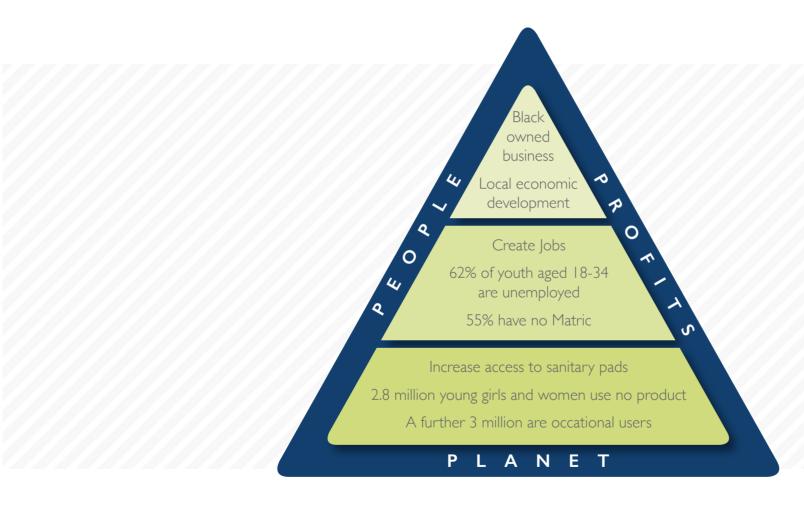


Who we are

Blossom is a mission centric, social enterprise. We exist to solve the following problems:



Our approach



We do this by focussing on our People, our Profit and our Planet.

Our people:

youth and franchisee development journey

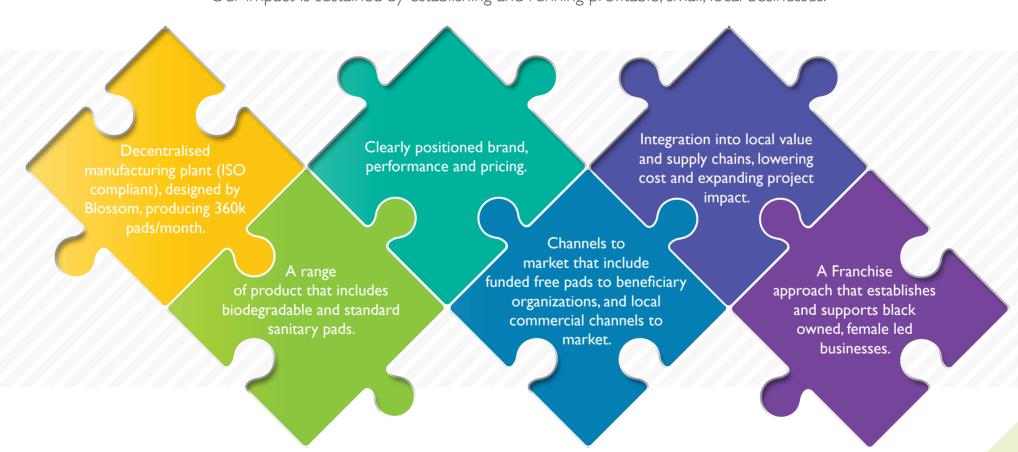


Our people: training, learning and development is holistic



Our profit

Our impact is sustained by establishing and running profitable, small, local businesses.



Our planet

- Feminine care products generate 200 000 metric tons of waste annually.
- This can take 500 to 800 years to break down.
- Blossom will be carbon neutral at the end of 2026.
 - Transition full range of products to biodegradable by end 2025.
 - □ Solar power in all factories.
 - Responsible sourcing and responsible partnership.



Our footprint at the end of March 2022



63 direct local jobs and 9 female led, black owned small businesses producing 3 000 000 pads per month.

