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# Engaged

BASF in Southern Africa Newsletter  
August 2024

GROWAFRICA 2.0



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# Editorial

## Juliana Hosken-Wernek

Vice President Market Area Africa  
& Country Cluster Head - Southern  
Africa

“Equality means creating a fair and inclusive environment where everyone, regardless of their gender, race, or origin, has an equal chance to reach their full potential..”

### Why is Women’s Day so important for women?

It is a day of celebration and recognition, highlighting our progress towards a more inclusive society, where individuals of all genders have the freedom to express themselves and pursue their aspirations.

### Equality in the workspace and in general, what does it mean to you?

Equality means creating a fair and inclusive environment where everyone, regardless of their gender, race, or origin, has an equal chance to reach their full potential. It involves breaking down barriers, embracing diversity, and treating all individuals fairly and respectfully. Ensuring equality is an ongoing commitment that I prioritize throughout my career.

### How can individuals and communities actively contribute to the empowerment and advancement of women’s day and beyond?

It starts with recognizing the inequality and understanding that a more balanced society can benefit everyone.



By supporting equal opportunities in our daily lives, within our areas of influence, we will create a world where daughters, wives, sisters, and all women we care about will have the chance to use their abilities and achieve their dreams. Gender inequality affects everyone, and it is the responsibility of all individuals to collaborate for success.

### In what ways can Women’s Day serve as a catalyst for positive change and progress towards achieving gender equality in various spheres of society?

By providing a platform for sharing success stories, advocating for support and awareness. The events and activities organized around Women’s Day encourage learning and empowerment. I take great pride in being part of this movement and actively contributing to the promotion of a more equal society within my work environment.

# Get To Know

## Walter Kashiri

CX & Digitalisation Lead Africa



### What are the responsibilities of your position?

As the Customer Experience & Digitalization Lead Africa, I am responsible for enhancing customer experience and digitalization initiatives across Market Area. This also includes mapping out customer journeys, to smooth out pain points and driving digitalization consulting to improve processes, increase efficiencies and ultimately growth. In other words, I help drive a customer-centric culture across the businesses.

“  
**Change is inevitable and it is the one constant. Embrace it.**  
”

### Tell us one thing you'll not be doing in 10 years.

Driving an ICE (Internal Combustion Engine) vehicle... I think hybrids are the future.

### What is your biggest achievement to date – personal or professional?

Personal – Fatherhood. It comes with both immense joy and fulfilment, whilst challenging me to grow in ways that I never expected and has given me the opportunity to nurture and guide my daughter as she develops into her own unique individual.

Professional – Embracing a growth mindset, with continuous learning and professional development are my biggest achievement. This has allowed me to adapt and succeed in many different industries, tackle challenging projects and continuously contribute innovative solutions that have driven my team's success and my personal growth.

### What is your unusual talent / something you want to tell us about yourself?

I was a very good artist growing up – I hope that counts? Although it's not unusual. Mention one important lesson life has taught you. Change is inevitable and it is the one constant. Embrace it.

### One superpower you would like to have?

Telepathy – like Professor X

### What does a typical day look like for you?

I wish it was so typical.. but everyday is different, and therein lies the beauty of life. However, most mornings start with some quiet meditation and prayer time, followed by a run. I am not a big breakfast person, so I grab a bite when I can.

Then I tackle my to do list and calendar activities for the day. Midday usually involves school run, then back to finish off tasks for the day ending off homework with my daughter. The day normally ends of with some reflection on activities from the day and planning for the next day.

**What are three career lessons you’ve learned thus far?**

- 1.Embracing continuous learning and change.
- 2.Building and maintaining professional relationships is crucial and helps fosters collaborations and opens doors for new opportunities.
- 3.You cannot do it alone – you need a mentor. Mentorship is a key aspect of unlocking growth.

**What’s the one thing you still have from your younger days?**

I have this picture of myself from when I was possibly 4 years old, I keep in next to my bedside to remind myself of that innocence, sense of curiosity and life’s abundant possibilities.

**Motto or personal mantra?**

# EMPLOYEE CALENDAR

WOMENS DAY 8 AUGUST

BLOOD DRIVE 27 AUGUST





# LIFE AT BASF

## WOMEN'S DAY



**A**s part of our Women's Day initiative, we recently organized a Brazilian Jiu-Jitsu self-defence workshop. This workshop aimed to equip women with essential skills that can help them feel more confident and self-reliant in today's society. We understand the importance of safety and self-reliance for women, which is why we believe it is crucial for them to cultivate confidence and acquire practical self-defence skills. The workshop provided a valuable platform for our female team members to not only learn new techniques but also to foster a sense of empowerment and preparedness. We take great pride in our ongoing efforts to empower women and are excited to continue providing this support.

# BE SECURE

## Cyber Risk: Don't be caught like a Phish

Phishing is like fishing, but instead of a fisherman trying to catch fish, cyber-criminals are trying to catch your personal information. They do this by throwing out a digital “bait” (like an email or text message that seems legitimate) and wait for you to bite by clicking on a link, opening an attachment, or providing your personal info. They can then use this information to steal your identity, empty your bank account, or even pretend to be you on social media! So remember, if an online message seems fishy, it's probably phishing!



### Phishing facts at BASF



### How to spot a phishing email

There are many ways to check if an email you receive is a phishing attempt or not.

