We have done it again!

Continuing our commitment to transformation, Power Construction has once again achieved B-BBEE Level 1 certification – with a 2% improvement over the previous score.

Our Procurement Recognition Level of 135% means that Power Construction’s customers are entitled to claim R1,35 against their own Preferential score for every R1,00 they spend with us. More than that, our Level 1 status is tangible proof of our company’s pledge to empower and uplift our staff and, as a result, to make a far-reaching difference to their families and their communities.

A large portion of our work is currently in the area of renewable energy and many of our teams are engaged on windfarm projects, across South Africa.

We have recently entered into the mining sector. Here we are directly involved in earthmoving, and I firmly believe that this exciting new line of business will contribute to us increasing our capacity and turnover in the future.

Statistics tell us that about 50% of the construction companies on the JSE are either in business rescue or have been forced to close their doors or halve their sizes. Construction employment figures have been reduced by 45% over the past 4 years. South Africa’s construction industry remains under a great deal of pressure and while it is accepted that COVID-19 will have devastating, immediate effects on the economy, I believe there is still hope. Together, we have built our brand on trust; we created our culture on empowerment and integrity.

A large portion of our work is currently in the area of renewable energy and many of our teams are engaged on windfarm projects, across South Africa.

We have recently entered into the mining sector. Here we are directly involved in earthmoving, and I firmly believe that this exciting new line of business will contribute to us increasing our capacity and turnover in the future.

While listening to our President Cyril Ramaphosa present the 2020 State of the National Address (SoNA), and Tito Mboweni the Budget Speech, I was impressed with their determination to address the challenges the country faces. If we are going to leave our grandchildren with the legacy of a great nation, then our government and both the private and public sectors all need to stand up, work together, address issues of corruption and positively contribute to changing the perception and credibility of our nation.

Here at The Power Group of Companies we remain resolute and determined to continue growing a business that will ultimately fulfil our 100-year dream.

To each one of you who have journeyed with us for part of our 37 years – as a client, consultant, manager, staff member, relative or friend: thank you. Your contribution has in some way fuelled us along this remarkable journey.
Cape Town’s first block of “luxury” micro apartments is taking shape, and many prospective owners have signed up to acquire a chic inner-city pad for around R1 million in 1 on Albert, just 3 km from the CBD. The market’s enthusiastic interest in this development is proof of the success of this ground-breaking concept.

Power Developments has partnered with other shareholders and is driving the project with the professional team. Power Developments’ Senior Development Manager, Steven Levey, has an update:

“We’re currently at foundation stage and progressing well, with completion expected early next year. The lift base has been cast and 106 piles have been installed for the eight-storey, 163-unit building. A swimming pool and entertainment area on the second floor will add to the easy-going lifestyle. The retail component on the ground level will add convenience for occupants and office workers in the surrounding area, which has seen an upsurge in popularity as a live-work-play destination.”

“Excellent investment returns are expected for both purchasers and shareholders in the development, both because of its affordability and unique concept so close to the city centre.”

Steven Levey

For more photos, prices and floorplans, visit http://1onalbert.co.za

NEW ETHICS HOTLINE SERVICE

If someone is doing something at work that makes you feel uneasy, don’t turn a blind eye: do something about it.

In an effort to create more awareness of our ethics policy and to strengthen the perceived independence of our ethics hotline, Deloitte was appointed as an independent service provider to administer our fraud and ethics hotline. The process of reporting matters can be summarised as follows:

Let your voice be heard.
24 hours a day, 7 days a week, 365 days a year.

CORRUPTION | HARRASSMENT | INTIMIDATION | BLACKMAIL

IF YOU SEE SOMETHING, SAY SOMETHING.
TOLL FREE NUMBER: SOUTH AFRICA: 088 000 532
NAMIBIA TELECOMS: 0800 003 313 (081 91 846 FROM MTC)
EMAIL: powerconstruction@tip-offs.com
Website: tip-offs.com
SMS text “please call me” to 32840 (SMS rates apply)

UNIQUE HOUSING CONCEPT
RISING IN CAPE TOWN

Cape Town’s first block of “luxury” micro apartments is taking shape, and many prospective owners have signed up to acquire a chic inner-city pad for around R1 million in 1 on Albert, just 3 km from the CBD. The market’s enthusiastic interest in this development is proof of the success of this ground-breaking concept.

