

CURRENTS

NEWS FOR THE EMPLOYEES OF AMSOL



It's a new year and a time to look forward into 2022!

In this issue, Chief Executive Officer Paul Maclons highlights focus areas for the year ahead and invites us all to join him in moving the company full steam ahead! We provide tips on how to preserve your finances this year and introduce you to the Warehouse & Logistics team in the Strategic Sourcing Department.

During the festive season with the majority of employees on duty 24/7, a number of AMSOLITES shone! Join us in celebrating our SHEQ Award recipients as well as nominated Values Champions.

Enjoy the first issue of 'Currents' for the year – and don't forget to mask up, get vaccinated and play your part in stopping the spread.

FULL STEAM AHEAD!

AMSOL had been impacted by several external factors affecting the financial performance of the business in 2021.

Working on improving the performance of the business in 2022 will require a team effort every day. Chief Executive Officer Paul Maclons highlights focus areas for the year ahead and invites us all to join him in moving the company full steam ahead.



Paul Maclons

Q: Despite the personal and professional challenges that COVID19 and an economic downturn have brought, everyone has continued to provide essential support to their colleagues and have ensured that clients expectations were met. What has been the learning curve and how can we do things differently this year?

A: There is nothing like adversity in the form of life challenges or, in the case of AMSOL, business challenges to pull people together and to move as a team in the same direction. When people pull together, set aside differences and help each other in order to deal with a difficult situation or overcome a challenge – they will succeed.

The COVID pandemic and its devastating impact was one good reason for all of us to pull together, as was the South African economic downturn, the social unrest experienced in 2021, and the hopelessness many people are experiencing in our society and communities.

The nautical phrase "full steam ahead" does not only relate to the speed of a vessel but also implies "with all your energy and enthusiasm". This is in fact how all of us should approach 2022. Whilst 2020 and 2021 were very challenging years with many unexpected and unforeseen pressures, disappointments and risks, we nevertheless learnt enormously as a company. We developed better approaches to overcoming problems and, in many instances, we saw that teamwork, focus and good communication were critical factors in stabilising the company and laying the necessary groundwork for subsequent years.

Q: Mr Maclons, one month into a new year, what should we as AMSOLITES prioritise for 2022?

A: As we move into February and focus on setting our personal and professional goals for 2022, I ask all AMSOLITES across the business to "pull together" and help us move AMSOL full steam ahead. Together, we can do it! There are still several challenges we need to overcome this year which are our focus areas:

- Rebuilding motivation, resilience and energy amongst our employees and within our teams despite the continued impact of COVID19 regulations, business and economic pressure and personal financial hardships.
- Responding professionally to client needs and expectations and delivering value for money whilst also being cost efficient – remembering that the client is the reason why AMSOL is still in business.

Continued on page 2

ON THE OPERATIONAL FRONT

'SA AGULHAS II'

The 'S.A. Agulhas II' sailed from Cape Town on the annual Summer Cruise to Antarctica in December 2021 where they commenced cargo offloading operations which included transferring polar diesel to the base for use as fuel over winter. She returned to Cape Town in late January and immediately started mobilising for the Endurance22 Expedition to find the lost ice ship of Sir Shackleton, which is a high-level expedition under the auspices of the Falklands Maritime Heritage Trust. The wreck of the 'Endurance' is thought to be located in 3500m of water in the inhospitable Weddell Sea. **To learn more about this voyage, please visit www.endurance22.org.**



OFFSHORE SUPPORT OVER THE FESTIVE SEASON: 'SA AMANDLA' AND 'UMKHUSELI' AT WORK!

Both the 'SA Amandla' and the 'Umkhuseli' were utilised over the December and January period on offshore support operations along the Cape coast. The 'Umkhuseli' has been involved in providing emergency standby services to PetroSA at the FA Platform whilst also supporting a salvage operation off of St Helena Bay.

The 'SA Amandla' spent a period of time between emergency standby activities at the FA Platform and at anchor in Mossel Bay.



'Umkhuseli'



'SA Amandla' and 'Sisonke' pictured recently in Mossel Bay



AMSOL IN SALDANHA BAY

AMSOL has concluded a long-term operations and management contract in respect of the Liquefied Petroleum Gas (LPG) Import Terminal with Client Sunrise Energy. Specialist AMSOL personnel and support teams will continue to fulfill the marine operations and Multi Buoy Mooring surface and subsea maintenance requirements for Sunrise Energy in Saldanha Bay, South Africa. Congratulations to the team involved!

