



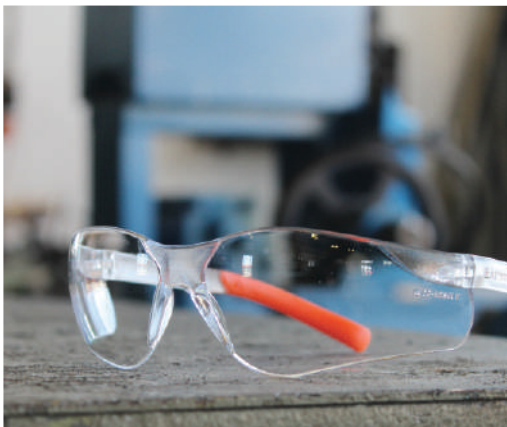
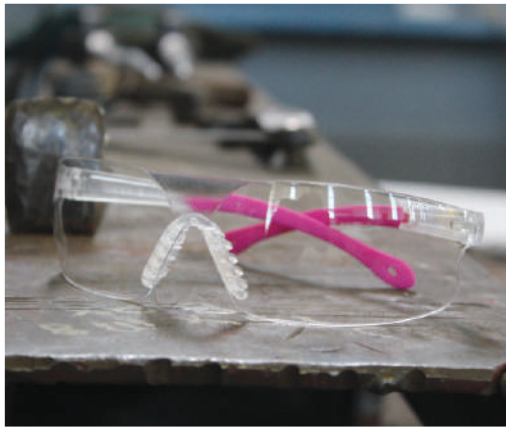
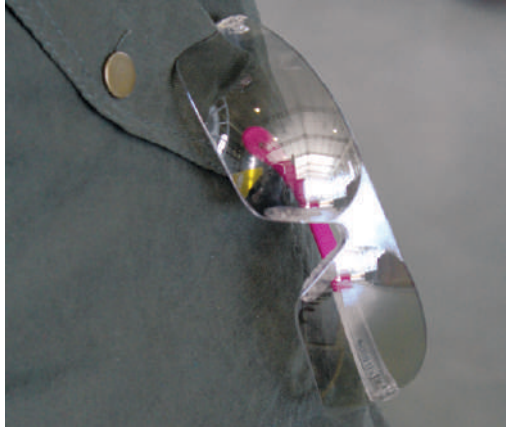
Company Profile



www.selectppe.co.za

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Select PPE[®]
Protecting People Everyday

Select PPE[®] is your African partner of choice for personal protection in the workplace



Mission

Protecting People Everyday.

Vision

*To be Africa's Primary Safety Partner;
Adding value to our customers'
decision making;
Offering unique products and services.*

Values

*Our Values are interdependent
of each other.*



Company Values

COMMUNITY
As part of our social responsibility we believe in giving opportunities for the community to become a self sustaining society.

CUSTOMER SERVICE
We value our customers & they deserve our timely service - we are responsive & proactive in meeting their needs, striving to delight them.

CHANGE
We embrace innovation & drive change with an open mindset to improve our offering.

TEAMWORK
We respect each other's opinions whilst working together & benefitting all.

SAFETY
We believe in a safe working environment for our stakeholders.

PERSONAL DEVELOPMENT & MOTIVATION
We value growth through learning, feedback, coaching & mentoring, empowering & motivating each other to lead & make decisions.

TRUST
Our success is dependent on the continuous building of trust with all stakeholders. decisions.

HONESTY & COMMUNICATION
We build open & honest relationships through communication & trust in all our dealings; maintaining the highest levels of integrity at all times.

COMMITMENT
Working with urgency, accuracy & commitment to be successful on all fronts.

INTEGRITY
We are committed to operating to the same high standard of integrity in all aspects of our business.

RECOGNITION
We recognize & reward each other's contributions to achieve beyond our horizons.



Company Overview

Select PPE® is your partner of choice for personal protection in the workplace since 1998. Our vision is to be Africa's primary safety partner, by adding value to our customers' decision making in offering unique products and services related to personal protective equipment resulting in protecting people everyday.

We are the leaders in the procurement and distribution of quality and application specific products that protect the people that we serve and we have evolved into an organisation which serves many industries including:

- Mining
- Manufacturing
- Agriculture
- Construction
- Petroleum
- Hospitality
- Medical
- Corporate and Security.

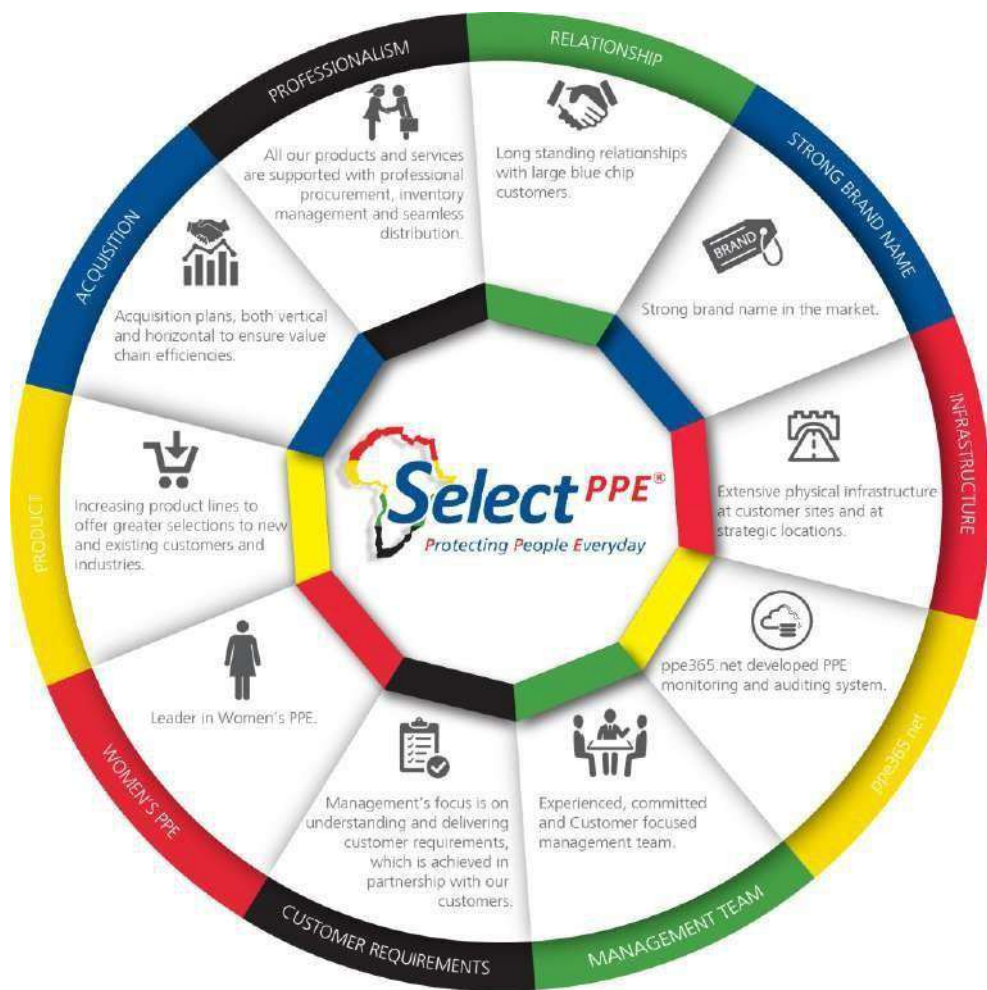
Our Primary activities:

- Sourcing and distributing Personal Protective Equipment to customers and their employees across the African continent.
- Monitoring the individual usage of PPE per employee based on specific job requirements and maintaining documented proof of legislative compliance.
- Solving customers PPE challenges by offering tailor made and customer specific solutions with our wide range of service offerings including software which provides real-time information on all issued.
- Full VMI solution tailored for customer specific requirements.





As the leaders in the distribution and management of PPE within Africa, We have:



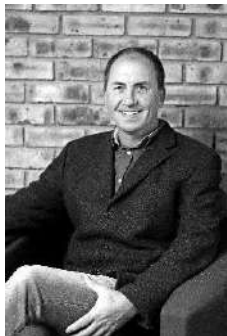
This enables us to offer value - adding management processes that apply specific expertise and leverage an extensive logistics infrastructure to procure, disburse, control and track customer specific solutions.

Select PPE® employs more than 371 employees in its African operations with an average of 144 Onsite stores and 5 distribution warehouses strategically placed to best serve our customers. Our Head Office and Main Warehouse are located in Randfontein, Gauteng, South Africa.



Select PPE® Management Team

Management's focus is on understanding and delivering customer requirements, which is achieved in partnership with our customers.



Petrus Pieterse
Chief Executive Officer
Group



Erika Stols
Finance Director-
Africa Group



Thakani Tshivase
Executive Director



Diane Loganathan
Sales Director
SA



Debbie Joynt
VMI Operations Director
SA



Khetiwe Malevu
HR and Transformation
Director Group



Oatile Mokhasi
Africa Development
Procurement and Logistics
Director Group

Wireless or Fixed Data Line



VMI Solutions

Powered by ppe.365.net



Major Service Offerings



VMI Onsite Stores

Select PPE® formulated a "VMI PPE Solution" to help employers comply with industry and regulatory requirements. This solution consists of an On-site store at the customer's premises. Together with its customers, Select PPE® determines an Issuing Protocol (IP) which stipulates the rules under which PPE will be supplied. The IP allows the customer to determine the specific PPE requirements for each employee in line with their specific job function.



ppe365.net

Select PPE® developed an online "PPE Solution" assisting employers in keeping record of PPE issues, control PPE costs, report on historic and plan future PPE usage in real-time. This online application allows for live reporting to Select PPE and their clients.



Consignment Stores

Inventory of a consignment store legally owned by Select PPE®, but held by the customer at their location/premises. The customer has access to the goods in the consignment store at any time. They are only invoiced for the goods that have been removed from the agreed storage area.



Vending Machines

Select PPE® provides a Vending Solution option to customers that require a less labour intensive supply of PPE to their employees. Easy access to PPE, 24/7 - 365 days. The Vending Machine can be integrated with the ppe365.net application system to give real-time data and record all PPE issued.





Mobile Stores

Easy, Convenient and On-time delivery to your door. Orders are made via the client ordering system and notifies the PPE warehouse of the requirements. Select PPE® will preload, pick and pack the orders on the mobile store with a build-in issuing system. The mobile store drives to various sites and delivers stock to predefined designated areas.



Retail Stores

Select PPE® entered into the retail industry during the year of 2014 offering a wide variety of personal protective clothing and equipment.



Containers

Don't have space for an onsite store...this option will solve the problem. Sized to your needs a container will be placed on-site and be equipped as an on-site store, where easy access can be gained to your PPE needs.



Direct Sales (Commercial)

Select PPE® also caters for clients who do not have the capacity to host an on-site store or have a retail store closely situated to their premises but require the fundamentals of the Select PPE® service.

All of the above offerings can be a single or a combination of multiple solutions and can be combined as a client offering.

LEISURE WEAR



WOMEN'S WORKWEAR



SAFETY WEAR



HOSPITALITY WEAR



CASUAL WEAR



Products



ArcWear



Catering Uniforms



Cleaning Products



Corporate clothing



Workwear - Overalls



Eye Protection



Fall protection



Foot Protection



Hand Protection



Hearing Protection



Respiratory Protection



Road Safety Equipment



SecurityClothing

Value Added Services

Select PPE's services are not limited to the above mentioned offerings but also include additional services:



Risk Assessments – Occupational Hygienist



Local Community projects where Select PPE Is visible



SHEQ and Product Specialist at your service



Embroidery Services at our main Centres



Waste Management of Personal Protective Equipment and services at Onsite Stores solutions



Protect Specialist Service to address your PPE requirements

Additional services at Onsite Stores solutions:



Laundry



Tools



Stationery



Checklist Control



Special Issuing e,g Fee shifts/gifts



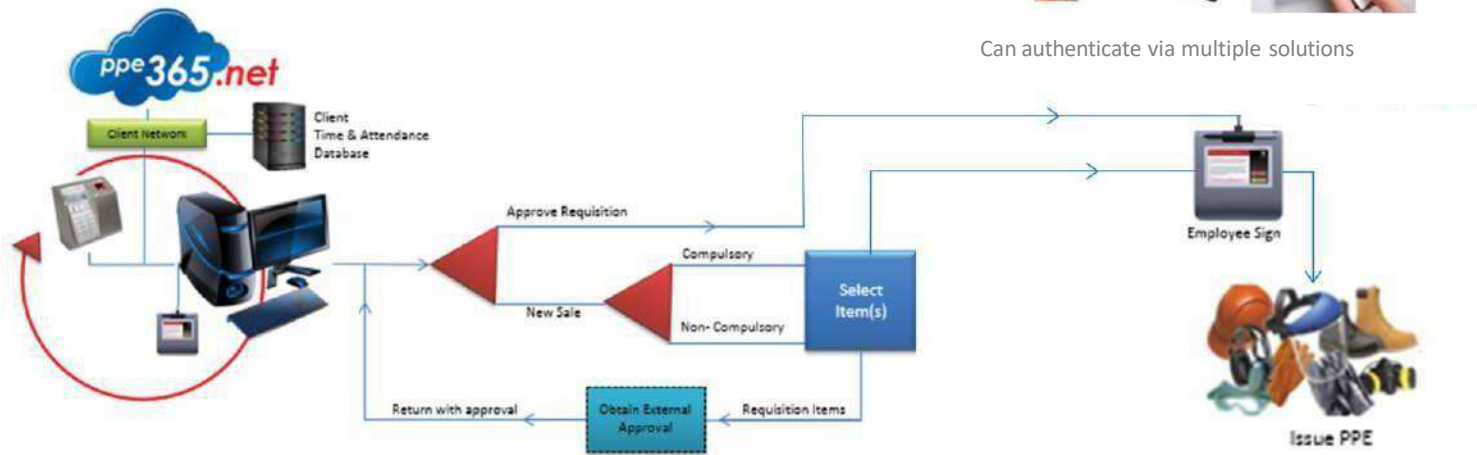
Competitive Advantage

Vendor Managed Inventory Solution (VMI)

The Select PPE[®] issuing system manages and controls the issuing of PPE to workers of various industries. This standalone PPE issuing system stores the client's issuing data in locally saved segregated SQL databases.