Power Developments has partnered with other shareholders and is driving the project with the professional team. Power Developments’ Senior Development Manager, Steven Levey, has an update:

“We’re currently at foundation stage and progressing well, with completion expected early next year. The lift base has been cast and 106 piles have been installed for the eight-storey, 163-unit building. A swimming pool and entertainment area on the second floor will add to the easy-going lifestyle. The retail component on the ground level will add convenience for occupants and office workers in the surrounding area, which has seen an upsurge in popularity as a live-work-play destination.”

“Excellent investment returns are expected for both purchasers and shareholders in the development, both because of its affordability and unique concept so close to the city centre.”

Steven Levey

For more photos, prices and floorplans, visit http://1onalbert.co.za
POWER PUTS ENERGY INTO WIND FARMS

Power Construction has been appointed in each of the four bid windows under the Renewable Energy Independent Power Producers Programme (REIPPPP) since 2012. We have completed seven wind farms in Bid Windows 1 to 3, and have five wind farms under construction as part of Bid Window 4. The scope of our work includes (amongst other aspects) the following, on an Engineering, Procurement and Construction (EPC) basis:

- Topographical survey and Geotechnical Investigations
- Design of the on-site roads to cater for heavy and large components
- Design of the foundations to mount the large Wind Turbine Generators (WTG)
- Design of the Crane platforms (+- 2 000 m²) for each WTG.

All designs are validated by the client before the construction commences. On a typical wind farm we will construct 40 foundations (each foundation will have 45 tons of steel and roughly 450 m³ of concrete). The roads can be up to 40 km long and can carry loads of up to 100 tons. We are also responsible for establishing and maintaining the construction camp, and for managing security, access control and medical infrastructure and support. On most of the windfarms, we are also contracted to construct the electrical substation platforms.

Our current wind farm projects:
- Garob near Prieska, Northern Cape
- Karusa near Sutherland, Northern Cape
- Soetwater near Sutherland, Northern Cape
- Nxuba near Cookhouse, Eastern Cape
- Oyster Bay near Humansdorp, Eastern Cape

Thank you to our design team and suppliers for contributing to our success.

The combined capacity of the twelve windfarms is 1334 MW enough to power 500 000 households.

The name “Farm 694” may not mean much to many people, but to 432 families currently living in informal shelters between Phillipi and Mitchell’s Plain, it means an opportunity to lead a life of new-found comfort, safety and dignity.

Farm 694 is where Power Construction is building 404 double-storey and 28 single-storey homes as part of Phase 1 of the Southern Corridor Integrated Human Settlements programme.

Power is also constructing civil and electrical internal services and enabling bulk civil and electrical works. Total value of the tender is close to R300 million.

Johan van Zyl, construction manager of the project for the civil works, explained that half of the beneficiaries will be from Kosovo informal settlement Subcouncil 13, and the other half will be backyard dwellers moving from Subcouncil 23, which includes Colorado Park, Lentegeur, Woodlands, Westgate, Ikeze Park and Philippi Park.

“We’ve created job opportunities for 69 local contract workers and 20 monthly staff. A further 68 labourers are employed by sub-contractors. More jobs will be created when our building teams move onto the site and when our sub-contractor starts working on the bulk sewer part.”

Johan said work started in September last year, and by end of March 2020, 300 plots had been serviced. Some of the sidewalks can only be completed once the electrical cables have been installed. This can only follow once the roadworks have been done.

He added that “the beneficiaries of this project will enjoy their long-awaited homes and are excited to move into a new development with a new lease on life. The development will also upgrade a previously open field in the New Woodlands residential area which had become an illegal dumping site.”

