

Driving Economic Transformation

Transformation as a business imperative, ensuring future sustainability.



Overview

In a bold and inspiring move towards economic empowerment and inclusivity, Isuzu Motors South Africa embarked on a transformative journey that prioritised Broad-Based Black Economic Empowerment (B-BBEE), Employment Equity (EE), and community development.

Isuzu achieved a remarkable **Level 1 B-BBEE score** exceeding 100 points on its 2023 certificate and maintained Level 1 status for a 2nd year in a row, setting a new standard within the automotive industry. This achievement reflects the company's unwavering commitment to transformation as a business imperative, ensuring the sustainability of its operations while contributing to the broader economic transformation of the country.

In this case study, we delve into the comprehensive scope of Isuzu's transformation efforts, from achieving B-BBEE compliance to fostering an inclusive workplace culture. Isuzu's transformational journey is driven by the belief that a thriving economy must be built on the principles of equity, diversity, and sustainable growth.

Project Scope

Assist Isuzu Motors South Africa in achieving their desired level of **Broad-Based Black Economic Empowerment (B-BBEE) compliance**.

Isuzu aimed to become a Level 1 B-BBEE contributor to align with their commitment to economic transformation.

The company's transformation is ongoing, and it remains committed to implementing further initiatives to transform its business and value chain

Proposed Solution

Identification of Compliance Gaps: Continuous gap analysis to guide the formulation of initiatives.

Proposal and Initiative Formulation: Consult on initiatives to meet the B-BBEE compliance targets and maximize financial and strategic benefits while minimizing costs.

Supplier Audits: Audit all Supplier Certificates and train on the Procurement elements.

Disability Management: Implement a Disability Management programme for an equitable and inclusive workplace.



The Solution

Isuzu focused on implementing good business practices and initiatives to achieve a leading B-BBEE score in the automotive industry.

Isuzu has taken critical actions and decisions to align with the country's transformational and economic progression goals. It has set rigorous goals and implemented the right strategies to achieve them.

Isuzu joined the AITF to support the transformation of the automotive industry value chain. The company intends to work closely with the AITF to support supplier and dealer transformation initiatives and promote the localisation of components.

Isuzu supported the YES Programme by providing paid work experience to 219 candidates, which benefits young people and contributes to a pipeline of talent for the future.

Impact & Results

The transformation journey of Isuzu Motors South Africa has resulted in the following outcomes:

- **Economic Transformation and Empowerment:** By achieving Level 1 B-BBEE compliance, Isuzu has demonstrated its commitment to economic transformation and empowerment, contributing to the country's broader economic goals.
- **Inclusive Workplace Culture:** The company's focus on Employment Equity compliance has fostered an inclusive workplace culture, where employees feel valued and have equal growth opportunities.
- **Youth Empowerment and Job Creation:** Isuzu's participation in the YES Programme has empowered young South Africans by providing them with valuable work experience and helping them build promising careers and building a talent pipeline in the process.

About Us

Siyaya Skills Institute is a leading consulting firm specialising in Broad-Based Black Economic Empowerment (B-BBEE).

With a focus on maximising financial and strategic benefits, Siyaya partners with organisations to achieve their desired levels of B-BBEE compliance and promote equity, diversity, and inclusivity in the workplace.

#ProudlyEOH

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Every human has four endowments - self awareness, conscience, independent will and creative imagination.

These give us the ultimate human freedom... The power to choose, to respond, to change.

Stephen Covey

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