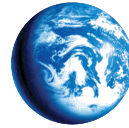


SIYAKHULA E-NEWSLETTER



Barloworld
Siyakhula

The Siyakhula Email Newsletter

JUNE 2022



**CELEBRATING
YOUNG PEOPLE
IN DIFFERENT SPACES**

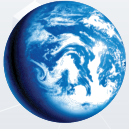
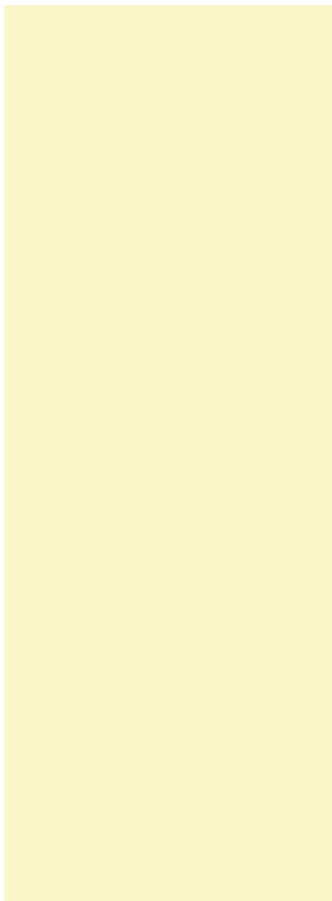


TABLE OF **CONTENTS**

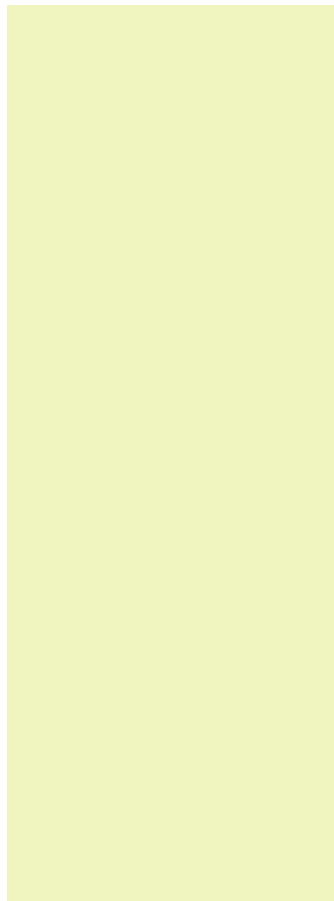
01

Foreword
Siyakhula MD



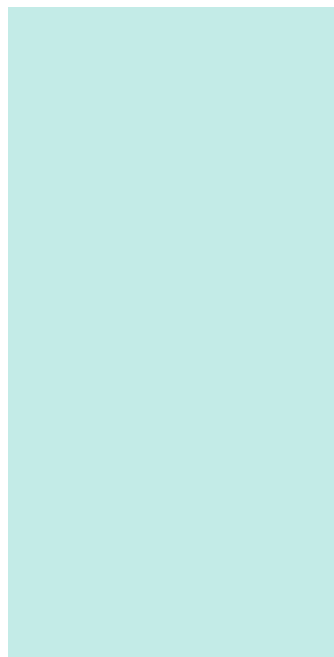
02

Barloworld Change-makers
Strategic Sourcing



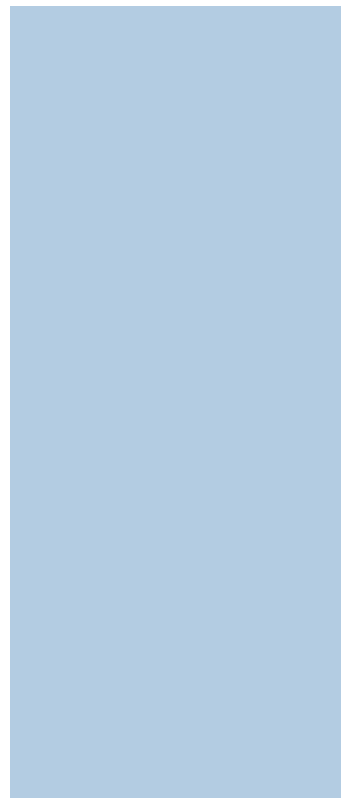
03

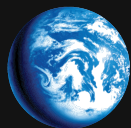
External Contributions
Case Study
Investing in young people
Thought Leadership
Money Matters
Opinions and editorial
Pushing beyond your limits
A child centered approach
Ravaged by climate change



04

Siyakhula beneficiaries
Katleho Printers and Packaging
Jaxon Tyres
The Bread Box Bakery & Studio
Oris Root





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CELEBRATING YOUNG PEOPLE IN DIFFERENT SPACES

Prudence Gololo

Managing Director:
Barloworld Siyakhula, ESD

As this month of June, traditionally known as Youth month in South Africa moves forward, the country's youth unemployment rate sits at a staggering 63.9% for the first quarter of 2022, as communicated by Statistics South Africa (StatsSA). This figure necessitates that we all, in our various capacity as government, business, civil society or residents, reflect on what our role is, as both individuals and a collective to tackle this scourge. This issue thrusts the youth unemployment challenge into the spotlight and flies the flag on "young people in different spaces", offering a glimmer of hope to those who cannot see some light in their respective corners. We celebrate the young people of this country, saying we "believe in you", "we support you in many ways" and "forward is the only option available".

This issue will cast a spotlight on the various Barloworld Siyakhula beneficiary companies which are youth led, youth founded, and youth managed. The issue, which is a nod to young people who are entrepreneurs and workers alike, will delve into what Barloworld Equipment is doing through its Strategic Sourcing function in collaboration with Siyakhula in closing the gap caused by the youth unemployment rate.

