

PEOPLE'S PRESS



THE DIRECTOR'S CHAIR



BIL SECURES TOP HONOURS IN NATIONAL PMR SURVEY

BIL has once again emerged as the highest-rated freight forwarder in PMR Africa's annual survey, securing the prestigious Diamond Arrow award with a remarkable mean score of 4.23 out of 5. Competing against 13 industry peers, BIL's performance reaffirms its leadership in the logistics sector.

"This recognition is a testament to the dedication and expertise of our team, as well as the invaluable contributions of our overseas partners and suppliers," says Ntombi Nong, BD Executive. We have now scored Diamond for the eighth year in a row, a reflection of our people and our commitment to setting new benchmarks in logistics."



Receiving the PMR Diamond Arrow award
L-R: Bobo Mhlambi, Ishan Hutharam, Bernadette Du Plessis, Tebogo Mpanyane, Tiny Ndbele, Cynthia Nkosi, Nazir Munsamy, Stanley Bugana, Bafana Masango and Shannon Wellcome.



HUAWEI VISIT

On 13 February 2025, a high-level delegation from Huawei visited Bidvest International Logistics to meet the BIL Executive and Operational team, as well as to visit the BIL warehouse where we manage the Huawei business from.

The partnership between BIL and Huawei goes back 10 years. Huawei recently awarded BIL South Africa's Best Delivery Assurance Award at a prestigious event held in South Africa.



L-R: Jeremy Chen, CBG SA Senior Procurement Manager Huawei; Oscar Chen, CBG SA SCM Head Huawei; Felix Zhang, Consumer CBG Regional Delivery Business Director Huawei; Marvin Pillay, Key Account Manager, BIL; Zhang Yufeng, Consumer BG Customer Deliver Dept Head, Huawei; Ezelda Botha, General Manager, BIL; Ntombimpela Nong, Business Development Executive, BIL; Yanling Song, Consumer BG Supply Chain and Procurement President, Huawei; Craig Mountjoy, Managing Director, BIL; Peter Feng, CBG SA Device Business Director Huawei; Marcus Ellappan, Overland Logistics Director, BIL; Kai-Hsiang Chang (Jason), CBG SA SCM Logistics Manager, Huawei; Mitchell Hollick, Superintendent, BIL; Max Weng, Middle East Africa Device Delivery Director Huawei.



PROJECT DIRA – A STRATEGIC ORGANISATIONAL INITIATIVE

Dira pronounced dee-rah means “compass” or “direction” in Swahili, while in Sepedi it means “do.”

Managing data effectively is a growing global challenge. Project Dira is our collective effort to streamline and improve how we handle data across BIL. By working together, we can create a more structured and efficient approach to data governance, we will create trusted data that is accurate, secure and easily accessed.

Key challenges leading to Project Dira

- Security - Our robust security measures require a broader approach and less manual and time-consuming interventions.
- Data integrity and efficiency – BIL's data is growing exponentially. Our organisation demands reliable, consistent data to drive informed decision-making and maintain a competitive edge, requiring automated monitoring and data management tools.
- AI and Business Intelligence (BI) readiness – As we advance into AI-driven analytics, we need a structured foundation to ensure data is trustworthy and actionable.

Data is the foundation of our operations. Unlike manufacturers that produce physical goods, our "product" is information across the entire supply chain. We have systems that store and process all this data. For example, client profiles used across multiple departments are created independently in different systems. This can lead to data duplication and inconsistencies. A unified governance framework gives us the platform to implement the processes, toolsets and structures to efficiently deal with this type of challenge on an ongoing basis.

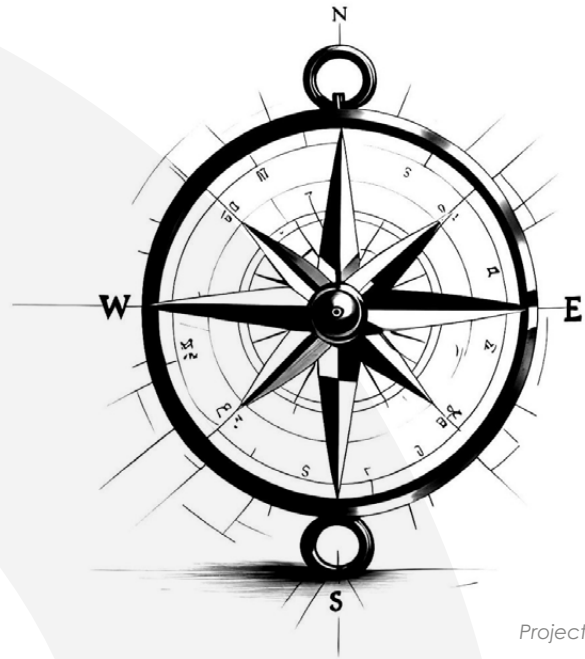
At the strategic level, Project Dira will empower faster decision-making, enhance market responsiveness and enable a dynamic business intelligence environment. At the operational level, it will establish clear data governance rules.

The benefits of Project Dira and Data Governance

- Improve data trustworthiness by ensuring a single, reliable version of the truth (A golden record).
- Enhance efficiency by reducing manual work, eliminating duplication, and streamlining reports and dashboard development.
- Leverage AI-driven insights effectively with more accurate data, enabling significantly improved decision-making.
- Improve compliance with regulatory requirements, including the POPI Act, ISO standards and SARS regulations.
- Enriched security management, preventing data breaches and unauthorised access.

Going forward

We are finalising the data governance framework documentation and will soon launch pilot projects to refine our approach based on use cases identified during stakeholder workshops.



Project Dira

The governance structure will include:

- Organisational Data Governance Council.
- Defined roles and responsibilities.
- Processes.
- Implementation of an exciting new toolset supporting Data Governance.

Data Governance will integrate seamlessly with our business intelligence centre of excellence initiative to ensure that data used for analytics and decision-making is accurate and complete.

This exciting initiative will change how we operate. It will require active participation and adaptation across the organisation in order to meet BIL's strategic and operational objectives.

