

BRANDING & IDENTITY:

Logo Design, Corporate Identity Systems, Brand Strategy & Guidelines

GRAPHIC DESIGN:

Brochures & Flyers, Annual Reports, Packaging Design

DIGITAL & WEB:

Website Design & Development, UX/UI Design, Digital Campaigns

MARKETING & COMMUNICATION:

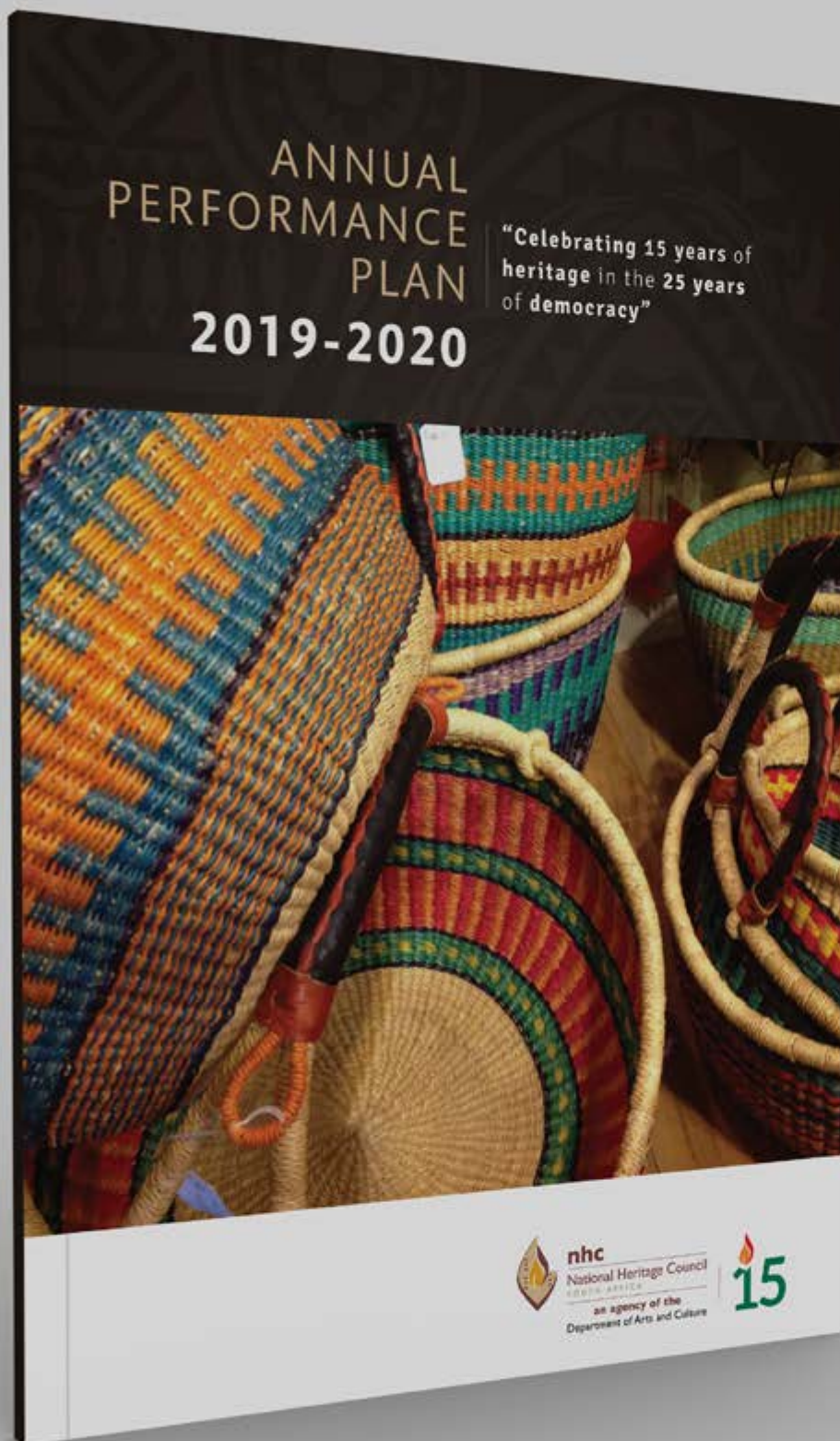
Social Media, Advertising, Campaign Collateral

CORPORATE GIFTING:

Customized Gifts, Branded Stationery, Promo Merchandise



**PUBLICATIONS
PROOF OF EXPERIENCE**



Publication:
NHC APP 2019-2020

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 64 pager
Size: 21cm x 29.7cm
Finishing: Perfect binding
Print: 200

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Publication:
NHC APP 2021-2022

