

PEOPLE'S PRESS



THE DIRECTOR'S CHAIR



OVERLAND LOGISTICS WINS BEST DIVISION OF THE YEAR AWARD



Overland Logistics has been honoured with the prestigious Best Division of the Year Award for the financial year ending June 2024.

The award was presented by MD Craig Mountjoy, who recognised the team's collective hard work, dedication, passion and exceptional performance.

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Marcus and his EXCO

L-R seated: Len Pather (General Manager), Chrisna Bruwer (National HR Manager), Marcus Ellappan (Overland Logistics Director), Preshan Moodley (Financial Manager), Lawrence Aldworth (National Compliance and Risk Manager).

L-R standing: Bobo Mhlambi (General Manager), Ezelda Botha, (General Manager), Veren Jackpersad (National HR Manager), Ishan Hutharam (General Manager), Shannon Wellcome (General Manager) and Sivan Govender (General Manager).



Continued from page 1

Marcus Ellappan, Overland Logistics Director, expressed his excitement, saying "I am thrilled that our division has won this award, as it reflects our collective hard work, dedication, passion and outstanding performance. We have successfully launched and completed many projects and I want to express my appreciation to each team member for their contributions. Your commitment to excellence has made this award possible. Let's keep the momentum going while aiming high to build on our success."

Marcus explains:

What the award means to Overland Logistics.

Recognition of excellence is always welcomed, as it acknowledges outstanding performance and is a source of motivation and inspiration for the team. The award sets a benchmark for promoting healthy competition and continuous improvement within BIL.

Why the division was chosen.

Overland Logistics was selected as the best due to its excellent financial results, significant improvements in customer service and fulfilment of other key business requirements. The division's exceptional performance made it a standout choice.

Challenges of merging Warehousing and Transport.

The merger presented an opportunity rather than a challenge, thanks to the team's outstanding skills and capabilities. The integration process was smooth, with a seamless collaboration across teams to achieve our goals.

Managing a team that has doubled in size since merger.

Our team now comprises just over 1 000 and it is rewarding to see how they have embraced the changes.

Factors contributing to the success of Overland Logistics.

Several factors have contributed to our success. A few examples include efficient inventory management, excellent client service, risk management, technology enhancement, sound planning, performance measurement, fleet optimisation,

cost management, securing new business and increasing warehouse capacity by reconfiguring racking.

Projects rolled out during the last year.

Notable projects completed in the past year include the implementation of auto delivery tracking, solar installation at Elandshaven and the installation of LED lighting in warehouses. These are just a few of the key initiatives that have driven the division's success.

Plans for Overland Logistics.

Looking ahead, Overland Logistics plans to focus on ongoing workforce development, expansion into new markets to further diversify and enhancing customer service with faster order-pick-despatch delivery times. We are also committed to developing technology that integrates systems to enhance visibility. Additionally, we will continue to focus on various sustainability initiatives, such as acquiring electric delivery vehicles, with one already on trial.



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BD CONFERENCE

A successful BD conference was held at Monate Lodge from 8 to 10 September. In her opening address, BD Executive Ntombi Nong expressed her gratitude to the BD team for their outstanding contributions to shaping the future of business development within BIL.

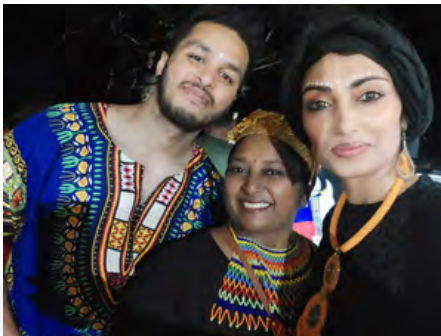
"In today's dynamic and rapidly evolving landscape, business development is not just about opening doors; it's about building bridges - between markets, industries and, most importantly, people. Our responsibility is to connect our customers' needs with the innovative solutions our teams work tirelessly to create."

The team was privileged to gain insights from an Industrial Psychologist on the Kolb Learning Cycle and Styles, based on David Kolb's experiential learning theory (ELT), which emphasises that learning is a process grounded in experience. Kolb identified four primary learning styles, which are based on how people perceive and process information.

Ntombi closed off with the words, "Let us celebrate the milestones we've achieved, the challenges we've overcome and the bright future ahead."



A fun karaoke evening was held and everyone dressed up for this year's theme – The future is Africa.



On the last day of conference, Infinite Teambuilding facilitated a fantastic day of activities and challenges.



TOP ACHIEVER AWARDS

Congratulations to the following recipients on being awarded for outstanding performance.

INTERNATIONAL LOGISTICS – DIRECTOR'S AWARD



Ntsika Rayi receiving his award from Tebogo Mpanyane



Remando Nigrini receiving his award from Tebogo Mpanyane

OVERLAND LOGISTICS – DIRECTOR'S AWARD



Marvin Pillay receiving his award from Tebogo Mpanyane



Ben Reynecke receiving his award from Tebogo Mpanyane

TOP ACHIEVER TRADE LANE SALES



Chené Vermaak receiving her award from Laura de Villiers

TOP ACHIEVER ESTIMATOR



Portia Ramotsoke receiving her award from Petrus Gerber

BEST INNOVATION AWARD



Remando Nigiri receiving his award from Petrus Gerber

TOP ACHIEVER TRADE LANE



Mark Janse van Rensburg receiving his award from Laura de Villiers

TOP ACHIEVER TRADE LANE – AIR



Tyrone Warwick receiving his award from Laura de Villiers

CONTRIBUTION TO THE BD TEAM



Ann-Marie Togher receiving her award from Tebogo Mpanyane

Absent:

Ezelda Botha
Sivan Govender
Jerolene Yegambam
Dalen Govender

EXCEEDING TARGET Awards were handed out by Ntombi Nong.

Ugeshni Pillay (absent)



Chené Vermaak



Karen-Sue Sacks



Marvin Pillay



Tyrone Warwick



Kesagie Munsamy



Ntsika Rayi



Fortunate Mboweni



Nivashni Naicker



Mandie van Niekerk receiving an award from Ntombi Nong for her outstanding contribution to the company.



CHILLI AWARDS

Congratulations to our Chilli award recipients for going the extra mile in their dedication and commitment to BIL and our clients. Seen here receiving their awards from GM Bonnie Masuku.

Chilli awards Stoneridge Office Park



Mark Janse Van Rensburg, Trade Lane Manager Airfreight, received two chilli awards, a Jalapeno and a Thai.



Prisca Ndlovu, Payroll Officer, received a Poblano.



Tebatso Mokgobu (left), Estimator, received a Thai chilli award.

