



**PEOTONA**

**PROFILE**

### **To build a truly South African company that :**

- Is well run and profitable
- Leaves sustainable footprints in communities
- Contributes to the development of women in business
- Is a model for empowerment in South Africa
- Contributes to the development of critical skills in the economy
- Builds capacity in communities and local government

**Innovation:** *Drive new approaches to growth*

**Integrity:** *Strong ethical culture and personal reputations are key*

**Long term Commitment:** *Founders are committed to the long term sustainability of the Group.*

**Single business Commitment:** *Founders transact only through and for the benefit of the Company.*

## Founders And Shareholders

- The company was founded in 2005 by four women.
- The company is majority black women owned.
  - Cheryl Carolus (*Executive Chairperson*)
  - Wendy Lucas-Bull
  - Dolly Mokgatle
  - Thandi Orleyn
- Any business opportunity which is presented to any individual is put into the company.
- No individual will participate in any business consortium outside of Peotona.
- Collectively possess skills and networks that add value to the companies with whom we partner/invest.
- Bound by a set of strong, common values and intent to do business differently.

- To partner with a select set of businesses where the Peotona value proposition regarding smart partnerships can provide significant strategic advantage to the business and in turn leverage opportunities for sustainable community-based enterprises
  
- To limit our business activities
  - In number so that we can fulfill our obligations in each investment
  - Invest only in well run, profitable companies with good growth potential
  
- To selectively invest, as a principal, in opportunities with appropriate returns where our specific experience and networks provide a distinct competitive advantage

- Use our “1<sup>st</sup> Economy” / mainstream business opportunities to leverage sustainable opportunities for individuals from disadvantaged communities:
  - We are proud of the fact that between 60% – 70% of the value of all the transactions we have been party to has been allocated to ringfenced trusts (or our Not for Profit Company) for communities
  - We believe this is most beneficially applied as a fund for sustainable enterprise development and/or education.
  - Through our business activities and networks we have mobilised strong partners to support in the development activities of our trusts/Not for Profit Company.
- Support Transformation sustainably through:
  - Active identification, placement and mentorship of young women and people with disabilities.
  - Trusts and Peotona Development are focused on creating sustainable opportunities for individuals in disadvantaged communities with a preference for women and people with disabilities.
  - Working proactively with investee companies in all aspects of the BEE scorecard.

***PEOTONA***

**Peotona Group Holdings  
(Pty) Ltd**

**Peotona Development NPC**

Significant percentage of each investment placed directly into  
Non-Profit Company/bespoke trust

- Our Company consists of two equally important components
  - **Peotona Group Holdings which houses our for profit business interests**
  - **Peotona Development NPC, a Not for Profit Company**
- Our transactions have resulted in more than 60% of investments being placed directly into Peotona Development (or a bespoke trust based on investee company preference). The bespoke trusts are all established with similar objectives to Peotona Development.
- Certain of our transactions are housed in SPV's that mirror the above as a result of investee company specific preference
- Preferred elements in transactions
  - Include staff as beneficiaries
  - Ringfence a significant portion of the value in a Not for Profit entity for the benefit of disadvantaged communities with the first preference being those communities physically adjacent to the company or from where the company draws its workforce. This is applied for creating sustainable enterprises (and livelihoods and jobs) and/or for education
  - Create enterprises which can supply key needs within the company and/or help the company to manage its waste
- We have secured highly skilled, professional, business and NGO partners who support us in our development/trust activities.



- Competent team with good and diverse individual track records
- Stability : A company of likeminded individuals who came together to build a strong new player on the SA business landscape, not a loose alignment of individual interests
- Strong networks add value to investee companies
  - **Business investments**
  - **Boards and Advisory bodies we serve on**
  - **Previous experience**
- Good track record in companies invested thus far
  - **Consistent and constructive participants in business strategy, business development and unblocking obstacles**
  - **Able to fund our investments**
- Business model contributes positively to SA and has positive impact on Investee Company Scorecard for Codes of Best Practice as well as general reputation
  - **We work holistically with investee companies to assist in all aspects of the BEE scorecard.**

- Our model focuses on:
  - **Broad based empowerment**
  - **New Enterprise development**
  - **Skills development for owners and staff in those enterprises**
  - **Focus on women and people with disabilities and previously disadvantaged communities**
  - **Company procurement**
  - **Alignment with Company CSI**