Altogether a win-win situation, and another example of the Power Group’s purpose in action: “To improve the quality of life in Africa through infrastructure development”.

CONSTRUCTING NEW QUALITY OF LIFE
Transform your Work Life

by Dr Graham Power and Prof Dion Forster

God wants to use you – in the marketplace!

Unashamedly Ethical is pleased to announce the release of the revised and updated edition of Transform your Work Life – Turn your Everyday Life into an Extraordinary Calling. Most people will spend between sixty and seventy percent of their lives at work. This is an incredible investment of time, energy and creativity and God has a very particular desire for that huge portion of your life. God cares about every part of your life, not just the parts that are spent in church and on church related activities.

In Transform your Work Life Graham Power and Dion Forster share some testimony and teaching on what God has done with them, and what God wants to do with and through Christians in the marketplace.

Your work life is one of the most accessible and significant mission fields in the world. Graham and Dion offer some truly practical, sometimes challenging, hopefully inspiring insights into the tools and processes that you can use to transform your ordinary day into an extraordinary calling, and by doing so transform your work life.

To order a copy, contact Unashamedly Ethical
info@unashamedlyethical.com • Tel: +27 (0)21 907 1522
Empowering our people has always been a priority at the Power Group. We've been upskilling our staff in many ways – from formal training courses and learnership programmes to experiential training and workshops. Knowledge sharing through skills transfer is a vital way of achieving and maintaining Power's culture of ongoing improvement.

In fact, our in-house programmes, which were specifically designed for classroom learning and for training employees on site, have achieved great success for those working close to our Blackheath head office.

Challenge: training more talent, more skills

But because of the vast distances of many staff members working away from Cape Town, it is often difficult to fill our classrooms or to take the learning to the sites. Also, those technical programmes did not address the need for the softer skills across the entire workforce, such as Communication, Personal Skills and Computer Basics, to name a few. Such skills are critical building block components of a well-rounded employee, but they were being overshadowed by the more construction-oriented training.

Solution: go online:

Because online learning is becoming more popular and also easier to implement in the workplace, we started researching the various online training providers available to us. Online Academy is one provider which we felt would suit our purposes; they're able to offer a variety of training courses cost effectively. These courses cover a host of topics, accommodating different levels of learning and experience.

Power at the forefront:

Despite its increasing accessibility, online learning is still in its infancy in South Africa. Only a few companies offer it to their employees. The management of Power Group, on the other hand, is committed to maximising our people's potential through ongoing development and coaching. Progressing to online learning was therefore a logical (and major) step towards making learning easily accessible, quick and relevant.

Register and get ahead:

We upgraded one of our larger offices, gave it a fresh coat of paint, adapted the desks to workstations with 10 laptops – and our new eLearning facility was born. We went live on 20 January this year, and so far 40% of the staff members have registered and logged on to Online Academy.

Gone are the days where training was out of reach for many of us. Power Employees now have learning at their fingertips. The best part is that the eLearning is relevant to each person's specific learning requirements at any stage of their career.

Learning is part of the Power way: The Power Group has a culture of empowerment, integrity and accountability - all guided by our Values of Caring, Professionalism, Reliability, Quality and Ethics. Power's management believes in developing and empowering talent by sponsoring students at university, employing unemployed matriculants onto our learnership programmes, and offering candidacy for professional registration for various graduate qualifications. In addition to all these initiatives, Power Construction runs in-house training programmes to upskill its permanent employees.

Power's eLearning initiative is the latest and most exciting demonstration yet of management's ongoing commitment to empowering our people.
Sustainability reaches further than just the physical; it also has to do with, for example, how you deal with clients. Sustainability also looks at “keeping with the times”, such as keeping up with changes in the business environment.

