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**I AM A
SAFETY
LEADER**
LEADER



Enhancing practical construction skills through a structured learnership programme



At Raubex, we remain genuinely committed to training the future generations of our country, investing in our industry's future by bringing in skilled and competent individuals who will drive innovation and excellence.

The Raubex Student Training Programme has been a tremendous success, transforming the lives of many young South Africans and equipping them with the skills needed to thrive in today's construction sector.

It offers an integrated learning experience that provides students with a year of practical training designed to help them complete their degrees by gaining the necessary experience for their qualifications. The programme offers "hands-on" learning by rotation, exposing students to several roles within the Group, as well as to construction disciplines including quantity surveying and civil engineering.

The programme further provides robust mentorship, offering both professional and personal guidance to participants. This support is crucial in preparing students emotionally and mentally

for the challenges of the work environment. The mentorship extends beyond technical skills, encompassing advice on personal development and navigating the industry.

We asked three students, either participating in the programme or who have graduated from it, to share their personal experiences for the benefit of others.



Nzuzo Zulu

In 2023, Nzuzo, an aspiring civil engineer, applied to participate in Raubex's learnership programme. Having been accepted and currently working within the Group, he describes his experience as being "transformative", providing him with a deep understanding of the practical aspects of civil engineering.

The rotations allow him to apply theoretical knowledge to real-world scenarios, enhancing his comprehension and skills.

"The programme's structure helps to bridge the gap between academic learning and industry practices, making the transition smoother for me and other students."

Before joining Raubex, Nzuzo worked on a R13 million lime stabilisation project in St Faith's in KwaZulu-Natal, and a water rehabilitation pipe project in Ulundi, also in KwaZulu-Natal, for Qhama & Qhawe Construction, where he worked as a technician. Nunzo then worked for consulting engineers in Ulundi, where he was part of the technical team responsible for evaluating the quality of projects in Zululand. His last project before joining Raubex was a R1.3 million retaining wall at the University of KwaZulu-Natal's Howard College Campus.

While his previous experience offered him exposure to a wide variety of construction activities, Nunzo sought to strengthen the quality of his learning and to build on his skills by applying to the Raubex programme.

Since joining the Group, he has worked on the N3 Cato Ridge project.

Advice for aspiring civil engineers

Nzuzo emphasises the importance of humility, curiosity, and a focus on gaining knowledge over seeking monetary rewards. Engaging with different cultures and backgrounds, being inquisitive, and asking questions, even at the risk of appearing ignorant, are essential for growth and success in the industry. He believes his experience highlights that information and knowledge are the true currencies in the early stages of a career.



"The hands-on experience in these projects was invaluable in understanding the complexities and dynamics of the construction industry."



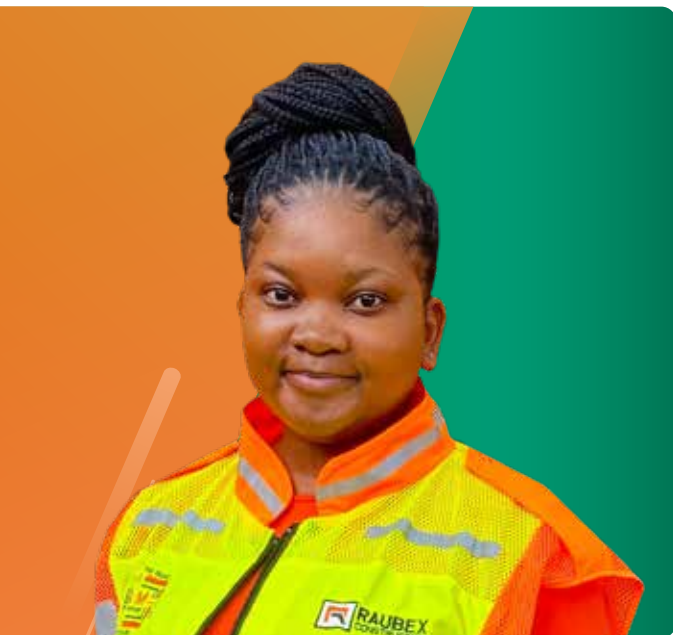
Yolula Melane



Smangele Zondi

Enhancing practical construction skills through a structured learnership programme (continued)

Monica Ngidi



Monica, a 24-year-old civil engineering graduate, began her in-service training at the Group in 2023. Her training at Raubex Construction has involved rotations through several departments within the division, including quality assurance (QA), site administration, and quantity surveying, exposing her to different aspects of construction work, which has been instrumental in her professional development.

