

# DANONE NEWSLETTER



**DANONE**  
ONE PLANET. ONE HEALTH

**QUARTER 2**



## IN THIS ISSUE..



**INTRODUCING NUTRIDAY  
FULL CREAM COCONUT &  
PINEAPPLE YOGHURT**



**OUR DANONERS ARE  
RECYCLING HEROES**



**CELEBRATING YOUTH MONTH  
WITH OUR GRADUATES**

# Contents

1

HELLO THERE!

2

GETTING TO KNOW  
OUR DANONERS

3

RESPONSIBLE SUPPLY  
CHAINS - SEDEX

4

BOOSTING YOUR  
IMMUNITY

5

RECYCLING HEROES

6

ONE DESK.  
ONE CHILD

7

THE PLANT  
REVOLUTION  
WITH ALPRO

8

OUR NEW 1KG FULL  
CREAM FLAVOUR

9

FILL UP ON DANUP

10

CELEBRATING YOUTH  
MONTH



# Hello there!

## We're halfway through 2021!

It continues to be a challenging year, and yet I see hope all around. Don't get me wrong there are days when I need to have a good talk to myself to muster up the strength for the day.

As Danone's Finance Director, I must prepare the business for the modest pace of our business growth on the path to recovery from the coronavirus (Covid-19).

The future for our business will be good, and our country will move into a positive direction, driven by low interest rates, optimism on consumer spending and the progress on the vaccine rollout.

However, getting to recovery as a business will require us to deliver the same superior food choices at an affordable price that is accessible to our people. I am encouraged that the entire business has this same mindset.

We have the procurement team that will not compromise on the quality of milk they receive from our farmers, or the ingredients or packaging material that we use to produce high quality, nutritious foods. Our suppliers are as committed to make sure that we bring health to as many people as possible.

How we spend money within the business is no different from how we spend our personal money: we remain vigilant to keep overheads low, streamlining production cycles, and by making sure we leave no stone untouched on waste.

I can talk about the full balance sheet in a short introduction, but to speak about our most important asset of our business "our people", I would need an entire chapter, if not more. It was such a pleasure to pause in our busy year and congratulate our people who are living the Danone values. This grand virtual celebration took place at our recent Annual Conference.

SUPERIOR  
FOOD  
CHOICES

SUSTAINABLE  
BUSINESS  
SOLUTIONS



MERVYN PILLAY | FINANCE DIRECTOR



HEALTH THROUGH FOOD TO AS MANY AS POSSIBLE



The acronym of our company values is CODES. When spelt out this captures the principles of Create, Open, Drive, Empower and be Self Aware. In this issue, we will share the details of the winners and what they did to achieve such an accolade.

Our people come to work with a curiosity and hunger to be the best version of themselves. They take accountability for the success of the business, and we lean on them to forge forward and find solutions.

The theme of this year's conference was Raise Your Hand: a call to action for all Danoners, and acknowledgment that we have faced challenges and obstacles but now we have a new and passionate commitment to our goals. Raise Your Hand says, "I will", "Pick me", "I am ready, I am obsessed with what I have to achieve, I am willing, and I AM ALL IN". It is with this commitment that we will showcase our people's work in this newsletter.

Winter usually means flu season and we also have a wonderful feature this month developed by our resident dietitian - looking into ways to help boost your natural immunity.

Staying on the health topic, we see the plant-based revolution growing in South Africa as consumers adopt flexitarian lifestyles, and are pleased to announce the launch of the new Alpro Oat Milk.

Stay Warm, Stay Safe and Stay Strong

## Mezryn Pillay

FINANCE DIRECTOR, DANONE SOUTHERN AFRICA



# Getting To Know OUR DANONERS

IN A REGULAR FEATURE WE ASKED TWO DANONERS TO SHARE A SNEAK PEEK INTO THEIR LIVES AS WELL AS SHARING SOME OF THEIR INSPIRATIONS TO WHO THEY ARE..

## LIHLE MAGUBANE | CELL MANAGER

“ I am Lihle Lethu Magubane, father to THE most beautiful and energetic baby girl. I have a strong drive to succeed and my values are centred around my faith and my family. I’m passionate about creating an environment which fosters growth and change. I’m an avid soccer fan who also enjoys downtime reading and listening to music. I hail from the mountains of Kwazulu Natal where I was born and raised before finding myself in the concrete jungle aka Jozi, I now call home.



