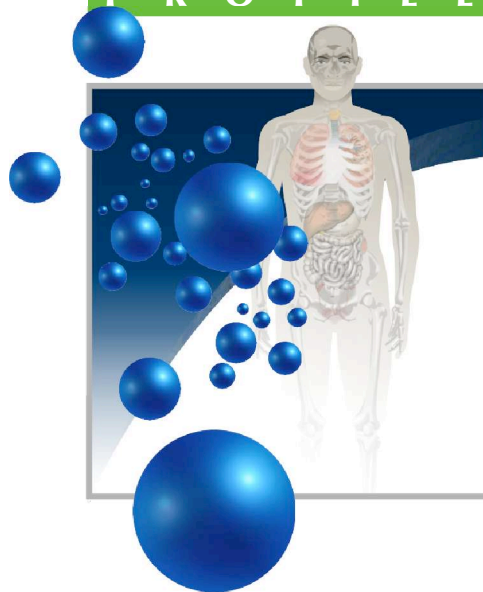




workingknowledge
INTERNATIONAL

P R O F I L E





INTRODUCTION

Working Knowledge International was founded with the primary and initial objective of assisting South African industry achieve full compliance with the Occupational Health & Safety Act No. 85 of 1993 through the education of workforces in hazardous chemical substances, and their work environments.

It quickly became evident that a great many of the health and safety problems in our industries are brought about by the fragmented nature of the various health and safety spheres of expertise, with little or no communication amongst the experts in these fields. Consequently important information in one area that might lead to better overall results is too often missed, gone unnoticed by the experts of another area. The solution was obvious, if not simple: bring together professionals from each area under one roof, integrate their skills under a single banner... Working Knowledge International.

Now there exists a company able to effectively take care of all your needs in safety, health and environment, leaving no stone unturned.

let us be your guide.



PROFILE IN BRIEF

Vision

Our goal is a South African workforce that is stronger, healthier and more productive. An integral part of this vision is industrial management bodies that adhere to ethical practices in occupational health.

It is our intention to develop with companies relations based on trust. There is confusion and anxiety in areas in the fields of occupational health and safety, and WKI is to be the dependable guide that leads its customers to a place of sound operating conditions. In this way we become the benchmark in our field, instilling ethical principles as we go. We are friend to both management and employees, and in ways function as a communication bridge between them.

We will achieve this through our comprehensive, easy-to-understand training programmes, workshops, courses, briefings and a touring educational theatre, and our finely tuned primary and occupational health care services.

We intend to export our expertise, hence the "International" in our name.

Slogan

“Anything, everything, in safety, health and environment.”

Our research department works constantly to keep us, and our materials up to date. It is vital to our positioning that we are able to answer questions and respond to customer needs with confidence and accuracy.

Mission Statement

To set a high standard of ethics in the South African workforce and its industries with regards to occupational health and safety.

To enlighten and assist industrial management bodies to achieve full compliance with the Occupational Health & Safety Act No. 85 of 1993.

To establish programmes that help industry maintain compliance requisites at acceptable standards on an on-going basis, and provide the services, materials and training with which to do it.

To be the trusted guide and ally industry looks to for the correct solutions in occupational health and safety.

To be the trusted guide and ally of the employee and his health protection and legal rights and duties with regards to occupational health and safety.

To educate South Africa's workforce in such a manner that they factually do benefit from training, thereby:

- enabling them to protect their own health and that of fellow workers;
- enabling them through an understanding of the industry in which they work to become more competent, and thus more valuable as employees;

Thus, through less illness and absenteeism, through better control and better safety in the work environment, we bring about increased productivity and increased profits.

Philosophy

The fundamentals upon which our company ethos is based are those of high ethical standards and sound integrity. While this is not a new or fresh concept, it holds specific significance in the activities of WKI; without it we literally defeat our own purpose.

Too often things work effectively only while in theoretical stages, and fall apart when it comes to project execution. In our field this is largely due to lack of adequate understanding and/or coordination. It is important to us to know that our customers, by direct observation, are functioning optimally in terms of occupational health and safety (a quick yardstick by which to measure this would be decreased absenteeism, increased productivity and, later, rising profits).

Much of the apparently non-optimum situations in terms of ethics in occupational health and safety, is chiefly brought about by confusion and lack of adequate or correct information. There currently exists no real, comprehensively integrated authority in safety, health and environment, and to some extent the subject is vague and daunting, even to those who have received formal training. We exist to correct this.

We believe that management and employees can co-exist with trust and function in harmony.

We believe industry has a right to profit and employees a right to knowledge, safety and good health in the work environment.

We believe all individuals have a right to basic life skills.

Services

Our initial contact with a company is a meeting with management to determine their needs and to enlighten them as to their legal obligations.

