

PEOPLE'S PRESS

THE DIRECTOR'S CHAIR



2021 IN REVIEW

Good Morning All,

2021, what can we say about it?

Words that come to my mind to describe 2021 are challenging, the 1-year anniversary of a pandemic, business recovery and lockdown. I am sure that each one of us has our own take on the past 11 months. The festive season approaches, but like last year, so does a new variant of COVID. We have seen a rise in new cases, which threatens to bring a 4th wave and the associated restrictions, whatever they may be this time. That, however, is something we will deal with in our stride, as has been the case in the last 21 months.

Looking back at this past year, I am incredibly proud of this organization and its people. Not only have we faced the pandemic, but we have managed to grow from month to month. This growth is not all due to the economic recovery but conscious cost control and new product offerings. We have invested in new vehicles to complement the rapidly growing Road Freight sector of our business. Hopefully, other key initiatives in the warehousing and IL sectors will be concluded early in the new year. Not only has the business been growing, but we are starting to see volumes that are in line with when we were part of the Panalpina network. There are many positives around in our business. And that is with our economy, which is, in my opinion, only 30% recovered to pre-COVID levels.

On the technology front, we have started to embrace the benefits of what can be done with our system and make our customers'

operational life better. The imminent move from Corefreight to CargoWise of our automotive customers is a huge step forward in this area. Not only does this give us the ability to enhance our customer service, but it also takes away the reliance on Corefreight, which is an ageing system.

In closing, our future looks bright regardless of what COVID throws our way. For those who are testing CargoWise during December, good luck. I am positive you will enjoy the benefits of the change in the future. For those taking a break, enjoy, stay safe and together, let's make 2022 an even better year.

Let us also take a moment to remember those who have passed from the COVID pandemic during the year, and at the same time, I would like to strongly urge you to vaccinate to ensure that we do not lose any more of our Bidvest family and friends.

Regards

Craig



Craig Mountjoy, BIL MD

HR CORNER



BIL LAUNCHES NEW COMPANY VALUES

By: JD van der Merwe, BIL Head of Talent

Evolving our 111-year-old corporate DNA, the decision was made to redefine and simplify the previous 10 BIL Values without losing the essence of what they stood for. Having engaged everyone in the process, the day finally arrived when the new values could be shared. This marked another important event as we keep building our new BIL family.

"Bidvest International Logistics' core values are the foundation for excellence in providing value and satisfaction to its employees, customers, shareholders, suppliers and business partners."

BIL's MD Craig Mountjoy says, "People are at the centre of our corporate heart and it will be our BIL people who will maintain our success over the next millennia. To ensure success, we need to be clear on the way we think, act and communicate. Paramount to driving these are the BIL corporate values. We believe the new values are well placed to support our strategy of growing to new heights. I ask every BIL employee to embrace



JD van der Merwe,
Head of Talent

our revised values and be guided to think, act, engage and communicate accordingly."

In keeping with Covid regulations, smaller sessions were held at all BIL premises around the country, where everyone could participate in conversations around our four new values – Professionalism, Ethics, Innovation and Dedication.

At each session a management representative facilitated the conversations, focusing on the meaning of our values and how our BIL people can practically live each value daily. Examples of these behaviours were discussed and debated.



Harry Dimo, HR Director

The sessions were interactive by design and a wide range of other important subjects were discussed around the ICAS Wellness Programme, the importance of Covid regulations and getting vaccinated, general updates around BIL's current position nearly halfway into our current financial year and the important strategic drive to GROW our business!

The new BIL corporate video was shared with everyone, leading to "goosebump moments" and some Proudly Bidvest employees asking for the video to be played a second time with the volume turned up!

Continued to page 3

Runway Park



Continued from page 2

These sessions were extremely well received and appreciated by all. Below is feedback from some participants:

Petrus Gerber (GM, Warehousing)

"Employees embrace and better relate to the narrowed down values. The new values are much more 'top of mind' and provide a much more focused approach to servicing our clients."

Lusekelo Mdungwana (Administration Clerk, Road Freight)

"A great way to introduce the new values and to remember them. It is then just a reminder of our core values and we can actually live them and not just have them on our notice boards."

Prasanthi Reddy (Senior Administration Controller, Warehousing)

"I believe in all the values that were presented and I also believe that all employees should live by these values and practice them at BIL. Based on the discussion and feedback from the employees during the session, everyone strives to live up to these values and I believe that the implementation of the values will be great for BIL."

Jen Byrne (GM, International Logistics)

"As facilitator of the roll out to introduce our new values to our Cape Town Team, it was lovely to see the interaction and excitement. It also gave us an opportunity to talk at an emotional level on the business and share some thoughtful experiences. Some good conversations were had with a lovely lunch

and well-deserved break away from the business. All this in our lovely new offices and gorgeous new cafeteria."

Sihle Ranqa (HR Assistant)

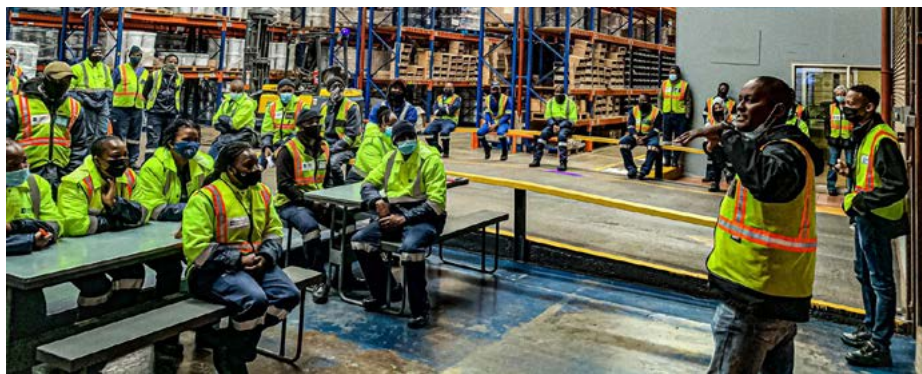
"I thought the values launch was very informative. One thing that I honestly loved was that the values send out a strong message towards the employees and external clients/people about the spirit of unity, openness and a family culture incorporated into the corporate environment. The values, for me as an employee of BIL, give me a sense of belonging and a side note that the company is more than willing to support its employees through professionalism, guide the employees through ethics, which in turn gives the employees an opportunity to confidently incorporate innovative ideas through the spirit of dedication."

Marius Geyer (GM, International Logistics)

"The four new BIL Values are great and condensed and each one of them speaks to each of the four focus areas in the IL sphere of People, Clients, Business Processes and Finance. The four values also best describe what we at BIL stand for."

INDEX

THE DIRECTOR'S CHAIR	1
HR CORNER	2
IT CORNER	7
IL CORNER	10
CHILLI AWARDS	11
BIL ACHIEVERS	12
ROAD FREIGHT NEWS	13
WAREHOUSING CORNER	14
THOUGHT LEADERSHIP	17
WE HAVE MOVED	18
OUR OVERSEES PARTNERS	20
CSI / CHARITY / SOCIAL	22
HATCH	30
RETIREMENTS	31
LONG SERVICE	32
IT'S COMPETITION TIME	33



Denver



Continued to pages 4,5 & 6

Jacobs



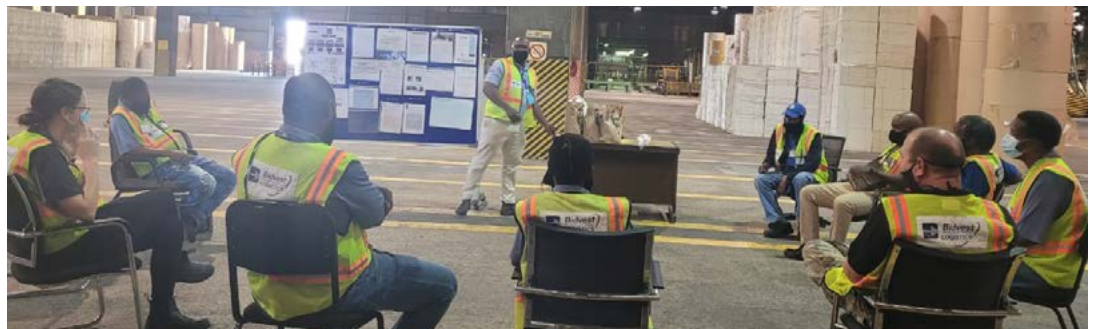
ORT 1 and 2



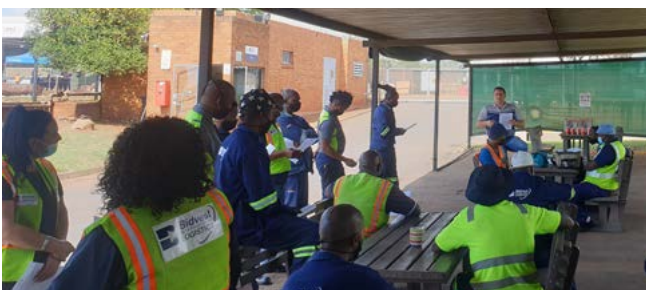
Axle Park



Richards Bay & Felixton



Rosslyn





Alrode / Henkel



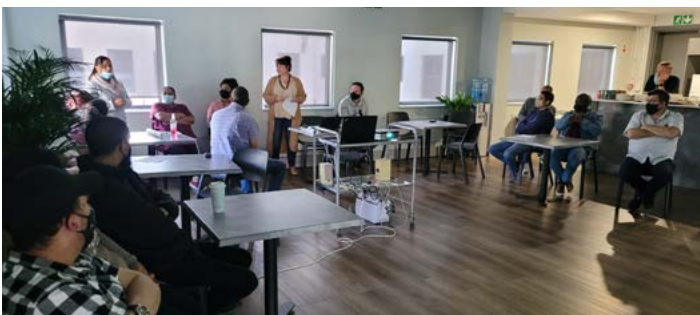
Ford



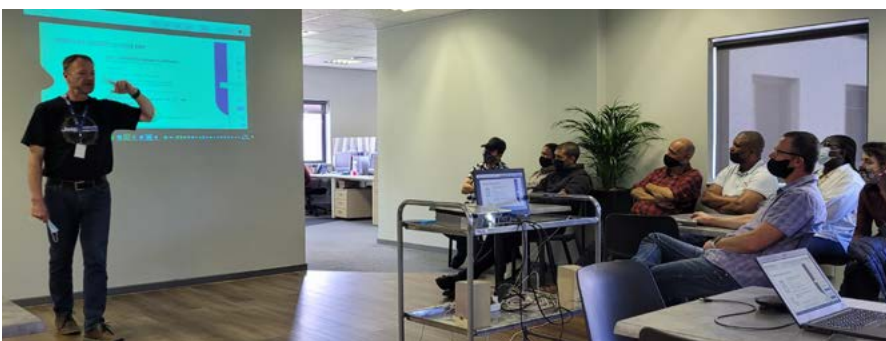
Robert Bosch



Western Cape



BMW



IT CORNER



BIL FIRST IN SOUTH AFRICA TO PILOT LAND TRANSPORT SYSTEM

BIL's IT Division has scored a major achievement by being chosen by WiseTech Global (WTG) as the first company in South Africa to pilot a new transport module.