Blossom partnerships



Medtronic























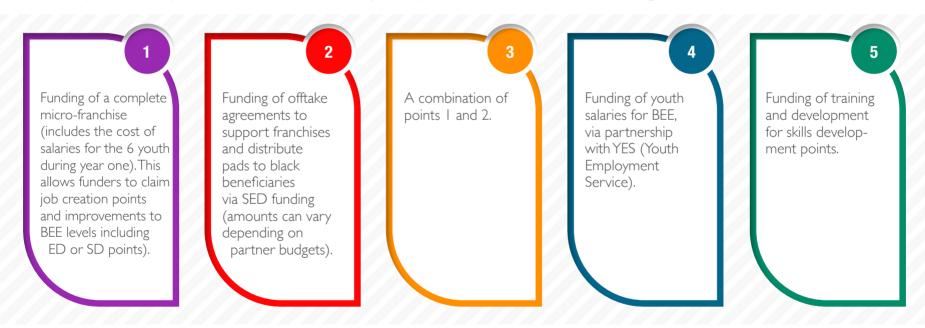






How to get involved

Blossom partners choosing to invest in Enterprise Development, Supplier Development, Socio Economic Development and jobs to obtain the necessary BEE points can invest in the following:



A M&E framework including monthly reports and regular project reviews and a post completion project review all support BEE Audit requirements to ensure that partners obtain full value and points for their spend. Post project impact reports produced by Blossom also measure project impact looking at direct contribution to local GDP, direct and indirect jobs created and number of pads sold and distributed locally.

Blossom Launch May 2019









Blossom Launch May 2019

























Blossom Machine





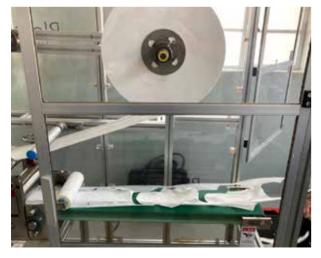




Mataffin Factory











Richards Bay Factory













Alex Factory







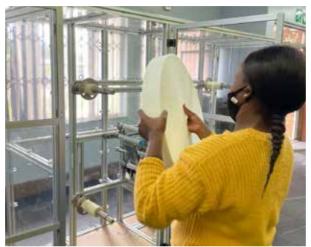






Springs Factory













Saldanha Bay Factory













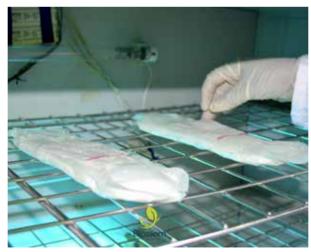
Tembisa Factory













Royal Visit













Customer Partnerships













Customer Partnerships













Menstrual Hygiene Workshop













Menstrual Education Workshop













Mindfulness and Yoga Workshop

















Jenny Magongo, Zanele Khumalo, Sheron Chabalala and Hope Hlogwane cannot wait to get their journey started with Blossom Care Solutions. Photo: Chanté Ho Hip

Did you know an estimated 300 million women and girls around the world menstruate each day?

This is according to the Department of Women, Youth and Persons of Disability.

While this is a natural occurrence, for millions it is a nightmare due to a lack of access to menstrual products, inadequate sanitation and a lack of education on how to manage their menstrual cycle.

This is referred to as period poverty and it is an issue that affects close to seven million South African girls.

Social enterprise Blossom Care Solutions, with the help of its new sanitary pad manufacturing facility in Kelvin, aims to combat period poverty while empowering young women in the community.

Through its partnership with consumer cooperative Co-op and Webhelp, the enterprise has employed six young women from Alexandra to produce

economic perspective.

According to Blossom Care Solutions co-founder Ahmed Motara at the launch on October 1, it is estimated that 30% of female school learners in South Africa miss school for three to five days every month due to menstruation.

"That is a significant issue and we [Blossom] are determined and focused to figure out ways in which we can address this issue on a sustainable basis," he said.

Managing director Shamiela Sarlie added that the overall impact of period poverty presented more obstacles to learning and development of young girls and women who were affected by it, in comparison to their male counterparts.

"This, together with the social stigma that is still associated with menstruation in township and rural markets, causes additional social and economic disadvantages to those affected." Details: www.blossomcare.co.za

ELIMINATING PERIOD POVERTY

Sanitary pad factory opens in Alex

SONRI NAIDOO

CORPORATES have joined forces to support women by opening a sanitary pad factory in Alexandra to eliminate period poverty and provide jobs for the unemployed.

