

PEOPLE'S PRESS

THE DIRECTOR'S CHAIR



MEET NTOMBIMPELA NONG, BUSINESS DEVELOPMENT EXECUTIVE



Ntombimpela Nong, better known as Ntombi, is a seasoned professional in the logistics industry. She brings a wealth of experience and a bold vision for driving business development (BD) initiatives forward. In this exclusive interview, Ntombi shares her insights into the company's potential, her strategies for growth and her personal journey navigating the logistics landscape.

First impressions and vision for the company

I joined BIL six months ago and, from the moment I stepped through the doors, I was struck by the company's agility and willingness to seize new opportunities. The people are welcoming and helpful, reflecting the business's positive culture. The different teams have a solution-oriented mindset.

Primary responsibilities and objectives

As a Business Development Executive, my primary objective is to spearhead growth in current service offerings while strategically expanding into new markets, such as Africa. Building strong customer relationships and nurturing business growth are at the core of my role. Indeed, BD is the pioneers of the company, forging human connections with clients that determine the pace of our growth.

Experience working across Africa

With over a decade of experience across Africa, I've been involved in establishing operational excellence in countries such as Mozambique, Botswana and Kenya.

Engaging with diverse stakeholders has afforded me invaluable insights into the transformative potential of infrastructure projects in regional economies. Drawing parallels between my past roles and my current position at BIL, I aim to leverage my ability to build relationships with clients and foster growth through collaboration and local partnerships in Africa. If you want to enter any new market, you need the right people who understand the local environment, regulatory landscape and business culture. Strategic partnerships go a long way in achieving this.

Competitive edge of BIL's service offering

BIL has several competitive advantages, including our innovative digital solutions such as OCR (Optical Character Recognition) and sign-on glass technology within the Overland Logistics business. Our skilled workforce delivers exceptional supply chain engineering solutions across various industry verticals, including Automotive, Chemical, FMCG and Engineering and Manufacturing. We (BIL) are at the forefront of technology and service excellence.

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Background at Transnet

I spent 12 years as Business Development Executive for Transnet Engineering, focusing on strategic projects, building and nurturing customer relationships in the railway industry, as well as expanding Transnet's footprint in Africa through rolling stock supply and operation. Before that, I was an Electrical Design Engineer, working on the modernisation, commissioning and upgrading of locomotives for TFR and suburban trains for PRASA. These roles have honed my expertise and prepared me for the dynamic logistics industry.

Transitioning from rail to logistics

Transitioning from a rail logistics background to freight forwarding and customs at BIL was seamless, thanks to my supportive team. They have been willing to share information about the business's products and services. I've also had the opportunity to visit all BIL regions, both IL and OL sites, for a broader understanding of our operations.

Career challenges

Railways, like logistics, are predominantly male-dominated environments, presenting unique challenges. However, these challenges also provided opportunities for personal and professional growth. There is ample room for all to contribute, irrespective of gender. The inclusion of women in this industry is pivotal for diversity and innovation. Women bring unique perspectives and leadership qualities that benefit any business. My role is to create a platform and nurturing environment for other women in this sector to grow and flourish.

Education

I have a Bachelor of Technology in Electrical Engineering and an MBA from Wits Business School and had the privilege of being part of the MBA exchange student programme at the University of La Verne in California, USA. I also earned a Certificate in Senior Leaders' Development, Supply Chain and Logistics and completed the International Programme in Supply Chain and Logistics with STC/EVO in Rotterdam, Netherlands.

Advice for aspiring professionals

My advice to aspiring individuals navigating their professional journeys is simple: 'Be bold.' Embrace opportunities and never stop learning and growing.

Personal insight

Beyond my professional endeavours, I find joy and balance in my personal life. I was raised in Volksrust, Mpumalanga, and have a younger brother. I am a devoted mother and sports enthusiast. I cherish time with my husband and children, who keep me young with their energy and interests. Outside of my career, I am a sports mom, supporting my kids in ballet, rugby, rowing, netball and more. I love hiking, playing golf and occasionally doing a 5 km jog.

BIL EXHIBITS AT THE 46TH ANNUAL SAPICS CONFERENCE

BIL had the privilege of exhibiting at the 46th annual SAPICS conference, which took place from 9-12 June 2024 at the Century City Conference Centre in Cape Town. This year's theme, "Supply Chain Metamorphosis," drew a large and enthusiastic crowd, eager to explore the evolving landscape of supply chain management.

Our team engaged actively with industry peers, sharing knowledge and gaining valuable insights into the future of logistics. BIL's Business Development Executive, Ntombi Nong, had the pleasure of being invited to join a panel of esteemed guests at the SAPICS conference to share insights on intra-port competition. The focus was on the critical aspects of port regulation, investment and innovation.

"At BIL we welcome port competition as it leads to a more effective and efficient supply chain for our economy. We are committed to going the extra mile for our clients to help them achieve their business goals. A competitive port system not only reduces the cost of doing business but also contributes to lowering the cost of living for ordinary South Africans," she said.



L-R: Glynis Jordan, Laura de Villiers, Ntombi Nong, Lodi Borstlap, Remando Nigrini; Frans Masango and Mikateko Hlungwani.



BD CORNER



OUR NEW HEAD OF SALES, GLYNIS JORDAN



We're thrilled to introduce Glynis to our BIL family. She brings a wealth of experience and a passion for excellence in logistics. Glynis's journey is also a testament to her resilience, adaptability and commitment to continuous growth.

"My career began through a twist of fate. I was an avid hockey player and was approached on the hockey field to join WTC, now DSV. I joined as an Airfreight Import Controller for Europe and remained with the company for 18 years. The salient thing I noticed soon after joining was that the only way to get anywhere was to be in sales. Fortunately that company did a lot of sales training and I became the top sales person," she explains.

Glynis was then given a division to run and opened one of their first warehouses of

800 sqm. Six years later when she left, they were operating out of 35 000 sqm. At this stage Glynis was General Manager and she decided to make some life changes, including a change in her job.

"I joined Imperial, where I embraced new challenges across diverse operating companies, broadening my understanding of logistics intricacies. Unfortunately I was retrenched after eight years but found new employment at Bollore, which was very strong in Africa, allowing me to gain in-depth knowledge of this market. I was then headhunted by SG Agility but, when they were bought by DSV, I made a conscious decision not to join a company with 7000 employees, as I want to be able to make a difference.

"How fortunate I was to be given an opportunity to join BIL. I am blown away by this company's depth of expertise and value proposition, including our airside facility, B-BEE rating and robust product offerings across multiple sectors," she says. "My vision for the future is clear: to give back and empower my sales team through knowledge sharing and mentorship. I am committed to nurturing the talent within BIL and driving business growth."

The BD team reporting to Glynis includes Chene Vermaak, Yolanda Leaf, Indran Govender, Patrick Gaillard, Roxanne Coutts, Michelle Dauberman, Buhle Dyalvan and Cynthia Nkosi, who is the newest BDM,

having joined in January 2024. "We recently added two more to our team, Nazir Munsamy and Khethiwe Ramathuthu, who officially joined us on 2 May 2024.

On a personal note, Glynis is a devoted mother to a son of 29 and an animal lover, whose home is open to rescue dogs. "I also have a passion for wine and have done a course in oenology, the study of wine and winemaking. I now boast my own personal wine cellar."

We're excited to have Glynis on board and look forward to the positive impact she will undoubtedly bring to our team and clients alike.

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CAPITAL PROJECTS



SUCCESSFUL INSTALLATION OF 85 MVA POWER TRANSFORMER



Stephan Van Emmenes, Head Capital Projects (seated), with Senior Projects Controllers Trevor Msimango (left) and Benedict Nambo (right).

Actom, one of the largest manufacturers of electro-mechanical equipment in Africa, was appointed by independent power producer Red Rocket to manufacture and install an 85 MVA power transformer at the Rietkloof Windfarm near Matjiesfontein. The impressive transformer measures 6.649 x 2.82 x 4.39 metres and weighs 104 tons.

