Standard Bank TOPWOMEN L E A D E R S

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AYANDA MAFULEKA, FASSET CEO

Creating jobs, building a legacy

INSPIRING WOMEN

WOMEN ACROSS THE BOARD

AWARD WINNERS

In partnership with **Standard Bank**



Haley Fletcher

TOPCO MEDIA'S TOP WOMAN





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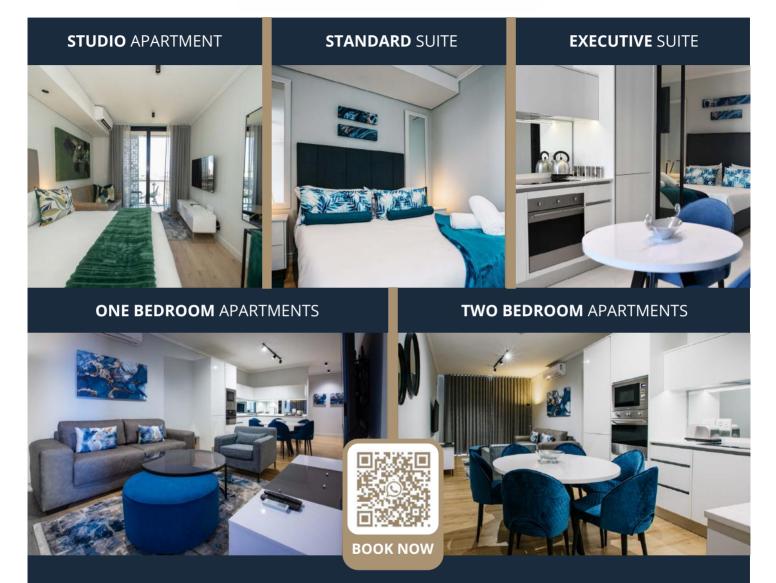
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Leaders is another reason to celebrate - jam-packed with inspiring thought leaders and top women across the board. We are honoured to have the Foreword penned by Simone Cooper, Head: Business and Commercial Banking, Standard Bank, South Africa and in-depth interviews with three dynamic Standard Bank executives. On the cover this year is FASSET CEO, Ayanda Mafuleka, who, as leader of the **Financial and Accounting Sector** Training Authority, is facilitating job creation across the nation and, at the same time, building a legacy:

"My engagements with FASSET benefactors are my most memorable moments, learning how our programmes have impacted their livelihoods and created a better base for the type of future they wish to develop for themselves," – Ayanda Mafuleka.

Continuing on the continuum of inspiring women, we feature Dr Phumzile Mlambo-Ngcuka, Dr Anna Mokgokong, Ambassador Maud Dlomo, Rachel Kolisi and Saray Khumalo, as well as some of our 2023 award winners: Standard Bank Top Women Business Leader of the Year, Taelo Mojapelo; Standard Bank Top Women Entrepreneur of the Year, Robyn Mellett and Standard Bank Top Women Young Achiever of the Year, Portia Phalane.

If you have ever wondered how well South Africa is doing in terms of gender empowerment in different sectors, please take a dive into our amazing array of agents of change across twelve industries. The special features section includes important, must-reads such as an interview with Koketso Rhathumbu, GBVF Response Fund Advocacy and Communications Manager; Investing in Shared Prosperity: Digital innovation and Financing for Women's Economic Empowerment by Delia Ndlovu, Chair, Deloitte Africa; Phumudzo Luvhengo, Organisational Effectiveness Executive, Blue Label Telecoms writes on empowering women in the workplace and Lynn Forbes provides a special contribution on Health and Wellness.

The publication would not be complete without the Topco Media research-based index of top gender empowered organisations as well as the post-event reports for our sister events – the Standard Bank Top Women Awards and Conference.

Empowerment, diversity, equity and inclusion are not destinations, they are journeys which we strive to document and celebrate in each edition of *Standard Bank Top Women Leaders.* Thank you for your participation and we look forward to seeing you next year.

From the whole, amazing team - we hope you enjoy the read.

Jima Wake

FIONA WAKELIN | GROUP EDITOR

2024 – I think it speaks volumes that I had to dig deep to come up with glad tidings for this year. So much is going on globally, not least of which are geopolitical conflicts and climate change. At home in South Africa, however, we are celebrating 30 years of democracy - and a government of national unity. And as I write this we are looking forward to Spring, traditionally associated with renewal and rebirth. This 19th edition of *Standard Bank Top Women*



EXECUTIVE HEAD, STANDARD BANK BUSINESS AND COMMERCIAL BANKING, SOUTH AFRICA

foreword

t Standard Bank, we believe that empowering women is both a moral imperative and a catalyst for sustainable economic growth. The 19th edition of the Standard Bank Top Women Leaders publication, in partnership with Topco Media, stands as testament to the incredible achievements of women who are breaking barriers, leading industries, and shaping the future.

The Standard Bank Top Women Awards and Conference focus on what we can collectively achieve to drive diversity and create opportunities in business ownership. These initiatives promote gender parity and align with our commitment to supporting the United Nations' Sustainable Development Goal 5, which is to, 'Achieve gender equality and empower all women and girls.' We recognise that the future of our continent relies heavily on the full participation and leadership of women across all spheres of life. In line with the theme for International Women's Day, "Invest in Women: Accelerate Progress," we are committed to investing in women.

As we navigate an ever-evolving global landscape, the contributions of women in leadership roles are more critical than ever. Our diverse perspectives and transformative approaches are essential to addressing the complex challenges of our time. Through this publication, we aim to highlight the importance of gender equality and the role it plays in driving progress across Africa. We are proud to support and celebrate the female trailblazers whose stories of resilience, innovation, and leadership inspire us all to strive for a more inclusive and equitable world.

As Standard Bank, our commitment to empowering women extends beyond words. It is reflected in our ongoing efforts to create a banking environment where women thrive – whether as entrepreneurs, business leaders, or valued members of our workforce.

According to UN Women, when women work, economies grow. This resonates deeply with us at Standard Bank, where we continue to partner with our clients for growth while they start, manage and grow their businesses. Some of our key initiatives include:

Tailored financial solutions like DADA in Kenya, Blue Blossom in Nigeria, and Stanbic for Her in Uganda, through which we provide coaching, mentorship, financial training, and innovative financial products. The Ladies At The Table Empowerment Series (LATTES) in Nigeria, and the African Women Impact Fund (AWIF), are other significant initiatives that empower women and support women-owned businesses.

In South Africa, we empowered 129 women farmers through the OneFarm Share programme, with R22 million paid out to women farmers. These initiatives collectively contribute to a more prosperous and inclusive future for African women.

Other initiatives such as The Basali Development Programme, a 12-month initiative providing business skills and development to women-owned businesses in South Africa, supported 100 businesses in 2023. For the majority of these womenowned businesses it also afforded them the opportunity to access their first loan and build up a track record for funding, whilst being supported every step of the way.

One of my other favourite programmes related to this sponsorship, is the Standard Bank Top Women EmpowHer regional conferences. Now in its second year, they exemplify the spirit of the Top Women brand. The Pitching Den, where women entrepreneurs vie for a R50 000 prize, is just as important as the FastTrack Networking sessions, which affords women the opportunity to connect with like-minded peers and top business leaders, who may be tomorrow's sponsors and mentors.

Our commitment to enabling the development and growth of women is also evidenced in our workforce. In South Africa, we are fostering a diverse and inclusive workforce, with women holding 42.7% of Standard Bank South Africa's executive and senior management positions, creating the diverse and innovative culture we speak of on our own home-ground. Our focus on advancing women's careers emphasises wellbeing, networking, and personal and career development.

Standard Bank is committed to fostering an environment where women can thrive, whether if it is in business, technology, the arts, or any other field. We believe that by investing in women, we are investing in the future of our continent.

We hope that the stories in this magazine will inspire readers to continue supporting and championing the incredible women leaders who are paving the way for future generations.

Thank you for joining us in celebrating the achievements of these remarkable women. We encourage you to consider how we can all contribute to building a more equitable and just society. Together, we can partner for growth and unlock Africa's true potential.

Savour the stories within, and let's continue turning possibilities into opportunities!!!

Simone Cooper, Executive Head, Standard Bank Business and Commercial Banking, South Africa ■

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HEAD OF VALUE PROPOSITIONS & CLIENT EXPERIENCE, BUSINESS AND COMMERCIAL BANKING, STANDARD BANK, SOUTH AFRICA

Finding a way to make a difference

By Fiona Wakelin & Koketso Mamabolo

STANDARD BANK IS ONE OF THOSE WONDERFUL ORGANISATIONS THAT GIVE YOU AN OPPORTUNITY TO DO MANY DIFFERENT THINGS

STANDARD BANK TOP WOMEN LEADERS

he starting point of Jenine Zachar's career was the dream to make a difference in South Africa. She began by studying to become a teacher but quickly realised teaching wasn't for her, and so began the next phase of her journey, with an open-mind, first into the world of communications and then processing engineering, which would lead to her joining Standard Bank, where she is the Head of Value Propositions for Business and Commercial Banking South Africa.

STEPS TO CHANGE

"It's actually an incredibly difficult thing to change careers, particularly when you're young and you've got very little to no other experience other than what you've studied, done and been exposed to up until that point. I made a very deliberate decision to find a way, whichever way. And that included not trying to be too prescriptive about where I could see myself playing a role, but rather looking at any opportunity that I believe I could add value in," says Jenine.

She took jobs for less pay and ventured into the world of communications, learning on the job what it takes to be a public relations officer and how to work with different corporations to get their messages across. This initial experience outside of teaching gave her an idea of the role she could play in the corporate world. Her communication and teaching background came in handy when a global management consulting firm was looking for people to help build their change management practice.

"There I got exposure to multiple clients across different industries and was once again afforded the opportunity to learn new skills."

These opportunities provided for growth and knowledge expansion which ultimately led her to being exposed to the banking sector - initially as a consultant and then a process engineer at Standard Bank. Although she would have potentially had a different response 15 years ago, in hindsight, this pathway has set her up for success in the work she does today and she would not trade in those experiences for a different path.

"Standard Bank is one of those wonderful organisations that give you an opportunity to do many different things when you are open and receptive to the right doors, being open and knocking on some of the right doors as well."

Being a full suite bank means we offer a variety of solutions, including funding opportunities, to meet clients' specific needs based on what they need.

It was through the process engineering department that she found her way into Business and Commercial Banking.

"I've come to appreciate how our experiences add up to make us who we are. And how when you unpack these experiences, you can extract the value of what you bring to an organisation that is unique.

"The world of teaching taught me certain skills that were added onto by

experiences in communications and then process engineering, and so on."

AN ORGANISATION WITH HEART

Jenine explains that the starting point for Standard Bank's Business & Commercial Banking vision and strategy is rooted in the client experience.

"We talk about partnering with our clients for their growth across various stages of a business life cycle whether that is the starting, managing or scaling, growing phase of a business and we have various solutions and offerings that we provide which look at providing access to funding, access to development and access to markets at each one of those phases," says Jenine.

Examples of the funding solutions include BizFlex loans, with flexible repayment available, as well as loans which can be applied for on their digital banking app, with a decision given within three minutes.

In everything that you do, you've just got to consider how to leave it in a better position than you found it in. "Being a full suite bank means we offer a variety of solutions, including funding opportunities, to meet clients' specific needs based on what they need."

"Being a relationship-based Bank, with decades of experience behind us on this model, Standard Bank BCB offers a Relationship Manager to guide clients along every step of the process."

They also offer coaching and networking opportunities at various events such as the Standard Bank Top Women events and the BizConnect platform which provides clients with access to information, templates, guides and even a self-guided incubation for their businesses.

"We are an organisation with a lot of heart and it's important to us to be able to explain to a client why to choose us - where supporting clients to stay in business and grow forms part of the DNA of who we are and how we operate - with that same heart," says Jenine.

LEAVING THINGS IN A BETTER PLACE

Jenine believes she is at the right place to make a difference in South Africa and finds fulfilment in her work. "Being able to put forward solutions and offerings that meet our clients needs and help businesses to start, manage and grow, is extremely rewarding work. Whether a small or medium or large enterprise, there have been countless examples of how these businesses create employment, often support entire communities, and help families to thrive. When businesses grow, we grow with them, and this continues to be a cycle of success that I am grateful to be a part of," she says.

To get to this point in her career, Jenine has carried the philosophy of being open to anything, with a fair amount of direction, and being proactive in finding opportunities and putting her hand up when opportunities present themselves.

"Long ago I let go of the idea of one pathway being perfect because it doesn't exist. Being a perfect mom and the perfect employee and having the perfect career, there is absolutely no such thing as that. And you don't need to leave things perfect.

"In everything that you do, you've just got to consider how to leave it in a better position than you found it in. ■ GROUP HEAD, COMMUNICATION & REPUTATION MANAGEMENT, STANDARD BANK GROUP

The power of storytelling and communication

By Fiona Wakelin

I AM VERY PASSIONATE ABOUT TELLING THE STANDARD BANK STORY ACROSS THE CONTINENT.





irginia's journey to her current role as Group Head of Communication and Reputation Management, Standard Bank Group, has been driven from the early onset of curiosity in the power of storytelling and communication. From a professional point of view this was coupled with a passion for growing an organisation's brand through strategic-led narratives that ultimately contribute to enhancing trust. She has held her current role for the past 15 months, returning to the Bank (where she started her early career in communications) after spending 13 years managing Corporate Affairs at a competitor financial institution. Virginia's career trajectory has been mainly in the financial services industry with earlier roles at both an international financial institution based in Johannesburg and at a Women Development Consortium (NGO), prior to that. She is currently tasked with the mandate of managing the Bank's reputation and communications. Ultimately focusing on growing the brand's trust with all it's stakeholders.

HIGHLIGHTS, CHALLENGES AND AHA MOMENTS

There have been various highlights throughout the course of my career, but one of the most memorable for our brand has to be retaining the title of the most valuable banking brand in Africa for the third consecutive year. With regard to challenges, it would probably be the rate of change as it relates to roles whether it be through Artificial Intelligence (AI), understanding its impact pertaining to things such as fake news or for example the opportunity Al has to be incorporated as a tool into our day-to-day practices to better enhance our roles as communicators.

My most memorable moments in terms of storytelling is constantly evolving, but one of the most recent was bringing our 2023 *Annual Integrated Reporting Suite* to life through the use of powerful new channels in our storytelling approach. The reports reflect a golden thread narrative that is consistent with what we are working towards achieving. In terms of actual AHA moments, it's really impossible to single one out but I am inspired by various micro moments of learning - these can come from anything as little as coming across a new word to a great written piece of work, a quote or a small tech learning moment. Keeping up-to-date with current language trends through my teenager is currently driving a lot of AHA moments!

DRIVING THE STANDARD BANK GROUP COMMUNICATION STRATEGY IN MARKETS THROUGHOUT THE AFRICAN CONTINENT

According to the World Economic Forum by 2035 there will be more young Africans entering the workforce each year than the rest of the world combined.

This speaks to the incredible opportunity we have to shape the future and Standard Bank is at the forefront of this exciting journey. The Group's

"I am inspired by various micro moments of learning - these can come from anything as little as coming across a new word to a great written piece of work." reach across 20 African countries and 6 financial centres gives us a unique footing to help drive growth which is a key part of our organisational DNA.

One of the greatest misnomers in the past was the phrase "Africa's economy", built on a presumption that the continent is homogenous and has a singular identity. This continent is a myriad of diversity and different demographics.

I am very passionate about telling the Standard Bank story. We are the biggest bank by assets on the continent and this gives us amazing insights into the ways in which people across the continent transact. Using these insights, we can better provide our client base and prospective base with services that address their needs in a way that is tailored. We are also in the unique position of facilitating cross-region deals and financing. Our purpose is not just a set of words, we really mean it when we say 'Africa is our home, we drive her growth'.

SOCIAL MEDIA AND TECHNOLOGY

Robert Iger, Walt Disney Company CEO once said, "evolve or risk extinction". New forms of media are a demonstrative example for corporates and organisations. Social media and changes in technology have had an undoubtable impact across all forms of communication and reputation management. Due to the speed and democratic nature of social and digital media, organisations have had to adjust to the speed and agility with which news and issues are publicly aired.

We have also had to ensure that we have a diligent team that works across all social and digital media platforms. Far from only seeing the areas where mitigation is required, we also see the opportunities of getting our message to more people in a direct way.

SHIFTING TRENDS

The trends over the past 20 years have shifted significantly some of these include remote work and collaboration tools such as Zoom, Microsoft Teams for seamless collaboration, enabling seamless face-to-face conversations. Artificial Intelligence continues to revolutionise communication. Social media platforms have changed the way people consume information such as news.

Citizen journalism has also contributed to this transformation. Global Connectivity with the Internet breaking down geographical barriers and enabling cross-cultural communication and collaboration on an unprecedented scale, to name a few. "Our purpose is not just a set of words, we really mean it when we say 'Africa is our home, we drive her growth'."

MY "WHY"

My 'why' is to empower others through clear and effective communication. I'm looking forward to an upcoming family planned holiday towards the end of the year and on the work front I'm excited about what the new communications trends hold for our industry, incorporating these into our day-today practices remains top of mind.

I think one of the most important qualities in life is resilience. We all face different challenges in our lives but is important to always approach them with an open mind and never give up, despite the scale of challenge you face. Resilience underpins character and as former President Nelson Mandela once said, "Do not judge me by my success, judge me by how many times I fell down and got back up again." lindiwe Monyae

MANAGING EXECUTIVE, LIBERTY CORPORATE BENEFITS BUSINESS

Purposeful leadership

By Fiona Wakelin

"I LEARNT ABOUT HARD WORK, SELF-SACRIFICE, MAKING A DIFFERENCE IN OUR COMMUNITIES AND THE POWER OF TEAMWORK" indiwe Monyae is the Managing Executive of Liberty Corporate Benefits, a business unit of the Insurance and Asset Management cluster, within the Standard Bank Group. Integral to the cluster, Liberty Corporate Benefits aims to partner with employers to ensure their employees' financial wellbeing through a range of corporate benefits. This is done through the provision of tailored Umbrella Fund solutions to meet employees' long-term investment and risk needs along with value-added services that are accessible to fund members at no charge. Furthermore, the business provides additional bespoke Consulting and Actuarial Services and Group Risk solutions to meet employers' unique needs.

Lindiwe launched her career as a graduate at Standard Bank, where she gained exposure to various facets of the business.

"Looking back, I realise that much of what I know today started there. Standard Bank not only sowed the seeds of my business knowledge but also profoundly impacted my personal growth. I got a deeper understanding of my finances as I navigated my own life."

It was also during this time at Standard Bank time that she had the opportunity to experience the human side of the bank. When she lost her father, the bank supported her by assisting with his burial and subsequently facilitated the purchase of her first house through one of its offerings. "After a stint away from the financial services industry, I came back to Standard Bank; a humbling experience that exposed me to the power of mentorship, as well advancing my career through the support of a 'sponsor'."

Now back at Standard Bank at an executive level at Liberty, Lindi is paying it forward. She is integrally involved in the upliftment of other leaders, particularly women, through initiatives such as the Liberty Women's Forum, which she closely runs, supported by her dynamic female colleagues.

CARING ABOUT FINANCIAL LITERACY

Lindi is passionate about financial literacy and in her own way, is

dismantling the stigma associated with having limited financial resources. She advocates for empowering conversations that promote financial freedom, as well as conversations that address the issue of limited financial resources.

"It is a mind shift, and if it were up to me, financial literacy should be taught at schools. The earlier we start with familiarising our children with the language of money, the better it will be for South Africans in general.

"Unlike our parents, the current generation has better access to financial knowledge. Information is widely available, and we need to make a conscious decision to improve our lives. This is the message I emphasise whenever I get an opportunity to interact with young people.

Lindi is passionate about financial literacy and in her own way, is dismantling the stigma associated with having limited financial resources.

"Financial wellbeing is integral to a well-rounded adult, just as important as physical, emotional, mental and spiritual wellbeing. Countries such as Denmark, Norway and Sweden recognise this and have integrated financial literacy into their schooling system."

But it is not just financial literacy that Lindi is passionate about, she also cares deeply about children's ability to read.

"In the *Progress in International Reading Literacy Study*, published in 2021, a global study which tested the reading ability of 400 000 students, South Africa ranked last out of the 57 countries assessed. According to this study, illiteracy among South African children had risen from 78% in 2016 to 81% in 2021 and 8 out of 10 children struggled to read by the age of 10."

Efforts to enhance current literacy levels require initiatives such as the construction of local state of the art libraries, to help cultivate the culture of reading.

"In this regard, I'm particularly proud of our employee volunteerism initiative where we visit primary schools to read for learners in the foundational phases."

RUNNING A BUSINESS OF CARE

With a background in Psychology and having worked in Human

Resources, Lindi understands the importance of providing employee benefits solutions and how it plays an important role in enhancing employee value proposition.

"Employee benefits propositions allow organisations to have a competitive edge in the war for talent. As an employee benefits provider, we witnessed the negative impact of COVID-19 and observed how those companies that offered group risk benefits navigated the crisis, becoming a beacon of hope for many families."

LEADERSHIP WITH PURPOSE

Lindi's most abiding leadership principle is that of leading with purpose, something she says goes beyond the buzzword for her.

"My view is that purpose creates conviction, and it is only when one has conviction that they become resilient. With those ingredients in the mix, success becomes attainable. Purpose should resonate deeply with your essence, reflecting who you are and what you hold dear as important."

OVERCOMING CHALLENGES AND MANAGING DOWNTIME

"One of my greatest challenges was transitioning from being a Human Resource practitioner to running a profit and loss business, which brought "I'm particularly proud of our employee volunteerism initiative where we visit primary schools to read for learners in the foundational phases."

along moments of self-doubt. Luckily, I had sufficient business grounding that I was able to quickly turn this around and find ways to stretch my capabilities. Among my coping techniques, I acknowledged my worth, allowed myself to fail forward, and made sure that I was meaningfully connected to my support system of coaches and mentors."

Another important aspect is managing her downtime. She ensures that she completely switches off from work from time to time. She is an avid reader of leadership books and finds relaxation through her travels. As a spiritual, family-orientated professional, she also enjoys robust discussions with her sons, husband, brother and mum as well as energising debates that they have as a family regularly.

PARTING WORDS

Lindi's message of inspiration comes via Oprah; "You do not become what you want, you become what you believe. You get in life what you have the courage to ask for." ■

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" DEA" DUM

That "dumb idea" has helped a continent of young girls feel like they belong.

Khulile Vilakazi-Ofosu | Sibahle Doll Collection

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FASSET CEO

Aganda Mafulka Facilitating job creation, building a legacy

ASSET is the Finance and Accounting Services Sector Education and Training Authority which is the largest employer of people with financial management, accounting, and auditing skills in South Africa.

As a skills development driver, FASSET's mandate is to help level the playing field through transformative initiatives to reduce inequality and bridge skills gaps, with a particular focus on the youth to equip them with skills which are vital in the world of work. FASSET is known for the impressive programmes which facilitate job creation and prepare the youth for the workplace, ensuring that with all its programmes and initiatives, the organisation meets the mandate of the government's strategic frameworks and policies. FASSET funds a programme pipeline that supports candidates who will one day enter the emplyment pool through bursaries, learnerships and internships as well those already in the employment pool through Executive Development, Entrepreneurship and Professional Body programmes. As a SETA, FASSET collaborates with stakeholders from both public and private sectors to design and implement programmes that empower learners to thrive in a dynamic and competitive landscape, thus ensuring its interventions contribute meaningfully to economic growth and job creation.

CEO, Ayanda Mafuleka provides a deep dive into the organisation's praxis and her legacy. Ms Mafuleka is also supported by the CFO, Mr Zakariya Alli, the CIO, Mr Makabongwe Siziba, the CSE, Ms Nokulunga Mthombeni, and the two FASSET Programmes Managers, Ms Mamarothi Mathibe and Mr Khulekani Khoza. "As a skills development driver, FASSET's mandate is to help level the playing field and reduce inequality in the economy so that the youth, in particular, acquire skills which are vital in the world of work"

THE FASSET SMME SUCCESS STORY

Under the Women Creating Wealth Programme, we have partnered with the Graca Machel Trust to develop 600 South African entrepreneurs the majority of whom come from the financial services sector. FASSET, along with strategic partners, has delivered SMME support programmes across various industries, equipping entrepreneurs and aspiring entrepreneurs with skills such as financial literacy. Professional bodies within the finance and accounting sector have been vital in ensuring that the skills transfer within our programmes responds to the needs of the sector as well as keeping pace with global trends.

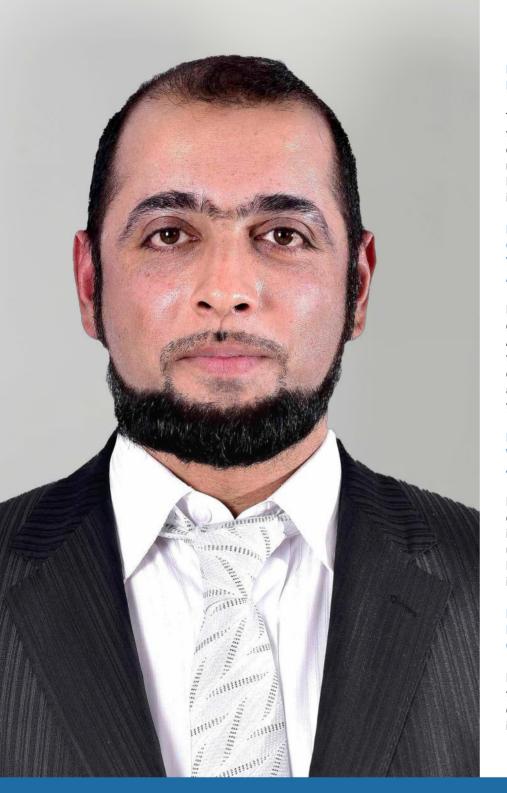
CORNERSTONES OF A LEGACY

The Women's Executive Development Programme which is facilitated through the International Women's Forum of South Africa (IWFSA), Duke Corporate Education, and Wits Business School aims to enhance the business acumen and leadership skills of women at middle and executive management levels. With the goal of impacting 2 000 women by 2025, the programme has already seen great strides with its beneficiaries providing impressive feedback relating to how the programme has influenced their confidence and presence within the corporate space.

Another milestone was achieved through our partnership with TVET and CET colleges where we launched fully outfitted state-of-the-art ICT Hubs at 45 TVET colleges and supported the nine CET Colleges with mobile classrooms. The support provided to the institutions in turn impacts the learners and educators.

MOST MEMORABLE MOMENTS

My engagements with FASSET benefactors are my most memorable moments, learning how our programmes have impacted their livelihoods and created a better base for the type of future they wish to develop for themselves. The stories are highly inspirational. One worthy of mention is from the Community Education Training Colleges - in 2022, FASSET partnered with KZN CET and the stipends provided to the learners were used, by some, to open businesses. Another is from a beneficiary of the Women's **Executive Development Programme** where a beneficiary felt liberated by the programme when she was on the brink of suicide due to challenges faced by women in the corporate world. Entrepreneurial skills teach learners to have a growth mindset, to think critically and develop problem solving skills, they encourage creativity, self-confidence and independence from an early age, and in my opinion financial literacy should be part of the curriculum from as early as primary school.



PLEASE SHARE WITH US HOW YOU MANAGE FINANCIAL STRENGTH FOR FASSET

The financial strength of FASSET is driven by the governance structures and the people that continuously maintain a good control environment. Consistent and regular reporting allows FASSET to continuously be open to improvement and recommendations.

HOW DO YOU ENSURE FASSET GETS CLEAN AUDITS AND ALIGNS WITH NATIONAL TREASURY IN TERMS OF LEGISLATION AND GOVERNMENT

Having a good team driving compliance and controls is the key to maintaining a clean audit. A clean audit does not only come from the finance unit , but all units within the organisation contribute to a clean audit. Having alignment and understanding between all units is key to the success of FASSET.

PLEASE DESCRIBE HOW INTEGRITY WAS AN INTEGRAL FACET IN FASSET'S JOURNEY TO EXCELLENCE

Policies and procedures give structure to an organisation, but the real success lies in the integrity of the people in the organisation to uphold those policies and procedures. At FASSET we promote an ethical culture and integrity is a cornerstone of this culture.

HOW DO YOU ENSURE DIVERSITY, EQUITY AND INCLUSION ARE PART OF FASSET'S DNA?

FASSET is an organisation that drives transformation. Through this drive, the culture of diversity, equity and inclusion is ingrained into the organisation. ■

ZAKARIYA ALLI, CHIEF FINANCIAL OFFICER (CFO)

MAKABONGWE SIZIBA, CHIEF INFORMATION OFFICER (CIO) AND NOKULUNGA MTHOMBENI, CORPORATE SERVICES EXECUTIVE (CSE)



(From left to right) Makabongwe Siziba, Chief Information Officer (CIO) and Nokulunga Mthombeni, Corporate Services Executive (CSE)

MAKABONGWE SIZIBA, CHIEF INFORMATION OFFICER (CIO)

How have the developments in technology impacted your role as CIO?

The emerging technologies such as blockchain, AI, data analytics and robotic process automation are reshaping the finance and accounting sector. As a result, my role has evolved to become a key strategic business leader with my role of technologist being secondary within the organisation.

How do you ensure service delivery to stakeholders is seamless?

We adopted Microsoft Azure cloud computing technology, which changed the approach to and mindset around technology. This brought significant opportunities for online business services availability while mitigating the risks associated with cloud technologies. ICT continues to engage with the core business to optimise business processes to cater for the demands of FASSET's external stakeholders. FASSET is also exploring collaboration opportunities with other SETAs through the SETA Shared Services Model for Learner Management Systems. The focus is on integrating the existing Management Information System to improve our internal processes and decision-making.

What is ICT doing to ensure all processes are in place?

ICT is prioritising the development and implementation of digital strategies to establish sound information management systems and promote effective management of technology and information as a strategic driver to achieve business objectives.

Digital skills development has been prioritised for the ICT team, which has access to online digital platforms for targeted self-driven development. The team also attends summits to keep abreast with latest technology developments while high-performing individuals are incentivised through financial and non-financial rewards.

NOKULUNGA MTHOMBENI, CORPORATE SERVICE EXECUTIVE (CSE)

How long have you been in your role as CSE and what have been your most memorable moments?

I have been with FASSET in the role of CSE for three years. This role is responsible for overseeing some support services components (Human Resources Management, Communications and Stakeholder Engagement, Facilities and Records Management) which are crucial for the necessary support and infrastructure that enables the core business function to operate optimally for overall organisational success. Reflecting on the most memorable moments a lot comes into mind. like remarkable improvement in talent acquisition and recruitment, performance management, successful negotiation with social partners (union) etc. It is noteworthy that the outcomes of strategic and deliberate transformation of the organisational culture with an objective of fostering a healthy/conducive and inclusive workplace has borne fruits. Initiatives like establishment of women's and men's fora, choir, netball, soccer, recognition and rewarding of good performance evidenced by the organisational Inaugural Service Excellence Awards in 2023. Improved staff engagement and the provision of feedback has enabled this achievement.

How important is it, in your opinion, to nurture relationships with all stakeholders, both internal and external?

Nurturing relationships with all stakeholders, both internal and external is crucial for any organisation. My role requires an understanding of the various stakeholder levels and their touch points. Each of these stakeholders requires different communication styles and approaches and, therefore, it is key for me to take note of this and provide the necessary guidance. Sharing information timely and openly to stakeholders and consistently providing opportunities to have everyone share their thoughts and be considered in the decision making process plays a major role. The landscape of working is dynamic and forever evolving and it highlights the importance of continuously making ourselves great business partners.

KHULEKANI KHOZA AND MAMAROTHI MATHIBE, PROGRAMME MANAGERS



Khulekani Khoza, Programme Manager

Please share with us some of the core programmes at FASSET

FASSET's main focus is to contribute towards alleviation of the unemployment rate among the youth and contribute towards the growth of the South African economy through skills development initiatives. The initiatives are two-fold:

1.1 Creating a new pipeline to the finance sector by upskilling individuals on the skills that are scarce and critical as we are of a view that if we focus on the skills that are scarce and critical, the individuals will have high chances of securing employment.

1.2 Training the existing workforce in the industry to acquire relevant and future skills in order to boost the economy and reduce the chances of becoming obsolete, thus ensuring that we don't contribute to the current unemployment rate.

The programmes affected are as follows:

- Bursaries for both unemployed
 and employed
- Professional body programmes
- Internship programmes
- Entrepreneurial programmes
- Digital skills programmes
- Maths, English and Accounting programmes
- Learnerships
- Leadership programmes



FASSET SAICA Development Camps

How are the core programmes implemented strategically?

FASSET has its own strategic priorities that guide the approach in implementation of these programmes. Our main priority is transformation which speaks to assisting individuals that are classified as historically disadvantaged, including youth, people living with disabilities and even extending access to individuals that are in rural areas and townships.

One of FASSET's priorities is rural reach to ensure inclusion of rural demographics in its offering – please unpack your success stories

We have a partnership with Nkungumathe NPO, based at Nkandla on the northern side of KZN, to find placements for about 800 students from across HETs, TVETs & NSC institutions to the value of R46 953 050, plus tools of trade which amounts to almost R60 000 000.

This partnership has drawn attention from the Premier's office in the province, various departments responsible for learning (e.g. DoH, DBE, DHA, DARD, CoGTA as well as other state agencies such as Ithala Bank) and some of the big districts were able to place the learners (the Zululand, uThukela, King Cetshwayo, Majuba, Mkhanyakude, uMzinyathi municipalities and the eThekwini metro). More than 60% of the young people were given permanent posts. This has improved not only their own livelihoods but their families as well. ■



Mamarothi Mathibe, Programme Manager

REPORTED IMPACT FOR 2023/2024





Khethiwe Mothobi – Founder and Managing Director of Tailor Made Trading and Projects

ailor Made Trading and Projects (Pty) Ltd is a 100% black female-owned company. TMT, as it's also known, is a company operating in the construction and mining sector of the Free State. We seek to be the leading contractor of choice through excellent service delivery for both the public and private sectors.

TAILOR MADE TRADING AND PROJECTS BUILD YOUR DREAM

VISION

To become the chosen service provider in the management of programmes and projects in various disciplines/fields based on the capability of the company to execute efficiently and costeffectively.

MISSION

- To manage projects efficiently and effectively by being client-focused
- To meet and exceed client expectation with regards to project management
- To set precedence on the capability of black femaleowned enterprises



OUR TOP WOMAN

Khethiwe Mothobi, the multiple award-winning Founder and Managing Director of Tailor Made Trading and Projects, is a 38-year-old small town girl doing massive things in a male-dominated industry. She is a serial entrepreneur and a disruptor of note. "What makes me successful in my line of work? I am focused, reliable and I believe hard work pays. I am a slave to my trade because I absolutely love what I do. I am serious about unemployment, about inclusiveness and women-owned entities doing their part to create opportunities around them and their communities," says Khethiwe.

WORKFORCE

The company is committed to improving the lives of all its partners by creating equal opportunities, irrespective of gender, race and disability. Our workforce is made up of personnel skilled in technical, drafting and administration support. Currently TMT employs 42 permanent employees.



VALUES



Customer satisfaction through timely delivery on contracts or projects awarded



Quality product/services tailored to the clients' needs and requirements



Dedication having the right team of workers under the right support and management



Excellence in-house training, qualified management and project execution

SERVICES

Mining

- Building maintenance services (high & low density), housing and all on-shaft repairs
 Industrial cleaning services
- Underground construction maintenance services
- Rehabilitation, demolition and reclamation services (surface operations)
- Bulk cement supply and aggregates
- (we have a 3-year contract in place)

Construction

- General building
- Building maintenance (roofing, paintwork, brickwork plus repairs)
- Plumbing (all water works)
- Steel work (including building &
- installations)
- Concrete and precast installations (including supply)
- Civil engineering (road construction, road markings maintenance services)
- Fencing (all types including installation)
- Glass installations and maintenance services
- Electrical works (including maintenance services)

HEALTH AND SAFETY

TMT's health and safety commitments speak to the adherence that goes far beyond regulatory compliance and business practices; this is an integral part of who we are.

We subscribe to the belief that accidents can be prevented and we take pride in this notion on par with quality, morale, production and cost-reduction measures. We encourage all employees of TMT to support and protect each other within the work environment. As such, TMT:

- Promotes a healthy, tried and tested culture of health and safety
- Complies with industry regulatory standards and regulatory bodies
- Promotes employee participation and encourages growth within the company by offering continuous training and support to all employees
- Entrenches the right to refuse work that is unsafe and poses a threat to the company and its employees
- We say NO to unsafe work practices
- Proven track record in project finance
 and management



- Proven track record in project timelines
- Competitive pricing
- Technical competence
- Industry experience
- Tailormade solutions suited to clients' individual needs
- We are willing to carry stock and deliver as and when the client requires
- A partner in safety, health, environmental and community (SHEC) compliance. ISO 9001:2015
- Broad-based black economic empowerment (BBBEE) compliance – Level 1 contributor

QUALITY POLICY

We care for our customers and win their loyalty by ensuring that we provide & deliver products/services of specified high quality in time and with a price advantage We enhance customer satisfaction through effective operation of a Quality Management System in accordance with the requirements of ISO 9001:2015 International Standard. This is to ensure continuous improvement. We embrace and lead change through innovative technology in order to provide value added products & services to our





CONTACT DETAILS

Tel: (057) 212 0073 Email: khethiwe@tailormadetrading.co.za Address: 16 Market Street, Virginia, 9430 Website: tailormadetrading.co.za Facebook: Tailor Made Trading and Projects

PASSIONATELY MADE BY







LIFE AND COFFEE SINCE 2001





AN INTERVIEW WITH

r Phumzile Nambo-Nocuka

THE VISION, WORK AND TRIUMPHS

"We are the ones we have been waiting for"

By Fiona Wakelin & Koketso Mamabolo

"WE WORKED HARD TO MAKE SURE THAT YOUNG WOMEN, AND YOUNG PEOPLE IN GENERAL, HAD A VOICE IN THE FIGHT FOR GENDER EQUALITY"

he truly great leaders carry with them an aura and gracefulness that points to a clear and refined perspective on

what it is to give your life to others. For them, where we need to be as a society and where we are now is separated only by the work that needs to be done and the passion that must go with it.

Con Standing

For the great leaders it is about a grand vision encompassing the simple truths and goals which we have the tools to reach. They themselves are conduits for the work and passion of the people who they lead and inspire, giving breath to the words of American writer and poet June Jordan, who presented Poem for South African Women at the United Nations on the 9th of August 1978, commemorating the tens of thousands of women who marched with passion to the nation's capital in the winter of 1956.

"We are the ones we have been waiting for," wrote Jordan. The vision, work and triumphs of Dr Phumzile Mlambo-Ngcuka suggests that indeed we are the ones we have been waiting for. The ones who see mountains which can be moved, the ones who know they can write their own stories.

"If the world has to change and change significantly, that has to go within the significant representation of women, so that women can also make their contributions and, in the process, actually save the world," says Dr Mlambo-Ngcuka, speaking to Top Women Leaders.

Her own contributions both in South Africa and the world speak for themselves. She began her term in government as the Deputy Minister of Trade and Industry in 1996, before serving as the Minister of Minerals and Energy until she became the first woman in the country's history to serve as Deputy President (2005 - 2008).

Dr Mlambo-Ngcuka's passion for gender equality is matched by her passion for education In 2013 she was appointed as Under-Secretary General and Executive Director of UN Women, a position she would hold until 2021, the same year she was awarded a Standard Bank Top Women Lifetime Achievement award. The Chancellor of University of Johannesburg has dedicated her life to carrying the torch for gender equality, education and the promotion of human rights and social justice.

BRINGING WOMEN TOGETHER

Women want the best for their communities, says Dr Mlambo-Ngcuka. She explains that gender inequality affects women regardless of their background, that there is more that unites them than divides them.

"I almost feel that even women from different organisations or political parties, they have to get out of those boxes and find a way of holding hands across those boxes so that together they can address these issues that impact on them as women, irrespective of where they are coming from."

She describes how challenging the process of advancing gender equality has been.

"In Beijing, in 1995, we had about ten countries that had formidable policies or legislation that were addressing gender equality. It was still very hard to convince countries. And at the time when I got to the UN, they were still struggling," she says.

But there has been progress on the legislative front worldwide. Implementation varies but as she explains, by the time she left the people working to address gender-based violence had frameworks to with.

Progress was also made on engaging young women, working to bridge generational gaps to bolster efforts towards gender equality..

"We worked hard to make sure that young women, and young people in general, had a voice in the fight for gender equality, both about their aspirations and about the difference they could make in helping to push the struggle for gender equality forward."

"And now I'm glad to see that there are so many organisations that have really young women in leadership and that the contributions that young women make are respected and taken seriously. It helps that we have so many young people who know their story."

She highlights the difference in approach between young people and the older generations, with the former at times bringing what she describes as a "radical anger".

"You need this radical approach to issues which young people bring so forcefully to the struggle for gender equality. And then the one other area which is also important for me, which I worked very hard on, was bringing men into the space of gender equality," she explains, speaking about the HeForShe movement, which helped focus on the influence men with power and authority have, and the impact they could make promoting gender equality.

Like Madiba, she sees hope as another key tool in the arsenal of change

The movement's partners represent more than 600 million citizens, with 2 million activists in a community which continues to grow.

PREPARING THE NEXT GENERATION

Dr Mlambo-Ngcuka's passion for gender equality is matched by her passion for education, which is a reflection of the value she places on supporting the youth as drivers of change.

"Young people give the world another opportunity to renew itself. Because in every generation that's what you get, right? Every generation brings with it it's own circumstances and it's own approach to how they are going to navigate their circumstances and how they look at the future," she says, reflecting on the journey from teaching to working for World YWCA, coordinating it's programme for young people, and starting TEAM, a developmental organisation in Cape Town "that focused on empowering women in informal settlements."

Born in KwaZulu-Natal, she was a lecturer at the Mpumalanga Teachers Training College and taught at the same high school she matriculated from, Ohlange High School, after obtaining a Bachelor's degree in Social Science and Education from the University of Lesotho.

A life-long learner, she completed a PhD in Education and Planning at Warwick

University, after a MPhil in Education and Planning from the University of Cape Town. Honoured as the Hauser Leader at Harvard Kennedy School's Center for Public Leadership, and the recipient of the Vanguard Award from Howard University, she has a long list of honorary doctorates from Witwatersrand Technikon (2003), University of the Western Cape (2007), Nelson Mandela University (2014), University of Fort Hare (2016), University of the Witwatersrand (2019), Rhodes University (2020) and most recently from the University of the Free State (2024).

The Umlambo Foundation is a return to her education roots. Founded in 2009, the end of her tenure as Executive Director of UN Women saw the foundation's work being ramped up. Its flagship project is in the Vhembe district of Limpopo, working with dozens upon dozens of schools including leadership training for principals, scholarships and digital upskilling and literacy programmes. In particular, they have been working with teachers to ensure that they are well trained and able to provide the best possible education in mathematics, physics, accounting and technology.

She shares the same respect for the power of education as one of her favourite authors, former President Nelson Mandela, whose writing she believes is an example of how reading can connect people to places they have never been before. She references one of his most well-known statements: "Education is the most powerful weapon which you can use to change the world."

"Because education is something that can never be taken away from you once you have it," she explains to Standard Bank Top Women Leaders. "For me, this is what makes education so important. It is never a wasted intervention. They can go everywhere. This will always be with them."

And like Madiba, she sees hope as another key tool in the arsenal of change. "If you have hope, you will have energy, to fight for the next chapter, to work for what's next. We cannot afford to lose hope," she says.

"But I must also say, hope is not a strategy."

She herself is working more strategically, using her time carefully, finding a balance and seeing where she can make the most impact. ■

"Our own shadows disappear as the feet of thousands / by the tens of thousands pound the / fallow land / into new dust that / rising like a marvellous pollen will be / fertile," wrote June Jordan, about the winter of 1956 when Dr Mlambo-Ngcuka's predecessors would set the tone for the coming generations of women who would make their contribution to changing the world. This new dust is filled with the voices of the young women who she has worked to support and inspire - a "marvellous pollen" rising above the clouds of the past into a prosperous, "fertile" future.



AN INTERVIEW WITH Ambassador Maud Dlomo

DIRCO DEPUTY DIRECTOR-GENERAL: AMERICAS AND EUROPE; AND ACTING DEPUTY DIRECTOR-GENERAL: DIPLOMATIC TRAINING

Everything is interlinked and important

By Fiona Wakelin

IRCO's diplomatic mandate, through which SA's national interest is pursued, is done through embassies which are situated in three regions:

Africa - responsible for all bilateral relations in the African continent Asia and Middle East Europe and the Americas

The Global Governance branch deals with key multilateral institutions such as the UN and its organisations, the African Union and other related bodies.

Each embassy abroad, which includes the Ambassador and his/her team from DIRCO and other departments like Trade, Industry and Competition, Defence and Agriculture manage their work through annual plans and strategies that are crafted with their relevant branch managers in HQ. This includes providing basic services like providing ID, birth documents and passports to South Africans abroad, including visiting those in jail and providing visas to South African visitors.

As the Deputy Director General I'm therefore responsible for the branch which includes all sub regions within the Americas and Europe, overseeing the management of each embassy by the responsible Chief Director and his/her team. The work includes ensuring that relations are strengthened with each country to the extent that SA's national interests are attended to in a way that leads to concrete outcomes, as much as possible. My job also involves supporting the principals i.e. the DG, Ministers and the President in engaging with these regions in a way which confirms SA's appreciation and support for what the officials in HQ and in embassies are doing. The main objective is always to evaluate if sectoral action plans have been implemented by the officials.

The DDG also ensures that regular communication is undertaken to discuss political issues, as well as seeking strong collaboration in multilateral engagements to support each other's interests, such as getting a citizen to be appointed to a particular body like a UN organisation. This is crucial as such decisions are taken through voting and discussions are based on reciprocal commitments. In HQ engagements also include discussions about visas and how South Africans may have been treated in some cases. To make all this manageable, structured **>**

The Academy also trains women mediators and runs an annual conference for women in peace and security. This programme targets women from the African Continent first and other diplomats that come from conflict areas, mainly from the Global South. An international programme for Young Peacemakers will be launched soon. The work involves working closely with NGOs, experts, academics, other Depts and regional organisations where most issues are discussed, some new, which will then show if government doesn't have enough capacity to deal with such.

mechanisms are put in place which outline how regular meetings should take place, and at what level, and ensure that where Agreements have been reached on specific sectoral projects and the related action plans, that the meetings by Principals serve to evaluate and monitor progress and also reflect on new opportunities. Countries take turns to host such meetings and DIRCO facilitates the processes from the beginning to the end. Currently there are about 91 countries that are served by the Americas and Europe branches and all need attention in some form or the other.

The Diplomatic Academy is responsible for training all officials before they are posted, from junior officials up to senior personnel which could include former DGs and Ministers. The training is for both corporate services (immigration, civil, finance and HR services) administration of the embassy and the political and economic diplomatic work. The Academy offers accredited courses by the PSeta and is also ISO certified. The main challenge is that the environment which officials are being trained for, is not only complex (involving foreign cultures, language and laws) bit it's also very fluid and the Academy needs to have the capacity to react quickly when new issues arise e.g. climate change, technology advancement and cyber security, emergence of different kinds of conflict.

My job is to guide, highlight new issues, seek international and domestic partners to work with, for success. The main objective is to ensure that training is regarded as an investment which ensures that ambitious goals are achieved because diplomacy depends on human relations and some regard it as a special craft.

DID YOU ALWAYS WANT TO BE A DIPLOMAT?

I was born into a working class family and I was the first one to reach high school and university. The struggle for a democratic and non-racist society was raging when I was growing up and schooling did not function normally as there were always strikes which affected schooling. That offered me with the opportunity to join the trade union movement and I was introduced to NGOs that were committed and quite active in fighting against the apartheid system. It was in the trade union federation Fosatu (later became Cosatu) that I learnt about the importance of gender equality and inclusion of women in leadership positions. I started helping female shop stewards to learn and understand the Constitution, attended relevant meetings and also got inspired by self-employed women involved in survivalist and micro businesses.

In 1995 I was fortunate to start work at NEDLAC (National Economic Development

and Labour Council) where I learnt about transitional and transformation processes through policy making, and the importance of inclusive processes in which all relevant stakeholders participate. Years later I joined DIRCO to run the Diplomatic Academy which is responsible for skilling all Diplomats before they are deployed. I studied a lot and ended up with an Honours in Development, Postgraduate certificate in Education and two Masters degrees, one in Social Sciences and another in Diplomatic Programmes. I developed an interest in peace-making and post-conflict reconstruction and development of those countries that had been involved in conflict.

I was appointed to head the section dealing with the African Union and was part of the process of developing the AU vision called "Agenda 2063 – the Africa We Want". Being part of a united Africa, in purpose and aspiration helped me a lot in understanding my identity as an African but also as a South African, relative to the whole world. I then got nominated to be an Ambassador in Madagascar.

When I arrived in Madagascar as Ambassador, the country had emerged from a coup d'etat and was being assisted by SADC, led by SA, to negotiate and agree on a transitional process that led to democratic, peaceful and fair elections. Ninety-nine percent of the population is very poor with high levels of pregnancy and commensurate levels of malnutrition,

I am driven by the opportunity to look for possible solutions that can contribute to our national interest and domestic priorities the economy is under-developed however many of the citizens are very creative mostly in music, arts and agriculture.

During my tenure Tata Mandela was a global icon and I used the International Mandela Day (18 July) to mobilise funds and support for a ground breaking project – the building of an obstetrician clinic in Madagascar. My best experience was when I was introduced to the first group of babies who were born in the clinic and another one of two-year-old boys who came for circumcision, as per the Malagasy culture.

WHAT EXCITES YOU ABOUT WHAT YOU DO?

I am driven by the opportunity to look for possible solutions that can contribute to our national interest and domestic priorities. The environment is quite dynamic, complex and fluid and allows us to be creative, think on our feet but also forces us to think about the future through possible scenarios and how they can change our jobs.

PASSION PROJECTS

Rural women and youth development projects are my passion. Right now I truly believe that climate change which has introduced the idea of a circular economy, embracing agriculture for family food sustainability and technology advancement that facilitates innovation, provide life changing opportunities for these groups and small and medium businesses which are currently not enough to make a difference.

THE SOUTH AFRICAN WOMEN MEDIATORS' NETWORK

From my initial thinking that diplomacy was just about politics and didn't offer much in

terms of concrete outcomes, I now believe that everything is interlinked and important. Firstly, I have learnt that nation building requires both state and civil society to function well but nations also need to be inclusive to prosper i.e. men, women, young, old and all races. UN studies have shown that post conflict reconstruction and development processes have failed because, for instance, women are usually excluded from peacemaking negotiations.

Development doesn't kick in unless there is peace and security but peace itself can only prosper if there is justice after conflict otherwise conflict never really ends. We started the Capacity Building Programme on Conflict Resolution, mediation and negotiations with the intention of sharing with other developing countries our experience of negotiations for democracy. The newly established SA's Women Mediators' Network seeks to provide a platform for sharing experience as well as a database that can be utilised to take advantage of the opportunities that exist world wide while also functioning as the glue that binds both government and civil society women working together as SA Inc.

PROBLEM SOLVING

I use one principle and a coping mechanism i.e. when one is faced with a seemingly unsolvable problem, the first thing to do is to give oneself time to absorb it emotionally. Be kind to yourself and engage with the problem once ready, without rushing in, in shock or anger. Once you are ready, then look at the problem in front of you subjectively as it presents itself but also look at it objectively to understand how everything ended where it is and only then decide how to deal with it.

It's only when you learn about what others are dealing with that you realise how lucky you are

MENTORS AND ROLE MODELS

At work I get inspired by good leaders and generally enjoy confident but fair people who don't spend their time trying to be someone else - also people who have great values and convictions. I never understand people in power (wherever they are) who treat others badly, because in all our daily lives, we "are" because of others who help us in small and big ways, that's Ubuntu. My friends are my unofficial mentors.

RELAXATION TECHNIQUES

I write short stories, do gardening, listen to music and dance as if no one is watching, even when they are.

WHAT ARE YOU LOOKING FORWARD TO IN THE COMING YEAR?

I should have finally published my book and also have a full understanding of the circular economy which involves recycling to change our lives and save the planet.

A MESSAGE OF INSPIRATION

I can only quote Tata Mandela's: "It always seems impossible until its done". Keep moving even when you get distracted, the route might seem like its meandering but it might be taking you to where you need to be. Trust the process. Everything has its time. Once you get what you wished for, don't forget to be grateful and count your blessings. Remember that even when things don't look good, it could be worse. It's only when you learn about what others are dealing with that you realise how lucky you are.

A LEGACY LIKE NO OTHER

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DR ANNA MOKGOKONG'S SELFLESS JOURNEY OF HOPE AND CARE

he work is not for oneself. Kill the spirit of 'self' and do not live above your people, but with them. If you rise above them, take somebody with you," were the words of the great Charlotte Maxeke in 1938 during the National Council of African Women's second conference. South African business icon Dr Anna Mokgokong turned to these words in 2019 when she wrote of Maxeke's legacy, painting a picture of her own philosophy, one that is community-based, formed around a spirit of caring, an approach the word ubuntu captures perfectly.

