Highlights

A new dawn for Scaw
The Gautrain of stranders
streaks ahead
Now that's awe-inspiring: Zero
crash fatalities in 20 years
Closer and closer to black
empowerment targets
We welcomed the world and had a ball. See pages 18 and 19.

So glad you like the Junxion
Thank you for the gift of kind words

All feedback on the new look! Scaw Junxion has been positive. Everyone who has communicated with the editorial team has had good things to say about the publication. Most people have made comments like: Love the new look – much better. The Junxion was excellent. Everyone was pleased with the new look and the articles. The new edition was really nice. So great to have a modern publication with more vibrant articles. So please keep sending your stories. The deadline for the next issue is: Monday, 18 October.

Editorial team
Scaw Junxion is published by the Scaw Metals Group, comprising Scaw South Africa and Scaw International, for its employees, pensioners and customers worldwide.

Scaw
Campbell McKee Thomson
Tel 011 621 1541
Martha Gouyende
Tel 011 621 1542
P.O Box 61721
Marshalltown, 2107
Tel 011 621 1545
Fax 011 621 1540
www.scaw.co.za

External: Susan Mottram
Headline News

Publisher
Headline News
Tel 011 467 0281
Fax 011 461 9434
P.O Box 71300, Braamfontein, 2021
E-mail susan@headline.co.za

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• Not all content submitted is guaranteed to appear in this magazine.
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A new dawn for Scaw

It is in the interest of every employee that the business should be strong and profitable before, during and after its sale to new owners. A company that is growing is attractive to buyers and stakeholders.

“This means that management and employees alike must make their best efforts to keep the business moving forward successfully,” says Christopher Davis, the group’s interim CEO.

“We all need to remain focused on improving our strong safety performance and delivering solid results to keep the business moving forward. The Scaw Metals Group needs to be ready to take on new business and generate new revenues for the company.”

Anglo director says thank you

Anglo American director, Duncan Wanblad said, “Thank you for your continuing hard work, commitment and important contribution to the Group.”

He added, “We continue to pursue our strategy to divest businesses in a responsible manner that generates value for shareholders, whilst leaving a sustainable legacy in the region in which we have operated. I understand that the divestment process can be disruptive and these interruptions will continue for the rest of the year and into 2011. We are doing our best to make this transition as smooth as possible and to provide support to your management teams. Thank you for your cooperation and focus during this process.”

Chris adds, “There is no schedule available on the exact time that each phase in the sale will take, but the entire process is expected to be completed by 2011.

The implementation of Phase 1 has been completed and, as part of this phase, Scaw has been able to redeploy 92 employees into opportunities that existed at other Scaw South Africa operations.

“In addition to recognising the hard work and many late hours put in by management to facilitate this process as painlessly as possible, special mention must be made of the role played by participants in the consultation process, the work of the Retrenchment Working Group and the dedication of the administration personnel who ensured the timeous delivery of correspondence and processing of tax directives. I also want to thank the operational management teams at the Eclipse East and West Plants for their support and commitment during this difficult period,” says Laurence Enemus, cast products manager.

“The challenge now remains with everyone at the Eclipse East Plant to make Phase 2 work and avoid further retrenchments.”
Steel wire ropes en route to be loaded in containers at South Africa’s Richards Bay Harbour

Lower emissions, higher production at AltaSteel

Within seven months of commissioning its new Danieli Reheat Furnace, AltaSteel, Canada, achieved a new daily production record of 1,562 tons, an average reduction in gas consumption of 1.1 GJ per ton (40%), and a reduction in Mu emissions of 81%.

The new furnace produced its first billet on 20 October 2009. “We are very happy that the furnace has lived up to expectations of reducing AltaSteel’s environmental footprint by lowering the business’s greenhouse gas emissions and natural gas consumption,” says Chris Jager, president, AltaSteel.

“We took forward to greater gains being made on the production front as the furnace continues to improve mill productivity and yield, and increase production capacity.”

He adds, “The installation of the furnace was the culmination of several years of planning and hard work. Kudos to all of the team members who devoted long hours to bring this project to fruition.”

