Coach
Sinethemba Buthelezi | Occupational Hygiene Technologist
Roshnee Sewraj | Chief Internal Auditor
Luyolo Nyoka | Instrument Maintenance Supervisor



Andrew McKay's (centre) 30 years long service is celebrated by Ton Wielers and Lindiwe Khuzwayo.

Congratulations To All SAPREF Comrades Participants

Well done on tackling and finishing the Ultimate Human Race.



Pat Makhaya (top), Lloyd Gonde (middle), Mbulelo Yokwe (bottom) and Bongani Mvelase participated in the gruelling event.

Rands And Sense

If you go grocery shopping you will quickly feel the effects of the ongoing drought on the cost of food.

Here are some tips to help you cut grocery costs:

- Before you go shopping check what is in your fridge, freezer and cupboard so that you don't double up on what you already have.
- Decide on your grocery budget, create a shopping list and go shopping without your children if possible. Sticking to your budget and list will make it easier to avoid temptations of spur of the moment spending.
- If you have to shop with your children invite them to bring their own money, and allow them to pick up things that they can afford. This is good practice for grown-up budgeting.
- Draw up a weekly meal plan which includes snacks and packed lunch food and stick to the plan when shopping.
- Avoid food waste. Freeze bread and defrost as needed. Bulk cook rice and pasta, separate and freeze into portion sizes suitable for your family. Date the packets so that you can quickly establish how long the food has been in the freezer.
- Use dinner leftovers for lunchtime feasts and ditch those expensive takeaways.
- Many supermarkets have loyalty programmes. Sign up for these and save money as you spend.



Too Fit To Quit

SAPREF people have been dancing their way to a healthy heart. They have been moving and grooving to aerobics step classes taking place at the SAPREF Social Club.

The classes, held three times a week, is led by a qualified Virgin Active instructor who gets participants grooving to the upbeat sounds of South African house music.

One of the participants Leonard Mbokazi says: "You don't have to be a great dancer to join the step class. It is a high-energy upbeat routine structured in 60 minute sessions. It is a great cardio workout. Everyone in the class is focused on following the instructor and you will find people singing along to songs that they know."

These convenient step aerobics classes are one of the ways of encouraging employees to get active.



The SAPREF aerobics team enjoy their sessions at the SAPREF Clubhouse.

Changed your address?

Pensioners, has your address changed?

Email us at public@sapref.com so that we can amend our mailing list.

SAPREF Toll-free number: 0800 3300 90

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