

PHOTO GALLERY

Heritage Day 2011-HQ



Appraisals SABC Auckland Park, City Power and OWLAG at HQ



ACSA East London—Customer Relations Training



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Crime Line 0860-1-83687



Venus Africa has launched a dedicated crime line. The crime line is operated on a 24 hour basis and all calls and information is treated anonymous. For any tip-offs, please call **0860-1-VENUS (83687)**. Control Room **Tel: 012-665-0274**
Cell: **071-602-9765**

NEWS FROM PLANET VENUS

Nov'11 - Feb'12

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A WORD FROM THE CEO

Happy 10 year Anniversary

Congratulations to each and every member of staff. From Cape Town to Polokwane. From Saldanah to Port Elizabeth. From Mossel Bay to Nelspruit. From Durban to East London. From each and every town. From each and every contract that both Venus Africa Security and Venus Africa Secured Logistics has worked on.

Congratulations for the 10 years of hard work and dedication that each and every one of you has contributed to the success of Venus Africa. Together, Venus Africa is our company.

It was on 1 December 2001 that Venus Africa Security (Pty) Limited commenced operations. Our company started business as Coin Africa Security. In February 2006, the company's name was changed to Venus Africa Security.

We would like to thank all our clients over the years, for providing us the platform to launch our company, for believing in us, our company, our capabilities, and our commitment to providing an excellent service to them. We salute them.

We wish that, through the support of our employees and our customers, our company grows for more decades to come.



CEO: Mr. KK Kekana



UBUNTU MATTERS

Venus Africa Staff would like to send condolences to the families, for the loss of their loved ones:

- Joseph Johannes Smith - 20 July 2011—Mosselbay
- Faneah Mogomeleng Kgwedi - 09 August 2011—Johannesburg
- Sevha Lazarus Nghulele - 24 August 2011—Polokwane
- Jacob Matome Raphahlelo - 04 September 2011—Polokwane
- Flippie Jacobs - 03 October 2011—Mosselbay



Our hearts go out to the families who lost their loved ones. May the Lord be with you.

Special points of interest:

- Venus Africa recently affiliated with SAIDSA
- Venus Africa Foundation, an organization not for gain, was initiated by Venus Africa Security management and staff in an effort to give back to the community and those less fortunate, thus the birth of VENUS AFRICA FOUNDATION

EMPLOYMENT EQUITY

HIV and AIDS in the workplace

Concerns and responsibilities of the employees

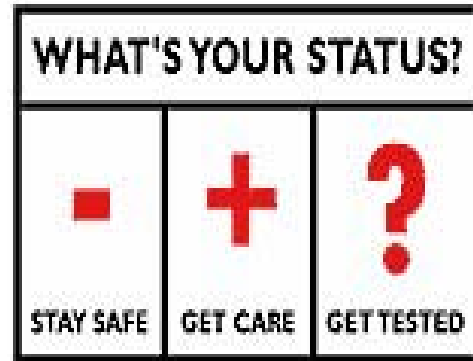
Employees Concerns

- Avoiding infection with HIV
- Ensuring that the people living with HIV are treated fairly by all.
- Ensuring that confidentiality is maintained.
- Having a safe work environment
- Protection from discrimination
- Protection from being fired, re-trenched, demoted, transferred, or refused a job simply because they are HIV positive
- Protection of employees benefits

- Protection of promotion and training opportunities

Employees Responsibilities

- Take responsibility of your own Health
- Participate in the Programme
- Own the Programme
- Respect the privacy and confidentiality of those living with HIV
- Respect the rights of those who are not HIV positive
- Take the lessons learnt in the workplace into the home and community
- Participate in collaborative partnerships



HEALTH AND SAFETY AWARENESS

Commitment

Venus Africa Security is committed to the Health and Safety of its employees. The company also recognizes the right of every employee to work in a safe and healthy environment. The Company acknowledges that a safe and healthy environment will ultimately contribute to greater productivity and higher output.

Safety reminder for the month!

PPE (Personal Protective Equipment) is equipment provided to employees to perform their tasks in the safest possible

manner.

PPE should at all times be worn where tasks are performed requiring the use of PPE, such as Ear muffs—Noise induced hearing loss protection for sites/areas exceeding 85db; Bullet proofs—cavity protection for high risk armed officers etc.

For Details on PPE, contact your Health and Safety Representative or for more information refer to the Occupational Health and Safety Act 85 of 1993.

To report any health and safety matters, including Injuries on duty please send an e-mail to: ohs@venusafrica.co.za

**Remember!
A Casual
attitude towards
safety =
Casualty**

VENUS CITIZENS

New Citizens

We would like to welcome **Stevvo Motsweni** to the Head Office. Stevo will be occupying the position of General Manager—Training and Operations.



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Promotions

- **Khanyisa Joka**—promoted to Receptionist at Head Office, she is joining us from City Power.
- **Emily Malebo**—promoted to HR Administrator at Head Office promoted from Receptionist.
- **Ntombi Kaule**—promoted to HR Administrator at Head Office, she is joining us from Thembisile Hani.

- **Ernest Balfour**—promoted to Project Manager Eskom Gauteng
- If there is any news you would like to share with us, please feel free to send an e-mail to moshodim@venusafrica.co.za; Subject: News from Planet Venus



NEWS FROM PLANET VENUS

WORD FROM THE HR

Leave Planning for December

All individuals are requested to submit their December leave forms before the end of November 2011 for the managers to plan their requests for leave over the festive season.

SARS

All employees are required to register with SARS for TAX purposes. After registration, send the TAX reference number to Head Office.

HR Submission cut-off dates

- 21 November 2011 Cut-off
- 15 December 2011 Cut-off
- 21 January 2012 Cut-off

Payroll cut-off dates

- 25 November 2011 Cut-off
- 15 December 2011 Cut-off
- 25 January 2012 Cut-off



NKP Shoot Team



CURRENT AFFAIRS

We would like to welcome the following clients to Venus Africa:

- Eskom Pretoria
- SABC Auckland Park

Venus Africa recently participated in the Gauteng South NKP, Provincial shoot competition (See Picture Above). The Team Manager would like to thank SABC Auckland Park, the shoot team members, Egon Butcher, Theo Pero (jnr), Theo Pero (snr), Patrick Daries, Mr. Hendrick Kekana and the Sponsors for their contribution.

A Congratulations to the Security officers at ACSA East London on completing their Customer Relations course (Photo's At Gallery).


We would also like to thank Security Officer Qashini at ACSA East London for the vigilance and dedication upon detecting a suspicious article on the airport premises on 07 October 2011 and the professional manner it was dealt with.



Officer Qashini - ELS

"ISO" - International Organization for Standardization. 9000—is the series dedicated for the Quality control of a company's documentation management system

UPCOMING EVENTS

- 14 November—World Diabetes day
- 20 November—Africa Industrialization day
- 01 December—World Aids Day 
- 03 December—International day of disabled persons
- 07 December—International Civil Aviation Day
- 09 December—International
- Anti-corruption day
- 16 December—Day of Reconciliation
- 25 December—Christmas day
- 26 December—Day of Goodwill
- 01 January—New Year's Day



May all our employees and Clients have a blessed and safe Festive Season.



For those who will be travelling, please travel safe and remember to enjoy the festive season responsibly.



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