The issue will also highlight the achievements of young people in the business and sports world, with a particular young man making waves in the Sports fraternity, Alwande Sikhosana and others making waves in their businesses as young entrepreneurs. There are also useful articles about what Harambee, the Youth Employment Accelerator has instituted to support young people that are unemployed, and we receive sound advice from the Head of Marketing Retail Savings and Income for Old Mutual, Marius Pretorius, who gives young people tips on "making your money to work for you from a young age".

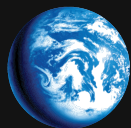
In our excitement, we announce plans which are afoot for our annual Barloworld Siyakhula Summit, which will bring all Siyakhula beneficiaries under one roof for networking opportunities, skills development sessions and exhibition stands. The Summit is scheduled to take place at the end of July or the beginning of August, with key details such as the invitations and additional details going out soon to all beneficiaries and key stakeholders of Siyakhula. We look forward to seeing you there.

All the best,
Prudence Gololo





BARLOWORLD
CHANGE-MAKERS



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THE GOLDEN THREAD RUNNING WITHIN

– STRATEGIC SOURCING



The golden thread between the Strategic Sourcing function within Barloworld Equipment's (BWE's) division and Barloworld Siyakhula is understated. This thread is a critical enabler for Siyakhula to fulfil its transformation mandate within Barloworld sustainably. A strategic, systematic approach is taken, which is not always visible to the naked eye but exists to ensure the alignment of operational business needs and Siyakhula transformation objectives. An enlightening, fascinating conversation with the Executive Head of Strategic Sourcing at BWE, Mr Sydney Tshibubudze, reveals how the business sourcing requirements drive the organisation's transformation agenda.

Designed to create value uplift and leverage spending by optimising bargaining power, the Strategic Sourcing function is modelled on three key pillars:

1. Category Management looks at leveraging organisational spending to create value (core savings) and enable operational efficiency. The expenditure analysis allows BWE to identify transformational gaps in categories, resulting in recommendations being made in onboarding specific Small and Medium Enterprise (SME) service providers.

2. Tactical sourcing focuses on fulfilling daily business on-demand requirements to improve speed and respond to business needs. This is balanced with providing opportunities to targeted SMEs and Siyakhula beneficiaries.

3. Enterprise Supplier Development works closely with Siyakhula to identify a pipeline of suppliers that will be developed. This includes providing regular reports on Supplier progress in terms of market access from BWE spend.

Previously, the Siyakhula beneficiaries were onboarded on a word-of-mouth or referral basis without directly aligning with a business spend opportunities. With a more strategic approach adopted, Category managers are at the forefront in identifying potential SMEs in the market who become Siyakhula beneficiaries. The transformation focus has also been on prioritising specific designated groups such as youth, women and previously disadvantaged people. The precision with which this has been done has seen the organisation's BBBEE scoring surpassed in this area.

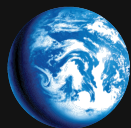
As set out by the Strategic Sourcing team, the accountability loop takes place by engaging businesses to see how the onboarded beneficiaries are performing

and has seen excellent results achieved to date. The Category managers are measured on their efforts to increase spending with Siyakhula beneficiaries within their respective categories. Taking a moment to reflect on the previous approach versus the current proactive approach has seen Siyakhula grow from strength to strength. The business operations are satisfied with their operational needs being met and continued achievement of Level 1 BBBEE contributor status.

In wrapping up the conversation with Sydney, he was keen on sending a message to the beneficiary community that BWE is a true corporate citizen, committed to investing in driving sustainable socio-economic transformation and development of previously disadvantaged communities where BWE has a geographical presence. It was clear that Sydney's passion for Strategic Sourcing has contributed to aligning with Siyakhula and other critical business stakeholders to create value and sustainable transformation. With Siyakhula as the Transformation vehicle of the organisation, it is clear that the organisation as a whole is committed to transformation.



EXTERNAL
CONTRIBUTIONS



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INVESTING IN YOUNG PEOPLE

- HARAMBEE

Harambee has their work cut out for them. As an NPO focused on solving youth unemployment, Harambee dedicates time and effort to identify the issues young people face in their unemployment journey, such as why employers are not hiring and why the youth remain unemployed? The youth unemployment rate stands at a concerning 63.9%, with more than one million youth leaving school every year in search of a career, any type of employment for that matter. Yet, most fall short due to extraordinary barriers they cannot overcome.

Existing inequality, unresolved from the apartheid era and expensive internet connections, the lack of social networks and unavailable funds for transport are but a few of the barriers experienced by youth from previously disadvantaged backgrounds, which they sadly have to contend with. Harambee gathers data from the youth through the SAYOUTH platform powered by Harambee to identify where the problems lie and define what needs to be fixed.

In our quest to find out more about the aim, significance, and importance of the SAYOUTH platform in assisting in this scourge of Youth unemployment, we engaged in a conversation with Ms Mandiphiwe 'Mandi' Levani, the Program Manager at Harambee Youth Employment Accelerator.

As part of the Presidential Youth Employment Intervention, SAYOUTH was launched on the 16th of June 2021 as a platform created for South African youth jobseekers but touted as a platform different from other job seeker platforms, which were typically costly to browse and hardly practical.

