

# J&J Induction

## Group Presentation



# Purpose of this presentation

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- **J&J Group Introduction & Overview**
- **Branches presentation**
- **J&J Group services & competitive advantages**
- **Health, Safety, Environment, Social Responsibility & Good Practices**
- **Online tools**



# J&J Group Mission Statement

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The J&J Group will be a **leading** transport and **logistics provider**. Through experience, development and innovation we strive to deliver a **superior service**, and in partnership with our customers continue to expand our scope and reach to ensure **sustained profitable growth**.

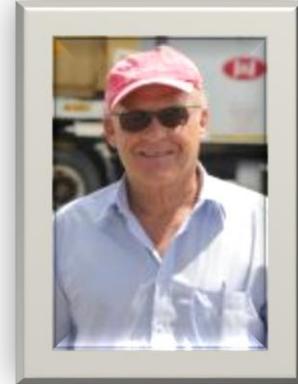


# About J&J Africa

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- J&J Africa was founded in **1995 by Mr. Jens Jensen.**
- J&J has come a long way from its humble beginning. **In 1995, we started off in Zimbabwe with only 1 truck and 4 more in 1996.**



## J&J Beira first office and yard - 2001



# About J&J Africa

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- 25 years of experience in **cross-border road transport within Africa.**
- The J&J Group has seen a significant growth thanks to our **growing client base and our exceptional team.**
- Through hard work, dedication and determination – J&J is a reliable and efficient provider of transport and logistics services - **trusted brand!**
- Team committed to ensure constant improvement and development of services - **our customers always have a competitive advantage.**



# About J&J Africa



## | J&J History

-  **1995** | J&J founded in Harare, Zimbabwe
-  **2001** | J&J opens branch in Beira, Mozambique
-  **2008** | J&J opens branch in Lusaka, Zambia
-  **2008** | Specialized Transport is founded
-  **2011** | BLT is opened – warehousing services
-  **2013** | IBLT&S is opened – depot & warehouses
-  **2016** | J&J acquires the Greendoor group in South Africa
-  **2016** | J&J opens MVA – vessel agency
-  **2016** | ST opens projects division
-  **2019** | BLT Mineral Shed opens
-  **2020** | J&J Lusaka warehouse facility opens



# Strategic Location



**The Port of Beira** is our preferred entry/exit port that services Mozambique and the hinterlands.



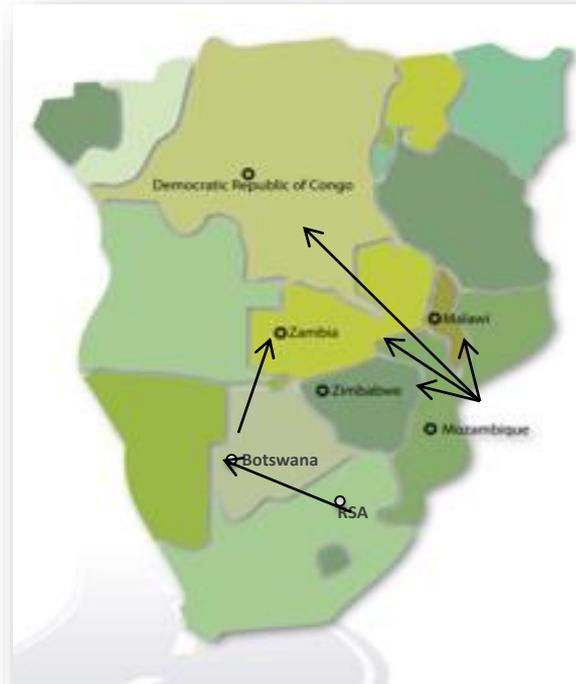
**Why Beira Port?** It is strategically placed and the routes from Beira Port are much shorter than the routes from Durban and Dar Es Salaam – **time and cost saving.**



