

PEOPLE'S PRESS



THE DIRECTOR'S CHAIR



EMO PARTNERS VISIT SA

From 5 to 8 November 2024, BIL proudly hosted EMO partners at a conference in Sun City. Delegates from a wide range of regions attended, including the EMO Benelux countries (The Netherlands, France, Belgium and Poland), EMO China, EMO India, EMO Germany, and EMO USA, as well as key partners Cargomind Austria, Hecksher Scandinavia and UBV Italy. Over the course of the three-day conference, attendees had the opportunity to network, share market updates from their respective countries and discuss growth opportunities on a global scale.

In the days leading up to the conference, delegates from EMO China, EMO India and EMO Germany spent additional time with

the BIL commercial teams in Johannesburg, Durban, Port Elizabeth and Cape Town, visiting key clients to explore new growth opportunities and strengthen business ties.

The conference was a resounding success, further elevated by perfect weather and the stunning backdrop of Sun City Palace. Attendees had the opportunity to enjoy a range of thrilling activities, including quad biking, zip-lining, jet skiing and game drives, immersing themselves in the breathtaking beauty of the African safari and the wonders of Pilanesberg National Park.

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MEET THE WOMEN DRIVING EMO TRANS CHINA'S GROWTH



L-R: Grace Zhang and Tracy Lin from EMO Trans China with BIL's Marlene Kruger.

EMO Trans China has a team of 130 people across various offices, supported by local distribution centres and co-operatives to streamline logistics nationwide. Under the leadership of managing director, Frank Sun, the team continues to grow and will be celebrating its 10th anniversary next year.

Grace Zhang and Tracy Lin, two key figures at EMO Trans China, are making strides in the logistics industry with their expertise and commitment. With years of experience, they manage critical accounts, lead dedicated teams and help steer EMO Trans China's continued growth. Here's a closer look at their journeys, their roles and their vision for the future.

Grace: Leading key accounts with vision and dedication

Grace's journey into logistics was unexpected. After studying for a degree in tourism, she was introduced to the logistics world by a university friend. Before joining EMO Trans six years ago, she gained valuable experience at two local freight forwarders.

Managing key clients, she oversees 30 accounts across sectors like high-tech, electronics, lighting, automotive and machinery. Her varied portfolio from China to South Africa includes consolidation, ocean freight, air freight and Vendor Inventory Management projects. She also works closely with the US trade lane, a significant route for EMO Trans.

Supported by a team of six, Grace collaborates with account managers across various offices to strengthen

and grow client relationships. One of her main challenges is identifying and nurturing talent to support the increasing demands of their accounts. She dedicates substantial time to training, ensuring her team is well-prepared to develop and grow alongside their clients.

Tracy: From customer service to District Manager

Tracy's career with EMO Trans began in 2015 when the company opened its doors in China. Her background in logistics spans over a decade. Armed with a degree in logistics, Tracy joined OEC, a Taiwan-based logistics company, where she worked for eight years. She joined EMO Trans as a customer services manager, progressing to key account manager, branch manager and now district manager for Shenzhen and Guangzhou.

In her role, Tracy manages a team of 23 across two branches, focusing on a variety of logistics operations. Her primary challenge is meeting client expectations while competing in the competitive market of South China. Specialising in the cell phone market, she currently manages four clients in this sector and is actively pursuing additional accounts. Despite the market's ups and downs, Tracy's energy and drive to pursue new business opportunities make her one of EMO Trans China's top five salespeople.

The China-South Africa partnership with BIL

Grace and Tracy began working with BIL five years ago at the start of the relationship with EMO Trans. The collaboration has enabled both companies to explore growth opportunities and create value across trade lanes. Their visit to SA aims to strengthen ties, understand local markets and identify business prospects.

Feedback from the conference in Sun City

Grace: Sun City is a much bigger resort than I imagined. We enjoyed lots of activities, the most memorable undoubtedly the safari. We were fortunate to see many animals, including giraffes, elephant herds, lions, zebras in the sunset and more. This is a real wild animal world.

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I really enjoyed every moment of my stay at Sun City and we had lots of fun, as well as excellent collaboration with colleagues from around the world.

Tracy: The Sun City conference has given me a deeper understanding of BIL, which has made us even more eager to develop routes to South Africa and throughout Africa. With BIL as a strong partner, we believe there will be many more opportunities for collaboration in the future. Additionally, we would like to thank BIL for the arrangements, which allowed us to experience the vastness of the African savanna and observe its unique wildlife.

Personal

Outside of work, both women are devoted mothers and enjoy time with their families. Grace has a 14-year-old son and Tracy has a son of 12 and a daughter of 6. They value weekends spent with loved ones and share a passion for travel, music and coffee. Last year, Grace and Tracy attended EMO Trans' global meeting in Florida, where they connected with colleagues from around the world, enriching their perspectives and knowledge.

As EMO Trans China approaches its 10th anniversary next year, Grace and Tracy are focused on expanding their client base and exploring new market opportunities.



BEE CERTIFICATION SUCCESS

BIL's BEE certification journey to achieve Level One has been marked by significant milestones, contributing to the overall success. "Every department involved in the audit has stepped in, earning us full points in key areas," says Lenushka Parannath, Head of Procurement, who drove the process. "It was hard work across the board to achieve our goal."

As part of the Bidvest group, BIL benefits from shared transformation goals. "Black ownership saw a major boost, with the partnership with Akona taking levels from 46% to 56%. Structural changes within the Bidvest and Bidfreight groups further enhanced the ownership score, demonstrating the group's focus on transformation."

One of the most notable implementations in 2024 was the Youth Employment Service (YES) programme. The initiative tackles youth unemployment by creating work opportunities that help young people gain skills and experience, improving their chances of permanent employment.

The project was driven by Overland Logistics Director Marcus Ellappan, who explains, "At BIL, we've identified several business benefits to participating in YES, including access to new talent, alignment with Corporate Social Responsibility (CSR) goals and opportunities for skills development. The programme also fosters innovation by bringing fresh perspectives to businesses and contributes to long-term economic sustainability."

