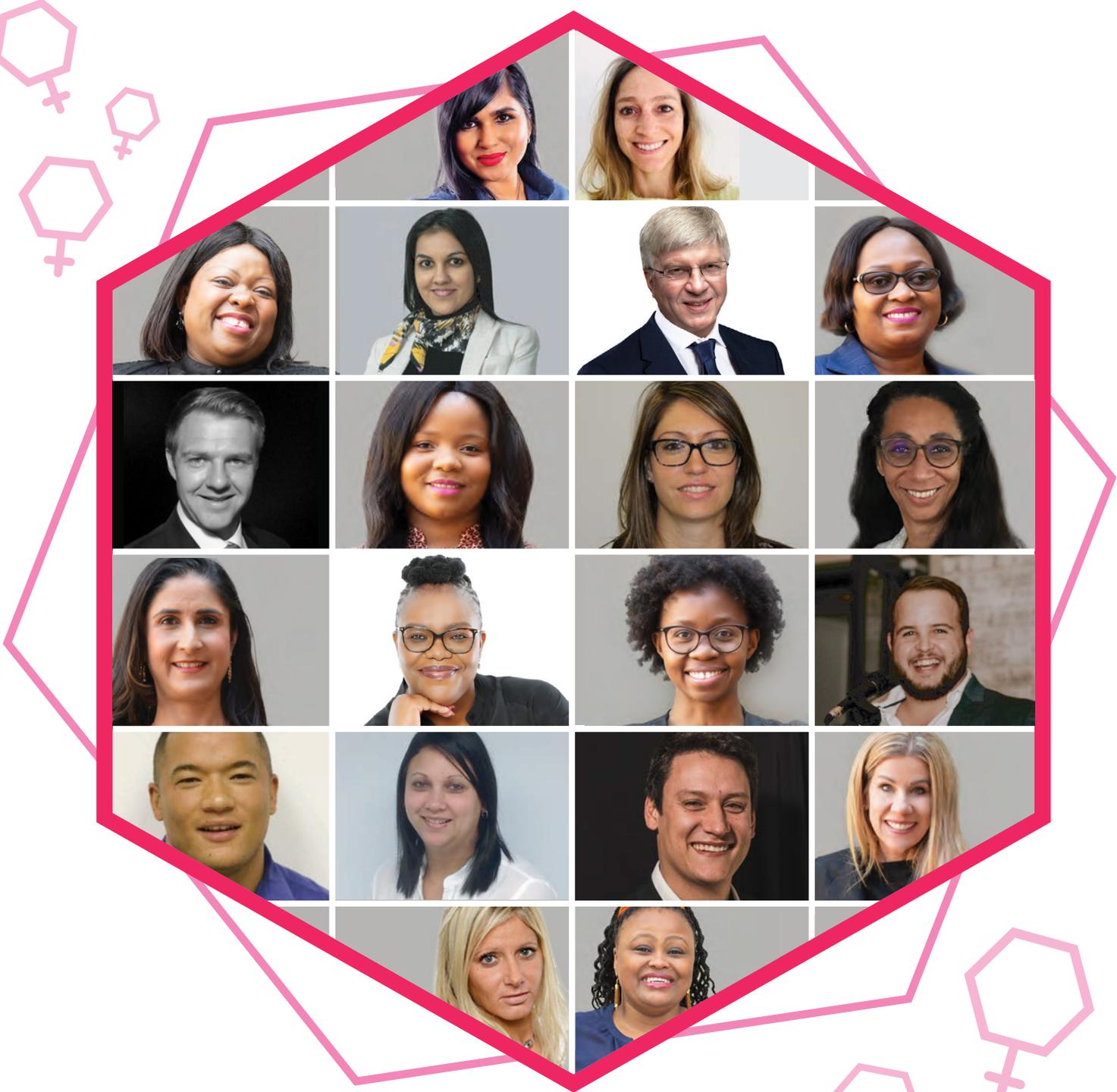


women@imperial

Newsletter

Edition 2



ImperialTM

beyond possibility





Mohammed Akoojee

Group Chief Executive Officer

#Idrivechange

In March we celebrated International Women's month and as Imperial, we all continue to play a fundamental role in progressing our gender diversity objectives and commitments. While there is still much to do and achieve, I am pleased to present our second women@imperial newsletter to all our colleagues, in which we share feedback and progress on initiatives undertaken in line with our commitment to gender diversity, as well as the related goals and strategies to elevate this area of focus throughout our organisation.

