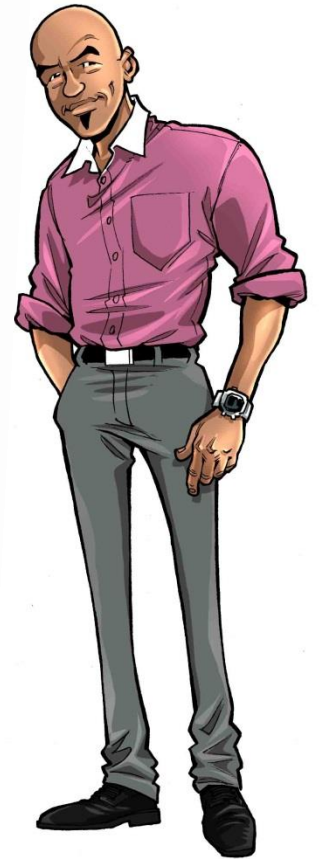


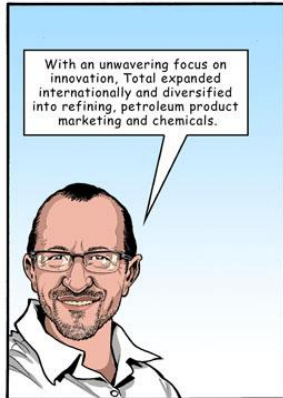
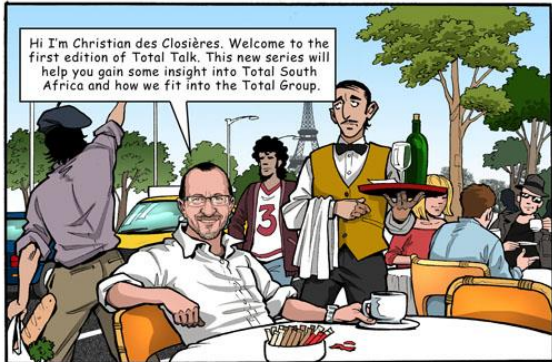


EMPIRE  
MEDIA

**PORTFOLIO  
2016**

# MORE CHARACTER'S





### SIMPLIFIED DEFINITION OF UPSTREAM

The upstream stage of the production process involves searching for and extracting raw materials.

The upstream part of the production process does not do anything with the material itself, such as processing the material. This part of the process simply finds and extracts the raw material. Thus, any industry that relies on the extraction of raw materials commonly has an upstream stage in its production process. In a more general sense, "upstream" can also refer to any part of the production process relating to the extraction stages. In the petroleum industry, locating underground or underwater oil reserves characterizes the upstream process. Additionally, the upstream process in this industry involves bringing oil and gas to the surface. Extraction wells represent an example of a structure operating in this stage in the process.

### SIMPLIFIED DEFINITION OF DOWNSTREAM

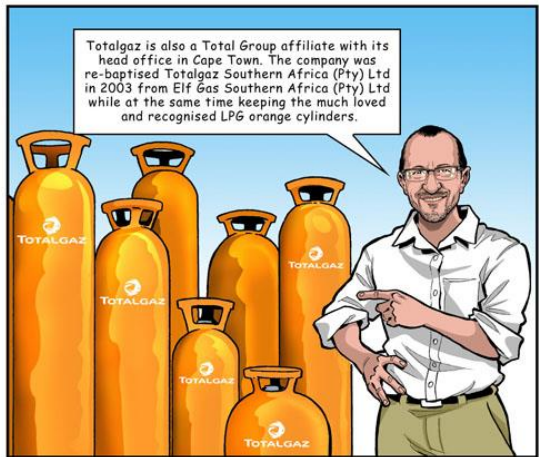
The downstream stage in the production process involves processing the materials collected during the upstream stage into a finished product.

The downstream stage further includes the actual sale of that product to other businesses, governments or private individuals. In the oil and gas industry, the downstream process consists of converting crude oil into other products and then selling those products to customers. Thus, oil refineries represent structures that operate within the downstream process. However, any kind of plant that processes raw materials may qualify as operating within the downstream stage of production. A company that combines both upstream and downstream processes is an integrated company.

### TOTAL SOUTH AFRICA FALLS INTO THIS SEGMENT



Do you have Gaz?  
We do at Totalgaz!



Totalgaz is also a Total Group affiliate with its head office in Cape Town. The company was re-baptised Totalgaz Southern Africa (Pty) Ltd in 2003 from Elf Gas Southern Africa (Pty) Ltd while at the same time keeping the much loved and recognised LPG orange cylinders.



LPG stands for Liquid Petroleum Gas and in keeping with our commitment to better energy, it is versatile, fast, clean, powerful, portable and most importantly, very safe!



The Totalgaz product range is huge and our LPG network covers Southern Africa where gas is used in the commercial, agriculture and industrial markets...



But personally, I use my Totalgaz to make that classic South African cricket watching snack...THE BOERIE ROLL!



Well it doesn't look like those guys are going to come unstuck for a while, let's take a quick look at Marketing and Services.



Our retail network is our main point of contact for our customers and a core focus of our push to deliver service and product innovation...



With 15000 service stations worldwide, Marketing and Services has dynamic and ambitious plans in place to double our results and become a brand of reference worldwide in less than ten years...



The ambitious Marketing and Services roadmap is based on these four priorities:

**A HIGHLY VISIBLE, INNOVATIVE AND ASSERTIVE LINEUP OF SOLUTIONS**  
- Boosted by Going digital

**STRATEGICALLY REBALANCED POSITIONS TOWARDS OUR REGIONS OF GROWTH** - Boosted by Our supply

**SUSTAINABLE PERFORMANCE THROUGH RIGOR AND RESPONSIBILITY**  
- Boosted by Reducing costs

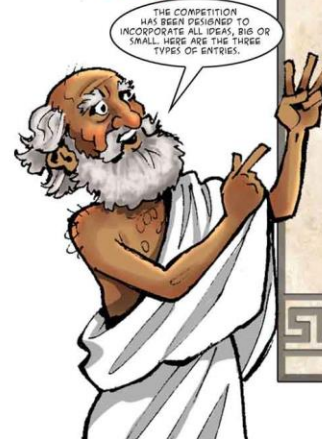
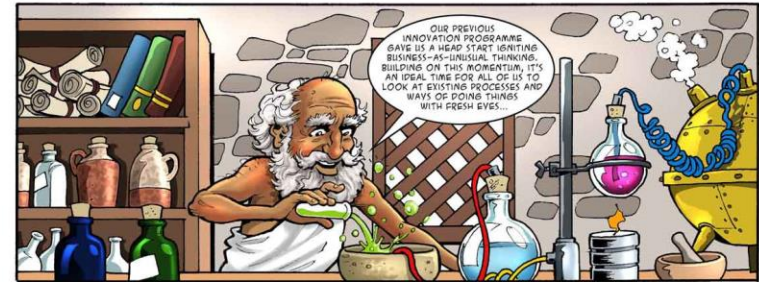
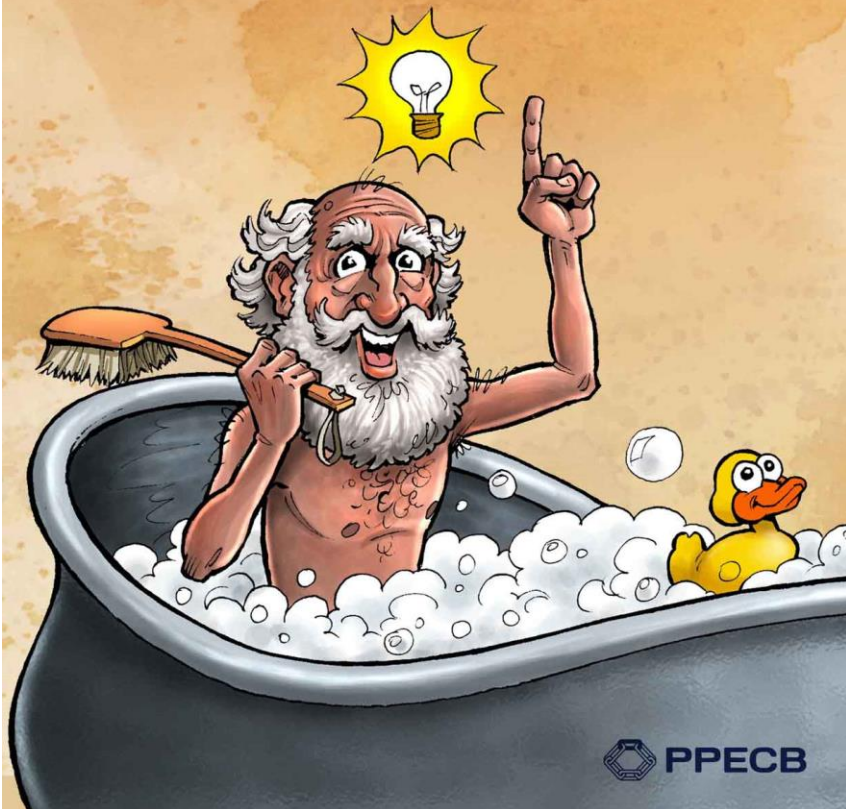
**DIVERSE, DEDICATED TEAMS**  
- Boosted by Team play



Ultimately our ambition in the marketing and Services division means we need to attract new customers to Total service stations each and every day!