It is believed that two-and-a-half million young girls and women in South Africa have no access to sanitary pads during their monthly cycle, forcing young girls to miss school when they are menstruating.

The Co-op, one of the world's largest consumer co-operatives, and Webhelp, an award-winning leader in customer experience and business solutions, have joined forces with Blossom Care Solutions to fight this national problem in a practical, holistic way.

Shamiela Sarlie, managing director

at Blossom Care Solutions, a social enterprise founded to combat issues brought about by period poverty in South Africa, while also investing in sustainable job creation, explained: "The overall impact of period poverty is to present even more obstacles to the learning and development of those young girls and women who are affected by it when compared to their male counterparts.

"This, together with the social stigma that is still associated with menstruation in the township and rural markets, causes additional social and economic disadvantages to those affected. This is why Blossom Care Solutions was established in 2019 as a mission-centric social enterprise: for women, by women," said Sarlie.

Sarlie added that six previously unemployed young women would



be employed to work in the factory, producing enough pads to eliminate



SEVERAL corporates joined forces with Blossom Care Solutions in a venture to produce sanitary pads in the Alexandra. | SUPPLIED

period poverty for thousands of school girls each year.

Claire Carroll, head of sales and service at the Co-op, said they were pleased to offer support to Blossom Care Solutions, which was making strides in eliminating period poverty.

"At the Co-op, we believe in co-operating for a fairer world. We're proud to play a small part in helping to eliminate period poverty for thousands of women, while creating job opportunities at the Blossom factory," said Carroll.

Cathy Kalamaras, Webhelp's people director of South Africa, said: "When we see the numbers of young girls and women in our more disadvantaged communities who do not use sanitary pads, or are occasional users, and look at new ways to alleviate the unemployment situation, the work of Blossom Care Solutions becomes even more vital."

South32 and Blossom Care Solutions join forces in the fight against period poverty



Ahmed Motora enthusiastically explains the Blossom Care Solutions manufacturing process

SOUTH32 Hillside Aluminium smelter has partnered with Blossom Care Solutions to establish a small sanitary pad factory that will assist local schoolgirls and young women in the fight against period poverty, while also setting up a business supply chain in the area that will begin growing other small commercial enterprises.

Shockingly, period poverty - which refers to the financial inability to afford sanitary products - affects millions of young girls and women around the world every day.

In South Africa, a study has

found that an estimated 30% of girls do not attend school while they are menstruating because they cannot afford the necessary

Blossom Care Solutions exists to increase access to sanitary pads among schoolgirls and women in township and rural markets, and to simultaneously create jobs for young women between the ages of 18 and 34 via a deliberate women-centered approach.

Vice President of Operations for Hillside Aluminium (South32), Calvin Mkhabela, is supportive of this initiative.

We have a clear purpose, and that's to make a difference and improve people's lives now and for generations to come. We are pleased to sponsor this youth development programme as it not only empowers and equips young people, but it also alleviates the hygiene challenges at our local schools. Over the coming months, we look forward to sharing more milestones as an active partner in this collaboration.'

The initiative with South32 represents Blossom Care Solutions' third production facility set up this year, with more to follow.







Frequently Asked Questions

What is period poverty?

It is the financial inability to afford sanitary products, coupled with a lack of knowledge about menstruation. The problem affects millions of young girls and women in South Africa daily. The problem is exacerbated by the social stigma that is still associated with menstruation in township and rural areas, which causes additional social and economic disadvantages to those affected.

Why has Hillside Smelter joined forces with Blossom Care Solutions?

We care about people, the communities we're a part of and the world we depend on.

Whether it's for use in infrastructure, energy generation, consumables or vehicles, South32 believes the extraction and processing of minerals and metals can be done in a responsible way. That's why we continually challenge ourselves to be the best in what matters – the safety and well-being of our people and communities, our operational performance, and minimising our environmental impact.

