WAITROSE FOUNDATION SOUTHERN AFRICA

QUARTERLY NEWSLETTER

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DEEPENING ENGAGEMENT AND IGNITING MOTIVATION

Foreword by Sam Ludlow-Taylor

I have been to South Africa a few times with the Waitrose Foundation, and every time is so different but so inspirational. This year was my first time in the Northern Cape and the first time I have ventured to Namibia. It was also a fantastic opportunity to have members of the Waitrose Foundation SA team, our Waitrose Foundation SA Chair of the Board, members of our Global Board and Primafruit representation.

There was a theme to this year's visit - water - and indeed the theme spread to my Foundation visit to Kenya in August and at home whilst the UK experienced drought. Water is essential to life, and yet so many people are unable to access it reliably. As part of the Global Strategic Fund, the Waitrose Foundation has committed to investing £1 million (R22m) in water security and WASH programmes, and I am so excited to see the impact that some of this funding will have in the Southern Africa region.

This positive impact can only be achieved by really listening to people and understanding their challenges and needs. This allows the co-creation of a successful and long-lasting solution. It also leads to empowerment, and is the core of the Waitrose Foundation model.

Lack of access to water can have a disproportionately negative impact on women. Women make up the majority of primary care givers and there is strong evidence that their perspectives often support more successful water projects in the long term. It therefore struck me that the theme of women's month this August was so apt for how the Waitrose Foundation works; 'Empowered Women Empower The Nation'.

Ethics & Sustainability Lead. Responsible Sourcing - John Lewis Partnership

WELCOME TO OUR SEPTEMBER EDITION!

They say Spring is nature singing to itself and we are absolutely delighted to feel the joy of the new season and to witness a burst of new growth and colour everywhere! While we're enjoying this time of transition into Summer, we're also very aware that the year will be coming to a close soon. Let us now encourage one another to remain focused on the task at hand and to accomplish the goals we set for 2026!

Worker Voice Projects

Ceres Fruit Growers and **Green Marketing** prioritise workers' children's education and strengthen parents' capacity to support learning at home. Worker Voice funds were used to purchase the Tippie book series for families with children in the Early Childhood Development phase. The books have made a meaningful difference to families in the Ceres area and are also available in the libraries of local crèches and aftercare facilities.

At **Draaihoek Farm**, the parents shared their experiences of using the books and expressed how pleased they were to see relatively small actions making such a meaningful difference. They were especially grateful for the practical training, which gave them new ways to use the books and support their children's learning at home. One mother shared that the training had given her a completely new perspective on how she could engage with and support her child. The experience also reinforced the importance of something simple but powerful: spending time and giving attention to your children can make a meaningful difference to their learning and development. It was a truly wonderful learning experience and very much appreciated by all the parents in attendance.







Empowering Young People for Healthier Futures

Building healthier communities starts with empowering young people. Waitrose Foundation SA, in partnership with **Westfalia**, its third-party growers and the worker community, recently supported adolescent health and wellbeing campaigns for children of the workers in the supply chain to Waitrose. The children from the larger community at **Politsi Primary School** and **Tsaneng Secondary School** in **Limpopo** also benefitted. The programme reached 218 learners: 16 teenage girls at Politsi and 202 learners at Tsaneng Secondary School (61 boys and 141 girls).

The programme was facilitated by the Choice Trust and funded with worker voice funds. The initiative provided young people with a safe and supportive platform to engage openly on issues that can significantly impact their futures. Discussions covered reproductive health, mental wellbeing, responsible decision-making and teenage pregnancy awareness, as well as equipping learners with knowledge and practical life skills to make healthier, informed choices. As part of the programme, dignity packs were distributed to participating boys and girls, providing practical support alongside the educational sessions.

The initiative was strengthened by the involvement of key community stakeholders, including representatives from the Department of Education, Department of Sports, Arts & Culture, South African Police Service, Limpopo Mental Health, Orange Babies, Department of Social Development and Greater Tzaneen Municipality. Their participation highlighted the importance of a coordinated, community-wide approach to adolescent wellbeing. By bringing together schools, families, various community organisations, government departments and agricultural communities, the programme is creating an informed, supported and empowered generation of young people.





