

The latest news, views, and announcements

INSIDE

Editorial

Success

Heritage

Our Country

Housekeeping

Safety

Employee relations

ERP

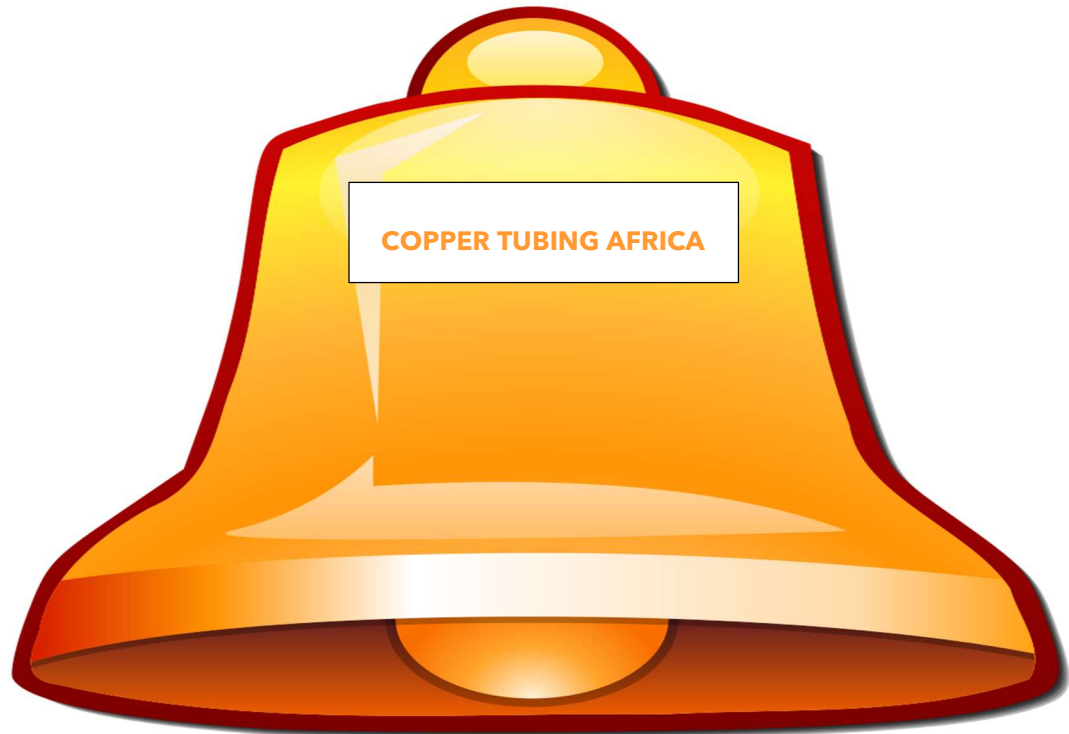
Innovations

Health & Wellness

Chairman's word

Birthdays

That's life



NOTE FROM THE EDITOR – Joseph Pretorius

Welcome to our third and final edition of 2021. We hope that you find it useful, entertaining, fun and informative. Improvement suggestions are invited and can be sent to joep@cta.co.za

The Executive team would like to wish all company employees a safe relaxing and enjoyable festive season break wherever you may find yourselves. We look forward to keeping up the momentum developed over the past year and a bit - continuously improving in all we do so that future generations can enjoy the rewards of a sustainable business.

The management team wishes to echo the sentiment above and wish all their employees a safe and enjoyable break during the festive season.

The company wish friends and families of employees all the best and thank them for their support of their spouse / partner at CTA.

We also wish our customers and suppliers, and their families, a safe and enjoyable break over the festive season. Thank you for your support in 2021 and we look forward to stronger ties in 2022.

MERRY CHRISTMAS AND HAPPY NEW YEAR EVERYONE

SUCCESS IN THE FACE OF ADVERSITY

“We have a strategic plan. It’s called doing things.”

Herb Kelleher,
American
billionaire
airline
executive and
lawyer

“Action is the foundational key to all success.”

Picasso,
Spanish painter

“Efficiency is doing things right. Effectiveness is doing the right things.”

Peter Drucker,
Management consultant

“Ordinary people think merely of spending time, great people think of using it.”