IL Gauteng Thai chilli awards



Faheem Essop



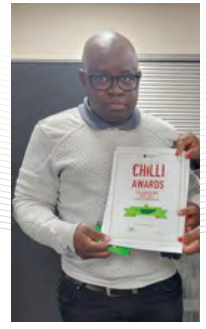
Karen Schoeman – award accepted on her behalf



Michelle De Beer



Sipho Veco



David Ramaloko

IL Gauteng Poblano chilli awards



Mbali Langa and Tokelo Motshegare



Michelle De Beer



Nicolette Willemse



Mano Naidoo



Lerato Rapule



Rudzani Luvhimbi and Gerhard Smit



Sandra Van Rooyen



Yolandie Momberg



MEET SOME OF OUR NEW BD TEAM

We're thrilled to announce that our sales team has been bolstered with new talent, bringing in expertise and energy that promises to take us to new heights.

Cynthia Nkosi
Business Development Manager



An interesting story...

"I worked with Glynis Jordan at Ceva Logistics from April 2022 until December 2023. We both started looking for new opportunities when the company was faced with various challenges. I interviewed at BIL first and, when Glynis announced she was joining BIL, I couldn't help but smile—we'd end up working together again! It's funny to think how awkward it would have been if I had cited in my interview with BIL that I was leaving because of a difficult boss!

"We started at BIL in January this year and will celebrate our anniversaries together. I am excited to navigate my new role with the same boss by my side," says Cynthia.

Born in Mpumalanga, Cynthia grew up in various parts of South Africa before settling in Gauteng in 1994. She started her academic journey at Tshwane University of Technology, pursuing a National Diploma in Tourism Management. Sales and Marketing quickly became her favourite subject, which she passed with distinctions every year.

"While sales has always been my passion, logistics found me. Although I don't have a formal qualification in logistics, I've mastered it through hands-on experience. My career began in the tourism sector, spending the first five years after varsity in the car rental industry," she explains.

In 2010, one of the most exciting moments of Cynthia's career came when she was appointed by the Department of Tourism to join FIFA's Local Organising Committee as a Venue Hospitality Coordinator. "Seeking an opportunity beyond car rental, I approached the Department of Tourism and Environmental Affairs. After not seeing much support, I sent a bold email to senior management, which caught their attention, and they appointed me. They also included my CV for unemployed graduates."

During her role, Cynthia had the unique opportunity to rub shoulders with prominent figures like Sepp Blatter, with Danie Jordaan signing her employment contract. "I was at the opening ceremony when South Africa scored the first goal—I lived through it all, including the closing ceremony. Match Hospitality reported to me for Loftus Stadium. Though it was a four-month stint, it left a lasting impact and is a story I share with pride. The experience was immortalised in the book *When the World Came to South Africa*, where my name is proudly included.

"Fast forward, FIFA introduced me to logistics—I had to learn quickly and, working with DB Schenker as the appointed Logistics partner, I mastered the language of logistics. In January 2011, I began working at Imperial Logistics as a Sales and Marketing Coordinator. Since then, I've worked primarily in transport and warehousing until 2018, when I joined Kuehne and Nagel to learn freight forwarding. After two years there, I moved on to CEVA and now I'm here."

When asked why BIL, Cynthia replied, "I saw how BIL rose above the challenges of losing its forwarding arm to DSV during the tough Covid times. It is an amazing story and who wouldn't want to be part of that? We're a resilient company and we rise. With our expansion, growth and new strategies, I believe I have joined at the right time. I love it here."

Cynthia is focusing on a new industry vertical, providing logistics solutions for recyclables. "Not many clients know they

can export their products for recycling. It is exciting because we will educate our clients and help them to make money from exporting, while making the environment cleaner and helping the economy to grow. We have an excellent Customs team at BIL and can guide clients on certifications required, special permits, the different industry bodies for recyclables, and more."

Cynthia is a mother of three, a son of 24, a son of 16 and a daughter of 11. She enjoys being an allrounder for her kids, who keep her busy, and loves socialising with friends.

Khethiwe Ramathuthu
Business Development Manager



A warm welcome to Khethiwe, who joined BIL in May 2024 as a Business Development Manager reporting to Glynis Jordan. Khethiwe is based at the Cape Road IL office in Gqeberha.

Khethiwe's role encompasses establishing long-lasting relationships with customers, stakeholders and associates in the provision of a full supply chain solution. "My biggest strength is my ability to connect and collaborate with others and share and receive knowledge, based on trust, respect and honesty.

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Continued from page 6

"Supply chain is my passion. I believe if implemented correctly it is an enabler of economic growth for our country and the world at large. I have over 16 years of experience in the freight forwarding industry, helping customers realise end-to-end supply chain solutions that are cost-effective and sustainable."

Khethiwe's approach is to gain a holistic understanding of customers' current supply chain designs and networks, their challenges and their objectives to identify areas where she can add value.

BIL has provided customers in the Province with a full end-to-end solution for many years and recently acquired an additional warehouse in Gqeberha to expand its service offering. We have warehouses in East London and Gqeberha, complemented by our own fleet of vehicles for transport in and out of the province.

"Eastern Cape is primarily automotive driven. We have the two biggest OEMs in the area and tier 1 suppliers supporting those OEMs. We are also big into pharmaceuticals in the EC, as well as perishable exports such as citrus. In addition, our three ports, namely Coega, Gqeberha, and East London, give us a lot of potential for growth."

Khethiwe believes partnering for growth goes beyond logistics transactions. "We should identify customers who share our values and look at joint initiatives, such as ESG or social responsibility. A longstanding partnership should look at collaborating more. Anything that affects our customers affects us."

Khethiwe's first exposure to freight forwarding was as a client to Safcor Panalpina when she was a warehouse coordinator in the chemical industry. She moved to Gqeberha 17 years ago and was headhunted by BPL in 2014, joining as a Business Development Executive and being promoted to Business Development Manager. She resigned after five years to pursue an opportunity to further her career. "Five years later, over a social cup of coffee with Maria, Glynis, and Ntombi, they enticed me back to BIL. As they say, I came back home and am very happy to be here."

Born in Pretoria, Khethiwe studied Analytical Chemistry at Technikon Pretoria, now Tshwane University of Technology, where she achieved a National Diploma. "In analytical chemistry, you learn about the importance of quality and to match the quality of the product to the quality of service. That is what I try to do."

Married with three children aged 23, 20, and 15, Khethiwe loves kickboxing, hiking, and walking. Her advice to newcomers is, "Always be willing to contribute and cooperate so that you are part of the team. We are a family-oriented organisation, but you need to be willing to participate and contribute to feel that sense of belonging and to thrive."

Nazir Munsamy **Business Development Consultant**



Nazir has a strong operational background in logistics which began at Schenker, where he honed his skills and developed a deep understanding of the intricacies of freight and logistics.

In 2022 Nazir took on a sales position at Ceva Logistics, where he spent two years and three months excelling in his new role. "I believe that to truly succeed in sales, you must have a deep understanding of operations. You need to know what happens at the ground level to effectively drive sales," Nazir explains.

When an opportunity arose to join BIL, Nazir was quick to seize it. "Joining a big organisation with a global footprint, especially one as prominent in South Africa as BIL, is a fantastic opportunity for growth and development," he shared.