Central Programmes

From Learning to Opportunity: Empowering the Next Generation:
Tsakani Mashele, an Operations Management student and current Foundation Bursary recipient, has taken an exciting step towards her future by combining academic learning with valuable workplace experience. While continuing her studies two days a week, Tsakani spends three days each week completing workplace training at **United Exports**. This opportunity allows her to bring what she's learning in the classroom to life, gaining first-hand experience in a real operational environment while building her confidence, strengthening her practical skills, and discovering more about the world of work.

Tsakani's journey is a wonderful example of what can happen when education is paired with opportunity. By investing in young people and creating pathways to workplace experience, we can help nurture their potential, equip them with the skills they need to succeed, and open doors to meaningful careers in the agricultural sector. We are proud to support Tsakani as she continues to learn, grow and take important steps towards a bright future.





Empowering Youth Through Education

Franzille Geduld, a Foundation bursary recipient, is in her fourth year of a correspondence Bachelor of Education in Foundation Phase Teaching. She recently completed a one-month teaching appointment at Ezelfontein NGK Primary School, gaining valuable classroom experience while working towards her goal of becoming an Educator. With a further four-month teaching opportunity at Mooi-Uitsig Primary School from mid-October, Franzille continues to gain practical experience as she works towards graduating in June 2027. *"I am eternally grateful to the Waitrose Foundation for walking alongside me on my learning journey towards a bright future filled with continuous growth and impact."*

2026 Bursary Students Progress: Our eight current bursary students are making good progress towards their academic goals. We are particularly pleased to share that four of the eight students achieved distinctions in their most recent quarter's assessments. We look forward to supporting them as they continue their studies and work towards completing their qualifications.

Bursary Applications Closing Soon: Applications for the Waitrose Foundation Southern Africa Bursary Programme are still open, but time is running out. **Applications close on 3 October 2026**. We encourage eligible applicants to submit their applications before the closing date and take the next step towards their educational goals.

A Journey from Principle to Practice: Project Coordinators Training | July 2026

From 7 to 9 July 2026, **29 Project Coordinators** came together to turn community-development principles into practical action. Through shared learning, reflection and planning, they strengthened their leadership, sharpened their ability to support worker committees and explored how to translate community priorities into sustainable farm-level initiatives. The programme reaffirmed a central message: lasting change begins when Agri-workers are active partners in shaping their own future.

Coordinators explored human, community and social development, placing people - not projects - at the centre. Four pillars shaped the discussion: equity, sustainability, productivity and empowerment. Effective development is not about doing things for workers; it is about working with them so they can participate, make informed choices and build lasting improvements in their communities.

Effective development starts by listening to communities, building on their strengths, turning shared priorities into action, measuring the results and using the learning to improve future work. When workers know that their voices matter, they become more engaged. Stronger engagement can lead to better teamwork, sounder decisions and more sustainable outcomes across the farm. The training gave Coordinators useful tools, but successful implementation will require collaboration, realistic planning and continued support.

Your Next Step Starts Where You Are: Every farm community is different, but every Project Coordinator can begin in the same way: listen carefully, recognise existing strengths, bring the right people together and turn shared priorities into a clear plan. Sustainable change rarely comes through one dramatic intervention; it grows through small, consistent steps that build trust, capability and ownership.

To project coordinators across the WFSA network: your role matters. Each conversation you facilitate, each worker committee you strengthen and each plan you help translate into action can widen choices and improve livelihoods. Keep asking, learning, reflecting and adapting - but, most importantly, take the next step with your community. Bring people together, agree on the first action and begin building the stronger future you've all planned.





Training That Travels: From Learning to Community Action

From February to the end of June, **Social Development Committee members** across **South Africa, Namibia, Zambia and Zimbabwe** participated in a three-day training programme. The programme strengthened participants' understanding of the Waitrose Foundation, clarified committee roles and equipped members with practical tools to support farmworkers, their families and surrounding communities.

