

# RAND-AIR NEWS



Newsletter June/July 2022

## What you can look forward to:

• First on the podium - Kim Coetzee	.....	Page 1
• Our youth helping to secure Rand-Air's future success!	.....	Page 2
• All things people:		
• Rand-Air's Diversity & Inclusion culture creates an employee masterpiece	.....	Page 3
• Rand-Air's culture of learning (#neverstoplearning)	.....	Page 4
• ZenergiZe - Taking modular energy storage to a new level	.....	Page 5
• All things rental:		
• Investing in our fleet and in our employees	.....	Page 6
• Sustainable business solutions for our long-term rental customers	.....	Page 7
• Industry leader in underground hires		
• Team KZN pulling together during the devastating floods	.....	Page 8
• Have you seen our new website?	.....	Page 9
• Spreading warmth this Winter with our Blanket Drive		



**THINK FUTURE.  
THINK POSITIVE.  
THINK GROWTH.**

# Kim Coetzee

Dear valued customers

It's been an exceptionally busy 1<sup>st</sup> half of the year and even though as a country we continue to face many challenges, Rand-Air has remained focused on the growth and development of our people to ensure we remain committed to our customers.

Together with our Power Technique Business Area colleagues, there has been an ongoing focus on Diversity and Inclusion workshops where our teams engage in active discussions on important matters related to these topics.

In line with Atlas Copco's global initiative #neverstoplearning week, our team were part of several informative learning initiatives that took place over 3 weeks in June.

We have some exciting developments in the fleet expansion space which sees the arrival of our Steam Boilers, the ZenergiZe energy storage machine focused on the development of sustainable rental options, and an extension to our pump range and specialised machines designed for underground operation.

We have also redesigned our website to be more interactive and extremely user-friendly; we encourage you to please make use of this convenient digital platform.

Finally, the Rand-Air team has initiated a blanket drive for two worthy causes during the cold winter months. We believe that even a small, kind gesture goes a long way.

Enjoy the read.

Warm regards

*Kim*



# Our youth helping to secure Rand-Air's future success!



We are proud of our young Rand-Air team with a number of employees in the 20 to 30 age group. We've reached out to some of our young talent to elaborate on their Rand-Air experience. Have a look at what they had to say:

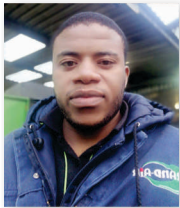


## **Ayanda Putini (26)**

Internal Sales Consultant, Durban Depot

### **Why is it great to work for Rand-Air?**

*"You don't only get to meet new people, but you also learn and grow in the process. Learning opportunities are easily and readily available."*



## **Reuben Nkosi (29)**

Field Technician, Kathu Depot

### **What do you love most about your job?**

*"Versatility of being able to work virtually. Having a forward thinking, supportive company that realises their employees as important assets."*



## **Teboho Selekane (25)**

Sales & Marketing Intern, Jet Park Head Office

### **As a young adult employee, do you feel included at Rand-Air?**

*"Yes I do. I feel included thanks to the support system of the seniors and our Diversity and Inclusion drive."*



## **Tia Christian (24)**

Millwright Apprentice, Durban Depot

### **Why is it great to work at Rand-Air?**

*"Here you are well taken care off. Employees and colleagues are always friendly and are always there to hep with anything. You are not treated as employees - you are part of the family."*



## **Josiah Cigarmony (24)**

Internal Sales Consultant, Jet Park Head Office

### **What do you love most about your job?**

*"Having the sense of responsibility, knowing that you have a role in making Rand-Air achieve their goals and sustain the business itself. Being able to assist customers and deliver the service they require."*



*Celebrating  
Youth Day  
16 June 2022!*



## **Thandeka Hlophe (25)**

Finance Intern, Jet Park Head Office

### **As a young adult employee, do you feel included at Rand-Air?**

*"Absolutely. I have been granted the opportunity to work with different departments and interact with management. My General Manager really solidified my place within the team."*



## **Shawn Mosana (26)**

Diesel Apprentice, Jet Park Head Office

### **Why is it great to work at Rand-Air?**

*"Rand-Air is a forward thinking company which is constantly adapting to the relevant times. This is where the success lies."*



