

**Re: Request to temporarily change order from Wayne to Bata Gumboots**

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**From** Angelo Rusamaza <angelo.rusamaza@trinity-metals.com>

**Date** Thu 4/2/2026 3:12 PM

**To** Missionnaire Mbanza <missionnaire.mbanza@trinity-metals.com>; Johan Fourie <johan.fourie@trinity-metals.com>; Jenny Mutoni <jenny.mutoni@trinity-metals.com>; Francis Ndawura <francis.ndawura@trinity-metals.com>; Jeremie Ndayizeye <jeremie.ndayizeye@trinity-metals.com>; Robert Ntirushwa <robert.ntirushwa@trinity-metals.com>; Patrick Ntagisanimana <patrick.ntagisanimana@trinity-metals.com>; Noel Twagirayezu <noel.twagirayezu@trinity-metals.com>; Frank Ntwari <frank.ntwari@trinity-metals.com>; Christine Kirabo <christine.kirabo@trinity-metals.com>; Musha OHS <ohs.musha@trinity-metals.com>

**Cc** Sebastian Rutiririza <sebastian.rutiririza@trinity-metals.com>; Gratien Maniriho <gratien.maniriho@trinity-metals.com>; Innocent Mwitirihe <innocent.mwitirihe@trinity-metals.com>; Janvier Nkusi <janvier.nkusi@trinity-metals.com>

**Dear GM,**

Thank you for the update.

The Mining team confirms our support for the gumboot trial. We will coordinate with OHS to issue the samples to selected underground workers across different roles and assist in monitoring performance during operations.

Our supervisors will support worker selection, feedback collection, and inspections for those 4 months, contributing to the final comparative report.

**Kind regards,**



**Angelo RUSAMAZA**  
**Mine section leader**  
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**From:** Missionnaire Mbanza <missionnaire.mbanza@trinity-metals.com>

**Sent:** Thursday, April 2, 2026 2:49 PM

**To:** Johan Fourie <johan.fourie@trinity-metals.com>; Angelo Rusamaza <angelo.rusamaza@trinity-metals.com>; Jenny Mutoni <jenny.mutoni@trinity-metals.com>; Francis Ndawura <francis.ndawura@trinity-metals.com>; Jeremie Ndayizeye <jeremie.ndayizeye@trinity-metals.com>; Robert Ntirushwa <robert.ntirushwa@trinity-

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**Cc:** Sebastian Rutiririza <sebastian.rutiririza@trinity-metals.com>; Gratien Maniriho <gratien.maniriho@trinity-metals.com>; Innocent Mwitirihe <innocent.mwitirihe@trinity-metals.com>; Janvier Nkusi <janvier.nkusi@trinity-metals.com>

**Subject:** FW: Request to temporarily change order from Wayne to Bata Gumboots

Dear Team: OHS, MINING & Engineering,

Please see attached email below from standard committee chairman.

We are going to have **20 samples for ACE 1287 and 20 for Hercules S5 gumboots with steel toe**. Kindly follow instruction of standard committee as follows:

- 1. Controlled issuance:** Issue samples to a defined group of underground workers **across different roles** (miners, rock drill operators, mining assistants, sluicing team) so we get data across use cases.
- 2. Performance tracking:** Have your OHS team **document issuance date and inspect at 1, 2, 3, and 4 months. Track the same failure modes observed with the Egoli boots (cracking at steel-toe interface, sole separation, flexion-zone splitting). Also note grip performance and comfort feedback from workers.**
- 3. Four-month review:** At the end of the trial, **provide a comparative report (also use the matrix) so we can make a group-wide recommendation backed by field data.**

Criteria	ACE 1287 (Umoja, Kenya)	Hercules S5 (Safety Jogger)
<b>Standard</b>	ISO 20345:2011 SB	EN ISO 20345:2022 + ASTM F2413:2024
<b>Upper</b>	PVC	SJ PVC
<b>Toecap</b>	Steel (200J impact)	Steel (200J impact)
<b>Midsole</b>	N/A	Steel (puncture-resistant)
<b>Outsole</b>	PVC	PVC, SRA slip-resistant
<b>Additional</b>	Water-resistant upper	Waterproof, antistatic, heel energy absorption
<b>Origin</b>	Kenya (regional supply chain)	Europe (global brand, 140+ markets)

Regards,



**Missionnaire Mbanza**  
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**From:** Regis Ngenzi <regis.ngenzi@trinity-metals.com>  
**Sent:** Thursday, April 2, 2026 1:59 PM  
**To:** Missionnaire Mbanza <missionnaire.mbanza@trinity-metals.com>  
**Cc:** Jeome Sande <jeome.sande@trinity-metals.com>; Sebastian Rutiririza <sebastian.rutiririza@trinity-metals.com>; Patrick Ntagisanimana <patrick.ntagisanimana@trinity-metals.com>; Aminah Mutesi <aminah.mutesi@trinity-metals.com>; Gerrit Ferreira <gerrit.ferreira@trinity-metals.com>  
**Subject:** RE: Request to temporarily change order from Wayne to Bata Gumboots

Dear Mbanza,

Thank you for the follow-up, and more importantly for the thorough work you and your OHS team have done on this: the Premature Failure Report, the brand research, and the two steel-toe alternatives you proposed on 25 March. This is exactly the kind of structured approach we need on PPE matters.

