



our journey

TO LEVEL 1

B-BBEE CONTRIBUTOR





WELCOME

At I&J we believe that B-BBEE is more than a regulatory requirement. We recognise the social and economic imperatives that all businesses need to embrace to drive transformation in South Africa.

I&J has a good track record of 'doing the right thing' for the last 110 years. Our focus over the years to reach Level 1 demonstrates this and we continue to support the country's broader transformation agenda. I&J remains committed and dedicated to embracing transformation at its operations and promotes equity and diversity in its business processes and the communities with whom it works.

THIS BROCHURE OUTLINES OUR ACHIEVEMENTS ACROSS THE FIVE KEY B-BBEE ELEMENTS.





**MEET SOME OF THE PEOPLE WHO HAVE BEEN
PART OF OUR TRANSFORMATION JOURNEY. THEY
ARE NOT ONLY PASSIONATE ABOUT FISHING, BUT
PASSIONATE ABOUT SOUTH AFRICA.**

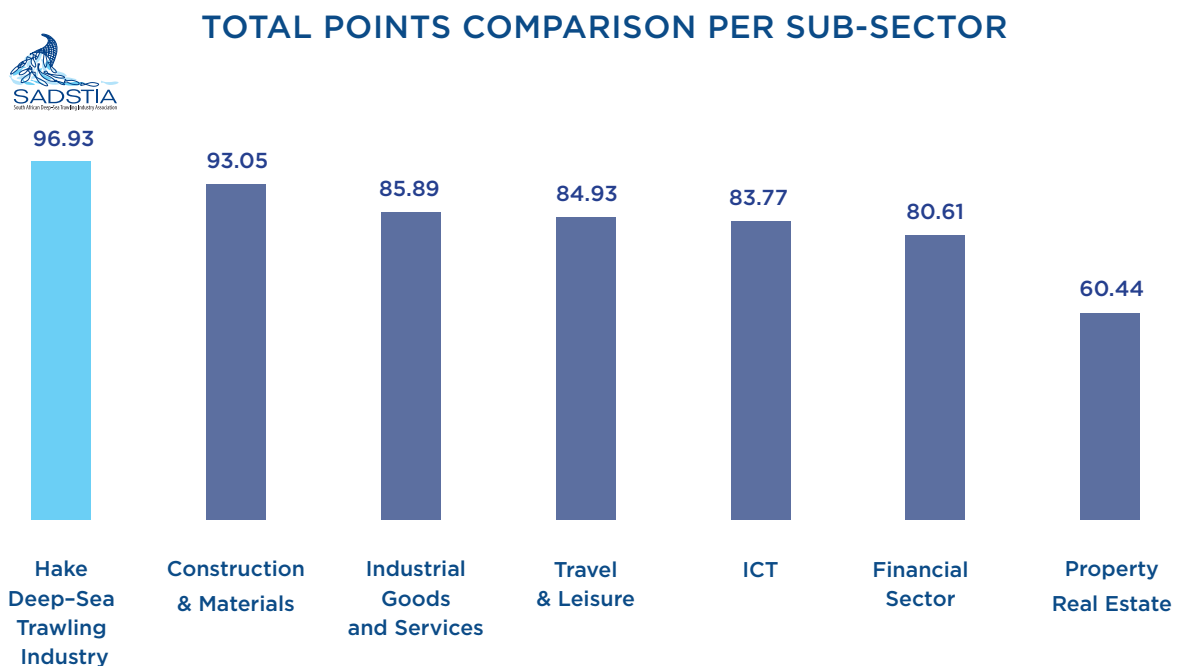


INDUSTRY OVERVIEW

SOUTH AFRICAN HAKE DEEP-SEA TRAWLING INDUSTRY: ONE OF THE MOST EMPOWERED INDUSTRIES

The Hake Deep-Sea Trawl fishery is the most industrial of South African fisheries. It is also the most valuable, accounting for **38%** of the wholesale value of the fishing industry, generating sales in excess of **R4 billion**. All processing is done in South Africa and thus supports local job creation. More than **7 200 people** are employed, many from rural towns, with an annual wage bill of around **R2 billion**.

According to the 2018 Empowerdex report, the Hake Deep-Sea Trawling industry was the most empowered out of all of the industries evaluated.



The table compares the performance of the Hake Deep-Sea Trawling industry with other sectors. These scores reflect the 5 top empowered listed companies in each of these sectors, which brings a level of positive bias to the numbers. It should be noted that there were industries with less than 5 companies in the top 100.

Since 1994, when government first linked the allocation of commercial fishing rights to transformation, the fishing industry has undergone significant structural change and has arguably made the most demonstrable and sustainable achievements in empowerment.

B-BBEE STATUS
LEVEL 2
CONTRIBUTOR

66.7%

black-owned.
Increased from 30%
in 2005.

>R6.6

BILLION

in socio-economic
contribution.

57%

of domestic supplier
spend is with
companies with
more than **50% black**
shareholding.





AT A GLANCE

EMPOWERING OUR BUSINESS FOR POSITIVE CHANGE

1. EQUITY OWNERSHIP

- **20% direct ownership by black partners**
- **5% direct black employee shareholding**
- **37.2% exercisable voting rights held by historically disadvantaged individuals**

2. MANAGEMENT CONTROL

Board representation and other Executive Management

- **67% exercisable voting rights held by black board members**
- **50% Black Executive Directors**

Employment equity

- **91.5% Black Employees**
- **73% Black Management**
- In the last 5 years, for **every 100 unskilled** previously disadvantaged workers, **7 were promoted** to semi-skilled positions
- **45 Black people with disabilities** (above B-BBEE target and Deep-Sea Trawling industry average)

3. SKILLS DEVELOPMENT

- **>1 200 employees/learners** attended training in 2018
- **>R10.2m investment** in skills programmes & training in 2018
- **R35m invested** over the last 5 years to train **5 165 people**

4. ENTERPRISE AND SUPPLIER DEVELOPMENT

- **85% of procurement spend** is with **B-BBEE compliant suppliers**
- **>R7m investment in Supplier and Enterprise Development** in 2018

5. SOCIO-ECONOMIC CONTRIBUTION

- More than **15 NGOs** supported
- **R2.7m socio-economic contribution in 2018**
- **>R8.5m socio-economic contributions over the last 5 years**



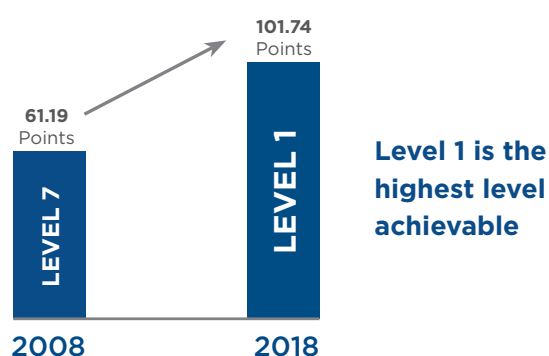


I&J SCORECARD


A FOCUSED EFFORT TO ACHIEVE LEVEL 1

Transformation at I&J has always been a business imperative. We are proud to have improved our status from Level 7 in 2008 (61.19 points) to a **Level 1 contributor in 2018** (101.74 points). We have made significant inroads in terms of Skills Development and Enterprise and Supplier Development, both areas that have major positive impacts for our communities and smaller businesses that we support.

FROM LEVEL 7 IN 2008 TO LEVEL 1 IN 2018




SCORECARD SUMMARY AND PRIORITY ELEMENTS

Description	Weighting 	Points	I&J Achievement
1. Equity Ownership	25.00	25.00	MAXIMUM POINTS
2. Management Control	19.00	8.33	UNDER IMPROVEMENT
3. Skills Development	20.00	22.18	MAXIMUM POINTS + BONUS POINTS
4. Enterprise and Supplier Development	40.00	41.23	MAXIMUM POINTS + BONUS POINTS
5. Socio-economic Development	5.00	5.00	MAXIMUM POINTS
OVERALL BEE SCORE	109.00	101.74	Level 1

I&J was independently assessed by Empowerlogic, an independent, impartial and SANAS accredited verification agency.



