

CURRENTS

NEWS FOR THE EMPLOYEES OF AMSOL



It is June – and an opportunity to refocus and re-energise as we move towards the second half of 2021!

Our collective resilience continues to be tested as the COVID19 Pandemic impacts us all at work and at home more than a year after it began. AMSOLITES at sea continue to face restrictions on movement; a challenge that is addressed in the 2021 Day of the Seafarer theme which we outline in this issue.

Look out for an AMSOL Employee Trust update, the regular 'HR@AMSOL' column, and join us in celebrating our Values Champions and Safety Award recipients. All the best for the month ahead!



Masters, Officers and Crew on board the 'Save River' and 'Messalo'

CELEBRATING OUR AMSOL VALUES CHAMPIONS

Without doubt, the AMSOL Values Champions this month are the Masters, Officers and Crew onboard the AMSOL tug 'Save River' and workboat 'Messalo', operating in Mozambique. They displayed exceptional team collaboration and dedication during a challenging operational period at Afungi which saw them relocating to Pemba when offshore construction operations were suspended. Thank you for remaining focused and motivated, and living the Company Values!



SHEQ AWARDS LEADING BY EXAMPLE

The following AMSOLITES have been nominated as safety and health leaders across the company by their colleagues!



Benjamin Horne, Bosun on board the 'Siyanda'

Mr Horne was recently nominated by his colleague Chief Mate Samukelo Sibisi: "Mr Horne has worked outside of AMSOL's Durban operations for a few years. He has returned and caught up again very quickly! He has shown great SHEQ initiative and uses his years of experience to his advantage in teaching others how to use safety procedures and measurements."

Les Swart, Chief Engineer on board the 'Siyakhula'



Captain Dawie Erasmus reports: "The new Chief Engineer has made significant contributions to review and has suggested safety improvements on the vessel during his short time onboard. His new eyes in AMSOL and unwavering commitment to safety, both behavioural and physical barriers and emergency preparedness, is an example we all can learn from. Chief Les, thank you for your SHEQ leadership and guidance. We are all learning from the example you are setting!"

'DAY OF THE SEAFARER'

This year, as we continue working in a pandemic, seafarers remain on the front line of the global response and many are subject to challenging working conditions including restricted movement, isolation onboard and extended tours of duty.

The 2021 'Day of the Seafarer' theme encourages governments to support seafarers amid the pandemic and expands the message, calling for a fair future for seafarers. AMSOLITES at sea keep our company moving forward. We acknowledge the sacrifices they make and extend appreciation and thanks to Masters, Officers and Crew across the region who build our brand, ensure that clients' expectations are met and use their skills and experience to deliver a safe, world-class service to high international standards.

There is no doubt that seafarers across the world have been significantly impacted by the COVID19 pandemic. The 25th of June each year is the 'Day of the Seafarer', on which the International Maritime Organisation recognises the invaluable contribution seafarers make to the global economy; often at great personal cost to themselves and their families.

#FairFuture4Seafarers



DAY OF THE SEAFARER
— 25 JUNE —

Industry and social partners across the world are calling on ships to sound their horns when in port at 12 noon local time on the 25th June, as long as it is safe to do so, to draw attention to the plight of seafarers, and ensure that they are prioritised for the vaccine.

Join the global #ShoutOutForSeafarers campaign on 25th June!

HR NEWS FLASH

DISCOVERY 2021 MID-YEAR RATE INCREASE

Discovery Health will implement a 2021 mid-year medical aid rate increase of 5.9%, effective from 1 July 2021. This follows no medical aid rate increase in the period January 2021 to June 2021.

AMSOLITES are reminded that any changes to medical aid options can only be made at the end of the year and communication will be issued closer to the time.

Any queries in this regard can be directed to AMSOL's HR Advisor Janine Dunn: j.dunn@amsol.co.za / 021 507 5777.



ON THE OPERATIONAL FRONT...

'S.A. AGULHAS II'

The 'S.A. Agulhas II' returned from the annual logistical and scientific voyage to Marion Island on the 13th of May. AMSOL manages the 'S.A. Agulhas II' on behalf of the Department of Environment, Forestry and Fisheries (DEFF) and provides an essential crewing, procurement, maintenance and management function.



'SA AMANDLA'

On the 13th of May, the 'SA Amandla' sailed for Gqeberha to standby the LPG Tanker 'Clipper Moon' while she immobilised to carry out repairs.



'ALGOA'

The 'Algoa' sailed from Cape Town on the 14th of May to carry out the Integrated Ecosystem Voyage off the west coast of South Africa, between Scarborough and Port Nolloth. AMSOL manages the vessel on behalf the Department of Environment, Forestry & Fisheries' (DEFF).