## **Rosinah Phaleng (23)**

Internal Sales - Logistics, Jet Park Head Office

### **What do you love most about your job?**

*"I love the fact that I'm the 'watchdog' and middleman between sales and service. Ensuring that plant is dispatched accordingly and liaising with suppliers, making sure that we cater for our customers' needs."*



## **Michaela Kock (26)**

Internal Sales Consultant, Jet Park Head Office

### **As a young adult employee, do you feel included?**

*"Most definitely, there is a great sense of support from the more experienced individuals at Rand-Air who offer valuable advice which is applicable to the workplace and outside of the workplace."*



## **Nhlanhla Xaba (23)**

Finance Intern, Jet Park Head Office

### **What do you love most about your job?.**

*"I learn from remarkable people who are goal-driven and share my vision. This makes it a very good learning and working environment. It is easy to ask for help. Everyone is supportive which allows the company to realise my potential and makes me feel valued."*

# All things **people**

## Rand-Air's Diversity & Inclusion culture creates an employee masterpiece!

Rand-Air employees have embraced an Atlas Copco Playbook initiative that involves 12 themed plays 'enacted' by employees. The objective is to create a cohesive and open working environment where everyone feels accepted, is treated equally and with respect. This not only makes for a happy workplace but enhances productivity and ultimately, improves the overall customer experience. The initiative creates a stage for employees to engage in an open dialogue, giving them the freedom to express themselves and to talk openly about a given topic.

*The Playbook gives employees the opportunity to engage and to get to know each other better. It also means stepping out of their comfort zone...*

### The first play: Diversity & Inclusion: The Gender Gap:

Expertly facilitated by nominated playmaker, Nokubonga (Noks) Dlamini, Assistant Accountant at Rand-Air, some 20 colleagues representing different genders, cultures and religions, had to write down their ideas on how they felt the Gender Gap can be closed. From interns to top managers, colleagues took to the stage to discuss a wide range of subjects - from the implications presented by a Gender Gap, female mentorship and female technicians to gender-based violence. Valuable insights included that we must be gender-conscious and yes, more can be done to close the gap. However, we must proceed responsibly to ensure that everyone has an equal opportunity and that everyone is included.

### The second play: Diversity & Inclusion: The Power of the Pyramid:

Rand-Air External Sales Representative, Chantal Bekker, facilitated the play which was aimed at ensuring that everyone is included in growth and learning strategies for the future growth of the company and for the growth of each individual. Participants unpacked the various steps along the path to growth: Step one is to remove barriers. This involves a focus shift from judging and labelling others to accepting one another's differences. During the growth narrative employees understood that growth doesn't just happen. It takes a conscious effort and is the responsibility of each individual.



The Rand-Air and Power Technique cast taking centre stage - discussing the gender gap



Chantal taking colleagues on a growth journey

# All things people

## Rand-Air's culture of learning!

Enriching our employees through the #neverstoplearning initiative

At Rand-Air the conversation around employees being the most important assets for the company goes so much further. Over the past 49 years, customers have trusted our abilities as a reliable rental partner offering best-in-class solutions. Our business is highly specialised and as industry experts, we must be armed with the necessary know-how and equipped with the right tools. Therefore our employees must be given every opportunity to develop and grow within the company, both as a person and in their job.

We promote a training culture in every department at head office and at our depots around the country; accounting, HR, SHEQ, sales, service and marketing, we make no exceptions to ensure that Rand-Air employees are highly skilled, well-trained specialists. Every training course, from technical to soft skills, adds value. In addition to building a solid career path, training enables Rand-Air employees to perform optimally so that customers can experience the very best service across the board.



“An investment in **KNOWLEDGE** always pays the best **INTEREST**”

- Ben Franklin -



Unsurprisingly then, we not only fully embraced Atlas Copco's #neverstoplearning week, we extended the one week of learning. During this Festival of Learning (8<sup>th</sup> to 22<sup>nd</sup> June) Rand-Air colleagues were encouraged to do 40 hours of learning by selecting from a variety of programmes available on the Atlas Copco group's Learning Link. This e-learning platform enables colleagues to select a programme of their choice and do the training at a time that is convenient to them. Rand-Air Sales & Training Coordinator, Monique Africa, assists employees to find suitable programmes. Monique also helps to customise training packages tailored to individuals' particular needs. Examples of training programmes:

- Technical training brings technicians up to speed on the latest designs and technologies of our rental machines so that they can trouble-shoot and do repairs in the shortest possible time to keep customers' downtime to a minimum.
- SHEQ training: Basic firefighting, first-aid.