INDEX

THE DIRECTOR'S CHAIR	1
IT CORNER	3
INTERNATIONAL LOGISTICS	5
OVERLAND LOGISTICS	9
CUSTOMS CORNER	10
AFRICA CORNER	11
OUR OVERSEAS PARTNERS	13
HR CORNER	16
EMPLOYEE WELLNESS CORNER	19
SOCIAL CSI CHARITY	20
MATCH	21
LONG SERVICE AWARDS	22
NEW EMPLOYEES	22
IT'S COMPETITION TIME	23
EDITORS	23



FROM THE DESK OF THE DIGITAL INNOVATION COMMITTEE

DIGITAL INNOVATION ON THE MOVE

As part of the BIL Digital and Innovation Committee's collaboration with Microsoft, a two-day workshop was held on the Power Apps platform. This initiative aligns with the committee's mandate to drive efficiencies and technological advancements across BIL.

Lesiba Sebola, Chairperson of the Digital and Innovation Committee, opened the workshop by highlighting the importance of equipping the BIL team with digital skills. He emphasised that upskilling employees in advanced technology enhances operational efficiency and fosters a culture of innovation. He stressed that leveraging available tools to eliminate manual tasks enabled employees to focus on strategic projects.

Workshops were conducted in Johannesburg, Durban and Cape Town, led by a Microsoft Power Apps specialist. Delegates worked

in teams to gain hands-on experience with Power Apps and Canvas apps. At the end, our new Power Apps champions had mastered key concepts such as functions, variables, collections and reusable components.

A major achievement was that teams could now build Power App proof-of-concepts independently, giving BIL a competitive advantage. This reinforces our commitment to continuous improvement and innovation.

We encourage employees to submit ideas via the Innovation Hub. Submissions will be reviewed monthly, and selected innovations will be explored for implementation.

We look forward to your contributions as we drive digital excellence together.

BIDVEST AI DAY

On 19 March 2025, Vodacom Business and Microsoft hosted an AI Day at the Vodacom World of Events in Midrand, Johannesburg. The event brought together executives and professionals from HR, Finance and IT to explore the transformative impact of AI on business operations.

The session showcased how Microsoft Copilot is not just an efficiency tool but a game-changer for business growth. From enhancing workflows to driving cost savings and improving decision-making, the insights demonstrated AI's far-reaching potential beyond traditional IT applications.

Attendees engaged in meaningful discussions on how AI can streamline processes, enhance security and enable smarter decision-making across departments. A highlight of the day was the interactive Q&A session, where participants had the opportunity to address their concerns and gain practical insights into implementing AI within their organisations.

As AI continues to evolve, businesses that leverage tools like Microsoft Copilot will gain a competitive edge in efficiency, security and innovation.

The event reinforced that AI is no longer just a futuristic concept but an essential component of today's business strategy.



Attending the Bidvest AI Day
L-R front row: Xolani Sithole, Mbali Tiyo, Lenushka Parannath, Ntombimpele Nong,
L-R back row: Remando Nigrini, Grashenka Fortuin, Koketso Medupe, Siphokuhle Khwatshube, Ben Reynecke.



A LOOK AT THE AUTOMOTIVE IMPORT MARKET: TRENDS, CHALLENGES AND THE ROAD AHEAD

By Megan Ponnann, Channel Manager, Frosterley Park

The South African automotive import market is evolving rapidly, shaped by shifting global trade dynamics, new entrants and technological advancements. As the Channel Manager for Ocean Imports in the automotive sector, my role is to oversee and optimise the end-to-end import process for vehicles and automotive parts. This involves managing key relationships with shipping lines, Transnet Port Operations, transporters, warehousing and clients to ensure a seamless, cost-effective supply chain while navigating regulatory requirements and market shifts.

The expanding scope of automotive imports

The industry encompasses a diverse range of imports, including passenger and commercial vehicles, heavy machinery and high-end luxury cars. Additionally, we facilitate the importation of essential parts and accessories for various OEMs in South Africa. To accommodate these imports, different logistics solutions are deployed, such as containerised cargo for parts, Completely Built Units (CBUs); specialised vessels for roll-on/roll-off (RoRo) cargo and breakbulk shipments of heavy machinery.

Navigating regulatory complexities

Regulatory compliance is a crucial aspect of automotive imports. New vehicle models undergo homologation, a process to ensure they meet South Africa's stringent road safety and emissions standards. Importers must obtain a Letter of Authority (LOA) from the National Regulator for Compulsory Specifications (NRCS) and an Import Permit from the International Trade Administration Commission (ITAC). Additionally, vehicles intended for public roads must comply with the Road Traffic Act and certain parts require regulatory approval to meet safety, quality and environmental standards.

Logistics challenges in a fast-moving industry

The automotive industry demands supply chain efficiency. However, multiple challenges affect ocean freight logistics, including:

- Shipping delays at international ports, increasing lead times.
- High container volumes and transshipment delays.
- Equipment shortages and imbalanced container flows.

Continued on page 6



L-R back row: Navindra Rampersad, Theasan Chetty, Sifiso Qwabe, Siva Naicker, Wandile Nzuza, Andre Dickson.
Middle row: Magendren Pillay, Lwazi Faku, Michael Dlamini, Nicole Poonsamy, Jedal Naidu, Sulanji Simbeye, Ayanda Hlengwa.
Front row: Simla Govender, Charmaine Naicker, Megan Ponnann, Umeshnee Pillay, Nontobeko Ntshangase.
Not present: Amanda Nene, Shannon Molefe, Zuzile Zondi, Varashni Perumal.



Continued from page 5

- Inefficiencies at South African ports due to aging infrastructure and congestion.
- Weather-related disruptions affecting port operations.

To mitigate these challenges, we proactively assess conditions and collaborate with clients, shipping lines and port authorities. Strategies include adjusting lead-time expectations, securing priority discharge and evacuation of containers and deploying additional resources to manage disruptions effectively.