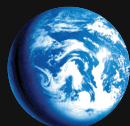
In a fight against money scammers posing as job recruiters, Harambee created this platform around the youth and for the youth, with 2.6 million members currently logged on and using the system. SAYOUTH seems like the solution to dismantling barriers using what is called "pathway management". Free from data charges, the network allows the South African youth to join and search for job opportunities, gain work experience, and grow their income. In turn, it will enable youth-run businesses to grow and help fight the battle to stabilize our economy. If there are burning questions or a need for guidance, registered youth can call the toll-free number and have a qualified assistant give them the advice they need. SAYOUTH has a goal to achieve, that is, bringing government leaders, civil society champions and business executives together to achieve one common goal - closing the gap on youth unemployment. Furthermore, this can only be achieved by following the most recent youth employment accelerator model. It is designed to deliberately target specific sectors of our economy rather than a broad-spectrum method of seeking opportunities.

When identifying a particular industry, certain aspects will be assessed, such as:

1. Opportunities for growth in current employment positions
2. Space for job creation
3. Existing opportunities that can be tapped into for transformation.

While Barloworld Equipment (BWE) previously benefitted from Harambee's previous placement model, Harambee can proudly say that the SAYOUTH network is effective, having valid evidence of placing 200 000 youth in teacher assistant positions in the year 2021. Going back to 2015, Harambee supported BWE with a significant recruitment project introducing young women into a male-dominated division of BWE. The Heavy Earth Diesel Mechanic apprenticeship comprised 76 young women, which was a challenge for Harambee at the time. To ensure they designed the most effective model, they had to think outside the box around the different challenges women face in the workplace and create a strategy that spoke directly to that.

Diagnostic assessments show the requirements and what was implemented in an 8-week readiness intervention as a result. The model was effective, and BWE applauded Harambee for producing outstanding thriving candidates for the job. Below are the requirements:



WORKPLACE ENVIRONMENT	PHYSICAL FITNESS - 25KG DEADLIFT	FITNESS TRAINING
	Physical fitness - no pregnancy	Policy against pregnancy before trade test Policy for the timeframe before pregnancy is allowed in the workplace
EDUCATION	Matric Science and Maths Diesel Mechanic engineering certificate	Narrowed the window for acceptance
RETENTION	Max 2 taxi rides distance from workplace	Reduced amount that would later be turned away
BEHAVIOURS	Discipline and courteousness	Instilled behaviours, punctuality, communications skills, etiquette, basic office procedures
DETERMINATION	Work and study 4 years	Choice to leave or sweat it out narrowed group
MENTAL FITNESS	Human interaction, how to succeed, manage types of managers	Training on mental fitness and the do's and don'ts as a woman in a man's workspace
WORK DUTIES AND REQUIREMENTS	Well - rounded individual	Questioned on personal ability to fulfil duties in given time - some backed out

When probed on Harambee's next steps, Mandi responds that women, specifically, have been terribly impacted by the unemployment crisis. Harambee hopes to solve this by developing an ecosystem of facilitators to engage the youth as an entirety as they embark on the new model of sector-level job creation. Harambee will focus on gender equity and social inclusion strategies which will identify barriers from both the employer and employee's sides while encouraging the adoption of a maternity policy among companies.

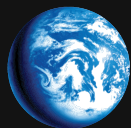
This is a genuine issue experienced by many young women who are being turned away because of pregnancies, as they are seen as hindrances due to time away from

work for maternity leave. Harambee has quite a number of goals lined up. Still, one of its aims within these goals is to provide informative data for the youth to study the basics of finance management, which very few South African youth understand. There is a view that many young people are turning to a life of crime because of unemployment, and if valid, how do we encourage young people to be resilient in such difficult times?

Mandi's response sheds even more light on the lengths Harambee are willing to go to ensure the youth do not get lost along the way. "By forming partnerships with NYDA, TSHEPO 1 MILLION and others, we can reach out to communities drowning in unemployment and poverty. Educational

dialogues and training seminars are often used to engage the youth, teaching them topics like how to keep yourself occupied if you are currently unemployed and providing simple solutions to prevent them from turning to a life of crime, like volunteer work, for instance, and the different ways to become actively engaged in projects or free study courses".

Every single initiative embarked on goes a long way.



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MONEY MATTERS

- SAVING FOR YOUR FUTURE POST RETIRING



Most people are known for their extravagant spending, which sees them living pay check to pay check, yet behind the smoke screen of living the “high life”, many are drowning in debt. As South Africans, our experience with money is probably just as diverse as our population. Significant gaps have been identified throughout the different age groups regarding understanding basic financial concepts.

Therefore, using a one-size-fits-all approach to financial education will not impact or produce the right results. South Africa faces a severe issue with the low financial literacy rate negatively impacting people’s mental well-being and their ability to save. Marius Pretorius, Head of Marketing Retail Savings and Income at Old Mutual, identifies some of these issues and provides guidance in adopting a savings culture and retirement planning.

There is a considerable gap in the education of today’s youth on how to save money and the importance of saving early.

Marius says, “Generally, young people don’t plan for their financial future. They don’t realise how hard it is to make money

or how unpredictable life can be. They have little knowledge of how difficult it can be to live a comfortable life when you are older and no longer receive an income.

Saving doesn’t come naturally to anyone, young or old. You may feel that if all your basic needs are met, why not spend the rest on new clothes, a fancy phone, or even living beyond your means with credit. It is, therefore, crucial to get into the habit of saving. A little goes a long way to secure your financial future.”

Marius offers a few guidelines to save:

Time Is On Your Side

Time is one of the most potent ingredients in building wealth. The time you invest for your money is more important than the amount of money you invest. Compound growth is the main reason for starting to save when you’re young because the longer you allow your money to benefit from the power of compound growth, the more it grows. So, by simply starting early, you can get a big step ahead in life.

EXAMPLE:

Two friends save R1 000 every month at a growth of 10% every year.