"WiseTech Global, the vendor of the CargoWise One platform, approached us due to our experience in the supply chain industry and our extensive use of their products," says Shane van Wyk, Business Solutions Specialist, Warehousing and Road Freight Divisions. "They said that we are one of the few companies to use the maximum functionality of their warehousing module and, based on our commitment and experience, asked whether we would consider piloting their newly developed Land Transport Module and providing them with feedback on added functionality and enhancements"



Shane van Wyk

"We grabbed at the opportunity as we already use CargoWise One as our common processing platform. The implementation of the Land Transport module further enhances our system's ability to provide end-to-end visibility and improves the collaboration between our Warehousing and Road Freight Divisions," he explains.

"Adrian Henstock, CargoWise Application Specialist for Warehousing Division, was instrumental in the implementation of the Land Transport module. The positive attitude, commitment and dedication of Adrian and the Eastern Cape team resulted in a successful go-live on 18 October 2021," says Shane.

Adrian spearheaded the project in the Eastern Cape due to the requirements for their chemical clients, where BIL Warehousing Division provides its own transport and distribution service. "The Land Transport module is viewed on a dashboard by transport staff, detailing pick up and drop off, number of pallets, weight etc. They then assign the consignments to a driver, who uses our Sign On Glass app to view the details.", explains Adrian.

"Multiple consignments are loaded together. As the driver completes his journey, he electronically updates date and time stamps, signatures, and photos via his mobile device. Back at the office the transport controller follows the driver's progress. As the POD is signed workflows are triggered to automatically apply rates which allow invoices to be generated at month end. This automated process allows us to electronically auto rate each consignment.", adds Adrian.

Shane says the immediate benefits include visibility improvement, reuse of data, which is captured once, and planning improvement due to better communication. Long-term benefits include elimination of manual work such as updating Excel spreadsheets and paper-based scanning, quicker collection of PODs via Sign On Glass and automated billing. "Once we provide our clients with access to Web Tracker, they will be able to log in and check the status of their orders, as well as related documentation," he says. The team plans to roll out the Land Transport module to the rest of BIL.

"We have also been given the opportunity to look at the Gate and Dock module, which is a gate and yard management system which adds to the full end-to-end visibility solution," says Shane.

WiseTech is a global player in supply chain solutions. The company is based in Australia and, being nine hours ahead, Adrian established a

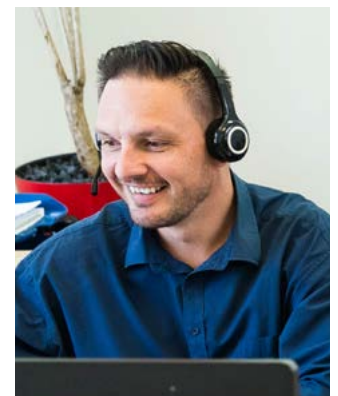


The PE team who are involved in the project.

Back row L-R: Ludwe Luzipo, Pelibongo Jingela, Lebu May, Mawande Rozani and Debbey-Ann Prince.

Front row L-R: Cassilda Peters, Barbara Areias, Reinhardt Terblanche and Siphokazi Magazi.

Part of the team but not in the photo are Adrienne Murray and Manfred Williams.



Adrian Henstock

Continued to page 8

Continued from page 7

Microsoft Teams call with them every day at 06h30. "These daily interactions allowed us to quickly resolve challenges identified. We endeavour to constantly keep up-to-date and find new solutions and innovative ideas."

Shane and Adrian share a passion for IT and have been with BIL for 23 and 15 years respectively. Shane started with Rennies Ships Agency in 1998 as a Network Administrator. In 2003 he became a senior Technical Support Engineer for Rennies Distribution Services (RDS). He was then promoted to IT Infrastructure and Operations Manager. After the merger with Safcor Panalpina and RDS to become BPL, Shane was appointed Business Solutions Specialist, being the liaison between IT and business for Warehousing and Transport Divisions. From there on reporting structures changed and

the application specialists for Warehousing Division started reporting to him. Shane reports to Lesiba Sebola, IT Director.

Adrian began his career at Rennies Textile Logistics in 2006 as a Support Engineer. When Rennies Textiles and Rennies Distribution merged with BPL in 2011, he was appointed Systems Integration Analyst. In 2019 Adrian was appointed CargoWise Application Specialist in Warehousing. He is a qualified Business Systems Analyst and CargoWise Certified Professional.

"What makes our team work so well is our common interests and our passion for IT. There is open communication, knowledge sharing, and a good understanding of the technology that exists within the industry. Our hands-on approach gives us the ability

to make quick decisions and implementation possible," says Shane.

Shane and his wife have two daughters. The eldest is studying Supply Chain and Operations Management and the younger daughter is following a career in digital marketing.

Adrian and his wife have a daughter of 10 and they are based in Cape Town.

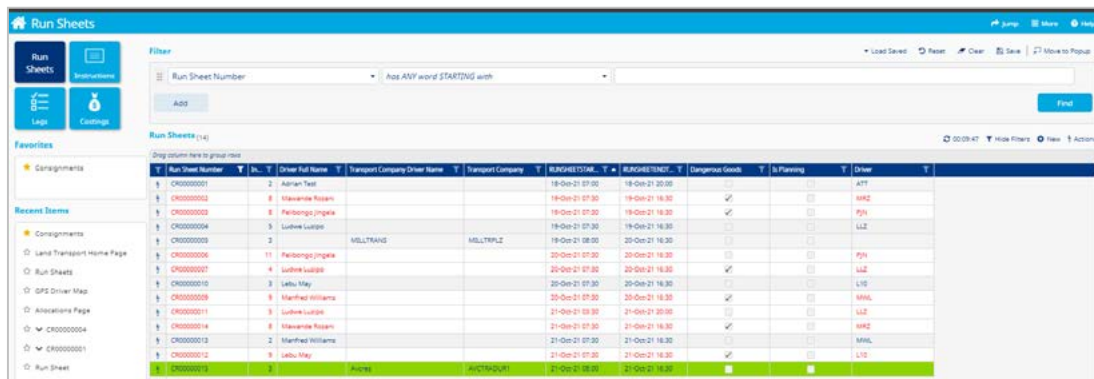
When asked about their after-hours hobbies, both Shane and Adrian spend any spare time researching new technology, new systems, and ways to work smarter not harder. Adrian also enjoys outdoor activities and both agree that a balanced work life arrangement and quality family time are imperative.

Well done IT team!

Land Transport landing page preview

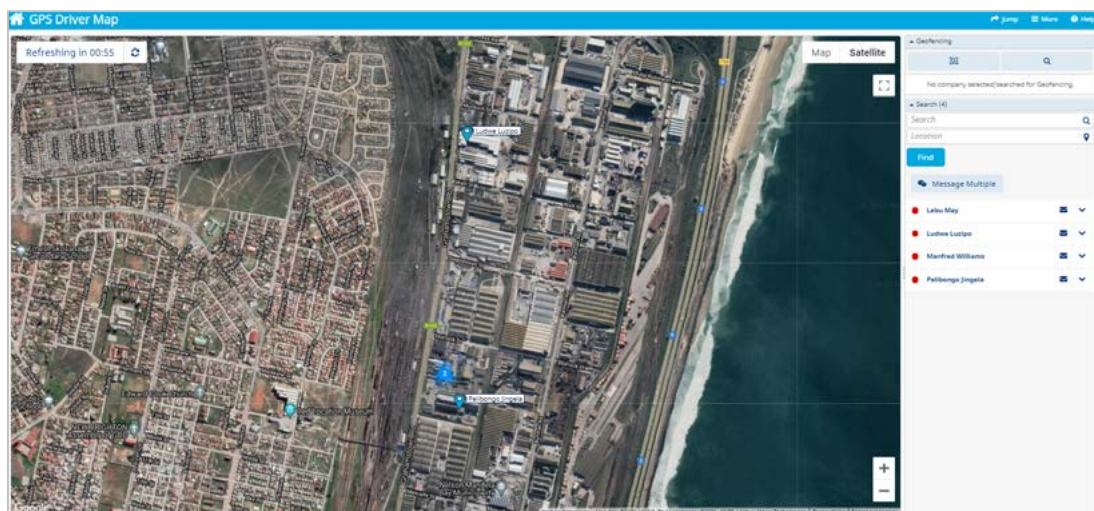


Driver Run sheets



Run Sheet Number	Driver Full Name	Transport Company	Driver Name	Transport Company	Run Sheet Date	Run Sheet Time	Dangerous Goods	Planning	Driver
CR00000001	Adrian Test				18-Oct-21 07:00	18-Oct-21 20:00			ATY
CR00000002	Manfred Williams				18-Oct-21 07:00	18-Oct-21 16:30			MP2
CR00000003	Pelongo Jengela				18-Oct-21 07:00	18-Oct-21 16:30			PN
CR00000004	Ludwe Lutjge				18-Oct-21 07:00	18-Oct-21 16:30			LJ2
CR00000005		MILLTRANS		MILLTRPLZ	18-Oct-21 08:00	20-Oct-21 16:30			
CR00000006	Pelongo Jengela				20-Oct-21 07:00	20-Oct-21 16:30			PN
CR00000007	Ludwe Lutjge				20-Oct-21 07:00	20-Oct-21 16:30			LJ2
CR00000010	Lebo May				20-Oct-21 07:00	20-Oct-21 16:30			LJ2
CR00000008	Manfred Williams				20-Oct-21 07:00	20-Oct-21 16:30			MP2
CR00000011	Ludwe Lutjge				21-Oct-21 08:00	21-Oct-21 20:00			LJ2
CR00000014	Manfred Williams				21-Oct-21 07:00	21-Oct-21 16:30			MP2
CR00000013	Manfred Williams				21-Oct-21 07:00	21-Oct-21 16:30			MP2
CR00000012	Lebo May				21-Oct-21 07:00	21-Oct-21 16:30			LJ2
CR00000015		AVICTROUR			21-Oct-21 08:00	21-Oct-21 16:30			LJ2

