

PEOPLE'S PRESS



THE DIRECTOR'S CHAIR



BIDVEST INTERNATIONAL LOGISTICS UNVEILS A FRESH NEW LOOK

Bidvest International Logistics celebrated the unveiling of its name change and change in global partner with functions held in Johannesburg, Durban, Port Elizabeth and Cape Town between 19 and 21 November 2019.

In Johannesburg, an exclusive event was held at The Venue in Melrose Arch. Bidvest International Logistics' Xolani Sithole, IL Executive, took to the stage as MC and set the tone for a fun celebration with his clever sense of humour. Bidvest CEO Lindsay Ralph welcomed guests, customers and staff and spoke of Bidvest's excitement at EMO Trans being appointed Bidvest International Logistics' new exclusive global forwarder.

Thomas Klinkhammer, Managing Director Sales and Marketing EMO Trans, spoke about EMO Trans, which is represented in 250 offices in 120 countries globally. EMO Trans has an excellent understanding of South Africa, having worked with Sebenza Forwarding and Shipping for over 20 years.

Durban's function was held at the luxurious Oyster Box Hotel in Umhlanga with MC Rhett Oertel, Commercial Manager, IL KZN, calling on prestigious guests to speak. These included Bruce Thoresson, IL Director; Nosi Mbongwa, Chief Financial Officer of Bidvest Freight and Chairperson of Bidvest International Logistics; David Leisegang, Jannie Roux, Wiseman Madinane and Xolani Mbulawa. EMO Trans executives included Thom Bayes, USA Vice President – Business Network Development Asia and Oliver Kuffel, USA Director Sales Development.

Above L-R: Craig Mountjoy, Managing Director Bidvest International Logistics and Thomas Klinkhammer, Managing Director Sales and Marketing, EMO Trans.

Cape Town's event was held at the Cape Grace Hotel, V&A Waterfront. Rhett Oertel was the MC and MD Craig Mountjoy welcomed guests and spoke about the rebranding and new exclusive agent. Staff, clients and other shareholders had a wonderful evening.

Port Elizabeth took place at The Plantation. Xolani Sithole, IL Executive, was once again the MC and he welcomed prestigious guests, including Thomas Klinkhammer, Oliver Kuffel and Thom Bayes from EMO Trans and Marko Albertyn and Dennis Floris from Sebenza.

In East London, Bruce Thoresson, IL Director, welcomed East London clients and staff and shared information about our new global forwarder, EMO Trans, as well as our new brand name Bidvest International Logistics. Everyone enjoyed a superb three course meal at Grazia Fine Food & Wine Restaurant.

Uniworld's Prem Kumar and Joshua Kumar attended events in Johannesburg, Cape Town and Port Elizabeth.

Pioneering explorer Riaan Manser entertained guests in Cape and Johannesburg with his riveting accounts of his adventures around the world. Riaan holds records for many world firsts, including an unsupported 5 500 km row across the Atlantic Ocean, cycling a mammoth 37 000 km around the perimeter of Africa and circumnavigating Iceland in a double sea-kayak.

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CAPE TOWN



L-R: Rhett Oertel, Riaan Manser and Bruce Thoresson.



L-R: James Weir, Seagull Industries, Richard Schmidt, Seagull Industries and Desseré Badelt.



L-R: Craig Mountjoy, Prem Kumar from Uniworld Logistics and Tom Bayes, EMO Trans USA.



JD van der Merwe and Harry Dimo.



L-R: Bianca Johannes, Asanda Gqoboka, SMD Telecommunication, Ryan Beswick, Circuit Water Engineering and Lodi Borstlap.



L-R: Maria du Preez, Joshua Kumar, Jen Byrne and Marcus Ellappan.



L-R: Craig Mountjoy, Prem Kumar from Uniworld and Tom Bayes from EMO Trans USA.



L-R: Laura de Villiers, Desseré Badelt, Johan Coetzer from J H Hillebrand and Stephen Fester from Anchor Industries.

JOHANNESBURG



L to R: Jason Kai Hsiang Chang, Tajo Song Zhaohui and Ricky Guojian from Huawei; Ezelda Botha, Shannon Welcome and Linda Evans from Bidvest International Logistics.



Ilze Roux, Group Company Secretary and Akona Ngcuka, Group Commercial Executive, Bidvest.



L-R: Prem Kumar and Joshua Kumar, Uniworld Logistics; Lindsay Ralphs, Bidvest CEO; Peter Paul Ngwenya, Makana Trust and Thomas Klinkhammer, EMO Trans.



L-R: Marvin Pillay, Simo Mkhize, Gerald Coetzee from Philips SA and Bernadette du Plessis.



L-R: Marius Geyer, Julie Han, Samsung SDS, Lee Zoonmoo, Samsung SDS, Enosh Perumal, Samsung SDS and Annabelle Fulton.



L-R: Willem Bekker, Joshua and Prem Kumar from Uniworld.



L-R: Shannon Welcome, Anthea Myatt and Harry Dimo from Bidvest International Logistics.



L-R: Karen-Sue Sacks, Etienne de Jager and Pieter Pretorius of Nokia.



Riaan Manser and Jenny Retief.

PORT ELIZABETH



L-R: Stephen Smith, Cedric Botha, Joshua Kumar, Craig Mountjoy, Len Joshua, Maria Du Preez, Xolani Sithole, Tom Bayes, Thomas Klinkhammer, Bruce Thoresson and Prem Kumar.



L-R: Frans Crouse, Stephen Smith, Lesiba Sebola and Quintin Hattingh.



Audrey Bekker from Milltrans and Gavin Jarvis.



L-R: Back: Eleanore Eades and Danelle Du Preez. Front: Zjaneen Mattheus, Yolanda Nicholls (VW) and Belinda Engelbrecht.



L-R: Bruce Thoresson, Cheryl Westpfahl, SP Metal Forgings, Peter McMurdie, SP Metal Forgings and Charmaine Clarke.



L-R: Hudson Thomas, Len Joshua, Gavin Jarvis (ELN) and Cedric Botha.



Thomas and Ray Victor from Toray Logistics.



L-R: Diponyane Mabiletsa, Lesiba Sebola and Hudson Thomas.



L-R: Len Joshua, Andrew Waters of MSC PE and Xolani Sithole.

EAST LONDON



L-R: Malvery Bobbs, Lance O'Hagan from First National Battery, Gavin Jarvis, Maria Du Preez, Haydon Krull, Belinda Erasmus from First National Battery and Cedric Botha.



Leigh Briggs, Foxtec-Ikhwezi and Eleanore Eades.



