

# PEOPLE'S PRESS

## THE DIRECTOR'S CHAIR



### CELEBRATING DIAMOND AWARD FOR SIXTH CONSECUTIVE YEAR

Well done to all of us at BIL for scoring top mark in the PMR 2022 survey on freight forwarders, the sixth Diamond award in a row and the 11th one since 2007. The annual awards recognise excellence across different sectors. The results in the freight forwarders category were based on interviews with 150 respondents comprising logistics, operational and warehouse managers.

Says Xolani Sithole, IL Director of BIL, "We continue to achieve top score because of our drive for continuous improvement, focusing on the customer experience and looking for opportunities to improve. This award is encouraging because we set ourselves high standards, so it is refreshing to receive external independent endorsement that our efforts are experienced in the way we hope they are experienced in the market. It's all about teamwork. Thank you to all our staff for their hard work and for contributing to BIL as a winning company."



L-R seated: Fortunate Mboweni, Bernadette du Plessis, Karen-Sue Sacks and Iloshni Pillay  
L-R standing: Lodi Borstlap, Willem Bekker, Simo Mkhize, Marius Geyer and Xolani Sithole.

## ROAD FREIGHT ACHIEVES SQAS AUDIT RATING OF 98,5%

By: Taryn Wenlock, Road Freight SHERQ Manager



SQAS has been the backbone of Road Freight from 2006 to present, assisting the division in being awarded many business opportunities. It also assists the division to benchmark performance in SHERQ related avenues by managing, monitoring and measuring performance and ensuring compliance throughout the logistics cycle.

The auditing process to maintain certification is required every two years with spot checks as and when the auditing body requests this from a Service Provider. Road Freight has retained this accreditation from 2006 to 2022.

In the latter part of 2018/2019, the auditing protocol was reviewed, with a shift in focus to ensure Service Providers and Chemical Distributors achieved a 100% pass on certain core elements prior to auditing the balance of the transport elements. It placed emphasis on a zero tolerance of non-compliant Service Providers.

Road Freight SHERQ Department set an audit date and, with the assistance of Yolanda Samuels who showed an interest in SHERQ, undertook to gather the proof of evidence and present to the auditor via an electronic platform as opposed to a paper audit. This proved to be an excellent medium to present, saving copious printing and several trees in the process.

Says Yolanda Samuels, "SQAS was a challenging yet exciting time for me personally. I learnt about new areas in our business that were not familiar to me. It was a lot of pressure, hard work and commitment that got us to achieve the score of 98.5%."

### 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.

### Why has BIL Road Freight been participating in SQAS?

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 could be introduced where these were 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.

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- 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.

With any new audit protocol, there is a level of uncertainty regarding the expected output. However, through the assistance of the BIL Road Freight team, we were able to overcome these challenges and pass the audit with our highest ever score.

Overall, a successful achievement on the new protocol of 98.5% which is the highest achievement to date. BIL Road Freight is committed to living by the requirements of the SQAS audits, to play our part in ensuring safer roads for all.



# ROAD FREIGHT NEWS



## BIL LAUNCHES NEW FLEET IN GQEBERHA

There was much excitement at the launch of BIL's first ever fleet of trucks in Gqeberha. And what an amazing fleet of new Fuso and Eicher trucks, with eye-catching branding, to take the Eastern Cape by storm.

At the official ceremony to introduce the fleet, MD Craig Mountjoy explained the vision of BIL in this region. "We have seized the opportunity to expand our footprint in this area and have injected some serious capital to realise this vision. BIL is well represented with international logistics and warehousing in the region. Both Qeberha and East London warehouses store FMCG, hazardous and general cargo. In fact BIL boasts the only chemical compliant warehouse in East London."

Added Marcus Ellappan, Road Freight Director, "Our intent is to grow the distribution footprint in the Eastern Cape region and potentially set up satellite depots in the neighbouring towns. We see a lot of opportunities and are very excited to launch our new fleet here. After a lengthy process to choose trucks, we selected Fuso and Eicher, which best suit the needs of this area in terms of fuel

consumption, maintenance plan options and total purchase price. We have also added a super link tautliner to complement the fleet. This vehicle will operate mainly between the

Hazchem compliant and are fitted with high tech tracking systems, on board CCTV cameras and other safety devices. Staff have undergone extensive training on fleet



Gqeberha and East London corridor.

"Our vehicles are fitted with tautliner and pantechon bodies with tail lifts to make cargo handling easier. All vehicles are

management and road freight management and are excited about this new venture. We are confident that they will drive our strategy to ensure rapid growth in this region."





## BIL FACILITATES TRUCK HANDOVER TO SINCPPOINT

BIL's facilitation in the handover of a new UD 460 truck tractor and superlink tautliner trailer to Sincpoint on 25 April 2022 demonstrates its strong commitment to Enterprise Development in South Africa, says BIL's Business Development Director Maria du Preez.

Sincpoint (Pty) Ltd is a 100% female black owned company offering integrated supply chain solutions to clients in the public and private sectors. Its competence spans across developing strategies in procurement, logistics, information systems, distribution and organisational strategies.

Sincpoint owner Lebogang Letsoalo is also the founder of AWISCA, a non-profit, membership organisation focused on mentorship and coaching in the supply chain sector. "Our objective is to represent the interests of our members in the industry and ensure that sustainable capacity and capabilities are developed," explains Lebogang.

"We are mandated to upskill students, women, entrepreneurs and professionals in all transport and supply chain related

matters, through mentoring, coaching and guidance to grow and sustain their careers and businesses. As such, we have become an aggregator of collaborative advocacy for the industry in Africa representing the voice of women in the transport sector."

Lebogang left the corporate world to pursue her passion of driving transformation in supply chain. "We want to grow the entire value chain and bring an integrated solution to industry through a cycle that includes coaching, mentorship, purchasing of trucks and support of big corporations," she says. This is her second truck purchase and it will operate mainly in Gauteng and Limpopo with contracts in FMCG and PPC.

Says Maria, "With banks no longer taking future income into account, the burden of funding prohibits the purchasing of new trucks by start-ups and entrepreneurs. The skills set and business case presented by Sincpoint are solid and we did not hesitate to facilitate funding as part of our Enterprise Development. Sincpoint's strategic approach will bode well for the company and AWISCA's success and sustainability."





## INCREASING BIL'S RUBBER ON THE ROADS



Amidst all the negativity because of the Covid-19 pandemic, KZN riots and economic downswings, BIL Road Freight has opted to take the high road and focus on the positives!

"With thousands of kilometres of open roads and over 300 000 TEUs handled at our Ports every month, we have taken a bold decision to increase our rubber on the roads! Our upgrade in technology, coupled with excellent fleet management systems, has enabled us to optimise our tons per kilometre. Our increasing market share and sound business research demanded the addition of a further 18 trucks to our fleet," says BIL Director Marcus Ellappan.



## LUYANDA TSIKEDI ACHIEVES B.SC. IT DEGREE



A hearty congratulations to Luyanda on graduating with a Bachelor of Science degree in Information Technology.

What a fantastic achievement. Luyanda is a Support Engineer for the Road Freight Division.

## ROAD FREIGHT'S NEW LEGAL AND CLAIMS OFFICER



We welcome Ashvita Singh to the BIL Road Freight team. Ashvita is an admitted attorney with experience in one of the largest legal firms in the country.