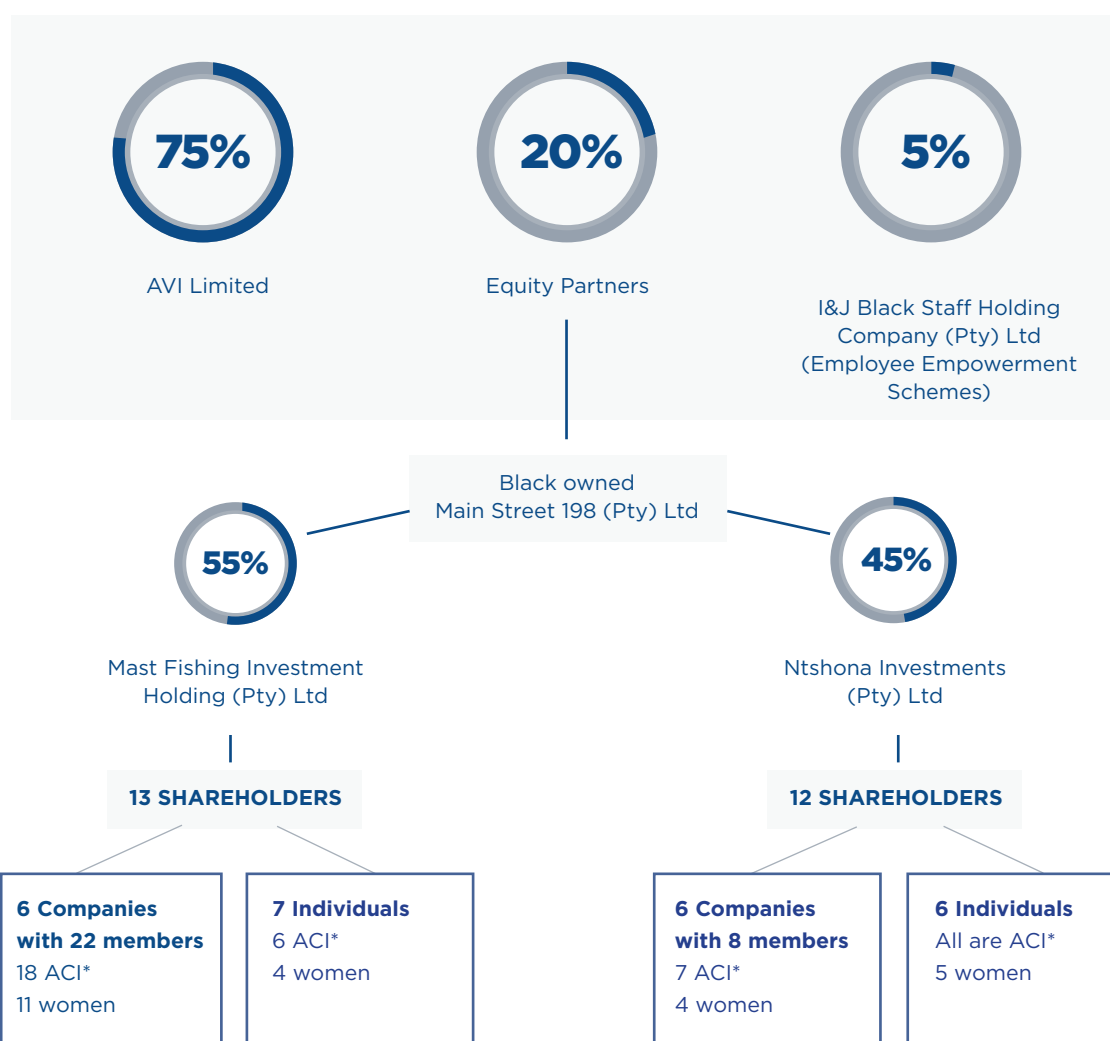
EQUITY OWNERSHIP SCORE	
Weighting 	25.00
Points	25.00
I&J Achievement	MAXIMUM POINTS

1. EQUITY OWNERSHIP

BUILDING STRONG PARTNERSHIPS WITH OUR EQUITY PARTNERS

I&J has fully achieved the target of 25 points in this category, with its equity partners, numerous ACI* owned companies and individuals who work with I&J. Through these partnerships, numerous ACI* individuals, many of these women, have benefitted.

IRVIN & JOHNSON LIMITED



*ACI - African, Coloured, Indian



AVI & OUR EQUITY PARTNERS

STRENGTH IN DIVERSITY

AVI LIMITED

AVI Limited is home to many of South Africa's leading and best-loved brands. Listed on the JSE and centred on the FMCG market, AVI's extensive brand portfolio includes more than 50 brands. AVI employs almost 11 000 employees and had a turnover of R13.44 billion for the 2017/18 financial year. AVI has been a majority shareholder of Irvin & Johnson for decades. AVI brings a wealth of credible knowledge and experience, which adds significant value to the Irvin & Johnson Holding Company Board.

AVI

GROWING GREAT BRANDS



OUR EQUITY PARTNERS

Mkhuseli “Khusta” Jack and Anthony (Tony) William Bedford both serve as Non-Executive Directors on the Irvin & Johnson Holding Company Board where they are integrally involved in critical business decisions such as investing, divesting and strategic planning.



Mast Fishing Investment Holding (Pty) Ltd represented by Mkhuseli “Khusta” Jack

Khusta graduated from the University of Sussex, UK with a BA Honours in Economics and Development Studies. He went on to start companies in the Building, Fishing and Telecommunications sectors. Khusta heads up a consortium that owns Mast Fishing (Pty) Ltd. In 1999, Mast Fishing (Pty) Ltd entered into a joint venture with I&J to form Umsobomvu Fishing, which catches and markets squid. Umsobomvu Fishing, based in Port Elizabeth, employs 109 fishermen from mostly underprivileged communities and operates 5 fishing vessels. Khusta joined the I&J Holding Company Board in 2005.



Ntshona Investments (Pty) Ltd represented by Anthony (Tony) William Bedford

Tony holds a B. Admin Industrial Psychology (Hons.) degree and has more than 30 years executive managerial experience in the food and defence sectors. He also holds astute leadership roles in the automotive, property and commodity trading sectors, which has resulted in international travel to explore best practices and trading opportunities. Tony joined the I&J Holding Company Board in 2004.



EMPLOYEE EMPOWERMENT SCHEMES

IMPROVING QUALITY OF LIVES

More than **R192 million** has been paid out to black employees via two black staff empowerment schemes.

THE I&J BLACK STAFF HOLDING COMPANY (PTY) LTD

- Launched in 2005
- R31.9m paid to I&J employees to June 2018

AVI BLACK STAFF EMPOWERMENT SCHEME

- Launched in 2007
- R160.3m paid to I&J employees to June 2018

Meet some of the people who have benefitted from our employee empowerment schemes.

Mbukeli Mhlanga

2nd engineer on Foxglove, with I&J for 12 years



Mbukeli joined I&J as a Factory Hand. Today he is the 2nd Engineer on Foxglove having achieved his 3rd engineering certificate in 2016. He hopes to become a Chief Engineer in the next 2 years.

"I used the money from the share scheme to renovate my parents' home in the Eastern Cape. As their first born I wanted them to be proud of me! I will use future dividends to pay for my brother to study and will set aside money for my children. I am grateful to I&J for helping me to achieve my goals – now my mom is warm and I am a 2nd Engineer!"

Joseph Abrahams

Production Supervisor, with I&J for 30 years



Joseph joined I&J as a General Worker. He soon advanced to Machine Operator, Quality Controller, Quality Supervisor and is currently a Production Supervisor. He is married with 3 children.

