

PEOPLE'S PRESS

THE DIRECTOR'S CHAIR



LEADING FROM THE FRONT BIL ACHIEVES LEVEL 2 AUTHORISED ECONOMIC OPERATOR ACCREDITATION

By: Andre Gerber, Customs Compliance & Audit Officer

In brief:

Following a lengthy application process and intense scrutiny by a team of SARS Validators, the Commissioner for SARS has approved BIL as a Level 2 accredited Authorised Economic Operator (AEO). To achieve AEO-S status, BIL participated in the SARS AEO programme specifically designed to prove adherence to compliance and supply chain security regulations based on the internationally recognised SAFE Framework of Standards adopted by the World Customs Organisation (WCO).

What is an AEO programme?

In 2005, the WCO introduced the AEO programme to establish a global system for identifying private companies that provide significant security assurances regarding their involvement in the supply chain. The aim of the AEO programme is to maintain a proper balance between heightened security requirements and the facilitation of legitimate trade. In essence the AEO concept is a deal struck between government and trade resulting in a partnership programme between the customs authority and the economic role players. If a business proves to customs that it sufficiently self-regulates and complies with customs regulations, it expects to undergo predictable and rapid processing of cargo.



Andre Gerber

What does the SARS AEO programme entail?

The SARS AEO programme further develops and builds upon the Customs Preferred Trader programme, which was launched in May 2017 as a trade facilitation initiative. The main objective of the Preferred Trader Programme was to move away from the traditional Customs gate-keeper approach to a more risk-based approach. The Preferred Trader Programme was only focused on importers and exporters.

On 23 July 2021, the Rules under Section 64E of the Customs and Excise Act, 91 of 1964, were amended to widen the scope of participation in the SARS AEO programme and to introduce two different levels of accreditation. The Rule amendments allowed more role players in the supply chain to participate, including importers, exporters, manufacturers, warehouses, distributors, clearing agents/brokers, transporters, carriers, freight forwarders, etc.

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The Rules allow for two levels of accredited client status:

Level 1 – AEO Compliance

Level 2 – AEO Safety & Security

BIL's accreditation journey

Following numerous internal compliance drives and engagements with SARS, BIL applied for Level 2 AEO-S accredited client status on 27 October 2022. Level 2 accreditation involves more stringent compliance requirements both for qualifying and applying. To be eligible for consideration, applicants must ensure that their premises, buildings and facilities have adequate and appropriate security measures.

Among various qualification and disqualification factors, Level 2 accreditation requires having no outstanding taxes, interest, penalties or other amounts and proving to SARS a record of compliance for five years preceding the submission of the application. As part of the latter stages of BIL's AEO accreditation application, a validation visit by SARS took place from 16 to 19 May 2023 at our head office in Greenstone and various BIL facilities. The objective of the validation was to assess the effectiveness of the procedures and measures implemented by BIL to address compliance and security risks within the supply chain process.

Various BIL departments and divisions stepped forward to present systems, policies, procedures and other internal control measures to the SARS Validation team in a brilliant display of camaraderie. BIL set the bar extremely high for any accreditation applicant who may follow and received praise from the SARS Validation team.

What is next for the SARS AEO programme?

Mutual recognition of AEOs is a key element of the WCO SAFE Framework of Standards to strengthen end-to-end security of supply chains and to multiply benefits for traders. AEOs enjoy mutual recognition in different countries, which can help businesses forge new partnerships and expand their operations across borders. Currently the AEO programme has been mutually recognised by the SACU Member States (Botswana, Eswatini, Lesotho, Namibia and South Africa), China and Uganda. Under the signed mutual recognition arrangement (MRA), signatory countries shall recognise and accept the AEO status of each other's traders, which means beneficiaries can enjoy benefits in multiple countries that have an MRA in place with SARS.

There are working arrangements with Russia, USA and Brazil towards signing MRAs. Cooperation with other government authorities and alignment of programmes have been identified and recognised as a key element for the further development of the SARS AEO programme.

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Conclusion:

SARS is busy shifting the focus from singular case management to assessing entities' overall compliance with Customs regulations. Ensuring good compliance levels will become all the more crucial for future applications for registration and licensing with SARS. Achieving Level 2 AEO-S accreditation is a massive accomplishment for BIL. More important is the retention of the accreditation, as SARS may withdraw the accreditation at any given time due to non-compliance. This is not only related to our Customs Department, but the business as a whole. Be sure to be on the lookout for the AEO logo on future BIL communications!



Logo not to be reproduced without permission from senior management.

BIL ACHIEVERS



BUSINESS DEVELOPMENT CONFERENCE 2023

The BD conference was held at the Protea Hotel in Clarens, Free State from 31 August to 2 September this year. Two days of conference and team building activities preceded the gala prize-giving dinner.

On the first night of the conference a fun evening was had at the local Clarens Brewery and team members had the opportunity to dress up according to the conference theme, Power of the Past – Force of the Future. A prize was given to the best dressed.

On the last day of the conference the team was divided up into teams to compete in an Amazing Race team building exercise. Each team was given a clue to take them to a specific landmark where they then collected the next clue to enable them to find the next landmark. Clues were given in different languages to ensure team members worked together and everyone got involved. A prize was given to the winning team.

2023 TOP ACHIEVER AWARDS

BUSINESS DEVELOPMENT



Chene Vermaak

TRADE LANE VOLUME



Gugu Gumede

KEY ACCOUNT MANAGEMENT



Christa Nel

CLIENT SERVICING

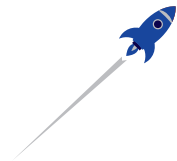


Nivashni Naicker

SALES



Chene Vermaak



TOP ESTIMATOR



Portia Ramotsoko



Bafana Masango

INTERNATIONAL LOGISTICS



Ugeshni Naidoo, Laura de Villiers accepting on her behalf.



Fortunate Mboweni

CONTRIBUTION TO THE BD TEAM



Linda Govender, Laura de Villiers accepting on her behalf.



Marcus Ellappan, Petrus Gerber accepting on his behalf.



Bernadette du Plessis

Continued on page 4

Continued from page 3

OVERLAND LOGISTICS



Khomotjo Mabotja



Marvin Pillay



Ugeshni Naidoo. Laura de Villiers accepting on her behalf.

CONTRIBUTION TO THE TRADE LANE TEAM



Nicoleen Nielsen



Trena Naidoo



Ben Reynecke

SUPPORT TO THE BD TEAM



Clare Tonkin

ACHIEVING 100% OF TARGET



Chene Vermaak



Yolanda Leaf



Surasha Ramnarain



Christa Nel



Illoshni Pillay



Karen-Sue Sacks



Nivashni Naicker



Ugeshni Naidoo. Lodi Borstlap accepting on her behalf.



Nerissa Pillay

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Continued from page 4



Fun times at the BD Conference



Dress-up evening



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TEAM BUILDING AND PRESENTATIONS

All the delegates were randomly broken into four teams and each team was tasked with preparing a presentation on who BIL is and what makes us stand out. Delegates had only a few hours to prepare. The judges were Maria, Laura, Petrus and Lodi.

This was followed by a team building activity in the afternoon and the winning team was chosen based on their presentation and the team building activity.

The Black Team (the winning team)



L-R front: Ben Reynecke, Fortunate Mboweni.
L-R middle: Ann Marie Togher, Laura de Villiers, Gugu Gumedede.
L-R back: Tyrone Warwick, Mandie Van Niekerk, Roxanne Coutts, Chené Vermaak, Ntsika Rayi, Bafana Masango.

Green Team



L-R front: Surasha Ramnarain, Mark Janse van Rensburg, Trena Naidoo, Nerissa Pillay, Portia Ramotsoko, Anneline Swart, Jamie Eland.
L-R back: Bernadette du Plessis, Nicoleen Nielson, Annabelle Fulton.

Blue Hawks Team



L-R front: Charles Chetty, Mbali Mthembu, Kesagie Munsamy, Karen-Sue Sacks, Lodi Borstlap.
L-R back: Christa Nel, Indran Govender, Iloshni Pillay, Zamile Nzuza, Michelle Dauberman, Yolanda Leaf.