How BIL stands out against competitors

BIL's ability to provide end-to-end, integrated supply chain solutions sets us apart in a highly competitive industry. Our client-centric approach ensures tailored logistics strategies that optimise efficiency and cost-effectiveness.

Key advantages include:

- Custom-tailored solutions to align with unique client needs.
- Dedicated account management for personalised service.
- Real-time visibility and tracking using advanced digital tools.
- Scalability and adaptability to support evolving business demands.
- Compliance & Risk Management to ensure regulatory adherence.
- End-to-End Logistics Support covering every aspect of the import process.

Forecast for the automotive import market

Competition in South Africa's automotive industry is intensifying, with international brands challenging local manufacturers. The rise of hybrid and electric vehicles will drive transformation, pushing OEMs to invest in innovation and sustainability. Enhancing customer experiences and aftersales services will be key to building brand loyalty in this evolving landscape. Ideally, the market will find equilibrium, ensuring a competitive and sustainable environment for all players.

The future of EVs in the import market

Despite the global shift toward electric vehicles (EVs), South Africa's EV import market has not expanded as rapidly as expected. High costs, import taxes, electricity supply constraints (load shedding) and limited charging infrastructure continue to be barriers. However, the introduction of competitively priced Chinese brands is accelerating local investment in EVs. As OEMs recognise the market's potential, efforts to enhance infrastructure and sustainability will shape the sector's future.

BIL's competitive edge

At BIL, innovation is at the forefront of our operations. We leverage AI-driven solutions, live tracking and CRM systems (Power BI, EDI, Web Tracker) to streamline operations and enhance collaboration between clients, service providers and internal teams. By automating key processes, we are not only improving efficiency but also mitigating risks, ensuring compliance and operational excellence.

As we look ahead, the South African automotive import market will continue to evolve, driven by global competition, technological advancements and shifting consumer preferences. By embracing innovation and strategic adaptation, we can build a more resilient and sustainable automotive sector that benefits all stakeholders.

About Megan

With nearly three decades at BIL, Megan has witnessed the company's transformation from the Rennie Group to BIL. His journey began as a learner in a two-year internship, progressing through roles in Customs, Quality Control and Import Operations, ultimately leading to his current position as Channel Manager for Ocean Imports. This extensive experience has given Megan a deep understanding of the industry's evolution and the strategies needed to navigate its complexities.



Megan Ponnan with the Case 4450 Industrial Sprayer imported for CNH Industrial AG and CE (Pty) Ltd for the agricultural industry.



NAVIGATING CHALLENGES AND DELIVERING SOLUTIONS

MEET LINDA GOVENDER, BLUE BUSINESS UNIT MANAGER, FROSTERLEY PARK



Describe your role as Blue BU Manager.

I manage ocean import operations within the Blue Business Unit, handling chemicals, explosives, pharmaceuticals and food grade products. Our team provides forwarding, customs clearing and some ocean export services. Most importantly, we take pride in delivering exceptional customer service.

What are some key challenges you face and how do you address them?

Managing client expectations and operational demands is a daily challenge. Clients often request cargo before vessels have even docked, so we focus on clear updates regarding berthing schedules and clearance processes.

Port congestion leads to delays, long queues and rising costs. Late clearances, often beyond our control, can result in steep penalties—one 20-foot container in overstay costs R8,000 to R10,000 and multiple containers can quickly escalate costs.

To minimise disruptions, we prioritise proactive communication and regular team meetings to refine processes. Despite industry-wide challenges, our goal is to keep operations running smoothly.

How many team members are in your BU and what are their responsibilities?

We have 25 team members, including an Operations Supervisor, Import Controllers, In-house Controllers stationed at client sites, Assistant Controllers and Transport staff.

Why do you enjoy your role?

Being a woman in this industry can be both rewarding and challenging. I am passionate about my job and love what I do.

Logistics is in my blood - my entire family is in the industry and my career has always been my priority. Managing a team feels like being a teacher; my colleagues are my second family. I take pride in mentoring and empowering them to grow.

I enjoy interacting with customers and ensuring they are satisfied with our service.

Despite the stress of shipping and client management, I strive to maintain a balance between work and family life. In 25 years, I have never taken a sick day. My goal is to leave a lasting impact by sharing my knowledge and experience.

A brief background and experience from 35 years at BIL.

After matriculating in 1989, I moved to Johannesburg and started as a temp at the New Agents Building at Air Cargo Terminal. Within a year, I secured a role in airfreight at Barlow Shipping and, after many mergers along the way, we became BIL. The mergers often required reapplying for roles, but I gained valuable experience across various positions: Invoicing Clerk, Creditors Controller, Airfreight and Ocean Freight Import/Export Controller, Senior Controller, and now Business Unit Manager.

Initially reserved, I only discovered my leadership abilities when given the opportunity. In a male-dominated industry, I competed against men for every role and proved myself through hard work and persistence. People call me a workaholic, but my strong work ethic has driven my success.

Educational background and key milestones.

I have completed many personal development and leadership programmes. Additionally, I hold a BTech in Management (DUT), a qualification in Financial Management (DUT), a Women in Leadership certificate (Wits University) and a Master's degree from Mancosa.

I enjoy reading books that inspire me, particularly those on leadership, motivation and business. The most captivating leadership book I have read is *The Power Is Within You* by Louise Hay. It taught me valuable ways to build confidence and overcome significant barriers.

Continued on page 8



Continued from page 7

A career highlight was being selected by Safcor in 2009 for a two-week programme in Antwerp on Freight Forwarding and Port Logistics, which broadened my global perspective on operations.

How has BIL supported your growth?

My growth wouldn't have been possible without the trust and support of management. I am grateful to all the leaders who believed in me and provided opportunities for me to spread my wings.

Thank you to Saloshini Reddy, my current leader, who empowers me while allowing me to take ownership of my work. Our strong collaboration helps us achieve our goals together.

Advice for aspiring professionals.

