



# NEWSLETTER

Issue 20

10<sup>th</sup>September 2021

## *A Word from our P&C Manager*

### POPIA – South Africa’s Protection of Personal Information Act | Enforcement update July 2021

#### POPIA quick breakdown –

- POPIA took effect and enforcement began on July 1, 2020.
- POPIA applies to any company or organization processing personal information in South Africa, who is domiciled in the country, or not domiciled but making use of automated or non-automated means of processing in the country.
- Fines for non-compliance with POPIA can range up to 10 million ZAR (South African rands).
- Transfers of personal information outside of South Africa is prohibited by POPIA (with exceptions).
- POPIA creates nine actionable rights for South African citizens (data subjects), including but not limited to the right to access, right to correction and right to deletion.
- POPIA also creates eight conditions for lawful data processing, in which the consent of the data subject is central. It is up to websites, companies and organizations (“responsible parties”) to prove that their processing is lawful, e.g. that correct consents have been obtained from users.
- POPIA defines consent as any voluntary, specific and informed expression of will.

#### **Inside Issue**

1. A word from our P&C Manager
2. Health & Safety
3. Company News
4. Person of Interest
5. Office Humor
6. Birthdays
7. Final Thought

- POPIA defines processing as collection, receipt, recording, organization, storage, merging, linking, and more.
- POPIA defines personal information broadly as any information relating to not only a living person, but also a company or legal entity.
- POPIA allows companies and organizations to process data if it’s deemed in the user’s “legitimate interest”, creating a point of ambiguity for possible abuse and enforcement difficulties.



**AFRICA'S MOST TRUSTED SUPPLIER  
OF TREATED WOODEN POLES SINCE 1952**

The R&B Timber Group is a family owned business established in 1952. We operate from two Plants in Southern Kwa-Zulu Natal in South Africa. We grow, harvest, process, and pressure treat eucalyptus wooden poles with Creosote, CCA or Tanalith E for the distribution of power, fibre, and telephone lines, as well as agriculture, game fencing and vineyard trellising markets.



**EXCELLENT SUPPLY OF  
WOODEN POLES**

Our expansive timber land, ensures we are able to draw as much material as the market requires.



**UNMATCHED SERVICE**

We have supplied quality poles, with unmatched service to many countries on the African continent making us the supplier of choice .



**PRODUCTS**

Pressure treated wooden poles:  
Utility Poles & Fiber Poles  
Netting Poles  
Building & Fencing Poles

**SUPPLIER OF CHOICE**

We are the supplier of choice to many Utilities throughout Africa.

The R&B Timber Group is one of four official suppliers to Eskom - SA.

We have a production capacity of 120 000<sup>3</sup>/year.

Our treatment plants are situated in close proximity to Africa's largest trading port, Durban Port.

We have an excellent understanding of the supply chain and logistics requirements on the African Continent, giving our customers peace of mind with receiving their product on time and in full.



THE MARK



OF QUALITY



[www.rbgroup.co.za](http://www.rbgroup.co.za)  
e: [orders@rbgroup.co.za](mailto:orders@rbgroup.co.za)  
p: 031 569 5750

FOLLOW US





# R&B TIMBER GROUP HAS HEART

## OUR PURPOSE

We have **HEART!** We strive towards **Honour, Excellence, Accountability, Respect and Trust**, and in doing so we significantly impact the lives of all of our stakeholders.

## OUR MISSION

To stand firm as Africa's most trusted supplier of treated wooden poles since 1952.

## OUR B.E.G.

(Big Exciting Goal)  
To position ourselves as a fully diverse, thriving Agri business supplying local and world markets.



## Honour

Is the bedrock of our character. It is the principle which drives loyalty and our mutual respect for diversity as we collaborate to achieve our goals and to exceed expectations. It is the cornerstone of our continuing commitment to honesty and integrity.



## Excellence

We carry out the plan, for which we are accountable, with clear and concise strategy and purpose. Our every endeavor is performed in a safe manner with an unrelenting determination to achieve standards of excellence.