*We believe that training is a joint responsibility: Rand-Air provides the training and employees are encouraged to make full use of these opportunities.*

## Caring for the environment!

Our training narrative also includes being environmentally smart. On 14<sup>th</sup> June, Rand-Air Safety Administrator, Lindi Maseko, invited Rapid Spill to demonstrate how to safely and effectively clean up oil spills. This exercise elicited an overwhelmingly positive response from employees as it focused not only on people safety but also on environmental responsibility.



## Helping employees to help themselves

On the last day of the learning Festival, we gave employees the opportunity to gain insight into how to navigate our HR system. This “how to” engagement has greatly assisted employees, especially service and field staff, to apply for leave and access their tax certificates.



# ZenergiZe

## Taking modular energy storage to a new level!

We are continuously looking at developing cleaner and more cost-effective renewable energy sources in order to deliver lowest possible OPEX and total cost of ownership to customers and end-users.

The new ZenergiZe range, designed with sustainability in mind, helps operators substantially reduce their fuel consumption and CO2 emissions. This innovative, highly efficient range of energy storage units delivers optimal performance with zero noise levels and requires virtually no maintenance.

Although these units cannot be used to replace grid power completely, energy storage systems offer reliable, efficient short-term solutions where grid power is intermittent or where generators cannot be used. Energy storage systems are also often used to manage energy generated from intermittent sources, such as solar panels.



These units can be used combined with generators or renewables as a hybrid power solution for construction sites. It can also be used to create micro-grids to provide energy to several other applications like residential, commercial, industrial or public services.

The units incorporate a number of connectivity features and benefits including a smart start and stop function, an Energy Management system (EMS) complete with battery management communication (BMS), a remote monitoring system, a Bluetooth mobile application and parking mode.

Clean and quiet energy.  
Optimal performance.



**ZERO** NOISE  
EMISSIONS  
FUEL CONSUMPTION

**FAST RECHARGE**  
⚡ <3 HOURS

**70% MORE COMPACT & LIGHTER IN WEIGHT**

**40.000 Hrs LIFESPAN**

**HYBRID AND SUITABLE TO RENEWABLES**

PARALLEL CAPABILITY  
 UP TO 30 UNITS

**INCREASE PRODUCTIVITY TO OVER 50%**

# All things rental



## Investing in our fleet and in our employees

Rand-Air is committed to maintaining its indelible reputation, built over 49 years, of having a hire fleet of top quality, reliable and efficient machines.

“We have earned this standing as a hire partner of choice amongst Southern Africa’s petrochemical, power generation, food & beverage, automotive, utilities and construction sectors, as a result of the quality of our hire fleet and our professional service and after-market support”, says Rand-Air Fleet Manager, Craig Swart.

However, no business exceeds by becoming complacent. Equally important as sustainability is continuous improvement and growth. In line with our core strategy, we invest substantially in our fleet, our service department and our technicians. By expanding and renewing our comprehensive hire fleet, we are able to offer customers a wide and flexible choice of superior quality, reliable and efficient machines. It also enables us to ensure product availability and quick turnaround times.

Our rental fleet includes mobile oil-free and oil-injected air compressors, diesel- and electric-powered screw air compressors, diesel generators, lighting plants and pumps, with steam boilers coming soon.

The Rand-Air fleet has evolved over the years to meet changing customer needs. “To answer a growing demand for larger rental machines, we have gradually moved away from the smaller construction type units, which also saw us divesting in handheld tools. We have shifted our focus and added a number of new large oil-free compressors to our fleet. These flagships are popular for applications in sectors such as petrochemical, food & beverage, electronics, and spray painting where 100% clean quality air is paramount to avoid any risk of contamination to end-products or processes.

Also making up Rand-Air's large generator fleet are the QAC1100 TwinPower machines which are extremely popular due to their extreme flexibility and transportability.