# EUREKA!

How to Enter the PPECB EUREKA! Competition



## ENTRY TYPES

### IMPROVATIONS

THESE ARE ENTRIES THAT WILL TYPICALLY TAKE 3 MONTHS OR LESS TO IMPLEMENT AND/OR GENERATE INCREMENTAL ORGANISATION BENEFIT.

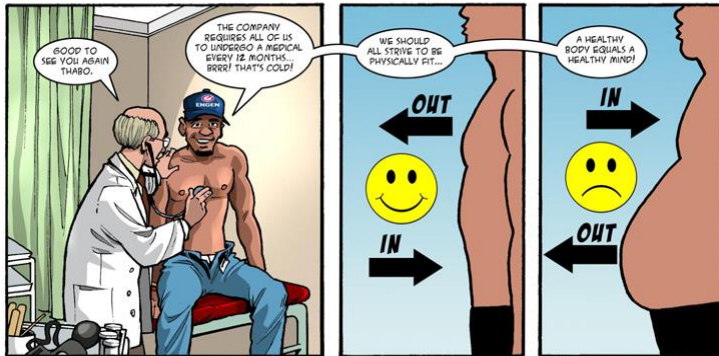
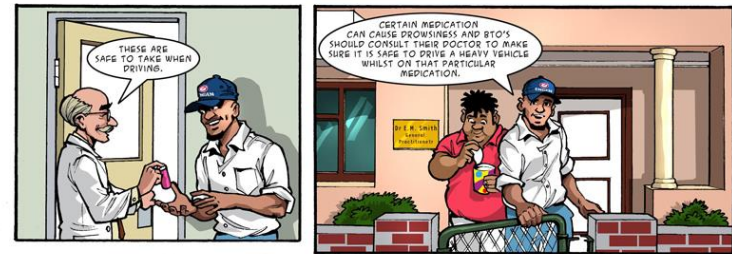
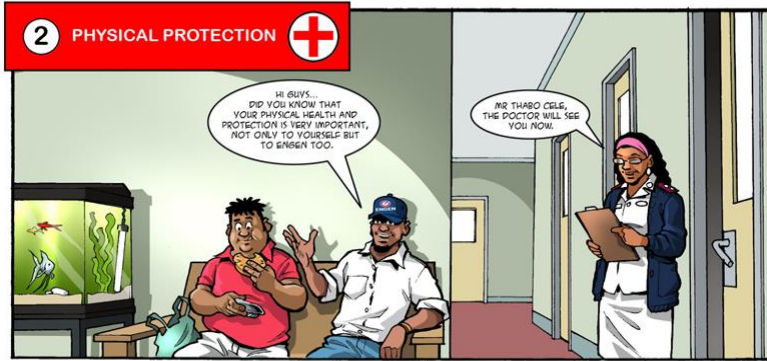
### MAXIMATIONS

THESE ARE ENTRIES THAT GENERATE SIGNIFICANT ORGANISATION BENEFIT.

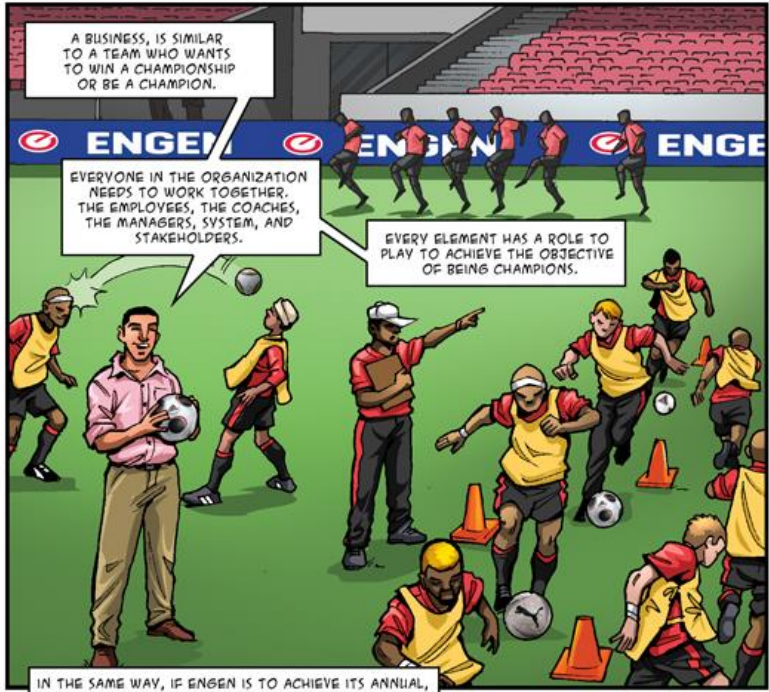
### SUPERVATIONS

THESE ARE ENTRIES THAT REQUIRE A SIGNIFICANT INVESTMENT TO IMPLEMENT, AND THAT MAY TAKE MANY YEARS TO IMPLEMENT.

# PITCH FOR TRUCKERS HANDBOOK FOR PETROLEUM COMPANY



Please remember you need to apply for a renewal of your Professional Driver's Permit every two years. Certificates older than two months will not be accepted.



A BUSINESS, IS SIMILAR TO A TEAM WHO WANTS TO WIN A CHAMPIONSHIP OR BE A CHAMPION.

EVERYONE IN THE ORGANIZATION NEEDS TO WORK TOGETHER. THE EMPLOYEES, THE COACHES, THE MANAGERS, SYSTEM, AND STAKEHOLDERS.

EVERY ELEMENT HAS A ROLE TO PLAY TO ACHIEVE THE OBJECTIVE OF BEING CHAMPIONS.

IN THE SAME WAY, IF ENGEN IS TO ACHIEVE ITS ANNUAL, AND ULTIMATELY ITS LONG TERM BUSINESS OBJECTIVES, THE DIVISIONS, DEPARTMENTS AND INDIVIDUALS ALL NEED TO CLEARLY UNDERSTAND HOW EACH CONTRIBUTE TO THE ORGANISATION'S VISION.



MR PPC IS IN THE CANTEN AFTER GYM CHATTING TO ANOTHER EMPLOYEE.

SO I'VE CONCLUDED MY PERFORMANCE CONTRACT FOR 2013. I HAVE AGREED WITH MY LINE MANAGER ON MY DEVELOPMENT OBJECTIVES AND I HAVE ATTENDED MY ROUND TABLE DISCUSSIONS...WHERE ELSE CAN I GO FOR SUPPORT?



WELL MARY, THE GOOD NEWS IS THAT THERE ARE A FEW SUPPORT OPTIONS TO HELP YOU.



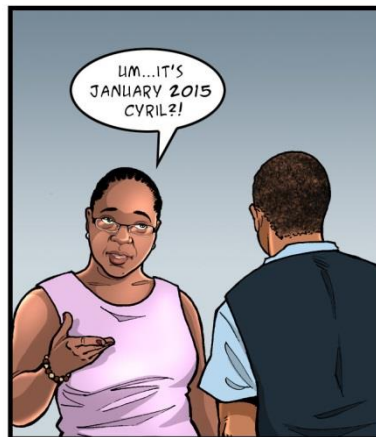
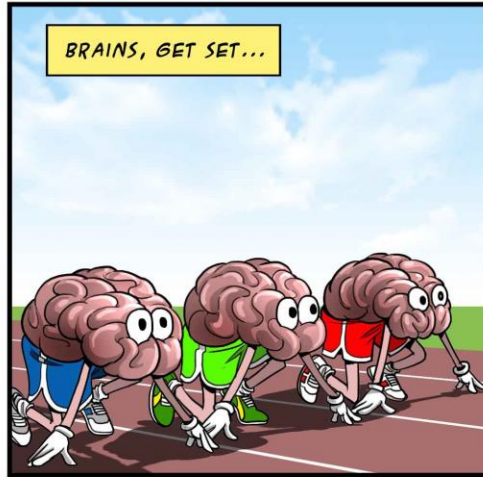
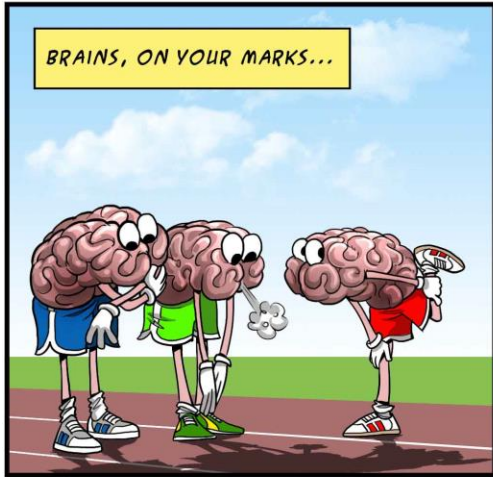
YOUR SYSTEM TRAINING MANUAL COVERS THESE POINTS IN DETAIL, WITH SCREEN SHOTS, TIPS AND MORE!