In 2024, Monica was recognised as an outstanding student and began working as a QA assistant, later transitioning to the administration department, where she currently works as a Clerk of Works, responsible for inspecting the workmanship, quality, and safety of work on construction sites. Her duties include handling timesheets, invoices, plant reports, and payroll, amongst others.

Monica has benefited from mentorship throughout her training. Initially, her supervisors provided monthly mentorship. Currently, she is being mentored by a site admin clerk, who continues to guide her through various challenges, helping her to gain confidence in her abilities.

Like many students, but more particularly young females, Monica faced initial doubts about her suitability for the construction industry. However, through mentorship and proactive involvement, she soon overcame these, with her mentor encouraging her to actively participate in tasks – even leading to Monica’s successful mastery of using heavy machinery – and ultimately to her recognition as a standout student among 40 peers.

Monica believes that the diverse experience has significantly benefited her career, allowing her to gain hands-on experience in multiple roles, thus broadening her skill set and preparing her for future opportunities in the construction industry.

Advice for aspiring professionals

Monica believes that aspiring professionals should not limit themselves and encourages others like her to actively seek involvement in tasks.

“My experience highlights the importance of mentorship, proactive engagement, and self-belief in overcoming challenges and achieving success.”



Matshediso Thakanyane



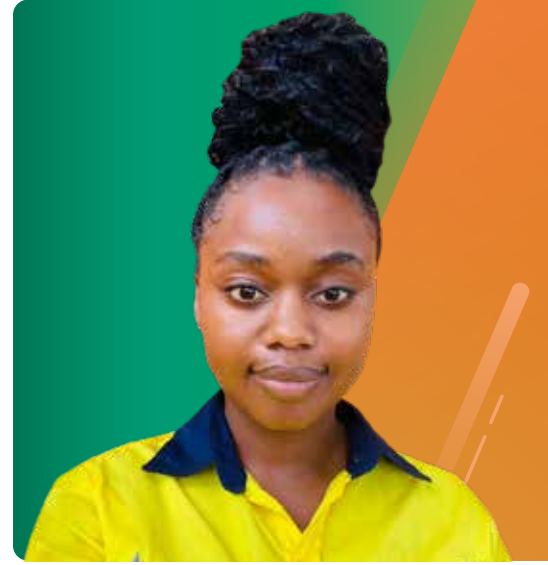
Nonjabulo Khumalo

Linda Khanyile

Linda, a 24-year-old civil engineering alumni from the Mangosuthu University of Technology, embarked on her professional journey in June 2022. She originally joined Nyeleti Consulting as an experiential learning student. Her journey has been slightly different as Linda was placed by SANRAL, joining Raubex after completing her integrated learning stint at Nyeleti.

Linda's experiential learning phase was crucial for her academic and professional development. She completed her studies and obtained her qualification in June 2023, with Raubex playing a significant role in this process, offering her the opportunity to marry theory with practice. This hands-on experience allowed Linda to advance her skills and gain practical knowledge in various aspects of civil engineering.

Upon completing her qualification, Linda joined Raubex Construction as a Quality Assurance Assistant. Her role involves working on contractual documents, material analysis, and overseeing processes completed on-site. This position has been both challenging and exciting, providing Linda with the opportunity to apply her academic knowledge in real-world scenarios.