## Peotona Founding Team

**Cheryl Carolus**



**Chair of :**

- Gold Fields Limited
- IQ Group Holdings (Pty) Ltd
- NPI Governance Consulting (Pty) Ltd

**and a member of the Board of:**

- Investec Ltd
- Investec Plc
- The Constitution Hill Trust

**Wendy Lucas-Bull**



**Chair of :**

- Barclays Africa Group Ltd
- ABSA Bank Ltd
- ABSA Financial Services Ltd

**and a member of:**

- Afrika Tikkun NPC (Board Member)
- The Millennium Labour Council (Member)
- Lifeco Unltd SA (Life Champion)
- Lifeco Unltd SA: Nelson Mandela Foundation– The Champion within (Pioneer)

**Dolly Mokgatlhe**



**Chair of :**

- Total SA
- Rothschild Foundation Trust
- UNISA SBL Board

**and a member of the Board of:**

- IQ Group Holdings (Pty) Ltd
- Kumba Iron Ore Company
- BID Corporation Ltd
- The SA SME Fund Ltd

**Thandi Orleyn**



**Chair of:**

- BP Southern Africa (Pty) Ltd
- Tokiso Dispute Settlement (Pty) Ltd
- Lafarge Industries (Pty) Ltd
- Lafarge Mining (Pty) Ltd

**and a member of the Board of:**

- Toyota SA (Pty) Ltd
- Toyota Financial Services (SA) Limited
- Industrial Development Corporation of SA Ltd ('the IDC')

## Cheryl Carolus



### Academic Qualifications

- BA Law;
- B.Ed

### Professional Background

- She was part of the ANC elections team who prepared the organisation to fight the first democratic election. She led the consultative process to develop policy for a post apartheid South Africa. This involved active engagement with stakeholders including business through the Brenthurst Group and one of the first major initiatives by the private sector and the then liberation movements, the Joint Education Trust of which she was a founding trustee.
- In her position as Deputy Secretary General of the African National Congress, she repositioned it's structures to function as a parliamentary party at National and Provincial and local levels. This entailed professionalising jobs and remuneration, developing an appropriate human development strategy to build the right skills base for the new role of the organisation, setting up a major e-business platform for membership, finance and web based communication.
- Through her work as SA High Commissioner (Ambassador) to the UK, she reshaped how our diplomatic missions abroad are viewed and how they function. She built a good model for collaboration with SA companies based in London, joint marketing campaigns of substance like the 8-week long "Celebrate SA". She built very strong networks with the major players in the British government, business and NGO world – networks she has applied in her work for SA tourism and she continues to maintain to this day.
- Her stint at South African Tourism saw a major repositioning of South Africa as a serious global tourism destination
  - She led a process that saw cabinet adopting the new Tourism Growth Strategy and saw a quadrupling of the Budget allocated by government to SA Tourism on the basis of the proven growth in numbers and spend directly attributed to SAT marketing.
  - She oversaw the new brand development for tourism – a process which saw SAT being the first ever government body to win a Loerie award for their marketing campaigns. SAT also won a number of international tourism industry awards for its campaigns and Customer Relations.
  - The skills set and training in the organisation was turned around from government / civil service to edgy marketing.
  - She constructively championed the transformation process to focus on race, gender and disability. By the time she left, the organisational profile in terms of race and gender was reflective of the South African demographic.
  - She was central to the process of developing the Tourism Charter.
  - During her time an e-business platform and web portal was launched.
  - She drove the development of the new portfolio and market segmentation strategy. This included opening new markets in China and Asia, the Americas, Africa and the first ever domestic tourism portfolio.
- She was a member of the Technology Innovation Agency (An initiative of the Department of Science and Technology).
- She was a member of the Boards of Investec Asset Management Holdings (Pty) Ltd, Lafarge Industries (Pty) Ltd, Lafarge Mining (Pty) Ltd, Trinitas Private Equity (Pty) Ltd, Macsteel Service Centres SA (Pty) Ltd, Mercedes Benz SA and a Trustee of The Gauteng Education Development Trust.
- She served as Chairperson of South African Airways from 2010 for a period of 3 years and was also Chairperson of National Parks for a period of 6 years.
- She was recently appointed as Chairperson of Gold Fields Limited.

