



Eucaforest™

SHARED HORIZONS

The Essential & Fixed Oils Industry Pulls Together



The Essential & Fixed Oils Industry In South Africa

- Shedding reputation for not having ‘friendly competitors’.
- Role-players collaborating more often – more awareness of benefits
- SAEOPA has played a role
- Farmers & Producers: balancing need to build own businesses & still support other producers, and newcomers.

But more can happen!



Who We Are

- Uniquely positioned – to have impact on Country & Region.
- Farmers, Producers, Marketers and other role-players
- My perspective – as Farmer and Producer, but applies to all
- We are in this together

What I want to share today:

- Some ideas on what it means to do better together, practically.
- Stories from Eucaforest: we are always experimenting to see what we can do better!

Internal Development:

- All have opportunity to develop people in structures
- No one reporting to you - develop a colleague at your level
- Building the country in this way



Eucaforest Capacity Building- Management Development

Quote: “Leadership is the art of getting someone else to do something you want done because he/she wants to do it” Dwight Eisenhower, 34th US President

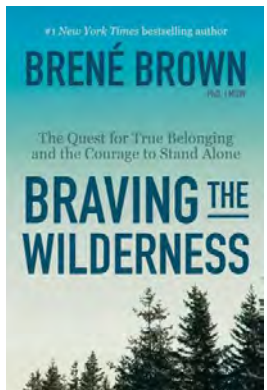
➤ Management Development sessions:

- Definition of a Manager: can develop people under them.
- Three things missing:
 - Drilling down – Root Cause Analysis
 - Following Up: always
 - Communicating - to top mgmt.

➤ All need to further develop these skills.

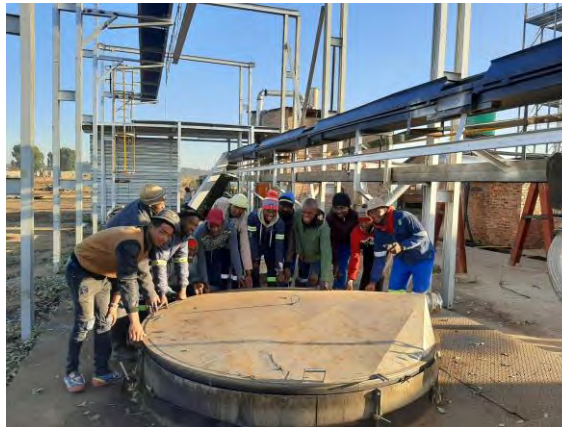
Keep thinking of ways Managers can be even better!

➤ Authors I can recommend: Brene Brown, Robin Sharma, more recently podcasts from Simon Sinek.



Eucaforest Capacity Building - Appt of Supervisors

- New level - started this 18 months ago. People have flourished.
- What we have learned: you cannot just appt someone as a 'Supervisor' and expect them to perform as one!
- What we have done:
 - Staff development sessions: managers & supervisors.
 - Supervisors:
 - They develop their team – not just giving instructions
 - Training:
 - Team Members talk first to see how much they understand.
 - Supervisors give input
 - Team Members explain it to each other.
 - Once a month Round Robin meeting: Supervisors raise problem areas and all give input on problem solving.

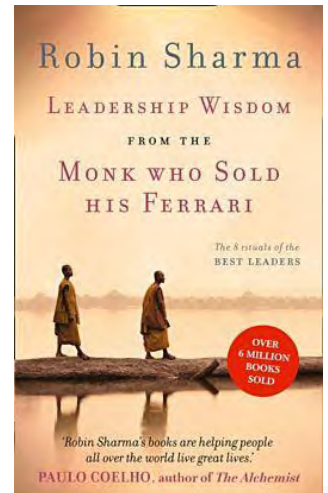


Team Building & Unity:

- Toolbox Talk:
 - i) Division meets monthly - last hour of the day
 - ii) Talk about what can be done better in their division
 - iii) Haven't started this yet!
- End of Year Lunch & Talent Show: highlight at Eucaforest for past 10 years!
Better every year.
- **Quote:** “**The Greatest Privilege of Leadership is the chance to elevate lives**”
By Robin Sharma “Leadership Wisdom from the Monk Who Sold His Ferrari”



How we can best develop our Teams: This will be a lifelong, ongoing experiment!



Environmental & Sustainability

- Reach out to each other & allow industry to have more impact.
- SAEOPA platform with Qs & Answers

Examples:

- Producers: Rerouting distillation run off water - how to clean it - goes back into heat producing vessel – anyone done this already?
- Spent biomass back into blocks: anyone work it out for unchipped material?
- Solar versus Electrical: success stories?
- Biofuels: any initiatives already happening ?

Eucaforest: keeps looking at by-products to adapt for Fuel.



Social Impact

- Share our stories .. ongoing experiences.
- Eucaforest – primary is Upliftment in Surrounding Villages
- Traditional Leaders: need people's well being at heart
- One person leading as half of Portfolio

Project 1: Vegetable Garden

- 134 Individual Gardens in 4 surrounding villages
- 2 Staff Gardens; 1 Village Community Garden on 2nd Farm.
- Deliver Seedlings Quarterly
- Looking to include protein in addition to vegetables.



Fun Run For Peace – Each Year

- Late 2020-First fun run for peace
- Started with partial sponsorship of professional runner
- Fun Run unfolded in 2021
 - Event grew - 120 village children getting small school kit & bag of healthy goodies
 - Participation by contractor & family.
 - Water station sponsored by bank.