We retire our machines after five years of service but it also depends on the number of hours the machines have clocked. We therefore closely monitor machine reliability and if two- or three-year old units with high operating hours do not meet our strict parameters, they are duly taken out of commission.



# All things rental



## Sustainable business solutions for our long-term rental customers - air flow tests to optimise compressed air systems

In an effort to reduce customers' carbon emissions, we have not only galvanised our efforts in expanding our fleet with energy efficient products; we have also invested in an airflow test system, extending our service offering to our long-term rental customers.

The process of generating compressed air consumes a great deal of energy so it's therefore crucial that an air compressor operates at optimal efficiency to keep customers' operating expenses as low as possible. However, the presence of air leaks will severely compromise the efficiency of even the most advanced compressor. Air leaks can dramatically increase energy consumption as the compressor has to work harder in order to achieve the same required pressures, thus using more energy.

The airflow test system enables us to conduct accurate air measurements (audits) of both Rand-Air rentals as well as other air compressor brands. By detecting issues such as air leaks and air wastage we can help customers consume less energy. We also recommend to customers whose operations have fluctuating air demands to shift from a fixed speed to a Variable Speed Drive (VSD) air compressor. Thanks to the smart VSD technology, the air compressor follows air demand and can deliver savings of up to 30%.

In addition to reducing their operational expenses, it also has a positive impact on their carbon footprint and on the environment. Our services also include detailed reporting of our findings supported by professional advice from our specialist team.

**Please contact our Fleet Manager, Craig Swart, to arrange for an airflow test: [craig.swart@randair.com](mailto:craig.swart@randair.com)**



## Industry leader in underground hires

We are one of a very few rental companies that have the unique ability to convert machines to meet the gruelling underground gold and platinum mine conditions. Our mine customers face strict targets to get these precious commodities out of the ground and simply cannot afford to lose a single blast. Subsequently, machine reliability in this harsh environment is paramount.

Machine modifications are expertly taken care of by our long-standing supplier partner who is responsible for ruggedising our hire machines which take a heavy pounding underground. The air compressors are reconfigured to fit inside robust cages that meet the various mine lift dimensions. Modifications also include the conversion of the machines to mechanical operation which includes the removal of electronics and digital screens. Our supplier also takes care of full machine rebuilds while small repairs such as panel replacements are done at Rand-Air's fully-equipped workshop in Jet Park, Johannesburg.



Our machines are converted to meet the gruelling underground gold and platinum mine conditions.

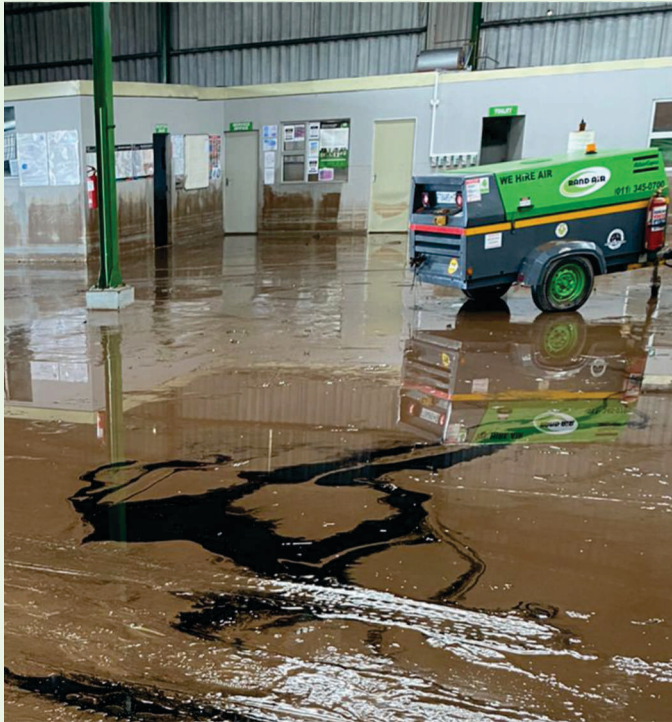
For large long-term contract projects, we station a specialist three-man team underground. Specially trained to work in this very challenging environment, the Rand-Air team is able to maintain and service the machines on site, keeping operational downtime to an absolute minimum.