### Community-based Activities / Committees

- Soul City Health Institute (Board Member); International Crisis Group (Board and EXCO Member); WWF SA and WWF International (Board Member); Bridgetown Senior Secondary School Alumnus Society.
- The British Museum (Trustee); and The African Union Foundation (Inaugural Member).

### Current Board Positions (Non-executive)

- Investec Ltd
- Investec Plc
- NPI Governance Consulting (Pty) Ltd (Chairperson)
- Gold Fields Limited (Chairperson)
- The Constitution Hill Trust
- IQ Group Holdings (Pty) Ltd (Chairperson)

### Peotona Investee Companies Board Positions/Trusts (Non-executive)

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• DBCM Holdings (Pty) Ltd</li> <li>• DBCM Ltd</li> <li>• Rebatona Investment Holdings (Pty) Ltd</li> <li>• Bargenel Investments Ltd</li> <li>• Rebatona Educational Trust</li> <li>• Lafarge Education Trust</li> <li>• Lafarge Community Trust</li> <li>• Sinako Holdings (Pty) Ltd</li> <li>• Fenner Conveyor Belting SA (Pty) Ltd</li> </ul> | <ul style="list-style-type: none"> <li>• Ponahalo Capital (Pty) Ltd</li> <li>• Ponahalo Holdings (Pty) Ltd</li> <li>• Ponahalo Investments (Pty) Ltd</li> </ul> |
|--|---|

## Wendy Lucas-Bull



### Academic Qualifications

- B.Sc.

### Professional Background

- From 1998 through 2004, Wendy was with the FirstRand Group. She was CEO of the retail business of FirstRand. The FirstRand retail business included First National Bank, WesBank, eBucks, OUTsurance and FirstLink. Wits Business School researched and documented Wendy herself as a Transformational leader case study during this time.
- Prior to that, Wendy was Executive Director of Rand Merchant Bank for 5 years.
- Before that she was an international partner of Andersen Consulting (now Accenture) for 14 years. During this period Wendy was responsible for the development of a South African Financial Services practice offering strategy development, profit improvement, re-engineering, change management and systems development services. She was also a member of the Firm's executive committee for Europe, Middle East and Africa.

### Former Board Positions include

- Telkom, South African Financial Market Advisory Boards
- Deputy Chairperson of Aveng;
- Member of the Council of the University of South Africa (UNISA)
- Dimension Data PLC
- A number of FirstRand Group Companies
- Eskom Holdings Ltd
- Development Bank of Southern Africa
- Nedbank Ltd & Nedbank Group Ltd
- Anglo American Platinum Ltd
- Barclays Bank PLC and Barclays PLC
- Trinitas Private Equity (Pty) Ltd
- Served on the President's B-BBEE Advisory Council from August 2011 until October 2014.

### Community-Based Activities / Committees

- Since 1994, Wendy has been involved in facilitating strong partnerships between business and government. She was founding Chairperson of Business Against Crime ("BAC").
- She was founding Chairperson of Partners for Housing, which was a Not-for-Profit Company set up at the request of Minister Lindiwe Sisulu to facilitate partnership between the private sector and national and local government to accelerate the provision of housing for those in need and to advance the creation of sustainable human settlements.
- She was a representative of South Africa on the Global Trade and Poverty Forum (a project of the German Marshall Fund). As an extension of this she examined initiatives in India, South America and the rest of Africa where sustainable development has been achieved using natural agricultural resources and/or waste from large industry.
- She was a Member of the Board of CIDA City Campus
- She was a Trustee and the Treasurer of the Isigodlo Trust, which is the vehicle established to support the South African Women in Dialogue (SAWID) initiative. SAWID has facilitated many national, provincial and local dialogues over the last 5 years all focused on women working together for development and the elimination of poverty. In addition SAWID has been involved in peace dialogues in the DRC, Burundi and Sudan, as well as review missions to Chile and Tunisia.
- She was a Member of the Minister of Housing Advisory Panel, and the Gauteng MEC for Safety and Security Advisory Panel.
- She was a Trustee of Alex Children's Clinic Friends Trust.
- She was a member on the National Jobs Fund Investment Committee.
- She is a Trustee of the JSE Empowerment Fund.