Red Team



L-R front: Remando Nigrini, Clare Tonkin, Nivashni Naicker, Khomotjo Mabotja, Colleen Pillay, Marlené Kruger.
L-R back: Patrick Gaillard, Buhle Dyalvan, Petrus Gerber, Marvin Pillay.
Not in picture: Grant Bezuidenhout

CHILLI AWARDS EXPORT TEAM

Congratulations to all our Chilli award winners for 2022/2023 year. Awards were handed out by Saloshini Reddy, GM KZN, who congratulated all recipients and thanked them for their hard work.

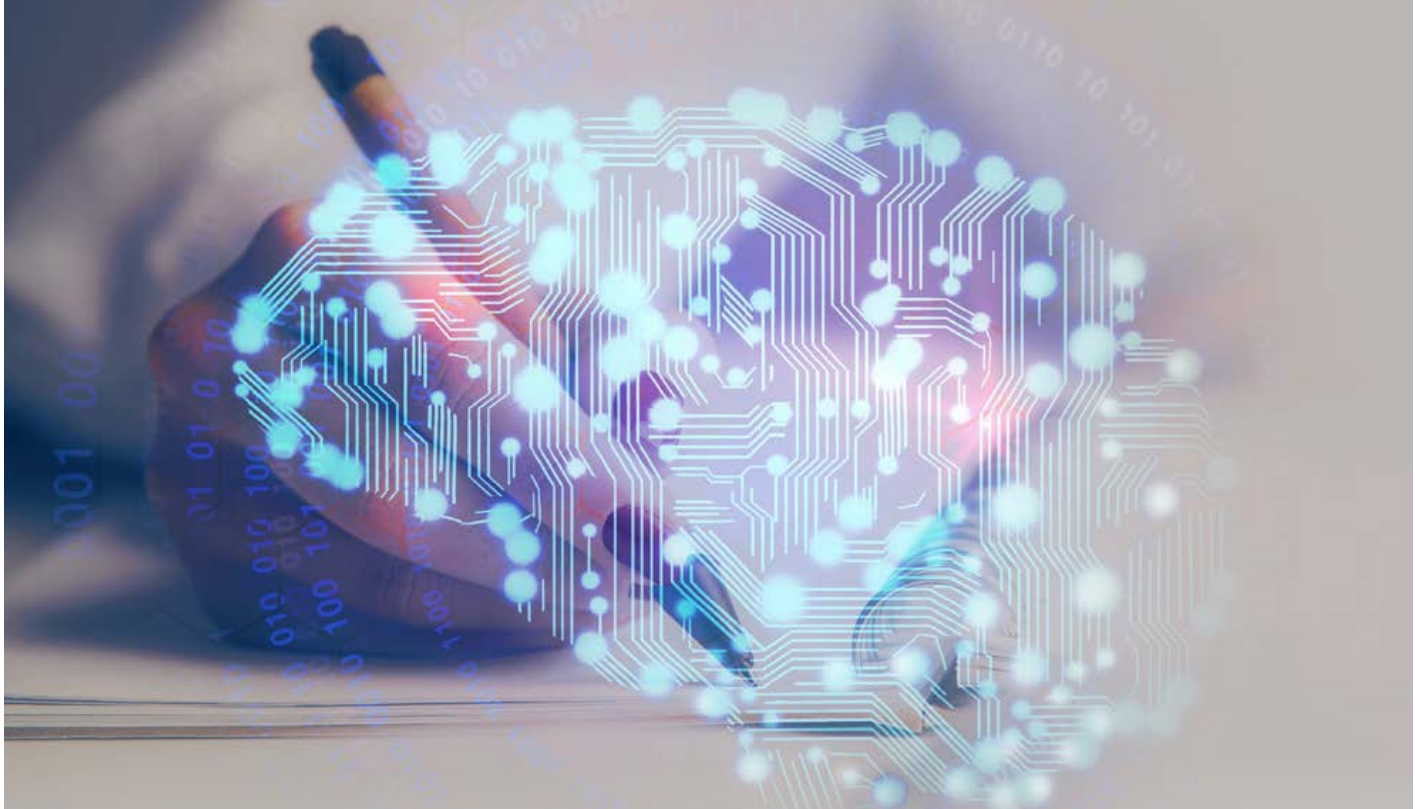


L-R: Bheki Ngoobo, Indra Naidoo, Neville John, Ruvania Pillay, Nigel Soobramoney, Shamim Munsami, Preshina Rajpal, Saloshini Reddy, Kesagie Munsamy, Siyandiswa Khuzwayo.



KNOWLEDGE

THE BEST DEFENCE AGAINST CYBERCRIME



What is cybercrime?

Cybercrime is any criminal activity that involves a computer, network device or network. Most cybercrime is committed by cybercriminals or hackers who want to make money.

How can we benefit from cybersecurity training?

Each one of us plays an integral role in the defence against cyber threats. Teaching us all strong cybersecurity will help prevent both company and personal loss.

How will the training help?

The training will help you identify and act upon common cybersecurity risks. We will be running online training through the LMS as well as face-to-face training at every local facility.

KEEP US SAFE ONLINE.





INTERVIEW PHINDILE MLAMBO, HR OFFICER, IL GAUTENG

must be adhered to but we want BIL employees to understand that we are there for them. We are available if there are matters they want to discuss with us and thereafter provide them with relevant support offerings. We are at their reach and want to be a safe space for them.”

When it comes to any HR related matters, Phindile says employees have access to all the policies on DGH, the Document Governance Hub on BIL’s intranet. Alternatively, staff can liaise directly with their HR personnel to get advice and guidance.

Phindile grew up in the township of Orange Farm, south of Johannesburg. She attended Pudumo Primary school and then Mphethi Mahlatsi Secondary school, where she completed matric in 2010. “In 2011, unable to afford to study further, I took a gap year. In 2012 I began an undergrad degree at Northwest University Vaal Campus and completed my degree in Industrial Psychology and Labour Relations Management.”

Phindile’s first job was in 2015 at MTN as an HR Administrator. After three years eight months she left for Bosch Rexroth SA, where she was HR and Payroll Administrator, as well as responsible for CSI. “Coincidentally, three years and eight months later I left to join the BIL family in October 2022. My experience at BIL has been one I can describe as the most fruitful and supportive, with a very rich culture of inclusion and diversity. There’s a deep sense of living the BIL values and this is evident throughout the organisation.

“I am quite excited to be a part of a great HR team as well that has provided me with support from day 1 and ensured we all strive towards the same goal, which is providing excellent service to the business.”

“In simple terms, the Human Resources department is responsible for managing the employee life cycle,” says Phindile Mlambo, HR Officer, IL Gauteng.

“My role is to manage HR related matters, from the onboarding of employees all the way through their employment life cycle within the organisation, including the offboarding. Part of my responsibility is employee wellbeing, ensuring employees are aware of what support is available to them in the organisation, in conjunction with our Employee and Wellness colleagues. I also handle Industrial Relation matters, which includes guidance and advice on policies and procedures that are HR related.

“There is also a component of advice on compulsory and voluntary benefits for staff. Over and above this, I am also responsible for Corporate Social Investment nationally for BIL,” she explains.

Phindile joined BIL in October 2022 and her goal is to change the narrative of what people think of HR. “We support management in implementing strategies, but we are not only there just to implement policies or cascade down the strategies relating to people. Policies

UNDERSTANDING HARASSMENT IN THE WORKPLACE

Bidvest International Logistics takes matters such as harassment very seriously and the BIL Academy is launching mandatory training on “Understanding Harassment in the workplace”

A series of videos on this topic will be made available on the BIL LMS. These videos will be compulsory for all employees to watch, and will be available in various languages.



INTRODUCING ENGELINA DIBOBO, BIL'S REWARDS, EMPLOYEE BENEFITS AND WELLNESS SPECIALIST



Engelina Dibobo, known as Neo, is responsible for Rewards, Employee Benefits and Wellness for BIL. She works closely with external stakeholders, such as Old Mutual, Alexander Forbes, Bidvest Retirement and Pension Fund, Discovery, ICAS and Kaelo.

"My role is to administer, facilitate and manage the BIL processes, including retirement and death, resignation, withdrawals forms for the medical aid and retirement funds. In terms of the Employee Wellness Programme, I want to make employee wellbeing really come alive at BIL. Another function is to research market trends to remain competitive with remuneration practices within the market.

"This includes sourcing attractive additional benefit offerings in terms of BIL's employee value proposition. I will also provide training and awareness for managers on pertinent employee health topics and how to deal with them in the workplace, eg effects of mental health issues, alcohol and drug addiction," she explains.