## TACKLING LIFE'S CHALLENGES - JULIUS MASEMULA, TRANSPORT CONTROLLER, HENKEL



Julius Masemula (third from right) with L-R: Bongani Zulu, Mduduzi Zuma, Siphokazi Velapi, Bonginkosi Dyongo, Jeffrey Zondo, Nkosingphile Nkabinde, Avith Singh and Stanley Bugana.

Growing up in a township in Daveyton, Benoni in the nineties, Julius faced many challenges. One of them was education, as schools in the area were polluted by gangsterism. Fearing he would be corrupted by these bad influences, his parents sent him to a farm school in the East Rand, followed by another farm school to complete matric. At this time he was also faced with the birth of a baby daughter, no job and no income.

"My father gave me R6 000 and said I would have to sort out my life with this money. I had to look for part-time jobs and put any dreams on hold. I used the money to obtain my Code 10 driver's licence. But the universe had a plan for me and in 2012 I started working at Henkel as a Code 10 driver. I then obtained my Professional Driving Permit.

"When BIL took over the Henkel contract in 2014, I saw an opportunity to showcase my capabilities. In 2016 I approached Shannon Wellcome, who was the Transport Controller, and told him of my ambitions to grow further and, as they say, the rest is history. He gave me good advice and, as he moved up the ladder to Operations Manager and then to General Manager, he gave me opportunities. He has been very instrumental in my growth in the company and for that I am grateful."

Julius has been Operations Controller for two and a half years. He moved from the position of Driver to Admin and later to Transport Co-ordinator, before being promoted to his current position. With a team of nine drivers under his supervision, his role is to plan and allocate routes, ensure documenting of all

deliveries, give updates to the customer and, most importantly, he says, "ensure everyone is happy. I am the link between the warehouse and the customer. There is a lot of pressure because you are the ultimate person responsible for stock delays in production, stock to the warehouse, correct ETAs, tracking of drivers and more. It is a very busy environment but I am used to it.

"Our customer is a global adhesive company, whose glues are used in the manufacture of vehicles, cartons, containers, stickers and many other products, all just-in-time, always urgent, always a production line being affected. It is not for the faint hearted. From the minute you get into the office the pressure is already there. And, being based at the customer's premises, we must always

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Julius Masemula (far right) with L-R: Mduduzi Zuma, Christopher Radebe, Nkosingphile Nkabinde, David Tsotetsi, Siphokazi Velapi, Siphamandla Zungu and Freddy Magatsela.

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be professional in our daily interactions. After all, customer satisfaction is what we always hope to achieve. I believe we have forged a good relationship with Henkel and are grateful to them for the opportunity to manage this contract," he says.

Amongst his drivers is one female, Siphokazi Velapi, who joined the team two years ago. "She is the first woman in our team and is doing exceptionally well," says Julius.

Julius has ambitions beyond his current role, despite the stresses of a busy job, studying and three children. "I am a firm believer in continuous learning and I will never stop. I am in my second year Diploma in Fleet Management Systems and believe I can reach greater heights after I have completed my Diploma."

Julius believes there is no substitute for hard work and study. "If I can tell any newcomer, there is no magic wand. I have had sleepless nights, studying hard, being a parent and working hard. Going home after a hard day at work, I have a family and my assignments waiting for me. It is challenging but I do it."

Julius says these are the building blocks to your character and your career, coupled with inspirational and influential people in your journey, like Shannon Wellcome and others, who have contributed immensely.

"I am blessed with a daughter of 17, a daughter of 10 and a son of eight months and I am privileged to have my wife Marcia. She is so supportive and pushes me in my studies, even though she also works and has to come home and prepare food for our family and

look after our toddler. We try to support each other to make the burden lighter. Thank you to BIL for opening these doors of opportunity. I am forever grateful," he concludes.

#### A comment from Shannon Wellcome

*"Julius has always singled himself out and presented himself as a high performing individual, who is always willing to learn and engage in skills that were well outside of his comfort zone. I identified his eager personality and sense of accountability early in his career, as a permanent Hazchem driver."*

*Julius was offered a structured individual development plan (IDP) and he has used this platform to accelerate his career growth."*

## CHILLI AWARDS ROAD FREIGHT

Congratulations to our three Chilli award winners for your excellent work and contribution to BIL



Bradley Naidoo, Senior Transport Controller  
- Pablano & Thai Chilli Awards



Lang Somiah, Fleet Maintenance Controller  
- Thai Chilli Award



Raynold Fikeni, Transport Controller  
- Pablano Chilli Award



Yolanda Samuels, SHERQ & Office Controller  
- Thai Chilli Award



Zanele Phakathi, Operations Admin Clerk  
- Thai Chilli Award



Sugen Govender, Transport Controller  
- Thai Chilli Award





# IL CORNER



## WELL DONE IL SUPPORT SERVICES

In March 2022, Stephen Morogoe (Filing Department Team Leader) and Tshepo Motsoeneng (Filing Clerk), based at Unit 1, ORT located about 1500 boxes of shipment files and documents that had been sent to BIL's external storage company between 2009 and 2014.

"The boxes had exceeded the retention storage period according to company policy. They were duly destroyed, which made a positive impact on reducing external storage costs. We made it our mission to keep external storage costs very low," explains Stephen.

Stephen and Tshepo are very proud of the work they do to support finance and operations. "We manage the internal storage (filing room) of files and documents of all the operation divisions, including finance. We collect shipment files and documents from all the controllers, capture them on a filing control system and box and label them according to their division's reference.

"We arrange collection, storage and destruction of all files with an external storage company. Our role includes ordering,

monitoring and distributing of printing paper, as well ordering and monitoring of dry goods (grocery) in our store and distributing these items daily to the tea stations," he says.

Their daily challenges are to correctly estimate when to place the next orders, so that operations do not run out of supplies. They also check that files of new shipments from controllers are correct and filed in their allocated labelled boxes.

Stephen loves the fact that by working closely with these operations they have gained a clear understanding of the interdependence of operations, customs and finance in terms of cargo movement. "It is exciting to see the documentation required to conclude international transactions and all the parties involved in the movement of cargo from the supplier to our clients. We see how the operations generate the revenue that keeps our company in existence."

Stephen grew up in the Wesselsbron district of the Free State. When not at work, he spends most of his spare time with wife and two sons, who he is very devoted to.

Tshepo grew up in a small town in the Free State called Reitz. "I have a beautiful wife Judith and we are blessed with two kids Neo and Nthabiseng. I enjoyed spending time with my family when I am not at work and I am passionate about assisting learners who struggle with Mathematics and Physical Science during my spare time."

They report to Simpiwe Dlamini.



Filing room



External storage



Stephen and Tshepo



Stephen



Tshepo



Tshepo



Dry goods



## WAREHOUSING CORNER



### MEET BIL'S FIRST FEMALE FORKLIFT DRIVER



Candice Peters joined BIL Gqeberha as a Checker in January 2022. She spends most of her day driving a forklift and loves her job.

"My job involves loading and offloading of chemical products at our warehouse. I check the stock that the pickers pick and then drive it outside on pallets and flow bins," she says.

This is not Candice's first job as a forklift driver. She held the same position for two years at her previous job. After her contract ended there, a recruitment agency called her about an opening at BIL.

"I am very happy here and love driving forklifts. I believe I am a careful driver and do everything according to my training. I have never had an accident with my forklift or caused damage to any products." Her colleagues agree.

So how did she enter this traditionally man's world? "A colleague at my previous job drove a reach truck and she inspired me to apply for a

training course. My name ended up on a forklift training course, where I was the only woman and the rest as they say is history." Well done Candice and keep up the good driving!