...AND YOU CAN GET MORE TRAINING FROM E-LEARNING ON MY I-DESK ON IZONE

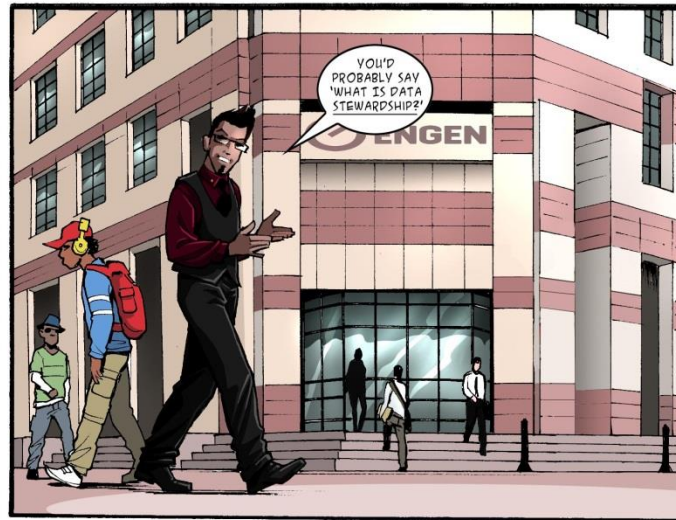


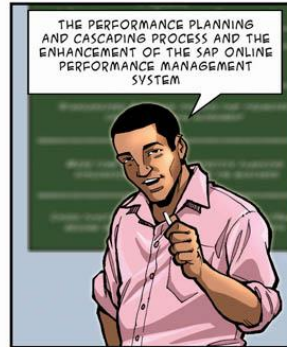
IF YOU WANT A MORE PERSONAL TOUCH, YOUR LINE MANAGER IS AVAILABLE TO HELP YOU WITH COACHING AND SUPPORT TOO. THERE IS ALSO SUPPORT AVAILABLE FROM YOUR REGIONAL HUMAN RESOURCES BUSINESS PARTNER (HRBPS) INCLUDED ON THE NEXT PAGE.





WHAT IS DATA STEWARDSHIP?





*BALANCED SCORECARD PERFORMANCE PLANNING & CASCADING PROCESS*

*AN INTEGRATED BALANCED SCORECARD PLANNING APPROACH*

*A STANDARDISED PLANNING PROCESS THAT PROMOTES CROSS FUNCTIONAL ALIGNMENT*

*MORE TIME ALLOCATED FOR EFFECTIVE PLANNING DISCUSSIONS AT ALL LEVELS OF THE BUSINESS*

*CROSS FUNCTIONAL SERVICE LEVEL AGREEMENTS (SLAs) BECOME STANDARD PLANNING OUTPUT DOCUMENTS*

ENHANCED SAP HR SYSTEM TO INCLUDE STANDARDS / MEASURES ON THE BSC AND PERFORMANCE CONTRACTS

PROGRESSIVE MILESTONE INDICATORS INCLUDED IN THE TEMPLATE

SEPARATE BALANCED SCORECARDS FOR ENGEN AND ALL DIVISIONS

A SIMILAR SYSTEM SOLUTION HAS BEEN PUT IN PLACE FOR NON SAP HR ENGEN AFFILIATES

BOTH THE 2012 PERFORMANCE APPRAISAL PROCESS AND THE 2013 PERFORMANCE PLANNING PROCESS WILL BE SIMULTANEOUSLY AVAILABLE ON THE SYSTEM

WE WILL NOW HAVE A LONGER PLANNING AND CASCADING PERIOD, WHICH WILL START DURING THE BUSINESS PLANNING PROCESS UNTIL ALL PLANNING LEVELS HAVE DEFINED HOW THEY WILL SUPPORT THE BUSINESS STRATEGY.

THIS NEW INTEGRATED PROCESS WILL ALLOW FOR A STANDARD AND BALANCED APPROACH TO PLANNING LEAD BY HR PRACTITIONERS AND STRATEGIC BUSINESS MANAGERS AND A SERIES OF ONE DAY ROUND TABLE MEETINGS WILL BE HELD AT ALL LEVELS TO DEFINE PERFORMANCE.

AND DON'T STRESS...THERE WILL BE PLANNING AND SYSTEMS TRAINING AS WELL AS CROSS FUNCTIONAL ALIGNMENT AND QUALITY ASSURANCE TEAMS PUT IN PLACE TO HELP UNTIL THE NEW PERFORMANCE PLANNING CULTURE HAS BEEN FULLY ENTRENCHED.

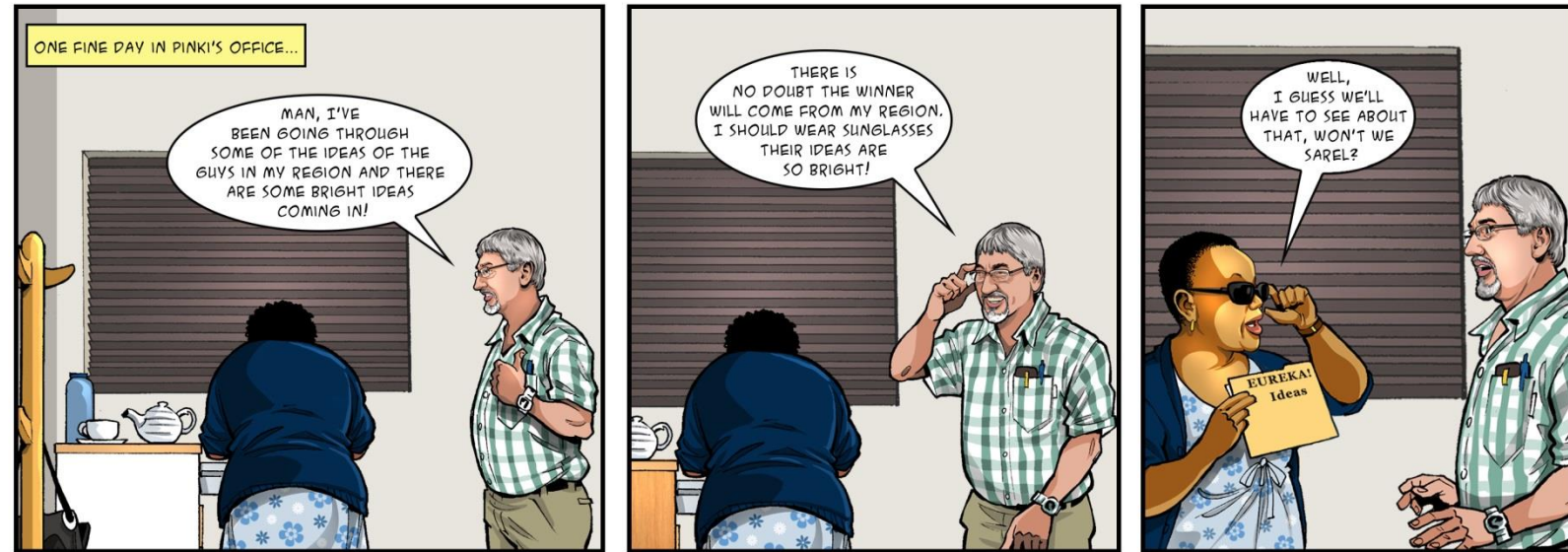


# Together Let's Make GREAT Happen!

WE LOOK FORWARD TO EVERYONE WORKING TOGETHER IN A COLLABORATIVE MANNER TO ACHIEVE OUR COMPANY OBJECTIVES FOR 2013, AS SET OUT IN OUR BALANCED SCORECARD. WE HAVE NO DOUBT THAT AS ONE TEAM, WE WILL PROVE THAT WE, THROUGH OUR PEOPLE, ARE INDEED THE OIL COMPANY OF CHOICE.

WE ARE ONE ENGEN, AND ONE TEAM. TOGETHER WE WILL MAKE GREAT HAPPEN.







13TH JUNE 2017, STATION 26 KOMMETJIE, WETERN CAPE.

RED DISTRESS FLARES HAVE GONE UP? OK...WE'RE ON IT!



SO WHAT'S THE SITUATION?

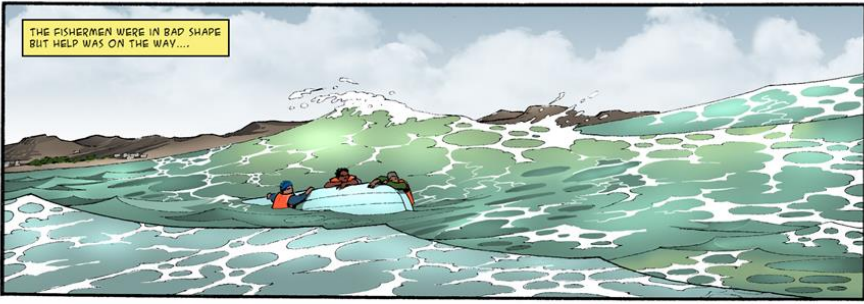
WE'VE GOT 4 GUYS ON AN OVERTURNED FISHING BOAT. AND THE SURF IS PRETTY BIG.