# Strategic Location



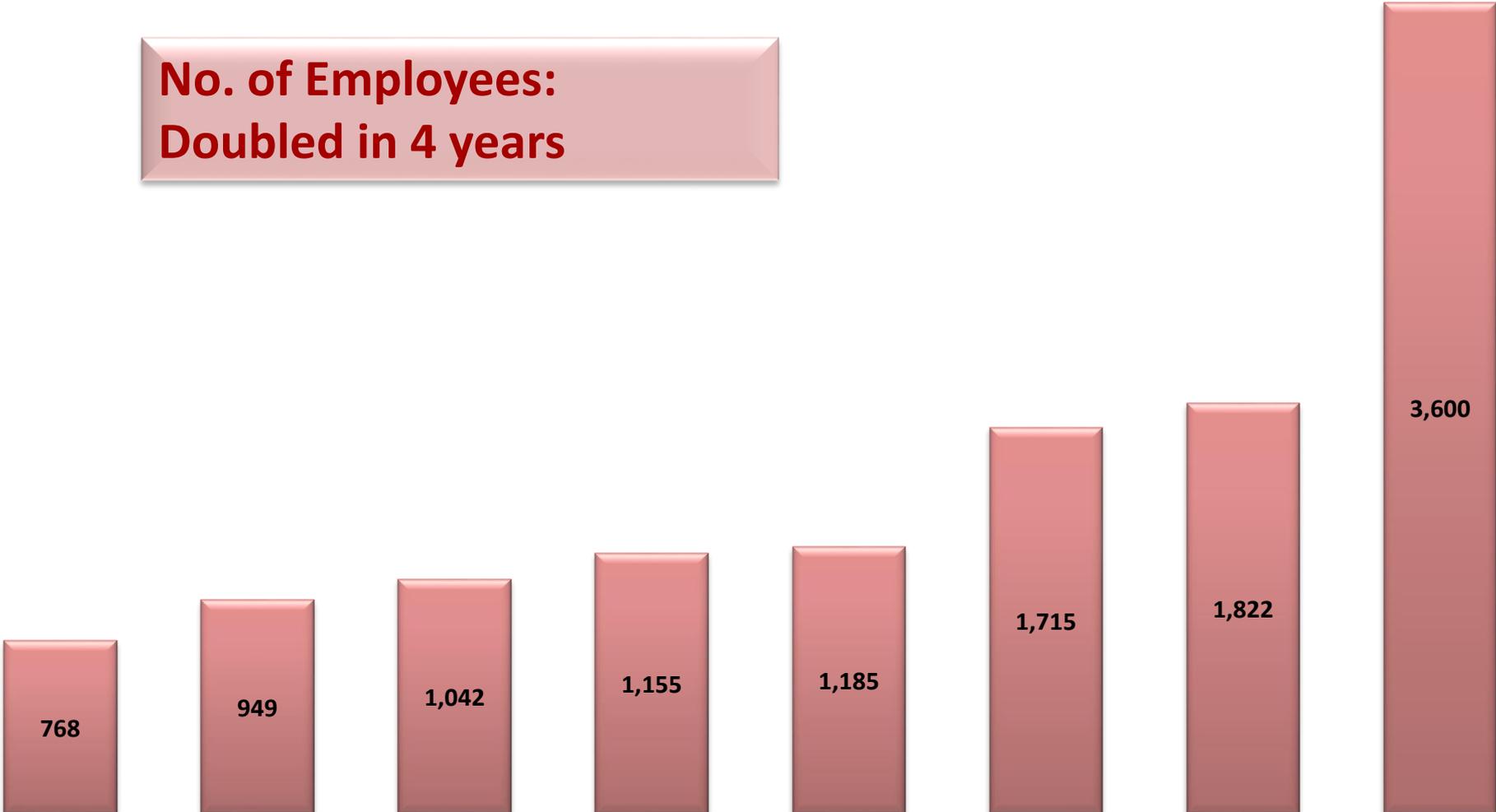
From J&J's strategic branches' locations, we provide services using Beira Port to and/or from **Zimbabwe, Malawi, Mozambique, Zambia and Eastern DRC**. In addition, the route **RSA – Botswana – Zambia**.



# J&J GROUP evolution



No. of Employees:  
Doubled in 4 years



2010



2011



2012



2013



2014



2015



2016



2020



# Group synergies



J&J Transport  
www.jjafrica.com



## THE INTEGRATED INTELLIGENT LOGISTICS SOLUTION:

- Vessel Agency
- Cargo Agency
- Customs Clearing
- Shunting Services
- Warehousing
- Depot Services
- Cross Border Transport
- Specialized Services
- Project Logistics

Systems. Infrastructure. People. Service.

24/7 Client Online Tracking



# Group synergies

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- **All services supplied *in-house***
- **Excellent control** of the whole chain due to asset ownership
- **Reduced lead times** of the whole chain
- **One communication point** for our customers



# Group synergies

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- **One invoice** for all services
- **Improved visibility** of cargo flow
- **Tailor made** - IT support & daily reports - Visibility and accountability for our clients
- Ability to handle high volumes which allows for **good value for money**
- **Corporate culture and high standard of quality** throughout the companies



# Group Companies

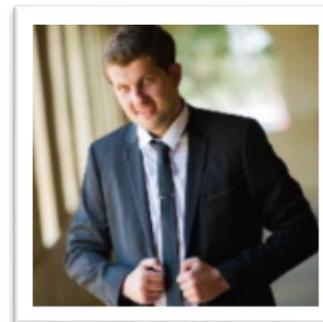
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## **J&J Offices:**

### ***Beira, Mozambique***

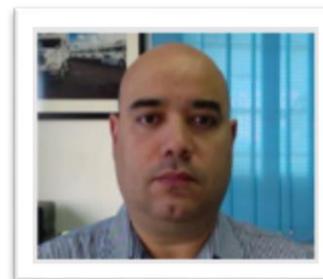
This office is the hub for J&J. We continue to improve with our state of the art facilities and our full complement of employees we operate at high efficiency at all times.



GM  
Chris van Tonder

### ***Lusaka, Zambia***

Our rapid growth on the Zambian route is surpassed only by the growth in the Zambian economy. In order to better serve our Zambian based customers, J&J has established a physical presence in Zambia.



GM  
Oscar Gutierrez

### ***Harare, Zimbabwe***

With our onsite workshop and diesel supply, we ensure fast turnaround of trucks in Harare, and minimal delays for trucks en-route to destinations loading from and transiting through Harare.



GM  
Vikram Singh



# Group Companies



Bonded warehousing  
 Bagging & weighing  
 Container stripping & stuffing  
 Container handler on site



GM  
 Kevin Hutton



Stripping & stuffing  
 Container storage  
 Fumigation  
 Kalmars & Container reach stackers



GM  
 Neil Stals



The shunting division within and around Beira  
 Empty container pick up and stuffing  
 Pre-loaded containers  
 Break bulk cargo



OPS M  
 Suhail Khan



Low bed transport  
 Out of gauge cargo  
 Tippers  
 Abnormal loads  
 Fuel tankers



GM  
 Christian Morris



# Group Companies

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Project Cargo for mining, energy industries, construction and oil and gas sectors



GM  
Christopher Morris



High quality shipping and freight solutions through all operating ports in Mozambique. Ship chandelling - One stop shop solution for vessel supplies and bond store provisions.