L-R Back: Gavin Jarvis, Lazelle Rous, Hullet Prince, MBSA and Cedric Botha.
Front: Somila Qhama Nonyongo, MBSA, Zintle Ndudula and Telrita Jacobs, MBSA.



Vanessa Aspeling from Coat King Wholesalers and Eleanore Eades.



L-R: Phil Jantjies from BASF ECO, Quintin Hattingh and Justin Du Plooy.



L-R: John Cristiano Cupido and Michael Hammond from Cistellery with Gavin Jarvis.



L-R: John Cristiano Cupido from Cistellery, Lazelle Rous, Hullet Prince from MBSA and Craig Mountjoy.



The beautiful setting for the Bidvest International Logistics East London function.

KZN



L-R: Rayvin Singh and Robin Naidoo from Silveray.



Xolani Mbulawa, Paul Cheall, Nosi Mbongwa, Bruce Thoreson and David Leisegang.



L-R: Seelan Naidoo, Mamadou Kolade from Mara Phones, Surasha Ramnarain and Hetal Shah from Mara Phones.



L-R: Frazer Ndlovu, CMA CGM; Bilal Akoob, ONE Line; Hayley Green, CMA CGM; Linda Govender, Bidvest International Logistics; Thabani Dlamini, CMA CGM.



L-R: Linda Govender, Tarzan Pillay from Mpack and Bilal Akoob from ONE Line.



Thabane Ncube, Bidvest International Logistics, and Wiseman Madinane, new CEO Bidvest Freight.



Simangele Sicwebu and Belisha Maniram from Astron Energy.



L-R: Claudelle Diedricks, Alison Wixley, Nosi Mbongwa and Taryn Davel.



Marcus Ellappan and Alison Wixley, Head of Legal and Risk Bidvest Freight.



Rhett Oertel.

INTRODUCING YOU TO EMO TRANS

We are excited to introduce you to Thomas Klinkhammer, Managing Director Sales and Marketing, EMO Trans. Thomas sits on the German Board of EMO Trans, which is a privately-owned company. EMO Trans was established in 1965 in Stuttgart, Germany and is represented in 250 offices in 120 countries in Australia, Europe, America and Asia.

What is your differentiator that made you the preferred exclusive agent to Bidvest International Logistics?

We are very excited about this relationship. Bidvest International Logistics is a major player in the South African market. We have worked with Sebenza for over 20 years and can now continue in a larger role under the new name and new organisation. In many ways, our two companies have a lot in common. The entrepreneurial spirit runs deep within our companies, producing agile and solutions-oriented cultures that achieve success by performance.

In terms of our capability, our network was a big drawcard with our global footprint. In addition, our reputation confirms that we are very service orientated, proactive and flexible. It is about the customer experience. Our philosophy is Success by Performance. To remain successful, we must listen to our customers in terms of their requirements and find the right solutions.

Of course, our 1 000 employees worldwide are equally important. If you don't treat your employees well, they will not treat your customers well. Ultimately, our most valuable resource is our inspired and motivated employees. We empower them by investing in continued education and training, health and welfare and recognition of goals and triumphs. In return, our employees bring stability to our companies and superior knowledge and service to our customers. They are the difference that sets us apart from the competition and the reason for our collective success.

What is your role at EMO Trans?

My day to day responsibilities include



heading up sales and marketing from my base in Germany. We have 13 offices in Germany and I travel around the country to meet with our customers. I am also responsible for coordinating the trade lane between the United States and Germany, as well as Australia, New Zealand and Papua New Guinea and of course South Africa.

How do you lead your team?

Leadership is a special privilege. My style is Management By Objectives (MBO), define aims and try to support my team to perform. I am doing this job because I love it. If you don't love your job you cannot be successful. I trust my team.

What are the challenges and opportunities for logistics going forward?

I would like to see a solution to the trade war as it is not good. I feel in a world of globalisation nobody shall say my country first. Another challenge is Brexit, which will affect not only Europe. South Africa has always been an interesting market for us, not only in Germany but the US, China and India. We see it has having great potential for the future.

Going forward we are always searching for ways to improve our services and stay ahead of the competition. Technology provides us with the tools to provide customer-facing solutions and value-add services, such as real-time visibility of their shipments and advanced supply chain analytics that are essential to maintaining a profitable business.

How are you as a company changing your world?

More and more our customers are demanding to work with sustainability-focused companies. In response to climate change many carriers have adopted the carbon neutral programmes. We invest in such programmes and try to reduce our carbon footprint.

Tell us a bit about your background.

I grew up in Germany close to Dusseldorf in a nice area not far from where I was born and near to our offices at the airport. In 1976 I began an apprenticeship after school as a forwarder and worked in air and ocean freight. I joined EMO Trans in 2000. My son of 30 is joining our company after 10 years with the competition.

Outside of work

I have been coming to South Africa for 20 years and I love this country and its people. My wife and I came on vacation here four weeks ago. We visited St Lucia and the Garden Route and enjoyed it very much. We also stayed at the Addo Elephant Park. In Germany the biggest animal we have is a deer. I also love South African wine and the winelands.

I like sport and was happy that SA won the Rugby World Cup. Soccer is my passion and I have been a supporter of Bayern München my whole life.

I am so happy to be working with Bidvest International Logistics and look forward to our becoming a successful team.

WELCOME TO UNIWORLD LOGISTICS

Uniworld Logistics is an exclusive agent for the India trade lane for EMO Trans and Sebenza.

Founder, Chairman and owner Prem Kumar is an Honours Graduate in Mechanical Engineering, specialising in Aero Dynamics and Jet Propulsion. Prem began his career as a Failure Analysis Engineer with Indian Space Research Organisation. He founded Uniworld Logistics in 2002, which today boasts a network of 31 offices in India, China, Hong Kong, Taiwan, Singapore, Malaysia and Vietnam. The company handles 40 000 TEUs of ocean freight and 20 million kg of airfreight per annum and has five warehouses totalling 60 000 sqm, covering general, temperature-controlled and bonded warehousing.

What was your reaction to the news of EMO Trans as the new global forwarding partner of Bidvest International Logistics?

I am proud and honoured to be the exclusive agent for the India trade lane for Bidvest International Logistics. Uniworld Logistics completes the missing piece in the puzzle. India is strategically a big piece of the puzzle.

What is the value-add Uniworld brings to Bidvest International Logistics?

Uniworld has built its skills sets in automotive, pharma, engineering and retail. Our skills are unique and different from the other players in the market. Uniworld is compliant with ISO 9002-2015, AEO and GDP certifications.

If you could change one thing about the logistics environment?