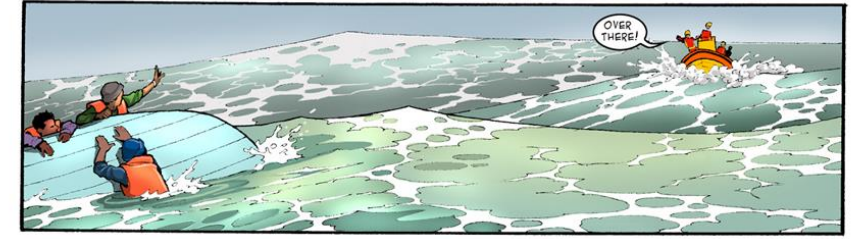
A FEW MINUTES LATER...



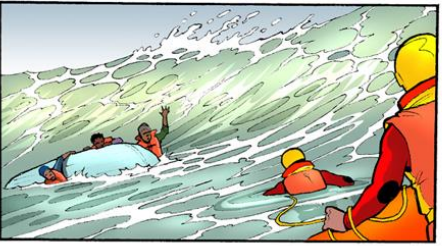
HOLD ON!!



THE FISHERMEN WERE IN BAD SHAPE BUT HELP WAS ON THE WAY....



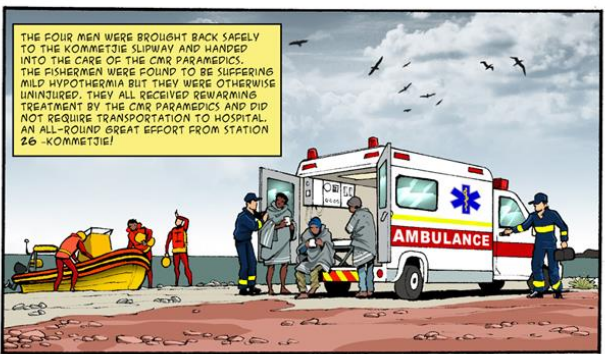
OVER THERE!



DON'T WORRY BUDDY, I GOT YOU!



OKAY, THAT'S EVERYONE! LET'S GET THESE GUYS HOME AND DRY.



THE FOUR MEN WERE BROUGHT BACK SAFELY TO THE KOMMETJIE SLIPWAY AND HANDED INTO THE CARE OF THE CDR PARAMEDICS. THE FISHERMEN WERE FOUND TO BE SUFFERING MILD HYPOTHERMIA BUT THEY WERE OTHERWISE UNINJURED. THEY ALL RECEIVED REWARMING TREATMENT BY THE CDR PARAMEDICS AND DID NOT REQUIRE TRANSPORTATION TO HOSPITAL. AN ALL-ROUND GREAT EFFORT FROM STATION 26 - KOMMETJIE!



**JACQUES EURO**

18 MEMBER STRONG CURRENCY UNION. SURVIVED PERIPHERAL SCORES. SET TO BECOME 19 STRONG AT YEAR-END. SECOND LARGEST RESERVE CURRENCY. WEARS MATCHING BERET AND BOOTS.

**CHARLES STERLING**

FINANCIAL SERVICE POWER HOUSE. EXPECTED TO BE FASTEST GROWING DEVELOPED ECONOMY IN 2014. LOOKING TOWARDS FIRST INTEREST RATE HIKE SINCE THE FINANCIAL CRISIS. PARTIAL TO A CUP OF TEA.

**CLINT DOLLAR**

WORLD'S BIGGEST ECONOMY AND LARGEST RESERVE CURRENCY. TAPERING QE PROGRAM AND MOVING TOWARDS FIRST INTEREST RATE HIKE. RECOVERING BANKING AND CORPORATE SECTORS HELPING STOCK MARKETS. MAKE NEW HIGHS. WEARS HIS FLAG WITH PRIDE.



**JULY/AUGUST 2014**

**EURO:** A SUDDEN AND UNPRECEDENTED POLICY ACTION BY THE ECB TO LOWER KEY INTEREST RATES AND IMPROVE CREDIT CONDITIONS SEES A BROAD EUR SELL-OFF. THE ECB IS AIMING TO COUNTER LOW INFLATION, PARTLY BLAMED ON THE STRONG EURO CAUSING DEFLATIONARY PRESSURES, AND POOR EMPLOYMENT AND GROWTH NUMBERS. THE EURO CONTINUES TO SEE BROAD SELLING AS IT POSITIONS ITSELF AS THE FUNDING CURRENCY OF CHOICE IN THE DEVELOPED MARKETS, LEAVING POOR JACQUES LAGGING BEHIND.

**DOLLAR:** THE DOLLAR BENEFITS FROM A SWITCH OUT OF EUROS, DESPITE MOST US ECONOMIC DATA REMAINING TEPID AND BOND YIELDS FALLING THROUGH MOST OF THE EARLY YEAR. HOWEVER, WE ARE STARTING TO SEE A PICK-UP IN US DATA, WITH JOBS DATA STARTING TO IMPROVE AND THE FED ALMOST FINISHED WITH TAPERING THEIR QE PROGRAM. FORWARD LOOKING DATA ALSO SEEMS TO BE IMPROVING, WITH Q2 GDP FIGURES SHOWING A STORMING RECOVERY. THE US DOLLAR CERTAINLY LOOKS TO BE BUILDING UP SOME MOMENTUM IN THE SECOND HALF OF THE RACE; THE BOOKMAKER'S FAVOURITE IS CERTAINLY GAINING GROUND!

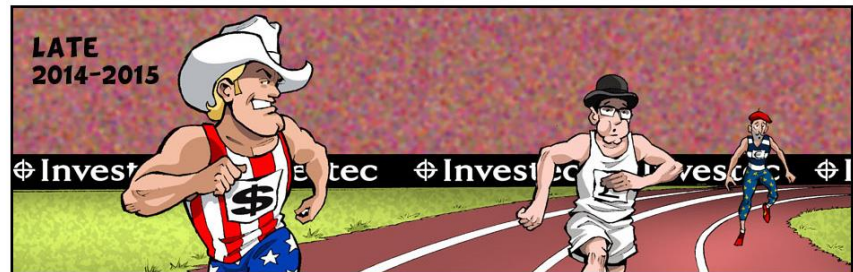
**POUND:** THE POUND CONTINUES TO HOLD STRONG AS UK DATA REMAINS ROBUST, PARTICULARLY HOUSE PRICES AND EMPLOYMENT FIGURES. THE UK REMAINS AN ATTRACTIVE CHOICE FOR INVESTMENT AS THE BANK OF ENGLAND STEPS UP THE DEBATE AROUND HOW MUCH SPARE CAPACITY REMAINS IN THE ECONOMY BEFORE INTEREST RATES WILL NEED TO BE RAISED TO KEEP INFLATION UNDER CONTROL. STILL OUT IN FRONT, BUT AS CLINT GAINS GROUND ARE CHARLES'S LEGS BEGINNING TO TIRE?



**DOLLAR:** A GREAT START BY THE USD AS THE FED STARTS TAPERING ITS QE PROGRAM. BUT THE USD SOON STUMBLES AS POOR WEATHER HAMPERS ECONOMIC ACTIVITY ACROSS THE POND, WITH THE POOR Q1 GDP NUMBER LEAVING THE USD WITH FEW FRIENDS. A SLOW START FROM CLINT BUT CAN HE REGAIN MOMENTUM?

**EURO:** THE EURO FOLLOWS CLOSELY BEHIND THE POUND WITH INVESTORS WHO ARE SEEKING HIGHER YIELD BUYING PERIPHERAL BONDS IN THEIR DROVES, SUPPORTED BY THE SAFETY OF THE ECB'S OUTRIGHT MONETARY TRANSACTIONS (OMT) BACKSTOP. THE EURO HAS ALSO BENEFITED FROM THE BROAD USD SELL-OFF THAT HAS SEEN MANY Q2 CURRENCIES RALLY IN THE FIRST PART OF THE YEAR. JACQUES IS CERTAINLY SURPRISING MANY OUT THERE WITH SUCH A STRONG SHOWING.

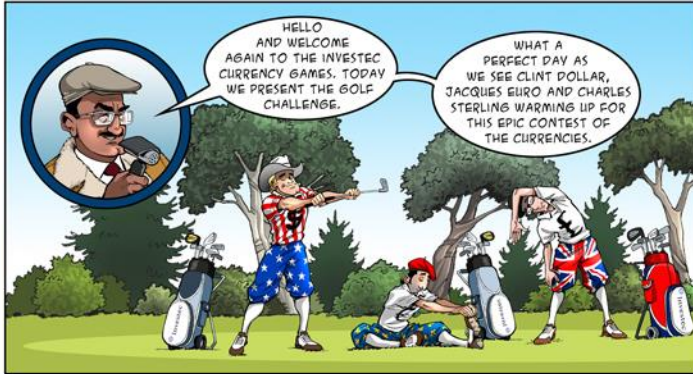
**POUND:** THE POUND CHARGES AHEAD AS UK 2014 GDP FORECASTS ARE REVISED UP AND EXPECTATIONS ARE NOW SUCH THAT THE UK IS PREDICTED TO BE THE FASTEST GROWING DEVELOPED ECONOMY IN 2014. THE UK ECONOMY CONTINUES TO OUTPERFORM EXPECTATIONS IN EARLY 2014 WITH INVESTORS BRINGING FORWARD THEIR FORECASTS FOR WHEN THE UK WILL START HIKING INTEREST RATES. THE CROWD IS IN AWE OF CHARLES'S QUICK FEET!