Find a mentor, stay motivated and have the willpower to achieve your goals. I've learned to value a healthy work-life balance, even though I sleep with my laptop under my pillow on holiday!

My motto: Practise the power of pause (POP) and listen more than you talk.



The Blue BU team

*Back row from L-R: Amina Mahomed, Nobuhle Mthethwa, Justin Moonsamy, Mckyle Ramharack, Lerone Govender, Leon Munsami, Jesse De Villiers.
Middle row L-R: Nokuthula Chule, Sivalingum Munsami, Jermaine Pillay, Amanda Ngcobo, Zinhle Gama, Ayanda Zondi, Sindi Zungu.
Front row L-R: Nompumelelo Mthethwa, Shavina Inderpershad, Resh Naicker, Linda Govender, Karina Soogreem, Capriccia Reddi.*

GQEBERHA DEAL PARTY'S SQAS-AFRICA CAIA AUDIT

By: Tilani Swanepoel, Compliance Manager

Deal Party Gqeberha's remarkable achievement in scoring 98% during the CAIA audit signifies a dedication to excellence and adherence to stringent standards of safety, health, environment, quality, security and corporate social responsibility. This success not only showcases the team's hard work but also underscores their unwavering commitment to upholding operational best practices by consistently exceeding expectations.

Only companies scoring 90% or above, with 100% on mandatory questions, are recognised as SAQAS-Africa approved. Congratulations to the Deal Party team for their dedication and hard work, evident in their exceptional audit results, showcasing their pride and passion.



L-R: Gerhard van Wyk, Facility Manager; Tilani Swanepoel, Compliance Manager; Kizzy Mager, Compliance Controller.

SAFETY BEGINS WITH YOU

By: Marcus Ellappan, Overland Logistics Director

Since the launch of our safety campaign late last year, we have seen encouraging signs of increased engagement with safety protocols. There has been a noticeable reduction in incidents suggesting that employees are becoming more mindful of unsafe behaviours. We have also observed higher participation in safety discussions and more proactive reporting, indicating the campaign is fostering a stronger safety culture.

There has been visible improvement in awareness. Employees are more likely to identify and create awareness around unsafe acts. The intro video, the posters and toolbox talks have sparked useful conversations on how risks can be mitigated.

The posters have a strong visual reminder of the key messages from the campaign. By placing them in strategic areas, we have kept the safety top of mind throughout the day.

Employees have referenced the posters during toolbox talks which shows they are resonating and reinforcing the behaviours that we want to encourage.

Moving forward, we will continue to build on this momentum, reinforcing our commitment to a safer workplace through ongoing engagement and continuous improvement.

SAFETY BEGINS WITH YOU



PREVENT SLIPS, TRIPS AND FALLS

Slips, trips and falls occur frequently in both warehouses and administrative areas.

- Inspect walking surfaces regularly.
- Address spills immediately.
- Wear appropriate footwear.
- Walk instead of running.
- Use handrails for support.



SAFETY BEGINS WITH YOU



MANUAL HANDLING AND LIFTING TECHNIQUES

Manual handling injuries can occur in any workplace and may lead to long-term health issues.

- Use proper lifting techniques; bend your knees, not your back.
- Follow the correct processes for receiving, put-away, picking and loading.
- Avoid heavy manual labour, awkward postures and incorrect materials handling.
- Be aware that previous or existing injuries are risk factors.
- Wear appropriate PPE if manual handling poses a risk.
- Execute proper stacking techniques.



SAFETY BEGINS WITH YOU



HAZARDOUS MATERIALS HANDLING

Hazardous substances pose risks to both people and the environment and must be stored only in approved facilities.

- Only trained and authorised personnel should handle hazardous substances.
- Use appropriate personal protective equipment (PPE) when dealing with chemicals or other dangerous materials.
- Report any spills or damaged products immediately.





UNDERSTANDING THE SARS AUTHORISED ECONOMIC OPERATOR (AEO) PROGRAMME

By: Andre Gerber, Customs Compliance and Audit Officer



BIL attained Level 2 Authorised Economic Operator (AEO) accreditation in September 2023, marking a significant milestone in our commitment to secure and efficient trade.

The global recognition of AEOs under the WCO SAFE Framework of Standards streamlines customs processes, fostering trade partnerships and cross-border expansion. It secures and facilitates trade

by recognising companies that comply with customs regulations and maintain strong supply chain security.

To maximise its impact, it is essential that employees understand the AEO Programme and how it enhances our service offering as a trusted logistics provider, committed to regulatory compliance and operational excellence.

SARS is shifting towards risk-based post-clearance audits, making compliance with customs regulations more crucial than ever. Future licensing and registration with SARS Customs will likely depend on a company's compliance record, making AEO accreditation a strategic advantage.

Accredited companies demonstrate regulatory compliance, helping SARS improve cross-border trade efficiency. In return, they receive operational benefits that enhance their competitiveness in international trade.

Key benefits

- Authorisation to use the SARS AEO logo, enhancing credibility.
- Recognition of AEO status in trading countries with Mutual Recognition Agreements (MRAs).
- Access to a dedicated SARS Customs client relationship manager.
- Reduced security (bond) requirements and customs inspections.
- Priority processing for tariff and value determinations.
- On-site customs inspections at our premises at no extra cost (excluding other government agency stops).

To qualify for AEO accreditation, companies must:

- Maintain a compliant customs and excise record for at least three years.
- Have operational and IT systems aligned with accepted accounting principles.
- Pass a competency assessment verifying customs knowledge.
- Demonstrate financial stability with audited financial statements from the past three years.
- Have no outstanding taxes, penalties, or convictions for tax law violations.

BIL is well-positioned to assist businesses through the accreditation process. Our experience allows us to guide applicants efficiently, ensuring compliance with SARS requirements.





BUILDING PARTNERSHIPS INTO AFRICA

By: Tebogo Mpanyane, Africa Manager

BIL recently hosted its first-ever collaboration with key agents from across Africa to share our vision for growth on the continent. This focused gathering included partners with an extensive footprint on the continent and expertise in operating across multiple regions, ensuring a strong foundation for cooperation.