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 38 pager
Size: 21cm x 29.7cm
Finishing: Perfect binding
Print: 200

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Publication:
NHC APP 2016-2017

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 52 pager

Size: 21cm x 29.7cm

Finishing: Perfect binding

Print: 200

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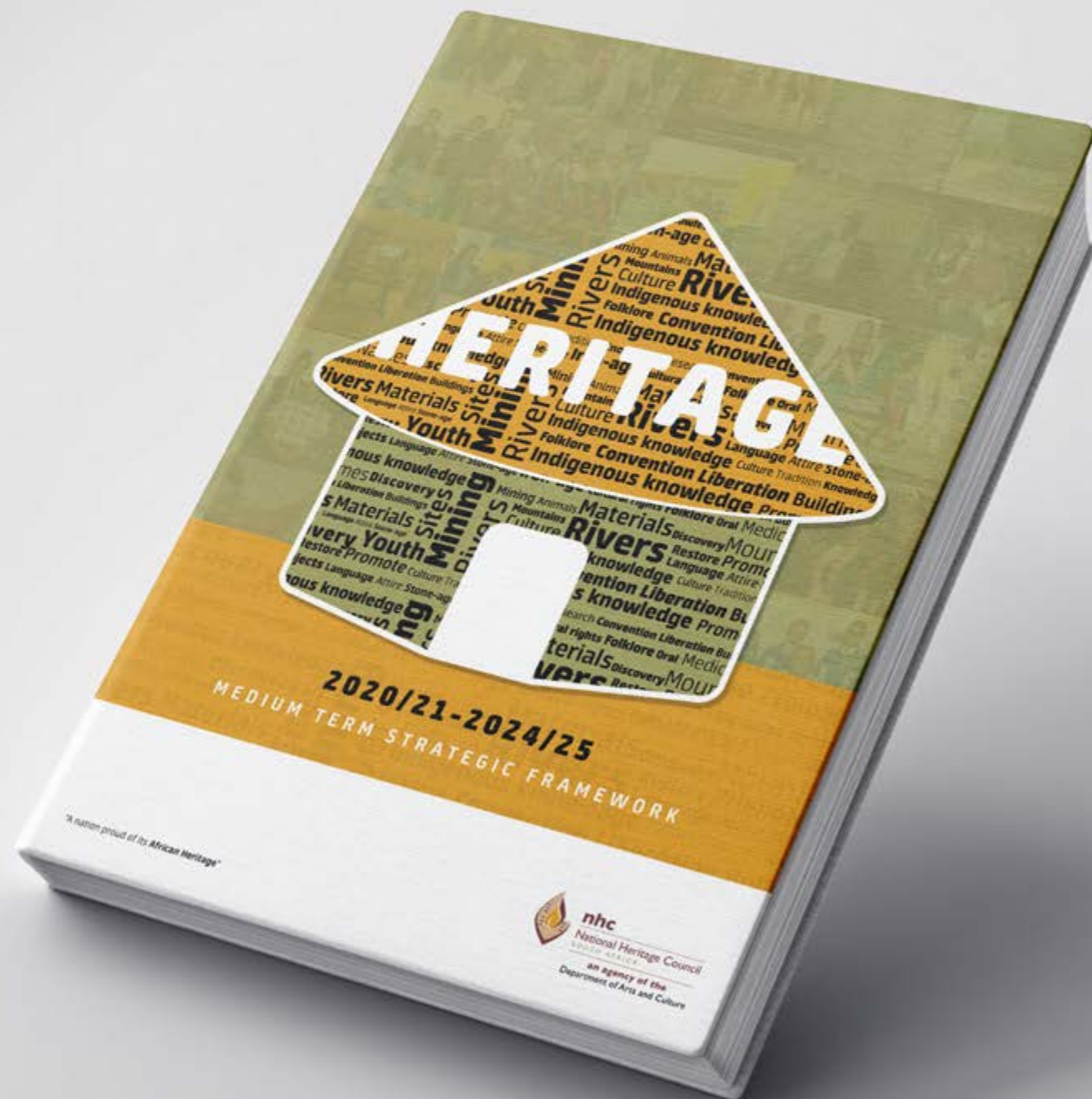
Publication:
NHC APP 2021-2022

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 68 pager
Size: 21cm x 29.7cm
Finishing: Perfect binding
Print: 200

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Publication:

NHC MTSF 2020/21 - 2024/25

Task:

Design, layout, copywriting, proofreading, editing and Print of the APP booklet, 68 pager