Neo is a proudly Tswana girl all the way from Mabeskraal, a township in Rustenburg. "I came to Johannesburg for greener pastures in December 2011. My breakthrough into the corporate world came about when I was on a learnership in 2013. I have 10 years of experience in various sectors, such as insurance and consulting (IT)."

Neo is currently completing her BCom Honours in HR Management, as well as the Global Remuneration Practitioner (GRP) through the South African Rewards Association (SARA).

The last born of three girls, Neo has four siblings, including two younger brothers. "My mom worked at Sun City Valley of Waves for many years and my father worked at the local mine. One of my best memories of

my late grandfather is while growing up we both liked watching 7de Laan. I know, who would have thought," she quips.

"I am a proud mom of a son aged seven. If I am not busy with schoolwork, you will find me watching movies, catching up on online news or playing with my bundle of joy. I also love plants."

Who am I?

Ke Motswana, one from Botswana.

I grew up eating Mabele ka mogodu.

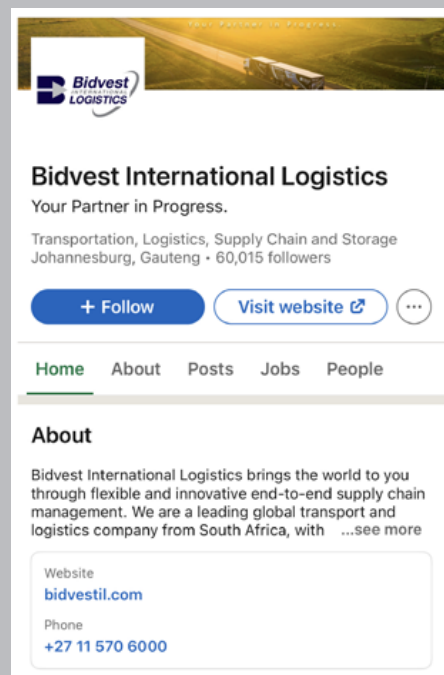
I don't know why I should wear those Levis jeans while I know where my roots lie.

I walk the streets of Joburg, wearing makgabe and people will be asking what she is wearing but men in my culture are proud.

Who am I?

Ke Motswana, one from Botswana. # Stolen

We have just reached 60 000 followers on LinkedIn.
If you haven't already, don't forget to connect with us.



The screenshot shows the LinkedIn profile for Bidvest International Logistics. At the top, there is a banner image with the Bidvest Logistics logo and the text "Your Partner in Progress". Below the banner, the company name "Bidvest International Logistics" is displayed, followed by the tagline "Your Partner in Progress." and the industry "Transportation, Logistics, Supply Chain and Storage" with "Johannesburg, Gauteng · 60,015 followers". There are buttons for "+ Follow" and "Visit website". The "About" section is visible, stating: "Bidvest International Logistics brings the world to you through flexible and innovative end-to-end supply chain management. We are a leading global transport and logistics company from South Africa, with ...see more". At the bottom, contact information is listed: Website: bidvestil.com, Phone: +27 11 570 6000.

CUSTOMS CORNER



Riaan Pienaar

CUSTOMS: A GATEWAY TO GLOBAL TRADE

When goods journey across international borders, they must pass through the intricate web of customs clearance. Behind this complicated process is a team of dedicated experts who ensure the seamless flow of trade. BIL is one of the most respected service providers in the field of customs.

The importance of customs

Riaan Pienaar, BIL's National Customs Executive, offers a glimpse into the daily life of a customs professional. "My role involves overseeing compliance for all our clients. My responsibilities extend beyond traditional customs work, encompassing interpretation and advice to clients who are importing and exporting.

"Customs is the heartbeat of international trade, ensuring that goods move seamlessly across borders while adhering to a complex web of regulations. Our team of specialists ensure that our clients comply with the ever-evolving regulations and standards. From tariff classifications to valuation and rebate stores, customs experts are the gatekeepers who maintain the integrity of the global supply chain."

Riaan emphasises that no two days in customs are the same. "The ever-changing landscape of international trade keeps us on our toes. As laws shift and products evolve, customs experts must adapt to ensure that goods flow smoothly across borders."

So what skill set would a customs person require?

"Working in customs demands a unique skill set. Attention to detail is paramount, as even a minor error can lead to significant delays and complications in trade. Customs professionals often operate independently, making decisions that require expertise and precision. The role requires an ability to work on your own.

"While some days may seem routine, every day in customs brings new challenges and learning opportunities. The laws change all the time and every day we get new products that we must identify for tariff classification to ensure our clients remain compliant. It is exciting because by its very nature you learn something new every day."

Riaan says BIL's customs team is professional and highly skilled. "Everyone has many years of experience. Between Nicky, Robin, Kevin and me we have close on 150 years of experience."

Some of the senior customs management team includes:

- Nicky Mackenzie* – Customs Compliance Manager
- Kevin Marais* – Customs Manager Durban
- Robin Kinsey* – National Customs Specialist
- Theresa Steenkamp* – Compliance and Bond Manager
- Andre Gerber* – Customs Compliance and Audit Officer
- Coral Benett* – Customs Compliance Auditor
- Hudson Thomas* – Automotive Manager and Customs Specialist E and W Cape
- Cashief Ross* – Customs Specialist Cape Town
- Pragasen Sangerelingun* – Customs Manager Johannesburg
- Morongwa Maya* – Customs Quality Controller

"We would like to invite more staff to join our team. At BIL we will teach them customs the right way from the start."

Riaan has been in customs for 34 years and with BIL for the past seven years. He began his career at SARS Customs, where he received a very good foundation in tariff determinations. "I worked with one of the best guys in the industry who was a good mentor. I continued learning through my subsequent roles and mentors at UTI (now DSV), Expeditors and Savino Del Bene before joining BIL."

For anyone interested in joining the team, please contact any of the team members mentioned above.



ANDRE GERBER A FINALIST IN THE YOUNG LOGISTICS PROFESSIONALS AWARD 2023

BIL is proud to announce that Andre Gerber, Customs Compliance and Audit Officer, has reached the finals of the global Young Logistics Professional (YLP) Award for 2023.

The 2023 regional winners are:

Region Africa and Middle East: Andre Hein Gerber, SAAFF, South Africa

Region Americas: Viktoriia Rudyk, CIFFA, Canada

Region Asia-Pacific: Hasbi Bin Yaakob, SLA, Singapore

Region Europe: Nils von Salzen, DSLV, Germany

The YLP Award is significant in inspiring and nurturing the next generation of logistics professionals. This year again, exceptional dissertations were submitted by the winners, which not only capture the intricacies of the global supply chain but also consider diverse parameters, displaying their ingenuity and commitment.

Here's what Andre had to say about competing in this prestigious competition. "Quite a funny story, I saw an email advertising the local SAAFF round of the award and assumed I would not qualify due to the age limitation as it's the *Young* Logistics Professional Award". When a secondary email was doing the rounds, I was pleasantly surprised that I met the requirements, even more so when noticing the prize was an iPad! The requirements for 2023 included submitting a dissertation of 4000 to 6000 words focusing on a key import and a key export commodity from your country. I decided to highlight the complexities associated with multimodal, international trade. When selecting the import

and export shipment, I purposefully sought out commodities which can be deemed polar opposites of one another, e.g. a super abnormal reactor and a sweets (candy) factory, the motivation being to convey the same principles of service excellence which need to be followed across the wide spectrum of goods involved in international trade. The dissertation examines the end-to-end processes which are carried out in the fulfilment of each transaction.

"I won the local SAAFF round and was selected to represent South Africa in the regional round of the competition for the Region Africa and Middle East. I won the regional round and, together with the winners from the three other regions, have been invited to attend the FIATA World Congress in Brussels from 1-6 October 2023. There I will compete for the title of Global Winner 2023 against the three other regional winners. We are required to give a 20-minute presentation to the Award Steering Committee, who will select the Global Winner based on your dissertation and ability to present your work. As Regional Winner we also have a 7-minute time slot to present our work in a TED Talks style to the live audience attending the FIATA World Congress in Brussels. The Global Winner will be announced at a Gala Dinner on 5 October."

Andre studied law at the University of the Free State in Bloemfontein, after which he joined SARS for two years and "that was when the customs bug bit", he says. He worked at DHL for a year in the Customs department and joined BIL in June 2020.