BIL's Capital Projects Department was approached to move this massive transformer from Wadeville to the windfarm, a distance of 1200 km. Trevor Msimango, Senior Projects Controller for the BIL Capital Projects department, explains, "We commissioned a route survey, which revealed that the final stretch to the site presented significant challenges. A steep gravel road incline required the use of a second ballast horse to safely accommodate the transformer's weight.

"Numerous meetings were held to explain the necessity and associated costs of this additional equipment. Eventually, both the client and their client agreed to the plan, allowing us to move forward with the project that had been in the works since September 2023."

Adds Stephan Van Emmenes, Head Capital Projects, "The Capital Projects team faced several unexpected challenges during the project. One major hurdle was a last-minute notification about a T-shaped plinth, which necessitated an additional 17 metres of sliding the unit into place. Despite these difficulties, the project was successfully completed, showcasing the dedication and expertise of our team."



TRANSPORTING TWO HELICOPTERS FROM TANZANIA TO THE US

By: *Stephan Van Emmenes, Head Capital Projects*

In March 2024, our esteemed agent from Canada, Niko van Brand of Helicopter International Shipping Services (HISS), visited BIL. Niko, a Heliship specialist who joined HISS shortly before the DSV takeover of Panalpina, was on a crucial mission. He was tasked with the transportation of two Sikorsky S-92 helicopters from Tanzania to the United States.

The logistics of moving these helicopters was formidable. Each helicopter's fuselage measured 18 metres in length, 3.8 metres in width and 4.35 metres in height. This required meticulous planning and coordination, especially with the numerous challenges we faced along the way.

Firstly, our appointed agent, FIT Tanzania, assisted Niko in navigating the bureaucratic

hurdles necessary to clear the helicopters from the airport. The red tape involved was significant, but with persistence and expertise, these obstacles were overcome.

Next came the infrastructure challenges of transporting such large cargo from the airport to the port. The road conditions between Dar Es Salaam Airport and the port were particularly challenging. As can be seen in the photo, the roads were not in the best condition, which made the transportation process even more complex. Despite these difficulties, our team worked tirelessly to ensure the safe passage of the helicopters.

Adding to the complexity, the shipping vessel was overbooked, causing a delay of more than a month before the next available sailing. Despite these delays, our team remained



Niko van Brand and Stephan Van Emmenes.

steadfast, ensuring all preparations were meticulously completed to prevent any further setbacks.

In addition to his professional expertise, Niko is also an amateur photographer and he managed to capture some stunning images during this mission. His passion for photography adds a unique perspective to his work, capturing the essence of the challenges and triumphs experienced during such operations.

Once the helicopters were finally loaded onto the RO-RO ship, they embarked on their journey, via Europe, to their final destination Tacoma on the west coast of the US.

This project underscores the dedication and expertise of our team and partners. Despite the numerous challenges, we successfully facilitated the transportation of the Sikorsky S-92 helicopters, exemplifying our commitment to overcoming obstacles and delivering exceptional service.



The trip from the airport to the port was quite something.

BIL ACHIEVERS



CHILLI AWARDS

Congratulations to all our Chilli award recipients. Well done on going the extra mile.

Blue BU Q3



Linda Govender, Justin Moonsamy, Lerone Govender, Selvan Pillay, Capriccia Reddi, Amina Mahomed, Leon Subramany, Vernon Ramanna, Mckyle Ramharack, Resh Naicker and Saloshini Reddy.

Rosslyn



Meri Wewege, Rosslyn Warehouse, receiving her award from Herman Pretorius, Facility Manager.



Riaan Horn, Rosslyn BMW VDC, receiving his award from Bernard van den Berg, Facility Manager.



Vicent Kekana, Rosslyn BMW VDC, receiving his award from Bernard van den Berg, Facility Manager.

Runway Park



Nevesh Jadhu, Facility Manager (right), awarded his team for their outstanding work and commitment to BIL. L-R: Andre Thomas, Coastal HR Officer (left) with recipients Kumaran Padaychee, James Zondo, Antoinette Mkhabela and Thabani Nsele. Each employee received a Chilli award voucher for their outstanding performance.

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Jacobs



Unit 2, ORT



Qaqambile Luthuli, HR Administrator, receiving a Chilli award from Thabang Bopape, HR Officer.

Greenstone Office



Dineo Mohoase Creditor's Clerk, Angelique Charles Creditors Clerk and Carla Victor Supervisor, received a Chilli award from Hlengiwe Mzize, Financial Controller for meeting two criteria.

GOLD FOR BIL AT PMR AWARDS

Bidvest International Logistics has won gold at the prestigious PMR awards, scoring 4.12 out of a possible 5.00 and narrowly missing first place among the top 14 freight forwarders in South Africa.

A random national sample of 150 respondents were selected, comprising of shipping/supply chain managers in export and import. The survey provides key insights into perceptions of BIL as well as its competitors, highlighting both strengths and weaknesses. An additional 53 freight forwarders did not meet the minimum mean score of 3.4.

Well done to team BIL!



L-R: Bobo Mhlambi, GM; Ntsika Rayi, KAM; Bonnie Masuku, GM; Fortunate Mboweni, KAM and Shannon Wellcome, GM.

OVERLAND LOGISTICS



STRATEGIC ALIGNMENT WORKSHOP

The first Overland Logistics Strategic Alignment Workshop took place in May 2024 and was attended by the OL Management team and various support functions personnel.

The theme "We are an Army of One" was applicable due to the combining of the Roadfreight and Warehouse Divisions. The teams have ensured a smooth merger and have outperformed all expectations. Key points around Finance, Customer, Operations, Safety, Quality, Risk, ESG and Growth were covered. Focus was also placed on executing tasks with excellence.



Best Division award – KZN Warehousing



Congratulations to the winners of the Best Division in Overland Logistics.

L-R: Kenneth Ngema, Neville Arran, Nevesh Jadhu, Len Pather, Joanna Govender.

Service Excellence awards



Preshan Moodley,
Financial Manager.



Ezelda Botha, GM.

BIL BRANDS ITS CROSS BORDER LOGISTICS

By: Sivan Govender, GM

BIL has always provided a cross-border transport service utilising its business partners. The SADC region has been stable, which has fostered economic growth and, despite its port issues, South Africa remains the main gateway to its immediate neighbours.

BIL is steadily growing its footprint and market share by providing a Transport Service utilising a BIL owned Fleet.

What better way to make our presence known than....



OVERLAND LOGISTICS MOVES

By: Sivan Govender, GM



As part of the Overland Logistics strategy, BIL Transport officially moved from the Axle Park facility to the Jacobs facility in February 2024. The Jacobs facility previously housed the old RDS head office building and has been underutilised since the business was consolidated with Safcor Panalpina. There was sufficient space to house the Roadfreight team and the fleet has been split between BIL Jacobs and Runway Park, which are 4km apart.

The move has numerous benefits, including:

- Improved vehicle utilisation.
- Improved operational efficiencies.
- Improved cost savings.
- Improved customer service delivery.
- Improved staff morale, engagement and communication.

Phase 1 began in late 2023 and included renovations to the building to house the transport team, as well as renovations to the combined staff canteen and parking lot. This was completed in January 2024, in time for the move in early February 2024. The facility now comfortably houses 150 employees across finance/ops admin, operations and management.

Phase 2 is still in the planning phase and will comprise several proposed upgrades to the facility, including the creation of more space to accommodate a growing fleet and increasing product storage space.

The teams have settled in well and are now one team under BIL Overland Logistics.

ROAD FREIGHT ACHIEVES SQAS AUDIT RATING OF 98,8%



The key role players involved in the audit.