GM  
Kevin Hutton



Provides general transport capability to and from South Africa, to the DRC and Zambia. Provides bulk, break bulk services and warehousing services. Experience in dangerous goods movements, including hazardous commodities and explosives.



CEO  
Gary Hall



# Group Companies

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Our group of companies pride ourselves on the following:

- **High ethical standards**
- Our **integrity and reliability** in the market
- **Open communication and a proactive approach** to our business
- Building strong and mutually **beneficial relationships**
- **24/7 customer support** including tracking and/or updates in both English and Portuguese



# Group Companies

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**Our group of companies pride ourselves on the following:**

**• IT SYSTEMS:**

- Automated reports
- Online Order Management System
- Customised IT software to allow for an efficient storage, warehousing, logistics and road transport solution to be provided with dashboards
- 24 hours live tracking

**• In-house customised programs** – All group companies interlinked with real time updates - our operations and logistics capability are unparalleled



# Group Companies



Our group of companies pride ourselves on the following:

- **A dedicated and experienced ethical team** - several years experience, ensuring an excellent service delivery under the J&J brand. Compliance to FPCA and Anti-Bribery and Corruption Policy.
- **Health, safety, environment and security** initiatives - the highest standard ISO45001:2018 working to full time compliance



# Group Companies

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Our group of companies pride ourselves on the following:

- The trucking division has all trucks fitted with state of the art **GPS & satellite tracking** - control and visibility at all times
- **Adequate security measures** - in depth functionality of our customised systems to protect our cargo at all times.



# Group Companies

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JJB Yard



# Group Companies



IBLTS Yard



# Group Companies



BLT Yard



# State of the Art Facilities and Equipment



JJB tri-axle calibrated weighbridge



Fuel tanks and petrol pumps



Workshop fully equipped & a team of experts



Large owned fleet - reliable transport & unparalleled capacity



# State of the Art Facilities and Equipment



SSB truck in action unloading containers with our Kalmars



Medical nurse at one of the site clinics - JJB



JJB on site stores



# State of the Art Facilities and Equipment



ST Tipper trucks



Fuel tankers



Out of gauge cargo being uplifted from the vessel



Abnormal loads



# State of the Art Facilities and Equipment



## IBLTS container depot facilities



## Container reach stacker in action at IBLTS



## IBLTS warehouse



# State of the Art Facilities and Equipment



Action in BLT warehouse with the bulk tipper



Break bulk bagging machine at BLT warehouse



Our forklifts in action at BLT unpacking copper blisters



# Health, Safety, Environment, Social Responsibility & Good Practices

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## MANAGEMENT SYSTEM

We value life in all what we do, life matters most and we have our motto **“NO ACCIDENTS’ TODAY”**.

We believe that behind one life exist many so we take the Health and Safety of our Stakeholders seriously, **this includes our employees, clients, visitors, suppliers, community and whoever directly or indirectly affected or affects our business.**

J&J is developing an Occupational Health and Safety Management system based on **ISO 45001: 2018**. The System will aim to reduce work Incidents including catastrophic loss.

Apart from the above, **J&J is also complied with Environmental Management System requirements according to the local Mozambican Environmental legislation.**

Everyone who is in our premises is obliged to **follow the Safety Rules and Regulations** according to the site specific risks.

All incidents must reported as soon as they occur.

Emergency response procedures must be followed according to site specific requirements.



# Health, Safety, Environment, Social Responsibility & Good Practices



**MALARIA & CHOLERA – USEFUL INFORMATION**

**Malaria** – the cause of the disease  
 This disease is caused by a parasite transmitted by an insect called a mosquito.  
 The mosquito carrying these parasites is the main transmission agent. It can bite you at any time of the day. It is a parasite that is not visible to the naked eye. The disease is fatal if left untreated.



**Prevention**  
 Mosquitoes can bite through thin clothing so it is essential to protect the body with long-sleeved shirts and trousers. Use mosquito and insect repellent. Eat food and use water that has been treated with bleach tablets. Always sleep under a bed net.

**Symptoms**  
 Symptoms of the disease may include: fever, chills, headache, muscle aches, and vomiting.

**Treatment**  
 People with the disease should be taken to a health care facility for treatment.

**MALARIA & CHOLERA – USEFUL INFORMATION**

**Cholera** – the cause of the disease  
 Cholera is a disease contracted from poor sanitation and unsafe drinking water. It is a highly contagious disease that can be fatal if not treated quickly.

**Prevention**  
 Wash your hands often with soap and water. Avoid drinking water from unclean sources. Eat food that has been properly cooked.

**Symptoms**  
 Symptoms include: watery stool, vomiting, and dehydration.

**Treatment**  
 People with the disease should be taken to a health care facility for treatment.

**How to protect your health**



Use mosquito nets to protect yourself from mosquito bites. Wash your hands frequently with soap and water. Avoid drinking water from unclean sources.

**Como evitar a Doença da Cólera**

**CÓLERA**



Evite beber água não tratada. Lave as mãos frequentemente com sabão e água limpa. Não compartilhe alimentos e bebidas com outras pessoas.

**HIV programme** – awareness (training sessions), counselling and testing, free condoms in several strategic places around J&J.