While studying for his Masters in Tax Law at the University of Pretoria, Andre did a research dissertation focusing on the role of customs and value-added tax legislation in the collection of value-added tax on cross-border trade in digital goods. "I achieved my Masters' Cum Laude, which was truly rewarding and made it worth the sleep sacrifice and lack of social activities for two years. Studying part time whilst working full time was extremely challenging, but I managed to complete it in the minimum amount of time. It was also this success that encouraged me to enter the Young Logistics Professional Award."

Andre is extremely grateful for the mentorship and help he has received in preparing to compete for the award. "I would like to thank Charles Dey, Training Consultant, for quite literally helping at any hour of the day. I am grateful for the guidance offered by so many at BIL. Thank you to Mr Currie, Trevor and Maria, who are revered giants of the industry. I also give thanks to Stephan, Buhle and Casey for their patience and responses to my endless emails and phone calls. Their efforts in facilitating and coordinating the original cargo movements should be commended.

"Finally, a special thank you to the South African Association of Freight Forwarders (SAAFF), who enabled my participation."

Good luck Andre and we are rooting for you to return to South Africa with the winning trophy.



MORONGWA MAYA – CUSTOMS QUALITY CONTROLLER, GAUTENG



How it all began

After matriculating, I was offered a freight forwarding learnership in what was then Safcor Panalpina Logistics. The 12-month programme was a basic introduction to international trade, logistics, marketing, warehousing, supply chain and customs. The latter was the toughest topic of the programme due to its complexity. Quoting and understanding how to apply the Customs Act, rules and regulations proved to be a daunting task.

Due to my inquisitive nature and interest shown in this topic that gave a lot of us a headache, I was fortunate enough to be chosen as part of the "The Customs 5". This was a yearly intake by the customs department for further customs training. The training was necessary and instrumental in aiding me with the set of skills and knowledge I needed to hit the ground running once I started framing entries.

There are various taxes, duties and excises to be paid, depending on the nature of the goods. Also, international trade is governed by a whole host of regulations. Customs entry clerks need to be familiar with all applicable laws to ensure compliance.

I am privileged to be employed by a company that promotes continuous learning, encourages individual development and affords employees the opportunity to further their studies through the Individual Development Programme (IDP). Through the IDP I was able to study

and obtain my Logistics Management Diploma from the University of Johannesburg, a qualification that helped enhance and diversify my skills. I also completed the first line management and supervisory programme with Dyna Training. I take ownership of my ongoing professional development, so that I can always add value to my team.

Through the mentorship of Solly Loonat and Pragasen Sangerelingum, I have experienced many different areas of customs. For example, I witnessed Pragasen in action during an Alternative Dispute Resolution (ADR) governed by Section 77I of the Customs and Excise Act. There is a process to follow when we are at an impasse with SARS. It was a character-building moment, that we should not avert from our stance when we have correctly applied customs rules and regulations. We came out victorious. My takeaway? Resilience and Tenacity!

My recent promotion to Customs Quality Controller is a milestone that has forced me to pause and reflect, a moment of profound gratitude and epiphany that rendered my decision to stay with the company fruitful. Customs quality control is the final line of defense, a safety net that comes with a lot of intricacies. I'm grateful for the opportunity and the trust vested in me.





Professionalisation

A necessity in South Africa's Customs and Freight Forwarding Sector

60TH MOST COMPETITIVE NATION IN THE WORLD

By Ingrid du Buisson (Chairperson)

South Africa is currently ranked 60th most competitive nation in the world out of 140 countries ranked in the 2019 edition of the Global Competitiveness Report published by the World Economic Forum. The most recent 2018 edition of Global Competitiveness Report assesses 140 economies, and in 2018, the World Economic Forum introduced a new methodology emphasising the role of human capital, innovation, resilience, and agility, as not only drivers but also defining features of economic success in the 4th Industrial Revolution.



It is within this context that we highlight the essential role the Customs and Freight Forwarding sector plays in facilitating South Africa's international trade, through their involvement in the management of transportation, customs clearing, documentation, third party payments and many other elements of international supply chains. Freight forwarders are essentially known as the "architects of transport". Globalisation and the need to reduce cost over the entire supply chain has re-focused the customs and freight forwarding sector in ways that are innovative and functional (www.saaff.org.za) The building of human capital capacity therefore becomes an essential requirement across this sector if South Africa is to improve their global competitiveness and cost efficiencies across the supply chains.



The development of the required capacity and skills within the customs and freight forwarding industry, has been a contentious issue since the late 1990's when the first Freight Forwarding and Customs Affairs courses were introduced by the South African Association of Freight Forwarders. Prior to this, there were no formal qualifications in South Africa, the industry and many employees stumbled into this sector from the shipping or banking industry.



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Since then, we've seen many more formal qualifications being developed and many more training providers establishing themselves to deliver these courses to the industry. However, the bureaucratic skills development system in South Africa has since created a misalignment of curriculum content to the needs of the business reality, as any changes, amendments or updating of curriculum takes months and has resulted in some curriculums becoming outdated. This in turn affects the standards against which employees are trained and measured.



Further to this, research has also indicated the mismatch of skills that could potentially contribute to the high number of unemployed graduates within South Africa, and of course a major contributing factor being the state of the economy. In addition to this is the inability of the South African education and training system to meet the growing demands of industries for skilled graduates in an ever-changing environment.



To address this challenge, the ICFF has applied a system's thinking approach to developing the framework for the Professionalisation of the Customs and Freight Forwarding sector and associated qualifications. Systems theory is a theoretical perspective that analyses a phenomenon viewed as a whole, not simply as the sum of its elementary parts. Systems theory focuses on the interrelationships between the elementary parts to understand the entities organisation. Systems thinking is the understanding of patterns that connect various systems, ideas, methods, theories, and models.



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Ultimately, the ICFF is developing a Framework for the professionalisation of the Customs and Freight Forwarding sector within the context of the South African economy being a “system”, in which qualified professional customs and freight forwarders will operate. The ICFF will oversee the professional standards towards professional designations that are associated to technical competence, as well as enforce a code of ethics and conduct which all members of the profession will be held accountable to. Professional bodies are also dedicated to the advancement of the knowledge and practice of professions through developing, supporting, regulating, and promoting professional standards for technical and ethical competence. Professional bodies are concerned with the public benefit as well as the reputation of professionals.

The ICFF will endeavour to professionalise the industry with the support of employer associations, training providers and the broader industry, this will ensure that we improve standards as industry and promote continuous learning to facilitate our international and national supply chains for better competitiveness and cost efficiencies. This ultimately will support the improvement of our global competitiveness as a country.

For further information, please contact your BIL HR department or your manager.



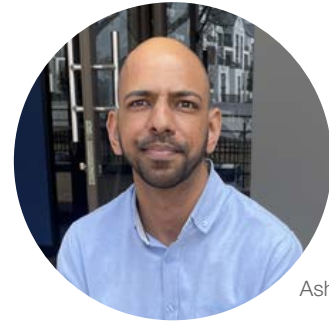
FINANCE CORNER



THE VITAL ROLE OF BIL'S FINANCE DEPARTMENT

Finance departments serve as the backbone of a company, driving sound decision-making and ensuring fiscal health. BIL's IL finance department can be found at Stoneridge Office Park, a team of 20 dedicated staff ensuring the company's finances are soundly managed.

"The recent completion of our financial year-end was a prime example of our team's unwavering commitment," says Ashwin Bensingh, Financial Operations Manager. "Everyone rolled up their sleeves, working tirelessly and going beyond their regular hours to ensure that all tasks were completed punctually for the audit. The outcome of the audit was a resounding success, underlining the effectiveness of our collective efforts".



Ashwin Bensingh



IL Finance JHB Team

Lerato Putsoane; Dineo Mohoase; Botsabane Mabinana; Karin Amori Roos Allen; Vanessa Kwan; Ruth Pepper; Nonhlanhla Mazibuko
Phanuel Ngobeni; Ashwin Bensingh; Dankie Ngobeni; Paballo Mothai; Patrick Themba.

He adds, "Working for BIL has been a wonderful journey and the fact that I am so comfortable with my colleagues makes it a joy to work at BIL. We have a great deal of respect for each other and actively learning about each other's cultures and heritage has made us a strong team.

"The Gauteng IL Finance Department manages turnover of multi-million Rands. We are mindful of the responsibility we hold not only to the company but also to our clients and stakeholders. The weight of this responsibility underscores the professionalism and precision that characterises our team's performance and drives us to continuously refine our processes and stay ahead in the ever-evolving financial landscape.