Our purpose is to make a difference by developing natural resources, improving people's lives now and for generations to come. We do this by creating local jobs, empowering and investing in communities, and contributing to governments through paying taxes and royalties.

We want to play a role, with Blossom Care Solutions, in fighting this national problem in a practical, holistic way. The overall impact of period poverty is to present even more obstacles to the learning and development of those young girls and women who are affected by it, when compared to their male counterparts.

The approach enables the empowerment of girls and women from both an individual and an economic perspective. There are real ways to combat this social issue, while assisting with sustainable job creation at the same time.

The opening of this local sanitary pad production facility, using the Blossom Care Solutions specifically-developed business model, will enable more young girls in the area to attend school throughout the year, while also addressing social stigmas through



education. Additionally, our goal of creating sustainable female-led businesses in this critically important arena will ultimately benefit individuals and the community at large, including the expansion of related value chains.

Explain more about the economic advantages and job creation involved in the opening of this sanitary pad production facility

During this first year of operations, six previously unemployed women from the area, who are aged between 18 and 34 and were previously selected, will complete Blossom's learning and development programme. They will be educated and trained to become business owners via the Blossom Care Solutions franchise model and will ultimately own this business themselves. The aim is to train them to take over the running of the business after 12 months. Our social franchise model ensures each of our franchisees is supported and nutrured with specific support provided by Blossom, including access to markets.

The Blossom business model has a decentralised low-cost approach towards manufacturing pads so the franchises can be competitive at a local level.

Each Blossom franchise needs to be serviced by local businesses in the area. We need security, cleaning, TT support and distribution partners. This in turn drives the development of local township economies and the expansion of related value chains.

In deciding on who to work with, we prefer to partner with other small, local businesses as these businesses, like ours, are the engines for job growth in South Africa.

How do the sanitary pads reach the intended recipients who need them?

Blossom Care Solutions has two important channels to market; firstly, it uses commercial retail outlets like spaza shops, general dealers, pharmacies, and regional and national key accounts; secondly, there is a channel composed of corporate partners that buy pads that Blossom in turn hands out to deserving beneficiaries via the Blossom Beneficiary Programme.

There is also a partnership between Blossom and the Youth Employment Service (YES). The partnership provides for the funding of staff salaries for the first year in each Blossom location. Salaries are paid for by YES' corporate partners who have partnered for purposes of improving their B-BBEE score.

What are the objectives of Blossom Care Solutions and its partners?

- To significantly increase access to sanitary pads among schoolgirls and women in township and rural markets: Blossom has already signed on commitments with schools to distribute over 840 000 pads over the next 12 months
- To create jobs for young women between the ages of 18 and 34 via a deliberate women-centered approach
- To establish small black-owned, womenled businesses under a social franchise model.

How are the sanitary pads produced?

Each new Blossom franchise uses a locally designed machine specifically designed for Blossom. The machines are designed to be compact enough to fit through a standardsized doorway.

Each machine can produce up to 50 pads per minute.

The six members of each team of young women are trained in operating the machines, assembling the products, and organising the packaging and distribution on a day-to-day basis. They take ownership of the business as they are owners-in-training.

Where does the 'People, Profit, Planet' concept fit into the business model?

In carrying out our stated objectives, we focus on our people, our profit, and our planet. As well as making the sanitary pads locally, which reduces the company's carbon footprint, our offering includes a fully biodegradable sanitary pad, and we have well-developed plans to make our business carbon neutral by 2026. From a business perspective, we understand organisations are connected to the societies as well as the environments in which they operate.

https://blossomcare.co.za/



B EMPLOYMENT

Project gives hope to youth

Participants have a chance to become entrepreneurs

AMANDA MALIBA

SCORES of loitering unemployed youths in townships have become normal in South Africa.

But, in Makhulong section in Tem-bisa, Ekurhuleni, this trend is being reversed slowly through a project called Kago YES4Youth Community Hub, a hive of entrepreneurship activity that affords youth opportunities to be entrepreneurs while creating employ-ment for themselves and others. This youth initiative was started

in May through partnerships between Youth Employment Services (YES) – a business-led initiative supported by the government and labour – Blossom Care Solutions and Tsiko Barberry

The mission is to empower 1 mil-lion unemployed youth by giving them paid work opportunities.