"I love helping people and seeing them grow at I&J. I am grateful because it feels like I&J has made me a millionaire, if I think back to what I've achieved over the last 30 years. I used the shares from the employee empowerment scheme to pay for a Business Management course for my daughter and to get a bigger house. My other daughter works for I&J as well."


Basheer Bird

Laboratory Assistant, with I&J for 25 years



"In 2017, my wife was retrenched and she had loans to repay. She was very stressed, and I was under a lot of pressure as I was the only one working. Thanks to the I&J shares, I could pay off my wife's debts and we could live happy and debt free."



MANAGEMENT CONTROL SCORE	
Weighting 	19.00
Points	8.33
I&J Achievement	UNDER IMPROVEMENT

2. MANAGEMENT CONTROL

Management Control has two parts, the first addresses **Board Representation** as well as top management at the company, while the second addresses **Employment Equity**. Two of I&J's three Board of Directors are ACI individuals.

BOARD REPRESENTATION



Professor Brian Figaji

Chairman of Irvin & Johnson Holding Company and Non-executive Director of Irvin & Johnson Ltd.

Qualifications

- BSc from University of Western Cape (UWC)
- Diploma in Tertiary Education from UWC
- M Education (Administration, Planning and Social policy) from Harvard University
- Fellow of the SA Institute of Civil Engineers, SA Society for Professional Engineers and the Academy of Engineering

Brian spent the early part of his career working as a consulting civil engineer and as a site agent for a large civil engineering construction company, before entering into the profession of Higher Education, where he held the role of Principal and Vice Chancellor of Peninsula Technikon in Cape Town from 1994 to 2004. As a passionate community leader, Professor Figaji has made a significant contribution to the transformation of South Africa. He has served as a member of the Council of Higher Education, The Engineering Council of South Africa (ECSA), the Desmond Tutu Trust, and as President of Scouts South Africa. He has been South Africa's representative on the Executive Board of UNESCO, and a Director of the Youth Development Trust. Professor Figaji has also served on numerous Corporate Boards, including the I&J Board for many years and has been the Chairman since 2001.

Brendan Jales

Human Resources Director & Executive Director of Irvin & Johnson Ltd



Brendan completed a Business Admin Degree followed by an Honours Degree in Industrial Psychology from the University of the Western Cape. His career started as an HR Graduate with Anglo American in 2000 on the West Coast, where he held various roles within HR, culminating in him fulfilling the role of Group Employee Relations Manager before leaving Anglo American in 2008. Thereafter, he joined Appletiser SA (Pty) Ltd (SA Breweries) as HR Executive until 2013, followed by Vedanta Mining Resources as Head of HR for their South African Operations for 3 years. Brendan joined I&J in 2017 as HR Director. He pertinently stated that few people were aware of I&J's transformation journey and the good work that had been going on for many years.

"I&J is a household brand that resonates with consumers. I&J has always been strongly

invested in the communities where it operates and has played a strong, leading role in the fishing industry, in terms of its corporate social responsibility.

Our strategy going forward is to maintain the good work which we have started, focusing on skills development with programmes, such as learnerships, apprenticeships and graduate programmes, which will assist I&J to build its pipeline internally, as well as for the broader industry and economy. Further to this, we will also increase our support and investment around SMME development and I&J's business partners.

My dream is to continue with the proud journey I&J has built over the years, to ensure we continue to be a well-managed and thriving business that remains fully engaged and committed to South Africa's transformation agenda."



EMPLOYMENT EQUITY

PROMOTING EQUAL OPPORTUNITIES FOR ACI EMPLOYEES

I&J's employment equity efforts remain focused on training, developing and mentoring black employees with the objective of preparing them for more senior roles and advancing their career path with I&J. **73% of I&J management is black.** Since 2011, **125 ACI employees have been promoted**, many of whom joined I&J as unskilled workers.

Meet some of I&J's professional, specialist and mid management employees.

Patrick Nqubelani

Group Risk and Transport Manager, with I&J since 2018



Patrick has a B Tech in Environmental Health and a Diploma in Project Management and has extensive experience in Safety Health Environmental Risk and Quality Management. Since joining I&J he has completed Business Social Compliance Initiative Auditing and Performance Management courses.

"A highlight since joining I&J has been developing and implementing a Management of Change procedure for the group – we've improved the risk audit score to more than 90%. I'd like to take on greater leadership responsibilities in the future and my dream is to be part of a corporate empowerment initiative. Working for I&J in Cape Town has also allowed me to reunite with my family who lives here."



Tandile Sipondo

Chief Engineer, with I&J for 17 years

Tandile joined I&J as a Fish Meal Operator on a freezer vessel where he spent up to 35 days at sea. Through hard work and determination, he slowly moved up the ranks to Chief Engineer. He got his Engineer's ticket in 2015 while working full-time. Tandile's dream is to get his Class 4 ticket and work on freezer vessels.

"This job has changed my life. I am where I am today because of I&J."



Tanya Gentry

Group Quality Assurance Manager, with I&J for 18 years

Tanya joined I&J as a Graduate working in the Woodstock and VAP factories, Shipping Department, ACS and Trawlers. In 2002, she became Export Controller at ACS and was promoted to Quality Assurance Manager for Woodstock in 2006. In 2012 she took over the role of Quality Assurance Manager for the RSA operations and was promoted to Group Quality Assurance Manager in 2016.

"I am grateful to I&J for the opportunity to grow within the company and for the chance I&J gave me to travel and experience the fishing industry in other countries, which really changed my outlook on life."



Shireen Blows-Hoosen

Human Resources Administration and Systems Manager, with I&J for 5 years

Shireen joined I&J as a Time Attendance Controller. She was soon promoted to Team Leader and then to Senior Team Leader. In 2018, she was promoted to HR Admin & Systems Manager.

"Since starting at I&J, I have attended a Team Leadership Development course and I&J is now funding my SARA (South African Rewards Association) certification and a B Honours in Strategic Management. I am grateful to I&J for the opportunity to make my dream come true, to become powerful, successful and a leader with a good heart."

Meet some of I&J's skilled workers, supervisors and junior managers who have been trained, upskilled and promoted.



Candice Gamiet

Customer Service Team Leader, with I&J for 4 years

Candice joined I&J in 2015 as a Customer Service Officer and has benefitted from I&J's training and development programme by completing, amongst others, the Supply Chain Management & Logistics update and the Manager & Supervisor skills course. She was promoted to Customer Service Team Leader in 2017.

"I have learned so many important skills since I started and I am in an environment I've always dreamed of. There is team work, respect, good communication with managers - I love coming to work. My dream is to be a Supply Chain Manager, working in Logistics."



Mervin Felaar

Procurement Coordinator, with I&J for 17 years

Mervin joined I&J as a Forklift Driver. He was promoted to Receiving Clerk, then to Sales Order Clerk, to Sales Order Coordinator at Head Office in 2010 and, in 2015, he was promoted to Procurement Coordinator. He passed his matric in 2015 followed by a Diploma in Procurement and Supply Chain, in-house SAP training through AVI and an Excel course. He is planning to do a Procurement course in 2019 so he can advance to a more senior position as a Procurement Specialist.

"I am grateful to I&J for making me who I am today and for giving me the opportunity to live my dream. I look forward to moving forward with my career here."

Erica Smith

Sales Support Team Leader, with I&J for 11 years



Erica joined I&J in 2008 as an Export Administrator. She was promoted to Export Controller in 2011 and in January 2019 promoted to Team Leader (Sales Support Team Leader Export Admin) with 6 people reporting to her. She completed a Supervisor course in 2018.

"I learned so much - how to deal with people, how to delegate, what responsibilities are, how to deal with staff issues and how to be a good leader. My ambition is to be a Supply Chain Manager in the next 5 years."



