

# PEOPLE'S PRESS

## THE DIRECTOR'S CHAIR



### FAREWELL AND BEST OF LUCK TO BRUCE THORESSON



For those who have been privileged to work with Bruce Thoresson during his 36 years with our Group, you will have experienced his dedication, commitment and influence on our company.

Bruce has made a significant impact in every role he undertook. He has contributed significantly to BIL and, while we are sad to see him go, we salute him and wish him well in his retirement at the end of January 2023.

#### *How it all began*

After matriculating at Glenwood High School in Durban, Bruce completed his BCom degree at the University of KZN and then completed his articles at Peat Marwick Mitchell.

In November 1986 Bruce joined SA Stevedores as a Financial Accountant. After three years he was promoted to Financial Manager and in 1996 he was promoted to Financial Director.

In 1997 he transferred to Johannesburg as Divisional Financial Director at Rennie's Express Freight and in 1998 he transferred to Renfreight. He remained in finance until 2000, when an opportunity arose for a brand-new role, that of Sales and Marketing Director.

#### *Embracing a career change*

"It was a total career change and one that I embraced with great enthusiasm," says Bruce. "In fact, although I have no regrets, I should have studied marketing as a qualification. Over and above

the pleasure and challenges associated with engaging with existing and prospective clients and managing the commercial team these were exciting times as circumstances led to many rebrandings during my seven years in this role.

"Our first rebranding was from Renfreight Circle to Renfreight Global Logistics. When Bidvest bought the Rennie's Group and merged Safcor Freight with Renfreight, it meant new branding for the newly formed Safcor Freight (incorporating Renfreight). Then, in 2005, we rebranded to Safcor Panalpina Logistics, which called for a major roll-out to staff, our clients and the public."



Phoning the office from Mount Titlis, 3000 metres up in the Swiss Alps, during a business trip in the early 2000s.

#### *A new opportunity opens in Gqeberha as Regional Director*

After seven years as Sales and Marketing Director of Safcor Panalpina, Bruce was approached to take on a new role, that of Regional Director for the Eastern Cape. It meant another relocation for Bruce, his wife Jacqui and their two kids, but they packed their bags and moved to PE in 2008, where they remained until 2012.

### ***From Operational Director to Dedicated Solutions Director based in Cape Town***

In 2012 Bruce was transferred to Cape Town as Dedicated Solutions Director of Bidvest Panalpina Logistics, which meant looking after specific clients and functions. "A top priority was looking after our automotive clients, as well as Projects and Oil and Gas."

### ***Back to Durban and completing a full circle***

At the beginning of 2016 John Cummins retired and Bruce was appointed International Logistics Director. "I had been away from my home town for 19 years and was excited to return and take on this new and challenging role."

### ***Finding a new international network partner and other challenges***

In 2019 the relationship with Panalpina ended and BPL had to find a new international network partner. "After intensive research, the company chose EMO Trans as our partner. We also merged Bidvest International Logistics with Sebenza Forwarding and its MD, Xolani Sithole, was appointed IL Executive for a two-year period. This period was also the start of Covid-19 and a time of many challenges."

### ***Succession planning***

At the end of June 2021, Bruce stepped down and Xolani was appointed International Logistics Director. His final project for BIL is to head up a project to move all BIL clients onto CargoWise and this is scheduled to be completed by the end of January 2023 when Bruce retires.



Enjoying the journey through many roles.

### ***Highlights of a long and successful career***

Bruce has enjoyed a varied and impressive career. His value to the company can be seen in all the positions he held. "I consider myself fortunate to have had so many opportunities in my career. In the early years in my financial role there were exciting challenges. I remember waking at 2am and thinking of a deferred tax solution. Technology was not as advanced in those days so I drove to the office at 02h30 and nailed it."

"One of my first assignments in Sales and Marketing in January 2000 was a new business opportunity for a major automotive client. We were successful in our bid and still handle their business today. The various name changes requiring rebranding were a definite highlight. Reenergising the company branding was challenging and exciting and I loved every minute of it."

"Consolidation into our new premises in Durban, including the actual development, layout and functional flows of Frosterley Park was another exciting and successful project."



Rebranding to Safcor Panalpina was exciting.

### ***Challenges along the way***

With any job there will be many challenges. "Challenging times are where lessons are learnt. While all the mergers were interesting, they were challenging because you must look after the interests of all parties. You are merging not only names but different company cultures into one, where you must take cognisance of the companies' best interests as well as those of the clients and the employees."

"The same goes for relocating to a new region and helping your family settle into a new life. I am privileged to have had the backing and support of my family for every move. But changes keep you awake at night and you have to remain focused and engaged to deal with them."

### ***Acknowledging mistakes***

"Everybody makes mistakes, and I am no exception. The first thing is to acknowledge the mistake, understand what has gone wrong and apply the appropriate solution. The biggest step is acknowledging. Walking away is a self-defeating strategy. Learn from your mistakes so that you don't repeat them."

### ***Enjoying the journey***

"When I was first employed by the Group 36 years ago, I could never have anticipated the roles I would play in Finance, Sales and Marketing and Operations. I couldn't have scripted it to be any different and I have really enjoyed the journey."

### ***Mentors***

"I have always taken guidance from those who have demonstrated success and have been privileged to work with many bosses and peers who have guided me."

### ***Sharing some wise advice gained from experience***

"Business is vastly different now to 1986. The rules have changed. It's a different world so you will always be faced with change. Open yourself to opportunities and changes. You can adapt your skills set if you stick to certain fundamentals, which are your ethics and your personal beliefs."

"I have always believed that if you take a problem to somebody you should have considered at least three options and the person that you take it to will then guide you as to the most appropriate one. You might have three solutions that are wrong but at least you have applied your mind to it."

"You must have a clear conscience in everything you do. If you feel compromised don't do it!

"I have always aspired to be as fair as possible in any situation and always considered difficult situations from both sides. Otherwise you cannot provide a balanced solution. I try to be accommodating to other people. So while some people invite confrontation, I am more of a mediator and look for common ground. Whenever I adjudicate between two aggrieved parties I say, "You can't shake hands with a clenched fist. You can point fingers at each other but rather consider the other side's position and look for balance without compromising anyone."

### ***On Bruce's personal life***

Bruce has been happily married to Jacqui for 42 years after meeting on a blind date seven years prior to getting married. They have a son Marc, who is a photographer specialising in real estate, interiors and architecture and a daughter Lindsey, who runs her own confectionary business. Lindsey is married to Ryno and they have two daughters aged 4 and 6.

### ***Defining success***

"I have been very fortunate because I have had opportunities that presented themselves and I seized them. You have to be alert to make opportunities a reality. I think success is not defined by your title but rather by doing the very best that you can. If you have done your best and that has not achieved the desired result, then look for ways to improve but don't give up.

"Don't believe you can't do something. People might get frustrated with me because I don't accept a soft defeat or negative outcome without looking at everything. Success is not a position or wealth alone, it is achieving your objective, or getting as close to the ultimate objective as you can.

"Apart from HR and IT I have been in most other roles at a senior level. If what you set out to do has substance and meaning, then you can achieve success."



Bruce practising his stand-up paddling.

### ***Retirement is the next opportunity***

"I am very excited about the next chapter. There is so much I want to do. I love water sports and the outdoors and plan to do more stand-up paddling and even surfing, scuba diving and surf skiing. I want to do gardening and hiking and travel within South Africa.

"I will do community work, specifically on environmental issues, such as clean-ups, wastage of water and energy. Another goal is to assist my son and daughter on growing their businesses, which will keep my mind in business."

### ***A message for BIL***

"I have been very fortunate to work for BIL. I believe this is a great company and the individuals who deliver the service to our clients have amazing skills and characters. It is a company that will be successful for a long time to come. We have been around for 112 years and I firmly believe it is in great hands and has a good future."



The move and development of Frosterley Park was another exciting and successful project.

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# BIL ACHIEVERS



## BUSINESS DEVELOPMENT CONFERENCE 2022

The BD conference was held at the Maslow on Main in Menlyn on 8 and 9 September. A full day conference preceded an evening of prize giving, with awards handed out by BD Director Maria du Preez and IL Director Xolani Sithole. Congratulations to all prize winners on your fantastic achievements.