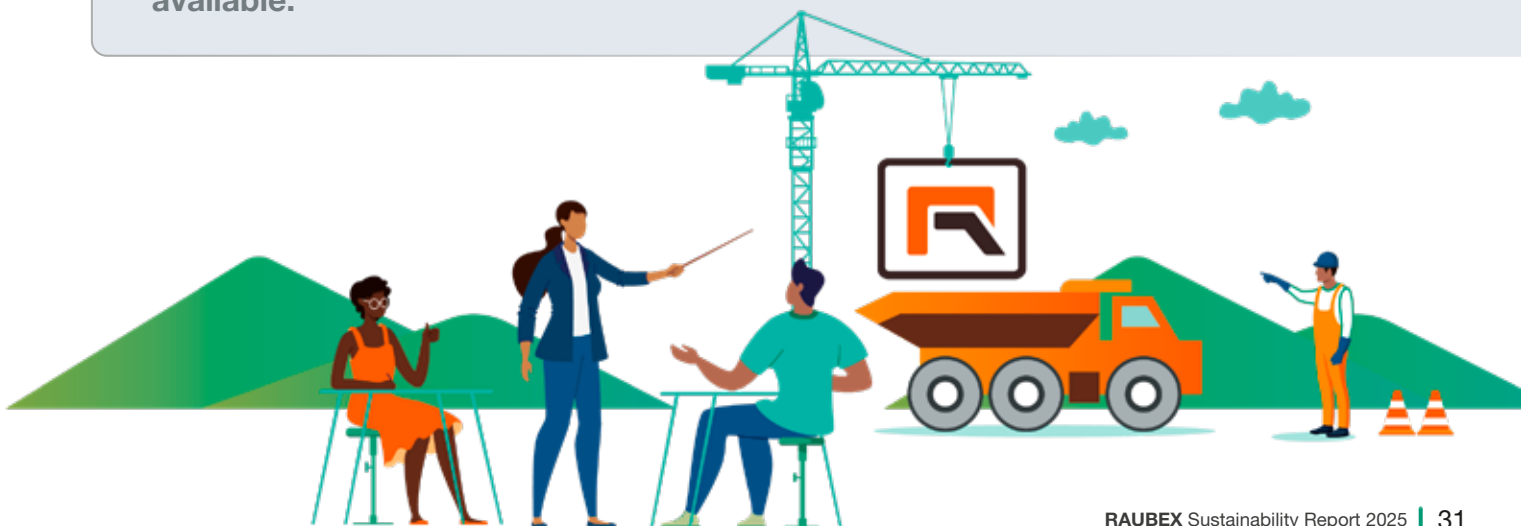
“Raubex has a supportive and welcoming environment, especially for individuals at the beginning of their careers. The Company runs a mentorship programme for all students, including those who have attained their qualifications and are finding their feet in the civil engineering sector.”

Linda is currently involved in the upgrade of the N3, a six-kilometre road project, which involves expanding the road from two lanes to four, along with structures and rehabilitation work. This project has provided Linda with valuable experience

and exposure to large-scale civil engineering projects and has further solidified her career foundation, making her a promising professional in the civil engineering sector.

Recommendations

“I highly recommend the integrated learning programme at Raubex for students seeking practical experience and professional growth. Make the most of your time in the programme, engage with professionals and others in various departments to learn everything you can, and take advantage of the mentorship opportunities available.”



The Senqu River Bridge – a step-change for sustainable infrastructure development



The Lesotho Highlands Water Project (LHWP) is a bi-national initiative established by the 1986 treaty between the Kingdom of Lesotho and the Republic of South Africa.

This multi-billion-rand project aims to harness the water resources of Lesotho's highlands, supplying water to South Africa's Gauteng region and generating hydropower for Lesotho.

The LHWP is divided into four phases, with Phase I completed in 2003. Phase II is currently underway, focusing on the construction of the Polihali Dam and the Polihali to Katse Transfer Tunnel, both of which are crucial for enhancing water transfer and power generation capacities.

Raubex has been involved in this phase since 2022, including the construction of the Senqu River Bridge, the largest of three major bridges required to maintain connectivity across the Polihali reservoir and a standout feature of Phase II. It is here that from an environmental perspective, Raubex has perhaps made the most impact to date.

Spanning 825 metres and rising to a height of 92 metres, it will be the first extradosed bridge – combining elements of both a prestressed box girder and a cable-stayed bridge – in Lesotho. This innovative design, led by Zutari, formerly Aurecon Lesotho, began in 2018 and is aimed at addressing the unique challenges posed by the Mokhotlong Highlands' harsh winter conditions.

Employing over 1 100 people, the construction of the bridge has already contributed significantly to the economies of both

countries, with sub-contractor spend and procurement of goods and services showing a substantial contribution to South African Black-owned businesses and Lesotho-based enterprises. Furthermore, 41% of the people working on the project are classified as youth, and 16% are females.

One of the primary challenges in this project has been managing the quality of water sourced from the Senqu River catchment area, which is essential for both construction and camp usage.