**DOLLAR:** EXPECTATIONS ARE THAT US DATA CONTINUES TO PICK UP THROUGH THE YEAR. AS THE US DOLLAR BUILDS A HEAD OF STEAM AND THE MARKET BEGINS TO PRICE IN THE FIRST FED RATE HIKE MORE AGGRESSIVELY. AFTER THE FED'S QE PROGRAM FINISHES LATER THIS YEAR, AN EVENTUAL TAPERING OF THE STOCK OF FED-OWNED ASSETS FROM PREVIOUS QE PROGRAMS AND A FIRST RATE HIKE ON THE HORIZON SHOULD HELP THE US DOLLAR GAIN FAVOUR, WHILE THE USD WILL CONTINUE TO REMAIN ATTRACTIVE IF QEO-POLITICAL TENSIONS RISE FURTHER. YOU CAN ALMOST HEAR THE CHANTS OF U.S.A., U.S.A. FROM THE CROWD!

**POUND:** DESPITE THE CONTINUED STRONG PERFORMANCE FROM THE POUND, RISKS WILL START TO RISE, WITH THE LOOMING SCOTTISH INDEPENDENCE REFERENDUM IN SEPTEMBER, AND THE GENERAL ELECTION NEXT YEAR. WITH A LOT OF STRENGTH ALREADY PRICED INTO THE POUND FOR THE UK PERFORMANCE SO FAR THIS YEAR, THE RISKS ARE FOR SOME RETRACEMENT AS THE YEAR PROGRESSES, CERTAINLY IF GROWTH SLOWS BEFORE ANY NEW WAVE OF STERLING STRENGTH IS SEEN. DOES CHARLES HAVE THE LUNGS TO KEEP UP WITH CLINT?

**EURO:** THE EURO LOOKS LIKELY TO BE LEFT BEHIND AS VERY LOW INTEREST RATES HAVE BEEN SET OUT FOR THE MEDIUM TERM, IN CONTRAST TO THE UK AND USA WHO ARE LOOKING AT BEGINNING THEIR RATE RISE CYCLES NEXT YEAR. POSSIBLE EURO SELLING FROM RESERVE MANAGER REALLOCATIONS AND CHEAP EURO BORROWING FOR CARRY TRADES AND INTERNATIONAL INVESTMENT COULD SEE THE EURO SUFFER CONTINUED GRADUAL WEAKNESS AS THE YEAR PROGRESSES. BUT THE FINAL NAIL IN THE COFFIN FOR EURO RESURGENCE MIGHT COME FROM THE ECB POTENTIALLY UNLEASHING ITS SUPER BAZOOKA QUANTITATIVE EASING. WE MIGHT NEED TO GET POOR JACQUES A CHAIR SO HE CAN HAVE A LITTLE REST!



PAR ON THE HOLES REFLECTS WHEN THE MARKET IS PRICING AND WHEN THE FIRST INTEREST RATE RISES WILL BE. CAN OUR THREE CONTESTANTS GET A BIRDIE AND HIKE EARLIER THAN EXPECTED, OR WILL WE SEE RED FACES AND BOBBIE PUTTS AS RATES STAY LOWER FOR LONGER?



ECB TEED OFF A LARGE EASING PROGRAM, AT THE BEGINNING OF THEIR LIQUIDITY STIMULUS TO TRY AND GET THE EUROZONE BACK ON TRACK, A GOOD HIT FROM THE DRIVER AS THE ECB LOWER RATES TO THEIR LOWER BOUND, PUTTING LOTS OF EFFORT INTO STIMULATING THE ECONOMY AND WEAKENING THEIR CURRENCY. HE MAY NEED A SECOND SHOT WITH THE QE FAIRWAY DRIVER TO GET NEARER THE HOLE, BUT IT WILL BE A LONG TIME UNTIL JACQUES CAN GET NEAR PUTTING THE BALL IN THE RATE HIKE HOLED OFF A LARGE EASING PROGRAM, AT THE BEGINNING OF THEIR LIQUIDITY STIMULUS TO TRY AND GET THE EUROZONE BACK ON TRACK, A GOOD HIT FROM THE DRIVER AS THE ECB LOWER RATES TO THEIR LOWER BOUND, PUTTING LOTS OF EFFORT INTO STIMULATING THE ECONOMY AND WEAKENING THEIR CURRENCY. HE MAY NEED A SECOND SHOT WITH THE QE FAIRWAY DRIVER TO GET NEARER THE HOLE, BUT IT WILL BE A LONG TIME UNTIL JACQUES CAN GET NEAR PUTTING THE BALL IN THE RATE HIKE HOLE



CLINT DOLLAR RECOVERING FROM THE BUNKER AFTER A POOR US Q1 GDP PRINT TO REBOUND WITH A SOLID Q2 PRINT. ALMOST ON THE PUTTING GREEN AS TAPERING OF QE FINISHES IN OCTOBER AND WITH THE MARKET CURRENTLY PRICING IN A FIRST RATE RISE IN JUNE 2015, CAN CLINT SURPRISE THE MARKET BY SINKING THE BALL EARLY OR WILL HE BE PUTTING IN FOR PAR IF INFLATION DOESN'T SUSTAIN ABOVE 2%.



THE UK BOND MARKET ARE PRICING IN A FIRST RATE RISE IN MAY 2015 IN THE UK BUT, AFTER THE UK CONTINUES TO BROADLY RECOVER, CHARLES IS LINING UP A BIRDIE PUTT AS WE BELIEVE THERE IS A GOOD CHANCE OF A RATE RISE BETWEEN NOV 14 AND FEB 15, AHEAD OF MARKET EXPECTATIONS. WITH THE SCOTTISH REFERENDUM SETTLED AND SCOTLAND REMAINING IN THE UK REDUCING THE UNCERTAINTY THAT HAS PLAGUED MARKETS IN RECENT WEEKS, THE QUESTION IS IF NEXT YEAR'S GENERAL ELECTION IS ENOUGH TO PUT OFF CHARLES'S FINAL STROKE.

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### FOOD & DRINK MANUFACTURING IS THE MOST IMPORTANT INDIGENOUS INDUSTRY IN IRELAND



Food & Drink Manufacturing



50 000 & 180 000  
DIRECTLY & INDIRECTLY

IN 2014, THE SECTOR ACCOUNTED FOR :

### GENERATED ANNUALLY BY SECTOR



### EXPORTS



EXPORT TO 120 COUNTRIES

### LOCAL MARKET

THE PREPARED (CONSUMER FOODS (PCF) SUB-SECTOR IS IMPORTANT TO THE IRISH ECONOMY.



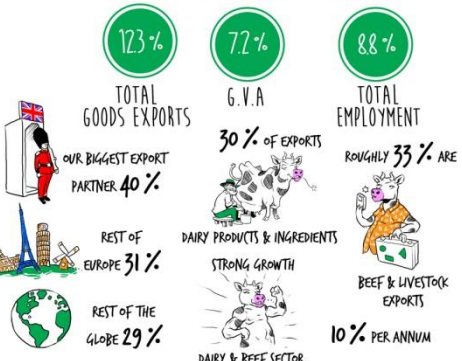
ENCOMPASSES ALL COMPANIES THAT PROCESS PRIMARY PRODUCTS INTO: BAKED GOODS, SNACKS, CONFECTIONARY, READY MEALS, COOKED MEATS, CHILLED FOODS AND AMBIENT FOOD PRODUCTS



TOTAL PCF PRODUCTION



PCF COMPANIES TEND TO BE SMALL. OVER 75% OF PCF BUSINESSES EMPLOY LESS THAN 50 PEOPLE.



\* THESE TRADITIONAL EXPORT CATEGORIES HAVE RECENTLY BEEN AUGMENTED WITH AN INCREASING NUMBER OF "CRAFT" AND "HOME BAKED/BREWED" OFFERINGS, ENHANCING IRELAND'S REPUTATION FOR TASTE AND QUALITY.



THE IRISH PCF SECTOR IS SEEN AS AN ENABLER FOR THE PRIMARY PRODUCERS TO ADD VALUE AND GENERATE SALES IN EXPORT MARKETS.

\*SOURCE: BORD BIA AND TEAGASC

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### GENERATED ANNUALLY BY SECTOR



### EXPORTS



EXPORT TO 120 COUNTRIES

30% OF EXPORTS



DAIRY PRODUCTS & INGREDIENTS



\* THESE TRADITIONAL EXPORT CATEGORIES HAVE RECENTLY BEEN AUGMENTED WITH AN INCREASING NUMBER OF "CRAFT" AND "HOME BAKED/BREWED" OFFERINGS, ENHANCING IRELAND'S REPUTATION FOR TASTE AND QUALITY.