A renowned entrepreneur, humble and selfless, Dr Mokgokong, a Standard Bank Top Women Lifetime Achiever Award winner, joining the likes of Dr Phumzile Mlambo-Ngcuka and the late Justice Yvonne Mokgoro, is an eternal optimist who is using that philosophy of service to contribute to the vision the country has aspired to in the last thirty years of democracy. Dr Mokgokong has a vision for revitalising communities, making her own contribution to South Africa, and returning to her roots as a community leader who began her career as a medical doctor

LEAVING A LEGACY

"I think motherhood made me a grounded person," explains Dr Mokgokong. "I utilise it as a tool in my daily life." Widely respected and the recipient of a long list of awards, Dr Mokgokong is down-to-earth and carries this motherly approach into her professional life which has spanned decades of involvement and excellence in healthcare, commerce and academia.

"I have served on many boards, many commissions. So when people ask me, 'What do you do for civil society and communities at large?' I say, 'I have served my time."

Dr Mokgokong has a vision for revitalising communities, making her own contribution to South Africa, and returning to her roots as a community leader who began her career as a medical doctor. She's working on her own legacy, focusing on projects she believes can have a lasting, positive impact.

"I'm currently involved with three communities that are under traditional

leadership because we must find, as South Africans, what we can do as individuals to contribute to the welfare and wellbeing of our citizens. The tendency is to apportion the blame to politicians. Politicians have their own role, but we as civil society have a role to play."

She was approached to lead efforts to create jobs, reduce poverty, build infrastructure and support local economies. "They'll be entrepreneurs taking advantage of opportunities right on their doorstep."

Energy is a particular focus for Dr Mokgokong, with the highly successful Community Investment Holdings, which she chairs and co-founded in 1995, making significant investments in the energy sector. Her goal is to uplift these communities and kickstart local economic growth.

She has served on the boards of five Johannesburg Stock Exchange listed companies, including Africa's largest retailer, Shoprite, which she saw as an opportunity to gain more knowledge and share her own knowledge on transformation.

"Because I didn't have an interest in the company in terms of shares, I went to Shoprite to learn how to approach formation, how to approach inequality and equity," she says. "And also how to approach many other things - how such big companies are run. So, in most cases, it was a learning experience."

Dr Mokgokong served as Deputy Chairperson of the Independent





Commission for the Remuneration of Public Office Bearers around the same time as she was appointed to the Health Charter task team. In 2009 she was appointed as Commissioner on the National Defence Force Interim Commission.

A past-president of both the South African Women Entrepreneurs (SAWEN) forum and the International Women's Forum of South Africa (IWFSA) has long been a champion for gender equality. She has been The Honorary Consul General of Iceland in Pretoria since 2017, joining the other two Honorary Consuls in Cape Town and Durban. Her duties include issuing passports to Icelandic citizens living in South Africa.

A LIFE OF LEARNING

In 2003 Dr Mokgokong was elected Chairperson of UNISA's council and went on to spend time as a council member at University of Pretoria. UNISA would later bestow her with an Honorary Doctorate of Commerce. She counts this milestone, along with becoming the first female Chancellor of the North-West University (NWU) in 2019, as highlights of her incredible life.

NWU, which came into being twenty years ago in an effort by the government to transform higher education and today stands as an institution marked by "academic excellence, with superior teaching and learning outcomes, worldclass research and a commitment to sustainable, impactful community engagement." "We have established a culture of care, characterised by inclusivity and a strive towards equality in all aspects of our many endeavours. For me, personally, it is a privilege to serve as Chancellor of the North-West University," says Dr Mokgokong.

The university boasts a range of empowerment policies for students and staff, including employment equity and gender-based violence policies as well as policies catering for people with disabilities.

In March this year the university held a gala dinner as part of its 20th anniversary celebrations where exciting plans for the higher education institution were shared with guests and dignitaries, including the establishment of a School of Mining and Mining Engineering and the NWU Medical School. By April this year the university had already received over 50 000 applications for the 2025, a reflection of its growth and ability to attract prospective students. NWU is currently establishing memorandums of understanding with various universities to create opportunities for its students and staff.

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"This is one of the strategic objectives of the NWU. This is evident in the dream of the university to be an internationally recognised university in Africa, distinguished for engaged scholarship, social responsiveness and an ethic of care."



The appointment of professors from universities in other countries, such as Professor Laura Weiss from the University of Utrecht highlights NWU's international outlook and its focus on fostering an environment of research excellence.

"By appointing professors from different countries and backgrounds, the university demonstrates its commitments to global collaboration, diversity, and the exchange of knowledge and expertise."

"I've been blessed to have a career filled with highlights, but I regard my position as Chancellor among the most joyous and memorable," says Dr Mokgokong. "I've been witness to growth, I have seen the unearthing of opportunities and I share the NWU's vision of a better, more prosperous future for all that call this country and this continent their home."

Family-orientated and a passionate cook whose downtime is spent constructing recipes and watching cartoons, Dr Mokgokong counts her peers as her friends, including fellow business icon Irene Sharnely. "I don't like the hectic life of celebrations," explains Dr Mokgokong. Her recipe for success consists of rest and a fervent passion for what she does. This, coupled with her optimism makes a perfect model for the kind of leaders we need to realise the dreams of prosperous and equitable society.

"And I think we must just be hopeful, let's not lose hope as a country and, also, be diligent. We have to work hard. There is no soft way. There's no soft solution."

AN INTERVIEW WITH achel olisi

A BEAUTIFUL TRUST

How Rachel Kolisi balances it all

By Fiona Wakelin and Koketso Mamabolo

YOU HAVE TO BE INTENTIONAL ABOUT RECOGNISING THE PRECIOUS MOMENTS, SLOWING DOWN, SPENDING TIME WITH YOUR FAMILY

W

hen you live the kind of busy life Rachel Kolisi lives you're going to be

asked a lot about 'balance'. How do you do it? Where do you find the time? A friend offered a thought to Rachel on a walk which looks at the question, the idea of balance itself, rather than at an answer. It's a useful heuristic, which starts with life's seasonal nature and continues into an approach which is more juggling than a balancing act. "There are seasons in life, and some seasons are really busy, really hectic and really hard," says Rachel, recalling her friend's words. "And then sometimes the load is a little lighter and you feel like you're kind of going through things a little bit easier."

In the seasons of chaos there is more that needs your attention, her friend explained. You carry more. There are things that cannot be dropped, and there are things that can be dropped with no damage. There are balls made of glass that will break if they fall and there are some that are not made of glass and will bounce back. You have to figure out which is which. Rachel loved the analogy and has been carrying it with her.

"I feel like in every way possible I'm trying to catch the balls that could break and then identify which balls can bounce. But I'm really trying to be intentional. And this was my hope for this year to be intentional about just removing myself from as much of the chaos - kind of - as possible."

But life happens, she says. There will be things that you need to attend to, whether it be personally or professionally.

For Rachel these things include being the CEO of the Kolisi Foundation, which she founded with her husband, Siya.

LIVING UP TO THE TRUST

The Kolisi Foundation began with a conversation Rachel and Siya had in the hallway of a hotel before the Rugby World Cup in 2019, with the goal of making their own contribution to breaking the cycle of inequality in South Africa. When the

She describes their relationship with the public as a "beautiful trust"

coronavirus pandemic hit they were still in the planning stages but the crisis, and the urgent need for personal protective equipment, forced them to get to work without a team and a values framework in place

"I think people really value the hope that Siya carries. And that was also after the first World Cup win. And so they wanted to get involved, they wanted to give."

She describes their relationship with the public as a "beautiful trust" which is particularly important when donors and partners want to see the impact their money is making. For many South Africans, they are an inspiration, shining a light on what's possible and how the cycle of inequality can be broken.

They travelled around the country, having conversations with people and getting an idea of what needs to be done and decided on focusing on the issues that have affected them in their own lives. The result was three main pillars. The first is food security, a challenge Siya dealt with growing up and to tackle the issue the foundation has a programme which provides meals on a daily basis to thousands of children.

The second is gender-based violence, which they've both been affected by, and are addressing the issue through programmes involving preventative and responsive measures, including various kinds of support for survivors a nd engagements with young men to assist them in becoming the solution and not the problem.

The third pillar, focused on education and sport, is a response to the lack of access Siya experienced on his journey to becoming a professional rugby player. From coaching, to equipment and facilities, the community he came from didn't have the resources to enable him to become the person he is today, which forced him to leave home and go into an environment where the other children could not speak his language.

"He had to navigate his way through," says Rachel. "And as a child, we just feel that that's not fair."

There have been requests for the foundation to offer bursaries and scholarships but the approach of taking children out of their homes and communities for a better education and access to resources is not one they want to take. Instead they want to avoid the experience Siya had and focus on bringing the resources and infrastructure to the communities themselves.

Despite the negative perception around townships, Rachel sees the potential and Siya has expressed how he would have preferred to have stayed at home, a choice they believe all children from similar backgrounds should have. To achieve this requires supporting the incredible work already being done by individuals in many communities. "There's so much beauty in those communities and we really try to celebrate the beauty."

The result of the trust they've built between themselves and the public are a stream of organisations and individuals who want to help them conduct their work. But funds are not bottomless and neither is time and Rachel believes it's important to "under promise and over deliver" and hence the value they place in forming long-term partnerships which can have a lasting impact.

Rachel has heard many people who have started and run non-profit organisations compare them to businesses. Having run businesses in the past, apart from her background in marketing and events, it is something she has also recognised. Fundraising is an integral part of this, she says, highlighting how having the necessary funds allows for them to make multi-year commitments to the organisation's they are supporting and, importantly, offering the people doing the work a sense of security in terms of income and not having to do the work for free.

The value of fundraising is an aspect one of the foundation's board members, Andrew Muir, the CEO of Wilderness Foundation Africa, emphasised to them in their first conversation. "I remember he just bugged down on the word endowment," says Rachel, who wants to be able to tell her team

They want to avoid the experience Siya had and focus on bringing the resources and infrastructure to the communities themselves that their jobs are secured for years to come. She believes that the conversations around endowments is one many NGOs have too late in their journey. Her marketing experience has helped her in highlighting the need for sustainable funding, which allows for long-term projects rather than once-offs.

The foundation's work is driven by its team of problem solvers who Rachel can trust to make certain decisions, in-line with her leadership style, which doesn't rely on micromanagement.

"We also have a really great board who hold us accountable - hold me accountable to all of the decisions that are made and how things are being run, and how people are experiencing the work," she explains. "Most importantly, the people that are really receiving the fruits of the work as well. And making sure that everybody's happy and comfortable."

"Sometimes there are also areas of work that we need to just almost put on hold because we try and stay really responsible in everything that we do."

Which is particularly important when the stakes are so high and when mistakes can negatively impact people's lives. These are the things you can't let fall and break, which is a lot for anyone, and taking time away from the chaos can help calm the rough seasons, maybe even make it easier to see what can bounce back and what can't. And as Rachel says, you have to be intentional about recognising the precious moments, slowing down, spending time with your family, knowing many things won't fall apart as easily as you might think. Otherwise time will pass by and you'll lose those precious moments and life will feel like a blur. And last year almost felt like that blur, says Rachel. When you're in the chaos it becomes difficult to be fully present in the moment.

"And I think you have to be intentional about setting time aside and just accepting that if you decide to take a week off work, nothing is going to bomb out or break, or collapse because you're not there or available for a week. And I've told some of my colleagues this as well. If things have to be completely put on pause or things have to be moved a week out or things have to change, it's fine."

Rachel cares about others and knows that her family's story is an inspiration. In an age where it feels as though most public figures have to maintain a social media presence she reminds us sharing more personal moments, or even being on social media, is a choice.

"We make our life public as a conscious choice," says Rachel, who describes herself as an introvert. She has learnt to focus on the positive side of social media, the messages of support from the people rooting for her family on their journey, which online is topped with her amazing sense of humour and what she says is a wholesome view on what life is like for her.

And maybe that's how she finds balance, by staying grounded, putting family above everything and not taking life too seriously. She knows what's important, the things that are truly made of glass. ■

Saray Khumalo

CLIMBING TO NEW HEIGHTS

We are uniquely extraordiary

By Fiona Wakelin

OUR STRENGTHS ARE OUR SUPER POWERS -AND EVERY SUMMIT IS ONLY A STEP AWAY - "KEEP STEPPING!"



Sent and



Accidental mountaineer, Guinness World

record holder.

transformational coach and author, Saray Khumalo is truly inspirational – and when I contacted her to ask if she was available to write an article or be interviewed for this edition, she responded with what was a first for me: "I am off to the North Pole".

Sadly, since then, climate change intervened to thwart the polar expedition: "The runway, cracked by the relentless force of global warming creating a relatively large water gap, shattered our dreams mere hours before departure to Barneo.

"Reflecting on this, I am reminded of the delicate balance between human ambition and the forces of nature. The same runway that held firm in 2018 now succumbed, a stark reminder of our planet's changing face. A reminder that we need to be intentional in our care for the planet as individuals and the collective," – Saray.

I had first heard Saray speak at the 2023 Standard Bank Top Women Conference and was completely absorbed by what she was saying during the fireside chat. She drew a wonderful golden thread between mountain climbing, being in business and self-belief. On her 4th attempt she had summited Mount Everest and realised that resilience is about thriving after bouncing back – and that no-one gets to the top on their own. Our strengths are our super powers – and every summit is only a step away – "Keep stepping!" – Saray.

MORE INSPIRATION THAT STAYED WITH ME

"You are enough – and only you can stop yourself going forward. Start with your "why" – you aren't great at everything so stick to what you are good at – be flexible and make sure you surround yourself with the right people.

"If you are invited to join the party are they playing your music? Be a VIP visible, intentional and present.

"We are uniquely extraordinary – when you try to be someone else you become ordinary.

"Remember that there's enough space on the top of the mountain for everyone – but the top is only half way – you need the strength to pass the baton on to the next generation!"

In 2012 Saray founded Summits with a Purpose, an initiative that makes hiking, climbing and adventure sports more accessible to ordinary South Africans and encourages them to use these activities as a platform to make a difference in their communities.

Summits with a Purpose has grown into an effective NPO, inspiring many to rise to a positive way of living.

A QUICK OVERVIEW OF HER ACHIEVEMENTS THUS FAR

The South Pole

First African woman to reach the South Pole. The last degree to the southernmost point on the surface of Earth.

Mount Everest

First black African woman to summit Mount Everest (8848,86m). The highest mountain in the world.

Mount Aconcagua

Summited Mount Aconcagua (6961m). The highest mountain in South America.

Mount Vinson Massif

Summited Mount Vinson (4892m). The highest peak in Antarctica

Mount Elbrus

Summited Mount Elbrus (5642m). The highest mountain in Europe.

> Remember that there's enough space on the top of the mountain for everyone

Mount Kilimanjaro

Summited Mount Kilimanjaro (5895m). The highest freestanding mountain the world and also the highest mountain in Africa.

Mount Denali

Summited Mount Denali (6190m). The highest peak in North America.

SOME OF THE ORGANISATIONS SHE HAS VOLUNTEERED AND RAISED FUNDS FOR INCLUDE:

- Kids Haven, a centre that provides protection, care and education for vulnerable children. Her expedition and summit of Kilimanjaro raised funds to build and equip a library at the organisation's Child and Youth Care Centre in Benoni.
- Saray has adopted The Lunchbox Fund and continues to raise funds to feed over 60 000 needy kids.
- Mandela Libraries projects which builds libraries for under privileged school

For more inspiration, read Saray's book "My Journey to the Top of the World" ■



GRATEFUL FOR ALL THE PROPELUS FORWARD

This year's United Nations theme for International Women's Day is "Invest in women: Accelerate progress".

As a Level 1 B-BBEE company, our commitment to fostering an inclusive and diverse workplace ensures that we place a significant emphasis on investing in women at every level.

It is not only the right thing to do, but is essential for driving innovation, creativity, and sustainable growth. That's why we actively drive leadership, development, and career progression within our business.

From mentorship programmes to leadership training, Oceana provides resources and opportunities designed to help our women excel in their roles.

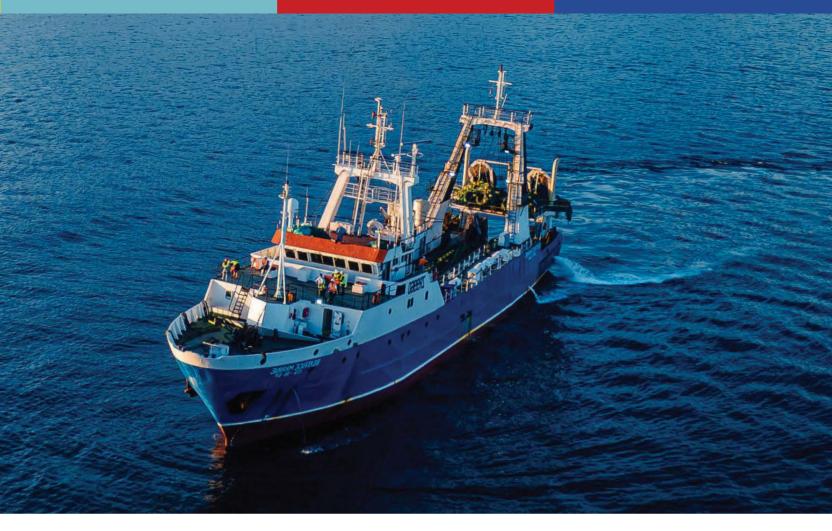
> At Oceana, we believe that transformation can only take place when it is an active and ongoing principle within an organisation.

As we continue our journey, we will reaffirm our dedication to supporting and empowering women at every level of Oceana.

That is why we salute all the women from across the organisation for leading with purpose, and driving change.

To all Oceana women, thank you for your continued commitment to excellence and for being part of our mission to positively impact lives.

Neville Brink







Zodwa Velleman Group Exec: Corporate & Regulatory Affairs



Bronwynne Bester Chief People Officer



Ina Botha Managing Director: Blue Continent Products



Thoko Mokgosi-Mwantembe Independent Non-Executive Director



Nomahlubi Victoria Simamane Independent Non-Executive Director



Lesego Sennelo Independent Non-Executive Director



Poovendhri Viranna Non-Executive Director



n organisation like 11 P&G does not exist without incredible people. Leading a team of high-energy, highimpact individuals is definitely the key highlight of my position," says Alicia Eggington, Vice President and General Manager at Procter & Gamble South Africa (P&G SA). Alicia oversees the strategic and operational executive for P&G across the country, while also ensuring that the organisation is a 'Force for Growth' and a 'Force for

PROCTER & GAMBLE South Africa Interview with VP & GM, Alicia Eggington

Good' in the areas where they are operating. With much loved brands such as Pampers, Always, Ariel, Vicks, Gillette, Head & Shoulders, Pantene, and Oral-B, the company offers quality products which are trusted by consumers.

They are also making a positive impact on the lives of others through their Force for Good initiatives, including Pampers Mama Uyindlovu which is "aimed at highlighting the struggles of single mothers while celebrating their triumphs and donating toward early childhood learning." As well as the Always Keeping Girls in School initiative (#BloodSister), using education, donations and the removing of stigma to eradicate 'period poverty'. Here Alicia tells about the key takeaways from the 2023 Standard Bank Top Women Conference and Awards, her highlights in her role and takes us through P&G's CSI investment.

WHAT WERE THE KEY TAKEAWAYS FOR PROCTER & GAMBLE SA AS GOLD SPONSOR OF THE 2023 STANDARD BANK TOP WOMEN CONFERENCE AND AWARDS?

At P&G, we believe in creating a world where everyone feels valued and seen to allow them to perform at their peak. So as a key sponsor of the 2023 Standard Bank Top Women Conference and Awards, we were able to reinforce our commitment to gender equality and empowerment. Key takeaways included the importance of fostering an inclusive culture, the power of mentorship, and the need for collaborative efforts across sectors to drive meaningful change for women in business and society.

PLEASE SHARE WITH US SOME OF YOUR HIGHLIGHTS AS VP AND GM.

An organisation like P&G does not exist without incredible people. Leading a team of high-energy, high-impact individuals is definitely the key highlight of my position. I'm also grateful to work for a company that values innovation and growth across a broad spectrum of areas. From creating new brand solutions that meet consumers' everyday needs, to partnering with key external stakeholders to drive change in the economic marketplace. One of my biggest highlights took place in November 2023 when we were joined by the President Cyril Ramaphosa, to celebrate the introduction of the new Pampers Premium Care production line in Kempton Park. This significant milestone not only showcases P&G's commitment to South Africa's economy but also highlights the company's contributions to job creation, technological advancement, and sustainability. And I am proud to be playing such a vital role in this.

HOW DO YOU ENSURE GENDER EMPOWERMENT IS BUILT INTO THE DNA OF THE COMPANY?

We believe in approaching the topic from all angles. We have embedded our objectives into our policies and practices that aim to promote diversity and inclusion at every level. This includes leadership development programmes for women, gender-neutral recruitment practices, and supporting work-life balance. By doing so, we aim to create an environment where everyone can thrive.

WHAT ARE SOME OF P&G SA'S CSI INVESTMENTS - AND HOW DO YOU CHOOSE WHERE TO INVEST?

Being a Force for Good in the communities where we operate is a key objective for P&G, and we aim to effect impactful change in key focus areas guided by our core values and the potential to drive long-term positive change. We also have several powerful programmes that give back to the community. One such programme is our Always Keeping Girls in School programme, which aims to eradicate period poverty and remove the associated stigma through menstrual hygiene initiatives. We have seen major success with this programme, notably showcased during a moment at the 2023 Global Citizen Festival in New York.

Another initiative, Forest for Good, is focused on combating climate change by planting forests. Recently, we completed the planting of 10 000 more trees in the Eastern Cape and are partnering with JHB City Parks to support their commitment to increasing urban tree coverage, reducing CO_2 emissions. Our staff will engage in planting indigenous and fruit trees throughout the city. Additionally, our Children's Safe Drinking Water projects provide access to clean drinking water to communities without it, utilising innovation and borehole drilling. All of these programmes have been highly rewarding.

PLEASE SHARE A MESSAGE OF INSPIRATION WITH OUR READERS

To our readers, remember that every challenge presents an opportunity for growth. Embrace change, stay curious, and never underestimate the impact of small actions towards a larger goal. Together, we can drive positive change in our communities and beyond. ■



ONE OF MY BIGGEST HIGHLIGHTS TOOK PLACE IN NOVEMBER 2023 WHEN WE WERE JOINED BY THE PRESIDENT CYRIL RAMAPHOSA, TO CELEBRATE THE INTRODUCTION OF THE NEW PAMPERS PREMIUM CARE PRODUCTION LINE IN KEMPTON PARK.

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ith just over ten years of experience in the mining industry, Matshidiso Gama, the Section Manager for Drilling & Blasting at Anglo American's Kumba Iron Ore, describes her career path as a traditional one. From miner, to a shift boss, to a mine-overseer, to production manager and now her current role. She is a mining engineer by profession and holds a diploma in Explosive Engineering, a postgraduate degree and an MBA from the Gordon Institute of Business Science (GIBS).

"I am an advocate for education a nd personal development and have a passion for ensuring women are equally recognised and acknowledged within the mining industry, with a great focus on tapping into their potential and ensuring that they show up as their full self at work, to deliver on the business objectives," says Matshidiso.

Here she explains what her role entails, shares some of her most memorable moments, Kumba Iron Ore's gender empowerment policies and more.

ANGLO AMERICAN INTERVIEW WITH MATSHIDISO GAMA, DRILL & BLAST SECTION MANAGER AT KUMBA IRON ORE



PLEASE UNPACK THE ROLE OF DRILL AND BLAST SECTION MANAGER AT KUMBA IRON ORE. DO YOU GO UNDERGROUND?

The role of a drilling and blasting engineer focuses on the tactics around drilling and blasting with the optimal outcome. My role consists of finding optimisation strategies in drilling and blasting to increase production rates by ensuring that the block I design is in line with what is required by the shovel and the final particle size distribution required in the crusher. I need to understand the impacts of the entire value chain to be able to ensure that I deliver on a good blast. I'm currently doing an open cast operation which extracts the ore body from the surface.

WHAT WAS YOUR CAREER PATH THAT LED TO BECOMING A DRILL AND BLAST SECTION MANAGER?

I am a mining engineer by profession, I studied towards a mining engineering degree and to supplement my understanding of my current role, I then studied explosive engineering, which helps me have a good understanding of the use and management of explosives.

YOU HAVE BEEN WITH ANGLO AMERICAN FOR MORE THAN 4 YEARS. WHAT ARE SOME OF YOUR MOST MEMORABLE MOMENTS?

Sishen Mine is a high volume operation. When I arrived I realised the magnitude of the operation which required me to tap into a new approach as a manager.

My first ever 4 million tonnes blast must have been the most memorable. The successful introduction of hybrid blasting to operation brought about great satisfaction, I work with an incredible team of engineers.

WHAT HAVE BEEN SOME OF YOUR GREATEST HURDLES? DO YOU FIND THIS IS STILL A MALE-DOMINATED SECTOR?

The mining industry, yes, is still predominantly a male-dominated industry, which for me has been my biggest advantage. I have really capitalised on what would be deemed as a weakness. As women in this industry we still have a lot to do to bring men along on the journey by advocating for change and educating men about women's issues, however we have made significant strides in ensuring we take up the space and create space for those who come behind us.

DID YOU RECEIVE USEFUL CAREER GUIDANCE AS A STUDENT? DO YOU HAVE ADVICE FOR TEENAGERS WON-DERING WHAT TO DO WITH THEIR LIVES?

I come from a non-mining background therefore this was not a career path which was traditionally promoted at school, however through the career guidance roadshows held at high school, I became curious enough to want to understand what mining engineering entailed.

As cliché as it may sound but, "knowledge is power" - be curious enough to ask, research, Google, use the internet and use technology to enable yourself to find information - but it's in the will to learn that you will be able to make something of what you find.

WOULD YOU DESCRIBE YOURSELF AS A MILLENNIAL MINER? PLEASE UNPACK.

Yes. I still believe I'm part of the solution in the evolution of mining. We are a very well-informed generation and with the evolution of technology we have found innovative ways to mine safely and productively.

It's encouraging to see how the use of technology has opened a new spectrum into mining, concepts such as autonomous drilling and hauling have created a new world for the new age miner.

WHAT ARE SOME OF THE CORE GENDER EMPOWERMENT POLICIES AT KUMBA?

Not only do I work for an organisation that promotes inclusivity and diversity but also has a big drive around the empowerment of women with the industry.

As part of the newly-elected women in mining committee there is a great focus on driving women within our workforce to reach their full potential, this is governed through the Women in Mining procedures which address the low hanging fruits such as safety, PPE and facilities which create a well-designed workplace for women.

The Kumba Women in Mining committee not only focuses on women safety and wellbeing within the organisation but also promotes the development of women through women dedicated bursaries and ensuring that there is equal representation of women in the organisation across all levels more especially in management roles.

HOW DO YOU PREFER TO RECEIVE YOUR CONTENT - ONLINE, HARDCOPY, BLOGS, VLOGS, NEWSLETTERS, PODCASTS? WHAT ARE YOU READING AT THE MOMENT AND DO YOU HAVE ANY FAVOURITES YOU WOULD LIKE TO RECOMMEND?

I'm currently reading *"What Happened to You"* by Bruce D. Perry & Oprah Winfrey. It's teaching me a lot about healing, forgiveness and ownership. *"We're Going to Need More Wine"* by Gabrielle Union. *"The Leader with No Title"* by Robin Sharma. These are some of my favourite reads.

WHAT IS ON THE HORIZON THAT YOU ARE LOOKING FORWARD TO - PERSONALLY AND PROFESSIONALLY?

I'm currently looking forward to my next role, as previously mentioned I've been with the organisation for a while now and I'm eager to expand my knowledge within the mining space. The mining industry is so broad that it allows you to tap into avenues which you may have not always known to be possible but interest you. I think I have the right drive, hunger and determination to take my career to great heights.

In my personal capacity I'm looking forward to travelling the world more and experiencing different cultures. I've ventured into a journey of fitness so it would be interesting to see how much more my body can evolve, this personally has been the most therapeutic experience thus far.

DO YOU HAVE A MESSAGE OF INSPIRATION FOR OUR READERS?

Nothing in this world is impossible if your dreams are supplemented with passion, drive and a zeal to succeed, this will be determined by your efforts to put in the hard work, be consistent and disciplined to hold yourself accountable.



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CHANNEL AFRICA

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For over five decades, Channel Africa has been your trusted source of information and entertainment, broadcasting the rich tapestry of Africans diverse cultures and stories to the world. With a legacy spanning 57 years, we're proud to be the only station of our kind, bringing you a unique blend of content in English, Kiswahili, Chinyanja, French, and Portuguese.

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MALA SURIAH CEO: FUNDI LEADING WITH A PEOPLE-FIRST STRATEGY

For over two decades, Fundi has been at the forefront of education finance and fund management solutions in South Africa. With a focus on enabling dreams, the organisation has supported over 1.8 million students working within the public sector.

Collaborating closely with government, corporations and institutions, Fundi provides funding for study loans and devices, as well as comprehensive educational solutions under its key pillar, Education Business Solutions (EBS). These include Fund Administration Services, Learnership Recruitment and Student Accommodation solutions.

In addition to her role, Mala Suriah also offers integrated support to students through the strategic operations of the Bursary Support Programme (BSP). which aims to equip students with essential soft skills, including psycho-social, academic and career development support needed to thrive through tertiary and beyond. Mala emphasises, "BSP ensures that students have the vital tools they need to succeed at tertiary and through to work."

As a Level 1 B-BBEE contributor with over 65% female representation, Fundi not only excels in education finance but also prioritises gender equality and representation. "At the core of our organisation is our internal mantra, 'I Am Fundi', which embodies our culture and everything we are," says Mala. "It reminds us that in order to achieve, we need to work as a collective."

Acknowledging the importance of work-life balance for female staff members, Mala spearheads internal initiatives such as a hybrid work model. In addition, programmes providing financial assistance for staff empower female employees to further their education and advance their careers.

With that said, Mala Suriah's impact extends far beyond the boardroom. Under her leadership, Fundi has spearheaded numerous CSI initiatives through the Fundi Foundation.

Through campaigns like R10GoesAlongWay, Fundi has helped distribute over R2 million to deserving students to assist with registration fees. "My purpose is to enable the purpose of others - at a profit level, through funding, the staff and, importantly, the Fundi Foundation" says Mala.

Looking ahead, Mala's vision includes innovative projects like the MyFundi platform, which centralises educational resources and simplifies the educational journey for all stakeholders, while empowering individuals to thrive.



STUDENTS NEED MORE THAN FUNDING TO COMPLETE THEIR STUDIES

They need psycho-social support, as well as academic and career development in order to succeed.

The Bursary Support Programme (BSP) from Fundi aims to equip students with the essential soft skills needed to thrive through tertiary education and beyond. By levelling the playing field, we ensure that all students have the tools they need to succeed, regardless of their background. Our programme offers comprehensive support, guiding students from high school to the workplace, helping them develop successful careers.

PARTNER WITH FUNDI TODAY. Call Benedict Johnson on 066 476 0088 or email benedictj@fundi.co.za



THE TINTSWALO COLLECTION INTERVIEW WITH THE TINTSWALO COLLECTION CEO, LISA GOOSEN

WHAT DOES THE NAME TINTSWALO MEAN AND HOW DOES IT RELATE TO YOUR BUSINESS?

In the Shangaan language, the name Tintswalo means 'the intangible feeling of love, gratitude and peace bestowed upon someone offering you a meaningful and worthy gift'. This is at the heart of the Tintswalo company culture, and we endeavour to instill its meaning into our ethos as the very foundation of our business. While many sectors of industry have to embrace the digital age, we prioritise maintaining the personal human touch. We also have the advantage of being able to train across all skill levels in our quest to strive for excellence. Above all is our pursuit for creating the most meaningful guest experience, and crafting memories to last a lifetime.

WHAT DOES YOUR ROLE AS CEO ENTAIL?

The role of a leader goes beyond the normal office working hours or days, requiring constant consideration of the lasting impact of daily action within the company. A CEO's guidance and wisdom is constantly in demand and one's vision for unwavering success must remain steadfast even in the face of adversity. Being inclusive and collaborative is key, fostering skills transfer amongst colleagues, and broadening one's own horizons by listening and embracing fresh, new ideas - this makes for a powerful team.

WHAT DO YOU ENJOY MOST ABOUT WHAT YOU DO?

There is a key ingredient to identifying talent in someone else. Distributing leadership burdens and strategically placing responsibility on capable people and then watching them rise to the challenge, flourishing and being able to take on more alongside me. This, I think, is the best part of my position.

PLEASE SHARE AN INSPIRATIONAL MESSAGE WITH OUR READERS

Never regret a mistake of the past as this is what paves the way for future success. It is essential to focus on positive energy and learn from experiences, good and bad. We take huge energy from those we surround ourselves with, and no one can survive in isolation. I have had my family as a driving force and inspiration all my life. Especially my strong mother who has been a great motivator to always strive for better. Seek out your strong people and align with them to build your circle of support. LISA GOOSEN CEO of Tintswalo Collection

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TINTSWALO

COLLECTION

THE TINTSWALD COLLECTION EXCLUSIVE LUXURY PORTFOLIO OF FINE LODGES AND EXQUISITE BOUTIQUE HOTELS

Tintswalo is a collection of family-owned and managed bush and beach boutique lodges that invites guests to experience some of southern Africa's most magnificent, unspoiled destinations. There are six lodges within the Tintswalo Collection, situated in five unique locations. With great emphasis placed on sustainability and environmental footprint, each lodge has been meticulously considered, designed with low-impact, unobtrusive structures, and managed according to eco-friendly practices.

But Tintswalo has always been about more than bricks and mortar – it's centred around people. The guests who come from all corners of South Africa and all over the world, but also about its staff and management teams who create unforgettable, personalised travel experiences at each lodge.

THE WOMEN BEHIND THE BRAND

Leading this team as CEO is Lisa Goosen, the second of three generations of Corbett/ Goosen women who are actively part of this family business, which was first started as a property development company more than four decades ago. She says: 'We are very proud of the women leadership in the company, and it gives me great joy to see our staff grow in competence as they are empowered, and their careers develop. In fact to the point where several of the leadership positions within the Tintswalo Collection are held by women, including the General Managers at almost every lodge within the Collection. Today, Tintswalo is also known as a leader in the tourism, luxury travel and conservation industry in South Africa. It has won several hospitality awards and made a significant contribution towards job creation, upliftment and training, while forming business partnerships that have extended its footprint across the business landscape of the African continent.

FROM THE BEACH TO THE BUSH AND BEYOND

Perched oceanside on a pebbled beach at the foot of Chapmans Peak, the awardwinning boutique hotel, Tintswalo Atlantic is surrounded by the Table Mountain National Park, and is renowned as one of Cape Town's most precious hidden gems. In Simon's Town on the southern side of the Cape Peninsula, Tintswalo Boulders is located on Boulders Beach with views across the world-famous colony of endangered African penguins.

Sharing an unfenced boundary with the Kruger National Park, Tintswalo Safari is hidden within the pristine Manyeleti Private Nature Reserve, known for some of the best game viewing in South Africa. In the same private concession, Tintswalo Manor offers a luxurious, fully-catered private lodge for families or small groups seeking a tailor-made stay on an exclusive-use basis. Only three hours' drive from Johannesburg, Tintswalo Waterberg is a comfortable family-friendly or corporate safari retreat within Limpopo's malaria-free Welgevonden Game Reserve, complete with the option of a kosher kitchen. Across the border into Zambia, Tintswalo Siankaba presents an authentic African adventure with tented accommodation on two small, private islands in the mighty Zambezi River.

Says CEO, Lisa Goosen: 'With some of the best management and staff in the luxury travel industry on our team, we are proud to offer authentic South African hospitality as part of the unique Tintswalo experience to showcase our beautiful continent.'



LINDIWE KWELE CEO, Gauteng Partnership Fund

The Gauteng Partnership Fund (GPF) was established in 2002 as a Schedule 3C Public Entity wholly owned by the Gauteng Department of Human Settlements. It was established to accelerate the development of affordable rental housing near amenities and economic opportunities. Initially focused on the social housing market, the GPF evolved to include affordable housing, attracting public and private sector capital into the low-income housing sector. Its core mandate is to serve as the funding and implementing agent for sustainable human settlement developments in Gauteng, offering innovative funding products to share project risk with the private sector. The GPF has played a critical role in delivering housing in Gauteng with a demonstrable track record in affordable housing, social housing and student accommodation.

The GPF has a range of products which cater to various sectors within the housing market - all seeking to promote inclusivity and addressing funding challenges to support housing development initiatives in the province. The GPF offers innovative products designed to

GAUTENG PARTNERSHIP FUND, CEO, LINDIWE KWELE THE PUBLIC AND PRIVATE SECTOR WORKING TOGETHER TO BUILD HOUSING FOR COMMUNITIES

share risk with the private sector. Our products include the Entrepreneur Empowerment Property Fund (EEPF), Kasi 4 Real, Commercial Affordable Housing Fund, Rental Housing Fund, Social Housing Fund, and the Student Accommodation Fund. The EEPF, for example, was designed to promote participation in the affordable rental property market for historically disadvantaged individual-owned companies, with specific eligibility criteria including HDI 100% shareholding, minimum project size, equity contribution, and readiness for implementation.

The GPF also provides the services of managing funds for third-party investors such as the Public Investment Corporation (PIC). It invests these funds in affordable and social housing and student accommodation.

AS CEO OF THE GPF, WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?

I enjoy being part of a collective that is intentional about empowering historically disadvantaged property developers whilst delivering the mandate of access to housing, spatial transformation within the Gauteng province whilst restoring dignity to communities and helping build generational wealth for future generations. Contributing to enhance the lives of people in communities whilst creating livable spaces for Gauteng residents is priceless and fulfilling.

PLEASE SHARE WITH US A SELECTION OF YOUR KEY PUBLIC PRIVATE PARTNERSHIP PROJECTS

One of the many key partnerships was between the GPF and Futuregrowth Asset Management, which saw the execution of The Opal Student Accommodation. This thriving property was developed by Patricia and Mulalo Tshitema of Bono Investment Property (Pty) Ltd. It is a development based in Nasrec, South of Johannesburg, comprising 94 units yielding 376 beds. Pleasingly, Bono Investment Property (Pty) Ltd was awarded the SA Property Investor of the Year Award in the Big Leagues category in 2021. Moreover, the GPF has played a critical role in the promotion of social housing in Gauteng, funding approximately 6 900 units.

HOW DO YOU ENSURE THE FUND HAS GENDER EMPOWERMENT AT ITS CORE?

The Entrepreneur Empowerment Property Fund (EEPF) product is the gateway to developing the transformation of role players in the affordable rental property market. The product is designed as an incubator fund with a focus on women and youth. Currently 40% of the programme beneficiaries are women. This funding product offers opportunities for new entrants and entrepreneurs into the housing development space, encouraging women to seize the chance to make their mark in the property sector. The empowerment fund also ensures that there is board-based inclusivity and a trickle-down effect as our transformation policy ensures that 75% of the professionals on the project have a majority BEE shareholding.



OPAL STUDENT ACCOMMODATION

DO YOU HAVE PARTICULAR REQUIRE-MENTS FOR YOUR SUPPLY CHAIN IN TERMS OF THEIR POLICIES?

The GPF subscribes to section 217 of the constitution and has adopted and is implementing the preferential procurement policy as issued by National Treasury through its SCM policy. The GPF contributes significantly to job creation, SME support and local economic development. The Gauteng Partnership Fund (GPF) targets GEYODI (gender, youth, and people living with disabilities) through initiatives like RFQs on its website and engagements with people living with disabilities to inform them about participation opportunities.

HOW DO YOU PREFER TO RECEIVE CONTENT? HARD COPY/ONLINE/ BLOGS/NEWSLETTERS/VLOGS? WHAT ARE YOU CURRENTLY READING AND WHO ARE YOUR FAVOURITE AUTHORS?

I prefer online platforms. I am currently reading Leadership for the 21st Century by Ann E. Prentice. My favourite authors are: Chimamanda Ngozi Adichie, Chinua Achebe and Robert Greene.

WHAT HAVE BEEN SOME OF YOUR GREATEST CHALLENGES AND MOST MEMORABLE SUCCESSES?

Success is subjective; for me, it's about making a meaningful impact where I am. In Durban, we translated our vision into tangible results, fostering a robust economy centred around events tourism, the automotive sector, property and trade and investment. In Tshwane, our focus on property redevelopment through the Inner-City Regeneration Programme was promising. Leading the first PPP project, Tshwane House, aimed at inner-city revitalisation, was a pivotal moment, although plans were disrupted post-2016 elections.

At SAPO, facing the decline of traditional mail services, we pivoted towards fintech and e-commerce, encountering challenges in strategic alignment. Despite setbacks and challenges to my professional integrity, perseverance prevailed, and I emerged stronger. As they say, good ultimately triumphs over adversity.

ARE THERE EXCITING THINGS ON THE HORIZON FOR THE GPF?

The GPF is currently managing a robust project pipeline exceeding R2-billion and is strategically engaging with potential funding partners to collaborate on the implementation of sustainable human settlements throughout Gauteng. Concurrently, we are finalising several substantial agreements with leading financing institutions, poised to fulfil our mandate of providing the people of Gauteng with access to vibrant, livable settlements and secure land tenure. These efforts underscore our commitment to fostering inclusive economic growth and prosperity across the region. Additionally, the GPF is exploring also providing bridging loans or purchase order financing to SMEs involved in the construction of housing in its target market.

PLEASE SHARE A MESSAGE OF INSPIRATION WITH OUR READERS.

Our existence is not a mistake. We are all created in God's image and as His vessels we ought to be usable to shine His light in this lost and dying world. Marianne Williamson in her Our Deepest Fear poem talks about: Our playing small does not serve the world, we are all meant to shine and manifest the glory of God that is in us. So, I encourage all the readers to strive to be the light of the world and the salt of the earth so that when we leave this earth we will leave it better than we found it. Keep shining!



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he past 30 years of South Africa's democracy have witnessed a remarkable transformation in the nation's business landscape. One of the most significant changes has been the steady progress toward a more diverse and inclusive accounting profession, shaped by stories of women who have shattered glass ceilings and paved the way for a future and legacy for the next generation. The South African Institute of Chartered Accountants (SAICA) celebrated a new chapter in the institute's history, with the appointment of its first female CEO. Patricia Stock CA(SA). Her appointment signifies the institute's unwavering commitment to diversity, equity and inclusion. Her leadership is poised to propel SAICA to even greater heights, especially as the institute is implementing its new corporate strategy. With a focus on accelerated value for their members, attractiveness and transformation, social and economic responsibility, and cultivating a winning organisation, they are set to make a lasting difference not only in the accounting profession, but also in society at large.

Patricia believes today's society demands more than just financial expertise from chartered accountants. People expect accountants' advocacy on social and environmental issues; sustainability has become a core responsibility and fostering diversity, equity and inclusion is crucial to sustainability, as it reflects not only the richness of our society but creates opportunities for innovation and creativity.

SAICA CELEBRATES DIVERSITY, EQUITY AND INCLUSION IN SOUTH AFRICA'S ACCOUNTING PROFESSION

SAICA'S COMMITMENT TO EMPOWERMENT

Her vision for a more inclusive, sustainable future aligns perfectly with SAICA's ongoing efforts to champion diversity, equity and inclusion (DEI).

"I am honoured to be leading SAICA at this pivotal moment in our history," says Stock. "The stories of the remarkable women in our membership base, as well as in SAICA's staff complement inspire me deeply. Their dedication and achievements pave the way for a more inclusive future for our profession. I am committed to working with all our stakeholders to ensure that SAICA continues to make a difference in the DEI space, attracting and empowering talent from all walks of life. Together, we can build a profession that is not only strong and successful, but also reflects the true diversity of South Africa."

The Institute's dedication is reflected in its numerous initiatives, including:

Empowering Women in the Profession

SAICA's commitment to promoting the growth of female chartered accountants is having a positive impact. The number of female chartered accountants has been steadily increasing in recent years, with 42% of members and associates currently being female. This is a positive trend that is likely to continue in the years to come.

- Board and Staff Representation: Leading by Example
- 40% Top management
 47% Senior management
 61% Middle management
 78% Junior management

The institute is committed to transforming its leadership and staff composition to reflect the demographics of South Africa. 62% of the SAICA Board members are female, 67% of SAICA staff are female, and female management representation is broken down as follows:

 Investing in the Next Generation: In line with Patricia's passion for the youth, the Thuthuka Education Upliftment Fund is SAICA's pioneering initiative to promote transformation and diversity in the profession. Launched in 2002, its objective is to transform the demographics of the profession to reflect those of the country in terms of race and gender, and provide educational support to African learners and students for the benefit of the profession, while simultaneously helping to uplift communities. The Thuthuka programme provides holistic support for beneficiaries, including social and mental wellness support.

Empowering Women in Business: twothirds of SMMEs in South Africa typically close due to financial reasons and therefore SAICA Enterprise Development (SAICA ED) aims to grow South Africa's entrepreneurial ecosystem by advancing the sustainable growth of small Black businesses, including women-owned businesses, which in turn will create employment opportunities.

SAICA ED offers guidance on financial excellence to SMMEs through all three of SAICA designations. SAICA ED thus partners with SAICA-associated Small and Medium Practices (SMPs) and other groups within SAICA to achieve financial excellence in both Small, Medium and Micro Enterprises (SMMEs) and entrepreneurial incubators nationwide.

Advocating for women empowerment and Leadership development: The SAICA Leadership Evolution Masterclass series (LEMS) for SAICA members and associates aims to unlock the leadership potential of women in leadership. It is a meticulously designed, 4-month journey that transforms leadership potential into real-world success. This is achieved through targeted coaching sessions, actionable strategies, and a supportive community.

Looking forward: Building a brighter future

The South African accounting profession has a growing and diverse talent pool, innovative programmes to support future generations, and a commitment to inclusion at the highest levels, which means SAICA is wellpositioned to help build a brighter future for the profession.

Conclusion

The journey towards a more balanced and representative accounting profession in South Africa is ongoing. SAICA's unwavering commitment to diversity and inclusion, coupled with the leadership of trailblazers like Patricia Stock, is paving the way for a future where talent thrives. The stories of the exceptional initiatives implemented by SAICA, offer a glimpse into a brighter future for the profession. This future promises a more equitable landscape where success is determined by ability, not background, ensuring that the accounting industry reflects the vibrant tapestry of the nation it serves.

About SAICA

The South African Institute of Chartered Accountants (SAICA), South Africa's pre-eminent accountancy body, is recognised as the world's leading accounting institute and is home to the most trusted CA designation in the world The Institute provides a wide range of support services to almost 60 000 members and associates who are chartered accountants (CAs[SA]), as well as associate general accountants (AGAs[SA]) and accounting technicians (ATs[SA]), who hold positions as CEOs, MDs, board directors, business owners, chief financial officers, auditors and leaders in every sphere of commerce and industry, and who play a significant role in the nation's highly dynamic business sector and economic development.

Chartered Accountants are highly valued for their versatile skill set and creative lateral thinking, that's why all of the top 100 Global Brands employ Chartered Accountants.

SAICA is a member of Chartered Accountants Worldwide (CAW), a global family that connects over 1,8 million fellow Chartered Accountants and students in more than 190 countries. Together, we support, develop, and promote the role of Chartered Accountants as trusted business leaders, difference-makers, and advisers.



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MAJOR DAUGHTER Founder and President of MDNTV

Welcome to Mdntv, a trailblazing South African-based television and podcast broadcasting company rooted in serving the community. Our mission is clear: to deliver premium, diverse content that informs, entertains, and educates. Whether it's the latest news, thrilling sports, engaging television shows, inspiring music, insightful faith news, or captivating movies, Mdntv offers it all. We captivate audiences and provide a rich tapestry of content that mirrors the diverse interests of our viewers. As a dynamic and innovative platform, Mdntv keeps viewers digitally engaged with a diverse range of high-quality content.

COMPANY OVERVIEW

Headquartered in Gauteng with satellite offices in the North West province, Mdntv stands as a beacon of quality entertainment and educational programming. Our commitment is to provide updated, high-quality video and audio content that exceeds expectations and leaves our audience in awe. Our team comprises passionate freelance reporters, including journalism graduates gaining invaluable exposure and experience. Additionally, some of our team members are law graduates who are committed to sharing their knowledge with the public and expanding education, allowing more people to benefit from our comprehensive and accessible reporting.

OUR OFFERINGS

Mdntv engages audiences through its television channel and podcast station, utilising online video streaming and DishTV's direct-to-home technology. Our goal is to be the preferred choice

DISCOVER MDNTV CRAFTED FOR THE PEOPLE, BY THE PEOPLE

for viewers seeking enriching and captivating content, offering exceptional entertainment, information, and education.

MARKET POSITION

The South African entertainment and media industry is on a growth trajectory, driven by a large population and increasing internet and smartphone usage. Mdntv is strategically positioned to tap into this thriving market, offering innovative content to both local and global audiences with diverse tastes and preferences.

QUALITY AND INNOVATION

At Mdntv, we distinguish ourselves through a steadfast commitment to excellence. We adhere to strict standards for content quality and viewer satisfaction, continuously creating and acquiring compelling video content. Leveraging proprietary technology and creative talent, Mdntv is set to revolutionise the broadcasting landscape not only in South Africa but across the globe.

BROADCAST CHANNELS

Mdntv broadcasts via mdntvlive.com and mdntv.news (WebTV), the Mdntv Streaming App, YouTube, Facebook, and X (formerly known as Twitter), with a special emphasis on live coverage of court cases and a variety of other events. Mdntv is dedicated to demystifying the law for everyone. Alongside movies, programmes, and documentaries, we offer valuable advertising opportunities for businesses looking to reach a vast and engaged audience.

COMMITMENT TO EXCELLENCE

Our dedication to excellence is reflected in our operations, driven by integrity, accountability, and a client-centric approach. We harness the collective expertise of our workforce and stay attuned to industry trends to deliver unparalleled value to viewers and advertisers. Mdntv is committed to fostering a supportive and sustainable work environment that prioritises the well-being of our employees, partners, and clients.

PARTNER WITH US

Mdntv offers unique opportunities for businesses to reach a broad and diverse audience through our innovative advertising solutions. By partnering with Mdntv, your business can benefit from our expansive reach and engaged viewership, positioning your brand at the forefront of the digital media landscape.



CONNECT WITH US

The Mdntv community is on multiple social media platforms: Facebook: Mdntv Instagram: Mdntv.live Twitter: @MdNewss YouTube: Mdntv

Download the Mdntv Streaming App on Android or ROKU TV for the ultimate viewing experience. For more information, visit our website at www.mdntvlive.com.

Experience the future of broadcasting with Mdntv, where innovation meets quality and viewer satisfaction is our top priority. We are about community, and we are here to foster meaningful connections between business and our viewers.





Support Mdntv: Bringing Law to the People

At Mdntv, we believe in the power of transparency and education to bridge the gap between the judiciary and ordinary people. By covering court cases, we aim to make the complexities of the legal system accessible and understandable. Your support is crucial in helping us continue this mission.

Why Donate to Mdntv?

1. Making Law Accessible:

Mdntv is dedicated to demystifying the law for everyone. By providing detailed coverage of court cases, we help the public understand how the judiciary works. This knowledge empowers individuals to navigate the legal system more effectively and confidently.

2. Understanding Psychological Trauma:

Our coverage goes beyond legal jargon to explore the psychological traumas behind various cases. This not only sheds light on the human stories within the courtroom but also promotes empathy and understanding. We hope that through these stories, people can learn to do better and parent better, fostering a more compassionate society.

3. Empowering Ordinary People:

By exposing our audience to real-life legal scenarios, we equip them with the knowledge of what to do when faced with legal issues. Understanding the workings of the law can make a significant difference in individuals' lives, helping them make informed decisions and seek justice when needed.

4. Non-Profit and Ad-Free Experience:

Mdntv operates as a non-profit organization. We do not run ads on our site, ensuring that our viewers can enjoy uninterrupted, in-depth coverage of court cases. This commitment to an ad-free experience reflects our dedication to providing pure, unbiased content. Your donation is tax-deductible, so please support us.

5. Supporting Freelance and Graduate Reporters:

Our team comprises passionate freelance reporters, including journalism graduates gaining invaluable exposure and experience. Additionally, some of our team members are law graduates who are committed to sharing their knowledge with the public. Your donations support these budding professionals as they grow and contribute to our mission.

Your Donation Matters

Support for Educational Empowerment:

By donating to Mdntv, you are not just supporting a media outlet; you are contributing to a cause that strives to educate and empower individuals through the transparency of the legal system. Your generosity ensures that we can continue to operate without the influence of advertisements and remain focused on our goal of making law and the judiciary accessible to all.

Strengthening Infrastructure and Coverage:

Your donation, no matter how small, plays a vital role in strengthening Mdntv's equipment and infrastructure, enabling us to run our newsroom more efficiently. It helps provide essential training for our graduate journalists, ensuring they develop the skills necessary to deliver high-quality, impactful reporting. Additionally, your contribution will aid in expanding our coverage across the country, allowing more people to benefit from our comprehensive and accessible legal reporting. Every cent helps us bring crucial stories to light and supports our mission to make the law understandable for all.

Be Part of a Movement for Transparency and Education

Join us in our mission to enlighten and empower. Your support is the cornerstone of our success. Donate today and be a part of a movement that values transparency, education, and the betterment of society. Donate Now and make a difference with Mdntv.

Connect with Us:



NTC ENVIRONMENTAL A TOP GENDER EMPOWERED SUSTAINABILITY CONSULTING FIRM

strength and wisdom of women around her — including her late mother who, despite her natural affinity to learning, never had an opportunity to go to school — that made Thinga vow that she would become a beacon of hope and, in doing so, create opportunities for other women to thrive.