To ensure improved water usage, the project includes four effluent plants, where the treated water is repurposed for dust suppression and irrigation until it meets acceptable standards for release back into the catchment. The recycling of water from abstraction to dust suppression represents the largest sustainability initiative within the project. This process ensures that water is re-used efficiently, thereby minimising waste and promoting environmental sustainability.

The water for the camp's purification tank is sourced from the river and undergoes a treatment process to meet the SANS 241-1: 2015 recommended limits for potable water. The treated water is used for domestic purposes such as showering, toilet flushing, laundry, and cleaning, but it is unfortunately not fit for human consumption. Bottled water is provided for drinking and cooking.



Other efforts to enhance project sustainability include:

Concrete management

Large berms have been constructed on-site to contain concrete waste and runoff, preventing environmental contamination.

Biodiversity management

The successful search and rescue operation for medicinal plants, with survival rates improving from 30% to 90% thanks to a newly built nursery. These plants will be handed over to the community at the end of the project.

Waste management

These practices are comprehensive, involving the recycling of plastic, tin, glass, paper, and steel, as well as the remediation and re-use of contaminated soil for fill.

Social responsibility

The project's social efforts extend to donating plastic bottles, wood offcuts, cardboard boxes, and tins to local schools, and providing daily food waste from the kitchens to the community for feeding pigs and domestic animals.



The Senqu River Bridge is thus not only an engineering marvel but also a critical component of sustainable development. By maintaining access to Mokhotlong town and preserving connectivity to essential services and economic opportunities, the bridge plays a vital role in supporting local communities, also incorporating measures to mitigate environmental impacts and enhance social benefits, ensuring that the project contributes positively to both nations.

The project exemplifies how large-scale infrastructure projects can achieve sustainability goals. By enhancing water security, boosting renewable energy generation, and maintaining community connectivity, the LHWP is paving the way for a more sustainable and prosperous future for Lesotho and South Africa.



Water savings and the circular economy are top of mind at the new Rossway Quarry plant



Raumix's Rossway Quarry, located in Midrand, Gauteng has embarked on a transformative journey to ensure the sustainability of its operations, with a major focus on innovative approaches to address environmental challenges, water savings, and contributing to the circular economy.

Environmental impact

The reduction in sediment deposition and efficient water recycling will significantly mitigate environmental risks.

The quarry faced significant issues with decomposed granite, which posed both environmental and financial concerns. To tackle these challenges, Raumix is investing in a new plant designed to crush and wash the granite, creating new job opportunities and ensuring compliance with urban environmental standards. The plant was commissioned in April 2025.

One of the primary concerns was the inefficient use of water in the existing plant, where all water used for washing was deposited into a slimes dam. This not only posed environmental risks but also threatened the lifespan of the dam. To address this, the quarry redesigned its water usage strategy, focusing

Economic viability

The investment in water reticulation and filtration technology will ensure the operation's long-term financial sustainability.

on water reticulation and recycling by investing in filtration technology – a new filter press will remove 99.9% of sediment from the water, preventing further deposition in the slimes dam.

By recycling 85% of the water used in the washing process, Raumix will be saving approximately 800 000 kilolitres of water annually, equivalent to 320 Olympic-sized swimming pools.

To safeguard the plant from municipal water shortages, it uses storage reservoirs with environmental authorisations, reducing reliance on municipal water supplies.



The new plant not only addresses water usage but also integrates circular economy principles by repurposing decomposed granite. The washed granite is used in various products, including roof tiles, concrete mixers, and bedding materials, thus creating a sustainable market for the quarry's output.

It has also created new jobs, contributing to local employment.

The Rossway Quarry's commitment to sustainability through innovative water-saving measures and circular economy practices sets a benchmark for the industry. As the quarry continues to expand, it aims to further integrate sustainable practices, ensuring that its operations benefit both the environment and the local community. The commissioning of the new plant in April 2025 thus marks a significant milestone in this ongoing journey towards sustainability.



99.99% of sediment is removed from the water and turned into a value-added product.

85% of water is recycled, cutting out the requirement for a slimes dam.

800 000KL will be recycled yearly, based on the design figures. This equates to around 320 Olympic-sized swimming pools!



Newinbosch Neighbourhood Estate – the benchmark in sustainable developments



Newinbosch Neighbourhood Estate in Stellenbosch in the Western Cape is the only mixed-use development in South Africa and the continent to have achieved a Six Star Green Star Sustainable Precincts rating from the Green Building Council of South Africa (GBCSA).