Participation at a glance: A total of 230 participants, representing 51 farms and packhouses across 10 exporters took part. This included 108 women and 122 men aged 23 to 60. Participants represented five commodity groups, with grapes accounting for the largest share at 97 participants, followed by soft fruit with 69.

The training moved from shared learning to practical application, helping committee members identify priorities and plan community-focused action. Through discussion, role play, creative arts, community mapping and meeting simulations, participants developed practical skills in safeguarding, communication and governance. They also strengthened their ability to take minutes, assess needs, plan projects, prepare budgets, monitor progress and report on results. Inclusive methods, translation and peer learning enabled participation across different languages, literacy levels and levels of experience.

Across all training groups, participants gained the confidence and practical ability to structure meetings, prepare agendas, record decisions and represent community priorities. Committees applied profiling and needs assessments to develop applications, budgets, action plans and multi-year Social Development Plans addressing clean water and sanitation, healthcare, early childhood development, education, food security, employment opportunities, recreation and safeguarding support.

"I feel empowered. I will be more active in the committee from now onward." The training showed that lasting change begins when people have the knowledge, confidence and opportunity to lead. Participants returned home with practical tools, stronger collective voices and clear plans for action. Through each meeting, shared voice and practical step, Social Development Committees can turn common challenges into hope while strengthening the dignity and wellbeing of farmworker families.

"Your voice can inspire hope, your actions can create change and, together, your committee can build a stronger future."









Community Voices

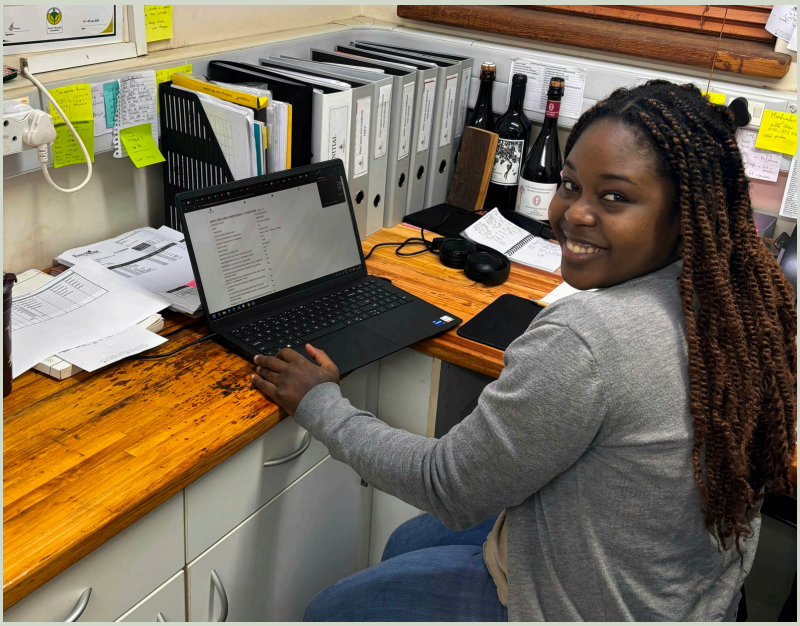
Learning to Listen, Understand and Empower

Through the Waitrose Foundation Project Coordinator Training, Nomonde Tshabalala, Compliance Supervisor at De Grendel Wines, has gained a deeper understanding of the Foundation's work and the people it seeks to support.

"Project Coordinator Training opened my mind even further. It taught me to listen to people and listen to their needs, rather than simply giving information. People all have dreams, goals and ideas on how they can improve their lives, but often lack resources and opportunities.

The Waitrose Foundation projects offer opportunities for workers to become more independent. Their enthusiasm has really motivated me to do even more and showed me that these projects have the potential to grow beyond what we have today."