Located in the hub that was

recently visited by Prince Harry and the duchess of Sussex during their African tour, Blossom Care Solutions is one of the various companies that operate at this centre and will eventually be handed over to its employees to run it after completing a year-long training and mentorship programme. Founders of Blossom Care Solutions

Founders of Biossom Care Solutions; Shamiela Sarlie and Ahmed Motara were inspired to be part of the solution after coming across a study that said millions of underprivileged grit mis-school due to lack of smillions. Solution of solution of the solution of the solution between the solution of the solution of the Modalde, 23, said she was gasteful for an opportunity to escape powerty and also help restore the dignity of hun-dreds of grits.

dreds of girls.

A mother to a 3-year-old son, she

A mother to a 3-year-old son, she said she had been unemployed for four-years and that, through this programme, she found renewed hope and is able to support her family. "I wen't to a beauty school trying to follow my passion, but that led to a dead end because I am always asked for experience, which I don't have because

I haven't been given the opportunity



BLOSSOM Care Solution is a programme from Tembisa that has employed several young women. Care sources material and machines from India for the manufacture of 100% compost able sanitary pads. | NOKUTHULA MBATHA African News Agency(ANA)

to work anywhere," she said.

Modiadie and her colleagues produce between 60 000 and 80 000 compostable sanitary pads a month which are sold within the community for an affordable R12 for eight.

Before Joining Blossom Care Solu-tions, Nonhlanhla Cenenda, 24, relied on insufficient income derived from renting out rooms in her family home. Like Modiadie, Cenenda tried

to have a formal career and studied towards a degree in civil engineering at the University of South Africa.

Unfortunately, she dropped out due to ABLOSSOM Care Solution worker! NORITHUIA

financial constraints.
"I don't think one can ever fully explain how much this means to me and my family. There have been some



explain how much this means to me and my family. There have been some who looked down upon us because we to get when I was doing nothing. It

helps my family, and I am grateful,"

"That dead-end cycle of waking up to the same thing over and over again was frustrating," she said.

And with the prospect of owning the business after 12 months of training and mentorship, Cenenda said she had never dreamt she would have such an opportunity.
"You don't dream of such when

all you see around you is poverty,"

she said.

The life changing opportunity has also helped Phinditwe Mavundla, 27, who studied towards a qualification in electrical engineering and had been unemployed for close to five years, to impact people's lives and earn a living.

"It hurt me to not produce any tangible results, especially because my mother used all her savings to pay for

my education," she said. Explaining the business model. Sarlie said Blossom Care Solutions was modelled on a franchise with prospects of rolling out the programme to 100 hubs countrywide in the future. "From just wanting to help the

youth in one community, we have been afforded the opportunity to spread our wings into other areas of South Africa.

"The goal is not to only provide employment, but give access to girls and the necessary education on men-struation for a positive ripple effect into communities," she said.



Sponsored Feature

SPECIAL REPORTS (HTTPS://MG.CO.ZA/SECTION/SPECIAL-REPORTS)

Enterprise Development – a promising pathway for youth in the economy

Marc Ashton (https://mg.co.za/author/marc-ashton) 28 Jun 2019 00:00



The YES model is uncompromising in setting economic and development infrastructure in the heart of marginalised communities and ensuring market access is established for the new enterprises

(https://mg.co.za/article/2019-06-28-00-enterprise-development-a-promising-pathway-for-youth-in-the-economy)

ZA/ARTICLE/2019-06-28-00-ENTERPRISE-DEVELOPMENT-A-PROMISING-PATHWAY-FOR-YOUTH-IN-THE-ECONOMY#COMMENT. THREAD)

Any organisation concerned with addressing the devastating South African employment issue, should have Enterprise Development front of mind. Employment cannot be sustainably addressed if new businesses do not come into being to absorb young people into meaningful and productive activities. The Youth Employment Service (YES) mission to transform South Africa's youth into active economic participants goes far beyond simply placing individuals in work positions. Additionally, the organisation seeks to address the root causes of unemployment by creating new economic pathways and work opportunities for youth by strategically driving enterprise development (ED) in peri-urban areas and densely populated township communities. In functional economies, the contribution of small business to employment and GDP is well over the 85% mark. South African small business makes nowhere near the same contribution. Enterprise development and youth employment are intertwined, two faces of the same coin.