### TOP ACHIEVER AWARDS 2022



Xolani Sithole, Christa Nel and Maria du Preez

#### TOP ACHIEVER BUSINESS DEVELOPMENT

Christa Nel

#### TOP ACHIEVER TRADE LANE VOLUME

Christa Nel

#### TOP ACHIEVER INTERNATIONAL LOGISTICS

Christa Nel

#### TOP ACHIEVER KEY ACCOUNT MANAGEMENT

Christa Nel

#### TOP ACHIEVER CLIENT SERVICING CONSULTANT



Nivashni Naiker and Maria du Preez

#### TOP ACHIEVER SALES



Indran Govender

#### TOP ACHIEVER TRADE LANE



Zamile Nzuza

#### TOP ACHIEVER ESTIMATING



Daisy Maake

#### TOP ACHIEVER WAREHOUSING



Linda Evans

#### TOP ACHIEVER ROAD FREIGHT



Rhett Oertel



Willem Bekker



Khomotjo Mabotja

### TOP ACHIEVER INTERNATIONAL LOGISTICS



Annaline Swart



Laura de Villiers

### ACHIEVING 100% OF TARGET



Linda Evans



Yolanda Leaf



Karen-Sue Sacks



Nerissa Pillay

### ACHIEVING 100% OF TARGET



Ugeshni Naidoo



Marlené Kruger



Fortunate Mboweni  
(absent)

### CONTRIBUTION TO THE BD TEAM



Remando Nigrini



Buhle Dyalvan

### CONTRIBUTION TO THE TRADE LANE TEAM



Lodi Borstlap

### SUPPORT TO THE BD TEAM



Gugu Sishi





The Sales and Servicing teams 2022



Maria du Preez and Anthea Myatt





## ROSSLYN WAREHOUSE IN TOP 10 GLOBAL AWARD BY HUAWEI

In a global warehousing KPI report by Huawei among 170 global warehouses utilised by the company, BIL Rosslyn was chosen as one of the top 10 warehouses in the world for 2021.

It was an honour to award BIL such an accolade, said Huawei's Danny Munian, SCM Vice President, who mentioned the criteria, namely digital intelligence warehousing, ensuring delivery, ensuring security, efficiency, and trustworthiness. Added Linda Evans, BIL's KAM, "The Huawei team were just as proud to present the award as we at BIL were to receive it. There are only 10 such awards granted across the globe and it certainly put the South African operation on the map. I was privileged to accept this accolade on behalf of BIL Warehousing Division."

Gerda Swart, Superintendent, Rosslyn, manages this fast-moving client with a dedicated team of 20. "Our team comprises Storemen, Cycle Counters, Fibre Cutter, Inventory Storemen, Storeman Operators, Administrators, Team Leaders and Warehousemen for inbound and outbound.

Herman Pretorius is the Facility Manager of Rosslyn warehouse.

"From picking, dispatching, quality control, stock count and everything else that goes into the KPIs, we achieved 100% each and every time," she says proudly. "We work on Huawei's live Supply Chain Management System for inbound, outbound and storage for the telecommunications industry.

Huawei has implemented smart technology in the form of a Smart Watch and Buzzer System. "Whenever someone has a query or a problem, they press a buzzer located on walls all around the warehouse and it alerts me as well as two warehousemen with the exact location for us to assist wherever needed. We also have a drive through system for clients collecting at our warehouse. We allocate them a buzzer with a specific number on. When the order is ready, we buzz them and they move to the dispatch area. At the front of our warehouse, we have two big monitors that tell us everything, such as the client's information who is on the premises,



An award presentation held at Huawei Office Park, Woodmead, on 2 September 2022. L-R: Danny Munian, SCM Vice President Huawei; Linda Evans, BIL and Kenny Zhang, SCM Director Huawei.

the order in progress and how many pickings, QC's and Cycle counts there are still outstanding and completed.

"We started with Huawei in 2017 with only 4 employees and have grown with the client. We still learn new things every day because Huawei believes in creating new things every day," she says. "We have cried and laughed a lot and worked many times throughout the night. It is not just a day job. We have a brilliant team, without whom this award would not have happened. They have all sacrificed a lot to ensure a satisfied client. We believe in customer service. The day-to-day contacts on the Huawei account are Adriaan Olivier, Huawei Operations Manager and Wihan Smit, Warehouse Specialist."

Gerda grew up and went to school in Pretoria. After several years in the paint and Electrical engineer industries, Gerda joined what was then Rennie's Distribution Services in 2011 as an Administrator and worked her way up to the position of Superintendent in 2015. She worked for Bernard van den Berg on several projects and other work and, in addition to managing Huawei, she is one of the super users and assist with training for Cargo Wise.



Huawei team

Back L-R: Daniel Tshatshu, Ronald Valoyi, Raditse Maile, Phuti Maapole, Andries Ramashala, Itumeleng Tlhekwe and Thomas Masite.

Front L-R: Ali Seipati, Mushe Mafhungo, Ephraim Modise, Malefetsane Mosia, Patrick Ngobeni, Johannes Matlou and Gladwell Machimana.



Office staff

L-R: Lizette Jansen, Colbert Khuliso Magidi, Gerda Swart, James Lombard and Rosemary Hlongwane.



Malefetsane Mosia, Fibre Storeman, and Phuti Maapole, Putaway Storeman, preparing fibre roll for despatch.



## WAREHOUSING DIVISION AWARDS

*Congratulations to the following recipients:*



Best Warehouse Division: Unit 1, Unit 2 and Elandshaven.  
L-R: Stephen Smith, Bobo Mhlambi, Shaldon Reddy, Ezelda Botha, Gerhard Van Wyk and Tiny Ndlebe.



Best EC score card:  
Pinetown – Neville Arran.



EC Award Most Improved Financial Performance 2022 Aftersales Warehouse Rosslyn:  
Back L-R: Vincent Ngomane, Keff Mookamedi, ENEG Manganyi, Siphon Maswanganyi, Sporo Maphutha, Joel Shiko, Mpho Maloma  
Front L-R: Ndivhuwo Mukhithi, Lenah LadyB Makwela, Isaac Tshabangu



Wooden Spoon award: Len Pather.



Best Financial Performance: Unit 1  
Gerhard Van Wyk (right) receiving the award from Stephen Smith, Warehousing Director.



Excellence Charter award for Most Improved Financial Performance:  
Aftersales Warehouse Rosslyn - Herman Pretorius.

## CHILLI AWARDS

Congratulations to Ravi Thakoordeen on winning a Thai chilli award.





## BUSINESS DEVELOPMENT CORNER



### ON THE ROAD WITH MAHINDRA

It's been an exciting road partnering with Mahindra for the past four years, says Christa Nel, Key Account Manager at BIL.

"In January 2018 BIL was awarded a contract by Mahindra for the assembly of Semi Knocked Down (SKD) vehicles at a manufacturing plant in the Dube Trade Port area next to King Shaka International Airport Durban," says Christa. "BIL's Customs expert Riaan Pienaar assisted Mahindra with setting up the Customs side of the plant and Mahindra appointed AIH Logistics as local assembler and to run the warehouse."

In April 2018 the first ocean import arrived and an official opening of the plant was held in May 2018. "Since then, the SKD business has grown tremendously and we have a firm booking with a carrier for 40+ containers per month from India.

"We also started handling the forwarding and clearing of tractors and construction equipment about two years ago. We managed to secure the forwarding of parts shipments from India to Durban and from this month we will be doing the clearing and delivery of all air and ocean parts shipments that were previously handled by a competitor.

"We are very excited to confirm that they are one of our fastest growing clients and a top ocean forwarding client," says Christa.

Mahindra South Africa ended its financial year March 2022 with 12-month sales of 8 525 units, an increase of 37,4% from the previous year. It is becoming one of the fastest-growing volume brands in South Africa.

Explains Rajesh Gupta, CEO of Mahindra South Africa, "Over the past 18 years, we have worked hard to lay a solid foundation in South Africa. This included selecting, investing in and training the right network of dealers and making sure our products meet the high standards of South African customers and local conditions."