\*SOURCE: BORD BIA AND TEAGASC

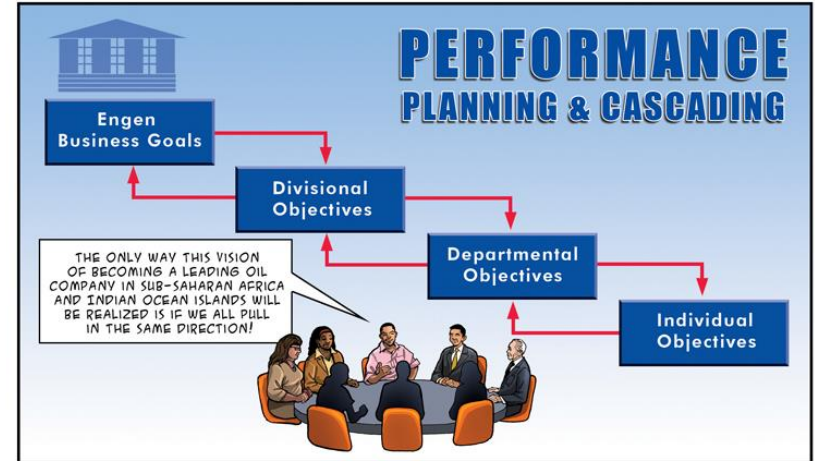
# ENGEN PERFORMANCE PLANNING & CASCADING MODEL BOOKLET

**NEW**

## BALANCED SCORECARD

PERFORMANCE PLANNING & CASCADING

HI EVERYONE I'M MR. PPC AND I AM HERE TO TALK YOU THROUGH ENGEN'S VISION TO BECOME A LEADING OIL COMPANY IN SUB-SAHARAN AFRICA AND INDIAN OCEAN ISLANDS! TO ENABLE THIS, A NUMBER OF BUILDING BLOCKS ARE REQUIRED. THIS INCLUDES A PERFORMANCE MANAGEMENT SYSTEM THAT ALLOW FOR CLARITY OF OBJECTIVES AND MEASURES, TOGETHER WITH A SYSTEM THAT RECOGNIZES PERFORMANCE!



THE PERFORMANCE PLANNING AND CASCADING PROJECT IS A BUILDING BLOCK THAT WILL HELP ALL OF US TO UNDERSTAND HOW WE CONTRIBUTE TO BECOMING THE LEADING OIL COMPANY IN SUB-SAHARAN AFRICA AND INDIAN OCEAN ISLANDS.

THE NEW INTEGRATED PLANNING PROCESS STRATEGIC OBJECTIVES WILL BE CLEARLY COMMUNICATED AND WILL PROVIDE FOR STANDARDIZED PLANNING AND CASCADING METHODOLOGY WITHIN ENGEN...

...AND THE CASCADING METHODOLOGY ALLOWS FOR A LINE OF SIGHT BETWEEN ENGEN, THE DIVISIONS AND INDIVIDUAL PERFORMANCE OBJECTIVES.

IN LINE WITH THE ENGEN VALUES, THE PROPOSED INTEGRATED PLANNING MODEL WILL ALSO...



- Facilitate interdivisional alignment
- Promote teamwork
- Foster and clarify appropriate levels of accountability
- Provide Ownership of performance goals
- Look at performance from a balanced view
- Ensure performance goals are specific, measurable and stretched for high performance
- Include milestone indicators to help plan progressive measures that will help track performance
- Have a longer planning and cascading period



# HEALTH, SAFETY & HIV/AIDS



DRIVER FATIGUE IS A BIG PROBLEM FOR TRUCK DRIVERS...



MANY DRIVERS DON'T REALIZE THERE ARE MANY FACTORS THAT CAN CONTRIBUTE TO DRIVER FATIGUE EVEN BEFORE YOU START YOUR JOURNEY...

- YOU KEEP YAWNING
- YOUR REACTIONS SLOW DOWN
- YOU FEEL STIFF YOUR EYES FEEL HEAVY
- YOU FIND YOU ARE DAY DREAMING
- YOU WANDER FROM YOUR LANE

- LACK OF EXERCISE / POOR PHYSICAL HEALTH
- STRESS IN THE WORK ENVIRONMENT
- POOR SLEEPING HABITS / NOT ENOUGH SLEEP
- CERTAIN MEDICATION
- DEPRESSION
- BOREDOM OR MONOTONOUS WORKING CONDITIONS



DRIVERS SHOULD STOP FOR 10 - 15 MINUTES EVERY TWO HOURS OF TRAVEL.

MANY PEOPLE DO NOT KNOW, OR CHOOSE TO IGNORE, HOW MUCH DRIVING IS TOO MUCH. ON LONG TRIPS, SCHEDULE A BREAK OUTSIDE THE VEHICLE EVERY TWO HOURS OR EVERY 160 KM. DON'T OVEREXTEND YOURSELF. DETERMINE A REASONABLE DISTANCE IN ADVANCE, AND STOP DRIVING WHEN YOU REACH IT.



PLANNING YOUR JOURNEY IS KEY. WITH SO MANY HIJACKINGS ON SA ROADS, WHERE YOU STOP FOR THE NIGHT IS VERY IMPORTANT!

- IF YOU HAVE TO STOP FOR THE NIGHT DO SO AT A DESIGNATED TRUCK STOP OR ALTERNATIVELY A WELL LIT AREA (WELL OFF THE ROAD).
- IF THE ROUTE IS NEW ASK FELLOW DRIVERS WHO KNOW THE ROUTE FOR THE BEST SPOTS TO STOP.

LATER ON THAT EVENING...

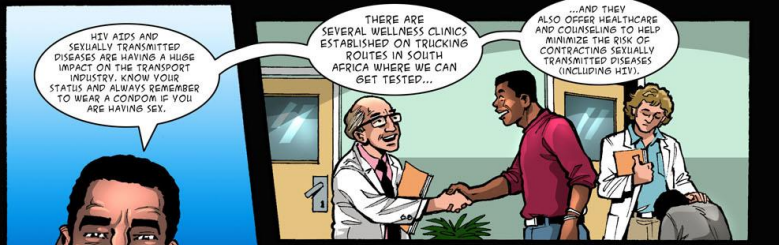


I KNOW THIS TRUCK STOP WILL AND USE IT WHENEVER I TRAVEL THIS ROUTE.

24 hr Truck Stop



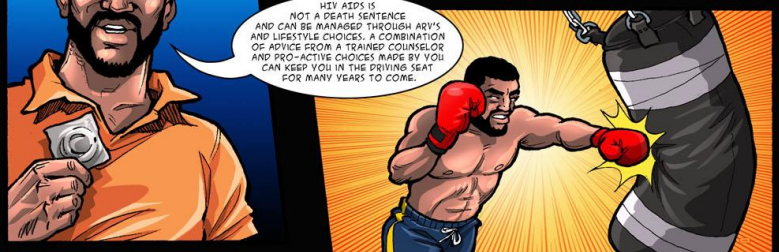
STOPPING FOR THE NIGHT IS VERY IMPORTANT BUT BEWARE OF OTHER "DISTRACTIONS" WHICH CAN HAVE LONG TERM OR EVEN FATAL CONSEQUENCES.



HIV AIDS AND SEXUALLY TRANSMITTED DISEASES ARE HAVING A HUGE IMPACT ON THE TRANSPORT INDUSTRY. KNOW YOUR STATUS AND ALWAYS REMEMBER TO WEAR A CONDOM IF YOU ARE HAVING SEX.

THERE ARE SEVERAL WELLNESS CLINICS ESTABLISHED ON TRUCKING ROUTES IN SOUTH AFRICA WHERE WE CAN GET TESTED...

...AND THEY ALSO OFFER HEALTHCARE AND COUNSELING TO HELP MINIMIZE THE RISK OF CONTRACTING SEXUALLY TRANSMITTED DISEASES (INCLUDING HIV).



HIV AIDS IS NOT A DEATH SENTENCE AND CAN BE MANAGED THROUGH ABV'S AND LIFESTYLE CHOICES. A COMBINATION OF ADVICE FROM A TRAINED COUNSELOR AND PRO-ACTIVE CHOICES MADE BY YOU CAN KEEP YOU IN THE DRIVING SEAT FOR MANY YEARS TO COME.

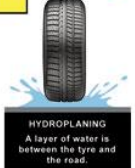
# TRUCKERS LEARNER DRIVING MANUAL

## Hydroplaning

**HYDROPLANE PREVENTION: SLOW DOWN, HIGH SPEED IS THE NUMBER ONE CAUSE OF HYDROPLANING. ROTATE YOUR TYRE'S REGULARLY. AT THE FIRST SIGN OF RAIN TURN OFF THE CRUISE CONTROL.**



Rubber tires have tread (grooves) that are designed to channel water from beneath the tire. This creates higher friction with the road surface and can help prevent or minimize instances of hydroplaning.



Hydroplaning occurs when a tire encounters more water than it can disperse. Water pressure in the front of the wheel pushes water under the tire, and the tire is then separated from the road surface by a thin film of water and loses traction. The result is loss of steering, braking and power control.



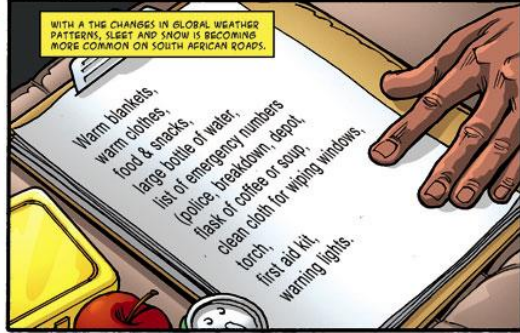
- KEEP BOTH HANDS FIRMLY ON THE STEERING WHEEL
- ANTICIPATE CROSSWIND (WINDS BLOWING ACROSS YOUR VEHICLE)
- REDUCE YOUR SPEED
- INCREASE YOUR FOLLOWING DISTANCE
- TURN ON YOUR LIGHTS
- SMOOTH DRIVING IS KEY - SUDDEN APPLICATION OF POWER, BRAKES OR STEERING CAN RESULT IN DISASTER IN ADVERSE CONDITIONS.