Today the economy is in a tight spot for countries like India and South Africa. Customers are looking to reduce costs with the same service levels. We want to be the smartest logistics provider on the map with the best cost and efficiency. That does not mean being cheap or giving discounts. It means reducing losses in the supply chain, increasing efficiency and creating data visibility to prevent additional costs.

What are you doing as a company to improve the communities in which you operate?

With the help of Impact and Ecovadis programmes, we are committed to a sustainable sourcing programme to reduce the environmental impact on our planet and to improve the working lives of our people in our value chain.

As an example, when we started a logistics facility in Chennai, the women in the nearby village were doing hard domestic labour. We created a safe environment with Human Rights in place and began with 10 women. Today we have 180 women, who are highly skilled to be employed in a logistics facility. A customer who audited our facility was so impressed with this initiative that I was invited to speak at a UN South Asia forum for Human Rights in Delhi.

How do you measure success?

Leaving a legacy behind is what drives me. I have built a company I am proud of and which is now ready for the next generation to grow. My two kids are in the business. My eldest daughter Felicia did a post graduate degree in brand management and manages the supply chain vertical. My son Joshua is an engineering graduate with a Master's in International Finance. He will be responsible for promoting business between Uniworld and Bidvest. Our goal is to be the number one trade lane partner for Bidvest International Logistics within the next three years.

What do you do outside of work?

My main passion is to promote a social impact venture called "3R Research and Technology Publishing (P) LTD", www.3rlab which focuses on children with specific



Founder, Chairman and owner Prem Kumar (Right) with his son Joshua.

Where do you come from?

I grew up in a small town called Madurai. My father was a teacher and we were a small humble family. My father said, "I can only give you an education but with that you can build yourself. I was a small-town boy but I live by the quote of the Late President of India, Dr Abdul Kalam, "Dreams float on impatient wind, a wind that wants to create a new order, an order of strength and thundering fire".

learning difficulties (SLD), such as dyslexia. There are currently 35 million children in India with this disability. We are building a tool to empower families and communities to enhance the learning curve of children with SLD through multi-sensorial learning and assistive technology. Other than that, I am a family man and choose to spend whatever time I have outside of work with my family.

ACHIEVERS



ACADEMY ACHIEVES ACCREDITATION FOR DANGEROUS GOODS TRAINING

In its drive to meet internal clients' requirements for compliance, Bidvest International Logistics' Academy took proactive steps of applying for accreditation as a Dangerous Goods Training Provider. A Certificate of Approval was received from the Minister of Transport on 16 October 2019, more than six months after the application was submitted.

Explains Taryn Govender, National Training and Compliance Manager, "We already hold Accreditation on four Industry Qualifications from the Transport Education and Training Authority (TETA), but this specific unit standard required a Certificate of Approval in terms of the Road Traffic Act from the Department of Transport.

"We currently use external providers for Dangerous Goods Training. Going external can be expensive and many times the training does not comply with our Standard Operating Procedures. Our focus is to standardise our training nationally and at the same time reduce costs by being able

to claim more on our mandatory grant for internal training."

The next step for the Academy is to prepare the programme material and plan the roll-out of the training. "Once we have approval by business, we can begin training nationally," says Taryn. "Dangerous Goods Handling demands refresher training by all Bidvest International Logistics divisions on an annual basis."

The Academy wants to ensure it can offer industry-related training internally and meet mandatory and compliance training requirements. "We have annual audits as well as adhoc inspections by the Department of Labour, TETA and the Quality Council for Trades and Occupations (QCTO). We have had fantastic feedback from management and staff on the awarding of this programme. They are impressed we have realised the demand and given our internal clients what they are looking for. We will continue to apply for further accreditation to extend our scope

of internal training offerings to uplift the organisation and develop the skills of our people while maintaining high standards," says Taryn.

Hats off to our Academy on this fantastic achievement.



JD van der Merwe



Nomonde Ngonelo



Nonhlanhla Sidzinga



Noxolo Hlomendlini



Senzo Ngubane



Taryn Govender



Zama Ndlovu



Quinton Simmadari



HOW FORTUNATE CAN ONE BE?

Fortunate Mboweni had the privilege of attending The FIATA Young Logistics Programme in Cape Town on 1 October 2019 after submitting a winning motivational letter. The focus of the YLP, facilitated by Metro Minds, was for people under 35 to participate in an interactive fun day with junior freight forwarders, depot managers and warehouse managers.

Guest speakers Stanley Lim and David Philips discussed career development while Michael Yarwood, Claims Executive for the

TT Club based in the UK, spoke to the 2019 regional winners on past success stories. He also introducing Daniel Smal, 2015 winner from Zambia representing the Region Africa Middle East and Fortunate, 2014 winner representing Region Africa Middle East.

The next topic was 'You be the Investor' and three start-ups discussed their journeys with a Question and Answer session afterwards. There was also a session on Technology in Drones and Robotics and lastly a Logistics Game on how to run your own logistics company.

Excerpts from Fortunate's motivational letter titled *How Fortunate can you be*

...As a South African born in Africa and an award winner of the year 2014 Young International Freight Forwarder competition, it has always been my dream to lead by example and encourage young people that anything is possible. Freight Forwarding and Logistics is about connectivity and flow of information. It speaks not only about the movement of products and services, but the collaboration of people involved. Being part of the FIATA congress held in my country will not only encourage young and upcoming Logisticians but improve my professionalism within the Freight Forwarding and Logistics industry as I learn from great Industry minds.

I have over 10 years' experience in Freight Forwarding, currently pursuing a degree in Supply Chain and Marketing through IMM Graduate School. I am passionate, a good problem solver with good communication skills who loves and enjoys extending a helping hand to others. I am results driven and always do best in any given project. So, how fortunate can one be to be part of the like-minded at the congress?

As a result of the digital disruption, the industry is undergoing a dramatic change at an unprecedented pace. This greatly affects the way we interact, work, live and do business, challenging the rules of competition, competencies and Regulations governing the local and international trade. The Young Logistics Programme is the best platform to engage fellow youngsters in deeply understanding the impact the digital disruption has on Freight Forwarding and Logistics

...Change is inevitable and the digital disruption wave is about to sweep through the sector. The question is, are we youngsters ready for it? It will be interesting to hear what others think of this subject matter and how we can thrive in adapting and successfully contributing to the adoption of modern technologies and systems to improve internal and external processes, to improve performance and sustain competitive edge.

I thank you in anticipation of your kind attention and positive response to my application.

Yours Sincerely,

Fortunate Mboweni



IDEAS CHALLENGE

*Are you under 35 years old and ready to change things up? Enter the Bidvest International Logistics **IDEAS CHALLENGE** and stand a chance of **WINNING** a R1 000 Pick 'n Pay voucher.*

Here's the challenge we put to you.