Can authenticate via multiple solutions



STATS System

As the leader in the field, and with the input of various clients, the system was developed and improved since the beginning of Select PPE[®] in 1998. It started off with a manual paper card system which was soon followed with the first computerised system build as a Microsoft Access database application before it was eventually converted into a unique VB.net developed desktop application named STATS. The needs and requirements of various clients were taken into consideration as the application was developed and improved over the last few years. This system enables companies to comply with industry and regulatory requirements. Employers can use this system and configure a uniquely customised Issuing Protocol (IP) which stipulates the rules under which it will supply PPE to them. This IP allows the customer to determine the specific PPE needs for each employee in line with their specific job requirements.

Issuing Protocol (IP)

Frequency Days Revision 20 Sept 2016	Hard Hats	Glasses	Respirator	Overalls	Overall Cantees	Belt	Leather Boots	PVC Boots	Leather Gloves	PVC Gloves	Earplug	Knee
Chief Safety Officer	365	30	-	180	-	365	-	180	30	-	30	180
Drill Rig Operator	365	30	1	180	-	365	-	180	-	14	30	180
General Miner	365	30	1	180	-	365	-	180	-	14	30	180
Pump Attendant	365	30	1	180	-	365	365	-	30	-	30	180
Stope Team Leader	365	30	1	180	-	365	-	180	-	14	30	180
Survey Assistant	365	30	-	180	-	365	-	180	30	-	30	180
Fitter U.G.	365	30	-	180	-	365	-	180	30	-	30	-
Fitter S.F.	-	90	-	180	-	-	365	-	30	-	30	-
Boilermaker U.G.	365	30	1	180	-	365	-	180	30	-	30	-
Boilermaker S.F.	-	90	1	180	-	-	365	-	30	-	30	-
Cleaner	-	-	-	-	180	-	365	-	-	30	-	180



Why ppe365.net?

The vital importance to keep up with technology and the continuous urge for more live information and integrated systems became more evident and Select PPE® listened. A state of the art online PPE issuing application was developed which will lead Select PPE® into the 21st century, making life easier and more safe with the online and rebranded version of the STATS issuing system called ppe365.net. The system is available online and can be accessed from anywhere, so even if the customer have multiple sites in various locations, clients will now have a centralised view of all their PPE issued without the worry of abuse or that their workers do not comply to the required predefined PPE standards or IP. The Online Application is hosted in a secure datacenter managed and continuously improved by the dedicated IT team of Select PPE®. All improvements are beneficial to all Select PPE® clients who do not need to worry about server hardware or maintenance costs.

Benefits of the ppe365.net application

- Web based - Accessible from anywhere with an internet connection
- Online issuing of products per employee
- Issuing and tracking of specialised equipment
- Issuing of items with authorisation when it falls outside the ambit of the Issuing Protocol
- Customer control of specific purchases in bulk
- Allow debit / credit card transactions for personal purchases
- Cost-savings through controlled and monitored PPE usage
- Easy, accurate and live reporting on PPE drawn by employees
- Live history between sites via centralised database
- Inventory management with re-ordering suggestions to efficiently procure PPE
- Measure the return of redundant PPE to dispose
- Track pre-deined quality reasons of replacement items
- Constant new system innovations in an agile environment
- Various automated notifications and reports
- No capital expenditure on Server infrastructure or maintenance related costs

Requirements

- Dedicated Internet Connection (At least 2Mb) with ports opened to access Select PPE®'s servers (List of ports available)
- Computer with Internet Browser (Preferably Chrome or IE) which can also run a small local service app to manage peripherals (Signature Tablet and Slip Printer)
- Client specified employee identification method, either being biometric or by means of employee clock-card reader with the relevant connectivity and possible integration requirements which will be assessed on a case by case basis.
- Live client employee file to be copied to Select PPE® FTP site or e-mailed or integrated via service
- Completed IP analysis based on client employee file data
- Identified employee report requirements



Other Competitive Advantages

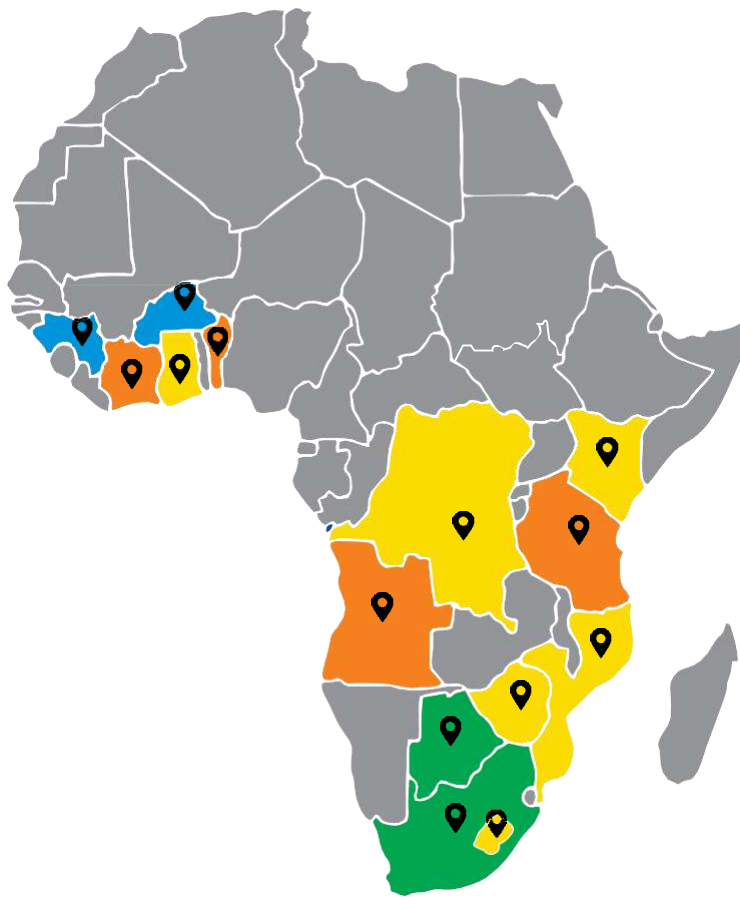
- Sourcing and distributing PPE to customers and their employees.
- Monitoring the individual usage of PPE per employee based on specific job requirements issuing protocol (IP) by making use of our ppe365.net system.
- Maintaining documented proof of legislative compliance.
- Driving cost saving initiatives.
- Creating the need for innovation and change within the PPE market – Women in Industry PPE.
- Focused to offering real time data to clients.
- Offering clients, the best possible solution to fulfill their PPE needs, whether it be onsite store, container, consignment store or direct sales.