Here are a few of the most common methods:

- Check the sender's email address: If it's from “yourbank123@gmail.com” instead of “support@yourbank.com”, that's as fishy as finding a shark in your swimming pool.
- Look for bad grammar or spelling mistakes: If the email reads like it was written by someone who failed English, it's probably a scam. For instance, “We needs your passwords to fix account”, this example is most likely not coming from a professional institution.
- Unsolicited attachments or links: If it's like that friend who keeps sending you cat videos you never asked for, be suspicious. They could be harmful!
- They ask for personal information: If they're asking for your password, credit card number, or ID number, it's like someone asking for the keys to your house and your safe! Red flag!
- Time or authoritarian pressure required: If the email says something like “Your account will be closed if you don't respond before end of day”, it's as genuine as a three-rand coin. Your bank or BASF IT Services would never do that.

### What to do when you spot a phish

First thing – don't panic. Don't open any links or attachments.

And the most important part – report it as phishing form your Outlook Ribbon.

This helps BASF cyber intelligence to prevent others from receiving it in the future.

### Become a BASF CyberHero

Now that you know what phishing is, how to spot a phishing attempt, and what to do when you spot phishy business, the next step is to become a BASF Cyber Hero. Visit the BASF Cyber Heroes platform to register and participate in the games and training provided there.

Remember only together can we be Cyber-Secure. <https://cyberheroes.basf.net>

# CLEAN DESK POLICY



## Away from your desk?

- **Lock your screen**
- **Store** sensitive and (strictly) confidential documents **under lock and key**
- If possible, **secure your laptop** with a cable lock or take it with you



More information at  
[be-secure.basf.com](https://be-secure.basf.com)



**Join in:** Your behavior makes the difference

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# MAA Recognition and Rewards Program



## PROGRAM BENEFITS

 Lunch / Breakfast with Divisional Heads	 Appreciation	 Gift Award	 Cash Award – One-time Payment
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# IMPACT GROUP CANTEEN RECIPE

## Shawarma – the South African Way

**S** Shawarma, an adored Middle Eastern Street food, has captivated the taste buds of food enthusiasts worldwide. This delectable dish, traditionally prepared by seasoning meat and cooking it on a vertical rotisserie, has evolved to embrace various cultural adaptations. South Africa offers a unique twist to shawarma, incorporating local ingredients and spices to craft an irresistible fusion of flavors. Prepare to embark on a culinary journey as we unveil the secrets of crafting Shawarma the South African way.

### Ingredients:

#### For the Shawarma Marinade:

- 500g thinly sliced beef, chicken, or lamb
- 2 tablespoons ground coriander
- 2 tablespoons ground cumin
- 1 tablespoon paprika
- 1 teaspoon ground turmeric
- 1 teaspoon ground cinnamon
- 4 cloves garlic, minced
- 2 tablespoons lemon juice
- 1/4 cup plain yogurt
- Salt and pepper to taste

#### For Serving:

- Pita bread or flatbread
- Tzatziki sauce or garlic sauce
- Sliced tomatoes
- Sliced onions
- Chopped lettuce
- Pickled cucumbers (optional)



### Instructions:

1. Prepare the Marinade: In a bowl, combine the ground coriander, cumin, paprika, turmeric, cinnamon, minced garlic, lemon juice, yogurt, salt, and pepper. Mix well to form a smooth marinade.
2. Marinate the Meat: Place the thinly sliced meat of your choice in a shallow dish or resealable plastic bag. Pour the marinade over the meat, ensuring it is evenly coated. Cover the dish or seal the bag, then refrigerate for at least 2 hours, or preferably overnight, to allow the flavors to meld.
3. Cook the Shawarma: Heat a skillet or grill pan over medium-high heat. Once hot, add the marinated meat in batches, cooking for 3-4 minutes on each side or until cooked through and lightly charred. Remove the cooked meat from the skillet and set aside.
4. Assemble the Shawarma: Warm the pita bread or flatbread in the skillet for a few seconds on each side until lightly toasted. Spread a generous dollop of tzatziki sauce or garlic sauce onto the bread.
5. Layer on the Goodness: Arrange the cooked meat slices on top of the sauce, followed by sliced tomatoes, onions, chopped lettuce, and pickled cucumbers if desired.
6. Wrap and Serve: Fold the sides of the bread over the filling to form a wrap or roll. Secure with a toothpick if needed. Serve the South African-style shawarma immediately and enjoy the explosion of flavors with each bite!

# AUGUST BIRTHDAYS



Sabelo Luthuli	1 August	Nonhlanhla Sithole	15 August
Ronelda Kritzinger	2 August	Marcell Mendle	15 August
Barend Simon	3 August	Lisa Paterson	17 August
Siyabonga Ngcobo	4 August	William Huynh	17 August
Driaan Cornelissen	4 August	Sabelo Nxumalo	18 August
Unity Kgongoana	4 August	Annalene Brown	19 August
Simon Lowe	4 August	Anthony Bannister	20 August
Jacqueline Tiltmann	5 August	Samkele Zangwa	20 August
Sean Brereton-Stiles	6 August	Nkosibonile Mathumbu	23 August
Lesetja Temo	7 August	Priya Yoganathan	25 August
Vincent Smith	8 August	Thabo Ngwane	25 August
Elias Mtshweni	9 August	Sihle Mthethwa	27 August
Bongekile Khwela	12 August	Werner Rautenbach	27 August
Yonela Nkatula	13 August	Andre Erasmus	27 August
UsongomphiraMpfumba	14 August	Deevasen Govender	28 August
Deshan Pillay	14 August	Quraysha Khan	28 August
Jean-Roy Holmes	15 August	Mazwi Makhaye	29 August



## YOUR OPINION MATTERS

Please send your contributions and feedback to:

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