Thinga's mother also had a tribe of women around her. She encouraged an exchange of skills and information, often hosting soap and candle-making workshops so the women could earn an income. It is through these bonds that the women could ride the many waves of either being a single mother or raising children on their own in the village, while their husbands were away for work.

Her village roots and a mother who encouraged her to value education is something that Thinga is proud of and always refers to, since this is what shaped her and her subconscious inclination to enable the success of other women. Upon reflection, it was this upbringing that led her to apply the same principles of creating a tribe of women that support each other both inside NTC and outside as an entrepreneur.

Education as a foundation for women empowerment

Thinga is a strong believer in education and in constantly re-skilling herself in order to be adaptable in what has become an increasingly fast-paced world. At the time of writing, Thinga was preparing for her graduation ceremony in Switzerland, Gland, for her MBA in Finance and Sustainable Investment, from the Business of Sustainability Management School (SUMAS). studying towards the gualification, she also

managed to sit for an exam and qualify as a Certified ESG Analyst® with the European Federation of Financial Analysts Societies.

This is in addition to her postgraduate and business management qualifications from the University of the Witwatersrand and the University of Pretoria, respectively. She understands the value of a professional, highly-skilled team and is always encouraging everyone to study further. This has enabled the company to remain agile, adaptable and relevant. Last year one member of the executive leadership team went through the Duke University Executive Management Program and another is currently halfway through the same programme. In addition, the company has a member of the leadership team doing a Masters Degree in Engineering Management with the University of Leeds.

Thinga Nethanani Founder of NTC Environmental

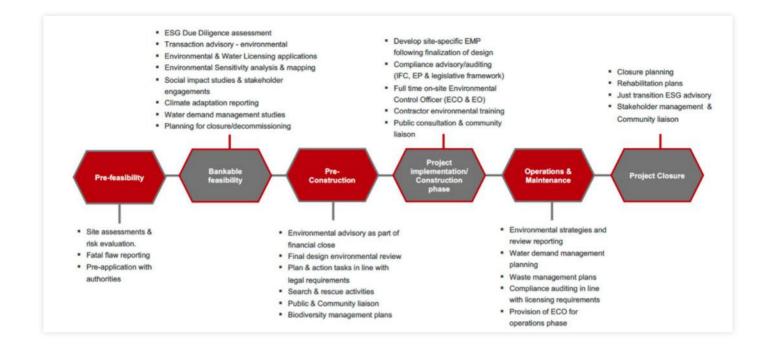
t has been two decades since Thinga Nethanani founded NTC Environmental, a sustainability consulting firm with a proven track record across sectors. In the two decades she has been in business, she has witnessed many changes, global and local, including a pandemic that tested her resilience and that of the business.

What helped her make it through the pandemic and other challenges has been a tribe of

mostly women who she has come to know and depend on. Through it all, she has remained steadfast in building a business that will stand the test of time and play an important role as an enabler for more women to thrive while also creating generational wealth.

The village is where it all begun

Growing up in the village, in the outskirts of Thohoyandou, Venda, it was witnessing the



The dynamic women-led team

Although women-led, they believe in diversity and understand the value of a well-balanced gender and generational mix, complimentary skills and training future leaders. Their executive and management team has a diverse skill set ranging from core sustainability skills to engineering, finance and governance. This not only makes for an effective organisation but allows them to tap into these skills and past experiences to respond to their client's needs.

Coming from the financial services sector, I am excited to be working with this multidisciplinary team and using my experience to propel this business forward

"We are constantly monitoring the markets for shifts in terms of clients' needs with the view of

> "Non nobes sed posteris – Not for us but to those who are to come"

- Tebogo Mapinga Environmental Management Executive



responding accordingly," says Tebogo Mapinga, Environmental Management Executive. "I am driving our service offering in the Renewable Energy space and this remains one of the key strategic elements for us in the short to long term. I am excited about the developments in the sector and the opportunities that await us." Their team is ready to partner with clients towards a more sustainable, just and prosperous planet.

What problems is NTC Environmental solving?

Since the inception of NTC Environmental, businesses and policymakers are increasingly faced with various environmental and social issues. These range from climate change, provision of resilient infrastructure, ensuring the sustainability of businesses, and the management of the potential risks posed by such challenges. NTC's range of services are designed to solve and help their clients respond to some of these challenges.

Through their experienced team of professionals, and based on their technical understanding of a project life cycle from pre-feasibility to the operations and maintenance phase, including project closure, they are able to tailor sustainability services in line with the requirements of each phase in a project. They are able to offer project preparatory services (EIAs), compliance audits during construction (ECO and EO services) and provide strategic advisory services on ESG.

Thinga's hope is that the women at NTC can inspire the youth to dream, to know that their dreams are valid and, in that pursuit, take other young women with

them. In addition, she hopes that the business landscape is stable, fair and just and conducive for women to unleash their full potential.

"Be the light you wish to see

in others"





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Miskyah Toth

CEO of Business Directive Contract Services & MISKYAH.COM



OUTSOURCING SOLUTIONS

Begin With US

BDCS - Business Directive Contract Services, a prominent force in South Africa's business scene, embodies a compelling tale of growth and ingenuity. With a workforce spanning thousands of employees across nearly 50 locations nationwide, BDCS has cemented its impact in various sectors. Rather than merely being a provider of Temporary Employment Services (TES), BDCS serves as the organisation's central hub, offering an array of indispensable services including payroll management, industrial relations, HR management, staff recruitment, health and safety compliance, and provision of personal protective equipment (PPE).

In a remarkable demonstration of their dedication to diversity and empowerment, BDCS has been recognised with the prestigious Standard Bank Award for Top Gender Empowered Company in 2024. This acknowledgment not only underscores their commitment to cultivating an inclusive workplace but also positions them as industry leaders. Furthermore, Miskyah Toth, the esteemed CEO and sole shareholder, has been celebrated as a finalist at the esteemed Top Women of the Year Awards, reinforcing her profound influence and impact in the business realm.

Miskyah Toth, a multifaceted entrepreneur with diverse ventures under her belt, is fuelled by a deep-seated passion for enabling individuals and empowering entrepreneurs. Rejecting conventional labels, she focuses on the essence of her mission: providing the tools and opportunities necessary for the success of those lacking prior skills or resources. Through her public speaking engagements and dedication to equipping aspiring entrepreneurs with the means to thrive, she epitomises a commitment to fostering innovation, creativity, and economic empowerment within communities. Her unwavering pursuit of this vision is undeniably integral to her remarkable success and enduring impact as a Leader, Author, and Public Speaker.

What distinguishes BDCS is its dedication to modernisation and employee engagement. The company takes pride in it's cutting-edge Employee Self-Service (ESS) system, leading the charge toward a paperless workplace. Through the ESS app, employees can effortlessly access vital information such as leave balances and pay slips, enhancing efficiency and highlighting BDCS's commitment to fostering a tech-savvy workplace.

Adding a touch of vibrancy to the corporate experience, BDCS produces its in-house magazine, TRIBE. More than a mere publication, TRIBE serves as a dynamic platform for staff to connect, share stories, and stay abreast of company developments. It encapsulates the spirit and camaraderie that define BDCS's unique work culture.

At its essence, BDCS thrives as a powerhouse offering Temporary Employment Services. Its dynamic approach to TES not only meets the demands of a constantly evolving market but also positions BDCS as a trailblazer in the industry. With a dedication to employee satisfaction, technological advancement, and a distinctive corporate culture, BDCS continues to script an extraordinary narrative in South Africa's business landscape. BDCS proudly flies the South African flag.

Embark on a journey into Miskyah Toth's innovative vision and explore the diverse ventures housed under BDCS. Delve into cutting-edge solutions and empowering resources designed to fuel entrepreneurial success. Visit www.miskyah.com and www.bdcs.global today to unlock a world of opportunities and inspiration.

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MAKOMA MATLALA Managing Director, Mabalane A Seven

ABOUT MABALANE A SEVEN CONSTRUCTION AND PROJECTS

Makoma Matlala, an empowerment-driven woman, is the main driving force behind the formation of Mabalane A Seven Construction and Projects - a company which aims to create jobs through capacity building and skills transfer as well as sustainable development, since unemployment is the biggest challenge faced by the world at large.

The birth of the company stems from Makoma's exposure to the construction industry through identifying marketing and business potential - which attracted the attention of marketer Thandeka Simons.

Makoma and Thandeka (originally from Tzaneen and Bloemfontein) stepped out into a world formerly dominated by men. They went on to form their own construction and project management company. Mabalane A Seven Construction and Projects 102 PTY LTD is a Level 1 BEE contributor.

Services

Mabalane A Seven Construction and Projects prioritises economic development which allows us to work with our partners, to create projects that the company can carry forward to completion. We offer the following services:

MABALANE A SEVEN CONSTRUCTION AND PROJECTS

CREATING JOBS THROUGH SKILLS DEVELOPMENT IN CONSTRUCTION

Construction and project execution Our project management services provide you with comprehensive supervision, inspection and commissioning services for all types of projects – no matter the size or location.

We offer you extensive experience in all aspects of construction. As a result, we can help you reduce technical risks, prevent construction errors, control budgets and effectively keep your construction project within the planned schedule.

Building maintenance

We have qualified and skilled teams who are able to undertake just about every service in the building trade. Mabalane Projects has a pool of qualified resource teams made up of bricklayers, joiners, plumbers, tilers, plasterers and painters. In addition we also have excellent subcontractors that supply electrical, landscaping and decorating services.

They also offer services for companies or individuals who require a building contractor, maintenance team in an emergency, repair damaged structures and renovating your existing structure or home.

Engineering works

Our engineering services include the designing of materials, components, systems or processes. We plan capacity

and location of infrastructure. We investigate, advise and report on engineering problems. We assist with improvement of materials, components, systems or processes.

We manage the implementation of construction projects that include design solutions. We research the development and commercialisation of products and plan implementation.

Aims and objectives

Mabalane A Seven Construction and Projects plans to:

- Be an active participant in job creation and community empowerment
- Transfer skills and capacity building through different training opportunities
- Bring in skilled expertise and techniques in project implementation
- Empower disadvantaged communities and ensure their participation in projects

What makes us different?

Mabalane A Seven Construction and Projects management pools a firm of academics, entrepreneurs with credible knowledge as construction and projects professionals, accountants and marketers. Our judicious qualifications ensure we apply best practice in the boutique projects to ensure that objectives of service excellence are achieved on every project.

OUR VISION

Leading an empowerment construction and projects company across the country.

OUR MISSION

To maximise on empowerment opportunities, empower and develop the up and coming contractors. We are a company with a strong commitment to social responsibility programmes.

SAFETY

Mabalane a Seven Construction and Projects is committed to conducting business in a manner that protects the health and safety of all employees, customers and persons living in the communities where it operates. To accomplish this, the company ensures that it complies with current health administration, occupational health and safety laws and maintains its operation, producers, technologies, and policies accordingly.

Each employee has the responsibility to fully comply with established safety rules

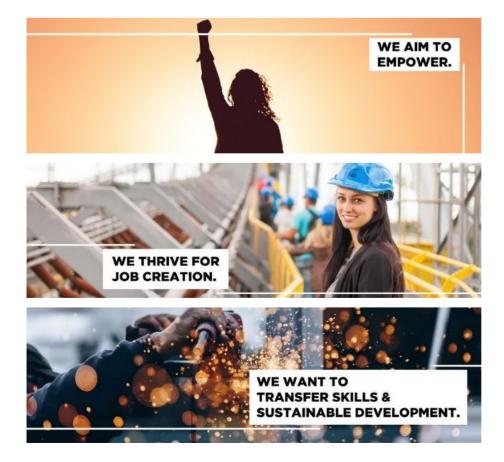
and to perform work in such a manner as to prevent injuries to themselves and others. We are very concerned about job-site safety and plan to set up a comprehensive safety programme.

MABALANE A SEVEN CONSTRUCTION AND PROJECTS MANAGING DIRECTOR MAKOMA MATLALA

Makoma holds a National Diploma in Building and Civil Engineering obtained in 2012 and she worked for Aveng Grinaker-LTA from 2012 as a Site Engineer.

Her experience to date has been within the construction industry in commercial projects and Makoma was involved in the construction of the Medupi Power Station project, where she was part of the execution team responsible for the construction of Auxiliary Bay, Turbine, Boiler and Air Cooled Condenser unit 6-4.

Her skills include strategic planning or execution, building and civil construction management, steel erection, mechanical and electrical.



MABALANE A SEVEN CONSTRUCTION AND PROJECTS HEAD OF MARKETING THANDEKA SIMONS

Thandeka leads the marketing and direct sales force to promote various techniques in order to attract new projects and people. She holds a National Diploma in Marketing Management obtained in 2012 and has been involved on various construction projects while working at Kalagadi Mine in the Northern Cape. She gained her experience by working at all levels of the organisation.



THANDEKA SIMONS Head of Marketing, Mabalane A Seven



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ith a foundation in mining regulation and innovation, our organisation distinguishes itself as a leader in the sector, fostering growth and sustainability. Established in 2015, we collaborate with mining clients and partners like the TUT Centre of Entrepreneurship Development and African Academy. Embracing diversity and inclusion, we provide opportunities for HDSAs, striving for an equitable mining landscape. Our services include licensing of prospecting rights, mining permits, mining rights, water use licences, social and labour plan compliance, among other essential services that contribute to the comprehensive support we offer to our clients.

UNAKO CONSULTING MINING MADE POSSIBLE



ABOUT KHONZEKA YINI-SIBINDI (CO-FOUNDER AND MANAGING DIRECTOR)

I come from a family with a deep-rooted connection to the mining industry. My late father worked in mining during the 1980s, and I hold onto some of his payslips, which serve as mementos of his time in the industry. While growing up in the Eastern Cape under my mother's care, my father resided in a hostel provided by the mining organisation he worked for, instilling in me a profound appreciation for the mining sector.

With over 15 years of experience in various capacities within the industry, I have had the privilege of contributing significantly. Holding the position of Head of Social and Labour Plan and Mining Charter Compliance for the Department of Mineral Resources and Energy, I have been involved in crucial projects such as the review of Mining Charter III and the revitalisation of old mining towns as part of the Special Presidential Package project task team. These experiences have allowed me to not only follow in my father's footsteps but also to forge my path within the mining industry.

On the academic front, I am currently pursuing a Master of Commerce at UKZN, building upon my Postgraduate Diploma in Management from Regent Business School and my Bachelor of Administration from Fort Hare University. Actively participating in communities like the Environmental and Social Governance (ESG) Community of Practice Africa and serving as a member of the Institute of Directors of South Africa (IoDSA) reflects my commitment to continuous learning and professional growth within the mining industry.

GENDER EMPOWERMENT AND CORPORATE SOCIAL INVESTMENT (CSI)

Empowerment-related CSI initiatives/programmes:

Going beyond our own corporate social investment initiatives, we actively support the mining industry in fulfilling this mission through our expertise in Social and Labour Plans. By assisting organisations in meeting their Social and Labour Plan requirements, we help drive impactful corporate social responsibility within the mining sector. Through our specialised programmes and services, we enable companies to make significant contributions to society, fostering sustainable development, community empowerment, and positive change in mining areas. Examples of projects we have done include Enterprise and Supplier Development initiatives, with a bias towards women-led enterprises, bursaries for university students, and maths and science programmes for school children to enable them to qualify for engineering-related qualifications at university. These initiatives illustrate our comprehensive approach to social investment and skill development, aiming to create a lasting impact on both the mining industry and the communities it serves. Our collaborative approach

ensures that industry players can effectively engage with communities, address social challenges, and create lasting benefits for all stakeholders involved.

GENDER EMPOWERMENT: STATISTICAL OVERVIEW

Percentage of female shareholders: >50.1% female shareholding

Percentage of female executive directors/senior management: 25.1%-50% female executive directors



KHONZEKA YINI-SIBINDI, Co-founder and Managing Director, Unako Consulting

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GENDER PARITY ON BOARDS WILL BE ELUSIVE WITHOUT GREATER FOCUS AND ACTION

By Delia Ndlovu, Chair, Deloitte Africa

any studies have established the business case for diversity and inclusion. The recently published eighth edition of the Deloitte Global Boardroom

Program's Women in the boardroom: a global perspective is a report which analysed more than 18,000 companies in 50 countries and geographies. More than 206,506 directorships-spanning Asia Pacific, the Americas, and EMEA exploring the representation of women in the boardroom and insights into the political, social, and legislative trends behind these numbers. According to this Deloitte report, organisations that are more diverse as a whole with respect to gender-from top executives and board members to managers and employeestend to outperform those that are less gender-diverse. Despite this compelling fact, women are underrepresented globally and locally on company boards. This Deloitte report finds that women hold less than one-quarter of the world's board seats (23.3% in 2023).

Deloitte reports that the mandatory quota legislation in various countries has yielded results. This is evident despite fears that quotas may lead to the same circle of women being asked to serve on a large number of different boards. Five out of the six countries with the highest percentage of women serving on boards in the Deloitte study have some mandatory quota legislation, ranging from approximately 33% (Belgium and the Netherlands) to 40% (France, Norway, and Italy). In the UK, through continued government initiatives and the use of targets, women now hold over 40% of FTSE 100 board seats. There have been similar efforts in Australia, through voluntary targets and disclosures. Women's representation on Australian boards has more than doubled since 2014 (15% to 34%). However, government action alone is not sufficient to reach parity.

From an Africa perspective the steady increase in women representation on boards is encouraging but much work is required to achieve parity. According to the Deloitte study South Africa has shown improvement with women's representation on boards in 2023 at 34.9%, from 26.4% in 2021 (It was 31.8% in 2022). Nigeria had 28.9% women representation at board level in 2023 an improvement from 21.7% in 2021. What is patently clear from the study is that without greater focus and action, gender parity in the boardroom is unlikely to be achieved before 2038.

For parity to become a reality, a wide range of stakeholders would need to devote greater focus and action to help corporate boards more accurately reflect the societies in which they operate. The boards themselves should continue to take action and ask the right questions.

Clearly, government-driven quotas have vielded global results in advancing parity at the board level. However, more than government action is likely required to reach the 2038 goal. Stakeholders, including investors, should remain vigilant in setting expectations around gender diversity despite the number of matters competing for investor attention. Efforts like the 30% club, which has deep private sector involvement, have also helped. However, more than a quota of 30% is needed to set the bar high.

THE WAY FORWARD

Boards are critical change agents. Today, board agendas are more packed than ever—the challenges and emerging areas boards must keep abreast of are only increasing. As organisations aim to build more equitable and balanced boardrooms and C-suites with real diversity of thought, directors must remain focused on gender parity to advance progress. Key advice for boards from the Deloitte report as it **>**

From an Africa perspective the steady increase in women representation on boards is encouraging but much work is required to achieve parity Boards should consider carefully tracking their industries for how many women-owned businesses are in their supply chain to continue the virtuous cycle of empowering women

probes whether and to what extent, the company and management are doing enough to drive change includes:

1. Don't default to historic experience profiles when selecting board members. Questions that Boards should ask include: Do we have the right mix of experiences, skills, and backgrounds to position ourselves to succeed in light of the complexities of today? To what extent do we, as a board, play it safe when selecting our board or C-suite candidates? Do we default to narrow searches of candidates with a historical record of prior CEO experience, or are we willing to take risks to find leaders of the future? How much emphasis do we place on previous executive or board roles compared to skill sets, capabilities, leadership, and business acumen, which may inadvertently exclude a range of high-quality women candidates? Where boards are prepared to take a risk and allocate a board seat to highpotential, talented female future leaders and entrepreneurs with business credibility, relevant technical expertise and emotional intelligence, they reap the benefit of innovative, fresh thinking. This challenges the status quo and groupthink. Boards benefit from the input of these future leaders if the chairs are inclusive and create a psychologically safe space where the voice of everyone can be respected and heard. Female leaders and entrepreneurs with aspirations to serve

on boards also need to be committed to continuous learning in order to keep themselves informed about new developments in their areas of expertise and governance in general.

2. Get creative in building governance experience. What creative solutions can management and the board deploy to provide more opportunities for women to gain governance experience? Have we considered placing high-potential candidates on boards of our subsidiaries or other entities to fuel not only our own board and C-suite pipelines, but also corporate pipelines more broadly?

Deloitte Africa has established a Governance Academy intending to provide board readiness to future leaders and entrepreneurs who aspire to serve on Boards or report to Boards. The Academy upskills these future leaders on the role of the Board and the duties of a Director. Modules include the duties of a director, ethics, the role of the board as a strategic differentiator and technical topics, including sustainability, risk management, crisis management, cybercrime, Generative AI and executive pay. Participants of our Governance Academy are assigned a mentor who will partner with them on their journey to becoming a Non-Executive Director. The mentors become the thinking partners of the participants and reflect together on the technical topics being taught. They are also assisted in developing world-class CVs that position them for future Board positions, leveraging the experience gained at the Academy.



The participants then work with a specialised head-hunter who places them, in most instances, on boards of subsidiaries of companies and NGOs, where they can gain experience.

3. Regularly interrogate your pipeline data and progress. Are we spending enough time challenging our data and outcomes? How fast are women being added to our C-suites? Are our pipelines advancing women at the same rates as men? Are we losing women leaders at critical junctures in the pipeline?

The rigorous analysis of the data safeguards against women with leadership potential arriving and not thriving. With this kind of robust analysis, boards can hold themselves accountable for creating an inclusive environment where everyone can thrive.

Additionally, boards should consider carefully tracking their industries for how many women-owned businesses are in their supply chain to continue the virtuous cycle of empowering women. This brings women's empowerment in general to the forefront of the business agenda and uproots systemic biases.

These areas are only a start; boards cannot go at it alone. Business leaders in all markets will need to commit to collaborating and having the courage to ask difficult questions. Through this, doing their part to help accelerate the timeline for achieving gender parity in the world's boardrooms and C-suites.



EMPOWERING WOMEN TO THRIVE IN THE WORKPLACE

Without diversity there's no inclusion

By Phumudzo Luvhengo, Organisational Effectiveness Executive, Human Capital, Blue Label Telecoms





t's the year 2024, and profit and non-profit organisations are still grappling with the concept of gender equality being reflected in who they have in their leadership structures. Observing from the outside it seems like an easy problem to solve; appoint the right people to represent all the demographics. The truth is that the issue is more complex than just appointing the right people, it's also how we ensure that we are not only diverse but also inclusive.

I remember coaching a young lady who joined the organisation through a graduate programme, and she said something that changed how I viewed what it means to create an environment that is conducive for women to want to climb the corporate ladder. In our coaching session for that day, we touched on the subject of growing within that organisation, and the young lady's response took me by surprise. She had no intention of growing within that organisation as growth represented her letting go of her values and principles. She said, "Phumudzo I don't like golf, I don't drink alcohol and I certainly don't

want to spend time away from my family attending work social events with bosses just so that they can see my potential."

In this team, there was a perception that when you are a leader you do things over and above delivering positive results, and unfortunately, that's a reality for most organisations. This young lady was identified as a high performer and the organisation wanted to retain her and ensure that her career growth was accelerated; however, the culture within that organisation conflicted with her values.

Over the years I have watched highly talented women get promoted and within a short period, they would exit the organisation. And I believe that's where we have a challenge. The concept of empowering is about ensuring that an individual feels seen, has the right tools, and that the environment is conducive for that individual to thrive. Often there's an expectation for women to adapt to how things have always been done. One of the barriers to creating environments for women to thrive is the **>**

The concept of empowering is about ensuring that an individual feels seen, has the right tools, and that the environment is conducive for that individual to <u>thrive</u> misconception of what culture is, most people think culture is a social event. We often feel like people can't be in our circle because they don't enjoy how we interact or do things during our social events. However real organisational culture is how we interact with each other while driving the delivery of results, it's how decisions are made and how you make people feel – that's real culture.

I want to focus on three things that organisations should be aware of when creating environments that enable and empower women to thrive:

CHALLENGE EXISTING BIASES THROUGH HOLISTIC DIVERSITY AWARENESS PROGRAMMES

We all have biases that are shaped by our life experiences. When these biases are not challenged, they may appear like facts and impact our decision making. In HR we get to hear many things, some of which are quite shocking - one manager once said to me "Oh no we can't put that individual as a potential successor because she is a single mother, and I don't think she wants to deal with the stress of the role".

I asked the leader if they had had the conversation with the team member and the answer was, "No". Then another manager said "Phumudzo I can't employ women for this role because they need to pick up kids from school and take days off when kids are sick, and I need someone that I can rely on as this role is critical". Even while writing these two instances only an emoji could show how I felt when I heard these statements. The statements above might seem a bit outrageous and quite unbelievable however if the organisation hasn't provided adequate awareness regarding some of our biases this will eventually frustrate the organisation's efforts to have a diverse and inclusive environment where everyone feels they belong. The reality is that the majority of leadership roles are still held by our male counterparts and if those are the biases that leaders have against women then this is counterproductive to us creating an environment that empowers women to thrive.

Contrary to popular belief, diversity awareness programmes are not meant to make people friends but to understand that we are different, unique, and individuals even within our own ethnic groups. Good diversity training focuses on the individual rather than the next person, assisting people to identify some of the deep-rooted prejudices that have become socially acceptable and how we have benefited from those prejudices.

CULTURE

It's important that we check the understanding of what our organisational culture entails. We often take it for granted that everyone who is in the organisation knows our culture. Testing this understanding through an engagement survey is the starting point as it gives you the organisation's perception of important matters.

The other channels that can be used are exit interviews and leadership surveys. The exit interviews give us insights into why women might be leaving our organisation. They also give us an opportunity to identify if there are internal barriers that impact women within the organisation. Whether those barriers are just perceptions or reality, it is important to put together a plan that deals with the root cause of the issue or the perception.

Perceptions are capable of frustrating our efforts to create inclusive work environments so they need to be addressed quickly. Leadership surveys helps us to identify areas of development for our leaders. We need to keep in mind that our leaders are instrumental in shaping the culture of the organisation.

The leadership surveys are meant to drive a conversation that is focused on the development of the employee. What we accept often becomes

Contrary to popular belief, diversity awareness programmes are not meant to make people friends but to understand that we are different, unique, and individuals even within our own ethnic groups the norm. Ask yourself if your current culture (way of working and interacting) contributes positively towards an environment that empowers women to bring their best to work. If not, then the organisation is not ready to embrace equality and when you recruit women you will struggle to retain them.

LEADERSHIP DEVELOPMENT INITIATIVES THAT FOSTER GENDER EQUALITY

I am also guilty of creating leadership development programmes aimed at advancing women in the workplace. Even though these programmes have their place, I find that they are not helpful when it comes to ensuring that the workplace is responsive to women thriving.

Consider having a mix of men and women when appointing mentors and sponsors for people who are on accelerated leadership development programmes. This way leadership is not about emulating men in leadership positions, but it gets to be how I need to show up as a leader regardless of gender.

I believe empowering women to thrive in an organisation goes beyond empowering the recipients but rather ensuring that our work environments are prepared. I also want us to remember that We can only be as inclusive as we are diverse – without diversity, there's no inclusion! When the workplace is not diverse it becomes difficult for women to thrive as they are always in the minority. Let's be intentional about creating workspaces that are inclusive towards women, not only in junior management roles but in all managerial levels within the organisation. ■



CHAMPIONING THE BATTLE **AGAINST GENDER BASED VIOLENCE**

Koketso Rathumbu, GBVF Response Fund Advocacy and Communications Manager

By Fiona Wakelin and Naledi Mokoena

102 STANDARD BANK TOP WOMEN LEADERS

he creation of the private sector GBVF Response Fund was the fulfilment of a resolution of the Gender-Based Violence and Femicide Declaration which followed the 2018 GBVF Summit. The Summit came about as a result of the widespread incidents of gender based violence and femicide against women and children across South Africa.

This scourge inspired the nation to invoke the Total Shutdown Movement and in response, the Presidential Summit committed the state to action against what was termed the second pandemic.

Koketso Rathumbu, GBVF Response Fund Advocacy and Communications Manager, says the high rates of gender based violence statistics prompted philanthropists, activists on the ground, women's' movements and leaders across the spectrum to galvanise efforts and call for action from government, including key stakeholders in the private sector, to combat GBV.

"The outcomes of that became firstly, the development of a National Strategic Plan (NSP) to combat gender based violence and femicide, as well as the convening of the Presidential GBVF summit. From those discussions then came a decision to set up a private According to the South African Police Service, an estimated 11 women are murdered everyday in South Africa. The Fund's strategy is to address these statistics through fundraising efforts, mobilising resources and providing grants based on the six pillars of the NSP

sector-led fund to essentially coordinate a mechanism whereby resources can be mobilised and then contribute to the different initiatives that address GBVF," - Koketso.

TRUSTED PARTNER

On 4 February 2021 President Cyril Ramaphosa launched the private sector-led, multi-sectoral GBVF Fund, aimed at supporting the implementation of the National Strategic Plan and strengthening the coordinated national response to the crisis.

The Fund is a trusted partner, an amplifier and a national convener.

"Sixty-five percent of our funding comes from the private sector, 10 percent from philanthropic organisations, such as the Bill and Melinda Gates Foundation, and the rest is made up by the Foreign Commonwealth and Development Office as well as global development organisations," said Koketso.

According to the South African Police Service, an estimated 11 women are murdered everyday in South Africa. The Fund's strategy is to address these statistics through fundraising efforts, mobilising resources and providing grants based on the six pillars of the NSP.

During a media briefing in early December last year, Minister in the Presidency, Khumbudzo Ntshaveni, acknowledged the establishment of the Fund as an innovative approach towards facilitating private-public partnerships to address GBVF. The Fund's role was further affirmed by the state's decision to extend the initial two-year mandate to three years, thereby cementing confidence in the Fund's efforts as a trusted partner towards fighting GBVF. >

HOW DOES THE FUND DISTRIBUTE FUNDS?

"We run a request for proposal process based on certain criteria and community based organisations, big and small, from rural areas, from across South Africa, all nine provinces are encouraged to apply.

"But predominantly we encourage those that are in high GBV femicide hotspots and that is obviously informed by data that we receive from South African Police Services, as well as other sources."

"We go through a rigorous adjudication process where we ensure that the organisations are compliant and they are able to essentially meet the criteria. But an added layer to that is that we also realise that within the pool of big and small organisations that we engage, there could be capacity constraints as well, because some organisations could have the passion, could be doing work at a smaller scale, like maybe a mom or a granny who has turned their house into a shelter or a day shelter for children in the community. "And that kind of individual may not have the necessary kind of documentation. So within that, we have a capacity building programme that then enables applicants to apply in the next round. But essentially, we exercise empathy within our programme, although we are quite strict and stringent within our compliance framework," – Koketso.

WHAT HAPPENS THEN?

"Compliant community based organisations receive money to then implement their programmes, either responding to cases or focussing on the prevention aspect. The programmes need to be guided by the six pillars of the NSP (Accountability, Coordination and Leadership; Prevention and Rebuilding Social Cohesion; Justice, Safety and Protection; Response, Care, Support and Healing; Economic Power; and Research and Information Management). but also would need to be evidence- informed, evidence-based programming.

"Within our advocacy programme there's an overarching framework which is a social behavioural change campaign that we launched in September 2023, called Respect which seeks to really urge change within the society, but using a lens of a preventative approach – which leans into our national Ubuntu philosophy of care."



GBVF RESPONSE FUND 2024

A notable strategic collaboration took place when an MOU was signed between the Fund and Minerals Council and National Prosecuting Authority, catalysing the Thuthuzela Care Centre initiative (TCC). Koketso says the centres are post-violence care centres to assist survivors of GBVF. Currently there are 65 centres nationwide, funded by companies within the private sector pledging funds towards re-accommodation, refurbishing and building new centres.

"There are specialists that ensure that they are able to preserve the evidence that can then be used in the court of law. And then also there's psychosocial support that also exists within that space, that ensures

The Fund therefore is a prime example of a social compact with organisations from the private sector leaning in and contributing their services pro bono for the public good that survivors are able to receive the necessary psychosocial support or psychological support."

On 17 February this year the National Prosecuting Authority (NPA) launched a state-of-the-art TCC in Stellenbosch which is currently open to the public.

A PRIME EXAMPLE OF A SOCIAL COMPACT

"Our back end support comes from the private sector. We have Alexander Forbes who's assisting us with the disbursements; a major bank does our financial services and banking and ENS does legal. So in-house we do actually have a very lean staff component. I think there's not more than 15 of us in the office, including the executives. However we do have a robust Board that sits in the various committees and guides the work," – Koketso.

The Fund therefore is a prime example of a social compact with organisations from the private sector leaning in and contributing their services pro bono for the public good. A breakthrough in the legal sense was reached when the National Council on Gender-Based Violence and Femicide Bill was signed into law on 24 May 2024 by the state, to introduce a new law protecting women and children in South Africa from abuse and violence.

This legislation facilitates the foundation of the Council, a statutory body charged with providing strategic leadership in the fight against gender-based violence and femicide nationally. ■

GBVF INCIDENCE ACCORDING TO SAPS

5 South Africa's femicide rate is almost 5 times the global average

3880

In 2021 it was reported 3 121 women were killed, that number increased to **3880** in 2023

0.13%

The murder rate for women increased from 10 murders per 100 000 women in 2021 to **13 per 100 000** in 2023

50%

50 percent of these offences are committed by partners or family members known to the victim

0

South Africa is **amongst 10 countries** with the highest rate of rape worldwide.

11 women are murdered everyday in South Africa



THE YOUTH UNEMPLOYMENT CRISIS STRIKES AT THE HEART OF SOUTH AFRICA

By Zengeziwe Msimang, CCO at Harambee Youth Employment Accelerator

106 STANDARD BANK TOP WOMEN LEADERS

he youth unemployment crisis strikes at the heart of South Africa's socio-economic challenges. Often referred to as a ticking time bomb, youth unemployment robs our country of an opportunity for innovation and growth, powered by the potential of youth by keeping talented, engaged and innovative young people locked out of the economy.

The most recent Quarterly Labour Force Statistics released in May by StatsSA reflect the reality we see all around us, youth unemployment for ages 15 to 34 has worsened and now sits at a staggering 45.5%. Nearly two-thirds (35.5%) of young South Africans are not in employment, education, or training.

As it stands young people face multifaceted and systemic barriers to entering the labour market. In their journey to work, they are forced to navigate a maze of broken systems; from a poorly performing education system to a labour market shaped by jobless growth and massive disruption. The reality is that a straight line from school to university to a first job no longer exists.

Further, when you view this crisis through the lens of gender inequality, we see that in South Africa the barriers that young women face to getting employment remain higher and harder than those for young men. This is just In a time when so many young people remain excluded from the economy, we must be intentional about creating opportunities for young women

one of the symptoms of a pervasive global issue with gender inequality also affecting women's ability to access healthcare, welfare and legal rights.

When it comes to the world of work. women have less time to search for employment, more childcare responsibilities, less money to apply for jobs, less time to volunteer and network, and a higher risk of harassment if they do get the job interview. Furthermore, women are also less likely to have some of the tangible and intangible attributes valued for work, such as a high school qualification, a driver's licence, and confidence in looking for and finding work. Research data from the SA Youth platform, which has over four million young people registered on it, 66% of whom are women, shows that women are 6-8% less likely to be working than men and are also likely to earn less than their male counterparts.

This, despite the fact that, when it comes to education, women outperform their male counterparts across the board. For every 100 young men in South Africa under 35 with a matric, there are 112 young women with the same. Even more starkly, there are 50% more young women than young men with degree-equivalents or higher. Yet, the data shows that young men and young women once in work perform at the same level. There is little difference in their likelihood of success, ability to perform in the job, or retention of work.

In a time when so many young people remain excluded from the economy, we must be intentional about creating opportunities for young women to sustain themselves and find innovative ways to give them a leg up. How do we begin to level the playing fields for young women in a landscape where the economy is projected to grow at a mere 1% this year and formal work is hard to come by?

As the formal economy continues on its sluggish path, we realise that we have to look outside of it as a source of work for young people and women specifically. Informal enterprise holds a host of opportunities for young women **>**



to generate an income and establish their own informal businesses, which in turn could create employment. The informal sector accounts for 18.6% of total employment in South Africa. Harambee's research indicates that there are approximately 1.2 million young micro-entrepreneurs in the informal sector, with 88% being black Africans and 40% being youth.

While this work is often precarious, earning their own money provides crucial resources to young people in a contracting economy. Harambee's data suggests that most young micro-entrepreneurs have irregular and volatile income, with monthly figures ranging from as low as R200 to R4 000. Additionally, our findings show that providing services (such as braiding hair or digital support) is generally more profitable than selling goods (such as snacks and clothes). However, women often end up selling goods more than services, which can lower their overall income.

Even at this end of the economy, young people face a range of barriers that prevent them from becoming micro-entrepreneurs. These include structural factors such as a lack of suitable premises or equipment, or the perception of insufficient customers. On top of that, societal attitudes can discourage young women from pursuing opportunities in the informal sector, with many feeling judged or not taken seriously. We also found that in addition to formal mechanisms, more young women were likely to join and stay in the programme if they had successful role models to follow

To make informal entrepreneurship a viable and respected option for our young South Africans, we advocate for intentional investment and support to address the blocks that keep them locked out of economic activity. At the same time, we must also focus on bridging the gender divide in male-dominated growth sectors where young women can thrive.

The installation, repair, and maintenance sector is one of those sectors. Amid a well-documented artisan crisis, the fact that only 3% of plumbers in the industry are licensed women should be a call to action.

Harambee's participation in a partnership funded by the UK government's Skills for Prosperity which offers foundational plumbing skills and a grounding in entrepreneurship and entrepreneurial training— shows that this gap can be addressed. We set ambitious goals to get more women involved in this skills and work experience programme, aiming - and succeeding - to have women fill over 50% of the earning opportunities. Through this programme, we learned that the need for gender advocacy is greater than anticipated and it must be integrated into the entire project value chain. This is especially true when it comes to getting employers to offer opportunities to women for the work experience component required for formal qualification. Beyond just tipping the scales to create jobs for women, the entire employment system needs to work for women which includes considering workwear suited to women's body shapes, and developing policies and funding mechanisms for maternity benefits, for example.

We also found that in addition to formal mechanisms, more young women were likely to join and stay in the programme if they had successful role models to follow.

"I learned throughout the programme that I had a future as an entrepreneur. I didn't know one day I would have my own company, make my own money, and also empower others where I can," said a previously unemployed female participant who just wanted an opportunity to work and never expected to become an entrepreneur.

Making achievements like hers the norm, not the exception, is possible by setting bold targets for gender inclusion and partnering with like-minded organisations to make it happen.

The success we've seen with the plumbing and other programmes can be applied to new sectors that have the potential to create entrepreneurship opportunities for young women, like the green economy. For example, demand is high in the solar installation sector, but it's hard for young people, especially young women, to break into it because the skilling and licensing entry requirements are unclear and costly.

We need to tackle these challenges with innovative solutions that will allow our young people, particularly young women, to thrive. Reimagined partnerships between the government, businesses, NGOs, and international donors are crucial for creating opportunities for sustainable livelihoods. These collaborations should focus on providing young women with the tools and resources they need to thrive in entrepreneurial roles. At Harambee Youth Employment Accelerator, we've seen that successful entrepreneurship often begins with personal agency and dignity.

THRIVING THROUGH LIFE THE HOLISTIC WAY - TURNING PAIN INTO PURPOSE

An interview with Lynn Forbes

By Fiona Wakelin and Naledi Mokoena

ynn Forbes is no stranger to living a life of purpose; health and wellness have always been a priority and her journey has afforded Lynn a platform to share her experiences with others while striving to live a life centred on holistic living. As a woman who wears many hats, her zest for life extends into her roles as a content creator, brand creator and inspirational speaker - all of which are a testament to her commitment to living a life of purpose. From conquering Mount Kilimanjaro at age 50 to her wisdom about raising blended families as a proud mother and grandmother, Lynn is determined to make an impact in the world. Affectionately known as Glammy, Lynn is a grandmother to Kairo Forbes and plays a pivotal role in helping her granddaughter grow in confidence, cope with stress and develop healthy self-esteem. >

Living a life of purpose - health and wellness have always been a priority

Learn to accept that life happens. Bad things happen to us that leave us with a choice to either use these experiences to achieve a higher purpose and attain greater joy and fulfilment in life or allow these bad experiences to consume and destroy us.

HEALTH AND WELLNESS JOURNEY

Lynn has not let the challenging aspects of life weigh her down or dampen her tenacious spirit. She says since her experience of sexual abuse as a child, being a mother, going through a divorce and becoming grandmother, amongst other momentous life experiences, inspired her to value life at an evolved level.

"I'm grateful for my life and therefore health and wellness has always been important to me. I want to share this with others and be of service. As an inspirational speaker and influencer, I am turning my pain into purpose and it is a great way to learn more about myself and make a real difference in people's lives. "

Issues surrounding women's mental health have always been of great concern to her, shaping her perspectives on vulnerability and strength.

"There is a notion that mentally strong women face their fears, problems and challenges. We tackle them head on, and we do not run away from them. Yes that is true, but we don't have to do this alone. It is actually our ability to be vulnerable that determines if we are being mentally strong. We all have it in us to face our life challenges but sometimes we don't know how to do so by ourselves and we don't have to".

Furthermore Lynn believes it is imperative for women to understand their fears, how to overcome them practically, and be intentional about how to actively play a pivotal role in one's own life, of others and the community at large. Her wellness mantra is to let go of matters beyond her control, invest in her inner peace and spend time in nature.

AGAINST ALL ODDS

Summiting Mount Kilimanjaro, the highest mountain in Africa was a goal Lynn set herself. At the time she recalls being in great physical health however mentally she was faced with tremendous personal challenges.

"The analogy is, as the climber, I am the patient, the mountain is my mental health challenge, the challenges encountered during the climb, are obstacles that stood between me and overcoming the challenge, such as childhood sexual abuse, divorce and the death of a loved one for example," said Lynn. In addition, she believes it's the challenges an individual faces and overcomes that gives them purpose.

With a passion for uplifting others, she says there is no greater purpose than being of service to others. She was raised in a family of teachers and was later inspired to undertake the same role as an act of service.

"I believe that my childhood abuse made me a more empathetic and caring human being.

Studying psychology was just a natural choice for me and having this qualification has given me a deeper insight and only enhanced what came naturally to me already, service to others".

As an inspirational speaker and influencer, she acknowledges the impact of turning her pain into purpose, furthermore learning more about herself and how to make a difference in people's lives.

INSPIRED TO INSPIRE

Lynn recognises storytelling as a powerful tool to engage and connect with audiences.

"Stories help us understand others.

"They have the ability to help us learn about others and to find understanding and empathy for them and their situations. Whether we actually know the individual or not, hearing their story evokes feelings within us. Stories teach us about life, about ourselves and about others.

"Nothing can ever replace the impact of face to face storytelling, that's why I enjoy speaking to live audiences. Having said that, podcasts and social media platforms, like Instagram, are great platforms if used correctly".

Over a year ago Lynn launched a podcast with Life, Business and Wellness Coach Khadijah "Kay" Mia, a self-care and wellness programme which takes participants through a journey of personal transformation and change.

"I'm excited about growing Get Real with Lynn Kay, our integrated wellness experience with my friend. I also have a podcast Outspoken Owls, with another friend Katie Mohammed and that's going very well".

A final word of inspiration from Lynn:

"Learn to accept that life happens. Bad things happen to us that leave us with a choice to either use these experiences to achieve a higher purpose and attain greater joy and fulfilment in life or allow these bad experiences to consume and destroy us.

"We all have a higher purpose. Our job is to uncover and discover what that purpose is and to find that purpose, we need to look within ourselves. It's the challenges that we face and overcome, that gives us purpose.

"Turn your pain into purpose".





12 OF AFRICA'S TRAILBLAZING WOMEN What ceiling?

By Raine St.Claire

114 STANDARD BANK TOP WOMEN LEADERS

ccording to the 2023 World Economic Forum's Global Gender Gap Report, only about 68% of the gap between men and women has been closed.

At this pace, achieving full gender equality could take another 132 years, with the projected year for equality being 2154.

These statistics are clear and indicative that urgent action is needed to accelerate change.

The African Centre for the Constructive Resolution of Disputes (ACCORD) reports that only 30 countries (66.67%) have improved gender parity, while 15 countries (33.33%) saw a decline between 2013 and 2021.

Although full gender parity remains elusive, the top 10 economies have closed at least 80% of their gender gaps, with Iceland leading at 90.8%. In sub-Saharan Africa, Rwanda (81.1%, 6th) and Namibia (80.7%, 8th) are notable for narrowing their gender gaps.

Despite these gains, women in Africa continue to make significant contributions to both informal and formal economies and generations of women are demanding swifter action. "There is no force equal to a woman determined to rise." Louisa Mojela, CEO, WIPHOLD South Africa As Human Rights Month concludes, it's crucial to honour these remarkable women and countless others dedicated to forging paths for future generations. They challenge norms and create opportunities where none existed before.

We spotlight a few of these phenomenal women whose impact is profound; their legacy enduring.

(*The list follows no particular order)

Dr Phumzile Mlambo-Ngcuka: Chair, International Olympic Committee (IOC) Advisory Committee on Human Rights South Africa

Phumzile's career is characterised by her unwavering dedication to promoting human rights, equality, and social justice. Her journey from the first democratically-elected South African Parliament to becoming the Chairperson of the International Olympic Committee's Advisory Committee on Human Rights speaks volumes about her impact and influence on a global scale. As the former Executive Director of UN Women, she played a pivotal role in advancing gender equality worldwide. Her leadership continues to inspire women to pursue leadership roles and advocate for change.

Phuthi Mahanyele-Dabengwa: CEO, Naspers South Africa

Phuthi's groundbreaking achievements in the tech industry defy gender stereotypes and highlight the importance of diversity in leadership. As the CEO of Naspers South Africa, she shattered glass ceilings, becoming the first black woman executive to lead the company. Her dedication to empowering young entrepreneurs through initiatives like Naspers Labs underscores her commitment to fostering innovation and economic growth. Representing a small segment of women who continue to grow in this industry, Phuthi continues to **>**

"In 50 years, we should not be talking about female leaders, we should just be talking about leaders. There should be a representation of women at higher echelons as a norm. Both men and women should play an equal role in leadership with no spotlight on women. This is what we are working towards." - Dr Phumzile Mlambo-Ngcuka uplift women and young entrepreneurs across South Africa. Her leadership serves as a beacon of hope for women aspiring to succeed in traditionally male-dominated sectors.

Nolitha Fakude: President, Minerals Council South Africa and Group Director, Anglo-American plc South Africa

From serving as Executive Director at Sasol Limited to becoming the President of the Minerals Council South Africa, Nolitha's remarkable career trajectory exemplifies her leadership prowess and resilience. As a trailblazer in the male-dominated mining industry, she has championed diversity and inclusion, advocating for women's representation in leadership positions. Her strategic insights and extensive experience in various sectors make her a respected figure in the corporate world, driving positive change and paving the way for future generations of female leaders.

Dr Helena Ndume: Head, Ophthalmology Department at Windhoek Central Hospital, Namibia

Helena's transformative work has earned her international recognition and admiration. Her journey from humble beginnings to becoming one of Namibia's foremost ophthalmologists reflects her unwavering commitment to restoring sight and changing lives. Through her pioneering efforts, she has provided thousands of blind individuals with free surgeries, offering them a newfound sense of hope and independence.

Tsitsi Dangarembga: Author, Playwright, and Filmmaker, Zimbabwe

Tsitsi's contributions to literature and filmmaking have earned her international acclaim as a pioneering voice in African storytelling. With groundbreaking works like "Nervous Conditions" and "This Mournable Body," she has challenged societal norms and shed light on the complexities of the human experience. Dangarembga's commitment to artistic expression and social activism continues to inspire audiences around the world, cementing her legacy as a literary icon and cultural trailblazer.

Louise Mushikiwabo: Secretary General, Organisation Internationale de la Francophonie, Rwanda

Louise's leadership reflects her dedication to promoting Francophone solidarity and cooperation on the global stage. With a background in diplomacy and international relations, she has advocated for multilateralism and dialogue as essential tools for addressing global challenges. Louise's tenure at the helm of the OIF has seen increased collaboration among Francophone countries, contributing to peace, stability, and development across the Francophonie.

Dr. Matshidiso Moeti: Regional Director, World Health Organisation (WHO) Africa, Botswana

With over 38 years of experience in the field of public health, Matshidiso's commitment to advancing public health and healthcare delivery across the continent is undeniable. She has led efforts to strengthen health systems, improve disease surveillance and enhance access to essential health services. Her leadership at WHO Africa has been instrumental in addressing health challenges and promoting health equity, making her a respected figure in the global health community.

"We've sort of pigeonholed different parts of our society that are different, and will choose to live differently. And what we need to see is healthy respect, and that these are the threads of our human fabric. And as such, each thread matters, each thread makes the fabric stronger, not weaker. So the less threads we have, that we leave behind, the weaker that fabric. And I think if you say that to people, then they see themselves in the fabric." – Amina Mohammed

Arunma Oteh: Chair, Royal African Society, Nigeria

Arunma's distinguished career includes serving as Treasurer and Vice President of the World Bank where she has been a leading voice in advocating for financial inclusion and sustainable development. Her unwavering leadership continues to inspire positive change in Africa and beyond, making her a respected figure in the fields of finance and international relations.

Nomhle Maggie Mliswa: CEO, Summerhill Farms, Zimbabwe

Nomhle has championed initiatives to promote sustainable farming practices and empower local communities. Her commitment to agricultural excellence and social impact has earned her recognition as a leading figure in Zimbabwe's agricultural sector. In December 2022, Nomhle was awarded an honorary doctorate in humane letters for her philanthropy by the International Institute of Philanthropy in partnership with the International Women University.

Irene Charnley: Chair, Gibela Rail Transport Consortium, South Africa

Irene's role underscores her leadership in driving infrastructure development and economic growth in South Africa. With a background in social entrepreneurship and business leadership, she has spearheaded efforts to modernise South Africa's rail transportation system and create opportunities for local communities. Irene's vision and strategic leadership continue to shape the future of transportation in South Africa, making her a respected figure in the infrastructure sector.

Alda Salomão: Environmental Lawyer, Human Rights Activist, Land Specialist, Mozambique

As an environmental lawyer and human rights activist, Alda has advocated for the rights of marginalised communities and worked to hold corporations and governments accountable for environmental degradation. Her tireless advocacy and expertise in land governance have earned her recognition as a champion for sustainable development and human rights.

Amina J Mohammed: Deputy Secretary-General of the United Nations, Nigeria

With a background in environmental advocacy and public service in Nigeria, Amina underscores her commitment to advancing global cooperation and sustainable development. She has been a leading voice for climate action and social justice. Her leadership at the UN has been instrumental in driving progress towards the Sustainable Development Goals and promoting inclusive and equitable development worldwide. ■





s a leading industrial processing, distribution, and services company, Barloworld has long recognised the critical importance of purposeful stewardship in achieving sustainable growth and making a positive societal impact. This commitment is deeply ingrained in the company's mission and operational ethos. At the heart of their approach is creating a diverse and inclusive workforce where everyone feels safe and valued.

DRIVING GENDER INCLUSION

Gender empowerment is a core focus area within Barloworld's culture and operations. Globally, 40% of employees are women, with 29.9% of the South African workforce being female and 29.2% black women. The Barloworld Board exemplifies this commitment with 50% women, half of whom are women of colour. Notably, the Board Chairperson, the Group FD and the CEO of Barloworld Equipment southern Africa are black women, illustrating dedication to inclusivity at the highest levels. Barloworld supports gender diversity through mentorship programmes, leadership training, and policies promoting work-life balance. The company celebrates female achievements through events like "The Table is Big Enough," ensuring every woman has a seat at the table.

BARLOWORLD BARLOWORLD CELEBRATES TOP WOMEN IN LEADERSHIP



(From left to right) Nopasika Lila – Group Finance Director and CEO Barloworld Corporate Office;
 Gale Lemmert – Group Executive Risk, Ethics, and Governance;
 Andronicca Masemola – CEO of Barloworld Equipment southern Africa;
 Nomini Rapoo – Group Company Secretary

CHAMPIONING INCLUSION:

- Global workforce: 40% women
- South African workforce: 29.9% women; 29.2% black women
- Board representation: 50% women; 50% women of colour; Chairperson is a black woman
- Executive committee: 50% women

In Barloworld's Eurasia operations, women make up 40.3% of the management team, marking a 1.3% increase from the previous year, with 37% of promotions awarded to women. Barloworld's spending towards black women-owned entities increased from 16.26% in FY2022 to 42.26% in FY2023. The company also exceeded the legislated target for differently abled employees, with 60 individuals, including 24 women.

DRIVING SUCCESS THROUGH FEMALE LEADERSHIP

Women in leadership roles have significantly shaped the success and culture of Barloworld. Their remarkable contributions highlight the value of diverse perspectives in decision-making. Nopasika Lila, Group Finance Director and CEO of Barloworld Corporate Office, drives fiscal strength with her strategic acumen. Gale Lemmert, Group Executive Risk, Ethics, and Governance, ensures robust ethical standards and risk management. Andronicca Masemola, CEO of Barloworld Equipment southern Africa, leads with vision and innovation. Nomini Rapoo, Group Company Secretary, upholds governance and regulatory excellence. These leaders excel in their roles and inspire others, demonstrating how women's leadership drives innovation, strengthens governance, and contributes to overall success.