Nomonde Tshabalala, De Grendel Wines, Cape Town | Waitrose Foundation Project Coordinator Training







Supporting Emerging Farmers at Torties Citrus Farm

The Waitrose Foundation Emerging Farmers Programme supports Torties Citrus Farm near Fort Beaufort, Eastern Cape, with commercial compliance, training and connections within the Waitrose supply chain.

"The assistance with accreditation plays a major role, as we are not always up to date with all the aspects that need to be covered in order to export our fruit. The training, workshops, personal visits and team meetings are truly valued and appreciated. They keep us connected with other farms, packhouses and workers."

Susan Herman, Farm Manager, Torties Citrus Farm

"The various training programmes were so helpful to me. I've learnt how important planning is, how to solve problems and how to manage my time and productivity. I've learnt a lot. Thank you!"

Namhla Sikotile, Farm Owner and Assistant Operator, Torties Citrus Farm

Foundation Emergency Fund - Flood Relief, May 2026. Following the severe flooding in May 2026, the WFSA Emergency Fund provided much-needed relief to affected farm communities. The support helped bring some comfort and encouragement to workers during an extremely challenging period.

"The items purchased have been received with immense appreciation and have truly lifted the spirits of our workers during a challenging period. Thank you from the bottom of our hearts!" - ***Rora Orchards, Wolseley***











"The above images show some of the workers at Spitsbak who received much-needed food parcels and dignity packs following the severe flooding in the area. The team had to take a long detour to get the provisions to the community, as some workers had no road access to the town to purchase supplies for their families. Some residents even had to use a canoe to cross flooded areas and help people reach safety."

Elmarie Bekker, Sonop Farm, Patensie, Eastern Cape

A Place to Play, Learn and Grow at Mistkraal Primary School

Learners at Mistkraal Primary School in the Eastern Cape are enjoying their first-ever Tarantula play gym, providing a safe and fun space to play, explore and develop through play. The play gym was made possible through the support of the Waitrose Foundation SA and the SRCC Group of Farms' Worker Committees (Social Development Committee).

"We extend our sincere appreciation to the Waitrose Foundation SA and the SRCC Group of Farms' Worker Committees for the installation of the Tarantula play gym. The equipment has brought great joy to our learners while supporting their physical, social and emotional development through play. Teachers have observed improved hand-eye coordination, teamwork, patience and confidence, as well as increased enthusiasm for school attendance. This meaningful contribution provides learners with a safe and enjoyable space that enriches their daily school experience." - **Mr Carlo Jacobs, Principal, Mistkraal Primary School. SRCC Group of Farms – School Development Project**







Inspirational Stories

Building More Than Infrastructure: Water Security Creates Opportunities for Local Youth

As part of its latest Worker Voice project, the **Namibia Grape Company**, in partnership with the Waitrose Foundation Southern Africa (WFSA), installed 112 individual 1,000-litre water tanks at the homes of permanent employees. To the local Aussenkehr village, the initiative is helping to strengthen household water security while creating an additional benefit for the wider community. The project's impact extended beyond the installation of the tanks: it also opened a door for local unemployed youth to earn an income and develop practical workplace skills.

OHB Engineering, owned by Owen Beukes, was appointed after its quotation was successfully accepted. Owen then took the initiative to employ three unemployed young people from the local community for the duration of the three-month contract. In doing so, he ensured that the project delivered not only essential infrastructure, but also meaningful work experience and income for local households.

For the young employees, the contract was far more than a short-term job. They learned to weld and fabricate, cut with a grinder, mix and work with concrete, use measuring tapes and water levels, and collaborate with people they had not previously known. Just as importantly, the income enabled them to support themselves and their families.