With the successful installation of the new reheat furnace, the task of demolishing the old reheat furnace began in early May 2010. The area that housed the old reheat furnace will be vacated so that new foundations for a charging table can be installed. The completion of the project is scheduled for Q3.

Right: The new Danieli Reheat Furnace at AltaSteel in Canada.

A floating mineral processing plant, central to the dredge mining process. A floating processing plant, when the minerals are extracted from the sand, and then sent to a rental plant where they are cast into ingots.

The new furnace has a significantly larger capacity (600 tons) than the retired furnace (400 tons), and along with the new reheat furnace will help improve AltaSteel’s productivity and quality well into the future.

The Gautrain of stranders streaks ahead

In 2008 the pressure on the Steel Wire Rope factory, South Africa, to produce more ropes for the offshore oil industry motivated the investment in a high capacity ‘hubular’ strandor.

Since commissioning took place in February 2010, the new machine has consistently produced quality stranders at speeds that were simply not possible on the older generation stranders.

During a scheduled shutdown in February 2009, an Altasteel team branded Canadian minus temperature to justify a new cold bar shear in the Bar Mill. The first official cut was made on 6 January 2010. The project was installed on time and within budget, and has already generated improvements.

The new shear has a significantly larger capacity (600 tons) than the retired shear (400 tons), and along with the new reheat furnace will help improve Altasteel’s productivity and quality well into the future.

Damon Symondson, acting general manager, Scaw Steel Wire Rope, says, “The big lead time for the design and manufacture of this size of strandor meant that once order placement it took 20 months before the project was ready for commissioning. With the machine having achieved, mechanical output that span along its 90 meter length, it was quickly nicknamed ‘The Gautrain’. Its official name is E36 strandor.”

He adds, “The guarding, which is the first of its kind at Steel Wire Rope, exceeds the requirements of the Fatal Risk Standard, setting a new standard for this type of strandor.

“The new operators of E36 are to be commended for their work in keeping ‘The Gautrain’ clean and tidy with their production turning on time.”

Right: The hubular strandor’s job is to head high-tensile wires together into strands. These strands are then twisted together (“closed”) on a hose before being loaded onto a finished steel wire rope.

Scaaw Metal’s Richards Bay branch in South Africa completed its single largest order (in terms of value) and record time when it delivered 19 drums of steel wire rope to a Madagascan mining company in May.

Branch manager, Gona Govender, says, “On 10 May we received an 18,444 kg order for wire ropes from OTI Madagascan Minerals S.A., a Rio Tinto mine that dredges for aluminium and titanium in coastal sand zones. With Lorna Mashaba coordinating the delivery process from Jonela, and hard work from my workshop staff, we managed to cut, splice eyes, wind the rope onto drums and ship the ropes off within three days.”

The ropes specifications

- 1 x 867 m of 32 mm 6x36IWRC 1960Mpa, with a minimum breaking load of 715 Kn.
- The ropes were supplied in the following lengths:
  - 11 of 10.9 m lengths used for ladder holding – to lift the mining head up and down and out of the water.
  - 8 off 300 m lengths used as swing anchor ropes – to anchor and manoeuvre the plant left, right, forward and back.

The new furnace

...with the old reheat furnace in the background.

...and the new Danieli Reheat Furnace at AltaSteel in Canada.
Leaders in Action to drive innovation in Scaw

Scaw’s Leaders in Action programme, introduced as a pilot course to 15 Scaw South Africa specialists and managers in May 2010, will develop a deeper dimension in managing adults, while enhancing the financial and marketing acumen of the candidates.

Leaders from this programme are expected to have a direct and significant impact on reducing costs and driving value-added functions in the business.

Talent and Leadership Development, a business solution manager, Group Talent and Leadership Development, said the programme is designed to build insight into creating a profitable business, constantly searching for and implementing improvements, developing supervisory and communication skills, with a focus on improving internal customer and supplier management.

“Candidates are given the tools to identify and implement improvement opportunities in their own departments. By using basic financial tools in a simulated team setting, the participants were taught to plan production activities, to operate relevantly, to measure performance and benchmark against the competition. In this way, participants were able to directly observe the outcome of their business decisions.”