The event provided a platform to exchange ideas, align strategies and introduce our agents to BIL industry verticals to ensure cohesion in strengthening business in Africa. Our goal is not only to expand our footprint on the continent, but also to expose our

clients to new opportunities within Africa, fostering mutual growth and success. With intra-African trade accounting for less than 20% of the continent's overall trade, there is immense potential for development. By prioritising local trade, we aim to contribute to job creation, industrial growth and sustainable economic progress across Africa. Together with our partners, BIL is committed to unlocking this potential and building a brighter future for the continent.





EXPANSION OF AfCFTA AGREEMENT

By: **Tebogo Mpanyane**, Africa Manager

Exciting news on the African front as three additional countries are now eligible to trade with South Africa under the African Continental Free Trade (AfCFTA) Agreement. Burundi, Morocco and Uganda join the below list of AfCFTA States trading with SA under the agreement: Algeria, Cameroon, Egypt, Ghana, Kenya, Rwanda and Tunisia. The AfCFTA Agreement is a preferential

trade agreement offering reduced customs duties upon importation of goods that meet the origin requirements, akin to the SADC Agreement. The SADC States are Angola, Botswana, Comoros, DRC, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia and Zimbabwe.



AFRICAN MINING INDABA 2025

This year's African Mining Indaba 2025, themed Sustainable Growth and Resource Management in Africa's Mining Sector, brought together industry leaders, policymakers and stakeholders to focus on the future of mining on the continent.

BIL had the opportunity to attend the Indaba and contribute to key conversations about the role of logistics service providers in shaping and driving sustainable growth in the sector.

Says Ntombi Nong, BD Executive, "I believe achieving sustainable growth in the mining sector relies on three key drivers:

1. Sustainable supply chains: Prioritising eco-friendly logistics solutions to support the sector's sustainability goals and reduce environmental impact.
2. Tech driven innovation: Leveraging technology and data-driven solutions to enhance supply chain visibility, improve efficiency and optimise operations.
3. Strategic partnerships for growth: Collaborating with mining companies to expand operations and unlock new growth opportunities across Africa.

"At Bidvest International logistics we are well-positioned to drive green logistics, adopt advanced business intelligence tools and serve as a key partner in driving efficiency and sustainability in the mining industry through our BIL Africa Strategy.

"The conversations at Mining Indaba were inspiring and I look forward to applying these insights as we continue to grow and support Africa's mining sector."





INTERVIEW WITH LAURA MILLS

EXECUTIVE DIRECTOR, GLOBAL NETWORK, EMO TRANS, INC.



How did your career begin, leading to your current position?

My career started through a twist of fate. Browsing through a local newspaper, I noticed an ad for a corporate position in my small town. No company name listed, just a return address in my town. Naturally curious, I submitted my résumé, interviewed at EMO two weeks later and accepted the position. Our CFO just happened to live in my small town of 8 000 people and was trying to remain as anonymous as possible. He succeeded. Now, 32 years later, it's been quite a journey watching EMO Trans grow from a small mom and pop company into a billion-dollar multi-national.

What is your role as Executive Director, Global Network?

In my current position, my role involves various aspects of ensuring our global network operates smoothly, maintains financial stability and continues to grow. Our global footprint has been carefully cultivated and continues to be something we can be very proud of. Our CEO, Marco Rohrer, has strategically positioned us to expand in regions where we see opportunities. Currently, agent development, designation and financial oversight are among the key responsibilities that keep me busy.

How big is the market between the US and South Africa?

In 2024, the US imported over \$14 billion worth of goods from SA and exported \$5.8 billion to SA. Key imports include

machinery, vehicles, oil and agriculture-related goods, while major exports consist of minerals, auto parts, chemicals and also agricultural products. With BIL, China and India are currently our two top trade lanes and growing!

When did you first meet Bidvest International Logistics?

Our first meeting took place during the COVID era in 2020 via a TEAMS meeting. We held several virtual meetings until travel restrictions were lifted. In 2023, Craig Mountjoy, Maria Du Preez and Laura de Villiers travelled to our corporate office in Garden City, New York. It was great to finally have face-to-face discussions that didn't involve a screen!

Did you enjoy your visit to SA?

Our November 2024 meeting in Johannesburg, held at Sun City, was a fantastic opportunity to see BIL and EMO in action in a fun and beautiful environment. It also provided valuable time to develop new ideas and strategies for our future collaboration. We look forward to more meetings like this! Our next major meeting with BIL will take place in Hamburg, Germany, to celebrate EMO Germany's

60th anniversary and it will also be our Global Network Meeting.

Do you have any new EMO Trans innovations to share?

I am excited about the innovative strategies and initiatives we are implementing to enhance our global footprint and optimise network operations. We are committed to leveraging cutting-edge technology and forward-thinking practices to drive success.

One of our primary innovations will focus on advancing our digital transformation, by enhancing our digital platforms to improve collaboration across global offices and with clients. We are exploring the integration of artificial intelligence (AI) and machine learning (ML) to streamline processes, enhance decision-making and personalise our services. By leveraging AI-driven predictive analytics, we can better anticipate client needs and market trends, enabling us to offer more tailored solutions that align with their expectations.

Sustainability is another major focus. As a global network, we recognise our responsibility to minimise environmental impact.

Continued on page 15



Christmas at Garden City office



Continued from page 14

We are actively exploring ways to incorporate renewable energy into our operations, reduce waste and implement eco-friendly practices across all regions. This could include developing sustainable supply chains and utilising energy-efficient technologies in our facilities.

Additionally, we are innovating in global partnerships and collaborations. The future of business increasingly relies on strategic alliances and, by fostering deeper relationships, we can create synergies that enhance our service offerings.

At EMO, we recognise that our workforce is our greatest asset. To foster innovation from within, we have implemented programmes aimed at cultivating a culture of creativity and inclusion. We invest in continuous learning and development, encourage cross-functional collaboration and create environments where diverse perspectives are not only heard but celebrated. By empowering our team to think outside the box and contribute their ideas, we drive innovation at every level of the organisation.