Primary Activities

- The leader in the distribution and management of PPE within South Africa.
- Long standing relationships with large blue-chip clients.
- Strong brand name in the market.
- Extensive physical infrastructure at client sites.
- ppe365.net developed PPE monitoring IT system.
- Experienced management team.
- Pioneer in Women's PPE.
- Leader in the procurement, distribution and management of quality and application specific products that protect people's health and safety.
- Customers include various large companies within the global Oil, Gas and Petroleum (OGP), Manufacturing, Agricultural and Mining sectors.
- We maintain a strong relationship with our customers as the majority of our business is contract based.
- Select PPE' is not merely a distribution company but a full solution offering, selling a service of managing the safety of their customers' employees.
- Select PPE* has a strong reputation and customer network, we attribute our success to high quality of service and ability to deliver a tailored PPE management system to customers that documents and store proof of compliance to legislative requirements.
- The ppe365.net online system implemented has historical information that tracks a customers' employees individually and reflects the usage information about each item of PPE. The software is able to give various reports that track and monitor certain factors such as over or under usage and expected timelines of when PPE should be replaced. This intelligence is vital to customer management when tracking performance and building forecasts.
- Continuously evaluating the market trends and new product innovations.
- Flexible, fast and innovative with regards to changes required to meet customer needs and accomplish goals/KPI's.



Company Footprint



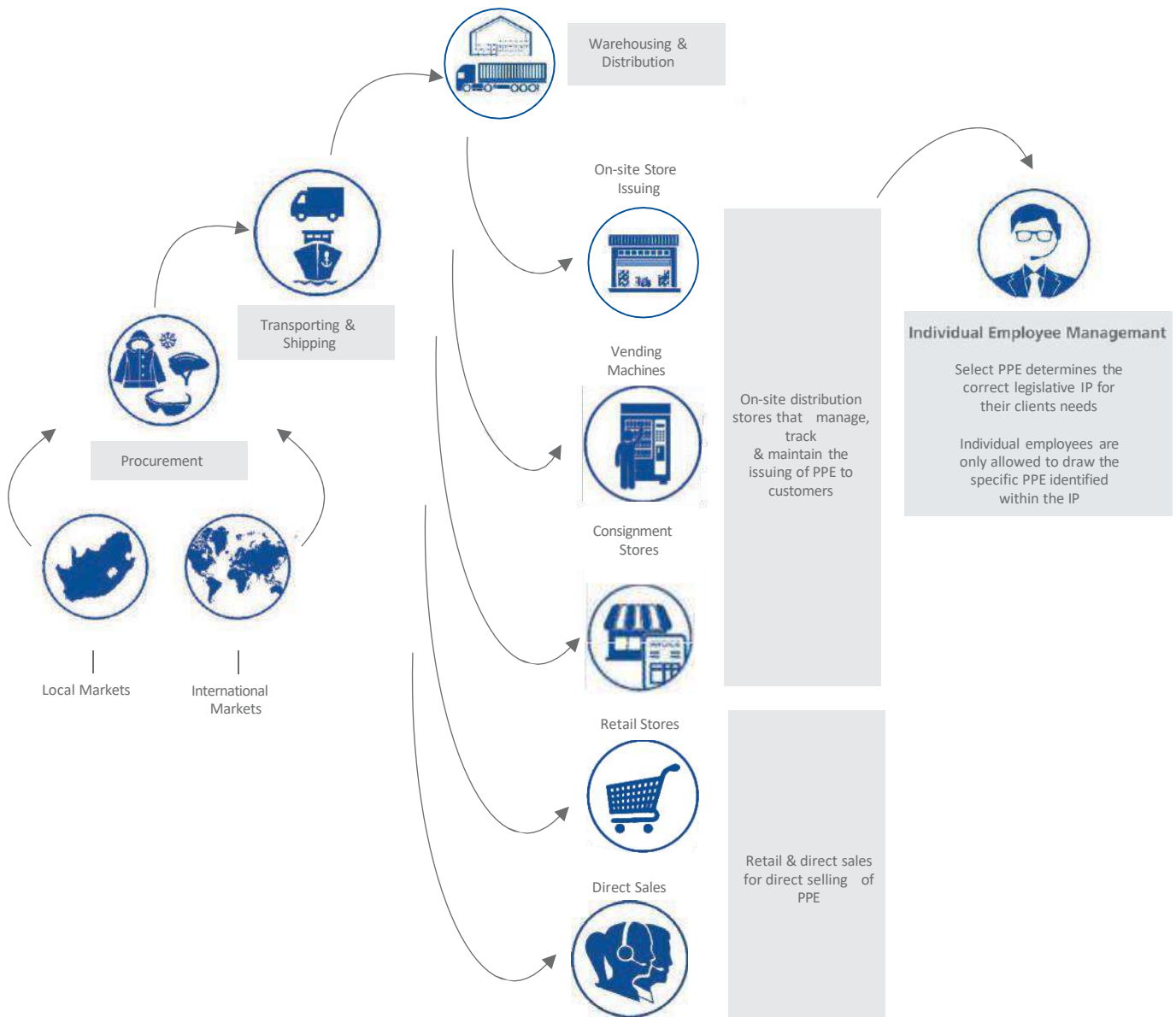
- South Africa
- Botswana
- Zimbabwe
- DRC
- Mozambique
- Ghana
- Kenya
- Lesotho
- Tanzania
- Benin
- Côte d'Ivoire
- Angola
- Burkina Faso
- Guinea





Distribution Network

All our products and services are supported with professional procurement, inventory management and seamless distribution. This enables us to offer value-adding management processes that apply specific expertise and leverage an extensive logistics infrastructure to procure, disburse, control and track customer specific solutions.