'NOMASA'

In January, AMSOL collaborated with Resolve Marine to provide towage assistance to the rig 'West Vega' off of Namibia, utilising the AMSOL AHTSV 'Nomasa'. The tow wire, which had parted from the towing tug 'Posh Osprey', was retrieved and a successful connection was made, enabling the tug and tow to continue on their voyage to India. The Master of the 'Posh Osprey' expressed gratitude for the assistance: "Thank you and your crew for good cooperation and assistance with retrieving the towing bridle. Your maneuvering capabilities were excellent." Our thanks to AMSOL's Captain Cedric Mbatha, Officers and Crew for their professional service to the client.



Continued on page 2

WELCOMING 2022!

AMSOL Ghana Master, Officers and Crew aboard the tanker 'Clenston' were pleased to receive their 2022 AMSOL calendars in December and are looking forward to all that the new year brings. AMSOL Ghana provides offshore bunkering services for client GOIL.



'ISIQALO'

Master, Officers and Crew aboard the 'Isiqalo' pictured during a recent management visit to the tanker. The 'Isiqalo' operates in the Port of Durban where she delivers marine fuel on behalf of Shell.

KEEPING AMSOL MOVING!

In supporting 24/7/365 AMSOL operations in the region, the Strategic Sourcing Department's Warehouse & Logistics team fulfils a critical role in ensuring effective storage and continuity of the supply of equipment, goods, and transportation services across the business. We recently caught up with Warehouse & Logistics Officer Nomcebo Sithole to find out more about the day-to-day operations of the team in Cape Town and Durban.



Durban Warehouse team members: Muzi Ndimbomvu (left) and Philisiwe Madlala

Q: Nomcebo – what role does Warehouse & Logistics fulfil in the business?

A: Fundamentally our role is to seamlessly bridge the supply chain gap between our shorebased and sea operations. Warehouse & Logistics also plays a key role in optimising our supply chain by having a central point of receiving, storing, and consolidating shipments (equipment and goods) for our vessels. It allows for more streamlined sourcing and storing of items required thereby reducing delivery cost, the risk of delays and fostering optimal inventory purchasing for the Strategic Sourcing team.

Q: What are the typical daily activities that the team is involved in?

A: No day is the same in our operating environment. A normal day typically includes but is not limited to planning, collections from suppliers, receiving deliveries, dispatches to locally available vessels, suppliers and export shipment, stock management, housekeeping, issuing of PPE and reporting.

Q: We know that high safety, health, and environmental standards must be met and maintained in the supply chain. Can you tell us a little bit about the role of your team in supporting this?

A: The warehouse and logistics activities are inherently risky due to moving elements within the environment and our team understands that if these elements are not controlled, they have the potential to cause harm not only to colleagues but to other AMSOL stakeholders. Our team adheres to all safety measures stipulated in our safety procedures. On a day-to-day basis we ensure that the vehicles and equipment we utilise are continuously inspected and serviced with housekeeping taking centre stage to avoid slips, trips, and falls. In addition, toolbox talks consistently remind us and those around us of the importance of safety. Mostly, we ensure that the team is continuously learning and improves safety in our operation through continuous training and improvement.

Q: Lastly, how can AMSOLITES at sea and ashore support the team in meeting their objectives?

A: Think of us as your internal service provider; you tell us what you require, and we will execute for you! However, we do believe that at times better planning and better communication can be achieved. If we know about it and we know about it just in time, we will handle it for you.



Cape Town Warehouse team members: (from left) Maxwell Nqayi, Reno Moulder and Maxwell Masiko

- Keeping ahead of the competition – knowing what is changing in the industry and our markets and how best to secure targeted growth and business opportunities.
- Implementing improvements to important company policies and procedures to manage risk proactively.
- Focusing on how best to positively impact operational efficiency, the environment, safe work and good business practices.

Q: We are aware that continuing to adhere to the health and safety protocols introduced in our workplaces in the year ahead to prevent the spread of COVID19 in the company and to colleagues is vital – and to ensure that our business can continue to operate without interruption in client service. We also know that COVID19 will continue to impact us all personally, including our family and friends, in the weeks and months ahead. How does each employee make sure they provide support to the company and bring their 'A Game' to the table?

A: We have an opportunity to move AMSOL firmly back towards the growth trajectory that was within our reach two years ago. As we all know, this is not the task of one person. It will require each one of us believing it is possible, understanding our role in making it happen and applying our time, energy and focus on the wellbeing and growth of AMSOL rather than on any activities that will prevent us from reaching our goals. Both at sea and ashore, we can all bring our 'A-Game' to work every day – even when we do not feel like it.