Front L-R: Sivan Govender, Yolanda Samuels, Delisa Ncwane, Rikhotso Mieleketo (SQAS Auditor)
Back L-R: Kenneth Ngema, Taryn Wenlock, Celine Maharaj, Levi Rakaki, Sugen Govender.

Congratulations to Road Freight on its highest achievement to date of 98,8%. BIL has held SQAS accreditation since 2006. The auditing process is conducted every two years, with spot checks as and when the auditing body requests this from a service provider.

The audit took place at the new facility/site in Jacobs in March 2024. The team consisting of Taryn Wenlok, Yolanda Samuels and Celine Maharaj worked tirelessly with the operations teams to ensure a successful audit was achieved.

What is SQAS?

Safety & Quality Assessment for Sustainability is a system of uniform third party assessments to evaluate the performance of Logistics Service Providers and Chemical Distributors. The SQAS assessment allows chemical companies to evaluate their logistics service providers according to their own standards and requirements.

How long has BIL Road Freight been participating in SQAS and why?

Since 2006 BIL Road Freight has continually achieved certification of this prestigious status. As a Responsible Care signatory, a decision was taken by the team to ensure that Road Freight is committed to:

- adhering to the protocols of SQAS and Responsible Care in terms of our performance and the way we conduct business.
- maintaining an excellent quality and SHE system to ensure management, monitoring and measurement of current methods.
- ensuring continual improvements are introduced where these are identified for non-conformance in our systems and procedures.



Benefits of adopting SQAS protocols within the business

Using SQAS protocols offers several advantages:

- A key tool in the Risk Management of logistics operations, as part of Responsible Care.
- Five SQAS modules covering the different types of Logistics Service Providers active in land logistics.
- Common and uniform industry assessment questionnaires.
- Trained and accredited SQAS assessors who conduct the assessment with no margin of compromise for any of the elements (you either have it in place or not).
- Easy access to all assessment reports via a central SQAS database.
- No duplication of assessments by individual chemical companies.

Accredited and assessed service providers are supported and used by most chemical companies and logistics service providers.

IL NEWS



Faheem Essop, Planning Supervisor, and Bukelwa Mandondo, Cross Border Planner.

WE ARE THE INTRA-AFRICA TEAM

Bukelwa joined the company eight months ago and is excited to be part of the team. "My role is an exciting one, even though stressful at times. I come from a freight and forwarding background with experience in various modes of transport, however specialising in cross border. It's exciting working at BIL and I have a patient mentor in Faheem. I have learnt a lot from him." Faheem says it is a two-way process as Bukelwa brings her own new ideas.

Intra-Africa recently won two major tenders. "A lot of work went into pricing and meeting tender deadlines," says Faheem. "Clients are starting to approach us as a new department which is a big positive."

Prior to the short break in service for BIL, Faheem was leading the Air freight Export team and his most recent role was leading the AMS Control Tower. Faheem believes BIL is a great environment in terms of learning and skills development. "BIL has had pioneers in the industry whose information and learning have been passed down, allowing us to become who we are today. Being in the right department with the right mentors allows us to learn new skills, which is key in terms of career development. In our Intra-Africa team, we have new individuals and senior players, with multi-skilling between air, road and sea, growing each other with our combined skills," he says.

Faheem holds a BCom degree and majored in marketing, logistics, business and economics.

He has been on leadership courses and management courses outside of BIL. He enjoys family, sport and fitness and religion. "I am excited at the new challenges and looking forward to growing together with BIL."

Bukelwa studied Supply Chain and has an NQF 3, 4 and 5 Customs Compliance. She has started studying Operations Management. She likes to spend her weekends recharging and watching movies. "To people who are new in corporate or at BIL, never underestimate the value of short courses. In combination with the NQF 3,4 and 5, the courses are very good."

There's a new team at BIL ORT, only eight months old. Meet Faheem Essop, Planning Supervisor and Bukelwa Mandondo, Cross Border Planner for the new Intra-Africa team.

"Over border is an area BIL is looking to strengthen as it has great potential. Because the department is new, our roles are also new and we are excited at where we are and where BIL is going," says Faheem.

"We previously had Road Freight being executed in two separate areas in our region, one being a part of the Export Road Freight department and the other being executed in isolation for client Africa Mobility Solutions. When Bonnie Masuku rejoined BIL, she realised Road Freight was taking place separately in these two areas of the business and thus strategically merged the two to create our new team Intra-Africa. It just made good sense.

"The Intra-Africa team is diverse in our skills, made up of eight staff in total. We have the ability to execute Exports by air, road and sea into Africa and road freight imports into SA. Our customer base is mainly mining, automotive and locomotive parts and equipment. Bukelwa and I do the planning on shipments into Africa, including estimates, RFQs, road freight tender rate requests, procurement and onboarding of transporters."

FROM ADVERSITY TO ACHIEVEMENT: MY JOURNEY AT BIL

By: Patience Mogoboya, Supervisor Airfreight, Unit 2 ORT



In 2004 I found myself in a challenging situation, being a young mother who was eager to enter the work force. My pastor's wife, who worked for Safcor, often spoke proudly about her employer. When I asked about her job, she explained it involved overseas shipments (imports and exports), agents, middlemen, SARS compliance and international partners.

On another occasion she mentioned a merger between Renfreight and Safcor. By then I was studying for the National Qualification level 6 at Technikon SA. One Friday afternoon, a lady in her office had a baby at work and my pastor's wife recommended me for the Switchboard Operator position.

The following Monday, 23 August 2004, I began my first job at Safcor as a temporary Switchboard Operator on a three-month contract. The team was incredibly supportive and eager to share their knowledge. An HR officer offered me the chance to learn about the breakbulk department in my lunch hours.

I consider myself privileged to have been surrounded by generous colleagues who helped shape my journey at BIL, Safcor at the time. In December 2004, I became a permanent employee at the Breakbulk department as a Filing Clerk.

My next role was as a Breakbulk Clerk, engaging directly with internal business units and other agents, followed by an Invoicing Clerk position within Breakbulk department where I was introduced to finance and invoicing. By 2005, I had a solid understanding of Breakbulk operations.

Safcor had various units served by breakbulk, including automotive, hi-tech, IBM, Siemens and general channels. In 2006, I moved to the IBM account as a Channel Controller, handling shipments from Mexico and the USA. This role taught me how to engage with clients, manage issues, prepare KPIs (then called Business Control Meeting Files) and handle shipments, damages and claims. It was excellent exposure, but I wanted more growth potential than working with just one client could offer.

In July 2007, a post became available as a Channel Controller for automotive, under Bonnie Masuku, the BU Manager. I handled the Nissan account, managing imports from different countries and time zones. The Rosslyn production line operated on a just-in-time basis, demanding excellence and punctuality. Meeting deadlines became our motto.

I learned how to exceed client expectations with the support of a knowledgeable team. We had fun delivering for the Nissan production line, even flying in an engineer from Japan with a shipment in his hand luggage, then driving him straight to Rosslyn to avoid production delays. This creative problem-solving demonstrated our commitment to client satisfaction.

In 2009, I became a Team Leader, overseeing a team of 12, including Controllers, the Forwarding department and Invoicing personnel. Three years later, my hard work, passion and dedication were recognised and I was promoted to Supervisor, a role I still cherish today. I have worked with several managers who have continued to upskill me and build my confidence in client management.

I've learned to understand our clients' products, meet their expectations and maintain relationships. Transparency, availability and presence are key. We serve our clients passionately and professionally, some of whom we have retained for over 20 years.

Currently, I oversee and mentor my team of three Senior Controllers and seven Channel Controllers, handling about 100 clients in automotive, pharma, telecoms, mining and engineering. We all have more than 10 years with the company and we form the largest airfreight department within BIL.

My team provides end-to-end service to clients, including invoicing. We manage challenges with a positive attitude and don't take things personally. I often tell our graduates that BIL is a 'University of Practicality' – we turn theory into practice. BIL provides a platform where you can shine without limitations.