**Malaria, Cholera, Covid 19 programmes** - awareness & training sessions to all drivers, distribution of mosquito nets and toolbox talks on health, hygiene and safe working practices.

**Eye checks & Health Checks** – we encourage our employees to keep healthy and ensure that they have access to health care.

**Medical Assistance** – Qualified nurse on site to assist all employees health and ensure quick response time to any incidents.

**Risk Management** – improvement to all facets of the organisation.

**ST Certifications:** ISO 45001: 2018 and ISO 9001: 2015  
**JJB, IBLTS, and BLT upgrading to ISO 45001: 2018**



# Health, Safety, Environment, Social Responsibility & Good Practices



## In-house Training:

- Windows tools
- Technical training
- Management & Leadership
- Stress control
- Communication with Customers
- Time Management
- Conflict Resolution



## Toolbox talks:

- Loading process & procedures
- How to avoid traffic accidents
- Defensive driving
- Handling dangerous goods
- Fire fighting & First aid
- Diseases



# Health, Safety, Environment, Social Responsibility & Good Practices



## Think Green campaign

Recycling initiatives and educational messages

Recycling of all our waste oil through an environmentally friendly company



# Health, Safety, Environment, Social Responsibility & Good Practices



**Gender equality: Empowering men and women to excel**

## Women's Day

Ensure that our Women are encouraged and protected.



## Several Awards

'Employee of the Year'

'Most dedicated employee'

'Driver of the month'

To encourage good & safe working practices throughout all teams.



# Health, Safety, Environment, Social Responsibility & Good Practices



## GLOBAL ANTI-CORRUPTION POLICY

### 1 PURPOSE

This policy sets forth the J&J Africa Group's ("J&J") expectations of its employees and business partners with respect to its commitment to prevent corruption.

J&J and its worldwide subsidiaries (collectively, the "Company") have adopted this global Anti-Corruption Policy (the "Policy"). The company is committed to complying with all applicable anti-bribery laws, including those in all countries in which it operates, including but not limited to, the United States Foreign Corrupt Practices Act (the "FCPA"), the United Kingdom Bribery Act and other legislation enacted in accordance with the Organization for Economic Co-operation and Development Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (the "OECD Convention") as well as anti-corruption laws enacted in each country where J&J conducts business. J&J prohibits all improper payments of any nature.

To the extent that a particular local law, regulation or rule is stricter than this Policy, the stricter of the two will apply. For example, some governmental organizations prohibit their employees from receiving gifts in any amount. If in doubt, consult with the Company's Compliance Officer, who will be appointed by the directors at a duly convened board meeting.

### 2 SCOPE

This Policy applies to all employees, directors and business partners of J&J, and anyone acting on J&J's behalf (J&J's Personnel).

### 3 DEFINITIONS

The term "anything of value" shall have its ordinary meaning and includes, but is not limited to, cash, gifts, travel expenses, entertainment, offers of employment, and business meals. Anything of value may also comprise political contributions, consultancy opportunities, and charitable contributions made at the request of, or for the benefit of, a customer, business partner or Government Official his or her family, or other relations, even if made to a legitimate entity.

For the purpose of this Policy, the term "Government Official" should be interpreted broadly. It includes officers and employees of domestic and foreign government institutions, government agencies, departments, instrumentalities, and public international organizations and anyone acting in an official capacity on behalf of these entities. It includes political parties, political party officials, and candidates for political office. It also includes, but is not limited to, environmental inspectors, health & safety inspectors, police officers and customs officials. The term also encompasses individuals in unpaid or honorary government positions, including those working for, or on behalf of, committees, panels, commissions, or in other advisory positions.

The term "government instrumentality" refers to government-owned or controlled commercial enterprises (regardless if it is whole or partial government ownership or control).

## Anti-bribery and corruption

J&J stands for principles of transparency and accountability and encourage all employees, partners and third parties to act in a proper and lawful manner.