## Accountability

We accept personal accountability to further the purpose and achieve the goals of the organization. We act like owners, treating the Company's assets as we would our own. We strive to continuously improve our performance and help others to improve.



## Respect

We respect and value all individuals for their diverse backgrounds, experiences, styles, approaches and ideas. We aim to uplift one another through celebrating this diversity. We support an environment where, irrespective of individual differences, people can reach their fullest potential with equal access to opportunities. We collaboratively resolve differences in a way that is respectful toward individuals.



## Trust

We pride ourselves in being reliable by acting with integrity and strength. We value all stakeholders and treat them as we want to be treated; expressing confidence in each other's capabilities and intentions.



# Health and Safety Awareness

## NFP First Aiders

Bulelani Nonti

Thokozani Mbanjwa

Nduduzo Dlamini

Mbongiseni Mchunu

Busiswa Nkani

Khumbulani Mbanjwa

Conrad Madonda

## NFP SHE Reps

Bongiwe Thusi

Neville Sandstrom

Thokozani Mbanjwa

Bulelani Nonti

Daniel Jimmy

Nomhle Hadebe

Laykin Bowler

## R&B First Aiders

Herbert Gasa

Glen Cwele

Highman Mzolo

Nicky Nero

Zee Dlamini

## R&B SHE Reps

Roger Mellors

Glen Cwele

Lenice Houston

Cedric Bosch

Zee Dlamini

Thembinkosi Cwele

Obert Mntungwana



R&B Timbers First Aiders (From left to right)

*(Zee Dlamini, Highman Mzolo, Glen Cwele, Herbert Gasa & Nicky Nero)*



Health & Safety Reps (left to right)

*(Cedric Bosch, Zee Dlamini, Glen Cwele, Lenice Houston, Thembinkosi Cwele, Obert Mntungwana & Roger Mellors)*

---

*Safety is about doing the right thing, even if no one is looking, because safety starts with me!*

---



## Heart Award

*“In everything that you do, pour the best that is in you. Therefore, work not for wages, work for love.” – Dada J. P. Vaswani*



### PERSON OF INTEREST

#### HIGHMAN MZOLO

Highman is a church person, loves to work in his garden planting which keeps him busy and is a wonderful hobby. He is hardworking and loves his job, enjoys learning new things and takes every challenge as a learning opportunity and loves to meet all his deadlines no matter what. Highman is a loving father and his family means everything to him.

Highman has been with the R & B Family who he cares about nearly as much as his biological family, since 05/01/2015



Interviewer: How do you explain this 4 year gap on your resume?  
Me: That's when I went to Yale...  
Interviewer: That's impressive. You're hired  
Me: Thanks. I really need this job



Nkosikhona Hlabe	06th September
Siphokuhle Khulela	02 <sup>nd</sup> September
Simon Armour	20 <sup>th</sup> September
Thembi Tshangase	09 <sup>th</sup> September
Nosipho Nzama	13 <sup>th</sup> September
Lani Schaerer	04 <sup>th</sup> September
Conrad Madonda	24 <sup>th</sup> September
Jayris Pather	24 <sup>th</sup> September
Anele Ndzimande	30 <sup>th</sup> September



Display Name	Date Engaged	Years' Service
Thembinkosi Cwele	2002/09/01	19
Roger Mellors	2006/09/01	15
Leonard Ngcobo	2001/09/09	20

## *A tribute to Vernon Lawrence*



*Vernon Lawrence joined R&B Timbers in 1980 as a Diesel Mechanic and during his time with the group proved himself to be loyal, a hard worker and highly capable. Vernon had a quiet way about him which is why one would be momentarily surprised when he would come back with a witty remark to something someone had said. After 35 years of service, during which time Vernon filled a few other roles, he retired in October 2018 to enjoy a life of leisure. On the 17<sup>th</sup> July this year he passed away peacefully in his sleep. Vernon was a good man and will be missed dearly and remembered fondly.*



# Final Thought