"After a successful first intake, preparations for the second intake are already underway. By integrating YES into our strategy, we not only help solve youth unemployment but also strengthen our business. YES offers a win-win solution: it benefits both the youth and the broader economy while enhancing business growth and sustainability," says Marcus.

On the Procurement front, significant strides were made despite challenges unique to the transport industry. "Achieving full points in procurement was a major accomplishment," notes Lenushka. "The outdated transport sector codes complicate compliance. Unlike other

industries, transporters must undergo full BEE verification. BIL's procurement team worked tirelessly with suppliers to ensure certifications were in place, supporting levels 1-4, Exempt Micro Enterprises (EME) and Qualifying Small Enterprises (QSE). That is how we got our Procurement score from 17 points to 20," she says.

Enterprise Development (ED) has also been a strong focus, with initiatives designed to empower suppliers. BIL has provided loans to ED partners for purchases such as trucks. Payment terms for small businesses have been adjusted to offer seven-day payments instead of the standard 30, ensuring these partners maintain a healthy cash flow.

Skills Development remains a cornerstone of BIL's transformation agenda. Through its Academy, BIL offers learnerships, graduate programmes and tailored development initiatives. "We are deeply committed to upskilling our employees and fostering talent across all levels of the organisation," Lenushka emphasises. "National Training and Compliance Manager Shamona Chinnappa and her team achieved full points for Skills Development, a testament to the organisation's commitment to upskilling employees."

BIL's efforts to maintain its Level 1 BEE status reflect its commitment to transformation and sustainability. However, proposed revisions to the sector codes are expected to impact the industry broadly, potentially causing companies to drop levels. Despite these anticipated changes, BIL remains steadfast in its commitment to transformation.

"As part of the Bidvest group, we are audited every quarter, ensuring we stay ahead of the annual audit and remain aligned with the group's transformation objectives," Lenushka says. "BIL's achievements in BEE certification underscore its dedication to creating opportunities, driving innovation and fostering long-term economic growth. Transformation is not just a compliance exercise - it is central to the company's mission and values" she concludes.



Lenushka Parannath,
Head of Procurement

EMPOWERDEX Economic Empowerment Rating Agency				
Generic Transport Sector Code B-BBEE Verification Certificate (Forwarding & Clearing)				
Safcor Freight (Pty) Ltd t/a Bidvest International Logistics				
Registration Number: 1969/008086/07 Address: 8 Greenstone Place, Stoneridge Office Park, Greenstone, 1609				
LEVEL ONE CONTRIBUTOR				
Scorecard Information	Actual Score	Target Score	Analysis	Results
Ownership	20.34	20.00	Black Ownership Percentage	58.84%
Management Control	7.99	10.00	Black Women Ownership Percentage	48.48%
Employment Equity	6.75	10.00	15% Black Owned Designated Group Supplier	No
Skills Development	20.00	20.00	Black Disabled Percentage	0.00%
Preferential Procurement	20.00	20.00	Black Youth Percentage	1.03%
Enterprise Development	15.00	15.00	Black Unemployed Percentage	0.00%
Small Economic Development	5.00	5.00	Black People Living in Rural Areas	0.00%
			Black Military Veterans	0.00%
Total Score	95.08	100.00	Modified Flow Through Applied	No
Participated in YES Initiative	Yes		Exclusion Principle Applied	No
Achieved V.E.S Target & 2.5% Absorption	No		VAT Number	476015177
Achieved 1.5 x V.E.S Target & 5% Absorption	No		Financial Year End	30 June 2024
Achieved 2 x V.E.S Target & 5% Absorption	Yes		Effective Date Used	03 October 2024
Procurement Recognition Level	135.00%		Expiry Date	02 October 2025
Value Adding Enterprise	No		Re-issue Date	09 October 2024
Technical Signatory - J. Brebner  Date: 09 October 2024				
This verification certificate and the verification report are based on information provided to Empowerdex and represent an independent opinion based on the verification and analysis completed by Empowerdex. The calculation of the score has been determined in accordance with the Transport Sector Code as gazetted on 25 August 2009.				
 				
EMPOWERDEX PTY LTD REG. 2004/07294/09 DIRECTORS: J. BREBNER, V. JACK, L. WATSON, C. WU BIA 020				



SQAS ACHIEVEMENT AT RUNWAY PARK

In an audit conducted by Chemical & Allied Industries Association (CAIA) on 10 and 11 September 2024, BIL's Runway Park achieved an **outstanding 99.05% result**.

"We are extremely proud of this outcome and will continue playing our part as BIL employees in ensuring we maintain this standard of audit results," says Nevesh Jadhav, Facility Manager.

SQAS-AFRICA is a system to evaluate the Safety, Health, Environment, Quality (SHEQ), Security and Corporate Social

Responsibility (CSR) performance of Logistic Service Providers using standardised audit questionnaires, carried out by independent certified auditors. Only those companies that obtain an average score of 90% or above and 100% on mandatory questions are listed as SQAS-AFRICA approved companies on the CAIA website.

"This fantastic achievement is further proof that with teamwork, commitment and hard work, great things are possible," concludes Nevesh.



HUAWEI BESTOWS BEST DELIVERY ASSURANCE AWARD

Congratulations to BIL Overland Logistics on receiving the South Africa Best Delivery Assurance Award at the Huawei Sub-Saharan Africa Region Partner Convention 2024. This recognition is a testament to the company's dedication to excellence in logistics, delivery assurance and operational reliability within Huawei's Consumer Business Group (CBG) at Logistics Park.

Attending such a prestigious event at the Sandton Convention Centre and being acknowledged among leading partners highlights BIL's significant contributions to Huawei's operations in Africa.

The focus on procurement, SHERQ (Safety, Health, Environment, Risk, and Quality), ESG (Environmental, Social and Governance) and AI development further underscores the alignment of BIL's capabilities with Huawei's strategic goals. Well done to the entire team at BIL Overland Logistics for this outstanding achievement!