GPS map of driver locations



INTERVIEW WITH ASHAN NAIDOO, BUSINESS SOLUTIONS SPECIALIST



What does your role encompass?

As you know, most successful enterprises require an efficient and robust IT department as their foundation. The IT Department within BIL plays a fundamental role in our journey to grow our business.

As a Business Solutions Specialist for International Logistics, I am responsible for bridging the gap between IL and IT. By effectively servicing IL, we help our company to reach its goals and objectives of satisfying our clients' needs and requirements.

My job is very exciting and extremely challenging at times, where no two days are ever the same. It requires me to wear multiple hats during a typical workday and to always be one step ahead of the game. We must constantly find ways to improve, streamline and adapt our business processes using the latest technology available to our industry.

In August 2021 I was given the additional responsibility of maintenance, support, system improvements and overseeing day-to-day operations of CargoWise, assisted by my excellent team of IL Applications Specialists.

Our initiatives and why they are beneficial to BIL staff and our clients

The 4th Industrial Revolution has seen a huge focus on process automation and continuous improvement initiatives across all industries. Over the past few months, we have identified various activities within IL that are time consuming and repetitive, which can be automated and streamlined using the latest cutting-edge technology. We are working on some very exciting initiatives that will revolutionise what we have been accustomed to so all I can say at this stage is Watch this Space!

When did you join BIL and in what capacity?

I started at Safcor at the beginning of 2008. A funny story - the agency called me for a two-week temp position as a filing clerk in Finance,

which I was very reluctant to accept. It took me a few days, but I finally convinced myself to take the position and the rest as they say is history. Within a few weeks I was a Reconciliation Clerk and was made permanent staff in August 2008.

After that I moved through various roles within finance and it is safe to say that I worked every desk within the finance department up until the end of 2010. I was then seconded to the CargoWise Implementation Project and in June 2011 I was appointed as the company's first Applications Specialist. In February 2019 I was appointed as a Business Solutions Specialist, with my focus being the International Logistics Division.

What did you study after school and where?

I studied at the University of KwaZulu Natal, where I completed my Bachelor of Commerce degree majoring in Business Management – International Business at the end of 2007.

I have subsequently completed various additional courses to supplement my existing skill set, some of them being:

- Business Process Analysis
- CargoWise Certified Professional
- CargoWise Facilitator Accreditation
- Manager Development Programme

Prior work experience

Other than the odd temp work as a student, BIL (Safcor, BPL) has been the first company I have worked for – talk about loyalty!

What advice do you have for people entering the workforce?

If I had a little piece of advice for anyone starting off their work careers, seize your opportunities and always be willing to constantly learn and adapt to the changes around you. Most importantly always have an open mind!

Passions and hobbies after hours?

When not spending time with my family around an open fire or braai cooking a good meal with a Liverpool game on in the background, I am big into legal drag racing and playing a round of golf, although I must admit I'm nowhere near being a PGA pro just yet!

Family

I have been married to my wonderful and very supportive wife Trisha since 2011 and we have two rascal boys; Ukayle aged 7 and Ushay aged 4 – which is like a full-time job to keep them entertained!

IL CORNER



NEW AUTO PROJECT WILL FACILITATE GROWTH

BIL has embarked on an exciting project called the Auto Project. The objective of this project is to create a single operating system that will transform the way we do business, says Bruce Thoresson, head of the project.

"We have been using a number of operating systems, including Corefreight, Compuclearing, ShipShape and CargoWise One. The first phase of the project involved migrating clients with standard system needs, from the non-CargoWise One systems into CargoWise One. The majority of our clients have now been migrated to CargoWise One. The remaining clients to be migrated will be those who require bond store services. The development of this customised solution is currently in progress," he explains.

"The development is scheduled to be completed in progressive stages, with all clients being migrated by the end of the current financial year. The second phase of the Auto Project will focus on developing the BIL specific system into a tool of trade that will support our service offering

in a much more automated fashion and will allow us to grow our business.

"A number of workshops will be held across the company to determine exactly which enhancements we wish to progress. The bottom line is that we will be able to concentrate on managing shipments and interpreting the data that the system contains rather than spending unnecessary time on capturing information. We will obviously provide extensive training to all staff who will be using the system once the development has been completed.

"We will keep you updated on how this exciting project progresses," concludes Bruce.



ORE BERTH WORKSHOP

The first annual Ore Berth teambuilding and workshop was held on a sunny Thursday in Gqeberha (Port Elizabeth).

The day kicked off with hotly contested soccer matches between the three work groups. Each team was ably led by their shift Assistant Controllers and some remarkable highlights were recorded. Controller Shane Higgins scored a goal with his shoe flying off into the nets whilst the actual ball narrowly missed the target. That was good enough for us and the goal of the day was duly awarded!

Our General manager, Jen Byrne, and HR Officer Coastal Regions, Nasha Harris, flew in for the event and facilitated a variety of topics during the day with excellent progress made. The day was broken into different sessions with a catered meal in between and was enjoyed by all involved. The opportunity for operational staff to raise questions to a combined team that could provide answers in real time added great value.

The day was a big success as well as an opportunity for our hardworking teams to have some fun and to get to know each other. We look forward to continuing this engagement opportunity on an annual basis.



SEELAN NAIDOO PROMOTED TO BRANCH MANAGER, AIRFREIGHT, KSIA



A big congratulations to Seelan Naidoo on his promotion to Branch Manager.

Seelan began his career with our company as a driver in 1988. In 2009 he was promoted to Import Supervisor and in 2016 he was promoted to Airfreight manager.

In his 33 years with BIL, Seelan has been through many mergers and name changes and has gained exceptional experience and knowledge of the industry. He enjoys the adrenalin of airfreight, which was his motivation for having short and long-term goals to get him exactly where he is today as Branch Manager.

Seelan, you are truly an inspiration for your team to follow. Congratulations and well done.

CHILLI AWARDS



CELEBRATING RED HOT PERFORMANCE

Congratulations to all our Chilli Award winners



Poblana awards for meeting two criteria and receiving a R500 voucher

L-R: Ashwin Bensingh, Ruth Pepper, Farmeena Ismail (Manager) and Marc Southon.



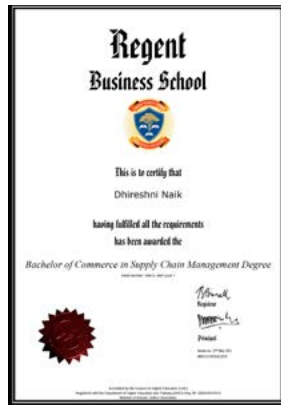
Jalapeno awards for meeting one criteria and receiving a R200 voucher

L-R: Vincent Byl, Veronica Maruping, Rosemary Mogagabe, Patience Mogoboya, Khutso Thobejane and Ashmiralda Khoza.
Back: Gerhard Swart. Absent Siphon Veco

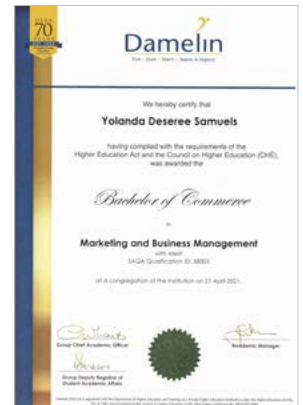
BIL ACHIEVERS



Congratulations to Dhireshni Naik, Senior Operations Admin Controller, Road Freight Division, on achieving a BCom in Supply Chain Management with Regent Business School.



Congratulations to Yolanda Samuels, Transport Office Administrator, Road Freight Division, on achieving a BCom Marketing and Business Management with Damelin.



Themba Mathenjwa achieves BCom in Supply Chain Management with Mancosa

It has been a tough but exciting journey for Themba Mathenjwa, Supervisor Logistics Park. He tells his story.

It all began with a dream of wishing to be educated someday. In my previous company I had a meeting with my then manager asking the company to pay my fees and deduct monthly from my salary, however I was turned

down. I was in the process of getting a divorce and my ex-wife said I would never amount to anything.

"When I started to work for BIL my life suddenly changed. Although it took some convincing to get my fees to be paid, the company came through for me and since then I have never looked back. The best decision I ever made was to work for the biggest company that strives to see its employees succeed and prosper and I will forever

be grateful to my managers for believing in me and my colleagues who I was studying with.

It is a pity that with all the COVID restrictions we will not be able to receive our accolades in person but online, but it does not change the fact that through Bidvest International Logistics I can now call myself an academic.

