

REACHING OUT FROM WITHIN

Employee Volunteer Programme



All businesses possess a secret weapon when it comes to corporate social investment (CSI) and a company's desire to have a positive impact on the world. This weapon is called employee passion, and it is the driving force behind the Transnet Employee Volunteer Programme. The Transnet family implements sustainable socio-economic developmental projects for target communities and this has a triple benefit effect: Transnet benefits, the communities benefit, and our employees benefit.

FINDING MEANING IN BROADENING YOUR HORIZONS

When harnessed, the power of employee passion cannot be overestimated. The strength of this force is rooted in the human need to create meaning and leave a legacy. Volunteering is a vehicle to achieve this through the simple act of giving to vulnerable members of society. This is the basic principle that underlies the innovative Employee Volunteer Programme (EVP), whereby Transnet harnesses the desire to give amongst our employees.

CREATING SHARED VALUE THROUGH EMPLOYEE COMMUNITY INVOLVEMENT

The aim of the EVP is to contribute towards Transnet's internal and external stakeholder value proposition. Employee volunteering creates high impact and sustainable socio-economic development.

It is important for employers to create opportunities where their work force can be of benefit to vulnerable communities. The EVP programme creates such opportunities for Transnet employees, thereby positioning Transnet as a socially responsible company to work for.

BRINGING ABOUT EFFECTIVE AND SUSTAINABLE CHANGE

As an innovation and engineering company, Transnet can draw upon a broad pool of specialists and experts as well as extensive experience in projects related and linked to our core business. This adds immense value to the volunteer initiatives and contributes to the sustainability of the projects.



THE EVP PRINCIPLE

TRANSNET EMPLOYEE SKILLS BASE
Computer skills, financial management, artisans, broad network, technical skills, engineering, business administration, project management, environment management

EVP

COMMUNITY DEVELOPMENT NEEDS
Infrastructure development and maintenance, schools, clinics, NGOs, employment, entrepreneurial, sports, culture, environment

The EVP matches the broad wealth of skills and knowledge in Transnet with the broad range of developmental needs in the communities where we operate.

SUSTAINABLE CHANGE THAT SURPASSES THE PHYSICAL

Experience shows that financial resources are not the decisive success factor for any community project. The people of Transnet share an enormous amount of expertise and talent in various areas, which can be even more effective by making a sustainable social and economic impact. This is the ethos of a successful employee volunteer programme.

The EVP is inspired by the African proverb that says: "It takes a village to raise a child". It asks who develops the village so that it can raise its children to be productive members of society. Volunteering takes place in communities that are relevant to the business operations of Transnet. These communities are called Transnet Villages and are operational in the following areas:

- Durban Dig-Out Port
- Motherwell in Port Elizabeth
- Cape Town
- Saldanha Bay/Elands Bay
- Greenpoint in Kimberley
- Rossmead in the Eastern Cape
- De Aar in the Northern Cape

KEY BUSINESS DRIVERS THAT UNDERPIN THE EVP

- Implement sustainable volunteering projects using the diverse skills and knowledge of employees to benefit vulnerable communities on a socio-economic level.
- Align volunteering with the business imperatives of Transnet.
- Increase Transnet's B-BBEE score.
- Research and document an EVP business model.
- Compile a concise policy framework within which volunteering takes place.

- Contribute to skills development of employees by introducing them to new environments that present different challenges.

THE KNOCK-ON EFFECT OF VOLUNTEERING

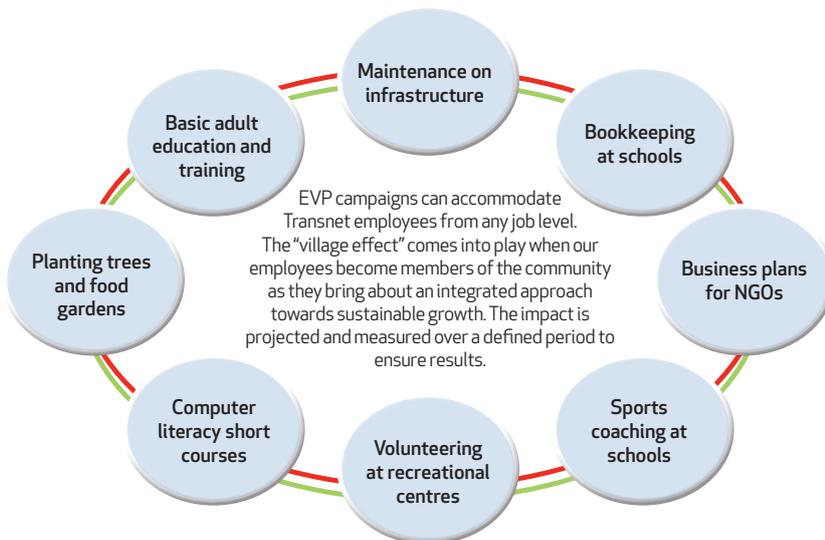
- The EVP programme enhances employee pride in Transnet and helps to build brand awareness and affinity, while strengthening trust and loyalty among our clients.
- The compassion that we show gives the company a human face, reinforcing the idea that Transnet is comprised of real people that just happen to be organised around a developmental need area. This makes us more approachable, and strengthens our potential for incorporating successful CSI projects.
- The most meaningful benefit is for our own people. Our volunteers range from the GCE to executive to blue-collar workers who experience greater job satisfaction. This leads to a more positive attitude, which constructively impacts job performance, teamwork and communication, making great companies even greater.

DISTINCTIVE APPROACH TO EXECUTION

The hallmark of the EVP is the distinctive model for executing volunteering in the company and also the integrated approach to community development.

- **A BLITZ Campaign:** A large group of employees volunteer at the same time as a once-off activity.
- **Volunteering IN:** Employees volunteer of their own accord for a project of their own choice.
- **Volunteering OUT:** Employees respond to volunteering opportunities that are advertised internally.

OUR CAMPAIGNS COVER ONE OR MORE OF THE FOLLOWING SERVICES



At Transnet, we believe in making the greatest possible impact by identifying critical areas of need. Our attention is drawn into projects that will empower individuals to empower their own communities."

- Cynthia Mjijima, Transnet Foundation Head

WE WANT TO HEAR FROM YOU

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