

# PEOPLE'S PRESS

## THE DIRECTOR'S CHAIR



### IL WINS BEST DIVISION AWARD

IL has won the Best Division award for the financial year ending 2023. Congratulations to Xolani Sithole, IL Director, and his team on an outstanding achievement! Here's what Xolani had to say.

#### *On winning the award*

Being awarded the Managing Director's trophy forces us to pause and reflect, as well as to celebrate. It is a heart-warming recognition for our entire team of 399 people, as well as for all the support functions who helped us achieve this award.

#### *The result of pieces of a puzzle fitting together*

I cannot pin it on one thing. Our achievement is the result of many pieces of a puzzle fitting together and recognising that no one piece nor one person put it all together. We embarked on our three-to-five-year project called Siyakhula, and the many pieces that have built our growth led to where we are now.

#### *Resilience of the team*

We have had many challenges in the last few years, including economic pressure, unrest,



IL accepting the trophy for Division of the Year.

L-R seated: Taryn Davel, Financial Manager; Saloshini Reddy, GM KZN; Xolani Sithole, IL Director; and Clare Tonkin, National HR Manager.

L-R standing: Jen Byrne, GM; Riaan Pienaar, National Customs Executive; Bonnie Masuku, GM; Stephan Van Emmenes, Head Capital Projects; and Craig Mountjoy, MD.

floods, Transnet hacking, changing of competitive landscape, changing in client demands and more. This is where the resilience of the team came through. It is about spending less time complaining and

more time thinking of solutions and how to rise above the challenges. Teamwork is how we have added that value, by stepping in and stepping up. Nobody says this is not my job or my area, or my client.

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I have seen people step in if someone drops the ball. All IL employees, as well as the finance guys supporting operations, or imports, exports, and customs, everyone goes the extra mile for our clients.

We also have an amazing dynamic management team that cares about our people and our clients. If I make decisions that sound like they might impact on their people they are the first to defend their teams. Everyone in our management team understands that the client experience is what makes our clients stay and grow with us.

#### *It's about collaboration.*

There has been a marked collaboration with support functions, whether BD, who bring in the clients, pricing, Credit team, IT team, who ensure tools of the trade are working and HR, who support our people and their needs. All of this comes together so we can focus on what we do. We choose service providers with the same ethic, those who go the extra mile.

We have grown through Siyakhula, which means growth. Siyakhula is from the Nguni languages, which include Xhosa, Zulu, Ndebele and Swazi. Our plan included Zuza, which means gaining more business and Takula, which means elevating service levels to existing clients and then experiencing growth. Everyone bought into it to get us to this level and this place.

#### *Criteria to achieve the MD's award.*

The award looks at more than just profit. It looks at the fundamentals. Profit is a result of everything coming together. We made sure we touched every area. At the end of the day, we are a for profit business, and it is an easy measure to see if all the efforts have led to growth in profit. It's about the quality of that growth – servicing clients in a remarkable way, managing costs, and doing our business in a way that is efficient.



ESG is another area where we became proactive in our daily operations.

For example, by using less paper we can reduce storage space and spend more time servicing clients. Achieving environmental targets has also resulted in efficiency and profit. KPIs also force us to think about the business holistically and not just in terms of numbers but rather sustainability and working effectively.

#### *The role of our overseas partners.*

Our overseas partners are not too large to be inflexible and can fit into the flexibility we need. The world today is dynamic and changing, and we need to change as fast as is required. In some of the bigger trade lanes, our overseas partners have committed to dedicated people who focus only on the South African route. For example, in Germany, there is someone who sleeps, eats and drinks SA, and that is important for us. South Africa is not a large trade lane globally, so we need partners who care about our growth. Our partners visit us often, and our clients meet with them and are confident about their dealing with us.

#### *What next.*

For me, what is scary is that by winning the trophy, we have set a new standard and a new bar. Current economic forecasts are

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predicting a zero percent growth. This is our new base, and we must grow from this base. It is scary and exciting. I always joke that every solution comes with a new problem. We have a higher base and must grow from that.

It is important to think about where to next. Siyakhula 2.0. The competitive landscape has changed. Our competitors are no longer other clearing and forwarding agents. Shipping lines are now service providers. Doing the same thing we have done to get to here will not be enough to give us remarkable growth and take us to the next level. It might not even be enough to maintain what we have. What you have can stay the same or shrink. We need to do additional things.

Doing nothing wrong is a given. You need more than that. We need to think of additional services, new ways we can partner with our clients and new markets we can explore. I am already in 2024.



## BIL MANAGEMENT CONFERENCE

BIL Management held a three-day conference at Fancourt, which is in George in the Eastern Cape. The agenda included operational feedback on 2022 and budgets and objectives for 2023/2024.

ESG was high on the agenda, and Lenushka gave an interesting presentation. Key development areas were also discussed and included cross-border, African agent network, Overland Logistics footprint expansion and a general commercial update.

BD presented current trends in the industry, with information gained from PMR's national survey of 15 shipping and supply chain managers. Industry trends and predictions

focusing on the international scene showed some interesting observations.

### *Some key findings include:*

- Value will trump high for growth.
- Work culture will continue to bend towards flexibility.
- Interest rates will peak in 2023.
- Energy will remain expensive.
- Tension will grow between citizens and governments.
- India will have a strong year.
- Artificial intelligence will pop up everywhere.
- A global recession risk is high.

- Inflation will begin to cool off.
- China's economy will bounce back after reopening.
- Education will face disruption from various angles.
- More manufacturing will shift away from China.

The annual Managing Director's trophy for the Best Division in BIL was presented to International Logistics.

IL and OL had a day of strategic workshops and team-building activities, each team supported by staff from National Functions.

The Bombsquad Escape Room had 21 participants, broken into three teams of seven delegates per team. Each team was presented with a box filled with clues and puzzles to solve to be able to find the location of where the Box Bomber would strike next.



The winners, L-R: Lawrence Aldworth, Sivan Govender, JD van der Merwe, Veren Jackpersad, Harry Dimo and Rhett Oertel.

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The Big Picture Art Challenge had 15 delegates, split into two teams of 7/8 people. They were each presented with two 40 x 30-inch canvases making up a picture with a total of 40 x 60 inches. Armed with pencils, rulers, paint, erasers, mixing jugs, palettes, calculators and more, they were tasked with producing artwork from a picture provided onto which they had to accurately scale up and portray their section of the picture.



#### Annual golf challenge at Fancourt



The floating trophy for the best golfing pair of the year was won by L-R: Morne Visser, Petrus Gerber, Craig Mountjoy and Stephen Smith.

The winner of the golf day went to Rhett Oertal, who said, "It's always a privilege to play golf on courses like Fancourt. But, it's even sweeter when you have one of your best rounds on a course like this. Just one of those days where everything seemed to work. Lucky me."



## THE LAUNCH OF OVERLAND LOGISTICS

By: Marcus Ellappan, Operations Director



From 1 July 2023, our warehouse and road freight divisions will be one, Overland Logistics. It has been our vision to become the leading supplier of overland logistics services. While both Divisions have excelled in their performance, technology has enabled us to merge our operations to maximise efficiencies and service levels for the benefit of our customers.

