

# MONTHLY NEWSLETTER



**Mr George Fransman**  
Company CEO

## MESSAGE FROM OUR COMPANY CEO

Dear Team

As you know, Namibia is abuzz with the new and promising realm of oil and gas. It presents an incredible opportunity not only for our company but also for the entire country. The exploration and extraction of these valuable resources hold the potential to positively impact our economy, create job opportunities, and foster sustainable growth in various sectors.

WESCO Group acknowledges the importance of the oil and gas industry and recognizes the influential role we can play in driving its advancement. It is with great pride that I announce our active participation in major oil and gas projects in Namibia, notably the TOTAL project in Luderitz and the Shell project in Walvis Bay.

Your unwavering commitment to excellence and environmental stewardship has positioned us as a reliable partner in waste management and engineering solutions for these significant ventures.

Thank you for our hard work, ensuring the seamless progression of these projects while upholding the highest standards of environmental protection and sustainability.

Mr. G. Fransman  
Company CEO (W)

## CONGRATULATIONS!

The question for last month's competition was:

*When was our Engineering depot in Luderitz established?*

The answer is: **2019**

Congratulations to our winner, Mr Tomah L Farmer.

Read more about Tomah on page 2. (W)



**Winning team three times in a row:**

**Tony Alberts and Jonas April**

## Our Top Oil Collectors for May 2023



Dear Team,

Our oil collectors are the unsung heroes, diligently collecting waste oil from various locations, contributing to environmental sustainability and the well-being of our communities.

Team Tony and Herman has achieved a remarkable feat, being our top oil collection team for **three consecutive months**. Your exceptional skills, teamwork, and determination inspire us all to strive for excellence.

To the Waste Management team, thank you for your valuable contributions. Every effort, big or small, plays a vital role in our department's success. Let's continue pushing the boundaries of waste management and environmental conservation, building upon our achievements.

Your exceptional work deserves recognition and appreciation. Keep up the remarkable job! (W)

## WASTE MANAGEMENT

Our primary focus lies in the collection and recycling of waste oil, but our commitment to sustainable waste management extends beyond that.

In addition to our daily oil collection activities spanning across Namibia, we are involved in various special projects aimed at addressing specific environmental challenges. Currently, we are proud to be servicing the oil and gas activities at both the Luderitz port and the Walvis Bay harbor. By managing the waste generated in these operations, we ensure proper disposal and minimize the environmental impact.

Furthermore, we are actively engaged in an important Asbestos removal project in Oranjemund. This undertaking exemplifies our dedication to addressing hazardous materials and ensuring the safety of both the environment and the community. (W)



Luderitz Port



Luderitz Port

## ENGINEERING SERVICES



Vessel skirt repairs



Excavator track repairs



ADS box repairs



Fabrication of cooler covers



Ship Repair job



Ship Repair job



Vessel hospital platform fabrication



Bucket Repairs (W)



## HUET TRAINING

Recently, one of our teams (both Engineering and Waste Management) has successfully completed the HUET training for our offshore market!

This training is a critical component and a necessity of our commitment to safety, and we are proud to invest in the professional development of our team members.

HUET stands for Helicopter Underwater Escape Training and is designed to prepare our team members for emergency situations that may occur while working offshore.

The training covers a variety of scenarios, including helicopter ditching, escape from submerged helicopters, and emergency breathing systems.

We believe that investing in HUET training is essential for the safety and well-being of our team members and our clients. This training ensures that our team members are prepared to handle emergencies effectively, minimizing the risk of injury or damage to equipment.

Congratulations to our team for their hard work and dedication to safety. We look forward to continuing to provide our clients with the highest quality and safest services possible.



### Interview with Thomah Farmer (our April Prize winner)

*Q: Can you please introduce yourself and describe your current role as a welder charghand at Wesco Luderitz?*

*A:* My name is Thomah Leonardo Farmer, and I am a coded welder. Currently, I am working as a welder charghand for Wesco Luderitz. I joined Wesco Engineering Services in February 2017 and began my journey in Walvis Bay, initially working on the Bucket project. Over time, I had the opportunity to expand my expertise by going offshore and being involved in projects with B2 Gold. Currently, I am stationed in Luderitz, where I continue to contribute my welding skills.

*Q: What do you like most about your work at WESCO?*

What I like most about my work is the fact that we are able to fix broken things and to me, the very definition of the word 'Broken' suggests that something can be fixed.

*Q: Talk to us about your family?*

We always went out to our family farm on weekends where we did different activities and spend our free time riding horses as cousins.