Nazir is focusing on the aerospace sector, particularly airfreight spares, including emergency spares for both domestic and international aircraft. These components are imported by air from various countries, including China, Germany, Italy, Spain and the UK. He will also be exploring opportunities in ocean freight, where he sees tremendous potential and is eager to expand his knowledge and expertise.

"We have a great team. Everyone steps in when needed and I've received a lot of support. Despite being a relatively new team, there is a strong sense of camaraderie and collaboration."

Originally from Durban, Nazir relocated to Johannesburg in 2011 in search of greater opportunities and is very happy living there. He has completed a National Customs Compliance Certification (Level 4) and a National Freight and Forwarding Compliance Certification (Level 4). He is now looking forward to completing his degree in Supply Chain Logistics, through the opportunity provided by BIL.

Outside of work Nazir enjoys a range of hobbies, including fishing, playing soccer and cooking curry. He is enthusiastic about what lies ahead and has embraced the chance to advance his career at BIL.



ECANTER EV TRUCK FOR OL

By: Shannon Wellcome, GM

BIL Overland has teamed up with Daimler to participate in electric vehicle trials as part of our daily operations. We took delivery of the vehicle in August and have since successfully carried out deliveries throughout the Gauteng province.

This fully electric truck has a 2.7-ton loading capacity and a range of 100 km on a full charge. We are eager to continue testing over the coming months to gain valuable insights into operating electric trucks and their impact on achieving our ESG goals.



Left to right: Muzi Nkosi, Samantha Myburgh, Tshepo Ranaka, Nonkululeko Memela, Stanley Bugana, Ash-Leigh Kaasbert, Joe Dikutla and Shannon Wellcome.

ELANDSHAVEN GETS SOLAR PANELS

By: Shannon Wellcome, GM

Elandshaven has recently commenced with a solar power project, that will not only assist during loadshedding but also reduce the utility bill. Currently we spend money on monthly electricity and diesel for the generator during loadshedding.

With BIL Elandshaven now being powered by solar energy, we will significantly reduce our electricity and fuel spend. The project will contribute to Environmental Sustainability, which BIL measures through ESG targets.

We are extremely excited. The project is 90% complete with user training to be conducted mid-July and full handover of the system by end July.





MEET VUYANI BAMBATHA, FORKLIFT OPERATOR CAPE TOWN



Vuyani Bambatha recently celebrated his 60th birthday and 32-year career at BIL. He began in April 1992 as a picker and cleaner. He had always been interested in motorised machines which led him to becoming a forklift driver.

"I have loved every day since taking up this role," he says. Throughout the years, Vuyani has been a constant presence in the Cape Town warehouse. He began his career at the Paarden Eiland warehouse, later relocating with the warehouse team to Montague Gardens, Bellville, Parow and then Montague Gardens again, before eventually returning to Paarden Eiland. "Some would say we have come full circle," Vuyani says.

When it comes to the essential skills required for a forklift operator, Vuyani believes in being multi-skilled. "You must be observant all the time but, most importantly, you need to make sure that your load is secure on the forks, especially when lifting products," he advises. He also stresses the importance of evolving with the equipment as it improves. "I remember when I started, we had diesel machines with terrible brakes and no hooters. Then we moved to lead-acid battery machines, which required frequent refilling of battery water. Now, I have a state-of-the-art lithium machine that can communicate with the service provider and is very easy to operate."

Vuyani reports to Charl Coetzer, Warehouse Supervisor, who says he is very dedicated to his role at the BIL Cape Town facility. "He communicates well and is always willing and able to take on new challenges. The age gap between myself and Vuyani is quite significant, but he always treats me with respect and he shows the same respect to his fellow employees."

Adds Stanton Crowster, Facility Manager, "Vuyani is an outstanding forklift operator who has perfected the art of handling light to heavy goods within our business unit. He is often the go-to person for offloading containers of new products and regularly assesses and trains less experienced operators. Vuyani's passion for health and safety is evident as he frequently shares ideas during our toolbox talk meetings. When you visit the Cape Town warehouse, you're sure to hear a friendly hoot and see a smile, signalling that Vuyani is nearby, doing what he loves."

Outside of work, Vuyani stays busy with his family and hobbies. "I have four sons, with the youngest just matriculating. They keep me very busy. I also like to do work around the house over weekends, and I can't wait for summer so I can do some outdoor work," he shares.

BIL ACHIEVES 100% IN HUAWEI SACA AUDIT

Congratulations to BIL OL Transport operations on achieving a score of 100% in Huawei's quarter one process and compliance audit, enhancing our rating as a preferred supplier for Huawei.

The audit was held at the Denver site, from where the majority of the BIL vehicles are dispatched to service the Huawei business. The main components of the audit included supplier capability, process documents, vehicle management and IT systems. Additional audit items were business financial standing and SHERQ. These components were classified as tax certificates, financial status and quality and EHS systems.





BIL LOGISTICS PARTNER FOR THE SASOL SOLAR CHALLENGE

At BIL, we are committed to supporting sustainable innovation, empowering future leaders through education and championing ESG initiatives. That's why we decided to partner with the Sasol Solar Challenge to drive the future of green mobility, explains Ntombi Nong, BD Executive.

The logistical support was extensive, says Stanley Bugana, Operations Manager, Henkel SA, who was responsible for the transport. "We provided two x 8-ton vehicles, one panel van, three drivers and a project supervisor. The journey began on 10 September in Delmas, where all materials were loaded. The BIL team on the road were Tshepo Ranaka, Supervisor; Mxolisi Nxumalo, Driver; Mandla Mkhonto, Driver and Thulani Masango, Driver.

"The route included stop overs in Sasolburg, Zeerust, Kuruman, Augrabies, Springbok, Lutzville, Riebeeck Kasteel, finally concluding in Cape Town on 21 September. The role of the BIL team was to ensure timely delivery of materials to the start lines,

control stops and finish lines. "I'm proud to report that they met all objectives, with no delays or complaints. Despite a demanding schedule of early mornings and late nights, they performed exceptionally well," he says.

Stanton Crowster, Facility Manager, Cape Town, explains the role of the warehousing side. "We were responsible for providing space for two international and two local teams to pack up their solar cars and equipment. Charl Coetzer, the supervisor, managed this aspect of the project and coordinated efforts with over 100 support team members. The pack down began on Saturday 21 September and was successfully completed by Monday, 23 September.

"All the solar teams using our facility finished the pack down in record time. We look forward to offering our logistics support again in 2026," he says.

"Together, we're paving the way for a greener, more innovative tomorrow," concludes Ntombi.



Ishan Hutharam and Stanton Crowster.



Casey Lane and Jen Byrne with a participant.



L-R: Tshepo Ranaka, Sonwabo Nabanti and Mandla Mkhonto.





THE GRADUATES OF 2024

By: Shamona Chinnappa, National Training and Compliance Manager

The BIL Graduate Programme provides a platform for qualified and successful graduates to acquire workplace exposure and experience relating to their fields of study, enhancing their employability and career mobility.