Joylene Scheepers

Technical Coordinator, with I&J for 12 years

Joylene joined I&J as a contract-based student in 2006. A permanent position came up in 2007 and she became a Night Shift Technician, testing and analysing products. She was promoted in 2014 to Laboratory Co-ordinator with 10 people reporting to her. I&J's staff development training saw Joylene achieve SANAS accreditation training in 2014 and she attended Supervisor training in 2017/18. Her goal is to be able to run a laboratory or start her own venture.

"I am very grateful to I&J for the opportunity to kickstart my career. I love my job and am ready to face any challenges."

PEOPLE WITH DISABILITIES

I&J invested **R1.6m** in 2018 in **skills development for black employees with disabilities**.

Meet some of these employees.



Bradley White

Production Supervisor - Incoming Area, with I&J for 15 years (last 9 years as a permanent employee of I&J)

Bradley is blind in his left eye and has 60% vision in his right eye. He started in 2004 as a night shift cleaner. He rose through the ranks to Yield Controller in 2012 and Supervisor in 2016 where he supervises 40 people. His main challenge is computer work.

"My colleagues know about my challenges, but I don't want special treatment. I am completely independent. I really appreciated the moral support from my colleagues when times were tough. I dream about getting my eyesight back and being able to make something more of my life."



Charity Josie

Data Clerk at Woodstock Primary Processing, with I&J for 24 years

Charity was born with a shorter hand. After finishing matric one of her sisters brought her to I&J where she started out as a Pack Receiver. Her disability has not held her back. She has her driver's license, has been overseas twice, thanks to her hard work.

"I have great colleagues and supervisors who are willing to help and support me – they're like a family. I am grateful to I&J for what they have done for me over 24 years. I never thought I'd be able to come this far. They believed in me, unlike other companies who would not allow me to work. I can never repay them."



Ntombizanele (Zanele) Lusiba

General Worker (Laundry), with I&J for 20 years

Zanele joined I&J in 1999 and became a permanent employee in 2000. In 2010, she suffered a stroke, which left her paralysed on her left side. Zanele returned to work after a year of recovery and rehabilitation. Unable to return to her previous job of cutting fish, she issues clothes in Hygiene and Laundry. She calls herself 'one hand' but says she issues clothes even better because of it.

"I&J accepted me as I am and helped me to find a job that I could manage. Few companies would have allowed me to continue working."



Bradley Smith

Health and Safety Officer, with I&J for 9 years

Bradley has noise induced hearing loss. I&J helped him to pay for hearing aids. His colleagues use technology, such as Whatsapp, to make communicating easier. Bradley is passionate about keeping people safe and educating them on the importance of protecting their ears in noisy environments. His goal is to become Group Risk Manager.

"I am grateful to I&J because I have become a better person, more knowledgeable and by sharing that knowledge I have made I&J a safer place. I also appreciate being treated just like anyone else."




Charlene Petersen

General Worker (Laundry), with I&J for 18 years

Charlene has Fibromyalgia, Endometriosis, Asthma and is allergic to fish. She has worked in Filleting, Speciality Seafood, Primary 3 and is currently working in Hygiene and Laundry, which is better suited to her conditions.

"I am grateful to I&J for accommodating my health needs. I started with nothing 18 years ago. Today I have a house and a job and work with nice people in a great environment. I have a lot to be grateful for!"



SKILLS DEVELOPMENT SCORE	
Weighting 	20.00
Points	22.18
I&J Achievement	MAXIMUM POINTS + BONUS POINTS

3. SKILLS DEVELOPMENT

DEVELOPING OUR STAFF AND UPSKILLING UNEMPLOYED LEARNERS

The unemployment rate for young South Africans, aged 15-34 years, is currently 38.2% (more than one in every 3 young people are unemployed). I&J provides jobs and training to upskill unemployed learners and its current employees. The company invested **R35m** over the last 5 years training **5 165** people.

LEARNING PROGRAMME MATRIX

Category	Description	Last 5 years	
		No. People	Investment
A - BURSARIES	Institution-based theoretical instruction alone - formally assessed by the institution.	674	R2.5m
B - INTERNSHIPS	Institution-based theoretical instruction as well as some practical learning with an employer or in a simulated work environment - formally assessed by the institution.	6	R325k
C- LEARNERSHIPS	Recognised or registered structured experiential learning.	469	>R12m
D- LEARNERSHIPS OR APPRENTICESHIPS	Occupationally directed instructional and work based learning programme that requires a formal contract - formally assessed by an accredited body.	81	>R7.3m
E - WORK INTEGRATED LEARNING	Occupationally directed instructional and work based learning programme that does not require a formal contract - formally assessed by an accredited body.	1 035	R3m
F - INFORMAL TRAINING	Work-based informal programmes.	2 900	>R9.5m
TOTAL		5 165	R35m

		No. Hours
INDIRECT EXPERIENTIAL TRAINING	Dry dock vessel maintenance, factory upgrades, plant and boiler installations, training of learners from the Cape Peninsula University of Technology (CPUT) and the South African Oil & Gas Association (SAOGA).	>36000

A - STAFF BURSARIES

Over the last 5 years, I&J has awarded **93 bursaries** to its employees to further their studies at a cumulative **value of R600k**.

Meet some of these employees.



Franklin Cieverts

Learning & Development Manager, with I&J for 34 years

Franklin began his formal studies via I&J's bursary scheme completing a Production and Inventory Management Diploma, a course in Management at Cape Peninsula University of Technology (CPUT), 3-year HR Diploma, Sports Management diploma and a 4-year part-time HR Development Degree (UNISA), all amounting to more than R160 000.

"I have a hunger for knowledge and want to make a difference in the business. I am interested in people development and am passionate about educating the youth, which is why I'm involved in the Hanover Park Foundation, which funds matriculants who want to study."

Innocent Dwayi

Group Employee Relations and Stakeholder Manager, with I&J for 7 years



Innocent joined I&J in 2012 as the Human Resources Business Partner on a specific project. After 3 years, he was promoted to HR manager. Today, he is the HR Manager at Trawlers, Group Employee Relations and Stakeholder Manager for I&J and Director of Umsobomvu fishing in PE. He completed a Master's Degree in Business Leadership made possible by I&J's bursary programme and is now halfway through a 2-year Masters in law degree.

"I dream about being one of the people who designs productive collective agreements with unions that support the economy. I&J created a space for me to learn and they are interested in me and my family's well-being."



Dianne Lawrence

VAP Senior Production Supervisor, with I&J for 30 years

Dianne joined I&J in 1989 as a Packer in the “Heat & Eat” area. She was soon promoted to Tally Clerk, then to online Quality Promoter, Quality Auditor, Quality Supervisor, Production Supervisor and Senior Supervisor in 2013. She completed a part-time Diploma in Production at PMI College through I&J’s bursary programme and is in her final year of a 3-year Operation Management Diploma.

“I was encouraged to study for personal growth and to further my career and was supported 100% by my managers along the way. I&J really wants us to thrive.”

Magdalene (Maxi) Idas

Production Training Officer, with I&J for 29 years



Maxi joined I&J straight from school 29 years ago. She started as a Check Weigher in the pack department, working on the night shift. She had several other positions in the company before applying for a training position at Head Office. She is now a Production Training Officer in the HR Department. Maxi completed her HR Degree in 2009 through I&J’s staff bursary scheme. She has done several other training-related courses and even completed a forklift driving course.

“My passion is training. I want to uplift people at the factory by recommending the right training for them to advance. There are many matriculants on the floor and I&J gives factory staff the opportunity to study and upskill”.

A - DEPENDANT BURSARIES

I&J offers high school (Gr 10-12) and tertiary education bursaries for children of staff. I&J has invested approximately **R2 million** over the last 5 years making **581 bursaries** available.

Meet two employees whose children are benefitting from this programme.