### Current Board / Advisory Positions (Non-Executive)

- ABSA Bank Ltd (Chairperson)
- ABSA Financial Services Ltd (Chairperson)
- Barclays Africa Group Ltd (Chairperson)
- Afrika Tikkun NPC
- The Millennium Labour Council (Member)
- Lifeco Unltd SA (Life Champion)
- Lifeco Unltd SA: Nelson Mandela Foundation– The Champion within (Pioneer)



## Dolly Mokgatle

### Academic Qualifications

- B.Proc
- LLB (law)
- Higher Diploma in Tax Law
- Short courses in trial advocacy, power systems and energy, international financial law and financial management.
- Attorney of the High Court of SA (non-practising)

### Professional Background

- Dolly Mokgatle is an Executive Director of Peotona Group Holdings.
- She served as CEO of Spoorntek until January 2005. Prior to that she was MD of the Transmission Group in Eskom where she was the first woman, first black person and first non-technical person to be appointed to that position.
- Dolly is credited with turning the Transmission business around from a loss-making process based business model into a technically successful, financially profitable and transformed technical group. This was achieved within the first year and continued over the period of her tenure in the Group, epitomised by significant achievement of key performance areas and ongoing plans to continue improvements. She pioneered the MD women's Executive Development programme. Dolly and her team developed an environmental management system audit which led to the Group being the first in Eskom to get the certification under the ISO rules
- Prior to that, she was Executive Director of Corporate Affairs; Senior General Manager, Growth of Development and Acting Legal Manager at Eskom after her promotion from Corporate Legal Consultant.
- Before she joined Eskom, she was Litigation Officer of the Black Lawyers Association Legal Education Centre where she focused mainly on political cases, housing, labour and other human rights violation matters.
- She previously joined the University of the Witwatersrand as Research Officer with the Centre for Applied Legal Studies, as well as being a Professional Assistant at Cheadle, Thompson and Haysom Attorneys. In this capacity she worked in the field of Homeland Removals Pass Laws Rural Communities Rights working closely with Professor John Dugard on the case of the Moutse Community [in Bronkhorstspruit], who took their incorporation into the then Bophuthatswana Homeland territory to Parliament.
- She was, until November 2008, actively involved in the restructuring of the Electricity Distribution Industry and Chaired the Board of the Holding Company, which is tasked with the oversight, facilitation and monitoring of the establishment of Regional Electricity Distributors throughout the country.
- She was, until December 2009, involved in energy regulation in SA and was Deputy Chair of the Board of the National Energy Regulator (NERSA) which regulates Electricity, Piped Gas and Petroleum Pipelines. As such, she has over the years accumulated extensive experience in the Energy Sector, both from a Commercial and Policy point of view.
- She was a member of the Boards of: Sasfin Bank Ltd, Sasfin Holdings Ltd and the Afrika Tikkun Services Board, and the Chairperson of the Woolworths Employee Share Ownership Trust, The State Diamond Trader and Zurich Insurance Company SA.

### Community-Based Activities / Committees

- Associate Governor of Michaelhouse (KZN)
- Junior Achievement South Africa (Chairperson)

### Current Board Positions (Independent Non-Executive)

- Total SA (Chairperson)
- UNISA SBL Board (Chairperson)
- Rothschild Foundation Trust (Chairperson)
- IQ Group Holdings (Pty) Ltd
- Kumba Iron Ore Company
- BID Corporation Ltd
- The SA SME Fund Ltd
- Panel of Advisors to the Deputy President on Electricity (Member)

### Peotona Investee Companies Board Positions (Independent Non-Executive)

- Lafarge Mining (Pty) Ltd
- Lafarge Industries (Pty) Ltd
- Sinako Holdings (Pty) Ltd (Chairperson)
- Fenner Conveyor Belting SA (Pty) Ltd
- Ash Resources (Pty) Ltd





## Thandi Orley

### Academic Qualifications

- B.Juris
- B.Proc
- LLB
- Kellogg Business School Executive Management Programme
- Attorney of the High Court of SA (non-practising)