We believe there will be significant benefits to our customers with a single point of contact

for operations, simplified pricing and faster to market approach for new and potential customers.

Today it is about embracing and enhancing our technology, our greatest enabler to unlocking growth opportunities. We have accelerated our data analysis and digitisation journey using technology to plan and optimise the receive – pick – deliver process. The merger provides the platform to create visibility from order pick to POD.

Our passion for technology, coupled with our forward-thinking people, has enabled this transition.

We will continue to create differentiating factors to guarantee customer loyalty, growth and operational excellence. A big thank you to all at BIL who have helped us to execute this enormous and adventurous plan over the past few months.



The “Leadership Toolbox” will assist participants in the programme to grow and better understand their individual leadership styles and their key leadership drivers, while learning to build and understand the purpose of how to follow their Leadership Framework.

Interested supervisors and managers are encouraged to include the BIL LDP in their IDP conversations with their managers and, if agreed, include them in their IDP submissions. Upon successfully completing a merit-based selection process, successful applicants will be invited to join the programme.

The discussion also includes the areas in which an employee would like further training and development.



- On-the-job training
- Internal courses
- Programmes available on the new LMS
- Regulatory / mandatory training
- Learnership offerings (including people living with disabilities)
- National Certificate: Road Transport NQF3
- Freight Handling NQF3
- Freight Forwarding and Customs Clearing NQF 3
- Freight Forwarding and Customs Clearing NQF 4
- Supply Chain Management NQF 5
- Skills Programmes presented by the Academy
- Bursaries for tertiary studies



## INNOVATING RECRUITMENT AT BIL

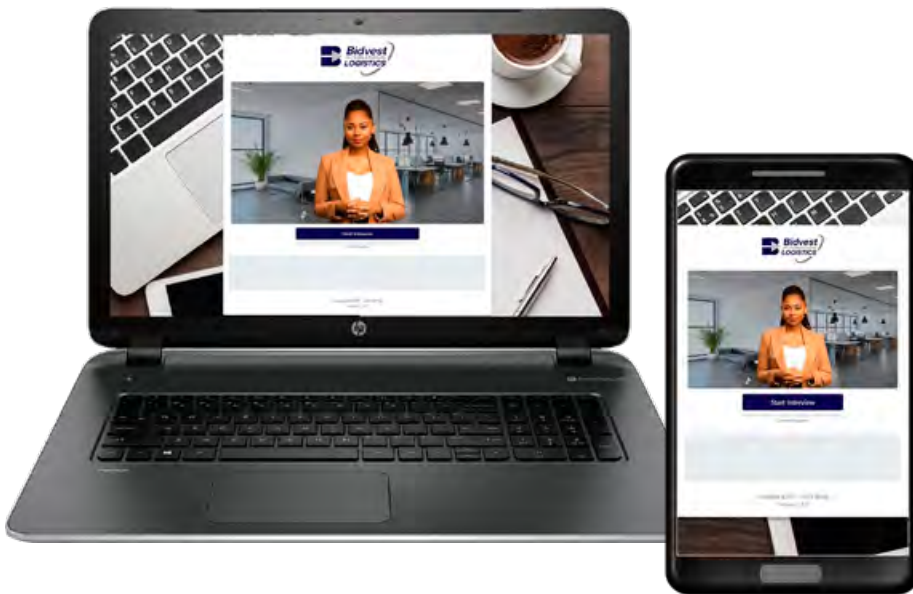
Our sense of urgency is rising. To keep up in a world of ChatGPT (AI) and groceries in under 60 minutes, we have to act fast.

Part of acting fast is hiring fast. Recruiting talent in South Africa is a challenge that many employers face. The country has a large population of young people, but the job market is highly competitive, and many employers struggle to find the right candidates for the job to fill vacancies.

One of the most pressing recruitment challenges in South Africa is the lack of qualified candidates. Despite the large population of young people, many employers struggle to find individuals with the skills and experience necessary for the positions they must fill. This is especially true for certain industries where the skills gap between supply and demand is particularly wide.

Another challenge is the high rate of unemployment. With more than 30% of South Africans unemployed, employers must compete to attract the best talent, whilst sifting through high volumes of applicants, trying to distinguish who meets the requirements. This is an exceptionally time-consuming process.

When a company has a vacancy, there is a workload that needs to be done by someone, but with skills shortages and high unemployment rates, the search for and screening of appropriate candidates can take quite long. In the interim, either there is no one to fill the gap, or fellow team members are forced to step up and manage the pressure.



### Introducing AVITA

Meet Lucy, Bidvest International Logistics' newest "member" of the team. Lucy is a virtual interview facilitator (not a real human, although she looks like one), who will be conducting screening interviews on our behalf.

Through our subscription with AVITA we are automating our screening interviews, allowing us to create efficiency in our interviewing processes.

### It allow us to:

- Screen unlimited candidates. Anyone, anytime, anywhere.
- Make our hiring process at least 70% more efficient.
- Create a memorable brand experience.
- Provide interview consistency and equality.
- Gauge culture fits quickly.
- Build a quality pipeline for future hires.
- Enable hiring managers to review and collaborate with you early in the process, so we can fill vacancies quickly.

## LMS UPDATE

BIL is currently in the process of finalising additional courses, and once this is completed, the LMS will have a total of 61 online courses available to all employees.

There are 39 kiosk computers that have been set up to ensure that all employees have access to the online learning platform.

BIL employees have completed 2 845 courses on the BIL Academy LMS since August 2022, and this equates to 1 273 learning hours.

### Some of the courses that are in the development phase include:

- Finance for Non-Financial Managers
- Personal Branding
- Overcoming Sales Objections
- Customer Services
- Managing Cross Trade Shipments
- Warehouse and Cost Economics
- Functions of Warehouse
- Introduction to Physical Distribution

# BIL ACHIEVERS



## CHILLI AWARDS IL KZN

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



**Blue BU**

L-R seated: Amanda Nqobo, Resh Naicker, Saloshini Reddy, Linda Govender, Julie Govender.  
L-R standing: Selvan Pillay, Leon Subramoney, Justin Naidoo, Lerone Govender, Vernon Ramanna, Jermaine Pillay.



**Exports**

L-R seated: Dumisani Mncwabe, Saloshini Reddy, Sandy Brijnarayan.  
L-R standing: Sugandhrie Gurie, Lawrence Ndlela, Neel Juthan, Akhilon Naidoo, Niren Heeralall, Sumeeth Thulasie.



**Legal**

L-R: Dumisani Mncwabe, Jenisha Parekh, Saloshini Reddy.



**KSIA**

L-R: Saloshini Reddy, Denzil Pillay, Lianta Coopposamy, Keshni Sunkumar, Seelan Naidoo.



**Forwarding**

L-R: Shaleen Rooram, Jerolene Yegambram, Saloshini Reddy, Ansuya Narasi.