Dawid Smith: *"I was without work for a long time. The opportunity to work for three months really helped me because I have a child to support. I learned a lot from the company, including how to cut with a grinder, weld, use a measuring tape and work with concrete. I hope we will get another opportunity to work again. I also enjoyed working with people I had not known before."*

Gerson Ngweda: *"Life was very hard before I got this job because I could not support my family. When I started working, things improved because I could support myself and my family. During the three months I worked with the company, I gained a lot of experience, including welding and fabrication, mixing concrete, using a water level and working with measuring tools. I hope that if the company gets another tender, it will employ me again."*

In rural communities, where young people may have limited access to formal employment and few opportunities to gain the experience employers require, an initial opportunity can be an important step forward. The skills and experience gained through this contract can strengthen the participants' CV's, build their confidence and improve their prospects for future employment.

By combining improved water storage for 112 employee households with local skills development and employment, the project demonstrates how infrastructure investments can create a wider ripple effect. Through the initiative shown by Owen Beukes and OHB Engineering, three young people were given the chance to learn, earn and take an important step towards a more secure economic future.









Global Update

The **Waitrose Foundation Global Annual Report 2025/26** was shared in August 2026, celebrating 20 years of supporting growers, farm workers and communities across the world. In 2025 alone, £3 million was raised to fund community-led initiatives, with more than £27.6 million generated over 20 years. The Annual Report highlights the continued impact of the Foundation globally, while the snapshot on the right highlights the 2025/26 impact of the **Waitrose Foundation Southern Africa**.



Waitrose Foundation Southern Africa WASH Programme Approved. We are delighted to announce that WFSA's application to the **Waitrose Foundation Global Strategic Fund** has been approved. Launched at our 20th Anniversary Conference and highlighted again in our March newsletter, the fund commits £1 million to **water security, sanitation and hygiene (WASH) initiatives** across all Foundation countries.

Our approved programme will run from **1 October 2026 to 1 January 2029**, with a budget of £659,355 (R14,373,174). Across **South Africa, Namibia, Zimbabwe** and **Zambia**, it will deliver WASH capacity-building interventions, including water infrastructure, sanitation facilities, food gardens, water-recycling systems and training for WASH Champions. Participating regions are Tzaneen in Limpopo, Patensie in the Eastern Cape, Ceres in the Western Cape, Kotzehoop in the Northern Cape, Aussenkehr in Namibia, Ruwa in Zimbabwe and Nkolonga in Zambia. More than 83 000 people in wider farming communities are expected to benefit.

The programme responds to needs consistently raised by farms, exporters and worker committees, with farm support, through needs assessments, worker voice projects and evaluations. Poor service delivery, ageing infrastructure, the energy crisis and escalating droughts are placing increasing pressure on water systems and disrupting reliable access to clean water in farming communities. Women and girls carry a disproportionate burden when they must collect water, affecting their time and safety. Unsafe pit latrines at rural schools also put children at risk and can discourage girls from attending and remaining in school. Successful delivery will depend on coordinated partnership between the WFSA team, farms, exporters, participating communities and other stakeholders. Farms, exporters and communities within the programme's scope will receive further information about planned projects. As implementation progresses, we'll share updates, learnings and stories from participating regions, showing how communities are strengthening water security, sanitation and hygiene.



Global Update - Kenya Visit

"In August I was lucky enough to visit some of the flower and vegetable farms in **Kenya** for the first time that are part of our Waitrose Foundation programme, which is delivered in partnership with **Farm Africa**. Seeing the impact we are having was inspiring. I'm in awe of the empowered and entrepreneurial farmers and workers who are part of our programme. If you're unfamiliar with the Waitrose Foundation, it's our supply chain initiative that reinvests 2% of the sale of many of our fruit, vegetable and flower products back to our grower base to improve livelihoods of our farmers, workers and their communities.

Importantly, it's worker and community-led, as they best know their local needs and how to address them. The Foundation has been operating for over 20 years, and in that time we're delivered over 2,500 projects and invested more than £27m back to our growing communities. For the past eight years we have partnered with Farm Africa to deliver the programme in Kenya and Tanzania.