Size: 21cm x 29.7cm

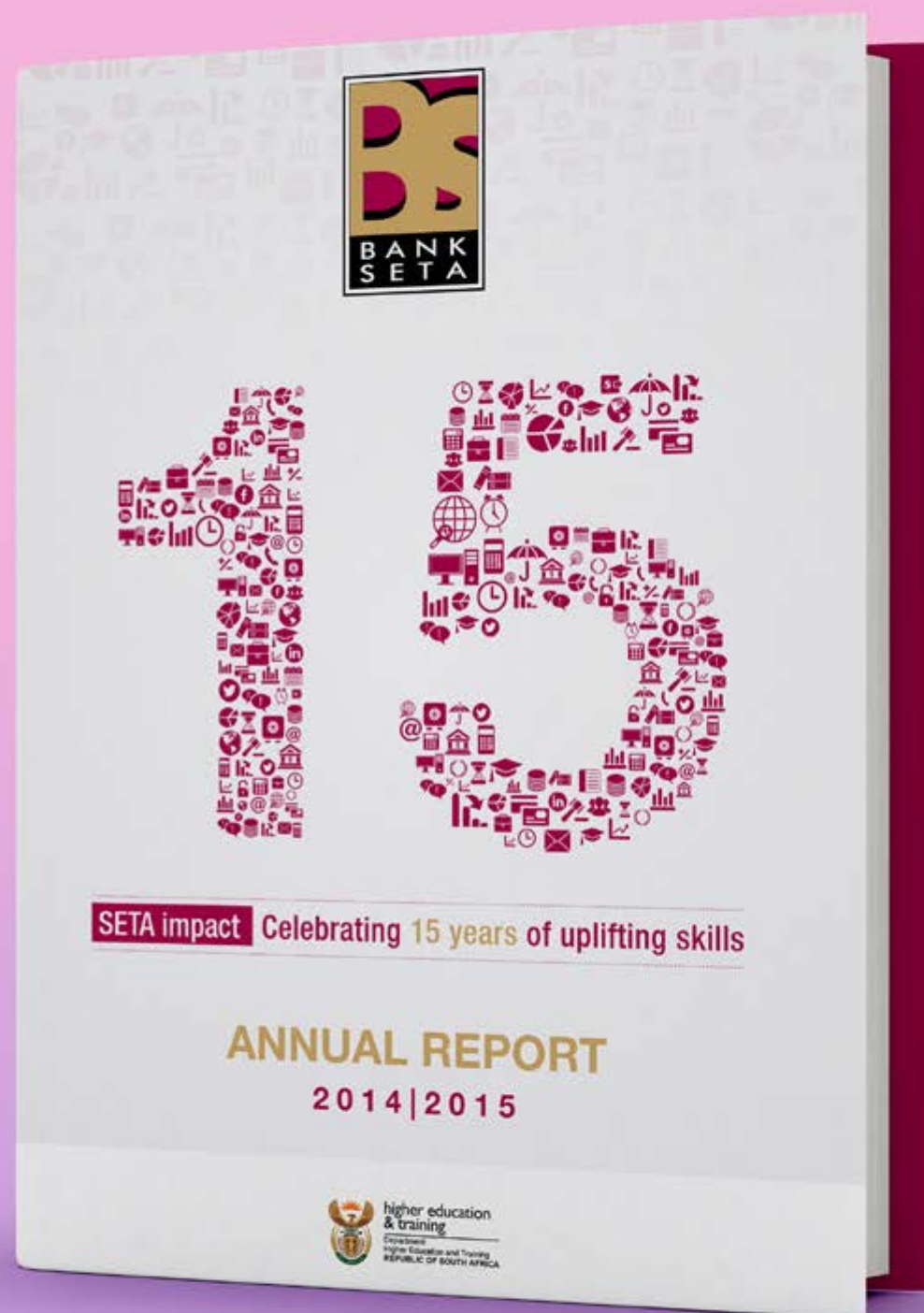
Finishing: Perfect binding

Print: 200

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Publication:
BANKSETA ANNUAL REPORT 2014-2015

Task:
Design, layout, copywriting, proofreading,
editing and
Print of the APP booklet, 68 pager

