

Cape Pine is constantly striving to improve its environmental and social responsibility, and in keeping with this, a need was identified to keep you and other interested parties and organisations informed of the developments within the company. We therefore regard it as necessary to inform you of developments by means of a six - monthly Newsletter

Latest Cape Pine Restructuring News

As part of the continuing redesign of Cape Pine, the company has, over the past six months continued with a comprehensive standardisation and restructuring process. Some of the aspects that have received attention are listed below:

- ✓ The Cape Pine Investment Holdings (CPIH) companies, MTO Forestry, Cape Sawmills, Airton and Castle have all been combined into one management structure.
- ✓ A position for a general manager responsible for marketing and sales has been created, and retail and value-adding added to the marketing and sales portfolio.
- ✓ Finance and human resources were functionalised as separate service units.
- ✓ New portfolios for commercial and legal matters, and stakeholder relations were created.
- ✓ Job descriptions, grading, service conditions and salary structures were standardised across the group.

Due to large management overheads, diminishing planted areas in the Exit lease and in order to improve the structural design of the company, the Forestry Operations group was also restructured in August 2012. Some of the aspects that characterised this process were as follows:

- ✓ Reporting lines were improved and levels were reduced, while supervisors were elevated within the company.
- ✓ A leaner organisation was created through the reduction of Forestry management positions and cost reductions.

This process has improved management efficiencies, expanded the leadership contributions made by supervisors and addressed some of the BEE and employment equity aspects of the company.

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Community Outreach News

With the creation of a dedicated portfolio for Stakeholder relations, Cape Pine wishes to improve its relationship with communities that live in and around our plantations. The company is currently developing a consultation framework for all affected communities, which aims to build effective and efficient relationships, consider stakeholder views in planning and management and where possible assist to enhance the livelihood of people and communities.

As part of this programme, Cape Pine currently employs three community workers for three Cape Pine villages. They are (shown from left) Elsie Elbrug (Bergplaas), Annie Ayford (Jonkersberg) and Moira Coetzee (Buffelsnek).

Under the auspices of these community workers, several projects have been developed in conjunction with the local communities. These include:

NEEDLEWORK GROUPS: The needlework groups of the various plantations (Jonkersberg, Bergplaas, Homtini and Buffelsnek) had a very successful workshop recently at Jonkersberg. The goal of this workshop was to bring the different groups together to discuss and share needlework ideas. Cape Pine supplied the transport and venue for this workshop.

COMMUNITY LIBRARY: Our first community library was officially opened in October 2011. The community worker, Elsie Elbrug, acts as librarian and receives training on an on-going basis from the George Regional Library Service. Cape Pine supplied the venue, book shelves, security gates and burglar bars for the community library. Applications for the establishment of libraries at Buffelsnek and Jonkersberg have been submitted to the Western Cape Library Service.

CRÈCHE'S: The crèche's at Jonkershoek Stellenbosch (Akkerland), Sonskyn Buffelsnek (Busy Bees) and Phillipsville (Jonkersberg) are functioning well. The company provides the building, electricity supply, water, sanitation and general maintenance.

AWARENESS PROGRAMS / WORKSHOPS: Awareness programs relating to drugs, teenage pregnancy and HIV aids take place on an on-going basis. The goal of these awareness programs and workshops are to provide more education to teenagers, parents, and young adults to take the impacts of drugs, unsafe sex and unwanted pregnancy seriously. These programs also try to encourage personal responsibility and respectful relationships.

Khula Nam

Our flagship project, The Khula Nam project (meaning "grow with me") was founded towards the end of 1996 when SAFCOL (now Cape Pine) and the Wilderness Leadership School (now Wilderness Foundation) joined hands to create a new curriculum based approach to environmental education. This programme aimed to create an awareness of the natural environment and commercial forestry amongst communities surrounding the plantations throughout the Southern Cape and targeted grade 7 pupils.

Today Khula Nam reaches out to over 1000 pupils and teachers annually. The programme is offered to almost all of Cape Pine's plantations that lie between Port Elizabeth in the east and George in the west.



Food Gardens

A food garden is in operation at Cape Pine's Forest Station in Grabouw. The food garden is under the leadership of the Sithemba Woman Co-operative who utilizes the land free of charge to grow vegetables to be sold to the local community.

Similar food gardens are also in operation in other Cape Pine villages such as Phillipsville (Jonkersberg) and Sonskyn (Buffelsnek) with the support of the company and Southern Cape Land Committee.



Welcome to Ntuthuzelo Herald Ponoyi

Ntuthuzelo Herald Ponoyi, recently appointed at Cape Pine as the General Manager: Stakeholder Relations was born in Eastern Cape, King Williams Town.

Having matriculated at Gasela High School, he followed his call in forestry when he enrolled for a Forestry Diploma at Fort Cox College of Agriculture and Forestry in 1993. He worked for SAFCOL before he joined Rance Timbers in 1998. Later he was employed by the then Department of Water Affairs and Forestry where he presented his capabilities and climbed several positions within the department. In 2002, his love for forestry eventually resulted in him enrolling for a Bachelor of Technology in Forestry at Nelson Mandela Metro University. His experience in government includes development of systems and guidelines for sustainable forest management and monitoring and oversight of leased state forestry assets.

Changes in responsibilities presented a need to build his capacity in service delivery related matters. As a result he enrolled in a master's degree in Public Administration at the University of Pretoria with his research on policy impacts of restructuring state forestry assets. In his current portfolio, he is responsible for oversight and coordinated management of the company's Corporate Social Responsibility programme; excellent relationships with stakeholders; and the development and implementation of transformation plans.

National Women's Day Celebrations

To recognize the importance of Women, woman from four Cape Pine villages (Jonkersberg, Bergplaas, Homtini and Buffelsnek) were invited to the Bergplaas village to celebrate Women's day. Needless to say, the community hall of Bergplaas was buzzing with an audience of over 100 women (and children). The ladies were treated to educational talks and entertainment. Cape Pine arranged the transport and supplied all the food ("potjiekos"), snacks, tea and cool drink for this event. The ladies of the various villages could not thank Cape Pine enough for this unforgettable and special day at Bergplaas

National Women's Day Celebrations



New Regions

As part of restructuring changes, Forestry Operations are now geographically organised in two Areas namely **West** between Cape Town and George and **East** between Knysna and Port Elizabeth. Please feel free to contact any staff with queries or comments. Contact details of staff are shown in the box on the right.

What do we do?

Our vision is for Cape Pine to be a leader in the South African forestry sector.

Our Mission consists of the following:

Enhance the unique benefit of our quality pine, which delivers on our promise of timber that is stable, straighter and stronger.

- Optimise the value of our forestry asset through improved yield and efficiencies.
- Achieve sustainable environmental practices that respect the land, fauna and flora, with the aim of mitigating the effects of global warming and climate change.
- Build on going community through our People and Socio-Economic Development projects in areas of relevance to our business.
- Encourage diversity in race, gender, disability, education levels, religious and ethnic groups.

Visit our website
www.capepine.co.za
for more information.

We also want your opinion

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