We have all faced challenges, both professionally and personally, during the COVID-19 pandemic, but these challenges have also forced us to reflect and seek opportunities to evolve, adapt and grow. As a business, this means stronger introspection regarding the ways in which we can uplift women in our organisation at a time where work, home and other life demands are even more pressing. We have aimed to do this through our programmes and initiatives, bringing female leadership to the fore, as well as by looking into our communities to establish where we can make a stronger impact.

As Imperial, our diversity goals remain firm and our commitment remains unwavering as we aim to ensure that 25% of all new employees hired are women, that women continue to occupy senior leadership roles at Imperial, and that accelerating gender diversity and equality across our organisation is everyone's responsibility. This is evidenced through the deliberate actions we set in motion since 2020, the recognition and awards we have received to-date and the strong commitment we have given to this cause.

As part of International Women's month and Imperial's #Idrivechange challenge, I publicly pledged as Group CEO of Imperial to achieve our target of a 30% gender equality ratio in senior management of Imperial by 30 June 2021. This is a 6% increase from our current 24%. This reaffirms my personal commitment to you to transform our business on various fronts - and I challenge each one of you to play your part in doing the same.

I am proud of the progress we have recorded thus far through our global and business womens' forums and through the initiatives undertaken by our People and Culture team.

As 'One Imperial', I look forward to building a more inclusive and diverse business with all of you.

Happy International Women's month to our women@imperial.



#Idrivechange

Our gender diversity journey started many years ago, however, 2020 was truly a revolutionary year for Imperial in this regard. Not only did we place a strong focus on supporting and advocating a number of initiatives that are aligned to our core objectives, but we have also started to be recognised globally as a business that is crafting and progressing leading practice regarding gender diversity and empowerment, especially in the logistics industry which has traditionally been a male dominated one. This is truly a remarkable base upon which we can expedite our 2021 commitments, and each and every Imperial employee deserves to be thanked and commended for the progress we continue to make in this regard.

Over the past 6 months, through our womens' forums and CSI programmes, we have placed a strong focus on education, skills development, community upliftment and creating specific areas within and outside Imperial where woman's voices, ideas and opinions can be elevated. We have also placed a strong focus on female sports development, as part of our Central Gauteng Lions & Imperial Wanderers Stadium Sponsorships, which we are also using as a platform to draw emphasis to demonstrate our commitment to the eradication of Gender Based Violence and Femicide.

We can be proud of the organisation for which we work, where leadership and our male colleagues support us and our journeys as women.



Esha Mansingh

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

We can stand proud knowing that we are using every viable platform to make a real change - and to encourage others to do more.

I pledged during International Women's Day to remain resolute in my commitment to advancing gender equality and driving change by contributing to making a positive impact on communities, other women and those around me - no matter how big or small. The world is in so much need, and any difference we can make will go a long way. I challenge others to do the same and be the change you hope to see in the world. Let's start at home and in our organisation by supporting each other and creating opportunities for others when we can - in the spirit of 'One Imperial'.

Thank you, Imperial women, for the instrumental role you have played thus far and for the role you will continue to play in the success of our organisation going forward.

I believe, together with our male colleagues, empowered women@imperial should always empower other women. Keep shining.

Esha Mansingh



CELEBRATING Imperial's Women



Steve Woodward

Group Chief People Officer

Dear women@imperial,

Thank you for having me as a guest at your last Global Women's Forum meeting. It is encouraging to listen to your successes and your aspirations and it is our commitment in People and Culture to continue to build a culture that supports inclusion in every aspect of our business. On that subject, our Group Exco recently agreed on a recruiting principle (which we will put into a policy format shortly), whereby every new hire in the D and E Paterson bands needs to be made from an inclusive "slate" of candidates. Practically this means that if there are no diverse candidates internally, we will always go externally to ensure that the hiring decision is made with due consideration of the demographics of the country in which we are operating. This simple practice will have the effect of focusing hiring managers on the need to build diverse talent pipelines internally and to raise awareness of the need to build diversity in our business.