I have reviewed everything and my decisions are as follows:

**1. Temporary switch to Bata: Approved.**

The Egoli/Wayne steel-toe boots are clearly not holding up to underground conditions, and keeping workers in failed footwear is itself a safety risk. Our own SHEC team at Rutongo has independently observed that Bata offers superior skin durability, lube resistance, and grip performance (particularly on ladders and in raises). Use Bata to bridge the gap while we run the pilot below.

**2. Sample procurement for steel-toe pilot testing: Approved.**

Your two proposed alternatives are well-researched and both carry the appropriate ISO certifications for underground mining use:

Criteria	ACE 1287 (Umoja, Kenya)	Hercules S5 (Safety Jogger)
Standard	ISO 20345:2011 SB	EN ISO 20345:2022 + ASTM F2413:2024
Upper	PVC	SJ PVC
Toecap	Steel (200J impact)	Steel (200J impact)
Midsole	N/A	Steel (puncture-resistant)
Outsole	PVC	PVC, SRA slip-resistant
Additional	Water-resistant upper	Waterproof, antistatic, heel energy absorption
Origin	Kenya (regional supply chain)	Europe (global brand, 140+ markets)

Please proceed with procuring **20 sample pairs per brand** as you proposed. I would ask that the pilot is run with the following discipline:

- 1. Controlled issuance:** Issue samples to a defined group of underground workers across different roles (miners, rock drill operators, mining assistants, sluicing team) so we get data across use cases.
- 2. Performance tracking:** Have your OHS team document issuance date and inspect at 1, 2, 3, and 4 months. Track the same failure modes observed with the Egoli boots (cracking at steel-toe interface, sole separation, flexion-zone splitting). Also note grip performance and comfort feedback from workers.
- 3. Four-month review:** At the end of the trial, provide a comparative report (also use the matrix) so we can make a group-wide recommendation backed by field data.

On the broader front, the SHEC team is currently developing a new **Standard PPE proposal** covering all categories including gumboots. The pilot results from Musha will feed directly into that exercise and give us the evidence base for a group-wide specification.

Jeome, please facilitate both the interim Bata order and the sample procurement for ACE and Hercules S5 for Musha. Coordinate with Mbanza on quantities and delivery timelines.

Best regards,



**Regis NGENZI**  
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**From:** Missionnaire Mbanza <[missionnaire.mbanza@trinity-metals.com](mailto:missionnaire.mbanza@trinity-metals.com)>

**Sent:** Wednesday, March 25, 2026 12:34 PM

**To:** Regis Ngenzi <[regis.ngenzi@trinity-metals.com](mailto:regis.ngenzi@trinity-metals.com)>

**Cc:** Jeome Sande <[jeome.sande@trinity-metals.com](mailto:jeome.sande@trinity-metals.com)>; Sebastian Rutiririza <[sebastian.rutiririza@trinity-metals.com](mailto:sebastian.rutiririza@trinity-metals.com)>; Patrick Ntagisanimana <[patrick.ntagisanimana@trinity-metals.com](mailto:patrick.ntagisanimana@trinity-metals.com)>; Aminah Mutesi <[aminah.mutesi@trinity-metals.com](mailto:aminah.mutesi@trinity-metals.com)>; Gerrit Ferreira <[gerrit.ferreira@trinity-metals.com](mailto:gerrit.ferreira@trinity-metals.com)>

**Subject:** Request to temporarily change order from Wayne to Bata Gumboots

Dear Standard committee Chairman,

I trust you are well.

I would like to formally raise a **serious concern regarding the premature failure of Wayne gumboots** supplied last year.

Field observations and the attached quality report indicate that a **significant number of units are failing within 1–2 months of use**, well below acceptable durability expectations ( At least six months )for our underground operations. The reported issues include:

- Early material degradation and cracking

This level of performance is not aligned with operational requirements and presents both:

- A **safety risk** to our workforce
- A **cost inefficiency**, driven by frequent replacements and supply disruptions

Given the loss financially and loss financially, I would like to request your approval to go for Bata that can sustain as **for next four months**

Meantime I will share my proposal for other alternative gumboots steel toe we can start testing. I will send a separate email

Your prompt attention to this matter is highly appreciated.

Regards,



**Missionnaire Mbanza**

**General Manager**

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