

women@imperial

Edition 3



#OWN YOUR MOVEMENT

ImperialTM

beyond possibility



#OwnYourMovement



Mohammed Akoojee

Group Chief Executive Officer

ACCELERATING EQUALITY

Welcome to our 3rd edition of our women@imperial newsletter. Over the past few months, Imperial has continued to make significant, tangible progress in demonstrating our ongoing commitment toward advancing gender diversity across all levels of the organisation and in supporting and empowering women in the communities in which we operate.

Our diversity goals remain firm and our commitment remains unwavering as we have improved our female gender ratio for top and senior management to close to 30% in F2021, and our target is to improve this ratio to 33% for F2022. I am encouraged by the increase in the number of women that occupy senior leadership roles at Imperial, and that accelerating gender diversity across our organisation is increasingly being seen as everyone's responsibility.

In July, we concluded a B-BBEE transaction in Imperial Logistics Africa Group which resulted in the entity becoming more than 51% black-owned and also more than 30% black woman-owned, contributing to enhancing our relevance and competitiveness in South Africa, and that of our clients.

In line with our commitment to develop and empower women on the African continent and in sport, we announced in June that we are now a partner of the Momentum gsport awards, where we have taken on the naming rights to the gsport African Women in Sport category.

Juliet Bawuah was this year's recipient of the award and is a leading Ghanaian journalist and also the founder of the African Women's Sport Summit. It truly makes me proud to see the role Imperial is playing in celebrating, investing and honouring exceptional sportswomen on the continent, who in the past, did not receive the recognition or platforms that were traditionally given to men in sports.

At the end of June, we launched a critical Gender Based Violence (GBV) campaign, which has gathered significant momentum and highlights the strong stance Imperial takes against any form of GBV or harassment. I encourage each and every one of you to 'Speak Out, Reach Out, Find Out' if you are a victim of GBV or if you know of someone who is or has been a victim of GBV. This is a critical cause that requires collective effort from all of us to make a positive difference.

In celebration of Women's Month in August, we launched our digital campaign under the hashtag #OwnYourMovement. Driven by the Central Gauteng Lions Women's Cricket team and Imperial employees, we encouraged our communities to share their stories on social media platforms. I was impressed by the powerful stories that were shared, which resulted in the campaign generating an astounding 1,45 million impressions on social media -record engagement for Imperial.

I am extremely proud that Imperial was announced as the 2021 winner of the 'Women Empowerment in the Workplace' award for listed companies in Southern Africa in the Accenture 9th Gender Mainstreaming Awards - we were a runner-up last year, which was also a first for Imperial. The Gender Mainstreaming Awards is an annual event that acknowledges and celebrates both companies and individuals that are actively accelerating equality in the workplace.

Our significant achievements set Imperial apart as an organisation and bears testament to the ongoing and impactful work we are doing towards championing gender diversity and advancing women empowerment across our business. While there is still much to be done in addressing broader diversity, inclusion, equity and belonging in our organisation, I thank each and every one of you for your hard work, dedication and commitment to this cause and I salute the strength and resilience of women and their invaluable contribution to Imperial, our country and society.



Esha Mansingh

Chairman of Global Women's Forum and Executive Vice President of Corporate Affairs and Investor Relations

#OWN YOUR MOVEMENT WITHOUT LIMITS.

August was women's month and we set out to break the stigmas and negative thoughts that hold women back and to level the playing field to empower and invest in women across various industries, by encouraging women to #OwnYourMovement. The campaign was a huge success and our winner, Dieketseng Potsane, received the R10 000 prize, which she will be using to further upskill herself by studying towards a Postgraduate Diploma.

The past few months have been nothing short of interesting and, for our business, have been filled with so many successes, opportunities, and critical engagements that continue to uplift and drive the Imperial female empowerment agenda forward. We have remained resolute in our commitment to grow our current gender diversity programmes, as well as ensure that we are constantly looking for new and exciting ways to ensure that we are supporting gender diversity - both internally and within the communities in which we operate. There is no doubt that the combination of our efforts have placed Imperial as a leader in terms of initiatives to drive women empowerment.

This edition of the newsletter will unpack many of the initiatives we have driven recently that continue to contribute to our success in giving women a real voice, and elevating women across our business and in our communities. It is heart-warming to see great participation and involvement of both our male and female colleagues in advancing the initiatives of the regional and global women's forum initiatives together.