I look forward to engaging with all of you in the weeks and months ahead and hearing your ideas about how you will take up the challenge.

GETTING VAXXED HAS GONE VIRAL!

As at the 25th of January, 69% of the AMSOL workforce was fully or partially vaccinated.

Well done and thank you to those AMSOLITES who got vaccinated in the last month which resulted in a 6% increase in vaccinations in the last 4 weeks.





At AMSOL everyone has a role to play in building the AMSOL brand, attracting new business and growing our

company and now more than ever we need "All Hands on Deck"! Visitors to AMSOL's Durban office will be familiar with the welcoming faces of Millicent Gumede and Promise Mkhize, who provide an efficient receptionist function when not providing office support services.



Promise, above right joined the company on the 15th of January 2020. She mostly enjoys working as a part of the Durban team and is self-driven, preferring not to be told what to do. Her biggest highlight is that she has learnt so many new things and has opportunities to acquire new skills and knowledge every day. She also enjoys interacting with clients.

Millicent joined the company back in 2011 and is a familiar member of the team, having worked at AMSOL for nearly 11 years. Working with people and helping where she can have been her biggest highlights, and she is a role model to many. She enjoys being involved in working with different departments, especially Finance & Administration.

SHEQ AWARDS: AMSOLITES LEADING BY EXAMPLE

Congratulations to Captain William Lara on board the tanker 'Clenston' who has been nominated as a safety and health leader in the business!



Captain Lara has displayed outstanding resilience throughout his tenure onboard the 'Clenston', operating out of Ghana, despite the many challenges he and his crew had to tackle during contract commencement. He displayed

commitment to learning AMSOL's policies and procedures and played an integral role in improving SHEQ culture onboard; promptly attending to office requests to the best of his ability. He has been a great addition to the Fuel Logistics & Transportation Fleet!

LONG SERVICE AWARDS

We appreciate the significant commitment shown by AMSOLITES across the company achieving Long Service milestones in the next two months.

10 YEARS

- Orlando February February

15 YEARS

- Toufiq Lotters February
- Colin Daries February
- Clayton Seale February

20 YEARS

- Mario Daniels February

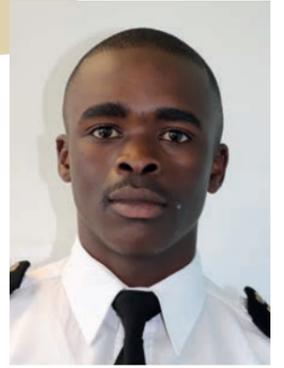
25 YEARS

- Michelle Matino March

CELEBRATING MILESTONES

Creating a pool of skilled and talented individuals within the maritime sector is a priority at AMSOL.

Sakhumzi Ngqakatha recently obtained his 'Certificate of Competency' – Officer of the Navigational Watch (Unlimited). Congratulations, Sakhumzi!



HR @ AMSOL TIPS TO PROTECT YOUR FINANCES DURING UNCERTAIN TIMES

We would like to take this opportunity to provide some useful tips on how to make the best of your current financial position. We've compiled some pointers so that you can take better control of your banking and budgeting needs during these challenging times.

1. KNOW YOUR EXPENSES

Now is the time to get a clear view of your monthly expenses and spending habits and how these may need to change.

Create a new, adjusted budget that factors in your current situation

- If necessary, reduce your budget on luxuries and refocus on essentials like repayments of loans, groceries, transport/petrol and savings.

Begin a financial 'to-you' list

- A financial 'to-you' list will prioritise those actions that will bring you closer to your most inspiring financial goals. For example, your financial 'to-you' list could say, "Move closer to my goal of saving enough money so I can pay university fees". Conversely, it could contain affirmations such as: "Move closer to paying off my debt by speaking to my financial planner", or "Provide for my family by updating my will".

Cancel all non-essential expenses

- Look at debit orders and auto-renewing subscriptions you may have and assess whether there are any non-essential expenses you will be able to cut back on.
- Make sure to check the T&Cs to check for any cancellation clauses or penalties before you hit pause.

2. COMMUNICATE WITH CREDITORS WHEN YOU CAN'T PAY

As most household incomes are under pressure, you may be worrying about how you can pay your bills, including your home loan and credit card repayments. You may even have to prioritise which bills you can pay and which obligations you may not be able to meet.

Contact your creditors first to make a payment arrangement:

- If you're worried that you may not be able to pay some bills, like your credit card payment as an example, then contact the provider, instead of simply not paying.
- Communicate with them to see if they can adjust your repayment plan.