Examples of how Power can operate more Sustainably:

- Good planning:
  - Avoid rework which results in unnecessary waste of materials, time, diesel etc.
  - Buying only what is needed to avoid wastage of material.
  - Effective use of plant and machinery to avoid wastage of diesel.
  - Recycling and reuse of “waste” materials, for example crushing of excess concrete and reusing it in basecourse.
  - Deliver quality projects on time to ensure customer satisfaction and sustainable work.
  - Collecting and using rainwater, for instance using rainwater for cleaning offices and flushing toilets.
  - Making use of new available technologies, for example drone surveys, to be more efficient and effective.
  - Reducing water, electricity and paper use.

The SHEQ department will certainly be looking at ways of being more Sustainable and operating more Sustainably in years to come in the areas of Safety, Health, Environmental and Quality.

---

**COVID-19**

Help prevent the spread of respiratory diseases like COVID-19

- Wash your hands often with soap and water for at least 20 seconds.
- Avoid touching your eyes, nose and mouth.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Stay home when you are sick, except to get medical care.
- Avoid close contact with people who are sick.
- Clean and disinfect frequently touched objects and surfaces.

---

**Spekboom Challenge**

Spekboom, also known as elephant’s food or porkbush, is said to be South Africa’s “wonder plant”. It can devour between four and ten tons of carbon, per hectare, per year, which is more than the Amazon rainforest in comparison!

This super-plant is great at adapting to its surroundings and can be planted in pots indoors or outdoors, used as hedges, or simply planted in your garden. Given the space, they can grow as tall as 5 metres and live up to 200 years. They are drought resistant, so only require watering once every two weeks. The leaves of a Spekboom are juicy, with a lemony taste, so you can use them in salads or as a source of moisture when hiking. Their striking red stems and lovely emerald-green leaves make them a very attractive plant and also the perfect gift.

South Africans have been challenged to plant 10 Spekboom plants each during 2020! Share yours on social media with #spekboomchallenge to motivate others to do the same. The Power Group has!

Michelle Rossouw

---

**TAKÉ ACTION NOW TO BENEFIT THE FUTURE**

Nelis Bezuidenhout

One only needs to look at how climate change and pollution are impacting the world around us to realise that changes are urgently needed and that focus must change to “Sustainability / Volhoubaarheid / Ugcino”.

What does this mean?
Meeting the needs of current generations, without compromising the ability of future generations to meet their needs.

At the end of 2019 Power revised the Environmental Policy, committing the business to the principles of Sustainability / Volhoubaarheid / Ugcino.

Why Sustainability / Volhoubaarheid / Ugcino?
Sustainability does not want to deprive our generation of what we want and need, but rather looks at ways of meeting our needs. At the same time, it also looks at ways of reducing the impact on the environment to preserve it for the next generation to use and enjoy. Sustainability is the ability to exist constantly. The term generally refers to the capacity for future generations to meet their needs.

Sustainability reaches further than just the physical; it also has to do with, for example, how you deal with clients. Sustainability also looks at “keeping with the times”, such as keeping up with changes in the business environment.

Examples of how Power can operate more Sustainably:

- Good planning:
  - Avoid rework which results in unnecessary waste of materials, time, diesel etc.
  - Buying only what is needed to avoid wastage of material.
  - Effective use of plant and machinery to avoid wastage of diesel.
  - Recycling and reuse of “waste” materials, for example crushing of excess concrete and reusing it in basecourse.
  - Deliver quality projects on time to ensure customer satisfaction and sustainable work.
  - Collecting and using rainwater, for instance using rainwater for cleaning offices and flushing toilets.
  - Making use of new available technologies, for example drone surveys, to be more efficient and effective.
  - Reducing water, electricity and paper use.

The SHEQ department will certainly be looking at ways of being more Sustainable and operating more Sustainably in years to come in the areas of Safety, Health, Environmental and Quality.