VISION FOR A SUSTAINABLE FUTURE

Barloworld's approach to leadership is rooted in purposeful stewardship, fostering a diverse and inclusive workforce where every employee feels safe and valued. Their comprehensive diversity and inclusion strategy spans gender, race, ethnicity, age, disability, and sexual orientation. Women in leadership roles play a crucial part in shaping Barloworld's future and driving innovation and sustainable growth. By fostering a diverse workforce, Barloworld contributes to a more equitable and sustainable world. Embracing purposeful stewardship and supporting women in non-conventional roles across the business and countries of operation not only drives business success but also creates a more inclusive and sustainable future. As a business that strives to defy limits, Barloworld is making a world of difference through reaching its collective goals.

For more information on Barloworld, visit



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SOUTH AFRICAN AIRWAYS

outh African Airways (SAA) is proud of its status as the country's only long-haul, intercontinental carrier with a widebody fleet capability.

SAA has been self-supporting since it came out of business rescue in mid-2021. The business has been restructured and conservative, but solid growth plans are in place and are being met. These plans include the introduction of direct flights into Perth (which commenced in April 2024) and direct flights into São Paulo (launched in October 2023). The fleet is growing and SAA took delivery of one of three Airbus A320ceo aircraft, in addition to the six already in place, from the China Aircraft Leasing Group Holdings Limited (CALC) in May this year. The A320 fleet will grow from 9 to 14 by the end of the financial year. The business is debt-free, has a strong balance sheet and a R5.5-billion property portfolio (among other assets) that may be used as collateral for future funding. In early June SAA announced that it had entered partnership with the SA Football Association to be the official carrier of South Africa's national football teams. Banyana Banyana and Bafana Bafana are national assets, and the pride of our country. SAA is proud to carry the players, coaches, officials, and managers.

SAA does not measure success only by bottom line. The airline counts transformation and development accomplishments as tangible successes, too, which build its status as an asset that the nation may be proud of. Among these transformational and development accomplishments is the empowerment of women. SAA is proud of its status as an employer that empowers and enables women to build careers in aviation and related fields. South African Airways has taken significant strides in acknowledging the role of diversity in the flight deck.

Historically the flight deck was occupied by a largely male workforce, traditionally due to the fact that prior to the mid-1990s, the flight deck supply chain was the Air Force, itself a largely male-orientated sphere and career option for pilots. The South African Air Force itself only accepted female candidate pilots from 1996.

In 1996 SAA initiated its own industry supply chain through the South African Airways Cadet Pilot Scheme, ensuring a continuous and sponsored route, other than the Air Force, for all demographics and including a greater intake of female pilots. This was mainly successful and provided a pipeline of female pilots.

The IATA 25% by 2025 vision, which SAA has wholly embraced and incorporated in its plans, and translated to 25% of flight-deck crew members to be females by 2025. This is a stretch target, but one that SAA has fully embraced through its current recruitment process, and the current figure is sitting at 22%, in stark contrast to the 4% industry average and

approximately 10% at SAA in 2020.As important, is the additional value brought by the promotion of subject matter experts who themselves are pilots, into management positions, which further encourages and leads candidate females into aviation. SAA has on-boarded specialist managers in the Human Factors and Safety Sciences, Safety, Fatigue Risk Management, Pilot Recruitment and selection panels; prospective simulator instructors who will become the training leadership of the future. Aside from the management role and leadership, the pilot instructors become coaches and mentors growing and mentoring the new generation of female leaders and pilots. SAA's female pilots are leading captains of change in the aviation sphere both known and recognised domestically and internationally. As SAA expands, these leaders mentor the new generation of female pilots in South Africa.

SOUTH AFRICAN

SAA has a female pilot programme, the objective of which is to "implement mechanisms and programmes that will allow for work life balance, flexibility and other accommodations" that is looking at ways in which they can be better catered for to encourage more of them to join the airline and be at home at the airline. This is looking into permanent part-time work, sabbaticals and reinstating child care accommodation, amongst others. Just watch this space!



THE SKY'S THE LIMIT FOR CAPTAIN ANNABEL VUNDLA

'Ignore people who say there are things girls can't do - like fly an airplane'

Captain Annabel Vundla, the first African female pilot to be appointed as a captain at SAA, fell in love with aircraft when she was a little girl and first saw a Boeing 747 stationary on an airport runway. The seven-year-old was awestruck by the size and inherent power of the machine, its elegance and beauty. She resolved there and then to make planes and flying part of her future. Captain Vundla commandeered the first all African female flight in southern Africa, if not all of Africa, in October 2022.

CAPTAIN IGNETTE MOOLMAN: ALWAYS PROUD TO STEP ONTO THE FLIGHTDECK OF AN AIRCRAFT THAT CARRIES THE NATIONAL FLAG

"Success takes time, dedication and hard work. There are no shortcuts."

Captain Ignette Moolman has a number of firsts under her professional belt. She was the first female pilot to chair the pilot's union, SAAPA, and the first woman in the South African Air Force to qualify as a multi-fleet instructor. She was also the first woman pilot to command an operational squadron; and was the first woman to qualify as a C130 pilot. Her advice to young women thinking of embarking on a career in aviation is to understand and accept that to grow in aviation (in any career, for that matter) takes time, dedication and hard work. "It takes 10 000 hours to get 10 000 hours experience. There are no shortcuts. Patience is essential. Just keep at it, do the very best job that you can do and your opportunity will come. Count on it.





CAPTAIN ASNATH MAHAPA: DEDICATED ENABLER OF YOUNG WOMEN EVERYWHERE

"Learn to listen to and respect yourself. Be your own beacon."

Asnath made history as the first African woman to become a commercial pilot in South Africa. That was back in 1999. Shortly afterward she became the first African woman to acquire her airline transport pilots licence. She has been recognised as one of the 100 Greatest Women in Aviation (by the Black Management Forum) and was nominated (in 2003) for the Woman of the Year Award in the Science and Technology category. In 2017 Asnath received a Legacy Award from the South African Women's Alliance in the USA and this year flew the inaugural flight to Perth in April.

CAPTAIN ZEENAT SAFI: PASSIONATE ABOUT DIVERSITY AND INCLUSION IN AVIATION

"Young people are an endless source of inspiration. It's my honour to work with them and to inspire the next generation of aviators."

Zeenat Safi, the only female management pilot at SAA, has more than 20 years experience in aviation and flew South Africa's first all African female flight in 2022. Although she was trained abroad, she has built her career here at home, in South Africa. Her first flying assignment was flying cargo for a charter airline. Today, Captain Safi pilots the Airbus A320 fleet at SAA. Advocating for diversity and inclusion in the aviation industry is another of her passions. "I am readily available to mentor aspiring pilots, providing guidance and support. I sometimes speak at schools. Young people are an endless source of inspiration. It's my honour to work with them and to inspire the next generation of aviators."





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SOUTHERN AFRICAN MUSIC RIGHTS ORGANISATION (SAMRO) DURTOP WOMEN

he Southern African Music Rights Organisation NPC (SAMRO) is a leading Collective Management Organisation (CMO) in Africa that administers Performing Rights on behalf of its members who are music composers, authors and publishers.

Did you know that when you attain SAMRO membership, you can earn royalties when your music is played in licensed venues?

SAMRO licenses music users such as television and radio broadcasters, live music venues, retailers, restaurants, promoters, and shopping centres and collects licence fees, which are then distributed as royalties.

SAMRO - your music, your rights, your royalties.



ANNABELL LEBETHE – CHIEF EXECUTIVE OFFICER (CEO)

Annabell Lebethe, SAMRO's CEO, is a visionary leader. Her wealth of knowledge within the creative sector spans decades. She envisions an arts ecosystem where gender equality, diversity, and representation flourish. Her ability to balance the intricacies of music rights management with the demands of a dynamic industry is a testament to her leadership prowess. Through her journey, she paves the way for future generations of women to break glass ceilings and shape the future of the music industry. With her extensive experience and dedication. Annabell Lebethe is not just leading SAMRO-she is redefining the landscape of the creative sector and inspiring a new era of innovation and equality.

MPHO MOFIKOE – CHIEF OPERATIONS OFFICER (COO) Mpho Mofikoe, SAMRO's COO, is a formidable force in transforming the organisation's operational framework. Beyond her operational prowess, she is a staunch advocate for gender equality within the music industry. Through her visionary leadership, operational finesse, and unshakable commitment, Mpho is orchestrating a harmonious future where SAMRO's services resonate with the needs of its members. Mpho's pioneering efforts highlight her exceptional capabilities and underscore the critical importance of promoting gender diversity in leadership roles.





LEANNE THOMAS - CHIEF FINANCIAL OFFICER (CFO)

Leanne Thomas, SAMRO's CFO, is an exemplary leader who has not only shattered barriers but has also achieved remarkable success in the field of finance and business. In a realm where creativity converges with commerce, she stands at the helm, guiding the ship with unwavering expertise and a touch of brilliance. Her vast knowledge of the music industry's financial landscape and her deep understanding of SAMRO's mission have enabled her to lead the financial team with precision and insight. She actively advocates for women's empowerment within SAMRO and the broader music industry.

CHOLA MAKGAMATHE – GENERAL MANAGER OF LEGAL SERVICES

Chola Makgamathe, SAMRO's GM of Legal Services, is an exceptional legal luminary who plays a pivotal role in championing the rights of music creators. Renowned for her astute legal acumen, Chola's leadership in the realm of intellectual property law has been instrumental in fortifying SAMRO's position as a stalwart guardian of music creators' rights. Her strategic insights and profound expertise in copyright law ensure robust protection and advocacy for the interests of SAMRO's members. Beyond her legal prowess, Chola is a fervent advocate for gender equality in the legal profession and a staunch proponent of diversity across all facets of the music industry. Her influence and dedication reshape the landscape, ensuring a more equitable and inclusive future.





KGOMOTSO MOSENOGI – GENERAL MANAGER OF MARKETING, COMMUNICATIONS & CSI

Kgomotso Mosenogi, SAMRO's GM of Marketing, Communications & CSI, embodies the essence of empowerment, innovation, and excellence. Her ability to craft compelling narratives that resonate with diverse audiences has played a pivotal role in elevating SAMRO's brand presence. With an unwavering commitment to excellence, she has redefined leadership within the organisation and set an inspiring example for women across the corporate world. She advocates for diversity, equity, and inclusion within the organisation and the broader industry.

GRACE KHAMBANE – GENERAL MANAGER OF HUMAN RESOURCES

Grace Khambane, SAMRO's GM of Human Resources, has a career spanning over two decades; she has honed her expertise in the intricacies of staffing and talent development. Her ability to align HR strategies with SAMRO's overarching goals ensures that the organisation attracts high-quality personnel and staff who can effectively meet the needs of all stakeholders. She has actively championed the cause of women's empowerment within SAMRO and beyond. Her dedication to promoting gender equality and empowering women within the organisation has played a pivotal role in driving positive change, and she is an advocate for diversity and inclusion.





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NONHLANHLA MZIMELA Managing Director of Qhubeka Business Solutions

hubeka Business Solutions, is a 100% black femaleowned business, founded over 12 years ago, in December 2010. It has offices that operate from Nelspruit. Johannesburg and Durban. The entity currently employs an average of around 10 employees which include trainees who are participating in on-the-job training. Qhubeka Business Solutions also sub-contracts expertise, as and when required, on short term projects. We have created a multifaceted name for ourselves within the public and private sectors. The basis of our approach is efficient service delivery through the formation of partnerships with other professionals who have expertise in various fields within the consulting, tax and accounting spheres. We take pride in ensuring that our clientele receives the utmost prestigious services. The services provided by Qhubeka range from the preparation of business plans, bookkeeping, tax advisory services, data cleansing, debt recovery, annual financial statement preparation and review, MFMA compliance, internal auditing, financial recovery plans, company statutory registrations and compliance, SARS debt management services and more. We have identified a niche within the financial and tax advisory and consulting industry, due to a high demand for accounting and financial consulting services mainly in the public sector, and SME space, specifically for previously disadvantaged individuals and black women-owned organisations.

VISION

To provide business solutions that will sustain and promote efficiency and effective financial management

QHUBEKA BUSINESS SOLUTIONS AND OS HOLDINGS

VALUES

- Professional and personal integrity
- To uphold efficiency and due care for all stakeholders
- Our "No Hidden Costs" approach

SERVICES

Private sector

- Bookkeeping function
- Annual financial statements
- Payroll preparations and submissions
- Statutory Company Registrations (i.e. CIPC, COIDA, UIF, CSD)
- Tax planning for Individuals and business entities
- SARS debt compromise proceedings
- SARS debt deferral /payment arrangements
- Filing of Income Tax returns
- Filing of VAT returns
- Filing of PAYE returns
- Issue tax clearances
- SARS registrations (i.e. Income Tax, PAYE, VAT, E-Filing)
- Trust Income Tax Registrations
- NPO registrations (CIPC, DSD)
- Handling SARS disputes and
- waivering of admin penaltiesVAT Reviews

Public sector

- Preparation of annual financial statements
- Preparation of annual reports
- Budgets and strategic planning
 Expenditure planning
- and monitoring
- Review of project proposals
- Project management
- Designing and evaluation
 of internal control systems
- Implementation of International Accounting Standards (IAS)
- · Business advisory services

- Implementation of supply chain management
- Audit readiness
- Develop and implement
- financial recovery plans
 Develop and implement GAMAP/GRAP conversion
- plans for municipalities Provide training to ensure
- MFMA compliance
 Data cleansing exercise for debtor's book
- Develop and Implement turnaround strategies
- Stakeholder management
- Training on project management

OUR TOP WOMAN

Nonhlanhla Mzimela, Managing Director (Cert. Acc , N.Dip: CMA, Cert. CIMA)

Nonhlanhla Mzimela is the founder and one of the lead accountants at the firm.

She holds a certificate in Accountancy from the University of KwaZulu-Natal (UKZN) and a National Diploma: Cost and Management Accounting from the Mangosuthu University of Technology (MUT). She has a background in local governance and financial management for public entities. Some of her achievements includecompletion of SAICA Articles through the Auditor-General of South Africa and drafting terms of reference (TORs) for many government institutions such as the Department of Cooperative Governance and Traditional Affairs, which are still being used today. She has worked at and managed teams for one of the 'Big 5' firms and the Development Bank of Southern Africa. Her 20+ years of experience speaks for itself along with the way she has contributed to the gradual growth of the company since its inception. Nonhlanhla is also furthering her studies and is currently enrolled at Rosebank College for postgraduate studies.

S Holdings, based in Johannesburg, is an award-winning software solution company with operations across the SADC region. Renowned for its process-driven approach, OS Holdings assists medium to large organisations in automating their business processes, thereby ensuring greater efficiency and operational excellence.

STRATEGY AT THE CORE

At OS Holdings, strategy is the driving force behind all our endeavours. Our impressive track record includes close collaborations with local government entities, government agencies, and the private sector. Our team, comprising licensed professionals such as adept accountants, business analysts, project managers, and developers, brings unparalleled expertise to every project. Leveraging our deep accounting knowledge, we align seamlessly with our clients' financial objectives, deploying accountants to implement and provide training on relevant systems. Our system mix consists primarily of ERP, business process management, contract management, CRM, and real-time financial reporting systems. We are skilled in financial, management, and cost accounting, supply chain management, distribution, manufacturing, warehouse management, human talent management, POS, custom solutions, and customer relationship management. We handle everything from methodology and implementation to helping you revamp business processes. Our value adds as collaborators ensure clean audits for municipalities while achieving compliance and service delivery to the citizens. In many instances, if you reach a clean audit, service delivery suffers, or when you deliver the services, a clean audit suffers.

" Our businesses complement each other because we chose the same industry; we've been mostly friends who support each other in life and business more than doing business together. This is due to the fact that it's really difficult to find genuine and authentic sisterhood in business; Nhlanhla became my sister from day one. We are both single mothers pursuing the most difficult industry due to the love we have for our country, legislation, compliance, efficiency, and adding tangible value to local government in terms of compliance, clean audit, service delivery, and the technology that enables all this. We started doing business three years ago and are excited about collaborating with our clients and each other's business,"

- CEO, Nomsa Nteleko.

AGILE AND INNOVATIVE

We are a software development house, and we have three solutions that we have developed for government entities which are:

mSCOA Budget Planning and Management: This solution helps municipalities with budget planning, management, and reporting.

Municipal Billing and Revenue Management: Many municipalities continue to struggle with accurate billing systems. e-Procurement is an endto-end supply chain, tender management, and supplier portal system.

Lastly, we are an accredited Sage Platinum Partner; for the past twelve years, we have successfully implemented several Sage projects in the public and private sectors.

NOMSA NTELEKO CEO at OS Holdings





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THAKANE SETSABI-MUSHONGA General Manager, Customer Solutions, Old Mutual Mass and Foundation Cluster (MFC)

Id Mutual sees strength in 11 diversity, not just across gender lines but by race, ethnicity, nationality, profession, background and expression," says Thakane Setsabi-Mushonga General Manager, Customer Solutions, Old Mutual Mass and Foundation Cluster (MFC), who describes the high number of women at various levels in the organisation as an intentional stance taken by a progressive company which has been around for 179 years. She explains that she has earned her seat at the table and that "being a woman doesn't make me inferior to my male counterparts". Here Thakane takes us through how the organisation is meeting customer needs and shares her advice for the next generation of female leaders.

AS THE GENERAL MANAGER FOR CUSTOMER SOLUTIONS, WHAT CAN YOU TELL US ABOUT YOUR STRATEGY TO MEET CUSTOMER NEEDS?

As Old Mutual, we have developed an integrated financial services strategy that aims to meet our customers' broader financial needs beyond insurance. Our services now extend to transactional banking and lending. From a customer service point of view, we're particularly

OLD MUTUAL

INTERVIEW WITH THAKANE SETSABI-MUSHONGA, GENERAL MANAGER, CUSTOMER SOLUTIONS, OLD MUTUAL MASS AND FOUNDATION CLUSTER (MFC)

proud of the way we've expanded our points of presence, not only through our broad adviser and branch network but also through an accelerated digital footprint.

HOW HAVE YOU, AS A BUSINESS, EXPANDED YOUR REACH FOR THE BENEFIT OF YOUR CUSTOMERS?

This year we celebrate the 6th anniversary of our Old Mutual Rewards programme. This innovative programme has played an important role in strengthening our integrated financial services strategy. Old Mutual Rewards is designed to teach and encourage people to manage their money more responsibly, and to date more than two million South Africans have signed up. One of the ways in which our customers obtain benefits is through Old Mutual Rewards, through which they enjoy value in the form of premiums paid back into their Old Mutual Money Account. Through our network of partners, they also receive discounts on airtime, groceries, healthcare, and other basic household goods.

WHAT IS ONE OF THE BEST THINGS ADVISERS AND BROKERS CAN DO FOR THEIR CUSTOMERS?

To build a solid relationship of trust, so that when clients experience financial challenges, the first person they turn to for solutions is their adviser. Old Mutual encourages customers to contact their advisers pre-emptively, long before lapsing and surrendering policies becomes the only option. It's true that with a few clicks customers can access the latest insurance insights and trends, compare products and shop around for the most convenient cover. But an adviser or broker can still add real value and a superior experience by providing steady financial guidance.

HOW HAVE YOU HARNESSED TECHNOLOGY TO IMPROVE CUSTOMER SERVICE?

Adopting world-class practices and harnessing smart technology have dramatically assisted Old Mutual's efforts to meet customers' needs. Digitalisation is now firmly embedded in the business, and the use of channels such as WhatsApp and USSD has grown 30% over the past year. Not only can customers still access Old Mutual via phone. their adviser or in person in any of its 350 branches nationwide, but they can also request to do so in the language of their choice. Improving customer service is about being agile and accommodating our customers' diverse and changing needs to the absolute best of our ability, and in an increasingly integrated and personalised way.

WHAT ADVICE WOULD YOU GIVE TO THE NEXT GENERATION OF FEMALE LEADERS?

I would encourage young women to not allow themselves to be put into any box and stereotyped. They must know that they can live life to their full potential and be successful, happy, global citizens who contribute meaningfully to the progression of mankind.



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NEW Dove Body Cream with Ceramide Restoring Serum

Lasting hydration for firmer, radiant skin.





DOLLY NQONJI Vice President: Culture, Diversity, Equity & Inclusion - Massmart Group

Massmart's purpose is saving our customers money so they can live better. This is underpinned by our commitment to doing business responsibly. Our three brand pillars guide how we work and interact with our associates, customers, and communities and environment. Our three pillars are as follows:

- 1. Creating opportunities for everyone to prosper -We have made it a priority to add value and create prosperity. By nurturing the talent of our employees, investing in our communities and creating growth for our shareholders, investors and business partners, we enable everyone to prosper.
- 2. Thoughtful choices for a better future -We are passionate about investing in more sustainable practices and products to contribute to a better future for our business and the communities we serve.
- Good business at the center of everything 3. we do - We are highly motivated to always do the right thing in the way we approach product safety, ethical practice, anti-corruption and responsible sourcing in all areas of our business.

Social responsibility initiatives

At the heart of our social sustainability approach is a desire to support the communities where our associates and customers live and in which we operate. We do this by providing emergency relief when disasters strike, relieving hunger through food donations and supporting early childhood development in underserved communities.

The following are the initiatives as part of Massmart's commitment to social responsibility-

1. Massmart donates R1-million to the Female Academic Leaders Fellowship

Massmart has donated R1-million to the Female Academic Leaders Fellowship (FALF) NPC's - Nonjulabuchopho Project, which researches Gender Based Violence and alcohol abuse.

Massmart's contribution will be used to support and develop talented female academics who are interested in researching Gender Based Violence and alcohol abuse.

2. Social Outreach and Support

- Nutrition and Early Childhood Development
- Community Support and Disaster Relief

MASSMART GROUP INTERVIEW WITH DOLLY NQONJI, VICE PRESIDENT: CULTURE, DIVERSITY, EQUITY & INCLUSION

Gender policies:

- Gender based violence Policy LGBTQIA+ Guidelines 1.
- 2.
- 3. Maternity coaching guideline
- Discrimination and Harassment Policy 4.

Five tips on surviving and thriving in business: Focus on Cost Efficiency

- Customer-Centric Approach
- Leverage Technology and Data Analytics
- **Diverse Product Range**
- Sustainable Practices

Our Top Woman Dolly Naonii

Vice President: Culture, Diversity, Equity & inclusion

What products and services do you offer?

Massmart, through brands like Game, Makro, Builders Warehouse, and Jumbo, offers groceries, apparel, electronics, furniture, building materials, and more. They provide retail and wholesale options, e-commerce, financial services, loyalty programs, and delivery services, catering to both consumers and businesses in Africa.

How have you implemented gender-driven development in the workplace?

Gender Equality and the inclusion of female voices and skills serves as an important element to foster collaboration and innovation for us as a business. To reinforce our intentionality about the representation of women in our business we have a set target to achieve 50% overall women representation by 2025. We have launched our new LGBTQIA+ guidelines, a significant milestone in our ongoing commitment to creating an inclusive and diverse workplace.

Gender equality initiatives:

The representation of women through diversity targets to elevate women's progression in the organisation

Integrate and measure Diversity targets

"The journey towards equality is fueled by the understanding that diversity is a strength and inclusivity is a cornerstone of innovation and progress."

Successions Planning: Influence AC female appointments through succession planning

Bespoke development programmes

and supporting platforms: Red Shoe programme - The Red Shoe Step Up

programme is a year-long leadership development

program for female talent. This programme is designed to help women develop their power skills, enabling them to move to the next level in their careers

- DEI Masterclasses A platform available to unpack conversations that remove the barriers of females and build capability of females and promote the inclusion of women
- The Women in Leadership Council is a platform that aims to empower female associates by providing them with a range of initiatives to help them advance in their careers and personal lives.
- Associates Resources groups for women - Designed to empower females across business to support one another with like minded issues and learn new skills.

What sets your company apart from the competition?

Our main purpose and aim is to save people money so they can live better. Massmart has made significant strides in ensuring female representation in leadership roles, they have a higher representation of women compared to industry averages with 50% female representation. Massmart implements comprehensive policies that promote gender equality.

Do you have a message of inspiration for our readers?

We encourage all women to pursue their goals with confidence, break barriers, and challenge stereotypes. Together, we can achieve true gender equality. At Massmart, we are dedicated to making this a reality.

The pursuit of gender equality is not just an inspiration for us at Massmart but a tangible goal that requires deliberate and sustained efforts. The journey towards equality is fueled by the understanding that diversity is a strength and inclusivity is a cornerstone of innovation and progress. Achieving gender equality necessitates intentional actions achieved by implementing policies and practices that actively promote equal opportunities. Leadership commitment is crucial for gender equality initiatives to gain meaningful success. Additionally, it is important to measure the impact of the progress of gender equality initiatives through measurable outcomes.

Massmart powered by Walmart

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MICHELLE DAVID Chairperson and Director Norton Rose Fulbright South Africa Inc

OUR TOP WOMAN

Michelle has been the Chair of Norton Rose Fulbright South Africa since May 2022. Based in Johannesburg, she is a distinguished financial services regulatory lawyer, advising on key legislation like the Pension Funds Act, the Medical Schemes Act, and the Financial Advisory Intermediary Services Act. Her clients include both private and public entities.

Michelle has held notable leadership positions, including serving as the national president of the Pension Lawyers Association and chairperson of the Dispute Committee of the Government Employees Medical Scheme. She has extensive expertise in the medical scheme environment, covering governance, contractual arrangements, rule amendments, and investments. Additionally, she has contributed to drafting legislation and provided crucial advice to regulators and various commissions of inquiry, such as the health market inquiry and the state capture commission.

ABOUT THE ORGANISATION

Norton Rose Fulbright South Africa is a leading global legal practice providing the world's preeminent corporations and financial institutions with a full business law service. Our vision is to be the law firm of choice for clients facing complex legal challenges, offering them innovative and effective solutions that drive success and foster sustainable growth.

NORTON ROSE FULBRIGHT SOUTH AFRICA INVESTING IN WOMEN!

Our history in South Africa dates back to 1905, marking over a century of legal excellence and dedicated service. Throughout the years, we have built a strong legacy of commitment to our clients and the broader community, striving to uphold the highest standards of integrity, professionalism, and inclusivity.

"Norton Rose Fulbright South Africa has adopted a 40:40:20 global gender strategy to achieve equitable gender representation at all business levels and ensure diverse decision-making perspectives."

SOCIAL RESPONSIBILITY INITIATIVES

Norton Rose Fulbright's Social Impact Team provides pro bono legal services, influences legislation, and ensures access to justice for disadvantaged communities. The team supports non-profits and SMMEs, organises volunteer opportunities, and runs community programmes to empower vulnerable groups with legal knowledge. Their Wills Project offers free wills and education on estate administration to underserved communities in Gauteng, KwaZulu-Natal, and the Western Cape. Since 2022, the project has served over 40 communities, delivering 737.41 pro bono hours worth R 1 955 757.00. This project won the ProBono.Org Wills Project award in 2023 and exemplifies Norton Rose Fulbright's commitment to social justice and community empowerment.

GENDER-DRIVEN DEVELOPMENT

Norton Rose Fulbright South Africa has adopted a 40:40:20 global gender strategy to achieve equitable gender representation at all business levels and ensure diverse decision-making perspectives. Women make up 30.7% of the Supervisory Board and Management Committee, 63.6% of the firm's 443 employees, 40.3% of Directorship, and 42.2% of senior management positions. The DICE (Diversity, Inclusion, and Community Engagement) Committee advances the firm's diversity, equity, and inclusion agenda with a focus on gender parity. Gender equity is embedded in HR policies, particularly in hiring, promotions, and professional development. Currently, 68% of the 72 candidate attorneys in training are women.

We believe that achieving gender equity requires a holistic and sustained effort. Our commitment to fostering an inclusive environment where all individuals can thrive is unwavering, and we continually strive to make meaningful progress in gender-driven development.

NORTON ROSE FULBRIGHT

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KARISMA DHEWKI BHOLA Director of VHA Accounting Solutions

Arishma Dhewki Bhola is an inspirational and intelligent leading woman inspiring others. With 18 years of experience in finance and banking, a diploma in Business Management, Office Administration and HR, she is a great financial advisor, as well as a specialist forex consultant. Karishma Bhola motivates the women and men of VHA Accounting Solutions Incorporated to stand tall, always give their best in their personal and professional lives. She always wants the company to thrive together with its employees.

VHA Accounting Solutions Incorporated was established in October 2018, and the main branch is in Pietermaritzburg, with four other branches in KZN, as well as one in Gauteng. VHA Accounting Solutions Incorporated uses the best accounting software, known as Xero. They are known for efficiency and accuracy.

SOCIAL RESPONSIBILITY INITIATIVES

VHA's social responsibility initiatives include donating study guides and providing school fees for underprivileged children and we assist in cleaning up surrounding areas, assistance with hampers for underprivileged women and children, as well as abused women and children. We give a lot of support in these areas.

VHA ACCOUNTING SOLUTIONS INCORPORATED INTERVIEW WITH DIRECTOR, KARISHMA DHEWKI BHOLA

HOW HAS GENDER EMPOWERMENT STRENGTHENED YOUR ORGANISATION?

Gender empowerment has allowed for individuals to have more control over their careers. By ensuring that we invest and mentor our women, we promote growth, which is essential in creating hardworking and long-term employees.

HOW ARE YOU USING SOCIAL MEDIA TO CREATE MORE BUSINESS?

Social media has been a remarkable asset to us, for exposure in the accounting field. We use various social media, such as Google, Facebook, LinkedIn and Instagram which assists us in the digitally inclined world today. This allows for us to make our name known, in and around South Africa, as well as out of the country. We utilise a very high-regarded marketing consultancy group from Cape Town, who have assisted us with correctly channelling our marketing, forming strategies and designing the relevant websites.

HOW ARE YOU INTEGRATING THE DRIVE FOR SUSTAINABILITY INTO YOUR ORGANISATION?

Employing young and innovative minds allows us to help them in upskilling themselves. We expose them to digital accounting systems. We also offer articles in order to equip the youth with all the knowledge needed for the next step in their careers. Driving sales helps us to grow together, developing the community around us and creating innovative minds.

WHAT IS YOUR POSITION ON DOING BUSINESS IN AFRICA?

We have built a solid client base in South Africa. We have dreams of bringing in clients from overseas - our name has been mentioned outside of South Africa as we have clients who are South African Proteas players. We have a lot of expat clients and our dream would be to materialise our firm opening up branches out of the country.

WHICH FEMALE LEADERS INSPIRE YOU THE MOST, AND WHY?

I respect and embrace all women for all they do in this world. I am inspired and motivated by all women that I come into contact with everyday, there are too many to mention. Women play a dynamic role in society, as mothers, as wives, as business leaders, entrepreneurs etc. I learn something new everyday from the amazing women of our beautiful country and it inspires me to motivate and encourage the others around me.

vha accounting

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NATASHA NAIDOO Head of Adhesive Industrial RSA (Henkel)

OUR TOP WOMAN

Natasha Naidoo leads Henkel South Africa's Industrial Adhesives unit. As Head of Adhesives, Natasha leads a team that is passionate about delivering high quality products and innovative solutions in the adhesives market with a large portfolio of adhesives, sealants and functional coatings. Before joining Henkel at the beginning of 2024, Natasha was the Managing Director of VitalAire which is a subsidiary of the Air Liquide Group, leading the home healthcare activities. She has more than 15 years of experience in commercial sales, operations and overseeing the overall execution of strategic plans that focus on market growth and customer-centric programmes in various multinational organisations. Natasha earned an MBA from the Gordons Institute of Business Science and an Honours Degree in Science from the University of the Witwatersrand.

FIVE TIPS ON THRIV-ING IN BUSINESS

- 1. Take ownership of your skills, abilities, decisions, this can help take purposeful action and push the boundaries for growth
- Lead with confidence it provides a feeling of trust and demonstrates your focus on making responsible decisions for the team
- Develop both your personal and professional networks, they can be valuable sounding boards for career advice and personal growth
- 4. Dare to voice out new ideas that may seem risky as innovation is a strategic consideration for any organisation
- Stay positive in difficult times: Uncertainty and failure will demonstrate your character to those that you are leading

HENKEL SOUTH AFRICA PIONEERS AT HEART FOR THE GOOD OF GENERATIONS

ABOUT THE ORGANISATION

With its brands, innovations and technologies, Henkel, a German multinational, holds leading market positions worldwide in the industrial and consumer markets. Henkel's Adhesive Technologies business unit leads the global market for adhesives, sealants and functional coatings. The Consumer Brands business unit occupies a leading position in numerous markets and categories around the globe, particularly in the Laundry & Home Care and Hair business areas. Henkel's three biggest brands are Loctite, Persil and Schwarzkopf.

For more than 50 years, the Pritt glue stick has been making the gluing of paper and cardboard an easier task at home, school and work. Pritt is the leading glue stick brand in the world with Henkel South Africa being in the top 3 of most Pritt sticks sold globally.

Henkel South Africa was established in 1951 and has since grown with almost 200 employees. In South Africa, Henkel operates one plant for Adhesive Technology products in Johannesburg and three offices in Bedfordview (Johannesburg), Alrode (Johannesburg), and Durban and Henkel in South Africa covers both global business units: Consumer Brands and Adhesive Technologies.

Year Henkel was founded: 1876 Number of global employees: Around 48 000 Annual global turnover: 21.5 billion Euros (fiscal year 2023)

GENDER EMPOWERMENT AND CORPORATE SOCIAL INVESTMENT (CSI)

Empowerment policies

We acknowledge our employee's need for flexibility and offer a combination of mobile and office work where possible. In addition to local regulations for maternity leave, our new gender-neutral parental leave standards offer parents up to 8 weeks of fully paid parental leave, based on the caregiver role, rather than their gender or biological parent status.

Henkel has maintained a Level 4 B-BBEE rating for four consecutive years and complies with the government's economic transformation strategy.

Empowerment-related CSI initiatives/programmes

Tamaho Early Learning Centre was sponsored by Henkel through a local NGO in 2007. The centre accommodates 120 children aged 3-5 years, mostly from families that face socio-economic challenges. The expansion next to the existing centre will allow an additional 120 children each year to access a safe learning environment.

Through our employee volunteer programme – Make an Impact on Tomorrow (MIT) – we are able to touch more lives including the residents with disabilities living at Little Eden Centre.

To provide support for the next generation of leaders, Henkel offers a bursary programme for children of employees, disadvantaged learners from Tamaho and applicants from University of Johannesburg.

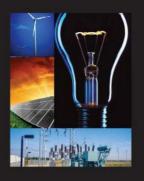
GENDER EMPOWERMENT: STATISTICAL OVERVIEW

Percentage of female executive directors/ senior management: 25.1%-50% female executive directors

Percentage of female staff members (overall in company): 25.1%-50% female staff



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Operations & Maintenance Services:

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- Power lines
- Electrification
- Reticulation
- Power factor correction design and installation
- Specialized cable installation testing, fault Finding and repairs Maintenance work on High Voltage and Medium
- •
- .
- Voltage equipment •
- Authorized switching isolation, and earthing ٠
- Renewable energy design, installation and testing .





RPB ELECTRO TECHNICAL SERVICES

About Us

RPB is a South African company specialising in Electrical Engineering within Africa and abroad

Our Vision & Mission

Our mission is to provide unparalleled service to our clients, providing clean and renewable energy sources within South Africa and abroad. We aim to improve the quality of infrastructure through the technological advancements of engineering. Our team thrives to render excellent service to ensure continued success on all projects and objectives. Our main scope lies in the services we offer in Operations & Maintenance and Site management, as set out below





Site management Services

- Tender evaluation Specialised technical investigations and supervision Training
- Project management
- Consulting Services Operational site management and reporting
- Inspections and audits
- Performance optimization
- Stakeholder communicatio
- Accounting, administration and secretarial
- Health & Safety compliance Electrical & Machinery act
 - compliance





SAFIERA MALL Chief Executive Officer, Glasfit

In the heart of Johannesburg, nestled within the bustling urban sprawl, stands Glasfit a beacon of innovation and service in the automotive, building and residential glass industry. Under the visionary leadership of CEO Safiera Mall, Glasfit has transcended its humble beginnings to become a frontrunner in the sector, celebrated for its commitment to excellence, empowerment, and environmental responsibility.

A JOURNEY THROUGH TIME

Founded with a simple mission to provide top-notch automotive, building and residential glass repair and replacement services, Glasfit has grown exponentially. Safiera Mall, a seasoned chartered accountant with an illustrious career in finance, took the helm as CEO in June 2016. With her at the forefront, Glasfit has expanded its services across Africa and integrated cutting-edge digital technologies to enhance customer experience and operational efficiency.

MILESTONES OF SUCCESS

Under Mall's leadership, Glasfit has achieved remarkable milestones. The company has thrived through challenging times, including the COVID-19 pandemic,

GLASFIT GROUP SHAPING THE FUTURE OF AUTOMOTIVE, RESIDENTIAL AND BUILDING GLASS

ensuring that no staff were laid off and all salaries were paid during the lockdown. This resilience is a testament to the robust policies and strategic foresight of Mall and her team.

Significant achievements include Glasfit's transformation to Level 2 BEE status, reflecting a deep commitment to empowerment and diversity. This was complemented by implementing an innovative e-learning platform to uplift staff and introducing a medical policy tailored for the workforce, showcasing Glasfit's dedication to employee welfare.

CHAMPIONING GENDER EMPOWERMENT

A staunch advocate for gender equality, Mall has spearheaded initiatives to empower women within Glasfit. The transformation process she led was about compliance and creating opportunities for women to thrive in all business areas. This approach has fostered an inclusive culture that values and promotes women's contributions at every level.

COMMITMENT TO COMMUNITY AND SUSTAINABILITY

Glasfit's corporate social investment (CSI) policies mirror Mall's personal values of integrity, accountability, and innovation. The company supports different charity initiatives, reflecting a commitment to giving back to the community.

Looking to the future, Mall envisions Glasfit embracing sustainable practices more robustly, integrating environmental responsibility into every facet of the business. This includes everything from supply chain management to waste reduction, in line with global trends and consumer expectations.

LOOKING AHEAD: EXCITING PLANS FOR THE FUTURE

As Glasfit moves forward, the focus is to continue integrating digital technology, enhancing customer experiences, and embracing sustainable and ethical practices. Mall's strategic vision includes leveraging technological advancements and societal shifts to keep Glasfit agile and responsive in a rapidly evolving market.

In conclusion, under Safiera Mall's leadership, Glasfit is not just a company that repairs and replaces glass but a symbol of progress, resilience, and hope. Her journey from a financial controller to CEO is a powerful narrative of growth and strategic innovation. As Glasfit looks to the future, it is poised to redefine the automotive, residential and building glass industry, with Mall leading the charge towards a more inclusive, sustainable, and prosperous future.



We fit the best, best.

CONTACT DETAILS

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DINEO SEKWELE Chief People and Culture Officer

We are a global Business Process Outsourcing (BPO) leader headquartered in South Africa. With decades of experience and a remarkably caring team of over 7 000 agents, we lead business into the future by leveraging our innovative, omnichannel solutions across the customer experience and credit lifecycle, from customer acquisition to debt collection and rehabilitation.

SUSTAINABLE CHANGE AND **POSITIVE IMPACT**

At Nutun, we contribute to society through sustainable socioeconomic development activities. Our Social Impact Committee (SIC) forms part of our initiative to build a better South Africa. It enables us to critically evaluate our contribution and impact to various beneficiaries and organisations we support. Although Socio Economic Development (SED) is an important element on the B-BBEE scorecard, our objective is to continue to create sustainable change through charitable endeavours. The SIC identifies worthy causes and ensures that we make meaningful, trackable contributions that ensure sustainable impact.

OUR TOP WOMAN

Dineo Sekwele | Chief People and Culture Officer

Dineo joined Nutun, formerly known as Transaction Capital Risk Services, in 2017.

NUTUN GLOBAL BPO LEADER

She brings over 25 years' Human Resources (HR) experience and focuses on the development of people strategies and implementation across Nutun. This includes initiatives spanning organisational values and culture, the employee engagement strategies, transformation, leadership and skills development, reward and recognition of talent, change management and aligning policies and processes to create a unified approach. With a passion for unleashing potential and developing people, Dineo fosters a positive environment where people are engaged, motivated and inspired. Previously, Dineo was HR Director of Group Five's Engineering and Construction division and was later promoted to Investment and Concessions as Cluster HR Director, overseeing Eastern Europe, North America and Africa.

THE STRIVE ACADEMY

The Strive Academy is a training centre where every applicant undergoes a comprehensive training programme that gives them the skills they need and familiarise them with your company values, offering, and brand identity so that they can give your customers the best possible service.

Whether entering the workforce with no experience or growing their career as an experienced contact centre agent, we have training programmes and educational platforms in place to help staff grow in their profession and as people.

SHADOW CAREERS

Shadow Careers is a new talent source for the rapidly expanding BPO sector - the fastest growing industry in South Africa.

Our aim is to enable our students to deal with the ever-changing requirements and complexities of human-centric digitally enabled customer service. We focus on

unemploved matriculants and excluded or underprivileged youth, providing a free three-month, purpose-specific programme, with guaranteed employment upon completion.

Nutun houses an in-house Shadow Careers training centre in the Durban branch and facilitated 117 (for 2023) graduates through this programme who then started their careers at Nutun.

ONE AGENT. ONE CHILD.

One Agent One Child, in partnership with Mellon Educate, focuses on providing education to underprivileged children in South Africa.

For every qualified agent servicing an international client, one child receives the joy of literacy at the foundation phase of their education.

With 78% of South African Grade 4 children unable to read or write in any language, there is a grave need for intervention. In partnership with Mellon Educate, we are focused on delivering a lasting solution that will create a ripple effect of change, one child at a time.



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SA COMMERCIAL DELIVERING EXCEPTIONAL SERVICE



(From left to right) Renee Keeble – Chief Executive Officer; Lorretta Meyer – Projects and MIS Lead; Morgan Abrahams – Finance Lead; Gabriella Keeble – Commercial Assurance Director; Nabeelah Waggie – HR Lead

Established in 2005, SA Commercial is a leading contact centre headquartered in Cape Town, South Africa. Specialising in business process outsourcing (BPO), we offer customer services, back-office solutions, sales, and customer experience management. With 350 employees in our Cape Town office, we serve various sectors and maintain strategic partnerships with industry leaders like Vue, Clarks, Whirlpool, Deckers, and Old Mutual.

SA Commercial's contact centre consists of a team of dynamic female leaders, inspired by creating unique experiences throughout the company's ecosystem. Together, this collective leadership drives SA Commercial's contact centre's success, delivering exceptional service to a diverse client base across various industries. Legal compliance and risk mitigation are ensured, aligning operations with the company's purpose and values. In addition, investments in technology through financial strategies and process optimisation, while having a key focus on retaining top talent in a supportive environment.

GENDER EMPOWERMENT AND CORPORATE SOCIAL INVESTMENT (CSI)

 Empowerment policies at SA Commercial include employment equity measures, BEE strategies, mentoring or coaching, skills development programs tailored for women, maternity leave, and flexible work arrangements, fostering an inclusive and supportive workplace culture.

- Our CSI initiative, "Putting People and Society at the Heart of Our Success," encompasses support for ISeeU, a non-profit organisation providing a three-year program for high school girls in the Cape Flats. Facing challenges of gangsterism, drug addiction, and gender-based violence. ISeeU empowers girls with mentorship and skills development to navigate obstacles and access opportunities.
- Our top empowerment strategies include targeted skills development for women, mentorship programs and flexible work arrangements, resulting in increased gender diversity, retention rates, and overall employee satisfaction. Additionally, sponsoring initiatives like ISeeU reflects our commitment to empowering women and supporting societal change.

Percentage of female executive directors/senior management:

>50.1% female executive directors

Percentage of female staff members: >50.1% female staff

Beyond the executive management, we have 66% female senior management representation and 70% female middle and junior management representation.

FIVE TIPS ON THRIVING

- Embrace diversity and inclusion for innovation
- Prioritise continuous learning and adaptability
- Cultivate open and effective communication for collaboration
- Invest in mentorship and networking for growth
- Lead with empathy and compassion, fostering belonging and empowerment within the team



CONTACT DETAILS

CEO: Renee Keeble COO: Mogamad Gierdien CFRO: Wayne Keeble Commercial Assurance: Gabriella Keeble HR Manager: Nabeelah Waggie Physical address: 7th Floor, 14 Long Street, Cape Town Tell: 0861868788 Email: info@sa-commercial.co.za Website: www.sa-commercial.co.za Facebook: SA Commercial



TSHIDI MATJEKE-DLUNGWANE Founder & Chief Executive Officer, Stenda Group

Stenda Group consists of a group of companies involved in a range of sectors. We have divisions that operate in the mining sector as well as the financial sector. Our directors provide strategic direction and leadership while also monitoring the implementation of business and strategic plans to support a sustainable business.

FOUNDER & CHIEF EXECUTIVE OFFICER

Tshidi Matjeke-Dlungwane is a South African entrepreneur and businesswoman working in the mining sector. She is an engineer by profession who holds a B.Eng. Degree in Materials Science and Metallurgical Engineering from the University of Pretoria. She has previous work experience in the mining industry in production, project management and minerals processing.

Tshidi is the founder of Stenda Group, as well as Chief Executive Officer. She obtained a Master of Business Administration (MBA) degree from the Gordon Institute of Business Science (GIBS).

OUR HISTORY

Stenda Group was established in 2016 when a gap was identified where there was a shortage of women-owned and managed companies providing technical services in the mining sector. The company is 100% black female-owned. Stenda provides multidisciplinary specialised services which include conveyor belt maintenance, ventilation, roof support, road maintenance and contract mining. Stenda Group is a South African-based group of companies operating in the mineral resource development field. The group of companies - namely Stenda Trading, Stenda Mining and Stenda Resources - is involved in various

STENDA GROUP END-TO-END MINING SOLUTIONS

mining-related activities including mineral sourcing, exploration and extraction, contract mining and underground mining support services.

WHAT WE DO

Stenda Group offers an end-to-end range of services across the mining industry. We have a full complement of highly qualified team members ready to offer you our full suite of services.

Underground contract mining

- Production mining (mechanised and conventional)
- Dyke drill and blast stonework development
- Conveyor belt construction, operation and maintenance
- Road construction and maintenance

Construction of underground ventilation structures

- Blasting and construction of aircrossings
- Construction of brick walls
- Installation of reinforced walls
- Installation of white and black brattices
- Construction and equipping of refuge bays
- Construction of 140kPa and 400kPa walls
- Casting of concrete
- Shotcrete services
- Supply and installation of stone dust barriers

Underground mine support

- Backbye support
- Sidewall support
- Secondary roof support
- Meshing

Conveyor belt services

- Construction and maintenance
 of conveyor belts
- Conveyor drive installation
- Conveyor belt levelling and lining, training of conveyor belt, clip joints, changing of idlers, greasing of drives and tail ends



Opencast contract mining

- Earthmoving
- Coal extraction
- Road construction
- Rehabilitation

Mining

- Exploration and resource evaluation
- Mining planning and design
- Mine development and operations
- Material handling and processing
- Safety and environmental compliance
- Rehabilitation and site closure

Microfinance

- Loans up to R250 000 based on credit profile
- Interest rates don't exceed the maximum as prescribed by the NCA
- Easy and convenient loan application process



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Boitumelo Letlape Mabasa – Executive - HR and Corporate Affairs, Sizwe Africa IT Group

Leading the digital revolution is not just about technology; it is about people. At Sizwe Africa IT Group, they are not just a leading ICT provider in the ever-evolving digital landscape; they are the architects of digital transformation and future-proofing businesses with bespoke digital solutions that empower them to succeed. Their expertise spans industries and disciplines, ensuring seamless automation and a powerful digital presence for its clients.

Sizwe Africa IT Group understands that true progress hinges on its most valuable asset: its people. **Boitumelo Letlape-Mabasa**, Executive of HR and Corporate Affairs, is not just passionate about employee well-being and talent retention; she sees them as drivers to unlocking a vibrant and innovative workplace. With unwavering dedication, she champions human capital as a strategic partner, fostering a culture where employees thrive.

"This commitment translates into tangible initiatives. In April 2023, I spearheaded the implementation of a comprehensive employee wellness programme, prioritising employee health and satisfaction. Additionally, the EE/Skills Committee was re-established, and the employee value proposition was revitalised to attract and retain top talent, particularly millennials and Gen Z," says Boitumelo.

"Recognising evolving needs, we also revamped our parental policy allowing parents to embrace parenthood with peace of mind. Additionally, we invest in our employees' education by offering funding for completing their matric, a crucial stepping stone."

Their commitment extends beyond their employees. Sizwe Africa IT Group also proudly offers two IT learnerships - one focused on core IT skills and the other

SIZWE AFRICA IT GROUP EMPOWERING BUSINESSES AND COMMUNITIES THROUGH INNOVATION AND INCLUSION

on fostering new business ventures. The learnerships offer an opportunity into the ICT industry and provide employees with the opportunity to refer family and friends. Independent assessments ensure the selection of the most suitable individuals.

"My greatest recent achievement exemplifies Sizwe Africa IT Group's commitment to social impact. Being invited to a dinner by the Adopt-a-School Foundation, where its chairperson, President Cyril Ramaphosa acknowledged our impactful corporate social investment (CSI) initiatives, was a truly humbling and elating experience."

Sizwe Africa IT Group understands that digital inclusion is paramount for South Africa's future. Through their CSI programmes, they connect low- and no-fee schools across urban, rural, and disadvantaged areas.

For nearly 10 years, Lerato Ndlovu has

overseen the implementation and stakeholder engagement for the CSI projects with tireless dedication and zeal."Education and entrepreneurship are our CSI focus areas. We view IT as a catalytic enabler, fostering connectivity, building essential ICT infrastructure, and laying the foundation for a thriving digital future, " says Lerato.

By connecting Walter Sisulu Primary School in Olievenhoutbosch, Gauteng and KwaHluzingqondo High School in aMahlongwa, KwaZulu-Natal, from end-to-end, their contribution ensures a secure network, guest access for visitors, and most importantly, consistent internet connectivity for the learners and teachers. This comprehensive solution includes the initial infrastructure setup and covers the monthly Wi-Fi costs. Notably, KwaHluzinggondo High School now boasts school-wide connectivity, including an outdoor access point allowing learners to access online educational resources anytime, anywhere. Both schools, with 1 200 learners each, witnessed a remarkable transformation.

In early 2024, they celebrated a monumental achievement with KwaHluzingqondo High School's Matric Class of 2023. The matriculants achieved a remarkable 100% pass rate! They were honoured to be recognised by the School Management Team and School Governing Body for their involvement and contribution to this incredible achievement. Sizwe Africa IT Group's focus on providing essential connectivity undoubtedly played a key role in paving the way for this remarkable success story.

To amplify the reach of their CSI programmes, they forge partnerships with like-minded organisations that share their vision of accelerating ICT access across the nation and empower communities."

By investing in its people, fostering a vibrant culture, and bridging the digital divide, Sizwe Africa IT Group empowers not just businesses, but the future of South Africa.



Lerato Ndlovu – Communications Manager, Sizwe Africa IT Group



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GH MEDIA GROUP EMPOWERING WOMEN AT GAGASI FM AND HEART FM



(From left to right) Rene Schutte, CEO, GH Media Group; Renee Redelinghuys, Managing Director, Heart FM; Minenhle Dlamini, Managing Director, Gagasi FM

Rene Schutte, Minenhle Dlamini and Renee Redelinghuys understand the power of creativity and empowerment in transforming the media landscape. Driven by a passion for elevating the voices of women they have combined excellence with meaningful change and stand as examples of the impact servant-leadership can have. Here they tell us what GH Media Group, Heart FM and Gagasi FM are doing to empower women and share their advice for young women who aspire to be leaders in their fields.

RENE SCHUTTE, CEO, GH MEDIA GROUP

As the CEO of GH Media Group, what is your vision for the group and what role do you think women have to play?

My vision for us is to build an integrated media group that connects with, and has life-enhancing impact in the regions where we broadcast. Through our respective media platforms we have the enviable privilege of being able to connect with millions of people every day. It allows us to shape opinion, however we must never forget that also comes with a huge responsibility. We need to use our resources in such a way that we enrich the lives of the people we connect with daily, and ensure we have real and positive impact in the communities that we operate in. The women in our respective communities are sisters. wives, mothers, aunts, students, business owners and business leaders. They are embedded throughout the fabric of our

society, and they are important decision-makers. We make an active effort to ensure that we provide content and platforms that celebrate the diverse but influential female voice.

What strategies have you found most effective for fostering diversity and inclusion in the workplace?

I don't think we intentionally set out to create a female-dominant executive structure but now that we have, I can definitely see the benefits to the Group. Diversity is important and not only from a gender perspective - we actively encourage diversity of thought and experience in the Group. I have found that involving your team in decisions, where possible, allows for a broader diversity of views and interpretations which will eventually result in more robust and thought-through solutions. One has to accept that such a process might not always be an easy one though. It empowers me as a leader when it comes to setting the strategy and implementing as well because there is a greater amount of understanding and buy-in throughout the organisation. So instead of working top-down I apply a more collaborative and bottom-up approach.

RENEE REDELINGHUYS, MANAGING DIRECTOR, HEART FM

How does Women at Heart speak to your personal vision for Heart FM?

August, being Women's Month, is a time of celebration and reflection. As a female leader, it is crucial for me to instil a sense of confidence and value in our female listeners, highlighting their importance and the vital roles they play in society. This vision is embodied in our annual Women at Heart event, which is a true celebration of women. The day is filled with laughter, inspiration and entertainment where like-minded women come together in a safe and supportive space to celebrate.

What advice would you give to young women aspiring to leadership roles in business?

My advice to young women aspiring to leadership roles is to lean in, believe in yourself and speak up. It is essential to have confidence in your abilities and contributions. Don't be afraid to voice your opinions and ideas, even if they differ from others. Stop apologising for having a different viewpoint, instead, embrace it as a testament to your strength and individuality. Leadership is not about fitting the mould but about bringing your authentic self to the table.