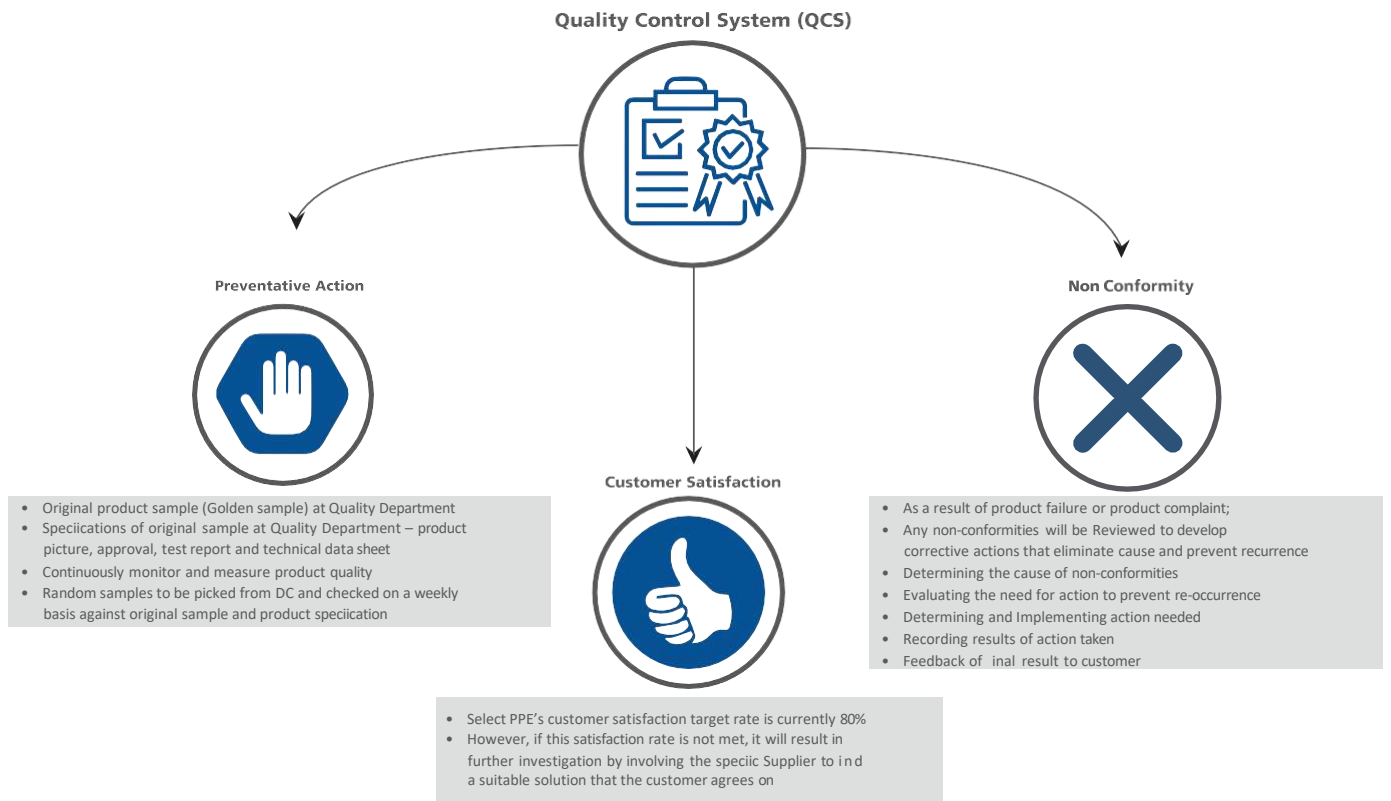


Quality Control

The Quality Department has specifications of the original samples of products as received by the supplier. A system of maintaining standards in manufactured products by testing a sample of the output against the specification and original sample.

The QCS is designed to assist with the identification, interaction, control, monitoring, analysis and improvement of personal protective equipment products.

Below reflects the 3 basic phases within our QCS System:



Quality Department

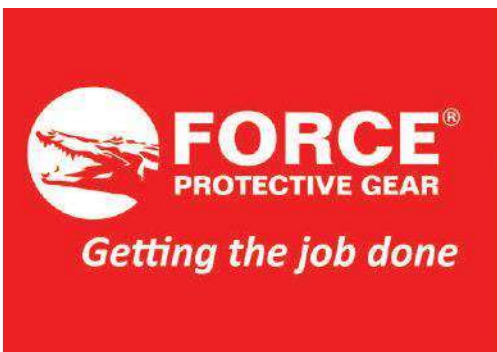
- Specifications of original sample at Quality Department – product picture, approval, test report, technical data sheet
- Continuously monitoring and measuring products.
- Random samples to be picked from our Distribution Centres and checked on a weekly basis against original sample and product specification.



Corporate Identity

Select PPE® Logo

Welcome to the new Select PPE® logo. We have a bold new look, strategically developed to move us into the future and reflect our vision of becoming the primary safety partner of choice in Africa. Our new logo reflects the multicultural, multi- industry landscape in which we operate. It positions us as a protector of people with a modern outlook and a human, people-centric approach. Select PPE® has evolved into an organization which serves many industries in many regions not simply mining and this new corporate identity is designed to communicate our focus to our customers and employees.





Select PPE® Brand: Economy Range

Force® Protective Gear, the new economy house brand from Select PPE® has been strategically developed as a high-quality economy range of Personal Protective Equipment and Workwear for Africa. The new brand offers entry level PPE without compromising the safety of the user. The Force® Protective Gear brand strikes an attractive balance between affordability, strength and safety in any industry where personal protection is a requirement.





Select PPE® Brand: Intermediate Range

Welcome to the new intermediate house brand from Select PPE: Pride® Protective Gear. This bold new brand has been strategically developed as a value offering in the Personal Protective Equipment and Workwear market in Africa. The new brand will offer quality PPE products and workwear that promise superior value for money without compromising the safety of the wearer. It is our intention that the Pride Protective Gear brand becomes synonymous with value, strength, safety and comfort in any industry where personal protection is a requirement.

The brand name "Pride" has a double meaning as the collective name for lions, Africa's king of animals; as well as the emotion "pride" – we proudly offer a quality product, and the wearer can proudly use the product in the workplace.

Bold, uncomplicated typeface reflects the brand's no-nonsense, value-oriented personality.

Stylised silhouette of a male lion symbolises superiority, strength and integrity.



PRIDE®
PROTECTIVE GEAR

Use of one colour black cites our bold, straightforward approach and is easy to replicate on any medium or product.

The lion icon in its bold black circle forms a striking contrast which is instantly recognisable when printed on any product or marketing material.

The strength to protect

Brand descriptor clearly states the product offering.





Select PPE® Brand: Premium Range

Introducing the premium house brand from Select PPE®: Storm Protective Gear. The Storm brand has been strategically developed as a premium offering in the Personal Protective Equipment and Workwear market in Africa. It offers premium quality PPE products and workwear that promise highest levels of safety and comfort manufactured from the best materials.





Select PPE® Innovations: Armourdillo

Introducing the new Smart, Tough and Reliable innovation from Select PPE®: The Armourdillo hardhat is a lightweight ABS plastic brand that strikes an attractive balance between rigidity and protection. This versatile tough nut to crack brand has been strategically developed as a value offering in the Personal Protection Equipment and Workwear market. We proudly offer this unique hardhat of extreme quality that the end user can confidently wear in the workplace and have the utmost protection.