We also recently rolled out the exciting second phase of the 'I'm Imperial, I'm Valued' campaign which focuses on embedding our values throughout the organisation. Please support this campaign where you can and remember that our values will, in time, form the cornerstone of our behaviours and leadership practices.

Kind regards,

Steve Woodward

Sthe Mjwara

Operations Director at Imperial's
Health Sciences Facility

The health Sciences division is truly leading the pack with an 80% female representation on their Exco and, more recently, with the new appointment of the first female Operations Director - having been appointed into the role of Operations Director in November 2020. Having previously worked for Toyota South Africa, she has over 19 years' experience in the automotive industry and can be described as a results-driven executive with an eye for detail and a passion for excellence. As a business whose health sciences division is a core driver of our objectives and success, we look forward to having such a solid addition to our team and wish her the best in her journey with us.

**First Female
Operations
Director on
Health
Sciences
Board**



Jean-Mari van Zyl

General Manager, Imperial Health
Sciences Western Cape

Jean-Mari was employed by Imperial Health Sciences in January 2013 as a Pharmacist and has worked in the business serving the needs of our client as a Responsible Pharmacist for the Cape Town branch for the past 7 years. But, as a true Imperial woman, her perseverance and commitment paid off in 2020 when she was promoted to General Manager, Western Cape. In this new role, she is responsible for the day-to-day running of our Cape Town facility and ensuring that the much-needed pharmaceutical and healthcare market access requirements for our clients are executed efficiently in the Cape Town region.

**From
Pharmacist to
Business
Leader**



DRIVING WOMEN FORWARD

Towards the end of 2020, our Tankers Fuel & Gas division appointed two more females as Ultra Heavy-Duty Vehicle Drivers. In an industry very much led by male employees the world over, this significant addition to their business shines a light on the ongoing commitment in supporting our female development goals.

ROAD FREIGHT

Creating change through our induction programme.

Last year the Road Logistics team started an induction programme for 11 unemployed female learner drivers in their community - giving these women in the surrounding community the opportunity to gain relevant workplace experience and ensuring that, upon completion of the programme, they have a job. Not only are these types of programmes well aligned to our objectives of growing our community and truly being advocates for change, but it also serves to evolve a very much male-dominated industry to a more mainstream one, which is crucial to the changes we want to realise.



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FLYING THE FLAG HIGH

Esha Mansingh

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



In January, our Executive Vice President: Corporate Affairs & Investor Relations, Esha Mansingh, was awarded as the South African recipient for 2021 Red Blazer of Excellence Award by CD Wilson - a prestigious global award recognising women across the globe who are truly taking female empowerment seriously and creating change.

In addition, she was nominated for the Gender Mainstreaming Awards in 2020 where she placed 2nd under the category 'Women in the workplace'. These awards are very competitive in the corporate arena and are a significant step towards elevating Imperial as both a preferred company for which to work and as an organisation that places gender diversity and inclusion at its core.

Esha has also been recognised for the work undertaken in CSI and women empowerment, through her being nominated for an 'Influential Women of 2020' award, as well as through her being a recipient of the Women Appreciating Women Honorary Award 2021.

Esha is also now the Vice Chairperson of Ladies of all Nations International (South Africa). In addition, she has been recognised as one of the 100 successful women in business globally and will be featured in the Global Trade Chamber's '100 Successful Women in Business Around the World' Amazon book 2021.



Making Business Better Award Winners



Ambassador Award Winners



LLP AFRICA RECOGNITION AWARDS – 42% FEMALE WINNERS

In December, LLP Africa held their annual recognition awards event. These awards include both individual and team awards, with the individual awards contended by both male and female counterparts within the business. The awards categories are Making Business Better (individual), Ambassador (individual), Best Performing Business Unit (team) and Consider It Done (team)! Out of the 12 winners in the individual awards, 42% (5) were women.

Well done Women@Imperial - we are incredibly proud of you!