Arthur Schopenhauer,
German philosopher



The past few months has been difficult for most businesses and individuals. We were confronted with more challenges than usual. On top of loadshedding and ongoing Covid19, we were also faced with the looting and destruction of infrastructure in July, increasing levels of crime and most recently the violent strike action in our industry. All of these issues add cost to our business and impact negatively on our market and sales volumes.

Even though CTA were not directly impacted by the looting, many of our customers had their stores damaged or burnt down, now we cannot sell to them. We also had to increase our security measures, obviously resulting in additional costs for the business.

Also, during the recent strike many of our customers were shut down and could not receive stock, once again resulting in lost sales opportunities.

As a country we need to understand that these destructive behaviours do not have any positive outcomes, but rather destroy businesses, jobs and growth. Only through building and working in a safe and secure environment can we create wealth and prosperity for all.

As a company we were not spared the negative impacts of our macro-economic environment, but through the mitigating plans of the management team, and collective effort of the workforce we survived and achieved some success, despite all the adversity. The key lesson is that we need to work together to achieve a common goal and be resilient when life gets tough. Our ability to quickly recover from setbacks, will set us apart from those that are less flexible and adaptable.

On behalf of the Executive and management teams, thank you to every employee of CTA for your contribution the past year. As a team we acted with resilience to overcome many challenges to not only survive, but to thrive.

As we enter the festive season it is time to also focus on our families and lives outside of work. I wish all of you a peaceful and joyous holiday season.

Travel safely and return refreshed in 2022 to face the challenges of a brand-new year.

Reitz Van Zyl – CFO



Heritage

By definition heritage is something passed down from a preceding generation.

Heritage can be a tradition

Heritage is something that comes or belongs to one by reason of birth (inheritance)

Heritage includes all the customs, beliefs and values that have been passed onto us by our ancestors

Heritage is our legacy from the past, what we live today, and what we pass onto future generations

"We can change the world and make it a better place. It is in your hands to make a difference"

Nelson Mandela

HERITAGE DAY CELEBRATIONS AT CTA

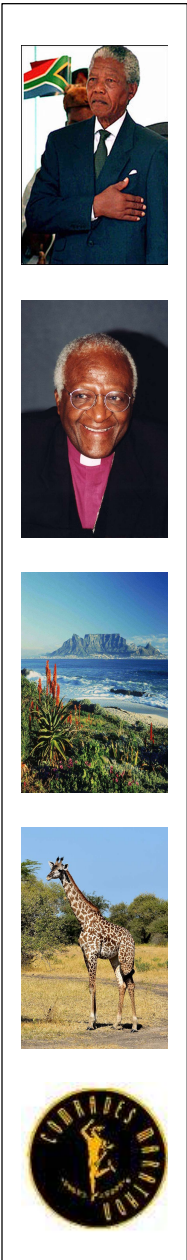


SOUTH AFRICA

The Republic of South Africa (RSA) is the southernmost country in Africa. It has an area of 1,219,090 square km. Afrikaans, English, Northern Sotho, Sotho, Swazi, Tswana, Venda, Xhosa, Zulu and sign language are its official languages. Its official currency is South African rand (ZAR). Six countries that share land borders with South Africa are Botswana, Mozambique, Namibia, Swaziland, Lesotho and Zimbabwe. South Africa is a multiethnic society encompassing a wide variety of cultures, languages, and religions.

Some interesting facts about our country:

- Two Nobel prize winners, namely Nelson Mandela and Archbishop Desmond Tutu, both lived on Vilakazi Street in Soweto
- The longest continuous wine route on earth is found in South Africa.
- Several important science and technology achievements were born in South Africa, including the Yellow Fever vaccine, molecular biology, and the biggest optical telescope in the southern hemisphere.
- Table Mountain is one of the oldest mountains on the planet.
- South Africa's lion, wildebeest, cheetah and springbok, are four of the seven fastest mammals on earth.
- With more than 6 million trees in Johannesburg, it is believed to be the site of the largest man-made forest on earth.
- The biggest and oldest one-day marathon in the world, the Comrades Marathon, is run between Durban and Pietermaritzburg, in KwaZulu Natal.
- Most of the world's macadamia nuts come from South Africa.
- South Africa is home to the tallest animal in the world, the giraffe.
- There are only 6 floral kingdoms on the planet, and South Africa is home to one of them, namely Fynbos.
- No less than eight of the world's heritage sites are found here.
- South Africa is the only country in the world to have played host to the rugby, soccer, and cricket World Cups.
- It is the first country in the world to succeed in turning coal into oil.
- According to the UK's National Physical Laboratory, Cape Town is the fifth in line for having the best blue sky on earth
- There are three capital cities in South Africa, namely the Executive Capital of Pretoria, the Judicial Capital of Bloemfontein, and the Legislative Capital of Cape Town.