In the past financial year, Mahindra has ramped up its development even further with a new national parts warehouse in Gauteng,

designed to serve its rapidly growing car park and dealer network and it inaugurated its first of many Certified Pre-owned dealers. The new Certified Pre-owned network is specifically selected and trained to offer a range of used Mahindra models with a comprehensive service plan and extended warranty.

The company has also moved into a new national head office in Centurion, Gauteng, created a high-tech new training facility for its dealers, their technicians and Mahindra's own staff and created a Special Fitment Centre for special models.

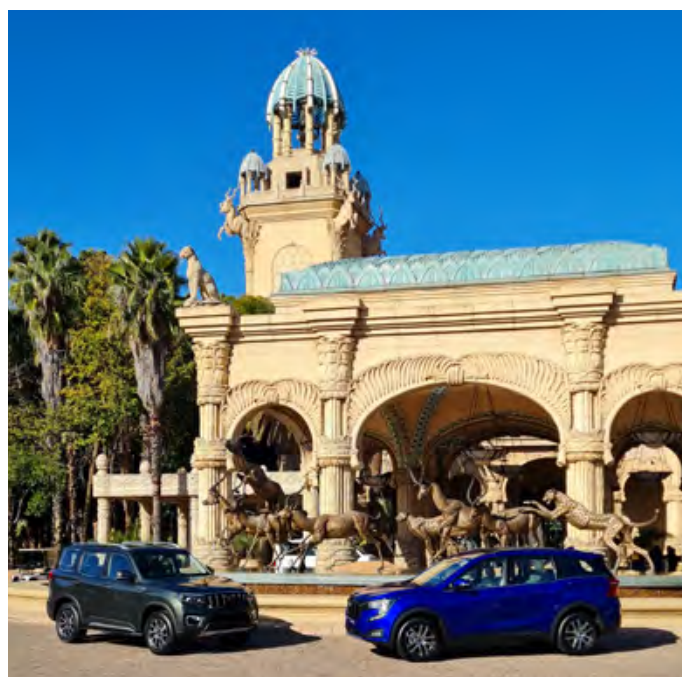
The bakkie models are growing well ahead of the market and Mahindra has added a tractor and farm equipment range of products to its stable. "We cannot wait to share our newest models with our South African Mahindra family, including a new level of luxury and technology for our customers and South African motorists in general," concludes Rajesh.



Christa Nel (right) with Nicolene Steyn from Mahindra customer care and Colette Mirams from Lightstone Auto.



Official opening of the Mahindra plant in May 2018. L-R: Renier Henning from AIH, Jacques Mellet from Mahindra and Lodi Borstlap from BIL.



The launch of the XUV700 and Scorpio vehicles at a dealer awards function at The Palace at Sun City.

## WAREHOUSING CORNER

### TINY NDLEBE PROMOTED TO FACILITY MANAGER UNIT 2 WAREHOUSE



Congratulations to Tiny Ndlebe, who has been promoted to Facility Manager of the Unit 2 Warehouse.

"Tiny started her career at BIL in February 2012 as an Administrator in the De-group area. She left BIL for a short while but soon

returned and was appointed as the De-group Supervisor in March 2018. In July 2021, Tiny was promoted to Operations Superintendent at Unit 2 and we are proud to now place her in this position of Facility Manager at Unit 2," says GM Ezelda Botha.

Says Tiny, "At first, I was so nervous about taking on this new role. But when I look back, I am grateful for the opportunity given to me and the plan is to make it work." Tiny manages a team of approximately 120 people. "With the help of my colleagues I manage the whole Logistics Park Unit 2 facility, which includes the following teams: Drawing, De-group for air and ocean freight, De-group admin, Distribution, Contract Logistics, Exports and Special Projects.

"I report to Ezelda Botha. I call her Lady Boss. She has been so supportive and patient with

me in my eight years with the company. The way she mentors and grows her people makes me so grateful to be under her wing" she says.

Tiny holds a Diploma in Computer programming and completed her BCom degree in Supply Chain Management in 2021. She has a son Lethu who is 14 years old and a daughter Amahle aged 5. She and her kids love the outdoors and going hiking or to the park.

Adds Ezelda, "Tiny sadly lost her parents last year to Covid. We know that they would have been just as proud of her as we are. Tiny – this is the next step in your career path. We wish you very well. You will continue with the hard work and dedication that you became known for and we will continue to support you as best we can. Congratulations!"

### DENVER'S FIRST FEMALE OPERATORS

A big congratulations to Thandeka Nkosi and Lindiwe Thabela, who received their certification to operate Material Handling Equipment.

Thandeka and Lindiwe both joined BIL in September 2012 and recently celebrated their 10-year anniversaries with the company. They started out as pickers in the Denver facility. Thandeka is now working as a Checker in the Receiving department and Lindiwe is a Picker.

The opportunity to become operators came about when BIL saw their potential and approached them to sign up for the certification.

The course spanned a week and included a theory component in a class setting, where the instructor showed them how to use and maintain the equipment. Finally, they wrote the test and both passed and were given their temporary licences. Asked how they found the test they agreed that the clear facilitation of the instructor made it a breeze and they wrote the test with confidence.

Thandeka and Lindiwe feel empowered to do more now within their functions as they practise and become more familiar with the machines. They can now carry out tasks that previously meant waiting for an operator.

Thandeka is from Katlehong and has two daughters. Lindiwe is from Soweto Glen and has one daughter. With these operator licenses they hope to inspire their daughters to believe that they too can do anything they put their minds to. They hope BIL will continue to empower and develop its people to do more than they believe they can. Well done to two inspiring ladies!



Lindiwe Thabela (left) and Thandeka Nkosi.





Ndivhu Mukhithi

My 10-year journey started in September 2011 when I joined what was then Rennies Distribution Services. My role was counting all returnable racks for a major client in different plants and warehouses. I was also a filing administrator.

In December 2011, the company changed to BPL and in January 2012 I was moved to the position of Customs Runner. My daily duties changed to attending to all customs inspections and destructions scheduled for our Rosslyn clients, assisting our customs specialist with queries and preparing documents for audits. I also assisted the Controllers with cargo dues capturing, while still managing the filling room. I would always ask the Controllers if I could assist them with registration and framing and, at times, would stay behind to learn. In no time I had perfected the work.

This resulted in a promotion in January 2013 to Imports Controller. It gave me an opportunity to learn the cross-dock functions from a colleague and, when he went on leave, I took over his role while still performing my other responsibilities. My manager at the time, Isaac Ncube, shifted the function over to me. At times it was a struggle but I made

## FROM RETURNABLE RACKS TO WAREHOUSE SUPERINTENDENT

*By Ndivhu Mukhithi, Superintendent Aftersales Warehouse, Rosslyn Facility.*

sure I executed my job well.

Sometime in 2017 I was asked to assist with Airfreight when the person responsible went on emergency leave. This was the most challenging function as I encountered problems trying to manage critical shipments. I realised quickly I had to establish friendships with colleagues at the airlines, our ORT BIL counterpart and Unit 2 warehouse team. I drove to ORT to meet Mandla Nxumalo and Kenny Mashumu (responsible for drawing), who played a huge role in my successful running of Airfreight. They introduced me to different Warehouse Managers.

My next mission was to form a strong relationship with our clearing department. The most understanding colleagues, Patience Mogoboya and Florence Mogomotsi, guided me and at times shouted at me when I didn't send documents and clearing instructions on time.

My last mission was to meet our Unit 2 warehouse team of Katleho Mabuya, Hendrick Nchwe and Tumelo Morewane and they introduced me to Copserve transport team's Obed Moraba and Isaac Seloane (RIP). Being new in the function, I asked for their guidance and explained to them the importance of working as a team to meet our very demanding client's expectations (the same client since my early days with the company).

To cut a long story short we ran Airfreight without failure but unfortunately lost some of the client's business during the Covid-19 pandemic. We continued to do the client's warehousing but the contract ended and we were put on a month-to-month contract which ended in March 2022.