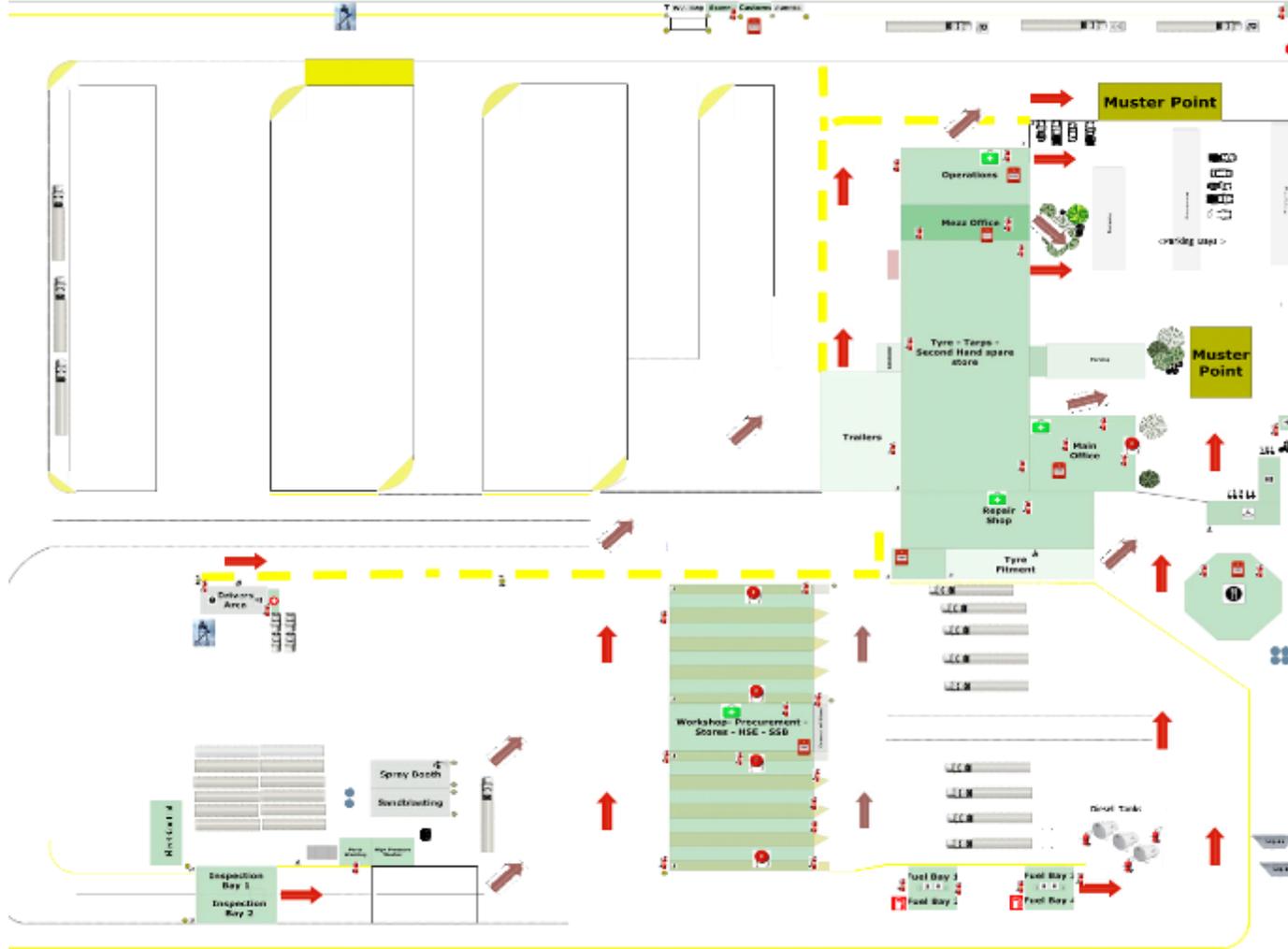
J&J has adopted a global Anti-Corruption Policy.



# Health, Safety, Environment, Social Responsibility & Good Practices



## Evacuation Plan - JJB



### EMERGENCY EVACUATION PLAN

-  1 Medical Post
-  2 Fire Extinguisher
-  3 Alarm Point/Siren
-  4 Walkway
-  5 Fuel Station
-  6 Security Tower
-  7 Exit Point Routes
-  8 Fuel Tanks
-  9 Fire Hoses
-  10 First Aid Kit
-  11 Water Tanks



# Health, Safety, Environment, Social Responsibility & Good Practices



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Rua do Nhaconjo no 262, Manga  
Seica, Mozambique  
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Tel: +258-23-302955  
Fax: +258-23-302954  
E-Mail: info@jma.com  
Nuit No: 400086631

**J&J**  
**Transportes**



## MEMORANDUM

From : Administration  
To : ALL EMPLOYEES, CONTRACTORS & THIRD PARTIES  
Date : 10<sup>th</sup> September 2015  
Subject: HSES - USE OF PERSONAL PROTECTIVE EQUIPMENT ON ALL SITES

J&J hereby informs that all persons working or visiting all J&J Transport facilities must ensure that they are wearing personal protective equipment ("PPE") whilst moving around the facility.

J&J Beira Yard – unless on defined paths



CLOSED SHOES (NO FLIP FLOPS/OPEN TOED SHOES), A REFLECTIVE WORKSUIT/A REFLECTIVE RAIN SUIT/A REFLECTIVE VEST

J&J Beira Workshop – Unless on defined paths.



SAFETY BOOT, A REFLECTIVE WORKSUIT/A REFLECTIVE RAIN SUIT/A REFLECTIVE VEST

Should anyone be near loading, workshop or where machinery is in use, in the port or visiting the mines kindly USE YOUR SAFETY HELMETS. All employees must ensure they are appropriately dressed and wearing a reflective vest before entering the yard where operations are underway.

Should you not have PPE please report to your Manager/Company immediately and ensure you have PPE before or on the 1<sup>st</sup> December 2015. Please ensure your PPE is kept clean and you look professional.

ALL PERSONS NOT USING THE CORRECT PPE WILL NOT BE SERVED BY WEIGHBRIDGE, OPERATIONS OR WORKSHOP FROM THE 1<sup>st</sup> DECEMBER 2015. GUARDS will be instructed to deny entry to the site. This is for your safety.

We further request that at the Port, all loading points, offloading points and warehouses, you wear your PPE to ensure YOUR safety.

MANAGEMENT

## Personal Protective Equipment - PPE

Ensure that you are wearing personal protective equipment (PPE) whilst moving around the facility.