Tell us about your team.

What an incredible team we have! The level of respect, collaboration, industry knowledge and problem-solving skills makes EMO a very special place. Many team members have over 20 years tenure with EMO Trans. We operate like a well-oiled machine, always striving to enhance our collaboration skills with new tools and training. We recently returned from a meeting in Chicago that allowed us to do just that.

Anything personal you wish to share – family, hobbies, other interests?

My personal interests include air shows, photography, investing and travel. I am also involved with The Illumination Foundation, an organisation that provides housing and essential services to the homeless population in California. With my son recently heading off to college to pursue his dream of becoming a pilot, I now have more time to develop some new interests.

Anything else you would like to share?

I am excited to see where we go from here together!



Snow in Garden City.



Breast cancer awareness day.



Superstition Mountains, Arizona.



Grand Teton National Park's signature mountain, Wyoming.



INTERVIEW WITH BASTIAN TRAPP, HEAD OF AIRFREIGHT, GERMANY

How long have you been with EMO Trans Germany and in what roles?

I started my journey with EMO Trans Germany in 2006 as a trainee in Frankfurt. After two and a half years, I transitioned to the import department for a year before moving to another company, where I worked in exports while pursuing a bachelor's degree in the evenings. I returned to EMO Trans in 2012 as a Gateway Manager, overseeing airfreight exports. From there, I progressed to Deputy Director of Airfreight Germany and in January 2024 I was appointed Head of Airfreight, succeeding the previous director upon his retirement.

What kind of business do you conduct between South Africa and Germany?

A significant portion of our exports to South Africa consists of consumer goods. On the import side, we handle raw materials for production, though there isn't a regular traffic flow.

What other trade lanes do you manage?

I am responsible for the German airfreight product, with our largest historical trade lane being the US, given EMO Trans' strong connections there. The Asian market is also developing rapidly. We typically handle 25 to 30 ULDs over the weekend, with about 80% destined for the US. Currently, the market presents several challenges, but we are well-prepared and have strong airline partnerships to navigate them effectively.

When did you first connect with Bidvest International Logistics?

Our collaboration began even before the official partnership announcement.

It started in 2019 in Frankfurt through discussions with Joe Frigger and Thomas Klinkhammer, with an early-stage meeting over dinner. From there, the relationship evolved and we now work closely with Laura, Mark and Tobias, the Route Development Manager for South Africa, along with the trade lane team.

Did you enjoy your visit to South Africa in November last year?

Absolutely! The hospitality was incredible and the facilities were impressive. What stood out most was the sense of unity. It genuinely felt like we were working as one company.

Are there any new innovations you'd like to share?

Looking ahead, we aim to enhance and expand our service offering, introducing new products and expanding customer solutions. The market is highly competitive, so differentiation is key.

AI and technology undoubtedly play a role in shaping the industry, but their full impact is still uncertain. Where does AI begin and end in logistics? Given the many partners involved, achieving full digital transformation will take time. However, we have teams worldwide working on innovative solutions.

Anything personal you'd like to share?

South Africa's natural beauty left a lasting impression on me. I'd love to return and share the experience with my wife. The warmth and hospitality of the people were truly special, not just within BIL but everywhere I visited. It's a trip I'll never forget.

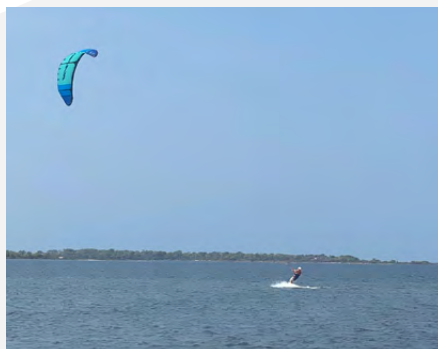
I am passionate about sports, travel and outdoor activities. Last year, I ran a marathon and enjoy windsurfing in places like Croatia and northern Germany. Tarifa, near Africa, is an incredible spot to visit.



The German Export Managers with Bastian (left) and head of Seafreight Thorsten Peters (right).



Frankfurt



Wind surfing in Sizilia



Australia Zoo in Australia



THE BIL GRADUATES OF 2024

By: Shamona Chinnappa, National Training and Compliance Manager

The 2024/2025 BIL Graduate Programme commenced with seven graduates who were strategically placed in different departments within BIL. This 12-month journey comprised of various learning interventions, including on-the-job training, coaching, LMS courses and PowerSkills training. The programme concluded with a presentation by the graduates to Exco on the projects they have been involved in and how this has added value to the organisation.

Thank you to the managers who have supported and guided the graduates. You have played a pivotal role in ensuring that they are ready for the next step in their careers.

We are extremely proud of our graduates who have all been offered roles within BIL. A big congratulations!

Continued on page 18



Graduates with Harry Craig Xolani.





Continued from page 17

The graduates were asked to share how the programme helped shape them personally and professionally.



Kedibone Seloane

Being part of the 2024 cohort for the BIL Graduate Programme has played a significant role in both my personal and professional life. Professionally, it has equipped me with skills and knowledge that have contributed to my growth. I have also acquired numerous certifications during my time as a graduate, which have improved my professional profile. On a personal level, I have built healthy

habits that have been heavily influenced by working at BIL, such as waking up earlier and developing good spending habits.

My new role

I am excited to be moving from a graduate to a Compliance Officer in International Logistics, where I will be responsible for drafting legal contracts, reviewing compliance frameworks for African forwarding agents, researching African trade regulations, supporting business expansion strategies, and developing business models. I look forward to this international trade advisory support role to ensure the business stays competitive on the African continent.



Phathu Mandane

The BIL Graduate Programme has been a transformative experience for me, both personally and professionally. On a personal level, it has helped me build confidence, develop resilience and foster a growth mindset. The programme has also allowed me to form meaningful connections with peers and mentors, broadening my perspective and enhancing my interpersonal skills.