Princess Mili

Trimmer Primary Processing, with I&J for 16 years



Princess' dream is for her children to finish school and study so they could be independent and help others in need and perhaps her too one day. She became a permanent employee at I&J in 2003 as a Fish Cleaner. I&J has supported three of her 7 children's education – two of them are finishing school and a third has a tertiary education bursary.

"I never got the chance to study, so it was important for my children to be educated. I am grateful to I&J for helping me and giving my children a bright future."



Tania Coetzee

Sales Support Specialist, with I&J for 26 years

Tania joined I&J in 1993 straight out of school. After helping out with some filing, she was offered a position and has slowly advanced to Sales Order Co-ordinator, specializing in warehouse management and logistics. Her son, Aedan, has a bursary from I&J to complete school. He wants to study IT when he has finished.

"I missed lots of opportunities growing up and know that there is no future without education. I want my children to enjoy their lives without worrying. I&J has helped my son to get closer to his dream - he is on his way to a better future."

B - INTERNSHIPS

I&J has a robust and sought after internship programme, which has been in place for more than 10 years. Workplace training is provided over 12-18 months in specific disciplines, e.g. HR, Sales & Marketing, Finance, Engineering and Industrial Engineering. **Six interns** have been placed with I&J over the last 5 years, at an investment of **R325k**.

Meet two of our interns.



Fatima Nojiwa

Industrial Engineering Department

Fatima went to CPUT where she completed an Operation Management course before joining I&J as an Intern in the Industrial Engineering Department (time studies) where there is a focus on improving productivity and efficiency and minimizing waste.

"I am thankful to I&J for the opportunity to interact with different people, grow and develop personally and present myself confidently. Management is amazing as they believe I can get things done and are willing to explore my ideas. It's great to be able to give input on improvements to management and be taken seriously. I hope to realise my dream of becoming an Operations Manager in 7 years' time."



Lavhelesani Mphagi

Intern and then apprentice - Mechanical Fitter

Lavhelesani went to CPUT where he studied Mechanical Engineering. He joined I&J's 1-year internship programme as a Mechanical Engineer followed by a 3-year apprenticeship with I&J as a fitter. He works night shifts on machines that cut fish.

"I do what I love every day with people I like - I love working with machines and grew up with them, especially cars. I am grateful to I&J because I want to work on machines and the training programme will help me to qualify as a fitter."

C - YOUTH DEVELOPMENT LEARNERSHIPS

469 learners were trained by I&J over the last 5 years with an investment of more than **R12m**. Many of these learners became permanent employees or advanced to their next level of studies. I&J invested **R8.1m** over the last 5 years upskilling **295 unemployed learners**. 20% of these unemployed learners have a disability.

Meet some of those learners.



Sinesipho Ngqeshemba

Sinesipho is 21 years old and struggles with reading and writing. She is in her second year of training with I&J as part of the unemployed youth learnership programme and is hoping to complete up to Level 5 of Business Administration.

"The skills I am learning will help me to find a job. I come to I&J once a week and I am learning so much and getting to practice what I learn. My dream is to work in an office and become a business woman. I see myself designing clothes and this course will help me to interact with clients, take stock, use email and the internet, and so much more."



Lwandiso Ngebulana

Lwandiso is 21 years old with learning difficulties. Lwandiso attended the Gugulethu school of skills for 4 years and was doing level 4 Domestic work before he heard about I&J's learnership course.

"I enjoy learning how to use a computer and I am sure that the skills I learn here will help me to find a job. I'd like to become a Production Supervisor in a factory one day and I am grateful to I&J for the opportunity to learn new skills and I am keen to learn more."



Gcobisa Mcasa

Gcobisa is 23 years old with a learning disability. She is doing a learnership with I&J in Business Administration.

"I am learning how to work with food and wear safety gear, how to work in an office, answer the phone and many office-related tasks. I have learned a lot and everyone is very patient. I would like to finish level 5 of Business Administration. I'm proud of what I've achieved."

PREVIOUSLY UNEMPLOYED LEARNERS ABSORBED BY I&J

I&J makes a big effort to find employment opportunities for its learners within the company.

Meet two employees who started their journey with I&J as learners.

Daniel Ntsizi

Sea Going employee - Spare Hand vessel factory, with I&J for 4 years



Daniel joined I&J's learnership programme in 2014 and is currently a Spare Hand on Freesia, one of I&J's wet vessels.

"I'd like to become a deck hand and then hopefully a skipper in 10-15 years. I love what I do, especially the way we all work as a team."

Reduwaan Mars

Sea Going employee - Greaser Engine Room, with I&J for 4 years



"The learnership programme completely changed my life and made me realise what I really want to do, which is to get my ticket to become a Chief Engineer. I love my job as there are new challenges every day. I&J gave me a great opportunity to learn so much."

LEARNERSHIP PROGRAMMES FOR I&J EMPLOYEES

Many employees at I&J are keen to advance their careers by taking advantage of I&J's internal learnership programmes. I&J supported **174 employee learnerships** over the last 5 years, investing more than **R4m**.

Meet some of these employees.



Carelle Moutaleno

Store Clerk, with I&J for 11 years (last 7 years as a permanent employee of I&J)

Carelle moved to South Africa from Congo in 2006 and started at I&J in 2008. She applied for I&J's learnership programme and has completed a Level 2 Wholesale & Retail Operation course and national certificate in Store and Warehouse Management. She is currently working in the Engineering Store but the learnership will enable her to become a buyer and possibly join the Procurement Team as part of Supply Chain Management.

"I&J has been very good to me and I am treated like part of the family. I hope to be a manager one day."



Malusi Sogiba

Storeman Primary Processing, with I&J for 19 years

Malusi joined I&J in 2000 as a service man. He became a Sauce Mixer and then joined the dry good store, which is where his passion lies. He has completed a 1-year Wholesale & Retail Operation course through I&J's learnership programme.

"There was so much to learn, which I can apply to my every day work. I am thankful to I&J for the opportunity to become a permanent employee and to grow myself."



Ntombifuthi Sithole

Trimmer Primary Processing, with I&J for 16 years

Ntombifuthi joined I&J as a Quality Controller, then moved to Laundry and finally became a Sub-Store Reliever. She completed the 1-year Wholesale & Retail Operation course through I&J's learnership programme.

"I love studying and I am hoping to do the Supply & Logistics course next and take our factory to another level and make a difference. I&J made me what I am today and supported my growth and my career."

D – APPRENTICES

Apprentices join I&J for a period of 12 months to acquire specific artisanal skills. I&J has invested more than **R2.1m** training **56 apprentices** over the last 5 years. I&J staff mentor, train and develop apprentices to reach their true potential and live out their dreams.

Meet some of our apprentice diesel fitters.



Sharne Phillips

Sharne studied Mechanical Engineering at the College of Cape Town and started his apprenticeship in 2015.

"My dream is to become a Mechanical Engineer. I have 2 more years of studying and hope that I&J will keep supporting me to achieve this goal."



Emilyn Muller

Emilyn's journey at I&J started in 2014 as a Greaser on Lobelia. In 2015, an apprenticeship opportunity became available and Emilyn joined the programme.

"I always wanted to be a Mechanic and am grateful to I&J for giving me the opportunity to become a Diesel Fitter – not many companies would have done that."



Asipile Karabo Silulwane

Asipile studied Mechanical Engineering at the College of Cape Town. He joined I&J's apprenticeship programme in August 2015.

"I have always wanted to be a Mechanical Engineer – I'm very practical and like fixing things myself."

D – GRADUATES

I&J offers a 2-year orientation and training programme for University Graduates. I&J has invested more than **R5.5m** in its graduate programme with **25 University Graduates** having spent time at I&J over the last 5 years. Several of these graduates have become permanent employees.

Get to know some of our rising stars.

Barry Faulmann

Ex-Graduate, Quality Assurance Manager, with I&J for 10 years



Barry has a Food Tech National Diploma and joined I&J in 2009 as part of their graduate programme, becoming permanently employed in 2010. He is now the Quality Assurance Manager for processing.