My GM, Petrus Gerber, had noticed the relationship I had forged with this client's Parts Distribution Centre team and other departments, and he sat me down and explained the importance of reclaiming some of the business we had lost. In his words, "I know you can save what we still have at the warehouse because they trust you and you never disappointed them. You always push to deliver." Without hesitation I jumped into the position of Warehouse Division Superintendent.

It was not easy and is still a work in progress. Herman has guided and supported me and I am learning a lot from him. In March 22, we were given a one-year extension and I saw it as an opportunity to fix whatever made us lose some functions in the warehouse.

Our team has now won a BIL award, Most Improved Financial Performance 2022 – Aftersales. It is a sign that working as a team we achieve more and that working hard with determination pays off. I am the example of that and I dedicate my success to all who have supported me all these years, including my family and friends. To Elby Bezuidenhout - thank you for your support during difficult times and for pushing me to do better.

What's next for me? Mmmm... only time will tell and we will not rest until BIL Rosslyn claims back its seat with our valuable client.

### 10 YEAR LONG SERVICE AWARD ROSSLYN

Herman Pretorius, Facility Manager Aftersales Warehouse, presenting a 10-year service award to Ndivhu Mukhithi, Superintendent Aftersales Warehouse, Rosslyn Facility.



## IL CORNER



### BIL GQEBERHA AWARDED NEW AUTOMOTIVE CONTRACT

A big congratulations to our automotive team in Gqeberha on being re-awarded a contract with a major automotive supplier. The contract began on 1 October 2022 and will run for four years.

"We are very excited at being awarded this contract and believe our success is due to our relationship and system integration with the client," says GM Jen Byrne. "We have an excellent team all round, from operational to support services and it has been an amazing experience to work with such a talented group of people. Everyone has played their roles in enabling BIL to offer the client an exceptional service," she explains.

BIL Business Unit Manager Belinda Engelbrecht manages an operational team of 18 on the ground. "The contract is to manage the clearances for imports and exports, ocean and air. It is a massive job involving a lot of admin. It has been an exciting journey so far and we look forward to many successful years ahead with this client," she says.

"We provide flexibility and understanding as well as excellent support from BIL in terms of IT, customs and finance," adds Jen. "Of course, with a large contract comes risk to all parties. In automotive

there is always risk attached to the transactions because of KPIs. If you don't meet them there are potential penalties, as well as financial risk to multiple parties. We must protect our reputation as well as that of our client. We hold preferential status with SARS, but any mistake counts against us and the client," she says.

Well done to all involved.



The BIL Gqeberha team managing the automotive client.

### MANGANESE ORE HANDLED FROM CAPEWAY BRANCH IN GQEBERHA

Gqeberha ports export in excess of 5.5 million tons of manganese ore each year, the majority destined for China and the Far East. This tonnage is selectively sampled through BIL's dedicated specialist sampling facility at the port on behalf of the major manganese exporters, as well as several smaller mines.



"Our sampling facility is regarded as best-practice in the world as far as manganese sampling equipment and protocols are concerned and carries a global quality certification. Manganese removes oxygen and sulphur when iron ore (an iron and oxygen compound) is converted into iron. It is also an essential alloy that helps convert iron into steel.

As an alloy it decreases the brittleness of steel and imparts strength," explains Johan Botha, Operations Manager.

Manganese Ore deposits in South Africa are found in the Northern Cape province near Postmasburg and at Kuruman. "We have enjoyed successful relationships with our mining customers and have handled some of their export business for more than 40 years. The Bidvest Capeway branch runs this business under separated business units, looking after the main two exporters' accounts" she says.



## HR CORNER



### FEEDBACK FROM GRADUATE PROGRAMME 2022

By JD Van Der Merwe, Head of Talent

"We received an overwhelming 806 formal applications for the Graduate Programme on our E-Recruitment system," says JD Van Der Merwe. "So far, we have selected seven graduates, who will join us in December and January."

Business Development and IT will take on three graduates: an Industrial Engineer, a Developer and an Applications Specialist. Warehousing will take on two Industrial Engineers and IL will take on an Industrial Engineer and a BCom Supply Chain/Logistics graduate.

We look forward to welcoming our new graduates and will introduce them in our next edition of People's Press.



## TRANSPORT CORNER



### INTERVIEW BALAN GOUNDEN, TRANSPORT SUPERINTENDENT, DENVER



Meet Balan Gounden, who celebrates 40 years with our company.

Balan joined Bayer in 1982 and was a Transport and Dispatch Manager. In 2006 the logistics department of Bayer was taken over by RDS when it merged with Safcor to become Bidvest Panalpina Logistics.

Since 2008 Balan has been Transport Superintendent based at Denver. He

manages a team of 13 staff, mostly drivers. "The majority of drivers have been with me for many years. We are a great team as everyone knows what is expected of them.

"Of course there are always challenges," he says. "I must apply my mind to keep all our customers satisfied, with sometimes limited resources. This means reshuffling resources so that every customer gets his delivery on time. Transporting hazardous materials like chemicals is very specialised. Drivers must go every year for medicals and we must annually renew our certificates to transport hazardous materials."

In 1994 Balan enrolled at RAU University and obtained his Diploma in Road Transportation in 1996.

Balan has been married to Sue for 34 years. They have two grown up kids and two grandchildren.

Soccer and cricket are his favourite sports to watch on TV. Balan reports to Operations Manager Allicia Marimuthu.



Back L-R: Nteseng Moabi, Terrence Pandeka, Mohale Kgamede, Andile Ndlela, Lucky Malaza, Mxolisi Nxumalo, Moses Weevirs.  
Front L-R: Simon Mekoa, Vuyisile Mathiso, Muponi Mafemana.



## Introducing the Bidvest Digital Transformation and Innovation Committee



**Marcus Ellappan,**  
Chair of the Digital  
Transformation and  
Innovation Committee.

Dear Colleagues,

Our company's strategic intent is to become the leading supplier of logistics services. Therefore, we have identified the need for creating a dedicated company-wide focus on the implementation of an integrated digital transformation and innovation strategy to ensure that we not only remain ahead of our competitors, but that we can fast-track the delivery on our company's goals of:

1. **Growth**
2. **Client Retention**
3. **Operational Excellence**
4. **Governance**

Our leadership team has recognised the sense of urgency for us to remain competitive by focusing our efforts on optimising our digital capabilities and operation excellence, which are key to closing existing gaps and transform our company. These interventions are essential to enable customer service excellence and to unlock further growth opportunities, allowing our company to proactively address the ongoing industry challenges.

To ensure that we find the deliver on our strategic intent we have formed a dedicated digital transformation and innovation (DT&I) committee with representatives from across the business. The team are:



### National Functions

- Lawrence Aldworth
- Lenushka Parannath
- Willem Bekker
- Chrisna Bruwer (HR)



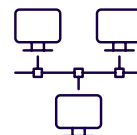
### Road freight & Warehousing

- Marcus Ellappan (Sponsor and Director)
- Claudelle Diedricks
- Petrus Gerber
- Preshan Moodley



### International Logistics

- Renuka Maharaj
- Taryn Davel



### Information Technology

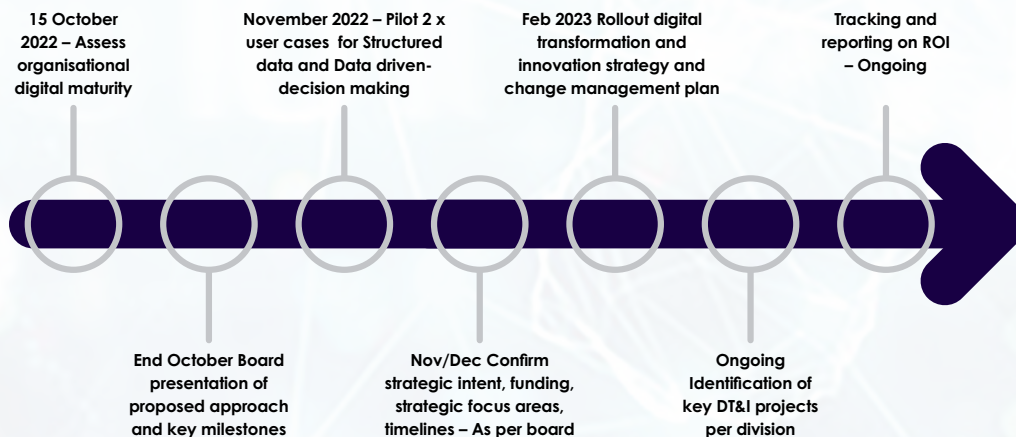
- Ashan Naidoo
- Lesiba Sebola (Director)