YOH! I'M GLAD I DID MY PRE-TRIP INSPECTION.



WHEN IT COMES TO DRIVING IN BAD WEATHER CONDITIONS, BEING PREPARED AND PLANNING IS VERY IMPORTANT.



WITH ALL THE CHANGES IN GLOBAL WEATHER PATTERNS, SLEET AND SNOW IS BECOMING MORE COMMON ON SOUTH AFRICAN ROADS.

- Warm blankets,
- Warm clothes,
- Food & snacks,
- large bottle of water,
- list of emergency numbers (police, breakdown, depot,
- flask of coffee or soup,
- clean cloth for wiping windows,
- torch,
- first aid kit,
- warning lights.



THE TYPE OF ROAD SURFACE YOU ARE DRIVING ON MAKES A BIG DIFFERENCE TO YOUR LEVELS OF GRIP



ADJUST YOUR SPEED AND DRIVING TO THE SURFACE YOU ARE DRIVING ON.



COLD WET CONDITIONS CAN CAUSE BRAKES TO BE WEAR, APPLY UNEVENLY OR GRAB. THIS CAN CAUSE A LACK IN BRAKING POWER, WHEEL LOCK-UPS, PULLING TO ONE SIDE AND JACK-KNIFING IF PULLING A TRAILER.

USE LOWER GEARS TO KEEP TRACTION DOWN HILLS



REDUCE SPEED WHEN APPROACHING A SECTION OF ROAD UNDER WATER.

THE ROAD SURFACE COULD BE DAMAGED BUT NOT VISIBLE - POTHOLES, ROAD WASHED AWAY ETC. DEEP WATER ALSO INCREASES THE CHANCE OF HYDROPLANING!

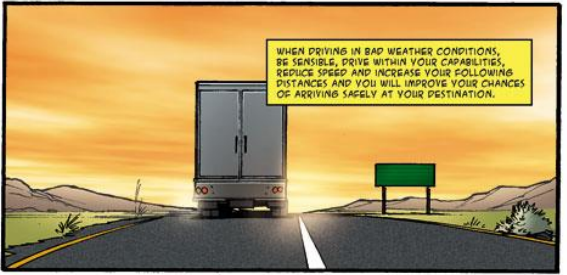


AIM HIGH IN STEERING AND KEEP YOUR EYES MOVING

DETERMINE A SAFE PATH FOR YOUR VEHICLE AND PICK OUT POTENTIAL HAZARDS SO YOU CAN TAKE CORRECTIVE ACTION IF YOU NEED TO.



AFTER DRIVING IN WET WEATHER, GENTLY TRY YOUR BRAKES TO GET RID OF EXCESS WATER AND TO MAKE SURE THEY ARE WORKING PROPERLY



WHEN DRIVING IN BAD WEATHER CONDITIONS, BE SENSIBLE, DRIVE WITHIN YOUR CAPABILITIES, REDUCE SPEED AND INCREASE YOUR FOLLOWING DISTANCES AND YOU WILL IMPROVE YOUR CHANCES OF ARRIVING SAFELY AT YOUR DESTINATION.

# SEA HARVEST KID'S CORNER CARTOON STRIP



# B.A.T. SA EH&S CARBON FOOTPRINT STRIP

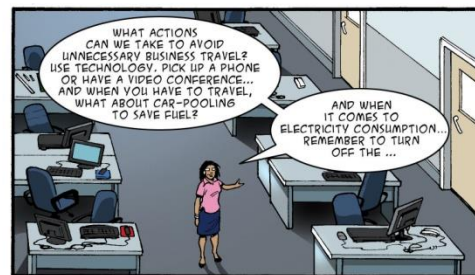
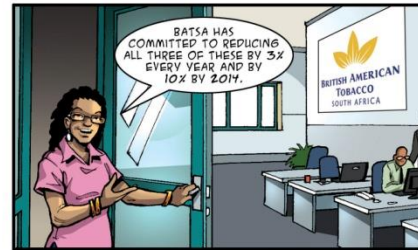


**REDUCE**  
OUR CARBON FOOTPRINT

SUSTAINABLE BEHAVIOUR BY EVERYONE LEADS TO A HEALTHIER PLANET



- Coal and diesel usage at the factory
- Business travel
- Electricity consumption



# B.A.T. HEALTH & SAFETY STRIP



**ZERO ACCIDENTS**  
Environmental Health & Safety

**YOUR SAFETY IS YOUR RESPONSIBILITY**

HI, I'M THABO AND I AM PART OF THE TRADE FIELD FORCE. I SPEND MOST OF MY TIME OUT ON THE ROAD, WHICH AS WE KNOW IN SOUTH AFRICA, CAN BE A VERY DARING PLACE!

60

I USED TO NOT BUCKLE UP AND TALK ON MY CELL-PHONE, ALL AT HIGH SPEED WITH NOT MUCH THOUGHT...

LATE LAST YEAR...

SORRY MR KHAN... I AM RUNNING A BIT LATE BUT I AM GETTING THERE AS FAST AS I...

**CRASH!**

YOU WOULD THINK I WOULD LEARN MY LESSON...

I KNOW... YES. BE MORE RESPONSIBLE. I GOTTA GO... I'M RUNNING LATE TO BE PICKED...

**CRASH!**

YO PEOPLE, WHATEVER VEHICLE OR WHATEVER YOU ARE DRIVING, EVEN IF YOU ARE JUST POPPING OUT TO A MEETING LIKE MY COLLEAGUE RANDY DOES...

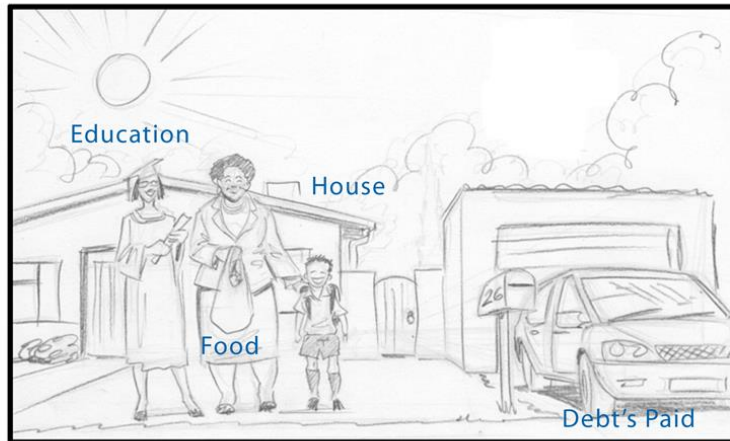
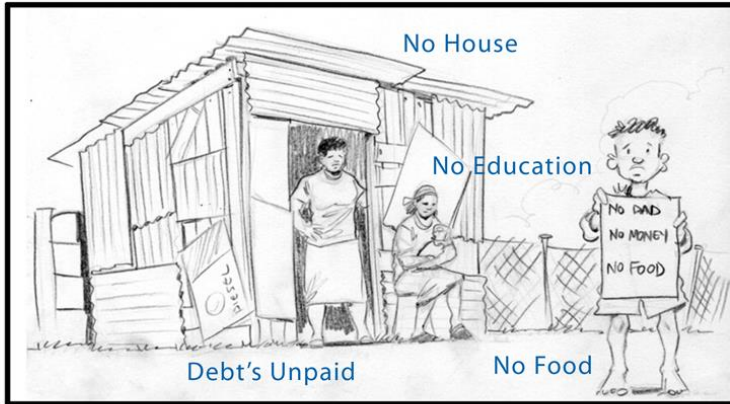
...ALWAYS REMEMBER TO WEAR YOUR SEATBELT, DON'T TALK ON YOUR CELL-PHONE WHILE DRIVING AND STICK TO THE SPEED LIMIT!

I WAS LUCKY THAT DAY, TWICE! THESE DAYS I KNOW THAT TAKING OWNERSHIP AND BEING RESPONSIBLE WHILE DRIVING IN MY VEHICLE IS AN MINIMIZING THE POTENTIAL HARM TO MYSELF AND OTHERS!

AS EMPLOYEES OF BAT SOUTH AFRICA, WE SHOULD ALL DO THAT THABO!

- DO NOT SPEED
- DO NOT USE YOUR PHONE WHILE DRIVING
- DO BUCKLE UP

What will your legacy be when you are no longer around?



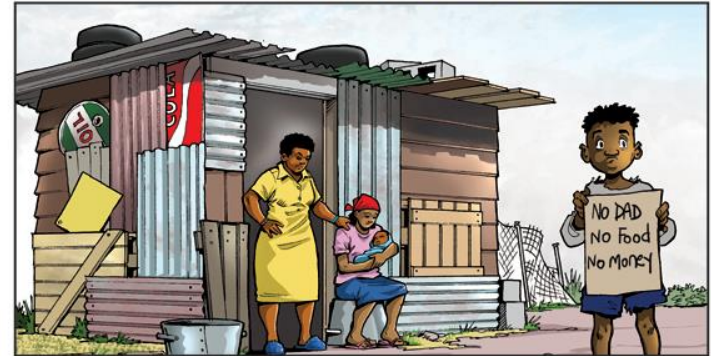
Keep your family financially secure, even after you have passed away, with FutureBuilder Life Cover."