TAKING GOLD AT GHANA ACHIEVEMENT AWARDS



Our Female Head of External Relations and Inbound Logistics at Imperial in Ghana has been awarded the 'Most outstanding female in public relations and external awards' in the 6th Feminine Ghana achievement awards in September 2020.

CREATING VOICES

& driving opportunities

Supporting initiatives that celebrate women, both within and outside of Imperial, and that provide a solid platform from which to create a voice for women and drive women forward from a skills perspective, are central to our gender diversity targets. In March, we celebrated the roll-out of some great campaigns that do just this!

1.

Imperial International Women's Day #Idrivechange Campaign

A challenged world is an alert world and this rings true for us as individuals. We are all responsible for our own thoughts and actions - all day, every day. We can choose to challenge and call out gender bias and inequality. We can choose to seek out and celebrate women's achievements. Collectively, we can all help create an inclusive world and at Imperial this International Women's Month, we took the challenge to celebrate women through our #Idrivechange Challenge where our mission was to inspire women to raise their voices and drive a change for women across all aspects of life. Whether that is for women to gain a voice in office or to break stereotypes against other women.

So many great Imperial women came to the fore - owning their thoughts and actions by pledging they plan to make a difference to drive change. But, it didn't stop there - the campaign is ongoing and so - if you haven't done so as yet - get involved and make your pledge!



How:

We are challenging women to seek out and celebrate women's achievements and take up the **I-Pledge challenge** by simply commenting on the Imperial Social Channels using the above hashtags and indicating what you are doing to make a difference in the lives of other women.

- Share in the comments how you will drive change for women using #Idrivechange and make your **I-Pledge** here.
- Tag 3 friends and join the *women@imperial Facebook group*.

2.

Women@Imperial Roundtable

The COVID-19 pandemic has further emphasised the numerous challenges women face, including abuse. It has also exacerbated the pressure on the different roles we take in caring for our families, while being a high performer at work and driving results through our teams - influencing motivating, coaching and supporting. During the pandemic, studies have shown that those who live on their own also struggle with mental health issues because there is limited or no outlet to share their challenges.

As Imperial is committed to the empowerment of our community, last year the Imperial leadership team sponsored the Imperial Women's Roundtable as a development vehicle which was introduced during Women's Month in August. 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.



Outcomes:

The Imperial Roundtable comprised Imperial women at various levels across the organisation and set out, over a four-month period, to up-skill and connect women as a way of providing them with the mechanisms to navigate the new world of work and life by supporting one another and drawing from each other's strengths and experiences.



The objectives of the campaign are to:

- Develop a pool of empowered, knowledgeable and connected women within Imperial;
- Build a sustainable, strong and influential resource pool of women;
- Promote interconnectedness;
- Build a culture of gaining and distributing knowledge.



Imperial sign the UN's Women Empowerment Principals (WEPs)



Recently, Imperial joined 3 000 other business leaders around the world, becoming a proud signatory to the Women's Empowerment Principles (WEPs) which was established by UN Global Compact and UN Women, with the aim of helping abolish laws discriminating against women by 2030.

The WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility towards, gender equality and women's empowerment.

By joining the WEPs community, our Group CEO, Mohammed Akoojee, has demonstrated the commitment to work collaboratively to foster business practices that empower women. These include equal pay for work of equal value, gender-responsive supply chain practices and zero tolerance against sexual harassment in the workplace.

The **7 WEPs** emphasise the business case for corporate action to promote gender equality and women's empowerment and are underpinned by the following:

- **Principle 1:** Establish high-level corporate leadership for gender equality
- **Principle 2:** Treat all women and men fairly at work - respect and support human rights and non-discrimination
- **Principle 3:** Ensure the health, safety and well-being of all women and men workers
- **Principle 4:** Promote education, training and professional development for women
- **Principle 5:** Implement enterprise development, supply chain and marketing practices that empower women
- **Principle 6:** Promote equality through community initiatives and advocacy
- **Principle 7:** Measure and publicly report on progress to achieve gender equality

In addition to signing these principles, the UN Women requested to feature the Imperial case study around Principle 4 - promoting education, training and professional development for women - in their 2021 Global WEPs brochure. This brochure showcases the work that WEPs Signatories across the world are doing to advance gender equality and women's empowerment in their companies and is a truly remarkable achievement for Imperial to be featured in.