Professionally, the programme has equipped me with the technical expertise, leadership capabilities and strategic thinking required to excel in my field. The hands-on projects, mentorship opportunities and exposure to real-world challenges have prepared me to take on complex roles with confidence.

My new role

I am excited to share that I will be transitioning into the role of Junior Business Intelligence Analyst at BIL. In this position, I will focus on PowerApps development, driving continuous improvement in applications and managing Business Intelligence services, including the creation and maintenance of systems such as BizTalk, Power Platform and Integration Services. Additionally, I will develop Power BI reports and models and engage in SQL development to support data-driven decision-making across the organization.



Phiwokuhe Mpungose

The BIL Graduate Programme has been instrumental in shaping both my personal growth and career trajectory. On a personal level, it has helped me develop resilience, adaptability and a strong sense of professionalism while fostering meaningful connections with colleagues and mentors. Professionally, the programme provided me with a solid foundation in technical skills,

problem-solving and a deeper understanding of the industry, preparing me to take on new challenges with confidence.

My new role

I am excited to transition into my new role as a Junior Applications Support Engineer, where I will focus on providing technical support and troubleshooting for various applications, with a particular emphasis on CargoWise, an ERP system widely used in the business. This role will allow me to further hone my technical expertise while contributing to the efficiency and success of the organisation.



Mandilakhe Siko

The graduate programme has personally helped me improve my time management skills, self-discipline, and personal development. The programme has shaped my career by providing advanced knowledge and skills in Warehouse Management, Project Management and Continuous Improvement. It has allowed me to progress further in supply chain and logistics.

My new role

In my new role as a Warehouse Supervisor, I manage the day-to-day operations of a warehouse, including inventory, shipping, receiving and employee management.

Continued on page 19



Sakhekile Nikelo

The programme allowed me to learn more about myself in the corporate world. I have significantly improved my soft skills and my ability to understand different personalities. Moreover, the programme has solidified a foundation for growth in the finance sector and has exposed me to new possibilities in this evolving industry. I was able to be myself and even discovered my own brand within the business.

My new role

My new role is Credit Risk Analyst, the heartbeat and backbone of the business. We mitigate risk not just in credit but in all aspects of the business that involve clients' accounts, products and services. We work hand in hand with several divisions, such as Business Development, Legal, Procurement and Operations, to name a few.



Siphokuhle Khwatshube

The graduate programme has been an incredibly exciting journey for me. Everything was new and I was constantly learning and adapting to new experiences. Over the past year, I've gained invaluable insights into supply chain management, collaborated with diverse teams and navigated challenges that have pushed me to grow both personally and professionally.

My new role

In my new role as a Process Improvement Engineer, I'm beyond excited! I'll be focusing on developing integrated supply chain solutions across all products and industry verticals while also helping to optimise internal processes and implement best practices in executing supply chain solutions. This role is a huge step in my journey and I'm looking forward to everything it entails - the challenges, the learning and, most importantly, the growth that comes with it!



Zanele Mkhwanazi

The graduate programme has been an incredibly transformative journey, both personally and professionally. On a personal level, the programme has pushed me out of my comfort zone, fostering resilience, adaptability and emotional intelligence. I have grown in my ability to manage challenges, build meaningful relationships and embrace continuous learning. The

experience has also deepened my passion for HR and reinforced my commitment to making a meaningful impact in the HR department. On a career level, it has provided me with hands-on exposure to key HR functions, strategic projects and real-world problem-solving, equipping me with the confidence and skills to navigate the corporate world effectively. The mentorship and guidance I received strengthened my ability to think critically, communicate effectively and make informed decisions.

My new role

I am now stepping into the role of HR Administrator, where I will be responsible for providing support and administrative functions to the HR department within the Overland division. This new chapter excites me as I look forward to applying my skills, growing further and contributing meaningfully to the organisation.



Circulation makes you "pop" into your tastier version

Revitalise your workday with these desk-friendly circulation-boosting exercises



Marching on the spot

1. Stand upright with your feet hip-width apart, shoulders relaxed.
2. Lift your right knee toward your chest, keeping your core engaged.
3. Lower your right leg back down gently to the starting position.
4. Repeat the movement with your left knee, alternating legs in a marching motion.
5. Repeat for 1-2 minutes.



Arm raises

1. Stand or sit comfortably with your back straight and shoulders relaxed.
2. Raise both arms straight above your head, reaching towards the ceiling or sky.
3. Slowly lower your arms back down to your sides.
4. Repeat 10 times.



Knee extension exercise

1. Sit on a chair with your back straight and your feet flat on the floor.
2. Extend one leg straight out in front of you, keeping your knee as straight as possible.
3. Slowly lower your leg back down to the starting position.
4. Alternate between legs, performing the exercise for 10 repetitions on each side.



Toll-free: 0800 333 997
(from land and mobile phones)
Or request a call back: *134*905#
Hub Code: BID002

lyra wellbeing

Formerly ICAS



HELPING SCHOOL GIRLS REMAIN IN SCHOOL

By: Phindile Mlambo, HR Officer

During March 2025, BIL visited two schools in KZN to distribute much needed Palesa pads.

Ndukwenhle Secondary School in uMlazi township and Vuyiswa Mtolo Secondary School in KwaMashu township welcomed the BIL team and our partners Palesa Pads.



Nokwazi Masondo from Palesa Pads (left), Phindile Mlambo, Greenstone (third from left) and Simphiwe Mahlangu from Palesa Pads (far right) with BIL Frosterley Park's Amanda Nene, Anele Xulu, Luyanda Tsikedi, Siyandiswa Khuzwayo, Slindile Zondo and Shannon Molefe.



Ndukwenhle Secondary School.



Vuyiswa Mtolo Secondary School.



VALENTINE'S DAY RUNWAY PARK



GQEBERHA VALENTINE'S DAY CAPEWAY

Valentine's Day at the Capeway office was all about appreciating our incredible staff.