"Change is inevitable and the digital disruption wave is about to sweep through the sector."

Quote by Fortunate Mboweni.

How can we adapt and contribute to the adoption of modern technologies and systems to improve internal and external processes, to improve performance and to sustain a competitive edge?"

Send your ideas to marketing@bidvestil.com

by 14 February 2020. Please limit your entry to no more than 150 words. The winning entries will be featured in future editions of People's Press.

The competition is open to all Bidvest International Logistics employees under the age of 35.

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



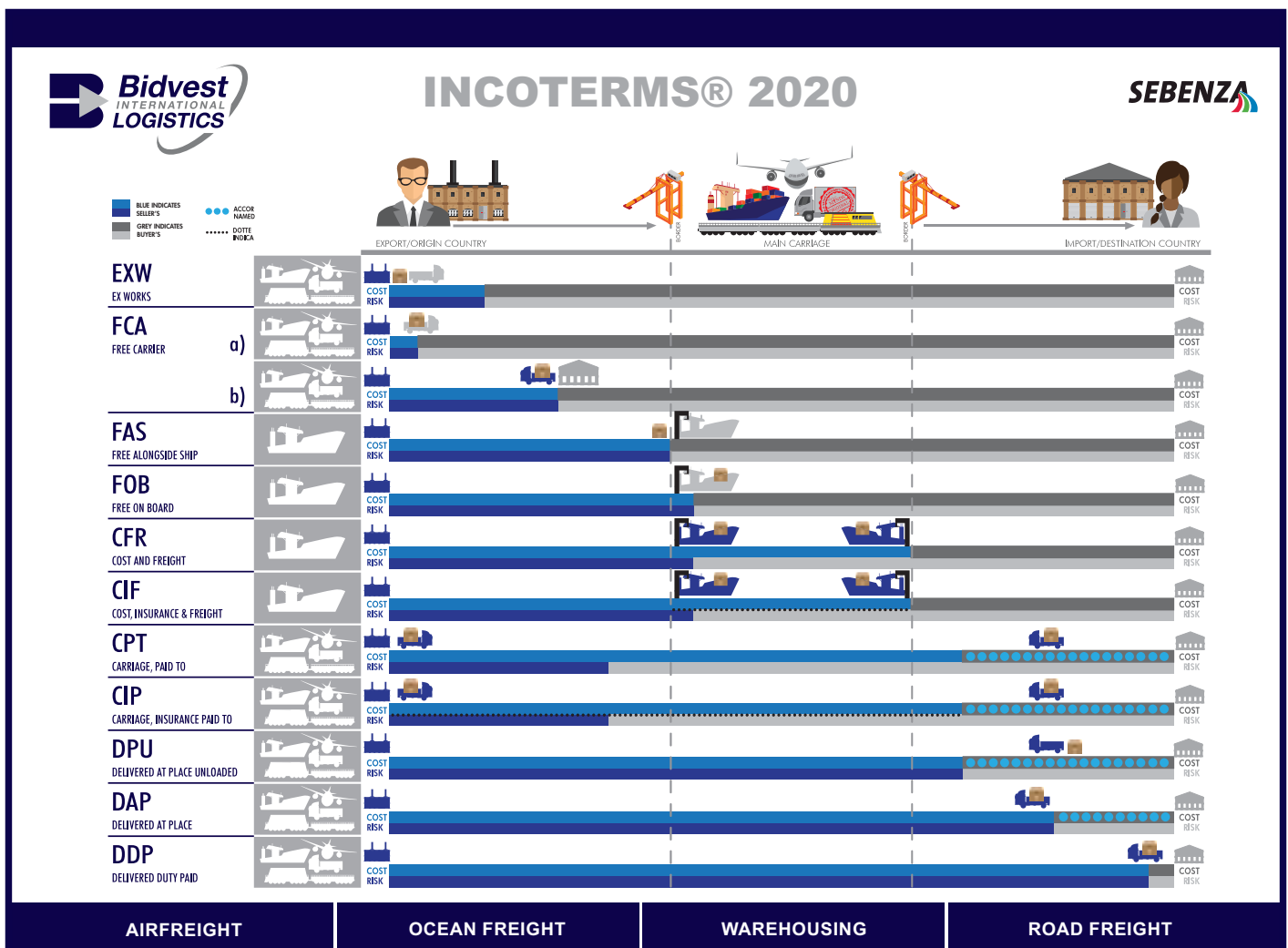
WELL DONE ASHNEE

Congratulations to Ashnee Rathanal, Senior Credit Controller (KZN Credit Department) on achieving her B Comm degree from Unisa.



PROMOTIONS

Congratulations to Chante Roberts, who has been promoted from Senior Transport Controller to Operations Manager for the Western Cape Distribution, Transport Division.



DEON VAN NIEKERK APPOINTED AIRFREIGHT MANAGER, GAUTENG

Deon Van Niekerk is no stranger to Airfreight. He has held various positions at Bidvest International Logistics for the past 21 years, all in Airfreight. And his new role comes at a time of major change. "We are looking forward to the change. We need to realign our forwarding process with our new partner EMO Trans, review our processes and seek alignment," he says. His portfolio includes managing Airfreight Import and Airfreight Export Air and Road, reporting to GM Marius Geyer.

Deon has a clear vision of where he wants to go with his team. "My aim is to instil a culture of accountability and responsibility. That said I want to create a fun working environment because we spend the first eight hours of our day at work and need to be able to enjoy it. I believe in the ABC model, attitude, behaviour and contribution. If you have a positive attitude you will behave correctly and contribute to the right things.

"A big thing for me is to empower the people within my unit to be confident and equipped to handle shipments to the best of their knowledge and capabilities. It is a stressful environment. Sometimes things go wrong which are out of our control and we need to act timeously, whether it is the middle of the night or on a weekend. This is a 24/7 business dealing with different parts of the world and different timeframes.

"Time sensitive cargo gets delayed, or airlines can bump your cargo, due to weight or space restrictions, which impacts on your deadline locally. We must source alternatives, upgrade or move to another airline. We are all contactable after hours and have staff working over weekends. If management intervention is required, we are there."

Air Import has 42 staff, including air import controllers, Forwarding department and the Breakbulk division. There is also the Siemens Freight Management section, which falls under this division but operates at client's premises at Unit 1. Airfreight

Export Air and Road has 12 people, as well as a Control Tower component with another 3 staff, which has been set up for automotive client AMS at Unit 1.