## The Digital transformation and Innovation committee's mandate

- Recommend project prioritisation and resource allocation to EXCO
- Ensuring all data generated through all BIL functions is digitised, structured, and accessible for analysis and decision making
- Developing the strategy and framework for driving BIL's Digital Transformation journey
- Creating a culture of digital thinking and DT&I with tangible benefits for the business
- Encourage design and systematic thinking
- Make every transaction with the customer seamless

## The Digital Transformation and Innovation Roadmap



## Our digital and innovation journey will be focussed on:

1. Operating as **One Bidvest International Logistics Team**.
2. Continuously improve and anticipate our customer's needs and exceed their expectations.
3. Streamline processes and create single customer view across the business.
4. Improve our operational performance and effectiveness through data and digitisation initiatives.
5. To remain agile and flexible to adapt and change with our industry.
6. To develop, equip and grow our employees in line with our customers' future needs.

## Creating a winning culture

With innovation and excellence as core company values, the creation of a dedicated digital transformation and innovation focus within our business is essential to not only remain competitive, but to nurture a workforce culture where each of us embrace new technology and tools that help us become better at our daily tasks and to deliver a superior customer service.

By implementing a dedicated change communication plan the committee will ensure that all employees are aligned, focused on operational excellence and able to adopt an agile mindset where we as a business can anticipate our customers' future needs before our competitors can.

## In summary

We live and work in an ever-changing world, where the adoption of technology is no longer an option, but a fundamental enabler of competitiveness and operational excellence.

We look forward to embarking on this journey with you, and commit to keep updating, informing and sharing key information on a regular basis. However, should you have any interim questions or need clarification, please contact one of the Digital Transformation and Innovation committee members.

Sincerely,  
Marcus

## OUR OVERSEAS PARTNERS



### EMO TRANS CONFERENCE SUN CITY OCTOBER 2022

*By Tobias Goer, Route Development Manager SA, EMO Trans Germany*

BIL hosted EMO Trans at a conference at Sun City from 11 to 14 October 2022.

Two years later and we finally met. This conference was initially planned as a kickoff when EMO Trans and Bidvest International Logistics became network partners at the beginning of 2020.

Unfortunately, a pandemic called Covid forced the teams of BIL and EMO Trans to get to know each other via videocalls, phone and email, which jointly got managed. BIL management still wanted to realise the originally planned kick-off meeting and invited the global EMO Trans team to a conference at Sun City in October 2022.

Members from China (virtually), France, Germany, Hong Kong (virtually), Japan, USA and Vietnam, as well as participants from BIL, came together for four days in order to get to know each other personally, as well as develop new goals and strategies for the challenging times ahead. In addition to the business meetings, there were timeslots for valuable team-building-exercises, but also for us to get to know the beautiful countryside of Pilanesberg National Park and its wildlife.

All attendants left the conference with a good and energy-filled spirit, so that as a "BIL-EMO team" we can jointly achieve great things in the future.



Front L-R: Tran Nguyen Hung (Vietnam); Jen Byrne, GM BIL; Maria Du Preez, BD Director BIL; Sayuri Shigeta (Japan); Mandie van Niekerk, Executive Assistant BIL; Soloshini Reddy, GM KZN BIL; Tom Bayes (USA); Laura De Villiers, Head of Trade Lane Management BIL; Simon Tooley (USA); Rhett Oertel, Head of Sales BIL.

Middle L-R: Willem Bekker, Supply Chain Solutions Manager BIL; Craig Mountjoy, MD BIL; Marco Rohrer (USA); Tobias Goer (Germany).

Back L-R: Pham Quoc Dung (Vietnam); Robert Harrington (USA); Xolani Sithole, IL Director BIL; Jean-Marc Richter (Benelux); David Kang (USA); Lodi Borstlap, National Commercial Manager BIL; Mark Sims (USA).



## EMO TRANS GERMANY VISIT TO SOUTH AFRICA

There was great excitement at the arrival of our visitors Thomas Klinkhammer and Tobias Ger from Germany on 25 June 2022. Thomas is Managing Director, Sales and Marketing, EMO Trans GmbH and Tobias is responsible for the Trade Lane to South Africa.

Thomas is well known to many at BIL, as he was with us at the rebranding of our company in November 2019. It was Tobias's first visit to South Africa and a long wait since prior to Covid. "There is nothing better than face-to-face meetings with our colleagues and friends. I am so impressed with the new Stoneridge offices, they are state-of-the-art," says Thomas. "Tobias has only ever met our BIL colleagues on Teams so these face-to-face meetings have been fantastic for him. Maria Du Preez, Laura de Villiers and Nicola Strohm have taken such good care of us and set up a lot of good sales calls to develop our Trade Lane."

Tobias, Nicola and Laura are the main drivers of the trade lane between Germany and South Africa. The main product for the South African route is airfreight consolidations, two or three times a week to South Africa, with ocean freight consolidation offering weekly shipments to South Africa.

Thomas says Germany faces many similar logistical challenges, including a lack of capacity on airfreight and ocean freight. "We have other challenges too. The Ukraine Russia war affects Europe enormously since planes must reroute to avoid flying over Russian territory, which makes it more

expensive due to longer flights, higher fuel costs and changes of crew," he explains.

"We also face a shortage of truckers. Our trucking workforce is older and going into retirement. Many younger truckers come from Eastern Europe but the war has seen them going home to fight for their country. Covid cases remain very high at approximately 130 000 new cases daily."

Thomas is confident about future growth for EMO Trans Germany. "We believe our success in attracting customers is due to our solutions. We listen to our customers and try to solve their problems. This is something the larger forwarders cannot offer. Our network is large enough to offer a global footprint but as a medium sized company we are still flexible, proactive and transparent.

"In Germany it is hard to find experts in our industry and conditions have made the environment far more time consuming. If we are working on a shipment for a customer today, it will take much longer to complete the process. We do a lot of apprenticeships in Germany to bring young people on board. It takes two and a half years for them to be certified as a forwarder.

"We currently have 200 employees in 13 branches. The US is our largest and oldest trade lane and was our first route when we opened offices in 1972. We will celebrate our 50th anniversary with the EMO US team on 1 October. Asia has also grown to be a very big market for us."



Thomas Klinkhammer and Tobias Gur.

Adds Laura, "It was a great pleasure to host Thomas and Tobi in South Africa. We had 15 successful client appointments, a combination of new and existing opportunities. In addition, we held various internal BD and Operational meetings, site visits in Johannesburg, Durban and Cape Town and a boat trip around Durban port with the BD team.

"Germany is our flagship and the partnership has been incredible from the start. EMO Germany is one of our top performing countries in terms of volumes, currently ranked #1 Airfreight, #3 Ocean Freight FCL and #2 Ocean LCL. We have reaped the benefits of having a dedicated Route Development Manager for South Africa in Tobias and the direct support and involvement of Thomas and we look forward to growing our volumes together," said Laura.



Darling Brewery.



L-R: Thomas, Tobias, Laura, Nicola and Maria.



Durban boat trip.



## INTERVIEW WITH PREM KUMAR, FOUNDER AND CHAIRMAN, UNIWORLD LOGISTICS

the USA, Europe, Southeast Asia and China. A second office in Jaipur in Northern India caters to another unique market specialising in handicrafts and jewellery. We are opening another office in Indore, which is becoming a manufacturing hub for pharmaceuticals, as well as in Goa, which is growing in chemicals and pharmaceuticals.

### ***As a family-run business, what roles do members of your family play?***

My wife Femina Prem has a large portfolio of responsibilities, taking care of HR, Admin, Marketing, Public Relations, Social Media and Talent Search.