I would like to thank my family for their undying love and support, my kids who always believed in me, my colleagues who also contributed to this journey and managers who gave unlimited support.

I would also like to thank the below listed people for the contribution they have made:

Ezelda Botha, Bobo Mhlambi, Bheki Sibanda, Tiny Ndlebe, Shaldon Reddy, Gloria Rambau, Diana Kekana, Noxolo Hlomendlini, Tumisho Sekgonyane and the rest of team not listed, I appreciate you all.

Eternally grateful

Themba Mathenjwa

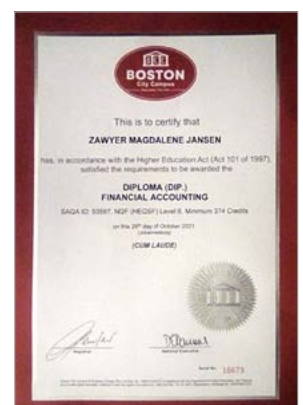
Zawyer Jansen, Senior Invoicing Clerk, achieves Diploma in Financial Accounting

"My greatest achievement academically is completing my Diploma in Financial Accounting. We had a virtual graduation due to Covid-19 protocols. We are still planning to have a photo shoot in our gowns and hats mid-November.

The road to success is never easy. With God by your side, determination and a "never give up" approach, you can achieve anything.

I am thankful to BIL for assisting me in reaching my goal, my family for having to take a back seat for a while and God for being with me during every exam."

Thank you.



ROAD FREIGHT NEWS



MARCUS ELLAPPAN ON CELEBRATING 20 YEARS WITH BIL



Marcus Ellappan, Road Freight Director, celebrates 20 years with us and we can certainly celebrate his achievements at Bidvest, which have enhanced our Road Freight offering enormously.

In 2001, Marcus joined the Bidvest Group at a company called Ifusion, in the role of IT Technician. In 2003 he was appointed by Rennie's Distribution Services (RDS) to set up a new Warehouse Management System at the Chemical warehouse in Umbilo.

Marcus took on a new role of Distribution Controller at RDS in 2004 and had the privilege of being part of the acquisition of the first batch of trucks. "This was my introduction into the transport arena and where my love for trucks began," he says. This was followed by a promotion to General Manager of Transport at RDS in 2007.

In 2011 Marcus was appointed as a Director at RDS and towards the end of 2011 RDS and Safcor Panalpina merged to form BPL, now known as BIL.

Marcus's passion and drive for success have led to a remarkable list of achievements, which he attributes to the environment in which he works, namely being part of a business that encourages lateral thinking and empowers staff.

"When you are free to explore technology and find solutions to enhance business processes with a team who shares your passion, that is when innovation flourishes," he says. "That is the highlight of my job."

"The Road Freight Division has grown its service offering from just container cartage to linehaul and distribution nationally and over-border. Our fleet has grown from less than 10 vehicles to over 100 and now includes the most modern range of vehicles which we have designed to carry optimum payloads."

"We implemented our very first Transport Management System and our latest innovation is BidTrans, which we are currently introducing into the market."

Under his leadership the Division has achieved certifications for Safety and Quality Assessment, International Cyanide Management Code and Road Transport Management System. It also won the CAIA Best Haulier in South Africa award.

Marcus has several personal achievements, which include:

- Served as Vice Chairman for SAAFF's KZN Harbour Carriers Association
- Nominated twice for Bidvest Chairman's award
- Won Top 500 Best Managed Transport Company in SA award twice
- Implementing the Bidtrans Portal

His advice to those wanting to join the industry is this. "Pay attention to detail. Work hard, think smart and always look for solutions. Make it your duty to find a problem. Once you do, fix it. Continuously engage with all stake holders and get to know your team well. You are only as good as your team and my success is largely due to the amazing team that I work with. Know your customer and strive to deliver world class service consistently. If you are not passionate about this industry, you will certainly experience difficulties with the culture. We have diesel



flowing through our veins so there is no time to be fatigued. We love what we do. Working with ethics and honesty is extremely important."

When he is not creating and innovating, Marcus takes his dog Vladimir for walks on the promenade in Durban. He loves riding motorcycles, superbikes on the racetrack and his Harley Davidson for long distance cruises. Occasional golf and of course weightlifting, which is evident!

Marcus is married to Colette and they have two children, a daughter of 12 and son of 5.



WAREHOUSING CORNER



WAREHOUSING UNIT 1, UNIT 2 AND ELANDSHAVEN



Ezelda Botha, GM

A team is defined as a group of people who perform interdependent tasks to work toward accomplishing a common mission or specific objective. This is no more apparent than in Ezelda Botha's warehousing team, comprising Unit 1, Unit 2 and Elandshaven.

"Our track record speaks for itself and is a result of hard work and team play. Unit 2 has just won Best Excellence Charter score 2021. In addition, both warehouses won the Best Warehousing Division in 2020, 2018 and 2016," says Ezelda, GM for the three warehouses. "I feel humbled by the opportunity I have had to build a strong team. It is why I love my job."

In a warehousing restructure in June this year, Ezelda took over the Elandshaven warehouse. "It was a good restructuring, as we were immediately able to integrate our client offerings between Unit 1, Unit 2 and Elandshaven more effectively. Support between the three warehouses is just amazing. For example, in July we had an overflow at Elandshaven and immediately transferred stock to Unit 1 and 2.

There are 158 permanent staff in the three warehouses, as well as contracted staff. Each warehouse has a Facility Manager and the three managers work very well together. The combined experience of Bobo Mhlambi, Facility Manager Unit 2, Gerhard Van Wyk, Facility Manager Unit 1 and Shaldon Reddy, Facility Manager Elandshaven, speaks volumes and explains why they are so good at their jobs.

"Unlike someone who does the same job for 10 years, we have all worked throughout the entire operation," says Bobo. "With our vast combined knowledge it is easy to understand challenges and where procedures might not have been followed." Bobo won the Innovation award for his Cargo Condition Report, which has been a game changer. "We have refined the reporting system, which provides important evidence to apportion cause when consignments are damaged in transit," he explains.

Education is another priority. "We have made education fashionable and part of our culture. Many of us have degrees and many more are enrolled to further their education. In addition

we promote from within. Most supervisors and superintendents are people who were internally groomed and then promoted," adds Bobo.

The three Facility Managers feel privileged to have a leader like Ezelda. "She is hard working, committed and supportive. In addition she promotes education and understands the struggle of being a student." The three warehouses have taken on seven out of 10 learners this year and are appointing three full time. One previous learner progressed to the Graduate programme and is now a Supervisor. Many more are currently studying for Diplomas and Degrees.

Continued to page 15



Gerhard Van Wyk, Shaldon Reddy and Bobo Mhlambi



Continued from page 14

Unit 2 is currently 100 percent full and the other two warehouses are at 70 percent capacity so the future is looking promising. "We are nearly at pre-Covid levels and are looking forward to a successful 2022," says Ezelda.



"Ezelda is strict and firm but fair. She is super competitive and sets the bar. She has instilled good values in our team and always has our backs," they say.

So what advice do our Facility Managers have for new employees?

Gerhard: Take accountability for your own personal development. Teamwork is dreamwork. Take pride in your work.

Shaldon: Set yourself goals and work towards them.

Bobo: Work hard. Don't work to impress management but work to impress yourself. Go the extra mile even when nobody notices.

Where to from here?

Gerhard: To see our team grow from where they were gives me great satisfaction. This morning I gave two promotions to staff members. Their smiles were enough.

Bobo: I would love to be a GM one day and continue to develop the youngsters, who I am passionate about.

Shaldon: I want to develop everyone and give them the same opportunities I have had.

Challenges going forward

While Covid has been challenging, the team agree that building relationships with clients is priority number one. "In the past year we have survived on value-adds because we engage with our clients and they trust us. We do whatever we can inhouse instead of outsourcing, for example marking, repacking, reworking, relabelling and bundling," they say.

"Our facilities have a lot to offer," adds Ezelda. "In addition to OS and SOS bond stores at Unit 1 and 2, we are TAPA 'A' certified which puts us in a position to handle high value cargo securely and safely. We are also South African Health Products Regulatory Authority (SAHPRA) certified, with a Responsible Pharmacist, Mariska Olivier, on site at Unit 1 and 2, allowing us to store sensitive pharmaceutical products in line with Covid-19 protocols."

Ezelda Botha, GM



Ezelda joined Safcor Panalpina in April 2011 as a General Manager. She began her career as an Industrial Engineering Technician at ISCOR which is now Mittal Steel. She spent 12 years there in various positions, the last being SHERQ Systems Manager. She was offered a position at Nampak in the Metal Box Division as Quality Manager, initially to set up a quality management system. "The clients I met there are some of our

clients at BIL, for example Oceana Brands." Ezelda was promoted to Logistics Manager and remained with the company for 12 years.

She then moved over to Linatex, now Weir Minerals, as Operations and Supply Chain Manager. Ezelda oversaw the factory where they manufacture large equipment for the mining industry.

Qualifications:

Ezelda is an Industrial Engineer and has an MBA. She studied for a BTech Diploma, which she converted to a degree at the Vaal University of Technology (VUT). She studied for her MBA through Northwest University while at Nampak.

Personal:

Ezelda is married and has two children. Her husband works for an international mining company, FL Schmidt, as Service Manager in charge of breakdowns and servicing of large mining equipment in Sub-Saharan Africa. Her son is a pilot and prior to Covid-19 worked for a company that flew for the UN and Red Cross in South Sudan. He is currently flying charters and training other pilots. Her daughter is studying for a Business Management degree and working in marketing. She enjoys gardening in her spare time.

Fact: More than 90 percent of our staff have been fully vaccinated and 95 percent have had the first jab.