If you have any ideas for the Global Women's Forum or stories for future editions of this newsletter, please contact the team at women@imperiallogistics.com

Accelerating gender diversity remains a strategic imperative for Imperial because empowering, advancing, and investing in women enables us to deliver optimal value to all our employees and other key stakeholders. Our global women's forum continues to make excellent progress against its key objectives, and also continues to make progress in our communities through initiatives driven by our regional forums.

The first phase of our 'Speak Out, Reach Out, Find Out' GBV campaign was launched internally and externally at the end of June and gained significant momentum in terms of awareness, and more importantly, in terms of people utilising the resources we provided in the campaign to seek help for GBV-related issues. A working group has since been established to focus on entrenching the current GBV campaign. The second phase of this campaign will run concurrently with Imperial's 16 days of activism against GBV, beginning on 25 November, the International Day for the Elimination of Violence against Women. This phase of the campaign will be rolled-out across the organisation once the current campaign has been further entrenched, with the necessary support offered to all Imperial employees, and will also include relevant elements of mental health - another critical cause that requires our collective effort to be addressed.

CELEBRATING WOMEN



Steve Woodward

Executive Vice President: People & Culture

Imperial's gender diversity agenda, as part of our broader diversity, inclusion, equity and belonging framework, is being driven strongly within the organisation and there is no doubt that we are witnessing success on many levels - both personally and professionally.

As we celebrated Women's month in August and in line with our commitment to advancing diversity and empowering women at Imperial, we launched the inaugural Women's Roundtable at Imperial, an initiative of the Group's Global Women's Forum. This initiative aims to further upskill women at Imperial by focusing on key topics such as, alleviating unconscious bias, creating a personal brand, and leading with purpose, amongst others. We believe that collective and collaborative engagement on these key topics via a safe, inclusive and honest platform - the Women's Roundtable - will help in further developing and upskilling women at Imperial. We are extremely proud of our first cohort, comprising 59 incredible women from across the organisation, and we look forward to their exciting and empowering journey ahead.

We also launched our SHERO network - a community of 'She and He Heroes' who have volunteered to provide a point of

support to others struggling with COVID-19, GBV and/or other challenges. I am proud that more than 130 people across our organisation have selflessly raised their hands and joined this network to provide supporting to our colleagues in need.

As an organisation that prioritises the safety and wellbeing of all our employees, Imperial strongly condemns any form of sexual assault or discrimination against any of our employees and other stakeholders. If you have been a victim or if you know a victim of sexual assault or any other form of gender based violence at Imperial, please speak out. Reach out to me directly, to your line manager, to your People & Culture representative, to someone you else you trust (a friend or co-worker), or to your local police station. Later in this newsletter, you will find the details of our anonymous tip-off helpline, as well as organisations and helplines to get help for yourself or someone you know.

Let's continue to stand together, as men and women of Imperial, uplift one another and create opportunities for each other to thrive in the spirit of 'One Imperial'.

Imperial receives women empowerment awards 2021



In 2021, we were placed as a runner up in the Women Empowerment in the Workplace Award - listed businesses category for the Gender Mainstreaming Awards, which was a first for Imperial. We are extremely proud that we have secured the top spot in this category in the 2021 awards! Announced in August, this award bears testament to the great work and progress that has been made through our continued efforts in driving women empowerment and gender diversity across our organisation.

In addition, our EVP: Corporate Affairs & Investor Relations, Esha Mansingh, was chosen and featured as one of the 50 Power of Women in South Africa by Mail and Guardian 2021.



CELEBRATING WOMEN

Some great initiatives were driven by our colleagues in Logistics Africa over the past few months. These initiatives celebrate women and promote the women agenda at Imperial.

Lead Logistics Provider (LLP)

LLP ran several Women's Day initiatives to honour the women of LLP within Imperial, from candles, pot plants to luxurious pampering products and gifts.

During COVID-19 lockdowns, with colleagues working from home and some working at site/office, the support, encouragement and understanding of all our colleagues got us through some very difficult times. We therefore chose, as one of the initiatives, to gift our ladies with a candle in a blue jar (representing Imperial). The symbolism of the candle is the power of light that a candle can bring to one's life. One candle lit, can light many more candles and bring light to a dark situation.

Imperial and our female colleagues did exactly that during extremely difficult situations this year and we celebrated our women for their strength, courage, and support to each other.