### INTERVIEW CARLA PETERSEN, CLIENT LIAISON CO-ORDINATOR



Meet Carla Peterson (22), employed as a Client Liaison Coordinator in the Telecommunications Department at the Gqeberha Warehouse.

Having started her employment as a contract employee as a frontline receptionist in December 2019, Carla was rewarded for her hard work and dedication with a permanent position in March 2020.

At the pinnacle of the Covid-19 outbreak in mid-2020, the Telecommunications Department was short staffed due to several employees having either been booked off sick with Covid-19 symptoms or working from home.

As a result, Carla was asked to assist in that Department and continued demonstrating potential through hard work and commitment as well as initiative. She was then promoted into the position of Client Liaison Coordinator in June 2021 for the Telecommunications

Department.

Asking Carla about her role, she had the following to say, "I am only 22 years old but have found my passion working in the logistics field and, specifically, telecommunications. I would like to study project management and supply chain logistics to enable me to give something back to the company considering the opportunities BIL has afforded me. It is not every day that a receptionist gets an opportunity to progress within the warehousing operations and, as such, when an opportunity presents itself, one must recognise it and react to it".

In her spare time Carla enjoys spending time with her family and friends and the people who support her. "I am so grateful to Frans and BIL for the opportunities and trust bestowed on me and look forward to growing in this business."

## CONGRATULATIONS TO JADE PLAATJIES ON LIVING THE BIL VALUES



Jade Plaatjies became permanent staff in May 2022 after one and a half years as a contract worker in the Deal Party warehouse.

"I am excited to now officially be part of the team. I find working within this department quite challenging and enjoyable. The client is very demanding from an operational perspective and requires you to be at your very best to deliver an excellent service. Because I am challenged daily to give more than 100%, it pushes me to go above and beyond and to meet the potential the organisation sees in me," he says.

"Jade has shown tremendous commitment at Deal Party. He was integral to BIL's success during a major project with one of our clients. He also has a very positive attitude towards our facility and BIL. He lives our BIL Values," says Facility Manager Stanton Crowster.

"Being a team player is very beneficial to the department and the entire organisation of BIL," says Jade. "My character in general touches base with the organisation's values which are professionalism, ethics, innovation and dedication."

Jade is passionate about sports and involved in soccer in his spare time. He is also very family orientated and loves socialising. Well done Jade.

## HR CORNER



## WELCOME TO OUR NEW INTAKE OF BIL LEARNERS

***BIL has taken on 15 new learners for the NQF 3 Freight Forwarding and Customs Compliance. We wish you all lots of success in your course and hope you enjoy your time with BIL.***



***Jemina Thantsha, Gauteng IL***

I am a very quiet person. I love people and I am very focused on doing things for my life. I respect people and I have dignity because of my lifestyle as a Christian. I love my work and the team I am working with. They are very helpful to me and I have learned a lot so far. I am willing to learn more and build my future with BIL. The department am working in is the best and I am willing

to do as I am asked. I am happy that I got the opportunity to learn and have this experience.



***Mbuso Sishi, KZN IL***

I am a tenacious young man who strives for excellence regardless of any obstacles thrown my way. From a young age my mother and later my grandmother raised me to never let my limitations get the better of me. This mentality has stood me in good stead. I have thoroughly enjoyed this learning experience so far. I have been fortunate to be placed in Entries, an energetic

diverse department under the stewardship of Nicky Mackenzie. I have taken well to my colleagues and I would like to believe that they have fallen in love with me. I am looking forward to learning even more here at BIL, growing beyond measure and hopefully beyond my stipulated time.



***Sanelisiwe Ngcobo, KZN Warehousing***

While working at BIL Jacobs I learned a great deal about dealing with customers and how to handle different requests from those who might be a bit irritated when approaching me. I learned that keeping a cool head during confrontation is a must and that arguing back with anyone in a professional setting doesn't help solve anything. I also learned about prioritising. Up until that point I had never had to deal with so much paperwork in my life so it came as a bit of a shock at first how much had to be done in such a short period of time on top of other duties.

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#### **Nompilo Shange, KZN IL**

I am 29 years old. I am partially deaf, using a hearing aid and reading lips. I am a fast learner and love working under pressure to showcase my skills and prove my ability despite being disabled. Since the beginning of the learnership, I have learnt a lot about BIL as an organisation and how they operate as a business. As I was assigned to the Import department,

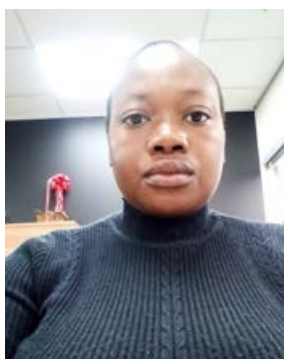
I have learnt a lot during the training on the movement of a client's goods in order to reach his door or an agreed destination. I have also gained more knowledge about the shipping line industry. I have also learnt about terms and conditions for importing and exporting goods and documentation to release the goods. As I continue, I am looking forward to gaining more knowledge about this organisation.



#### **Sanelisiwe Ngubo, KZN IL**

I will be turning 30 this year and am from Chatsworth. I have two sons and live with my sister, who looks after my kids while I am at work. I grew up with a hearing problem which affects me sometimes when there is background noise and when people speak softly but I read lips when they speak. My experience about imports and exports

has opened my mind as now I am able to order things for myself from other countries and I can see every movement when shipping goods from one country to another. BIL has given me knowledge that I didn't have about shipping. It is not easy in the Forwarding Department but I have learned a lot, which also helps me to complete my assignments.



#### **Nqobi Nene, Gauteng IL**

I am a motivated person and can work under pressure. I am also able to work with a team. I am a learner in the Export department, where they deal with clients who want to export goods all over the world. I have learnt: problem solving skills - always learn to solve problems that you are facing so fast; teamwork- working with team members is one of the important things

here; practical skills - doing the work they are giving me and asking for help if I need it.



#### **S'phesihle Ntanz, Gauteng HR/ Training**

I am a learner at the learning and development Greenstone head office. I would like to take this opportunity to say thank you for choosing me to do the freight forwarding and customs compliance NQF 3 learnership and the practical experience. I have become more confident and am acquiring essential workplace skills

and knowledge to make a difference. I feel I am doing something with purpose and that I am going to be a major contributor for BIL. All the staff at my department have been extremely supportive in sharing their expertise and knowledge to help me learn and grow.



#### **Nthabiseng Morajane, Gauteng IL**

I am a 24-year-old female from the East Rand. I am always open and willing to learn. I consider myself a very passionate and compassionate individual because I find a way to adjust and love all that I do and am always willing to help where I can. I am very computer literate and have communication skills both verbal and in writing. I would categorise myself as a problem solver and an innovator at

the same time. My experience with the organisation has been good so far. I am learning as much as I can and I try to implement all that I learn in my workplace activities. The team is very supportive, informative and always willing to help where they can and I am super proud of myself that I blend in so well with the team as I am able to perform the tasks that are given to me. I can endure the pressure and volumes that come with the work of the department I am in.



#### **Phumla Phakade, Gauteng Warehousing**

I am in the Freight Handling learnership programme at Unit 2. So far it has been interesting. There is a lot of work to do and a lot to learn. We have new challenges and experiences, which makes it interesting to be in this learnership. It has shown me a glimpse of Bidvest International Logistics, which makes it exciting and interesting to learn more and hopefully grow with the company.