Deon is also the point of contact for a leading aerospace and defence manufacturing client, assisting and advising on all logistics requirements. "We manage cargo that is out of the norm, for example international exhibitions. This would include customs clearance on all routes, airfreight exports and imports, as well as ocean freight. We have even travelled with the goods to ensure they were customs cleared on site in time for exhibitions," explains Deon.

Deon began his career on the Airfreight ground handling agents' side and then joined Safcor Freight in 1997 as an Export Controller. Over the years he has progressed through the ranks to Export Manager Airfreight and then Imports,

heading up Siemens freight management team at Unit 2 and from there to Operations Manager managing the Air Import business units. Prior to his promotion, Deon headed up Airfreight Exports Road and Air, as well as the Control Tower for a client.

Born and bred in Johannesburg, Deon matriculated in 1989, then joined the South African Airforce where he qualified as an Air Loadmaster on the C130 Hercules aircraft. "When I left the South African Airforce, I had 300 flying hours as an Air Loadmaster. That is how I got into the Freight Handling side." He joined Safair but by default ended up in Cargo.

Deon has been married for 20 years and has two sons aged 13 and 16. The family enjoys water sports and he also shares his love of competition shooting and hunting with his sons.



Air Import Channel Controllers.

From top row – L-R: 1st row Chris Pretorius, Michelle de Beer, Angie Ramotopo; 2nd row Annamarlette Smuts, Nomsa Masemola, Ashmiralda Khoza; 3rd row Sandra van Rooyen, Lerato Rapule; 4th row Patience Mogoboya, Florence Mogomotsi, Zukiswa Bidi; 5th row Deon van Niekerk, Khutso Thobejane, Tshogofatso Gololo, Khodani Mahaseni.

Continued from page 10



Air Forwarding and Breakbulk team.
From top row – L-R: 1st row David Swanlow, Constance Gladile, Gerhard Swart; 2nd row Cynthia Ramusi, Grace Mananzi; 3rd row Thando Hlatshwayo, Sibusiso Sikhakhane, Annastacia Gasela; 4th row Jessica Mngqingo, Lebohang Makhalemele, Emily Shoba; 5th row Nomava Mbeki, Alphosina Ndlovu, Dibuseng Mallane ; 6th row Esther Hlahla, Leah Msimangu, Lethabo Mokami; 7th row Cristobellah Goqwana, Caroline Maseloane, Deon Van Niekerk.

CHILLI AWARDS IL GAUTENG

Chilli awards for IL Gauteng were handed out on 19 October 2019. Congratulations to all who won awards.

Thai awards
Carla Victor.
Absent -
Dot De Kock.



Jalapeno awards
L-R: Rafik Mahomed,
Ashmiralda Khoza
(received 3 awards),
Precious Ngcobo and
Neeran Ramsaran.
Absent -
Buhlebethu Dayi.



Poblano awards
Back row L-R: Lawrence Nlebe, Veronica Maruping, Nelisiwe Mthembu, Ashmiralda Khoza, Michelle De Beer (received 2 awards), David Titan (received 2 awards), Zola Tolbert and Zukiswa Bidi.
Front row L-R: Yolandie Momberg (received 2 awards), Precious Ngcobo, Nokuthula Ndlovu and Zamokwakhe Khumalo. Absent - Sugan Munsamy.

CLIENT CORNER



BIDVEST LADIES DAY BREAKFAST JOHANNESBURG

The third Ladies Day breakfast on 11 October took this special event to a new level. Held at Monte Casino with the theme African Vibrant Women, the Bidvest ladies were all spectacularly dressed for the occasion. Outstanding décor, breakfast and music by La Africa complemented the celebration.

Guest speakers Caster Semenya, triple world running champion, and Saray Khumalo, first African woman to summit Mount Everest, told of their struggles to reach the top. Mpumi Madisa, incoming CEO of The Bidvest Group in 2020, chaired the event and introduced the speakers, saying, "Today is about confirming that anything is possible. Tell your colleagues. Tell your children. You can do it. Believe."

The guest speakers had the audience transfixed. Below are just a few of the life lessons they shared with the audience.



Bidvest's Ravi Govender with Ladies Day committee members and clients.



Guest speaker Saray Khumalo.



Our client Magda Botha, who won five prizes at the function.



Bidvest International Logistics' table. L-R: Jenny Retief, Vicky Steyn from Hewlett Packard, Anthea Myatt, Magda Botha from Lake Foods, Karen-Sue Sacks, Christa Nel and Rita Munsamy and Bianca da Silva from MAN Automotive.

Caster Semenya

"I accept that I am different. If you accept yourself, you can conquer anything. My heart is strong enough to handle everything that comes to me. I am always motivated.

How have you managed to overcome bullying?

I grew up in a community where I had to learn how to control myself. At the time I didn't know what was happening, but my parents raised me to be that strong girl. They knew I was bold and muscular. Nothing can destroy you with warm love from your parents."

Saray Khumalo

"You have to be your own cheerleader. I am finally being sponsored by a company to do the grand slam, which is the seven highest peaks on seven continents. Only 67 people in the world have done it. No African woman has done it.

What does it take to be a successful climber?

If you can walk you can climb. You need dedication and a vision. I call it failing forward. I failed three times before summiting Everest. The mountain is packed with men and they doubt your ability. It was the first time in 66 years that someone who looked like me summited the mountain."

In closing the event Gillian McMahon, Executive Director Bidvest Group, added, "Be authentic. Be who you are. Never apologise for being a woman or for being successful."



Mpumi Madisa, incoming Bidvest CEO; guest speaker Caster Semenya and Gillian McMahon, Executive Director, Bidvest.

RICHARDS BAY STORAGE FACILITY WILL REVOLUTIONISE LPG TO SOUTHERN AFRICA

Bulk liquid storage operator Bidvest Tank Terminals' (BTT) R1-billion mounded liquefied petroleum gas (LPG) storage facility in Richards Bay, KwaZulu-Natal, is set to house the largest tanks in the world and is expected to greatly enhance LPG supply in Southern Africa once completed. The four tanks each measure 60 m long and 16 m in diameter and together will have a storage capacity of 22 600 tonnes of LPG.

BTT is part of the Bidfreight Division and is the foremost independent bulk liquid storage operator for chemicals, liquefied gases, edible oils, fuel, base oils and lube oil additives in South Africa. The facility will store LPG on behalf of independent LPG specialist Petredec, which ships the fuel from the US and the Middle East. Bidvest International Logistics handled the customs clearance for this project.

Celebrating the milestone event in Richards Bay on 31 October 2019 were Members of Government, including MEC for Economic Development, Tourism and Environmental Affairs, Mrs Nomusa Dube-Ncube and King Cetshwayo District Mayor, Counsellor Nonhle Mkhulisi; business representatives, including Bidvest CEO Lindsay Ralphs and Bidvest CEO-designate Mpumi Madisa; and other dignitaries.