#### *Green BU*

L-R seated: Pravesh Shrinundh, Poovan Govender, Nicole Ramdhani, Michael Dlamini, Asiphe Pato, Amanda Nene, Sugandhrie Govender.  
L-R standing: Monogaree Naidu, Varashni Perumal, Jeremy Naidoo, Simla Govender, Umeshnee Pillay, Andre Dickson, Shannon Molefe, Siva Naicker, Magendran Pillay, Saloshini Reddy.



#### *Entries*

L-R seated: Robyn Kinsey, Shobanie Rao, Shaks Jairaj, Nicky Mckenzie.  
L-R standing: Nevesh Ramraj, Leon Naidoo, Saloshini Reddy, Siya Khuzwayo, Sanele Mgobhozi.



#### *Admin and Finance*

Musa Msimanga (third from left) with L-R: Jethro Zulu, Shanitha Mohanlal, Almira Reddy, Jimmy Manyathi, Jabulani Shangase.



#### *RCB*

L-R: Moses Thobela, Dumisani Mncwabe.



## EMPLOYEE INCENTIVE SCHEME – GROWING THE BUSINESS TOGETHER

*By: Grant Bezuidenhout*

Each staff member has their core function, but growing Bidvest International Logistics into a leading global transport and logistics company is a team effort. Operational staff may not be sales people, but they do network on a daily basis with potential clients.

BIL understands that logistics is a people business and considers our employees as vital partners, offering staff an employee incentive scheme which rewards those who introduce new business to the company.

To qualify for the reward, the incentive scheme has criteria which need to be met, and Elmarie Kleinschmidt proved it could be done. Elmarie introduced a company that imports fully automated coffee machines from Switzerland. Well done, and thank you, Elmarie



Elmarie Kleinschmidt, Senior Controller, receiving her award from Casey Lane, National Ops Manager: O&G (left) and Lodi Borstlap, National Commercial Manager.

## BIL RECEIVES PMR'S DIAMOND ARROW AWARD FOR THE 7<sup>TH</sup> CONSECUTIVE YEAR



Receiving the award on behalf of BIL: L-R: Buhle Dyalvan, Gugu Sishi, Iloshni Pillay, Petrus Gerber.

On Wednesday, 10 May 2023, BIL proudly received another Diamond Arrow award, with a mean score of 4.21, the highest in the category of Freight Forwarders.

"We are thrilled that all our efforts have paid off, evidenced by our Diamond Arrow award in the 2023 survey," says BIL's managing director Craig Mountjoy. "Achieving a Diamond Arrow award for the 7th consecutive year was not a given, but rather a huge effort by our team of devoted employees and partners. It is a continuous work in progress, building on a strong foundation."

Year on year, BIL has made enormous investment in its fleet of vehicles and warehouses. "Of equal importance is our investment in our people, without whom we would not achieve such an award," says Craig. "Congratulations, and thank you to all who helped us achieve this outstanding result."

## CARMEN MADURAY COMPLETES B.COM DEGREE



A big congratulations from IL Gauteng to Carmen Maduray on completing her BCom degree.

## CONGRATULATIONS TO FORTUNATE MBOWENI



Key Account Manager, Fortunate Mboweni, graduated on 30 March 2023 with a Bachelor of Commerce (BCom) in Marketing and Management Sciences through IMM Graduate School.

## BUSINESS DEVELOPMENT CORNER



### TRANSPORT LOGISTICS FAIR IN MUNICH

A highlight on the EMO Trans Germany calendar is the transport logistics fair in Munich, the world's largest trade fair for logistics, mobility, IT and supply chain management. It takes place on the exhibition grounds in Munich every two years.

BIL's National Commercial Manager, Lodi Borstlap and Head of Trade Lane Management Laura de Villiers, attended the fair in May 2023, which was held for the first time in four years due to the COVID-19 pandemic. Attendance reached an all-time high, with over 75 000 visitors from 120 countries.

"We were supported by many colleagues and partners from the USA, South Africa, the Middle East, Bangladesh and Europe, and EMO-LOG. The conversations with our customers and partners were all very good and productive, and you could see that everyone was very happy to have face-to-face meetings again and the chance to exchange ideas," said Thomas Klinkhammer, Sales and Marketing, EMO Trans Germany.

He added that the proportion of international visitors was raised to over 50 percent and was thus higher than ever before. "On behalf of the management of the EMO Trans Group, I would like to thank all our customers for visiting us, as well as our colleagues and partners for the great support and excellent teamwork during the days of the fair at our booth," he said.

Added Laura de Villiers, "A big thank you to Bernard Stock, Thomas Klinkhammer and Stefan Ritter for the invitation to participate and their warm hospitality. Their booth was outstanding, and we had an opportunity to meet various colleagues from around the world, as well as participate in client meetings and various air and ocean carrier meetings.



Standing outside the fair: L-R Tobias Goer, Esther Goer, Laura de Villiers and Lodi Borstlap.



Visiting Darmstadt, the hometown of Tobias and stopping over in Regensburg on way to Munich.





# BIDVEST CLIENT EDUCATIONAL TOURS

*By: Lodi Borstlap, National Commercial Manager*

During May, we invited some of our valued clients from various Bidvest companies to an educational tour of Durban. The tour was divided into two groups and included Runway Park, a boat cruise in the port of Durban and several BIL presentations. The presentations were by IL, Warehousing and Transport.

The tour was well received and highly appreciated by our Bidvest clients. A big thank you to our two Bidvest KAMs, Iloshni and Fortunate, for all the arrangements and a special thanks to Mandie for flights and transport; Shanita and Karen for food and beverage; Len and Nevesh for the warehouse presentation and tour; Kenneth for Jacobs warehouse; Sivan for transport presentation; Bonnie and Sukan for representing the BBU; and Rebecca for warehouse arrangements.

The clients learned a lot, and we have generated some business for BIL and business between the various Bidvest entities that were present.



Sugan Munsamy with clients.



Iloshni Pillay and a client.



At King Shaka airport.



Team BIL and clients at Runway Park warehouse.



Iloshni Pillay (left) and Bonnie Masuku (right) with clients.



Induction of Runway Park Facility Manager, Nevesh Jadhu.



BIL team in action.



## PETRUS GERBER TAKES ON SUPPLY CHAIN SOLUTIONS

Most people at BIL will know Petrus, who has had many roles in his 25 years with the company. In 1999 Petrus joined as Facility Manager for the export packing plant at Nissan South Africa. In 2001, he left for one year but returned when he was offered the role of GM at the Rosslyn facility.

At the end of 2007, the GM in KZN looking after the paper business resigned, and Petrus moved to Durban to look after that business. It included Jacobs, Richard Carte Road facility, Richards Bay and Felixton. Two years later, Petrus relocated to Johannesburg to look after the Lucky Star account, Elandshaven warehouse and Henkel Alrode.

In January 2019, Petrus returned to where his career began, as GM Rosslyn area (including Nissan, BMW and Ford), Henkel Alrode and Denver warehouse. In 2022 Petrus moved into the role of Warehouse Industrial Engineering and Optimisation, filling some of the gaps previously filled by Ishan Hutharam, who became GM for the Cape Region.