Continued to page 16

Continued from page 15

Bobo Mhlambi, Facility Manager Unit 2



Bob joined BIL in June 2005 as a temp filling clerk for Safcor Freight and on 1 August he was appointed Admin Clerk. In April 2006 he moved to Breakbulk at the airport, then Assistant Imports Controller for Automotive. Less than a year later Bobo was promoted to Import Controller, looking after automotive business. In 2008 Bobo moved to Denel to set up and manage air and sea imports.

By 2009 he was "tired of pushing paper" and moved to Unit 2 as Cargo Coordinator doing mobile operations. In 2010 Bobo applied for the Degroup Supervisor position. In 2012 he

was promoted to BU Manager looking after mobile operations at Unit 1. In the 2014 restructuring Bobo was promoted to Facility Manager for Unit 2.

Qualifications:

Bobo has a BTech Logistics from Vaal University of Technology. He has completed his Certificate and Advanced Certificate in Supply Chain with the University of Pretoria. In 2013 Bobo enrolled at Wits for Supply Chain and Leadership courses and in 2015 he enrolled for the General Manager Programme with GIBS Business School. He aspires to do his MBA next.

Personal:

Bobo is married with two kids, a son of 2 and a daughter of 12. He is an outdoor person and loves camping and hiking.

Gerhard Van Wyk, Facility Manager Unit 1



Gerhard started with Safcor Freight in 2004 as a General Worker at the Wrench Road warehouse, picking and packing for IT for Africa. "I was interviewed and appointed by Maria du Preez." In 2006 he was promoted to Dispatch Coordinator and in 2007, when Unit 1 facility was built, Gerhard was promoted to Supervisor Hewlett Packard and was the first to work in the new facility.

Gerhard moved with Hewlett Packard to Unit 2, as supervisor until end 2013. In 2014 he was promoted to Operations Superintendent, looking after Unit 1 operations as well as the Wrench Road operations. In 2016 he was given the opportunity to become a Facility Manager, "under the wing and guidance of Bobo," he says.

Qualifications:

Gerhard began studying in 2009 through the Institute of Quality and completed his National Diploma in Logistics and Freight Handling Cum Laude in three years. He is currently studying for his BBA Logistics and Supply Chain Degree with OLG.

Personal:

Gerhard has a wife and four kids, two sons aged 12 and 7 and two daughters aged 5 and 3. Watching rugby is his passion.

Shaldon Reddy, Facility Manager Elandshaven



Sheldon joined BIL in April 2013 as a temp Admin Clerk and became permanent staff in September 2014. In 2015 he was promoted to Supervisor for the admin team. From there he moved to the warehouse in 2016 as a Supervisor for Dispatch. The same year he was appointed Supervisor for Huawei Telecoms and then became Degroup Supervisor. In March 2017 he was promoted to Unit 1 as Contract Logistics Superintendent.

In 2019 Shaldon moved to Unit 2 as Degroup Superintendent and in March 2021 he was promoted to Operations Manager. In July 2021 Shaldon was again promoted, this time to Facility Manager.

Qualifications:

Prior to starting in 2013 Shaldon completed a three-year Diploma in Information Technology. He began studying for a BCom in Supply Chain in 2018 and completed in 2021 Cum Laude, top student in Southern Africa.

Personal:

Shaldon got married in November 2020. His passion is to build performance vehicles and race them.

THOUGHT LEADERSHIP



INSIGHT INTO SA'S COVID-19 VACCINATION ROLL OUT



Maria du Preez (left) with panelists: L-R: Dr Stavros Nicolau – Head, Health Working Group: BUSA | Cas Coovadia – CEO: BUSA | Dr Nicholas Crisp – Deputy Director General: National Health Insurance National Dept of Health | Lizeth Kruger – National Clinic Manager: Dis-Chem | Dr Ronald Whelan – Chief Commercial Officer: Discovery Health | Willem Bekker – Supply Chain Solutions Engineer: Bidvest International Logistics

As statistics continue to prove that the Covid-19 vaccine saves lives, South Africans can rest assured that there are enough doses to vaccinate our population. This is no small feat, as we heard from some of the key players at a panel discussion hosted by the South African Association of Freight Forwarders (SAAFF) 2021 summit in September 2021.

Panel members included:

Dr Nicholas Crisp, medical doctor and public health specialist consulting across the continent and representing Government in the roll-out of the vaccine.

Cas Coovadia, CEO of Business Unity South Africa (BUSA). Serves on many boards including the Centre for Development and Enterprise (CDE), an independent policy analysis and advocacy organisation and South Africa's leading development think tank.

Dr Stavros Nicolaou, Head, Health Working Group: BUSA. ASPEN Pharmacare Group's Senior Executive responsible for Strategic Trade Development, assisting with vaccine production in South Africa. He was instrumental in introducing the first generic AVRs on the African continent, which has saved hundreds of thousands of lives, and was recently awarded an Honorary Doctorate of Science in Medicine from Wits University.

Dr Ron Whelan, CCO of Discovery Health and a medical doctor. Heads Discovery's Covid-19 task team.

Lizeth Kruger, Clinic Manager at Dischem Pharmacies, a specialist in primary health care and pharmacology.

Willem Bekker, Supply Chain Solutions Manager BIL, holds a B(Eng) Industrial

Engineering as well as a Master's Degree in Operation and Supply Chain Management.

Moderated by Maria du Preez, Business Development Director BIL and a Director of SAAFF, participants gained a small insight into the greatest supply chain challenges the world has ever seen. At the coalface of this task, a hand-picked group of experts worked tirelessly to overcome the challenges thrown at them.

Willem describes it as building a plane while it is taking off and paints a picture of the scenario that has played out since the outbreak began.

"The Department of Health was clear on its goal to address inequality and accessibility of the vaccine. From a regulatory perspective, the pharmaceutical industry is very strict, with many agencies involved nationally and globally. One example is the recall of J&J vaccines, which caused a big disruption.

"From a security perspective, there was the challenge of availability of key personnel from the National Joint Operational and Intelligence Structure (Natjoints), the South African Police Service, the military and the escorts in delivering these high value products through known vulnerable nodes. And, from a product perspective, different products demand different supply chain requirements, for example the varying temperature degrees required in the cold chain.

"Then there are the IT complexities. Healthcare is notorious for poor data quality globally. Add to that the unexpected ancillary challenges, such as incorrect syringes, no syringes, a global vial shortage, a shortage in rubber stoppers for the vials, dilutants not available in the correct pack sizes, aligning the supply

of these in line with vaccine supply and you have the greatest supply chain challenge the world has ever seen."

From a supply chain principle, the constraints of the whole project can be summarised into three factors: supply, capacity and now demand. Not once have there been delays caused by issues on forwarding or clearing of vaccines entering South Africa. While accessibility to all our citizens remains an enormous challenge, it is being successfully tackled through the partnerships of major private sector groups.

As South Africa prepares for the fourth wave, we must all understand that for us as a country vaccination is the single most important thing we can do from an economic growth and human point of view. There are 3 000 regulatory compliant sites across the private and public sectors capable of administering vaccines. The target is to fully vaccinate 28 million people in South Africa by end December 2021 to mitigate the impact of the fourth wave.

If not we will default into further lockdowns and the overwhelming of our health care facilities. We must ramp up demand and observe non pharma measures such as social distancing, hand sanitization, masking up and ventilating. We are seeing global trends of densely populated countries recovering economically and their citizens enjoying social activities. We are heavily dependent on international trade, but this will not happen until we achieve the levels of vaccinations required.

We need to use the pandemic as a learning experience. Never let a good crisis go to waste.

WE HAVE MOVED



IL CAPE TOWN MOVES TO CENTURY CITY

By: Wayne Peinke, Infrastructure Engineer – Information Systems

After more than 50 years in Montague Gardens, including two name changes, it was time for Cape Town office to move. Our offices were in one of the oldest buildings located in the heart of the Montague Gardens industrial area and it showed.

The disruption caused by Covid-19 meant property rentals were significantly discounted and it was a buyer's market. Location was literally a no brainer with several viable properties available around the modern precinct of Century City only 3kms down the road. The area is modern and upmarket, is centrally located and has excellent transport links. Proximity to Canal Walk shopping centre is an added convenience for staff and visitors, with a variety of restaurants, hotels and short stay accommodation within walking distance.

A shortlist of four properties were viewed and a Redefine Property called Knowledge Park III was selected. The key reasons for choosing

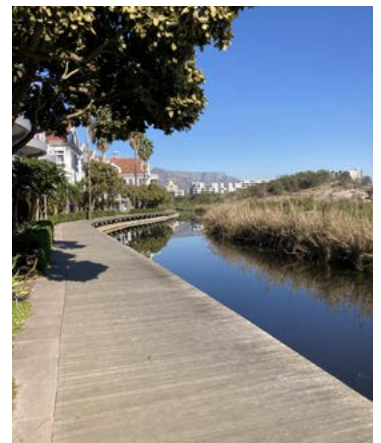
this property were: ample secure covered parking, 24-hour security, excellent location close to Canal Walk and Intaka Island and modern facilities.

One of the most appealing aspects was Redefine's policy of leasing an empty shell, which meant that we could design and build the office space to our exact specifications. After many designs, meetings and site visits, we had a plan that everyone was happy with. We had less than eight weeks to build the interior and vacate Montague Gardens.

Rednail Design did a marvelous job considering the short time frame and last-minute changes. The design of the offices has incorporated a blend of formal and relaxed meeting places, working areas and breakout zones, including an impressive reception and boardroom, a modern canteen, outside balconies and a beautiful atrium.

There was a lot of extra furniture that was no longer required and this was shipped to Logistics Park where additional furniture was needed. The move was completed over five days and, since most staff were already geared up to work from home due to Covid, it made the transition easier to exit Montague Gardens and setup at Knowledge Park without disrupting operations.

Staff have embraced the new office layout and varied working spaces and we are confident that this will improve output and efficiency. Having settled in and had time to explore the area, everyone enjoys being able to break out and take a walk along the canals around Intaka Island, get a bite to eat at Canal Walk food court or pop into the shops at lunch time or before heading home. The only thing left on the wish list is a BEAN-TO-CUP COFFEE MACHINE!