After obtaining a BCom degree 15 years ago, Ashwin joined BIL KZN as a Payment Clerk. He was recently promoted to Financial Operations Manager. He is a firm believer in sharing information, knowledge and skills. "A key factor in my growth has been mentors, such as Taryn Davel, who have played a pivotal role in guiding me in my development." Looking forward, Ashwin aspires to continue growing in this capacity and taking on more responsibilities. Ashwin's story showcases the opportunities for advancement within the company, as well as the value of hard work, continuous learning and the support of mentors. His transition from Durban to Johannesburg is a reminder

that stepping out of one's comfort zone can lead to immense personal and professional growth.

Jasneem Seethal, National Functions Manager, Finance

Jasneem is the National Finance Manager reporting to the Financial Director.

Jasneem joined BIL three and a half years ago and explained the role of her and her team. "Our team plays a crucial role in the company's financial reporting to Bidvest Freight and the Bidvest Group.



National Finance Team

Mmakgabo Moholola; Bradlee Mulligan; Xanthia May; Jasneem Seethal.

Continued on page 17

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“Our responsibilities encompass all aspects of group reporting and tax-related matters. A significant part of our mandate involves coordinating external audits and producing accurate financial statements.

“We are a small and happy team comprising of five people, with each of us possessing different skill sets that contribute to the success of the team. The team collaborates well with the divisional finance teams and provides support when required. Our role is crucial in terms of financial reporting but we work behind the scenes because that is the nature of finance people.”

Jasneem is a Chartered Accountant and is originally from Durban. Balancing her role as a working mother to two boys aged 5 and 7 can be demanding, especially given the potential for long working hours during peak periods. “It is a challenging role as it is deadline-driven around month end, quarter end and year-end, but numbers is my game and the culture at BIL inspires me to approach each day with enthusiasm”.

The role of Payroll

The payroll team is responsible for managing the payroll process within the organisation and ensuring compliance with relevant laws and tax obligations. The team works hand in hand with the HR department, to create secure and accurate payslips to pay employees on time. Currently we have a headcount of approximately 1405 employees at BIL.

The Trade team oversees payments for office suppliers, such as rent and the general maintenance of Stoneridge Office Park.

The Forex team oversees foreign currency payments to suppliers and agents around the world.

IL Director Xolani Sithole embodies the spirit of collaboration and camaraderie and actively participates in our social events.



National Payroll and Finance Team
Bradlee Mulligan; Mmakgabo Moholola; Xanthia May; Fiona Marr; Jasneem Seethal; Cindy De Beer.



General Ledger and Trade Team
Dankie Ngobeni; Nonhlanhla Mazibuko; Ruth Peffer; Ashwin Bensingh.
Absent: Peter Masuku and Hlengiwe Mzize.



Disbursement Team
Front L-R – Patrick Themba; Dineo Mohoase; Lerato Putsoane
Back – Phaniel Ngobeni; Paballo Mothai.
Absent: Carla Victor and Angelique Charles



Karin-Amori Roos, Botsabane Mabinana, Vanessa Kwan.
Absent: Jacob Mncube, Gwendoline Dry and Marc Southon (Forex Manager).

PROCUREMENT CORNER



Exciting Source-to-Pay Project is Launched in BIL

Digital transformation has emerged as an imperative not only to reduce costs and achieve efficiencies but also to build resilience and flexibility to better deal with the unplanned. As a part of this digital vision, BIL is modernising our source-to-pay processes to enable and maintain predictable value.

We are excited to announce that BIL will be implementing Source-to-Pay (S2P) software with the plan to go live in April 2024.

Source-to-pay is the cornerstone of how a company spends money effectively and, in doing so, generates value, fosters innovation, reduces risk, and creates strategic advantages.

S2P BENEFITS

- Improve on governance and compliance
- Strategic vendor management
- Benefits realisation through tracking of all spend and on contracts
- Reduction in laborious and paper intensive tasks
- Apply standard processes across BIL
- Be able to pull simple, quick and accurate reports

The system will be implemented across various processes, including onboarding suppliers, placing orders, and processing invoices. This much-needed Source to Pay solution will assist BIL in delivering efficient, profitable, and operationally geared services to our clients when third-party vendors are involved.

S2P will help employees reduce their paper-intensive tasks and allow easy tracking of supplier transactions.

Which system is BIL implementing?

After an extensive tender process where all viable systems were explored, BIL has selected Zycus to transform our source-to-pay landscape with their AI-powered solutions. If you would like to learn more about the Zycus platform, information can be found on zycus.com

Which function will be impacted by this implementation?

This implementation affects our handling of supplier spend only. All client interactions are out of scope. BIL has selected four modules from the Zycus suite of products:

iContract – Zycus' Contract Management automation solution reduces maverick spend, optimises operation, and elevates the entire contracting experience while significantly shrinking cycle time and enhancing compliance. All authoring, amendments, and signatures will be managed on the platform.

iSupplier - Supplier Information Management maintains a master database of suppliers for all systems, manages supplier onboarding and improves compliance with important documentation such as BEE certificates, GIT cover, LOGS etc.

eProcurement - Optimises Requisitions, Catalogue, and PO Management. Reduces manual data entry and errors with automated workflows. Improve supplier collaboration and communication with a unified portal.

eInvoicing - Streamline Accounts Payable with Effortless Touchless eInvoicing, Powered by Merlin AI. Reduces costs and improves accuracy with automated invoice processing.

Who will have access to the Source-to-Pay system?

Users who perform activities in relation to spend with suppliers as appointed by the Division Heads. User lists will be confirmed with the relevant divisions and end-user training will be scheduled according to these lists

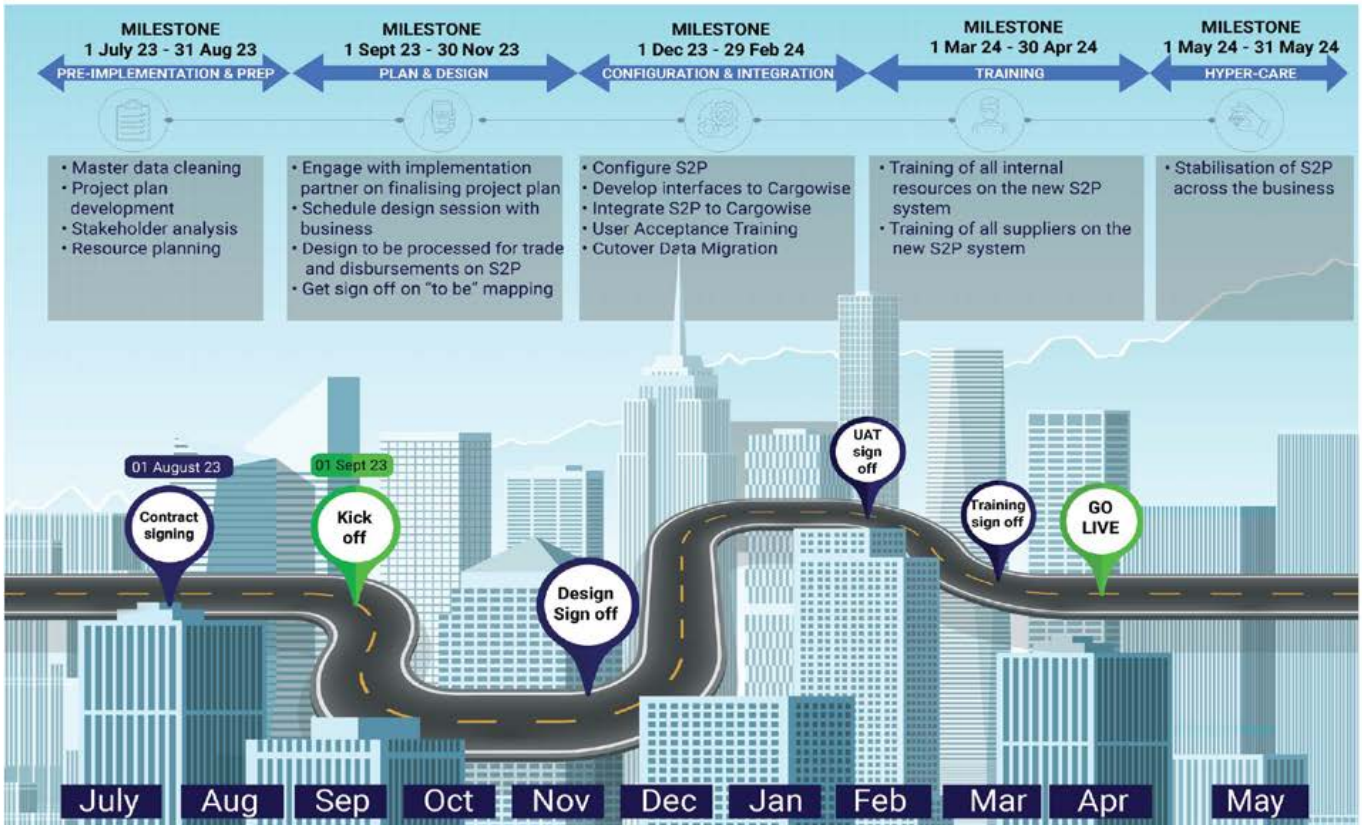
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When will the Source-To-Pay System be rolled out to the company?