When he was offered the position of Supply Chain Solutions Manager at the end of 2022 to replace Willem Bekker, who emigrated, Petrus grabbed the opportunity. "It was a similar role but now including IL. I was keen to take on the new challenge of getting to grips with IL, as well as use the experience I have gained in operations, specifically in warehousing and transport," he says.

"It is a very different environment from operations, where you deal with everything in front of you. This is more of a role where I can approach logistics more strategically and with a very highly qualified and intelligent team, to see how we can support business proactively. Aside from our normal tasks, we are creating dynamic tools to simplify the costing process for RFQ responses and to understand our costs and cost drivers better."

Petrus describes his responsibilities as four-fold. "First is the Tender Desk, where Buhle Dyalvan and Nomkululeko Mazibuko receive and facilitate all new tender invites. Secondly, we work on technical and customised solutions with Ben Reyneke and Khomotjo Mabotja, who are Supply Chain Engineers. We develop specific solutions required for the RFQ and price accordingly with the business.

"The third part estimates, headed up by Annmarie Toger, who has a team of five estimators reporting to her. This team works with existing and potential clients on once-off estimates, as opposed to contract work. We work with Trade Lane in terms of airfreight and ocean freight and with tariffs loaded onto our system for other charges like customs clearing, landside movements and warehousing.

"The fourth leg is where our Business Intelligence Engineer, Remando Nigrini, does a lot of work in terms of data analysis and interpretation. He assists the business in making data-driven decisions.

"A lot of buying is price driven, and in order to remain competitive, we continuously work on solutions that are well priced but still ensure

client requirements are met," he says.

Petrus is enjoying the office culture at Greenstone. "Everyone works together, and we have a super-intelligent team. The combination of my years of experience over two decades and these young engineers is a good mix in providing the necessary solutions."

Petrus studied part-time while working at BIL, first obtaining an Industrial Engineering Diploma and then an International Degree in Technology Management through the University of Groningen in the Netherlands. "For the last two months, I went to the University in Groningen for final lectures and examinations. It was the best time of my life, being a student in the Netherlands. I have never worked harder or had more fun."

In his leisure time, Petrus enjoys the outdoors with his family. He is also an avid golfer and enjoys all sports. More recently, he has taken up paddling, which is a fun activity for the family.



## BIL AT SAAFF SAPICS CONFERENCE

BIL exhibited at the 45th SAAFF/Sapics conference at Century City in Cape Town from June 11-14.

The event focused on trends, innovations and best practices in the supply chain industry.

Industry experts, including thought leaders, executives, managers, logistics specialists, procurement professionals and others shared insights, participated in interactive discussions and collaborated on shaping the future of supply chain management.





## IL CORNER



### BONNIE MASUKU IS BACK

Bonnie Masuku, GM Unit 1 ORT

"The universe had it that I would return to BIL," says Bonnie. So when a position became available at BIL, Bonnie applied and joined the company on 8 March 2023. "I am here for the long haul, and in a role I have been working towards."

Bonnie is GM at Unit 1, ORT. She has a team of 50 people managing airfreight imports and exports, road freight, cross-border and Bidvest business. We asked her to tell us what is happening in the cross-border space.

"Cross-border is not a new product to BIL but one we have decided to focus more attention on. We constantly look at stats and where trade is going and have picked up that inter African trade is growing. Within that is cross-border to the BLNE countries (Botswana, Lesotho, Namibia, Eswatini) and the SADC countries.

"We have been fortunate to land two big accounts in the mining space that have really boosted our cross-border product into SADC. This has highlighted additional opportunities for exports and imports from Africa.

"Cross-border focuses on full truck loads and consolidations for smaller shipments country-wide. We are collaborating with our teams to bring cargo from the coastal areas to Gauteng. We have representation at our major border posts and strictly vet our transporters. Currently, we manage most shipments up to our borders but are looking at engaging agents in key countries for our clients in the beverage and automotive industries who are actively going into Africa.

"We work with BD and are bolstering our team internally and recruiting to give this product the attention it needs. Compliance is key to ensuring cargo arrives intact with the

right vehicles and Goods in Transit cover."

Bonnie left BIL East London at the end of September 2019 due to personal reasons. She returned to Johannesburg and joined a competitor in October as branch manager for Johannesburg. In July of the following year Bonnie was placed in a commercial role. During Covid the company decided to exit the logistics space.

"I found myself in a new role and a new environment where our clients were nervous about the news of our exit. My priority was to calm down clients and deal with the losses due to Covid. I found myself juggling the roles of looking after the Commercial team while managing the Trade Lane department. All my skills and knowledge gained at BIL came to the fore."

In March 2021 Bonnie inherited the national operations position, while still looking after the commercial side. "It was a huge opportunity during an interesting time especially given where the world was at and during a time after the Group's announcement that it would be exiting the logistics space. On 1 July 2022, an announcement was made that the Group had decided to close the freight forwarding division. Staff morale was low as a result, but I was blessed with a supportive management team who stayed loyal until the end. I had to keep my head up to motivate people to wind down the business. It was hard for many people, and allowing them to talk and empathising was very important. Sadly, in July 2022, the company closed its freight forwarding business.

"While winding down the business, I learnt many lessons that have prepared me for my new role, of which one was paying the

right focus on client service and margins and understanding which clients are worth fighting for and others you must let go."

Before returning to BIL, Bonnie worked at another global competitor for a short period as Head of Ocean Freight.

Bonnie says these experiences prepared her well for her current role. "We must continue to position ourselves as doing our jobs better than our competitors. We have the right culture at BIL, a combination of long-serving loyal staff and new, talented people from the outside, preventing us from having a myopic view."

On the personal side, Bonnie has a daughter of 32 and a son of 30. "They support me and kept me grounded during tumultuous times, for which I am grateful. Family life keeps you balanced. My daughter is in the academia space. She has lived through my shipping days and will never join this industry. But for me, it is the most exciting industry."

In a recent organisational assessment, Bonnie was on the 'caring' block. "My success is dependent on people. If I care about people, I empower them. IL must have the right culture for people to thrive in. I am passionate about developing people and have started a programme with Trevor Christenson for entry-level staff.

"When I returned to BIL, I needed to check the morale of my team and partnered with HR to do "stay" interviews. Our feedback was very useful, with development being a priority. I am embarking on this journey to give clients the best service ever and, at the same time, grow the business with a team equipped to do that."

## THE FACE OF BIL KZN

As the first point of contact for visitors, clients, service providers and colleagues, receptionists create the initial impression of a company. Professional and friendly receptionists leave a positive and lasting impression on visitors, creating a favourable company image.

Meet Shanitha and Karen, who probably need no introduction. They are the well-known faces of BIL in Durban, having both worked for the company for over 25 years.



**Shanitha Mohanlal**

Shanitha joined Safcor Freight in December 1995 as a temp. Her initial four-month contract was extended multiple times as she filled in for various positions in different departments such as finance, filing room, mailing room, invoicing and reception.

"Eventually, in May 1997, I was permanently appointed receptionist switchboard operator at Safcor Freight. Over the 27 years with the company, I have taken on additional responsibilities in various departments, including office services coordination, maintenance and handling boardroom meetings and events," she says.