3. SAVE WHERE YOU CAN

As your spending habits change, you will probably be cutting back in areas if you haven't done so already, like entertainment for the family, clothes shopping or visiting the hair stylist. You may even start shopping for groceries online to find better deals, consider secondhand items where possible and sell off things around the home you no longer need.

Try and focus on building emergency savings where you can.

4. BE VIGILANT AT ALL TIMES

During trying times, criminals take advantage of the chaos and confusion, often using scare tactics to fool you into sharing sensitive information.

Act to protect your personal data and avoid becoming a victim of cyber-attacks or phishing scams.

Here are some steps you can take to secure your personal bank accounts:

- Never disclose security details (such as your PIN or full password)
- Don't assume a text, phone call or email claiming to be from your bank is genuine. If you're not sure, contact your Banker directly
- Create secure passwords that contain a combination of letters, numbers and characters
- Never give your PIN to anybody via telephone, e-mail or messenger
- Don't use public computers to do your online banking
- Always make sure your anti-virus software is up-to-date.

JOIN OUR CHALLENGE!

Write down your top three personal financial goals that will improve your life and put plans in place to accomplish them. Don't forget to reach out to your financial planner or advisor for ideas that will inspire you to reach your financial 'to-you' goals.

1	_____	<input checked="" type="checkbox"/>
2	_____	<input checked="" type="checkbox"/>
3	_____	<input checked="" type="checkbox"/>

Avoid making rash financial decisions, which could have an impact on your finances later down the line.

Should you require assistance regarding your finances, our Employee Wellness Provider – LifeEHS – is just a telephone call (Tollfree Number 0800 004 770) or SMS (31581) away. They offer a financial planning and advice service on budgeting.

VALUES CHAMPIONS

It's a new year and we recognise and celebrate this edition's Values Champions who were nominated for putting values into action over the festive season.

Our first nominations for the year are that of Chief Engineer Isaac Khazamula and Cook Theo Joshua on the 'Siyanda'. Both gentlemen were nominated by Captain Dawie Erasmus and this is what he had to say:

Isaac Khazamula – Chief Engineer onboard the 'Siyanda'



ISAAC
KHAZAMULA

"Chief Isaac is a colleague that lives the Company Values every day. A colleague that goes out of his way to display values-based leadership within as well as outside his functional responsibility and a colleague that leads by giving advice or training and being open to improvements and growth.

He is a tough task master but is always willing to support and share his knowledge and experience. He leads his team by encouraging them to do their best. He takes responsibility for his team's actions and guides them to understand and deliver to his external and internal client's needs.

Chief Isaac is a role model and example of a dedicated AMSOLITE in action. He is always driving improvement, for himself, his team and the vessel. He can be relied on to be thorough; digging deep in challenging conditions/situations, but always delivering his best, safely.

Chief Isaac is a cornerstone of support to fellow shipmates, leading by example. He's consistent, not only professionally, but in his level head approach to support us all in our daily life onboard."

Theo Joshua – Cook on board the 'Siyanda'



THEO
JOSHUA

"Theo joined the day before Christmas and hit the ground running, showing great ownership and pride in his trade. He delivers above and beyond, and the quality of fare produced from the galley, working alone, is outstanding. Theo has brought a very high standard, that he not only maintains consistently but regularly surprises all with a new dish or flavours. He is most certainly self-motivated and disciplined; as working alone in the galley, can be tough.

Theo interacts with the team to gauge feedback and easily adapts and adjusts to meet his internal clients' needs.

Thank you, Theo, for your dedication, selfless motivation and exceptional variety and quality of food. Happy and full stomachs make a happier team!"

Thank you, Captain Erasmus, for the heartfelt nomination for both the gentlemen and for Chief Isaac and Cook Theo for their great display of the Company Values. Well done and keep up the good work!

FAREWELL AND BEST WISHES FOR YOUR RETIREMENT!

After a rewarding career in the maritime industry, we wish valued and respected AMSOLITES, Jabulani Thabede and Trevor May well on their retirement.



Trevor May

Trevor joined AMSOL in 2007 and has been with the company for 14 years, serving on a number of vessels across the region in the fleet over the years including 'Save River', 'Smit Madura', 'Sea Express', 'Sisonke', 'SA Amandla', 'Nomasa', 'Siyakhula', 'Siyanda', and 'Algoa'. As his career at the company comes to an end, we thank Trevor for his contribution to keeping AMSOL moving forward and for remaining a reliable and professional colleague. Trevor's last role at AMSOL was as Oiler aboard the 'SA Amandla'.