SOUTH AFRICA



Eastern Cape



Free State



Gauteng



KwaZulu-Natal



Limpopo



Mpumalanga



North West



Northern Cape



Western Cape

HOUSEKEEPING

Combined tabulated results in percentages for the year-to-date 2021

5S is the practical approach to maintaining and keeping your workplace neat and tidy

Sort
go through everything; throw away rubbish

Set in Order
label, mark locations, colour code

Shine & Clean
Fix broken items, wipe surfaces, cleanup work station

Standardization
talk about the 5S activities in your toolbox talks and daily meetings; share ideas across the factory.

Sustain
Track implementation and ongoing practice through monthly audits



Dept Month	Admin	Casting	Tech Support	Tubemill	Warehouse & Stores	YTD Ave Company
Feb	54	51	79	54	74	63
March	69	80	77	70	68	73
April	69	53	80	69	63	61
May	71	65	65	68	72	68
June	69	49	71	61	68	64
July	61	68	74	69	75	69
Aug	64	93	79	73	73	76
Sept	80	68	78	78	70	75
Oct	77	68	72	68	58	69
Nov	76	72	88	75	64	75
YTD Ave	69	67	76	69	69	70



SAFETY LABORATORY

Seven Basic General Industry Safety Rules

Keep work areas clean

Use the proper tool for the job

Always wear the proper PPE for the work task

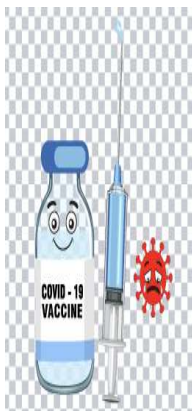
Never do repair work on live equipment

Make sure chemicals are properly labeled and stored

Communicate hazards to the EHS Manager or direct supervisor

Stop work only when instructed by EHS Manager when needed to address hazards.

Covid 19 is a continued risk for the foreseeable future – get vaccinated!



SAFETY FIRST



 **Safety Starts Here**
Think Safe...
Work Safe...
Be Safe



EMPLOYEE RELATIONS

A new initiative began in the last quarter with soccer matches being arranged between departments and played on Friday afternoons at Rhodesfield after work.

Thus far Tubemill have beaten Stores 4 – 2 and in the match between Martinhusen & Coutts and CTA we won 2 – 0.

Plans are being made to enter a company team into one of the industrial soccer leagues. The company will sponsor this team with clothing, equipment, food and non-alcoholic beverages. Who knows, perhaps the next Maps or Itumuleng emerges in the CTA team.

Employees are invited to submit proposals to Mbali for a name of our team who will be coached him.

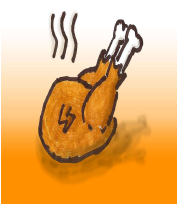
Other initiatives planned for 2022 is a company wellness day where service suppliers such a exercise / fitness advisors will be on hand to give advice, financial advisors, addiction recovery counsellors, occupational health nurses, dieticians, blood transfusion services and the like to come and share their experiences with us and point us in the right directions how best we can maintain healthy lifestyles.

Leading up to shutdown each employee (who has been in service for longer than three months), will receive a PnP hamper as well as a voucher from Spar to spend as they wish.

This is the company's way of saying thank you in real terms for the commitment and hard work of its employees in 2021 which enabled the company to be more successful than in previous years.



Thank you



New Canteen provider - Dube's Corner Staff – (L) to (R) Eric, Nthabiseng, Queen and Sephaku

ENTERPRISE RESOURCE PLANNING

Modernising the company's data management is a project long in the making. Heavily reliant on an in-house system named Cosmo, it became apparent during the course of the restructuring of the business that other more suitable and modern applications were necessary to optimize data in the management of company resources.

With this in mind a DMS (Data Management System) project was approved and implemented in Manufacturing and Maintenance as a forerunner to the current Syspro project. Modernising in this sphere is proving invaluable in the planned maintenance of our equipment, driving efficiency gains in 2021.