Raubex takes immense pride in being a key member of the development team that realised this vision, with Raubex Building serving as the main contractor and sponsor of the project.

Newinbosch has also earned GBCSA Edge Advanced certification, with homes that are at least 40% more energy-efficient and 20% more water and material-efficient than standard homes.

Other innovative solutions to drive efficient use of natural resources and reduce carbon footprint include new-generation waste management systems; sustainable landscaping to restore local fauna and flora habitats and plant pocket forests; a not-for-profit urban farm; and water efficiency using stormwater and grey water for irrigation.

Residents benefit from the absence of loadshedding up to Stage 3 and uninterrupted limited power from Stage 4 to Stage 8. The

efficient renewable energy system combines solar power, municipal grid supply, batteries, and potentially generators to supply power to the Newinbosch microgrid. Smart meters distribute energy to homes, and during higher stages of loadshedding, non-essential equipment is remotely turned off to balance the load, ensuring essential installations remain powered.

Since its launch in March 2023, Newinbosch has seen sales surpass half a billion rand, with 325 units sold. Phase one, comprising 200 homes, is fully sold out. The Bosk apartments are 93% sold, and construction is progressing well, with several homes ready for occupation.

Work has also commenced on the Newinbosch Square Shopping Centre. Phase two, consisting of 106 townhouses, courtyard homes, and homestead units, is set to launch soon, with high demand and a growing waiting list.



The Edge Advance certification not only qualifies owners for better bond rates but also significantly reduces running costs. A recent survey by Pam Golding Properties reveals that 68.8% of home buyers are willing to pay a premium for homes with green features.

“Newinbosch meets all sustainability criteria that buyers seek. The precinct is designed to promote a live-work-play lifestyle, prioritising pedestrian-friendly interconnected walkways, cycling routes, and accessible community amenities.”

Louise Varga, Pam Golding Properties



From the project’s inception, Newinbosch aimed for five prominent green building certifications through the GBCSA and is well on its way to achieving this.

Excellence in Design for Greater Efficiency (Edge)

Recently awarded, this certification measures the resource efficiency of residential buildings.

GBCSA Net Zero Ecology

Recognises projects that enhance biodiversity, habitat, and quality of green spaces.

Sustainable Precincts Green Star

Evaluates environmental performance in planning, design, and construction phases of precincts and neighbourhoods.

Five Star Green Star

The Grappa Shed, Newinbosch’s social hub, will pursue this certification, focusing on water efficiency, indoor quality, sustainable materials, and innovative design.

GBCSA Net Zero Carbon

Targeted for the Grappa Shed, this certification will recognise the neighbourhood’s commitment to energy efficiency, ensuring operational energy is sourced from renewable resources.



Localising Bentonite production for sustainability and job creation



Bentonite, a critical raw material for the chrome industry, faced a significant supply challenge in South Africa, with local manufacturers struggling to meet the demand, leading the industry to resort to imports.

Fortunately, Raubex's OMV has since found a sustainable solution. By reducing its carbon footprint and generating employment opportunities, OMV's initiative addresses environmental and social challenges faced by South Africa.

The largest materials handler of Bentonite in South Africa, OMV initially relied on imports from India. This process involved extensive transportation, including thousands of kilometres by ship and then haulage by road. The carbon footprint was substantial, prompting OMV to look for a more sustainable solution.

By means of a dedicated search, a suitable source of Bentonite was identified.

Over the past two years, 50% of the imports have been successfully replaced by local product thanks to OMV acquiring and revitalising a mine in Steelpoort in the Limpopo province, which was previously focused on mining other commodities.

The initiative has created approximately 30 direct jobs and 50 indirect transportation-related jobs. An additional facility involving the Bentonite value chain has also since been installed by OMV, creating 10 more jobs.



Central to the development of the Attaclay Mine has been active community involvement. During peak mining seasons, all yellow equipment is rented from local community members, with the aim of encouraging ownership in the long term.

In addition, training programmes for community members on operating the equipment provide them with portable skills to enhance their employability. This approach has generated significant revenue for people in the area, with community members exposed not only to the formal training on offer but also to business skills through their dealings with OMV. To date, 12 people not directly employed by OMV have received operator training.