At the end of the programme, participants presented their improvement projects to senior managers. These projects included cost-cutting strategies and implementing ideas to increase productivity.

The idea was to impress and Scaw stands to save costs that reflect the best of the ideas presented and ultimately successful.

Candidates were selected from a cross-section of business units, plants and locations to provide a mix of age and areas. They were taken through a series of incremental behavioural modeling processes that prepared a great deal of practical work, simulations and teamwork.

It is time for change. Given the economic downturn, the business environment has become far more competitive. If we don’t adapt and change our ways, we are certainly likely to fall by the wayside. I am here to lead that change and to take the business forward,” says Markus Hannemann, the new head of Scaw’s Wire Rod Products division.

With this promotion there has come Markus’ appointment as director.

His words are founded on experience gathered from 23 years of working in the business, having progressed systematically through the ranks of the company, initially as one of the bright young pupil engineers, with some of the best academic results and awards.

He joined the former Haggie as a Scaw South Africa employee in 1987 when he was awarded a scholarship by Haggie and Sunsa. He studied mechanical engineering, qualifying in 1989. In the following year he started his supervisory national service in the South African Defence Force, which passed with flying colours.

In 1994, there was a promotion to his current position as director of the South African Defence Force, which passed with flying colours.

In 1992, once he completed his Government Ticket, he was entered into the Army.

Finally, in 1996 he had worked as an engineer at the Steel Wire Plant, and had been promoted to engineer, and in 1997 to his current position.

In 2000 he was promoted to director, and in 2001 he was appointed as CEO of Scaw, overseeing operations across the group’s South African businesses.

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Markus Hannemann:
From pupil engineer to director

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High Uranium Ball Plant; and in 2020 he was running all of the Grinding Media operations in South Africa.

In 2021 he was appointed as CEO of Scaw, overseeing the group’s South African businesses.

He has collected many good memories over the years. There have been many highlights, the most satisfying being growing both the high chromium and forged media business whilst seeing our people develop,” says Markus.

Scaw’s Hannemann took over Grinding Media, that division has more than tripled its total output of grinding media. Markus played a key role in the development of the Hard High

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As a lead up to Women’s Day on 9 August 2010, Scaw Metals’ first women’s event was hosted by the Group Human Resources department in the Reparametals’ Arms canteen in Houtskale, South Africa, on 13 May. This was followed by an
other event of its kind on 6 August.

Topics that effect female career development were brought to the fore, challenging the workforce to support and encourage women in business.

A spectacular afternoon, hosted by the guests and speakers, this event paid tribute to the contribution made by women in business.

“The event had multiple agendas, namely, to recognize our women as key players in business, to inspire higher levels of confidence in our women to assume greater responsibility in the business, to allow for cross-collaboration networking across operators and to communicate senior management’s support for the Women and Diversity Strategic Agenda.” says Beverly Shrutchan, manager, Group Talent and Leadership Development.

She adds, “Today’s workplace leaders must demonstrate leadership in diverse cultural settings and deal successfully with increasingly frequent and tumultuous change. Women have to play their part in shaping a Scaw culture that promotes trust and innovation, and energizes people to perform to the best of their ability.”

Scaw’s first women’s events inspired confidence in the ladies

Feedback on the event was overwhelmingly positive and comments included:
• “An absolutely fantastic event, filled with plenty of motivation and inspiration.”
• “It was inspiring and great to put women on the stage. Strong women.”
• “Very inspiring with very good motivational speakers. The presence of senior management inspires confidence throughout the organisation and we have a group of ladies, but that will be taken through.”

Programme

 Mistress of Ceremonies: Anna-Maria de Jesus, manager, Scaw Supply Chain. (photo 1)
 Welcome: Johan Buizer, operations manager, Scaw Metals Group. (photo 2, right)
 Speaking on Women in Scaw: Vincent Kanthe, HSR manager, (photo 3) and John Kambele, group HR manager (photo 2, left)
 Speakers: Karishma Seepersad, director, Shanduka (photo 4) and Patricia Monakos, production foreman, Grinding Media, Scaw Union Corporation (photo 5).
 Motivational messages were delivered by Karishma based on her progress from graduate to engineer within the mining environment. Patricka’s inspirational talk focused on her career progression within Scaw to formal level in a harsh and unsupportive male dominated field.