L-R: Alicia Marimuthi, Ezelda Botha, Marvin Pillay, Shannon Wellcome.



ROAD FREIGHT RECOGNISED FOR EXCELLENCE BY CAIA

We are thrilled to announce that our Road Freight Division achieved recognition at the Chemical and Allied Industries' Association (CAIA) awards ceremony held in October 2024.

The awards were received in the following prestigious categories:

1. *Logistics Service Provider*

2. *Sustained High Performance Award – Category A*

This recognition highlights the outstanding efforts and dedication of our team in delivering world-class logistics solutions.

Overland Logistics Director, Marcus Ellappan, proudly accepted

the awards on behalf of BIL, stating, "It is both an honour and a privilege to accept this award on behalf of Bidvest International Logistics. As a division of Bidvest Freight, we are proud to be part of a leading global transport and logistics company. This achievement would not have been possible without the hard work and dedication of our exceptional team. Their commitment to excellence is truly inspiring.

"I would also like to extend our gratitude to CAIA for their invaluable initiatives that add tremendous value to our business and industry. Thank you for this recognition and we look forward to continuing to push the boundaries of what we can achieve together."



L-R: Marcus Ellappan and Preshan Moodley, Financial Manager Overland Logistics.



L-R: BIL Overland Logistics Director Marcus Ellappan and Compliance and Risk Auditor Vanessa Eaton receiving the award from Nico van Niekerk, Chairperson CAIA Board.

BIL'S ACADEMIC ACHIEVERS

Lianta Coopoosamy, Airfreight Operations Supervisor, KSIA

BCom degree in Supply Chain Management.

"After a stint with TNT International in Auckland, New Zealand, I moved back to South Africa in 2020. I joined BIL as an Air Import Controller, three weeks before our country was thrown into a hard Covid-19 lockdown. It was a very challenging time! In 2022 I was promoted to Airfreight Operations Supervisor. Completing this degree was to prove my capabilities to myself and to inspire my children and those around me that it is never too late to set a new goal or dream a new dream."

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Kishan Vadayar, Forwarding Controller, Frosterley Park

Master of Business Administration (MBA) degree.

"I began my career at BIL in August 2019 as a Groupage Clerk, later redefined as Assistant Forwarding Controller. In September 2022, I was promoted to Forwarding Controller, marking a significant milestone in my professional journey. This new role expanded my scope of responsibilities to include client-facing interactions and comprehensive forwarding duties.

Throughout my career at BIL, I have pursued academic excellence to enhance my professional contributions. I completed my Bachelor of Commerce in Supply Chain Management and Marketing in 2017 and advanced to a Postgraduate Diploma in Supply Chain Management and Marketing, which I completed in 2020. I embarked on a Master of Business Administration (MBA) journey at the University of KwaZulu-Natal in 2021,

specialising in Supply Chain Management and Logistics with a focus on upstream and downstream processes. I graduated in 2024 with distinctions in Operations and Supply Chain Management, Financial Reporting and Analysis, Strategic Marketing and Portfolio and Investment Management.

The MBA experience has equipped me with advanced analytical, strategic and managerial skills. These qualifications enable me to navigate complex challenges in international logistics while driving operational excellence. Looking ahead, I am eager to leverage my academic and professional experience to further enhance BIL's global presence and contribute to innovative, client-centric logistics solutions. My journey at BIL has been one of growth and I am committed to continuing this trajectory while supporting the company's strategic objectives.



Tyrell Kanni, Junior Business Analyst, Frosterley Park, IL

Bachelor of Commerce Honours in Supply Chain Management.

"Since joining BIL in 2022 as an Assistant Controller, I have made significant strides in my career. Through hard work and attaining knowledge, I was promoted to a Client Controller, where I was further able to display to BIL my commitment to excellence in logistics. I am currently in the role of Junior Business Analyst at BIL, balancing a demanding career with academic pursuits. I have now completed my Bachelor of Commerce Honours in Supply Chain Management and believe my hard work and determination reflect my passion for this field and demonstrate that I can maintain high performance in both professional and academic settings."



Keshni Ramdeo, Invoicing Clerk, KSIA

NQF level 5 qualification

"I joined BIL in April 2008 as an Invoicing Clerk. In 2017 I obtained my BCom degree from Regent Business School. This year I took the opportunity to complete the NQF level 5 through the BIL Academy. The reason for pursuing my studies is that I want to improve and move up in my career, seek new opportunities, grow professionally and create a better life for myself."





OL KZN YEAR-END AND AWARDS

OL KZN celebrated their year-end on 15 November. The year end also incorporated the Driver of the Year awards, as well as long service awards.



DRIVER OF THE YEAR AWARD

By: Sivan Govender, GM

Drivers form a vital part of OL Transport. They face many risks and challenges on the road in execution of customer deliveries. Being able to do this safely and at the highest level of efficiency on a consistent basis is a huge challenge. This is a challenge that the OL Drivers embrace and those that excel in achieving the various KPIs are rewarded accordingly. This drives healthy competition within the team and the highest ranked driver over the financial year is declared the 'Driver of the Year'. The last year was extremely competitive with first and second place separated by less than one percent. Congratulations to the top three drivers.



Driver of the Year
1st place: Delisa Ncwane (right)
2nd place: Mthokozisi Mvelase (left)
3rd Place: Levi Rakaki (absent)

BIL LAUNCHES SAFETY CAMPAIGN

BIL officially launched its safety campaign at the beginning of December 2024, aimed at ensuring a safe and secure workplace environment for all our employees, as well as contractors and visitors to sites.

The campaign is designed to achieve several critical objectives:

- **Increase safety awareness:** Educate employees on safety protocols and best practices.
- **Reduce workplace incidents:** Lower the risk of potential accidents and injuries on the job.
- **Cultivate a safety-first culture:** Encourage all employees to prioritise safety in their daily activities.
- **Boost employee engagement:** Inspire active participation in safety programmes and initiatives.