I form part of the manufacturing team in Boksburg as a Cell Manager. As a Cell Manager I am in charge of the UHT Ultramel custard lines and I have been with the Danone for just under 10 years. ”

### Q: WHAT BOOK CAN WE FIND ON YOUR BEDSIDE TABLE?

The book I am reading at the moment is called ‘The One Thing’ by Gary Keller with Jay Papasan. We live in a fast paced, constantly evolving world, with increasing demands on our daily lives. We only have so many hours in a day, however the increasing demand forces us to find more efficient ways of get things done. The key message is how to narrow your focus i.e ‘what’s the thing to change or do well that would make everything else easier or irrelevant and making each process more streamlined?’

### Q: WHAT IS YOUR TAKE ON DANONE’S VISION OF ONE PLANET ONE HEALTH?

One Planet. One Health is an opportunity for each and every one of us to improve the health of the planet and its inhabitants. Companies in partnership with communities should contribute to a better planet as this is a way of maintaining and restoring the ecosystem. This can be achieved by changing the way we relate to the planet and to one another.

### Q: WHAT HAVE YOU INCORPORATED IN YOUR PERSONAL LIFE TO BRING THIS VISION TO LIFE?

I buy locally made goods as my contribution. #proudlysouthafrican

### Q: WHAT IS YOUR FAVOURITE HEALTHY FOOD AND WHY?

My favourite healthy food is Green Salad because it’s easy to make and it contributes towards healthy weight loss, disease prevention and youthful energy.

### Q: WHAT HAVE YOU BEEN MOST THANKFUL FOR DURING THE PANDEMIC AND LOCKDOWN?

With the impact that the pandemic has had on many businesses, not everyone has been able to retain their jobs and I am thankful that I am still employed.



## TANIA PEPPER | HEAD OF KEY ACCOUNTS COMMERCIAL

“ Tania Pepper – Head of Key Accounts Commercial  
Just turned 50! Half a century done and dusted:  
1 x Husband (Steven)  
2 x awesome teenagers (Matthew 18 and Natasha 16) –  
which definitely comes with its own challenges!

I am an avid animal lover, especially dogs and I just love my Beagles. I love the outdoors: hiking, running, cycling, tennis (all on a non-competitive level) and I definitely adapt better to warmer weather conditions. I have a high level of compassion for people in need and try and make a difference where I can.

One of my characteristics is that I am addicted to high performance and being in a commercial environment I am completely time urgent.”

### Q: WHAT BOOK CAN WE FIND ON YOUR BEDSIDE TABLE?

No Book! Netflix and Showmax. Currently working through 9000 episodes of Game of Thrones!!  
In between we binge watch Wilbur Smith and Josephine Cox.

My workdays are really busy and I find the best way to relax in my spare time, is to snuggle under a duvet and indulge in an epic series or movie.

### Q: WHAT IS YOUR TAKE ON DANONE'S VISION OF ONE PLANET ONE HEALTH?

Probably the main reason why I love Danone! The business is serious about the environment and our range of products are healthy, which lays testament to this vision – a claim not a lot of companies can make. Danone has this amazing platform with initiatives that align to this vision.

### Q: WHAT HAVE YOU INCORPORATED IN YOUR PERSONAL LIFE TO BRING THIS VISION TO LIFE

As a family, we recycle and work with our community who also support businesses paying it forward with the collection & recycling of paper, plastic and glass. We also use material bags for shopping! It's all about small changes that help us #ChooseWell

### Q: WHAT IS YOUR FAVOURITE HEALTHY FOOD AND WHY?

Does Carrot Cake Count?? Suppose not, so a mixed salad it is because it's fresh, crisp, clean and real

### Q: WITH THE SECOND YEAR OF THE PANDEMIC HOW DO YOU THINK CORPORATES HAVE CHANGED THEIR WAY OF THINKING AND HOW CAN THEY ADOPT MORE RESPONSIBLE PRACTICES?

Corporates have become mindful of the tough environment and have had to implement change accordingly: driving efficiencies, new strategies and new opportunities. We all need to think differently and adapt. Those that remain relevant will survive! Consumers want added value and we are right up there addressing this – can you believe we provide a source of 12 nutrients in a cup of NutridaY yoghurt.