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#### **Sinenhlanhla Khumalo, KZN IL**

I am 23 years old and live with a disability of vision impairment. I'm currently on a learnership programme at BIL Frosterley Park and was placed in the export department. I am enjoying being in this department as I am learning new things regarding shipping. In the export department we work with different companies such as MSC and MAERSK. During the past six months

here I have gained so much experience, especially on how to present documentation which is needed for every shipment. I have also met a lot of people who have been working for the company for years now. They are the ones who have been helping me to understand concepts and ethics within the working environment. It has been a great journey so far.



#### **Koketso Moshapo, Gauteng Warehousing**

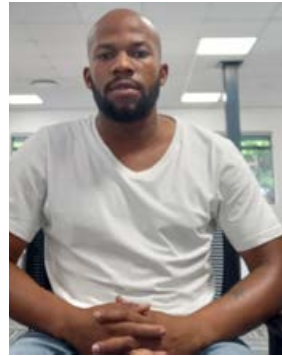
I am currently doing the learnership in Freight Handling at BIL Logistics Park. So far, I have experienced a lot and my knowledge about logistics has broadened. I am currently based inside the warehouse where all the receiving and dispatch takes place. I have learnt how to do inbound as well as outbound cargo.



#### **Mashudu Lithole, Gauteng Warehousing**

I am 21 years old and from a village in Venda called Madombidzha. I graduated with a Media studies degree at the University of Limpopo in April 2020. I can say a lot about the experience I have accumulated at BIL thus far. Firstly, I would love to state the respect that the workers have towards each other. No matter your age or

position and what work you do, everyone treats each other as equals because they all need each other for this organisation to function. I am treated like a little sister or a daughter. They make it easy for me to work and study in this environment. They do not doubt my excellence and when I make mistakes they calmly explain the correct process with amazing patience. They don't pressurise me but rather they teach me. I have mastered all the work and I no longer make mistakes like before. I love the fact that they don't treat me like a learner but like a worker by involving me in everything that is taking place. It has been a great experience so far and I'm looking forward to the months left for me to complete my learnership.



#### **Blessing Bongobie, KZN HR/ Training**

I am with HR and Finance departments. My experience as a learner in these two departments has given me the opportunity to specialise in delivering training and I have conducted several trainings on various HR related topics in the past months. My strengths lie in organising learning modules, creating instructional activities and presenting

concepts. I am a go-getter and intend to put my efforts towards channeling my knowledge and skills while moving ahead with my career in the organisation. I have experienced a few difficulties in the finance department since everything was new and the different systems were difficult to master in my first month. On the whole I've gained so much experience by visiting each department to gain knowledge of what they specialise in and how to be your level best with your job.



#### **Sharnli Norton, Gauteng Warehousing**

So far, I've really enjoyed my time at BIL. With no prior warehousing experience, I've learned so much in the last three months about warehousing and logistics and I'm looking forward to learning and gaining even more experience. I'm grateful for the opportunity that I've been given.

And I can't wait to finish my Freight Handling qualification and learn everything there is to learn regarding warehousing and logistics as a whole.



#### **Samkeliswe (Sammie) Zondo, Gauteng Warehousing**

My experience at BIL so far has been very beneficial to my growth in Logistics management. I have learnt so much already. The working environment of the company is up to standard and this motivates me to work hard so, if there is an opportunity to work for the company permanently, I would hopefully be a candidate for

consideration. The people at BIL are very welcoming. I immediately felt like a part of the family. They have guided me through my learning process and introduced me to the warehouse processes. Now it's up to me to decide what the outcome of my career will be.



## OUR OVERSEAS PARTNERS



### INTRODUCING GODFREY CHEN, MANAGER, ROUTE DEVELOPMENT MANAGEMENT DEPARTMENT, EMO TRANS CHINA

#### ***Tell us about the trade lane from China to South Africa***

This is the most important trade lane and was ranked as the top one of the China and Africa trade lane, taking up approximately 21% in 2021. Both Bidvest and EMO TRANS are playing the strategic role of the main supply chain solution providers for this meaningful trade lane.

Thanks to our leading edge in these complex logistics services, IT technologies of track and trace, as well as the extendable network of local distribution, we are confident and dedicated to providing sophisticated end-to-end solutions for our valued customers and to assisting our valued customers in building competitive advantage in respect of excellent supply chain performance. I believe that it is also the main reason why there is an encouraged momentum in our growing customer base from various industry verticals, including Industrial, Consumer & Retail, Hi-Tech (Electronics) and Automotive. We are also developing a programme called Smart Solution, which will enhance our competence in providing more specific solutions based on the wide knowledge, big-data analysis and diversified resources for each industry vertical. Our valued customers will benefit from such continual optimisation in terms of the operational efficiency and economic scales.

#### ***This is BIL's biggest trade lane by far to South Africa, double the size of any other country. What was your initial impression of BIL and how was the take-on executed?***

It has been more than two and half years since I had the chance to meet Craig Mountjoy and Bruce Thoreson at EMO TRANS Shanghai office beside the Huangpu River. I was very pleased to be a part of the meaningful strategic cooperation from the beginning. We all felt excited when we were informed of the volume of the China-South

Africa trade lane, which takes the majority of the aggregate of transition. After the kick-off meeting in Shanghai with Maria du Preez and Laura de Villiers in October 2019, we set up a specific project team, consisting of selected associates with proven performance and rich experience from each branch office for the preparation and implementation. A workstream was established for daily operations, contingency plans and an escalation channel. Everyone was clear about their responsibilities according to standard operating procedures and functions among RDM, KAM, PM, CS, OPS and FIN. There was a specific person in charge from each department and branch office to ensure the deliverable of the functional support. Frankly speaking, the biggest challenge was about the critical timing of the official start-up in January 2020, as this is the traditional peak season approaching Chinese New Year. Fortunately, thanks to great teamwork, we successfully secured the carrier contract and had it on the ground under the name of EM-Line prior to 'D-day'. Without the wonderful implementation, we would not have achieved the continual growth in the two consecutive years, especially under the unprecedented challenges from the Covid-19 pandemic.

#### ***Your team and how they all interact with the BIL team in SA.***

Prior to the official transition of the business, we began our preparations and specifically engaged the most experienced associates



Godfrey Chen

from both Customer Service and OPS teams from each office to establish the work stream serving BIL business. In our daily work, our colleagues from different functional departments of each local branch office and headquarters provide the appropriate logistics services for the BIL team in their own professional fields. This includes communicating with BIL Estimates team and providing prompt and multi-plan quotations; cooperating with BIL Controllers to arrange most economical routes for each order and submitting all documentation on time according to customer demand; discussing with BIL Project team the logistics proposals of project cargo, bulk cargo, temperature control goods, etc. In addition, our ocean and air procurement team and BIL Trade Lane team also cooperate closely together to analyse historical data, exchange market information, share industry conditions, discuss future trends and develop competitive products and pricing for the commercial team. Since January 2020, we

*Continued to page 14*



BD review meeting

Continued from page 13

have had monthly business review meetings with the BIL Trade Lane team, which has played a positive role in understanding both sides, as well as promoting the development of new business.