Q: When you reflect on your career at the company – what have been some of the top highlights?

A: The places I saw and the people I met on my travels.

Q: What words of advice would you offer to young professionals just starting at AMSOL?

A: Do every job to the best of your ability.

Q: What are you looking forward to most about retirement?

A: Spending time at home with my family.



Jabulani Thabede

Jabulani is a well-respected colleague and friend, who serves in his final position at the company as a Cook aboard the 'Aogatoo'. He retires after a career with the company spanning 17 years during which he served on the 'Aogatoo',

'Algoa', 'Sisonke', 'Leon Thevenin', 'Aukwatowa', 'SA Agulhas II', and 'Siyanda'. He also spent one year at Marion Island between 2018 and 2019. As a valued member of the team, Jabulani will be missed and we wish him all the best for the years ahead.

Q: When you reflect on your career at the company – what have been some of the top highlights?

A: When I look back over the years since I have been with the company a lot of good memories come to mind. But one top highlight is that AMSOLITES are your second family when you are away from home. You worry less because even if you feel homesick they are always there to cheer you up and make you feel like everything is well, even if you are going through some tough situations in your life and that's how I will remember the AMSOL family.

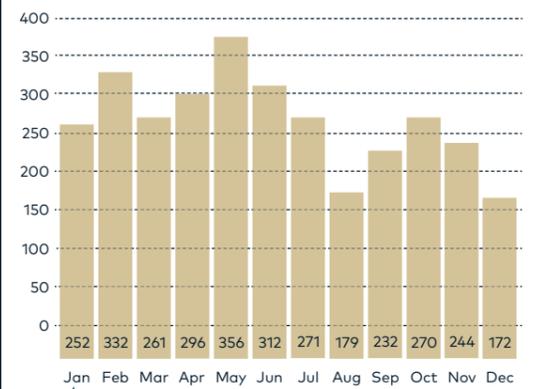
Q: What words of advice would you offer to young professionals just starting at AMSOL?

A: My message to youngsters which include all the departments from catering to crew, officers both deck and engine, I would like to say to them, perseverance breeds success. Focus on your job, stay away from politics, work on making yourself better each day. Focus all your energy into achieving your goals, strive

SHEQ REPORT

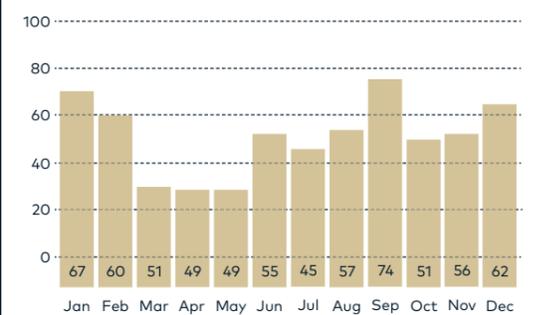
DECEMBER 2021

OBSERVATIONS



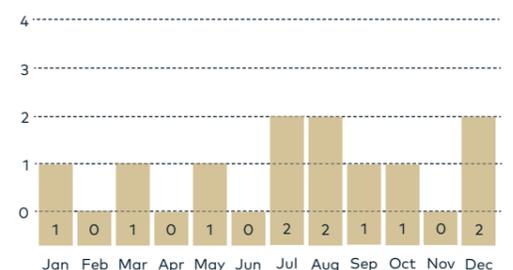
A total of 3320 observations were recorded by the end of December 2021. Please continue to encourage reporting at sites and onboard.

NEAR MISSES



As with observations, we report and close out near misses to prevent injuries, damages to assets and equipment and environmental incidents. These have continued and action taken to ensure timely close out has been noted and much appreciated. A total of 747 near misses were recorded by the end of December 2021.

PERSONAL INJURIES



11 colleagues were injured in 2021. Let's renew our safety focus and work together to achieve Goal Zero – looking after our own health and safety as well that of our colleagues.

to do well when it comes to doing your job. AMSOL is a good company. If you do good by them, they will remember you in the time of need, just like they did me.

Q: What are you looking forward to most about retirement?

A: Now that I have reached my retirement age, it is something that I have been looking forward to over the years. I am planning on spending more time with my family and take walks by the beach or enjoy a bottle of fine Scottish whiskey with my friends. But I hope the way back to sea will find me again soon as the saying goes "you will go away, but you will always come back". Thank you very much AMSOL for offering me the opportunity to be part of the AMSOL family over the years and remember, should you need a hand, don't hesitate to give me a shout. Anytime is teatime!