### Q: WHAT HAVE YOU BEEN MOST THANKFUL FOR DURING THE PANDEMIC AND LOCKDOWN?

The additional family time – time saved commuting to work, now I can drop the children off at school. The time to reflect on what works and what doesn't. So, for me it's the TIME!

# ENABLING RESPONSIBLE SUPPLY CHAINS



## SEDEX AND ITS IMPORTANCE TO DANONE

Sourcing our ingredients, packaging material and even our non-production services undergoes a rigorous process to ensure all our suppliers fulfil Sedex Certification. 100% of our suppliers have been certified and have taken the assessment



SEDEX provides an infrastructure of strict requirements on social and environmental responsibility that is part of our Danone DNA. These responsibilities include inclusive growth within our workplace, our value chain and with partners.

In incorporating the SEDEX principles we are socially aware and condemn various violations such as child labour, poor wages, environmental and business ethics violations – a critical part of becoming BCorp certified in 2022 and declaring our business as a source for good.

Danone Southern Africa scored 100% for registering partners to the RESPECT programme.

All our suppliers are required to sign our sustainability principles before they can be loaded as a vendor.

A TRANSPARENT SUPPLY CHAIN SUPPORTS HUMAN RIGHTS, LABOUR ENVIRONMENT AND/OR GOVERNANCE PRACTICES

Danone believes that we can build a brighter future through where and how we source not only our ingredients but our packaging and services. By being very aware of the inner workings of our suppliers we are able to play a fundamental role to shape the world in which we operate.

# BOOST YOUR NATURAL IMMUNITY

## WITH FOODS THAT YOU LOVE TO EAT



Fighting like soldiers on a battlefield, our immune system is the body's army to defend against invading viruses, bacteria, and other illness-causing pathogens. The good news is that there are ways that we can give our immunity a fighting chance. A healthy and balanced diet, along with good sleep and exercise, and regular handwashing, will support the immune system by arming it with the fighting tools needed to be stronger every day.



### THE SUPERHEROES OF NUTRITION

Vitamins and minerals, together known as nutrients, provide the nourishment our bodies need for healthy functioning. These vitamins and minerals have specific benefits to the body and optimise our health and well-being.



### ZINC - NATURE'S WONDER NUTRIENT

Zinc is an essential mineral found in almost every cell of the body and is required for the activity of over 100 enzymes. Zinc supports immunity and wound healing. In children, teenagers, and pregnant women it supports normal growth and development. The role of zinc in supporting immunity is essential especially during the winter months which tend to be flu peak season. In the current global pandemic, it is now more important than ever to have a diet consisting of a variety of healthy and nutritious foods, and meeting your daily requirements for zinc.

### HOW DO I INCLUDE ZINC INTO MY DIET?

Your body does not store zinc, so you need to eat enough every day to meet the daily requirements. Here is what a healthy diet would look like to meet your zinc needs for the day:

	EXAMPLE FOR CHILDREN	EXAMPLE FOR ADULTS
Breakfast	½ Cup Wholegrain Breakfast Cereal Or Oats With Milk and Half an Orange	1 Boiled Egg On A Slice Of Brown Toast And Grilled Sliced Tomato
Snack	75g tub <b>Nutriday Junior Yoghurt</b> with an apple	100g tub <b>Nutriday Yoghurt</b> with a handful of peanuts
Lunch	Chicken Mayonnaise Sandwich on brown bread	Tinned tuna, mayonnaise and shredded carrot on a whole wheat wrap
Dinner	1 Cup beef and vegetable stew served with baby potatoes and Peas	1 Cup Chicken, Chickpea And Butternut Curry With ½ Cup Brown Rice

It is important to remember that while healthy eating is a critical component to support a strong immunity, it does not negate the need for good hygiene measures like regular handwashing/sanitising and covering your mouth when coughing or sneezing. Continue to wear your mask responsibly and ensure adequate social distancing.