This 12-month journey comprises of various learning programmes, including on-the-job training, coaching, LMS courses and Powerskills training. These interventions provide our graduates with an opportunity to further develop and grow within their roles.



Kedibone Seloane

I am a legal professional with an interest in International Trade Law. I hold an LLB degree and a Master's of Law (LLM) degree in International Trade and Investment Law. My ultimate career aspiration is to become an expert in customs and international trade, contributing to the growth and advancement of intra-Africa trade and helping the private sector and businesses trade with one another within the continent.

Currently, I am serving as a graduate under the customs department at BIL, where I have been involved in customs and tax compliance, doing risk reports and providing monthly customs updates to clients. The experience at BIL has been eye-opening, exposing me to the world of trade and customs and helping me learn more about different industries that contribute to the development of the South African economy through exports. I recently attended the AGOA conference online to learn more about trade between African countries and the United States and to understand which industries in South Africa contribute more to exports. I am also currently taking an online course with the World Customs Organization on Customs to better understand customs compliance and its role in global trade.



Mandilakhe Siko

I'm an industrial engineer at Deal Party Warehouse in PE. I completed my degree at Nelson Mandela University. My main objective is to become a professional industrial engineer who provides engineering support and continues to learn and grow as an individual.

My stay at BIL has been an educational experience. I have been actively involved in implementing continuous improvement and problem-solving techniques in warehouse operations ever since I joined BIL. Along with Eco-interlink and Waste Bureau, I took part in a fire-baling recycling project and was given the role of acting operations manager. With the help of Mpumelelo Jili, a former BIL graduate, I drew up a facility layout. I'm excited to take on projects, learn a lot more and accomplish all of my objectives.



Phathu Mandane

I am a graduate with a BSc in Computer Science from the University of the Western Cape. My educational journey commenced in Kagiso, on the West Rand of Johannesburg. My upbringing in Kagiso cultivated a strong sense of adaptability and resourcefulness. My passion lies at the intersection of business and technology. I aspire to delve into the intriguing spaces of information systems auditing, system integration and business intelligence, leveraging my technical expertise to enhance IT system security and efficiency within organisations. Joining BIL has been a fruitful journey. I have gained valuable insights into the Microsoft Power Platform Development space. I'm eager to continue learning and contributing to the company's success.



Phiwokuhle Mpungose

I studied for a Bachelor of Science in Information Technology with a major in Software Engineering at a private institution called Eduvos, where my love for all things tech and hackathons flourished. My career dream is to excel in software development and drive innovation in the tech industry. At BIL, the experience has been incredible, teeming with positive energy, unwavering support and countless learning opportunities. I've delved deep into the Microsoft Power Platform development space, honing my skills in requirement gathering and more, all while gaining invaluable experience from a talented team. This journey has boosted my confidence and enthusiasm for my career and I can't wait to see what the future holds.



Sakhekile Nikelo

"Always. Strive. And Prosper (ASAP)"

I was born and raised in Gqeberha moved to Johannesburg in 2022. I completed all my studies at Rhodes University, where I earned my Honours degree specialising in Financial Management and Investment Derivatives. I love complex situations and enjoy dissecting, analysing and problem solving. I am inspired by individuals such as Virgil Abloh, A\$AP Rocky and Pharrell Williams, who all share common traits of vision, thinking outside the box, resilience, a positive attitude and transforming their respective industries.

My main objective is to become a certified Credit Risk Analyst, well equipped for a digitally transformed environment. At BIL, I have been involved with the Innovation Committee, completed the CargoWise Certified Operator certificate and the Power Skills certificate and recently started the RE5 certificate and Microsoft BI certificate. I have completed numerous tasks with my team, such as reconciliation, risk assessments and onboarding new clients' accounts, to name a few. I have worked with outsourced services systems, the procurement department and several business development managers.

I am enjoying my time with BIL, working with different people from different backgrounds and having room to make an impact and contribute to the success of my team. It has been a wonderful journey filled with learning, 'standing on business' and enjoying month end deadline pressure.



Siphokuhle Kwatshube

Siphokuhle (noun); A Xhosa name meaning "We request beautiful things."

In choosing the name Siphokuhle, parents express their desire for their child to experience and share beautiful things in life. I was raised in Mpuma-Koloni and later relocated to Johannesburg to pursue my studies in Industrial Engineering. Upon completing my first qualification in IE at the University of Johannesburg, I furthered my studies and obtained my Honours at the same institution.

This marks my first professional experience and everything is new to me. Fortunately, I am part of an amazing team: The Supply Chain Solutions team. The support and patience I have received from them has been extraordinary and I am truly grateful. I kicked off my journey by rotating through various departments within the company, learning about their functions and how they interconnect to drive the company's success. Currently, I am working on a few projects with Ben Reynecke, the Supply Chain Solutions Engineer, and the experience has been incredible. I am learning so much from him and everyone else in the company and recognise how fortunate I am to be learning from everyone, especially at this stage of my career. My ultimate career aspiration is to become a Business Analyst. I am aware that I have much to learn before achieving this goal, but it remains my long-term objective.

Outside of work, I am passionate about fashion design. I love making my clothes from scratch and occasionally customising the ones I buy. Favourite Bible Scripture: 1 James, 17-25 "Every good gift and every perfect gift is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change".



Zanele Mkhwanazi

I completed my Bachelor of Administration, majoring in Industrial Psychology (cum laude) and my Bachelor of Administration Honours, majoring in Public Human Resources (cum laude) from the University of the Free State. I am a young, charismatic, bubbly and motivated HR graduate based at the Runaway Park facility in Durban. I strive for excellence in everything I do and I enjoy traveling, as well as collecting books, handbags and perfume. I am deeply inspired by Charlotte Mokoena and aspire to become an HR executive at a JSE-listed company one day. My time at BIL has been rewarding; I have learned a lot from my colleagues in the HR department, who have welcomed me with open arms and are always willing to assist me. I have also had the privilege of participating in and contributing to several HR projects and I am eager to continue learning and growing in this role.



IGNITING HOPE FOR SA'S YOUTH THROUGH MEANINGFUL PARTNERSHIPS

In line with our partnership with the Youth Employment Service (YES) initiative, we hired six new candidates at our Rosslyn branch earlier this year

We believe this employment opportunity will provide our candidates with valuable work experience, help them acquire new skills, and enable them to advance in their careers.

Now, let's hear what the candidates have to say.



Cyril

"With this initiative and BIL, kindly look out for this opportunity and apply because you can never be the same once you get this opportunity."



Clarence

"My experience has been quite good so far. I've gained experience on how to work with other colleagues and management."



Eric

"I've acquired a lot of skills in the field of customers. I've been dealing with internal and external customers, providing assistance."



Makhado

"I've learned a lot. I now know about fleet, quality checks, and a lot of things that I didn't know before. I'm really enjoying working with the Bidvest company."