- **Enhance compliance:** Strengthen adherence to safety regulations and standards.

The campaign began with an inspiring video message from Overland Logistics Director Marcus Ellappan. Addressing warehousing staff, Marcus emphasised the personal responsibility each employee holds in ensuring a safe working environment and set the tone for the year-long initiative. This includes a series of 12 impactful posters on the walls of all BIL warehouses, each poster highlighting essential safety messages and key protocols.

Through this campaign, BIL aims not only to improve safety compliance but also to instil a deep sense of responsibility and ownership among employees. "By working together, we can create a workplace where everyone feels secure and supported," says Marcus.

As the campaign progresses, BIL looks forward to seeing the positive impact "Safety Begins with You!" will have on our workforce and operations.

Don't forget to enter our competition on the last page of People's Press magazine.





CHILLI AWARDS

Congratulations to our Chilli award recipients for going the extra mile in their dedication and commitment to BIL and our clients.

Mikateko Hlungwani, BD Administrator

Congratulations to Mikateko Jessica Hlungwani, BD Administrator, (right) on receiving a Thai chilli award. Jessica demonstrated her willingness to assist outside her scope when there were IT issues with the stand in receptionist at Greenstone office. She took it upon herself to take over the desk without anyone asking her when she saw there was a crisis. Seen here receiving her award from Phindile Mlambo, HR Officer.



Nomso Cabe and Nonhlanhla Nene

Congratulations to Nomso Cabe (left), Assistant Controller Seafreight, and Nonhlanhla Nene, Senior Imports Controller Seafreight (right) on being nominated by KAM Fortunate Mboweni for Jalapeno awards for excellent customer service. Seen here receiving their awards from Sugan Munsamy, Business Unit Manager Seafreight.



Reinhardt Smit

Congratulations to Reinhardt Smit, Customs Controller, who received a Jalapeno chilli award for excellent customer service as nominated by Marvin Pillay (KAM). Handed over by Manager Deon Van Niekerk.



Tokelo Motshegare

Congratulations to Tokelo Motshegare, Import Client Controller, on receiving a Jalapeno chilli award for the excellent customer service review as nominated by Fortunate Mboweni (KAM). Handed to her by Manager Sugan Munsamy.



Logistics Park Unit 1

Congratulations to Nicolette Willemse, Export Controller, on being nominated by Siphio Veco, Export Supervisor, for a Jalapeno award for the excellent customer service review from a client. Seen here receiving her award from Deon Van Niekerk.



Team player of the quarter

Congratulations to Moagi Motshegoa, Imports Supervisor Seafreight, Logistics Park Unit 1, who was nominated team player of the quarter ending September by Fortunate Mboweni. Award being handed to him by GM Bonnie Masuku.





INTRODUCING TEBOGO MPANYANE, AFRICA MANAGER

We are excited to welcome our new Africa Manager, Tebogo Mpanyane, to the team. Tebogo brings a wealth of experience to this role and supports our goal of expanding our footprint across Africa.

Tebogo's logistics journey began in 2009 while studying International Trade Relations at Wits University. Starting as a part-time Entry Clerk at Evergreen, her skills quickly earned her a full-time position as an Admin Assistant in customer services.

"My role aligned with my studies in economics and trade, sparking my passion for logistics," she says. During her five years in shipping, Tebogo seized opportunities to broaden her expertise in an ever-changing industry. "My hand was always up for new opportunities."

In 2014, Tebogo joined Trafigura, a global metals and minerals trader, managing bulk copper exports from Zambia and the DRC while based in Dar es Salaam. "Being on the ground taught me the challenges of moving commodities." Returning to South Africa in 2015, Tebogo joined Cargill, focusing on agricultural solutions. She later moved to FR Waring, Seaboard Trading and Wilmar International, gaining extensive experience in the commodities value chain. In 2023, Tebogo took a break to pursue an MBA.

A LinkedIn inquiry led to a call from BIL, which resulted in an opportunity to join the company. After an intensive interview process with Ntombi, Craig, Marcus and Xolani, Tebogo was appointed on 1 August 2024.

"I am very excited to help drive BIL's growth into Africa. I will be working with

BIL's sales, BD and Gauteng cross-border teams, targeting all main trade regions, being SADC, AMU, IGAD, ECOWAS, ECCAS, COMESA and all countries ratified under AfCFTA. We need to align our clients' commodities with the requirements and trade agreements of the countries we are entering.

"My role involves conducting due diligence to ensure we have strong agent representation, understanding commodity limitations, assessing market potential and establishing a consignee link or consultant from that country. We aim to build long-term relationships with reliable partners who can guide us within each country," she explains.

"Logistics is an ever-changing landscape. Whether it's an economic downturn, a war, or climate change, it all affects the entire supply chain. For example, the Port of Beira, one of the most prolific ports, is affected by hurricanes annually. While you cannot predict the severity of the following year, you know hurricanes will occur around February or March. So, you pre-plan by delaying vessels or redirecting to a different port based on weather patterns. In logistics, something new happens every day. That's what I love about this industry - you never know what to expect."

Tebogo believes BIL has the resilience and mindset to grow its African footprint. "We are in a region that creates blueprints for many agreements across Africa. BIL is strategically placed and serves as a model for the agents we work with in different countries. Africa faces many logistical challenges, such as infrastructure gaps, regulatory hurdles, political uncertainty, limited technological integration, forex



Tebogo Mpanyane, Africa Manager, BIL.

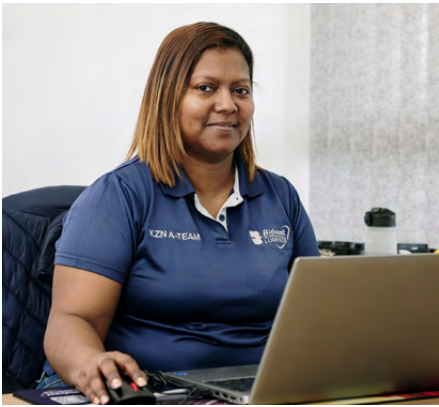
access and environmental and climate factors. The key is to tackle these challenges together and find ways to move forward."