More detailed information on our memo boards located in strategic places:

- Operations
- Workshop
- Near office canteen
- outside canteen
- Drivers site



# Health, Safety, Environment, Social Responsibility & Good Practices



## Signage

# J&J Transport

**All drivers and visitors must report to the guards for a site induction and clearance**

**Hard hats to be worn in designated areas**

**Protective footwear must be worn at all times**

**High Visibility vests must be worn at all times**

**Eye protection must be worn in designated areas**

**CAUTION  
Site Traffic**

**Open fires prohibited on this site**

**NOTICE TO VISITORS AND THE PUBLIC**  
NOT COMPLYING WITH OUR HEALTH AND SAFETY RULES CAN BE DANGEROUS  
THE COMPANY ACCEPTS NO LIABILITY WHATSOEVER FOR ANY PERSONAL INJURY RECEIVED OR PERSONAL DAMAGE CAUSED AS A RESULT OF NOT FOLLOWING OUR HEALTH AND SAFETY RULES ON OUR SITE

**DANGER  
CONSTRUCTION  
WORK IN PROGRESS**

**15  
km/h**

**MAXIMUM  
SPEED LIMIT**

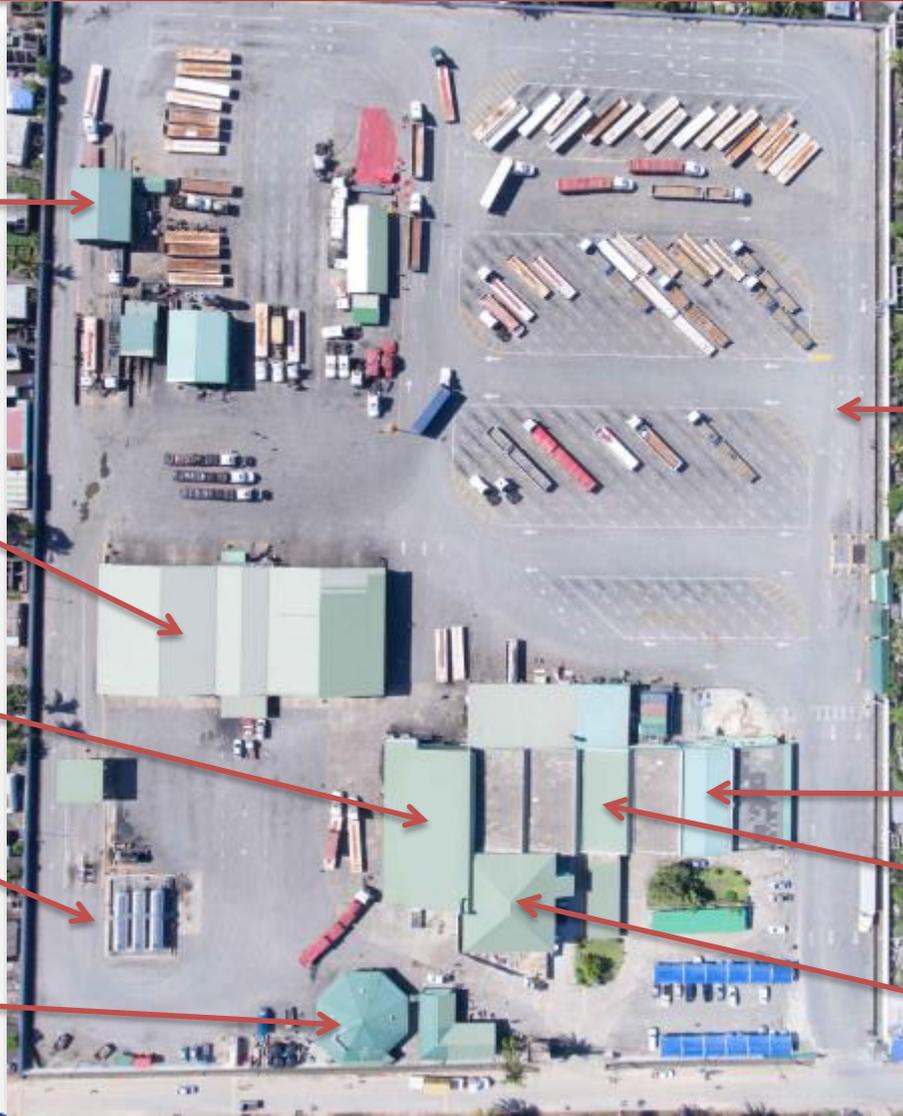
**No smoking except in designated smoking areas**

**NO UNAUTHORISED ACCESS**  
YOU ENTER THESE PREMISES ENTIRELY AT YOUR OWN RISK. WE DO NOT ACCEPT RESPONSIBILITY FOR ANY INJURIES TO PERSONS OR DAMAGE TO PROPERTY HOWSOEVER CAUSED EVEN ARISING FROM NEGLIGENCE OR ANY D-SASTER WHATSOEVER WHEN ENTERING THESE PREMISES.