Thato

"My experience so far has been wonderful and amazing. Excellent communication and team work skills."



Kabelo

"What I wish to gain from this experience is knowledge of how the company operates and also gain extra knowledge and experience from the YES programme."



LEARNERS SUCCESSFULLY COMPLETE LEARNERSHIPS AT BIL

By: Johan Botha, Operations Manager

Bulelwa Bono and Zanele Seti recently completed their learnerships at BIL, earning NQF3 qualifications in Freight Forwarding. Starting in October 2024, they will join the company's operations department in permanent roles.

These learnership programmes provide young talent with essential work experience and valuable industry skills, while offering mentorship from seasoned profes-

sionals. Bulelwa and Zanele's commitment and hard work impressed their mentors, Randall Manuel and Vuyani Sibengile, who praised their enthusiasm and readiness to learn.

Operations Supervisor Kelvin Williamson and Project Owner Johan Botha are confident in their potential to excel. Bulelwa and Zanele expressed excitement and gratitude for the opportunity, eager to deepen

their knowledge in freight forwarding.

This success story not only celebrates their accomplishments, but also underscores the profound value of learnerships. Such programmes empower young individuals to acquire vital skills and experience, setting them on a promising path as they embark on their careers.



L-R: Danelle du Preez, Supervisor Automotive, IL; Kelvin Williamson, Operations Supervisor IL; Vuyani Sibengile, Controller/Mentor; Bulelwa Bono, Learner; Johan Botha, Operations Manager IL; Zanele Seti, Learner; Belinda Engelbrecht, Business Unit Manager Automotive, IL; and Randall Manuel, Controller/Mentor.

EMPLOYEE WELLNESS CORNER



WHAT IS HAPPENING IN THE BENEFITS SPACE FOR EMPLOYEES?

By: Engelina Dibobo, Rewards, Employee Benefits and Wellness Specialist

Funds merger – the transfer of pension fund to retirement fund took place on 1 July 2024. Employees who had two funds will no longer have two fund statements but only one.

The Two-Pot retirement system

The two-pot retirement system went live on 1 September 2024. The system allows flexibility in terms of access to a portion of your investment called the savings pot. However, the primary purpose of the change is to discourage early withdrawals from your retirement savings and promote long-term financial security.

The two-pot retirement system will allow South Africans to access a portion of their retirement savings for emergencies. One third of retirement funds are preserved in a

savings component that can be accessed at any point in time, while the remaining two-thirds are reserved for retirement, ensuring financial security.

Vested pot

Your money in the retirement funds up to 31 August 2024, plus investment returns into the future, will be accessible before retirement on an exit event for example resignation, dismissal and retrenchment. Tax applies to lump sum pre-retirement withdrawals as per the withdrawal tax table.

Savings pot

10% not more than R30 000 will be transferred from the vested pot to savings pot.

1/3 (33%) of contributions is accessible

while still employed once per tax year. On resignation, second withdrawal is allowed in the same tax year if the amount is less than R2 000. Employees can withdraw any amount depending on their balance.

Retirement pot

2/3 (67%) of contributions after 1 September 2024 must be preserved until retirement.

Two pot is compulsory for most members except this category.

55 years and older

- On 1 March 2021
- In the same provident fund on 1 March 2021 and 1 September 2024

This group can opt in to the two-pot system. They have 1 year to opt in to the two-pot system.



INTRODUCING EMO TRANS POLAND

In a small office in Poznań, one of the oldest cities in Poland, Piotr Budziszewski and Dariusz Makaruk have begun operating as EMO Trans Poland. They were established in November 2023, with Piotr handling airfreight and Dariusz managing ocean freight and rail services.

"We are four people in total, providing import and export services to the market. I previously worked at another agent of EMO Trans for over 10 years and moved to EMO Trans for the opening of the new office," says Piotr.

"We have had a busy few months due to ongoing business from EMO Trans subsidiaries around the world. This includes ocean freight exports through BIL to South Africa. We are also starting to create some new business and are covering our costs as a start-up."

The main export business from Poland is automotive by sea and air to the US, South Africa and Brazil. Another export product is food items to the US. "We recently transported 400 tons by air of fruit jelly bubbles for bubble tea," Piotr explains.

The company has also established a new product not commonly used before, adds Dariusz. "Poland has a rail connection from China and we have started using this lane for LCL and FCL shipments to Poland and Germany. We also manage some out-of-gauge shipments, such as oversized tractors and forklifts, from Poland to Australia and New Zealand," he says.

"Currently trade is mostly within the European Union, US and Asia, but Africa is important, so we have hope for the future," says Piotr.

In terms of logistics challenges, there has been no other moment in history when geopolitics has had such a large impact on the import export business. "The Russia Ukraine war, as well as the Houthis in the Red Sea, impact our daily jobs. You have to watch the news and try to understand what is going on because sooner or later it will have some impact on you," says Dariusz.

"It is the same for every European Union company, which necessitates going around Africa. The situation in the Red Sea impacts the rates from the Far East, with



The whole team, along with our colleagues from top management.

From left: Malgorzata Bałwas (Sea and Rail Operations), Marco Rohrer (EMO Trans President and CEO), Piotr Budziszewski (Airfreight Manager), Jean-Marc Richter (GM EMO Poland), Oleh Ivakhin (Air Operations) and Dariusz Makaruk (Sea and Rail Manager).

less capacity and no available containers to load in China. It has also affected the trade to the US and South America because container imbalance is quite visible here. We have trouble getting space on vessels."

When the war started, many Ukrainian companies that imported cargo began using Polish ports. Some have moved back to using Romanian ports, but some still use companies in Western Ukraine. Exports for air are stable, with some congestion at airports which was due to the European football in Germany and Olympics in Paris, says Piotr.

On the personal side, Piotr has two daughters of 9 and 10 and he along with his wife are in the middle of building their own home outside of the city. He enjoys reading, listening to audio books and traveling. Dariusz and his wife have a two-year old daughter. He enjoys keeping in shape by doing gym workouts or CrossFit, as well as the occasional jog.

Interesting facts about Poland and Poznań

With a population of almost 38 million, Poland is the largest economy in Central and Eastern Europe. Since joining the EU in 2004, the country has enjoyed two decades of economic catch-up. Polish growth rates have systematically been higher than the European average and Polish growth only came to a halt in 2020



Poznań is a city known for its love of potatoes and its most famous dish is potato with cottage cheese, onion and pepper.

due to the Covid19 pandemic (-2% GDP recession).

Today, Poland ranks 6th in EU GDP, behind the Netherlands and ahead of Sweden and Belgium.

Poznań is one of the oldest Polish cities and the fifth largest city in Poland, with a population of half a million. It has the lowest unemployment rate throughout the whole of Poland, at almost zero. Poznań is close to the German border. It is the same distance to Warsaw and Berlin, so people fly internationally through either Warsaw or Berlin.