When the company moved to Frosterley Park five years ago, Shanitha continued as an office services co-ordinator in addition to reception and switchboard. She answers calls for all provinces nationally and

The two ladies have worked closely together for 15 years, assisting one another in all their tasks. "We are back up for each other. If one is not available, the other does the job. We have been assigned various duties by our manager, Almira Reddy, SHERQ Coordinator, and work well together," they say.

receives courier and parcel deliveries. In addition, Shanitha arranges client charters and harbour visits, including ordering meals. "Frosterley Park hosts a lot of visitors from other provinces. We host the Bidfreight board meetings, and EXCO and Warehousing also hold meetings in our boardrooms," she explains.

"I have been through many mergers, which all created challenges and uncertainty. I am so grateful that my job was consistently preserved. I have developed strong relationships with my colleagues over the years, maintaining contact even with those who have retired. I am actively involved in the company's social club as a committee member, responsible for organising breakfasts, lunches and functions," she adds, "I am passionate about my job. I find fulfilment in my daily tasks and look forward to coming to work every day."

Before joining BIL, Shanitha worked for five years as a receptionist and radio controller at a construction company. She was born and raised in Pinetown, married in 1991 and moved to Morningside. She has been married for 32 years and has two daughters.



**Karen Dube**

Karen joined Rennies Terminals head office as a Refreshment Clerk in April 1997. Her job involved overseeing the meetings that took place, including arranging lunches. After two years, the company closed, and she moved to Renfreight, which was part of Rennies.

"I continued to do the same job but was also given additional tasks, such as filing, photocopying and office work. We later merged with Safcor Freight to become Safcor Panalpina incorporating Renfreight, followed by BPL and now Bidvest International Logistics," she says.

"From 2001, I was employed as a Filing Clerk, followed by a Dispatch Clerk, before being moved into my current position 15 years ago. I really appreciate working for BIL as I have learned many skills and gained numerous opportunities throughout my time here. In addition to administrative support, we monitor access to our offices, ensuring

only authorised individuals enter. By managing visitor registration, we maintain a safe and secure environment for employees and visitors alike.

"Our duties have changed quite a lot since moving to Frosterley Park, and we now answer calls nationally. We have a staff complement of 180 at Frosterley Park. We deal with contractors, we issue permits, and we ensure documents are in place for contractors, especially SHE agreements and letters of good standing.

I have learnt so many things from this company compared to where I began, when I did not even know how to use a computer. I am grateful for all the opportunities I have been given."

Karen was born in Umlazi in KZN in 1968. She has four children and two granddaughters. "I am a great granny. Unfortunately, I lost my husband 10 years ago. We are a very close family, and two of my children live with me. They are 20 and 23 years old."

Says Almira Reddy, "If you ever visited Frosterley Park, you would know your presence is welcomed with great enthusiasm and professionalism by Shanitha and Karen."



"A satisfied customer is the best business strategy". Durban Imports Green Team joined their client CNH Industrial on a tour.

L-R: Navamoney Naicker, Dennis Khuzwayo, Saloshini Reddy, Michael Dlamini, Umeshnee Pillay, Megan Ponnar.



## DELOITTES SUSTAINABILITY SUMMIT

By: Karen-Sue Sacks, Key Account Manager



Marlene Kruger and Petrus Gerber on their natural wood exhibition stand.



Marlene Kruger and Karen-Sue Sacks.

Bidvest International Logistics was represented as stand holder and as delegates.

A lot of interesting information and what needs to be done to prevent the end of planet earth was shared and some interactive engagement encouraged. What I found most interesting is that Africa and Australia are perfectly suited for solar, wind and hydro power, and that thermal batteries can hold electricity from geysers and fridges which can trickle back into the grid. South Africa does not rank strongly due to the reliance on fossil fuels and depletion of natural minerals. Something needs to change, seemingly the private sector needs to be that change.

Our social equity is questionable where lack of sanitation and lack of maintenance is causing contamination of natural resources. The population growth is also not helping matters as it results on more pressure on an already fragile infra-structure. Our economy is weak and uncertain.

If each mine embraced the infrastructure maintenance and community needs in their areas as part of their social responsibility, it would go a long way to making a dent in the many social problems we are facing. Collaboration and communication are key to ensure a positive outcome.

Unfortunately, when our people are frustrated, they express it emotionally and this often results in further damage, so yes, there is a lot that needs doing but I believe it will have to be driven by the private sector in collaboration

with others in the private sector.

All is not doom and gloom we can make changes down the line, the world target is 2050 for a green planet, I am not sure if the planet can cope until then, if we don't start making positive changes right now.

Sustainability is the ability to meet the needs of the present without compromising the ability of future generation to meet their own needs. It involves finding a balance between economic, social and environmental factors to ensure that resources are used in a way that is equitable and responsible.

This includes reducing waste (biomass) and pollution, conserving natural resources, promoting social equity and justice, and fostering economic growth that is both sustainable and inclusive.

Practising sustainability requires a long-term perspective, as well as a commitment to collaboration and innovation across all sectors of society.

In an ideal world, we would live in harmony with our planet and not abuse it. COVID proved that the planet does not need us, it can recover and manage without us.



# OVERLAND LOGISTICS



## DIGITAL TRANSFORMATION AND INNOVATION

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

To ensure we focus on staying competitive and at the forefront of optimising our digital capabilities and operational excellence, an Innovations Hub app will be launched in line with our company goals:

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

The Innovation Hub App will allow you to submit your inspirational ideas to assist BIL with future ways of working.



## WELCOME TO OUR NEW FACILITY MANAGER AT ELANDSHAVEN

By: Ezelda Botha, GM

It is with great pleasure that we welcome Robert Munyai as the new Facility Manager at Elandshaven.

Robert holds a National Diploma in Industrial Engineering and has vast experience, including as Senior DC Manager at Takealot.com, Engineering Manager at Growth Focus and National Distribution Centre Optimisation Manager at Massmart.

If you meet Robert, you will immediately see that he is a very humble and hard-working person, who is not afraid to face challenges that comes his way. Robert started his career as a Machinist at Morgan Advanced Materials and Technology in 2005 and then worked his

way up to become a Trainee Machine Tool Designer.

After completing his Industrial Engineering Diploma, Robert became a SHEQ Assistant Supervisor, Technical Assistant (Engineering), Lean Facilitator, National Quality and Continuous Improvement Manager and Senior Industrial Engineering Consultant before moving to Massmart.

We wish Robert a very prosperous and happy career at Bidvest International Logistics, and, if he is anything like his father, who is 105 years old and still drives his own vehicle, this is merely the introductory phase of his career.



Robert's father, aged 105 years, with L-R: Fulufhelo, Michelle and Victoria Munyai.



## PAARDENEILAND BUYS BATTERY OPERATED MHE

Paardeneiland warehouse in Cape Town is the proud owner of one Aisle Master and two forklifts, both battery operated. The new materials handling equipment charges faster, has less maintenance and no fumes, helping to protect the environment. The new equipment was supplied by Bidvest Materials Handling.



L-R: Storeman Operators Vuyani Bhambatha, Ongama Stungu and Monwabisi Ngaye; Facility Manager Lana Steyn and BMH rep Hansie Barnard.