MINENHLE DLAMINI, MANAGING DIRECTOR, GAGASI FM

How does Shero speak to your personal vision for Gagasi FM?

Our vision is about leaving KZN feeling empowered to take on the province and the world each time our audience engages with us and the Shero campaign, from the nomination stage to the awards event, is about making the unsung women of KZN feel empowered to take on the world, because the recognition of their efforts is not only made by Gagasi FM, but by the KZN community as well.

What advice would you give to young women aspiring to leadership roles in business?

You're not going to know it all, forgive yourself and learn from your mistakes. Align yourself with people who can cover up for your weaknesses and give credit where credit is due.



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MARTINA AHLBORG General Manager and Managing Director for AARD Powered by Epiroc

AARD Mining Equipment Powered by Epiroc (Pty) LTD (AARD) designs and manufactures Trackless Mobile Mining Machinery (TM³) and markets its services and products throughout South Africa and Sub-Saharan Africa. AARD also exports into Canada, USA and Europe. The corporate head office and manufacturing facility is situated at Chamdor, Kagiso (Gauteng). We have a culture of giving a superior after-delivery service which has been sustained and maintained over the years by AARD.

AARD Mining Equipment was acquired by Epiroc as of April 3, 2023. Epiroc is a global productivity partner for mining and construction customers and accelerates the transformation toward a sustainable society. With ground-breaking technology, Epiroc develops and provides innovative and safe equipment, such as drill rigs, rock excavation and construction equipment and tools for surface and underground applications. The company also offers world-class service and other aftermarket support as well as solutions for automation, digitalisation and electrification. Epiroc is based in Stockholm, Sweden, had revenues of more than SEK 60-billion in 2023, and has around 18 200 passionate employees supporting and collaborating with customers in around 150 countries.

Our fleet of equipment conforms to all relevant ISO, OSHSAS and Mine Health and Safety Act regulations and legal specifications. We further enhance the safety of our vehicles by standard and unique safety features.

AARD is proud to have MERSETA accreditations for our onsite training centre as well as our trainers and assessors.

AARD Powered by Epiroc

ORGANISATION SYNOPSIS

- BBBEE status Level 2
- AARD has the following accreditation and certification:
 - MERSETA: 17-QA/ACC/0698/12
 - ISO 9001: 2015 (Quality)
 - ISO 14001: 2015 (Environment)
 - OSHSAS 45001: 2018
 - (Occupational Health & Safety).

CAPABILITY AND SERVICES

Manufacturing

- AARD designs, manufactures, rebuilds, repairs, markets and services TM³ machines for underground mines;
- AARD refurbishes and rebuilds its TM³ equipment to the latest specifications;
- AARD's Quality Department inspects, and tests all completed products to the relevant (SABS) standards and customer specifications prior to shipment.

R&D Engineering

- The R&D Engineering team provides equipment solutions to the mining industry by enhancing and expanding our TM³ fleet;
- The team consists of professional engineers and draught persons who designs all changes, upgrades and modifications to current products;
- AARD holds the IP and Patent Rights of all its equipment.

Product Sales, After-Sales Service and Maintenance

- AARD has Business Managers that are supported by service teams of technicians;
- AARD has MERSETA accredited trainers and assessors for local and international training;
- AARD provides maintenance contract teams and dedicated site-based service support technicians;

Logistics

- AARD carries the full range of spares and major components for its existing range of products. AARD has warehouses that
- Chamdor (Main logistic supply); Kuruman; Rustenburg; Steelpoort;
- AARD currently has in excess of 3000 units operating in the field.

DIVERSITY EQUITY AND INCLUSION

The Epiroc organisation is committed to developing and maintaining a diverse talent pool and creating an inclusive work environment where all employees can thrive and contribute fully to the company's success. This transformative journey opens doors to equal opportunities, enabling each member of our team to contribute their best according to their unique talents and perspectives.

GENDER EMPOWERMENT

AARD's aim is to empower and uplift all their employees but place additional emphasis on the empowerment of women. We have the following programmes in place:

We promote apprenticeships for women; currently we have 2 women in the Millwright apprenticeship. Epiroc runs a programme called Daring Women that has been offered to our female staff, one team leader is currently engaged in the programme.

AARD has launched a new parental leave policy which allows for a leave condition for all employees, regardless of their gender, who become parents through birth or adoption. During the recruitment process, AARD has preference for female candidates. But, ultimately the appropriate and best candidate is chosen regardless of gender or race.

For more information, Scan the QR code below.



FUTURETEND WE THINK LIKE A SELLER AND BUYER SO THAT YOUR BUSINESS CAN SUCCEED



ELMARIE VAN NOORDEN CEO/DIRECTOR & COMPANY FOUNDER OF FUTUREND

FUTURETEND (Pty) Ltd, is an internationally recognised Merchant import and export, women-owned company within the supply chain sector. FUTURETEND has positioned itself as a leader in the supply chain industry, demonstrating its capacity to navigate complex and large-scale transactions effectively.

FUTURETEND's innovative approach to procurement and supply chain solutions is evident in its ability to source trending and predicted products and services nationally and internationally. By understanding regulatory requirements and spreading its expertise globally, FUTURETEND has established itself as a versatile and knowledgeable player in the industry. This global expertise allows the company to effectively meet diverse client needs, ensuring customer satisfaction and long-term partnerships.

FUTURETEND continues to expand its operations and enhance its service offerings, remaining dedicated to upholding the high standards that have earned it this prestigious recognition. The company's achievements and commitment to excellence will continue to drive its success and influence in the industry.



WHAT WE OFFER

We offer a turnkey solution to both suppliers and buyers:

- Vetting and due diligence on suppliers
- Vetting and due diligence on buyers
- We ensure safe and regulated financial transactions for cross-border shipments
- We have banking platforms in place promoting cross-border transactions between countriesWe comply with all regulatory requirements to facilitate the trade and shipment of goods
- We can communicate in different languages, globally
- Sourcing, procurement, finance, and shipping all under one roof



WHY FUTURETEND?

- We go that extra mile for both parties whether you are the distributor or customer
- We ensure that we provide quality services and products, or provide multiple solutions to meet the demand
- We offer bridge funding when importing your goods for you, taking up all financial responsibilities and risk to ensure we get the product to your doorstep without delay
- · We offer competitive prices on all products sourced
- We take-on the hassle of sorting out the legal paperwork between both parties so you don't have to
- We are your 'buyer, seller, representative, agent, reseller, import company, import agent and resource agent' all under one roof



WHO WE ARE

Transparency

We commit to walking alongside you on your business journey. Communication is our strongest suit, so you do not have to worry about being left out of the loop. Your business success is our success; therefore, your wins, losses, and challenges are our utmost priority.

Trust

Your trust in us forms the foundation of our business success. Our efforts are to build trustworthy relationships with our consumers/buyers so you don't have to; providing you with complete peace of mind.

Honesty

Alongside being transparent, we pride ourselves in portraying our authentic business practices, ethics and culture to our clients and their businesses. We are a family who promotes openness, empowerment and developing consistency in how we do business.



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Jomen across the board - Agents of change



WOMEN IN TECH

Making the industry accessible to other women

By Jessie Taylor

The tech sector has been marked by rapid growth and innovation and offers an opportunity to revolutionise numerous sectors. Yet, only 23% of tech jobs are held by women in South Africa - a figure that highlights the work that needs to be done to transform the sector to reach gender parity. lobally, women remain underrepresented in science, technology, engineering and mathematics (STEM) fields, even though women throughout history have made significant contributions to human innovation.

Of the 236 000 information and communications technology (tech) roles in South Africa, women occupy 56 000 of them. In addition, only around 30% of roles in Artificial Intelligence are held by women. Women have a vital role to play in driving digital technology innovation, and they are actively involved in science, technology, engineering, and mathematics (STEM) fields.

According to the UNESCO report titled: "Cracking the Code: Girls' and Women's Education in STEM," only 35% of STEM students in higher education globally are women. In South Africa, this number is estimated to be around 13%. Dr Mamoeletsi Mosia, Managing Director of the South African Agency for Science and Technology Advancement (SAASTA) at the National Research Foundation (NRF), said ensuring the country has qualified talent in the technology and innovation fields should be a priority.

"I feel that if we start at the student level, we've already missed the boat, the boat actually starts at the parents. They need to understand what it is that if a child says 'I want a career in biochemistry' what it is that I will be doing," she said.

"We need to talk to the parents, we need to talk to society and that's where we start educating society in general. We (are) making science interesting for learners. We have science labs in schools, " she said. However, some South African women are pioneers in the tech field and are using their skills and talent to make the industry more accessible to other women.

THEMBISO MAGAJANA

Thembiso Magajana is the founder of Social Coding, an organisation that aims to teach young black girls to code and bring digital education to rural communities. Social Coding brings technology and training programmes to these communities to promote inclusive education and increase youth employment.

It includes a four-year programme for high school learners, where each learner gets at least six hours of training per week, ensuring that rural youth have instruction in coding and computer literacy. Social Coding also provides training, resources and support to educators. The idea was born when Thembiso, a qualified accountant, taught her niece coding on the weekends. This soon expanded to other girls, and Social Coding was born in 2016. She is a World Economic Forum Global Shaper, a TEDx Speaker, and was recognised as one of South Africa's most influential youth in 2020.

LINDIWE MATLALI

Lindiwe Matlali is a tech industry and business leader who has won numerous awards, including Excellence in STEM from the Charlotte Maxeke Institute, Social Innovator of the Year by the Schwab Foundation, and was one of the Mail & Guardian 50 Powerful Women in SA in 2021. But despite her many accolades, she remains committed to grassroots and government-level initiatives that inspire Africa's young innovators and entrepreneurs.

Among her work has been the establishment of Africa Teen Geeks, an NGO that teaches kids how to code. for which she serves as CEO. Teen Geeks is the largest computer science non-profit organisation in Africa. The organisation seeks to educate, inspire and equip young people with skills, resources and experience to pursue STEM careers. Africa Teen Geeks created the first African block-based coding platform. They created tutorials for both learners and teachers to ensure that every African school can teach coding from the foundation phase in their mother tongue.

Lindiwe has also held a position with the Presidential Commission on the Fourth Industrial Revolution which aims to help the government seize opportunities presented by the digital industrial revolution.

TAO BOYLE

Tao Boyle is the co-founder of South African edtech startup FoondaMate. The organisation works to make education more accessible, using the platforms of WhatsApp and Facebook Messenger. FoondaMate allows learners to access study materials and answers to questions via messaging platforms. Teachers can also use these resources to set homework and share learning materials with students.

FoondaMate makes use of a chatbot to provide study help by searching the web and sourcing data from trusted sources. The chatbot also suggests follow-up questions and related topics, provides definitions of words, and helps students work out math equations.

Since its launch in 2020, FoondaMate has reached over 400 000 from over 30 countries, including Colombia, Mexico, Brazil, and Indonesia.

Tao studied economics and philosophy at the University of Cape Town, where she met FoondaMate co-founder Dacod Magagula. The two shared a passion for creating quality education for all.

After graduation, Tao joined Funda Wande, a not-for-profit organisation that equips educators to teach reading comprehension and mathematics and here she realised that a model proposed by Dacod would help with supply constraints that hampered the supply of textbooks to schools in rural areas.

Sources: Techcabal | Ashoka | Smesouthafrica | Blog.hyperiondev | Africateengeeks | UN | PWC | Investec

WOMEN IN MINING

Future-proofing mining through gender equality

By Jessie Taylor

Mining has historically been a male-dominated industry. But more women are gradually taking up their place in the industry, bringing insights, innovation and a drive to improve gender equality.

omen have only been legally allowed to work underground in mining operations for less than three decades, but today, South Africa's mining industry employs 64 500 women out of a total workforce of 455 200. Organisations such as The Minerals Council aim to double the percentage of women in mining by 2025 and achieve 30% to 40% women representation across the industry over the next decade. Nolitha Fakude, the first woman president of the Minerals Council in its 132-year history, explained that the modernisation of mining has helped make mining a physically safe, attractive career for women, in turn, driving transformation, growth and sustainability of the sector.

"Growing the sector is essential for the country's economic growth. South Africa's economy was built on mining, which peaked in the 1980s due to a surge in gold pricing. In 1980, mining accounted for 21% of the country's GDP and employed more than 760 000 individuals.

"Last year, the mining sector's direct contribution to GDP grew by 4% to R494-billion."

She added that the work of women in the adoption and implementation of modernised mining approaches, research and systems implementation is often unrecognised.

"As we seek to break the bias for everyone, regardless of gender stereotypes, these women truly are heroes, making a marked contribution to their company's modernisation strategies and rollout. They give us all something to aspire to and to make a difference in our own ways," - Nolitha.

Among some of the women making strides in creating safer, more sustainable and more equitable workplaces are:

DR ADWOA ISSAKA

Dr Adwoa Issaka is the first black South African woman to earn a doctorate in Mining Engineering. The 35-year-old graduated from Wits University in 2023. Dr Issaka's research provides recommendations for policymakers and stakeholders engaged in artisanal and small-scale mining. With her research, she underscores the urgent need for effective legislation, regulation, and structured frameworks to address the challenges faced by the artisanal and small scale mining (ASM) sector.

"I strongly believe that the benefits of mining need to outlive the life of the mine. If it can be done here in South Africa, it can be done anywhere with the right systems, legislations, policies, and leadership in place."

Dr Issaka believes that while women may face challenges in the mining industry, these can also serve as opportunities for growth and impact, especially if women have access to empowerment and support.

She was raised in the gold mining town of Virginia in the Free State and became fascinated by the impact of mining activities on her community. Her studies have primarily focused on finding solutions to the safety and socio-economic challenges mining communities face. Her research focused on ways to position smallscale mining as a cornerstone of sustainable development.

RAKSHA NAIDOO

Raksha Naidoo, chairperson of Women in Mining South Africa and CEO of the Particle Group, has championed female empowerment in the mining sector. A natural people's person and leader, Raksha has always had a passion for mentorship. This passion drove her to become involved with Women in Mining. She has previously been recognised as one of the top 100 inspiring women in mining, and has been a driving force behind the Women in Mining mentorship programme, which supports young women.

This programme aims to fill a need that she personally encountered throughout her career. She said it was challenging to find female mentors and role models who shared her background and experiences.

"Empowerment, for me, is all about living the example and actively being a role model for change. I struggled at times to find mentors who looked like me or sounded like me, so I worked hard at becoming the mentor that I needed," she said.

Raksha's efforts at empowering women in the mining sector have helped challenge gender disparities and create a more inclusive industry.

JULIE COURTNAGE

With more than three decades of experience in the minerals sector, Julie will now put her expertise towards revitalising mining research, development and innovation at the Mandela Mining Precinct.

She was appointed as Director of the Mandela Mining Precinct in 2023. The Mandela Mining Precinct is a public-private collaboration between the Department of Science and Innovation (DSI) and the Minerals Council of South Africa to ensure the industry's sustainability. A seasoned environmental scientist, Julie has hands-on operational experience as well as advocacy work with the former Chamber of Mines of South Africa. She has a vast range of experience in engaging at regional and international levels within policy structures and has also authored 21 publications, both in popular and academic spheres.

"Connecting with the humanity in everyone" is one of her deepest drivers and an attribute she hopes to draw from in leading growth at the Mandela Mining Precinct through catalysing high-quality collaborative research.

"Trees do what they do best: quietly and without fanfare, they grow. And that is the path of the Mandela Mining Precinct: growth," she said.

The mining sector offers a unique opportunity for women to transform both the sustainability of and equity of the sector through their work and the mentorship of other women.

Future-proofing the industry will require innovative contributions in which women help build a safer and more efficient sector that will benefit all of society.

Sources: Mineralscouncil | Mandelaminingprecinct | https://miningindaba.com/speaker-list/juliecourtnage | Miningweekly | Powerofwomen | Briefly | Miningindaba | Mineralscouncil Wits | Statssa | Sanews | Teamsa

WOMEN IN PROPERTY

Owning it - building a more inclusive property sector

By Jessie Taylor

A recent report has shown that women are emerging as the leading decisionmakers when it comes to consumer spending, with real estate being one of their main focuses.

ccording to the Global Sheconomy Research Report, more women are buying property for financial security and to generate additional income. The number of female property buyers has reportedly increased from 36% in 2019 to 43% in 2020.

However, despite women increasingly participating in the property sector, gender transformation in the industry remains sluggish. According to a report from The Women Property Network, the sector remains largely male-dominated. The average executive female representation was 15% between 2013 and 2021, with non-executive females only amounting to 25%.

In 2021, six out of 24 real estate investment trusts listed on the JSE had 100% white male executive directors and only had equal to or more than 50% female executive representation. Data shows some progress at a nonexecutive level, with women holding 30% of the positions.

However, there are some South African women motivating for change through their leadership positions:

THULI MPUNTSHE

Thuli Mpuntshe holds the position of national chair of The Women Property Network. The organisation is dedicated to advancing the success of women in the commercial property industry in South Africa and has a network of over 400 members countrywide.

Established in 2000, the Women's Property Network's primary mandate is to provide a platform for women in the commercial property industry to build valuable connections, develop and enhance their careers and recognise and celebrate the success of women in the industry.

Thuli is a financial services professional with a strong interest in all aspects of investments within the Commercial Real Estate sector.

She believes that the gender gap in the property sector can be reduced through frank, respectful conversations with leaders to build a lasting, sustainable environment for inclusion. "Equality needs to be strategic and deliberate, with environments where women can be celebrated," she says.



YAEL GEFFEN

Yael Geffen, CEO of Sotheby's International Realty South Africa, is the youngest CEO of all the big property brands in South Africa and the only female leader in the top three national brands. Starting in realty as an apprentice, Yael has learned every aspect of the real estate business.

She was recently named CEO of the Year by the Woman of Stature Foundation. This is not her first accolade - she was also named Top Woman in Property Award in the Standard Bank Top Women Awards in 2020. Among her other achievements is the establishment of Geffen's Fine Ideas, a marketing and communications company that helped to assist ethical products and social entrepreneurs in promoting social change.

NKULI BOGOPA

Nkuli Bogopa is the COO of Broll Property Management and is one of a growing number of women who are leading change in the real estate sector. She forms part of a 100% female executive within her team.

Nkuli recognised early on in her career that the property sector has enormous potential as a catalyst for change. She started her career as an architect, spending almost two decades in the male-dominated industry.

"Female architects only make up about 12% of the profession. I find this perplexing. I expect that many of the women find the challenges insurmountable and decide to walk away, which is sad. I would advise them not to give up, especially if they are passionate about the industry. Only then can women begin to make a dent in the parity gap."

Nkuli encourages young women entering the sector to look for mentorship and strive for excellence. "My advice this women's month is: we all must start somewhere, so wherever you start, make sure you put all your heart into it and become so excellent at it that you become an expert in that field. Do not take for granted any role that you are entrusted with. Look for a mentor that will faithfully mentor you – a strong mentor can change the trajectory of your career," she says.

It is clear that women have the power to shape the real estate sector, both through their purchasing power and through taking on leadership roles in the industry. These trailblazing women are championing gender parity, leading by example, to create a future in which women hold an equal space in the sector. ■

Sources: Propertyprofessional | RMB | Linkedin | WPN | Sothebysrealty | Bizcommunity | Cmsignition | Dailymaverick

WOMEN IN ENGINEERING AND CONSTRUCTION

Building a future for women in the Engineering and Construction sectors

By Jessie Taylor

Despite many talented women advancing in the Engineering and Construction sectors, gender diversity in South Africa's built environment industry remains low. Estimates say that only around 13% of those registered to work in the built environment professions are women.

G

lobal statistics show that women exit built environment professions at a higher rate than their male counterparts,

often within the first five years of employment. The Engineering Council of South Africa has estimated that as many as 70% of female engineering graduates left the profession because they felt isolated in their jobs. Msizi Myeza, CEO of the Council for the Built Environment, said that the sector, like many others, is grappling with the slow pace of transformation.

"It is, therefore, important for the sector to take strides and develop strategies on how best to address crucial issues identified in the skills pipeline strategy for the built environment, especially gender representation, participation, and retention, " says Msizi.

The Council for the Built Environment has developed a Women Empowerment and Gender Equality Transformation Collaborative Committee (WEGE TCC) to promote women's participation and fair treatment in the local built environment.

The work of the WEGE TCC centres around creating a diverse and inclusive built environment. This includes building the next generation of female talent through skills development, supporting female entrepreneurship, advocating and promoting gender-inclusive policies, and facilitating the participation of women in key decision-making structures.

"The Council for the Built Environment encourages built environment professionals and councils to champion transformation by positioning themselves as an agent for the change we desire to see in the profession," - Msizi.

The following women are trailblazers in the built environment sector, paving the way for other women to take up roles in the section.

DR MAMOELETSI MOSIA

Dr Mamoeletsi Mosia spearheads the South African Agency for Science and Technology Advancement (NRF-SAASTA) in her position as Managing Director, where she works towards the NRF-SAASTA's mandate of advancing public awareness, appreciation and engagement of science, technology, engineering, mathematics and innovation (STEMI) in South Africa. Dr Mosia is well qualified for the position, having completed a PhD in Chemistry from the Technical University of Eindhoven in the Netherlands and an MCom in Leadership Studies from the University of KwaZulu-Natal. She also has extensive experience from the decade she spent at the Council for Scientific and Industrial Research (CSIR) in various management and leadership roles.

"While most of our initiatives are geared towards future scientists and innovators, we also work with STEMI professionals to provide them with skills to communicate science in an effective manner, with the aim of making science more relatable to the gogo (grandmother) on the street," says Dr Mosia.

Dr Mosia and the NRF-SAASTA aim to visit areas where resources and information are not easily available, taking scientists, engineers and technologists so that young people picture themselves taking up those careers. The organisation also facilitates teacher training to encourage more children to study STEMI subjects.

"I will know that I have done my job when the day I leave here there is at least one young girl who says, 'If it wasn't for NRF-SAASTA, I would not be where I am today'. I believe this is the driving force for all of us at NRF-SAASTA," says Dr Mosia.

NICOLETTE SKJOLDHAMMER

Nicolette Skjoldhammer is the first female chairperson of the Southern African Institute of Steel Construction, an organisation that works to develop and promote the health and wealth of the steel construction industry in Southern Africa.

In her position, Nicolette champions women's empowerment in the traditionally male-dominated industry, saying that diversity allows for agile and creative solutions.

"If we look at history, most engineering and construction-related industries started off being male-dominated, and some have been faster at achieving a level of diversity than others. I think the steel sector, in particular, has been a slow mover in this regard, but that it is changing," she said.

"By including women in the broader steel value chain, you create an environment of diverse and innovative solutions and opportunities."

Nicolette affirms that the SAISC has always been a centre of technical excellence, which provides support, guidance and influence to the sector. This role can extend to equality and the mentoring of young women entering the sector.

"There aren't enough women in the industry, potentially because they don't think it's glamorous. However, I do think there is a lot of possibility for creativity in the steel industry. If women can embrace that, it's quite an exciting industry to be in," she said.

TSHIDI MNDZEBELE

Tshidi Mndzebele is the CEO of AvenirHoldings, an engineering consulting and project management firm. The company offers construction and facilities management, as well as training and development. Through AvenirHoldings, Tshidi has worked on numerous high-value projects for clients like Transnet, Eskom, ArcellorMittal South Africa and LaFargeHolcim.

As a Professional Industrial Engineering Technologist and Certified Director, Tshidi saw the industry as an opportunity to challenge herself and "overturn the gender stereotypes in engineering and allied industries".

She has spent two decades in the industry, making her mark in the traditionally male-dominated industry. She has successfully built her company and has also taken up a post as a Master Builders Association North exco member. She believes women are more than capable of taking on any role within the construction sector.

"Women have a unique contribution to make because they see things differently. Where men see things in black and white, we see a more complex, holistic picture, so our decisions are perhaps more measured," she says.

"From a transformational point of view – so important in a world that is changing so fast – female leaders are often better at bringing everybody along."

These women are championing women's advancement and the industry's transformation through positioning themselves as agents for change.

Sources: Businesslive | Heavychef | Ventureburn | Zoiehealth | CSIR Faculty-Of-Health-Sciences | Up

WOMEN IN SUSTAINABILITY AND GREEN ENERGY

Going green: Women powering change

By Jessie Taylor

Various research has shown that women, especially in Africa, are disproportionately impacted by climate change. However, some women champion a greener future through their work in the sustainability and green energy fields.

cross Africa, many women rely primarily on climate-sensitive livelihoods, such as small-scale farming and manual labour. This makes them vulnerable to the effects of climate change, such as extreme weather events and rising temperatures. The long-term risks are food insecurity, deepening poverty, and increased exposure to violence and displacement, according to a report by the United Nations Development Programme (UNDP).

The UNDP stated that while progress has been made toward gender equality worldwide, we still need more effective and lasting solutions to address how climate change uniquely affects women.

But, there are several ways in which Africa is leading the change in addressing this inequality. For example, of the 41 African countries that submitted updated Nationally Determined Contributions (NDCs), 40 included gender considerations. Several African countries have strengthened their policy and institutional frameworks to ensure gender-responsive climate action. Other progress can be seen in how women are being empowered to become climate activists. Many women in African countries are playing a pivotal role in spearheading climate action through advocacy, community engagement and innovative solutions. Among some of these inspiring climate change and sustainability champions are the following women:

CATHERINE WIJNBERG

Catherine Wijnberg is the CEO of Fetola, a multifaceted business that aims to nurture the growth and sustainability of African companies and entrepreneurs. Fetola specialises in accelerating the green sector, sustainability and circular economy initiatives and works towards creating inclusive economic growth, social wellbeing, and job creation through its programmes. Among the programmes run by Fetola is the Circular Economy Accelerator, a business growth and leadership development programme that empowers entrepreneurs to succeed as thriving, profitable SMEs operating in the sustainability and circular economy space.

She has also created the Fetola Foundation, an organisation committed to making a lasting sustainable difference in South Africa by stimulating and supporting the success of sustainability-focused initiatives. The Foundation focuses on high-impact initiatives that significantly improve the country and offers support to small businesses led by youth, women and persons from traditionally marginalised communities.

Catherine started Fetola in 2006 with a vision to contribute to transforming the South African economy by growing the small business sector. She has a wealth of experience to share with entrepreneurs, having launched successful businesses in five different sectors across three countries.

DR REBECCA MASERUMULE

Dr Rebecca Maserumule holds the Chief Director of Hydrogen and Energy position at the national Department of Science and Innovation (DSI) in South Africa. Her role is to implement the National Energy Science Technology and Innovation Plan that includes DSI energy flagship programmes of Hydrogen South Africa, Energy Storage RDI Programme, Renewable Energy Hubs and Spokes and the Coal CO2 to X RDI Programme.

The Energy Science Technology and Innovation Plan aims to support South

Africa towards a just and inclusive net zero carbon economic growth for societal well being by 2050.

The plan looks at how implementing policies in partnership with stakeholders can reduce South Africa's greenhouse gas emissions and air pollution. It also aims to contribute to a more diverse and sustainable energy mix by enabling the widespread commercialisation of battery, fuel cell, renewable and net zero carbon technologies based on publicly funded intellectual property rights.

Dr Maserumule believes that South Africans need to create a future in which renewables can play a role.

Dr Maserumule holds a Doctorate in Mathematics with a focus on computational fluid dynamics from Rensselaer Polytechnic Institute in Troy, New York. Her early working career was spent as a senior researcher at the Council for Scientific and Industrial Research, where she focused on using models to analyse the impact of climate change on water resources.

AYANDA NOAH

Ayanda Noah is a professional engineer with around three decades of experience in the energy sector. Today, she holds the position of chairperson of the Central Energy Fund (CEF) and is also managing director of engineering consultancy AN DUKE Solutions.

The CEF is responsible for the country's strategic fuel supply and storage facilities. The company is tasked with acquiring the resources needed to power the country. In her role as Chairperson, Ms Noah lobbies for gender diversity and inclusivity within the energy sector.

She has been vocal about women stepping beyond their mental barriers and a lack of confidence and has called on women entrepreneurs to seize the multitude of business opportunities within the CEF's R67-billion projects pipeline. She believes women especially have a role to play in renewable energy projects, such Redstone -South Africa's largest renewable energy project. The CEF partnered with ACWA Power, a leading Saudi-based power generation technology provider, on the project.

Ayanda has also stressed the importance of supporting mentorship initiatives to empower women in the industry. She has previously served at Eskom as Group Executive for Distribution & Customer Services Division and holds an MBA from the International Management Centre, an Executive Development Programme from WITS, an Advanced Management Program from Harvard Business School and a BSc (Electrical Engineering) from UCT.

Female leaders can play a critical role in climate action and creating a more sustainable future. Not only do these women lobby for a cleaner, greener future, but they are also paving the way for other women to take up roles in the energy and sustainability sectors.

Sources: Sanbi | Climatepromise | Catherinewijnberg | Fetola | Thensa Greeningafrika | Cefgroup | Businesslive

WOMEN IN RETAIL AND E-COMMERCE

E-commerce: The new frontier for female entrepreneurs

By Jessie Taylor

South Africa has seen explosive growth in e-commerce, opening up opportunities for trailblazing women to unlock new markets.

he South African online e-commerce market has grown to be worth around R200-billion per annum, with companies such as Takealot, Woolworths and Checkers all adapting to the online environment.

Covid-19 exponentially accelerated e-commerce. Before the pandemic, e-commerce accounted for 8% of total card payments in the retail space. This had nearly doubled by the end of 2021.

With the exponential growth of the e-commerce sector, economists estimate that it will be worth more than R400-billion by 2025, with more than 1 billion e-commerce transactions taking place every year.

The online environment requires businesses that can adapt quickly and produce evolving yet reliable logistical solutions. This has levelled the playing field for smaller, independent retailers, who recognise that their client base can be expanded beyond their immediate regional presence.

The flexibility of online enterprises also allows women entrepreneurs to conduct their business remotely, which can open up opportunities for women juggling family responsibilities with their careers.

ARABELLA PARKINSON

Arabella Parkinson is a private chef and the founder of Eat to Thrive. The company promotes sustainability and healthy relationships with food, and during the 2020 lockdown, it took its offering online with virtual cooking classes.

Arabella teaches participants to be creative with food, using simple, whole foods that people can find in their pantry.

"I want to educate people, to empower them through the way they choose to eat. This has such a transformative impact on one's health and quality of life," she says. She has around a decade of



experience in the culinary world and has always viewed food as more than just a means of sustenance. She hopes to use her culinary skills to connect people, raise awareness about health, and explore the profound impact our relationship with food has on the environment.

Her work is imbued with a profound responsibility towards the environment and society, and she hopes to drive positive change within the food industry. She aspires to create unique and sensory experiences while promoting sustainable practices around food.

MATHEBE MOLISE

Mathebe Molise is the founder of Beauty on Tapp. The platform started after she had the idea for an app that lets users search beauty services in an area of their choice, and it grew to a platform where users could shop all their favourite products.

Since it was established in 2015, Beauty on Tapp has grown into a successful e-commerce platform offering a range of in-demand beauty products across skincare, haircare and cosmetics. Beauty on Tapp has also launched its own skincare brand, Pastry Skincare, and has opened a store in Mall of Africa. Beauty on Tapp currently has about 70 brands available in-store and online.

Matheba said that the platform speaks to a specific need: Although studies have shown that black women spend more on beauty products than any other demographic group, they are often under-served and under-represented by mainstream beauty brands.

With a background as a chartered accountant, she has put her financial skills to good use as an entrepreneur. "I always used to start small businesses. Since I was good at maths and accounting, I opted to become a chartered accountant (CA) and had a dream of working at an investment bank, which I did. While working at a bank, the creative and entrepreneurial bug bit me and I took a chance and launched Beauty on Tapp," she says.

Matheba offen supports campaigns that focus on women and youth empowerment, as well as entrepreneurship.

SHANEY VIJENDRANATH

Shan y Vijendranath is the founder and CEO of MomSays and You, Baby and I. Her parenting start-up MomSays is a platform that helps moms find the right products for them and their children.

Her blog, You, Baby and I, was named Africa's most influential parenting blog in 2016 and won Best Parenting Blog in 2017.

As a young mother, she started her blog as a way to connect with other mothers. It was so successful that after six months, brands started approaching her for collaborations.

"We built an incredible community with You, Baby and I, but, four years later, I realized I didn't want to be known as just a blogger, I wanted to be an entrepreneur. I always had that mindset," she says.

Using the success of the blog, Shaney decided to develop a company to measure what products were popular among South African demographics.

With 2000 initial sign-ups, she started approaching brands for products for moms to review in exchange for the data.

She has also worked in the modelling world and in promotions. The entrepreneur and blogger was listed in Forbes Africa 30 under 30 in the business category E-commerce is a growing sector in South Africa that is creating new opportunities for business women, with the above women leading the way for other female entrepreneurs.

Sources: Businesstech | News24 | Sun Ecommerce | Women's Report Shaney.vijendranath

The legal fraternity plays an essential role in upholding the laws that protect and empower women. However, it is also a sector where great strides are being made to promote gender equality.

> s of 2022, nearly half of all magistrates in South Africa were women, and 114 out of 256 judges on the Bench were women.

A growing number of women are entering the profession, with around a third of candidate attorneys being black women. On the whole, women account for almost 60% of candidate attorneys.

In an address to the South African Chapter of the International Association of Women Judges (SAC-IAWJ), President Cyril Rampaphosa said statistics such as these spoke to the broader transformation of the legal profession.

He added that the judiciary has a constitutional and moral duty to protect women against all forms of gender-based violence.

"Our courts have a duty to prosecute them without fear or favour, and in doing so send a message that gender-based violence will not be tolerated," he said.

"Never has the role of female jurists been more important than in South Africa right now, to implement new and existing laws designed to strengthen the fight against genderbased violence, to support and

WOMEN IN LAW

Law as a vehicle for social change

By Jessie Taylor

protect survivors, and to ensure that perpetrators face the consequences of their actions."

There are numerous women serving as an example of the role women can play in advancing justice, including the following:

MANDISA MAYA

Justice Mandisa Maya has been appointed Chief Justice by President Ramaphosa.

Justice Maya has more than two decades of experience applying the law and was recently appointed Deputy Chief Justice of South Africa. She was previously appointed to the High Court and then as President of the Supreme Court of Appeal – the first woman to do so.

As chief justice she is the first woman to lead the judiciary.

Justice Maya has served as a member of key institutions in the judiciary, such as the Judicial Service Commission and the SA Judicial Education Institute, since 2017. She also made history when she wrote the first recorded judgment of a superior court in South Africa in isiXhosa.

Justice Maya is also active outside the judiciary. In 2021, she took on the role as Chancellor of the University of Mpumalanga and was elected as the Regional Director for West and South Africa with the International Association of Women Judges.

She has delivered several papers at international law conferences and was a USAid Fullbright scholar, a fellow of the Georgetown University Gender and Law Policy Programme and a Commonwealth Foundation Fellow.

SEEHAAM SAMAAI

Seehaam Samaai is the Director of the Women's Legal Centre, a nonprofit law centre that seeks to achieve equality for women through strategic litigation, advocacy, education, advice, and training. Seeham is a feminist legal practitioner and activist who has been practising as a legal practitioner for more than 20 years.

The Women's Legal Centre has a vision of women in South Africa enjoying equal and substantive access to rights, and it aims to drive a feminist agenda and develop feminist jurisprudence.

Seeham has experience working at the Legal Resources Centre, Lawyers for Human Rights, the Foundation for Human Rights and the Western Cape Regional Office of the Department of Justice and Constitutional Development. She also lectured for more than a decade at the University of the Western Cape Law Clinic and is an active member of the Western Cape branch of the South African Women Lawyers Association and the National Association of Democratic Lawyers.

"At a young age, I saw how the law disempowered those around me and how women (in particular) were oppressed by the justice system.... I saw how the high cost of legal representation stopped poor workingclass communities from accessing justice and how the courts were used as a tool of oppression," she said.

"I wanted to use the law as a vehicle for social change and to sensitise the law to the realities of women in my community and our townships."

NTLAI EUNICE MASIPA

Ntlai Eunice Masipa is an attorney and director at Masipa Attorneys in Pretoria and also holds the position of President of the Law Society of South Africa (LSSA).

Having completed her LLB degree at the University of Limpopo, Ntlai was admitted as an attorney in 2015. She has been a member of the LSSA House of Constituents since 2019 and is a member of the National Association of Democratic Lawyers as well as a Board Member of the Legal Provident Fund and Knobel Hospital.

Ntlai is an activist for social justice and human rights for all and believes in equality and African leadership. She was drawn to the legal profession to make the justice system more accessible to those in disadvantaged communities.

"The pursuit of justice has always been my fundamental reason (for entering law). My grandfather was shot and killed in his shop in 2006, and to date, no one has been arrested.

This was a way for me to ensure that those who are less privileged and indigent can access justice and that it is not reserved for those with financial means only," she says.

These women are advancing justice while ensuring the empowerment of others through their profession. They are trailblazers working towards a more equal society where women have access to the same rights as their male counterparts.

Sources: Businesslive | Judgesmatter | Derebus WLCE | LSSA | Lexisnexis | Gov.za

WOMEN IN THE SCIENCES

Changing the future through science and healthcare

By Jessie Taylor

Women are widely employed in the healthcare sector and play a critical role in promoting the wellbeing of their communities.

et despite the sector employing a significant amount of women - some estimates place the figure as high as 80% - there are still some areas in which gender inequalities persist, including in leadership positions and wage gaps.

According to research by Oxfam, women comprise more than 90% of South Africa's nurses, accounting for more than three-quarters of the healthcare system. However, most remain paid significantly less than other healthcare professionals. The research indicated that it would take the average nurse more than 60 years to earn the annual salary of a chief executive officer of one of the private hospital groups in South Africa.

President of Women in Global Health (WGH) South Africa Professor Flavia Senkubuge says that while 70% of the global health workforce was women, with around 90% of healthcare practitioners who provide direct healthcare to women, they hold less than 25% of the global health leadership positions.

"In order to ... bring communities forward for sustainable and equitable development ... we need to loudly, boldly and unapologetically speak the names of our pioneering mothers and grandmothers, not only to learn but to acknowledge, recognise and loudly celebrate their paving of our way. "Because of these women and many others like them, thousands and thousands of other women have now entered the science field and are contributing daily towards achieving the global promise to create sustainable and equitable development in science, leaving no one behind."

Some of the women who are paving the way for others include:

THATO SCHERMER

Thato Schermer co-founded Zoie Health Technologies, which provides a healthcare platform focused on women's health services. The platform offers virtual consults, at-home consults, medication subscriptions, resources, and a community of women to support one another.

The idea was born between Thato and co-founder Dr Nonie Sitole when they were shocked at how expensive it was to go to the gynaecologist or purchase contraception, the lack of access many women have to healthcare, and how little support is available for women struggling with mental health.

Since its launch in August 2021, Zoie Health has positively impacted thousands of women's lives.

"We believe women deserve access to affordable, convenient and caring healthcare at every stage of their lives. We're building Africa's first digital women's health clinic for 500 million women, offering a holistic portal that includes much-needed support for family planning, fertility, maternity and beyond."

Although she describes herself as an "accidental entrepreneur", Thato

received the Top 200 Mail & Guardian Young South Africans award and the Top 50 Inspiring Women in South Africa award. Zoie Health was named one of SA's Top 5 Most Exciting Startups in 2022.

DR PATIENCE MTHUNZI-KUFA

Dr Patience Mthunzi-Kufa leads the Council for Scientific and Industrial Research (CSIR)'s biophotonics research and holds the position of Deputy Chairperson of the new Advisory Council on National Orders. She was appointed as Deputy Chairperson of the new Advisory Council on National Orders by President Cyril Ramaphosa. The National Orders are prestigious awards the President bestows upon South African citizens. The Advisory Council on National Orders evaluates nominations of deserving individuals and provides recommendations to the President.

"I am humbled to be appointed to this important role by the President. This appointment is a vote of confidence in my capabilities as a leader. The appointment is not just for me but for the entire CSIR because when I execute my duties, I will also be representing what the CSIR stands for," says Dr Mthunzi-Kufa.

Dr Mthunzi-Kufa holds one of these honours herself. In April 2012, Dr Mthunzi-Kufa was bestowed the Order of Mapungubwe in Bronze for her contribution to Biochemistry and Biophotonics by then President Jacob Zuma, making her the youngest recipient of such an honour.

As the lead for biophotonics research at the CSIR, Dr Mthunzi-Kufa optically manipulates cells at the microscopic scale. Her work is making significant contributions to biophotonics and is helping to improve healthcare in South Africa.

PROF VANESSA STEENKAMP

As a professor in Pharmacology, Prof Vanessa Steenkamp is a trailblazer in traditional medicine research. Prof Steenkamp's research specialisation lies in traditional herbal medicine and toxicology. Her comprehensive approach encompasses pre-clinical tests for drugs targeting Alzheimer's and Parkinson's diseases, exploring wound healing, antimicrobial treatments, and anti-cancer therapies.

She is the Deputy Dean of Teaching and Learning at the Faculty of Health Sciences at the University of Pretoria and the Deputy Chair of the South African Council for Natural Scientific Professions (SACNASP). She has also held leadership roles at several prominent scientific organisations, such as the South African Association of Basic and Clinical Pharmacology (SASBCP), the Federation of South African Society of Pathology, and the Toxicology Society of South Africa.

As an active Women in Science for the Developing World African Chapter member, she remains committed to fostering the next generation of empowered women in science.

Not only are these women providing solutions to real problems faced by women, but they are also creating a society in which women can take up leading roles in advancing science and healthcare – for the betterment of all of society.

Sources: Businesslive | Heavychef | Ventureburn | Zoiehealth | CSIR Faculty-Of-Health-Sciences | Up

HIGHER EDUCATION & TRAINING

Creating a space for higher learning through empowerment By Jessie Taylor

As the quest for knowledge continues in the Higher Education sector, so does the quest for gender equality and empowerment.

he sector, while having made advances towards gender parity, still has some way to go in implementing transformation, according to the Gender Commission's Report On Gender Transformation in Tertiary Institutions. The report found that although a number of institutions of higher learning have improved the recruitment of female candidates in academic, top and senior management positions, progress on transformation is still slow. Minister of Higher Education, Science and Innovation, Dr Blade Nzimande, said that women also remain under-represented in academics, comprising only 43% of permanent academic staff in public higher education institutions. Only 18.5% of professors and 29.8% of associate professors are women.

"This is despite the fact that women professors tend to have strong publication records and high qualifications. This gap also manifests itself in the salaries that women receive compared to their male counterparts. There are many barriers that women face which exacerbate this problem," he said.

Out of the 26 universities, at some point, only five have been led by women vice-chancellors, said Dr Nzimande.

"This is contrary to the enrollment trends in South Africa, where women make up the largest proportion of students, and yet this does not translate to equitable representation. Under these circumstances, women have no choice but to navigate their way through an environment that does not fully hear or see them," - Dr Nzimande.

Here is a selection of South African women working towards creating gender equality at higher learning institutions:

PROF BEATRICE OLUTOYIN OPEOLU

Prof Beatrice Olutoyin Opeolu is a specialist in Environmental Toxicology and Chemistry, studying the interactions between man and the environment, investigating chemical contaminations and the health risks to humans and ecosystems.

She has several awards for her science and community engagement services and is an accomplished researcher who has published over 120 articles but is also passionate about advancing higher education. She was a co-developer of an international programme and is well regarded as an evaluator of academic programmes for the South African Council on Higher Education.

One of the ways that Prof Opeolu gives back is through an empowerment initiative, EmpowHerNg which aims to empower undergraduate students to reach their full potential through a mentorship programme.

Prof Opeolu said the idea was conceptualised during a sabbatical at the Federal University of Agriculture in Abeokuta, Nigeria. While there, she sought to find a way to address the limitations that women around the globe face in their careers.

BRIGHTNESS MANGOLOTHI

Brightness Sibongile Mangolothi is a Director at HERS-SA, an NGO that specialises in women's leadership development in higher education.

As a former academic with more than a decade of experience at public and private universities, she is no stranger to leadership in the higher education sector. Brightness's areas of expertise include strategic communication, leadership, communication, diversity management, mentorship, and coaching. She is passionate about women and youth development and has mentored a number of women and youth.

Through Hers-SA, more than 1 200 women attended the annual Hers-SA Academy, a weeklong residential programme that provides women from universities with the opportunity to develop their leadership skills to take up middle, senior and top management-level positions.

"Although attaining gender equality in wider society is a slow journey, it is more shocking that the same is true for the higher education sector. After all, it is within these hallowed halls that we push the boundaries of what is possible and question the norms. This is where new knowledge is unearthed, where multidisciplinary approaches to complex social problems are applied and where innovation is encouraged. Yet here, too, the statistics on gender equality paint a dismal picture," she said.

DR JUDY DLAMINI

Dr Judy Dlamini is a medical and academic doctor, businesswoman, author, and philanthropist and is currently the Chancellor at Wits University.

She was elected Chancellor of Wits University in 2018, a role in which she serves as a sounding board for the Vice-Chancellor and Principal of the University and who serves as the 'Chief Executive Officer' of the institution.

Dr Dlamini has since established the Female Academic Leaders Fellowship (FALF) programme, which seeks to boost the gender and racial profile of leaders in academia. She also founded Future Nations Schools with her husband Sizwe Nxasana. The organisation creates a network of schools which seek to revolutionise education through relevant, futuristic, Africa-focused and technology-enabled education.

Dr Dlamini recently added a teaching degree to her numerous qualifications, saying that as someone who has a passion for education, she felt it was imperative to obtain a teaching qualification to do justice to her role.

"Respect for the profession created the need to do this qualification," says Dr Dlamini.

"I've studied something every decade of my life. Learning is a lifelong journey, both formal and informal."

Among Dr Dlamini's many contributions to society is the work with her family's social upliftment organisation, the Mkhiwa Trust, which focuses on rural development, health, and education. She also chairs the board of Wits Donald Gordon Medical Centre and GBVF Response Fund and is a director of the SA SME Fund.

Women may remain underrepresented in academic spheres, but they are also working towards changing gender equity through empowerment initiatives and strong leadership to create an environment that better supports the learning of female students.

Sources: ujl Reports/Commission_ for_Gender_Equality minister-bladenzimande-un-womenl mgl hers-sal linkedinl cputl macel witsl usafl

SPORTS CHAMPIONS

A fair playing field: Scoring equality goals with sport

By Jessie Taylor

Women's athletes have been in the limelight over the last year following an unprecedented rise in the popularity and celebration of women's sports. This, in turn, will encourage the participation of girls in sports, which has the power to create more equal societies.

n 2023, several World Cup tournaments across various sporting codes delivered impressive stadium attendance figures and viewership numbers to back it up, according to Nielsen Sports SA's Women At The Forefront 2023 Report.

The report found that the viewership of women's sports broadcasts in South Africa showed an 11% growth between September 2022 and August 2023. Among the tournaments that were most viewed were the FIFA Women's World Cup, which had an increase from 695,680 viewers per match to 2,030,079; ICC Women's T20 Cricket World Cup, showing a rise from 56,661 to 313,316 per match, and the Netball World Cup increasing from 279,470 to 1,532,033.

"The impact and visibility of these tournaments have transcended the boundaries of the sport – it's inspired a generation of young girls to pursue their athletic dreams and reinforced to the sporting community the importance of levelling the playing field for female athletes, " said Tumelo Selikane of Nielsen Sports South Africa.

Increased participation of women and girls in sports supports women's empowerment and advances gender equality. President Cyril Ramaphosa said that competing in sports fosters a sense of empowerment among women, helping them build confidence in their abilities and breaking gender stereotypes. Through sports, he said, women can challenge societal norms, experiencing personal growth and achievement.

"Female athletes are inspiring role models and can make the most of their status to raise awareness around gender issues and to demand change," he said.

He said that all of these can enable women and girls to be more assertive and confident in society and can support the fight against discrimination and gender-based violence.

These are just some of the South African women creating a more equal society through sport:



CASTER SEMENYA

Caster Semenya has two gold Olympic medals to her name, as well as the title of world champion, but has now set her sights on advocating for human rights.

She has written a memoir The Race to be Myself and in an interview with Time said: "You want to tell a story when you're in a good state of mind. When you're at peace. As well as when you have enough time. It's about time I support those who need me. It's a reminder to those out there who feel rejected that they belong. The most important thing that you can do for yourself is just to accept yourself for who you are. Appreciate yourself, embrace yourself. Just make yourself happy."

ASHLEIGH MOOLMAN-PASIO

South African cyclist Ashleigh Moolman Pasio is a cycling force to be recorded with, on tar and now on gravel. She placed sixth at the Women's Tour de France last year and recently excelled at the Earth Gravel Series. She also holds the distinction of being the first UCI World Champion in Cycling Esports.

Ashleigh entered professional cycling after picking up the sport while studying chemical engineering at Stellenbosch University. She has demonstrated a fighting spirit for much of her life after suffering a severe traumatic brain injury during a horseback riding accident as a child.

However, Ashleigh has also decided to put her immense talent and success towards helping the next generation, empowering African women through e-cycling and computer learning.

"Virtual cycling creates an opportunity for growing female participation and empowerment because they feel safer and more confident interacting with other riders on a trainer in the comfort of their home."

She has partnered with a bike shop operating out of shipping containers in Khayelitsha, Cape Town, to mentor 30 girls participating in the Cape Town Cycle Tour. She also hopes to establish E-Centers, indoor training and computer learning centres, to reach more underprivileged communities throughout the continent.

LOUZANNE COETZEE

Long-distance para-athlete Louzanne Coetzee brought home South Africa's first gold medal at the Para Athletics World Championships. Now, she has her sights set on bringing home a medal at the 2024 Paralympics Games in Paris in August.

Louzanne was born blind as a result of a hereditary condition and competes in the T11 disability class for athletes with the highest level of visual impairment. During track events, she is guided by a sighted athlete and already holds two Paralympic medals for her performance in Tokyo in 2020, where she won a silver medal for the T11 1 500m and a bronze in the women's T12 marathon.

Louzanne started the Team Louzanne Coetzee Foundation to give back to rural, disadvantaged, and disabled communities across South Africa. The Foundation provides education to the country's aspiring para-athletes and aims to empower differently-abled athletes with opportunities to compete in a variety of para-sports. "I have always been passionate about giving back to my community".

Sport has the power to transform societies by empowering girls and women. But these sports champions are going even further to ensure that women have access to opportunities and creating a fairer society for all.

Sources: cyclingweekly | olympics | louzanne | news24 | apnews | reuters | bizcommunity

WOMEN IN THE ARTS

Creating change By Jessie Taylor

> Women have, especially in Africa, often driven the arts. Women have played significant roles as artists, patrons, collectors, curators, performers, and educators on the African continent. However, their contributions have often been underplayed.

ccording to Britain's Tate Gallery, more than half of all visual artists today are women, yet 78% of the galleries represent more men than women. In South Africa, representation is also skewed towards men, which gives women fewer opportunities for their work to be exhibited.

Women in leadership roles in the South African creative and cultural industries are rare. While 58% of firms in the visual arts and crafts domain have at least one woman owner, this sector has the smallest average firm size and the lowest average monthly turnover. Other domains, like audiovisual and interactive media (including film, TV, podcasting and video games), have a much lower percentage of female owners (31%).

However, 52% of employees in the creative and cultural industries in South Africa are women.

But despite this underrepresentation, there are still South African women working towards creating a more equitable industry by showcasing their talents and paving the way for the next generation of young artists and performers.

PRETTY YENDE

South African opera singer Pretty Yende became a household name when she performed at King Charles III's coronation in Westminster Abbey, London, in 2023. The 37-year-old soprano is the first black woman to perform at the coronation of a British monarch.

Pretty grew up in Mpumalanga, drawn to the world of music after she heard the Flower Duet from the opera Lakmé in a British Airways TV advert. She was active in her church choir before starting to sing at school and going on to study music.

After her debut in 2007 at Artscape Opera House in Cape Town,Pretty made her international breakthrough in 2013 at the Metropolitan Opera in New York. She has gone on to grace stages around the globe.

Aside from her incredible talent, Pretty works to create greater equality in the opera world. She has been the first black performer in many roles, including Lucia in Donizetti's Lucia di Lammermoor, and the first black person to have a new production of La Traviata in Opera Garnier in Paris. She has been outspoken about racist practices in the opera industry and advocated for new voices in opera.

KITTY PHETLA

Kitty Phetla is a South African Ballet dancer who hails from Soweto. She started dancing ballet in primary school and soon expanded her repertoire to include Spanish dancing, contemporary dance, and Afro-fusion under the tutelage of Martin Schönberg.

She established the Mzansi Productions (now the Joburg Ballet) in 2002 and toured Russia, where she became the first black ballerina to perform Anna Pavlova's famous solo, The Dying Swan. She later performed this solo to Nelson Mandela and the Dutch Royal Family in Amsterdam.

Kitty has won a number of international awards and participated in several competitions.

She attributes much of her success to hard work and discipline. "Success has nothing to do with luck. It's about the work you do – not just the hard work, the sweating – but what your mind tells your body," she says. She believes in helping black South African children enjoy the same kind of experiences through her work with Joburg Ballet and its numerous outreach programmes. These programmes have put more than 300 promising dancers on the stage.

DR ESTHER MAHLANGU

Dr Esther Mahlangu was taught the art of Ndebele design and house painting by her mother and grandmother as a child in Middelburg. She was the first person to reimagine Ndebele design on more contemporary mediums: she has painted everything from planes, cars, motorbikes and bicycles to pots, canvas, walls, mannequins and even war helmets.