Another initiative from PPLE was a herb plant, where we gave sustainable rubber plant pots and then added a packet of soil and some herb seeds so they can start a little herb garden, with some motivational quotes regarding herb gardening. The idea was to give something that women can nurture and then reap the benefits in their kitchen once they grow. The herb plant reminds us to take care and nurture ourselves so that we may grow to be the best we can be - both personally and professionally.

Contract Logistics

The Dedicated Contracts business within Contract Logistics recently formulated a Women's Forum committee, comprising women that represent all 50 of its sites of operation. This committee not only aligns its mandate with Imperial's Global Women's Forum and women from different levels of the business from the core team, as diversity and inclusivity are key to understanding the needs of all women across the business.

The committee has positively made its mark in the business space, with the focus for the calendar year 2021 being awareness of the committee and its mandate. The recognition and acknowledgement of women as key partners in the business is considered as a business imperative by the Managing Director, Mathys Enslin, who advocates for this so much that it is a standing agenda item at his executive committee meetings.

This year, the committee embarked on the theme of 'Celebrating One's Self'. This was highlighted in the Women's Day theme of showcasing women across the business. In addition, the women in the business have a weekly feature called 'Spotlighting in 5', where a female employee answers five questions that introduces her in her personal capacity, such as stating her hobbies and interests, as well as professionally by stating what she values as a woman within Imperial. This feature has become a highlight for both men and women in the business in getting to know one another, as part of the journey to a 'One Imperial'.

In an effort to drive an inclusive mindset, for the month of September, this committee showcased an 'Interesting Facts' post on South Africa's 11 official languages and the different cultures. This was shared weekly on Wednesdays in the build up to Heritage Day on 24 September 2021.



Submitted by
Bennitta Senyatsi

Technical Director: Logistics | Contract Logistics | Africa Head: Contract Logistics Women's Forum (Dedicated Contracts)



women@imperial Roundtable

As we celebrated Women's month in August and in line with our commitment to advancing diversity and empowering women at Imperial, we launched the inaugural Women's Roundtable at Imperial, an initiative of the Group's Global Women's Forum. This initiative aims to further upskill women at Imperial by focusing on key topics such as, alleviating unconscious bias, creating a personal brand, and leading with purpose, amongst others. We believe that collective and collaborative engagement on these key topics via a safe, inclusive and honest platform - the Women's Roundtable - will help in further developing and upskilling women at Imperial. We are extremely proud of our first cohort, comprising 59 incredible women from across the organisation, and we look forward to their exciting and empowering journey ahead.



Launch of Women's Roundtable at Imperial

As we celebrate Women's month and in line with our commitment to empower women at Imperial, we are pleased to announce the launch of the Women's Roundtable at Imperial today. There was a positive response to the announcement of this initiative last month, and our first cohort comprising 59 women from across the organisation, will participate in the inaugural programme which takes place over four months.

The Women's Roundtable initiative aims to further upskill women at Imperial by focusing on key topics such as, alleviating unconscious bias, creating a personal brand, and leading with purpose, amongst others. We believe that collective and collaborative engagement on these key topics via a safe, inclusive and honest platform - the Women's Roundtable - will help in further developing and upskilling women at Imperial.

For more details on the Women's Roundtable initiative, please see the attached document. If you have any queries or if you would like to join future Women's Roundtable cohorts, please contact L&D Administrator and Project Manager Fedile Mollo at: Fedile.Mollo@imperiallogistics.com

women@imperial women@imperial women@imperial

#OwnYourMovement

Campaign

This Women's month we encouraged all women to tell us how they are owning their movement and what they are doing to affirm this, using #OwnYourMovement when posting on social media platforms.



Imperial
August 20 at 3:24 PM
We asked the Executive Assistant at Imperial, Nomawethu Ringani, to share her story and tell us how she is owning her movement this Women's Month. "This women's month I own my movement by choosing to stay true and be kind to myself. I choose to start the day by reminding myself of the things that make me great and the things I have achieved or would still like to achieve. I choose to be more mindful and be aware of my thoughts so that I may manifest a positive reality. I choose to be surrounded by positive women who are making a difference in their fields of work and in their communities, and those who aren't afraid to be bold yet embrace their softer, nurturing side. I choose to accept my past, embrace the future and live in the present." Are you owning your movement this Women's month? Stand a chance to WIN R10 000 towards an upskilling course of your choice!
How to enter:
1. Tell us how are you owning your movement and what you are doing to affirm it.
2. Follow our social media channels and share this post
Ts and Cs apply.
#Imperial #BeyondPossibility #OwnYourMovement