Following talks by guest speakers, discussions ensued about the challenges faced by women in business and the need for mentorship and support.

Issues raised included:
• Costability and acceptance in a technical environment.
• The need for mentorship, coaching and on the job support.
• The need for care and respect in all environments.
• More women at senior management levels.
• Options and views not taken seriously when expressed by women.
• The need for increased study assistance for further tertiary development.

Progression

Above centre: Beverly Shrutchan, manager, Group Talent and Leadership Development. (photo 2)

Above the left and right: Some of the guests.

Opposite page, main picture top: Guests gathered in the gardens outside the venue at the 8 August event.
Peer educators rebel at Wire and Strand

Now that’s awe-inspiring! Zero fatalities in 20 years

Keep the pressure on safety compliance

Alphonse Thiao, head of safety, health and environment for the group, speaks about the importance of maintaining the momentum of the safety drive within each operation of Scaw Metals’ global business.

“Over the last number of years, a great deal of emphasis has been placed on safety in the Scaw group and we have seen the benefit when comparing the Lost Time Injury Frequency Rate (LTIFR). The 2000 LTIFR was 1.36 and the 2009 was 0.26 – a dramatic reduction.

“We have implemented many new standards, some of which will provide the maximum benefit in the coming years. In this regard we think of the Fatality Risk Standards. Significant effort has been made in the implementation of the Fatality Risk Standards and there is a way to go to achieving full compliance.

“Circumstances keep changing and for this reason we have also been placing more emphasis on the Management of Change procedure. These procedures have been reviewed and initiatives to deal with change properly, to ensure that we don’t introduce new risks without managing them, are being implemented. The safety training courses for supervisors, to improve their skills in risk assessments, has also been rolled out this year.

“Despite these positive signs, we have noted weaknesses in some areas and it is clear that Scaw will have a long journey to go to get to what is achievable. The LTIFR for the year to June is 0.29 compared to 0.36 from January 2009 to June 2009. This increase is concerning and everyone’s focus and attention is required to ensure that we do not lose the progress that has been achieved in Scaw.

“Most of the 14 LTFs experienced this year were related to lifting, Lifting and Material Handling or Mobile Metal and Hazardous Substances. Special attention has already been given to educating employees to ensure that everyone fully complies with the new standards. With everyone working together, we will continue to improve our performance.”

Check yourself. Be sure. Live a healthy life

The Life Healthcare Clinic at Standard Foil sends employees few tests for blood pressure, glucose, cholesterol and vision, as well as insured voluntary counselling and testing for HIV/AIDS, during a Health and Wellness Day on July 8.

Health and Wellness information was given out, and SANCA was available to assist with information on alcohol and drug abuse.

The motto for the day was: Check yourself, be sure, live a healthy life.

Gifts, accorded via a lucky draw, were given to employees for participation.

Life Healthcare is a healthy harper of vitamins. A winter jacket was donated by Eclipse West Plant, and 10 other harpers, each containing T-shirts, caps and serial bands, were donated by Standard Foil.

Top: Medical staff with some of the winners of the participation prizes.
67 minutes of Mandela mercy

Well done to those who travelled the call of Nelson Mandela International Day, Sunday, 16 July. This has become an annual call to action for people across the globe to take responsibility for making the world a better place, one small step at a time, just as Mandela, former President of South Africa, did.

Mandela gave 67 years of his life fighting for a democratic South Africa, and he asked for people of all nations to spend just 67 minutes making someone else’s life easier on his birthday, in any way that they are able, be it big or small.

The day was recognised by the United Nations as an international day in November 2005. The date is the great man’s birthday – this year he turned 85.

He said: “It is in your hands to make of our world a better one for all.”

A group of seamstresses who have been running a viable business for eight years hit a snag at the beginning of the year that could have undone all their work. Instead, The Vaal Women’s Textile Cooperative, Scapa’s CSR department has been held together by a growth injection from Scapa.

Closer and closer to the black empowerment targets

A stitch in time saves thirteen

Over all, the Employment Equity (EE) profile for Scapa South Africa is moving towards the achievement of the business’s goal – 62% representation of historically disadvantaged South Africans (HSDA) at management level – in terms of its EE Plan for 2012.