Source-to-Pay (S2P) system is planned to go live in April 2024. Please see the roadmap for the project:



Who can I contact if I need more information about the Source-to-Pay system implementation?

Biddy@bidvestil.com

We are excited to announce the winners of our S2P Bot naming competition!

The winning name introduces the S2P bot as your buddy in Bidvest IL, guiding you through this transformational system implementation.

Congratulations to the following winners who will each be receiving a R500 voucher:

- Bradley Fritz (International Logistics)
- Cylandia Feldman (National Functions)
- Tyrell Kanni (International Logistics)

Biddy the Bot will be communicating with you along the S2P project journey on tips, tricks, and project information.

Be on the lookout for further competitions, communications, and exciting updates.

Thank you to all who participated!



OVERLAND CORNER



OVERLAND LOGISTICS ACHIEVES RTMS ACCREDITATION

Overland Logistics has successfully achieved accreditation under the Road Transport Management System. The RTMS, a voluntary self-regulation initiative endorsed by the government and led by the industry, aims to encourage consignors, consignees and road transport operators to adopt a standardised management system. This system demonstrates adherence to the Road Traffic Regulations, while contributing to the preservation of road infrastructure, improvement of road safety and an increase of overall productivity.

The RTMS has achieved significant results in regulating the heavy vehicle industry, including:

- Reducing and minimising overloading
- Preventing excessive road wear and preserving road infrastructure
- Enhancing heavy vehicle safety on public road networks
- Implementing driver wellness initiatives to take care of truck drivers' health
- Reducing of traffic violations, including incidents of speeding
- Improving efficiency across various industry supply chains
- Actively promoting skills development within the transport sector
- Encouraging companies to measure their performance and take accountability for the impact of their activities

Congratulations to Taryn Wenlock, Yolanda Samuels and Celine Maharaj, who were key role players in achieving the certification.



Audit of PPG at Alrode branch



L-R: Patience Nkosi, Transport Coordinator; Taryn Wenlock, SHERQ Manager; Duane van der Sandt, SHERQ Coordinator; Yolanda Samuels, SHERQ and Office Controller; Kennedy Mulaudzi, Transport Controller; Allicia Marimuthu, Operations Manager and Celine Maharaj, SHERQ Administrator.

BUSINESS DEVELOPMENT CORNER



BIL RAMPS UP BUSINESS DEVELOPMENT TEAM

Identifying opportunities to boost sales has resulted in the creation of new roles within BIL. The sales team, headed by National Commercial Manager Lodi Borstlap, now has two Forwarding Sales Managers and three Key Account Managers.

Interview with Buhle Dyalvan, Forwarding Sales Manager

"This position was created because we saw opportunities to grow our share of the international trade, specifically forwarding volumes. I am responsible for the USA and India trade and my role entails identifying new markets and offering additional services to existing clients. I work closely with our internal teams and global partners and together we are developing our product offering and analysing our pricing structures," explains Buhle.

Prior to Buhle's promotion to Forwarding Sales Manager, he was Tender Manager at BIL. "I managed all tenders to streamline and provide consistent and compliant proposals to clients. BIL receives approximately 10-15 tender enquiries per month. We need to ensure the scope fits our expertise and then produce a compelling bid. I have handed over this role to our new employee, Charles Chetty, who has been in the industry for 20 years."

Buhle joined BIL straight out of school 15 years ago. During his matric year, he met with recruiters from Safcor Freight and after completing school was chosen to join the NQF3 learnership programme in January 2008. "In 2009 I was offered permanent employment and joined the general IL team in a junior role. I learned a lot under Debbie Beadle, after which I was brought into the Oil and Gas ops team under Jen Byrne, before being transferred to pricing and becoming Pricing Manager for Oil and Gas.

"In 2019 Maria du Preez offered me a position at our head office in Johannesburg as Pricing Manager, but then Covid happened and I found myself in the Tender Manager position. Presently I am excited at yet again a new challenging role as Forwarding Sales Manager."

Buhle praises the wonderful mentorship he has had in his growth path at BIL. "A lot of people at BIL take note of who you are and what you are doing. To mention a few, Jen Byrne was a fantastic mentor and to this day she reminds me to study more. JD van der Merwe is my sounding board and his level head keeps me grounded. When I joined the commercial team, I saw yet again how much I still had to learn from Willem Bekker and the BD team. Maria du Preez is supportive and gives us the platform to be who we are and explore new possibilities."



Buhle is an inspiration to those on the BIL learnership programme and has some sound advice for them. "You young guys who come through BIL are blessed as there are many wonderful people and great leadership within BIL. My advice is to keep your heads down and get the job done, complete your tasks in time and in the appropriate manner. It will give your seniors and colleagues the confidence to trust you with more challenging tasks. It starts small. I did my junior ranks here, moving on to new roles after two or three years. In each role, I gained the confidence of my seniors and peers before moving on to the next challenge."

Along with hard work comes education and Buhle has completed the Management Development Programme with the University of Stellenbosch and is currently enrolled for Supply Chain Management through the BIL Academy.

Born and bred in Cape Town, Buhle attended Simon's Town High school where he was introduced to shipping and did two maritime courses, maritime economics and navigation. He participated in rugby, swimming, NSRI and chess. "Today I am a big soccer fan, easy going, adventurous, happily single and no kids. At 33 years of age I am still too immature and happy in my space."

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Interview Nerissa Pillay

When a position came up for the new role of Forwarding Sales Consultant, Durban based Client Services Consultant Nerissa Pillay decided to apply for the job. She was successful but it meant the very difficult decision to move to Johannesburg with her daughter.

“It was time for a change and this newly created role sounded like a good opportunity. I am based at Greenstone and am responsible for promoting the Forwarding service offering and growing volumes for the Europe-South Africa trade lane,” she says.

“Growing economies means more demand and more demand means more movement of goods. The challenge is that businesses have adopted a money saving mindset and with this they have identified logistics as the area in which they believe savings can be made. This means that as freight forwarders we must become more creative and ensure our services are effective and efficient. Introducing this role into the stream allows the business to have a ‘specialist’ taking care of a specific lane. Through mapping of the lanes and traffic, we can focus on solutions.”

Nerissa works mainly with Tobias Goer, who is the Route Development Manager for South Africa based at EMO Trans in Germany. “The bulk of the cargo comes out of Germany so Tobias and I have almost weekly engagements regarding inward and outbound cargo. I work closely with France, Italy and other European countries and, together with BIL’s Trade Lane team, we negotiate for better rates for our clients.”

Nerissa joined the company in 2007 as an Import Registration Clerk. “I was 21 years old. From there I moved on to be a Groupage Clerk, then an Entry Clerk. I had a break in service for three years, during which I worked for competitors, but jumped at the opportunity to rejoin BIL as a Forwarding Controller in 2013.

“I was in this position for three years and, after maternity leave in 2016, an opportunity came up for the role of Client Services Consultant. I was given a portfolio of clients to grow business and move cargo more efficiently and cost effectively. I have grown my portfolio and built many strong relationships with clients over the years. Some still call on me for assistance.”

Nerissa explains that while Key Account Managers and Consultants have their own portfolios to manage, they try and leverage off each other’s strengths. “Some colleagues are more skilled and knowledgeable in specific industries and others hold many years of operational and commercial experience.

“I have had a lot of support from colleagues and management and am very appreciative of that, along with the opportunities I have been given at BIL. Without opportunities we wouldn’t grow at the pace we do. BIL gives us the opportunity to get out and see what we are good at.”