# SAFETY IS OUR PRIORITY



# JJB Premises



Drivers site

Workshop & Stores

Stores & warehouse

Fuel tanks and petrol pumps

Outside canteen: Drivers; WS people

Yard

Weighbridge

OPS office

Mezz floor

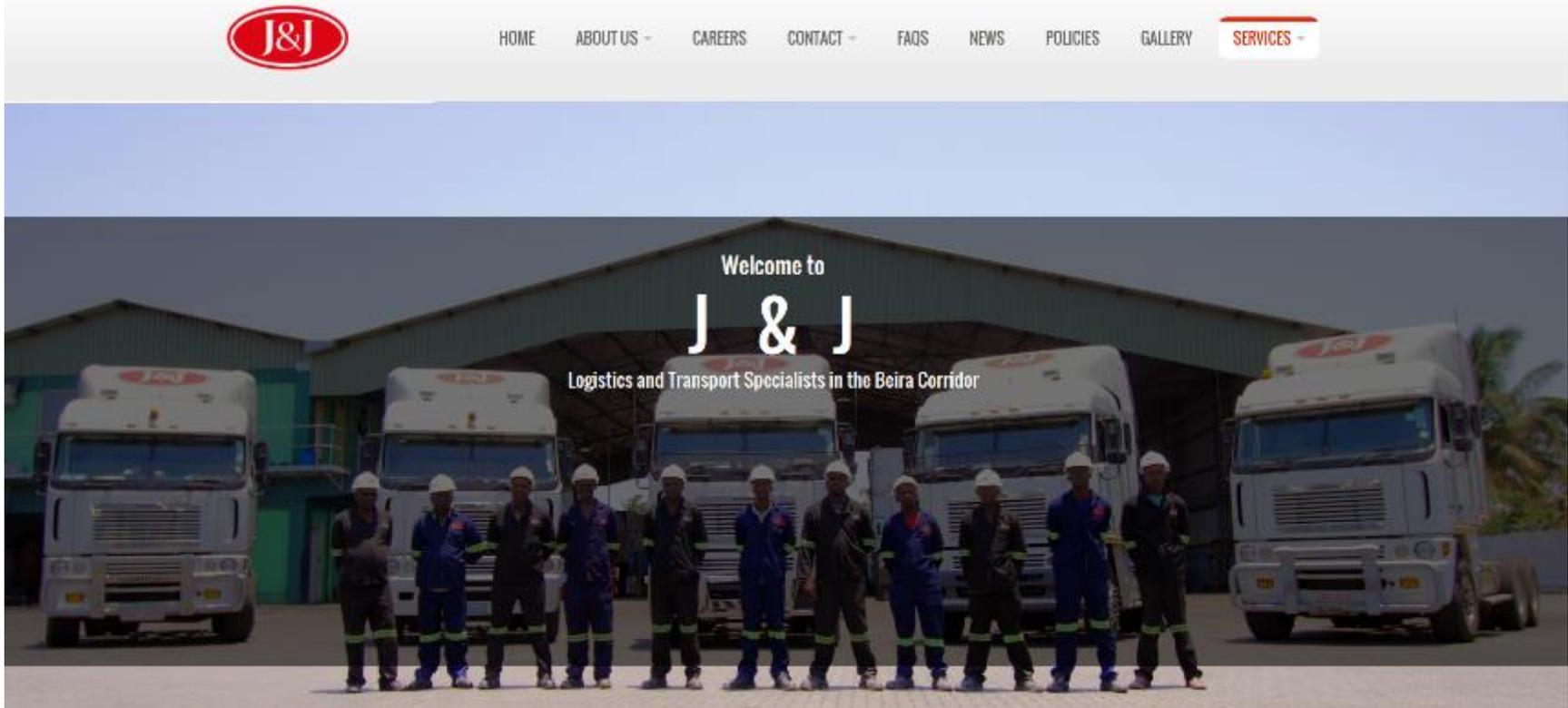
Main office



# On-line tools: WEBSITE



<http://www.jjafrica.com/>



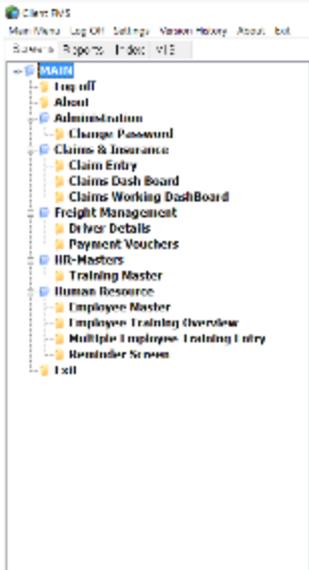
# On-line tools: FMS



Help desk link:



<http://extranet.myjjmoz.com/jticket/add/new-type>



J&J Management System

[my.jjmoz.com](http://my.jjmoz.com)



J&J Transport



# On-line tools: EXTRANET



Welcome to J&J Group Internal Policies page

#### ATTACHMENT

induction_Manual.pdf	1.21 MB
internal_Regulation.pdf	9.24 MB
Regulamento_Interno.pdf	4.76 MB
Our_Company_Values_Culture.pdf	500.49 KB
Os_Valores_e_Cultura_da_nossa_Empresa.pdf	588.44 KB
Code_of_Business_Principles.pdf	118.83 KB
Codigo_de_Conduta_da_Nossa_Emp.pdf	121.38 KB



Help desk link:



<http://extranet.myjmoz.com/jticket/add/new-type>

#### Main contents:

- Internal Policies
- Employees contacts
- Holidays calendar
- Events
- FMS manual
- Several Forms