---

**2019 LONG SERVICE AWARDS**

At Power, we realize that our employees are our greatest asset, and we are delighted to honour dedicated service and commitment to this organization. Congratulations to the following persons who celebrated their service anniversary milestones during 2019:


- **15 Years:** Phibo Ngobeni, Michael Martins, Kimirsch France, Anastachia Pietersen, Zolile Mtsini, Werner Hugo, Yaseen Fortune, Delicia Tait, Mthandazo Balingile, Earl Cullum, Mark Klassen, Geluk Qayi

- **20 Years:** John Tshalisi, Alicja Abrahams, Theunis Coetzee, Padraig O Connor, Andile Majovu, Johan Bosman, Hugo Pretorius

- **25 Years:** Morkel Stofberg, Niel Burger, Pakiso Lekhula

- **30 Years:** Mlondolozi Bayi, Thembislile Dyanzi, Brenda Maritz, Gary Hirst

- **35 Years:** Jacques Du Preez

---

Michelle Rossouw
I started working as a Civil trainee (Grade 5) in January 2002 at the age of 17 years. I was on a one-year probation for one year, with Francois Voigt as my Site Agent at Pearl Valley Estate. Just before the end of that year, I was made permanent.

From this point, I started working my way up through the ranks. I went on to surveying in my second year. Then I was promoted to Supervisor, Foreman, General Foreman... and today I am a Construction Manager at Power Construction.

On 4 December 2009, I received my NQF 4 Certificate. Exactly 10 years later, on 4 December 2019, I was awarded my NQF Level 5 National Diploma.

I have worked on several large contracts over the past 17 years and 11 months.

A big achievement in my life was receiving the Forrester-Jones Merit Award in 2018. And last year, thanks to the support of Power, I completed my NQF Level 5.

My thanks go to the HR department and the ACS team for helping me achieve this qualification. Without Power I would never have had the opportunity to do so. Today, 19 years after my matriculation, I have a National Diploma in Construction Management.

)————–

“Siseko Sidloyi achieved overall distinction in his Matric at Harry Gwala High School in Khayelitsha in 2007, his accomplishment launched a post-school ascent that has seen him earning a B.Com degree, a Chartered Accountant (SA) qualification and a position as financial accountant at Power Construction.

Not only that, his rising through the ranks and across hurdles has also earned him respect, admiration and fondness from colleagues and peers.

Siseko’s relationship with Power began in 2002 when he was still a matriculant enrolled at Eagles Rising Leadership Academy, the organisation founded on Elandskloof Farm, where the Power Group had its beginnings. (The Group is a founding partner and proud supporter of the academy).

After his one-year programme, he enrolled for a B.Com at UCT, from where he graduated with Honours. He went on to do his articles at Mazars, a “top-six” audit, tax and advisory firm. He completed his articles in three years.

Today he is a CA(SA) and accountant at Power. And coming full circle, Siseko serves on the board of Eagles Rising, his alma mater.

Siseko seems to leave favourable impressions with every interaction. To quote a former colleague, Jean van Tubergh: “It’s always a pleasure to work with Siseko. He is friendly and operates with a high level of integrity at all times. He has always dealt with my staff and me with the utmost respect. Knowing that he is an ex-Mazarian is a source of great pride for us.”

Closer to home, Ernst van Vondel, Head of Power’s Finance Department, commented on Siseko’s ability to adapt and adjust to departmental changes, even while taking on more and more responsibility: “Siseko has exceeded the expectations of his managers and peers alike. He takes pride in his work. You can often see him going the extra mile to ensure that tasks are completed timeously and professionally. His relationship with external stakeholders is exemplary. People work with him often compliment him for his work ethic and commitment.”

If Siseko’s Twitter status line is anything to go by, there is a lot of achievement yet to be seen in this driven individual. It reads: “Strive for progress, not perfection.”

In 2019, Siseko was awarded the Leon Meyer Merit Award for outstanding services rendered to our clients, suppliers, stakeholders and staff members. It would seem that when striving for progress is based on a solid foundation, it can almost certainly give rise to perfection.
We’re a fun bunch of people at Power, as these glimpses into a few of our activities and achievements testify. Thanks to our unique camaraderie and our one-big-family “gees”, some of us actually look forward to coming to work too!