A big focus for our community investment in the region is **education projects**. Updated government curriculums have introduced new requirements, particularly for schools to have science laboratories, and one of our partner farms supported equipping a robotics lab in their community school. It was encouraging to hear teachers report improved attendance, better grades in national exams and more young girls looking to pursue careers in Science Technology and Maths (STEM). A project to mention was the Simotwet Special School, where the Foundation supported a purpose-built school for children with additional needs. Children used specially equipped classrooms. Having paving meant that they no longer need to be lifted throughout the site (wheelchairs would previously get stuck in the mud). Clean washing facilities with solar-powered hot water allow learners to bathe with dignity.

Another key focus for project investment has been **healthcare**. With Farm Africa, we've delivered 16 health projects, one being a new surgical block at the Eldama Ravine Referral Hospital. The facility receives 600 visits per month.

A third area of investment is **economic empowerment**. We met workers who'have been supported by microloans. Since starting our programme we've disbursed over 10,000 loans. Learning from beneficiaries about the importance of these loans was immensely valuable and demonstrates their significant impact.
Environment and green energy is another area where we have been supporting workers and their households. Most commonly this has been the provision of energy efficient cookstoves - distributing over 21,000 of these. The fifth area of investment has been **water and sanitation**. Getting to understand the critical needs for more water security and WASH (water, sanitation and hygiene) projects was hugely insightful. Meeting the workers and community members gave me even more drive to share their stories with our customers and ensure we, with Farm Africa, continue to enable them to improve their livelihoods."
(***Barney Smyth, Ethics & Sustainability Specialist - Waitrose Foundation***)











Global Board Visit - Northern Cape & Namibia

"One of the most special and humbling things I get to do in my role is participate on the Board of the Waitrose Foundation. It's our way of giving back to the communities that grow our crops. Last year we delivered 240 worker led projects with over 50 thousand beneficiaries, positively impacting thousands of communities across 10 countries. We could only achieve this because Food Lovers chose Waitrose Foundation products raising over £3m for The Foundation!

Every year we visit some of these projects and I had the privilege of visiting sanitation, schooling and community projects across Namibia and South Africa to see this amazing work for myself. A huge thank you to our Customers, Suppliers, Partners and teams across Waitrose and Partners for making this a reality for so many." **(Nathan Ansell, Chief Customer Officer - Waitrose)**

"Some visits stay with you long after you've left. I had the privilege of visiting grape growers and community projects in South Africa and Namibia supported by the Waitrose Foundation. Meeting workers and their families, listening to their stories, and seeing the projects firsthand was a powerful reminder that sustainability is ultimately about people. One theme stood out throughout the visit: water. Access to clean water, sanitation and hygiene is something many of us take for granted, yet it underpins health, dignity and resilience. Seeing our WASH (Water, Sanitation and Hygiene) programmes on the ground brought home the real difference these investments make to farming communities.

What I'll remember most, though, is the people - their warmth, resilience and pride in their communities. Thank you to everyone who welcomed us so generously. I left with an even greater appreciation of the importance of listening, building long-term partnerships and investing in what communities tell us matters most." **(Marija Rompani - Director of Ethics and Sustainability at John Lewis Partnership - John Lewis and Waitrose)**











Knowledge Hub

Funding your Studies - Bursary Portals: Receiving an offer from an institution to further your studies is incredibly exciting, but figuring out how to pay for it can be very stressful. We're enclosing useful resources to guide you through the different funding options available to you. Browse these portals to help you know exactly where to look for financial support.

BURSARY PORTALS	APPLICATION WINDOW	WEBSITE ADDRESS
All Bursaries SA	Open all year round	www.allbursaries.co.za
BridgeApp	Open all year round	www.bridgeapp.co.za
Bursaries Portal	Open all year round	www.bursariesportal.co.za
Bursaries.co.za	Open all year round	www.bursaries.co.za
Careers Portal	Open all year round	www.careersportal.co.za
Feenix	Open all year round	www.feenix.org
FundiConnect	Open all year round	www.fundiconnect.co.za
Funza Lushaka	October to January	www.funzalushaka.doe.gov.za
ISFAP	March to 31 October	www.isfap.org.za
NavyBlue	Open all year round	www.navyblue.co.za
NSFAS	September to January	www.nsfas.org.za
Student Hero	Open all year round	www.studenthero.co.za
Student Room	Open all year round	www.studentroom.co.za
StudyTrust	1 June to 30 September	studytrust.org.za
ZA Bursaries	Open all year round	www.zabursaries.co.za



From Manual to Digital - Our IMS Journey

The **Waitrose Foundation (SA) Information Management System (IMS)** was developed to bring project information into one secure, connected space and make applications, approvals, monitoring and reporting easier to manage.