In addition to her new role and new location, Nerissa is currently studying for a BCom degree in Marketing and Management Science. She is a single mother to an eight-year-old daughter and is one of three siblings. “I am very family orientated, I adore animals and would love to open my own animal sanctuary one day. My hobbies include listening to music, watching movies, reading and travelling.”

Congratulations and best of luck in your new role!

FAREWELL TO RHETT OERTEL

A surprise farewell party was held for Rhett Oertel, Head of Sales, when he left BIL at the end of July 2023. The sales team gifted Rhett with Adidas Stan Smith sneakers and had their names printed on the shoe laces.

Seated L-R: Indran Govender, Chene Vermaak and Patrick Gaillard.
Centre row: Rhett Oertel
Standing L-R: Surasha Ramnarain, Michelle Dauberman, Yolanda Leaf and Roxanne Coutts.



CAPITAL PROJECTS



DISASSEMBLED HELICOPTER FROM USA TO SA

By: Stephan Van Emmenes: Head Capital Projects

We are delighted to highlight Benedict Nambo's exceptional accomplishment in successfully overseeing the transportation of a disassembled helicopter from the USA to South Africa. The Bell UH 1d, arriving in parts on a 40'FR container from Texas to Durban port, posed unique challenges during the process.

With skilful expertise, Ben took charge of the entire operation, from conducting a meticulous destination survey to supervising the intricate offloading procedure at the final destination, Rand Airport. The most critical aspect involved handling the front section of the fuselage, which demanded utmost care due to its nose-heavy nature and tight packing within the container.

We are immensely proud of Ben's dedication and proficiency in ensuring a seamless transfer of this valuable cargo. Below are some captivating snapshots capturing the momentous offloading process.

Congratulations to Benedict Nambo for orchestrating this complex undertaking with precision and finesse, exemplifying our company's commitment to excellence in every endeavour. Well done Benedict!



Benedict Nambo



Skilful manoeuvring on display



TRANSPORTATION OF 90-TON TRANSFORMERS



Chene Vermaak



Trevor Msimango

We are elated to announce the culmination of years of effort in securing the esteemed ACTOM account. Thanks to Chene Vermaak's unwavering perseverance, BIL has achieved a momentous milestone by being awarded an order for two locally manufactured 120 Mva Transformers.

Taking on the responsibility for transportation to a solar farm in the Northwest Province, Trevor Msimango showcased extraordinary organisational skills throughout the project's execution. From the very outset, meticulous planning commenced with cost estimates, followed by a comprehensive route survey. The transformers, weighing 90 tons and towering over 5.5 meters, required special considerations due to high voltage power lines along the route.

To ensure a safe passage, arrangements were made to temporarily cut the power supply when the load passed through the high-voltage areas. Furthermore, the road to the substation plinth demanded modifications to accommodate the multi-axle trailer, necessitating outer and inner turn circles of 22 meters and 11 meters respectively.

Upon arrival at the plinth, the project's complexity continued. BIL's skilled team oversaw the subcontractors who executed a meticulous operation involving four 55t hydraulic jacks to elevate the transformers to the required height. Subsequently, a hydra slide system was employed to position the units with precision, culminating in their safe lowering to their final resting place.

This project exemplifies the level of expertise and commitment BIL prides itself on. The successful collaboration between Chene Vermaak and Trevor Msimango, along with the entire team, showcases BIL's dedication to tackling complex challenges with utmost proficiency. We look forward to further success as we continue to deliver exceptional solutions for our valued clients.



OUR OVERSEAS PARTNERS



CHINA OPENS NEW OFFICES IN SHANGHAI

By: Daisy Chen, Manager Administration Department and HR SSC.

We were excited to host EMO Trans executives Marco Rohrer, Tom Bayes and Bernhard Stock at our brand-new Shanghai offices in June 2023.

We had a lion show for the official opening ceremony. The show aimed to bring a brighter future and depicted our traditional process of painting

the lion's eye and catching and dispatching the lettuce. The symbolism means to gain and share all wealth as "lettuce" in Cantonese sounds like "wealth".

Marco and Frank Sun gave us an encouraging speech on the progress of EMO group and China.



The Shanghai and China headquarters team.



L-R: Tom Bayes, Vice President Asia of EMO USA; Marco Rohrer, President and CEO of EMO USA; Frank Sun, Managing Director of EMO CHINA; Bernhard Stock, Director of EMO Germany.



SOCIAL • CSI • CHARITY



INTRODUCING THE BIL NATIONAL CSI REPRESENTATIVE – PHINDILE MLAMBO

“My love for CSI initiatives stems from growing up in a previously disadvantaged community and wanting to assist other people”, says Phindile.

“Based on this I am pleased to have been selected as the National BIL CSI Representative and I have already had the privilege to roll out a great initiative for young girls in schools to receive reusable sanitary towels.

“This initiative took place on 17 March 2023. We went to Gideon Rambuwane Combined School as well as Mikateka Primary School with Palesa Pads, an NGO, alongside another NGO called Manpower which assisted in making this initiative a success. Palesa Pads executed a successful activation event to teach schoolgirls about female health, to understand their bodies and how to maintain good hygiene. Through this initiative, we managed to assist 840 schoolgirls with sanitary towels that will last them for the next five years.”



Recent research by an organisation called “I_Menstruate” discovered that 83% of schoolgirls do not have regular access to menstrual hygiene products. This has led to about one in four girls missing school monthly due to lack of adequate support during their menstrual cycle. The sanitary towels initiative has allowed BIL to contribute by providing a five year solution to 840 schoolgirls and to alleviate this social ill that impacts such a large number of girls across South Africa.

Process for CSI Submissions

We have created a dedicated email address for CSI initiatives to be put forward should an individual at BIL identify initiatives within their areas for assistance. Initiatives should be sent to: CSI@Bidvestil.com, accompanied by the following documents:

- Written proposal outlining the request for donation
- Organisation portfolio
- List of beneficiaries (EE only), people from previously disadvantaged backgrounds
- Organisation registration document
- Tax registration
- BBB-EE certificate
- ID copies of all Directors/Founders/Owners

The above documents will enable the CSI panel to assess eligibility for sponsorship as there is a criteria that needs to be met from a BBB-EE perspective.

12-YEAR-OLD SHRISTHI LALJIT REACHES FOR THE STARS

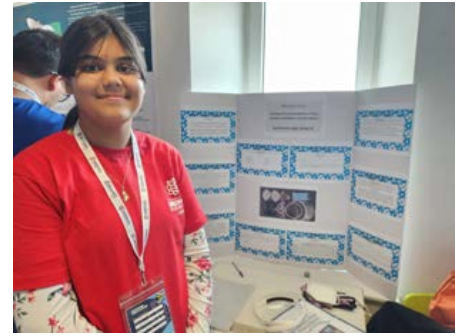
Shristhi Laljit, 12-year-old daughter of Surasha Ramnarain, was selected to represent South Africa at the International Greenwich Olympiad (IGO), which was held in London in June 2023. IGO is a global Olympiad, where selected students from around the world present innovative ideas to take on today's challenges in Energy, Environment and Engineering.

"Shristhi is a Grade 7 student at Star College Durban and was the youngest to be selected to participate," says her proud mom Surasha Ramnarain, who is a Business Development Consultant based at BILL's Frosterley Park.

"Her journey began in 2021, when she presented to the Eskom Expo for Young Scientists at the University of KZN and was awarded second place nationally. Her choice of topic was "The effectiveness of the various masks in South Africa, in protecting against

viruses / breathability of masks". This was during the height of Covid in SA, when the wearing of masks was compulsory.

"In June this year, Shristhi and 17 other students from higher grades presented their innovations to 10 judges, who then questioned the students individually. Shristhi did very well and we are all so proud of her. My sincerest gratitude to Maria and Rhett for your support in Shristhi's trip to London."



Shristhi Laljit



London presentation



Shristhi being questioned by the judges.



The International Greenwich Olympiad



Star College principle, Mr Gencil, together with the students and their families.



YOLANDA SAMUELS COMPLETES HALF MARATHON

Congratulations to Yolanda Samuels on completing her first half marathon on 27 August 2023 at the VUM Durban sunrise race. "I trained very hard for this half marathon and am pleased with my result," she said.



WOMEN'S DAY AT BIL

Overland KZN facilities

The BIL Overland KZN facilities celebrated Women's Day on 8 August 2023 by wearing their favourite sports team shirt to work. The initiative was aimed at rallying support for the South African women participating in sport, specifically in the Women's Cricket World Cup 2023, Women's Soccer World Cup 2023 and Women's Netball World Cup 2023.