I'm happy married, and don't have any children yet, but hopefully in the near future.

*Question: What do you do in your spare time?*

I like to spend my free time spending time with my wife and also doing house chores.

*Question: What kind of music do you listen to and who is your favourite musician?*

I like to listen to Country and Afrikaans music.

*Question: Where/ how do you see yourself ten (10) years from now?*

I would like to work myself up in a higher position in the company and would like to grow with the company as there are so many opportunities. I really like the work and the exposure that we as employees are getting in the day to day tasks we are doing. I believe that with determination and a commitment to lifelong learning, there is no limit to what I can achieve in the welding industry.



### Making a Difference in Namibia: Extending Our CSR to Education



At WESCO GROUP NAMIBIA our commitment to Corporate Social Responsibility (CSR) goes beyond financial contributions. We believe in investing in the future of Namibia through education, empowering the youth and fostering skill development in the region.

We are proud to share that our CSR efforts have recently included an inspiring initiative in collaboration with Luderitz Secondary School. In support of education and training in the Karas region, we welcomed a group of talented students studying Metal and Fabrication to our Luderitz depot.

During their visit, these enthusiastic students had the privilege of engaging with our exceptional WESCO Engineering Team. Our expert technicians provided valuable mentorship, sharing practical insights and guiding the students through the fascinating world of welding and metal fabrication.

This hands-on experience offered the students a chance to explore their interests and gain a deeper understanding of potential career paths. Witnessing their passion and enthusiasm was truly inspiring, reinforcing our belief in the power of education.

By extending our CSR initiatives to education, we aim to uplift the Karas region and contribute to the development of skilled professionals. We firmly believe that empowering the youth with knowledge and practical experiences will have a lasting impact on their future success.

We express our heartfelt gratitude to Luderitz Secondary School for their partnership in making this initiative possible. Together, we are actively shaping a brighter future for the students of Namibia.





At WESCO Group, safety is paramount. To protect our employees and communities, we have implemented a strong Drug and Alcohol Policy. This includes mandatory alcohol testing (rolled out at our Walvis Bay depot and soon to reach our other depots) and a zero-tolerance approach.

**Creating a Safe Work Environment:**  
Our Drug and Alcohol Policy sets clear guidelines to ensure a safe workplace. It addresses substance use, reducing risks associated with drugs and alcohol.

**Zero-Tolerance Approach:**  
We have zero tolerance for alcohol and drug consumption all across the company, ensuring full focus and alertness.

**Enhancing Workplace Safety:**  
The policy significantly enhances workplace safety by reducing accidents caused by impaired judgment or compromised motor skills due to substance abuse.

**Promoting Employee Health and Well-being:**  
Our policy supports employees in making positive choices, fostering a culture of wellness and leading to higher job satisfaction and productivity.

**Compliance with Client Requirements:**  
It is essential for all employees to understand that when working on client projects or within client premises, we must align our practices with their specific drug and safety policies. This ensures that we maintain a harmonious working relationship with our clients while upholding our own internal standards.

**Education and Support:**  
We provide education, resources, and confidential counseling to help employees understand substance abuse risks and seek assistance when needed.

**Conclusion:**  
Our Drug and Alcohol Policy is a vital part of our commitment to safety, employee well-being, and a productive work environment. Through enforcement and support, we prioritize the safety of our employees and communities at WESCO Group.

# How to apply for leave

## Your Guide to a Seamless Leave Process: Smooth Transitions and Effective Handovers

We value the importance of a well-structured and hassle-free leave process here at our organization. It is our aim to provide you with a clear and straightforward procedure to manage your leave effectively. By following these simple steps, you can ensure a smooth transition, maintain productivity, and support your colleagues during your absence.

### Step 1: Leave and Transfer of Responsibilities Forms:

When planning your leave, you will receive a leave form and a transfer of responsibilities form. These forms are essential tools in managing your leave process efficiently.

### Step 2: Listing and Designating Responsibilities:

Once you fill out the leave form, take the opportunity to list all your responsibilities and designate a colleague who will take charge of them while you're away. This step ensures a proper handover and maintains continuity in your absence.

### Step 3: Approval from Your Line Manager:

Submit your leave form and transfer of responsibilities form to your relevant line manager for approval. They will review and sign off on your leave form, confirming your request and acknowledging the designated colleague responsible for your tasks.

### Step 4: Handover and Confirmation:

To complete the process, make sure to have the colleague you designated sign next to their name, indicating their agreement to take over the assigned responsibilities. This step ensures clear communication and mutual understanding between you and your colleague.