Everyone embraced the spirit of the day by dressing up in Valentine's Day colours, adding to the festive atmosphere.

We had a special Valentine's Day lunch, where each employee enjoyed a pizza or pizza pie, a cooldrink and a Valentine's cupcake as a sweet treat. To capture the memories, the team came together for a few group photos.

The event was a reminder that small gestures of kindness and appreciation go a long way in creating a positive work environment. The Valentine's Day celebration was not just about romance but about celebrating the connections that make our workplace special. Here's to spreading love and positivity every day!



MATCH



Congratulations to Ruvania Pillay, Exports Controller Frosterley Park, and Ugen Govender on their wedding on 18 January 2025.



LONG SERVICE AWARDS



Congratulations to the following on achieving long service awards from January to March 2025.

National Functions

10 years

Mmakgabo Moholola

Overland Logistics

25 years

Esther Makgae

15 years

Andile Khuzwayo
Emmanuel Nzimande
Handsome Majola
Linda Mdimia
Lindsay Sikhosana
Mable Maluleke
Mpume Zincume
Xolile Mngcisani

10 years

Nkgori Mothlabeng
Thandeka Tshabalala
Yolanda Samuels

International Logistics

35 years

Linda Govender

30 years

Emmanuel Khumalo

25 years

Sonwabile Jakavula

20 years

Kimmy Maseko
Pamela Sigamoney

15 years

George Gxagxiso
Ronelle Moodley

10 years

Desigan Naidoo
Vanessa Eaton

LONG SERVICE AWARDS ROSSLYN



Alina Shabalala receiving her 25-year long service award, with Bobo Mhlambi, GM and Bernard van den Berg, Facility Manager.



Meri Wewege, Compliance Controller, 10 years, receiving her award from Bobo Mhlambi GM and Herman Pretorius, Facility Manager



Sonika Bouwer, Operations Controller, 10 years, seen here with Bobo Mhlambi, GM and Leon Raaths, Facility Manager.

NEW EMPLOYEES



Welcome to all our new employees who joined from October to December 2024. We wish you long and successful careers at BIL.

Alrode Henkel

Dianetsi Molefe

BMW

Percy Sekwane

Century City

Penny Masemola-Mokiti

East London

Zanele Zulu
Qiqi Mafenaka

Elandshaven

Naledi Shai
Kananelo Pete
Zandile Nhlangothi

Denver

Siphehile Radebe

Frosterley Park

Amanda Ngcobo
Andile Hlongwane
Axole Dinwa
Dillen Lalljith
Nontobeko Zulu
Zusiphe Kwatsha

Greenstone

Coral Bennett
Daisy Maake
Mlando Sikhosana
Khoza

Jacobs

Thabani Maphumulo
Andile Zondi
Nqobile Mbatha

Logistics Park 1

Lerato Makhubo
Lelethu Ndongeni

Logistics Park 2

Ntebogeng Mosehla
Newton Park
Lucien Daniels

Paarden Eiland

Samkelo Mkuyana
Zizipho Mnaphu

Pinetown

Blessing Rasimeni
Andile Shabalala
Nhlanhla Mhlongo
Lungisani Ngubane
Nobuhle Ntinga
Nokwanda Zulu
Senzo Khumalo
Vukile Tshapa
Sakhile Kunene
Mbulelo Nyawuza

Port Elizabeth

Rubin Geduld

Runway Park

Asanda Gumede
Ntobeko Sibiya
Phelelani Makhoba
Siphokazi Gwagwa
Andile Jama
Thobani Mdluli



THREE PRIZES UP FOR GRABS:

1ST PRIZE - R1 000 PICK N PAY VOUCHER

2ND PRIZE – R500 PICK N PAY VOUCHER

3RD PRIZE – R250 PICK N PAY VOUCHER

Answer the following question and stand a chance to win:

What are the benefits of Project Dira and Data Governance?

Send your answer to: marketing@bidvestil.com by 30 April 2025.

COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 20

Well done to the winners of our competition.

The questions were:

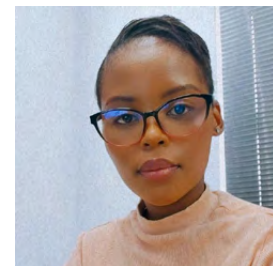
1. What is the name of the new safety campaign being rolled out nationwide? **Answer:** SAFETY BEGINS WITH YOU
2. What is the aim of the safety campaign? **Answer:** To increase safety awareness, reduce workplace incidents, cultivate a safety-first culture, boost employee engagement and enhance compliance.



1st prize: Tshepo Motsoeneng,
Office Services Administrator,
ORT Unit 1



2nd prize: James Sinayhakh,
Customs Brokerage Quality
Controller, Frosterley Park



3rd prize: Yanga Mshweshwe,
OpsFin Controller,
East London

EDITORS



THE PEOPLE'S PRESS EDITORIAL TEAM

Please email your articles, comments, photographs and any interesting news you would like to share to:

Aiden Libbie – aidenl@bidvestil.com - WC

Chrisna Bruwer – chrisnab@bidvestil.com – Transport

Kelly Hirst – kellyh@bidvestil.com - Richards Bay

Almira Reddy – almirar@bidvestil.com - KZN

Danelle Du Preez – danelleDP@bidvestil.com - Gqeberha Capeway

Yanga Mshweshwe – yangam@bidvestil.com - East London

Yolanda Samuels – yolandas@bidvestil.com - Overland Logistics

DISCLAIMER

The publishers and editor of The People's Press will not be liable for any damages or injuries of any kind arising from the use of information provided in this publication. The content contained therein has been provided by employees within Bidvest International Logistics as well as by interviewees outside of Bidvest International Logistics. All interviews are conducted with permission from the interviewees, with final copy approved by them before publication. Anyone featured in The People's Press, whether in photographs or in writing, waives their right to have that information protected. Copies of The People's Press are available online and distribution is to a national and global audience. If you object to this please send an email to popiaqueries@bidvestil.com