Thandi saves from age 25 to 35 (10 years) and stops. Her total contributions were just R120 000, but when she is 70, her investment value will be R3 961 860.

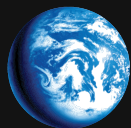
Sylvia saves from age 35 to 70 (35 years). Her total contribution will be R420 000. And her total investment value at 70 will be R3 763 191.

The earlier you start saving, the more your money grows!

Save Before You Spend

After basic needs, savings should be seen as the next priority.

When you start working, you have only so many paydays, and you will not be able to add more of them. If you start working at 25 and retire at age 60, you shall receive 480 pay days. The earlier your start saving or investing, the more you can maximise those 480 pay cheques. Every month you don’t save is lost in terms of the potential purchasing power of that lost savings.



Avoid getting caught in the “must-have” mentality. Be disciplined and think of needs versus wants.

EXAMPLE:

Instead of three cups of take-away coffee daily have two.

@R30 per cup; after seven days, you save R210. After a month, you save R900.

Imagine the savings if you cut down on other spending that is more a want than a need!

The urge to spend is high with mobile money and other more manageable electronic payments. Delay costly purchasing for a few days; you may find that you did not need that item.

Don't buy what you don't need!

Start Saving For Your Retirement (you will thank yourself later)

You may not earn a big salary when you start your career, but you now know about the power of having time on your side. Start saving towards your retirement with your first pay cheque. If you take out a retirement annuity at an early age, you get both the benefits of time and tax savings in one investment!

Tax saving? Yes, because essentially, the government helps contribute to your savings. That's because your contributions, within certain limits, are tax-deductible. Speak to a financial adviser who can demonstrate the potential tax savings that you may benefit from.

There are different types of retirement plans:

- Most companies will offer employees a Pension or Provident Fund. This is also a great way to save and build wealth as it comes off your salary before tax. Don't be tempted to cash out your Pension or Provident Fund savings and spend them when you move on to employment in another company. Transferring them to the new employer's fund is a wiser move. Remember the benefits of compounding returns over time.
- Retirement annuities provide further retirement savings options for those with pension funds or self-employed persons with no employer pension fund. It's a disciplined way to save for retirement because you can't access your money before retiring at age 55. Financial service providers offer retirement annuities.

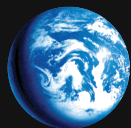
Invest For Your Future

Saving is about setting money aside while investing is about growing your savings.

You can start investing with a small amount. Once again, compound growth is your friend. And again, the sooner you start, the better off you'll be. There are various investment products on the market, so best talk to a financial adviser to help you find the best solution for your needs and budget.

Never forget that a small start can lead to significant returns over time! Patience is the name of the game.





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PUSHING BEYOND YOUR LIMITS

- SA WHEELCHAIR TENNIS
- PROFILING ALWANDE SIKHOSANA



Flashy cars and mansions in the suburbs are one's first thoughts when thinking of a career in sports. Still, behind the scenes, one finds that the reality of playing a sport as a job comes with significant rules, regulations and the art of maintaining self-discipline. When looking at the likes of Roger Federer, Cristiano Ronaldo and Tiger Woods, the eye sees a glamorous life with endless cash flow. That may be the case for some foreign professional (pro) athletes, but very few in South Africa even make it to such a level overseas.

While some athletes make millions, many others cannot survive and need to take on a second job. This can be exceptionally challenging because a sports career requires the total dedication of one's time that goes into physical training and the study of a constantly evolving game. Being a pro athlete can be very satisfying and comes with rewards if the athlete is exceptional at the sport and has financial stability before entering a sports career, providing security. Doing something for the right reasons is essential in life. Being a pro athlete means pushing beyond your physical and mental limits to be among the best because very good is just not enough.

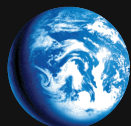
Often, pro athletes ask themselves whether the struggle is even worth it. In conversation with Alwande Sikhosana, South Africa's no.2 Wheelchair Tennis Player, he expresses the joys and sorrows of being a pro athlete in South Africa.

"In the world we live in today, it has become a shameful reality that money does indeed talk, and this reality reflects in the sports world of South Africa too. The more money you have and the more connections you have translates into a better chance of turning professional or "pro". Being the best and playing for the first team requires much financial investment. This assists in purchasing the correct equipment, paying for additional training and, at times, travel expenses to competitions. Unfortunately, financial support through salaries and sponsorships is only provided to top athletes in certain sports such as rugby, soccer and cricket, while the more "menial sports are overlooked."

The athletes in these sports survive solely on their prize money from competitions. While there is no valid reason as to why there is a lack of funds and support, there is the hope that still lives in these pro athletes that one day all sports shall be accounted for.

Alwande further expresses, "Youth who take up sports as a career in South Africa most times start it as a hobby and later realise that their talent could take them to the top. For someone from a disadvantaged background, it may seem like a dream come true as it did for me, but little did I know that my passion for the game would be challenged to the limits of breaking point. "I love tennis, I am tennis, and I have dedicated my whole life to the sport, driving myself harder each day to become the best. Ranking no. 2 in South Africa has little meaning to me regarding my financial career.

It is a great achievement, and I am truly proud of myself, but the depressing side is that I have nothing to show for it, nothing to provide for my family. Years of training in the hot sun and harsh winter weather are getting me nowhere for now, and the excitement I once felt on the tennis court has been drained away by stress and worry about what tomorrow may or may not bring. I have been the World no. 2, and I can certainly become the World no.1; I know I am good enough, and although my excitement has faded, my passion and drive keep me going, training day after day, living in the hope that support will come my way".