In October 2021 the company embarked on implementing its primary initiative and launched the SYSPRO project.

Syspro ERP provides integrated business software to collect, store, manage and interpret data from business activities in the financial, manufacturing and distribution operations. These processes and tools will assist management to manage data and gain insights into the business to utilize in creating further efficiencies and refinements to operational workflows.

The tracking of cash, raw materials, production capacity and the status of business commitments – customer and purchase orders is of paramount importance to any business organization. ERP facilitates the information flow between business functions and manages connection to outside stakeholders.

The transformation from old to new is a time consuming but critical exercise and involves:

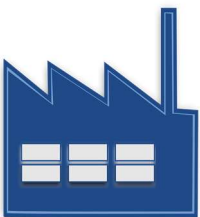
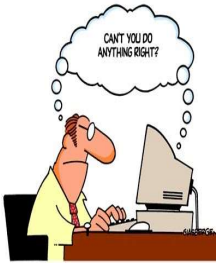
- Discovery and Planning – analysing what we have and what we want, then planning how to get there
- Design – create system blueprint
- Development – migrating data from current systems to Syspro
- Testing – running parallel, seeing if new system does what it is supposed to
- Deployment- initiating go live and becoming fully operational
- Ongoing support – from service provider

Teams involved in the project include Heads and subheads from Finance, Sales, Warehouse, Despatch, Manufacturing to cover accounting, procurement, stock management, production processes, interface with customers and suppliers, distribution. The project leader is Reitz Van Zyl, CFO.

Go live is scheduled for March 2022.



Logo innovation designed and mounted on Toolroom wall by the Technical Team



INNOVATIONS



New plastics manufacturing equipment installed in demarcated dedicated area for company research and development of new plastics products.



The Stores Area has been revamped. The sale of SWP opened up racking space in the section occupied by them consequently allowing a new packaging area to be positioned in the middle and bordered by remaining racking of accessories products. This development aligns with strategic efficiencies objectives and allows a more productive workflow.

Packaging equipment has been moved to what was the old SWP Stores area adjacent to the main store on the south side of the factory premises.

HEALTH AND WELLNESS

In understanding the difference between health and wellness, in short, health is a state of being, whereas wellness is the state of living a healthy lifestyle. Health refers to physical, mental, and social well-being; wellness aims to enhance well-being in terms of physical, mental, and social well-being.

Wellness is especially important as we age because regular exercise and proper nutrition can help prevent a variety of ailments including cardiovascular disease, obesity, and fall risk behaviors. Additionally, the need for vitamins and minerals increases after age 50, so it's ever important to have a healthy diet.

A healthy workplace is one where workers and managers collaborate to continually improve the health, safety and wellbeing of all workers and by doing this, sustain the productivity of the business.

As such, CTA has a part time Occupational Health Nurse who attends to employees needs via our clinic facility every two weeks. Part of the service includes medical surveillance for chronic conditions, referrals to specialists when required and being available to speak to or ask advice for any mental or physical health concern worrying an employee.

Studies show that employees are more likely to be on the job and performing well when they are in optimal health. Benefits of having an OHN available helps with disease management and prevention, and a healthier workforce in general, both of which contribute to lower health care costs for the State.

As humans we need to pay attention to the seven aspects of wellness:

- Physical.
- Emotional.
- Intellectual.
- Social.
- Spiritual.
- Environmental.
- Occupational.

At CTA we have a Health and Safety Manager who caretakes this portfolio ensuring that employees work in a safe and as pleasant possible work environment given the nature of the work we do.

