

INDUSTRY-FIRST: ILLOVO SUGAR AFRICA LAUNCHES MILLENNIAL BOARD

Illovo Sugar Africa is proud to announce the establishment of a Group Millennial Board, followed by the inaugural Board meeting on Wednesday, 17 October – the first board of its kind for a Southern African sugar company.

Commenting on the occasion, Group Managing Director, Gavin Dalglish said the invitation to permanent employees aged between 18 and 38 received an overwhelming response with more than 100 high quality video and presentation applications received. “I was particularly impressed by the enthusiasm displayed by potential candidates throughout the process; I can assure you it was no easy task to select the final board members out of so many convincing and innovative applications,” said Gavin.



The members of Illovo Sugar Africa's first Millennial Board and their elected office bearers are, from left back: Matome Kgomommu, Matthew Edmonds, Egidio Bahule, Chikumbutso Malopa, Faith Chaba Chewe, Precious Chiwaya and from left front, Khumbo Ntambo Banda (Chairperson), Natalie Howlett, Robyn Cooper, Shamiso Kacelenga (Secretary), Elliard Shimaala (Spokesperson), Emmanuel Nkonyoka, Brendan Sim. (not in the picture: Matthew Trinder).

Ultimately though, the process was guided by those submissions which aligned most strongly with the stated “2018 Millennial Board Challenge” which is to define how Illovo Sugar Africa might improve the way it engages all stakeholders and create an actionable plan that entrenches the Illovo Brand across Africa. Applications that demonstrated a clear and solution-oriented stance to the Challenge, and displayed enthusiasm and innovation in their approach, were the ones that quickly rose to the top.

To ensure there was no company or personal bias, the selection process was conducted independently by partners Springage by Deloitte and guided by the following criterion:

- **Dynamism** – enthusiastic and driven, contributing to anything significant outside of work, or making extraordinary progress in work and outside of work
- **Opinionated** – willing to challenge the status quo and has a strong assertive opinion about the challenge topic
- **Confidence** – confidence in their ability to lead and an optimistic outlook
- **Passion/Enthusiasm**– has strong feelings or belief in the challenge topic, displays a positive attitude and vigour
- **Attitude** – Expectant view of Illovo Sugar Africa and the future of the company



An AB Sugar company

- **Entrepreneurial mindset** – seeks out opportunities during uncertain times to maintain and grow the business
- **Current context** - awareness of what is happening in the organisation, world of sugar with the view of what we need to do to stay ahead.

Gavin Dalgleish congratulated the board, looking forward to engaging with its directors in meeting the 2018 Challenge. The Board will meet four times a year; have direct access to executive members of staff both at a group and country-business level and to company financial and operational information.

Ends

Illovo Sugar Africa (Pty) Ltd is a Pan-African consumer business with its roots in growing and making sugar and related products. It is Africa's largest sugar producer and has extensive agricultural operations in six southern African countries – Malawi, Mozambique, South Africa, Swaziland, Tanzania and Zambia - manufacturing sugar and downstream products from cane supplied by its own agricultural operations and independent growers. The group is a wholly-owned subsidiary of Associated British Foods plc (ABF), a diversified international food, ingredients and retail group operating in more than 50 countries.

Illovo employs more than 12 000 people in permanent positions across the group with a further 18 000 people employed on a temporary basis. In a recent independent socio-economic study¹, the company is estimated to support at least 71 443 jobs across the group and for each of Illovo's 29 663 direct employees, at least 1.4 additional jobs are estimated to be supported through grower communities and wider multiplier effects throughout the economy. Illovo has a proud history of significant contribution to local economies in which it operates and its positive social impact across this region on rural communities is substantial. Illovo's total economic impact, including direct, indirect and induced impacts, was estimated at R 23.8 billion in 2016/17.

¹ Independent / external Group Socio-Economic Impact Study undertaken by Corporate Citizenship (UK)