“The number of women at management level is growing more, diversely, moving from 15 (2008) to 24 (2010), with more women from the HOSA background joining the ranks,” says Trevor Khumalo, industrial relations manager and equity officer, Scapa South Africa.

The group also applies its Black Economic Empowerment (BEE) practices in the communities near its operations. One of the more recent BEE community projects (in addition to the Vaal Women’s group - opposite page) is via Consolidated Wire Industries (CWI).

Scapa’s 96%-owned CWI helped Victor Matutu start a 100% black-owned and managed business, MCC VC Trading, which produces brakeforce and sells other wire-related products to the building industry. Brakeforce is used in the reinforcing of iron rods.

CWI’s assistance has included drawing up a business plan, installing machinery, preparing an advertising campaign and providing mentoring with the purpose of transforming business skills. CWI also sells the wire and other products to Brakeforce at competitive prices.

MCC VC Trading has since obtained South African Bureau of Standards (SABS) certification.
Twenty Sccw South Africa employees joined the 55,000-plus members of the public who took part in the Discovery 702 Walk the Talk, the largest walk in Africa, on Sunday, 25 July, to raise funds for charity. Among the walkers were high profile personalities, including the first African woman to win an Olympic gold medal, Nawal El Moutawakel from Morocco. She won gold for the 400 metre hurdles in 1984 in Los Angeles, USA.

With the initiative having been taken by employees, the Corporate Social Responsibility department laid down a challenge: 500,000 raised by the employees would be matched by CSR, rand for rand. The result: The Sccw Team grew to 54 people and included educators and learners from Chirivani Primary School, which raised R5,000.

The money was donated to Chirivani, located in Katlehong on Johannesburg’s east rand.

There were a number of good comments from employees who participated, but this one was the best: "WOOWW! What an awesome experience! I couldn’t believe that 55,000 people braved the cold winter day and got there as early as 5 am on a Sunday morning, to walk (nogal) to Africa’s biggest (for ‘as well’). It brought back the memories of the Soccer World Cup and added to the events that make me proud to be a South African. For me personally, it was about doing something out of the ordinary (I mean, we don’t get to walk for 15 kilometres with thousands of people everyday)! It was about fun, I grooved to my pad jam, had a chat to some people I didn’t knew, got to catch up with some colleagues, visited Joburg many times trying to find a way home ... and, and, and..."}

Eleven times a runner

When Mongezi Bul捺e joined the Discovery 702 walk at age nine, he was happy to be doing 2.5km an hour and still walk fast enough to keep up with his cousins. He added 7km to his record this year and wants to do 16km next year. Mongezi said that he had always run during every year of his life and 2013 was no different. He also did 16km in the Western Province in May. For Mongezi, the most memorable part of the walk was that it brought together people of all ages and walks of life.

Retiree: He was 19 when he joined

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Eyes on the owls

The Nyt Poly-Cup Canada team has been enthralled by a family of Great Horned Owls that nested outside the Administration Building. "I’m in awe of how nature moved on because the babies can fly now, but it was neat to watch them," said Rodhill Morton, process engineer. The team has kept a watchful eye on the owlets, willing them to go from strength to strength.

Photograph by employee Rick Kirtza.
The photograph above and centre were taken by Chris Boluyten from Sascoc Union Junction. He and some of his colleagues watched the opening match in which South Africa and Mexico drew 1-1 at Soccer City in Soweto. A giant-sized, manufactured dung beetle took on a gigantic ball (top left).

South African pride

World Cup fever lingers on

The 2010 Soccer World Cup may be over, but the euphoria remains in South Africa. We see still seeing our Bafana T-shirts, flying the South African flag from our vehicles, displaying the national colours in minnie socks that hug the side mirrors of our cars and singing the Vuvuzela, Vuvuzela song. The country pulled together to pull off “the greatest show on earth”, and did it so well that the South African cities Durban and Cape Town are bidding for the 2020 Olympic games.

We have been left with wonderful memories of the “beautiful game”, and many of them are Scarc’s own stories about the build up to, and involvement in, the event. Some of these stories are shared on these pages.