Companies we have thus far been in communication with have, without exception, reacted eagerly to mention of our specialised services. Demand has quickly outgrown our rate of expansion.

Occupational healthcare services

- Policy formation eg. occupational health and safety, HIV/AIDS policy, smoking/substance abuse, ill health retirement/disability
- Management of occupational disease -- diagnosis, monitoring, compensation.
- Injury on duty -- workmen compensation
- Absenteeism control
- Medical surveillance -- pre-employment, periodic, exit medical examination.
- Man job specification
- Fitness for duty
- Risk assessment
- Biological monitoring
- Occupational hygiene
- Housekeeping
- On site clinic establishment for primary and/or occupational health care
- Record keeping
- Audit services
- Legal compliance
- Continued medical education.
- Support-24hours.

Primary healthcare services

- Acute illness.
- Chronic illness.
- Emergency medical conditions.
- Family planning services.
- Employee assistance programmes.
- Rehabilitative medicine.

Training services

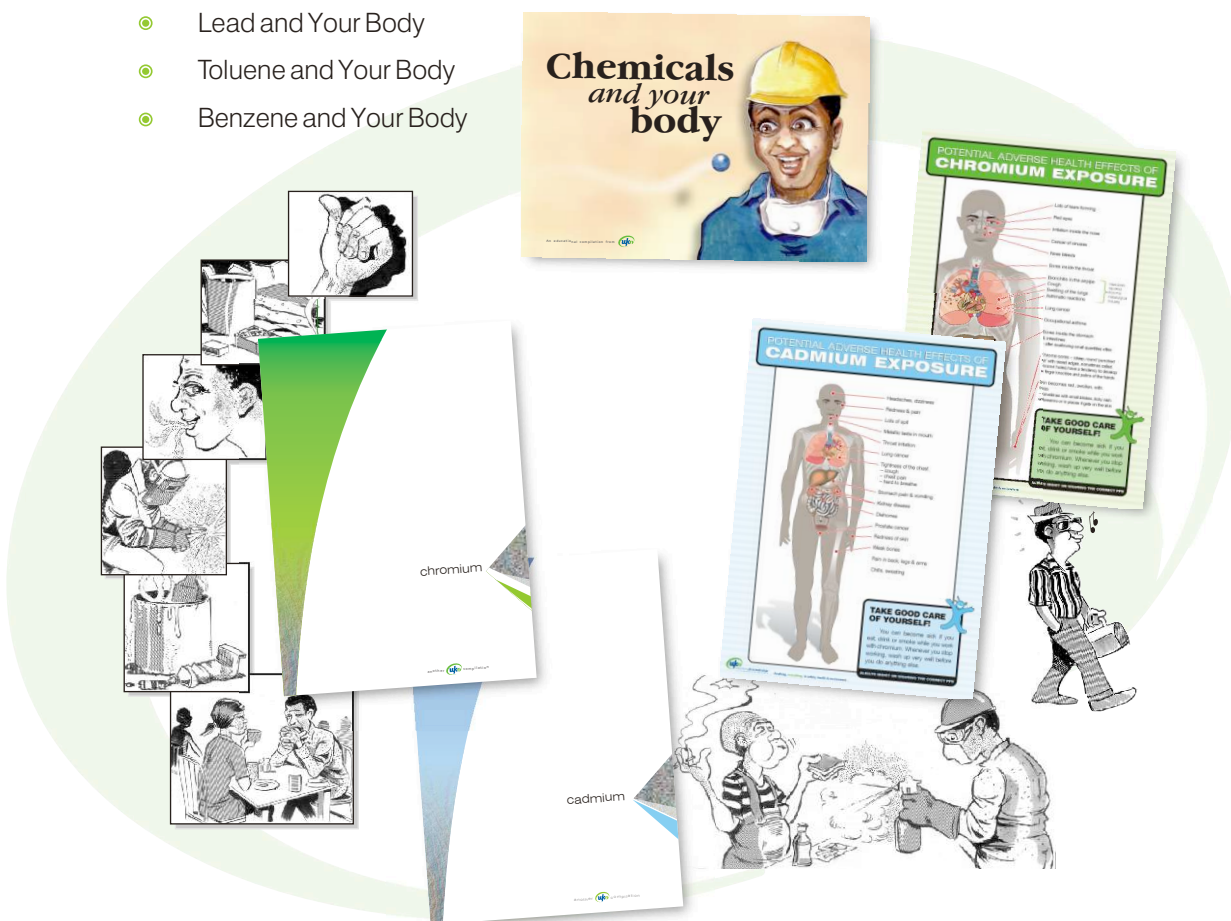
Our initial contact with a company is a briefing session with management, to gain their support and commitment, and to enlighten them as to their legal obligations. The next step is training the employees. Training requires that employees are all able to properly learn, and to this end, where applicable, trainees do courses in which they first gain the necessary basic study skills, before enrolling onto the WKI courses.