<http://extranet.myjmoz.com>



# On-line tools: MAGIC EYE

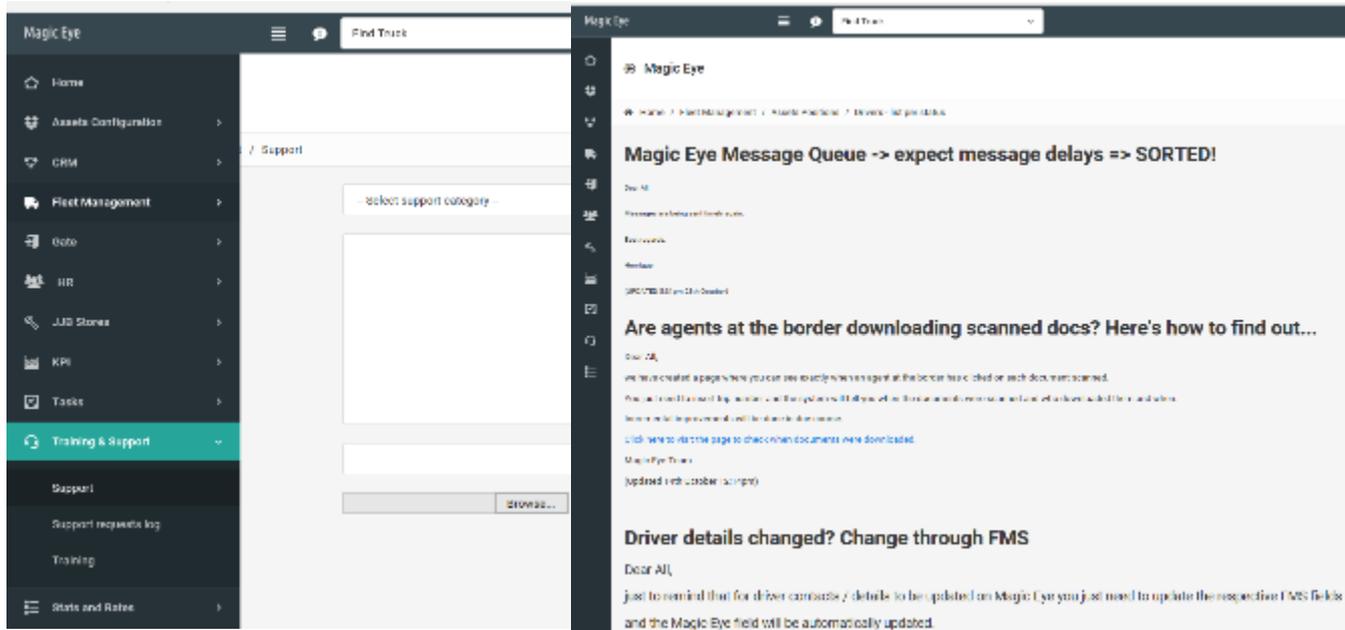


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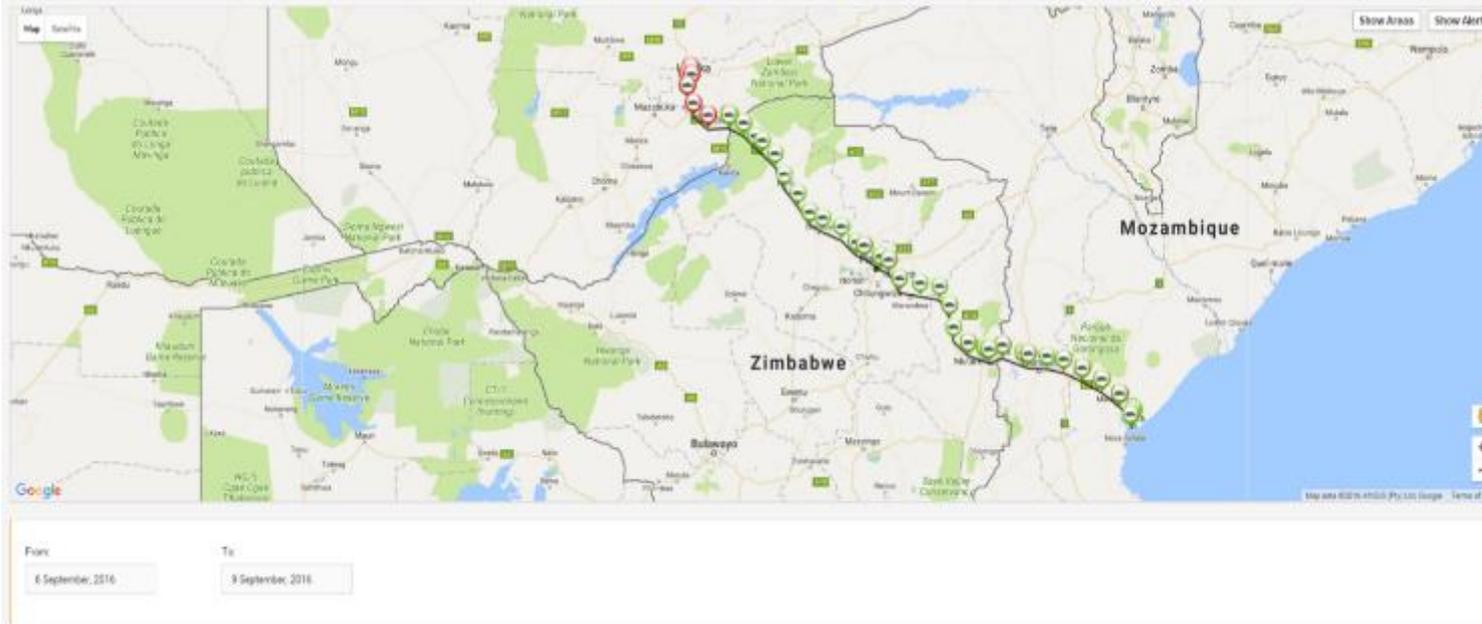


<http://extranet.myjmoz.com/jticket/add/new-type>

<http://alerts.myjmoz.com>



# On-line tools: MAGIC EYE



## Live Tracking





# Welcome to J&J

## All the best for your J&J future!