"I&J offered me my first job and has been very good to me, taking me from a naïve, inexperienced young man to a confident Manager. I&J is like a family and after 10 years I am still learning."



Lerato Tawana

Sales & Marketing Graduate

Lerato has a BA Corporate & Marketing Communication degree from the University of the Free State and BA (Hons) in Strategic Communication from the University of Johannesburg. She joined I&J in March 2018 as a Sales & Marketing Graduate for Food Service.

"I&J is an exciting, dynamic, motivating, challenging and supportive work environment and I am lucky to be part of a diverse and amazing team. I am grateful to I&J for giving me the opportunity to kick start my career and unleash the potential in me. I&J has helped me to discover where my passions lie."

Timothy McKerry
Engineering Graduate



Timothy has a B Eng in Electronic Engineering. *"The I&J environment is fast paced and always busy. I am so thankful for the opportunity to join a big company and get experience in industrial automation. I can now support my family and help my sister to study. I am passionate about electronics and aim to be an entrepreneur with my own automation company one day!"*

Sithembiso Zwane
Engineering Graduate



Sithembiso has a Bachelor of Mechanical Engineering. *"I am grateful to I&J because I have an opportunity to get practical engineering experience and grow in my field. I have the chance to make a great life for myself, my family and the youth in my community. I want to be a good role model and show others that they can achieve their dreams like I have. The exposure I am getting, contacts I'm making and training is all developing my skills and knowledge."*



Tara Lakey

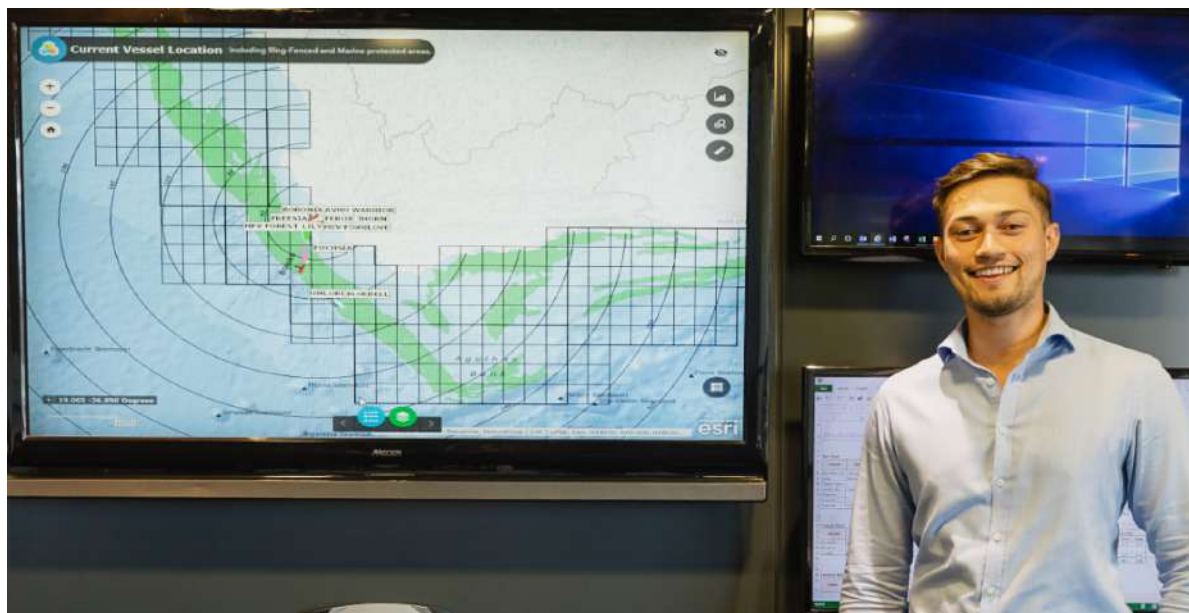
R&D Graduate

Tara has a B Tech Consumer Science in Food and Nutrition from CPUT and joined I&J's 2-year graduate programme in the Research & Development Department.

"I felt at home soon after I arrived. I&J is a very welcoming place with friendly staff who are keen to help me. I am grateful for the opportunity to be trained and learn from the best in the industry. I want to learn as much as I can while I'm here and would like to be a Product Developer or a Food Scientist one day."

Gino Govindsamy

Data Scientist/Business Analyst at Trawlers



Gino studied a Bachelor of Commerce and has a double major in Investment Finance and Information Systems and Honours in Information Systems. He is working in the Business Intelligence department as a Business Intelligence Analyst.

"My dream is to be a Project Manager and have my own business. I will be able to develop my technical skills at I&J and improve my Business Intelligence knowledge."

Meet the six Graduates who are currently working at I&J's Abalone Farm in Danger Point.



Abongile Mafanya

Electrical Engineer

"I want to get a better understanding of high power control and gain leadership and problem solving skills related to electrical problems. This opportunity is very rare and I will do my best and make them proud."

Amy Mackintosh

MSc in Marine Parasitology

"The aquaculture industry has so much potential for growth and expansion so this is a very exciting environment to be in. I'm looking forward to being trained in nursery and biosecurity protocols".

Mivuyo Msuseni

Industrial Psychology & Management

"My dream is to be a Human Resources Manager at I&J once I have my Honours degree and am a qualified industrial Psychologist. This programme has given me independence and an opportunity to be someone. I'm thankful for the support I've had from the company."

Thato Tlakedi

BSc in Marine Biology and postgrad in Ichthyology and Fisheries Science

"I was inspired by how the I&J abalone farm started so this was a good place to start my career. I&J has given me the opportunity of a lifetime and it is an honour to be associated with such a reputable company. For me, this is a foot in the door."

Michael Fleischman

BSc Honours in Marine Biology; Masters of Science in Aquaculture & Phycology

"The graduate programme has given me the chance to work in a hands-on, but research-based field of Marine Biology, to work under skilled people who I can learn from and to work with like-minded graduates who will help me to grow. I&J has given me a fantastic opportunity to develop myself and work in a field that I am passionate about."

Chantino Johnson

B Com Management Accounting

"I am learning from the best mentors in the industry and hope to add value to the company too. I already feel like part of the family here – everyone is very friendly and helpful."

E - WORK INTEGRATED LEARNING

I&J has a well-established internal training and development programme, which enables staff not only to learn new skills and grow in their jobs, but also advance to more senior roles in the organisation. More than **R3m** has been invested in **work integrated training** over the last 5 years training **1 035 people**. Two such programmes are the **Supervisor Course** and **Skipper Development Programme**.

Supervisor Course

The Supervisor course focuses on improving leadership skills by understanding the role of a leader in order to grow and develop staff in their 'care'. The 10-module course is practical and aims to see leaders and their staff achieving their personal success goals and those of the organisation.

Meet some of the Supervisors who benefitted from this course.



Shireen Wentzel

Production Supervisor, with I&J for 27 years

Shireen joined I&J in 1992 as a Packer on the night shift. Today she is responsible for 112 people.

"The Supervisor Course I went on in 2016 changed my life. I became more empowered, confident and able to add more value. I am grateful to I&J - my daughter graduated last year with a B Com and I could buy a house. One day I'd like to drive to work in my own car and learn to swim!"



Arlene Mitchell

Laboratory Coordinator, with I&J for 7 years

Arlene has a degree in Biotechnology and Honours in Food Technology. She joined I&J's internship programme in 2012, took on a permanent position as a Lab Technician in 2013 and was promoted to Lab Supervisor in 2014.

"I learned to interact with different kinds of people, to operate as a team and manage other people, both colleagues and external clients. I used to be terrified to pick up the phone, now I am eager to pick up the phone and help. It was great to finally apply everything I'd learned to the real world. All our work is held to very high standards and our customers are at the centre of everything we do."