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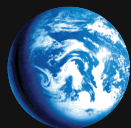
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Alwande Sikhosana encourages today's youth to follow their passion and not seek inspiration or recognition from anyone but within. He says the youth must believe in themselves and trust that God's timing is the best. When pushed for closing remarks, Alwande expresses that "there is a dire need for sponsorships within the sports industry of South Africa." Pro wheelchair tennis players have to spend vast amounts of money to perform in competitions throughout Europe. The more competitions they compete in determines the points received, meaning the more matches they play, the more points gained, and the more points they earn determines their ranking on the world chart.



To achieve his goal, Alwande must compete in at least eight tournaments yearly. Still, without sponsorship, this is an impossibility, yet his determination and the faith he holds on to lead him to believe that one day he will raise the World's no.1 Wheelchair Tennis Player cup.





A CHILD-CENTRED APPROACH

- EDUCATION IS THE MOST POWERFUL WEAPON YOU CAN USE TO CHANGE THE WORLD - NELSON MANDELA.

The old adage that “Children carry the future in their hands” could never be more accurate, but the possibility of a better tomorrow is a sad contemplation, with this adage being far from the truth. The current state of affairs, with small children being targeted and brutalised, means world governments have their work cut out for them.

What the world needs right now are governments that will stand up for their most vulnerable citizens, little boys and girls, young men and women, by ensuring a society that is free from slavery.

It feels surreal to be still addressing this topic. Yet, the reality is that child labour has not been eradicated and is another crisis the globe has been facing for decades, with the rising need for a new system to be implemented to address this crisis. The best way to build such a system is to develop a child-centred approach, one that will speak to the practical needs of young children who find themselves in such instances of child exploitation.

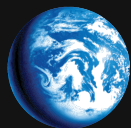
Pre-Covid years, specifically the years 2016 to 2020, brought about remarkable progress in the Sustainable Development Goals set out for 2025. Still, sadly the socio-economic consequences of the pandemic on food security and agricultural livelihoods have pushed more children into employment markets. In some African countries, corruption is one of many key drivers of child labour, while war and natural disasters also impact children’s livelihood in devastating ways. With the current extreme weather phenomena, infrastructure and livelihoods are falling apart, thus heavily impacting poverty levels and child labouring.

The image conjured up by the words ‘child labour’ typically brings to mind a small boy or girl slaving away in a sweatshop or factory, but the reality is that child exploitation looks different for South African children. South African child exploitation sees young children serve as domestic workers for family members and relatives. In a similar instance, children of farm labourers

enter exploitative agreements with farm-owners, where the entire family works on the land in exchange for accommodation.

The worst possible form of child exploitation seen globally is child sex labourers. Children get sold on the black market to be sex slaves. These young girls and boys suffer the most inhumane and harsh treatment resulting in many of them dying at the hand of their controllers. The sad reality is that eliminating child labour is far from over and continues unabated. The change will not occur until the global economic structures make it impossible for illicit funds to be “traded” using its systems. Until then, the change will not happen.

The 5th Global Conference on Eliminating Child Labour, #RaiseYourHandForKids, was held in Durban between the 15th and 20th of May 2022. History was made this year when welcoming the voices of the children, witnessed for the first time right here on the African continent, which was a powerful gesture given the child labour which takes place on the continent.



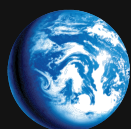
President Cyril Ramaphosa opened the conference by “calling on delegates to commit to taking far-reaching actions towards making a difference in the lives of children”. He continued, “We are here because we share a common conviction that child labour in all its facets is a global enemy. Child labour is an enemy of our children’s development and an enemy of progress. No civilisation, neither country nor economy can consider itself to be at the forefront of progress if its success and riches have raised on the backs of children.”

The Durban Call to Action includes commitments in six different areas:

- “Make decent work a reality for adults and youth above the minimum age for work by accelerating multi-stakeholder efforts to eliminate child labour, prioritising the worst forms of child labour.
- End child labour in agriculture.
- Strengthen the prevention and elimination of child labour, including its worst forms, forced labour, modern slavery and trafficking in persons, and the protection of survivors through data-driven and survivor-informed policy and programmatic responses.
- Realise children’s right to education and ensure universal access to free, compulsory, quality, equitable and inclusive education and training.
- Achieving universal access to social protection.
- Increasing financing and international cooperation for eliminating child labour and forced labour.”

Reflecting on the Call to action listed above and discussed throughout the week, it is evident that some of the biggest drivers of child labour are vulnerabilities such as poverty and the difficulties faced in accessing finances, public health services and social protection. These all create high-risk factors contributing to small children choosing employment over education. Evidently, at times, it boils down to a bread-and-butter issue. Education is key. An educated society makes educated decisions. Education should be accessible to all, with the government taking the lead in ensuring equal access for all.





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RAVAGED BY CLIMATE CHANGE

The African continent is the most exposed region to the ravages of global warming, despite the area being the lowest contributor to global carbon emissions. It is mainly because the country's infrastructures are too ill-equipped to withstand the current climate shocks. African countries are experiencing the devastating effects of the changes in temperature and frequent natural hazards.

From a weather pattern perspective, Climate change affects global temperatures and precipitation patterns, influencing the intensity and frequency of extreme environmental events like floods, droughts, heatwaves, forest fires, storms and hurricanes. With the global surface temperature increasing, it could mean more frequent droughts or, on the opposite spectrum, more intense storms based on the increasing amount of water vapour that is evaporated into the atmosphere, fuelling these powerful storms.