She has participated in numerous international exhibitions and continues to collaborate with leading museums, curators, art fairs, celebrities and global brands. Dr Mahlangu has also received countless awards, which include two honorary doctorates, the French 'Office of Arts and Letters', an award from the United Nations, and 'The Order of Ikhamanga' from the President of South Africa.

However, Dr Mahlangu remains grounded in her Ndebele culture, choosing to live in her homestead in rural Mpumalanga and wear traditional Ndebele dress. She continues to advocate for promoting and preserving Ndebele culture, and she has spent a great deal of time educating and passing her skills to the younger generation via her self-funded art school at her homestead.

Sources: prettyyende | deceptivecadence/ theconversation | wantedonline | tingatingaar | mobballet



SOL PLAATJE UNIVERSITY LIGHT FROM AFRICA FOR HUMANITY

Positioning itself as a niche university, SPU offers academic programmes in fields that meet the needs of the South African thrust to develop a nation that is proud of its heritage and roots.



MS ANNALENE MARAIS: Chief Financial Officer (CFO)

I have been the CFO at the University since the end of 2018. This is an exciting project which presents me with both vast challenges and amazing opportunities and is certainly the highlight of my career. Outside of SPU, I am also a board member of the SAICA Central Region Council and Chairperson of the SAICA Central Region District Committee. I serve as a board member of the Chartered Institute of Government Finance Audit and Risk Officers (CIGFARO), a non-profit organisation, where I chair the Audit and Risk Committee.

MS NICOLE MORRIS Dean of Student Affairs

I have displayed an appreciation for learning through discovery and change in my career and as Dean of Student Affairs I have been intentional in the professional capacity building of potential women leaders. I have been supported and mentored by phenomenal women leaders in higher education, which has propelled me to give back, which I do not take lightly. Currently, I am leading a team that is actively implementing an aggressive Sport strategy that is extremely significant to Kimberley and the Northern Cape.





MS TSHEGOHATSO KGAILE Director: Financial Operations

My career started with Ernst & Young as a trainee accountant and advanced to Audit Manager/ Consultant with SizweNtsalubaGobodo, with clientele from both the private and public sector. I stepped into Higher Education as Manager: Financial and Management Accounting, with the then National Institute for Higher Education in the Northern Cape which was a precursor to the establishment of Sol Plaatje University where my role transitioned into my current position as Director: Financial Operations.

MS SHAMILLA MC KUUR

Director: Financial Planning, Reporting & Treasury

My journey with the university traversed from being the External Auditor of SPU, to joining the Finance Department in Asset Management and acting in my current position before being appointed permanently. My career is one which is a testament to slow and steady growth which wins the race. In my opinion, this is the most significant career milestone to date, and by far the most fulfilling role ploughing back into the Northern Cape Region through SPU, which at its core, enables teaching, learning, research and community engagement.





MS NEO BILA

Director: Human Resources As the Director of HR, my main responsibilities are to take full accountability for the delivery of the HR function and to ensure the provision of a comprehensive, proactive, and integrated HR service to the University, with emphasis on setting strategic direction in people management. I am currently developing a comprehensive strategy, aligned with the University's strategy and needs of the members of the University community. It is envisaged that HR will develop service standards and norms, which will be contracted with customers to ensure proactive and needs-based delivery of services.

MS MAUREEN MALAKA

Director: Infrastructure Project Management and Facilities & Services In the position of Director of the Infrastructure Project Management Office and Facilities & Services Department at Sol Plaatje University I am responsible for overseeing the construction of new buildings, renovations, upgrades, as well as managing services encompassing security, soft services, occupational health and safety, and maintenance. I have dedicated over two decades of my career to the field of Higher Education construction project management. What initially began as a serendipitous opportunity has evolved into a deep-seated passion for ensuring that educational institutions have the necessary infrastructure to support their students and the academic programme.





DR MARGA STANDER

Senior Lecturer: Faculty of Humanities/HoD: Languages & Communication

As Senior Lecturer in the Department of Languages and Communication in the Faculty of Humanities I am currently teaching Afrikaans but have also taught English and Sign Language. My research interests involve teaching and learning a second language and I have published and presented several papers, nationally and internationally, in the same areas, I am a Research Associate at the University of the Free State, Bloemfontein and have supervised and externally examined post-graduate students; and reviewed articles in accredited national and international journals.

MS KASHINI MAISTRY

Director: Institutional Advancement

I am fortunate to have worked in higher education management and executive support, in both the USA and South Africa, for over 30 years. In January 2019, I joined the University to head up the inaugural Communication and Marketing Unit to assist this young university to build a reputation for excellence. I was seconded to the Office of the Vice-Chancellor as his Chief of Staff in November 2021 where I was further able to demonstrate my commitment to this goal. Recently I was appointed as the Director: Institutional Advancement to advance the interests of the University and seek support for its strategic goals.





DR GLYNNIS DARIES

Senior Lecturer: Faculty of Education/HoD: Education Studies/Chairperson: Institutional Forum I work with a group of 15 academic staff members as the Head of Department in Education Studies. I am currently part of two interuniversity research projects that focus on Early Childhood Development and Early Childhood Care and Education. The first project focuses on how teachers, principals, parents, university lecturers, and Department of Education subject advisors work successfully as a Community of Practice to stimulate change for Foundation Phase learners and parents. The second research project is designed around a Participatory Action Learning and Action Research approach to family and community involvement.

DR DIMPHO MILLICENT MOTHIBI

Senior Lecturer: Faculty of Natural and Applied Sciences/Acting HoD: Mathematical Sciences I am an academic with a strong background in Applied Mathematics, currently holding a senior lecturer and acting head of department position at SPU and am actively involved in research, particularly focusing on the modelling and symmetries of differential equations. My contributions to the field have gained widespread acclaim, with research findings being published in accredited journals and presented at both local and international conferences. Fuelled by a passion for assisting high school students with mathematics and recognising the importance of nurturing young minds by fostering a love for mathematics at an early age, I mentor and tutor high school students.





MS CHRISTELLE MENIAGO

Senior Lecturer: Faculty of Economic and Management Sciences/Acting HoD: Accounting and Economics

I hold the position of a Senior Lecturer in Economics within the Faculty of Economic and Management Sciences. Additionally, since December 2022, I have served as the Acting Head of the Department of Accounting and Economics in the faculty. My primary research interests span Macroeconomics, including international economics and development economics. I am particularly keen on employing advanced econometric techniques to address developmental challenges facing African economies. I have authored/co-authored numerous academic articles and book chapters published on international accredited platforms, and I am actively involved as a reviewer for various academic journals.



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ADVERTORIAL SCHNEIDER ELECTRIC

SCHNEIDER ELECTRIC IS A TOP GENDER EMPOWERED COMPANY

Chneider Electric South Africa has once again been awarded Topco Media's Top Gender Empowered Company certification for 2024. The accolade acknowledges Schneider Electric's emphasis on women empowerment which continues to achieve tangible and sustainable results.

As a certified *Top Gender Empowered Company* 2023, Schneider Electric had to meet various criteria:

- 20% female ownership, shareholding or partnership
- 20% female executive directors
- 30% female employees
- 10% female senior management
- Female-empowerment
 company policies
- · Women-focused skills development

"It is truly an honour to be ranked as one of South Africa's Top Gender Empowered Companies for our sector. With this prestigious certification we will continue to actively create initiatives that sustainably celebrate and uplift women and organisations, ultimately making a significant contribution to gender empowerment," says Kim Naidoo, HR Manager at Schneider Electric.

Schneider Electric's Anglophone Africa cluster female empowerment policies are constantly reviewed; in particular, regular industry benchmarking exercises are undertaken to ensure pay equity. The Flexibility at Work policy was introduced two years ago and supports employees in maintaining work-life balance, and in 2023 the Global Leave Policy was revised to include an additional category of Care Leave allowing for ten additional days which employees can utilise at their discretion.

The 'How Women Rise' programme was launched five years ago and aims to support our women in their careers. The programme's aptly called mantra 'A Journey of Becoming Unstuck' guides women on their career journeys, identifying and breaking habits that hold them back from success. The next phase in female development is the 'Still I Rise' programme, empowering women by focusing on the core skills and competencies that will prepare them for leadership roles in the future. The programme focuses on 'Unlocking Mastery' which aims to help women reach their full potential.

Since 2023 the ladies have also attended SELF (Schneider Electric Ladies Forum), a coaching platform which allows for a safe space where female employees can discuss the challenges they face, share experiences, and learn from one another. Nimmita Maharaj, Director of Diversity and Transformation for Anglophone Africa says, "These programmes have had a significant impact and we have seen a steady increase in the number of promotions and other career advancement opportunities for our ladies over the past five years as they build on their confidence and self-belief."

Furthermore, 'Schneider Women in Sales (SWIS)', a MEA Zone initiative launched in May 2022, is a platform that informs, trains, and supports the next generation of female leaders who have an appetite for joining the commercial business.

Schneider Electric has been recognised in the Bloomberg Gender-Equality Index (GEI) for the sixth consecutive year for its efforts to increase gender equity across the company and build an inclusive and caring environment - the company continues to make a positive impact in the area of gender empowerment.



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NEVANIA NAIDOO Executive Director, Workforce Healthcare

OUR TOP WOMAN

Nevania epitomises excellence in executive leadership, boasting a distinguished career spanning over two decades across diverse sectors. Currently serving as the Executive Director of Wellness at Workforce Healthcare, she orchestrates integrated Health and Wellness Services, demonstrating her astute leadership as a Section 24 Manager and valued member of the Board and Executive Committee. Nevania's influence extends to the national stage through her pivotal role on the National EAPA-SA Board, where she chairs the Egoli Chapter, representing Gauteng with distinction.

Her academic journey underscores her commitment to excellence, holding a BA (Hons) in Psychology and a Masters in Social Sciences with a specialisation in EAP, alongside registration with the HPCSA. Nevania's expertise shines in her adeptness at tailoring health and wellness solutions to meet the unique needs of both corporate and public sector clients. Renowned for her innovative approach, client-centric ethos, and strategic acumen, she excels in risk analysis and crafting bespoke interventions to safeguard the well-being of employees and employers alike. Nevania stands as a formidable thought leader in the health

WORKFORCE HEALTHCARE HELPING YOU HELP YOUR EMPLOYEES

and wellness space, driving impactful change and shaping the future of workplace wellness.

ABOUT THE ORGANISATION

Workforce Healthcare is a company for the patients, the people and the professionals. We are devoted to making a meaningful and sustainable difference in the health a nd wellness of employees. Through professional, client-centric health and wellness services, we initiate the change that we want to see in holistic healthcare. From preventative healthcare screenings to chronic disease management and integrated fitness programmes, to psychosocial wellness and EWP solutions, we positively influence the well-being and mindsets of the people we serve.

Business sector – products and services: Health and Wellness

Year founded: 2003 Number of employees: 210

Branches: 5 branches with various satellite offices

Memberships: HPCSA (Health Professions Council of South Africa), SANC (South African Nursing Council), SAMA (South African Medical Association), SABCOHA (SA Business Coalition on Health and Aids), SASOHN (SA Society of Occupational Health Nursing Practitioners), SASOM (SA Society of Occupational Medicine), SAMSA Accredited (SA Maritime Safety Authority), EAPA-SA (Employee Assistance Professionals Association of SA), ISO 9001: 2015

Strategic partnerships:

Healthy Living Consulting for our website and content as well as educational drives via certain television stations. Also, assisting with technology needs to keep on the edge Shared Value Initiative Africa – a National Toll Free Line available to all South Africans at no cost for GBV Support Allmed Healthcare Professionals – Assist us to maintain and expand our National Footprint of Professionals **Annual turnover:** R101 815 936.00 (2023)

GENDER EMPOWERMENT: STATISTICAL OVERVIEW

FEMALE PERCENTAGE

Percentage of female executive directors/senior management: 25.1%-50% female executive directors

Percentage of female staff members (overall in company): >50.1% female staff



CONTACT DETAILS

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ASIPHE NDULELISA Head of Delivery, Huntswood

Huntswood, a ResultsCX company, is a business process outsourcer who puts partnership first. We deliver resourcing, outsourcing, digital solutions and advisory support across multiple disciplines within financial services, energy, water, telecoms and healthcare.

The company's focus on outcomes and collaborative engagement at every step helps create a sustainable long-term approach, which goes hand-in-hand with flexible, high-quality operational delivery to support clients both today and in the future.

Huntswood undertakes a range of initiatives to deliver a meritocratic culture which champions diversity, providing dignity at work training to ensure a wide range of perspectives, as well as publishing regular gender pay reports to ensure complete transparency in this regard.

"We audit internally and externally when salary benchmarking and have a well-publicised, easy to access suite of HR policies and processes which provide clear guidance to our people and ensure we are doing what we should to avoid discriminatory practices within our business." - Asiphe.

ASIPHE NDULELISA, HEAD OF DELIVERY, HUNTSWOOD THE BUSINESS PROCESS OUTSOURCER CHAMPIONING DIVERSITY

What sets the company apart from the competition?

We go beyond transactional outsourcing by offering a bespoke approach which is built around your operating model, customers, and the specific risks your business is exposed to. We have a strong culture that fosters the growth and development of our people, which in turn enhances the end-toend experience of our partners and their customers.

What have been the company's greatest challenges and successes?

My greatest challenges were at a time when I joined Huntswood in 2022. My business unit was in the foundation phase. We grew at such a fast rate that attrition, absence and poor performance were risks. That was a great learning curve for us, because now we know that sometimes it's better to slow down to get ahead. We've learned the value of quality over quantity and going forward we'd rather pace ourselves and have steady, manageable growth.

The greatest achievement must be the growth and success of said business unit. Our performance indicators keep getting better and better. I'm also proud of the work that we've put into offering amazing benefits for all our colleagues, such as medical insurance, competitive remuneration and a great culture where they feel valued and supported. We continuously look into ways in which we can improve our employee value proposition. Many organisations talk about a 'people first' ethos, at Huntswood we walk the walk through our actions and shared values.

A message of inspiration from Asiphe

I started my journey in the BPO sector as an adviser on the phone. Here I am 11 years later as Head of Delivery. As cliché as this may sound, there is absolutely nothing that you cannot do if you put your mind to it. The best preparation for tomorrow is doing your best today. The beauty of life is that every day is a new chance to be a better version of vourself. Continuous self-assessment of where you are today, where you want to be and what it will take to get you there is essential if you want to succeed. An appetite to unlearn, learn and relearn is one of the powerful tools I've used to help to achieve my goals. Failure is part of the process and shouldn't discourage you. Failure is the condiment that gives success its flavour.

HUNTSWOOD A ResultsCX Company

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OUR TOP WOMAN

As the Executive Director of Talent Solutions at Resourgenix, a leading provider of outsourced Talent Solutions, Anne Rutledge leverages over 25 years' experience in the recruitment industry to drive future-fit talent strategies. Her career is marked by a proven track record in implementing and managing Contingent Workforce Programmes and Recruitment Process Outsourcing Solutions. She specialises in incorporating technology to enhance Talent Management Solutions, from designing and automating workflows to establishing best practices in talent acquisition.

Her extensive expertise in the staffing industry, vendor relations, and talent acquisition enables her to build and sustain long-term relationships with clients and stakeholders. This allows her to deliver customised solutions that boost performance and growth. Her mission is to empower talent and drive business success through strategic and creative talent solutions. Passionate and innovative, she is continually seeking new ways to improve and optimise the talent solutions she designs and manages.

ABOUT THE ORGANISATION

Resourgenix, is a proudly South African based talent resourcing solutions company. they are 51% black woman-owned, and a Level 2 B-BBEE contributor. With a reputation for service excellence and vast recruitment expertise, they specialise in providing Talent Acquisition and Management Solutions with an innovative edge.

They source, attract and place high-end talent; with a deep specialisation in IT, finance, engineering and sales verticals. Their team will partner, and seamlessly integrate into your operations, taking care of your talent needs.

Business sector - products and services:

Contingent Workforce Programs, Recruitment Process Outsourcing, Direct Sourcing Solutions and Contracting and Supply Chain Management. In addition, they provide short- and long-term flexible contracts, contract to permanent placements and permanent recruitment Year founded - 2019

Number of employees – 82 full time employees and 30 contracted staff Branches – Johannesburg and Cape Town Memberships – APSO (Federation of African Professional Staffing Organisations)

RESOURGENIX DELIVERING TALENT

GENDER EMPOWERMENT AND CORPORATE SOCIAL INVESTMENT (CSI)

Empowerment-related CSI initiatives/programmes

Resourgenix is committed to developing and empowering small businesses in the recruitment industry and embrace inclusivity across their operations. They support addressing the issues of the past and providing back to their community in a professional manner.

They have supported and helped grow two beneficiaries through their Supplier Development programme in the past financial year. As part of the programme, Resourgenix offers these companies the following services:

- Software licences to their Applicant Tracking system as well as their financial platforms
- Office space including all associated office supplies
- Access to Account Managers to assist in the client relationship and management
- Finance, HR, and Administration support
- Provision of laptops inclusive of network and IT support
- Job board licences
- Internal training

Through their SD programme both companies have seen significant growth in their revenue, achieved via targeted training, coaching, and mentoring over and above the listed services.

The company's two beneficiaries are 100% black women-owned

GENDER EMPOWERMENT: STATISTICAL OVERVIEW

Percentage of female shareholders: >50.1% female shareholding

Percentage of female executive directors/senior management: 25.1%-50% female executive directors

Percentage of female staff members (overall in company): >50.1% female staff



ANNE RUTLEDGE Executive Director of Talent Solutions at Resourgenix

RESOURGENIX

CONTACT DETAILS

CEO: Graham Bentley COO: Grant Cameron-Smith Financial Director: Shoveeka Somaroo Sales Director: Anne Rutledge Human Resources Director: Grant Cameron-Smith Physical address: 80 11th Street Parkmore, Johannesburg, South Africa, 2196 Postal address: 80 11th Street Parkmore, Johannesburg, South Africa, 2196 Telephone: 010 023 8535

Website: resourgenix.com Facebook page: Resourgenix Instagram: @resourgenix



(From left to right) Veliswa Notshikila – Co-founder; Yvonne Osborn – Office Administrator; Rita Sibanda – Co-founder

Pula Management Services is building sustainable SMEs in Africa through combining strategic planning, innovation, and commitment to environmental and social responsibility.

We empower sustainable business growth and unlock the future by assisting organisations to actively participate in the paradigm shift towards a conscientious, resilient, and regenerative business.

OUR VISION

"Thought leaders in sustainable business".

We believe that sustainable business practices are not just a trend - they are the key to a thriving future, our legacy. Our team of passionate women leaders combines expertise, innovation, and unwavering commitment to guide businesses toward a brighter, more sustainable tomorrow.

Welcome to the Sustainability Movement where profit with purpose isn't a utopian dream, but a reality. No matter the size of your business, together, we can build a continent where business thrives, people flourish, and the planet breathes easier. At the heart of this movement lies a profound shift in mindset.

PULA MANAGEMENT SERVICES GUIDING YOU TO A BRIGHTER, MORE SUSTAINABLE TOMORROW

"Our team of passionate women leaders combines expertise, innovation, and unwavering commitment to guide businesses toward a brighter, more sustainable tomorrow."

We see the sustainability movement as a call to action to build economically sound businesses on our continent. With a clientele built over three years, combining corporates and SMEs of all sizes on the African continent, this ecosystem recognises the need to modify business methods and adopt sustainable and regenerative techniques to secure a bright future for all.

Our services reach Uganda, Ghana, Tanzania, and Mozambique as well as the whole of South Africa and our main challenge is finding more long-term partners to join our ecosystem, to increase the speed of the positive impact. Our ecosystem recognises the need to modify business methods and adopt sustainable and regenerative techniques to secure a bright future for all. We are grateful to the partnerships that led our success thus far.

MEET OUR INSPIRATIONAL LEADERS

Rita Sibanda Lesenyeho

An experienced executive with over 20 years of expertise in strategy, product development, project management, and cost efficiency programs in the banking, pharmaceutical, and energy sectors across the African continent.

Veliswa Notshikila CA(SA) MBA:

A seasoned CFO with twenty years in management and financial reporting, corporate taxation, auditing, mergers and acquisitions, risk management, policies, system and process implementation and improvements, in energy, mining, manufacturing, and financial services.

Join the Movement! Pula Management Services invites you to be part of the sustainability revolution.



CONTACT DETAILS Address: 34 Impala Road, Harith House A1, Chislehurston, Sandton 2196

Phone: 072 631 3976\ 087 897 3970 Email: info@pulamanagement.co.za Website: www.pulamanagement.co.za



ILSA RETIEF Group Executive: Business Enablement

On a personal level, serving as a mentor and being mentored by individuals of different genders has been incredibly rewarding," say Athenium's leading women, Ilsa Retief and Joy van Heerden. Here they explain how gender empowerment has benefitted them and the organisation and how they've made sustainability a part of the organisation's DNA.

How has gender empowerment strengthened your organisation?

As women at the helm of Athenium, gender empowerment isn't just a strategic initiative-it's a deeply personal journey that resonates with us and every member of our organisation. We defy stereotypes and embrace diverse strengths, facilitating innovation and collaborative support. Mentoring across genders enriches our leadership path, propelling us forward. Our clients value our inclusive environment, paving the way for fresh opportunities. We're crafting a future where women lead with unwavering passion and unyielding purpose. We shape a future where women lead with passion and purpose.

On a personal level, serving as a mentor and being mentored by individuals of different genders has been incredibly rewarding. These relationships have not only enriched our professional experiences as women leaders but also challenged us to grow, evolve and bring fresh perspectives to the table. ATHENIUM CONSULTING INTERVIEW WITH GROUP EXECUTIVE: BUSINESS ENABLEMENT, ILSA RETIEF AND CHAIR OF THE BOARD, JOY VAN HEERDEN

How are you integrating the drive for sustainability into your organisation?

Sustainability is part of our DNA, as a team based in three cities, constantly on the move, we've had to become very conscious of our carbon footprint. Take our virtual collaboration, for instance. We've significantly reduced travel and embraced online tools for meetings.

At the intersection of innovation and sustainability, we're creating novel solutions that drive positive change. At Athenium, our commitment to sustainability drives every aspect of our organisation. Through innovative solutions powered by SAP Business Technology Platform (BTP), we empower our clients to make a positive environmental impact. Utilising IoT technology, we connect devices to monitor energy, waste, and emissions in real-time, enabling clients to optimise their resource usage. Our custom apps developed on SAP BTP streamline green processes, managing certifications and tracking renewable energy use seamlessly. Additionally, our paperless offerings, from electronic weighbridge access to virtual collaboration platforms, promote digital transformation, reducing waste and boosting efficiency. Through innovation initiatives like smart buildings, circular economy apps, and carbon accounting facilitated by SAP BTP, we continue to drive sustainable practices and inspire our clients to make eco-conscious choices.

What skills do you think leaders of the future are going to need?

In our role as a 'people leaders', "understanding the individual" is one the biggest 'asks' in the modern workplace. Being able to adapt our leadership style and broaden our capability leading different generations within the workplace, is a new reality. Empathy, adaptability and emotional intelligence are skills we need to continuously refine in this endeavour. As business leaders, strategic agility, digital literacy and resilience are crucial. Where the two meet, inclusive, engaging and inspiring leadership is pivotal in ensuring alignment and delivery. Networking builds strong relationships, while continuous learning fuels growth.



JOY VAN HEERDEN Chair of the Board



CONTACT DETAILS Address: 3 Blueberry Rd, Honeydew, Johannesburg, 2040 Tel: 087 283 5996 Email: info@athenium.co.za Website: www.athenium.co.za

AMEKHGROUP

AMEKH GROUP BUILDING LEADERSHIP CAPABILITY

The Amekh Group's intention is to build leadership and management capability within business operations, quality, and sustainability areas via tailored focused platforms.

Amekh is a Level 1 B-BBEE contributor, and 100% female owned.

The Amekh Group was founded by Merle Kock and Khavitha Singh, who recognised that leaders experience common challenges linked to effectively leading their teams and business areas.

CHALLENGES ENCOMPASSED

- Siloism
- · Misalignment of systems
- Working towards company goals and visions
- · Putting out fires

These management scenarios, often translated to demotivated, frustrated, and overburdened leaders and workforces, chasing deliverables ineffectively. The Amekh Group was founded with the intention of enabling the capability of leaders, equipping them with a set of skills and approaches that alleviate these burdens in a structured systematic manner. In doing so, it allows leaders to lead smartly and effectively, specifically within the fields of operations excellence, quality leadership and sustainability solutions. The value proposition that the company offers is that its services are underpinned by tested, successful leadership practices with mentorship and guidance provided by experienced, reliable professionals. The value offerings are delivered via focused areas:

- Advisory
- Development and training
- · Sustainability solutions
- Localised manufacturing platforms

VISION

To be a trustworthy and preferable supplier of leadership capability enablement within operations excellence, quality leadership and sustainability solutions.

MISSION

To provide our clients and partners with a service that is underpinned by professionalism, excellence, and integrity.

ABOUT OUR SERVICES

We pride ourselves in providing high quality, excellent services to our clients and partners. Having extensive experience in a number of industries allows us to contribute in a meaningful and pragmatic nature that is valued by our clients.

(From left to right) Khavitha Singh – Co-Founder and Director; Merle Kock – Co-Founder and Director



ENABLING EXCELLENCE

CONTACT DETAILS

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Email: info@amekhgroup.co.za Website: www.amekhgroup.co.za

WEALTH & LEGACY® GROUP

"OUR CLIENTS ARE THE HEART OF OUR BUSINESS"

- Angélique Krügel

elebrating a decade in the financial services industry, Wealth and LegacyTM Group has grown from strength to strength, tailor making solutions to suit their individual clientele. The name says it all!

With extensive experience servicing clients in the financial and fiduciary services sectors, Wealth and Legacy™ Group understands that individuals want to be taken care of by a single professional organisation which offers independent Wealth and Legacy™ advice. Our services range from the structuring of assets, tax management, fiduciary responsibilities, and investment strategies. We leverage our knowledge and expertise to engineer solutions that protect and promote financial prosperity. The cornerstone of our business is our relationship with our clients, strategic partners, and employees. It is important for us to understand our clients' personal and financial goals as well as their priorities to enable us to provide advice, support, and guidance unique to each client and to align it with their own Wealth and Legacy Plan®. We also believe in the power of collaboration and have established a network of sought after experts in the industry who form part of the team.

Our team embodies our core values encapsulated in our C3 ethos – Competent, Committed, and Caring. Together, we ensure the delivery of bespoke solutions that meet our clients' diverse needs. Members of our team hold memberships in pertinent professional bodies and actively participate on various levels in the industry. This ensures that we remain up to date and influence industry developments where possible. At Wealth and Legacy[™] Group, our clients are the heart of our business, guiding every decision and action we take.



Specialties

Fiduciary



Wealth and Legacy™ Planning

Services offered

Investments



Deceased Estate Administration Trust Administration Will Drafting Investments Life Insurance Medical Aid Short-term Insurance Wealth and Legacy Plan®

ABOUT US

Industry: Financial Services Company size: 2-10 employees Associates: 5 associated members. Founded: 2014

CONTACT DETAILS

Physical Address: Wealth and Legacy™ Group, Unit A, Le Parc, 63 Grosvenor Road, Bryanston, 2191

Postal Address: P O Box 67027, Bryanston, 2191

Email: info@wealthandlegacy.co.za

Office Number: 087 057 5777

Office WhatsApp: 082 333 9292

Website: www.wealthandlegacy.co.za





OUR TOP WOMAN Funanani Lekota Founder and CEO

Funanani Lekota is a renowned female mining engineerwith a bachelor of science degree in mining engineering from Wits University and a postgraduate diploma in business administration from Wits Business School. Her professional journey commenced at Sibanye-Stillwater's underground gold mines in Westonaria, where she honed her skills as a mining engineer specialising in underground stoping, development, and construction activities. However, Funanani's ambition and entrepreneurial spirit led her to establish Corner Circle Consulting, her own venture, where she leverages her expertise to provide innovative solutions to mining challenges.

CORNER CIRCLE FOUNDER AND CEO FUNANANI LEKOTA DRIVING EXCELLENCE IN THE MINING SECTOR THROUGH SUSTAINABLE SOLUTIONS

Her competitive edge lies in her comprehensive understanding of both technical mining operations and business administration, allowing her to approach challenges with a holistic perspective. Funanani's ability to seamlessly blend technical proficiency with strategic business acumen enables her to deliver exceptional value to her clients, setting her apart as a leader in the mining industry.

FIVE TIPS ON THRIVING

- Mentorship identify mentors within the industry and benefit from key insights and support
- Collaboration collaborate with other businesses providing different or similar services but within the same field
- Relationships foster professional relationships with your clients
- **Teamwork** do not walk the journey alone
- Start where you are do not wait to have all the answers before you start

ORGANISATION SYNOPSIS

Corner Circle Consulting is a small to medium-sized enterprise, proudly led by Funanani specialising in offering professional and contractual services tailored for the mining industry. Headquartered in Randfontein, situated to the west of Johannesburg, our company is dedicated exclusively to serving business-to-business (B2B) clients. Presently, our team consists of 20 highly skilled individuals, including mining engineers, diesel mechanics, boilermakers, surveyors, building and civil technicians, as well as proficient operators adept in operating various types of underground equipment.

Business sector - products and

services: Mining services – roadway construction and maintenance, haulage rehabilitation and secondary support, sweeping and vamping. Year founded: 2018 Number of employees: 20 Branches: 1

GENDER EMPOWERMENT: STATISTICAL OVERVIEW

Percentage of female shareholders: >50.1% female shareholding

Percentage of female executive directors/senior management: 25.1%-50% female executive directors

Percentage of female staff members (overall in company): 25.1%-50% female staff



CONTACT DETAILS

CEO: Funanani Lekota Managing Director: Funanani Lekota COO: Makgaba Lekota Physical address: Unit 13, Aureus Industrial Estate, 6 Honda Street, Randfontein, 1760 Postal address: Unit 13, Aureus Industrial Estate, 6 Honda Street, Randfontein, 1760 Telephone: 0645085630 Email: funanani@cornercircle.co.za Website: www.cornercircle.co.za



IVONE VEIGA-MOROLDO Executive-Head of Client Experience, Healthbridge

ealthbridge was founded in 2000 and provided switching services between medical practices and insurers. Healthbridge was the first company to offer real-time claims submission and the business has continuously evolved over the last 24 years to pioneer leading endto-end healthcare technology.

Healthcare is an information-rich industry and involves complex interactions between practitioners, patients, medical insurers and wider healthcare stakeholders. Managing this constant flow of information quickly and efficiently is vital to running a successful medical practice. It is for this reason that Healthbridge is an industry leader in clinician-led, user-friendly technology and provides solutions to ensure that

HEALTHBRIDGE EMPOWERING MEDICAL PROFESSIONALS WITH DIGITAL TOOLS FOR A BETTER TOMORROW

HEALTHBRIDGE SOLUTIONS FOR EVERY PRACTICE:

- In-house billing and practice
 management solutions
- Clinical and patient
 management solutions
- Outsourced billing and value-added services

WHY HEALTHBRIDGE IS THE TECHNOLOGY PARTNER OF CHOICE FOR PRIVATE MEDICAL PRACTICES:

- Saves valuable time
 and resources
- Streamlines practice processes and boosts efficiency
- Enables better communication between practices and patients
- Truly user-friendly, but sophisticated, technology is designed to help practices thrive

Almost 7 000 private practices choose Healthbridge as their preferred technology partner and our clients entrust us to switch, on average, over R2-billion monthly of their claims.

CONTACT DETAILS

Address: Pin Oak House, Ballyoaks Office Park,35 Ballyclare Drive, Bryanston, Johannesburg, 2191 Tell: 0860 200 222 Email: sales@healthbridge.co.za WhatsApp: 083 472 8137 Facebook: healthbridgeza LinkedIn: healthbridge YouTube: HealthbridgeZa



NOMFUNDO KHABELA Executive-Head of Strategic Relations, Healthbridge





DR QINISILE PATRICIA CELE Family Matters Fertility Centre

OUR TOP WOMAN

Dr Qinisile Patricia Cele, affectionately known as "Dr Q", is a dedicated Obstetrician and Gynaecologist. She earned her Bachelor of Medicine and Surgery (MBChB) from the University of KwaZulu-Natal in 2006, followed by a Postgraduate Diploma in Obstetrics and Gynaecology in 2009. Dr Qinisile furthered her education with a Postgraduate Diploma in Business Administration from Gordon Institute of Business Science, a Masters in Medicine (Obstetrics & Gynaecology, 2015, University of Pretoria), and a Masters in Philosophy - Reproductive Medicine, 2019. She then established Family Matters Fertility Centre in 2020. At Family Matters, she provides compassionate, patient-centred care, aiming to empower her patients through education and support. Beyond her practice, Dr Qinisile is deeply involved in charitable endeavours, driven by her passion for improving lives, especially those of women, youth, and the less fortunate. With her warm heart and dedication. Dr Qinisile embodies the essence of holistic healthcare at Family Matters.

FAMILY MATTERS FERTILITY CENTRE OFFERING HOPE AND EXPERT MANAGEMENT TO FAMILIES ON THEIR JOURNEY TO PARENTHOOD

FAMILY MATTERS FERTILITY CENTRE

Founded by Dr Qinisile Cele, Family Matters Fertility Centre stands as South Africa's pioneering female-owned fertility clinic, offering hope and intervention to families on their journey to parenthood. Dr Qinisile's passion for women's health and fertility treatment led her to specialise in obstetrics, gynaecology, and reproductive medicine, where she excels in providing compassionate care and cuttingedge treatments.

At Family Matters, Dr Qinisile and her team offer comprehensive fertility care, including infertility investigations, assisted reproductive technologies like IVF and IUI, fertility preservation, and surgical interventions. Beyond fertility treatments, the clinic provides general gynaecological check-ups, obstetric care throughout pregnancy, and surgical treatments for various gynaecological conditions. Driven by a commitment to patient-centred care, Family Matters combines modern facilities with warm and empathetic service. Patients can expect a supportive environment where their needs are prioritised, supported by state-of-theart technology and a dedicated team.

Through her clinic, Dr Qinisile strives to make a meaningful impact on her patients' lives, embodying the belief that "wherever the art of medicine is loved, there is also love for humanity." Family Matters Fertility Centre is not just a medical facility; it's a beacon of hope and healing for those navigating the complex journey of fertility and women's health.

Contact Family Matters Fertility Centre today to embark on your path to parenthood with expert guidance and compassionate support.





CONTACT DETAILS

Website: www.family-matters.co.za Tel: 012 644 0299 Cellphone or WhatsApp: +27 64 650 3265 Email: qdiale@doctorq.co.za/ admin@doctorq.co.za Instagram: www.instagram.com/ familymattersfertilitycentre Facebook: www.facebook.com/ FamilyfertilityCentre TikTok: www.tiktok.com/@ familymattersfertility YouTube: www.youtube.com/@ FamilyMattersFertilityCentre



THEMBEKA NOSIHE GUMEDE Founder & Director, Nosihe Consulting & Advisory Services

Established in February 2016, Nosihe Consulting & Advisory Services aims to help companies, SMMEs in particular to sustain and scale their businesses through statutory compliance and business and tax advice. With gender and youth empowerment at the heart of their mission, the organisation takes pride in the quality service they offer their clients and the relationships they nurture. Here Founder and Director, Thembeka Nosihe Gumede, tells more about their service offering and explains how they're empowering their employees.

WHAT SERVICES DO YOU OFFER?

We offer accounting and tax services. We specialise in preparation of financial statements, management accounts, tax registrations & compliance, including objections and appeals with SARS. We also assist with COIDA and UIF registrations and compliance

HOW HAVE YOU IMPLEMENTED GENDER-DRIVEN DEVELOPMENT IN THE WORKPLACE?

The company's mission has always been to empower women, especially the youth. Part of our development has been assisting our employees with the necessary and

NOSIHE CONSULTING & ADVISORY SERVICES GO FOR IT!

relevant training and experience. We have ladies that started with us right at the beginning of their careers serving articles and have gone to pass their exams and become qualified accountants and are currently working for big companies. It has always given me great joy to see women grow to their full potential in the workplace and flourish.

WHAT HAVE BEEN YOUR GREATEST CHALLENGES AND SUCCESSES?

COVID-19 was our greatest challenge. We work with businesses from all industries and some did not survive the pandemic and as a result we lost clients. Some companies had to downsize which also affected our business as they did not see our services as an essential service when their main worry was just to survive. Prior to COVID-19, we faced another challenge where we had to retrench some of our employees when one of our biggest clients closed down.

Our success has been surviving COVID-19, especially as a small company. We have had the pleasure of being invited to contribute on tax matters or compliance on numerous occasions by local and national radio stations. We also pride ourselves on the growth the company has had as some of the clients we service have a nationwide footprint. Being ranked by Standard Bank Top Women as one of South Africa's Top Gender Empowered companies in our sector for 2024 has been our greatest achievement thus far.

DO YOU HAVE A MESSAGE OF INSPIRATION FOR OUR READERS?

The best decision I ever made was to go for it! If you have a dream or vision, don't sleep

on it, do something towards your dream. Even if it does not work out, you will never regret that you tried. There is liberation in finding your purpose, never allow fear to rob you of who you are meant to be.

In the words of Erin Hanson:

"There is freedom waiting for you, On the breezes of the sky, And you ask "What if I fall?" Oh but my darling,What if you fly?"



CONTACT DETAILS

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SMANGELE JOY HLONGWANE Founder and CEO of KwaNgwane Holdings

OUR TOP WOMAN

Smangele Joy Hlongwane is the Founder and CEO of KwaNgwane Holdings, responsible for managing both strategic direction and daily operations. She continuously and consistently ensures that all the company projects are timeously, effectively and efficiently executed. A professional, passionate and energetic individual with vast experience in developing and implementing projects. Ms Hlongwane is resourceful and determined, leveraging the expertise of her mentors in finance, earthmoving, marketing, and strategy formulation. Her 13 years of experience in the construction sector has provided her with the opportunity to develop strong client relationships, construction skills and the ability to successfully lead proficient teams. Ms Hlongwane has an extensive background in the principles of construction and mining which encompasses planning, designing, implementing and overseeing the construction and maintenance of structures and facilities.

KwaNgwane is a 100% black women-owned and led enterprise. Its strategic position and company structure of qualified and tenacious employees enables the company to make well calculated expeditious decisions and tailor-made solutions for its clients, thus exceeding expectations. With her persuasive communication skills and keen focus on client requirements, she is an expert at strategically and effectively marketing KwaNgwane to potential clients.

KWANGWANE Holdings We get it done!

KwaNgwane's strong value proposition is to be able to draw from a wide range of machine suppliers to meet specific customer requirements from government through to small emerging contractors. Ms Hlongwane emphasises the foundation of what KwaNgwane stands for: strong, black and independent.

ABOUT THE ORGANISATION

KwaNgwane is a provider of mining, construction, materials handling and earthmoving equipment with operators, to selected clients in the coal mining, earth moving and construction sectors

Business sector - products and services:

Mining, construction, earthmoving moving and materials handling. Provision of various "yellow machines" with operators. Year founded: 2020 Number of employees: 21 Branches: 3 Memberships: MEMSA Member Strategic partnerships: Bell Equipment, Dezzi Equipment, Overlooked Group, Tectonic and Fedgroup, FAW, Kanu Equipment (BOMAG and KEMACH) and Toyota Fork Lift division Annual turnover: R13.2-million

GENDER EMPOWERMENT AND CORPORATE SOCIAL INVESTMENT (CSI)

We have made a conscious decision to favour women operators. As women, we identify communities in need of assistance ranging from sanitary pads to infrastructure in partnership with our clients. The aim of the medium to long term strategy is to leverage our equipment suppliers to assist our own employees to establish their own community-based contracting businesses. Recognising that KwaNgwane has been mentored, we will engage in similar programmes.

GENDER EMPOWERMENT: STATISTICAL OVERVIEW

Percentage of female shareholders: >50.1% female shareholding

Percentage of female executive directors/senior management: >50.1% female executive directors

Percentage of female staff members (overall in company): >50.1% female staff

FIVE TIPS ON THRIV-ING IN BUSINESS FROM YOUR TOP

- Don't be afraid of risk and challenging the status quo
- Don't be afraid to innovate and experiment
- Always protect your integrity and have a good value system
- Your word is your bond to your employees, suppliers and customers
- Balance in your life between work and pleasure



CONTACT DETAILS

CEO: Smangele Joy Hlongwane Physical address: 21 Woodlands Drive Building 2 Country Club Estate Woodmead Sandton 2191 Telephone: 011 258 8695 Email: info@kwangwane.co.za Website: www.kwangwane.co.za Instagram: kwangwane_holdings_pty_ltd

THE LEGAL VERIFICATION TEAM BEE ASSURED

elcome to The Legal Verification Team (TLVT), where compliance meets commitment. As a 100% black owned Level 1 B-BBEE verification agency, TLVT is dedicates to fostering economic growth and social development through the provision of expert B-BBEE services in South Africa.

At TLVT, we view broad-based black economic empowerment (B-BBEE) not just as a regulatory requirement, but as a gateway to meaningful transformation. Our SANAS-accredited verification services are meticulously crafted to align with both the Generic Codes and all gazetted Sector Codes, ensuring your business not only complies but thrives.

Our team has over 30 years of combined experience in B-BBEE and includes MBA graduates, lawyers, HR specialists and MDP B-BBEE graduates. We bring a wealth of knowledge in B-BBEE verifications and assessments, providing legally sound interpretations of B-BBEE legislation. This expertise is furtherstrengthened by our co-founder, Stacy Mogale, a seasoned attorney with extensive experience in corporate transactions and B-BBEE compliance.

At TLVT, we offer a personalised ap -proach to B-BBEE verifications. We understand the uniqueness of each business and tailor our services to meet your specific needs, ensuring a smooth path to compliance.

Our approach to B-BBEE verifications ensures a seamless audit process and timeous delivery of your verification certificate.

Our comprehensive services include B-BBEE verifications, B-BBEE assess -ments and indicative scoring, sector code conversion, and ownership structure analysis. We aim to transform B-BBEE compliance into a strategic advantage for your business.

Join us at TLVT, where we champion B-BBEE and foster lasting relationships with all stakeholders. Together, we can navigate the complexities of B-BBEE, turning compliance into an opportunity for growth and success. Discover the TLVT difference today. **STACY MOGALE** Co-Founder of The Legal Verification Team



CONTACT DETAILS

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REFILWE KELETSO TEMBE Managing Director & Founder, TwoTuff KN Projects

OUR TOP WOMAN

Consulting Engineering company TwoTuff KN Projects Managing Director and founder Refilwe Keletso Tembe is a voung female Engineering Technologist with 14 Years of experience in Civil Engineering. Hailing from Mahikeng in North West province, Keletso's passion and interest for engineering grew from a young age through her father's practice as a city engineer. For her career development Keletso matriculated and relocated to KwaZulu-Natal to further her engineering Sstudies and later married her late husband Bhekinkosi . Amidst life's challenges, the COVID-19 pandemic which affected her business - and the passing of her husband, Keletso continues to successfully rebuild her life and career.

Keletso began her career with SMEC formally known as Vela VKE in 2012, working for the transportation division as a project coordinator for the Ethekwini Road Maintenance Program. Her manager at the time, Kresen Manicum, recommended her to Bigen Africa as a trainee technician for the land development division. She worked as a project manager and administrator on the Land Development projects from 2012 to 2015. After realising that her passion lies with rural and urban development, Keletso continued her studies and qualified with a Bachelor's Degree in Civil Engineering. One of her many projects while at Bigen include the R250-million Ballito Hills Development and R4.5-billion Clairwood

TWOTUFF KN PROJECTS UPLIFTING SOUTH AFRICA THROUGH THE CONSTRUCTION INDUSTRY

Logistics Park. During these project she worked as a design engineer for all the services pertaining to roads, sewer, water including earthwork design.

Encouraged to enhance her knowledge, she further studied project and risk management to back up her engineering acumen. In 2015 Keletso established TwoTuff KN Projects, a small engineering company for other business opportunities which complimented her experience in the field. She is registered with ECSA, SACPCMP and SAICE.

Think big

We don't always set our sights high enough. Let's dream big rather than overthinking . Do not end your thoughts by "My business will never hit the revenue goal". Let's apply our thoughts on our goals and plan better to pave a way leading to our goals.

Celebrate femininity

Successful women in business know the value of interpersonal relations, taking some time to check in with each employee and providing meaningful feedback.

Hire appropriately

Hire people who are equipped and trained for particular areas in the business.

Do not lower your rates The better you get paid, the more worthwhile the service becomes.

ABOUT TWOTUFF KN PROJECTS

TwoTuff KN Projects is a South African based engineering and management consulting company that was established under Section 14 of the Companies act 71 of 2015. It is 100% black female and youth-owned. Our team is dedicated to providing engineering and management consulting solutions, enabling our clients to grow in an efficient, proactive and cost-effective manner.

Business sector: Consulting Engineering – Civil Engineering

Year founded: 2015

Branches: Mafikeng, Centurion, Kempton Park, Richards Bay and Manguzi.

Memberships: CESA



CONTACT DETAILS Head Office : 22 Lira Link. 4B Patridge Place, Richards Bay CBD 3900. Phone 035 004 0180



THABILE NKOMO Co-founder and Managing Director

Tshepa Basadi, which means "trust women" in Setswana, was established in 2017 in the Kalahari (Hotazel) region by Mbali Milanzi and Thabile Nkomo. We are a 100% black female-owned and 49% youth-owned and operated organisation. Our vision is to challenge the status quo by becoming a female-led niche mining project management and technical services consulting company. We endeavour to provide our clients with exceptional professional services that enable them to meet the demands of their portfolios We have achieved this mission by ensuring the followina:

- Create value for our clients and help them realise full value from their projects and portfolios
- Continuously build driven teams, the members of which are nationally and internationally accredited with the relevant project management and professional engineering bodies
- We are accountable to our clients for disciplined delivery
- And we ensure a sustainable and profitable organisation. Our journey has provided us with technical expertise in open-cast, underground, and deep level conventional mining activities
- This year, we will surpass the R22.5-billion milestone in project value delivered in the past five years, adding to our teams' credibility. We have demonstrated the value added in a variety of mining organisations, and we believe our skill set would be invaluable to any mining organisation

TSHEPA BASADI GROUP AN OUTSOURCED ENGINEERING AND PROJECT MANAGEMENT SOLUTION

WHY US?

We have a team of more than 60 professionals with extensive experience in front-end loading and project execution in a variety of industries. We have extensive knowledge of the mining and energy business value chain and we have been involved in project prioritisation and one to five-year capital strategy planning in this environment. These initiatives ranged in size from small to big capital investments with varying risk profiles. Our core expertise is in mining, minerals, energy, and our partner portfolio has steadily grown over the last five years (2017current). Furthermore, we have steadily expanded our service options in the project services and engineering sectors. We have expertise with brownfields, greenfields, and redfields projects.

Our teams have completed projects involving production improvement, expense improvement/maintenance, risk reduction, and legal compliance, all while adhering to project management governance. In some instances, we have developed project management frameworks and project organisational process assets. Some of our projects required close collaboration among the client, contractors, project management offices (PMOs), labour unions, and, in some cases, government entities such as the Department of Mineral Resources (DMR), the Department of Roads and Public Works, municipalities, and state-owned enterprises such as Eskom and Transnet Freight Rail. We have also created and managed a variety of engineering, procurement, construction, and management (EPCM) contracts, with a consistent track record of project safety and success.



MBALI MILANZI Co-founder and Commercial Director



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The Founder and CEO of Amani Spa and Wellness is no stranger to the business sphere, with proven expertise in human development, interior design and business development, her skills and passion in business is evident. Ronleigh Gaddin's passion originates from her deep understanding of content and skills development in Africa. In 2006 she launched Amani Spa and Wellness, after graduating cum laude from the University of South Africa with a Bachelor of Commerce Legal degree. Over the years she has been a recipient of prestigious awards, including the leadership ABSA Achievers Award and the Spa Ambassador Award.

COMPANY DESCRIPTION

Amani is a spa and wellness consultancy, development and management company. Our mission is to facilitate the development of profitable and reputable spa & wellness centres across the globe, motivated by wellness as a lifestyle. We inspire and empower hospitality businesses to transform their quests' lives through wellness. For 18 years we've had our feet on the ground, and have navigated the complexities of conceptualising, developing, opening and operating over 32 destination spas across Africa and the Middle East.

Year founded: 2006

Number of employees: 73

Safari Lodges:

- Amani Spa & Wellness, Ivory Tree Game Lodge, Pilanesberg Game Reserve, South Africa
- Amani Spa & Wellness, Shepherd's Game Reserve, South Africa Amani Spa & Wellness, Earth Lodge,
- Sabi Sabi Private Game Reserve,
- Mpumalanga, South Africa Amani Spa & Wellness, Bush Lodge, Sabi Sabi Private Game Reserve, Mpumalanga, South Africa Amani Spa & Wellness, Radisson
- Safari Hotel, Hoedspruit, Limpopo, South Africa
- Amani Spa & Wellness, Mara Bushtops, Masai Mara, Kenya

City Hotels:

- Amani Spa & Wellness, Radisson Blu Hotel, Waterfront Cape Town, South Africa
- Amani Spa & Wellness, Radisson Blu Hotel Port Elizabeth, South Africa Amani Spa & Wellness, Radisson Hotel
- & Convention Centre, O.R. Tambo
- Johannesburg, South Africa Amani Spa & Wellness, Radisson Blu Hotel, Lagos Ikeja, Nigeria

AMANI SPA AND WELLNESS FOUNDER AND CHIEF EXECUTIVE OFFICER, **RONLEIGH GADDIN**

Resorts:

- Amani Spa & Wellness, Radisson Blu Mosi-Oa-Tunya, Livingstone Resort, Zambia
- Amani Spa & Wellness, Nofa Riyadh A Radisson Collection Resort, Saudi Arabia

Airport SLOW Lounges - South Africa:

- Amani Spa & Wellness, SLOW Lounge, O.R. Tambo International Airport
- (Domestic), Johannesburg Amani Spa & Wellness, SLOW Lounge, O.R. Tambo International Airport
- (International), Johannesburg Amani Spa & Wellness, SLOW Lounge, King Shaka Airport (Domestic), KwaZulu Natal
- Amani Spa & Wellness, SLOW Lounge, Cape Town International Airport (Domestic), Cape Town

Memberships:

- Services SETA
- South African Association of Health and Skincare Professionals (SAAHSP)
- South African Association
- SA Spa Association

Strategic partnerships:

- Radisson Hotel Group
- SLOW Lounge in partnership with FNB (First National Bank) and Airlink
- AHA Hotels & Lodges Sabi Sabi Private Game Reserve
- Mara Bushtops
- Entrepreneurs Organisation
- Driftwood Holdings Africa

Annual turnover: R20-million

GENDER EMPOWERMENT AND CORPORATE SOCIAL INVESTMENT (CSI)

- 100% female-owned and
- operated company Empowering women through mentorship,
- skills training, and career advancement Prioritising diversity, inclusion, and equity through tailored programs that integrate technical skills, business training, and personal development
- Hiring and career advancement strategy in place to empower women to progress into leadership roles
- Fostering entrepreneurship opportunities through skills development in local communities

Through the Amani Training Academy, we offer:

Starter Skills Training Programme

- A SETA Accredited Programme For Basic
- Entry Level Skills
- Community Upliftment: To give women in

underprivileged communities the opportunity to develop a career path in the Spa & Beauty Industry by putting a skill set in place supporting a sustainable career path

Relating to the Starter Skills Development programme outlined above, notable successes include:

- Thousands of therapists over the past 18 years trained and upskilled across the continent (South Africa, Zambia, Kenya, Rwanda, Nigeria)
- Mpumalanga: 10 community members upskilled from the Mdluli Tribe
- Richards Bay, Kwazulu Natal: 8 community members upskilled
- Gender Empowerment: Statistical Overview

Percentage of female shareholders: 50.1% female shareholding

Percentage of female executive directors

or senior management: 50.1% female executive directors

Percentage of female staff members: 50.1% female staff



CONTACT DETAILS

Company: Amani Spa and Wellness CEO: Ronleigh Gaddin Managing Director: Pretty Nkosi Financial Director: Pretty Nkosi Training Director: Christelle Pink Marketing & Communications Director: Michelle Damaskinos **Operations Director:** Sunette van der Merwe Human Resources Director: Julie van Rooyen Physical address: 62 Hume Road, Dunkeld, Randburg 2196

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URBAN BREW STUDIOS MAKING BETTER STORIES FOR A BETTER WORLD



(From left to right) Yandiswa Nkonde – Head of Channels for the One Gospel and Dumisa; Kenosi Msibi – Head of Human Resources; Adelaide Joshua-Hill – Head of Creative and Sales; Carol Washington – Head of Content Production

From television production and content generation to audio post-production and facilities hire services, Urban Brew Studios has been producing a wide range of world-class scripted and unscripted television shows such as Young, Famous & African, The Ultimatum SA, Khubul'ekhaya, Makoti, Forever Thina, and VIP Invite for over three decades. Their "making better stories for a better world" ethos extends to their own internal stories. These stories reflect a commitment to nurturing an environment which empowers and supports women.

"Working for Urban Brew Studios is an empowering experience. The brand has a rich heritage of stories that resonate deeply with South African audiences and which have become part of the social fabric," says Yandiswa Nkonde, Head of Channels for the One Gospel and Dumisa channels on DStv, who has seen what she describes as the "democratisation" of storytelling in the industry and hopes to see women's voices elevated in everyday life, not just on commemorative dates.