The 2nd Annual
Eucaforest
“Sigijimela Ukuthula”
Run For Peace Fun Run

Run For Peace



- **Eucaforest Running Club:**
 - Volunteer from staff 'trains' 20 – 45 children @ factory from surrounding villages. Twice a week
 - Children pick up skills, positive experience
- **Assegaa Professional 10K Run- April 2022:**
 - Eucaforest entered 3 staff members, one is seasonal.
 - Nomusa: 1st Place
 - Sphehshle: 2nd Place
- **Run for Inhlonipho/Respect - 19 November 2022**
 - Touching on GBV
 - Mark your Calendars!
 - Come & participate if you are in our area
 - Planned as day long event.





Eucaforest (Pty) Ltd

Please join us for the 3rd
Annual Eucaforest Fun Run ..
Run/Walk for
Inhlonipho/Respect !

19 November 2022

Registration: 6:00am

Start: 6:30am

Venue: Eucaforest Panbult Farm

Distance:

10Km – 18 years and older

5Km – 14 to 17 years

5KM – 18 years and older

1.3km 7 to 10 years and 11 to 13 years

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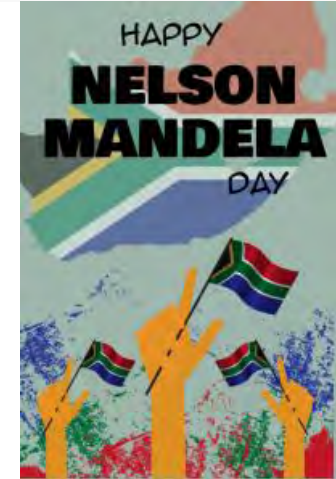
Felicite - 082 310 2715 Power - 083 628 7425

Prizes to be won!



Mandela Day

- Social Impact Team: Picked one home from each area Village with Elder needing assistance
- Four Teams:
 - Clearing rubble at site for building & access to house
 - Harvesting mealie plot
 - Cleaning up the external part of House
 - Cleaning up Vegetable Garden & Yard, chopping wood.
- High participation level. Over lunch.



Mandela Day (Continued)



First Ever IFEAT Study Tour To South Africa: 4 – 12 November 2022

- Will connect our industry further here
- Connects us further to IFEAT
- 45 Delegates from approx. 18 countries
- Starting in Cape, then to KZN, ending up in Mpumalanga
- 12 days in the country - 8 site visits
- Roundtable Seminar in Umlanga, KZN (7th Nov)
 - Event will include scent creation experience for Tour delegates
 - Utilise all South African oils
 - Master Perfumer from Europe assists with Scent Creation experience
- Event will create further cohesion and unity in our work here together. Planning has been done in this spirit!



Typical weather conditions in November

- ▶ Cape Town 15°C (69°F) - 25°C (77°F)
- ▶ Cederberg 13°C (55°F) - 27°C (81°F)
- ▶ Paarl 12°C (54°F) - 29°C (84°F)
- ▶ Jhb 12°C (54°F) - 25°C (77°F)
- ▶ Durban 18°C (64°F) - 26°C (79°F)
- ▶ Ermelo 10°C (50°F) - 21°C (70°F)
- ▶ Pongola 17°C (63°F) - 27°C (81°F)



The Cape

- ▶ Harvesting & production of Fynbos Oils is based in the Cape. Fynbos (fine leaved plants) are flora that are indigenous to the Cape and unique in their properties.

- ▶ Fynbos Oils include:

- ▶ Cape Chamomile
- ▶ Blue Mountain Sage
- ▶ Artemisia afra
- ▶ Cape Snowbush



Opportunity to see unique Farms in the area, generally within a 2 hour drive from Cape Town.

- Ability to see Buchu farms first hand, a product only grown in the Western Cape
- A unique and beautiful part of the world to visit



Surrounding Areas in the Cape



KZN - KwaZulu-Natal Site Visits

- ▶ We will visit several farms/production sites in this area.
- ▶ Growing and production sites will include Tea Tree, Lemongrass, Lemon Tea Tree and Niaouli.
- ▶ An organic Rose Geranium farm is a possible site visit.
- ▶ Travelling will be a 2-hour flight from Cape Town to Durban.
- ▶ Accommodation: in Umhlanga and on the South Coast. There are hotels which will work well for the Tour.

Mpumalanga

Visit to Eucaforest

- ▶ A chartered flight from King Shaka Airport in Durban to Ermelo, Mpumalanga should be available at a reasonable cost.
- ▶ Delegates will be able to see the Eucaforest farms and production areas. There are 3 species of Eucalyptus Oils in production.
- ▶ There will be an African style lunch on the Eucaforest main farm with the Eucaforest choir performing.
- ▶ Mobile Distillation Unit: possibly a chance to see production with the mobile distillation with a different crop.



Wrap up: Private Game Lodge Experience Fragrance & Medicinal Plant Presentations



Waking up in the African Bush is a unique life experience. Thanda Safari can provide the experience of being in the bush, on game drives and bush walks, with knowledgeable guides that can provide an education in indigenous, medicinal plants along with fragrance plants not commonly known. An African Evening Under the Stars with traditional dancers, and African drumming can provide the perfect wrap up to a whirlwind Tour with both education and the experience of the bush.

Thanda Safari Private Game Reserve



Closing: Song “THIS IS US”

- Film “The Greatest Showman” ?
- Starring Hugh Jackman – partially about how American Circus started
- Film is about inclusiveness - everyone having their place in the world
 - Song from this film: ‘This is Me’
 - Song created life outside the film -girls school in Japan creating their own dance video
 - Words have meaning for us here.
 - For this event – have pluralized the words
 - Handouts ...

I think you will enjoy this version!



It's a Great Journey We Are On .. And It Is Better Together!