Female staff were encouraged to bring along their favourite sports fan gear (vuvuzela, hats, balls, bats, etc). The ladies participated in a few sporty games and the ultimate facility cheer competition, which was won by the Support Services team.



Jacobs, Runway Park Warehouse and Runway Park Support Services



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Overland Logistics ladies from Elandshaven and Transport
By: Diana Kekana, Administrator

The ladies from Elandshaven Warehouse and the Transport Division had a get together at the Elandshaven boardroom to celebrate Women's Day on 8 August 2023.

Logistics has long been seen as a male dominated sector. Women have made a significant contribution to the industry in recent years, establishing themselves in diverse roles from transportation and warehousing to supply chain management.

We are not going to limit ourselves. We can change the nation, we have the power, resilience and courage to fight the systems that keep us from feeling we are not enough – Womandla (Woman in Power).



Denver Women's Day
By: Mandisa Goba, Operations Superintendent



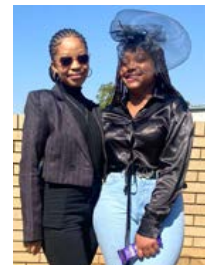
The ladies showing off their attire

"Do you see beauty? Do you see resilience? Do you see hard work, commitment and love?", these are some of the words we use to describe the women of Denver.

On 8 August, we gathered to take a well-deserved break and check in with the ladies. All the ladies got a chance to look their best and gather in our boardroom for high tea. A selection of savoury platters and a sweet treat from our GM as well as tea was served. A strong message from a Ted talk by Sheryl Lee Ralph was also shared by our FM. One of many takeaways from her "3-Step Guide to Believing in Yourself" was to push through all the doubt, disbelief, no and rejections and have the confidence to start whatever

seems to be out of our reach as women. Furthermore, she stressed the importance of checking in on our mental and emotional health as they are the two very important aspects required to build self-confidence.

In any industry and endeavour women plan to take, self-confidence is the fuel that gets us started and keeps us going. Once the treat for the soul from Sheryl was done, we went outside to capture the beautiful ladies of Denver. Please see attached pictures. Onwards and upwards to the ladies of Bidvest Overland.



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Rosslyn Warehouse

“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 2023, enjoying each other’s company while being treated to delicious cake and gifts.



Roadfreight at Axle Park

The ladies at Axle Park enjoyed a wonderful time together, sharing words of encouragement and upliftment with each other. The afternoon was filled with ladies painting each other’s nails, doing hair and making each other feel special.



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Logistics Park Units 1 and 2

Ezelda and her team of ladies celebrated Women's Day in style. They had a pink theme and used this opportunity to share inspirational stories on how to fix each other's crowns.



KING SHAKA AIRPORT TEAM CELEBRATES YOUTH DAY



KSA celebrated Youth Day by holding a mini sports day. There were two teams, the Eibos and BIL Dynamites. Teams participated in a three-legged race, bean bag race and obstacle relay to end.

Team Eibo accumulated the most points and were declared the winners.



Kneeling : Denzil Pillay and Monde Mhlongo.

1st row: Lianta Cooposamy, Keshni Ramdeo, Ravi Thakoordeen and Seelan Naidoo.

2nd row: Naveen Suknandan, Emmanuel Khumalo, Vincent Pillay and Isaac Mgwaba.

Last row: Ernest Dlamini, Charles Gumedu, Reggie Pillay and Bradley Govender.



THE HUNGER GAMES

By: Tyrell Kanni, Oceanfreight Import Client Controller, Blue BU

Do or die, the hunger games began... as we all work hard and eat healthy, we also need a balance. This led to a Blue BU team building event filled with excitement and enjoyment. The theme was a mini cheat day!

From the build your own burger bar to the games that were played, the event allowed staff to bond for a bit and destress, which is always the main goal behind the events of the Blue BU.



SPRING DAY AT DEAL PARTY



Deal Party staff welcomed Spring Day on Friday 1 September wearing their best floral outfits and hats for the Mad Hatters competition. Said Stanton Crowster, Facility Manager, "The adjudicator came back with his TOP 3 and from what I can gather IT WAS NOT AN EASY DECISION."

The winners were:

- Tilani Swannepoel with her Zesty Top Hat with flowers and Tweety Bird
- Nompumelelo Mkumatela with a flowerbed straw hat
- JP Massyn with his Bok Bucket

DUMISANE MNCWABE'S BABY SHOWER



KZN IL Exports and Invoicing teams celebrated with Dumisane Mncwabe, who is expecting the arrival of his baby girl. The team has a little message for him.



Acknowledge how lucky, as parents, you are. Smile, as you gaze into your newborn's eyes. Soak in the joy of having a baby and appreciate your life's biggest prize. Sleepless nights are more than worth it with your little one. Their bright eyes and glowing hearts make the best night lights. All our best to your little miracle.

MATCH



Congratulations to Jermanie Pillay, Import Assistant Controller Blue BU, Frosterley Park IL, and his bride Ilene on their marriage, which took place on 15 July 2023.



NEW EMPLOYEES



Welcome to all our new employees who joined from April to June 2023. We wish you long and successful careers at BIL.

ALRODE

Isaiah Teffu
Sandile Nxumalo
Haniel Malale
Phumlani Ndelela

AXLE PARK

Aneesa Kikia

BMW

Obakeng More

DENVER

Princess Mushwana

ELANDSHAVEN

Mmbulungeni Munyai

FROSTERLEY PARK

Anastacia Mohanlall
Mckyle Ramharack
Capriccia Reddi
Sindiswa Zondi

GREENSTONE

Mbali Mthembu
Nonhlanhla Mazibuko
Success Makaba

LOGISTICS PARK 1

Sonti Cholo
Shalati Sibisi
Tisetso Tsoari
Lushenka Maistry
Katlego Moretsele
Maleshane Rammutle

LOGISTICS PARK 2

Qaqambile Luthuli

MILITARY ROAD

Bradley Fritz
Lydia Mehlomakhulu

ORE BERTH

Isaac Ndabula

RICHARDS BAY

Sithembiso Sibiya

RUNWAY PARK

Trusha Chetty

LONG SERVICE



Congratulations to the following on achieving long service awards from April to June 2023.

45 YEARS

Shareen Foolchand

40 YEARS

Maggie Pather

35 YEARS

Josias Rahlallane

Brian Pillay

Seelan Naidoo

25 YEARS

Desmond Gumede

20 YEARS

Hendrik Van Der Merwe

Sugandhree Gurie

15 YEARS

Ashandren Naidoo

Ashwin Bensingh

Cebo Ndwandwe

Claudelle Diedricks

Clifford Makhubela

Elias Mthembu

Joshua Ngwane

Karin Ross Allen

Lindi Mahlangu

Mduduzi Ndllovu

Joseph Lurwayi

Raasetja Maraba

10 YEARS

Lesley-Anne Ranson

Nonhlanhla Sidzinga

Congratulations to Josias Rahlallane, Storeman Logistics 2, on achieving a memorable milestone of 35 years' service with BIL. Well done and thank you for your unwavering loyalty.



L-R: Tiny Ndebe, Facility Manager, Josias Rahlallane, Gavin Balfour, Operations Superintendent.

RETIREMENT



NKOSITHENI SHANGE RETIRES AFTER 39 YEARS OF SERVICE

Runway Park staff bade farewell to Nkositheni after 39 years of loyal service to our company.



L-R: Len Pather, GM; Nkositheni Shange, Storeman Operator and Nevesh Jadhu, Facility Manager.



Nkositheni with his wife, daughter and son.

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 three questions and stand a chance to win.:

- 1. What customs accreditation has BIL achieved?*
- 2. What project is being launched by our Procurement department?*
- 3. Who is BIL's national CSI representative?*

Send your answer to: marketing@bidvestil.com by 10 November 2023.

COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 14

Well done to the winners of our competition.

The question was: What is the role of BIL's Business Engineer?

Answer: A Business Intelligence Engineer does data analysis and interpretation to assist the business in making data-driven decisions.



1st prize: Lerato Putsoane,
Creditors Clerk, IL Finance
(Greenstone office).



2nd prize: Shavina Inderpershad,
Operations Controller Frosterley Park.



3rd prize: Angie Klibanski,
Controller Gqeberha.

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