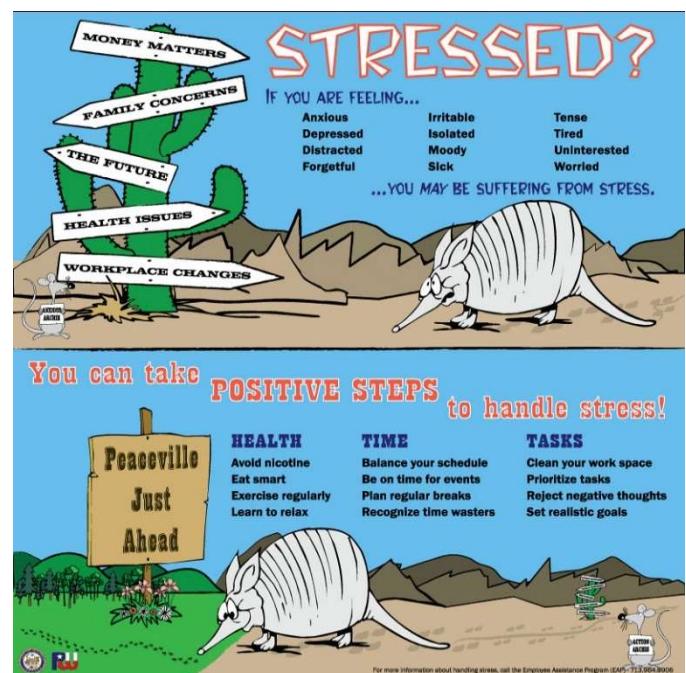
Safety is a dual employer / employee responsibility and our health (fitness to work) is an employee's responsibility, so how can we maintain a good health?

1. Limit unhealthy foods and eat healthily.
2. Get regular exercise.
3. Measure and watch our weight.
4. Protect our skin.
5. Practice safe sex.
6. Don't smoke or use tobacco.
7. Limit how much alcohol you drink.
8. Drink water and stay hydrated, limit intake of sugared beverages.
9. Take multi vitamin supplements

Good health is not just the absence of disease or illness, it is a state of complete physical, mental and social well-being. This means eating a balanced diet, getting regular exercise, avoiding tobacco / drugs and getting plenty of rest.

There is one primary habit we can develop to improve our lives – SELF CARE!

Invest in self-care. Taking some time off to unwind can do wonders for your mood, mental health, and self-esteem. Do at least one thing every day that makes you feel good. Listen to music, read, limit screen time (avoid sitting stationary for long times browsing the internet), start a hobby, have a relaxing shower / bath, the list is actually endless and best summarized as “me time”.



CHAIRMAN NOTES

We are reaching the end of 2021. If we thought that 2020 was a difficult year, then 2021 will certainly be considered to be more of a challenge. We started the 2021 year with the second Covid-19 wave rolling through SA, the third wave came though during the mid-year and we are now rampaging at high speed into the fourth wave with new variants. Despite this unprecedented pandemic affecting everything in our lives, vaccine take-up has been poor in SA and very much so in general in CTA. Mandatory vaccine to for all South Africans to enable them to work and protect fellow workers is going to become real. This period in our lives will be remembered for a whole generation to come. In addition to Covid there has been a worsening situation on electrical power and water supply, violent protests in July, a 3-week NUMSA strike in October, rampant copper prices, shipping delays globally to key supplies, to name but a few. In the process of all that has happened the company has continued to perform very, very well. Our shareholder commented recently; ***“CTA has done an extraordinary job at dealing with its challenges and is now a thriving business. Through all the major tests – Covid, July unrest, strike, ZAR weakness, Cu price surge, load shedding, supply disruptions and counting – CTA has proven to be extremely agile and effective. It is certainly vying for top spot in our universe of a well-run company.”*** This is a wonderful accomplishment and to a large extent has only been possible through the absolute efforts of all CTA staff. Well done everyone! Let us take stock, celebrate our wins and learn from our mistakes. Let’s also see what exciting projects are underway.

CTA over the recent year has achieved such a lot. The business has been restructured with all the non-core businesses sold and moved out. The space created by the sale of the SWP assets has created potential for the packaging department to flex their wings. The new area created and security system around it is stunning. The housekeeping is at Cleveland is fantastic and well done to Technical Services for taking the trophy for the year. In addition, the incentive schemes and performance management implemented has been successful and everyone knows what their role is in the business. IT, preventive maintenance, HCM, Health, Safety, Quality, Laboratory Services and Security have been revitalized. The in house developed planning model and scheduling system was demonstrated to Edge-to-Edge (Syspro implementors) and they are astounded. We do not believe there will be a Syspro solution to do the same job so will create the resource to continue with the CTA bespoke system. Productivity is up 20% on previous year not only in manufacturing but also in distribution. Visual Overall Equipment Effectiveness (OEE) shop floor measurement has worked till now but the untimely passing of the service provider will require us to change tack



here to use a similar system applied in the automotive industry. On Time in Full (OTIF) measurement is seeing significant benefits from the short-term feedback to management and the workforce. Price management through the volatility of the copper US Dollar price and the rate of exchange has been proactive which has been a major factor in CTA’s financial performance. Electronic customer interface systems have been slow and we hope that the Syspro environment which will kick in fully by March 2022 will speed this along. The implementation of Syspro is going so smoothly that executive management rarely realize how much is being done. Well done to the finance and teams involved in this process. The capital improvements have been implemented with new canteen, laboratory, vehicles, generating capacity and CTA is progressing well with the new Upcasting furnace, a R&D plastic pipe extrusion project and the Syspro computer system implementation.