## TEAM BUILDING AT PAARDENEILAND

Paardeneiland held an indoor soccer team building event to build camaraderie between the Warehouse and Transport divisions. Both teams were eager to join in the fun. And FUN was had by all.

The Warehouse team were the winners of the evening. Ishan Hutharam, GM for the Coastal region, arrived to support the teams.



## HEALTH AND SAFETY AT PAARDENEILAND

Staff at Paardeneiland were made aware of the importance of eating healthy and that safety in the working environment and at home is very important.





## WORLD HEALTH AND SAFETY DAY KZN

For World Health and Safety Day, KZN decided to run a Safety and Health campaign for a whole week, from 22 to 26 May. The programme consisted of awareness topics and videos relating to safety and health, signing of a pledge at each facility and Safety and Health themed games and visits by two service providers (Siyasizana Services and

Durban Driver Training) to provide awareness on Forklift Safety and general Firefighting measures. Awareness topics focused on Diabetes, Housekeeping, Importance of PPE, Heart Disease and Mental Health. At the end of the campaign each employee received a branded water bottle.

### *The Runway Park Warehouse Team*



Carolyn Lochan and Celine Maharaj playing a 30 seconds Safety and Health game with Mahen Pillay, Nhlanhla Ndlovu, Rivash Sathianand and Kumaran Padaychee.



Runway Park team with Ridge from Durban Driver Training demonstrating the use of a fire extinguisher.



Winners of the Safety and Health Picture game with Celine Maharaj (left) and Carolyn Lochan (right): Buse Hlalukane, Lungile Cebekhulu, Phakamani Gumede, Musa Nzimande, Sifiso Madonsela, Syabonga Mkhize.



Runway Park staff receiving their water bottles.



Discussions with the Runway Park Warehouse Team.



### The Jacobs Team



Winners of the Safety and Health 30 seconds game Sipho Zwane, Ayanda Myeza, Celine Maharaj, Kelly Hirst and Zinitha Gasa.



Jacobs Team with their water bottles.



Jacobs team winners of the Safety and Health Picture Game with Celine Maharaj (left) and Carolyn Lochan (right): Linda Sikhosana, Siya Tsonyana, Zinitha Gasa, Eric Ngubane, Thulebona Mzobe, Winnie Mpofana.



The Jacobs team with Service Provider Siyasizana Services.

### Axle Park teams celebrate Safety and Health week





# CAPITAL PROJECTS



## PROJECTS TEAM BRINGS IN TRANSFORMER WEIGHING 346 TONS

The Capital Projects team recently planned and executed the movement of a transformer with accessories from the manufacturer in Graz, Austria, to South Africa. The mammoth load began its journey by barge on the canal network to Rotterdam, where our chartered vessel collected it. The jumbo vessel is equipped with two cranes, each with a lifting capacity of 900 tons, giving it a total lifting capacity of 1800 tons. This impressive lifting capacity allowed for the safe handling and transportation of the 346-ton transformer.

The 900 Mva transformer is part of several shipments intended to supply Eskom's power stations with the necessary equipment to ensure a reliable and efficient power supply, crucial for keeping electricity flowing and meeting the needs of the communities served by Eskom. The project showcases the complexity and expertise involved in transporting large-scale industrial equipment and highlights the importance of the work carried out by BIL.





## OUR OVERSEAS PARTNERS



### INTRODUCING AERLY BIRD, IRELAND

*An interview with Pat Dillon, Director Aerly Bird Ireland, who shares an interesting history.*

"In 1965, a Mr McCool founded an Irish cargo company called McCool Air, which became one of the biggest forwarding cargo companies in Ireland. In 1969, Mr McCool was appointed the Honorary Trade Commissioner of Ireland / South Africa, a post he held until 1999.

"At the time, I worked at the Shannon Airport branch of McCool Air, where I met my now wife Susan, who is the daughter of McCool. "In 1985, I moved to Dublin to work for my father-in-law's company, but in 1986 McCool Air ceased to operate for various reasons.

"In 1989, my brother-in-law Gilbert (Gilly) McCool founded a new business called Gilmac Limited. Gilly asked me to become his business partner, which I agreed to, and we focused on developing our business, to date, 34 years of trading. Over time we introduced our current trading name Aerly Bird Trans Global. Today, Aerly Bird is a respected, reliable and household name with many Irish manufacturers actively involved in exporting and importing. Our primary business is air cargo globally for imports and exports, ocean freight and customs brokerage. Clients range from the small industry sector to large multinational firms throughout Ireland.

"We have two offices, in Dublin and Cork. The Dublin office is located four minutes from Dublin Airport Cargo Village and has 21 staff,

while in Cork, there are nine staff. Our Cork office was a merger into the Gilmac Limited group at the end of 2021. Cork continues to trade as Allied Forwarding, an established local name with a history as far back as 1887. While building up the business over the years, we connected with other agents and in 2001 began working with EMO Trans. It was through EMO Trans that we met BIL. I am very grateful for the introduction, and for the business we now do with BIL."

#### **Pat's connection with South Africa**

I first came to South Africa in 1987 when my father-in-law lived in Mossel Bay. He was involved in the Mossel Bay Oil Refinery Project, which kept him in SA from 1986 until 1988. We visited as a family and enjoyed all the tourist attractions around the country. As Trade Commissioner at the time, my father-in-law would, in his capacity, host South African delegates based in Dublin to his home for dinner, and on one occasion President De Klerk was one of his guests.

#### **On his visit to BIL in March 2023**

I was very excited to re-connect with South Africa when I was invited to attend the BIL network meeting at the end of February this year. The last time I was in Johannesburg / Sun City was in 2005 with my family. It was so good to be back. The warm welcome



Susan and I at home in Dublin with our very happy and much-loved Dolly!

and generosity of the BIL management team were terrific. The network meeting was very productive, but I also left with very fond memories of making new connections and catching up with familiar faces from times past. Prior to leaving Johannesburg and returning to Dublin, I attended the BIL presentation and facility tour, WOW!!! Mega impressive on all counts!!!

#### **About Pat**

Susan and I have three children, Ben, Hannah and Jack. They are all adults now, and all three, thankfully, are doing well in life. Our daughter Hannah got married in mid-February this year to Ciaran, a great guy from Sydney with very strong Irish roots.

My hobbies, aside from working.... I have gotten to love rugby, in particular Munster Rugby, as well as the Ireland rugby team. I love all sports, having played football (soccer) and hurling, an Irish field sport. Check it out on YouTube if you are not familiar. I love travelling and exploring new destinations when the opportunity arises. I also love meeting good people who are passionate about what they do, this is why I love my work.



The River Liffey runs through the city of Dublin to join the Irish Sea at Poolbeg / Dublin Bay.

## SPAIN DELEGATES FROM TYN RAMIREZ ON THEIR TRIP TO SA



Josep M. Soriano (left),  
Overseas Manager Ramirez and  
Josep Marti, COO TYN Ramirez.

BIL was excited to host Josep M Soriano and Josep Marti on their trip to South Africa for the agent conference in March this year.