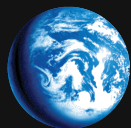
These devastating climate shocks' social and economic disruptions are wide-ranging and may multiply rapidly, resulting in intergenerational consequences. Those most affected by these extreme weather conditions are unfortunately the most vulnerable already, the poor, who are often forced to resort to a wide array of damaging coping strategies that undermine human capital formation and thus perpetuate the cycle of poverty and vulnerability. There are bound to be other severe impacts connected to climate change, such as one's health, for instance. The decreasing air and water quality will most certainly increase the spread of disease.

Struck by disaster, places like KwaZulu Natal (KZN) have been left in utter chaos, with vulnerable and traumatised communities left trying to pick up the remaining pieces of their former lives. The South African economy heavily depends on the revenue generated by the primary sector, specifically in the agricultural and

mining industries, with mining being the more dominant industry because of its valuable mineral extracts. The ongoing changes in the South African climate are bound to add challenges to the worrying number of issues our country is already facing.

Increasing temperatures, rainfall variability and increasing coastal storms with the rising sea level will negatively impact South Africa's natural resources and infrastructure, thus affecting food security and health, threatening water and coastal resources, and impacting overall development.

According to the World Weather Attribution Service, the extreme rainfall that triggered the deadly flooding on the east coast of South Africa was made twice as likely and 4 to 8% more intense by climate change. In assessing the frequency and intensity of the recent flooding in KZN, these storms have become more frequent in recent years and deadlier each time.



Bhavna Jugwanth, Barloworld Equipment's Operations Manager in KZN, has witnessed the traumatic weather events occurring in KZN first-hand and reports that as the Barloworld response team does their best to assist with clean-up operations, they work with sombre hearts acknowledging that many of their colleagues were horribly affected by the floods. The following is a report, compiled reported 24 May 2022, which lists a few of the initiatives that were put into action after the April flooding's:

1. Water was provided to all staff members (Equipment, Power, Avis, SMD & Logistics) due to the water shortages which were experienced in the province – facilitated by Prudence Gololo
2. A Barloworld Power employee's home, shared by his three children and wife, was damaged and posed a potential risk. The family was evacuated and were provided with temporary accommodation until their home was determined to be safe to return to – facilitated by Dan Ngkane, Executive Director, Energy & Transportation

3. 20 (twenty) Food Hampers were donated to the Barloworld Equipment team – these hampers were not distributed as there was no immediate need -the regional team has been doing a collection drive, and all items will be donated to the organisation Gift of the givers for distribution – the collection is scheduled to take place on, Thursday 26 May 2022.
4. eThekweni Municipality also reached out for assistance, requesting to loan specific equipment that would assist with the clean-up operation. The CAT Rental store provided them with five units of equipment (2 x 426's, 2 x 320's & 1 x 950GC) for a month to assist with this operation – facilitated by Hanspeter Tobler, Senior GM: Rental & Used, Southern Africa

There is no adaptation to the harsh reality of climate change. But instead, nations need to learn to collaborate and invest more resources into climate change resilience initiatives which unfortunately

require the kind of resources not available in developing countries. Due to this, climate change will likely worsen poverty levels in marginalised communities.

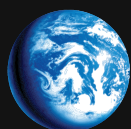
The developed world has a role to play. As those with the required resources, most notably financial muscle, they must work with African nations to assist with climate change funding, as was evidenced in the recent UN Climate Change Conference (COP26), which committed to invest \$8.5 billion to transition South Africa from fossil fuel energy to renewable energy.





SIYAKHULA BENEFICIARIES





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MY DREAM MOTIVATES ME

KATLEHO PRINTERS AND PACKAGING

From a small mining town in Welkom, Mary Nthatsi, then Director of Local Economic Development at the local municipality, was forced to discover industries of a different kind due to the closing down of the office. Her fascination grew when she stumbled into the printing industry, and she has never looked back.

Nthatsi's daughter, Likeleli Margaret Mkhabela, later joined the business as co-director, bringing a fresh, youthful, dynamic perspective to the organisation and demonstrating her place as one of the "young people in different spaces" that have stood to the challenge of co-directing a company. She says that while the task has been overwhelming at times, she has learned a lot in the process. To help her along the way, she attends short courses given by PrintingSA, which there are members of, equipping herself with the necessary skills to manage the business and ensure its success.

With succession top of mind for this mother-daughter duo, plans are already afoot to steer Nthatsi's grandson to follow in the respective Directors' footsteps, carrying the legacy they are building into the following generations.

Katleho Printers and Packaging had a humble beginning in 2010, after registering in 2009, situated in the living room of Nthatsi's home. However, that was not the final plan; its growth over the years has taken it from the living

room to Montana, Pretoria, with short term plans to move to a more extensive establishment in Randburg.

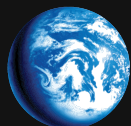
Nthatsi believes that if you want something done the right way or at all, do it yourself, and with her vision of printing and packaging for the pharmaceutical and food industries, she knocked on every door she could think of. Katleho Printers and Packaging became a Siyakhula beneficiary in 2019, which allowed her to work through a business management training programme, which has assisted tremendously in the upward progress of the company.

Katleho Printers and Packaging is now rapidly climbing the ladder to success with significant companies enquiring about their services and numerous printing jobs on the table. Barloworld and Tiger Brands have promising contracts for their company when they complete their compliance phase. Once they are fully compliant, Likeleli would like to begin a programme that will accommodate youth

learners, teaching them the ins and outs of the packaging sector and developing their skills in the printing industry.

