

B.E.E.

Overview of BEE initiatives

Ownership

The Value Group is a listed company on the Johannesburg Stock Exchange, and shares are publically traded. However to meet BEE requirements the Board is committed to finding a suitable BEE partner that will add value to the Group. There is continual evaluation and consideration of potential BEE partners.

Management Control

The Board continues to identify suitable candidates who will add value to the Board. The most recent appointment in support of the management criteria was Mr. M Padiyachy, who was appointed as an Executive Director on 6 July 2007.

Introduction – Preferential Procurement Policy

In addition to other BEE programs and affirmative action policy, Value Logistics has implemented a preferential procurement policy.

Strategy to improve BEE procurement level and support BEE suppliers

- Integrate BEE into all our Procurement policies and procedures to ensure that we have an integrated approach to meeting our BEE goals.
- Request BEE certificates from all suppliers to collate the information on each BEE certificate to identify:
 - size of supplier
 - black ownership of supplier
 - black women ownership of supplier
 - value adding status of supplier
 - black professional status of supplier
 - Enterprise Development Beneficiary status of suppliers
- Hold supplier education workshops to inform / educate suppliers on the merits of BEE compliance and the benefits to their business.
- Send a “BEE Newsletter” in one or more of the official languages with the 'remittance advice' to inform suppliers of the need to keep their BEE information up to date with Value Logistics.
- Send a “BEE Letter” to inform suppliers of the need to improve their BEE rating and to request the assistance of our Suppliers in this regard.
- Preferential Payment Terms - a prompt payment system will be put in place to ensure that the BEE suppliers will receive payments or part payment timeously in the supply of goods or rendering of service.
- Value Logistics, whenever requested, will provide additional assistance to the affirmative supplier.
- Bids from affirmative suppliers for part supply of large volume requirements will be considered.
- Advice on completing Value logistics documentation, tenders etc. and submission of invoices will be provided by the Value logistics if so required.

Skills Development and HR programmes

Learnership Programme

Value Logistics embarked on a learnership programme during the 2007 financial year.

The programme consists of 53 females and 53 males. In addition to the 106 learners on the programme 43 coaches / mentors have been identified and trained to assist the learners. Furthermore 21 Managers have been trained in the learnership and coaching requirements to provide additional assistance.

Learnership	SETA	Asian		Asian Total	Black		Black Total	Coloured		Coloured Total	Grand Total
		Male	Female		Male	Female		Male	Female		
Warehousing & Distribution	Wholesale & Retail Seta	0	0	0	3	16	19	0	0	0	19
Business Admin 3	Services Seta	1	0	1	18	5	23	2	0	2	26
Freight	Transport Seta	0	0	0	0	14	14	0	0	0	14
Business Admin 4	Services Seta	1	0	1	6	8	14	7	0	7	22
Supervisory / Management	Services Seta	3	1	4	7	9	16	4	1	5	25
Totals		5	1	6	34	52	86	13	1	14	106

A total of 140 prospective learners have been assessed for the programme. Prospective learners are from previously disadvantaged background.

8 female and 19 male learners have been placed on a special remedial programme to assist them in successful completion of the learnership programme.

The special remedial programme will enable learners to slot into a NQF level 4 program.

Successful completion of the current programme will enable the learners to be assessed for the Supervisory / Management learnership programme in 2009 / 2010. In addition to the current learners Value will continue to screen and assess prospective learners for the enrolment of the next learnership programme in 2009/2010.

General Staff Training and Development

Value has embarked on a skills gap analysis programme to identify core skills that are lacking in all areas of our business. Staff in conjunction with their respective superiors had to complete a training needs analysis form. This information will be utilized to plan core training needs and the reporting requirements of the Transport Seta and Service Seta in the annual Workplace Skills Plan and the Annual Training Report, both which are due annually on the 30th June.