The product name “Armourdillo” is ambiguous as it refers to both the metal coverings formerly worn to protect the body in battle.; as well as the barrel- shaped animals called Armadillos which are covered with natural armour. The Armadillo's armour is made up of overlapping plates covering the back, head, legs and tail reflecting the actual design and look of the new hardhat – we proudly offer a unique hardhat of extreme quality that the end user can confidently wear in the workplace and have the utmost protection.

The Armourdillo icon with its bold metallic brown / bronze colour adds a striking contrast which is instantly recognisable when printed on any product or marketing material.

The Armourdillo icon reflects the mammal's natural armour of overlapping plates giving protection synonymous with the hardhat's function to protect.



The font colour of the Armourdillo logo is brown which signifies security, protection and material wealth.

The font type reflects the protective nature of the name – the double border of each letter refers to the protection of the Armadillo mammal and the actual hardhat.

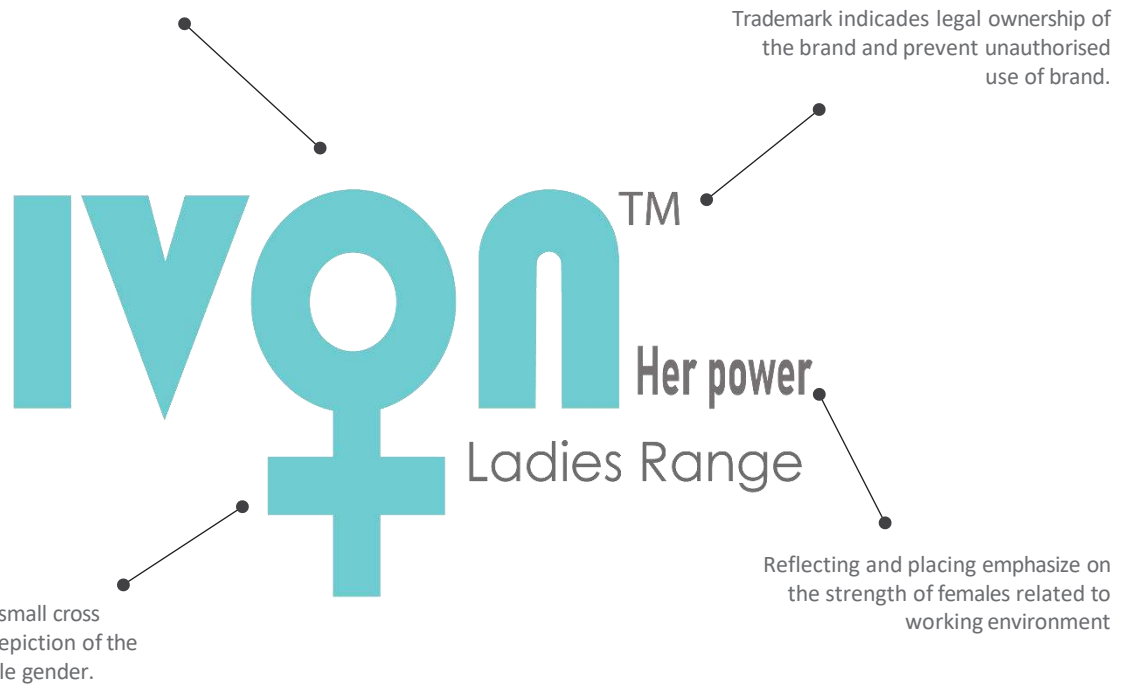




Select PPE Brand: | Ladies Range

Pronounced: E-Von (derived from Yvonne Chaka Chaka) Internationally recognised South African singer, songwriter, entrepreneur, humanitarian and teacher. Dubbed the "Princess of Africa", Chaka Chaka has been at the forefront of South African popular music for 35 years and has been popular in Zimbabwe, Kenya, Gabon, Sierra Leone and Ivory

Much like we aspire our new range to grow and be loved





Select PPE Brand: | Outdoor Range

Rinkhals snake logo – has keeled scales giving it a rough texture, which is very fitting for the brand positioning as an outdoor /leisure style product. Rough and durable.

Use of banded colours also true to the Rinkhals snake specie, gives uniqueness and ease of recognition, having somewhat of a camo/outdoor character to the brand.



The bold R creates a logo type that is easy to identify, bold yet descriptive with the use of the snake image.

Unique logo type in Demonized font reflects our aggressive nature of the brand and the way we plan to promote it.

The Brand name “Rinkhals” keeping true to its snake specie only found in South Africa, a true reflection of a proudly South African brand.





Select PPE Brand | Crocodile Range

Introducing Select PPE's "new force to reckon with" brand, the new crocodile brand stands out amongst its competitors as unique, good quality, and skilfully developed for comfort, value, style, manufactured from the best materials by the finest master tailors.

The crocodile icon symbolizes the superiority, strength, flexibility, toughness, and resilience of the brand.

The name "crocodile" alludes to the versatility of the brand. The versatility emanates from the fact that there are different species of crocodiles, e.g., the Nile crocodile, the Saltwater crocodile, the Dwarf crocodile, the Cuban crocodile and many more, all of which have different characteristics and can all live inside and outside the water.