One challenge remaining for their company is access to markets. Still, there are hopes that Siyakhula will open more doors for Katleho Printers and Packaging so that 2022 will become a more prosperous year for the organisation. Nthatsi reminds those walking a similar journey to conduct their approach with integrity and honesty and always carry an attitude of confidence, remembering that no matter how big the challenge is, there is always a solution through seeking guidance. Likeleli reminds us that the business environment is ever-changing, and dedication and commitment are incredibly critical for success; otherwise, one will not survive. Starting a business should always be done for the right reasons, with young entrepreneurs doing well to identify their passion first so that when challenges arise, that same passion can sustain them through the trials that will most certainly come.





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JAXON TYRES

PURSUING EXCELLENCE: WHEN GOOD IS NOT ENOUGH

Bringing services to your doorstep is the latest approach to business success in South Africa. Tauriq Jackson, Director and CEO of Jaxon Tyres, a mobile fitment centre based in the Mother City, Cape Town, found a gap in the market and jumped at the opportunity. With little knowledge but a lot of faith, Tauriq registered Jaxon Tyres and ventured out into the field of entrepreneurship with one primary goal in mind.

Seen as a significant risk for societal growth, mitigating youth unemployment is the aim of his game, and Jaxon Tyres is tackling this area head-on. Although they are still a small company, impacting even one young person's life positively by offering them employment means one less young person off the streets and a reduction in the scary 63.9% youth unemployment rate.

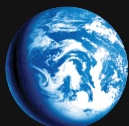
Demonstrating humble beginnings, the company began its journey with one vehicle bought at auction for R30 000 and equipment purchased from second-hand stores. The business was bootstrapped during the early stages while trying to prove that his concept would work.

Tauriq expressed that "having people who believe in you, and are willing to sacrifice a portion of their salaries just to see you succeed" made the start-up phase easier. It was also a motivator to ensure that he made a success out of Jaxon Tyres. Eighteen months after opening, the company was onboarded by the Barloworld Mbewu programme and has never looked back. This year, Jaxon Tyres joined the Enterprise Supplier Development (ESD) programme and Siyakhula and is excited about the journey ahead.

Jaxon Tyres was the first mobile fitment centre to hit the streets of Cape Town, supplying quality tyre services to the client at their selected location. Whether an individual client, Fleet Companies like Avis Western Cape, or Barloworld Car Dealerships in the Western Cape, Jaxon Tyres dispatches a team of experts to do the job at the clients' chosen location.

High-quality customer service forms a core value for Jaxon Tyres and takes priority over everything, meaning having open communication between Jaxon Tyres and its client is paramount. It takes just one call to book your appointment, and it's made as easy as these few steps below:

- Call Jaxon Tyres and have this information on hand:
 - Make of car
 - Model of car
 - Tyre size
 - Tyre brand
 - Expense budget
- Should you own a car but have zero knowledge about cars, you may:
 - Take a photo and send it through. Jaxon employees will recommend the best quality and size based on your expense budget
- Book an appointment - time and location
- The mobile unit dispatches on the day with regular updates of location and arrival time
- On-site, the tyres are fitted and then balanced for your safety.



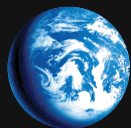
Barloworld Siyakhula

Tauriq has dedicated his business to helping the community. The focus point is on youth development and closing the gap on youth unemployment. The company only hires youth from previously disadvantaged backgrounds who are willing to work and have the attitude it takes to work long hours, often under pressure. Candidates that are selected first undergo three months of paid training, developing the skills required by Jaxon Tyres to become full-fledged employees. Like any forward-thinking entrepreneur, Tauriq has set yearly goals, with his two-year plan set out as follows; to expand and become a franchise.

The details around this plan include giving the Jaxon employees first choice at buying into the franchise, with a pay-as-you-go system in place, allowing the employees to pay for the franchise over 12 to 24 months. Tauriq, who studied Strategic Business Management, plans to upskill any interested employees through a programme that prepares them for franchise management. The finer details have been well thought out, resulting in a win-win situation for all.

Regards,
Tauriq Jackson
0609311259





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THE BREAD BOX BAKERY

– COOKING IS MATHS, AND SCIENCE MADE EDIBLE

On her first visit to Joburg City, Matlhogonolo Ledwaba, Founder and Director of The Bread Box Bakery and Studio, could not quite grasp the fact that young women like herself were selling food items in the streets. Would they still be on the streets if they were taught a skill? Matlhogonolo saw an opportunity to be of service. The core fundamentals of The Bread Box came from an idea born directly from the streets, yet it was not easy at first to train and retain these young women, but through her dedication and hard work, the company grew and became sustainable. Youth-owned with an all-youth employee team, Bread Box succeeded in surviving the start-up phases and even Covid-19 and is proud to have a cooking studio, The Bread Box Studio, in full operation.

The Bread Box started under the Non-Governmental Organisation (NGO), Sanctuary of Hope, after marketing the concept, 'bread in a box' in 2016 via her personal Facebook page. The bakery opened on 2 April 2018 at the Household Décor Centre in Midrand, which still stands today. Matlhogonolo is enormously passionate about creating jobs, helping disadvantaged people, and creating a space where the youth feel safe and can develop valuable skills. Matlhogonolo has experienced a lot of

"digging into her own pocket", but with the bakery's success and the cooking studio that has taken off, the rewards are beginning to flow inwards.

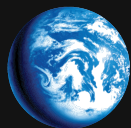
The workspace is very diverse and has adopted a through-actions-we-speak attitude, ensuring that there is always inclusion, thus creating a peaceful working environment which is of great benefit to the culinary interns, ultimately leading to them adopting this attitude and taking it with them wherever they might find themselves. To date, the bakery has partnered with three culinary schools and trained 50 students, leading to the Bread Box exploring a relationship with Services SETA on solutions they want to adopt to subsidise the business.