***Tell us about your regional procurement team for air and ocean based in Shanghai and how you work closely with the South African team.***

Without doubt procurement is a fundamental function and not just another pillar of Business Development and Sales. With the serious shortage of space allocation in the past two years, we count upon our procurement team to strive for more space allocation for each trade lane to support our valued customers. Our SA China teams share a procurement strategy for ocean freight, establishing strategic partnerships with preferred carriers to ensure competitive buying costs as well as sufficient space allocation for peak season. There is a specific workstream between both teams to carry out the strategy, with procurement regarded as one of the main factors for our regular review meetings. Our professional procurement teams always provide us with the necessary support we need from upstream carriers and we anticipate bigger achievements.

***How you are growing your Business Development team – tell us about new staff members and new offices.***

Our business development strategy consists of three pillars:

Routing Development Management (RDM) focuses on our global network development, product development of trade lanes and routing order development together with our global partners.

Key Account Management (KAM) is dedicated to organic growth of our global accounts in terms of continual improvement of reliability, visibility and flexibility of the total supply chain solution for our valued customers.

Field Sales concentrates on the business development of clients who initiate the demands and are authorized to select the LSPs in China.

After a successful setup six years ago, EMO China has a mature workstream and proven teams for both RDM and KAM functions. According to our national business development strategy for the next three years (2022 to 2025), we will be more ambitious about free-hand business and increase its weightage among these three pillars.



Askar Zhu



Grace Zhang

Even with the unprecedented challenge of Covid-19, we are executing our strategy and have established our first Business Development team for East China region, consisting of two field sales teams and one sales support team, with 12 dedicated professionals in total who are self-driven and have strong backgrounds in this field. They are promoting the China-South Africa trade lane and concentrating on new business opportunities for this meaningful trade lane. We will also initiate a campaign to facilitate new growth post lockdown in East China region. Hopefully, it can kick-off during this second quarter. We intend to copy the success in both North China region and South China region.

***Do you see opportunities to grow airfreight between the two countries?***

As part of the strategic trade lane development, airfreight will surely enhance our overall capability and provide more flexible options to our valued customers. Thanks to BIL's fantastic set-up at OR Tambo International Airport in Johannesburg, we are confident to promote this leading-edge handling in terms of time efficiency, cargo safety and transparency. In addition BIL's strong domestic distribution network is also admired as a very attractive value-add for customers who are time sensitive and ask for end-to-end solutions from China to South Africa. The safety and one-stop solutions are highly preferred by customers in China who expect to be served by a reliable LSP that can look after their entire logistics operations. More and more local Chinese customers are becoming aware of the fact that global competition is no longer merely for product itself. Rather it is part of the total supply chain, making it critical for them to evaluate and secure their competitive advantage from the view of supply chain efficiency. Thus, we will target those clients from Hi-Tech, E-consumer, fast fashion as well as pharmaceutical as the key focus areas for airfreight development in future. We aim to build our own consol product from PVG/CAN to JNB as the next step to stimulate growth.

***Projects you have completed during Covid that might not be related to SA but can give an idea of your capabilities in specialised projects.***

Our Ningbo branch moved in March 2022 to a new office in the city centre, an energetic and exciting location in this important seaport that connects the south and north lane of China and holds the country's biggest capacity. In addition to excelling at general equipment handling, our Ningbo team is building particular expertise with special equipment handling and breakbulk services. The professionals from our Ningbo office have been working on a large and rather detailed breakbulk project from Ningbo to Manzanillo, Mexico.

We have created a comprehensive packing plan to save the client space and freight costs, while meeting weight limitations. The plan includes value-added services such as special coatings and paints, customised cushioning, strapping and waterproof packing solutions. Thanks to the excellent operations, we are looking forward to building a long-lasting business relationship with the customer, as well as the opportunity to offer other clients the same level of customised support for their shipments.

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Special equipment handling

### **Special projects**

In November 2021, our Shenzhen branch was awarded a project of out-of-gauge containers from a key customer. The cargo of oversized equipment originated in Chongqing city with a corridor of Shenzhen for shipping. Extra attention was given to transportation and loading facilities, such as inland trucking and warehousing. EMO Shenzhen arranged a low-bed truck to pick up the goods for haulage to Shenzhen via cross-dock yard transportation. The cargo was then trans-loaded into OOG equipment with professional handling onto the scheduled vessel to Los Angeles/Long Beach, USA.

Our Shenzhen team is creative and innovative and always takes the lead in building tailor-made solutions for our valued customers, such as the operation of oversized cargo involving complex transportation modes.



### **Challenges that affect China's supply chain, eg Covid and extreme weather conditions.**

Even though we are suffering from the enormous impact of the Covid-19 lockdown, we are still encouraged by the meaningful business partnership with BIL and we are dedicated to ensuring service levels, such as securing space, selecting the most cost efficient carrier and staying in touch with shippers. We acknowledge the BIL team for maintaining incumbent clients as well as approaching new business opportunities. The repeated outbreaks of Covid-19 over the past two years have posed great challenges and pressure on the entire supply chain. The Chinese government has been resolutely determined to eradicate Covid-19 and its prevention and control policies have been upgraded accordingly. It will have to increase testing of all dock workers, airport employees, transport and pick-up drivers, loading workers and other personnel. This carries potential risk for cost increases, adjusting vehicles and personnel, cancelling arrangements etc., with local policies being upgraded or downgraded from time to time. So far, from North China to the South, Tianjin, Qingdao, Lianyungang, Shanghai, Ningbo, Xiamen and Shenzhen have all experienced the temporary suspension of terminal operations and logistics due to the outbreak.

In terms of extreme weather, during the summer typhoon season coastal cities will temporarily close seaports, airports and warehouses and take other protective policies to ensure the safety of facilities and personnel. This is not a big challenge because the government's preparedness for such meteorological disasters is more mature and experienced. Once the centre of the typhoon leaves the area, the lockdown is lifted and operations resume.

### **Associations in China that you are a part of and how they benefit your supply chain.**

In terms of association membership, we follow the EMO TRANS global strategy of compliance. We also have good relationships with associations such as China Federation of Logistics & Purchasing (CFLP), China Chemical Circulation Association (CCCA) and Cold Chain Logistics Committee (CCLC). We are always eager to remain a leader in the logistics industry so it is critical for us to have knowledge of market trends and intelligence. Being a member of these associations is helpful for us to properly understand what is going on in the market today in terms of market demand, technologies and new-developed solutions and products.

**EMO TRANS**  
Customized Global Logistics

# UNIWORLD LOGISTICS



## A TRAJECTORY OF MAGNITUDE AND MOMENTUM

It's not every day that one runs into an eminent technocrat turned entrepreneur! Meet Prem Kumar, Chairman and Managing Director of Bangalore headquartered Uniworld Logistics Private Limited - a man full of surprises!



Uniworld global sales meeting 2012

An Engineer who specialised in aeronautics design and jet propulsion, Prem Kumar was also a member of the FAILURE Analysis team with India's National Space Agency - Indian Space Research Organisation (ISRO). Striking out on his own in 2002 with a dream of creating a multi-million niche space for his business, this humble and ambitious son of a schoolteacher ventured into a new career dimension – logistics.

With a zeal and unbridled passion to create something, literally, out-of-the-box, Prem Kumar began Uniworld Logistics as a game-changer in the logistics industry, with innovation and customer satisfaction as his key objectives and a wide spectrum of inter-connected services creating holistic and seamless solutions. Within a short span of two decades, he has succeeded in anchoring and leading Uniworld as a beacon in the logistics Industry.

Ably supported by his wife, Femina Prem, who brings to the table her skill and experience in recruitment, talent search, public relations and brand building, this dynamic duo are on the verge of becoming giant leaders in the industry.