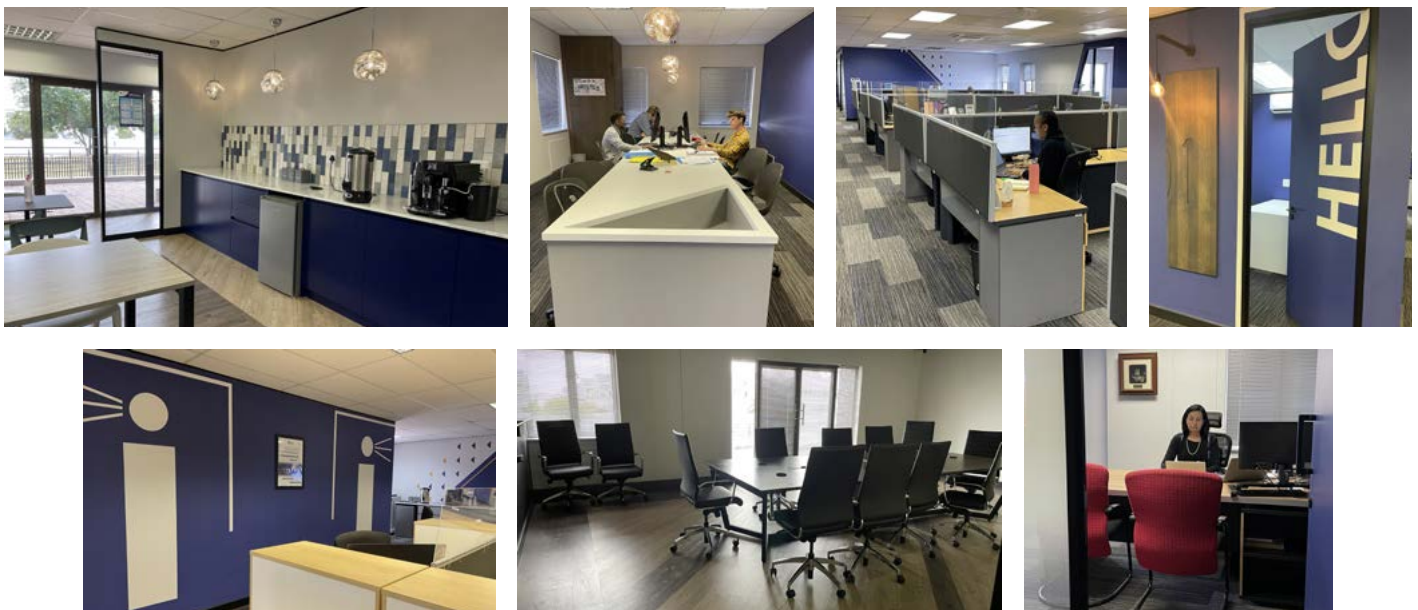
HEAD OFFICE MOVES TO STONERIDGE OFFICE PARK

It was time for head office to move after many years at Wrench Road, Isando, says Anthea Myatt, Financial Director, BIL. There were several reasons precipitating the move, she explains.

"Our first reason was to unlock synergies between Warehousing and International Logistics Gauteng and secondly to find a space that was fit for purpose for National functions. Working closely with Warehousing staff made good sense. Secondly, the office space at Wrench Road had always been more than we required and, with the downsizing of operations, it was prudent to save costs on rental and operating costs as well as be more central for our clients," she explains.

The timing was perfect in terms of the many competitively priced rentals available. Stoneridge Office Park was chosen, offering fantastic features. It is situated in an office park surrounded by beautiful gardens. It has a modern look, which fits in well with BIL's new brand identity. The smaller functional spaces are perfect for staff, some of whom continue to alternate working from home with time at the office. There is also a hot desk and phone booth.

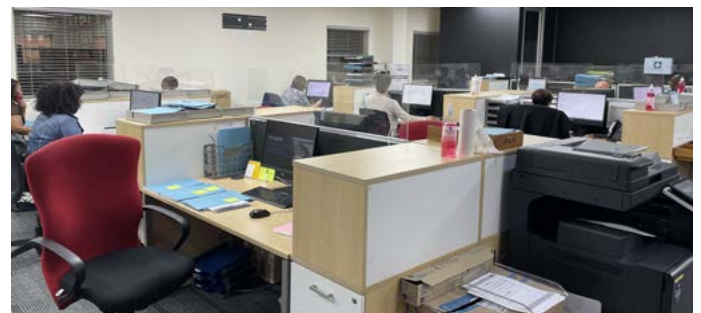
Black Sheep Design was chosen as the interior architect, working closely with Craig Mountjoy (MD), Anthea and BIL's Health and Safety Officer, Simphiwe Dlamini. The move went very smoothly with no disruptions to business and everyone settled in quickly.



Airfreight, Customs and Bidvest Business Unit at their new offices at Unit 1. Warehousing also did a revamp to their offices.



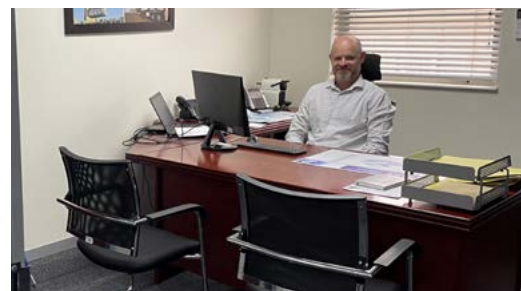
Unit 2 Warehouse team



Bidvest Business Unit



AMS team



Stephan Van Emmenes, Head Capital Projects

OUR OVERSEES PARTNERS



INTERVIEW NIKLAS OLSSON, HECKSHER

Welcome to Hecksher, the Nordic's oldest shipping company founded in Denmark in June 1797. The Nordic countries include Denmark, Finland, Iceland, Norway and Sweden, Greenland, the Faroe Islands and the Åland Islands.

Niklas Olsson is the CEO of Hecksher, the EMO Trans partner in the Nordic and Baltic countries, Denmark, Norway, Estonia, Latvia, Finland, Lithuania and Sweden. Based in Gothenburg, Sweden, Niklas joined Hecksher three years ago when Greencarrier AB bought the company. Greencarrier is invested in various business segments, but predominantly in logistics and transportation. Its four largest companies are: Hecksher, MTA, Greencarrier Liner Agency and Swedish East India Company.

It is present in some of the biggest ports and most important trading hubs in these regions, holding a strong position in the market.

"We first heard about Bidvest International Logistics when they appointed EMO Trans as their overseas partner. We have been in partnership with EMO Trans for the past 10 years. It is very exciting to have the opportunity to work with BIL. We work with many large companies but find BIL very professional," says Niklas.

"In addition to air and ocean, we specialise in large projects. Our countries are big in producing and exporting machinery for mining, paper and forestry, telecoms and automotive. We enjoy thinking outside of the box and finding solutions. Our most recent project was a refinery weighing 82 tons in one piece, which we brought from Spain to Gothenburg.

"We also offer speciality tank containers and flexi bulk containers, for bulk volumes of non-hazardous chemicals and foodstuffs. It is a niche service which we hope to bring to South Africa."

Niklas began working in the shipping industry in 1987 as a dock worker, unloading ships and containers. He then became a clerk, writing bills

of lading. After one year, Niklas had the opportunity to move to Los Angeles to work for an NVOCC in Long Beach, together with a friend who today is owner of the company of which Niklas is a Director.

"After two years in LA, I returned to Sweden to start a forwarding company in the group. We began with two people and that company now has 750 people. I subsequently went to China and worked in Hong Kong, opening seven offices for Green Carrier Freight Services. I worked for an international company responsible for Nordics operations for a few years before returning to the group and starting a forwarding unit. After a year we bought Hecksher.

"We have great plans for Hecksher. It has a fantastic history, but we want to make it more modern with new IT systems and upgraded infrastructure. It previously operated like small islands and we want the whole company to work together to provide personal service but best in class IT. It's about the mix between man and machine," he explains.

There are 35 million people in the Nordics, including the Baltics. Sweden is the largest country with 10 million people. "We are small countries with big companies. The Danes have always been excellent traders. Some notable Danish companies are Maersk, DSV, Novo Nordisk and Carlsberg Group, while in Sweden we have ABB, Volvo, SAAB, Erickson, Ikea, Electrolux and more. There are also many forest companies.

"Norway is famous for its Oil and Gas and of course Norwegian salmon. Freighters export salmon every week to Japan, China and Chile. In Finland we have 'Santa Claus', a lot of forest industry and production as well. The Baltic States are small countries with a lot of transit to Russia."



The ship Götheborg is owned by SOIC (<https://www.gotheborg.se/>) one of the Greencarrier companies and the pictures are of the mission sailing to China in 2006, the stopover in Cape Town from 19-28 February 2006.



Our HQ in Gothenburg, Sweden
L-R: Tony Sjöberg, Airfreight Manager; Annika Groeger, Inside sales; Patrik Rössberger, MD Sweden, and Niklas Olsson, CEO Hecksher Group.



Hecksher Sweden group picture at Greencarrier 20-year anniversary (actually 21 due to Covid) held in Gothenburg in September 2021.

Niklas has spent his whole life in this industry. His passion is to grow companies, open offices, hire people, go abroad and experience different cultures. "Logistics is a good way to bring the world closer. I remember a dinner at a friend's house in Hong Kong and his guests were from Israel, Jordania and the Middle East. Dinner was kosher and halaal with no alcohol. Business and sport bring people together."

Niklas is 55 years old. He is married and has three sons. "To my disappointment none of my sons are in shipping and forwarding. They do not wish to work day and night like me. But we do spend a lot of time together hiking, skiing, stand up paddle boarding in the summer and canoeing. We have a summer house on an island outside of Gothenburg."