Keynote speaker Mrs Nomusa Dube-Ncube said, "The R1 billion invested towards the Mounded LPG



facility will change the face of Richards Bay and this province forever. LPG has several benefits in comparison to other energy sources like paraffin or wood. It is considered by international organisations as more environmentally friendly and safer; and this facility brings certainty and reliability on its supply."

Said Lindsay Ralphs, "In 2018, Bidvest headed the President's call for investment in South Africa by announcing the development of this R1 billion Liquefied Petroleum Gas import and storage terminal. We strongly believe this terminal will stimulate the expansion of the LPG value chain, thus creating myriad opportunities for small, micro and medium enterprises and ultimately contributing to job creation."

The facility can handle imports of more than 300 000 tons per year and is on track for commissioning by mid 2020.



MARA PHONES COMES TO KZN

Bidvest International Logistics was privileged to handle the importation of the capital equipment that will be used to manufacture smart phones at the new Mara Phones SA plant situated at the Dube Tradeport SEZ at King Shaka International Airport, KZN.

The high value and highly sensitive equipment was given the pampering required to ensure that from port of loading to air suspension trailers for final delivery, utilising specialised rigging services, made for as seamless an execution as possible. Bidvest International Logistics was involved in importing of all machinery and components of Mara Phones by airfreight and ocean freight.

The result saw the launch of Mara Phones in October 2019, with President Cyril Ramaphosa together with the KZN cabinet attending this prestigious and historic event.



President Ramaphosa



Surasha Ramnarain meeting President Ramaphosa



L-R: Seelan Naidoo, Xolani Sithole, Surasha Ramnarain and Robyn Miglietti.



From left: Ashish Thakkar, CEO Mara Phones; Seelan Naidoo, Bidvest International Logistics Airfreight manager; Robyn Miglietti, Customs Specialist and Surasha Ramnarain, Business Development.



Dr Nkosazana Dlamini Zuma, Minister of Cooperative Governance and Traditional Affairs, and Xolani Sithole, IL Executive, Bidvest International Logistics.

BIDVEST INTERNATIONAL LOGISTICS SHOWCASES AT AUTOMECHANIKA

Bidvest International Logistics participated for the 3rd consecutive year in the Automechanika Trade Show, which is managed by Messe Frankfurt SA services department every year. The show took place at the Johannesburg Expo Centre Nasrec from 18 – 21 September 2019.

It was a great opportunity once again for our Commercial team to showcase Bidvest International Logistics' Automotive capabilities and service offerings to the Automotive market. Bidvest International Logistics' Commercial team members networked with a number of

automotive service provider, like OEMs and first and second tier suppliers within the automotive industry.

Said Lodi Borstlap, National Commercial Manager, "The show is a one-stop automotive aftermarket event that connects suppliers and manufacturers with key buyers and service providers. This year we saw a large increase in new participants from China, Finland and Belgium, who are entering the market in South Africa and looking for distributors or logistics providers to support their supply chain needs. It is certainly a worthwhile show in which to participate."



Claudia Zolnierczyk with clients.



Ling Ou, Lodi Borstlap and Claudia Zolnierczyk.



Frans Crouse and Lodi Borstlap.

BIDVEST INTERNATIONAL LOGISTICS AT BOSCH BRITS

1 October 2019 saw Bidvest International Logistics take over the warehouse operations at Bosch Plant based in Brits. Under the Section 197, twenty-one DSV employees were successfully transferred to Bidvest International Logistics. From day one, Bosch received us with open arms and we felt right at home.

Bosch Brits manufactures a wide range of automotive parts primarily for the original equipment manufacturers, such as alternators, wiper systems, starter motors, brake assemblies and various sensors. Products are distributed nationally to customers such as Ford, Mercedes Benz, Toyota, Volkswagen and Isuzu.

The warehouse occupies 3 200 m² and is fully furnished with high bay racking, 7 x storage containers, a cool store and a docking level. Bidvest International Logistics' daily operations include:

- Receiving of raw materials - receiving and binning of raw materials, required for the manufacturing process.
- Supply to the production line - picking of raw materials and supplying straight to the production line.
- Receiving of finished goods, after Bosch has manufactured parts, finished goods will be supplied back to Bidvest International Logistics and binned awaiting collection.



- Dispatching of finished goods - collection vehicles will arrive in specifically scheduled time slots and Bidvest International Logistics will load them with finished goods.
- Packing of export containers - Bidvest International Logistics loads Mercedes Benz South Africa parts into 40' containers, which will be transported to port for export.

Our company takes great care in servicing the automotive industry of South Africa and our five new forklifts enhance our presence at Bosch Brits.

BIDVEST GOLF DAY

On 4 December 2019 Bidvest International Logistics hosted a few Bidvest Executives for the annual Bidvest Social Golf Day.

Says Willem Bekker, Supply Chain Solutions Manager, "We played at the Royal Johannesburg & Kensington East Championship Course, which is ranked as one of the top 10 golf courses in South Africa.

"On the 12th hole, a 168 yard par 3, I hit an 8-iron for a hole-in-one. The tradition when this happens is that if you hit a hole-in-one,

you have to buy a round of drinks for everyone in the clubhouse. Because of this, when it happened and I sent my wife a photo, her first reaction was "are we insured?" Luckily, due to the rain, the course and clubhouse were relatively empty, so the round of drinks wasn't too hard on the pocket.

"My name will go onto a board at the clubhouse and I've been issued a certificate by the course and signed by the Director of Golf to commemorate the event.

"This is my 3rd hole-in-one. Probably the most memorable though because of how great the golf course is."

Well done Willem!



PORT ELIZABETH BIDVEST CHARITY GOLF DAY

The 2019 annual Bidvest charity golf day took place at PE Golf Club on 8 November and was attended by 130 Bidvest executives and VIP guests.

Through this event, the total value of our charitable donations to our three charities (Algoa Bay Council for the Aged, Isithembiso Babies home and Save-A-Pet) was in excess of R100 000.

With the support of our client Promeal, Eastern Cape GM Frans Crouse arranged for a very special donation of over eight tons of pet food to be delivered to Save-A-Pet the day before the event. Described by their chairperson as a once-in-10-year donation, this heart-warming gesture from Bidvest International Logistics Warehousing will make a difference to all the animals in their care.



Bidvest International Logistics' Danelle du Preez handing over the pet food to Save-A-Pet.



Bidvest International Logistics staff made a great effort on the day and won the Best Tee award.