Size: 21cm x 29.7cm

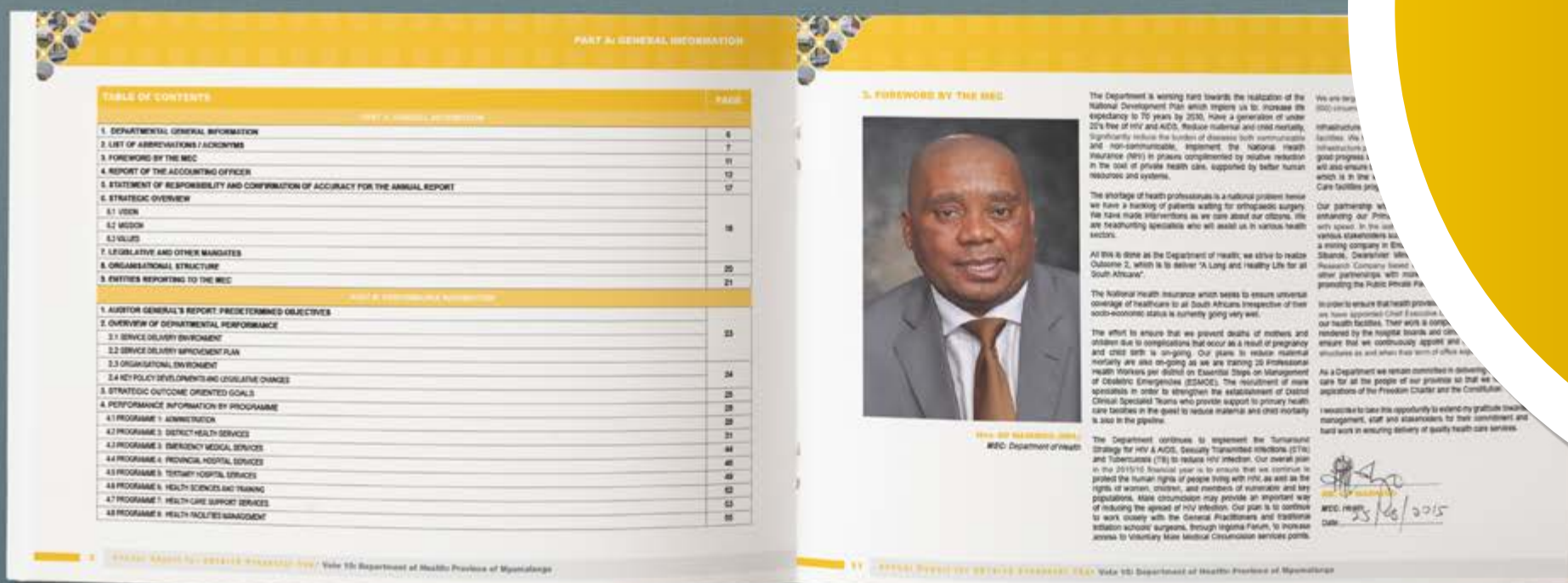
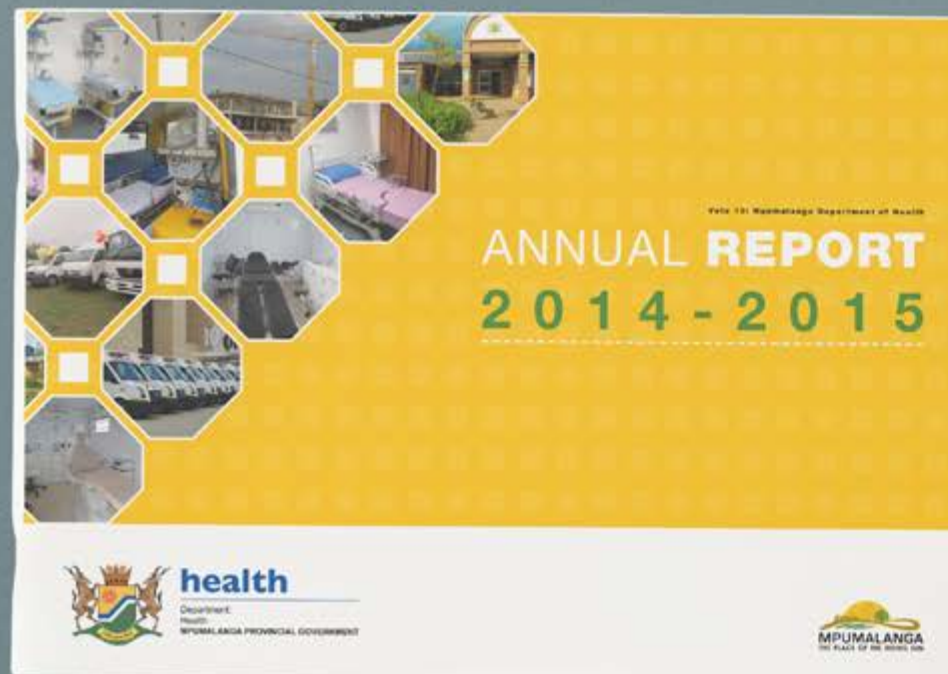
Finishing: Perfect binding

Print: 200

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Publication:
MP HEALTH AR 2014/15

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 188 pager
Size: 29.7cm x 21cm
Finishing: Perfect binding
Print: 200

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Publication:
NHC AR 2017/18

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 112 pager
Size: 21cm x 29.7cm
Finishing: Perfect binding
Print: 200