Due to Covid-19, there have been no face-to-face meetings yet, but Niklas is looking forward to meeting and working with Laura, Etienne and Nicola.



Niklas skiing in the Swedish mountains.



The northern lights, or the aurora borealis, are the beautiful dancing waves of light that have captivated people for millennia. Most frequently visible in Northern Scandinavia.



Niklas's wife Linda and their dog Della in Gothenburg last winter.

CSI



BIL'S SCHOOL PROJECTS 2021

By Noxolo Hlomendlini, Business Liaison Officer

During these difficult times of the Covid-19 pandemic, learners need more support and encouragement than ever before. Some learners' families were affected by job losses, where parents are no longer working. Some motivation is needed for the learners in understanding the realities of this world. A big shout out to educators, who play the parental role to their students in all aspects of life.

BIL is involved in sponsoring five schools in townships, namely:

Ingqayizivele High school – Tembisa

Sijabulile Secondary – Katlehong

Jiyane Secondary school – Tembisa

HB Nyathi – Daveyton

Tembisa High school – Tembisa

We were honoured to attend and participate in the year-end graduation of learners in grades 9, 10 and 11. One of the schools shared this special time by inviting the parents of these learners to attend prizegiving.

The top three achievers for grades 9,10 and 11 were issued with school uniform vouchers



Jiyane Secondary School, Tembisa. Nox with the school principal and pupils.



Tembisa High School shared the moment by inviting the parents to attend. L-R standing: Nox, LOHOD Mam Ndlangamandla, parents, principle and pupils.



HB Nyathi, Daveyton
LOHOD – Life Orientation Head of Department, Mr Masanabo with Nox Hlomendlini and pupils.



Sijabulile Secondary School, Katlehong. Top achievers.



Ingqayizivele Secondary School, Tembisa.
Nox with an educator and pupils.

HOW THE BIL BURSARY HAS HELPED ME

By Ongezwa Toli

Ongezwa applied for a BIL learnership at the age of 25. After meeting with Harry Dimo, she was advised that BIL would enrol her to study for her LLB. Here is what she had to say.

As a BIL bursary recipient, I am so thankful for the generous people who help make dreams happen for people like me. Their gifts are truly an investment in my future. Like many young matriculants I too struggled to get funding for tertiary after I had passed my matric. I stayed at home for six years as I was unable to come up with tuition fees. Receiving this bursary has paved the way for me to finally be able to better myself. I am beyond grateful for the donors who make opportunities possible for me. Their generosity has given me an opportunity in my life that I thought had passed me by, turning a dream into a reality.



FREIGHT HANDLING LEARNERS COMPLETE THEIR LEARNERSHIP

Congratulations to the learners who have completed the freight handling learnership. We would like to wish them well in their future endeavours.



L-R: Ansley Marais, Phumzile Sithole, Mmathapelo November, Gugu Ramaisa, Siziwe Mahangwana and Welcome Ntimane, all from Logistics Park.



Sesona Mali - Transport



Cebisile Maphumulo - Warehouse Denver



Thuli Maqa - Warehouse Elandshaven

BIL DONATES COMPUTERS TO QEQE BUSINESS CONSULTING IN GQEBERHA

Below is a letter of thanks from Tando Qeqe, Owner of Qeqe Business Consulting

I want to thank BIL for providing 23 computers to Qeqe Business Consulting. This CSI initiative is much appreciated and we are very grateful to BIL.

The computers have been of great significance and life changing for the unemployed in the Gqeberha townships. They have been trained in the following programmes: Word, Excel, PowerPoint, Internet and Email.

Most of the unemployed, especially youth, have started searching the Internet for job opportunities. They are writing their own CVs, while others edit and add on to their CVs. They then use email to submit job applications. Imagine if they were not trained in computer literacy?

Some have attended job interviews through Zoom, MS Teams and Skype. They see the need to adapt to the 4th Industrial Revolution

and the opportunities that come with it. We have also helped youth to create their own email accounts, such as Gmail, Yahoo and iCloud. Now, whenever they want to send or receive emails, they can log in to their personal accounts.

Lastly I must say thank you to Noxolo as a representative of BIL in supporting QBC with the computers.



CSI SPORTS

BIL sports teams had fun playing soccer and netball. With gratitude to Maria du Preez and Marius Geyer for their assistance and support.



BIL women's team wearing navy bibs. Opponents from Soweto team in light blue bibs.



BIL soccer team



BIL soccer and netball teams in blue, City Logistics in red.

CHARITY



GQEBERHA EMPLOYEES ASSIST COLLEAGUE

On Sunday 31 October, BIL Gqeberha security officer Leo Nyamakazi's life changed in the course of an hour when his home burnt down. Leo returned to work diligently the next day with the clothes he was wearing as his only possessions.

As Leo is part of the Bidvest family, both BIL and Leo's employer, Bidvest Protea Coin Security, jumped in to assist him, his wife and two young daughters. BPC provided new uniforms, a food voucher and bedding on the same day and the BIL office team arranged a collection of clothes, bedding and homeware for Leo and his family.

At the end of that same week BIL delivered a whole bakkie load of items to Leo and his family. BIL management is so proud of the kindness and team spirit displayed by their employees as this truly reflects how we live our values.



L-R: Carlisle Campbell, Julius Vumendlini, Bishop Soyiki, Leo Nyamakazi, Brandon Filmler, Zeshan Wilkerson, Edwina Booysen.

FROSTERLEY PARK AND KSIA ASSIST CHILDREN'S HOMES

Bidvest IL Frosterley Park and King Shaka International Airport engaged in a drive to assist the Malvern Children's Home and Cheshire Children's home. Staff delivered goodies and spent some time interacting with the children. It was a great way to honour Nelson Mandela.



Emmanuel Khumalo, a staff member from Malvern and Raj Manilal.



Unpacking all the donated foods.



VOLUNTEERS NEEDED FOR MOTHWA

Memorable Order of Tin Hats (MOTHWA) was founded in 1949 as a non-profit organisation, whose mission is to provide safe and secure care for frail older persons. BIL's Helen Hitchcock, Procurement Clerk Frosterley Park, joined as a volunteer in October 2019.

"I was nominated as Pay Billie (Treasurer) for the Tray Bang Shell Hole, as well as the Southern Natal Province, in June 2021. Tray Bang is one of only four MOTHWA Shellhole left in Durban and was opened on 22 August 1951. It has a long history of working hard to support its two havens, one that caters for the aged and frail in Moore Road and one that caters for independent living elderly ladies in Deodar Avenue, both in Durban," explains Helen.

"We desperately need people who are prepared to help us as most of our members are over 70 years of age. We need the next generation with new ideas to be ready to take over. The organisation raises funds through raffles, cake sales at mini markets and donations," she says. "The Natal Mothwa Haven has been operational for 60 years now with an aging building that requires constant repairs."

To join the Mothwa or for more information on how you can assist with the repairs, contact Louisa Hitchcock on 068 467 8968.



L to R: Mothwa House Billie Phyllis Perkins, Floor Billie Romona Wright, Pay Billie Hitchcock, Scribe Samantha Anderson, Deputy Lady Billie Sueanne de Villiers and Lady Billie Louisa Hitchcock.
Front: Lady Billie Eve Mitchell (Odds & Sods Shellhole).

SOCIAL



NATIONAL ARBOR WEEK CELEBRATED BY TRANSPORT DIVISION

Staff at Axle Park celebrated National Arbor Week by planting a flower garden at their premises.



FROSTERLEY PARK IMPORTS WELCOMES SPRING DAY 2021



L-R: Justin Govender, Kesagie Singaram, Subbash Singh, Sizwe Jali, Linda Govender, Desmond Gumedede, Sheldon Mohanram and Resh Naicker of the BLUE BU Imports Department all wiggled up and ready to "Spring" into action.



L-R: Linda Govender, Sizwe Jali, Subbash Singh, Desmond Gumedede, Resh Naicker and Kesagie Singaram from the BLUE BU Imports Department having some fun.



L-R: Resh Naicker, Operations Supervisor BLUE BU Imports Department, Chrisna Bruwer, National HR Manager and Linda Govender (BU Manager BLUE BU Imports Dept) all flowered up.

SPRING IS IN THE AIR AT IL UNITS 1 AND 2

By: Susanna Nell, Administration Clerk, IL

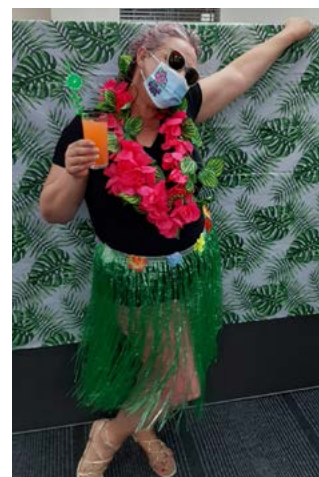
After yet another uncertain year due to Covid-19, the port cyber-attack and riots, International Logistics Units 1 and 2 decided to celebrate Spring day on Friday 3 September 2021.

A dress-up occasion is always fun and some employees went all out to embrace the Spring spirit.

The offices were decorated with flowers and balloons to add to the event. Each staff member received a delicious snack box from Aayesha's Kitchen, containing fruit, juice, a chicken wrap and cupcake. Congratulations to the overall winner, Martie Scharneck, from the Air Forwarding department, who received a goodie bag.

From International Logistics Unit 1 and 2 we would like to share the below quote with all.

Smile.
It makes you attractive,
It changes your mood,
It relieves stress,
And it helps you to stay positive.



BIL CELEBRATES HERITAGE DAY



Warehouse Jacobs



Warehouse Support Services, Runway Park



Stoneridge



Rosslyn BMW team



Transport Division



Stoneridge



Transport Division



Runway Park



Rosslyn BMW team

BIDVEST LADIES BREAKFAST 2021

A magical morning was enjoyed by Bidvest companies and their clients at Shepstone Gardens in Johannesburg on 4 November 2021. The theme was Celebrating Women of Colour, with red depicting strength and power; purple representing dignity, self-respect and loyalty; green for hope; pink for love and compassion; and black for solidarity.