At Urban Brew Studios, Kenosi Msibi, Head of HR, has been given the opportunity to grow, interacting with stakeholders to make decisions which contribute to reaching their strategic objectives. Tasked with facilitating greater employee engagement, driving career development and transformation, her role places her at the centre of Urban Brew Studios' empowerment initiatives.

There has been a noticeable increase in the number of women occupying executive and leadership positions in media and production companies," says Kenosi, reflecting on the changes she's seen in the industry. Her sentiments are echoed by Adelaide Joshua-Hill, Head of Creative and Sales, who also highlights the importance of women supporting other women.

"The openness and drive to see women in all roles of creativity is fabulous, in comparison to when I started 15 years ago. Seeing women take on the exciting ventures of opening production companies and taking a seat at the head of the table makes me beam with pride," says Adelaide.

"Our internship programmes are very important to us, as it's a great opportunity for young people, especially girls, to experience the industry."

"Tremendous things happen when powerful women come together," explains Carol Washington, Head of Content Production, "it is important that those who have achieved success, mentor and continuously share experiences and insights to build and enable upliftment."

And it's clear that the next generation of women in the industry will have a talented and dynamic group of women at Urban Brew Studios to support and mentor them, "making better stories for a better world".



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LYRA SOUTHERN AFRICA CREATING A CULTURE OF DIVERSITY

yra Southern Africa (formerly ICAS Southern Africa) is part of ICAS World, a Lyra Health company - the world's leading provider of behavioural risk management services to the business community.

Since its local launch in 1999, Lyra Southern Africa has established itself as Africa's foremost specialist in the provision of behavioural risk management and employee wellbeing programmes - contributing to the health and performance of employees and organisations in all sectors of the economy. With operations spanning the continent, Lyra Southern Africa supports more than 1000 000 employees in over 1000 companies, 24 hours a day, 365 days a year.

We are aligned to Lyra Health's global vision of diversity. We have a director in charge of Diversity, Equity, Inclusion and Belonging (DEIB), and we even have an internal channel dedicated to this where staff can access up-to-date information relating to DEIB, best practice guidelines and training. DEIB is at the heart of our organisation. It is part of who we are not only in the strictest definition of the words but also creating a culture of diversity of thought (neurodiversity).

100%



Navlika Ratangee Managing Director

Black Female Executive Directors as a percentage of all Executive Directors: **75%**

Black female Other Executive Management as a percentage of all Other Executive Management:

 Black female Employees in Middle
 38%

 Middle Management as a percentage of all
 38%

 Black female Employees in Junior
 44%

 Management as a percentage of all
 44%



OUR CSI INITIATIVES:

- Nelson Mandela's Children's Fund - Black Beneficiary Percentage of 100% whereby EWP services are rendered at no cost
- Reach for a Dream Black Beneficiary Percentage of 91.01% whereby EWP services are rendered at no cost
- SmartStart Black Beneficiary Percentage of 99.8% whereby EWP services are rendered at no cost
- POWA Black Beneficiary Percentage of 97% whereby EWP services are rendered at no cost
- BT Football Sponsorship for a black female towards her career development in sport

WE ARE ALL DIFFERENT AND SO ARE OUR CUSTOMERS

We value diverse cultures, ideas,people and perspectives as a core part of our DNA. We are passionate about creating an environment where there are equal opportunities for everyone, so all our employees can succeed and bring 100% of themselves to work.

Although Lyra Southern Africa has overall responsibility for having policies to ensure there is no discrimination in our workplace, creating and sustaining our culture of diversity and inclusion is everyone's responsibility. Ways in which we can all sustain this include:

- Using our policies and procedures to support diversity and inclusiveness
- Treating all colleagues fairly and without discrimination
- Informing your line manager or HR if you feel discrimination has taken place,
- Respecting cultural differences,
- Fair recruitment based on ability

WE ARE ALL RESPONSIBLE FOR TREATING EACH OTHER WITH RESPECT AND DIGNITY.

Management control systems are essential tools for Lyra Southern Africa to align their activities and resources with their strategic objectives and goals, particularly in the context of empowering women in the workplace.

Here, are some of the key components and strategies that we implement to advance diversity and gender empowerment goals:

- Diversity and inclusion policies: We have a comprehensive diversity and inclusion policy that explicitly outlines the commitment to gender equality and empowerment. These policies guide the company's stance on hiring, promotion, compensation, and workplace practices that support women
- Regular reporting: The organisation should institute a regular reporting mechanism to monitor progress toward gender empowerment goals. This may involve quarterly or annual reports that provide data and insights on the status of women in the workplace, as well as any improvements or setbacks
- Training and education programmes: We have training and educational initiatives that promote gender sensitivity, unconscious bias awareness, and inclusive leadership. These programs are for all employees and leaders

ENTERPRISE DEVELOPMENT

As part of our enterprise supplier development programme, we have worked with many female-owned businesses to provide business coaching, mentoring, business skills and work with them to build their businesses and create employment. Few examples below, success stories where women's lives have been turned around due to financial security and skills development:

Healing Hands



We have helped an unemployed woman with skills in massaging to set up her business on our premises. We gave her a massage room and did not charge her anv rent. We have advocated to work for our clients as well for additional income. We have contributed to the equipment she needed and offer her skills developments whilst she is in the office with other office administrative jobs. We help her with money management and general business skills, like how to invoice, etc. She has been eternally grateful for all the support over a decade which has contributed to the betterment of her and her family's life. During COVID, when no-one was going into the office, we agreed to continue to pay her invoice even though she didn't do any massages for staff to support her over the lockdown period. We continue to contribute towards direct costs and exposure to potential clients whilst assisting with business sustainability.





We have helped set up a female professional with her private practice business (social worker), and used her as a preferred 'supplier', helping to grow her business headcount due to the business we sent her way by spreading her geographical reach.

We also set up an unemployed woman with a fruit business, Maverick Fruit Suppliers. We assisted in locating a supplier, taught her business management skills, invoicing, etc. This effectively started her business of delivering fruit to our offices for an income. Business coaching and financial skills were imparted to enable the set up and sustainability of her business.

Learning Exchange – we supported this initiative through a direct cost contribution towards assisting with overall business sustainability.



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Zain Patel Managing Director, Merchants SA

erchants SA is a leading BPO solutions provider, specialising in customer experience and customer interactions. Managing Director Zain Patel speaks about the importance of building valuable partnerships with clients and providing opportunities for people.

How important is skills development at Merchants? The company won a Top Empowerment award for being a key driver in this important area

Skills development has been an essential component of Merchants' success for many years. We have our own view on creating impact, and we set out to ensure that the impact we have is sustainable. Skills development is such a critical part of that.

Please speak about the programmes and policies which ensure diversity, social impact, inclusion and growth in the company

Merchants continues to focus on Diversity, Equity and Inclusion and this has become a key part of who we are as a business. Our programmes that support this include:

- C Leadership commitment: Our senior leadership is fully committed to the gender vision, serving as role models and advocates for gender equality.
- Gender inclusive policies: Merchants has developed and implemented gender-inclusive

MERCHANTS SA LEADING BPO SOLUTIONS PROVIDER

policies that address equal pay, promotion opportunities, parental leave, and workplace harassment prevention.

- Equal opportunity recruitment: We implement recruitment practices that focus on equal opportunity, promote diverse candidate pools, and mitigate unconscious bias.
- Mentorship and sponsorship programmes: Our mentorship and sponsorship programmes bridge the gender divide and pair women employees with experienced leaders who can help guide their career growth.
- Skills development: We provide gender-sensitivity training through the Merchants Academy and the UN Global Compact Academy for all employees to raise awareness of gender bias and create a more inclusive work culture.
- O Leadership development: Merchants has for many years provided significant programmes to create the future leaders within our business. Growing our own talent and providing our people with the skills and development to take advantage of the opportunities available has been a huge contributor to our success.
- Flexible work arrangements: We offer flexible work arrangements that support work-life balance, including options for remote work, flexible hours, and childcare support.
- Family support programmes: Through our partnership with KAELO, Merchants provide programmes such as family planning assistance and parental leave.

- Community engagement: We engage in community outreach and philanthropic initiatives that benefit women and girls in the local community, in partnership with our social partners.
- Gender-equal supply chain: We endeavour to work with suppliers and partners who also prioritise gender equality in their operations, with over 30% of black females owning suppliers.
- Collaboration: We collaborate with like-minded external organisations and initiatives dedicated to gender equality and women's empowerment.

We then complement the above components with our key initiatives, including our Sisekhaya Township Hubs, our Merchants Academy, and our impact partnerships such as Social Coding and Yes4Youth.

Overall, Merchants is committed to continuing to lead not only our sector but the wider corporate Africa in these areas, a responsibility we take very seriously and at the same time something we are exceptionally proud of.



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AFRIRENT HOLDINGS

LEADING PROVIDER OF FLEET MANAGEMENT SOLUTIONS

frirent Holdings, a leading black-owned provider of fleet management solutions, is proud to announce its recognition as one of South Africa's Top Gender Empowered Companies by Standard Bank Top Women Awards. This accolade highlights Afrirent's continuous efforts towards gender empowerment and creating sustainable initiatives that celebrate and uplift women within the organisation.

"Being recognised as one of South Africa's Top Gender Empowered Companies is a significant milestone for Afrirent Holdings. This ranking is especially meaningful for a fleet management and logistics company where the need for greater representation of women in leadership roles remains critical.

Our comprehensive policies and initiatives are designed to promote an inclusive and supportive work environment for women, addressing the industry-wide underrepresentation of women in our sector. Although women are making strides in entering the workforce, there is still much work to be done to achieve true equality. We will continue to champion gender empowerment and ensure that our initiatives have a lasting impact on our employees and the communities we serve," says Thenjiwe Tsabedze, Group CFO at Afrirent Holdings.

"Afrirent's commitment to gender empowerment goes beyond meeting criteria — it is about creating a legacy of equality and opportunity. We believe that diverse and inclusive workplaces drive innovation and success, benefiting not only our organisation but also the broader community. As we celebrate this recognition, we remain dedicated to pushing boundaries, breaking down barriers, and paving the way for future generations of women leaders".

About Afrirent Holdings:

Afrirent Holdings is a leading provider of fleet management solutions in South Africa. With a focus on delivering high-quality, cost-effective fleet management solutions, Afrirent Holdings offers a comprehensive range of services, including vehicle leasing, tracking and monitoring, fuel supply, logistics, waste management, rent-to-own and maintenance.



Thenjiwe Tsabedze Group CFO



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10 TIPS FROM SUCCESSFUL WOMEN ENTREPRENEURS

By Tara Turkington, Founder of Flow Communications

FRSEVERANCE IS KEY Starting a business is like taking the first step on a long hike that will have many peaks and valleys. Running a successful business is all about the route, the experience, getting lost and refinding your way, forging new paths, interacting with the people you encounter on your journey, and persevering through all the ups and the downs.

STATISTICALLY, MOST BUSINESSES FAIL WITHIN THE FIRST TWO YEARS, SO IT'S ONLY THE FITTEST, MOST TENACIOUS AND MOST RESOURCEFUL THAT WILL SURVIVE.

LEARN FROM THE BEST

Here are 10 tips from leading South African women entrepreneurs to help you along your journey.

Know your "why".

Instead of worrying about finding a particular niche or a "new" idea (it's been said there is no such thing), rather know what problem you want to solve with your business.

Do you want to help people, with planning for a successful retirement? Do you want people to enjoy a healthier yet delicious way of eating chicken as Robbie Brozin and Fernando Duarte did when they founded Nando's? It doesn't have to be something huge and unique – it can be as simple as helping people to communicate better with one another or offering quality products or services in a particular field.

People will view you as you portray yourself. If you project confidence and passion, people will believe in you and your business. – Vimala Ariyan, Southern African Institute of Learning

As an entrepreneur, you need to believe in yourself and your ability to succeed. There are plenty of times you will doubt yourself, which is fine (it's also important to remain humble and never be arrogant), but deep down, you need to believe you can.

It's usually best to ooze confidence towards potential customers, suppliers and employees. If you ever don't feel confident in front of these people, quite frankly, you need to fake it.

B Listen to advice given and take action where you feel it will benefit your business; you don't have to take action on all advice given. – Peta-Lynn Pope, PwC

You'll get loads of advice as an entrepreneur. Use what's useful and lose the rest. No situation and no business are the same. When in doubt, listen to your gut. As the saying goes, "if the plan doesn't work, change the plan, but not the ultimate goal".

Taking one step forward and three steps back is not necessarily a bad thing. Taking three steps back allows you to reassess, realign, refocus and regain your balance to restart with renewed power and purpose. – Zaida Enver, Pure Grit

If starting and building a successful business was easy, a lot more people would do it. You are going to go backwards and get lost, and that's okay. Always remember, you're in it for the long haul.

Find your tribe – it makes the very complex entrepreneurship journey easier to navigate. – Ayanda Mzondeki, Liyema Consulting

Build a small circle of trust of advisors whose opinion you value. If possible, do this with other entrepreneurs, who will understand your journey

Network, network and network. Linked to finding your tribe – put yourself out there to meet different people to expand your network, expand your insights, see what others are doing and understand business trends. Make sure you meet other business owners and join business associations. Organisations like WEConnect South Africa (for women-owned businesses of all sizes, including start-ups) and the Women Presidents' Organization (for businesses with over \$1-million in annual revenue) should be on top of your list. – Jean Chawapiwa, Win Win Solutions 4 Africa, and head of WEConnect South Africa

Networking gives you support and affirmation (managing a business is a lonely walk), and helps to scaffold you by learning through the mistakes and experiences of others.

Most problems in business, whatever your industry, are similar. They revolve around cash flow, sales, staff, and growing revenue and profitability. You might not be experiencing a particular problem, but understanding the issue from someone else's perspective will help to prepare you for if or when you do.

Don't be afraid to fail, remember that we all do at times. The success comes in recognising it and "failing fast". – Judy Sunasky, Prime Cleaning

Ask any successful entrepreneur about their failures, and they'll have stories to tell. Those who haven't failed, haven't tried much. Failure and tough times will teach you far more about yourself and your business than the times when you're

flying along.

Do not rush through laying the foundations of your business and attend to cracks before they grow. – Helen Williams, CleanAll Services

It's often said about parenting, "Small children, small problems. Big children, big problems." Businesses are much the same. Problems don't necessarily go away with growth. Don't be afraid to confront conflict and do what's right for the business. Build a roadmap to success – know your purpose, have a vision and be disciplined enough to follow through. – Christi Maherry, LAWTrust, V3 Foundation

Your business efforts need to be intentional. Life is short; make sure you live it wisely by having an idea of where you want to go on your business journey. That includes the way you'd like it to end

Entrepreneurship is like space exploration. Small steps are big leaps. Too often, people chase the single silver bullet (the one, great, game-changing idea ...), but the reality is, it is much more activity focused. Don't underestimate things like preparation, taking advantage of timing and opportunities and, of course, backing yourself, even in situations you've never explored before. If you're uncomfortable, you're learning. - Genevieve Allen, Sherpa Kids South Africa.

One of the great things about starting and growing a business is that you'll never be bored. It will challenge you every step of the way. Enjoy the journey, allow yourself to enjoy the sights along the way and, hopefully in the future, you'll be able to look back and marvel at just how far you've come.

*Tara Turkington founded Flow

Communications (www.flowsa.com) in 2005 in a spare bedroom in her home. Since then Flow has grown into one of South Africa's best-known marketing and communications companies. Flow has completed work in more than 30 countries and has won more than 50 awards to date. Tara has won many accolades, including being an awardee of the International Women's Entrepreneurial Challenge in 2017, along with her sister, Tiffany, who is Flow's MD.

THE C-SUITE:

TIPS FOR WOMEN IN BUSINESS

By Vanessa Rogers, Founder of Textbox Conceptual

ou're rising up rapidly through the ranks of your industry and can see the door opening into the boardroom. Read on for three take-home messages that will see you ducking the chokepoints and embracing the benefits of walking into the C-Suite.

Although women are hired and promoted in the entry-to-middle ranks of business at rates that equate to those of men, when they start to rise into senior management – with its extreme time and energy demands – they are seen to leave their positions as often as four times more often than their male counterparts. The reasons, according to the experts at RetailWire, include "a sense of isolation", "being dismissed, ignored or not taken seriously", and the inevitable "chokepoint" of not being offered sufficient flexibility in their schedules to meet family, home and parenting obligations.

SUPPORT AND EXPECTATIONS

So the first take-home message for women wanting to get into the C-Suite and stay there, is to ensure that they take two essentials into the interview room: the need to be paired with another ambitious woman, for support on the onwards journey; and the need for realistic expectations when it comes to travel and hours, in order for them to contribute the important skills and strategic innovation for which they are being hired, without making undue sacrifices when it comes to their home circumstances.

Numerous studies, including one by the Peterson Institute for International Economics – show that companies with more women in the C-suite tend to have a more diverse and equitable workforce, achieve better business results and see increased profitability. Because the gender gap remains, forwardthinking countries have put a range of stipulations in place to ensure that a certain percentage of women appear on boards (e.g. at least 30 percent of staff, in Germany) and that gender equality is actively promoted in the workplace (e.g. in Sweden).

Global Strategy Group's head of comms and public affairs, Tanya Meck, writes for that women should not have to work twice as hard as men and fight for recognition, in the face of discrimination and unequal pay – when the characteristics most closely associated with female leadership are the very ones, she believes, that allow a company to operate in an increasingly socially responsible and staff-valuing manner.

SOCIAL RESPONSIBILITY AND APPRECIATION

The second take-home message then, for women wanting to get into the C-Suite and stay there, is to emphasise the management style they prefer and the importance of this style in retaining staff – particularly the millennials who make up such a large percentage of the workforce these days.

"Cite in your interview the results of studies that reveal how millennials expect 'detailed, regular feedback and praise for a job well done," enthuses the director at BossJansen Executive Search, Thuli Nkosi, "and that to build their loyalty, managers need to emphasise 'the company's participation in their causes and commitments'. The typically female management attributes of collaboration, inclusiveness, team-building, credit-sharing and conflict resolution are likely to best resonate with this group of young and upcoming executives, and to encourage them to feel valued and therefore not to unnecessarily job hop," she reveals.

Indeed, closing the gender-parity gap in the global workforce very much revolves around corporate leaders making their businesses more attractive to female talent.

It certainly helps for the female "job mover" (defined in the paper as "an experienced professional who has recently changed or is about to change employers") or the female "job hunter" ("an experienced professional currently active in the jobs market") to have an experienced executive search partner in their corner.

The experienced female executive would not wish to make a move from one company to another just for the salary increase on offer, only to find that the gender parity issue was going to prove a daily, ongoing battle. And in this regard, reveals Nkosi, it pays for both recruiters and job seekers to have a read of the PwC research so that collectively they can prepare a batch of astute questions that will prevent a candidate from making a move they may come to regret.

Relevant questions, Nkosi suggests, include: "How are you adjusting your talent-acquisition strategies to be more inclusive of female talent?"; and, "How will you stay focused on inclusivity amid today's blizzard of change in the employment environment and workforce?"

CAREER PROGRESSION AND WORK-LIFE BALANCE

An executive search partner should aim to help candidates throughout the four stages of the recruitment process, from putting forward talented female and other minority candidates; to role description and selection for interview; the interview itself; and, finally, the eventual offer. And both recruiters and job seekers should note that there are three main factors that make an organisation an attractive employer.

So, the third take-home message for women wanting to get into the C-Suite and stay there, advises Nkosi, is to ensure that they make a job move for all the right reasons:

Opportunities for career progression Competitive wages and other financial benefits Flexible work arrangements and a culture of work-life balance.

"A significant role of the executive search partner is to help their senior female executives to push back as regards any of the potential employer's weak areas," she enthuses.



Be usiness success as a woman can be a challenging journey. It takes a unique combination of drive, determination, and the ability to navigate and overcome the obstacles of being a female entrepreneur or executive. In some cases, success can mean you have to work twice as hard as your male counterparts.

But I don't want to magnify the challenges. I want to share the good news that you have superpowers at your disposal as a woman in business! Not all our superpowers are the same (I can't bake to save my life, and don't get me started on trying to braid my daughter's hair), but there are core superpowers that have had an immense impact on my journey in business. I hope they will impact yours too.

4 CORE SUPERPOWERS

By Keri Rudolph, Founder and CEO of The IV Bar Group

COMMUNITY AND NETWORKING

I love meeting other strong women in business and seeing them succeed. It makes my heart happy! Unfortunately, I've seen too many women who feel threatened by other women or competitors in the same industry.

In the five and a half years as leader of The IV Bar Group, and the many years before that in corporate communications, I've experienced how building a supportive community and establishing strong networks can be incredibly powerful for women in business to overcome obstacles and achieve goals. Surrounding ourselves with those who understand women's unique challenges and obstacles in business provides encouragement and inspiration.

There is immense power when women come together. When we pull each other up along the way and show kindness, we can all reach our potential and become the best versions of ourselves. Women are starting to learn that we can be confident without becoming hard. Empathetic yet firm. Kind yet strong. It's not one or the other.

Your community or network can also serve as a sounding board for ideas, provide valuable feedback, and offer mentorship and career advancement opportunities. Networking helps us build meaningful connections and expand our professional reach, which leads to new business opportunities, access to resources and information, and even successful collaborations and partnerships that drive success.

I would have loved clairvoyance as a superpower, so I could take things a little less seriously and be a bit less anxious, knowing that things would work out! It would have reduced so much unnecessary stress early on in my (and my franchisees') business. We spend so much time worrying about things that never actually happen.

Alas, clairvoyance still eludes me. But a girl can dream!

MENTORSHIP

Mentors are imperative at every stage in your career or business. We always have something to learn from someone else, be it a friend, business coach, psychologist, or formal mentor. When we stop learning, we die! Sometimes, we need someone to say: "You can do it", "It will be okay in the end", and "If it's not okay, it's not the end".

Imagine what a positive impact we could have if it were obligatory for more senior businesswomen to mentor younger women in business, with a points system not dissimilar to professionals receiving their CPD points. Entrepreneurship is the cornerstone of job creation and wealth in South Africa, so every entrepreneur starting out should be coached and guided through the hard times and reminded to celebrate the good times.

Keep in mind that mentors can come from unexpected sources. One of my favourite books is The ride of a lifetime by Bob Iger, the CEO of Disney. I identified with Bob. He was the underdog for the CEO position, but he turned Disney around from the brink of bankruptcy and redundancy to one of the most successful businesses on the planet, and he had a lot of fun doing it. His philosophy is, "If something doesn't feel right to you, it won't be good for you". Bob 'mentored' me through his book and encouraged me to keep making decisions based on my gut. I've hired on gut (not based on their skills), brought in new products on gut (not necessarily based on data), and even turned down an acquisition of my company based on gut.

FOCUS

One of the most important superpowers I've discovered in business is to take away Plan B and back myself. When I first started The IV Bar, I was so worried about money. I was no longer receiving my corporate salary, and being a single mom to three kids, I kept jumping back into communications consulting to have an additional income while the business grew.

But every time I stepped out, the business would dwindle, and every time I focused, it would fly. So, after six months of stepping in and out, I took away Plan B and decided to make it work.

Where focus goes, energy flows. When I get distracted, I remind myself to focus. I'm a creative at heart, and I can get bored quite easily, and that's where procrastination and distraction come in. I've learned to break down my ideas into projects (like introducing a new drip, value-added service, or geographical expansion). In this way, I get to be creative over and over again, and that's exciting for me.

JOY AND PURPOSE

Not everything in business (or life) will 'spark joy' but identifying and focusing on the things that bring you joy and give you purpose is life-changing. The IV Bar started as something that would give me more flexibility, but it quickly became more than that. It's what gets me up in the morning, along with the energy I get from my monthly Jetfuel drip (oh, and my kids nagging and dogs barking). Joy and purpose drive The IV Bar. It's a place where our clients and staff can be happy. We're making people look, feel, and perform better, and that's a magic feeling.

I hope you're ready to embrace your superpowers as a businesswoman! Always remember you're worthy and stand your ground. You know more than you think you do, and you're better than you give yourself credit for. And your track record for making it through the tough times is 100%. So, say goodbye to imposter syndrome, hold your head high, and stop flying under the radar. Nothing good comes from hiding in the shadows, so let your light shine!

WHAT ARE YOUR KEY DRIVERS -FEAR OR FOCUS?

By coach Sonja Shear

ost business owners start their businesses for the same reason. They have a passion for something they want to do, which drives them to come up with an idea and take action. This passion is powerful. It gets the owner to take the risks that many others would not dare take. They leave a secure job to start up their own business.

At the start, this passion helps them overcome obstacles and motivates them to work long hours to succeed. However, as time goes by, the business owner starts losing some of that passion.

They will tell you that they get up every day and work their backsides off, trying harder than anyone else, and they are exhausted and often unfulfilled at the end of the day. The business owner now loses the passion that ignited them to start the business in the first place. They stop loving their business and wonder why they work so hard and still can't get the financial results and business growth they want. They now start considering if they should go back to their old jobs.

Are entrepreneurs just delusional? If what you're doing feels like a struggle, is that how it should always feel? Based on real-world research and case studies from groups of successful entrepreneurs, entrepreneurs driven by fear debunk the idea that success and happiness go hand in hand.

Do you want to know why so many entrepreneurs, people that are usually fearless in life, are driven by fear when they start their own business? They are not driven by a focused desire to succeed and make a lot of money. They want the safety of a regular salary but the freedom of their own business. Because most of us seek security in our lives, unfortunately, we do the same when we go into business. We miss out on opportunities by being scared off and focusing on failures instead of looking at what the potential rewards could be if something is successful.

The fear of failure drives many entrepreneurs. It keeps them up at night, causing them to second-guess every decision and spread themselves too thin on multiple fronts. But the truth is, entrepreneurs who are driven by a fear of failure are not focusing on what should be their focus: the success that could result from their business ventures.

Entrepreneurs driven by fear of their failing businesses will often make poor business decisions, burn through cash and ultimately fail in two years. Others who are operating under the fear of putting in the effort and facing rejection with new ventures fail to stay focused on what matters most to them, also leading to failure.

Imagine being held back and missing out on many opportunities and successes because of your fears. Success doesn't happen overnight, and it doesn't come easy. The more you know about a successful business and how to start one, the more likely you will succeed. So what if you could turn the tables? What if there was a way to make your business more successful than ever? What if your business wasn't driven by fear but by focus and rewarded for its successes?

The moment you take the stance that your business will succeed, you start creating opportunities for yourself. You no longer think about failures but look at what rewards are possible when something does happen. We become more stable and secure when we accept that there are no guarantees in life and instead seek opportunities.

Creating a vision for your business and planning your business success is crucial if you want it to succeed over the long term, but it may be hard for some entrepreneurs to take a step back and have a big picture view.

Entrepreneurs driven by fear will get caught up in the day-to-day running of their business rather than developing plans for long-term profitability or other goals. Recognising this difficulty can help you become more aware of your behaviour and drive you towards planning and creating a vision for where you want your business to go.

It is important to remember that business development is a process, not an event. One cannot expect complete success after a single attempt at launching a company. We are all afraid at the beginning. It is perfectly normal to be frightened by failure and uncertainty. But many entrepreneurs, driven primarily by fear and worry, jeopardise their business by behaving irrationally.

Just think about it, why do entrepreneurs spend over 70 percent of their time working in their business versus on their business? They are driven by fear, and as a result, they cannot turn their ideas into reality because the fear of the unknown paralyses them. You can eliminate the risk of failure and drastically increase your chances of success. If you switch to focus, set goals for the short and long term, and then develop a plan to achieve these goals. When things go off track, get back on track and do not give in to fear.

It all starts with you, the entrepreneur and visionary behind a new venture. Learn how to produce more than expected by working smarter, taking calculated risks, knowing your strengths and using others to assist you in doing what you can't.

With a vision in place for your business, you will be driven by a focus, not by fear of failure. Focus gives you the confidence to know that you are on the right path, that your product or service will deliver value to your customer and that you have so much more to offer than your competition. Imagine running a business with a solid foundation of independence, accountability and financial security. That is the difference an inspired vision makes.

A business start-up can be very rewarding. There are many reasons to start your own business, everything from control over the work environment to managing your time. No matter what your business entails, you have to focus on success and not lose sight of your end goals and dreams.

Sonja Shear is a seasoned business leader and executive coach. Sonja has pioneered business growth in the companies she's worked with, both local and international organisations. Her level of experience spans every business area – from operations and sales to marketing and finance.

IS YOUR PR STRATEGY FIRING ON ALL CYLINDERS?

By Wandile Nhlapho



any people often assume that a young brand or a newly opened project doesn't need public relations and this can be harmful to the brands' success. There are quite a number of misconceptions about public relations that exist across all industries. Here are a few tips to help make stern decisions about your public relations strategy and achieve the best results.

First of all, public relations is about the relationship of a company with the audience. Such communication can be active as well as passive. While you do not need to launch a massive global public relations campaign, you do need to share stories that represent your company, its goals and its achievements in the best light.

Most often, entrepreneurs or business owners advertise their services through more than one channel. Therefore, public relations for them seems to be quite an expensive method of promotion. However, there are many choices where one can launch all necessary public relations activities at a budget price.

For instance, you can hire a freelancer or use special platforms. Keep in mind that public relations is also a vital part of a business, as it brings a large number of benefits rather than short-term results, effective public relations - and a good reputation - work to provide long-term outcomes that generate interest and awareness.

Secondly, press releases and press conferences play an essential part in the public relations routine. Press conferences do not happen often but are held for the biggest events. And while press releases are an important public relations tactic, it is one of many tools. Public relations can be used for reputation management, crisis management, social media strategy, product launch, influencer relations, content marketing, etc.

Building a strong positive image, which may eventually convert to sales, takes time and is an ongoing process. So if you start communication and public relations activities when you are in trouble, it is likely to be ineffective. A constant presence helps build consumers' trust, which will bring them confidence in your product and make them loyal clients.

While effective public relations can reduce the consequences of negative reviews about a bad product, using public relations only for bad products is not a good idea. Clients have already had an opinion about your product in their minds, and when you finally decide to announce good products, they will still think that everything you produce is of poor quality. A good public relations strategy should work and highlight your best products and services benefits.

For most public relations companies, success is often measured by the amount of press coverage received. But there are more efficient ways to measure, such as the number of engagements, leads, public relations points etc.

Not having a public relations strategy can cost your business big time as public relations can grow your business over a couple few months. While it is tempting to build buzz for your brand through the press, you need to be sure that you are honest with yourself and your business's capabilities before launching your services or products.





Taelo Mojapelo

CEO, bpSA, Standard Bank Top Women Business Leader of the Year 2023

By Fio<u>na Wakelin</u>

Taelo Mojapelo, CEO of bpSA, possesses over 20 years of extensive commercial experience, including eight years of senior leadership. She has made great progress in creating a market-leading fuel and convenience retailer in South Africa while continuing the focus on transformation in bpSA.

aelo is a certified supply chain professional and has held a number of operational and senior leadership supply chain roles including Supply Chain Development Consultant at South African Breweries, General Manager at DHL Exel, Head of Planning and Logistics at Kellogg's and Supply Chain Director at Mondelez. Taelo joined bpSA as the Head of Commercial Optimization and Logistics, and later took over the role of leading the bpSA organisation. Her academic credentials include a Bachelor of Science (Honours) in Chemical Technology from the University of Natal, a Masters in Environmental Engineering from Cambridge University and an MBA from the Gordon Institute of Business Science. In addition, she is a certified director with the Institute of Directors (IoDSA).

BUSINESS LEADER

Authentic, ethical leadership Taelo embodies essential leadership qualities, earning widespread recognition for her integrity, empathy, humility, resilience, positivity, and vision. Her genuine concern for people and dedication to fostering transformation, and more specifically gender diversity, is evident. She is committed to her ethos of "uplifting other women and grooming better men", which aligns with her passion for promoting equality in the workplace.

Leadership during a major transition Taelo took the helm at bpSA as the global oil industry faced immense challenges due to the COVID-19 pandemic and subsequently the Russia / Ukraine conflict. Both events had a significant impact on oil prices. The demand for oil products declined as the pandemic intensified, which resulted in a collapse of crude oil prices. Additionally, bp was going through its own major global changes having appointed a new Group CEO and launching a new strategy to become a net zero emissions company by 2050 or sooner. These changes meant that the company needed to be much leaner and nimbler, and as such, a global restructure was required.

Taelo led the organisation during the biggest restructure in the history of bp. However, as challenging as this was, the restructure was effectively managed, with all tools in place to ensure proper people transition. Locally, the refining landscape was changing, and bpSA had to adapt – this led to a step change from a refining model to an import model. Positively, this transition has allowed to access to cleaner fuels, thereby lowering carbon emissions. This, again, meant leading the organisation through a major transition and restructure.

In celebration of her authentic, ethical leadership, Taelo Mojapelo was named Standard Bank Top Women Business Leader of the Year in 2023 - an accolade well deserved. ■



Founder and CEO of OMI Solutions

WE ALL GO THROUGH SEASONS

By Fiona Wakelin

Robyn Mellett, Founder and CEO of OMI Solutions is a scientist (Pr.Sci.Nat) and fellow (FIEMA) by registration and her leadership is recognised by various international associations. From global expert to community champion, Robyn's passion fuels sustainable mining practices, community engagement, and women's empowerment. With deep expertise in Africa's mining sector, she is recognised internationally for her contribution to science and environmental sustainability and for her ability to communicate and implement environmental and sustainability objectives. She has an in-depth knowledge of the mining sector within Africa and has further played an advisory role in environmental research, education, awareness, and outreach across Africa. Her passion lies in remediation, rehabilitation and giving back to those who need it the most: therefore, she founded OMI Solutions (Pty) Ltd in 2018, an **Environmental and Agricultural** Engineering consultancy.

usiness Worldwide recognised Robyn as one of the Top 5 Women Leaders reshaping the Business Landscape in South Africa. In 2024 she was a Global Finalist for the Sustainability Leader of the Year and in 2023 she won the Standard Bank Top Women Entrepreneur of the Year Award.

OMI Solutions established its first office in 2018, its research facility in 2019 and its apiary farm/wings sanctuary in 2020 in Pretoria, South Africa. OMI now establishes apiary farms across South Africa and implements its research solutions across Africa, and the team have worked in over twenty-five countries worldwide. OMI Solutions, continues to grow exponentially and to lead the way in environmental and agricultural innovation.

In 2021, OMI won a Professional Stewardship Award for the OMI Apiary Farm/ Wings Sanctuary, these sanctuaries have now expanded into Limpopo province. In 2022 & 2023 OMI was recognised as one of the Top Gendered Empowered Companies in South Africa and as one of the Top 100 gender empowered companies, she featured in the last edition of this publication.

In 2023, OMI was further recognised amongst the Top 500 Best Managed Companies in South Africa and was a finalist for the Standard Bank, Topco Media and SANBI award for the Standard Bank Top Women in Business and Biodiversity, Conservation and Environmental Management .

OMI proudly supports charities and NGOs/NPOs based in the Middle East, Africa, South Africa, and Lesotho. OMI's Mission is to mentor and empower its employees particularly the youth, promoting transformation, inclusivity, and diversity. Its unique Transformation Plan empowers employees to attend schools, training centres, team building institutes, universities, conferences and obtain driving licenses, various certificates, diplomas and degrees.

OMI SOLUTIONS STANDS AS A BEACON OF GENDER EMPOWERMENT AND BIODIVERSITY CONSERVATION.

"Our unwavering commitment to empowering women and fostering gender diversity is integral to our mission and values. We are dedicated to promoting inclusivity, sustainability, and innovation within the biodiversity, conservation, and environmental management sectors.

"With remarkable women leading the way, OMI is actively shaping the future of gender empowerment and environmental stewardship.

"The hardest part of a company is not running a company, its living life whilst doing it. I was mugged in 2022 which left me with permanent damage to my left hand. I continued working with COVID and malaria, and only realised later that what I was feeling wasn't just exhaustion.

"But my story is not unique, most of us do this. So, I think the biggest lesson I can teach my team and those around me, is that we all go through seasons, some of our seasons are sad and some are happy, but no matter what season you are in, be kind to your fellow colleagues and competitors because you just don't know what season they are going through," Robyn Mellett. ■

Portia Dhalane

Standard Bank Top Women Young Achiever Award 2023

By Naledi Mokoena

208 STANDARD BANK TOP WOMEN LEADERS



Portia Phalane is a woman whose passion to deliver exceptional results in the construction industry positioned her as a force to be reckoned with. This visionary transformed her company Sue Phalane Trading and Projects (Pty) Ltd into a symbol of success and as a catalyst for empowering women and communities.

As a trailblazer, entrepreneur and leader in the construction industry, it paved the way for her being recognised for her excellence and commitment to transform her company into a powerhouse. Portia scooped the Standard Bank Top Women Young Achiever Award 2023.

A LEADER DEFYING BARRIERS

Portia's journey began from the village of Lefaragathle in Rustenburg and becoming a construction industry leader is a testament to her tenacity for tackling challenges. During her earlier years she says her initiation into the construction and infrastructure development sector was fueled by her fascination with creation, construction and making an impactful difference. Her ambitions were set on constructing bridges and shaping the world around her, leading to her enrolling at President Mangope Technical School and excelling in Technical Drawing and Building Construction. Portia later pursued a National Diploma in Civil Engineering at the Tshwane University of Technology in 2006. Her transition from a junior technician to middle-management was propelled by her dedication and her keen interest for knowledge.

Portia's extensive educational background laid the groundwork for her career; a true testament of innovation and notable achievements.

"She believes there's a great deal to learn from an organisation that allows and encourages members to contribute on all levels. In addition to rallying the team and ensuring that everyone understands that every contribution, regardless of how small it may be, has incredible value," -Fleet Manager Obed Tsiti.

In addition to her achievements, Portia is a leader who is described as actively participating in mentorship programmes, providing guidance and support to aspiring female professionals. Furthermore, she seeks out partnerships with other female owned businesses to facilitate more opportunities for women. Human resource administrator Refilwe Madonsela, initially began her tenure at Sue Phalane Trading and Projects as an HR intern in 2021. She says what inspired and developed her own dedication towards her profession was the company's management's leadership skills, which are dedicated to developing the careers of employees. "She has brought employment to the youth in the community; she gave us skills development and a platform for us to be innovative. She has always set a standard of motivation, respect, humanity and teamwork."

Some of her notable projects include Tshukudu Multipurpose Community Centre Project for Glencore, upgrading Monakato Waste Water Works Treatment and internal roads in Marikana. Her organisation says some of these projects are a testament of Portia's commitment to the municipality, community development and transformative initiatives.

Mokozo/Mleko

Cleaning shoes launches entrepreneur to the top: Standard Bank Top Women EmpowHER winner

By Naledi Mokoena

A passion for scrubbing shoes to perfection, led entrepreneur Ntokozo "Melo" Ntleko on a journey to success in the competitive landscape of business. The brains behind Takkie Wash SA founded in 2016, is a charismatic and driven go-getter whose business mindset and dedication to building the country's economy through her business model is her motivation. Her determination and competitive edge led to her entering the Standard Bank EmpowHer Development Series, aimed at building communities and creating access to networks and entrepreneurs. This business woman excelled as the winner, impressing judges with her innovative business model at the Sandton Convention Centre on 7 November 2023 where she received a trophy and a cash prize of R50 000. By participating in the programme she says her intention was to acquire the skills, knowledge and connections to navigate the challenges and achieve her entrepreneurial goals while contributing to her community.

THE WOMAN BEHIND TAKKIE WASH SA

Ntokozo is a woman who sought to make a positive change in the business world and community through her ambitions. The 27 year old is the founder and director of Takkie Wash SA and is determined to propel her business into an international franchise in the next five years.

"We will own production lines that supply shoe care products and accessories to our franchisees and industry suppliers. We will be a company where South Africans will have to put the name "Takkie" on the map," said Ntokozo.

One of her driving mechanisms is to empower women in business and to drive economic development in the country and beyond. She describes her strategy of investing back into business and following a long-term plan that is paying off.

Her business began in her apartment when she was looking for an alternative income during a tough economy. News quickly spread on her social media platform about her new business venture, gaining her a wide following of sneaker enthusiasts. She's operated her business since July 2018, from her Musgrave premises. In 2019 she was selected as one of the top 20 youth to experience leadership training in the United Kingdom with the Royal academy of engineering.

CHANGING LIVES ONE SHOE AT A TIME

Takkie Wash SA is a team consisting of 13 members based at their Musgrave, Umhlanga and Bearea premises in KwaZulu Natal. This team prides themselves on being specialists in the shoe industry for six years, servicing an average 70 pairs daily. Some of their challenges include loadshedding, productivity and delivering quality services. She describes her team as committed to prolonging footwear and reducing global waste. They pride themselves as one of the fastest growing women-owned businesses.

"Through my company and the services we provide we also address two sustainable goals, one being decent work and second one being responsible consumption," said Ntokozo. In addition, she says they have aligned their company ethos and practices that accommodate and considers the environment. For example their eco-friendly reusable bags are made out of three stony coke bottles.

"As a woman seeking to make a positive impact in the business world, I recognise the significance of guidance and support for those who have paved the way before," said Ntokozo.

STANDARD BANK TOP WOMEN EmpowHER

Travelling across provinces, 10 preselected entrepreneurs pitch their promising business models to a well rounded panel of high level thought leaders and business experts in the form of a 3-minute elevator pitch followed by an interactive five minute Q&A. Participants are then given feedback on how to successfully grow their businesses into market leaders. The winners from all regions are then entered into the annual Standard Bank Top Women Awards and one winner.

"I am strong and cannot be ignored. My work speaks louder than I do. I'm the perfect balance between a hard working millennial and an open minded Gen Z. I am what this world needs," concludes Ntokozo. ■

EVENT REPORT

The world's **fastest growing platform** for women who lead in Africa.

> **18-19 OCT 2023** The Galleria, Sandton, JHB

> > #SBTopWomen

#RiseAboveTheNoise

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Welcome Note RALF FLETCHER CEO of Topco Media

hen we began this journey twenty years ago, the landscape was different. Gender empowerment was mainly on women's agenda and we saw the imperative, value and importance of creating a platform for women leaders and organisations driving gender empowerment to be recognised and celebrated.

Through the work we've done, whether it be through our awards, conferences or publications, we've learnt eye-opening lessons about the challenges organisations and women face. Some of these challenges include:

- » Women feeling like they have to compete with other women for limited opportunities
- » Women who aren't executives feeling as though they can't change policies to have improve their organisation and themselves
- » Women feeling as though they have no access to **funding and markets**
- » Men feeling like bringing in more women will lead to men being excluded

But our pioneering research tells us that some of these challenges revolve around misconceptions. What we've found is that the best-performing women are allies to other women.

The organisations focusing on gender empowerment and working with women-owned businesses are performing better. And we've also found that men are playing an important role in mentoring young women. The Standard Bank Top Women Conference is about providing you with practical and actionable insights, including case studies on how to drive positive change through your career, your network and your company.

This journey was championed by progressive leaders and now Topco Media, Standard Bank and all our partners have taken the stewardship, empowering women and women-owned companies to transform society and grow the economy.

We hope you enjoy the next two-days and join our community of like-minded, progressive people & organisations.

> Kalf T.T. tcher





We are immensely honoured to have the following dignitaries & executives taking part in this year's Standard Bank Top Women Conference.



Phumzile Mlambo-Ngcuka Former Deputy President of the RSA, Former UN Executive Director of UN Women, Under-Secretary-General of the UN



Hon. Emma Theofelus Deputy Minister of Information, Communication and Technology, Namibia



Hon. Patience Masua Member of Parliament, Namibia



Sim Tshabalala Chief Executive: The Standard Bank Group



Simone Cooper Head: Business and Commercial Banking SA, Standard Bank



Nosizwe Dlengezele-Senyakoe Sector Head for Energy, Natural Resources & Utilities (ENU), Wipro



Fatou Aminata Lo UN Women Representative: Zimbabwe



Jeanette Hunter Deputy Director General: Primary Health Care, National Department of Health



Dr Achieng Ojwang Executive Director UN, Global Compact Network, South Africa



Hon. Fasiha Hassan Youngest Chairperson & MPL: Gauteng Provincial Legislature



Adv. Thando Gumede Commissioner at Commission for Gender Equality





From brilliant businesswomen, to trendsetting thought leaders. Here we present our top-tier catalogue of **#SBTopWomen** speakers.



Thandi Ngwane Head: Investments, Standard Bank South Africa



Naledzani Mosomane Head: Enterprise Development at Standard Bank South Africa



Jenine Zachar Head: Enterprise & Direct Banking Propositions, BCB, Standard Bank



Kim Holmes Head: Digital & eCommerce, Standard Bank



Omphemetse Petiele Lead: Social Media, Digital & Interactive Marketing, BCB, Standard Bank



Niki Neumann Head of Agribusiness Platforms & Innovation, Standard Bank Group



Kholofelo Shaai Executive: Head of Supplier Development, Standard Bank Group



Head: Commercial Asset Finance, BCB, Standard Bank



Tandiwe Njobe Head: Relationship Banking Proposition, Standard Bank



Sithembile Dlamini Head: Africa China Banking SA, Standard Bank



Zen Dlamini Head: Public Sector, CC, Standard Bank



Lineshree Moodley Country Head, Visa



Anele Nzimande Senior Communications Manager, Procter & Gamble South Africa



Alicia Eggington Vice President and General Manager, Procter & Gamble South Africa



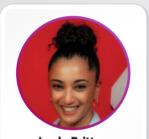
Velaphi Ratshefola Managing Director, Coca-Cola Beverages South Africa & 2023 Top Empowerment Lifetime Achiever Award Winner



Michelle Armugam Country Lead: Capability & Skills Development, Coca-Cola Beverages South Africa (CCBSA)



Shalini Bhateja Human Resources Vice President, Coca-Cola Africa



Leola Britton Country Lead: Talent and Development, Coca-Cola Beverages South Africa



Nokuthula Selamolela CEO, The FoodBev Manufacturing SETA



Mosidi Shomang Managing Director, Shomang Brokers



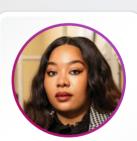
Andisiwe Nikelo Executive: Commercial Leasing, Avis Southern Africa



Esayvanie Reddy Executive Director & CEO, KZN Oils



Miskyah-Marie Toth CEO, Business Directive Contract Services (BDCS)



Naledi Msibi Public Relations & Comms Director, Greysun Media



Phumudzo Luvhengo Organisational Effectiveness Executive, Blue Label Telecoms



Antoinette Roberts Group Executive HC & Transformation, Blue Label Telecoms



CEO, Gauteng Partnership Fund (GPF)



Lesley Ann Foster Board Member, GBV Response Fund

Standard Bank TOP WOMEN C O N F E R E N C E



Nene Molefi CEO, Mandate Molefi



Relebogile Mabotja Multi-Award-Winning Business Woman & Media Personality



Thandi Ramathesele Managing Director: Izwi Multimedia & Executive Producer; Danie Odendaal Produksies (7de Laan)



Lynn Forbes Inspirational speaker



Dr Tamaryn Green Nxumalo Medical Doctor, Miss South Africa 2018



Busi Selesho Internationally Accredited Money Coach, International Bestselling Author



Yvonne Chaka Chaka South African Singer, Songwriter, Entrepreneur, Humanitarian and Teacher



Lillian Barnard President, Microsoft Africa



Ayanda Mvimbi Programme Specialist, UN Women



Yavi Madurai Founder, African Prosperity Fund, South Africa



Latisha Naidu HR Executive Kia South Africa



Poppy Tshabalala Managing Executive Public Enterprises, Vodacom Business



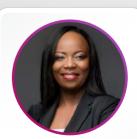
Carmelita Leopold-George Learning & Skills Development Manager, Tiger Brands



Helena Wasserman Business Editor, News24



Zandile Njamela Mampone Supplier Inclusion and Diversity Lead, EMEA, Accenture



Rachel Chikwamba Executive/ Chemicals, Agriculture, Food and Health, CSIR Group



Shané Rudolph Agricultural Economist & Disaster Manager: Agri SA



Joanne Manda Senior SDG Investment Advisor, UNDP



Nosizwe Dlengezele-Senyakoe Sector Head for Energy, Natural Resources & Utilities (ENU), Wipro



Quinty Rabophala Managing Director, Kenokatha Farms



Wenzile Madonsela Co Founder and Business Development, Thuli Madonsela Foundation



Lebogang Letsoalo Global Supply Chain Expert & Award Winner



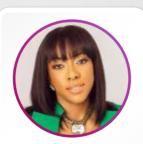
Lisa Illingworth Commercial Director at Raise and Co-founder, FutureProofSA



Akhona Qengqe General Manager, KFC Africa



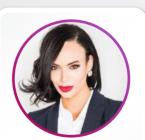
Wendy Ntimbani-Vesela CEO & Founder, Matomani



Fadé Ogunro CEO & Co-Founder, Bookings Africa



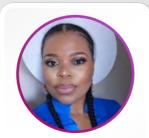
Hetty The Entrepreneur Business & Monetisation Expert



Tatum Wheatley-Keshwar Executive Director, Altvest Credit Opportunities Fund (ACOF)



Shantha Bloemen Managing Director & Founder at Mobility for Africa



Lesego Ngcamu Head: Digital & Interactive Marketing, Standard Bank



Saray Khumalo Accidental Mountaineer, Guinness World Record Holder and Author



Shaheda Omar Clinical Director, Teddy Bear Foundation

Standard Bank TOP WOMEN C O N F E R E N C E



Delia Ndlovu Chair, Deloitte Africa



Elma Akob Award Winning Conversation Strategist and CEO, Elevate Africa



Sazini Mojapelo CEO, GBV Response Fund



Bridgette Mdangayi Director of Marketing and Corporate Affairs, Johannesburg Stock Exchange (JSE)



Dorothy (Dot) Field Founder, Dot Field Consulting



Faith Khanyile Chief Executive Officer and Director, WDB Investment Holdings (Pty) Ltd.



Monique Ekoko Representative, UNHCR South Africa Multi- Country Office



Vuyo Lee Director of Marketing and Corporate Affairs, Johannesburg Stock Exchange









These are the official stats from our online platform, Hopin.



REGISTERED ATTENDEES: 24 402



COMMENTS: OVER 13 000 ACROSS DIFFERENT SESSIONS





TOP COUNTRIES/REGIONS BY REGISTRANTS:



HIGHLIGHTS FROM THE ATTENDEES:

"That women's voices are starting to be heard in the corporate world."

"The support and networking, the dynamic people and their stories, inspiration indeed!"

"Motivation from women who started from nothing."

"The socialising with other women. Got to meet new amazing women."

"Exceptional event, prominent and knowledgeable speakers, I never wanted it to end." "It was inspiring and uplifting to know that there are opportunities."

"It was really helpful and beautiful to participate."

"The content covered affects us all as women, as sisters and as fellow businesswomen."

"Seeing women celebrating other women's success."

"Empowering, Encouraging, Insightful and Motivating."

EMPOWHER CONFERENCE

The EmpowHER Development Series is aimed at building communities and creating access to networks for entrepreneurs.

Travelling across provinces, 10 preselected entrepreneurs pitch their promising business models to a well rounded panel of high level thought leaders and business experts in the form of a 3-minute elevator pitch followed by an interactive **5-minute Q&A** where participants receive feedback on how to successfully grow their businesses into market leaders.

The winners from all the regions are then entered into the annual **Standard Bank Top Women Awards** and 1 Winner walks home with the trophy and a **R50 000 cash prize.** ■





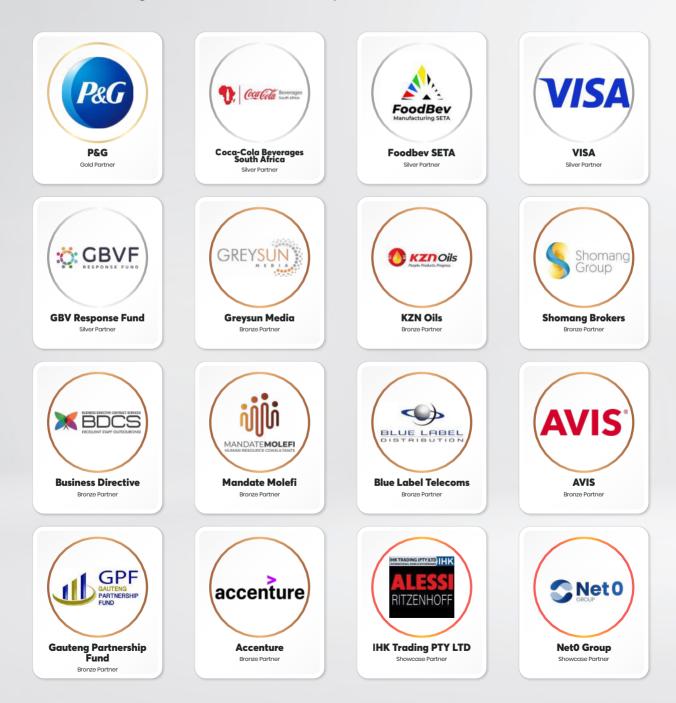
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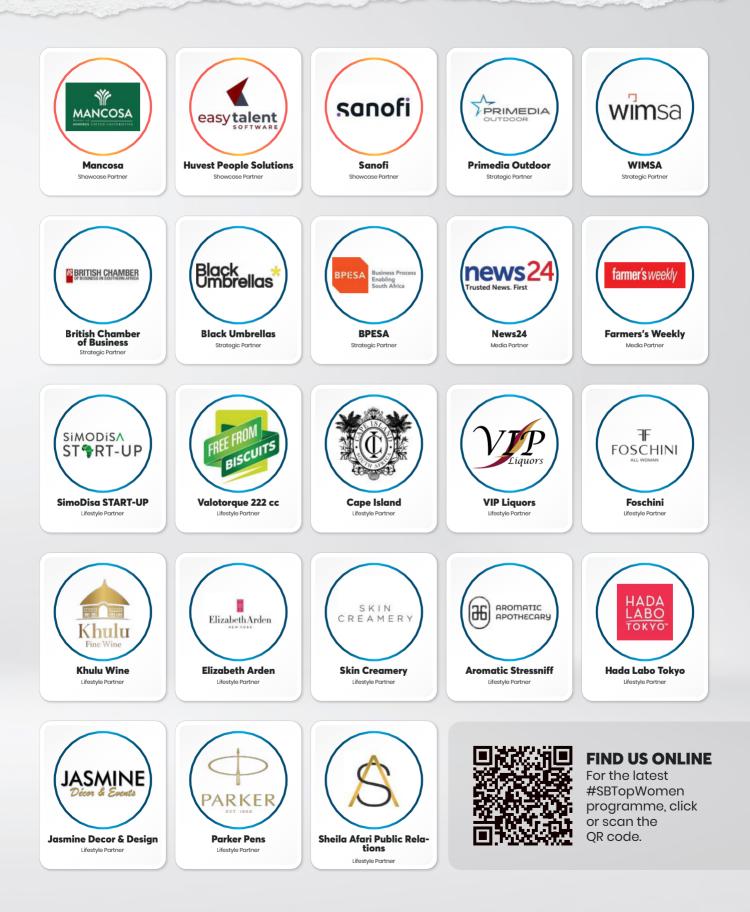




Thank you to all our partners for your valuable contributions in making the Standard Bank Top Women Conference a success.