A substantial amount of product previously sourced overseas has been replaced by locally-produced Bentonite.

Job creation remains a primary goal of this initiative, addressing the pressing unemployment situation in South Africa. The project has created a substantial number of jobs and is contributing to local economic growth and sustainability.

Localising Bentonite production has significantly reduced OMV's carbon footprint by minimising transportation distances. A new logistical leg also reduces transport by another 300 kilometres to OMV's clients, further decreasing carbon emissions.

While most mining does disturb the natural environment, the unique approach used minimises environmental impact, with the mining process involving widening streams rather than conventional methods, ensuring no large holes are left behind. Despite using diesel-powered equipment, the overall impact is reduced compared to the previous import-based model.



**Interview with Attaclay
Mine Manager, Sabata**

A new project started in March 2025 further aims to localise the remaining 50% of Bentonite production and is expected to generate an additional 40 to 50 direct jobs.



Our Western Australian operation embraces social responsibility across all dimensions



Raubex's Western Australian operation, Westforce Construction, is dedicated to fostering a diverse, inclusive, and ethical workplace.

Comprehensive management strategies are a testament to the unwavering commitment to this. By prioritising employee well-being, diversity, inclusivity, as well as a focus on Indigenous people and community engagement, Westforce strives to set a benchmark for excellence in the industry.

Westforce has implemented several initiatives to ensure workplace diversity, participation by Indigenous people, employee well-being, and ethical governance, to go beyond ensuring compliance with Australian workplace standards and regulations but to excellence in these areas. The initiatives include a psycho-social procedure to enhance psychological safety and well-being across all work environments, focusing on identifying and mitigating psycho-social hazards by addressing high workloads, workplace bullying, and mental health risks. Support mechanisms are provided through Employee Assistance Programmes (EAPs) to support mental health, and training for managers and employees is offered to enhance mental health awareness and intervention strategies.

“Our employee relations management plan ensures a fair, inclusive, and compliant work environment.”

George De Simoni, Westforce's Health, Safety & Environmental advisor

Key actions include the equal treatment of all employees by ensuring merit-based handling in line with the Fair Work Act, grievance management and dispute resolution to swiftly resolve any workplace concerns, and training and development programmes focused on employee upskilling and career growth and development.





In addition, Westforce actively supports the employment of Indigenous people, as well as business engagement and cultural recognition through its Indigenous Participation Plan.

“Here, our efforts include hiring and training Indigenous employees, ensuring culturally-sensitive recruitment processes, partnering with Indigenous-owned sub-contractors and suppliers to strengthen economic inclusion, and supporting the career pathways of Indigenous people by offering traineeships and apprenticeships.”

Going further than this, Westforce actively promotes engagement with registered Aboriginal businesses, providing sub-contracting opportunities and cultural awareness training to educate its employees on Indigenous cultures.

Westforce recognises and rewards positive behaviour through its Positive Behaviour Recognition Programme (PBRP). The PBRP recognises internal sustainability efforts or innovations. There are safety nominations for top safety employee behaviour and safety improvements. Sustainability and HSE internal communication and transparency are maintained through regular or monthly updates provided via Toolbox meetings and newsletters, offering insights into the company’s initiatives and progress towards its goals.

In the Human Capital space, diversity, inclusion, and gender equality are given equal priority. An action plan focuses on encouraging gender diversity by promoting leadership opportunities for women, supporting multicultural and disability-inclusive employment, and implementing flexible working arrangements.



To foster a culture of sustainability, Westforce creates sustainable workplaces through reducing paper consumption, promoting recycling, and providing renewable energy solutions for its various projects. For example, during the construction phase, with the client’s consent, solar farms are established to minimise the use of onsite generators that rely on fossil fuels.

Ethics is an overarching principle – Westforce believes in and upholds equal employment opportunity standards. Its practices of no discrimination based on gender, race, age, marital status, disability, or political belief, and a zero-tolerance approach to harassment by maintaining a fair and respectful workplace.

Westforce adheres to strict compliance measures in workplace health and safety, employment relations, and industrial relations. Assurance is provided through regular internal and external audits, compliance checks. There is regular external stakeholder engagement with clients, sub-contractors, and local communities to maintain ethical business practices.

Sustainable practices provide for a healthier, safer, and more profitable tomorrow for everyone.