A large donation was also made to the Algoa Bay Council for the Aged and will be used for a new water tank system at their Cuyler Home facility in Port Elizabeth. Lastly, all guests at the event heeded a call for support for our third charity, Isithembiso Babies Home, and raised seven times our expected donation on the night. This was only possible due to the amazing generosity of our Bidvest VIP executives, guests, staff, clients and sponsors.



GM Cedric Botha (right) and clients.



Imports Manager Hudson Thomas (right) and clients.



MD, Craig Mountjoy (second from right), Warehousing GM, Frans Crouse (second from left) and clients.

JACOBS GENERAL FREIGHT WAREHOUSING ENJOYING KENTUCKY FRIDAY



The Bidvest International Logistics Jacobs staff were awarded meals in recognition of all the good work done and performance over the past month. Well done team.

SHEQ UPDATE



As you will recall in the previous articles, we touched on what quality management is and how the ISO 9001 Quality Management System is based on the principles of the Plan-Do-Check-Act cycle, risk-based thinking and a process approach.

There are many documents which form part of our Quality Management System, starting with the **Corporate Governance Policy**. This document is effectively a combination of our Quality, SHE and Corporate Governance Policies, and provides the high-level commitment by our MD to implement and maintain our QMS, as well as providing the framework for setting our strategic and quality objectives.

Sitting directly below the Corporate Governance Policy is the **Quality Manual** and this document provides a summary of how our system is structured and introduces the 7 'Processes' which form the basis of our system. These processes (available in the Policies library of DGH) are:

1. *Commitment*
2. *How to determine our context*
3. *Pre-operational planning*
4. *Provision of support*
5. *Operational planning and control*
6. *Evaluation of performance*
7. *Making improvements*

Each of these processes will reference various company policies and standards - which are the next tier down in terms of our document structure - that are used to manage the specific requirements of each process. In this article we will look deeper into the 2nd process - **How to understand our context**.

The purpose of the 'How to understand our context' process is to ensure that we:

- Have identified, monitored and reviewed any risks, as well as opportunities, that may affect our ability to meet our strategic purpose, our clients' expectations or any legal and other requirements;
- Determine, monitor, review and communicate the requirements of our interested parties to ensure our activities are always aligned to meet these requirements;

- Define the activities covered by the scope of our ISO 9001:2015 certification and justify any exclusions;
- Establish, implement, maintain and continually improve our QMS.

The risk of non-compliance with this process is:

- A reduced likelihood in meeting our strategic purpose, our clients' expectations or any legal or other requirements;
- Unnecessary costs being incurred through the auditing of non-relevant activities, or grey areas arising in terms of where certain support functions should be audited;
- Inability to obtain / retain ISO 9001:2015 certification;

The various company standards below which support this process are available in the policies library of DGH and should be well understood and implemented by all.

- *Commitment Process*
- *Documented Information Company Standard*
- *Enterprise Risk Management Company Standard*
- *ISO 9001:2015*
- *Legal Guidelines*
- *Pre-Operational Planning Process*
- *Provision of Support Process*
- *Quality Manual*

I urge all of you, but especially the management team, to familiarise yourselves with the content of our Corporate Governance Policy, Quality Manual, the 'How to Understand our Context' Process and its referenced company standards.

In the next issue we will look at process 3 in more detail so until then, be safe and provide quality services, both internally and to our clients and remember safety protects people, but quality protects our jobs.

CSI SOCIAL CHARITY



FROSTERLEY PARK SUPPORTS THE SPRINGBOKS IN TRUE SOUTH AFRICAN STYLE

The action may have taken place in Japan, but back home in South Africa and at Bidvest International Logistics Frosterley Park a tide of euphoria washed through as the Springboks made it to the finals, with a 32-12 victory against England in the Rugby World Cup 2019 final at the Yokohama Stadium.



Frosterley Park (continued from page 20)



TEAM JACOBS SUPPORTING THE SPRINGBOKS AHEAD OF THE FINAL GAME



ROSSLYN SUPPORTS THE BOKKE



GAUTENG IL HERITAGE DAY FROM THE GAUTENG FUTURE LEADERS

Goeie More, Good morning, Salaam Alaykum, Sanbonani, Dumela... just some of the greetings in our beautiful, diverse, Rainbow Nation.

One of the outcomes of the Communication Assignments presented by the Future Leaders was an awareness of the challenges arising from the language and cultural diversity that is a part of our daily lives. Given that we spend more waking hours in the company of our work colleagues than we do at home, the Gauteng Future Leaders felt motivated to encourage our colleagues to put on a show to highlight their culture. Heritage Month seemed like a good time to do this.

And what a show it was. We had everything from the vibrant colours of umbhaco to the various displays of African cultural gatherings and dance moves.

Future Leaders thank all who participated for their enthusiasm in sharing the beauty of their cultures and traditions over this Heritage Month. Maz'enethole nto zakuthi. Makwande! Nangamso! (meaning thank you all for participating, may you do even more in the future).



Winning team - Airfreight Import



L-R Front: Sandra Van Rooyen and Annastacia Gasela. Back: Nomava Mbeki, Michelle De Beer, Nomsa Masemola and Alphosina Ndlovu.



Credit Control



JNB Future Leaders Heritage



Finance



Entries



Exports



Seafreight

HAT CONTEST WRENCH ROAD

Hat Day on 15 September brought out lots of creativity at Wrench Road, getting staff interactive and lifting spirits. About 15 staff members participated and we had three winners.



1st place Shanley Dube, for the most creative hat.



2nd place Sussana Nell, for the funniest hat.



3rd place Zamokwakhe Khumalo for the most innovative hat.

DURBAN'S PLEDGE TO SANTA SHOE BOX

Bidvest International Logistics Durban pledged to donate 20 boxes to the Santa Shoe Box project this year. The beneficiary school is the RP Moodley School for children with disabilities. Thank you to all staff for their unwavering generosity. Good teamwork.



Carol Fynn (left) and Karen Dube in the spirit of giving.

KLM/AIR FRANCE COMPETITION

KLM/Air France ran a Great Deals Paradise competition and Wrench Road won an ice-cream party for the office, enjoyed by 48 staff.



FIRE DISASTER RELIEF FUND



The devastating fire which raged through Max Informal Settlement in Great North Road, Kempton Park, Gauteng on 30 September left many victims homeless. Between 300 to 400 shacks were destroyed in the fire. The Bidvest International Logistics Brand Ambassadors managed to raise donations amounting to R8 320 for the Fire Disaster Pomona Relief Fund. Thank you to everyone who assisted with this.

HALLOWEEN ANTICS AT FROSTERLEY PARK



MISTY TO THE RESCUE

When a stranger performs a simple act of kindness, it can really make your day a whole lot better.