Mpumi Madisa, CEO of Bidvest, addressed the ladies with her message of hope. "The two factors that have driven me throughout my life are hope and hard work. We have close to 100 000 employees who cannot work from home so from a management perspective we have to lead from the front and walk with them. More than 60 percent of our unemployed are young people. We need to give them an element of hope by opening our doors to them, even if we bring them in on a volunteer basis to build their resumes. Hope is about waking up and having something to do."

Her love of entrepreneurs and founder CEOs led to the choice of inspirational speakers who leave us with a lasting impact. "Risk appetite, a solid belief in an idea and hard work drive entrepreneurs to succeed," she said.

First guest speaker was Iman Rappetti, an award-winning South African journalist, senior anchor, MC and author. The award-winning actress is a popular news anchor and has been a familiar face of eNCA. She has had the opportunity to interview big names in the country, including Jacob Zuma and Thabo Mbeki.

She spoke about women creating their own headlines. "Nothing focuses you like the prospect of your own mortality. What are you waiting for? Reach further, become what the world admires, fall in love with yourself again."

Second guest speaker was Ego Iwegbu, CEO and Co-founder of The Good Mineral, Miss London Cosmetics & Miss Salon London. An entrepreneur from the age of 17, Ego has been through the ups and downs of start-up businesses. "To battle the doubt in my heart was a major obstacle to overcome. I stood against my parents who are academics. I had no people management skills, no tax skills, no infrastructure. When building a brand from grassroots, entrepreneurs can become the bottleneck and choke their own businesses.

"The turning point in my story was that, while I love the service business, you cannot scale it



Beautiful setting, Shepstone Gardens

into a multi-million-dollar business. It was the Miss London cosmetic range that changed my business. It was my younger sister who, with her degrees, decided to mix formulations for cosmetics. We are now in Woolworths stores outselling many major brands. Our customers are our brand ambassadors. They dictate your market.

"My advice to small business owners and entrepreneurs is do not put all your eggs in one basket. Be brave and patient. Personal freedom can take a long time to achieve. It took me 20 years to get a clear strategy and I can now say I live a very good life from my own hard work and efforts."

After a delicious served breakfast, there was a ticket draw for charity, with wonderful gifts donated by Bidvest and allied companies.



L-R: Bidvest Directors Gillian McMahon and Akona Ngcuka with Janine Faustino, Lara Warden and Anushca Swarts.



Laura de Villiers, BIL Head of Trade Lane Management (far right) with HOLB ladies from L-R Tania Manzella, Magda Bawden, Nina Sternberg, Marion Stander and Nadia Nienaber.



L-R: Kelly Stander, Bidvest CEO Mpumi Madisa and Mashego Maepa.



Bidvest Directors and guest speakers.



Shepstone Gardens

PASSING IT ON

By Seelan Naidoo

The idea behind "Passing it on" is that every person has something to leave behind for the next generation. In particular, it focuses on recipes since every culture's culinary heritage has been decimated by convenient fast food and our busy work lives. So the act of finding people and documenting their recipes has led to 10 000 followers on Facebook and 5 000 subscribers on YouTube across 45 countries.


Seelan Naidoo contributed to the project by showing our viewers some old school ingenuity that he witnessed growing up. What may appear to be a hack for making toast on the stove is really a testament to the mindset of generations that preceded us.

It's what we now call thinking outside the box, innovation, problem solving, creative thinking etc. This was just second nature. Life wasn't

easy, resources were scarce and you learned to make a plan with the resources that you had.

So the next time you're in a pickle, remember that some saw a hanger and others saw a toaster. Pause and ask yourself, is there another way to get the job done? It's a simple lesson that can be applied to all areas of our lives.






Season 2 - Episode 46
**How to make toast...
(with a clothes hanger)**

Passing it on...
Seelan & Reena's legacy

6:39

How to make toast with a clothes hanger

1.4K views • 1 year ago

 Passing It On

Seelan Naidoo joins Reena and shows us how toast used to be made on the stove when they were growing up. (A.K.A "In the ...

HATCH



Congratulations to Riaan Horn, Yard Coordinator BMW, and his wife Jessica on the birth of their baby boy Janko Eckhardt on 27 September 2021.

Congratulations to Chanel Govender, Transport Controller Axle Park, and Aaron on the birth of their beautiful baby daughter Abigail Grace on 3 May 2021.



RETIREMENTS



YUSUF SHELDON RETIRES

By: Chantè Roberts, Transport Operations Manager

On 31 August 2021 the Western Cape Transport Division wished Yusuf Sheldon farewell after 37 years of service.

"I want everyone to know what a blessing it has been to work with Yusuf over these past few years and how much Yusuf will be missed. His uplifting words encouraged me more than he could imagine. That's the special kind of person Yusuf is!

"It has been a joy to work with someone so passionate, calm and professional all at the same time. It's clear that his dedication to our customers has made a huge positive impact on our company. I hope retirement brings him wonderful things.

"Uncle Yusuf/Boeta Yu it was great working with you. Your work truly made a lasting impact and one that has changed the company for the better in so many ways. I always appreciated how you were readily available to lend an ear and help solve any problem. We will miss you very much, thank you for all your hard work.

"While your lovely presence will be missed, the great work you did here ensures that you will not be forgotten anytime soon. Thank you for being a tireless professional, a helpful coworker and a good friend.

"Now go and relax, If you put in as much effort enjoying your retirement as you have working with this company, it is sure to be a success!"



L-R: Chantè Roberts (Western Cape Transport Ops Manager), Yusuf Sheldon (Code 14 driver), Breech Rhoda (Western Cape Transport Controller)

ELIAS MOOKANE, BMW WASH BAY

Farewell to Elias Mookane who went on pension after 12 years at the BMW wash bay.

Thank you for your hard work and wishing you a well-earned retirement from management and staff.



Bernard van den Berg BMW Facility Manager and Elias Mookane.



Kobus Koorts, Administrator, Wash Bay (left), Elias Mookane and Jan Labuschagne, Operations Manager of the wash bay.

LONG SERVICE



Congratulations to the following on achieving long service awards from November to December 2021.

25 years

Sunnyboy Nkoenyane
Dewald Loggenberg
Rosetta Kabai

15 years

Mary-Jane Fihlela
Carla Victor
Kugasen Naicker
Mark Scriven
Hudson Thomas
Nerina Tulsiram

10 years

Levi Rakaki
Alfred Ntshofu

10 years
Lerato Rapule
Vadivel Somiah
Jetro Xulu
Cyril Ngcobo

Patrick Mchunu
Andile Ndlela
Lindo Thobela
Thobile Skhosana
Rosslyn Brauns
Gerda Swart

ROSSLYN



Left: Kobus Koorts, Supervisor, Wash Bay, received his 10-year long service award from Bernard van den Berg, Facility Manager, BMW.



Left: Liena Kieser, Operations Manager, P&A Warehouse and Mechanical Workshop at the BMW facility, received her 15-year long service award from Bernard Van den Berg.



Left: Joseph Malapane, F2 Gate Scanner at BMW, received his 10-year long service award from Bernard van den Berg.

EAST LONDON

Long service awards were handed out by Jannie Goosen, Branch Manager, East London.



Barbara Haig-Smith 40 years



Francilene Jacobs 30 years



Malvery Bobbs 20 years



Sonwabile Jakavula 20 years



Eugenia Ntlekiso 20 years



Amanda Sikwebu 15 years



Lazelle Rous 15 years



Asanda Luggqola 10 years

IT'S COMPETITION TIME



THREE PRIZES UP FOR GRABS:

1ST PRIZE – R1 000 PICK N PAY VOUCHER

2ND PRIZE – R500 PICK N PAY VOUCHER

3RD PRIZE – R250 PICK N PAY VOUCHER

Stand a chance to WIN by answering this question:

Which facility won the 2021 Best Excellence Charter score award?

Send your answer to: marketing@bidvestil.com by 10 January 2022.

Competition question from People's Press Edition 7:

List all the processes a large, sophisticated multi-national LSP has to give input into and actively participate in when involved in its clients' supply chain?

The correct answer is: 1. Plan 2. Source 3. Make 4. Deliver 5. Return 6. Enable

COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 7



1st prize:
Preeya Govender,
Air Import
Controller KSIA.



2nd prize:
Thando Hlatshwayo,
Administration
Clerk Unit 1 ORT.



3rd prize:
Denise Steyl,
Sea Exports
Controller
Gqeberha.

EDITORS



THE PEOPLE'S PRESS EDITORIAL TEAM

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

Noxolo Hlomendlini - noxoloh@bidvestil.com – JHB

Iolanthea Myburgh - iolantheam@bidvestil.com – EC

Aiden Libbie – aidenl@bidvestil.com - WC

Chrisna Bruwer - chrisnab@bidvestil.com – Transport

Rebecca Maduray - rebeccama@bidvestil.com - Warehousing

Kelly Hirst - kellyh@bidvestil.com - Richards Bay

Almira Reddy - almirar@bidvestil.com - KZN

Taryn Govender - taryng@bidvestil.com - KZN

**May 2022 bring
you happiness,
good health
and prosperity.**

From all at Bidvest International Logistics



2022

DISCLAIMER

The publishers and editor of The People's Press will not be liable for any damages or injuries of any kind arising from the use of information provided in this publication. The content contained therein has been provided by employees within Bidvest International Logistics as well as by interviewees outside of Bidvest international Logistics. All interviews are conducted with permission from the interviewees, with final copy approved by them before publication. Anyone featured in The People's Press, whether in photographs or in writing, waives their right to have that information protected. Copies of The People's Press are available online and distribution is to a national and global audience. If you object to this please send an email to popiaqueries@bidvestil.com