For the period April 2007 to March 2008 a total of 890 previously disadvantaged employees received training. The total cost for this training amounted to R 351 805.36. The following table details general training and development initiatives:

Hr Initiatives

Initiative	Course Detail
Computer Literacy	MS Word Packages (Beginners to Advance)

	General Procurement
Heath and Safety	Basic Fire Fighting
	Heath and Safety Representatives
	Evacuation Marshall
	Fist Aid
	WCA Administrator and Incident Investigation
	Dangerous Goods Handling
Driver Training	Lifting Equipment
	Driver Induction
	Professional Driving Skills
	Defence Driving Skills
	Driver Customer Care
	Driver Logistics Administration
	Practical & Yard Manoeuvring
	Licence Upgrade
	Hazardous Good.
Other	Basic Supervisory Training
	Telephone Skills
	Customer Excellence
	Project Management
	Oral Presentation Skills
	Management with Intent
	SA Customs Clearing
	Industrial Relations.

Technical Apprenticeship Programme

Due to the current shortage of skilled artisans available in the South African Labour market, Value has embarked on an apprenticeship programme to up skill tradesman. Herewith a breakdown of current permanent employees on the apprenticeship programme:

Apprenticeship	Race	Gender		Total
		Male	Female	
Diesel Mechanic	Black	10	1	11
Auto Electrician	Black	0	2	2
Spray Painter	Black	0	1	1
Vehicle Builder	Black	1	0	1
Total				15

In addition to the apprenticeship programme a total of 4 black males have been enrolled on a Technical Skills Development programme. On successful completion of this programme these candidates will be assessed and evaluated as possible learners on the apprenticeship programme. The recruitment and selection of suitable candidates for enrolment on the apprenticeship programme is ongoing. This programme has been earmarked for previously disadvantaged candidates, with a strong focus on the future recruitment of more females.

Staff Bursaries

Annually Value offers staff bursaries to suitably qualified and deserving employees. For the 2008 period a total 13 bursaries were awarded, 7 of these bursaries were awarded to previously disadvantaged candidates.

BURSARIES 2008								
Course	Institution	RACE				Gender		Total
		Black	Couloured	Asian	White	Male	Female	
Diploma in Labour Law	University of Pretoria	1				1		1
Road Transport Management	University of Johannesburg (6) & Unisa (1)	1	1	1	4	6	1	7
Diploma Road Transport	University of Johannesburg	1				1		1
Diploma Logistics Management	University of Johannesburg			1	1	2		2
Small Business Management	University of Johannesburg				1	1		1
Transport & Supply Chain Management	University of Johannesburg			1		1		1
Total		3	1	3	6	12	1	13

Driver Training Academy

The overall purpose of the Value Driver Training Academy is to:

- Recruit, select and evaluate the best drivers for training.
- Development of programmes to improve competency of drivers to meet Value and the industries expectations.

Drivers from all depots and sites are trained and evaluated on a continual basis. Training is not only limited to Value permanent staff but is also extended to staff from Temporary Employment Service Providers. All new drivers (permanent staff and staff from the service providers) undergo a practical evaluation, theory test, road and manoeuvring test coupled with a compulsory medical examination. Existing drivers are re-evaluated annually

In full support of the Safety first campaign drivers county wide (9 provinces) receive intensive training to enable them to participate in the Department of Community Safety's Driver of the Year Competition.

Value is about to join the Department of Labour in an industry initiative to up skill and train Code 14 Drivers. The programme would entail Value's commitment in the employment of a number of learners from the Department of Labour. The Department will up skill current unemployed code 10 drivers to code 14 drivers. Value will commit to employ a number of these drivers and continue their future development. Once the candidates have completed the Department of

Labour's up skilling programme Value will place these candidates on a formal Driver learnership programme in conjunction with the Transport Seta.

Employment Equity

Please find attached the Employment Equity Report as at 1st October 2007, the next report is due on the 1st October 2008 and will cover the period 1st October 2007 – 30th September 2008.

Targets have been set per Department / Division for focused recruitment of suitably qualified previously disadvantaged candidates in junior, middle and senior positions.

Employment of the Disabled

In conjunction with DEAFSA Value is exploring 100 employment opportunities for the disabled. The majority of candidates available on the DEAFSA database have skills in data capturing IT, mechanics (diesel and petrol) and loss control. Value has received CV's from DEAFSA and is currently exploring opportunities for successful permanent placements within Value. In order to ensure successful integration of the deaf into the Company Value will embark on an awareness training programme.