YES is a pioneering, business-driven initiative which has partnered with government and labour to tackle South Africa's youth unemployment crisis and drive youth employability. Over the past 7 months of live operations, YES and its platform business model of numerous partners have created over 18,000 committed work experiences across the country. This makes YES the highest impact, non-government funded jobs initiative in the country, given the short time period this has been achieved in.

Going forward, YES aims to drive hard on enterprise development channels for youth employment. YES CEO, Dr Tashmia Ismail-Saville, maintains that small business enterprise development is the most sustainable mechanism through which to drive employment, and is a key part of YES' strategy.

She notes, for example, that new small businesses can absorb and employ entrylevel and semi-skilled workers more readily and in greater numbers than larger or more established companies in the first economy. The data shows us that past five years of existence, these established first economy businesses generally require higher skilled workers and turn to efficiency driven automated models to be competitive which leaves semi-skilled and unskilled youth further behind.

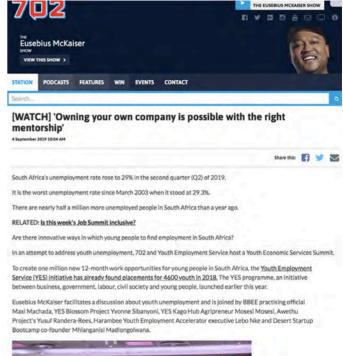
YES Golden Rules to govern successful enterprise development for SA's youth:

- 1. Make it accessible.
- Ensure programmes for young women are established which take into account rearing young children and security.
- Utilise best in breed technology and training with industry relevance. Old tech means these new enterprises can't be competitive or earn margin.
- 4. Always start with market access, invest in training and enterprise capex only if someone will buy from them. Understanding economic value chains and demand driven industrial structures must form part of planning.
- You need technical training, business + financial literacy and psychological training for successful enterprise owners. Holistic support is key.

Blossom Care Solutions

YES has also partnered with Blossom Care Solutions to introduce a manufacturing, sales and marketing business that is focused on producing 100% compostable and affordable menstrual hygiene products using new technology. And not only is this revolutionary product helping to save the environment, it is also creating work for 12 previously unemployed female youth from Tembisa.

At the end of the first year of production, these 12 young women will take ownership of the business via a social franchise, becoming owners of the business with the support of a Blossom team who will continue to oversee training, marketing, sourcing of raw materials and expansion programs. This facility has the further ability to scale over a period of time, to sustain a total of 30 direct jobs. YES will scale this initiative across the country.





WATCH: Harry and Meghan make an impassioned speech as they leave Tembisa in Joburg inspired by the youth of South Africa

by Bashiera Parker (@bparks_)

channel 24



The Daile and Ductors of Supervised Tempora duting their viryal taur of Africa. (Project Centry Inspent)

Cape Town – Situated north of Kempton Park on the East Rand in Gauteng, South Africa, is Tembisa, a large township home to over 400

000 residents, many of whom struggle to find work as the issue of youth unemployment, specifically, continues.

On Wednesday, to discuss the issue at hand, the Duke and Duchess of Sussex were met by Melony Campbell from the British High Commission who introduced Tashmia Ismail-Saville, CEO of YES—an initiative launched by President Ramaphosa in 2018, aiming to tackle the critical issue of youth unemployment by creating one million new work opportunities in the next three years.

The Duke and Duchess went on a walking tour of the hub's various entrepreneurial and skills programmes, to learn more about the community.

Their first stop saw them engaging with the youth about their experience benefitting from the programme and the digital skills they've learned.

Amazed, Prince Harry smiled as he watched a young woman on a tablet. "You all have the skills in your fingers," he said.