Development began in August 2025, with an initial launch in December 2025. While some functions were still being refined, WFSA continued accepting both IMS and Excel-based applications as users became familiar with the platform. Since 1 July 2026, all new project applications have been submitted digitally. To support the transition, system administrators have provided training to internal staff and Project Coordinators, with ongoing one-to-one support. WFSA Farm Support Managers also provide tailored guidance based on the specific needs of each farm. As more project coordinators use the system, their questions and feedback are helping identify further improvements.

A user's experience: Heleen Maritz, representing In2Stone Exporter and coordinating projects for approximately 19 Category C growers, was among the first project coordinators to actively engage with the IMS. She submitted her first application in January 2026 and has since used the IMS for several projects. She is now also working towards submitting a project completion report online, extending her use of the system beyond application submission.

Before the IMS, project information and communication were largely managed through emails, documents and spreadsheets. While this approach worked, Heleen found that information could be difficult to track, particularly when WFSA team members were travelling and had limited connectivity. For Heleen, the main benefit of the IMS is having applications, communication, project decisions and reporting together in one place. She acknowledges that moving to a digital system comes with a learning curve, particularly when it is not used every day. However, repeated use and participating in several training sessions have helped her become more familiar with the workflows.

"You would spend some time setting up a system and figuring out the system initially, but down the line it would simplify your life. Initially it's difficult to get past the time and effort you put into getting used to the system, the information flow and what information is required, but down the line, it would simplify your life a lot if you have everything together in one space. And if you grow with the system, then the system grows with you."

Heleen's experience highlights an important message for all IMS users: invest time in using the system, make use of the support available and share your feedback.

WFSA recognises that the IMS is still developing and will continue to enhance and improve the system. Every application, question and suggestion helps us build a more robust and user-friendly system for everyone. For support, you're most welcome to contact your Farm Support Manager, WFSA Admin or M&E Manager.



In Closing

During Women's Month, we took time to celebrate the women in our own Foundation team with a special High Tea. There was laughter, storytelling and a wonderful Compliment Toss, where colleagues had the opportunity to recognise something special in one another. It reminded me how powerful it can be simply to tell someone: I see you. I value you. What you do matters. But our celebration of women cannot be separated from the reality facing women in our country. There is something profoundly uncomfortable about celebrating women while women continue to live with violence and fear. Surely valuing women must mean more than celebrating them once a year. It must also mean creating homes, workplaces and communities in which women are respected, heard and, above all, safe.

I recently had a conversation with Siyabonga, a Foundation bursary alumnus, about the women in his life. He described women as 'our diamonds' and spoke about the care and strength they bring to families and the agricultural workplace. His words stayed with me. Diamonds are precious, but they are also remarkably strong. Perhaps Siyabonga's words offer us something important to carry beyond Women's Month. If we call women our diamonds, then surely, we must treat them as precious. We must value them, protect their dignity, listen to their voices and create opportunities for them to flourish.

So, as we move into the final quarter of the year, my message is both one of celebration and a challenge. Let us celebrate the women who strengthen our farms, our families, our workplaces and our communities. But let us also ask what each of us can do to build a society in which women do not have to demonstrate their strength simply to survive.

To every woman across our Foundation communities and within our own team: we see you, we value you, and we celebrate you. May we continue building a future in which every woman knows not only that she is precious, but that she is safe, respected and free to thrive.

Faith Brown - General Manager







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