I am a mother of two girls, aged 21 and 12. I hold a NC level 6 certificate in Human Resources, a National Higher Diploma in HR from Unisa and an International Diploma in Logistics and Transport from CILT (Chartered Institute of Logistics and Transport). Balancing my career and family, I am a full-time mom and part of a wonderful team at work and at home.

HR CORNER



YES FOR YOUTH: BUILDING A BRIGHTER FUTURE FOR OUR YOUTH

By: JD Van Der Merwe, Head of Talent

BIL is excited to announce the launch of our Youth Employment Programme. This is a new initiative aimed at empowering young individuals and fostering a more inclusive workforce. As part of our ongoing commitment to social responsibility and talent development, we believe this programme will not only benefit the youth of South Africa but also enrich our company culture and drive long-term success.

Why did we choose to implement the Youth Employment Programme?

1. Investing in our future:

At BIL we recognise that today's youth are tomorrow's leaders. By providing training, mentorship and job opportunities to young individuals, we are investing in the future success of our company and the broader community. Through this programme, we aim to equip young people with the skills and resources they need to thrive in the workforce and contribute meaningfully to society.

2. Addressing youth unemployment:

Youth unemployment remains a significant challenge in South Africa, with many young individuals facing barriers to entering the workforce. As a socially responsible organisation, we feel a responsibility to address this issue and create pathways to employment for young people. The Youth Employment Programme allows us to play a proactive role in tackling youth unemployment and promoting economic empowerment.

3. Embracing Diversity and Inclusion:

Diversity and inclusion are core values at BIL. By opening our doors to young individuals from diverse backgrounds, we enrich our workplace culture and foster innovation. The Youth Employment Programme provides us with an opportunity to tap into a diverse talent pool, bringing fresh perspectives and ideas to our organisation.

4. Building a stronger talent pipeline:

Investing in young talent is not only the right thing to do morally but also makes good business sense. By nurturing the skills and potential of young individuals, we are building a stronger talent pipeline for our company. The Youth Employment Programme enables us to identify and develop future leaders who will drive our company's growth and success in the years to come.

5. Demonstrating our commitment to social responsibility:

As a company, we believe in giving back to the communities in which we operate.

The Youth Employment Programme is a tangible demonstration of our commitment to social responsibility. By empowering young people through education and employment opportunities, BIL is making a positive impact on society and helping to build a brighter future for all.

In conclusion, the implementation of the Youth Employment Programme reflects our company's values, strategic vision and dedication to making a difference. We encourage every BIL employee to support this initiative and join us in empowering the youth of South Africa.



Bidvest INTERNATIONAL LOGISTICS

yes YOUTH EMPLOYMENT SERVICE

YES 4 YOUTH COZA

IGNITING HOPE FOR SA'S YOUTH THROUGH MEANINGFUL PARTNERSHIPS

According to Stats SA, South Africa's unemployment rate stands at a staggering 32.9%.

To address this issue, we have partnered with the Youth Employment Service (Yes) initiative. YES, is a South African NPO that works with leading businesses in South Africa to enable 12-month quality work experiences for unemployed youth. Through this partnership we employed 58 candidates two months ago, with roles aligned with the initiative.

OUR OVERSEAS PARTNERS



INTERVIEW WITH ARUP DAS, CHIEF OPERATING OFFICER EMO TRANS INDIA

It took just four months for EMO Trans to open six offices in India and transition clients to the new company. At the helm was Arup Das, a man of great experience and, in his words, 'positivity towards my approach.'

"Although EMO Trans has been around for 59 years, they have never had an office of their own in India. EMO Trans India was inaugurated on 5 June 2023 with the opening of offices in six cities on the same day. Our head office is in Chennai, with branches in Bangalore, Mumbai, Pune, Kolkata and Delhi.

"Everything was new. I had to bring in a new team of 26 staff members, which has now grown to 40," he explains. "We had to immediately begin handling huge volumes of shipments on behalf of our customers." Arup and his team have exceeded all expectations, achieving almost three times the forecasted growth in just nine months.

"I am excited to begin working with BIL. I view them and EMO Trans as one company. I have already nominated a dedicated team with experience on the BIL account and will do whatever it takes to meet the expectations of Laura de Villiers and her team in South Africa. The volumes are big but we have done our homework on this business and our team is ready."

In previous roles at Uniworld, Panalpina in India and CIS (Commonwealth Independent States), Arup worked with Safcor and later Sebenza. "I spent 10 years with Panalpina and 10+ years with Uniworld Logistics, joining as Vice President in 2008 and being promoted to COO before leaving in 2019.

"As an agent for EMO Trans in India, I worked closely with EMO management and was well-known in the EMO network. At the beginning of 2023, I was approached by EMO management in the US to head EMO India. I was a known entity for them, always better than an unknown one. I had a good clean record, so they felt I was the best choice.

"It was my dream to work with EMO Trans. They value relationships with clients and employees, and there is scope for employees to grow. They are a very transparent and honest company."

Arup's management style is to micromanage his team and delve deep into the work at hand so he knows what is happening at ground level. "I can then understand their pain points, issues and problems and guide them on how to resolve these matters. I have been doing this for many years and believe it is the reason for my success.

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Arup and the Chennai team along with Scott Vranic from EMO Trans US.

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It did not take much time to bring this team on board, guide them and mentor them. They can already manage without me!

“As part of the Pan Academy (of Panalpina), I used to train newcomers who entered the industry and help them through training to build their careers. It is a passion and crucial to a successful team. Every Friday, we have a two-hour session on MS Teams for all our key people, where I mentor and connect with them.”

Arup confesses to being a workaholic, as work is his passion. He and his wife live in Mumbai and his daily routine consists of the gym, office, walk, more work, dinner and time with his wife. On weekends, they enjoy going for drives, dinner and the theatre. He has not visited South Africa but is keen to visit, having heard a lot about our country from colleagues in Johannesburg. We look forward to his visit.



The Mumbai team with Lynelle Brewington and Lina Heinke of EMO Trans, Raleigh office, USA.



Guest speaker at a Logistics conference in Singapore (April 2023).

In 2023, Arup was nominated for two categories by Indian Achievers Forum (IAF) and awarded “Man of Excellence” for 2023. This year, Arup has been awarded “COO of the Year” 2024. The IAF was established in 2000 and is driven by a full-fledged advisory board that consists of senior leaders, prominent bureaucrats, famous journalists, renowned corporate CEOs, industry experts, consultants and subject matter specialists. They bring professionals and social entrepreneurs together through conferences, seminars, social events, networking sessions, knowledge sharing programmes, exhibitions and other initiatives that promote social entrepreneurship. In the past two decades, they have organised more than 200 such programmes in India and abroad where more than 100 000 participants took part.



Arup and his wife Ms. Anuradha Dutta at Gateway of India, Mumbai.

AN INTRODUCTION TO EMO TRANS INDONESIA



Mr Deddy Syah, Managing Director.



In May 2023, Indonesia became part of the EMO Trans network through a 50-50 joint venture with EMO Trans USA. Leading this venture is Mr Deddy Syah, Managing Director.

"We had been working with the EMO Trans network for five years before the joint venture, but the move to become part of the group has been very beneficial for us. EMO Trans boasts a very strong network, not only in the USA but globally, with global ideas to make sure business is better for all," he explains.

EMO Trans Indonesia stands at the forefront of supply chain solutions, seamlessly facilitating logistics into and out of Indonesia. An expansive network of 17 offices across the nation, including key locations in Jakarta, Cirebon, Medan, Semarang, Surabaya, Bali and more, ensures comprehensive coverage and efficient service delivery. The company's headquarters in Jakarta house a dedicated team of six professionals who coordinate nationwide operations.