CHANGING THE STATUS QUO

Women in Transport Conference

This year, Imperial was one of the proud sponsors of the Women in Transport Conference, which focuses on unlocking opportunities for female truck drivers by bringing women across the logistics sector together to address and share challenges and opportunities within the sector.

This conference was a critical platform for us in ensuring that we are part of the solution to female empowerment in South Africa at every level possible.



Supporting each other through our womens' forums

Our Global Imperial Women's Forum has become synonymous with collaboration and a global drive for women to be better, do better and make a real change in the lives of their colleagues, friends, and communities. We are proud of the strides this Forum is making and look forward to a year filled with collaboration, innovative diversity programmes and opportunities to enhance the female agenda across the organisation.

In 2021, the Global Women's forum will focus on advocating more visible support and participation in the forums from our male colleagues. Gender-based violence campaigns and COVID-19 support messages and groups will remain key focus areas too. Graduates will also be invited to participate in the Global Women's Forum going forward.

The business women's forums continue with their existing initiatives and commenced with new initiatives, such as, a women's roundtable, which aims to provide a platform for key discussions, support groups during Covid-19, and training and development opportunities for women in our organisation.

On 15 March 2021 we hosted the Imperial's quarterly Global Women's Forum. Chaired by Esha Mansingh, the Forum included a number of speakers from within the organisation, including: Steve Woodward, Mpho Mabetoa and Santosh Kumar who shared their views of how women can support and contribute to the success of our organisation. In addition, we also had an external guest speaker, Dr. Shamila Ramjawan. Shamila is a formidable and well-respected multiple global award-winning entrepreneur. As a single mother raising two children and taking many business risks, her journey has been one of consistently breaking barriers. She uses her inspiring life stories to encourage and motivate individuals to realise their true potential. The Forum was filled with great words of inspiration against the backdrop of International Women's Day, and sharing of incredible diversity and female empowerment programmes and results - backed by powerful insights and life experiences from our guest speaker.

HELP ME GROW

They say you are never too old to learn. Therefore, as part of our commitment to upskilling and empowering women in our organisation, we have provided a few softer tools, articles and resources to help along the way. This information is very powerful and can go a long way in shifting perspectives or sparking an idea or movement.

Inspiring articles to get you thinking:

Read these 18 articles from influential and inspiring women on 'women in the workplace and how to overcome some of life's simple challenges that may be holding you back'.

<https://www.workflowmax.com/blog/18-inspiring-articles-by-empowering-women-that-will-change-your-life>

Everyone loves a little Instagram!

Sometimes when the kids, dogs or hubbies are asleep and the house is quiet, we all get a bit of downtime and let's be honest - who doesn't love a little bit of Instagram in these moments? So, here are some of the most empowering Instagram accounts to inspire and uplift you

<https://www.harpersbazaar.com.sg/life/culture/empowering-instagram-accounts-daily-inspiration-international-womens-day/>



NETWORK TO GROW!

Networking is an age-old way to grow your confidence, skills and opportunities. While we continue to engage in social distancing due to the COVID-19 pandemic, many incredible digital platforms that provide perfect networking opportunities have been brought to the fore. Here's a link to some of the best ones we found!

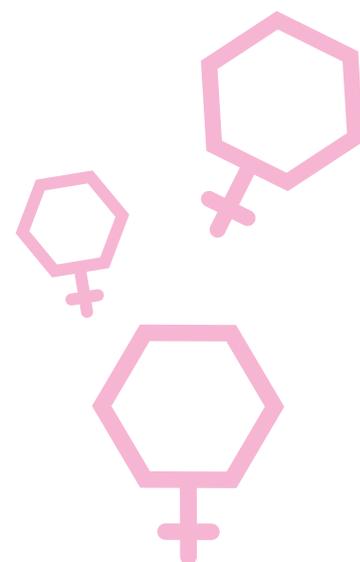


BRAVE

Girls

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Stay connected and informed with the **women@imperial**



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