The Duke and Duchess also visited Blossom Care Solutions – that currently produces 80 000 sanitary towels per month, all of which are 100% compostable and sold at an affordable price to the local community – to hear from some of the inspiring young women chosen to be trained and mentored through the programme.

Harry and Meghan greeted and shook hands with the women. Duchess Meghan even went back for a sweet handshake with another.

Harry followed suit before telling the women dressed in white lab coats, "You look so smart."

The Duke and Duchess were taken inside where they watched how the sanitary towels are made. Taking it in his hands, Prince Harry looked rather impressed, while Meghan commented that they work they're doing for their community is "great".

Speaking to the women earlier, she also gestured and exclaimed, "I love it!"

Sussexes in South Africa: Final Day in Johannesburg

(https://hoyalcentral.co.uk/author/jessicaliser) By Jess lise (https://hoyalcentral.co.uk/author/jessicaliser) 3rd October 2019



The Duke and Duchess of Sussex wrapped up their royal visit to Southern Africa on Wednesday in Johannesburg with a series of events focused on youth and entrepreneurship.

Beginning their day at the Youth Employment Services Programme in the township of Tembisa, Harry and Meghan met with young people and entrepreneurs to learn how they are combatting the high unemployment rate in the country.

In a speech, Harry said, "There is no doubt in my mind that you here at the YES hub are the future leaders and pillars of your communities – for many, you already are. You are the change-makers. You are helping to grow your country's prosperity by lifting those around you and offering a better future."

His full speech can be found https://www.roval.uk/speech-delivered-duke-sussex-vouth-employment-services-johannesburg).

Per the Sussex Royal Instagram, Harry and Meghan were able to meet with a variety of entrepreneurs, including Chef Mish, a MasterChef winner, Moss, an organic farmer who provides produce to local restaurants, and the women behind Blossom Care Solutions who make 80,000 sanitary pads every month for the women in their communities.

The couple also took part in YES community training and tests to see how the programme helps young people gain valuable work skills for better job opportunities.

Meghan gave a speech as well, saying, "There's so much ingenuity here, there's so much promise here, that given the right level of support and resources that you need, the potential is astronomical, and you can see that there. And I think for you women, I'm so proud of you and the business you're creating, and also being able to now control your own purse strings, because when you have that level of independence, my goodness you can do anything."

Meghan's full speech can be found https://www.roval.uk/remarks-made-her-roval-highness-duchess-sussex-vouth-employment-services-johannesburg).

COSMOPOLITAN

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WATCH: The Powerful Speeches that Harry and Meghan Delivered on Their Final Day in South Africa

'All women have a voice. They just need to feel empowered to use it.'



It has been a whirfwind of a tour for Prince Harry and Meghan Markle. Throughout their time in Southern Africa, the pair have experienced new foods, met amazing people and learnt about the work organisations are doing in South Africa.

On the final day, the couple were reunited in Johannesburg after the news that Harry was suing the Daily Mail.

They started their day in the Tembisa township where they visited the organisation Yes4 Youth, an organisation that helps youth get jobs. While at the facility they also heard from local youths who spoke about how they benefited from the skills they learnt from Yes4 Youth.

They also visited various small businesses such as Chef Mish, a catering business and cafe, an Aquaponics facility, and Blossom Care Solutions which produces approximately 80 000 100% compostable and affordable sanitary towers per month.

In a speech, the Duke said, "We will firmly stand up for what we believe. We are fortunate enough to have a position that gives us amazing opportunities, and we want to do all we can to play our part in building a better world."

We will always seek to challenge injustice and to speak out for those who may feel unheard. So no matter your background, your nationally, your age or gender, your sexuality, your physical ability, no matter your circumstance or colour or of your skin — we believe in you, and we intend to spend our entitle liver making sure you have the opportunity to succeed — and to change the world.**

"I'm so proud of you, in the business that you're creating, and also being able to now control your own purse strings, because when you have that level of independence, my goodness, you can do anything!" Meghan said to the all-women Blossom Care Solutions team.



Blossom Care Solutions mission is to provide every girl in South Africa with access to sanitary dignity.