Sontshikazi was at Nando's Ballito drive through when his car cut off and would not start. "Misty was the lady behind me in the queue and when she noticed my car would not start, she parked her car and joined the Nando's staff in pushing my car into a parking.

"After Misty collected her order, she parked next to me and got out in the pouring rain to look for jumper cables. To her disappointment she could not find any. Misty then found traffic officers and brought them to assist me. I went with the officers to find a tow truck driver and, while the tow

truck driver was starting my car, Misty arrived with a guy holding jumper cables in his hand. This was 45 minutes later.

"I was totally amazed that she had not gone home but was still trying to get help for a total stranger. I had to beg her to go as she didn't want to leave before seeing my car started," says Sontshikazi.

"Misty wherever you are please know that you painted a whole new picture of South Africa and that I will always be grateful. That is one more reason that #ImInLoveWithSouthAfrica."



This article was posted on the #Imstaying Facebook page. It went viral and got 30 000 likes and 3 500 shares.

LONG SERVICE



Nkositheni Shange, Storeman Operator (left) received his 30-year long service award from Kuben Pillay, Operations Manager.

RETIREMENT



CEDRIC BOTHA RETIRES

Imagine working for one company for 48 years. That's Cedric Botha, who is retiring in February 2020, when he turns 65. As General Manager, Eastern Cape, Cedric looks after East London and Port Elizabeth operations with a total staff complement of 84, made up of 64 in PE and 20 in EL.

Cedric was promoted to this position in 2016, having held the position of Branch Manager East London from 2008. "What I love about the industry is the different challenges you have every day, such as new customs rules and new requirements for shipping lines," he explains. "I also have an amazing management team working with me."

Born in Cradock in the Eastern Cape, Cedric completed high school in De Aar in 1971. He moved to East London at the end of that year to find a job and went on to live there for 45 years. Cedric's first job was as a filing clerk with Rennies Consolidated. Over the next 30 years he worked as a Junior Entry Clerk and then a Controller. In 2002, Cedric was promoted to Assistant Operations

Manager and in 2006 he became a Business Unit Manager, Automotive. Cedric has held various positions in sea freight and airfreight, gaining a wealth of experience in the total logistics scenario.

"The difference between air and sea is air happens and sea will happen," explains Cedric, who looks back on his career with pride. "I would do it all over again. There is nothing else I would have chosen to do. It is all I know and is something that I am passionate about."

"I am ready for retirement. While I will miss what I do, I am looking forward to spending time with my wife, two daughters and five grandkids." Travel is also on Cedric's bucket list and he plans to visit the Garden Route as his first venture. Outside of work Cedric plays golf and runs half marathons, including the Soweto and Two Oceans.

A final word from Cedric... "To my team, take care of yourselves, do what you are supposed to do and the sky is the limit. You are all in good hands."



CONDOLENCES



Durban King Shaka Branch suffered the loss of two colleagues in September. Vishnu Chettiar (Air Import Controller) and Kevin David (Invoicing Dept) will be sorely missed by their colleagues and all who had contact with them. Our condolences to the family and friends of both Vishnu and Kevin.



Vishnu Chettiar



Kevin David

FAREWELL



A SAD FAREWELL TO DEBBIE BEADLE, GM IL WESTERN CAPE

We are sad to be losing our colleague and friend Debbie who is emigrating to the UK. Debbie will leave behind a legacy of developing her people through the ranks and striving to maintain and increase a happy base of clients.

Where are you off to?

My husband and I always wanted to go to New Zealand to join my son but the criteria for parental emigration changed so that option fell away. My husband is a Civil Engineer and he could not find work in Cape Town so he decided to visit his mom in the UK and within two weeks he was offered a job as a Civil Engineering project manager. I am joining him in the UK after I visit my three-year old granddaughter in New Zealand.

What was your role as GM IL Western Cape?

My role was to ensure that we delivered an exceptional service to our customer base and to promote the overall wellbeing and development of my staff.

When did you join Bidvest International Logistics?

I was offered the position of Sales Manager Western Cape by the then Regional Director in 2007. It was the shortest tenure as within six weeks I was asked to take on responsibility for some of the other departments. After three years I was promoted to Western Cape Operational Manager. Two years later I was promoted to GM IL Western Cape.

Tell us about your background

I grew up in Kensington, Johannesburg and went to Jeppe Girls High. My first job was with SAA for six years and then I travelled for two years. On my return I was offered a job in the logistics industry as a service consultant and that was the start of my 40-year career. After moving to KZN for 17 years, my husband was offered a job on the harbour upgrade in Cape Town, where we have lived for the past 12 years. I have enjoyed my tenure at Bidvest International Logistics and hope you all fly with your new partners.



What advice do you have for your colleagues?

We have done a lot of work to upskill and develop our people at Bidvest International Logistics. There is a definitive legacy which I believe as South Africans we are obliged to leave behind. We should be focusing on our roles as mentors and coaches to people coming through the ranks. It is our responsibility as South Africans who are employed to ensure our staff remain employed and are upskilled so that their families can be developed and upskilled.

HATCH



Congratulations to Abrian Petersen, Paarden Eiland, and his wife on the birth of their baby girl Alex on 13 August.

Congratulations to Ishan Hutharam, Supply Chain Solutions Engineer, and his wife Seijal on the birth of their baby girl Nehal on 16 October, seen here in her Statue of Liberty pose.



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

Stand a chance to WIN by answering this question:

What competition did Fortunate Mboweni enter and what was her prize?

**Send your answer to: marketing@bpl.za.com
by 14 February 2020.**

Competition question from Buzz 19:

Which project received 3rd prize in the innovation awards 2019 and what was the actual project for?

The correct answer is:

Paperless IL process by Bianca Johannes, International Logistics, Montague Gardens. Bianca's Innovation idea was to change the IL process to a paperless one, focusing on automation and technology.

COMPETITION WINNERS FROM BUZZ 19



1st prize:

Vanessa Eaton

Compliance and Risk
Auditor, Wrench Road



2nd prize:

**Modesta
Maphumulo**

Planning Manager,
Warehousing



3rd prize:

Samantha Myburgh

Senior Admin
Controller,
Elandshaven

EDITORS



MEET OUR NEW KZN IL EDITOR TARYN GOVENDER

Taryn is National Training and Compliance Manager. She joined Bidvest International Logistics in November 2017. Taryn is a bubbly, creative and outgoing person. She loves dealing with people and is known for inspiring everyone to reach their full potential. Taryn replaces Adele Hugo as editor, sharing this role with Almira Reddy. Welcome to our team.



THE PEOPLE'S PRESS EDITORIAL TEAM

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

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