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Publication:
NHC AR 2018/19

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 106 pager
Size: 21cm x 29.7cm
Finishing: Perfect binding
Print: 200

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Publication:
NHC AR 2021/22

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 116 pager
Size: 21cm x 29.7cm
Finishing: Perfect binding
Print: 200

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Publication:
NHC AR 2016/17

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 112 pager
Size: 21cm x 29.7cm
Finishing: Perfect binding
Print: 200

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Publication:
MP, SPORTS AR 2014/15

Task:
Design, layout, copywriting,
proofreading, editing and
Print of the APP booklet, 188 pager
Size: 21cm x 29.7cm
Finishing: Perfect binding
Print: 200

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EXTERNAL QUALITY ASSESSMENT REVIEW
Gautrain Management Agency Internal Audit Unit
Part A: Frameworks Review

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SOUTH AFRICA

EXTERNAL QUALITY ASSESSMENT REVIEW
Gautrain Management Agency Internal Audit Unit
Part A: Frameworks Review

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9. Overall Assessment

Gautrain Management Agency Overall Standards Compliance Rating

Gautrain Management Agency Internal Audit **Generally Conforms** with the 2024 Global Internal Audit Standards.

The table below shows all the Domains, Principles and Standards in which the GMA Internal Audit generally conforms or partially conforms or do not conform with 2024 Global Internal Audit Standards.

	Rating		
Overall Evaluation	GC		
Domain/Principle	Standard	Description	Rating
Domain I: Purpose of Internal Auditing			
Domain II: Ethics and Professionalism			
Principle 1: Demonstrate Integrity			
	Standard 1.1	Honesty and Professional Courage	GC
	Standard 1.2	Organization's Ethical Expectations	GC
	Standard 1.3	Legal and Ethical Behaviour	GC
Principle 2: Maintain Objectivity			
	Standard 2.1	Individual Objectivity	GC
	Standard 2.2	Safeguarding Objectivity	GC
	Standard 2.3	Disclosing Impairments to Objectivity	GC
Principle 3: Demonstrate Competency			
	Standard 3.1	Competency	GC
	Standard 3.2	Continuing Professional Development	GC
Principle 4: Exercise Due Professional Care			
	Standard 4.1	Conformance with Standards	GC
	Standard 4.2	Due Professional Care	GC
	Standard 4.3	Professional Skepticism	GC
Principle 5: Maintain Confidentiality			
	Standard 5.1	Use of Information	GC
	Standard 5.2	Protection of Information	GC