Together we can **METROPOLITAN LIFE**

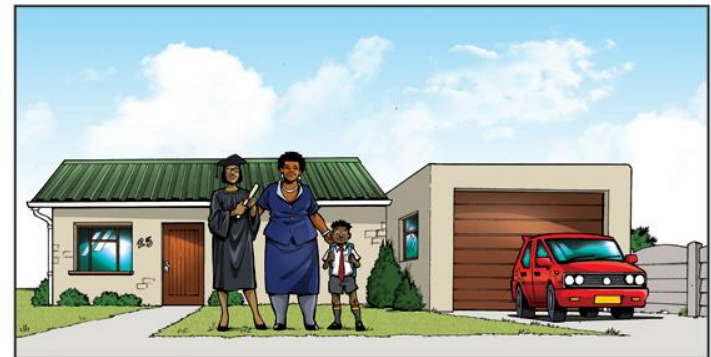
## FUTUREBUILDER LIFE COVER

What will your legacy be when you are no longer around?

Without FUTUREBUILDER LIFE COVER



With FUTUREBUILDER LIFE COVER



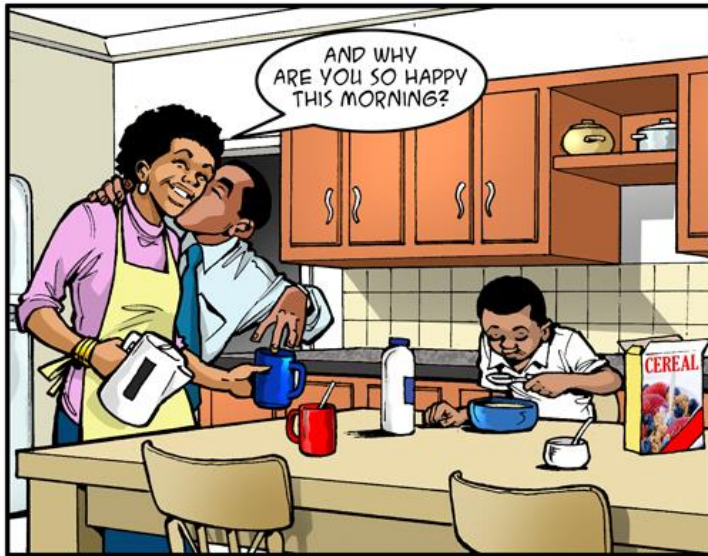
Keep your family financially secure even after you have passed away with FUTUREBUILDER LIFE COVER

Together we can **METROPOLITAN LIFE**

Metropolitan Life Limited is an authorised financial services provider.



Together we can **METROPOLITAN**  
LIFE 

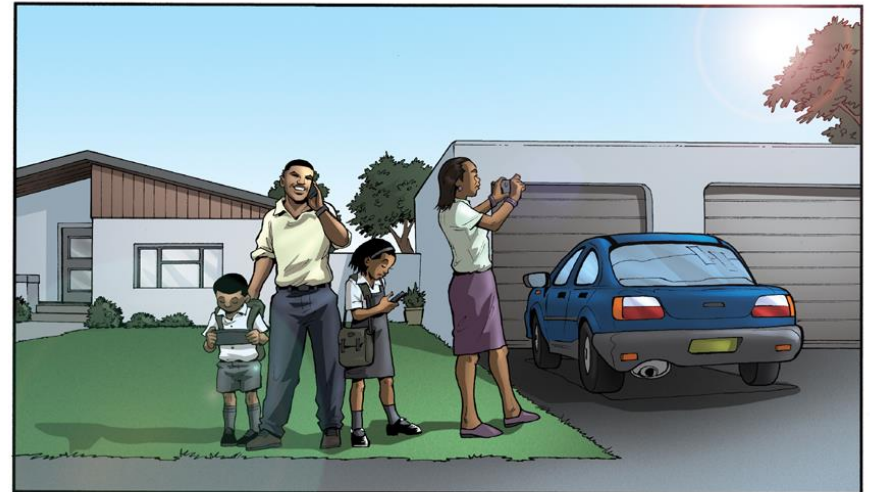
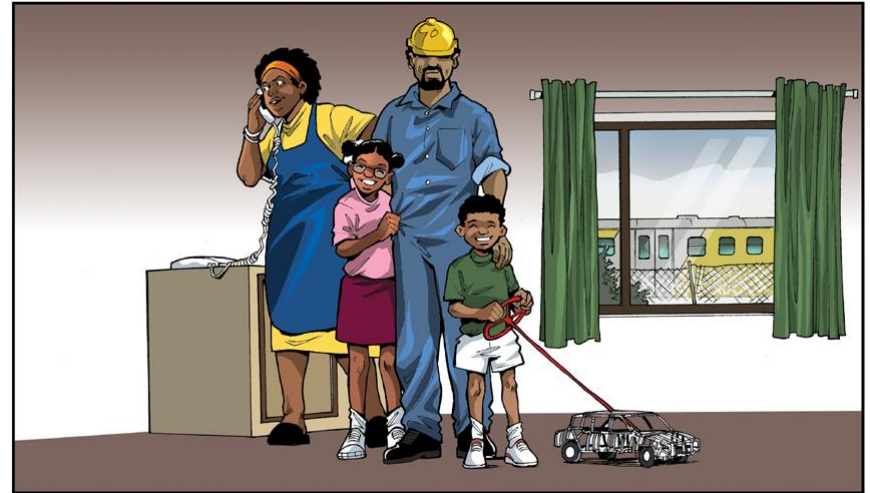




# 4 OF 10 ILLUSTRATIONS FOR PHARMA DYNAMICS BOOKLET



# METROPOLITAN GIC SALES AIDE ILLUSTRATIONS



# SPUR SECRET TRIBE



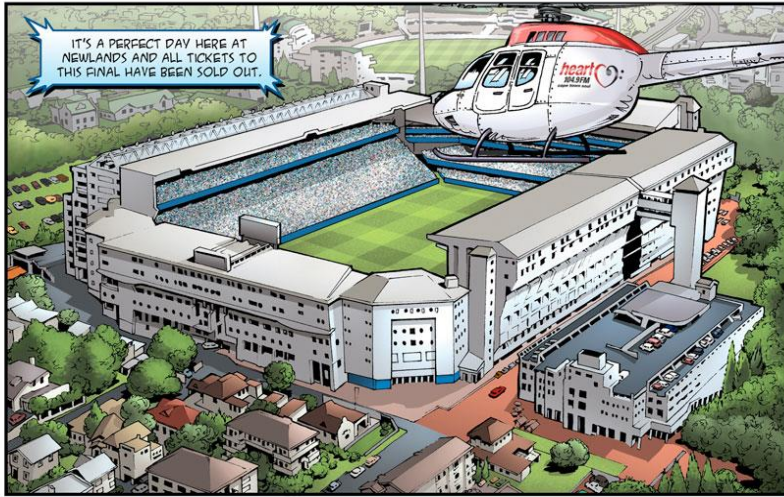




# CRICKET COMIC WITH SPONSOR MOCK UP



# RUGBY COMIC WITH SPONSOR MOCK UP

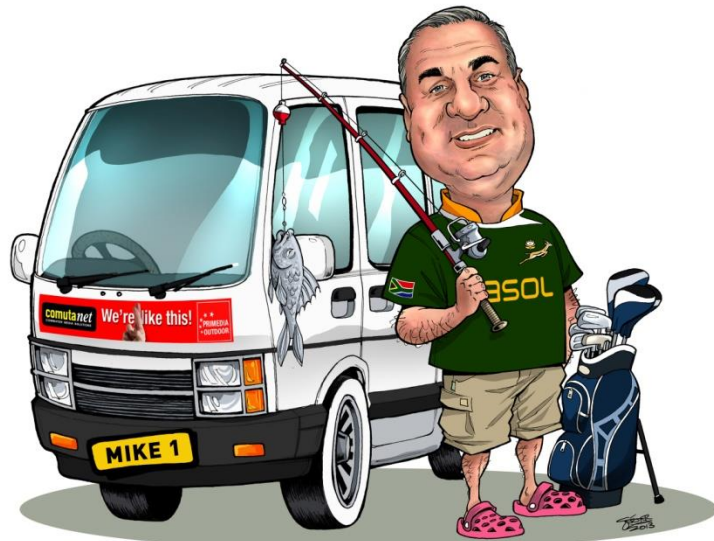


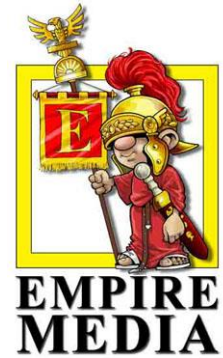
# CHILDRENS BOOK ILLUSTRATIONS





# CORPORATE CARICATURES





## Rate Card

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Thank you for  
viewing our portfolio  
have a great day!