Our continued focus will be to strengthen our accessory sales drive and developing the capability to deliver demand on time in full when the customer requires at short notice. This applies specially to the branches. Asset management, reporting dashboards and material planning will be an ongoing project. Finalization of the branch structures and performance will also be a dominant theme.


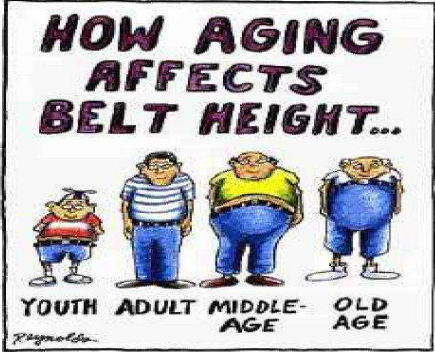
I believe that we can do anything with the help of you, our staff, our suppliers, our shareholders and partners. Be conscious Covid is not over so be aware, vigilant and keep safe over the festive season.

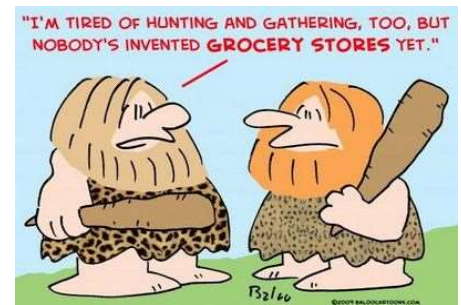
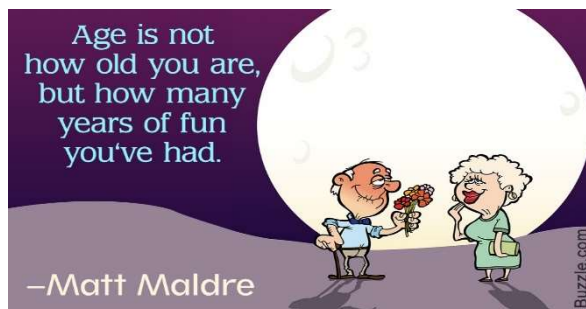
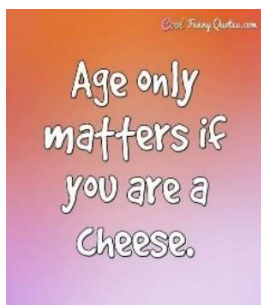