Imperial
September 10
Congratulations to Diketseng Patsane who has been selected as the winner of Imperial's #OwnYourMovement competition. We are proud to award Diketseng with a course worth R10 000 so that she can upskill herself and continue to own her movement. Diketseng said: "Thank you to Imperial for giving women the platform to share their boundary-breaking stories and inspire one another through the #OwnYourMovement initiative. I am currently studying towards a Post-graduate Diploma... See more"
women@imperial



Click here to view the campaign overview video



SUPPORTING WOMEN IN SPORT

Imperial extends partnership with Lions Cricket

In August, we were proud to announce the renewal of our contract and sponsorship of the Lions Cricket Men's and Senior women's provincial team, as well as the respective Saturday Premier League and Presidents League club cricket with Lions Cricket.

This partnership, which developed as an extension of the five-year Imperial Wanderers Stadium sponsorship, aims to continue driving forward the positive impact and development of sport in the country. This extended partnership supports a formal structure for the players, with the necessary financial backing to continue driving success in South African sport with a strong focus on driving female sporting requirements.

We are proud to be continuing with both our men's and women's cricketers' partnership.

The comradery of sport is universal, and it has an unmatched ability to inspire, motivate and unite.

There is no doubt, we share this passion for sport and the competitive and collective spirit it embodies - and this was the catalyst for our partnership with Lions Cricket.

The sporting industry has been hard hit by the pandemic and of course, with women having been marginalised in sport previously, it has exacerbated this. We are ever prouder that we again get to be part of the change by continuing with both our men's but also female cricketers' sponsorship - making a difference and sustaining a move that has been a truly integral part of our gender equality strategy.

The extended partnership aims to ensure the continued support and development of cricket in South Africa and, very importantly, of the teams. The teams will continue to be known as the Imperial Lions. With the Saturday Premier League and Presidents League Club Cricket also retaining the naming rights - Imperial Saturday Premier League and Presidents League.

Imperial honours Women in Sport in Africa

In line with our ongoing commitment to developing and empowering women on the African continent and in sport, this year we became an official partner to the Momentum gsport Awards - taking on the naming rights to the gsport 'African Woman in Sport' award category. This sponsorship forms a natural progression from the sponsorship of the Central Gauteng Lions Women's Cricket team in South Africa, by expanding the role we play in supporting and promoting women and women in sport on the African continent.

gsport celebrated the sixteenth edition of the Momentum gsport Awards on 31 August 2021, where over 20 winners were recognised and awarded for their achievements over the last year. Juliet Bawuah, a leading Ghanaian journalist and also the founder of the African Women's Sport Summit, was this year's recipient of the 'African Woman in Sport' award.



2021 MOMENTUM GSPORTS AWARDS.

Imperial donates menstrual cups

There is an astounding number of female students who would rather miss class than go to school while menstruating, given the lack of access to feminine hygiene products. In fact, it is estimated that 3 out of 10 girls in South Africa miss school during their periods each month. This is a growing problem in South Africa so we partnered with PrincessD by donating 200 menstrual cups to help young girls better manage their monthly cycle, as well as ensure that their education is not negatively impacted by their menstrual cycle.

The PrincessD menstrual cup is an ultra-soft cup, made from medical grade silicone and is reusable for 10 years. They are also environmentally friendly, cost-effective and a sustainable solution for girls and women. This partnership and donation was an impactful way for us to give back to young women and help build them up and empower them to ensure better hygiene and continued access to education.



BE SAFE Be Smart GBV

SCHOOL PROGRAMME

Doing our part to raise awareness and support victims of Gender Based Violence

The first phase of our 'Speak Out, Reach Out, Find Out' Gender Based Violence (GBV) campaign was launched internally and externally at the end of June and gained significant momentum in terms of awareness, and more importantly, in terms of people utilising the resources we provided in the campaign to seek help for GBV-related issues. The second phase of this campaign will run concurrently with Imperial's 16 days of activism against GBV, beginning on 25 November, the International Day for the Elimination of Violence against Women. The second phase will also include relevant elements of mental health - another critical cause that requires our collective effort to be addressed.

Imperial's SHERO Network

Some of the most incredible people are ordinary people who are incredibly passionate about a cause. During this COVID-19 pandemic, we need to call one another to 'ordinary heroism'. As a result, and as another pillar of our GBV outreach, we have established the 'Imperial SHERO Network', which aims to bring together our ordinary, day-to-day heroes and heroes to provide support to one other - providing support during the COVID-19 pandemic, being a first point of contact should a colleague need access to resources related to GBV, or simply offering an ear to listen. We salute our 130 SHEROES across our organisation who have selflessly raised their hands and joined this network to provide supporting to our colleagues in need. These are kind, generous, and passionate people that have volunteered to help others and people who are inspired to live our value of 'Our People Matter'.