Bread Box Studio opened its doors on 8 February 2020, a kid's cooking club with classes catering to students from 5 years of age to teenage classes for 13-year-olds and above. Through holistic teachings, they don't learn only to prepare delicious, healthy meals. Lecturers also focus on vocabulary development, skills development, and education. Their slogan being "Cooking is Maths + Science made edible".

Matlhogonolo is a selfless giver who partnered with Standard bank during the

lockdown phases of 2020. They cooked and delivered meals to surrounding orphanages and handed out sanitary pads to girls in need. She says there is no need to post those things on Facebook and Instagram. Generally known as "giving back to the community", Matlhogonolo says it's not so for her as she sees these opportunities as her duty to humankind. A firm believer of "moving in the shadows", Matlhogonolo believes in doing something good when no one is watching and protecting those who are incapable of doing it for themselves.

Lockdown was a time of creativity for Matlhogonolo, who wonderfully surprised the public with her new premix product. She realised that most South Africans struggled with baking and that there was a gap as other premix recipes required additional ingredients to be added. Siyakhula is lending their valued assistance to ensuring that the variety of premixes is certified and packaged accordingly. A product relaunch will follow these activities to attract new and different clients. Matlhogonolo's plans include exploring other supply chain avenues by targeting online platforms, Uber Eats and Mr D and further contributing to job creation.



Barloworld
Siyakhula



– BUILT TO WITHSTAND THE TEST OF TIME

The trio of ladies joined forces on the entrepreneurship journey, daring to step into the male-dominated Information and Communications Technology (ICT) industry. With the commonly used term “power of a woman” embedded in them, they persevered, holding onto a more profound value that gave them the strength to endure. Oris Root, a purple flower which blooms throughout the darkest winter storms and the warm sunshine of summer, never fades and flourishes in all conditions. Londiwe Mogapi, Zodwa Ngubeni and Faith Dithlong, who have since parted ways, were set on building a business that would withstand the test of time, ensuring that their “flower” would forever bloom.

Oris Root opened its doors to the public in 2018 at Halfway House, Midrand, providing a wide range of technological products and services to corporate companies, Small and Medium Enterprises –(SMEs) as well as individual clients. They are proud to say that their value lies in their ability to provide end-to-end solutions, from planning to deployment and monitoring. Their company has since embarked on a new journey which is taking them through the process of great transformation and restructuring that will ultimately align their business profile with the dire need in South African education and skills development.

Despite this new focus, the initial services provided by Oris Root will not be excluded but instead used to enhance and expand the business, enabling the company to create jobs and increase its internship programme.

Within this lies Londi and Zodwa’s intentions to contribute as much as possible to solving the youth unemployment crisis in South Africa. Londi believes that if Oris Root can only change a few lives, then at least those previously unemployed or under-skilled youth will have the chance at bettering themselves. Both Londi and Zodwa hope that their impact on these youth instils not only skills but also specific human values that would encourage them to assist others in the future. It is better to touch just one life than not trying at all.

The company hosts three interns currently, which sparked an idea in Londi and Zodwa about how they could help bridge the youth unemployment gap through market research done during the hard lockdowns, when they, unfortunately, had to close their doors. This proved that a lack of education and skills significantly contributes to the 63.9% youth unemployment rate. Although Oris Root had been suppliers of laptops and printers to Siyakhula in the past, they had not heard of the possibility of becoming a beneficiary through the Enterprise Supplier Development ESD programme.

Oris Root joined the Siyakhula family in 2021, with Londi remarking that they are amazed by Siyakhula’s attention to detail and valuable guidance. In the interim, Oris Root has become SETA accredited and is gradually introducing high impact development programmes to produce outstanding human performance. The company also specialises in developing IT-related skills across multiple levels and business sectors, intending to equip learners with the tools needed to increase productivity. Londi says that the skills development programmes will also incorporate necessary soft skills like work etiquette, professionalism, and human interaction skills, thus transforming youth candidates into well-rounded individuals ready for either employment or entrepreneurship.

To the youth and young entrepreneurs starting on their journey, she reminds them that they can become anyone and do anything they put their minds to. “As far as you can see is as far as you will go, remembering not to blame anyone but always to look within as this is your race and only you can run it”.

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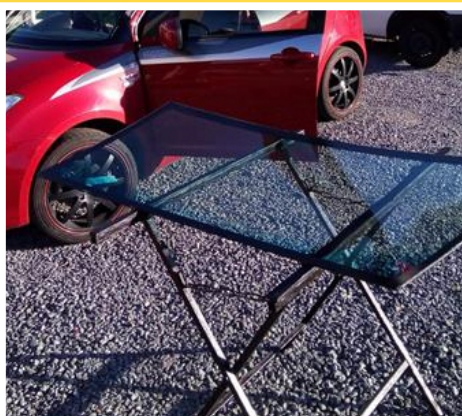
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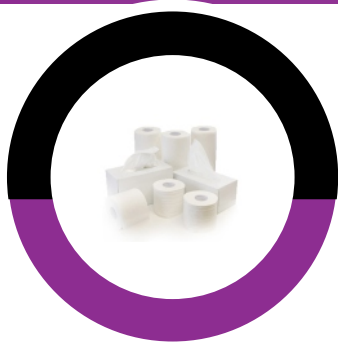
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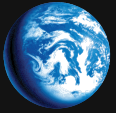
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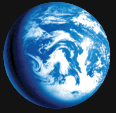
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