Football Friday

Football Friday was a countrywide initiative that drew South Africa’s into an united spirit. Every Friday leading up to, and during, the World Cup, the nation wore yellow and green Bafana T-shirts. A number of Scarc’s operations also made it the day to do the Dikhi Dance on site.

We had a ball, didn’t we?

and, yes, we did feel it!

Employee ticket draws

Excitement ran high when employees in Scarc units across the South African business waited on tenterhooks to hear the results of World Cup ticket draws.

Standard Foundry sent in a photograph of the happy winner of the tickets for the Ghana vs Uruguay quarter finals, Abel Mofokeng, seen right holding his ticket and blowing his vuvuzela. Abel is a grinder in the Foundry department. He said, “It was an unforgettable experience seeing everyone celebrating together.”

Syliva Bopape: “We did it, we made history!”

“Being a World Cup volunteer was an experience of a lifetime. It is definitely a peak in my lifetime. The FIFA desk at OR Tambo International Airport in Johannesburg was eye-catching and attractive. It was meant to serve as a ticket gates, however, it ended up serving everyone who visited the desk, including South African citizens. From this I gained experience in dealing with different people from different cultures and countries, communicating where there was a communication breakdown because of language differences and still being able to assist. I know my country better than I did before. I understand the country’s transportation system and the language. I am excited that I actively participated in making the World Cup in South Africa possible.

“We as a South African nation delivered a world class event. We have managed to turn sceptics into believers. We did it, we made history!”

Syliva was awarded a certificate of appreciation by FFA – it has become one of her prized possessions (She works in S.T at Union Junction).

“Did you hear that the vuvuzela was voted the most popular word of the World Cup?”

The vuvuzela (a metre-long, plastic horn that makes the trumpeting sound of an elephant) has been branded a hearing risk, but that did not stop tens of thousands of people blowing the instrument at all hours of the day and night, from streets to stadiums to shopping malls, making it a symbol of this World Cup. The ancestor of the vuvuzela is said to be the lungs from, blown to summon African villagers to meetings.

During the World Cup

South Africa said:

“Ke Nako” (Sotho language)

“It is time”

This time for Africa!

Below: Departments at the Union Junction operation tried to outperform each other doing the Dikhi Dance every Friday.

The photographs above and centre were taken by Chris Boluyten from Sascoc Union Junction. He and some of his colleagues watched the opening match in which South Africa and Mexico drew 1-1 at Soccer City in Soweto. A giant-sized, manufactured dung beetle took on a gigantic ball (top left).
South Africa wowed the world when it hosted the 2010 Soccer World Cup between June and July, and Canada showcased the excellence it is renowned for when it hosted the Vancouver 2010 Winter Olympics.

As a volunteer at the World Cup, Scaur South Africa’s Sylvia Bopape was swept up by the soccer fever, and as a volunteer to the Olympics, Moly-Cop Canada’s Sales manager, Maurice Hindle, was in the company of the most exceptional athletes in their fields, in some of the thickest snow.

He says, “I was a member of the medical team for the ski jump. From take off to landing, the skiers fall an equivalent of 14 storeys, so the medical team was made up of two advanced paramedics who manned the ambulance, an emergency doctor, a helicopter flight crew, and first responders (like me) from across the North American continent: Toronto, Seattle, Georgian Bay, Prince George and Kamloops.” Moly-Cop Canada is based in Kamloops.

“We put in gruelling, 16-hour days, but the experience was worth it. The opportunity to mix with the athletes and spectators was exhilarating. I worked 17 days without break. My primary focus was the Callaghan Valley with the biathlon and ski jumping athletes. If this experience has taught me anything, it is that we can’t do enough from a volunteer perspective to help support the country’s image. To a great degree, the success of the Olympics was due to the efforts of our unpaid volunteer groups.”

To jump or not to jump?

“I couldn’t resist trying the jump...not,” says Maurice Hindle, sales manager, Moly-Cop Canada, who was a medical volunteer at the 2010 Winter Olympics in Vancouver.

Top right: The landing area on the ski ramp.

This photograph: The Olympic rings.