Deddy founded Bakhtera Freight in 2006 and Bakhtera is the joint venture partner with EMO USA. He also serves as its CEO and Managing Director of EMO Trans Indonesia. As CEO, he leads a team of key personnel responsible for finance, station management, marketing, sales and operations.

Deddy embarked on his logistics career in 1996, gaining invaluable experience with international freight forwarders like Air Bound Express and AEI Ocean Services, which later merged with Danzas DHL. In 2006, he took a bold step by resigning and, together with a partner, founded his own business, focusing initially on general cargo, project cargo, chartering and breakbulk services.

By 2010, Deddy had established himself as a specialist in projects and breakbulk logistics, earning recognition within the entertainment industry. "My first major project was Disney on Ice in Indonesia. We managed two shows and 22 containers, along with Dino A-Live in Indonesia where we managed a show and 18 containers.

"Today, we are known as the entertainment logistics specialists, handling logistics for big-name artists in the events and entertainment business," says Deddy. From 2010 to the present, his business has expanded significantly, incorporating event entertainment logistics, project cargo, general cargo, custom brokerage and transportation services. This growth culminated in the formation of Bakhtera Corporation, a group of three companies, renowned for their expertise and reliability in the logistics industry.

"More recently, we have handled the transportation and merchandising logistics for international tours of top artists, including Coldplay, Bon Jovi and Ed Sheeran. In 2023, we managed all the containers for the Blackpink world tour and the Slipknot concert in Jakarta."

EMO Trans Indonesia takes immense pride in its involvement in such significant events. Under the personal supervision of Mr. Deddy Hardian, the team ensures the highest standards of logistics management, delivering flawless execution for every event. With extensive experience and unwavering dedication, EMO Trans Indonesia continues to set benchmarks in the logistics industry, offering exceptional service and expertise for high-profile entertainment events.

Continued on page 17



Continued from page 16

Another area of expertise has shone through in handling prestigious events such as the Porsche Sprint Challenge 2023 and the Shell Eco Marathon from 2022 to 2024. The team's ability to manage large scale logistics was also evident in the successful coordination of Ducati Riding Experience 2024, MotoGP 2022 and World Super Bikes 2021-2022.

"We recently managed the Passione Ferrari Club Challenge Mandalika 2024, Grand Prix of Indonesia 2022 and World Super Bike 2022, where we flew in cargo on charter freighters into Lombok Airport and transferred it to 35 low-bed trailers for MotoGP at Pertamina International Circuit," shared Deddy. This seamless execution highlights their dedication and precision in logistics management.

"Moreover, At EMO Trans Indonesia, our extensive experience spans a wide range of logistics services, from general cargo to specialised event logistics and Aircraft on Ground (AOG) solutions. We have successfully managed significant shipments, ensuring seamless execution for high-profile events. In 2023, we handled logistics for Coldplay's concert merchandise in Jakarta. Our expertise extended to musical equipment logistics for The Rose concert in 2024, staging for IU's concert in Jakarta 2024 and musical equipment for All Time Low's live performance in Jakarta 2024.

"We also managed the logistics for Diana Krall's jazz concert in Jakarta 2024, showcasing our capability to support diverse and prestigious events."

With a commitment to excellence, EMO Trans Indonesia continues to set the standard in the logistics industry, delivering reliable and efficient services for every shipment. PT EMO Trans Indonesia is working closely with EMO Trans Germany to facilitate the import of Porsche vehicles into Indonesia, further cementing their reputation as leaders in high-end vehicle logistics for elite events.



Venue for the Porsche Sprint Challenge 2023.



Careful handling of cargo for the Porsche Sprint Challenge 2023.

In terms of exports, Indonesia's main commodities include agriculture, coffee, palm oil, cocoa, seafood products, garments, automotive parts, footwear, furniture, oil and gas and special projects.

Prior to the joint venture, PT EMO Trans had already been doing some business with BIL. Indonesia exports large volumes of palm oil and automotive parts to South Africa and Deddy believes there is great potential to grow imports and exports between the two countries.

Every country has its unique logistics challenges and for Indonesia it is the internal logistics between islands, which can cost more than exporting out of Indonesia. "It is something we need to work on with our government to make our country more competitive."

On a personal note, Deddy is fortunate that his passion is his work. "I love entertainment and I love riding motorcycles. I joined the Ducati Official Club Indonesia and am a member of the board. I love coordinating events for international artists as well as handling logistics for the motor racing industry. I enjoy a game of golf, watching concerts and movies and hanging out with friends.

"I am deeply honoured to be featured in the BIL magazine as the CEO of PT EMO Trans Indonesia. Our partnership with BIL has been instrumental in handling some of the biggest shipments, including those for Coca Cola and Suzuki, showcasing our capability and dedication.

"EMO Trans Indonesia is eager to continue this fruitful collaboration with BIL, as we share a commitment to excellence and innovation in logistics. I would like to extend my compliments to Bidvest International Logistics for their outstanding service and look forward to many more successful ventures together," he concludes.



FIM Superbike World Championship 2021-2022.



Blackpink World Tour 2023.

CUSTOMS CORNER



By: Trevor Christensen, Consultant

Customs is complicated! We thought we'd share some interesting aspects of this essential process in our magazine. For further information on Bills of Lading and Air Waybills, please refer to the "Transport Documents – An Examination and Analysis of the Bill of Lading and the Air Waybill" course available on LMS Academy Online.

The Importance of the Bill of Lading

Early trade involved merchants traveling with their goods, selling them upon arrival at the destination or delivering them as part of a pre-arranged sale. The merchant would deliver the goods against a payment of cash or trade the goods for other goods to sell upon returning to their home base.

By the 11th century, the need for a universally applied law for trade to resolve cross-border disputes became clear. Thus, Lex Mercatoria, directly translated as 'Merchant Law,' came into being. Many laws of Lex Mercatoria were established to circumvent inconvenient rules of common law. For instance, a person could not transfer a title to goods they did not possess. This meant that to ensure rightful ownership, one had to verify that no one in the chain of title had obtained the goods fraudulently. The law of negotiable instruments emerged from the laws of Lex Mercatoria.

As trade expanded from local to international, so did the complexities of trade and the rules governing dispute resolution. As ships grew larger, allowing multiple merchants to load their cargo onto a single vessel, it became impractical for merchants to travel with their goods.

By the 14th century, a contract of affreightment would be entered into between the merchant and the ship owner, evidenced by a Bill of Lading (BL or B/L). The BL was issued by the ship owner to the merchant as a non-negotiable receipt for the goods received for shipment.

Carriers

Today, there are two types of carriers, each with its unique characteristics and corresponding BL:

- 1. Actual Carrier:** Owns and/or operates the means of carriage (e.g., the ship) and issues a Master BL. Examples include Maersk Line, One Line, or CMA-CGM.
- 2. Contractual Carrier:** Does not own or operate the means of carriage and issues a House BL. These would be the Freight Forwarder or Non-Vessel Operating Common Carrier (NVOCC).

The "Actual Carrier" issues the Master BL while the Contractual Carrier issues the "House" BL. While both the Master and House BL serve similar purposes, it's important to note that the holder of the House BL is not recognised as the merchant by the actual carrier. Thus, the holder of the House BL cannot secure delivery of the cargo by surrendering the House BL to the actual carrier.

Functions of the Bill of Lading and Sea Waybill

The BL serves three functions, the first two of which apply to "Express Release BL" or "Sea Waybills," while all three functions apply to "Straight" and "Negotiable" BL. IMPORTANT: The carrier's Terms and Conditions of Carriage (T&C) make it clear that by accepting the BL, the Merchant accepts all the carrier's T&C and all its tariffs and associated T&C.