When my children were older, I told them it would be their choice to join the business. My daughter Felicia did a post-grad in luxury brand management from Paris School of Business and went into the fashion industry. After a year, she decided to join Uniworld and has been with us for the past six years. Felicia used the Covid period to build some innovative products, including a new concept of a 30-minute delivery for small parcels in metro regions. Known as hyperlocal, goods move from large warehouses to one small distribution centre, interlinked with tiny dark stores. From there they are delivered to residences by motorbike. We have recently invested in sustainable mobility. We will be deploying 50 EV pickup trucks for last mile distribution in Bangalore, Chennai and Hyderabad.

My son Joshua joined the company four years ago after completing his Masters in International Business and Finance from Hult International Business School, UK. He has trained in all departments of Uniworld. Looking at his energy and what he is capable of, I gave him the opportunity to drive the South African trade link, which he has grown singlehandedly with the valued support of our team and BIL. A year ago I entrusted him to bring growth in the Western region of India. It required him moving from Bangalore to Mumbai, expanding our office, our sales team and our operations team, as well as building

on the relationships with shipping lines. He has again proven himself and taken on this responsibility, even though he is very young. I believe in youth and that they bring surprising results when you give them opportunity and responsibility and he has lived up to that.

### ***On the Uniworld BIL relationship***

The relationship between Uniworld and BIL has matured more than we expected. We have built up tremendous trust and respect between us. These are the main ingredients which are creating growth in the business, with volumes almost doubling both ways. On our last trip to South Africa in August, Joshua and I were hosted by the BIL team and were shown the most wonderful hospitality by Maria, Laura, Craig, Nicola, Lodi and the rest of the team. The initial years in any relationship are difficult but with such trust and respect I see no misunderstandings and hope we will continue for another 100 years. I have been to South Africa many times. I like the food, the respect amongst the people and the hospitality. It is something we can learn in India.

### ***What's the biggest factor that has led to your success?***

I believe it was my career choice as a scientist with the Indian Space Research organisation. Spending seven years at the research institute wired my brain in such a way that I always find solutions to problems. I am a fast learner and make quick decisions and if I make a mistake, I correct it and move on. My determination to change has always been there.

### ***How did you build this company?***

When I started, I never thought I needed much money and began with small savings and a shoestring budget. I borrowed money and ploughed it back into the company. There were a lot of sacrifices in terms of luxury and my time and there were many ups and downs and financial challenges. Most of the things that happened were not planned. I did not have a formula to build a company and become successful. Today I look back

The past couple of years have seen Uniworld Logistics grow phenomenally, with top line growth at almost 100 percent in the financial year ending March 2022.

### ***To what do you attribute this growth?***

Being in the right place at the right time with major growth in India helped us get to where we are today. We have applied the right ideas and the right strategy to change what was the crisis of Covid-19 into an opportunity for something we always believed in. If you look at the reality, freight rates went up but our volumes also went up. Covid had many logistics challenges in finding space and retaining customers. But it taught us how to micromanage and create growth. We started doing close monitoring and put ourselves very close to our customers.

### ***What steps have you taken to meet your deliverables?***

Continued growth demands investment in new people and new infrastructure. We have invested in sales people throughout India and many have come on board, as well as some vertical specialists in reefers, perishables and projects. We have also opened two new offices with two more opening in 2023 to cater to the specific needs of customers in specific regions.

The first is in Visakhapatnam, commonly known as Vizag. One of the oldest port cities on the Eastern coast of India, Vizag specialises in the export of sea food and meat by reefer containers. We have already had success, handling good volumes of reefer containers to



Continued from page 19



and I am a satisfied and happy person. I take personal time out for fitness training, yoga and watching TV series. At age 60 I feel fitter than ten years ago.

### ***What mistakes have you made along the way?***

I have made many mistakes, not one or two, too many to list. I tell my son not to worry about making a mistake. Learn from them and don't make them twice. In business there is no straight answer, it is not mathematics. There are multiple answers. Accept your mistakes and correct them. People used to say I made decisions too quickly. I took decisions too fast and changed them as quickly. Change is the only constant I believe in.

### ***What advice would you give to someone starting out?***

As a mentor, I tell people to work passionately and take ownership. Results will come. Think like an entrepreneur and act. Making money is not the only aim of doing business, but to leave an impact on the society by the changes you bring in.

### ***Whose career inspires you and why?***

I have had many role models, one being my late father-in-law. He was a school dropout who started a business and ran it very successfully. He was a good negotiator and, in any business, negotiation is your first business. He made money but at the same time he struck a balance between business

and life. He always found time for the family and for his children and grandchildren. He is the man who inspired me most in that he saw my potential.

### ***What keeps you awake at night?***

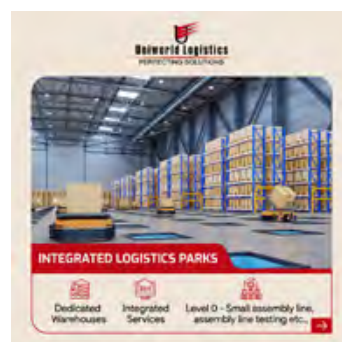
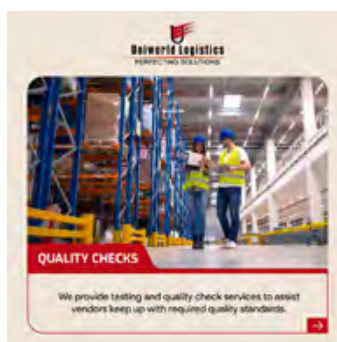
Many things about the company used to keep me awake, whether financial, a customer or employees. But now that my children have come into the company, I don't have any more sleepless nights. I stopped worrying and my faith helps me.

### ***What does success mean to you?***

Success means leaving a legacy and that is my ultimate dream.



L-R: Joshua Prem, Bruce Thoreson, Prem Kumar and Laura De Villiers.





# CHARITY



## CUPCAKES OF HOPE ON CUPCAKE DAY 1 OCTOBER 2022

National Cupcake Day 1 October saw BIL staff around the country baking 500 cookies to raise funds for Cupcakes of Hope. This amazing NPO creates awareness for children with cancer and assists many communities.

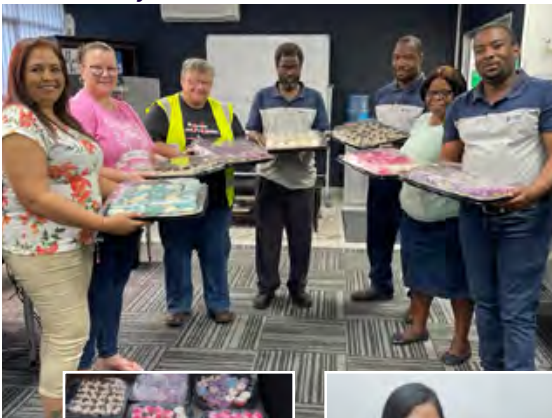
*Alrode*



*Rosslyn*



*Richards Bay*





KSIA



Runway Park



Cape Town team Warehousing and Road Freight



Frosterley Park



Elandshaven





## SOCIAL



### THE ANNUAL GQEBERHA BIDVEST LADIES TEA 2022: A MAD HATTER'S TEA PARTY

*By: Eleanore Eades, Client Service Consultant – Eastern Cape*

The theme for the annual Bidvest Ladies Tea on 7 October 2022 was so fitting for what all of us have experienced over the last 2-3 years. Feelings of going a bit mad at times and falling down a rabbit hole... Alice in Wonderland has undergone so much change in so little time and so have all of us!

It seemed fitting that the three beneficiaries who would benefit from this function would be children: Children from diverse backgrounds, ages, race and children with special challenges. The aim was to have influence,

while having a cup of tea and some fun also!

Our clients participated with open hearts and contributed by bringing toiletries, household items, clothes and shoes for the charity called Bet Sheekom. They also brought cloth face masks from Covid-19 for the Red Ruby Pads charity, which uses these masks to make washable cloth sanitary pads for young girls.

We raised a total of R11 500 for the main charity called Oosterland Child and Youth Care Centre. Situated in Despatch, Eastern Cape, they accommodate 106 children

placed in their care by the Children's Court, including destitute, orphaned, abused and neglected children.

