

# INTRODUCTION BY TRANSFORMATION MANAGER



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## Nation-building is an essential part of Shell's DNA

The process of nation-building through transformation is a strategic priority at Shell, an activity that is as important as people, health, safety, and compliance. This makes working towards a more inclusive future an essential part of the organisation's DNA.

To drive positive impact, a business must have:

- A progressive and responsible role within communities where it operates
- A commitment to tackling inequality, poverty and unemployment through developing scarce skills and creating business opportunities
- A commitment to complying with policy and regulations.





**“NATION-BUILDING IS ABOUT ENABLING OUR SOCIETY TO PROGRESS. THE MORE EMBEDDED IT BECOMES IN OUR DAILY ACTIVITIES, THE MORE WE CONTRIBUTE POSITIVELY TO OUR NATION'S FUTURE.”**

Our approach is to drive transformation beyond compliance and use our resources and partnerships to make a meaningful impact on South Africa's future. While striving towards this goal, we have acknowledged that it is an evolving process. As change occurs, it will drive us to innovate and create new methods to support nation-building. Reflective processes are necessary to assess progress and then adapt to new realities.

Meaningful change to mirror the ethnic population mix of South Africa cannot be achieved without a commitment to learning. We leverage opportunities for training and development through our international links to get global exposure for staff. It is not enough to put someone in a position as an enabling environment must be created to promote performance and growth.

We work continuously within skills development, monitor critical aptitudes and concentrate on internal and external programmes, such as:

- A focus on STEM outreach programmes within schools
- Bursary programmes
- Learnerships, internships and apprenticeships
- Graduate programmes.

Enterprise development is vital to stimulating the economy and creating employment opportunities.

Our programmes encompass:

- Development of Shell's retail base and ensuring that the businesses are well supported
- Backing for Small to Medium-sized Enterprises (SMMEs) which includes incubation, mentoring and financial support, and
- Creating opportunities for suppliers to operate across the entire Shell value chain.

Nation-building is about enabling our society to progress. The more embedded it becomes in our daily activities, the more we contribute positively to our nation's future.