1. Receipt for the Goods Shipped

- Forms the basis for any cargo claim if the delivered goods does not match the description on the document.
- Under "C" prefixed Incoterms® rules, the buyer can reject the BL if the goods described do not match the sale contract.
- The carrier undertakes the carriage of the described packages, not the contents. The BL would thus include the endorsements "Said to Contain" and "Shipper's Load, Stowe, Count, and Seal".
- The shipper warrants the accuracy of the information supplied and indemnifies the carrier against any consequences of false declarations.

2. Evidence of the Carriage Contract

- The contract is made when the merchant offers the goods for carriage and the carrier offers the freight rate and conditions, accepted by the merchant before shipment.
- A contract requires evidence of acceptance from both parties, but the BL is only signed by the carrier or its agent.

3. Document of Title

- If consigned directly to the receiver, it is termed a 'Straight' B/L, meaning the receiver must surrender one "Original" BL for delivery. This is not a "Negotiable" BL, meaning entitlement cannot be transferred by endorsement.
- A "Negotiable" BL is consigned "To Order" or "To Order of Named Party" and can be traded by endorsement, transferring entitlement to the goods. This may happen several times with the last holder who surrenders one "Original" having the right to claim entitlement to the cargo. The value thus lies in the document which may be traded by endorsement by the original holder of the BL.

The Lost BL or the Original BL Cannot Be Produced

If a person claims the right to the cargo but cannot produce the original BL, the carrier will follow several steps to establish the claimant's right. These include verifying if the BL was issued and released, determining the type of BL (Straight or Negotiable), checking if any other person has already taken delivery, and confirming the last known location of the BL.

The carrier may require a surety bond or cash deposit equal to 200% of the goods' value (CIF plus 10%) and a letter of indemnity to protect against potential litigation for releasing goods without the original BL. Importantly, the Surety Bond or cash deposit may be retained by the carrier for 24 months. It is designed to protect the carrier should litigation arise following its decision to release without surrender of the Original BL.

Conclusion

The BL is a valuable document, especially if "Negotiable," as it is a tradable document representing the value of the underlying goods. Treat these documents like cash; they should always be securely locked away, with access controlled.

WELLNESS CORNER



EMPLOYEE WELLNESS

BIL hosted wellness events at all regions during April and May 2024.

Service providers were on site for the events and included:

Discovery Medical Aid

Reality Wellness

Virgin Active

Alexander Forbes Medical Aid

ICAS information desk

Optometrist or Spec Savers eye test voucher

The ICAS/Lyra LiveWell app was launched during the wellness events. The app is a health solution which enables users to take a holistic approach to their well-being by taking into consideration core aspects of personal health: physical, mental, financial and social.

Roadshows for the rest of BIL were also concluded at the end of May 2024. All events were well received by employees.

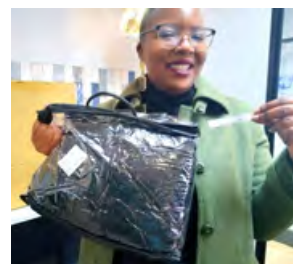


A raffle was held at Greenstone office for all employees who completed health assessment checks on Wellness Day through Discovery. Names were picked randomly and the following winners won blankets or a sleeping bag from Alexander Forbes:

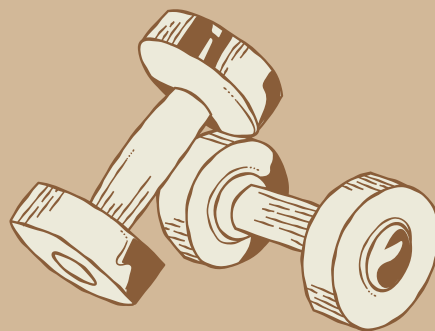
Liena Kieser, BMW; Sinovuyo Ngalonkulu, IL Gqeberha; Lwazi Faku, Frosterly Park; Andile Khuzwayo, Jacobs; Lee Anne Kannemeyer, IL Cape Town; Poppy Mashaba, Logistics Park Unit 1; Gugulethu Radebe, Runway Park and Erica Madden, Greenstone.



Some of the raffle winners showing off their prizes



7 Reasons to keep exercising in winter



1. Strengthens your heart

Regular physical exercise raises your heart rate and helps to prevent hardening of the arteries, which can lead to heart disease and stroke. It also lowers your resting heart rate, allowing your heart to pump more blood per beat.

2. Reduces cholesterol

Exercise increases levels of HDL, good cholesterol, and reduces circulating levels of triglycerides, the free fatty acids found in the blood.

3. Reduces risk of diabetes

By increasing insulin sensitivity, exercise protects against type 2 diabetes. It also lowers your risk of developing colon and breast cancer, helps to relieve and prevent migraines and PMS, and reduces the likelihood of a difficult menopause.

4. Makes your lungs more efficient

Exercise improves your body's ability to take in oxygen and deliver it to your working muscles. Aerobic exercise improves blood flow and oxygenates the skin so that it maintains a healthy glow, stays firmer, and doesn't age as fast.

5. Makes you muscles and bones strong

Exercise helps improve muscle strength and endurance. It improves stamina, maintains your bone mineral density to prevent osteoporosis, and can ease the pain of arthritis. It also improves joint integrity and can improve your balance and coordination. In addition, a fitter body has a better capacity to recover.

6. Improves your mental health

Regular exercise reduces stress and anxiety. It decreases the likelihood that you will suffer from depression or insomnia. Feeling fitter boosts your self-esteem and confidence.

7. Has social benefits

Being physically fit expands your options for sports and activities, enabling you to engage in challenging pursuits. Trying new activities introduces you to new people, and exercising or playing sports with friends turns it into a social occasion.

Experts recommend that healthy people do at least 30 minutes of moderate intensity exercise on most days of the week.

Toll-Free: 0800 333 997

Request a call back: *134*905#

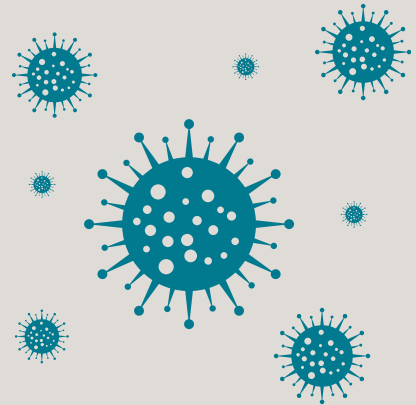
Email: callback@icas.co.za

App Code: BID002

lyra wellbeing
Formerly ICAS

Protect yourself from the flu

Influenza (flu) is an acute viral infection that attacks your respiratory system and can infect any person at any age. Every year this highly contagious virus infects millions of people around the world, and can result in severe illness and death in high risk populations, according to the World Health Organisation (WHO).



What is flu?

Flu is a respiratory illness spread through contact with an infected individual. This virus can cause a series of symptoms including a sore throat, coughing, fatigue, and a high fever.

While most people will recover from the flu in a few days, for children younger than 2 years, adults over 65 years old, and pregnant women, the flu can be life-threatening.

However, there are certain ways to protect yourself against this virus:

1. Get the flu vaccine.

The flu vaccine is available to all individuals over the age of 6 months, and is highly recommended by WHO to those at high risk of developing serious flu-related complications (pregnant women, children between 6 months and 5 years old, adults over the age of 65, or those with certain chronic medical conditions).

The vaccine has been reasonably effective in preventing the flu in healthy adults which is why WHO encourages all adults to get vaccinated annually to protect themselves from getting the flu.

2. Wash your hands frequently.

Regular handwashing with warm water and soap is crucial for flu prevention. Experts advise rubbing hands together under warm water for at least 20 seconds to remove germs effectively. It's essential to wash underneath fingernails and between fingers, as these areas are common breeding grounds for germs.

3. Give your immune system a boost.

Boosting your immune system through a balanced diet, exercise, and adequate sleep is vital for flu prevention. Prioritize fruits and vegetables, aim for 7-9 hours of sleep nightly.