Uniworld's foray into logistics started with operations in 15 locations across India, offering global forwarding, customs brokerage and

transportation. In 2004, Uniworld was one of the first Indian companies to get a Class A licence in China, marking the birth of Uniworld Asia, which ultimately expanded to include offices and operations in Singapore, Malaysia, Taiwan and Hong Kong.

Uniworld was among the very few logistics companies who introduced the concept of 'Pay for what you use in 3PL logistics' way back in 2009. Today, the company manages more than 750 000 sq ft of 3PL warehousing in seven cities in India and Singapore, providing state-of-the-art logistics solutions to various industries like IT, Automotive, FMCG, Fashion, Aerospace, Life sciences and Farm Fresh. We can proudly say that today Uniworld is a fully compliant company with certifications like AEO, ISO 9001-2015, GDP etc.

Our service orientation encompasses not just business, but our communities as well. We have made 'giving back' not just an act, but a company lifestyle. This has been the cornerstone of our work culture with dedicated units adopting and promoting Women Empowerment in villages, by training, hiring, encouraging self-sustainability and empowerment, supporting underprivileged children in education and supporting the Home for the Aged. In 2020-21, during the pandemic, through our Charity Foundation, we were able to reach out to various communities in a timely manner, by helping run food kitchens, distributing food packets, essentials and medical care.

Now, in 2022, we celebrate our 20th anniversary! With 31 offices spread across the world and an employee-engagement of 1500+ personnel, our gratitude goes out to all our customers, employees and partners who have travelled this journey with us. With service being a key catalyst, we have joined hands with extraordinary partners like EMO Trans and Bidvest International Logistics to create seamless customer experiences.

Uniworld's relationship with Africa goes back to 2002 during the EMO Trans partners meeting in Atlanta (USA), when an introductory

*Continued to page 17*



Uniworld 3PL facilities  
– Integrated Logistics Park, Chennai (top right) and Delhi Taura (bottom right.)





*Continued from page 16*

meeting with Peter Paul Ngwenya, Chairman of the Makana Group (the holding company of Sebenza Forwarding) and our MD, Prem Kumar, translated into a merging of minds, shared personal interests and admiration on both personal and business levels. Shared ambition became the vital nexus. Closely nurturing and gradually focussing on further building the business between our companies, an Exclusive Agency Agreement was endorsed with Sebenza Forwarding, a Black Empowered company.

The business acquisition of Sebenza by Bidvest South Africa in 2019 revitalised the relationship which continues to stand strong and we can proudly say it has been a steadfast 20 years of our association.

The completion of 20 years has also brought on board the next generation in the family, who have brought in new dynamics with youthful vibe and fresh energy levels to Uniworld, by supporting and contributing tremendously to our growth. Felicia Prem Fernandes is the Head of the Supply Chain vertical and is enterprising, vivacious, passionate and much loved by her team.

Joshua Prem heads the Western Region and is a pragmatic, ambitious go-getter. He also heads the Trade Lane Development for South Africa and Africa as a continent. Under his keen analysis of the vicissitudes of the African market and his indefatigable zeal, Uniworld saw a new vertical like Hospital Supply chain solutions in Africa opening up.

With an eye towards innovation and automation, Uniworld is now poised at the threshold of taking the logistics supply chain onto the digital platform. In the coming decades, we are committed to increasing digital velocity of our business through our in-house developed digital platform UNICLIK to serve the GenX.

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Joshua Prem, Laura de Villiers and Maria du Preez at Uniworld Logistics offices



BIL, EMO Trans and Uniworld Logistics celebrating the new partnership in 2019.



China team during Chinese new year celebration in 2020.



Continued from page 17



First office in Bangalore – 2002.



Awards

Prem Kumar looks back and forges forward. "Honestly, none noticed Uniworld's birth. I had no background in the industry. I came from ISRO with a technical background. I was hungry for success...hungry to create my own space which would be the talk of the town. I admire most our Ex-President of India, (Late) Dr APJ Abdul Kalam, who also started his career with ISRO. He was my inspiration in a way. His most famous quote was "Dreams float on an impatient wind that wants to create a new order. An order of strength and thundering of fire". I am a big dreamer and believe in making it happen with passion and perfection. Twenty years later, I am proud to see how Uniworld has shaped up and grown."

We are poised on this platform of expertise and commitment to perfection, passion for excellence, our ability to overcome challenges and our innovative, efficient and effective customer-centric solutions. Now, Uniworld celebrates the bridges built across boundaries, nurturing relationships, walking that extra mile and perfecting solutions.

Looking forward to accelerating the momentum for the ever-emerging world of logistics – new dreams...



Above, right & below:  
Uniworld corporate office opening in 2004.



Rooftop oasis



## CSI



### BIL DELIVERS WATER AFTER DEVASTATING FLOODS

The severe floods in Durban from 11-13 April left many communities and businesses without water for over a week, due to damage to the city's water supply infrastructure.

Bidvest International Logistics responded swiftly to a call from Bidvest to assist with handling, storage and dispatching water to employees in the KZN area. "We immediately dispatched vehicles to collect thousands of litres of water from Bidvest-

owned Aquazania," says BIL Director Marcus Ellappan.

"The water was supplied in 20, 10 and 5 litre bottles and delivered in batches to Bidvest staff.

"In total, approximately 100 000 litres of water were distributed over this period. To date, we are still distributing water on a daily basis from BIL's Axle Park Cross-Dock facility in Westmead."

#### ***A message to BIL KZN Management from the staff at the KZN warehouse facilities***

*"We would like to extend our heartfelt gratitude to BIL KZN Management for their assistance in providing us with water during the KZN floods in April 2022. It is thanks to BIL's help that staff were able to meet basic household requirements, especially drinking water."*



Staff collecting water from the Jacobs and Runway Park sites.

### DONATION TO MOKOPANE SENIOR CITIZENS

Matlhogonolo Community Outreach Centre (MCOC) is a Non-Profit Organisation based in Mokopane. On 14 February 2022 Nox Hlomendlini, Business Liaison Officer, and Nonhlanhla Sidzinga, Academy Assistant Administrator, drove to Mokopane in Limpopo to deliver much needed donations to the senior citizens in this area.

"We donated blankets, sewing machines, sewing material and other

sewing equipment. The senior citizens sew various items which they sell to surrounding communities. We received a warm welcome from the elders and were so moved to see the joy, happiness and appreciation from them," says Nox.

"It was such an honour to do this kind of a project," says Nox. "Thank you BIL for donating the CSI funds to make this possible."



## SOCIAL



### BIDVEST GOLF DAY

*By Karen-Sue Sacks, Key Account Manager*

The 30th of March was a wonderful day for golf, the sun was shining with a slight breeze at the Houghton Golf Course. The 4 balls lined up to tee off dutifully flexing their muscles and practicing their swings. Who will win the Race to Steyn City? Who indeed?

We watched some very ambitious moves from two tees, including teeing off from one side and the ball landing to the left on another tee in the water. A few landed with great aplomb in the sand bunker, some narrowly missed killing birds restfully nesting in the trees down the right. The best shot however was right through a golf cart under the roof just missing the humans inside. Some hurtled down the green with gusto.

These men and ladies of 4 arched and practiced their air shots and smashed the little round projectile into oblivion. Clearly, we were kept enthralled by the antics of almost all the players. Come prize giving it turns out there were some serious players out there and indeed some with Steyn City in their sights. Both the Bidvest International Logistics 4 balls were in the top 10 and one placed third and will indeed participate at Steyn City.