John Slinger

Production Supervisor Primary Processing, with I&J for 22 years



John joined I&J as a Cleaner of tubs. He steadily worked his way through several positions and was promoted to Supervisor Primary 2 where he is responsible for 140 staff.

"Completing the Supervisor and Development course and Production Management courses gave me a new perspective and helped me to find my voice."

Marilyn Campher

Production Supervisor - Value Added Plant, with I&J for 20+ years (last 17 years as a permanent employee of I&J)



Marilyn started as a general worker. After 2 years of training she was a Quality Reliever, promoted to Production Team Leader and Production Supervisor.

"The 12-month in-house Training and Supervisor Skills course that I completed helped me to deal more effectively with staff and made me a new person with the tools to face any challenges."

Skipper Development Programme

I&J introduced the Skipper Development Programme (SDP) in 2018 to upskill, train and empower its skippers. The course objectives are to help them to:

- run their vessel as a business unit with the necessary commercial and business skills,
- align and manage diverse teams, and
- improve their technical skills.

Meet some of I&J's Sea Warriors who have gained vital skills by participating in the Skipper Development Programme.



Wilfred Esau

Skipper: wet vessel Foxglove, with I&J for 33 years

"The SDP has given me insight into how the business runs and what is expected from me as one of the leading players. The whole process starts with the skipper. I want to be the best at what I do and share my knowledge with the next generation of skippers. Thanks to I&J I have the opportunity to be up to date with trends in the business world as there is an Industrial Revolution on our doorstep."



Alfonso Carelse

Skipper: freezer vessel Bluebell, with I&J for 29 years

"The SDP removed a lot of cobwebs! It was like going back to school after 20 years. It has helped me to interact more with my vessel management team, especially the engineering team. Without the I&J cadet training programme, I wouldn't be a skipper today. As a skipper, I want to pass on all that knowledge and the experiences I've had throughout my career to everyone on board."



Anthony Newman

Skipper: freezer vessel Boronia, with I&J for 12 years

"The SDP showed me how everything comes together and how everybody will, in the long term, benefit by working together to reach our objectives. The SDP has helped me to see how I can improve as a skipper and manager. I am grateful to I&J for the opportunities over many years. I told my dad that I wanted to make a career out of this job and I did it - I am glad to be part of a company like I&J."

F – INFORMAL TRAINING

I&J invested **R9.5m** over the last 5 years in general training for **2 900 employees**. This includes compliance, soft skills, food safety, technical and on-the-job training.



Chriszelda Karelse

Process Controller, with I&J for 20 years

Chriszelda's first job was at I&J shortly after finishing school. She started working on the night shift as a Trimmer, followed by working the day shift. She applied to be a Production Trainer in 2009 and is now a Process Controller. She has attended several training courses funded by I&J, including HACCP, CORE training (management training), SASSA Facilitator training, Hearing Conservation, on the job training doing the training (as Trainer) and Computer Basic skills.

"The CORE Management course helped me to prioritize my workload and manage my time better. I want to realise my true potential and I hope to be a Supervisor one day. I am grateful to I&J for making me the person that I am today - strong and not afraid to face challenges."



Antoinette Duminy

Process Controller, with I&J for 23 years

Antoinette joined I&J 23 years ago starting off on the trim table. She completed several courses through I&J's training programme resulting in a promotion to Production Trainer and now Process Controller.

"I love working with people and helping them. I am grateful to I&J because my training helped me to do my job better and I learned how to interact with people. I want to grow more and become a Supervisor in the next 5 years."

INDIRECT EXPERIENTIAL TRAINING

Indirect jobs and experiential training opportunities are created every day and when projects, such as factory upgrades, dry dock vessel maintenance, plant and boiler installations are undertaken by I&J. I&J is then able to provide contract work for students from CPUT, SAOGA (South African Oil & Gas Association) and contractors. Approximately **36 000 hours** a year of work are created in this way.

Jerome Adams

Artisan Assistant from SAOGA



Jerome went back to 'school' in his late 40's after receiving a bursary from SAOGA (South African Oil & Gas Association) to study Mechanical Engineering, which he achieved with Distinction. SAOGA encouraged him to apply for I&J's apprenticeship programme and, in 2016, he joined I&J to complete his apprenticeship, working as a Fitter Assistant where he maintains machines.

"I want to grow as much as I can at I&J. I'm studying towards a National Diploma in Mechanical Engineering. I&J gave me the opportunity to upskill myself and to meet the people who have helped me to achieve my goals."




Shanon Brink

Ex-Apprentice for I&J, now working for MIES

Shanon spent 3 years at I&J as part of their apprenticeship programme focusing on Electrical Engineering. Shanon is now employed by I&J's contractor Marine Industrial Electro Solutions.

"The environment at I&J helped to improve my mechanical skills as I had to troubleshoot as an Electrician to establish mechanical faults. I am grateful to I&J for the opportunity to study and gain practical knowledge and experience to help me grow in my career."



ENTERPRISE & SUPPLIER DEV. SCORE	
Weighting 	40.00
Points	41.23
I&J Achievement	MAXIMUM POINTS + BONUS POINTS

4. ENTERPRISE AND SUPPLIER DEVELOPMENT

CREATING AND GROWING SUSTAINABLE PARTNERSHIPS

A - PREFERENTIAL PROCUREMENT

COMPASS GROUP

B-BBEE STATUS LEVEL 1



35 000

PREVIOUSLY
DISADVANTAGED
EMPLOYEES

21

YEAR WORKING
RELATIONSHIP WITH
I&J

R130M

I&J LIFETIME SPEND

Compass Group was formed in 1987 and has operations in 50 countries, employing 550 000 employees. It is a Food, Cleaning and Hygiene Services and Facilities Management company, employing 35 000 previously disadvantaged people in South Africa. Compass Group is committed to transformation processes at management level to bring about positive change. The company runs a beneficiary programme to assist Enterprise Development and supports several upliftment projects. Compass has worked with I&J since 1998 providing daily meals for staff at all their offices and offers logistical services for all ocean-going vessels.

"I&J has supported and worked with us for many years and has encouraged and developed our teams. Food safety is critical in our business and we like working with partners who share our standards." James Wichary

B - SUPPLIER DEVELOPMENT

More than **1 100 suppliers** conduct business with I&J each year, delivering everything from fuel to packaging, processing ingredients, transport and engineering services to maintain the I&J fishing fleet, factory facilities and equipment. More than **R222m** was spent in 2018 with **I&J's small business partners**.

I&J spends more than **R4.8 million** each year on training, development and key business resources and infrastructure to help these businesses to prosper.



4
PREVIOUSLY
DISADVANTAGED
EMPLOYEES

2
YEAR WORKING
RELATIONSHIP WITH
I&J

R620K
I&J LIFETIME SPEND

Urban Transport started its business by offering a transport service for people to get to work. After buying a new vehicle, the company was able to expand and offer a delivery service. Urban Transport has been delivering frozen I&J products to its local customers since 2017. Luciano Adams was given the opportunity to study Supply Chain and Logistics Management through I&J and has also received loans and mechanical support to keep his vehicles on the road. The company is also invested in its community and regularly supports local fundraising initiatives and NGOs.

"I&J helped me to get out of the taxi industry and gave me an opportunity to start a business. I would love to have a fleet of Scania trucks and be able to do long distance deliveries. My journey with I&J has reignited my passion for customer service and I am proud to be associated with I&J." Luciano Adams



C - ENTERPRISE DEVELOPMENT

I&J is one of many companies that have invested in Inyosi Empowerment as part of its Enterprise and Supplier Development B-BBEE commitments. Inyosi helps companies to succeed by giving them access to capital, skills and the market. Both **Kapablock** and **Township Patterns** are recipients of low-interest loans from Inyosi.