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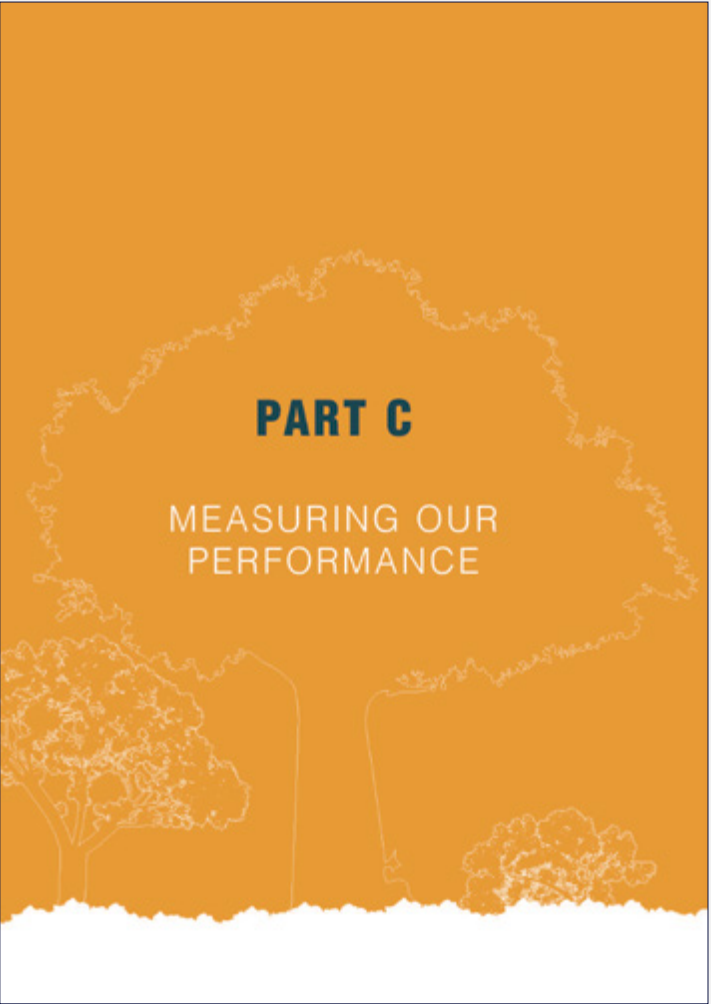
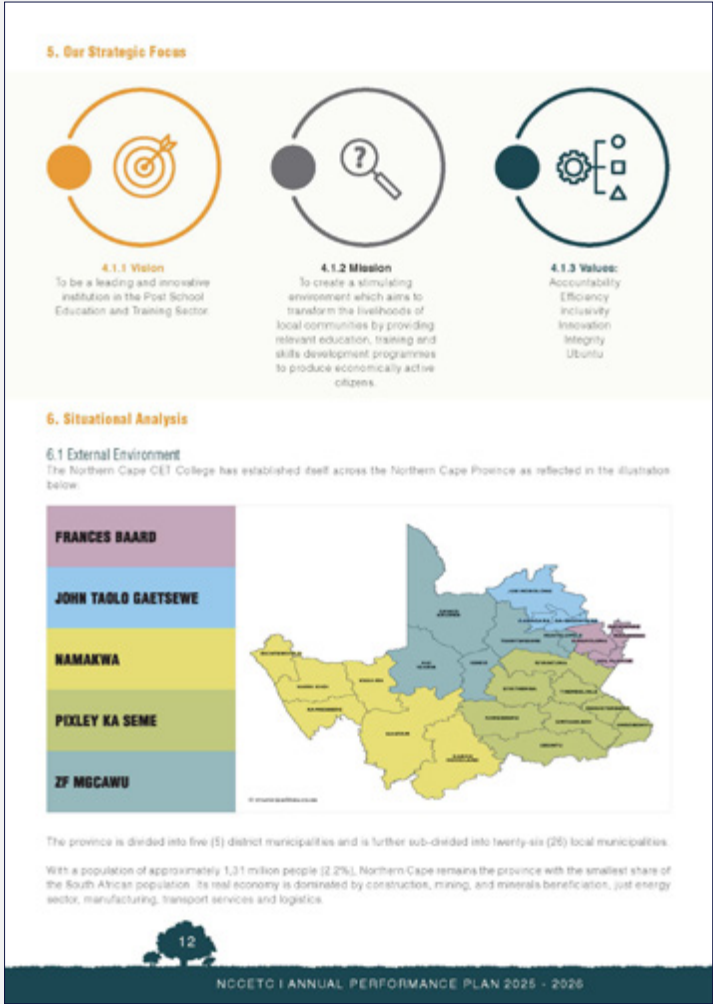
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OUTCOME 3 - IMPROVED SUCCESS AND EFFICIENCY IN CET SYSTEMS					
OUTPUT INDICATOR	ANNUAL TARGETS	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
Percentages of students succeeded in AET Level 1-4	50%	-	-	-	50%
Percentages of students succeeded in NQF Level 4 (Grade 12)	50%	-	-	-	50%
Percentages of students completing CET Programmes in entrepreneurship	100%	100%	100%	100%	100%
Percentages of students completing CET programmes in digital skills	100%	100%	100%	100%	100%
Percentages of students completing CET programmes in occupational programmes (skills programmes and learnerships)	100%	100%	100%	100%	100%
Percentages of students completing CET programmes in non-formal programmes	100%	100%	100%	100%	100%
Number of signed MoA's for infrastructure utilisation by College/CUC's	7 (CLCs) 27 (SLCs)	-	7 (CLCs) 27 (SLCs)	-	-
Number of CLCs monitored for functionality	7	2	2	2	1
Communication and marketing strategy implemented	100%	100%	100%	100%	100%
Percentage of compliance by CET colleges with implementation of the SCMS policy	100%	100%	100%	100%	100%
Number of partnerships signed and maintained	2	-	1	1	-

OUTCOME 4 - IMPROVED RESPONSIVENESS OF THE CET SYSTEM					
OUTPUT INDICATOR	ANNUAL TARGETS	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
Number of programmes introduced to diversify the PQM offering through programme funding	1	-	1	-	-
Number of programmes introduced to diversify PQM offerings through NSF	1	-	1	-	-
Number of programmes introduced to diversify PQM offerings through SETAs	1	-	-	1	-
Number of programmes introduced to diversify PQM offerings through private industry funding	1	-	-	1	-

OUTCOME 5 - EXCELLENT BUSINESS OPERATIONS WITHIN CET COLLEGES					
OUTPUT INDICATOR	ANNUAL TARGETS	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
Number of CLCs provided with internet connectivity	7	2	2	2	0
Percentage of compliance to Supply Chain Management policy	100%	100%	100%	100%	100%
Percentage of compliance by CET colleges with the implementation of the Funding Model for Cet Colleges	100%	100%	100%	100%	100%
Percentage of compliance by Cet Colleges with the implementation of the National Norms and Standards	100%	100%	100%	100%	100%

