

Roux-ché Locke

Group Manager: External Relations

Tel: +264 (0)61 207 5207

E-mail: roux-che.locke@ol.na**Francios Olivier**

Group Journalist and Creative Writer

Tel: +264 (0)61 207 5314

E-mail: francios.olivier@ol.nawww.ol.na

MEDIA RELEASE

Ref: No. 312

Namibia Dairies (ND) – A great place to work in Africa**WINDHOEK, 04 JULY 2018**

Namibia Dairies (ND) – a subsidiary of the Ohlthaver & List (O&L) Group – was recently awarded 3rd place in the Large Organizations category on the African continent, at the annual 2018 Great Place To Work (GPTW) Awards ceremony held in Lagos, Nigeria.

ND Managing Director, Gunther Ling: "I truly believe that hard times bring people together, and this is true for ND as well. We have asked the assistance and support of each and every employee to get us through these tough times. Through open and transparent communication we have created awareness and ownership from all employees for the sustainability of ND. Caring for employees, connecting and spending time with them is my personal passion and priority, and I enjoy it. I believe that when employees feel cared for and involved in the business, they will go the extra mile needed to pull the company through any challenge. At O&L we believe there is opportunity in every challenge and we choose to focus on the positive things in life and being grateful for that."

Ling expressed pride and joy in the 2018 GPTW accolade - an achievement gained against top African and global organizations, like Andela and FCMB scooping first and second places in the Large Organizations category, respectively. Ling: "I am extremely proud and happy about this achievement. It is truly an acknowledgement that recognizes our employees at ND's commitment in building excellent employment experiences and strong relationships for each other. We strive to provide the best work environment when it comes to open, honest and transparent communication. We are humble and down to earth, real authentic people, who all strive to make a success of this very challenging, but much loved industry. Most of all, we have fun and care for each other."

According to the Head: Human Capital at ND, Amanda van Zyl, specific strategies to address employee engagement and satisfaction at the company are in place. Van Zyl: "The leadership team of ND took a stand to bring joy to all employees of ND. We made a conscious decision to change our leadership behaviors, discussions and actions to make this happen and we believe that this has brought about the results that we have seen this year. Showing gratitude and recognition for each other and employees is a conscious part of our lives at ND. We create opportunities for employees to regularly engage with management, and suggest ways of improvement, and we have regular employee engagement and team building initiatives that focus on strengthening relationships in the workplace. Managers at ND have an open door policy which allows easy and open communication."

Employee quotes:

"Employees at Namibia Dairies care and support each other; we have been through so much as a team in terms of financial crisis but we always stick together, work out a plan and move forward." - Michiel Jacobs, Manager Factory Shop and Dispatch, WDS.



"The people I work with give me the warmth and kindness that makes me enjoy my work place. There are so many opportunities at ND, and I enjoy working here because you have freedom to provide input on decisions. Even if you are just a cleaner, the managers recognize your achievements and give you gratitude for them. This is my employer, but also my second home away from home." - Hanna Zaahl, Cleaner at !Aimab Superfarm, Mariental.

"O&L and Namibia Dairies is surely a great place to work, simply because I have learned a lot through good and bad times, and became a strong person. Wonderful people. Great family, brother & sisters." - Maria Mutota, Admin Assistant, ND Avis Plant

"It is a great place to work for because, there is opportunity for growth, they recognize everyone across the production process, and I feel a great sense of belonging." - Karina Johannes: 17 years with ND.

"Great communication relationships, and it is still improving by the day. Team work is excellent in our work environment." - Marianna Kangumba, Team Leader UHT, 30 years with ND

Ends,