Learn more about nutrition to support your immune system here:



Or visit our Instagram page





# 104 QUALITY CHECKS



## iCare Culture of Quality



**DID YOU KNOW?** WE CONDUCT 104 QUALITY TESTS FROM FARM TO SPOON ACROSS THE VALUE CHAIN FOR EVERY CUP OF YOGHURT

OFFER SUPERIOR  
FOOD EXPERIENCES  
AND  
INNOVATE,  
ALWAYS

## AT DANONE, WE REGARD QUALITY AND FOOD SAFETY AS CRITICAL IN THE JOURNEY OF OUR PRODUCTS FROM 'FARM TO SPOON'.

**ANIMAL WELFARE AT OUR FARMS:** It all begins on the farm, where happy and relaxed dairy cows provide us with the best quality milk. We have a unique and well-established partnership with each of our farmers who adhere to and maintain our Danone international standards. By working with farmers, we are proud to co-build agricultural models that respect natural resources and foster animal welfare.

**THE MILK WE USE:** Several microbiological checks are conducted when the milk gets delivered at our factory to ensure conformity to specifications. This requires stringent and structured good manufacturing practices to be followed

**IN THE LABORATORY:** At every step of the yoghurt making process, the product is carefully tested by our skilled laboratory technicians, who work hand in hand with the operators on the line to deliver Superior Quality products. More than 3000 analyses are conducted per day. We give assurance on our products throughout the value chain, up until the product is delivered on shelf, with all its quality and safety credentials intact.

**ZERO TOLERANCE AND COMPROMISE ON QUALITY AND FOOD SAFETY STANDARDS:  
THIS IS OUR PRINCIPLE!!**

# MEET OUR RECYCLING HEROES

PRESERVE  
AND RENEW THE  
PLANET'S  
RESOURCES

Our 2021 Recycling Day Theme was #RecyclingHeroes - an exciting pledge to recognise and celebrate the people, places and activities that showcase what an important role recycling plays in creating a greener future for all.

Our #ChooseWell mantra is based on making small daily decisions with the health of the planet in mind. We asked some of our Danoners to show us how they #ChooseWell with moments from their everyday life.

This is what they shared with us:



Michelle van Schalkwyk  
Field Sales Execution Manager



Sanelisiwe Mncwabe  
Field Sales Execution Manager



Petunia Masumbuko  
Research & Innovation : Project Manager



Michelle grows these Spekboom or 'Dwarf Jade' as a recycling hero. "This plant absorbs carbon dioxide from the atmosphere, improving the quality of air we breathe."



Sanelisiwe and her daughter reuse old ins to plant new herbs. "Recycling into the future".



"My Seedlings Grow so well in the 1kg Nutriday and I can reuse them".

DAY  
ONE

WITH DANONE



Choose Well

ONE DESK.  
ONE CHILD.



Danone Southern Africa has committed to donate 500 desks made from recycled yoghurt tubs to 13 Early Childhood Development (ECD) centres in 2021. To date, 230 desks have already been distributed to 7 schools.

The campaign is an important recycling education initiative, in which schools are collecting yoghurt tubs to supply the material to create the remaining 270 desks. Among fifteen preschools, over 22 000 individual yoghurt tubs have been collected in just 3 months! That's equal to 93 kilograms of plastic, which otherwise would have gone to landfill. These schools are our recycling heroes!

IMPACT PEOPLES  
HEALTH  
LOCALLY

alpro®



## THE PLANT BASED REVOLUTION WITH ALPRO - OAT MILK

Good change tastes great!

Danone launched Alpro, a plant-based milk alternative to the local market in 2019 with a range of almond and soya milk variants. Now Danone has also introduced an Oat Milk. Naturally dairy and lactose free, Alpro Oat Milk is another great choice for people with dairy allergy or intolerance.

### DID YOU KNOW?

1. ALPRO OAT MILK IS A SOURCE OF VITAMIN B2, B12 AND CALCIUM!
2. ALPRO OAT MILK HAS A FOAMY TEXTURE THAT IS PERFECT FOR HOT BEVERAGES LIKE YOUR MORNING CUPPACINO!
3. OAT MILK IS THE FASTEST GROWING PRODUCT IN THE PLANT-BASED CATEGORY

The growing trend towards “flexitarian lifestyles” is an active way many are seeking to meet the world’s health and environmental challenges. The flexitarian diet, which moves away from reliance on animal products, involves eating an inclusive, diverse and balanced diet, including nutritious plant foods (fruits, vegetables, legumes, whole grains, nuts and seeds), dairy and lower quantities of meat. This way of eating values conscious consumption, high-quality produce and a less wasteful approach.