This was the first Bidvest Ladies Tea function since 2019 due to Covid. The Bidvest companies who participated in this charity event were Bidvest International Logistics, Bidvest Laundry, Bidvest Protea Coin, Bidvest Prestige, Bidvest Steiner, G. Fox, Lithotech and Waltons.

The event was an immense success and made me Proudly Bidvest!



L-R: Annelie Morton, Fundraiser/Marketer at Oosterland Child and Youth Care Centre; Claire Du Plooy, Sponsor and Biokineticist; Mark Eaton, main speaker and clinical psychologist; Caron Strydom, MC and Jenni Gault, Sponsor from Jenni Gault International Jewellery Design.



L-R: Jen Byrne, Anthea Myatt, Eleanore Eades, Maria Du Preez, Belinda Engelbrecht and Danelle Du Preez, BIL.





## A MAD HATTER'S TEA PARTY

*By Tyrell Kanni, Oceanfreight Import Client Controller, IL Frosterley Park*

With October being Mental Health Awareness Month, the Blue BU Imports Team at Frosterley Park took a few moments to engage in a lunch time Mad Hatter's tea party.

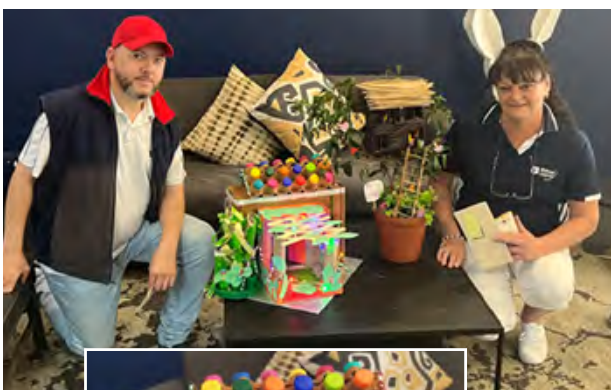
The objective was to reduce job stress and increase morale, which is a common mental health problem that can affect us all. It can have a direct impact on the workplace through increased absenteeism, reduced productivity and increased costs due to errors. The workplace also contributes positively to a person's mental wellbeing by providing growth, passion, drive and number of other benefits.



## INTERNATIONAL LOGISTICS UNIT 1 HAS SOME HOLIDAY FUN

### *Gingerbread house out of recycle items*

We had a tie so both winners received R250 each. Congratulations to David Farrell and Martie Scharneck.



### *Guess the quantity of cookies in the jar?*

The one who guessed the correct, or closest to the correct quantity, won the cookie jar. The lucky winner – Sandra Van Rooyen





## HERITAGE DAY

### Runway Park Warehouse

Heritage Day was celebrated at BIL Warehouse Runway Park by the staff dressing up and enjoying a traditional meal prepared by them.



BMW VDC facility.



BMW VDC facility.



### Gqebera Capeway branch

Gqebera Capeway Branch celebrated Heritage Day on Friday 23rd September and what a festive day it was. The spirit was high and everybody had a truly enjoyable day. We started off the day with a parade of those who had dressed for the occasion. The winner of the Checkers voucher for best dressed was Vuyani Sibongile, but everybody looked awesome.

At lunchtime we were treated to a beef potjie on creamy samp and roosterbrood with butter and jam topped off with some milk tart and koeksisters. The fun really escalated with Karaoke and we discovered some hidden singing talent in Kelvin Williamson and Edwina Booysen. Some of the songs were accompanied by back-up vocals and dancers. There were some wooden mic entrants too. I can honestly recommend karaoke for a good belly laugh!



L-R: Laurelle Billett, Tanya Benjamin, Carlisle Campbell, Danelle du Preez and Sihle Ntseone, VW Unit; Vuyani Sibongile, winner of Best Dressed award, General Airfreight; Tembelani Cakwebe, Entries; Fundiswa, Cleaning; Edwina Booysen, Tiffany Kuscus and Belinda Engelbrecht, VW Unit.



### International Logistics Unit 1 ORT

IL Unit 1 celebrate Heritage Day by giving a goody hamper for the best traditional outfit. Heritage Day is a public holiday celebrated on 24 September in South Africa. It recognises and celebrates the cultural diversity of our country and the true meaning of why we call ourselves the Rainbow Nation. South Africans mark the day by wearing traditional outfits, eating traditional foods, learning about different cultures and spending time with friends and family.



Back row: L-R: Martie Scharneck, Rudzani Luvhimbi and Ashmiralda Khoza.  
Front row L-R: Angie Ramotopo, Prudence Mokgoajane, Florence Mogomotsi, Zukiswa Bidi and Veronica Maruping.



L-R: Tshego Mashianoke, Zimkita Gcawu, Nokukhanya Mthethwa, Zola Tolbert and Michelle De Beer.

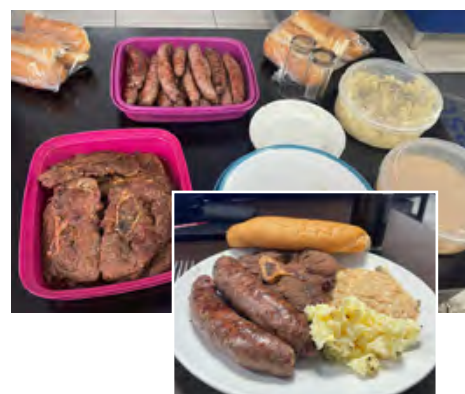


The winner: Prudence Mokgoajane.

### Richards Bay



Heritage day in our North Eastern KZN Branch. We are only six and we are honestly a diverse lot, so Heritage day is every day for us. Blessings to our mother-ship Bidvest International Logistics, together we unite.



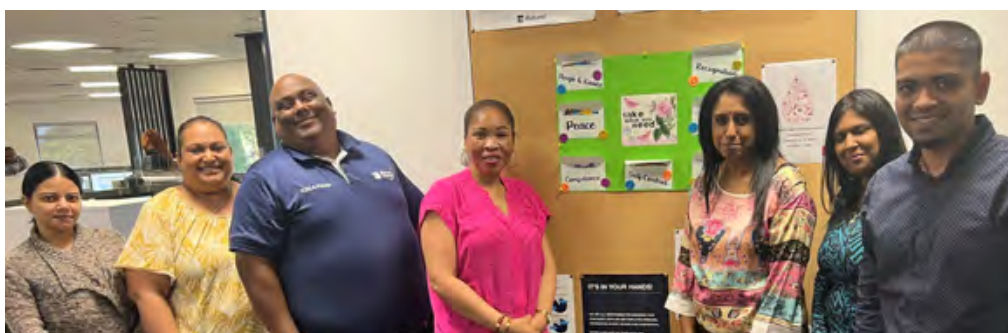
## DEALING WITH STRESS THROUGH MOTIVATION

By Jerolene Yegambram, Forwarding Manager

As a leader and mentor, I must motivate my staff to deal with everyday constraints of shipping on an international basis and the stress that comes with it. This is in addition to what we have been through at KZN in the past two years, with riots, floods, Covid and uncertainty. I strongly believe in building a holistic team to deal mentally and physically with life.

I wanted something visual and something they can use when they want to and how they want to, hence the motivation board. Nicola, who is very creative, took my idea and brought it to a whole new level of something beautiful and pleasing to the eye.

Of course, I thought let's also open it to the whole wing and anyone who passes through and needs some TLC.



Shaleen Roopram Venessa Naidoo, Ryan Chetty, Fortunate Nene, Jerolene Yegambram, Ansuya Narasi and Kishan Vandayar.



Katlego Lephhogole



## STONERIDGE SOCIAL EVENT

Stoneridge Park's Credit Department hosted a lunch with the theme of "Let yourself get lost in nature". Staff had the chance to socialise, interact with each other and participate in a game challenge, while enjoying some music and a great lunch.



Everyone gathered at the Pause area to find out more about the event from the hosts.