"It was my fourth visit to South Africa and it was a brilliant trip. In addition to catching up with EMO Trans colleagues, we met some new agents for the first time," said Josep M Soriano, who is the overseas manager for TYN Ramirez and has been with the company for 27 years. "We enjoyed our trip to South Africa a lot and were amazed at the fantastic reception and treatment we received from all the BIL members we met."

For Director Josep Marti it was his first visit to South Africa and he was most impressed with BIL people and our facilities. Josep has been with the company for 15 years and is currently the COO, in charge of all operations (export, import, seafreight, airfreight) at TYN Ramirez.

As overseas manager, Josep M Soriano meets with partners to explore new possible markets and business opportunities, takes care of payments and receivables from partners around the world and checks there are no major problems between their partners and operations.

Ramirez Hnos began in Spain in 1905 as a privately-owned customs agent. In the 50s, technological advances enabled the company to increase its activities in road, sea and air freight. However, when the European Union was formed in 1993, 90 percent of Ramirez's work disappeared overnight. The company was forced to immediately change its model to become a forwarder and it began looking for partners.

"Our first big partner was Tunisia in North Africa, followed by Morocco, where we established strong relationships. Today we move five to six LCL containers per week to this region and are the first LCL provider for Tunisia. We also ship machinery and spare parts to Algeria through

Europe," explains Josep Marti.

For road transport throughout Europe, Ramirez has a sister company, Inter Tir. The company was established in 1975 and has headquarters in Spain. It covers routes from Portugal, Italy, France, Germany, Bulgaria, Turkey, Greece and all the way up to the Baltic states. Headquartered in Barcelona, Ramirez has an additional three branches in Zaragoza, Madrid and Valencia (one of the main ports of Europe), with a presence in five continents through global partners.

"The partnership with EMO Trans goes back 10 years and began in an unusual way, explains Josep M Soriano. "One day a man knocked on our door and said, 'I am from a network called EMO Trans and would like you to belong to this network?' He knew of our company because when he was a child his father was a driver with Ramirez. And that is how the partnership began.

"While initially it seemed strange, over time we started to switch our business to EMO Trans, as they were so professional. We now put all our business into EMO Trans."



Barceloneta beach.



Plaça d'Espanya - Spain Square.



National Museum of Catalan History.



## SOCIAL • CSI • CHARITY



### IL KZN BLOOD DRIVE INITIATIVE

A huge thank you to staff at BIL IL Durban who came to Frosterley Park to donate blood after an appeal by SANBS.

IL KZN management and team arrived at the blood donor clinic set up by SANBS at Frosterley Park on 29 March 2023. BIL staff participation made this event momentous with feedback from SANBS that they achieved more than their targeted units of blood for the day. BIL's passion for giving and dedication to stand together in time of need is much appreciated.

**Remember: Your blood saves lives.**

SANBS says there is a shortage of all blood types nationally. Thousands of patients would die daily if there were insufficient quality blood in stock. When one donates blood, they give patients the gift money cannot buy, or science cannot create. A unit of blood can save up to three lives as blood is separated into red blood cells, plasma and platelets.



### EASTER AT IL UNIT 1

IL Logistic Unit 1 celebrated some Easter spirit by giving away R100 to the person whose cube had the best Easter decoration.



The winning cube.

Congratulations to our winner Martie Scharneck (right) seen here with L-R: Susanna Nell, Bonnie Masuku, Jacoline Tavira and Yolandi Momberg.



## NICKY MACKENZIE WINS RADIO COMPETITION

Nicky Mackenzie, Customs Entries Manager Frosterley Park, was excited to hear she had won a competition she entered with local radio station East Coast Radio and Thompson's Meat.

"We had two meals, each made by the amazing Chef Sne. We also received a cooler bag from Thompson's Meat," she said. The Entries Team sat and had lunch together and a good time was had by all.

On 24 February her prize of lunch for her and her staff was handed over at Frosterley Park.





## BLU BU WELLNESS DAY

*By: Tyrell Kanni, Oceanfreight Import Client Controller*

Selfcare and wellness were widely focused on by the Blu BU team for the month of March. We held a relaxing event that allowed staff to bond as well as destress and focus on their wellness.

To most people wellness can be misinterpreted as acts of luxury. However it is far from that. It begins with a simple fruit a day to a full eight hours of rem sleep.

The following wellness habits translate into selfcare which allows for people to become routine in bettering their wellbeing and focus. Some of the wellness / self-care habits that can be practised are as follows:

- Plan your day the evening before.
- Eat a healthy balanced breakfast and drink approximately two litres of water daily.
- Workout for at least 20 - 30 minutes a day.

- Have a gratitude journal, to be thankful.
- Have a skincare routine.
- Sleep for 8 hours.

The above are some of the practices that we the Blu BU learnt and tried to observe for the week in which our wellness day took place. Much was achieved by this practice including the morale and energy within our team.



## BLU BU EASTER PARTY

Blu BU management and staff celebrated Easter with games, goodies and other activities. It was an opportunity for all to learn more about this holiday.



## PRAVESH'S MILESTONE 60TH BIRTHDAY

KZN Ocean Imports, Green and Red BU celebrated with Pravesh and sent this message.

Happy birthday Pra! Birth is your beginning. It is a window to the chance of a lifetime, the chance to fulfil your unique mission. So a birthday is a momentous occasion, to be commemorated just as a nation commemorates its birth or as an organisation celebrates its founding. Still, it is much more than an occasion to receive gifts. It is a chance to remember the day that a major event occurred, to celebrate and give thanks and to reflect upon how well we are fulfilling our calling.



## BIDVEST RACE TO STEYN CITY

*By: Grant Bezuidenhout, Key Account Manager WC*

Friday 5 May 2023 saw the weather clear to an amazing day for the Bidvest Race to Steyn City tournament. Bidvest Group hosted various divisions and their valued clients at the esteemed De Zalze championship golf course. De Zalze Golf Estate is nestled in the heart of the Cape winelands on the outskirts of Stellenbosch, with a course ranked as one of SA's Top 100 golf courses.

BIL Cape Town sponsored the 15th hole on the first leg of the tournament and entered one x 4-ball, comprising: Craig Mountjoy, BIL MD and host; Lourens de Waal, Lucky Star Marketing MD; Renato Goncalves, African Maritime Ships Agency Director and Gideon van den Heever, Tankcon Logistics owner.

Renato Goncalves won the Kärcher high pressure sprayer as the BIL 4-ball winner for best score at 15th hole. Thanks to Jen Byrne, GM Cape; Bianca Johannes, BM CPT and Casey Lane, O&G/Export Manager; Michelle Dauberman, BDC and Grant Bezuidenhout, KAM, who supported on the day and to all who made the day possible.



L-R: Jen Byrne, Bianca Johannes, Casey Lane, Grant Bezuidenhout.



Bianca Johannes (left), Michelle Dauberman (top), Jen Byrne (right).

The beautiful Steyn City golf course.