What to do if you get sick

If you do get the flu, get plenty of bed rest and stay hydrated. Most people take 1 or 2 weeks to recover without medication. However, if you are at high risk of complications, it is recommended that you visit your doctor.

Toll-Free: 0800 333 997

Request a call back: *134*905#

Email: callback@icas.co.za

App Code: BID002

Lyra wellbeing
Formerly ICAS

PROCUREMENT CORNER



Source-to-Pay Project Update

The Source 2 Pay (S2P) project has moved into the final phase of the journey.



Since the last People's Press edition, the S2P Zycus System has become a reality in the Bidvest world. We are very excited to share updates with you.



The most significant achievement and milestone of the S2P project was the successful integration of the S2P Zycus System with Cargo Wise.

The collaboration of the Bidvest and Zycus teams made this achievement possible, and we want to celebrate and acknowledge the members who made this achievement possible

To transition from the 'in progress' stage to the 'go live' stage, several crucial steps were taken. These included completing all user acceptance testing, data migration, and end-user training. Additionally, the project team actively engaged with the Bidvest suppliers over a period of two and a half weeks. We shared awareness and education with the suppliers and conducted Team Training sessions with them.

What are the four Source-2-Pay (S2P) modules?



The National and Divisional Change Agents

A group of superheroes has supported the Source 2 Pay project team. They have worked hard behind the scenes to support the Bidvest team throughout the project journey and will continue to do so into the future.

We are proud to introduce you to these superheroes!

National Change Agent



Grashenka Fourtuin

Inland Logistics Change Agents



Sarisha Ramsunder

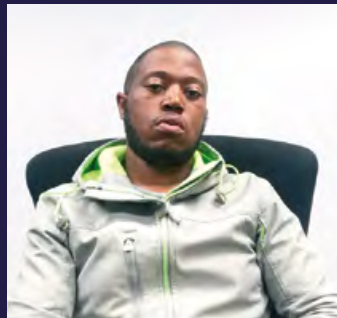


Lesley-Anne Ranson

Overland Logistics Change Agents



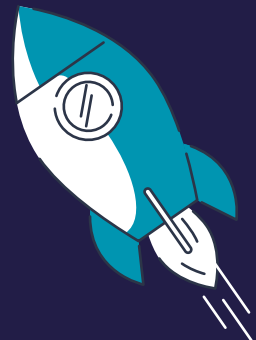
Nonhlanhla Mazibuko



Peter Masuku



Cameron Perrett



Thank you for your hard work and dedication. We see you!

Switchover!

A switchover approach was chosen for the S2P Zycus System to ensure a smooth handover from the legacy system to the S2P Zycus System. The approach will be rolled out over a period of approximately two months. The S2P iContract and iSupplier modules were switched from the SharePoint Supplier Portal to the S2P Zycus System on 6 May and went live on 17 May. The SharePoint Supplier Portal and S2P Zycus systems ran in parallel during this time. On 17 May, the SharePoint Supplier Portal was switched off, and all supplier and contract processes will be managed on the S2P Zycus system.

This transition brings a host of new features and improvements that will streamline our procurement and supplier management processes. The eProcurement and elnvoice modules will go live in June, further enhancing our efficiency and effectiveness. The switchover period for eProcurement and elnvoice will run from mid May to June.



MEET ONE OF OUR PAST INNOVATORS

Shannon Wellcome



Shannon is a General Manager for the Overland Logistics, Inland and his responsibilities include transport and warehouse management.

What was Shannon's innovative idea?

While employed as a Regional Manager for the Road Freight Division in Gauteng, Shannon identified an opportunity to reduce the POD (Proof of Delivery) upload timeline and the physical POD upload to the TMS (Transport Management System).

How does the innovation idea/solution work?

The sign-on glass solution involves a device that the driver utilises to complete deliveries. Particularly the sign-on-glass solution aids a paperless environment and immediate electronic POD upload. The solution also allows additional orders to be allocated to the driver's journey via a remote application.

What are some of the benefits of the sign-on-glass innovation for BIL?

The implementation and use of the sign-on-glass idea was a first for BIL and it created real-time and live automated updates. The sign-on-glass innovation also streamlined certain administrative tasks, to allow for more time to be spent on operational excellence.

What advice does Shannon give to future, up-and-coming innovators and suggestions/ideas for colleagues to consider?

To observe current process flows and identify opportunities to improve the operation with new potential ways of doing things. With observation and critical thinking, we can identify processes that are not serving our business and what new and possibly disruptive ideas we can use to prompt new and streamlined processes.

Shannon also suggests that future innovators should focus on how BIL can use AI robotic order pickers and drone scanners to improve operational efficiencies and effectiveness.



The BIL Innovation Hub App: Live since 13 November 2023!



Innovation has now become part of the DNA of BIL culture!

The BIL team members have submitted a number of exciting innovation ideas. The Digital Technology Innovation Committee are reviewing the ideas that have been submitted.

What will happen next?

The BIL Innovators whose applications are accepted will have the opportunity to present their ideas to BIL's Executive Committee, increasing their exposure to different stakeholders in the organisation and by doing so elevate their brand as a trailblazer.

The BIL Innovators will be hands-on in the implementation of their ideas with the support and enablement of the Digital Technology Innovation Committee.

What does the Innovation Hub's future look like?

BIL Innovators keep the ideas coming using the Innovation Hub App! We are ready and waiting to be amazed by your creativity.

Remember when your idea is accepted and implemented not only will you implement your idea and have exposure to the Digital Technology Innovation Committee you will also be part of the exciting plans of the Digital Technology Innovation Committee. We will communicate these plans after the next round of submissions has been finalised.

So, don't wait, join BIL on this exciting journey of innovation and change.

Our BIL future is bright because we innovate.

All the details on how to submit your unique and creative idea are set out below.



Using the Innovation Hub, please submit your ideas that will further INNOVATE our business. Submissions will be reviewed monthly and should your Innovation be selected, BIL will explore options for implementing the changes you suggest.

We looking forward to receiving your ideas.



Find the Innovation Hub on the BIL SharePoint site.



KZN OL ANNUAL SAFETY & HEALTH WEEK



By: Carolyn Seetulpershad, Compliance Manager

Ensuring safety and health is becoming increasingly crucial in our rapidly evolving world. KZN OL held its annual Safety and Health Week campaign from 22 to 26 April 2024. The annual campaign aims to promote and enhance safety and health by raising awareness, educating and changing behaviours that may lead to accidents or injuries. The goal is to foster a safety and health culture.

Runway Park



This year's campaign slogan was *Think Safety, Think Health, All Day, Every Day!*

The campaign covered a wide range of topics, including fatigue, ergonomics, near-miss reporting, chemical hazards at home and fire safety, among others. It also promoted the 10 Life Saving Rules. We also collaborated with the following service providers to run education sessions for the staff.

Spilltech provides rapid response services for hazardous spills and discharges to protect people, property and the environment. They also offer rehabilitation of contaminated sites, liquid fire management and scheduled maintenance cleaning of tanks, separators and dams. During their session on site, they demonstrated the use of an oil spill kit.

APEX Environmental specialises in occupational hygiene, environmental monitoring, risk assessments, training and monitoring equipment sales. During their session on site, they created awareness about ergonomics in warehouse and office environments.



L&G Tools



Jacobs



Jacobs



BIL SUPPORTS #TEAMSA



Team SA branded truck with staff at Runway Park.

All staff members were given #TEAMSA Supporter T-Shirts.



Greenstone



Jacobs



Runway Park



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Runway Park

Nevesh Jadhu the Facility manager handing the the Olympic t-shirts to all Runway Park staff (along with their Bidfreight awards).



ORT Unit 2



SOCIAL • CSI • CHARITY



SLIPPER DAY AT CENTURY CITY

By: Aiden Libbie, Creditors Controller

Slipper Day is a fun, annual fundraising event organised by Reach For A Dream that sees everyone from school children to corporate teams wear their slippers and Slipper Day stickers on the day. All funds raised are in support of seriously ill children, who are in desperate need of hope and encouragement.