KAPABLOCK



10
EMPLOYEES

R5M
TURNOVER

7
YEAR PARTNERSHIP
WITH INYOSI

Kapablock products include Galvawipe, WetBlast Wizards and Kapa Brake. The company developed their own technology and built all their own machinery, using unskilled and unemployed staff, who have been trained to make their various products. *“Making competitive products with unskilled people is an enormous achievement. Over the next 5 years, we want to triple our turnover and staff and be dominant in every sector with the best service.”* Andrew Frost



Wayne Hoffman

Technical Manager – Product Developer, with Kapablock since 2015

“When I started, I picked up a lot of production problems so I had to redesign components, do technical drawings and refabricate everywhere. I’d like us to have another 10 micro businesses making high-end, quality and niche products.”



Gershwen Diergaardt

Production Manager, with Kapablock since 2009

“We wanted to do things that nobody else was doing and do it first, which is difficult as a start-up. We even framed our first order – that’s how hard it was! My dream is to grow this company and be the best in South Africa.”

TOWNSHIP PATTERNS



65

EMPLOYEES
(ALL WOMEN FROM
TOWNSHIPS)

R6 500

MONTHLY AVERAGE
INCOME

R16M

ANNUAL
TURNOVER

240K


BAGS MANUFACTURED
ANNUALLY OF WHICH
160 000 EXPORTED



The company started as a sewing cooperative where women in townships could work close to home. There are 7 groups in Khayelitsha with 8-12 members, each operating as independent hubs who supply Township Patterns as well as other customers. Their first order was a hessian shopper bag for a major retailer, followed by 12 500 conference bags, the distribution of township eco-designs nationwide and then the development of township prints and accreditation by WFTO Fair Trade. Their first township boutique opened in 2010. In 2014, they set up a Watershed boutique as part of the World Design Capital Initiative. In 2017, they started large-scale manufacturing of recycled PET bags for a major retailer.

Their products are made from eco-friendly, natural or recycled material. All products are produced by autonomous sewing cooperatives located in economically-stressed communities with mainly female members. The products are high quality and produced with love and care. Their business model is aligned with the UN's sustainable development goals and the ten principles of Fair Trade.



SOCIO-ECONOMIC DEVELOPMENT SCORE	
Weighting 	5.00
Points	5.00
I&J Achievement	MAXIMUM POINTS

5. SOCIO-ECONOMIC DEVELOPMENT

UPLIFTING THOSE IN NEED

I&J is committed to giving back to the communities in which it operates and supports more than **15 NGOs** that work in historically disadvantaged communities. I&J invested more than **R2.6m** in 2018 across the five socio-economic development categories below.

CATEGORY	DESCRIPTION	
A - DEVELOPMENT PROGRAMMES	Development programmes for women, youth, people with disabilities, people living in rural areas.	
B - HEALTH	Support of healthcare and HIV/AIDS programmes.	
C - EDUCATION	Support of education programmes, resources and materials at primary, secondary and tertiary education level as well as bursaries and scholarships.	
D - COMMUNITY TRAINING & SKILLS DEVELOPMENT	Community training, skills and development for unemployed people and adult basic education and training.	
E - ARTS, CULTURAL OR SPORTING DEVELOPMENT PROGRAMMES	Support of arts, cultural or sporting development programmes.	
	Total Investment 2018	R2 655 943

A - DEVELOPMENT PROGRAMMES

YOUNG BIOLOGIST COURSE

I&J has been a long-standing partner of the Two Oceans Aquarium and sponsor of the **Young Biologist Course**, offered free every year to 50 Grade 10 learners from across South Africa. The course includes marine science training, an eco-camp, science course, volunteer service and an environmental improvement activity, enabling young people from different walks of life to come together to explore a shared love of the ocean.



Praise Mapswayi

"The Young Marine Biologist Course opened new doors for me as I gained more knowledge about our marine life. It also helped me to decide what I wanted to study after school. I got to work with others and it helped me to find my voice in a group situation. It was a place of comfort as I can now work in the aquarium, which is part of what I want to do when I grow up. My biggest lesson was that things are not always what they seem. There is a lot more to the ocean than water and star fish. I am grateful to I&J for sponsoring the course as it gives children opportunities they would not get anywhere else. I got the chance to learn about what I love and work in the aquarium with amazing people who share my passion. I want to be a world renowned lawyer who defends our marine world."

B – HEALTH

RED CROSS CHILDREN'S HOSPITAL TRUST

Since 1997, I&J has supported the Red Cross Children's Hospital Trust through donations and fundraising, enabling the hospital to build a suite of consultation rooms, rebuild the Trauma Unit, refurbish the isolation ward essential to the Burn Unit patients and most recently, support the Child Speech and Hearing Programme. In 2018 I&J also supported the upgrade and expansion of the Paediatric Intensive Care Unit. More than **260 000 patients** visit the hospital each year.



SERVICE DINING ROOMS

For more than 80 years Service Dining Rooms has provided a dignified meal to the unemployed and homeless. More than **109 000 meals** are provided each year. Every Wednesday and Friday, I&J donates fish to the Service Dining Rooms. Our freshest fish comes straight off the boats, into the pots and onto the plates to provide wholesome, essentially 'free' meals.

"Our customers eat fresher fish here than anyone else. There's nothing like hot fish stew on a cold day when you're hungry." Greg Andrews



C - EDUCATION

GANSBAAI CRECHE

This NPO focuses on home-based care, substance abuse rehabilitation, early childhood development and after school care for children from the Blompark, Masakhane and Buffeljags communities. The centre looks after **75 children** from age 3–6 offering educational learning programmes, nutritional, clothing and psychosocial support. I&J has supported the creche since 2005, has bought equipment, and partnered with them to acquire their building.

“We are grateful to I&J who saw an opportunity to help our community by educating and developing our youth and children.” Jolande Suals



PENINSULA FEEDING SCHEME

The PFSA is a 60-year-old NPO based in the Western Cape that feeds young learners at primary, secondary and special needs schools as well as orphaned and vulnerable children centres, early childhood development centres and technical and vocational education and training colleges. PFSA has provided more than **1.7 billion** nutritious meals made possible also through contributions from I&J for more than 57 years.



D - COMMUNITY TRAINING & SKILLS DEVELOPMENT

NSRI

At least 500 I&J employees are out at sea each day. I&J is committed to protecting their lives and is a long-standing platinum member of the National Sea Rescue Institute, having donated rescue craft, built a state-of-the-art rescue station in Cape Town harbour and being a regular donor to finance the NSRI infrastructure, which is run by over **900 highly skilled, unpaid volunteers**.



LIFE SAVING



I&J supports Lifesaving Western Province (LWP), a non-profit volunteer organisation that oversees all surf lifesaving activities in the greater Cape Town area. There are 3 still water and 13 affiliated surf lifesaving clubs, 8 of which operate in previously disadvantaged areas. There are currently **1 781 LWP active members**.

"We are grateful for I&J's support as our journey will lead to the upliftment of our disadvantaged clubs and support all our Nippers and Lifeguards in the Western Province." Diane Craemer

E - ARTS, CULTURAL OR SPORTING DEVELOPMENT PROGRAMMES

MAD FOUNDATION

The Make a Difference (MAD) Leadership Foundation provides academically talented scholars with leadership development opportunities through education. I&J staff participated in the PicknPay Cape Town Cycle Tour under the MAD banner to raise funds.





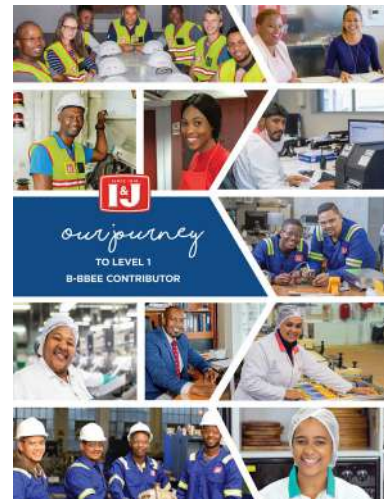
BROCHURES IN THIS SERIES



2017/18



2018/19



2019



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