Strategic Outcome 2		Improved Quality of Provision in CET Colleges
Indicator title	DP	
Indicator description	DP	
Source of data	DP	
Method of collection/assessment	DP	
Means of verification	DP	
Dissemination	DP	
Disaggregation of beneficiaries (where applicable)	DP	
Report transformation (where applicable)	DP	
Indicator type	DP	
Reporting cycle	DP	
Desired performance	DP	
Indicator responsible	DP	

Strategic Outcome 3		Improved Success and Efficiency in the CET College System
Indicator title	DP	
Indicator description	DP	
Source of data	DP	
Method of collection/assessment	DP	
Means of verification	DP	
Dissemination	DP	
Disaggregation of beneficiaries (where applicable)	DP	
Report transformation (where applicable)	DP	
Indicator type	DP	
Reporting cycle	DP	
Desired performance	DP	
Indicator responsible	DP	

Strategic Outcome 4		Improved Success and Efficiency in the CET College System
Indicator title	DP	
Indicator description	DP	
Source of data	DP	
Method of collection/assessment	DP	
Means of verification	DP	
Dissemination	DP	
Disaggregation of beneficiaries (where applicable)	DP	
Report transformation (where applicable)	DP	
Indicator type	DP	
Reporting cycle	DP	
Desired performance	DP	
Indicator responsible	DP	

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Moody's Ratings Roundtable Empowering Diversity: Advancing Women Owned Businesses through ESG and BBBEE Strategies

MOODY'S RATINGS

WEConnect INTERNATIONAL

MEMBERSHIP BENEFITS & OPPORTUNITIES

WEConnect INTERNATIONAL

WEConnect International provides members with the global database and resources required to develop and leverage a diverse and inclusive global value chain. Our members include 18000+ large procurement organizations that share similar values and have over a trillion dollars annually in spending power.

- A one-stop, reliable and cost effective way to identify 18000+ women-owned businesses in 135+ countries and access WEConnect International certified women-owned suppliers in over 60+ countries.
- Assistance in mitigating risk and validating reported efforts to spend with women-owned suppliers that meet the global criteria for 51% owned, operated, and controlled.
- Access to the world's largest network of leading experts and resources on best practices of supplier diversity and inclusive sourcing.
- Opportunities to amplify inclusive sourcing efforts and increase the visibility of your company through global and local PR/media channels available to WEConnect International.
- Lifelong, in-person and virtual networking opportunities to identify women-owned businesses through the WEConnect database and other global and local events.
- A platform to engage employees in training and educational programs for women business owners to enhance their capacity to supply to corporations, increase their market value, and reduce risk to potential buyers.
- Access to cost savings and innovative services through increased competition from suppliers that mirror your diverse customer base.
- Opportunities to set your company apart from competitors in CSR/ESG efforts and demonstrate a commitment to the UN Sustainable Development Goals, specifically goal #1 No Poverty, #5 Gender Equality, #8 Decent Work and Economic Growth and #10 Reduced Inequalities.

Have More Questions?
Michael Tobolski - Vice President, Corporate Relations and Member Engagement
mtobolski@weconnectinternational.org

What We Hope to Achieve:

As we gather in South Africa to explore these critical themes, we aim to achieve several key outcomes:

- 1. Inspiration and Empowerment:** We hope that women entrepreneurs leave this event feeling inspired, motivated, and equipped with the tools and knowledge to thrive in the business world.
- 2. Concrete Action:** We aspire to cultivate discussions that lead to actionable strategies for integrating ESG principles and BBBEE sourcing strategies into the business fabric of South Africa.
- 3. Networking and Collaborations:** By connecting like-minded individuals and organizations, we seek to facilitate partnerships that drive positive change and promote diversity.
- 4. Knowledge Sharing:** We intend to be a catalyst for the exchange of ideas, best practices, and expertise, so participants can apply these insights in their own professional journeys.
- 5. A Commitment to a Better Tomorrow:** Ultimately, the Moody's Ratings Roundtable on Driving Diversity is a testament to our collective commitment to a better, more equitable, and sustainable future. Through this event, we hope to shape the discourse, challenge the status quo, and promote a business landscape that values diversity and value-driven practices.

Together, we can steer the course toward a more inclusive and sustainable business environment, empowering women-owned businesses and advancing the principles of ESG and BBBEE in South Africa

Moody's Ratings Roundtable Empowering Diversity
Advancing Women Owned Businesses through ESG and BBBEE Strategies

Empowering women business owners with Moody's Foundation partner WEConnect International.

Building on more than five years of partnership, Moody's and WEConnect International recently launched a series of boot camps focused on business sustainability to help growth-oriented businesswomen break into new markets.