INTERVIEW NOOR SIDDIQUE, BANGLADESH

Bangladesh, a South Asian country, is marked by lush greenery and numerous waterways. It boasts an enormous mangrove forest shared with Eastern India. With a population of 170 million, Bangladesh along with China's 1,2 billion and India's 1,5 billion people, comprises half of the world's population.

Bangladesh is the second largest garment exporter after China. Most exports are to the USA, currently valued at 47 billion dollars. For Noor Siddique, managing director of EMO Trans Bangladesh, opening an office in his country was a goal he had been working on since 2007.

"My logistics company was called Alpha Logistics. Every year I would visit EMO Trans and tell them about the huge potential market from Bangladesh to the US. In 2022, EMO Trans initiated the opening of EMO Trans Bangladesh, a process headed by Tom Bayes, and we opened our doors in May 2023 with three offices and 32 employees," says Noor.

Noor is the MD of EMO Bangladesh and the sole shareholder together with his wife. "Becoming part of the EMO Trans network has been both enlightening and challenging. We are conforming to the EMO Trans protocols, which include changes like moving onto CargoWise and upgrading security. Although we are new to the group, we have been working with EMO Trans people in Europe for many years as we also export to Germany, France and the Netherlands.

"We have not started doing business with South Africa yet but are working on potential markets. I met Laura de Villiers, BIL's Head of Trade Lane Management, at the Munich fair and last year's EMO Trans conference and we are excited about this trade lane."

Challenges affecting the markets in which Bangladesh operates are mainly due to the geopolitical situation, explains Noor. The Red Sea crisis has caused shipping lines to increase rates and lead times. This, in turn, has put pressure on the air side, which has now also increased rates.

"China is having an export boost and some of the big shipping lines are using Bangladesh vessels for China. MSC is saying you must compete with China for our vessels, which is not a good sign at all. There are only 30 NVOCCs in Bangladesh. Fortunately we are one of them, with our own contractor sourcing vessel space".

Bangladesh has very different and unique shipping rules. "Local government rules state that shippers in Bangladesh do not pay one cent for a shipment. The customer must pay for the shipper in Bangladesh. While the rest of the world says it is unacceptable, it is the law of our country.



Noor Siddique, managing director of EMO Trans Bangladesh.

EMO Trans pays and collects from consignees."

On a personal note, Noor enjoys listening to music and watching movies. He was a musician and played guitar in a band when he was young, as well as cricket. He and his wife have twin sons who are 16 and currently doing their O levels at school.



Noor and some of his team: L-R: Mr.Shobuj, Hasan, Zakir, Noor, Raymond, Nayeem, Rony and Forhan.



Sunderban boasts the largest mangrove forest in the world and is home to the Bengal tiger. Unfortunately there are only 114 tigers left and the Ministry is trying to save them.



A fighter plane from EMO Trans Germany being delivered to Bangladesh Airforce.



Bangladesh has the longest natural sea beach in the world, stretching across 125 km.



THE ANNUAL BIDVEST LADIES TEA 2024: 50 SHADES OF PINK

On 16 August 2024, the Bidvest Ladies Tea embraced the vibrant theme of "50 Shades of Pink," transforming the event into a magical experience. The gathering brought together our esteemed clients, generous contributors and various Bidvest companies in a celebration of community, compassion and giving back.

Our clients came together with open hearts, generously donating relief food parcels to support the Algoa Bay for the Old Aged charity.

The event also raised R10 000 for our primary charity partner, Northern Lights, a Gqeberha school dedicated to providing educational support for individuals with severe disabilities. Northern Lights is committed to empowering its students by fostering their development, independence and social participation.

The Bidvest Ladies Tea has become a cornerstone event, uniting diverse companies within the Bidvest family. With approximately 130 VIP guests in attendance, it provided a unique opportunity to network, build connections and celebrate a shared commitment to giving back.

Adding to the inspiration was motivational speaker Bartho de Vries, a successful businessman from Gqeberha, who shared his story of resilience after becoming wheelchair-bound at 23 following a car accident. De Vries reminded us that being different makes us unique and special, not strange.

Through events like the Bidvest Ladies Tea, we aim to inspire others to join us in making a positive impact on the lives of those in need. Together, we can foster a spirit of community and continue creating lasting change as part of the Bidvest family. Together, we achieve great things.



L-R: Laura de Villiers, Glynis Jordan, Ntombimpela Nong, Bernadette du Plessis, Belinda Engelbrecht, Jen Byrne, Danelle du Preez.



BIL clients with staff from BIL.



The Joy of the charity representative receiving the cheque from Jen Byrne.



BIL staff with clients.



WOMEN'S DAY 2024 AT GQEBERHA OFFICE

On 8 August 2024, our office was abuzz with excitement as the BIL ladies came together to celebrate Women's Day.

The office was transformed, with elegant pink, white and gold -themed decorations. The event provided a perfect opportunity for the BIL ladies to connect, share stories and express their appreciation for one another.



OVERLAND LOGISTICS KZN CELEBRATES WOMEN'S DAY



EAST LONDON IL WOMEN'S DAY CELEBRATION

By: Yanga Mshweshwe | OpsFln Controller

The theme of the IL Women's Day event was Unite and Fight! STOP Violence Against Women! The dress code was all black with colourful headgear.





ROSSLYN WOMEN'S DAY

"The empowerment of women is the only way to ensure the sustainable development of society." – Nelson Mandela

BIL Overland Rosslyn team (Rosslyn Warehouse, Aftersales Warehouse, Robert Bosch, Container Yard, Ford Warehouse and BMW) celebrated Women's Day dressed in pink on 8 August 2024 enjoying each other's company while being treated to delicious cake and gifts.

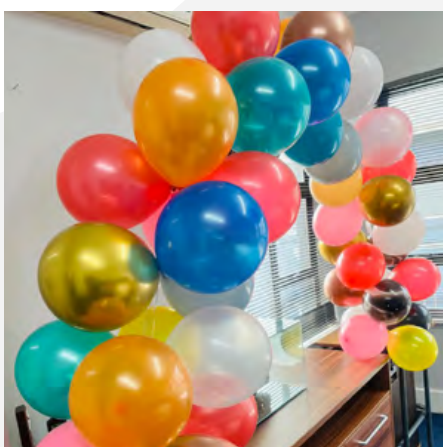


L&G TOOLS WOMEN'S DAY



EAST LONDON'S OLYMPICS FRIDAY

The team gathered in the afternoon to unwind and played Pop A Ballon and win a free prize.



L-R: Sonwabile Jakavula, Francilene Jacobs, Malvery Bobbs, Tamryn Luff, Bradley Fritz, Lazelle Rous and Xolile Nyawo.



NEWS FROM CENTURY CITY

HAPPY SPRING FROM KNOWLEDGE PARK

BIL Knowledge park celebrating Spring Day on 2 September 2024, which fell on a Monday. We all had a spring in our step to beat the Monday blues.