### Professional Background

- Director and Attorney at Legal Resources Centre. The first 10 years of Thandi's legal practice were spent at the Legal Resources Centre where she focused on litigation against the apartheid state. She was also responsible for the training and development of candidate attorneys, paralegals and community advice centres.
- National Director of the Independent Mediation Service of SA (IMSSA). As an accredited Mediator and Arbitrator, Thandi provided strategic leadership at a time when South Africa was moving from an apartheid state to a democratic country.
- National Director of the Commission for Conciliation, Mediation and Arbitration (CCMA). She is accredited with developing people skills, structures and systems at the CCMA.
- Senior Partner at the commercial law firm Routledge Modise Inc (now trading as Hogan Lovells (SA) Inc.
- Co-authored a book entitled 'Sexual Harassment in the Workplace'.
- Competition Tribunal - part-time member.
- Accredited Mediator and Arbitrator by CEDR and Tokiso.
- The following are some of the mediations she has undertaken: the 2005 SAA strike, SALGA / SAMWU, Chamber of Mines / NUM 1997, NAAM / NUMSA 2001, Transport Industry / SATTAWU and other Unions 1998- 1999, Metrobus 2002, NUM / Ingwe sit in, land disputes in Gauteng, Mpumalanga, North West and Free State Provinces.
- Since 1996 Thandi developed materials and conducted training in conflict resolution in Burundi, Rwanda, Sierra Leone and Ethiopia. She has facilitated stakeholder sessions in the Burundian mediation under former President, Nelson Mandela. She facilitated preparation for the World Conference against Racism and the World Summit on Sustainable Development. She has conducted a Labour Legislative Review in Mauritius on behalf of the ILO.

### Former Board Positions

- Chairperson of the Military Arbitration Board, the Consumer Regulatory Council, the Consumer Forum, Johannesburg Roads Agency and Trinitas Private Equity (Pty) Ltd.
- Board Member of Western Areas Limited, Johannesburg Water, Cricket SA, SA Reserve Bank, Freeworld Coatings, Arcelor Mittal SA Ltd, Foster Wheeler SA (Pty) Ltd and Implats Ltd.

### Community-Based Activities / Committees

- Trustee of the Zenex Educational Trust and the Inanda Seminary Education Trust.
- Chairperson of the Ceramics Foundation Trust, The BP Foundation, the Legal Resources Trust, the Ponahalo/De Beers Trusts, the Rebatona Educational Trust, the Shanduka Trust, the De Beers Fund, and the Fort Hare University Council.
- Board Member of Femmes Africa Solidarité.

### Current Non-Executive Board Positions

- BP Southern Africa (Pty) Ltd (Chairperson)
- Tokiso Dispute Settlement (Pty) Ltd (Chairperson)
- Industrial Development Corporation of SA Ltd ('the IDC')
- Toyota SA (Pty) Ltd
- Toyota Financial Services (SA) Limited

### Peotona Investee Companies Board Positions (Non-Executive)

- Lafarge Industries (Pty) Ltd (Chairperson)
- Lafarge Mining (Pty) Ltd (Chairperson)
- Ceramic Industries Ltd
- Reunert Ltd
- Ponahalo Capital (Pty) Ltd
- Ponahalo Investments (Pty) Ltd
- Ponahalo Holdings (Pty) Ltd



## Current Investments Include:

**Ceramic Industries Ltd**

**De Beers Consolidated Mines (DBCM) Ltd**

**Lafarge Industries SA (Pty) Ltd**

**Lafarge Mining SA (Pty) Ltd**

**Reunert Ltd**

**Ash Resources (Pty) Ltd**

**Fenner Conveyor Belting SA (Pty) Ltd**

**Tokiso Dispute Settlement (Pty) Ltd**

**Trinitas Private Equity General Partner Partnership**



## Current Investments Include:

### **Ceramic Industries Limited**

Peotona Group Holdings (Pty) Ltd owns an effective 1.26% of Ceramic Industries Ltd via an SPV, Peotona Ceramics (Pty) Ltd. Thandi Orleyn is a Board Member of the Ceramic Industries Ltd Board and is a Trustee on The Ceramic Foundation.

Concluded October 2007.

### **De Beers Consolidated Mines Limited (DBCM)**

Peotona Capital (Pty) Ltd owns an effective 2.08% of DBCM via the Ponahalo vehicle. 50% of the initial stake offered to Peotona was placed into the Ponahalo/De Beers Trusts (rather than being placed in our Not for Profit Company in order to build on the critical mass of De Beers own trust allocations).