### Step 5: Processing and Record-Keeping:

Keep a copy of the approved leave form for your records, and submit the original form to the finance department for processing. This ensures accurate record-keeping and facilitates the management of your leave balances.

### Step 6: Enjoy Your Leave!

By following these straightforward steps, you can have peace of mind knowing that your leave has been properly documented and approved. This structured approach promotes accountability and allows for a smooth transition of responsibilities, minimizing disruptions to workflow.

### Conclusion:

Our goal is to provide you with a seamless leave process, allowing you to enjoy your well-deserved time off while ensuring that your responsibilities are adequately managed in your absence. By adhering to these steps, you contribute to maintaining productivity, fostering teamwork, and creating a supportive work environment. We appreciate your cooperation and wish you a rejuvenating and fulfilling leave experience.

HR Department (W)

Don't forget your suggestions!



## John tied the knot!!

Congratulations to Tijandjeua (John) Kavari who recently go married to the lovely Yaripi Mungendje in Okakarara.

May your union be blessed!! (W)



## MAY COMPETITION

Who's been with WESCO the longest? We want to know our true veteran!"

Choose:

- Hilda
- Erickson
- Katjupi

How to enter:

Simply SMS or Whatsapp your answer to

081 143 7354 (W)



## WORD SEARCH

### May Birthdays

### June Birthdays

#### May Birthdays

03/05 Risto Mumwoye	
05/05 Jonas Leonard	18/05 Munich Stuart
08/05 Josef Nashipeta	19/05 Wilhelm Shikongo
09/05 Jackson Appollus	25/05 Johannes Ndemkeenjo
11/05 Enzo Kotzee	26/05 Gervasius Shapingana
12/05 Mark Nangoro	26/05 Tuyoleni David
14/05 Daniel Zondjembo	28/05 Marema Kudumo
16/05 Eugen Neibeb	29/05 Alexius Lukas
17/05 Shaun Farmer	



X T K P Z W Z J U N X G J A W  
C Y B I Z T O T E X Q A E M I  
Q Y H Y N H O G O M C S C E L  
S R X E A E U A N K U U J R H  
E V Z N K E L Z S I K N R A E  
V U N Q T L C O X B Y R I M L  
I E L V J L N E Y F E P A C M  
S P L C H G L S H U H H W M H  
J M E S H A U N A R T J T C P  
V O I G B L F I H W W O Q M B  
J D N S J H D U Y M C S L X B  
Z Q A A S U I S A V R E G N K  
Z F D T S N R I S T O F A H P  
V M T V O I Z N E T W C P M B  
U G O Q N M Z J P K T R W A Y

L J O G B C S X E Q H I G S L  
Y B Z S A R D A V I D Y E W U  
T O M A S R A B F Y A N V D C  
H L T E K R R N T I N I D V S  
I G A X Z A Y T D A L Z J H C  
A D I J N D S H H I Q E A P L  
V S T D Y I Q O N I T L K A E  
X A I O H V J M G J O H L N U  
L T T B M A O A Q N Y C O L N  
H P E S I D B S G S O M H U A  
L E A H C I M O C G I L X O F  
Z G L F H K D I E S N M A M Z  
S E N N A H O J H R W Q O H V  
S A P O E L K U C C I V J N S  
N P B P L C S T H O M A S Y X

#### June Birthdays

01/06 Johannes Kaita	18/06 Brandith Smith
03/06 David Nakanyala	18/06 Brandith Smith
03/06 Elifas Kashululu	18/06 Lythia Yon
03/06 David Nakanyala	22/06 Laetitia Fransman
04/06 Fanuel Fredericks	27/06 Michael Samuels
06/06 Johannes Shapingana	27/06 Michael Samuels
06/06 Simon Nahole	28/06 Kleopas Alukolo
06/06 Tomas Johannes	30/06 Shalongo Kalongo
06/06 Simon Nahole	
10/06 Thomas Fillemon	
10/06 Thomas Fillemon	



Alexius  
Daniel  
Enzo  
Eugen  
Gervasius  
Jackson  
Johannes  
Jonas  
Josef

Marema  
Mark  
Munich  
Risto  
Shaun  
Tuyoleni  
Wilhelm

David  
Simon  
Thomas  
Brandith  
Michael  
Shalongo  
David

Simon  
Thomas  
Brandith  
Michael  
Shalongo  
Elifas

Fanuel  
Johannes  
Tomas  
Lythia  
Kleopas  
Laetitia



Please remember  
to like our  
Facebook and  
Linkdin pages!



always  
SEEMS  
IMPOSSIBLE  
until IT'S  
DONE