About BIL she says, "BIL has a very positive work culture. Many employees have been with the company for a long time, which confirms it values people while maintaining its focus on profitability. Everyone has been warm, accommodating and eager to teach and assist with my onboarding."

On a personal note, Tebogo is actively involved in raising her 10-year-old daughter and in volunteer work with her daughter, niece and nephew. "We regularly visit homes or buy essentials to distribute. It's character-building and vital for influencing children to grow morally. I also run the occasional 10 km marathon, aiming to participate in one marathon per month. My life motto is: do what you're good at and passionate about and never let negative actions or reactions change who you are or what you believe in."



BIL's Superlinks branded for Africa.



MEET LIANTA COOPOOSAMY, AIRFREIGHT OPERATIONS SUPERVISOR, KSIA

Can you describe your role as Airfreight Operations Supervisor?

I coordinate and supervise import and export activities, covering customs clearance, delivery, collections, invoicing and disbursements.

What does a typical day look like?

I start by reviewing the day's dashboard, addressing tasks with the team and looking for any potential issues. Throughout the day, I assist team members with queries and management of operations. My role is hands-on, so I touch various aspects of the workflow daily.

How many team members and what are their main roles?

Our team consists of 15 people, including the forwarding department, import and export controllers, invoicing clerks and our transport division, with drivers and assistants.

What are the key challenges in airfreight operations and how do you address them?

A major challenge is customs clearance procedures, especially for cross-border shipments. It is imperative to ensure documentation is accurate as delays can be costly. This applies to airfreight cargo within SA as well, which is usually time sensitive. We scrutinise the documents we receive and proactively check to ensure there is sufficient information. Our AEO accreditation with SARS is an advantage but it's about educating clients and managing expectations. There are factors such as airfreight size limitations, hazardous goods restrictions and space shortages, especially during peak season. These can delay shipments, so we prioritise and communicate proactively.

Does airfreight usually involve time-sensitive or high-value cargo?

The majority of cargo is time-sensitive, for example a breakdown at a plant requiring a spare part urgently, or an ingredient for a soft drink supplier. Clients can face losses, penalties and complete shutdowns so speed is crucial. We also handle high-value cargo, ensuring security from the aircraft to the clients' premises.

Who do you report to?

I report to Branch Manager Seelan Naidoo and our team falls under GM Saloshini Reddy. We occasionally support other regions with airfreight deliveries in KZN.

What do you enjoy most about your role and what keeps you motivated?

With this industry specifically, you think you've seen it all and then a new challenge presents itself. It is a bit of an adrenalin rush because you plan everything right to the very last detail up to delivery to client and then your cargo goes missing or the flight is delayed. My heart races and I stress and wrack my brains to think of a solution.

The satisfaction of meeting clients' expectations and making them happy is rewarding.

Congratulations on achieving a BCom degree while working full-time. How did you manage and what advice would you offer others in similar situations?

It was challenging! Early mornings reading through my study guides, a supportive family and a supportive team at KSIA got me through. My advice is to accept the challenges and keep going, even when obstacles arise. Don't give up—stay focused on your goals.

Personal life I'm married with an 18-year-old son, a 12-year-old daughter, and three dogs. I enjoy true crime stories.

A message about BIL

BIL is an amazing company with strong leadership that guided us through crises like COVID, floods and riots. BIL's support during these times has been invaluable. The company promotes continuous learning and improvement, pushing me to do more and become better each day.



Back row L-R: Ravi Thakoordeen, Invoicing Clerk; Naveen Suknandan, Air Import Controller; Emmanuel Khumalo, Filing Clerk; Denzil Pillay, Senior Export Controller; Nigel Soobramoney, Air Import Controller.

Centre row L-R: Kugasen Naicker, Transport Coordinator; Nisha Padia, Air Forwarding Controller; Lumashini Govender, Air Import Controller; Ayanda Nkomo, Learner; Lianta Coopoosamy, Air Operations Supervisor; Nokulunga Nganga, Hygiene and Sanitation; Keshni Ramdeo, Invoicing Clerk.

Front row L-R: Bradley Govender, Air Export Controller; Seelan Naidoo, Branch Manager; Reggie Pillay, Air Import Controller.



BIL'S CAPITAL PROJECTS POWERS SA'S WIND ENERGY

South Africa's wind farm market is poised for significant expansion, fueled by increased investment, abundant wind resources and a determined effort to reduce carbon emissions while securing the nation's energy future.

BIL's Capital Projects division is making a vital contribution by managing the forwarding and clearing of critical windturbine components on behalf of a client. Currently, the team is assisting with components for two windfarms that will collectively require 107 turbines.

At the heart of wind power lies a straightforward concept: harnessing the wind's energy to produce electricity. However, the engineering behind it is anything but simple and the components are finely constructed to produce the ultimate results.

The housing on top of the tower is called a nacelle and weighs 68 tons, into which goes a drive train, which is the gearbox unit weighing 78 tons. Then there is a hub, which weighs 60 tons, into which three blades are mounted, each weighing 30 tons. All of this, with a collective weight

of just under 300 tons, is perched on a 120-meter-high tower.

The precise construction of these components ensures optimal performance and their transportation and assembly demand careful planning and expertise.

Stephan Van Emmenes, Head Capital Projects, and his team at BIL exemplify this expertise. By securing green flag status from SARS, they ensure all components

are cleared upon arrival, preventing costly delays.

"A single wind farm project can reach a cost of R5 billion, with components sourced from multiple countries," Stephan explains. "We maintain constant communication with our client's overseas partners to navigate this intricate supply chain seamlessly."