Investing in our communities: The Moody's Foundation and WEConnect International's longstanding relationship supports women entrepreneurs in emerging markets by sharing Moody's research and employees' subject matter expertise through pro bono volunteering activities and facilitating virtual training sessions.

practices and ways they can make their operations more sustainable. Throughout the event, Moody's employees volunteered facilitated workshops on topics such as ESG risk, credit ratings, business sustainability in partnership with representatives from WEConnect.

In addition to the boot camps, each year, we run a joint virtual training program called "Financing your Growing Business", designed to help growth-oriented businesswomen break into new markets while expanding the mission and vision of their business.

In July 2024, Moody's and WEConnect International hosted a joint two-day ESG business boot camp in South Africa called "Building ESG Capacity for Sustainable Growth". This event brought together 30 women business owners and gave them the opportunity to learn more about ESG best

Celebrating success: One participant, Zanele Spoke, was successfully able to expand their business following their founder's participation in our 2023 ESG capacity-building workshop, by incorporating the "Junior Chef Spoke Box" into their existing product

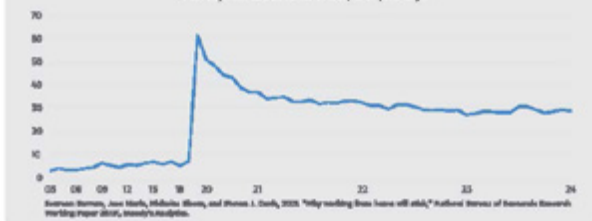


Moody's Ratings Roundtable Empowering Diversity
Advancing Women Owned Businesses through ESG and BBBEE Strategies

Third, our view is that the post-pandemic shift towards more flexible work arrangements, especially remote working, has acted as a significant pull factor into the labour market. Firms had to quickly adapt to working from home arrangements at the height of the pandemic. While the removal of mobility restrictions in 2021

has brought most people back into the workplace, several companies have decided to permanently switch to hybrid or remote work. As of early 2024, around 30% of paid days were worked at home in the U.S., compared with less than 10% prior to the pandemic (see Chart 5).

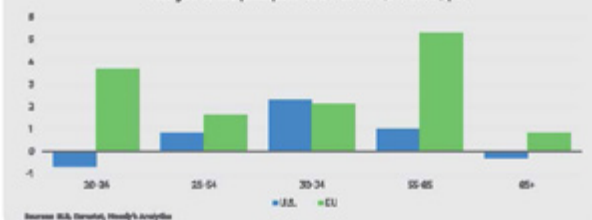
CHART 5: PANDEMIC PERMANENTLY CHANGED ATTITUDES TOWARDS REMOTE WORK
Full days worked at home in U.S., % of paid days



This move towards more flexible working conditions is expected to have opened doors for some women, pulling participants into the labour market. Certain age groups are at the forefront of this shift. Women balancing career growth with early family life—the ones represented in the 30-34 age group in Chart 7 take centre stage, as working from home

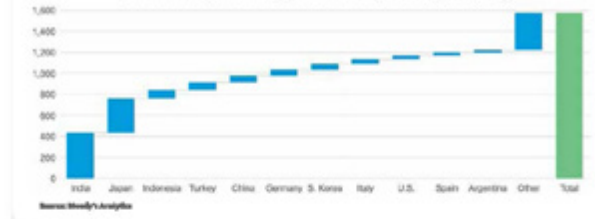
has allowed them to hold a job while caring for children. Crucially, women in this age cohort are likely also facing more acute financial pressures such as dealing with childcare and housing—a further motivation to look for a remote job amidst a cost of living crisis.

CHART 7: UNICORN PARTICIPATION GAINS ACROSS AGE CATEGORIES
Change in female participation rate from 2019Q4 to 2023Q3, %



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Advancing Women Owned Businesses through ESG and BBBEE Strategies

CHART 10: MANAGEMENT GENDER GAPS NARROWING IN KEY SECTORS
Contribution to global income, \$ bil international (purchasing power parity)



Conclusion
There is still enormous work that must be done to achieve gender parity in the labour market. At this stage, reaching the UN Sustainable Development Goal for gender equality by 2030 is clearly beyond reach. Nonetheless, small steps have been achieved that are also helping deliver higher economic prosperity across the globe. A silver lining of the

havoc wreaked by the COVID-19 pandemic may be a permanent shift in attitudes towards working that paves the way for more women to actively engage with the labour market. However, job quality is at least as important as job quantity. Accelerating the pace in which gender gaps in full-time, senior-level positions are narrowing will unlock economic potential at individual and macroeconomic levels.



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Advancing Women Owned Businesses through ESG and BBBEE Strategies

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