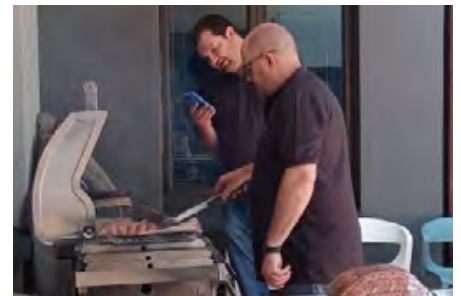
Winner of the music competition – Siphamandla Molakeng, seen here with Cylandia Feldman.



The hosts L-R: Cylandia Feldman, Bernadette Du Plessis and Dalen Govender.



Staff enjoying some boerewors roll.



Morne Visser and Johan van Tromp on the braai.





## RETIREMENT



### FAREWELL PARTY FOR LINDA EVANS

A final farewell party was held for Linda at Stoneridge.



Karen-Sue Sacks, Linda Evans and Christa Nel.



Maria du Preez, Linda Evans and Lodi Borstlap.



Bobo Mhlambi and Linda Evans.

### FAREWELL TO OUR COLLEAGUE GOSA

Mhlawumbe Wilfred Maphumulo, or Gosa as he is more familiarly known, has been a valuable contributor to both Sebenza and BIL Transport. He has worked tirelessly in various driving roles at our KZN Distribution operation, ensuring that our clients' cargo is delivered safely and on time. Gosa has a unique sense of humour and is well respected by his peers, controllers and management. We would like to take this opportunity to wish Gosa well in his retirement and to fulfil his bucket list.



Gosa with his colleagues.



# LONG SERVICE



*Congratulations to the following on achieving long service awards from October to December 2022.*

## 35 YEARS

Ravi Thakoordeen

## 25 YEARS

Isaac Mgwaba  
Renuka Maharaj

## 15 YEARS

Clare Tonkin  
David Titan  
Edmund Grace  
Florence Mogomotsi  
Frans Mojela  
Lana Steyn  
Monde Mhlono  
Shalene Maharaj Ramjiwan

## 10 YEARS

Agnes Khabi  
Erasmus Makobe  
Irvin Montle  
Matimba Sambo  
Nicola Strohm  
Omgama Stungu  
Peter Masuku  
Queen Sibeko

Shanel Less  
Steven Nxumalo  
Wayne Peinke  
Yolandie Momberg

## 40 YEARS

Balan Gounden

## 20 YEARS

Leo Arunajalam  
Lodi Borstlap  
Michael Dlamini  
Selven Pillay

## LONG SERVICE AWARDS KING SHAKA INTERNATIONAL AIRPORT

Staff at KSIA were awarded their long service certificates by BIL MD Craig Mountjoy.



Ernest Dlamini – 30 years



Emmanuel Khumalo – 25 years



Reggie Pillay – 15 years



Lumashini Govender – 15 years



Vincent Moodley – 25 years – receiving his award from Seelan Naidoo.



Kugasen Naicker - 15 years

## 10 YEAR LONG SERVICE AWARDS DENVER WAREHOUSE



L-R: Mxolisi Mkhize, Despatch Checker; Nadiah Ragavan, Facility Manager; Lindiwe Thobela, Picker.



L-R: Mandisa Goba, Operations Superintendent; Livhuwani Sigari, Checker; Nadiah Ragavan, Facility Manager.



L-R: Maria Mbuli (Admin Clerk); Nadiah Ragavan (Facility Manager).



L-R: Nadiah Ragavan (Facility Manager); Thandeka Nkosi (Picker); Linda Nkosi (Operator); Mandisa Goba (Ops Superintendent).



L-R: Jotham Sibiya (Operator); Nadiah Ragavan (Facility Manager).



# NEW EMPLOYEES



*Welcome to all our new employees who joined from July to September 2022. We wish you long and successful career at BIL.*

## **Alrode Henkel**

Cliff Mphafudi

## **Axle Park**

Lucky Hlongwa

Delisa Ncwane

Ernest Langa

BMW

Joe Masekana

Jakes Fenyane

## **Century City**

Elmarie Kleinschmidt

## **Denver**

Mandisa Goba

## **Elandshaven**

Sam Myburgh

## **Ford**

Sanet Van Huyssteen

## **Frosterley Park**

Fortunate Nene

Unathi Zulu

Sharon Chetty

Celina Sevlall

Roseanne Perumal

Asiphe Pato

Charmaine Naicker

Shane Chetty

Leon Munsami

Ruvania Pillay

Jedal Naidu

Subashni Nair

## **Greenstone**

Mandie Van Niekerk

Portia Ramotsoko

Lerato Putsoane

Madisema Ditabe

## **Jacobs**

Kenneth Ngema

## **Logistics Park 1 & 2**

Trevor Msimango

Zimkita Gcawu

Tshego Mashianoke

Kunal Gungadeen

Busisiwe Skosana

Michael Mlangeni

Onkgopotse Moloko

Sthembiso Masuku

## **Rosslyn**

Sandros Ndlovu

Runway Park

Thobeka Ninelav

Nhlanhla Ndlovu

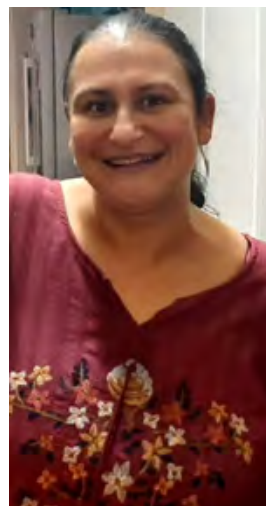
## NEW EXECUTIVE ASSISTANT TO DIRECTORS

Welcome to Mandie van Niekerk, executive assistant to the Directors, Craig, Anthea, Maria, Harry, Xolani and Lesiba. Mandie joined on 1 August and was immediately tasked with the BD conference, EMO conference and a Board meeting. Still two golf days coming up. "I really enjoy my job at BIL. The people are all nice and helpful but I have my work cut out for me. Every day is exceptionally busy.



She previously worked for another logistics company as the executive assistant to the CEO, COO and CFO. Prior to that she was in media and events. Mandie is a single mom to a son Ruan of 14. In her spare time you will find her next to the soccer field supporting Ruan, who is an aspiring professional soccer player. "He was chosen to go to Italy in December to play with AC Milan youth league but he is too young but has great potential".

## NEW EDITOR IL EASTERN CAPE



Meet Angie Klibanski, Controller and new editor of Gqeberha Capeway. Angie began her shipping career in the Seafreight Export department of Renfreight in 1998. In 2005 she left to join a. hartrodt, where she worked for 13 years, gaining valuable experience in Airfreight and Seafreight Exports and Imports, Breakbulk and own consolidation boxes from Europe and China. In 2018 the a. hartrodt Port Elizabeth branch closed and Angie rejoined BIL in September 2018 handling Airfreight imports for the automotive industry.

On the personal side, at the end of March 2020 Angie was diagnosed with cancer of the oesophagus and underwent cardio thoracic surgery and chemo. She says, "By God's Will and Grace I made a full recovery and I am now clear of cancer. I love the team I work with and the spirit in our office is positive."

Angie grew up in Port Elizabeth and has twin boys aged 19. Her favourite pastimes are cooking, baking and entertaining. "I am a firm believer in charity and kindness. I think we should help each other and show compassion whenever possible. Be kind for everyone you meet is fighting a battle you know nothing about," she says.

## HATCH



Congratulations to Phakamani Mncube of BIL RF and his wife Nombuso Kheswa on the birth of baby Siyanda on 18 August 2022.

# 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:*

*Who was the main beneficiary of the PLZ Mad Hatters Ladies Day?*

*Send your answer to: [marketing@bidvestil.com](mailto:marketing@bidvestil.com) by 20 January 2023.*

## COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 11

Well done to the winners of our crossword competition

**The question was:** BIL recently introduced a new Learning Management System (LMS) to empower employees through virtual learning. When you click on the Academy link, what is the first course displayed on the Course Library?

**Answer:** Accountability in the Workplace.



**1st prize: Elmarie Kleinschmidt,**  
Senior Controller, Knowledge Park,  
Cape Town



**2nd prize: Katlego Lephogole,**  
Application Specialist,  
Frosterley Park, KZN



**3rd prize: Olwethu Mqashane,**  
Client Liaison Coordinator,  
Military Road, Eastern Cape.

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