For the basic skills courses we have a signed license agreement with Education Alive, a training provider with pre-accreditation with Umalusi, the Council for General and Further Education & Training.

We are acutely aware that it is not enough to simply graduate someone from a course because he was present for its duration; this means little if he isn't able to apply his education in real physical terms. There is a technology (available as a course from Education Alive) that ensures student comprehension. We want our trainees to understand thoroughly what they learn and have incorporated these principles into our own courses. Our courses are very simple, with clear, distinct concepts. Our trainers too, are trained to recognise when a student is having trouble, even if he himself is unaware of it, and help him resolve it.

Our list of courses, with supplementary educational posters, constantly grows as requests for specific chemical training comes in. We currently have available:

- Success Through Communication
- Learning Improvement
- Chemicals and Your Body
- You, Your Employer & the Law
- Lead and Your Body
- Toluene and Your Body
- Benzene and Your Body



Integrated Occupational Health, Safety and Environmental Services

The wide range of occupational and environmental health services offered by WKI is directed towards compliance with legislation and maximization of production efforts. It not only assists employers to perform their duties as prescribed under the Occupational Health and Safety Act, Act No. 85 of 1993, but also promotes social responsibility. We provide identification, monitoring and control services for the entire range of physical, chemical, biological, ergonomical and physiological stressors, including:

Primary Health Services

Primary healthcare is an important part of comprehensive healthcare a company could provide its employees. This facilitates diagnosis, management and treatment of acute and chronic illnesses, enhancement of general health and well-being, and production factors such as reduction of absenteeism and taking time off work to consult a doctor or medical practitioner. This also provides vital information regarding employee health and fitness for duty as well as disease trends.

Occupational Health Services

Occupational healthcare is justifiably increasing in demand, as industry benefits from advancing technologies. An effective occupational healthcare programme must therefore be custom-developed to suit each industry to accommodate its particular characteristics. This provides management with fitness for man-job specification information, awareness of health hazards in the work environment and related legal aspects and implications. Intervention programmes can then be successful, and help create a better, healthier, more productive workplace.

Occupational Health Programs (our consultants can assist in the development, implementation and management of occupational health programmes)

Occupational Health Risk Assessment (HRA -- in accordance with the requirements of Regulation 5 of the Hazardous Chemical Substances Regulations. Our risk assessments take into account the route of exposure, type of hazardous chemical substance an employee may be exposed to, health effects associated with exposure and physical form of the substance. It also identifies and assess tasks or actions that result in exposure, as well as the frequency and extent of exposure and control measures that may or may not be in place.)

Chemical Stressors: (Lead and Asbestos -- air monitoring to determine exposure to lead as well as asbestos and risk assessments in accordance with their respective regulations. We develop asbestos Plans of Work, and provide asbestos demolition site supervision and training.

Gases, Dust, Fumes and Vapours -- we identify and monitor most types of gases, dust, fumes and vapours.

Physical Stressors: (Noise -- surveys for hearing conservation, source monitoring and frequency analyses.

Ventilation -- general ventilation surveys and the evaluation of indoor air quality for sick building syndrome purposes. Measurement and testing of control measures such as extraction ventilation systems.

Heat and Cold Stress -- heat stress and cold stress measurements and assessment of work areas.

Illumination [day and night] -- measurement of day and night time illumination. Assessment of illumination installations and recommendations for legal compliance.)

Ergonomical Stressors (Workplace Ergonomics -- assessment of the interaction of employees with their work environments taking into account, job design, work area layout, work heights, loads, postures, heights, etc.)

Occupational Safety Services

Occupational Hazard Identification Risk Assessment (HIRA) (Occupational hazard identification risk assessments in accordance with the requirements of the Occupational Health and Safety Act, Act No. 85 of 1993 and its regulations. It is a tool used to identify health and safety hazards and the prioritization of non-conformance.)

Development of Safe Work Procedures (Our consultants can assist with the development and implementation of safe work procedures.)

Legal Appointments (Wkl consultants assist with the development of documentation for legal appointments as well as help to ensure that the minimum appointments are in place.)

Specific Facility Assessments (these include specific assessments of flammable liquid substances storage areas, gas cylinder stores, oil and diesel stores and poison stores to ensure safe storage and legal compliance, as well as prevent environmental pollution.)

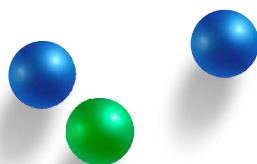


CONTACT

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