HAPPY BIRTHDAY

JULY	AUGUST	SEPTEMBER
<p>Alfonso Booysen 6 Sindiswa Sikhakhane 6 Moraka Makhura 7 Siphesihle Khumalo 7 Denevien Neiwenhuys 8 Ronnie Dlamini 9 Phumlani Sithole 13 Getrude Matabane 13 Mzwandile Khowane 13 Sonwabile Mpini 14 Methembe Ndlovu 15 Phumlani Sibiyi 15 Keegan Mentor 15 Minenhle Cebekhulu 17 Tshepang Dikolomela 19 Claybon Baloyi 22 Bonga Majози 23 Nonhlanhla Buthelezi 25 Raymond Manamela 25 Vivian Dlamini 27 Xolani Sibeko 28 Rosalinda Prillwitz 29</p>	<p>Nonhlanhla Mlangeni 2 Lucas Monaheng 2 Elvin Naidoo 5 Oswell Mdakane 6 Beauty Sithole 7 Jabulani Manana 7 Brian Zulu 7 Tala Madiba 8 Lindokuhle Mtebeni 9 Mlungisi Manqele 9 Kamohelo Motaung 12 Zanele Ngobese 13 Ernest Kolensie 14 Goodwill Gazu 16 Sandile Masuku 20 Siboniso Mbebehe 21 Sanele Mnguni 23 Mark Wyn 23 Evans Chauke 25 Grant Baird 25 Mthobisi Thwala 26 Mduduzi Papane 28 Rose Maanda 28 Byron Micklethwaite 28 Verano Kelly 29 Jonathan Lyons 29</p>	<p>Khungeka Mzwakali 1 Reece Davids 1 Siyabonga Khowane 2 Charles Sekula 7 Jerome Kruger 7 Ntsako Tshabangu 8 Siyabonga Nkwanyana 9 Joseph Mthethwa 9 Sonia Brancato 11 Bongokuhle Mbokazi 13 Sabelo Khowane 13 Sanele Mazibuko 16 Muziwoxolo Sibisi 17 Alpha Mhlongo 17 Malodi Khathutshelo 17 Lakhi Gumede 17 Zitha Nkabinde 18 Moses Maphoto 19 Sibangani Dlamini 21 George Goosen 22 Andries Luvuno 22 Anton Pretorius 23 Erick Khanyile 23 Baldwin Lottering 26 Thapelo Thusi 26 Zamakahle Cebekhulu Langelihle Khumalo 28</p>
<p>"Adolescence is a period of rapid changes. Between the ages of 12 and 17, for example, a parent ages as much as 20 years."</p> <p>- Unknown</p> <p>FB: Between Us Parents</p>		



October	November	December
<p>Innocent Mntambo 05 Clive Van Spaendonck 05 Kabelo Theko 06 Dennis Leornard 07 Joseph Pretorius 07 Phathokuhle Sikhakhane 08 Tebogo Moshole 09 Sandile Shangase 10 Fisokuhle Khanyile 10 Thobani Sibisi 12 Sydney Haupt 13 Johnson James 13 Mthokozisi Nyandeni 14 Siphesihle Ndlovu 15 Lundi Toilibadi 15 Mandla Dlamini 15 Asif Basha 17 Skhumbuzo Ntuli 20 Pandora Mngcongela 23 Sanele Buthelezi 24 Phumzile Dlwati 25 Mjabuliseni Mthethwa 26 Goodman Tshabalala 28 Thobani Mavundla 29 Thandisizwe Wambi 29 Pitso Khothu 30 JP Noack 30</p>	<p>Vuyisile Jwaga 02 Samkelo Mgaga 03 Bhekumzamo Mkhize 09 Xolani Hadebe 09 Sfundo Zulu 10 Ntokozo Ntaka 12 Sinethemba Mngqina 14 Francis Fasasie 14 Doctor Makhaye 15 Mcdonald Moeti 20 Michael Steenkamp 25 Siphamandla Mchunu 27 Sibusisiwe Zulu 28 Azharudin Ismail 28</p> 	<p>Jaco Koning 01 Sabelo Nkwanyana 02 Success Mafuwani 03 Freddy Mkhize 05 Lethukuthula Zulu 06 Mduduzi Mabaso 06 Paul Judd 07 Vincent Malatji 08 Gary Lang 08 Nhlakanipho Shongwe 09 Njabulo Magubane 14 Zakhele Khumalo 14 Lerato Ndaba 20 Sibusiso Masango 25 Job Mndebele 30 Yogandran Govender 30</p> 



THAT'S LIFE.....



Teenager Post # 46933
I'm just going to flip
this omelette here
annnnnnnddd... I'm
having scrambled eggs.
[//teenagerposts.tumblr.com](http://teenagerposts.tumblr.com)

sometimes I
wonder if all this
is happening
because I didn't
forward that
email to 10
people.

Teenager Post # 5422
I love how, in scary
movies, the person yells
out, "Hello?" As if the bad
guy is gonna be like,
"Yeah, I'm in the kitchen!
Want a sandwich?"
[//teenagerposts.tumblr.com](http://teenagerposts.tumblr.com)

it will never
be perfect.
make it work.
-life

**LIFE WAS
MUCH EASIER
WHEN APPLE
AND BLACKBERRY
WERE JUST
FRUITS**

©MESSAGES.365GREETINGS.COM

The difference between
school and life?
In school, you're taught
a lesson and then given
a test. In life, you're
given a test that
teaches you a lesson.
-Tom Bodett
So true

More pics on www.LeFunny.net





MERRY CHRISTMAS

AND A

PROSPEROUS NEW YEAR IN 2022