BIDVEST SA RETIREMENT FUND

By: Betty Brondani, Benefits Administrator

Two-pot legislation

With all the excitement of the new two-pot legislation and the resulting frenzy of savings withdrawals, we must highlight the following changes to your withdrawal options when leaving employment due to resignation, dismissal or retrenchment.

Effective 1 September 2024, your benefit is split into a Vested Pot, a Savings Pot and a Retirement Pot.

Your Vested Pot

This is your Fund Credit as at 31 August 2024, i.e. all that accrued in your retirement fund including any funds that may have been transferred from another registered fund, less the 10% that was transferred to the Savings Pot.

Your Savings Pot

This is the pot where 10% of your Vested Pot was transferred on 31 August 2024 (maximum of R30 000) and made available for withdrawal once every tax year. Going forward, one third of your monthly contributions made to the fund will be transferred to the Savings Pot.

Your Retirement Pot

Two thirds of monthly contributions made to the fund from 1 September 2024, plus or minus investment returns, together with any Retirement Pot amount transferred into the fund from another approved fund. You will only be allowed access this Pot when you retire, but you may transfer it to another approved fund.

On termination of employment you will automatically become a Preservation member. Your benefit will remain invested in the same

investment channel and portfolio/s that your benefit was invested in at the time of your termination of employment, until we receive your decision as to what you want to do with your benefit.

If a member decides to withdraw their benefits from the fund, the following rules apply:

Vested Pot

A member is allowed to take their full Vested Pot in cash; however a cash withdrawal will be taxed in accordance with the withdrawal tax table. Any portion a member elects to take in cash will first be taken from the Non-Vested portion and the remainder from the Vested portion in the Vested Pot.

Savings Pot

A member can elect to take the full amount in cash if the member has not already taken a Savings Pot withdrawal in that tax year, or if the balance in the Savings Pot is less than R2 000. Any portion taken from the Savings Pot in cash will be taxed at the member's marginal tax rate. Note: A member must transfer their Savings Pot to the new company's fund or any other Approved fund when they transfer their Retirement Pot (i.e. a member cannot leave their Savings Pot in the Bidvest Fund if they elect to transfer their Retirement Pot).

Retirement Pot

A member is not allowed to access any portion of the Retirement Pot until retirement. A member may elect to transfer the full amount to their new employer's fund or any other Approved Fund. No tax is payable on transfer to another fund.

EMPLOYEE WELLNESS CORNER



Alcohol: Know the risks. Drink responsibly.

ICAS

Is your drinking affecting your life?

Do you know that more than 350ml beer or one shot of hard liquor can put you over the legal limit?

It stays in your body for 8 hours and will be detected upon testing.

The consequences of abusing alcohol are:

Possible dismissal

Breakdown of relationships

Financial impact

You can get support on how to overcome addiction or drink more responsibly from ICAS. This service is available for FREE in the language of your choice on: 0800 333 997. It's a free phone call. Or request a call back: *134*905#.

WHAT IS BINGE DRINKING?

Binge drinking is drinking large amounts of alcohol in a short period of time causing intoxication (heavy, single, occasion drinking). A 'binge' is considered 5 or more drinks for men, or 4 or more drinks for women on one occasion.

The dangers of binge drinking

Binge drinking is a greater public health problem than alcoholism, as it affects a higher percentage of drinkers and has wide reaching impacts on the health, safety, and wellbeing of individuals and communities.

Binge drinking is more harmful to brain cells than any other pattern of drinking. You may put yourself in risky situations when 'binging' (driving while impaired, having unprotected sex, taking unsafe actions that could cause injury).

Binge drinkers often pass out and then throw up which can lead to choking. They are often absent from work, or are less productive while drinking or experiencing a hangover.

Immediate effects of binge drinking include trouble walking, low blood pressure, blurred vision, lowered breathing, slurred speech, lowered pulse, becoming aggressive or violent, vomiting, blacking-out, clammy skin, and in extreme cases, death.

The long term effects of binge drinking include permanent brain damage, skin problems, stomach ulcers, vitamin deficiencies, sexual problems, mood changes, liver damage, heart

and circulatory problems, problems at work or home and memory loss.

Signs of alcohol over dose

Signs of cold clammy, pale or bluish skin, non-responsive to efforts to be awoken, not waking up after vomiting, slow shallow breathing (8 breaths per minute or less), not responding to being pinched, poked or shaken, rapid heartbeat and being unable to stand.

How to know if YOU are a binge drinker

Even if you don't drink alcohol every day, you could be a binge drinker if you regularly drink:

- to get drunk.
- more than the daily unit guidelines in a single session.
- quickly.

If you suspect someone has an alcohol overdose (poisoning), get medical help as soon as possible and do not leave the person alone. Place the person on their side in the recovery position until medical help arrives.

Get help!

If you have difficulty stopping drinking once you've started, it could indicate binge drinking or alcohol dependence. Seeking help from a doctor or counselor is recommended for guidance on cutting down and accessing support services.

lyra wellbeing
Formerly ICAS



BIL EMPLOYEES WIN TRIP TO PARIS OLYMPICS

Andile Khuzwayo, Warehouseman, Jacobs, and Keshni Ramdeo, Invoicing Clerk, King Shaka Airport, were two very lucky winners of the Bidvest-sponsored trip to the Paris Olympics.

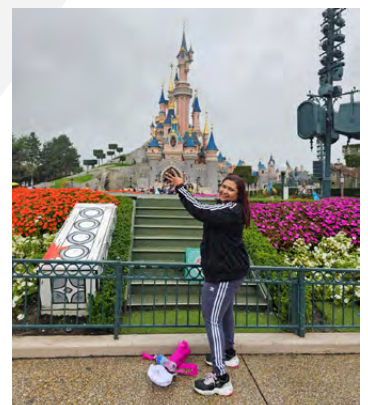
Andile: "Firstly I would like to say a big thank you to Bidvest for this wonderful experience. I had the best time of my life in Paris. Even though I'm afraid of heights, I managed to go up to the second floor of the Eiffel Tower and could see the beautiful view of Paris. The highlight of my trip was the visit to the Olympic village, where I met with Team SA staff and athletes and got to wear the gold medal. Luckily it was still summer in Paris, so the weather was good and the lovely part was that the sun only set at 21h00 so we had very long days to drive around and see Paris at night.