Back row L-R: Antonio Fisher, Tyrone Bignaut, Zintathu Ntoyi, Madiba Malebo, Ntuthuzelo Qobisile, Mlindeli Bongca, Elmarie Kleinschmidt, Cassandra Otto, Natasha Kisten, Edmund Grace.
Middle row L-R: Celesten Vosloo, Aiden Libbie, Zawayer Jansen, Kirsten Williams, Julian Roman, Thembisa Sibeko, Sonwabo Nabanti.
Front row L-R: Casey Lane and Cashief Ross.

FEEL GOOD FRIYAY

BIL KPIII Team has launched an office Feel Good FriYAY playlist on Spotify. The aim of the playlist is to lighten the atmosphere and create positive energy in the team after a long week.

All the music on the playlist is selected by the team, then submitted into the FriYAY box and added to the list. The music selection is a true reflection of the diversity within our team.



Elmarie Kleinschmidt - Senior Controller.



THE ANNUAL SAAFF FUN QUIZ

BIL KPIII Team was represented at the annual SAAFF fun quiz held at the Italian Club. While we could only manage mid-table in the scoring, an awesome night was experienced by the entire team. The food and music was on point and created a very festive vibe at the event.



L-R: Julian Roman- Senior Entry Clerk, Edmund Grace, Acquittals Clerk; Celesten Vosloo, Senior Entry Clerk; Elmarie Kleinschmidt, Senior Controller; Natasha Kisten, Senior Controller; Gorete Henriques, Project Specialist; Cassandra Otto, Team Leader and Kirsten Williams, Senior Controller.



BLUE BU COMMEMORATES YOUTH DAY 2024

Youth Day celebrates the pivotal role young people played in the fight for freedom in South Africa. On 16 June 1976, schoolchildren took to the streets in protest, sparking the Soweto Uprising—a key moment in the struggle against apartheid. To honour this legacy, BLUE BU staff commemorated the day by coming together to reflect on the significance of youth empowerment and resilience.



L-R: Back row: Selvan Pillay, Nobuhle Mthethwa, Mckyle Ramharack, Amina Mahomed, Justin Moonsamy.
Front row: Resh Naicker, Jesse De Villiers, Shavina Inderpershad.
Seated: Amanda Ngcobo, Sivalingum Munsami, Sindi Zungu, Lerone Govender.

RICHARDS BAY MAKES GENEROUS DONATION ON INTERNATIONAL DAY OF CHARITY

“We purchased 10 Food Socks from a local registered reseller at a discounted price. These food socks will feed at least 60 people. The food was donated to Flower Inn Florist in Richards Bay, who prepare the food and feed the homeless every Wednesday,” says Annalie Jordaan, Operations Supervisor.

“To find inner peace one need to look at people without judging. We do not know the story of a person’s life. Only he/she knows the road that led to where they are. A plate of warm, nutritious food may be the one thing that leads to someone’s change in life,” she says.



Front row L-R: Shanay and Sandra Rafferty from Flower Inn Florist, Richards Bay.
Middle row L-R: Sandisiwe Mthembu, Melta Bhengu, Veena Kamraj, Annelie Jordaan, Moses Thobela and Sthembiso Sibiya. Back row: Lindo Thobela.



GREEN BU SHOWING THEIR TEAM WORK AND GENEROSITY TO DURBAN CHILD AND YOUTH CARE CENTRE

"Giving is not just about making a donation. It is about making a difference."



FROSTERLEY PARK AIDS TONGAAT RELIEF

More than 3 000 households in Tongaat were affected by a tornado that tore through the area on 3 June, reducing many informal homes to rubble. IL staff at Frosterley Park immediately organised a drive to collect donations for the devastated communities. Food supplies and pre-loved items were donated and delivered to key collection points.

"Thank you so much for your generous donations. Your contributions will go a long way in helping the people of Tongaat. You've made a real difference in our community," said Radesh Sewnarain, Service Management and Technical Support Lead at Frosterley Park.



L-R: Luyanda Tsikedi, Musa Msimanga, Shanitha Mohanlal, Preshina Rajpal, Leo Arunajalam.



L-R: Isaac Mgwaba, Nkululeko Miya, Simphiwe Ndlela, Vincent Moodley.



IL GQEBERHA AIDS VICTIMS OF UITENHAGE FLOOD

The devastation in some areas was truly shocking and severe, so getting these supplies into the right hands quickly is crucial.

Says Johan, "My sincere thanks to the entire team for their generous contributions of food, clothing and money in support of the Uitenhage flood victims. Your donations made a tangible difference in the lives of those impacted by the disaster.

"This outpouring of support showcases the Bidvest spirit," he adds. "The way everyone came together in the face of adversity is something to be proud of. It truly exemplifies what it means to be a team."

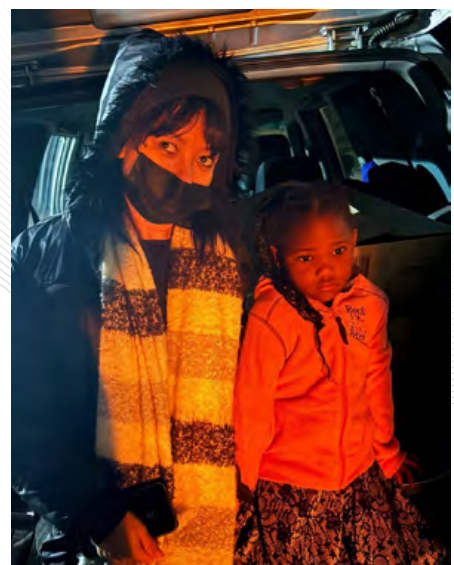
Johan also extended a special thank you to Jen Byrne for her dedication in driving the significant donation made by BIL and whose commitment ensured that the much-needed supplies were delivered quickly to the affected areas. "This caring approach from top management is a powerful testament to our company's values.

"The donations were given to a well-known church organisation, who prepared and distributed the food directly to the most affected communities. Part of the donation also went to Uitenhage Animal Welfare, who were grateful for the pet food at a time when their shelter was full due to rescued animals.

Johan concludes, "Thank you for your compassion. Your generosity has made a real difference."



BIL staff member handing out warm soup during Uitenhage flood disaster.



Providing warm clothes for a little girl.





INTRODUCING THE GAUTENG SOCCER LEAGUE CHALLENGE

By: Clifford Letseka, Warehouse Supervisor

Presenting the Gauteng Soccer League Challenge, a unique football competition featuring eight facilities that brings all BIL employees together to forge new relationships, strengthen existing ones and promote social cohesion through team building.

Historically, Gauteng participated in the Industrial Soccer League, where industry-related companies enrolled their teams to compete for the title. A few branches of BIL combined to form a single team, participating in the league for two seasons. However, as players, we decided to step away from the Industrial League, as it no longer served our purpose.