To the others, I am glad you had fun and enjoyed the beer we had on tap, you know how thirsty golfers get. You may not have all made it to Steyn City, but you certainly kept us entertained for the day.



German themed hole - L-R: Remando Nigrini, Iloshni Pillay, Fortunate Mboweni and Marvin Pillay.



Irish-themed hole  
L-R: Chene Vermaak and Yolanda Leaf.



L-R: Yolanda Leaf, Karen-Sue Sacks and Chene Vermaak.

### MEET OUR TENNIS CHAMPION VANESSA EATON



Currently ranking number seven in South Africa in the women's 35 singles age group, Compliance and Risk Auditor Vanessa has been passionate about tennis since the age of five.

Vanessa was recently featured on SABC 3 in a programme called Tennis Magazine, after participating in The National ITF Tennis Tournament in March 2022. The five-day tournament is held annually and Vanessa and

her partner Debbie van Aswegen made it to the Ladies Doubles Final in their age group.

"There are multiple tournaments held throughout the year and I try to enter as many as possible, as the individual rankings are also determined by a points scheme. In other words, the more tournaments you play, the more points you earn to improve your ranking," she explains.

"My passion for tennis was inspired by my older brother, who also played. My parents signed me up for several sports and extra mural activities, but out of all I decided to continue focusing on tennis. This is when my parents decided to send me for coaching at the local tennis club, based in Amanzimtoti, KZN.

"I continued to play tennis throughout school and started playing competitively after school.

"Competing has a lot of pros and cons, as each opponent is different and tennis is very much on the day. One day you can play extremely well and the next not so well. It's a

mental game and requires a lot of focus and shot selection(s) and placement."

Vanessa is a member at Parkrand Tennis Complex and competes in the club championships, as well as enjoying social tennis on Saturday afternoons. "Tennis will always be a part of my life and I am very blessed and fortunate that I am able to play," she says.

#### ***Some background on Vanessa.***

"My career started at Rennie's Distribution Services in February 2011 as Compliance and Risk Administrator at Lansdowne Road. In August 2017 I relocated to Johannesburg when an opportunity arose to advance my career at a BIL dedicated warehouse.

"Hard work and dedication have allowed me to take on as many growth opportunities as possible, working my way up the ladder to my current job title of National Compliance and Risk Auditor reporting to Lawrence Aldworth," she concludes.



## SOCIAL CLUB GAUTENG ENJOYS A WONDERFUL DAY TOGETHER

The Social Club committee in Gauteng arranged its first post Covid outing to the Pines Resort in Roodepoort on Saturday 30 April 2022. It turned out to be a perfect day of fun activities and socialising with colleagues. The event was enjoyed by over 60 staff from different branches throughout Gauteng. Thanks go to the Gauteng Social Club committee members: Nox Hlomendlini, Bobo Mhlambi, Fikile Lushaba, Siphon Veco and Clifford Letseka.

*Here is some feedback on the day.*

### **Morongwa Kutame, Senior Entry Clerk Unit 1 ORT**

The outing was quite an experience. I really had fun and made some memories. I didn't even feel like I was new in the group, everyone was very kind to one another. It felt like one big happy family. Although I did not know most faces from the warehouse, everyone was welcoming and kind. I liked everything about the trip, from the classy and comfortable bus to the venue, food and drinks. After the trip, I kept on blaming myself for not joining the Socialites earlier because I've been missing all

the good things. I am happy that I finally joined and am ready to have more fun with my colleagues. Thank you for your organisation and for making sure that everyone was happy and comfortable.

### **Remando Nigrini, Business Intelligence Engineer, Stoneridge Office Park**

BIL's first post Covid lockdown social event! What a fun filled day we had at Pines Resort. It was the perfect outdoor activity filled setting to catch up with our colleagues outside of our daily hustle and bustle. I had a blast catching up with everyone and made a bunch of new acquaintances – looking forward to seeing everyone at our next BIL Social Adventure.

### **Johanna Nakedi, Adjustment Controller Unit 1 ORT**

The highlight of the outing was that it presented an element of team building between myself and my colleagues. Even the venue that was chosen allowed an atmosphere of teamwork and togetherness between all of us, especially during the zipline, obstacles and water

*Continued to page 22*





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slides. And not to forget, there is nothing that creates a vibe like a good braai and beers to soothe the throat from so much laughter and camaraderie. So, for a first timer like me, this is definitely a ten out of ten.

#### ***Buhlebethu Dayi, Creditors Controller Unit 2 ORT***

An adventure for me is an unusual, exciting and daring experience. From such I can then speak of first-time experiences, great memories and of course meeting new people. My most recent adventure is undoubtedly the Socialites event at the Pines Resort. Let me tell you about my personal experience. As an introvert, it was exciting for me to be introduced to colleagues I wouldn't have met otherwise. With some encounters, friendships were ignited. It also turned out I had a slight fear of heights – don't even know why – but I definitely overcame that. As I commenced with the Rope adventure course I was scared, in fact I almost turned back. It was all thanks to the awesome people with me that I went ahead, all the way to completion. In each stage of the course, they hyped me up, made me laugh and told me I can do it. That for me was awesome! Thank you to the Social Club Committee for the hospitality – I really enjoyed the food and drinks. Taking nothing away from how well the food was prepared, I would've preferred a buffet setup as a method of serving. Lastly, I commend the committee for the chosen venue. I hope we all learn that fun and adventure that brings out the best in each individual subsequently brings out the best in all of us together.



#### ***Shaun Duwarka, Operations Superintendent Unit 1 ORT***

Thank you for sharing the photographs for the Social Club Function. It is evident that the attendees had a blast, myself included. This was a great, fun team building adventure and the interaction/bonding that we saw between the various divisions/departments in Johannesburg was inspiring. I would like to take this opportunity to say thank you to the Social Club committee for their efforts in arranging this event and to all the attendees for being "Proudly Bidvest". Big ups to the "Braai-Masters". Looking forward to the next one.





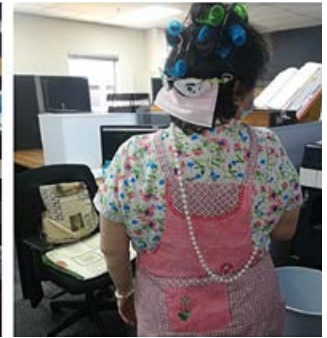


## APRIL FOOL'S DAY AT IL UNITS 1 AND 2 ORT

International Logistics Unit 1 and 2 had lots of fun celebrating on Friday 1 April 2022.

"We just thought why so serious, let's put a smile on everyone's face by dressing up silly, funky and weird. And oh boy did we had some laughs," says Susanna Nell, Administration Clerk. R200 was up for grabs and the winner was Maryna Badenhorst. Well done.

Here is the history about April Fool's day. Some historians speculate that April Fool's day dates to 1582, when France switched from the Julian calendar to the Gregorian calendar. This meant the new year moved to 1 January instead of 1 April. Some people were slow to get this and kept celebrating new year on 1 April. So practical jokes were played on them. The traditional joke was to stick a paper fish on their backs referring to them as "poisson d'avril" (April fish), a gullible person.