Flexitarian choices, based on a mixture of animal and plant-based foods, provide the crucial nutrients to support long-term health while also promoting environmental sustainability. Danone’s Alpro supports this positive move by consumers to adopt eating habits that benefit their individual health and that of the planet.



# INTRODUCING OUR NEW NUTRIDAY FULL CREAM FLAVOUR



ALSO LOOK OUT FOR THE  
NEW FULL CREAM 100G  
SIX-PACK: THE PERFECT  
ANYTIME SNACK!



# NutriDay®

SIFISO YENI | JUNIOR BRAND MANAGER FOR NUTRIDAY

Following on the success of the Strawberry and Vanilla Nutriday Full Cream Yoghurts, Danone is excited to introduce the launch of our Coconut & Pineapple Full Cream Yoghurt Variant. Nutriday Coconut and Pineapple full cream yoghurt not only meets, but exceeds consumer priority attributes of being tasty and exciting. "The tanginess of the pineapple is refreshing combined with the nutty, tropical coconut makes for a delicious flavour sensation," says Sifiso Yeni, Junior Brand Manager for Nutriday. "It's also perfect for baking!"

5 YEARS



DANUP

## FILLING UP ON DANUP - OUR 5TH ANNIVERSARY

THIS YEAR DANUP CELEBRATED ITS 5TH ANNIVERSARY!

With humble beginnings in our innovation portfolio, DanUp is now an established brand and a beloved brand amongst consumers. DanUp is labelled as one of Danone's brands with purpose (manifesto brands) as it commits to give men the inner and outer courage to live their truth.

The DanUp brand is more than just daily nutritional sustenance for people on-the-go.

It aims to serve as a daily reminder to fill up on the right kind of confidence and inspiration. The brand mantra aims to support men on their journey towards discovering a healthy redefinition of what it means to be a man.

This year we are challenging South African men to identify what they have been filling up on in their personal lives. The brand aims to encourage men to be more involved and choose well.



PHUMZILE MANANA  
SENIOR BRAND MANAGER

GROW  
MANIFESTO  
BRANDS

WATCH  
ADVERT  
HERE



# CELEBRATING YOUTH MONTH DANONE GRADUATES



LETLHABILE MAKONE  
SCIENCE AND REGULATORY AFFAIRS GRADUATE

During Youth Month we celebrate our Youth in Danone. At Danone we have a unique graduate programme where we commit to develop and equip the youth of South Africa with the necessary skills and capabilities to enter the job market. This year with the introduction of carefully paired mentors and the help of the Regenesys Business School our graduates will be well equipped to deal with current and future challenges.

HAPPY YOUTH MONTH TO ALL DANONE GRADUATES!

YOUR EXPERIENCE AT  
DANONE THUS FAR?

I have found that things move really fast but even though that's true, there's also a lot of support. Support that comes from people even outside of my immediate team. The culture at Danone in my experience is very friendly. I have also been stretched outside of my comfort zone especially by being exposed to other teams like marketing and finance.

WHAT 3 BIG THINGS HAVE  
YOU LEARNT ON YOUR  
JOURNEY THUS FAR?

- To have a voice and that my opinion matters; and to take advantage of the platforms offered to me to give input.
- Acknowledging that I don't have all the knowledge and doing my due diligence to fill the gaps.
- Learning how to prioritise what is important vs what is urgent and planning for both.

WHAT VALUE DO YOU  
THINK YOU HAVE ADDED  
TO DANONE?

I am in the General Secretary team, and my role largely has to do with ensuring that all our brands comply with the food laws of our local government. By upholding the law, we secure our license to operate and prevent any business disruption - simply meaning that we do not get pulled off store shelves. If we do get challenged by regulators to substantiate our claims, we are able to provide this evidence. I am proud to have done this for Inkomazi's Rich and Creamy claim.

AS A GENY WHAT DO YOU  
LOVE ABOUT ONE PLANET  
ONE HEALTH (OPOH)?

The sun.  
It brings a new energy and new hope, everyday Creamy claim.

FAVOURITE SONG?

DJ KHALED - THANKFUL





## LOOK OUT FOR OUR NEXT NEWSLETTER IN SEPTEMBER!

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@DanoneSA