CROCODILE

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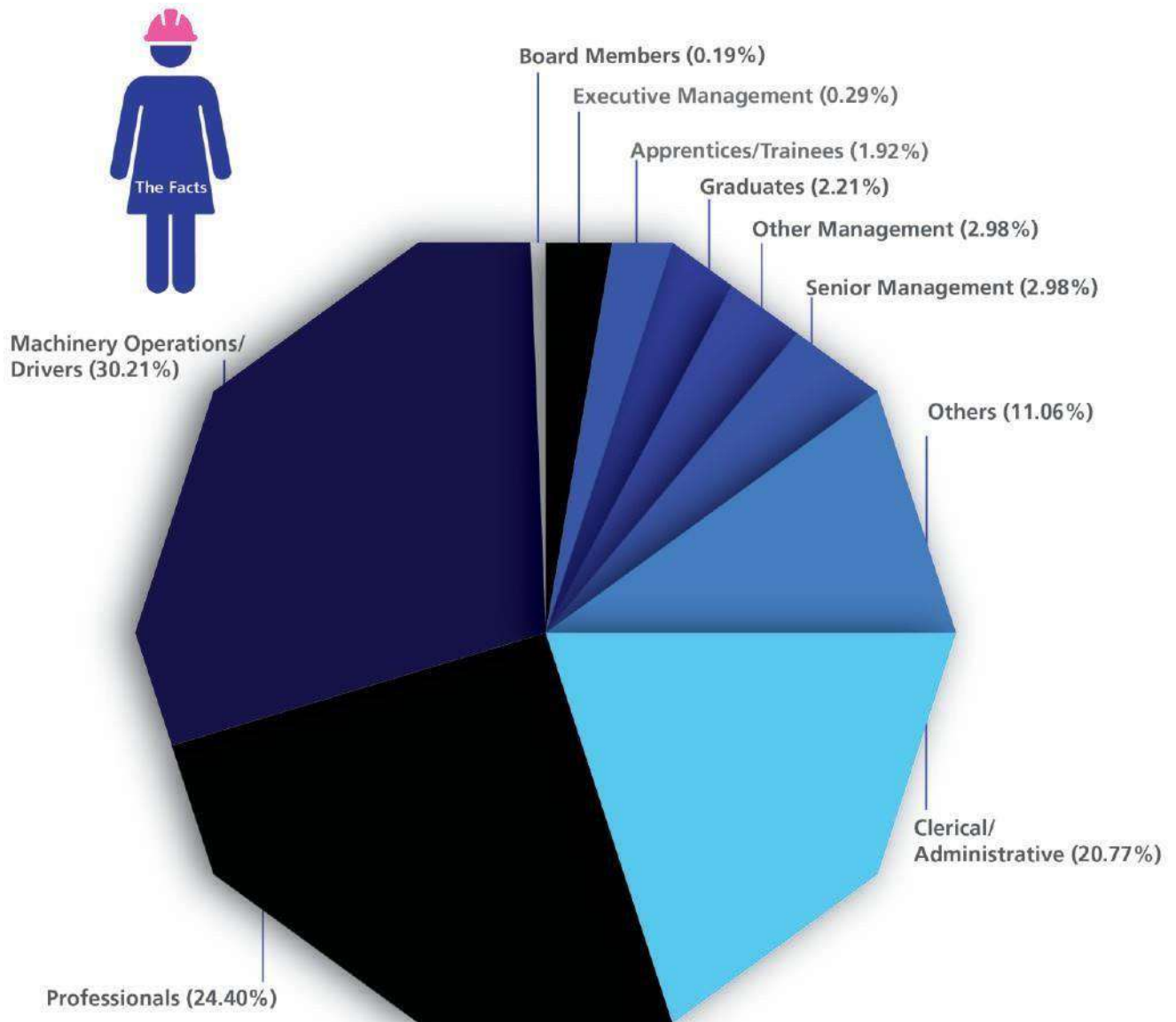
The crocodile's posture and flaunting of the sharp teeth symbolize readiness and toughness, which is indicative of the brand's approach in the market.

The use of the font "Dameron" could not be better used, as it reflects boldness and sharpness.





Woman in Industry



Source: NSW Women In Mining 2014

Historically a “one-size fits all” approach was applied to male and female PPE. This caused extreme discomfort for females in various sectors as illustrated, whose body shapes did not match with a standard male body shape. Thus to ensure we adhere to our vision of adding value to our customers, Select PPE® South Africa partnered with various researchers to design innovative solutions and create awareness about the need for female fitted PPE.



The Result

The result of this research is the ability of Select PPE* to offer PPE especially developed and manufactured to fit the female body shape.

The presence of higher levels of testosterone give men a thicker bone structure with more prominent bones. Male faces have a wider, more prominent jaw, chin and cheekbones.
The solution: Curved wrap around design providing optimal all-round eye protection, designed to fit a woman's face.

Female bodies have various curves and smaller areas than the male body.
The solution: Harness designed to accommodate the curves of the female body with smaller sizing to ensure a perfect fit.

Smaller wrist area compared to the male body.
The solution: Adjustable sleeves increasing safety of the wearer.

The position of the calf muscle is lower on a woman's leg thus their calves tend to sometimes be wider.
The solution: Wider calf gumboots with pink identification.



Women have smaller skulls than men on average. Ladies' skulls are on average 1.3cm smaller than men.
The solution: Small Fast-Trac Inner (48 - 57cm) compared to the average medium size available in the market which is 52-64cm.



The female nose tends to be smaller, shorter and have a narrower bridge and nostrils than the male one. Female noses often have a straighter or more concave profile.
The solution: Smaller dust mask design to fit a woman's face, complying with minimum safety specifications set out in SANS EN149:1991

In females, the pelvic bones are shorter and more rounded, and the surrounding bones (tailbone, remaining hip bones, etc.) are designed to be more flexible to accommodate gestation and child delivery. In a female skeleton, the space between the two major pelvic bones must be able to accommodate a baby's head and shoulders during childbirth, resulting in wider hip area.

The solution: Overall design to the female body including:

- Higher waist and wider hip trousers
- Longer body for jacket, wider chest line and shorter sleeves with hip split to accommodate wider hip area
- 100% cotton allowing breathability and effective evaporation.



Select PPE Group - Economic Local & Social Development



Strategy

Small Businesses contributing 42% towards South Africa's Gross Domestic Product offer significant value to the economy. There is significant opportunities for small businesses within our country. Small Businesses represent 98% of the companies in South Africa but only have 9% survival rate over a 10-year period, by putting major emphasis on Enterprise and Supplier development will we enable our entrepreneurs for future growth and survival in our South Africa's economy. Select PPE ED & SD program supports the objectives of our government's long-term National Development plan.

Here at Select PPE we fully embrace our responsibility to engage proactively with business in the communities in which we operate in. **We are of belief that as we rise, we must lift others.** This belief underpins our Enterprise and Supplier development strategy. The Enterprise and Supplier Development component of the BBBEE scorecard also contributes 40% of the total points available, it thus forms a very integral part of our company's strategic imperative. When approached in the right manner can aid our company as a **competitive differentiator**.

Plan

Through rigorous procurement analysis, we start the ESD journey by identifying areas in our supply chain where we could improve or perform better. This gap analysis process will inform us where our procurement strategy might be altered to ensure that we deliver our products in the most efficient and cost-effective way, either by diverting spend to new and more strategic channels or by fortifying and building new business downstream, that may then ensure we become even more competitive in the market. This also ensures that we are able to help develop new businesses in the communities that we operate in, thus contributing to job creation and the alleviating of poverty.

We are able then, to become productive members of the community, creating a positive legacy for all. Select PPE believe that if we get the **economic cycle going by creating small businesses** will the creation of jobs follow and ultimately prosperity for the communities wherein, we work and live. Select PPE support all up and coming businesses, irrespective of the ownership makeup, if it creates jobs do we support the business.