SAPREF 2021 ANCHOR LEG CHANGEOUT PROJECT

After months of planning and preparation, the second phase of the Durban SPM Anchor Leg Replacement Project commenced on the 29th of April 2021, with the project teams and vessels mobilising into the field two days ahead of schedule. The replacement of the second set of 4 anchors and chain legs was successfully completed in the second week of May, ahead of schedule; within budget and safely without incident. AMSOL operates and maintains the Single Point Mooring (SPM) on behalf of client Sapref. Our congratulations to the Project Team, shore based support team as well as Masters, Officers and Crew aboard the 'Siyanda', 'Siyakhula' and 'Sibanye', and the chartered AHTSV 'Pegasus'.

LONG SERVICE AWARDS

We appreciate the significant commitment shown by AMSOLITES across the company achieving Long Service milestones in the next two months. Congratulations! We appreciate your commitment and your contribution to AMSOL.

• 10 YEARS:

Bryan Kennedy - June
Sakhekile Mabandla - July

• 15 YEARS:

Nuraan Salaam - July

• 20 YEARS:

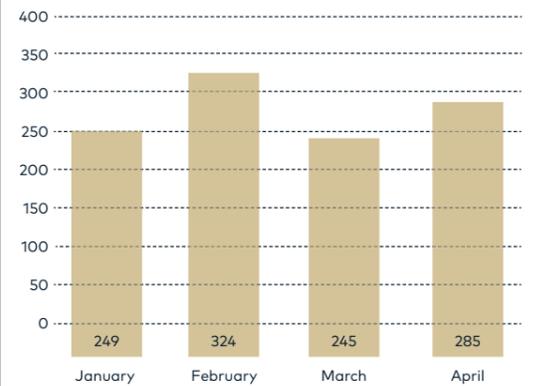
Charles Mayekiso - June



SHEQ REPORT

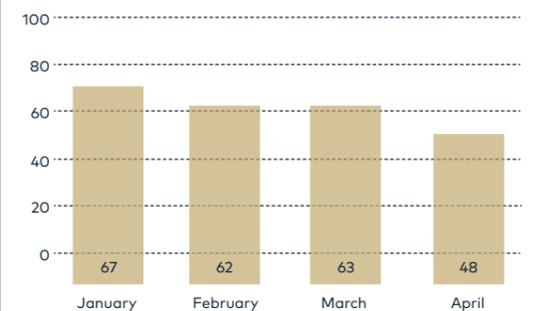
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OBSERVATIONS



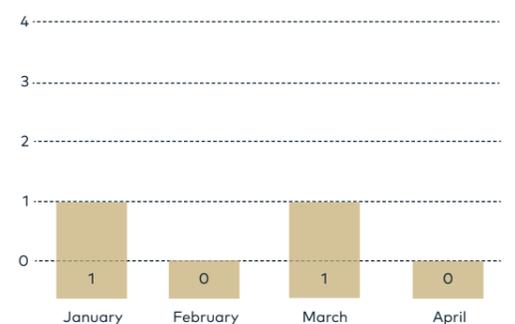
A total of 1103 observations in 2021 have been recorded by the end of April. Please continue to encourage reporting at sites and onboard vessels.

NEAR MISSES



As with observations, we report and close out Near Misses to prevent injuries, damages to assets and equipment, and environmental incidents. Action taken to ensure timely close out of these has been noted and much appreciated. A total of 240 near misses were recorded by the end of April 2021.

PERSONAL INJURIES



Let us work together to achieve Goal Zero – looking after our own health and safety as well that of our colleagues!

HR@ AMSOL ALEXANDER FORBES BENEFICIARY NOMINATION FORM

As you may be aware, Alexander Forbes administers our company's Pension and Provident Funds and a professional Board of Trustees is responsible for the running of the fund. AMSOL ensures involvement and oversight through a management committee, comprising an equal number of employer-appointed and member-elected representatives. We spoke to the HR Department to understand why it is important to complete the Alexander Forbes Beneficiary Nomination Form.

What is a Beneficiary Nomination Form?

For the purpose of the Pension/ Provident fund, all permanent employees are required to complete this form, which assists the Trustees of the fund in the case of the death of an AMSOL employee. This form must be completed and updated after any of the following events:

- Birth of a new child or adoption.
- Change in status i.e. marriage, divorce, re-marrying, death of the current spouse etc.

What is the difference between a Nominee and a Dependent?

Dependents are any persons you are legally responsible for supporting financially or anyone who is financially dependent on you. This includes your spouse and all biological and adopted children. A spouse is the person you are married to under the laws of South Africa, according to the laws of your religion or in a customary union, or you are living with in a long-term relationship.

Nominees are people that you nominate to share your retirement fund death benefit. If there are both dependents and nominees, the trustees must consider all dependents and nominees. They will decide on how much (if any) of the death benefit should be paid to each person.

What happens if the form is not completed or not in an employee's file?

A number of challenges could be experienced:

- Difficulty in allocating the employee's death benefits to rightful dependents.
- Inability in tracing surviving beneficiaries.
- Delay in getting funds paid to eligible nominees/dependents.

Where should an employee obtain this form?

The form is available on SMART under 'HR Forms' or can be requested from the HR Department at your closest AMSOL office. Forms should be completed and submitted to HR, who can also deal with any queries.