Celebrating 2019 CELEBRATING OF GENDER EMPOWERMENT

07.11.23

In partnership with Standard Bank



Brought to you by



RALF FLETCHER

CEO: Topco Media

t is my pleasure to welcome you to the highly anticipated 20th Annual Standard Bank Top Women Awards.

a Balla Start

Over the past decade, Standard Bank has been an invaluable partner, supporting our two-day conference event. This collaboration has propelled us to extend the reach of the Top Women programme nationwide, fostering a trusted network of leading gender-empowered companies and women entrepreneurs. The conference is just the beginning; the awards ceremony is where we come together to celebrate the exceptional accomplishments of Top Women and the organisations that champion them. Together, we acknowledge and applaud outstanding leadership, innovation, vision, and commitment to advancing women's roles in our economy.

We firmly believe that by empowering women, we contribute to accelerating Africa's growth. Over the years, we have united tens of thousands of remarkable women from various sectors across the nation, honouring exceptional candidates at our prestigious awards ceremony each year such as Thuli Madonsela, Zanele Dlamini Mbeki, Pam Golding, and Leila Fourie.

This year, we continued our focus on addressing gender disparities and women's empowerment with our central theme: **"Rise Above The Noise"**

Conversations revolved around insights from women who have risen above the noise, encompassing career strategies for women, reflections on responses to gender-based violence, and more, all within a global context. Through this theme, the conference aimed to energise the global gender empowerment movement by connecting women entrepreneurs, global icons, thought leaders, and experts to offer inspiration and actionable insights. We are thrilled to announce that the awards will be celebrated under the theme 'My Africa' this year. During the grand black-tie event, we will honour changemakers, with our wonderful MC, Carol Tshabalala, guiding us through the evening. You can look forward to engaging with top CEOs, directors, and entrepreneurs, as well as hearing from our remarkable keynote speakers.

Our event is made possible thanks to the support of outstanding sponsors such as Procter & Gamble, KIA South Africa, Harmony Gold Mining Company, Sanofi, SANBI, WIPRO, Mpumalanga Department of Culture, Sport & Recreation, and Gauteng Tourism Authority. Their commitment to our cause promises

to make this an extraordinary experience that will pave the way for women across Africa and beyond.

Through these fantastic celebrations marking 20 years of Top Women award winners, we aim to engage, enlighten, and inspire all of you. Congratulations to all the finalists; in our journey to empower women, we are all winners.

Ralf Fletcher

AWARDS CATEGORIES: ORGANISATION AWARDS

	Top Women Owned Business SMME 2023 Sponsored by Gauteng Tourism Authority	 Page 18
	Top Women Business in Diversity, Equity & Inclusion 2023 Sponsored by KIA South Africa	 Page 18
1000000000000000000000000000000000000	Top Women Business in Corporate Citizenship 2023	 Page 19
	Top Women Business in Skills Development 2023	 Page 19
	Top Women Business in Resources, Construction & Infrastructure Development 2023 Sponsored by Harmony Gold Mining Company	 Page 22
	Top Women Business in Retail & e-commerce 2023	 Page 22
	Top Women Business in ICT 2023	 13





Top Women Business in Biodiversity, Conservation & Environmental Management 2023 Sponsored by SANBI

Page | 24

This programme was printed prior to the actual event. For the latest one, scan the code to see our **live souvenir programme.**

STANDARD BANK TOP WOMEN AWARDS CEREMONY 2023 | **07 NOVEMBER 2023**



for women who lead in Africa.

AWARDS CATEGORIES: INDIVIDUAL AWARDS

	Top Women Entrepreneur of the year 2023	 Page 28
	Top Women Leader in Public Sector 2023	 Page 29
	Top Women Leader in STEM 2023 Sponsored by Wipro	 Page 29
O?	Top Male Leader Driving Gender Empowerment 2023	 Page 30
\$0000000000000000000000000000000000000	Top Women Business Leader of the Year 2023 Sponsored by Standard Bank	 Page 31
	Top Women in Property 2023	 Page 31
FEEL FEEL	Top Women Young Achiever 2023 Sponsored by Standard Bank	 Page 32
	Top Women in Professional & Support Services 2023	 Page 33
	EmpowHER Entrepreneur of the Year 2023 Sponsored by Standard Bank	 Page 40



THE GENDER ICONS OF 2023





OUR ESTEEMED



YVONNE CHAKA CHAKA South African Singer, Songwriter, Entrepreneur, Humanitarian & Teacher



ILLE POTGIETER Managing Directo: M&C Saatchi Abel, Cape Town

M&CSAATCHI ABEL



LATISHA NAIDU HR Executive: KIA South Africa

N



CEO: Tribe Africa Advisory

ADVIS RY

NOMAMA MEI

Kwelera National Botanical Manager

SANBI 🧚 🍫 🗞

KATE MOODLEY Franchise Director: Discovery Holdings

Oiscovery

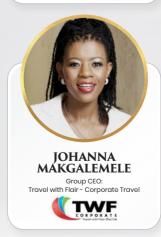


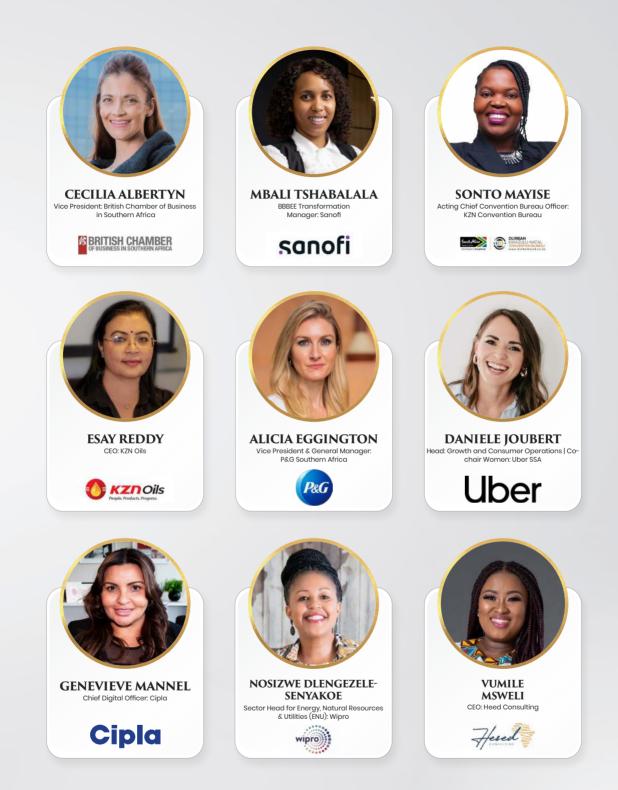




MABO MALAZA Head of Learning, Development & Transformation: Harmony Gold Mining Company







Thank you to each and every one of our judges for your contributions in making the 20th annual Standard Bank Top Women Awards ceremony possible.

PARTNERS









Good food, Good life

NESTLÉ

Lifestyle Partner



Movement that inspires

KIA SOUTH AFRICA

Partner

culture, sport & re

MPUMALANGA DEPARTMENT OF CULTURE, SPORT & RECREATION

Partner

AROMATIC

AROMATIC STRESSNIFF

Lifestyle Partner

APOTHECARY

(36)











STANDARD BANK TOP WOMEN 2023

TOP WOMEN ENTREPRENEUR OF THE YEAR



TOP MALE LEADER DRIVING GENDER EMPOWERMENT



EMPOWHER ENTREPRENEUR



TOP WOMEN BUSINESS IN BIODIVERSITY, CONSERVATION ENVIRONMENTAL MANAGEMENT



TOP WOMEN BUSINESS IN CORPORATE CITIZENSHIP



TOP WOMEN BUSINESS IN DIVERSITY, EQUITY _ INCLUSION



TOP WOMEN BUSINESS IN HEALTH _ PHARMACEUTICALS



TOP WOMEN BUSINESS IN PUBLIC SERVICE



TOP WOMEN BUSINESS IN RETAIL AND E-COMMERCE



TOP WOMEN BUSINESS IN ICT



TOP WOMEN BUSINESS IN RESOURCES, CONSTRUCTION



TOP WOMEN BUSINESS IN SKILLS DEVELOPMENT





TOP WOMEN BUSINESS IN YOUTH DEVELOPMENT



TOP WOMEN BUSINESS OF THE YEAR



TOP WOMEN BUSINESS LEADER OF THE YEAR



TOP WOMEN IN PROFESSIONAL -SUPPORT SERVICES



TOP WOMEN IN PROPERTY



TOP WOMEN IN SPORT



TOP WOMEN LEADER IN PUBLIC SECTOR



TOP WOMEN LIFETIME ACHIEVER

TOP WOMEN LEADER IN STEM



TOP WOMEN OWNED BUSINESS SMME

GAUTENG

AWAR

GREENDOOR



TOP WOMEN YOUNG ACHIEVER





STANDARD BANK TOP WOMEN 2023









STANDARD BANK TOP WOMEN 2023

TOP MALE LEADER DRIVING GENDER EMPOWERMENT



TOP WOMEN BUSINESS IN HEALTH -PHARMACEUTICALS 13. S. S. S.



TOP WOMEN BUSINESS IN ICT



TOP WOMEN BUSINESS IN RESOURCES, CONSTRUCTION



TOP WOMEN BUSINESS IN PUBLIC SERVICE



TOP WOMEN BUSINESS IN RETAIL AND E-COMMERCE



TOP WOMEN BUSINESS LEADER OF THE YEAR



TOP WOMEN ENTREPRENEUR OF THE YEAR



TOP WOMEN BUSINESS OF THE YEAR



TOP WOMEN IN PROFESSIONAL -SUPPORT SERVICES



TOP WOMEN LEADER IN STEM



TOP WOMEN YOUNG ACHIEVER



TOP WOMEN

PRIMARY

RESOURCES

MINING
COAL
Inayo Mining
Makoya Supply Chain Holdings (Pty) Ltd
MCMining Limited
Thungela Operations Limited

GOLD MINING

AngloGold Ashanti Limited

DRDGOLD Limited

Gold Fields Limited

Harmony Gold Mining Limited

PLATINUM

Derliz Investments (Pty) Ltd

Impala Platinum Holdings Limited

Northam Platinum Holdings Limited

DIAMOND

De Beers Group

OTHER MINERAL EXTRACTORS & MINES

BLH Mining

Foskor (Pty) Ltd

Kumba Iron Ore Limited

Women of Africa Fuels & Oils CC

GENERAL MINING

AARD Mining Equipment (Pty) Ltd

African Rainbow Minerals Limited Anglo American Platinum Limited Anglo American South Africa Limited AngloGold Ashanti Limited Corner Circle Consulting Exxaro Resources Limited Fraser Alexander (Pty) Ltd Inayo Mining (Pty) Ltd KwaNgwane Holdings (Pty) Ltd Palabora Copper (Pty) Ltd Petmin (Pty) Ltd Sibanye Stillwater Limited Seriti Powers Stenda Group (Pty) Ltd Tailing Technology (Pty) Ltd **TS Mining Group**

African Mineral Standards: AMIS



OIL & GAS OIL GAS & INTEGRATED BP Southern Africa (Pty) Ltd Caltex GateWay Engen Petroleum Limited Puregas (Pty) Ltd The Petroleum, Oil and Gas Corporation (SOC) Limited

Total South Africa (Pty) Ltd

Transnet Pipelines

Women of Africa Fuels & Oils CC

SECONDARY BASIC INDUSTRIES

CHEMICALS & COMMODITIES

Air Liquide (Pty) Ltd

CHEMICALS & SPECIALITY
AECI Limited
FFS Refiners (Pty) Ltd
Lubrizol South Africa (Pty) Ltd
Sasol Limited

CHEMICALS MANUFACTURING

BASF Holdings South Africa (Pty) Ltd

CJP Chemicals (Pty) Ltd

Liqui Moly South Africa (Pty) Ltd

BUILDERS MERCHANTS

Brakkefontein Clay Products (Pty) Ltd

VEA Road Maintenance and Civils (Pty) Ltd

BUILDING & CONSTRUCTION MATERIALS

Adriya Sports and Fencing CC

Afrimat Limited

Atlas Copco SA (Pty) Ltd

Builders Trade Depot

Massbuild (Pty) Ltd T/A Builders Warehouse, Builders Express, Builders Trade Depot and Builders Superstore

Consolidated Infrastructure Group Limited

Dekro Paints (Pty) Ltd

Lobelo Building Contractors

Murray & Roberts Holding Limited

Olympia Paints

Pretoria Portland Cement Company Limited (PPC)

Sephaku Cement (Pty) Ltd

OTHER CONSTRUCTION

Ananeng Construction

Grinaker-LTA

Kopano Business Services CC

Kopano Ke Lesedi (Pty) Ltd

M3 Construction Projects (Pty) Ltd

Power Construction (Pty) Ltd

Raubex Group Limited

Sue Phalane Trading and Projects (Pty) Ltd

Tailor Made Trading & Projects (Pty) Ltd

The Dawn OHSE Consultants

VEA Road Maintenance and Civils (Pty) Ltd

HEAVY CONSTRUCTION

Aveng Limited

Boshard Construction (Pty) Ltd

CV Projects SA (Pty) Ltd

ELB Equipment (Pty) Ltd

Hilti South Africa (Pty) Ltd

ISU Engineering (Pty) Ltd

SMEC South Africa (Pty) Ltd

WBHO Construction (Pty) Ltd

MANUFACTURING

OTHER MANUFACTURING

Abella Group, Inc.

AEL Mining Services (Pty) Ltd

Allied Valve Specialists

Artistic Woodcarvers & Turners (Pty) Ltd

AVI Products (Pty) Ltd

Bata South Africa

Bathu

Glasfit Group

GQ Tissue Products (Pty) Ltd

hearX SA (Pty) Ltd

Lion Match Products (Pty) Ltd

Multineed Trading and Projects

Organon South Africa (Pty) Ltd

Pamodzi Unique Engineering (Pty) Ltd

PepsiCo South Africa

Procter & Gamble Sub-Saharan Africa

Strata Mining Services (Pty) Ltd

Volumicious (Pty) Ltd

Yokogawa South Africa (Pty) Ltd

STEEL & OTHER METALS

IRON & STEEL

Merafe Resources Limited

Nedsteel (Pty) Ltd

FORESTRY

Emvelo Quality and Environmental Consultant (Pty) Ltd

Nsovo Environmental Consulting

OMI Solutions (Pty) Ltd

South African National Biodiversity Institute

Triplo4 Sustainable Solutions

NON-FERROUS METALS

B & E International (Pty) Ltd

South African Mint Company RF Limited

GENERAL INDUSTRIALS

AEROSPACE & DEFENCE

Imperial Armour CC

Armaments Corporation of South Africa (ARMSCOR)

DIVERSIFIED INDUSTRIALS

Barloworld Limited

Curro Holdings Limited

Imperial Holdings Limited

Kap Industrial Holdings Limited

The Bidvest Group Limited

ELECTRONIC & ELECTRICAL EQUIPMENT

ELECTRICAL EQUIPMENT

ACTOM (Pty) Ltd

CBI-Electric: low voltage

RPB Electro Technical Services

South Ocean Holdings Limited

Unidrive Electrical Solutions

ENGINEERING & MACHINERY

Khonzi Engineering Services

COMMERCIAL VEHICLES & TRUCKS

UD Truck and Bus (Pty) Ltd

Volvo Trucks

ENGINEERING & CONTRACTORS

Barloworld Equipment

Ernest Lowe (Division of Hudaco Trading (Pty) Ltd)

Mitsubishi Power Africa (Pty) Ltd

PentaFloor Group of Companies

Artisan Zone (Pty) Ltd

ENGINEERING FABRICATORS

Lindumn Tool Works (Pty) Ltd

ENGINEERING & GENERAL

Dibama Supplies CC

Fasbuilt

Handel Street Upholsterers & Motor Trimming (Pty) Ltd

M&C Consulting Engineers (Pty) Ltd

Max Scott Engineering Sales CC

Steel and Engineering Industries Federation of Southern Africa (SEIFSA)

Two Tuff KN Projects (Pty) Ltd

Valve Specialists CC

CONSULTING ENGINEERING

Aspire Consulting

Bergstan South Africa Consulting and Development Engineers (Pty) Ltd

Bigen Africa Services Group Holding (Pty) Ltd

BVi Consulting Engineers (Pty) Ltd

Mabalane A Seven Construction and Projects

Nolitha (Pty) Ltd

SCIP Engineering Group (Pty) Ltd

SMEC South Africa (Pty) Ltd

Tshepa Basadi Group (Pty) Ltd

CYCLICAL CONSUMER GOODS

AUTOMOBILES

Kia South Africa (Pty) Ltd

Motus Holding Limited

Toyota South Africa Motors (Pty) Ltd

Volkswagen Group South Africa (Pty) Ltd

AUTO PARTS

AutoZone Holdings (Pty) Ltd

Bearing Lynk

Bellville Glass Centre

Deutz Dieselpowerz (A division of Hudaco Trading (Pty) Ltd)

Midvaal Motor Engineers and Auto Services CC

TYRES & RUBBER

Continental Tyre South Africa (Pty) Ltd

Royal Tyres SA (Pty) Ltd

VEHICLE DISTRIBUTION

UD Trucks Southern Africa (Pty) Ltd

CLOTHING & FOOTWEAR

Sweet-Orr & Lybro (Pty) Ltd

HOUSEHOLD APPLIANCES & CONSUMER ELECTRONICS

Ellies Holdings Limited

Homechoice Holdings Limited

NON-CYCLICAL CONSUMER GOODS

BEVERAGES

BEVERAGES - BREWERIES

Diageo South Africa (Pty) Ltd

Distell Group Limited

South African Breweries (Pty) Ltd

BEVERAGES & DISTILLERS & VINTNERS

Aqua Air Africa (Pty)

DGB (Pty) Ltd

Swartland Wynkelder (Pty) Ltd

SOFT DRINKS

Coca-Cola Beverages South Africa (Pty) Ltd

PepsiCo South Africa (Pty) Ltd

The Beverage Company (Pty) Ltd



FARMING

Afgri Holdings (Pty) Ltd

Crookes Brothers South Africa (Pty) Ltd

Kaap Agri Bedryf Limited

Omnia Group (Pty) Ltd

RCL Foods Limited

Senwes Limited

TWK Agri (Pty) Ltd

FISHING

Amawandle Hake (Pty) Ltd

Oceana Group Limited

Premier Fishing SA (Pty) Ltd

FOOD PROCESSORS

Astral Operations Limited

AVI Limited

Excellent Meat Corporation (Pty) Ltd

Fair Cape Dairies (Pty) Ltd

Illovo Sugar (Pty) Ltd

Kellogg's South Africa (Pty) Ltd

Parmalat SA (Pty) Ltd

Premier FMCG (Pty) Ltd

Rhodes Food Group (Pty) Ltd

Tiger Brands Limited

Montagu Foods a Division of Libstar Operations (Pty) Ltd

HEALTH MAINTENANCE ORGANISATIONS

AfroCentric Health (Pty) Ltd

Discovery Limited

Bonitas Medical Fund

POLMED

Medihelp Medical Aid

HOSPITAL MANAGEMENT & LONG-TERM CARE

Life Healthcare Group Holdings Limited

Maponya 911 Rescue

Mediclinic Southern Africa (Pty) Ltd

Netcare Limited

MEDICAL EQUIPMENT & SUPPLIES

Arjo Huntleigh South Africa (Pty) Ltd

OTHER HEALTHCARE

AfroCentric Investment Corporation Limited

Amani Spa and Wellness

Cure Day Hospitals Holdings (Pty) Ltd

Dr Langa Kgolane Medical Spa

Dravens Healthcare

Family Matters Fertility Clinic

GE Healthcare

Health IQ Consulting

RH Bophelo Limited

South African National Blood Services (SANBS)

Workforce Healthcare (Pty) Ltd

PACKAGING

Astrapak Limited

Bowler Metcalf Ltd

Mpact Operations (Pty) Ltd

Natal Box Factory CC

PERSONAL PRODUCTS

African Extracts Rooibos

Amka Products (Pty) Ltd

Annique Health and Beauty (Pty) Ltd

Green Logik SA

HPCB (A division of Tiger Brands Ltd)

Johnson & Johnson (Pty) Ltd

Unilever South Africa (Pty) Ltd

BEAUTY SERVICES

Yisu Beauty (Pty) Ltd

PHARMACEUTICALS

Adcock Ingram Holdings

Ascendis Health Limited

Aspen Pharmacare Holdings Limited

AstraZeneca Pharmaceuticals (Pty) Ltd

Cipla Limited

Clicks Group Limited

Organon South Africa (Pty) Ltd

Roche South Africa

The Biovac Institute

TOBACCO

TOBACCO

British American Tobacco SA

TERTIARY

CYCLICAL SERVICES

EVENTS & CATERING EQUIPMENT RENTAL

Neonhive Agency

Unlimited Events Group

GENERAL RETAILERS

RPB Systems and Services

The Gold Bar

RETAILERS - HARDLINES

Boxer Superstores (Pty) Ltd

Combined Motor Holdings (Pty) Ltd

Jenna Clifford Designs (Pty) Ltd

OK Furniture (A trading division of Shoprite Checkers (Pty) Ltd)

Quantum Leap Investments 656 (Pty) Ltd

RETAILERS - FMCG

Premier FMCG (Pty) Ltd

Trade Intelligence

RETAILERS & SOFT GOODS

Smollan Group SA (Pty) Ltd

Ackermans a Division of Pepkor Holdings Limited

ERA By DJ Zinhle

Mr Price Group Limited

Pepstores a division of Pepkor Trading

Retailability (Pty) Ltd

The Foschini Group Limited

Truworths International Limited

RETAIL E-COMMERCE

Takealot Online (RF) (Pty) Ltd

TRADE

IMPORT & EXPORT

ANDE SA

A-Z Trading Corporation CC

Coega Development Corporation (Pty) Ltd

RCS Group

WHOLESALE

Discount Electrical Wholesale CC

Sheq Safety CC

DISTRIBUTORS

The Bidvest Group Limited

Brutes Air Solutions (Pty) Ltd

SAPPI Southern Adrica Limited

LEISURE, ENTERTAINMENT & HOTELS

GAMING

SunWest International (Pty) Ltd t/a GrandWest Casino and Entertainment

Peermont Global (Pty) Ltd

Tsogo Sun Caledon (Pty) Ltd t/a Caledon Casino, Hotel and Spa

Tsogo Sun Emonti (Pty) Ltd t/a Hermingways Casino

Tsogo Sun Limited

HOME ENTERTAINMENT

South African Music Rights Organisation

HOTELS

City Lodge Hotels Linited

Park Inn by Radisson Polokwane

Sun International Limited

Tintswalo Collection

Tsogo Sun Limited

TRAVEL & RELATED SERVICES

Beachcomber Marketing (Pty) Ltd

Gooderson Leisure Corporation Limited

The Travel Connexion

Travel With Flair (Pty) Ltd

RESTAURANTS & PUBS

Famous Brands Limited

Ocean Basket Holdings

Restaurant Association of South Africa

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Spur Corporation Limited
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TOURISM BODIES

Northern Cape Tourism Authority

Table Mountain Aerial Cableway (Pty) Ltd

Trade and Investment KwaZulu-Natal

MEDIA & PHOTOGRAPHY

BROADCASTING CONTRACTORS

African Media Entertainment Limited

East Coast Radio (Pty) Ltd

GH Media Group

Kagiso Media Limited

MDNTV

MultiChoice Group Limited

Sentech (SOC) Limited

South African Broadcasting Corporation Limited (SOC) (SABC)

XFM Limited

CABLE & SATELLITE

Multichoice South Africa (Pty) Ltd

SuperSport International (Pty) Ltd

MEDIA GROUPS

Naspers Limited

Novus Holdings Limited

ADVERTISING

Dentsu Group Inc. Joe Public United King James Cape Town (Pty) Ltd Millennial Mindset Media (Pty) Ltd Saatchi & Saatchi (Pty) Ltd

Truth Loyalty & CRM

MEDIA AGENCIES

Adbot

Adcorp holding Limited

Alliance Media South Africa (Pty) Ltd

Atmosphere	Communications	CC
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Bloom Marketing CC

Off Limit Communications CC

Saatchi & Saatchi (Pty) Ltd

SAIL Group

SAIL Rights Commercialisation (Pty) Ltd

Sherbet Agency

Soul City Institute for Social Justice

SUPPORT SERVICES

FOOD SERVICES

Bidfood (Pty) Ltd

Feedem Group (Pty) Ltd

In2Food Group (Pty) Ltd

Nestlé (South Africa) Limited

LEGAL SERVICES

The Legal Verification Team

Norton Rose Fulbright South Africa Inc.

Adams & Adams Partnership

AMS Attorneys Inc.

Banda Mupeti Attorneys

Cheadle Thompson and Haysom Inc.

Law for All - LIPCO

Legator McKenna Inc.

LNP Attorneys

Masina Attorneys Inc.

TS Legal Services

Umphele legal Consultants

Webber Wentzel

EXHIBITION & CONFERENCE FACILITIES

Cape Town International Convention Centre Company (Pty) Ltd

Durban ICC SOC Ltd

Johannesburg Expo Centre (JEC)

Reed Exhibitions (Rebranded to RX Africa)

MANAGEMENT CONSULTING

A.T. Kearney
Lyra Southern Africa (Pty) Ltd
MSports
PRP Solutions (Pty) Ltd
Pula Management Services (Pty) Ltd
Torque Marketing Solutions (Pty) Ltd
Unako Consulting
Vuma Reputation Management

VERIFICATION AGENCIES

Ardent Business Partners (Pty) Ltd

Fidelity Verification (Pty) Ltd

Honeycomb BEE

Noble B-BBEE Advisory

BUSINESS SUPPORT SERVICES

Achievement Awards Group (Pty) Ltd

Aegis Outsourcing South Africa (Pty) Ltd

Afrika Tikkun Services

Afrizan People Intelligence

Akhile Management Consulting

Amekh Group

Armstrong Appointments

Aspirata

At Play Interactive Talent

AVTS Roadworthy Stations (Pty) Ltd

Business Directive Contract Services

CareerBox

Caroway Financial Services

Citizen Surveys (Pty) Ltd

Colab Training Solutions

CSG Holdings Limited

Curro Holdings Limited

Eclipse Communications

Educor Holdings Limited

Executive Underwriting Managers

Fetola



Genfin Holdings Lyra Southern Africa (Pty) Ltd (ICAS Southern Africa) Inhance Institute of Directors in Southern Africa (IoDSA) Isilumko Staffing (Pty) Ltd KLM Empowered KPH Quantity Surveyors (Pty) Ltd Mandate Molefi Human Resources Consultants Net0 Group Nielsen South Africa (Pty) Ltd Niya Consulting Pillar South Africa Primeserv Group Limited Robit SA (Pty) Ltd SHL Sizwe Africa IT Group SystemicLogic Group Take Note IT (Pty) Ltd **Torque Solutions** Tracker Connect (Pty) Ltd Tshimologo Executive Group CC Uyandiswa VHG HR and Payroll Consulting Zeda Limited

Ziyana Business Consulting and Training (Pty) Ltd

I SERVICES AND IT CONSCERING
Athenium Consulting
Bizmod Consulting
Cynoteck Technology Solutions
Dimension Data (Pty) Ltd
Foursight IT Business Solution CC
Freightmore
Legends IT (Pty) Ltd
MetroWired (Pty) Ltd
Neo Technologies (Pty) Ltd
Netstar (Pty) Ltd
Sizwe Africa IT Group
UNLIMITED Treasure Solutions
WeThinkCode_
Wipro Technologies South Africa
Yu Grow
EMPLOYMENT AGENCIES
Adcorp Holdings Limited
CallForce Outsourcing Specialists
Workforce Holdings Limited

IT SERVICES AND IT CONSULTING

BUSINESS PROCESS OUTSOURCING

Merchants SA (Pty) Ltd

Nutun Management Services (Pty) Ltd

SA Commercial



CONTRACT CLEANERS & HYGIENE SERVICES

Bidvest Services (Pty) Ltd

Vaal Central Water

Masie wa Mphela Trading and Projects

Moloele Trading (Pty) Ltd

Neledzi Cleaning Services (Pty) Ltd

Servest SA (Pty) Ltd

SECURITY & ALARM SERVICES

Bidvest Protea Coin (Pty) Ltd

Command Security Services SA (Pty) Ltd

Excellerate Services (Pty) Ltd

PROFESSIONAL SERVICES

Ardent Business Partners (Pty) Ltd

Bidvest Services (Pty) Ltd

Turner & Townsend (Pty) Ltd

AIRLINES & AIRPORTS, AIR CHARTER

Airports Company South Africa (SOC) Limited

South African Civil Aviation Authority (SACAA)

RAIL, ROAD & FREIGHT

Bidvest SACD Freight

Boitshoko Road Surfacing and Civil Works CC

Crusade Logistics

Dynamic Shipping Services (DSS) Limited

Freightmore (Pty) Ltd

Imperial Logistics SA Group (Pty) Ltd

Kopano Bus Service CC

Lamatsamo Holdings

Passenger Rail Agency of South Africa (PRASA)

ProTours Coaches

Rhenus Logistics (Pty) Ltd

Santova Limited

Transnet Freight Rail

Transnet SOC Ltd

Vector Logistics (Pty) Ltd

COURIER SERVICES

DHL Express Africa

FedEx Express South Africa (Pty) Ltd

TNT Express

SHIPPING & PORTS

AMSOL (Pty) Ltd

Grindrod Limited

Maersk Logistics and services South Africa (Pty) Ltd

Toll Global Forwarding (SA) (Pty) Ltd

NON-CYCLICAL SERVICES

RETAILERS

FOOD & DRUG RETAILERS

Pepkor Holdings Limited

Pick n Pay Stores Limited

Shoprite Holdings Limited

The Spar Group Limited

Woolworths Holdings Limited

UTILITIES

POWER & WATER

ELECTRICITY SUPPLY & DISTRIBUTION

Solar Capital (Pty) Ltd

Enel Green Power

Eskom Holdings SOC Ltd

Pele Green Energy

POSTAL SERVICE COMPANY

South African Post Office

WATER SUPPLY & DISTRIBUTION

Mhlathuze Water

Rand Water

uMngeni-uThukela Water

ALTERNATIVE ELECTRICITY

Matleng Energy Solutions

FINANCIALS

FINANCIAL SERVICES

Fundi Capital (Pty) Ltd

Huntswood CTC Limited

JSE Limited

JUMO

Kula Partners (Pty) Ltd

Kumyolz Investments (Pty) Ltd

National Debt Advisors

Next176 (Old Mutual)

Nexus Forensic Services (Pty) Ltd

NFOSA – National Financial Ombud Scheme South Africa NPC

Old Mutual Limited

RCS Group

TransUnion Africa (Pty) Ltd

Wealth and Legacy Group (Pty) Ltd

BANKS

ABSA Bank LImited

African Bank Investments Limited

Capitec Bank Limited

Development Bank of Southern Africa (DBSA)

Firstrand Bank Limited

Grindrod Bank Limited

Nedbank Group Limited

South African Reserve Bank (SARB)

Standard Bank Group Limited

Zambia National Commercial Bank Plc

INSURANCE

INSURANCE BROKERS

Lion of Africa Insurance Company Limited

Metrosure Insurance Brokers (Pty) Ltd

Nautical Underwriting Managers (Pty) Ltd

SHA Risk Specialists

Shomang Brokers Group

INSURANCE NON-LIFE

Assupol Life Limited

Credit Guarantee Insurance Corporation of Africa Limited

Old Mutual Insure Limited

Santam Limited

The Hollard Insurance Company Limited

OTHER INSURANCE

Aon SA

CAMAF Medical Scheme

Elite Risk Assessment (Pty) Ltd

Metrosure Insurance Brokers (Pty) Ltd

MiWay Insurance Limited

MUA Insurance Acceptances (Pty) Ltd

Rand Mutual Assurance Company Limited

LIFE ASSURANCE

LIFE ASSURANCE

Clientèle Life (IFA Division)

Liberty Group Limited

Momentum Metropolitan Holdings Limited

Old Mutual Life Assurance Company South Africa

Sanlam Limited

INVESTMENT

INVESTMENT COMPANIES

African Equity Empowerment Investments

E Squared Investments

Grand Parade Investments Limited

Growthpoint Properties Limited

Investec Limited

JSE Limited

Rand Merchant Insurance Holdings Limited

Transpaco Limited

Vunani Fund Managers (Pty) Ltd

HOLDING COMPANIES

EOH Holdings Limited

Remgro Limited

Hlayisani Capital

REAL ESTATE

 REAL ESTATE HOLDING & DEVELOPMENT

 Aquila Projects (Pty) Ltd

 Attacq Limited

 Eris Property Group (Pty) Ltd

 Fortress Income Fund Limited

 Growthpoint Properties Limited

 Hyprop Investment Limited

 Idwala Property Group

 JLL SA

 Liberty Two Degrees Limited

 Multineed Trading and Projects

 New Dawn Property Group

 Octodec Investment Limited

 Old Mutual Property (Pty) Ltd

Pareto Limited

RE/MAX Living

Redefine Properties Limited

SA Corporate Real Estate Limited

Transcendence Developments

SPECIALITY & OTHER FINANCE

ASSET MANAGERS

African Dawn Capital Limited

Coronation Fund Managers Limited

PSG Group Limited

Sygnia Limited



CONSUMER FINANCE

Experian South Africa (Pty) Ltd

WesBank

INVESTMENT BANKS

Investec Bank Limited

MORTGAGE FINANCE

Conduit Capital Limited

Sasfin Premier Holdings

ACCOUNTING & CONSULTING

AKM & Associates

Auditor-General South Africa

BDO South Africa

Chartered Institute of Audit Governance, Oversight and Leadership (Southern Africa) T/A CIAGOL SA

CN Outsourced Finance

Deloitte

Ernst & Young Advisory Service

Fezi Auditors & Consultants

HW Accounting Services

KPMG South Africa (Pty) Ltd

Mazars (Pty) Ltd

MGI RAS

Motlanalo Chartered Accountants & Auditors Inc.

Nemesis Accounting

Nexia SAB&T

Nosihe Consulting & Advisory Services

PKF South Africa

PwC South Africa

Rae & Associates

SAICA

SNG Grant Thornton

VHA Accounting Solutions Inc.

Xena Accounting

OTHER FINANCIAL

Industrial Development Corporation of South Africa Limited (IDC)

Vunani Property Fund

TransUnion Africa (Pty) Ltd

TECHNOLOGY

INFORMATION TECHNOLOGY

Adapt IT Holdings Limited

Altron TMT SA Group

Ascend Group

EOH Holdings Limited

Liquid Telecommunications South Africa

Microsoft South Africa

COMPUTER HARDWARE

Etion Connect (Pty) Ltd

Dell Computer (Pty) Ltd

Mustek Limited

Rectron (Pty) Ltd

Tarsus Technology Group (Pty) Ltd

TELECOMS EQUIPMENT

Allied Electronics Corporation Limited

FTTx and Energy Warehouse

COMPUTER SERVICES

Adapt IT Holdings Limited CA Southern Africa (Pty) Ltd CEOS Technologies (Pty) Ltd Dimension Data (Pty) Ltd Mustek Limited Take Note IT Vukani Technologies (Pty) Ltd

INTERNET

BCX Wireless Solutions

MTN Business Solutions (Pty) Ltd

SOFTWARE

BEE123 (Pty) Ltd

Fasbuilt

Healthbridge (Pty) Ltd

Johnbak Solutions CC

Mint Group

Mint Management Technologies (Pty) Ltd

React24

Revio Pay

SprintHive

STS Holdings

Troye Interactive Solutions (Pty) Ltd

Universal Knowledge Software (Pty) Ltd

WIRELESS TELECOM SERVICES

Cell C Limited

MTN Group Limited

Vodacom Group Limited

Telkom SA SOC Ltd

TELECOMMUNICATIONS SOLUTIONS

Altron TMT SA Group (Pty) Ltd

Blue Label Telecoms Limited

Liquid Telecommunications South Africa (Pty) Ltd

Take Note IT

The TSL Group (Pty) Ltd SA

Vox Telecommunications (Pty) Ltd

LOGISTIC SOLUTIONS

Mikvut Transport and Property Maintenance (Pty) Ltd

Swissport South Africa (Pty) Ltd

PUBLIC SECTOR

GOVERNMENT ORGANISATIONS AND

DEPARTMENTS

CONSTITUTIONAL BOADIES

Auditor-General South Africa (AGSA)

Commission for Gender Equality (CGE)

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Electoral Commission (IEC) of South Africa

Financial and Fiscal Commission (FFC)



Independent Communications Authority of South Africa (ICASA)

Municipal Demarcation Board (MDB)

Pan South African Language Board (PanSALB)

Public Protector South Africa

Public Service Commission (PSC)

South African Human Rights Commission (SAHRC)

Transnet National Ports Authority (TNPA)

PUBLIC ENTITIES

.za Domain Name Authority (ZADNA)

Academy of Science of South Africa (ASSAf)

Accounting Standards Board (ASB)

African Renaissance and International Cooperation Fund (ARF)

Agrément South Africa (ASA)

Agricultural Produce Agents Council (APAC)

Agricultural Research Council (ARC)

Air Traffic and Navigation Services (ATNS)

Airports Company South Africa (ACSA)

Alexkor SOC Ltd

Amatola Water

Armaments Corporation of South Africa SOC Ltd (ARMSCOR)

Blind SA

Bloem Water

Boxing South Africa

Brand South Africa

Breede-Gouritz Catchment Management Agency

Broadband Infraco

Castle Control Board

Central Energy Fund SOC Ltd (CEF)

Centre for Public Service Innovation (CPSI)

Co-operative Banks Development Agency (CBDA)

Commission for Conciliation, Mediation and Arbitration (CCMA)

Community Schemes Ombud Service (CSOS)

Companies and Intellectual Property Commission (CIPC)

Companies Tribunal

Compensation Fund (CF)

Competition Commission

Competition Tribunal

Construction Industry Development Board (CIDB)

Council for Geoscience (CGS)

Council for Medical Schemes (CMS)

Council for Scientific and Industrial Research (CSIR)

Council for the Built Environment (CBE)

Council on Higher Education (CHE)

Cross-Border Road Transport Agency (C-BRTA)

Denel SOC Ltd

Development Bank of Southern Africa (DBSA)

Driving Licence Card Account (DLCA)

Education Labour Relations Council (ELRC)

Engineering Council of South Africa (ECSA)

Eskom Holdings SOC Ltd

Export Credit Insurance Corporation of South Africa SOC Ltd (ECIC)

Film and Publication Board (FPB)

Financial Intelligence Centre (FIC)

Financial Sector Conduct Authority (FSCA)

Government Employees Medical Scheme (GEMS)

Government Employees Pension Fund (GEPF)

Government Pensions Administration Agency (GPAA)

Government Printing Works (GPW)

Government Technical Advisory Centre (GTAC)

Health Professions Council of South Africa (HPCSA)

Housing Development Agency (HDA)

Human Sciences Research Council (HSRC)

Independent Development Trust (IDT)

Independent Regulatory Board for Auditors (IRBA)

Industrial Development Corporation (IDC)

Ingonyama Trust Board

Inkomati-Usuthu Catchment Management Agency (IUCMA)

International Trade Administration Commission of

South Africa (ITAC)

InvestSA One Stop Shop

iSimangaliso Wetland Park

Judicial Inspectorate for Correctional Services (JICS)

Land and Agricultural Development Bank of South

Africa (Land Bank)

Legal Aid South Africa

Lepelle Northern Water

Magalies Water

Mandela Bay Theatre Complex

Media Development and Diversity Agency (MDDA)

uMngeni-uThukela Water

Mine Health and Safety Council (MHSC)

Mintek

Municipal Infrastructure Support Agent (MISA)

National Advisory Council on Innovation (NACI)

National Agricultural Marketing Council (NAMC)

National Archives and Records Service of South Africa (NARSSA)

National Arts Council of South Africa (NAC)

National Consumer Commission (NCC)

National Consumer Tribunal (NCT)

National Credit Regulator (NCR)

National Development Agency (NDA)

National Economic Development and Labour Council (NEDLAC)

National Electronic Media Institute of South Africa (NEMISA)

National Empowerment Fund (NEF)

National Energy Regulator of South Africa (NERSA)

National Film and Video Foundation (NFVF)

National Gambling Board (NGB)

National Health Laboratory Service (NHLS)

National Heritage Council South Africa (NHC)

National Home Builders Registration Council (NHBRC)

National House of Traditional Leaders (NHTL)

National Housing Finance Corporation SOC Ltd (NHFC)

National Institute for the Humanities and Social Sciences (NIHSS)

National Library of South Africa (NLSA)

National Lotteries Commission (NLC)

National Metrology Institute of South Africa (NMISA)

National Nuclear Regulator (NNR)

National Radioactive Waste Disposal Institute (NRWDI)

National Regulator for Compulsory Specifications (NRCS)

National Research Foundation (NRF)

National Skills Fund (NSF)

National Student Financial Aid Scheme (NSFAS)

National Youth Development Agency (NYDA)

Office of Health Standards Compliance (OHSC)

Office of the Ombud for Financial Services Providers (FAIS Ombud)

Office of the Pension Funds Adjudicator (OPFA)

Office of the Tax Ombud (OTO)

Office of the Valuer-General

Onderstepoort Biological Products (OBP)

Overberg Water Board

Passenger Rail Agency of South Africa (PRASA)

Performing Arts Centre of the Free State (PACOFS)

Perishable Products Export Control Board (PPECB)

Petroleum, Oil and Gas Corporation of South Africa (PetroSA)

Ports Regulator of South Africa

President's Fund

Private Security Industry Regulatory Authority (PSIRA)

Productivity SA

Property Practitioners Regulatory Authority (PPRA)

Public Investment Corporation SOC Ltd (PIC)

Quality Council for Trades and Occupations (QCTO)

Railway Safety Regulator (RSR)

Rand Water

Road Accident Fund (RAF)

Road Traffic Infringement Agency (RTIA)

Road Traffic Management Corporation (RTMC)

Sasria SOC Ltd

SENTECH SOC Ltd

Small Enterprise Development Agency (SEDA)

Small Enterprise Finance Agency (SEFA)

Social Housing Regulatory Authority (SHRA)

South African Airways (SAA)

South African Board for Sheriffs

South African Broadcasting Corporation SOC Limited (SABC)

South African Bureau of Standards (SABS)

South African Civil Aviation Authority (SACAA)

South African Council for Educators (SACE)

South African Council for Natural Scientific Professions (SACNASP)

South African Council for Social Service Professions (SACSSP)

South African Council for the Architectural Profession (SACAP)

South African Council for the Landscape Architectural Profession (SACLAP)

South African Council for the Project and Construction Management Profession (SACPCMP)

South African Council for the Property Valuers Profession (SACPVP)

South African Council for the Quantity Surveying Profession (SACQSP)

South African Diamond and Precious Metals Regulator (SADPMR)

South African Forestry Company SOC Ltd (SAFCOL)

South African Health Products Regulatory Authority (SAHPRA)

South African Heritage Resources Agency (SAHRA)

South African Institute for Drug-Free Sport (SAIDS)

South African Library for the Blind (SALB)

South African Local Government Association (SALGA)

South African Maritime Safety Authority (SAMSA)

South African Medical Research Council (SAMRC)

South African National Accreditation System (SANAS)

South African National Biodiversity Institute (SANBI)

South African National Council for the Blind

South African National Energy Development Institute (SANEDI)

South African National Parks (SANParks)

South African National Space Agency (SANSA)

South African Nuclear Energy Corporation (NECSA)

South African Post Office (SAPO)

South African Postbank SOC Ltd

South African Qualifications Authority (SAQA)

South African Reserve Bank (SARB)

South African Revenue Service (SARS)

South African Social Security Agency (SASSA)

South African Tourism

South African Veterinary Council (SAVC)

South African Weather Service

Special Investigating (SIU)

State Diamond Trader

State Information Technology Agency (SITA)

Takeover Regulation Panel (TRP)

Technology Innovation Agency (TIA)

Telkom SA SOC Ltd

The South African National Roads Agency SOC Ltd (SANRAL)

Trans-Caledon Tunnel Authority (TCTA)

Transnet SOC Ltd

Umalusi - Council for Quality Assurance in General and Further Education and Training

uMngeni-uThukela Water

Unemployment Insurance Fund (UIF)

Universal Service and Access Agency of South Africa (USAASA)

Universities South Africa (USAf)

Development (DALRRD)

Water Research Commission (WRC)

NATIONAL GOVERNMENT DEPARTMENTS

Department of Agriculture, Land Reform and Rural

Civilian Secretariat for Police Service (CSPS)

Department of Basic Education (DBE)

Department of Communications and Digital Technologies (DCDT)

Department of Cooperative Governance (DCoG)

Department of Correctional Services (DCS)

Department of Defence (DoD)

Department of Employment and Labour (DEL)

Department of Forestry, Fisheries and the Environment (DFFE)

Department of Health (DoH)

Department of Higher Education and Training (DHET)

Department of Home Affairs (DHA)

Department of Human Settlements (DHS)

Department of International Relations and Cooperation (DIRCO)

Department of Justice and Constitutional Development (DoJ&CD)

Department of Military Veterans (DMV)

Department of Mineral Resources and Energy (DMRE)

Department of Planning, Monitoring and Evaluation (DPME)

Department of Police (SAPS)

Department of Public Enterprises (DPE)

Department of Public Service and Administration (DPSA)

Department of Public Works and Infrastructure (DPWI)

Department of Science and Innovation (DSI)

Department of Small Business Development (DSBD)

Department of Social Development (DSD)

Department of Sport, Arts and Culture (DSAC)

Department of Tourism (DT)

Department of Trade, Industry and Competition (the dtic)

Department of Traditional Affairs (DTA)

Department of Transport (DOT)

Department of Water and Sanitation (DWS)

Department of Women, Youth and Persons with Disabilities (DWYPD)

NON-GOVERNMENT ORGANISATIONS FOUNDATIONS

Dell Development Fund

Financial Sector Transformation Council

Good Work Foundation

Naspers Labs

National Film and Video Foundation

National Research Foundation

Road Accident Fund

Small Enterprise Foundation

Telkom Foundation

The Unlimited Child

Tshepiso Mokoena Foundation (TMF)

Vodacom Foundation

Zenex Foundation

COMPANIES & ORGANISATIONS

Africa Bio

Business Against Crime South Africa

Business Unity South Africa (Busa)

Cape Chamber of Commerce and Industry

Centre For Early Childhood Development NPC

Cotlands

Durban KwaZulu-Natal Convention Bureau

Federated Hospitality Association of South Africa

Gauteng Partnership Fund

Independent Examination Board

Independent Municipal & Allied Trade Union - Imatu

Mimi Women

National Arts Council of South Africa

National Association of Child Care Workers

National Gambling Board

National Home Builders Registration Council

National Small Business Chamber

Nelson Mandela Bay Science and Technology Centre

Nelson Mandela Institute for Education and Rural Development

Ntataise ECD Network

Ombudsman for Banking Services

Potatoes SA

Public Servants Association of South Africa

Seda Ethekwini

Siyabonga Africa

Sonke Gender Justice Network

South African Association of Veterinary Technologists

South African Institute for Entrepreneurship

South African Institute of Black Property Practitioners - SAIBPP

South African Institute of Race Relations

South African Property Owners Association

Tshimologo Executive Group

World Wildlife Fund South Africa (WWF SA)

UNIVERSITIES

Nelson Mandela Metropolitan University

North-West University



Rhodes U	niversity
Sefako Ma	kgatho Health Sciences University
Sol Plaatje	University
University	of Cape Town
University	of Fort Hare
University	of Johannesburg
University	of KwaZulu-Natal
University	of Limpopo
University	of Mpumalanga
University	of Pretoria
University	of South Africa (UNISA)
University	of Stellenbosch
University	of the Free State
University	of the Western Cape
University	of the Witwatersrand
University	of Venda
University	of Zululand

EDUCATION

Swift Skills Academy

St. David's Marist Inanda

GRADUATE SCHOOLS

Henley Business School

IMM Graduate School of Marketing

Milpark Business School (Pty) Ltd

Regent Business School

University of South Africa Graduate School of Business Leadership (UNISA SBL)

University of Stellenbosch Business School (USB)

Wits Business School

COLLEGES

Boland TVET College

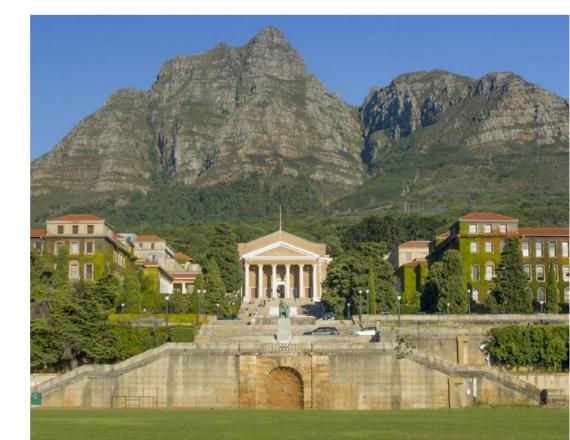
Buffalo City TVET College

Capricorn TVET College

Central Johannesburg TVET College

Coastal TVET College
College of Cape Town for TVET
Eastcape Midlands TVET College
Ehlanzeni TVET College
Ekurhuleni East TVET College
Ekurhuleni West TVET College
Elangeni TVET College
Esayidi TVET College
False Bay TVET College
Flavius Mareka TVET College
Gert Sibande TVET College
Goldfields TVET College
Ikhala TVET College
Ingwe TVET College
King Hintsa TVET College
King Sabata Dalindyebo TVET College
Lephalale TVET College
Letaba TVET College
Lovedale TVET College
Majuba TVET College
 Maluti TVET College

Mopan	i South TVET College
Motheo	TVET College
Mthash	ana TVET College
Nkanga	ala TVET College
Northe	rn Cape Rural TVET College
Northe	rn Cape Urban TVET College
Northlin	nk TVET College
Orbit T	VET College
Port El	zabeth TVET College
Sedibe	ng TVET College
Sekhuł	hune TVET College
South (Cape TVET College
South V	Nest Gauteng TVET College
Taletso	TVET College
Thekwi	ni TVET College
Tshwar	ne North TVET College
Tshwar	ne South TVET College
Umfolo	zi TVET College
Umgun	gundlovu TVET College
Vhemb	e TVET College



Vuselela TVET College

Waterberg TVET College

West Coast TVET College

Western College for TVET

SETAS

Agricultural Sector Education and Training Authority (AgriSETA)

Banking Sector Education and Training Authority (BANKSETA)

Chemical Industries Education and Training Authority (CHIETA)

Construction Education and Training Authority (CETA)

Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority (CATHSSETA)

Education, Training and Development Practices Sector Education and Training Authority (ETDP SETA)

Energy and Water Sector Education and Training Authority (EWSETA)

Fibre Processing and Manufacturing Sector Education and Training Authority (FP&M SETA)

Finance and Accounting Services Sector Education and Training Authority (Fasset)

Food and Beverage Manufacturing Industry Sector Education and Training Authority (FoodBev SETA)

Health and Welfare Sector Education and Training Authority (HWSETA)

Insurance Sector Education and Training Authority (Inseta)

Local Government Sector Education and Training Authority (LGSETA)

Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA)

Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA)

Mining Qualifications Authority (MQA)

Public Service Sector Education and Training Authority (PSETA)

Safety and Security Sector Education and Training Authority (SASSETA)

Services Sector Education and Training Authority (SSETA)

Transport Education Training Authority (TETA)

Wholesale and Retail Sector Education and Training Authority (W&RSETA)





Building a Thriving Future with Inclusive Leadership

Inclusive leadership unlocks the collective power of our diverse workforce, fostering innovation and driving success. By embracing diversity, we unlock a world of creativity and innovation, allowing us to better understand and connect with the communities we serve.







Inspiring the world to do good business.

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