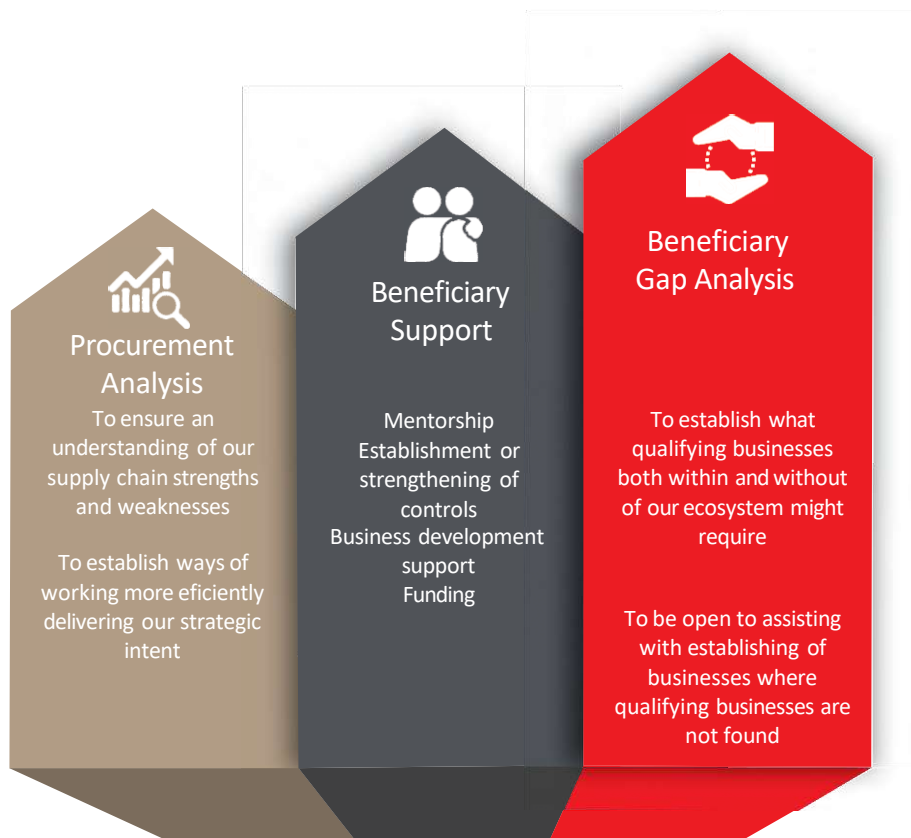
Through the adoption of a blended approach specifically adapted to the SMME, we support our beneficiaries in becoming high performing businesses through:

- **Executive training targeted** to elevate the business owner to be innovative, agile in business decision making, and be managers of high performing businesses.
- **Mentorship** with a Senior Executive in the same line of delivery to guide the growth of the business.
- **Business Development Support and operational tools** specific to the individual business based on the outcomes of the business gap or needs analysis.



Select PPE[®] ED & SD Strategy and Plan

- **Early Payments** of invoices in less than 15 days to help the SMME to be cash-flow effective
- **Access to Markets** through opportunities within our supply chain and/or that of our clients
- **Collaborations with Select PPE[®]** as a delivery partner at client engagements, (based on business demand)



Strategic Focus

Enterprise development

- Support black ownership
- Develop and implement project plans for growth of the beneficiaries
- Initiate and monitor skills transfer - Partner with existing partners (suppliers/manufactures)
- Create Jobs

Supplier development

- Support, develop and implement demand projects for growth of the beneficiaries
- Initiate and monitor skills transfer
- Create Jobs

Mentorship and development plans and programs

- Design, develop and implement mentorship and development programs
- Implement 5-year training program for all related shareholders

ED & SD projects

- Design, develop and implement community enterprise development projects Company



Select PPE® Social Development

School Reflective Bib Safety Project Beneficiaries

Select PPE views the safety of our children as a priority and believes that with various donations to our reflective bib project, we will increase the visibility of our school children, who mostly walk to school. Select PPE plans to continue with this project for as long as there is a need.

School Sanitary Project

Shadati distributed sanitary towels to young girls within the two schools namely: Sehlaku Technical High School (10 km from Modikwa Mine) and Ngwanangwato Secondary School in Steelpoort. Select PPE is very proud to be part of this initiative.

Proud Fathers project

Based on the principles that define a protector, family man, loving husband, and proud father, this non profit organization focuses on real men who actively raise their children. Through tireless and selfless efforts, the proud fathers project strives to encourage young men and fathers within communities to participate in community development work and be active and proud fathers.

School Shoe Project

Some of our children at farm schools experience many challenges, coming from very poor backgrounds. The children mostly walk to school without proper shoes or no shoes at all. JS Magalefa Foundation, based in West Rand District, is a non-profit organization organisation sources donations and supports these schools in donating school shoes and socks to our children in their early development and primary stages. Select PPE is proud to be part of this project.

Save Haven Project

Some of our children have experienced tough circumstances at their very young, fragile ages. Girls and Boys Town aims to provide better living arrangements and opportunities for good quality education. Most of these children thrive when given the chance to thrive in the right environment. Select PPE prioritizes Girls & Boys Town as one of its annual beneficiaries.



Skills Training + Development



Internship Programs & Learnerships

Select PPE®, in partnership with the Wholesale and Retail SETA, offers graduates the opportunity to be part of a 12 or 18 month intensive development internship program. Currently, we have five interns. This program allows the graduates to apply their classroom learning in a professional environment, enabling them to gain exposure in their chosen field of study and, in turn, gain valuable work experience and theoretical training while earning a salary. Graduates can also bring a fresh perspective to the working environment. A supporting structure of mentors is appointed to guide our graduate interns through their training by providing help for challenges at work or simply being around for a friendly talk. Upon completion of the program, successful interns may have the opportunity of permanent employment within the company based upon their performance during the course of the internship.

Training and Development

External Bursaries

Since 2016, Select PPE has granted bursaries to talented, motivated, and hardworking young South Africans. Underprivileged young South Africans studying or intending to study full time at accredited universities benefit from our bursaries, internships, and learnership programs every year. Select PPE plans to continue with this initiative for as long as there is a need. Our target is 10 underprivileged students per year, year after year. This excludes our Signa Leadership program for unemployed disabled learners.

Internal Bursaries, Educational Assistance and Subsidy Projects

Select PPE has been running bursaries for children (with parents earning up to R145k p.a.) and educational assistance (open to all employees) for many years. Select PPE also started a transport and medical subsidy program in 2016, whereby all employees earning below R145k annually are paid a pre-determined subsidy for travel and medical purposes.

Signa Academy

Signa Academy is a majority black-owned training organization that delivers targeted skills training and learning programs aligned to the requirements of the B-BBEE Codes of Good Practice.

This program is intended for unemployed disabled learners. Select PPE funded this program and training fees, including stipends.

Select PPE® Training Academy

We are very proud to announce that Select PPE launched its own e-learning portal in October 2017: Select PPE Academy. Through the Academy, Select PPE trains all employees, partners, shareholders, and joint venture partners on various disciplines. Since inception, over 500 course modules have been presented and completed by Select PPE employees, joint venture shareholders, and internship students in various disciplines.

Select PPE® Mentorship Program

Select PPE launched its "You Matter: Mentorship Program" in 2019, which will also be implemented and controlled through the Select PPE Academy, coupled with buddy training through handpicked mentors. Through this initiative, Select PPE will ensure the cultivation of new upcoming managers and executives.

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