Cheryl Carolus is a Board Member of the DBCM Board.

Cheryl Carolus and Thandi Orleyn are Directors on the Boards of Ponahalo Capital (Pty) Ltd, Ponahalo Holdings (Pty) Ltd and Ponahalo Investments (Pty) Ltd.

Thandi Orleyn chairs the Ponahalo/De Beers Trusts and the De Beers Fund.

Concluded August 2005.

## Current Investments Continued

### **Lafarge Industries SA (Pty) Limited**

Peotona Group Holdings (Pty) Ltd owns an effective 1.5% via Sinako Holdings (Pty) Ltd.  
Special broad-based Trusts own an effective 4.5%.

Thandi Orleyn and Dolly Mokgatle are Board Members. Thandi Orleyn chairs the Board.  
Dolly Mokgatle chairs the Board of Sinako Holdings (Pty) Ltd.  
Concluded January 2007.

### **Lafarge Mining SA (Pty) Limited**

Peotona Group Holdings (Pty) Ltd owns an effective 3.9% via Sinako Holdings (Pty) Ltd.  
Special broad-based Trusts own an effective 11.6%.

Thandi Orleyn and Dolly Mokgatle are Board Members. Thandi Orleyn chairs the Board.  
Cheryl Carolus is a Trustee & also the Chairperson of the Lafarge Educational Trust & the Lafarge Community Trust.

Concluded January 2007.

### **Reunert Limited**

Bargenel Investments Ltd, a special purpose vehicle, holds a 10.05% interest in Reunert. This structure mirrors our Peotona Group Holdings and Peotona Development structure with 30% being placed with the business interests and 70% in a special trust.

Thandi Orleyn serves as a Director on the Reunert Board.

Thandi Orleyn & Cheryl Carolus are both Trustees of the Rebatona Educational Trust.

Concluded February 2007.

### **Ash Resources (Pty) Limited**

Peotona Group Holdings (Pty) Ltd owns an effective 25% of Ash Resources (Pty) Ltd, which is held via an SPV (Peotona Ash Resources (Pty) Ltd).

Dolly Mokgatle is a Member of the Board of Ash Resources (Pty) Ltd.

Concluded December 2009.

### **Trinitas Private Equity General Partner Partnership**

Peotona Group Holdings (Pty) Ltd is a Limited Partner in the Trinitas Private Equity General Partner Partnership, holding a 0.75% interest via an SPV (Peotona Private Equity (Pty) Ltd).

Concluded March 2010.

### **Fenner Conveyor Belting SA (Pty) Ltd**

Peotona Fenner Investments (Pty) Ltd, a special purpose vehicle, holds a 23.8% interest in Fenner Conveyor Belting SA (Pty) Ltd.

Cheryl Carolus and Dolly Mokgatle are Board Members of Fenner Conveyor Belting SA (Pty) Ltd.

Concluded May 2006.

### **Tokiso Dispute Settlement (Pty) Limited**

Peotona Group Holdings (Pty) Ltd owns an effective 13.7% in Tokiso Dispute Settlement (Pty) Ltd.  
Thandi Orleyn is a Member of the Board of Directors.

Concluded November 2015.

### **REUNERT**

Focused on increasing the number of students gaining access to Reunert College, which is a one year “bridging” programme taking students with a matric from a disadvantaged school (which does not allow them access to tertiary institutions) and moving them to a university entrance matric. The number of students fully sponsored through the programme increased from 20 students to 40 students in 2007, then from 40 students to 80 students in 2008, where it was capped as facilities are not equipped to house a larger group of students. Peotona, acting upon its principle of smart partnerships, was instrumental in facilitating the co-funding of students by Standard Bank South Africa, the Zenex Foundation and the JSE. All stakeholders are now convinced that as a model, this is ready for replication.

### **DE BEERS**

The work of the Ponahalo/De Beers Trusts and that of the De Beers Fund are synchronized – Thandi Orleyn is a Trustee on the Ponahalo/De Beers’ Trusts and chairs the De Beers Fund. The implementation of the De Beers Fund projects was recognized by Nedbank in their 2008 Sustainability Awards.

An example of the activities of the Ponahalo/De Beers’ Trusts is the entrepreneurial development work taking place around the Voorspoed Mine. The work has a special focus on women and people with disabilities. The work with people with disabilities was recognised in 2008 by Mail & Guardian when it won their “Investing for the Future Award”.

