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LEADING THE WAY

AN UPDATE FROM MANAGEMENT

nano UK FIBRE®



Hard hats to hard rules

SHEQ

Protecting people
Perfecting practice

ON OUR WATCH

- **97%** audits passed
- **Lowest** utility strikes
- **2** new safety drives
- **100%** trained teams

The Misconception

SHEQ isn't here to slow work down.
It's here to make sure everyone gets home safe.

The Mission

Find it. Fix it. Prevent it. Every inspection protects people, time & reputation.

The Mindset

Safety isn't a checklist. It is a choice we make on every site & every shift.

TAKEAWAY: Protection isn't a department - it's a discipline.

Every time someone learns something new about safety, that's a win for all of us.

Andy Green Head of SHEQ

DID YOU KNOW?

- Ex-Royal Marine, ex-Police and safety pros on one team
- Every check saves time, money & risk.

Safety only works when people believe in it, not when they're told to do it.

This is not a one-person show.
It's a set of distinct strengths that lock together.



Monique Mulder

is our Investigation Guardian, promoting honesty and integrity in every interaction.
A natural truth-seeker, she approaches each case with calm determination and sharp insight. Her clear communication and fair, yet firm approach, earn her respect from everyone involved. When tough questions arise, Monique stands as the voice of reason steadfas balanced, and committed to uncovering the truth.



Luke Murray

arrived with a reputation as the angry Scotsman, and somehow turned it into a leadership style. Direct doesn't even begin to cover it. If something's off, he'll stop the job, call it out, and make sure it's fixed before the kettle's boiled. No drama, no politics, just straight talk and solid follow-through. Luke's earned his respect the hard way: by being right, by helping others get it right, and by never mistaking bluntness for bad attitude. These days, his calm confidence speaks louder than his accent ever did.



Mark Warren

He is relentless in a high-vis jacket.As a former police officer, he has an instinct for truth.
He doesn't chase hunches; instead he builds cases. When something doesn't ,
add up, Mark digs until he finds the answer. He pulls threads, reconstructs timelines, and lays facts bare. His investigations don't stall because he refuses to let loose ends hide behind excuses. The result is fewer repeats, fewer surprises, and a team that knows cutting corners won't get past him. Thoroughness isn't just his style,
it's his standard.



Robert Turvey

is craftsmanship personified. What he brings to safety is what he brings to woodworking - patience, precision, and pride in getting it exactly right.Every audit is a build: measured, structured, and finished to spec. He spots the hairline gaps others miss, knowing that's where the real risks hide. Robert doesn't just meet standards; he defines them, showing through his work what "good" actually looks like. Steady, methodical, and quietly uncompromising, he raises the bar simply by showing up and doing it properly.



Dean Mander

is calm under pressure, full stop. The ex-Royal Marine brings battlefield focus to everyday chaos nothing rattles him. Deadlines, rain and detours all get the same steady response: get it done, get it done right. Dean's discipline sets the tone for those around him. He doesn't waste words or time; he just gets on with the job, quietly lifting standards by example. When things start to wobble, he's the one who steadies the line, no drama, no noise, just delivery with military precision.



Cobus Mostert

is the team's quiet problem-solver The one who fixes things before anyone realises they were broken. Practical to the core, he can jury-rig a solution out of whatever's in the van and still make it look deliberate. Cobus brings a calm, can-do energy that keeps jobs and people moving when plans wobble. He's generous with his time, sharp with his hands, and somehow still finds time to make biltong and sausages good enough to count as morale-boosting tools. Every team needs one — the steady pair of hands who gets things done without the noise.



Matt Hewitt

has worked across more parts of Nano Fibre than most. The breadth shows. He understands the rhythm of jobs, the pressure points, and what follow-up actually closes a loop. Matt runs on honesty and routine: no fuss, no fluff, just straight answers and solid outcomes. He'll tell it like it is, grumble while doing it, and still be the first to step up when something needs sorting. Dependable? Absolutely. Predictable? Only in the best possible way.



Andy Green

Andy embodies leadership with backbone and a sense of humour. The son of a regimental sergeant major, he grew up with discipline in his DNA. At Nano Fibre, he builds more than orders. He leads like a craftsman, shaping consistency, fairness, and focus into habits that last under pressure. He avoids favourites and theatrics; he upholds standards. His measure of success is simple: everyone leaves a little better than they started.

We had the privilege of sitting down with the *Head of SHEQ, Andy Green* to discuss the team that quietly supports **Nano Fibre's safety culture**. What we discovered wasn't a checklist conversation - it was a **story of grit, humour, and purpose**.

Underneath the humour sits a clear philosophy: safety is teaching, not policing. Mistakes are corrected privately. Wins are shared. People facing real-life challenges are supported by teammates who check in, cover gaps, and help each other move forward. That creates loyalty you can't buy with a policy. The team calls themselves the misfits with a grin, then turns up and delivers like a unit.

There's also honesty about lines that can't be crossed. Standards aren't optional. Processes exist because they protect people and the company's reputation. When soft guidance fails, firmer correction follows. Consistency is the point. No favourites, no special rules, no performative shouting—just clear expectations and the same message for everyone.

Partnerships across the business have tightened as a result. Operations, training, stores, and customer care all benefit from improved data, faster feedback, and smoother resolution of open issues.

Adequate safety is a performance advantage; it reduces cost, stress, and delay and frees engineers to focus on doing good work.

The team knows their work isn't always visible on a balance sheet. But every prevented incident, every closed gap, and every engineer who gets home unhurt is a value delivered. In simple terms, SHEQ safeguards revenue by safeguarding people. That's not a cost, it's protection that pays off daily.

Their influence runs deeper than checklists. They've built a culture where accountability and care coexist, where raising a concern isn't seen as complaining but as protecting your mate. That shift in attitude has made teams sharper, safer, and prouder of the work they deliver. When people feel looked after, they look after the work in return.

Next time you see them on site, skip the eye roll and say hello. You're looking at the protectors behind the progress. The people who ensure Nano Fibre's standards are more than talk. Right work, proper way, right first time. That's how everyone gets home safe and proud.

With profound pride

Wilhelm & Dirk