Keshni: On the day of departure, my wonderful colleagues accompanied me to the airport, where there were two other Bidvest employees. On touch down in Paris we were given some time to freshen up at the hotel before starting our exhilarating adventure called "Paris". We went to places I never imagine I would see in my lifetime, traveling in exquisite luxury cars to hotels and restaurants, along with tram rides in the subways. The awesome feeling of watching our para-athletes participate, the closing ceremony, the lights and the astounding stadium.

We had the pleasure and the highlight of meeting Mpumi Madisa, such a humble, kind person, attractive personality and a wonderful heart. Moulin rouge was breath taking, the experience of seeing the entertainers was spectacular. We toured the whole of Paris with the hop on hop off bus, followed by the beautiful boat ride on the river Seine, seeing all the ancient buildings as we sailed along. The Eiffel Tower was breathtaking, truly a sight to behold, it's a marvel in its own beauty. The highlight of the trip was Disney world, a fairy tale come true.

Through this experienced I realised I have another family in Bidvest, an incredible bunch of Speople, helpful beyond expectation. We stood together as a family and made unforgettable memories. I would like to thank everyone who helped me make this trip possible, to my work colleagues who helped me get my passport, visa, organising everything even a mini farewell party, to the wonderful Cezanne, Julie for being patient and assisting all the way. This trip will always be in my heart forever. Thank you, Bidvest, for making my dreams come true.





HERITAGE DAY

Frosterley Park Blue BU's Heritage Day

The Blue BU's Heritage Day celebration was a vibrant showcase of diversity and unity, as employees gathered to share their rich tapestry of cultural backgrounds that make up BIL. Colleagues shared personal stories about their cultural experiences, traditions and values, fostering a sense of belonging and appreciation for each other's unique heritage. These heartfelt narratives offered a glimpse into the diverse backgrounds and perspectives that enrich the workplace. The BU's Heritage Day celebration was a resounding success, serving as a reminder of the importance of embracing diversity and celebrating our shared humanity. The event fostered a sense of community and understanding, leaving a lasting impression on the department.



Capeway office

The Capeway office in Gqeberha hosted a memorable Heritage Day celebration, filled with vibrant activities and a true sense of camaraderie. The day began with inspirational quotes on our boardroom wall, setting a positive and motivating tone. The afternoon was packed with exciting activities, including a putting contest, soccer challenge and hilarious balloon-popping game. Lunch was a showcase of South African flavours, including curry bunnies, roosterbrood and milktaart. This Heritage Day was truly one to remember, celebrating not only our diverse heritage but also the strong team spirit within the Capeway family.



King Shaka International Airport



L-R: Keshni Ramdeo, Asanda Nkomo and Lianta Cooposamy.





KZN ENTRIES TEAM BUILDING

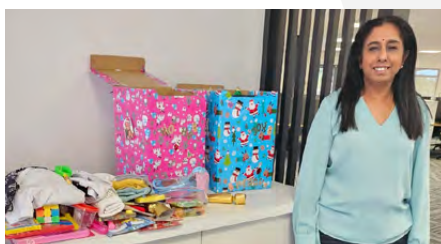
The Entries team took part in a fun filled spirited team building exercise facilitated by Beach & Bush. The team participated in various activities such as water bucket challenge, volley ball, egg and spoon relay and a puzzle challenge which promoted the ethos of working together as a team and listening to one another. The day wrapped up with a pleasurable braai where laughs and funny memories were shared on this memorable day.



SANTA SHOEBOX FROSTERLEY PARK FORWARDING DEPARTMENT

As the holiday season approaches, the Durban Forwarding Department wanted to spread some extra cheer to those who need it most. In the spirit of giving and community, we came together for a heartwarming initiative: the Santa Shoebox Project.

The Santa Shoebox Project is a global initiative that encourages individuals, schools, and companies to fill a shoebox with presents—gifts that are tailored to the age and gender of a child, as well as essential items such as toiletries, school supplies and toys.



Jerolene Yegambram

We dedicated our time and resources to bringing joy to two children in need, with a collaborative effort where each member purchased gifts, ensuring that the boxes were filled with a mix of educational materials, toiletries and fun toys, all packed with care.



L-R: Ryan Chetty and Kishan Vandayar

BREAST CANCER AWARENESS DAY AT LOGISTICS PARK UNIT 1



The BIL team commemorated this day by wearing stickers and pink ribbons on 25 October.

EAST LONDON IL HALLOWEEN CELEBRATION

EL team dressed up and enjoyed some light entertainment to celebrate Halloween on 31 October 2024.



L-R: Lazelle Rous and Lydia Mehlomakhulu.



CELEBRATING THE GAUTENG SOCCER TOURNAMENT CHAMPIONS

By: Ezelda Botha, GM

The Gauteng Soccer Tournament was a day of thrilling action, team spirit and wonderful support. Teams brought their A-game, spectators cheered and the atmosphere was electric.

Congratulations to the following teams and players:

Henkel Red Bulls

Winners of the tournament! These guys put in the work and earned their victory. They are so motivated and have set their sights on becoming the league winners.

Unit 1 Amavulavala

Coming in second after a tough final against the Red Bulls, Amavulavala showed incredible sportsmanship throughout the tournament and never gave up.

Player of the tournament: Thabiso Myeni

Thabiso from the Henkel Red Bulls was a star the whole day and a worthy winner of this title.

Goalkeeper of the tournament: Silas Chauke

Silas from Unit 1 Amavulavala earned his spot as the best goalkeeper of the day.



Thabiso Myeni



L-R: Teammate Fanelo, Silas Chauke (Goalkeeper of the tournament), Xolani Sithole and Ezelda Botha.