# Team KZN pulling together during the devastating floods



Like many companies in KwaZulu-Natal, our Durban Depot did not escape the floods that ravaged the Province. While our premises, vehicles and rental equipment suffered extensive damage, all our employees were thankfully unharmed. We were deeply saddened and shocked by the devastation.



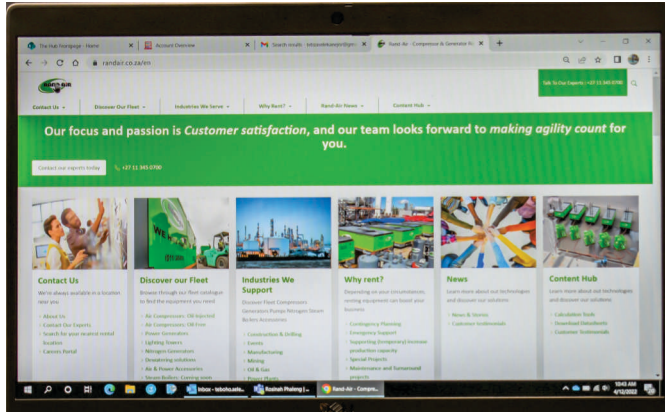
We are happy to report that within a matter of a few days we emerged stronger than ever before, ready to deliver the rental service excellence for which we are renowned. We have also put in contingency plans to prevent similar damage in the future. A special shout-out to our Jet Park head office for their support during this challenging time.

But we refused to allow this set-back to dampen our spirits; Team KZN pulled together to ensure that our customers were still able to rent machines and although it was not quite business-as-usual, our 24-hour service was never compromised. We would also like to take this opportunity to thank our customers and the Atlas Copco Team in Westmead for accommodating the Rand Air staff for the duration of the cleanup.

**IN ADVERSITY WE  
BECOME STRONGER**

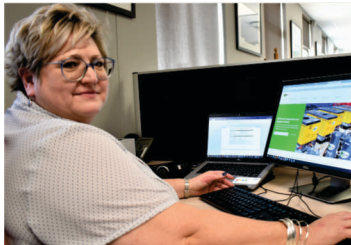


# Have you seen our new website?



We are extremely proud of our in-house team, ably spearheaded by Adele Matthee, who made this possible. The new crisp and clean look, seamless navigation and interactive design was inspired by our employees, making our valued customers' online journey even more pleasurable.

- ✓ Crisp
- ✓ Clean
- ✓ Easy-to-navigate
- ✓ Easy-to-read
- ✓ Informative
- ✓ Interactive



*If you haven't done so already, please be sure to 'pop in' and take a 'scroll' through our new website.*

**www.randair.co.za**



# Rand Air helping to spread the warmth this winter with our Blanket Drive!

Rand-Air takes its social responsibility seriously and nurtures a culture of kindness and of giving back. Every year, the company proactively assists numerous organisations in need.

With South Africa already in the grip of what is turning out to be an exceptionally cold winter, there is a desperate need for blankets which has motivated the Rand-Air team to initiate a blanket drive for two worthy beneficiaries.

“After reaching out to employees for blanket donations, the response I have received has been nothing short of overwhelming!” says Chantal Bekker who is championing both initiatives. “Employees are so enthusiastic to assist and want to get involved in more than just donating blankets. They also want to give of their time by helping with the hand overs.”

Chantal aims to collect blankets for Bethesda House of Hope in Mpumalanga, a registered NPO (non-profit organisation) that cares for and educates disabled children. They also offer a boarding school facility (a home) for children who have been abandoned and who have suffered at the hands of those who were supposed to care for them. Chantal, together with a number of employees, will travel to Mpumalanga in July to hand over the blankets to the deserving children living at Bethesda.

“We have also taken on a second project to support our colleague, Liesel Johnson, in KwaZulu-Natal, with the distribution of blankets to a group of people who are living in a 'camp'.”

We find it so rewarding to be able to assist where there is need and we hope that our humble contribution will help to make life a little warmer during the cold winter months.

**Thank you.  
We hope you enjoyed the read!**