### **CERAMIC INDUSTRIES LIMITED**

Two new community development projects are being conducted, namely:

- An afternoon homework school project, and
- A garden project.

Thandi Orleyn is a Trustee on the Ceramic Foundation.

### **LAFARGE**

Focused in the greater Lichtenburg area on the Bodibe community (adjacent to the biggest Lafarge asset) in the North West Province, the Lafarge Community Trust & the Lafarge Educational Trust, chaired by Cheryl Carolus, have established a developmental partnership with the Provincial & Local government and communities, who have signed off on the trust investment programme of R25 million over 5 years.

In 2008 Lafarge established a partnership with Adopt-a-School Foundation to implement the Whole School Development Project in Bodibe.

The programme covers four aspects: infrastructure investment, teacher skills, school nutrition, sports revival.

This programme covers all 11 schools in the Bodibe community, and has a special set of considerations for children with visual impairment.

The building programme began in April 2009 with all procurement relating to it being sourced from the local community. As of March 2010, 40% of the infrastructure projects were completed and construction on class rooms, ablution blocks, libraries and general renovation is ongoing.

The Bodibe sports programme was successfully launched through a soccer tournament on the 20th March 2009.

### **LAFARGE continued**

The teacher skills programme kicked off on the 9th May 2009 with a programme on Executive Leadership in Teaching and Learning which is offered at Wits University. The Principals of the 11 schools and the Circuit Manager attended the programme once every month for 11 consecutive months. 10 of the principals successfully graduated in March 2010.

In addition, principals, deputies, educators and clerks were offered basic and advanced computer training to assist them with the day-to-day tasks of school management. The training took place in March/April 2010.

A programme where teachers are trained with the goal to improve language and literacy in Grade 1 learners commenced in April 2010.

In 2009, the Lafarge Education Trust started a university bursary program with 80 students registered for degrees in Engineering, Science and Technology. The Trust supports these students by paying all academic fees (module fees, registration fees and prescribed text books) on their behalf. Furthermore, the Lafarge Education Trust assists these students in finding in-service training during their studies. In 2010 and 2011, the Trust enrolled 48 and 60 students respectively.

Various education facilities have been built and upgraded around South Africa



## Peotona Mentorship Programme

Peotona's founding shareholders are entrepreneurs who, as a team, possess significant skills and experience in life and business and are leaders in their field.

The team is bound by a common set of values and passion premised on adding value to our country, to Peotona and its partners. We seek to be part of the broader efforts in our country to drive meaningful transformation that will trigger enterprise development and broad skills creation. In doing this, we hope to create new enterprises that generate sustainable employment for people from disadvantaged communities, with special focus on women and persons with disabilities.

We have a well established Mentorship Programme. Our vision for this is to tutor, nurture and develop the next generation of women leaders in South Africa. By and large the qualifying criteria is for young professionals who want to grow and learn.

We have an active mentorship group of approximately 45 young black professionals whom we individually mentor. Mentorship consists of two simple components: structured individual coaching once a month and joint sessions with all of our mentees twice a year so that they can also develop lasting peer networks.

## Peotona Mentorship Programme Continued

The Mentee sets the agenda based on his/her own development needs, with the Mentor providing guidance to help the Mentee achieve his/her goals. We also insert some generic elements that we have learnt address common needs.

Mentees are required to make a commitment to devote the necessary time to the relationship and to demonstrate a willingness to receive feedback.

We have successfully placed some of these mentees in non-executive board roles in our partner companies and/or their subsidiaries. The initial Board roles were taken up by Peotona founders in order to entrench the strategy around transformation and “contribution as a responsible corporate citizen”. Then, the Peotona founders introduce our young Mentees under their continued guidance to the companies.

Furthermore, a number of our Mentees have been placed in permanent positions in our partner companies and/or their subsidiaries.

We insist that all Mentees participate in social/community projects. We also organize projects that they participate in as a group from time to time.

We are passionate about the programme and hope that it will contribute to building a confident generation of business and social leaders who are go getters and who lift as they rise.



## Peotona Group Holdings (Pty) Ltd

**Company Registration Number:**

2005/026925/07

**VAT Registration Number:**

4050228750

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