Reach For A Dream makes dreams come true for children facing their toughest battles, giving them hope to believe that tomorrow is worth fighting for. Thanks to everyone at our office for your support.



BIL Century City celebrated Slipper Day on 31 May 2024. L-R: Meka-Eel Hendricks, Senior Controller; Elmarie Kleinschmidt, Senior Controller; Zawyer Jansen, Senior Invoicing Clerk; Cassandra Otto, Team Leader; Bianca Johannes, Branch Manager; Gorete Henriques, Project Specialist and Aiden Libbie, Creditors Controller.

JUST FOR HER CAMPAIGN

Menstruation causes many girls in Africa to miss school, a widespread yet often unacknowledged problem. Recognising this challenge, Cylandia Feldman, Credit Controller, and Shirley Kubheka, Senior Receptionist, launched a sanitary product drive. The campaign runs from April 9 to August 9, with all proceeds going to Women's Shelter NGOs in Gauteng. "We are just adding our bit to humanity," they say. Well done on a great initiative.



Cylandia Feldman (left) and Shirley Kubheka.



GAIGHER WAREHOUSE (ROSSLYN) - WINNERS OF THE GAUTENG REGIONAL SOCCER TOURNAMENT

By: Clifford Letseka, Warehouse Supervisor



Herman Pretorius, Facility Manager Rosslyn, with soccer players:

L-R standing: Joseph Msimango, William Ranamane, Patrick Ngobeni, Terrence Mufamadi, Phuti Maapola, Ronnie Maluleke and Jabulane Masonganye.
L-R seated: Raditsie Maile, Itumeleng Tlhekwe, Caswell Shibui, Shadrack Mokoena and Kenneth Sebola.

BIL hosted an Overland soccer tournament on 25 May 2024 for the Warehouse Divisions in Gauteng. GMs supported this one-day spectacular event to bring all facilities together under one umbrella for a fun get to know each other day and as a team building initiative.

All the teams wore their BIL jerseys, proudly representing their facilities. Staff members turned out in numbers to support their colleagues in the field of play. The facilities that participated in the tournament were Denver, BMW VDC 1, Logistics Park Units 1 and 2, Henkel Alrode, Ford, Elandshaven and Rosslyn Gaigher.

The stadium was buzzing with excitement as eight teams battled toe to toe to reach the finals. There were competitive games throughout the day, with teams demonstrating good sportsmanship and we hope that everyone really enjoyed themselves.

Rosslyn Gaigher and BMW reached the finals and after a nail-biting game, Rosslyn Gaigher emerged victorious with a 3 – 1 win. This means the trophy will stay in Pretoria, as the last side that won this spectacular tournament was the Ford team, before it was won by Logistics Park Unit 2.

A very big thank you to everyone involved in making the soccer tournament such a great success. We were fortunate to be blessed with good weather and fantastic support from the local community, team representatives and BIL management, the teams and colleagues who came to support.



NEW TEAM ALERT - FROSTERLEY QUEENS NETBALL TEAM

If you thought that the Frosterley Kings were cool, then you're in for a nice surprise. BIL Frosterley Park is thrilled to share the news that Nobuhle Mthethwa and Sindiswa Zondi have taken the initiative to establish the Frosterley Queens netball team. With their unwavering passion for the sport and dedication to fostering team building amongst the ladies, their decision to create this team is truly commendable. The formation of Frosterley Queens not only provides the platform for talented ladies at Frosterley Park to showcase their skills but also promotes physical fitness, teamwork and sisterhood amongst our ladies. The Frosterley Queens ladies are challenging other divisions of BIL to also form teams and challenge them if they dare.



Back Row L-R: Nobuhle Mthethwa, Nomcebo Majola, Amanda Ngcobo, Sindiswa Zondi, Buyisile Kunene, Phiwokuhle Mpungose, Nontobeko Ntshangase, Umeshnee Pillay
Front Row L-R: Sushiel Naidoo, Celina Sevlall, Almira Reddy



OVERLAND LOGISTICS ENTERTAINED VALUED CLIENTS AT THE SHARKS QUARTER FINALS



Kevin Govender and Nevesh Jadhu with a valued customer at the Bidvest box to watch the Sharks quarter finals.

MATCH



HATCH



Trusha and Akshay Chaudhary tied the knot on 27 April 2024.



Congratulations to Celine Maharaj and her husband Syngyn Jerryemiah Naidoo, who tied the knot on 6 April 2024.



Congratulations to Hamida Amod, Legal and Claims Manager Overland Logistics, and her husband Sameer Khan on the birth of their baby boy Mohammed Zayaan on 15 November 2023. Seen here with his big sister Fathima Zahra.

NEW EMPLOYEES



Welcome to all our new employees who joined from January to March 2024.

We wish you long and successful careers at BIL.

BMW

George Mothopeng
Kholofelo Ramoroka
Cynthia Ramutumbu

ELANDSHAVEN

Khaya Ntshangase
Lufuno Maumela

FORD

Fanuel Ndabaziza

FROSTERLEY PARK

Ayanda Zondi
Mvelo Goba
Fanele Mchunu
Mpume Mthethwa
Linda Roto

GREENSTONE

Glynis Jordan
Cynthia Nkosi
Mbali Tiyo
Lesiba Mmangoale

GQEBERHA

Abongile Vanjana
Simphiwe Manana
Ryan Arries
Luxolo Mute
Citizen Mbombo
Xolisa Lugawe
Shahydon Malgas

LOGISTICS PARK 1

Mbali Langa
Nonhlanhla Nene

ROSSLYN

Thoko Nkabinde

YAMAHA

Makhosazana Mazibuko
Ntobeko Ntsele
Mawande Gege
Mukosi Mauvhelwana
Simnikiwe Vava
Dumisani Magwaza
Lloyd Faltyn
Zakhele Zikhali

LONG SERVICE



Congratulations to the following on achieving long service awards from April to June 2024.

35 YEARS

Greg Naidoo
Francilene Jacobs
Gautham Sinayakh

30 YEARS

Marc Southon

25 YEARS

Ruth Pepper
Constance Mothapi
Alina Shabalala
Minah Thobejane
Simon Mekoa
Phanuel Ngoben

20 YEARS

Leon Subramany
Tammy Govender
Kesagie Singaram
Martha Scharneck

10 YEARS

Vusi Luvalo
Sonkia Bouwer

EAST LONDON IL



Francilene Jacobs – 35 years



Haydon Krull – 10 years

IT'S COMPETITION TIME



THREE PRIZES UP FOR GRABS:

1ST PRIZE - R1 000 PICK N PAY VOUCHER

2ND PRIZE – R500 PICK N PAY VOUCHER

3RD PRIZE – R250 PICK N PAY VOUCHER

Answer the following questions and stand a chance to win.:

1. What was this year's OL safety and health campaign slogan?
2. What is the name of the new department focusing on cross border logistics?

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

COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 17

Well done to the winners of our competition.

The questions were:

1. What transformative technologies is BIL implementing to enhance operational efficiency?
Answer: Artificial Intelligence (AI), Machine Learning (ML) and Optical Character Recognition (OCR).
2. Which warehouse site won best safety record 2023? Answer: Felixton
3. What does compliance to ISO 14001:2015 clause 6.1.3 entail?
Answer: Compliance obligations encompass various legal requirements that an organisation must comply with, such as laws and regulations, contracts and codes of practice.



1st prize: Mmakgabo Moholola,
Finance Administrator, Greenstone.



2nd prize: Luyanda Tsikedi,
Landing order controller,
Frosterley Park.



3rd prize: Vanessa Eaton,
Compliance & Risk Auditor,
Logistics Park Unit 2.

EDITORS



THE PEOPLE'S PRESS EDITORIAL TEAM

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