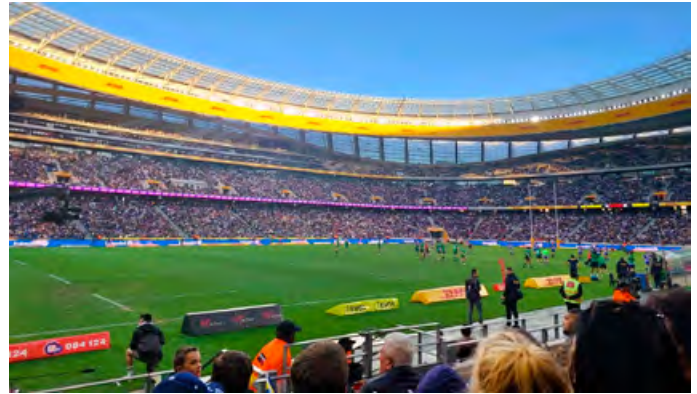


## URC SEMI-FINAL AT DHL STADIUM

*By: Grant Bezuidenhout, Key Account Manager WC*

The BIL Cape Town team invited a few clients and their partners to the United Rugby Championship semi-final game played between the Stormers and Irish side, Connacht, on 13 May 2023.

The Irish visitors led by 8-0 early in the game, but the Stormers proved worthy defending champions in front of a 47 261 strong crowd, running in six tries and beating Connacht 43-25. Clients ate, drank and were merry as the Stormers booked a spot in the URC final against Munster on 27 May 2023.



L-R: Hosts Bianca Johannes, Branch Manager WC, and Grant Bezuidenhout, KAM WC.



General Freight

Clients L-R: Renato Goncalves and son; Anadia Loubser and husband; Bianca Johannes; Sue Smit and husband; Rafiek Sakier and father.

## RUNWAY PARK SOCCER DAY

*By: Nevesh Jadhu, Facility Manager*

Runway Park decided to have a team building event in the form of a soccer day. We held an internal competition between General Freight and the Chemical warehouse. During an exciting match Chemical warehouse scored two goals and were declared the winners. We provided meals and refreshments to complete the day. This event brought the team together and we are now planning our next challenge within the Overland Division.



General Freight team.



Chemical warehouse team.

## LONG SERVICE



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

### 35 YEARS

Sulliman Loonat

### 25 YEARS

Warren Kreusch

### 20 YEARS

Christelle Jacobs  
Diane Christophers  
Mary Lekgalakane  
Alfred Selokela  
Tryphina Fute

### 15 YEARS

Bheki Ngcobo  
James Zondo  
Jeremy Naidoo  
Keshni Sunkumar  
Joe Dikutla  
Oscar Kubayi  
Shamim Munsami  
Sam Dlamini  
Melta Bhengu

Stephen Mpulo  
Sushiel Govender  
Oupa Malindi  
Ugeshni Naidoo  
Zwakele Ngubane

### 10 YEARS

Nadiah Ragavan  
Angelique Charles  
William Ranamane  
Lindiwe Mtshweni  
Adrian Rajanundom  
Ashwin Maharaj  
Bhekani Ndiyane  
Maxwell Mancini  
Megan Naidoo  
Moses Zondi  
Nerissa Pillay  
Rodney David  
Charles Gumede

## NEW EMPLOYEES



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

### Axle Park

Lawrence Nene  
Mmeli Dlamini

### BMW

Ajit Parshotam

### East London

Damian Bain

### Elandshaven

Nokuthula Nhlanguwini

### Frosterley Park

Noxolo Barratt  
Leanne Cilliers  
Vijen Harinarain  
Melissa Ann Jainathsingh  
Sanelisiwe Sibiya  
Sibonakaliso Yengwa  
Siyandiswa Khuzwayo

### Jacobs

Suveer Juggannadh

### Greenstone

Melisha Ramkooar  
Ben Reynecke  
Tsholo Selepe

### Logistics Park

Bonnie Masuku  
Jojo Nakedi  
Ngobile Nkosi  
Tumelo Dibetsoe  
Sagwati Mahumani

### Pretoria

Thandokazi Nwala

### Paardin Eiland

Danielle van Rooyen

### Port Elizabeth

Zindzi Mbolekwana

### Runway Park

Jenaylen Naidu

## MATCH



Congratulations to Andre and Varashni on your marriage. On this momentous occasion, which marks the start of your lives together, we at BIL wish you both that the journey you are stepping be a happy one filled with peace and harmony, romance and passion, joy and laughter and much more.

## HATCH



Congratulations to Moleboheng "Lucy" Lerutla on the arrival of her precious new bundle of joy, Libolethu Owenkosi Lerutla. This bouncing baby boy joined our BIL Green BU family on 25 March 2023. Lucy is our Import Client Controller.



# IT'S COMPETITION TIME



THREE PRIZES UP FOR GRABS:

**1ST PRIZE - R1 000 PICK N PAY VOUCHER**

**2ND PRIZE - R500 PICK N PAY VOUCHER**

**3RD PRIZE - R250 PICK N PAY VOUCHER**

*Stand a chance to WIN by answering this question:*

*What is the role of BIL's Business Engineer?*

*Send your answer to: [marketing@bidvestil.com](mailto:marketing@bidvestil.com) by 31 August 2023.*

## COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 13

Well done to the winners of our competition. Here are the correct answers:

### ACROSS

- 2 What product has been launched from Shanghai to Durban? Answer: Consolbox
- 4 Who is our new GM Warehousing for Pretoria? Answer: BoboMhlambi
- 5 What is the name of the newly combined Warehousing and Roadfreight Divisions? \_\_\_\_\_ Logistics. Answer: Overland
- 6 How many courses are there on the LMS? Answer: Thirty nine

### DOWN

- 1 What key trend are we seeing in supply chains? Answer: Carbon accounting
- 3 What simulation did Jacobs warehouse conduct? Answer: Spill response



**1st prize: Alison Palanyandi,**  
Administrative Co-ordinator  
Paarden Eiland.



**2nd prize: Paballo Mothai,**  
Creditors Clerk Greenstone.



**3rd prize: Ravi Thakoordeen,**  
Invoicing Clerk: Dube Trade House,  
King Shaka International Airport.

# EDITORS



## THE PEOPLE'S PRESS EDITORIAL TEAM

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

**Aiden Libbie** – [aidenl@bidvestil.com](mailto:aidenl@bidvestil.com) - WC

**Chrisna Bruwer** - [chrisnab@bidvestil.com](mailto:chrisnab@bidvestil.com) – Transport

**Rebecca Maduray** - [rebeccama@bidvestil.com](mailto:rebeccama@bidvestil.com) - Warehousing

**Kelly Hirst** - [kellyh@bidvestil.com](mailto:kellyh@bidvestil.com) - Richards Bay

**Almira Reddy** - [almirar@bidvestil.com](mailto:almirar@bidvestil.com) - KZN

**Angie Klibanski** - [angiekl@bidvestil.com](mailto:angiekl@bidvestil.com) - Gqeberha Capeway

**Asanda Lugqola** - [asandal@bidvestil.com](mailto:asandal@bidvestil.com) - East London

**Yolanda Samuels** - [yolandas@bidvestil.com](mailto:yolandas@bidvestil.com) - Pinetown

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