Staff Innovation Programme

During March 2008 Value launched a National Value Innovations Project. The aim of this project is to involve all staff members in the optimal and efficient running of our business and to instil a greater sense of belonging. Staff have been challenged to come up with innovative ideas that can make Value a better and more successful business. This programme has proven to be highly successful in creating a united Value. Many staff members have submitted their respective nominations to the elected committee for consideration. All innovations submitted are presented and investigated by the committee for practicability and implementability. Staff who submits successful innovations are rewarded.

Enterprise Development

Value Logistics has engaged the services of Enterprise Development Services (EDS) to establish a new Enterprise Development beneficiary entity that will operate a Driver Training Academy for Value Logistics and other Logistics companies.

The Business plan is complete and the project management of the establishment and roll out of the Academy is due to start 1 June 2008.

Value Logistics has allocated R1 million to the establishment of the Academy. These funds are being held in trust under an Enterprise Development mandate to ensure that the Academy is fully funded.

Social Development Programmes.

Ikageng Shelter for Boys

A home for abandoned and orphaned boys currently houses 18 boys. Value Logistic's involvement with this home started in 2004 when we became aware of the dire conditions the boys were living in. The boys were kitted out with shoes and clothing and taken on a December seaside holiday to the South Coast which included educational visits to Ushaka Marine world and the crocodile and snake parks.

In 2005 a complete refurbishment of the home was funded by Value which included the upgrading and expansion of ablution blocks as well as a complete facelift of the inside and outside of the home. IQ and aptitude tests were also funded and co-ordinated by us so that children could be placed in appropriate learning institutions.

In September 2006 an extension of 75 square metres was added onto the shelter which serves as a general purpose hall and has created a place where the boys can enjoy meals, do their homework and watch television together seated for the first time. The entire project was funded by Value Logistics.

In 2008 bicycles were purchased for all children to save them hours of walking to and from school.

Value intends building long-term relationships with these young men, by providing learner ships and apprenticeships, on completion of their schooling.

Ongoing support is offered as and when required.

Khanya Kyaha

A home for raped, previously prostituted and destitute girls which was established in February 2007. They required a fridge, TV and electronic goods. These were paid for and delivered to them by Value Logistics.

The girls of Khanya Kyaha were also beneficiaries of bicycles .

Argus Pick and pay Cycle Tour

A registered charity approached us to assist with the provision of vehicles which included cars, busses and 1 to 4 Ton vehicles. Value decided to donate the use of these vehicles to the Argus. The donation of the vehicles ensured that the Argus had additional funds to distribute among their charities. The donations of vehicles exceeded R 250 000.00 and was repeated in 2007 and 2007.

Annual School supplies project

Due to the huge success of this project and the overwhelming response from the recipients it has been decided to repeat and grow this projects which was initiated and implemented by Value Logistics.

January 2008 saw the 15 000th child benefit from the receipt of their stationery requirements for school. The inclusion of maths sets into the packs commenced as from January 2008.

Various charities and underprivileged schools throughout the country benefit annually from this project.

Christmas Party for Ria Hola Preschool

A Christmas party was held for 30 children from Ria Hola preschool that takes pre-primary children in at no charge so that their unemployed mothers can seek employment.

We took the children on an outing to the zoo, provided refreshments and gifts. Children were chaperoned and watch on the day by volunteers from the Value sales team.

Christmas gifts for the aged

Tents of Sharon hosted a Christmas party for 150 aged in Boksburg and gifts for all were purchased By Value Logistics from Revlon.

Poverty alleviation

"Feedback" is a registered N.P.O organization that delivers food to organizations in poverty stricken areas in Kwa Zulu Natal and has expanded its services to Gauteng.

The Value Group supplies vehicles to them on a permanent basis to deliver approximately 38 000kg of food each month.

Vehicles are serviced and maintained by Value and in downtimes replacement vehicles are provided so that food delivery is uninterrupted.

Transport Provision

The plight of charities and the lack of availed resources to transport both products and people was noted by us and Value has provided transport services to various charities and organizations throughout the year. The value of this exceeded R 150 000.00

Among the charities aided were the Soweto children to Children Foundation, Employment solutions which provides work opportunities for mentally and physically handicapped individuals, the Haven care centre, Annual Christmas bike run, Rotary International, One way community services, The Selwyn Segal Home to name a few.