Winner - Maryna Badenhorst



Zola Talbert



Yolandi Momberg



Thabile Zwane



Karen Schoeman



David Titan



Gwendolyn Dry



Marie Scharneck



Emily Shoba



Khodani Thema

## HATCH



Congratulations to Cedric Mvelase, Driver Transport Division, and his wife Futhi on the birth of their baby daughter Zomnisi on 11 May 2022.



# LONG SERVICE



*Congratulations to the following on achieving long service awards from April to June 2022.*

## 35 years

Agrippa Mazubane  
Samuel Sithole

## 25 years

Freddie Magatsela  
Karen Dube  
Shanitha Mohanlal

## 20 years

Bernadette Du Plessis  
Casey Lane  
Celestene Bantom

## 15 years

Carol Ann Bell  
Halalisani Magwaza  
Mandy Dlamini

Marlin Naidoo  
Oscar Jila  
Richard Mhlongo  
Shobanie Naidoo  
Thokozani Ntuli

## 10 years

Deon Van Niekerk  
Itumeleng Mohapi

Modesta Maphumulo  
Kgetsing Dimo  
Ndivhu Mukhithi  
Nico Harmse  
Samson Motloung  
Sizwe Mrabalala  
Sonwabo Nabanti  
Tisetso Mokoena  
Trudy Ramiah

## LONG SERVICE AWARDS IL



### 40 years – Moses Pather

L-R: Taryn Davel, Xolani Sithole, Moses Pather and Ronelle Moodley.



### 25 years – Megan Poonan

L-R: Xolani Sithole, Megan Poonan and Saloshini Reddy.



### 15 years

L-R: Taryn Davel, Nerina Tulsiram Narsingh, Xolani Sithole, Dees Sunkumar and Ansuya Narasi.



### 10 years

L-R: Nosipho Sawoni, Taryn Davel (15 years), Angelique Fuller, Sugandhrie Govender, Xolani Sithole, Cindy Zungu, Lindo Thobela, Ronelle Moodley, Goodman Zondo and Krishen Kisten.

## LONG SERVICE AWARD PAARDEN EILAND CT



**30 years**  
- Vuyani Bhambatha



# NEW EMPLOYEES



*Welcome to all our new employees. We wish you long and successful careers at BIL.*

## **Axle Park**

Velo Dube  
Lucky Zondi

## **Denver**

Kenny Zazini

## **Elandshaven**

Trevor Miles  
Nomasonto Moloi  
Molebogeng Pitsi  
Frans Ledwaba  
Bonginkosi Ndinisa  
Nhlanhala Nkosi  
Richard Sitshetshe  
Olebogeng Molakgotla  
Caephas Ngobeni  
Tinyiko Bela  
Ash-Leigh Kaasbert

## **Frosterley Park**

Wiseman Buthelezi  
Tyrell Kanni  
Varashni Perumal  
Thembelani Shibe

## **Greenstone**

Themba Khumalo  
Fiona Marr

## **Logistics Park**

Gwen Dry  
Lerato Nxumalo  
Thabile Zwane  
Raymond Barnard  
Tihologelo Mokgoatjana  
Gibson Mzileni  
Thulani Maphunye

## **Pretoria**

Peter Mathiane  
Jabulane Mahlangu  
Thato Mogagabe  
Elmond Thlako

## **Rosslyn**

Terrence Mufamadi

## **BMW**

Godfrey Mavasa  
Joseph Kgabo  
Mandla Skosana  
Phuti Hlahla  
Yvonne Rametse

## **Runway Park**

Noncebo Ntima  
Mohamed Saib  
Nokukhanya Ncayiyana

## MATCH



Congratulations to Kelly Coleman, Finance Admin Controller, Gqeberha, and her husband Keenan, who were married in December 2021 at the beautiful venue Arabest.

## NEW EDITOR FOR GQEBERHA



Meet Maxine Brockman, Finance Admin Controller Gqeberha. Maxine joined BIL in August 2019 as a Finance Admin Clerk and was promoted to her current position in June 2021. She is the bubbly personality in the office, wanting to create and make things happen, which is why Frans has made her the go to person in the company.

# IT'S COMPETITION TIME



## BIL CROSSWORD PUZZLE

Well done to all who entered our first **Wordle** competition.

This issue we have another competition – a **crossword puzzle**.

Print out this page, fill in the puzzle and send a photo of the completed puzzle to: [marketing@bidvestil.com](mailto:marketing@bidvestil.com)

The first three correct entries drawn win a prize.

### Across

[3] How many PMR Diamond awards has BIL won since 2007?

[4] Who did BIL facilitate the handover of a truck to?

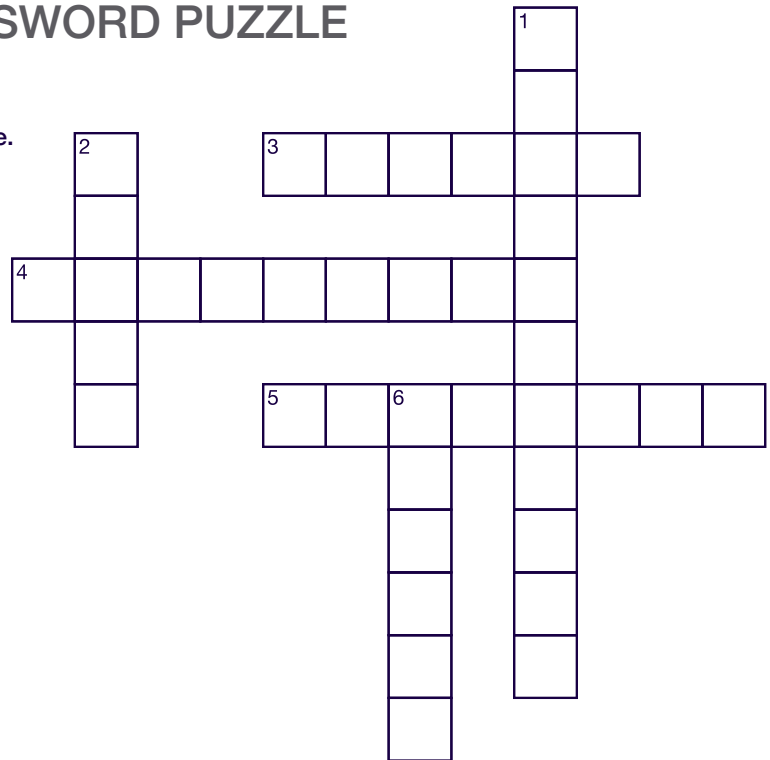
[5] What has Port Elizabeth's name changed to?

### Down

[1] 4. Who heads up BIL's sales team?

[2] Which is BIL's busiest trade lane? (country)

[6] One of BIL's values



**1<sup>ST</sup> PRIZE – R1 000 PICK N PAY VOUCHER**

**2<sup>ND</sup> PRIZE – R500 PICK N PAY VOUCHER**

**3<sup>RD</sup> PRIZE – R250 PICK N PAY VOUCHER**

## COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 9

Competition Wordle from  
People's Press Edition 9:

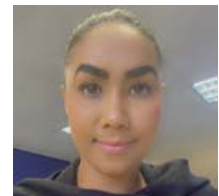
The word was:  
CYBER



**1st prize: Meri Wewege,**  
Sherq Co-Ordinator, Rosslyn



**2nd prize: Lianta Cooposamy,**  
Airfreight Operations Supervisor,  
King Shaka International Airport



**3rd prize: Cylandia Feldman,**  
Junior Credit Controller,  
Stoneridge Office Park

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