GBV Support

We are aware that GBV is prevalent across countries and severely impacts many of our colleagues, both male & female. We have therefore established a dedicated microsite that provides support to all employees, as well as a WhatsApp group, which is dedicated to assist employees who may be victims of GBV or who may know someone who is a victim of GBV. Disclosure of GBV by employees is 100% confidential and is supported by ICAS as the primary contact for assistance. ICAS boasts 200 trained workers who can guide and support victims of GBV. In addition, the SHERO network was also trained by ICAS in July in order for them to be able to provide support to our colleagues.

We encourage you all to be kind, look out for signs of GBV, and if you know of any workplace GBV issues, do not be quiet - stand up and take action!



Our key projects on-the-go

While you may know of many of these projects, it is not often that we get to celebrate the successes made in the past year and so, as we close of our newsletter this year, it is important that we demonstrate these and remember where we left off - so that next year we can grow even stronger, bigger and more resolute in our empowerment and diversity efforts.

Driver learnership programme

The driver learnership programme, launched in 2020 by the road logistics team, was created in an effort to improve gender diversity in the truck driver workforce. The programme, which focuses on unemployed female learner drivers, gives women the opportunity to gain relevant workplace experience and ensures that they have a job, upon completion of the programme. Truck driving is still very much a male dominated space, however, through this programme, Imperial is shifting perceptions about women as truck drivers and also created much-needed employment opportunities.

Women's Development Programme

The Women's Development Programme is a development vehicle and training programme which was introduced during Women's Month in August 2019. The programme was structured as a learning journey over 4 months, aimed at embedding the behaviour shift linked to a team member who becomes a thinking partner and is aimed at developing self-mastery - critical to workplace success.

Youth Development Programme

Imperial's Youth Development Programme is a workplace entry programme aimed at equipping South Africa's youth for work, while building a talent pipeline for the business. In this way, young graduates gain hands-on workplace experience across all areas of the logistics and supply chain management industry as well as exposure to future focus competencies.

Future-Fit Associate Programme

The Future-Fit Associate Programme is a two-year programme for recent university graduates and is focused on creating employment for them. The graduates are partnered with mentors to learn the 'tricks of the trade' from subject matter experts. This programme, launched in F2020, is still quite new, however, we are already seeing great learnings and successes!

Learnership, internship & apprenticeship Programmes

Learnerships and internships are year-long programmes that are aimed at providing specialist and technical capability to individuals who have a Grade 12 or diploma qualification, but with limited experience. Apprenticeships programmes run for 4 years and are designed to build artisanal skills for diesel mechanics.

In F2021, 328 beneficiaries 202 are female (62%) across these programmes were female.

Unjani Clinics Network

The Unjani Clinic is a network of black women owned and operated primary healthcare clinics that provide accessible, affordable and quality healthcare to communities in low-income areas. Started in 2010, this innovative model of healthcare addresses the inequality which exists between private and public healthcare services in our country.

Unjani Clinics' patients can access COVID-19 screening and antenatal care, and an estimated 40 000 sonar scans are performed a year. Free HIV screening and pre- and post-test counselling are available in clinics located in Ekurhuleni and the North West Province. Patients are referred to doctors when their needs are outside the scope of practice. The Unjani Clinic nurses conduct public outreach programmes at local schools and community events.

Imperial is extremely proud to be a partner to the Unjani Clinics Network, where, since inception, over 2.3 million consultations have been conducted. To date, 95 clinics have been opened, which have empowered 95 women with their own businesses.



We are proud to partner with Trails South Africa in an exciting new community development project in the Western Cape! Imperial will fund the first phase of a trails network that will ultimately see trails across South Africa linked to provide an adventure tourist network aimed at job creation, community-building and sustainable eco-tourism development.

Meet Vivienne Goso

Not only is she one of the most experienced and dedicated trail builders on the Trails South Africa project, but also the only woman currently on the team.

Vivienne lets nothing stand in her way. Day in and day out, she carves trails through dense nature, connects communities and makes travel safer for everyone in the Winelands. She's a true example of a powerful woman making a real difference and we're extremely proud to be associated with her and Trails South Africa.



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