The Gauteng Soccer League Challenge now comprises Overland Logistics,

International Logistics and head office. With support from BIL Directors, GMs and Facility Managers, we have established leagues in both Gauteng and Durban. The top two teams from each league will form the BIL Champions Tournament, to be held alternately in Gauteng or Durban. This achievement brings us closer to our dream of having all affiliated Bidvest Group companies participating under one umbrella for charity work.

As colleagues, players, and supporters, we are extremely excited about the season ahead. We are already on our second fixture and our leaders' scoreboard is buzzing with a thrilling 36 goals, thanks to the generous support of BIL management, who are making this league a spectacular and cherished event for both participants and spectators.

From the organising committee: "We're not just organising games; we're crafting an experience. It's about creating a space where memories are relived and new ones are forged. This season, we are setting the stage for something truly special, a season that will resonate in the hearts of all who witness it." Qhude Manikiniki Zindala Zombili Ziyakhalake Manje!!



GAUTENG SOCCER LEAGUE
LEAGUE STANDINGS TABLE

TEAMS	P	W	D	L	GF	GA
UNIT 2/RE STING BOYS	2	2	0	0	7	0
NISSAN GAJGER/THE SCORPIONS	2	2	0	0	4	0
BEKKA ALRODE - RED BULLS	2	2	0	0	4	0
OVERLAND/AMAVULAVALA	2	1	0	1	2	3
DENVER/OVERLAND WARRIORS	2	1	0	1	2	3
BMW/GUSHESHE F.C.	2	0	0	2	5	0
THE HAWKS/ELANDSHAVEN/YAMAHA	2	0	0	2	7	0
IL/IT/UMLILLO LANDLORDS	2	0	0	2	7	0

Brought to you by 



Nissan Gajger, The Scorpions



Overland, Amavulavala



Unit 2, The Sting Boys



Denver, Overland Warriors



Elandshaven/Yamaha, The Hawks



IL/IT, Umlilo Landlords



BMW, Gusheshe F.C.



Henkel Alrode, Red Bulls



FROSTERLEY QUEENS UNSTOPPABLE CHAMPIONS

By: Luyanda Tsikedi, Operations Controller

Frosterley Queens, once seen as the underdogs of the netball world, shocked everyone by not only winning their first ever tournament but completely dominating their opponents with a fiery determination that left no room for doubt. The team's cohesion and unwavering focus on the court was palpable, as they swiftly outplayed every opponent with an impressive display of skill and strategy.

From precision passes to impeccable defence, Frosterley Queens worked seamlessly together to decimate their rivals, leaving onlookers in awe of their undeniable talent and tenacity. This victory will forever be etched in history as a testament to the sheer power and spirit of this remarkable team, proving that champions are not always born, but forged through hard work and sheer force of will.

The participating teams were:

- Frosterley Queens (BIL Frosterley Park)
- Jacobs Jaguars (BIL Super-T)
- BTT Netball Gals (Bidvest Tank Terminals)
- Total Energies Ladies (Total Energies)



Frosterley Queens.



Jacobs Jaguars.



Frosterley Queens and BTT Netball Ladies.

Frosterley Queens played against Jacobs Jaguars in the first round and won with a whopping 26 - 0 to knock out their BIL sisters. The Queens then played the stubborn Total

Energies Ladies team in the final and came out on top with a 16 - 5 win, getting them crowned as the winners of the tournament. All hail the Frosterley Queens.

NEW EMPLOYEES



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

BMW

Akani Nkuna
Kgalalelo Moatlhodi
Tivisani Munyai
Persnacious Mathole
Sbonelo Mthethwa
Clinton Nchetseng
Lantie Jacobs

Century City

Mlindeli Bongca
Natasha Kisten

Elandshaven

Mpfumelelo Maluleke

Frosterley Park

Buyisile Kunene
Sandisiwe Mthembu
Ayanda Zuma
Nokuthula Chule
Zinhle Gama

Greenstone

Nazir Munsamy
Phindile Mofokeng
Puleng Sethole

Jacobs

Vincent Shange
Angelique Naidu
Sandheer Rajbans
Busisiwe Makhubu
Zamaswazi Mchunu

Logistics Park Unit 1

Akhona Nomtshatshu
Tswanelo Petse
Nomso Cabe

Logistics Park Unit 2

Frans Botopela
Mzamani Mashaba
Mzamo Siteo
Lesetja Letoaba
Lutendo Ramukosi
Ntuthuko Mgebhozi
Lindelani Ncanana
Musa Matsebele
Keagile Modiba
Siphiwe Tshabalala
Walter Madisha
Melusi Thobela

Lesego Rasemane
Suzan Sibeko

Port Elizabeth

Khethiwe Ramathuthu
Gerrie Nel

Runway Park

Lindani Msomi
Avumile Siboni

LONG SERVICE AWARDS



Congratulations to the following on achieving long service awards from July to September 2024.

35 years

Sandra Van Rooyen

25 years

Taryn Wenlock
Lawrence Aldworth
Dot De Kock
Sipho Veco

20 years

Sifiso Ndlovu
Winnie Mpofana
Phillip Gumbi
Rafik Mahomed

15 years

Thandie Kumalo
Nokuthula Khoza

10 years

Lindani Cele
Mac Holweni
Ntuthuko Magubane
Fortune Zungu
Thabani Nsele
Zamokwakhe Cwele
Cyprian Mpanza

Thulebona Mzobe
Delani Radebe
Calvin Ngcobo
Meri Wewege
Jamie Eland
Shaldon Reddy
Indran Govender

BMW wash bay

Congratulations on receiving long service awards.



L-R: Julia Matsimela (20 years), Constance Mothapi (25 years), Alinah Shabalala (25 years) and Minah Thobejane (25 years).



*Sandra Van Rooyen
35 years long service*



Sipho Veco 25 years long service



*Dot De Kock
25 years long service*



*Martie Scharneck
20 years long service*



*Patience Mogoboya
20 years long service*



Patience received certificate on behalf of Khodani Tema who has 15 years long service but currently on leave.



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 was the focus of the BD conference?
2. Why did we support the Sasol Solar Challenge as a partner?
3. Why was Overland Logistics chosen as Division of the Year?

Send your answer to: marketing@bidvestil.com by 1 November 2024.

COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 18

Well done to the winners of our competition.

The questions were:

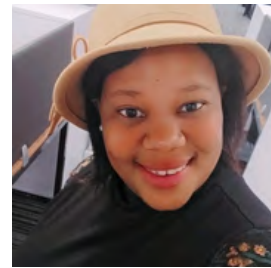
1. What was this year's OL safety and health campaign slogan?
Answer: Think Safety, Think Health, All Day, Every Day.
2. What is the name of the new department focusing on cross border logistics?
Answer: Intra-Africa team



1st prize: Nokubonga Jiyane,
Admin Controller,
Logistics Park – Unit 1, Gauteng



2nd prize: Cassandra Otto,
Team Leader
Knowledge Park, Western Cape



3rd prize: Sinenhlanhla Sibisi,
Entries Clerk
Frosterley Park, KZN

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