A big thank you to the following:

BIL Executive Management for sponsoring the prize for the winning team and for supporting this big event.

The tournament committee and helpers on the day. They worked very hard to coordinate the day and to make it a huge success.

Team players and spectators for their exceptional conduct on the day and for flying the BIL flag with pride.



Trophies & medals.

Well done to Yolanda Samuels for completing her second 42.2km marathon in Cape Town in October.



LONG SERVICE AWARDS



Congratulations to the following on achieving long service awards from October to December 2024.

30 years

Nicolene Lombard
Morne Visser

25 years

Joel Mthembu

20 years

Mangatane
Matsimela
Patience Mogoboya

15 years

Annelize Britz
Mduduzi Hlophe
Gordon Dube
Khethiwe Tshoba

10 years

Zanele Dlamini
Bianca Johannes
Zacharia Khanyile
Themba Makama
Mduduzi Mdletshe
Siya Cele

Faniza Shobede
Haydon Krull
Eltina Kelly
Petro Loubser-Kuhn
Eileen Keightley
Miranda Stander
Tremaine Maistry
Aiden Libbie

NEW EMPLOYEES



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

Alrode Henkel

Sanele Moletsane
Celani Msomi
Thandazani Langa

BMW

Yashlin Singh
Onismus Rakgahla

Century City

Tyrone Blignaut
Lwazi Maphitshi

Frosterley Park

Sandisiwe Masuku
Ndumiso Mbambo
Nosipho Mkhwanazi
Ndabenhle Msomi
Sulanji Simbeye
David Titan

Greenstone

Siphesihle Kgomo
Tebogo Mpanyane

Portia Bila
Leruo Kgosi
Nicola Stewart

Logistics Park Unit 1

Thandazile Mandlazi
Moagi Motshegoa
Mamokete Serame

Logistics Park Unit 2

Michael Mlangeni
Sanele Mduli
Malan Bvuma
Sibusiso Ntuli
Jabulani Mazibuko
Ronald Matseba
Florence Hadebe
Karabo Phasha
Koena Mothabela

Linda Hlatshwayo
Tshepo Sibanda
Simphiwe Zulu

Newton Park

Justine Louwskitter
Garth Plaatjies
Bulelwa Tikise

Port Elizabeth

Kizzy Mager

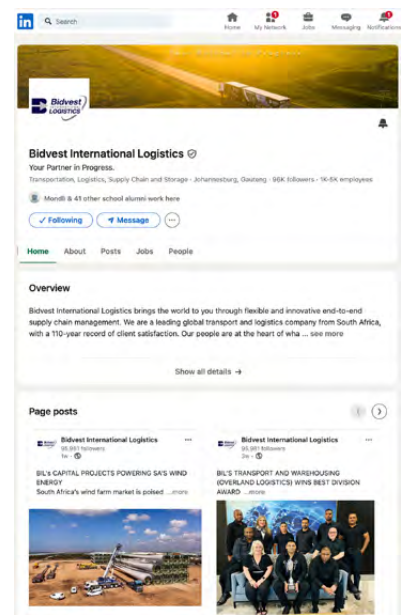
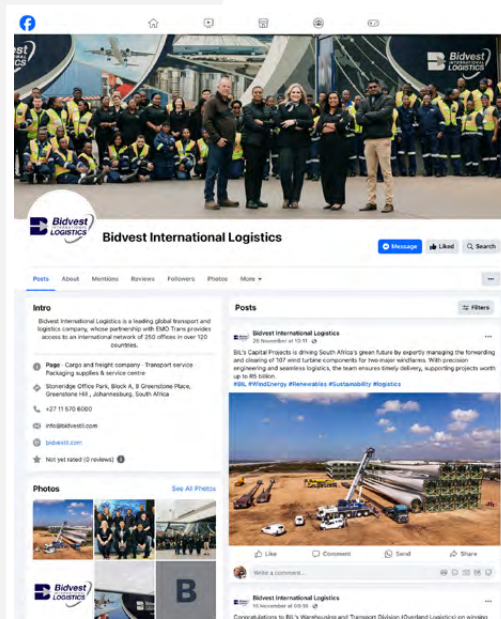
SOCIAL MEDIA



CONNECT WITH US ON LINKEDIN AND FACEBOOK

We're excited to grow our presence on social media and we'd love for you to be a part of it! We're thrilled to announce that we now have a Facebook page, it's a great platform to connect, share and celebrate our journey together. Do a search for **BidvestInternationalLogistics** as one word.

Don't forget to follow us on LinkedIn too, where we're nearing our end-of-year goal to reach 100 000 followers! Stay updated on company achievements and industry insights. Let's make it happen together. Follow, like and engage with us today! Find us on LinkedIn at **bidvest international logistics**.



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IT'S COMPETITION TIME



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 questions and stand a chance to WIN:

1. What is the name of the new safety campaign being rolled out nationwide?
2. What is the aim of the safety campaign?

Email your answer to: marketing@bidvestil.com by 31 January 2025.

Or complete the competition on this form and hand in to your supervisor:

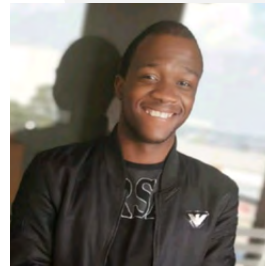
Name:	<input type="text"/>	Job title:	<input type="text"/>
Branch:	<input type="text"/>		
Answer 1:	<input type="text"/>		
Answer 2:	<input type="text"/>		

COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 19

*Well done to the winners of our
competition.*



1st prize: Winners Mahumani,
Storeman,
Overland Logistics, Unit 2



2nd prize: Patrick Themba,
Creditors Clerk,
IL Greenstone office



3rd prize: Magendren Pillay,
Landing Controller,
IL Frosterley Park

Thank you for your hard work and
commitment to BIL over the past year.

*Wishing you and your
loved ones a happy holiday season.*

May 2025 bring you good health,
happiness and success.

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