



Supply Chain Solutions that Deliver



UTi Worldwide 2011 Investor Day

1Team: People Management

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June 23, 2011

1Team: Agenda

- Overview and Purpose
- Actions and Initiatives
- Change Management

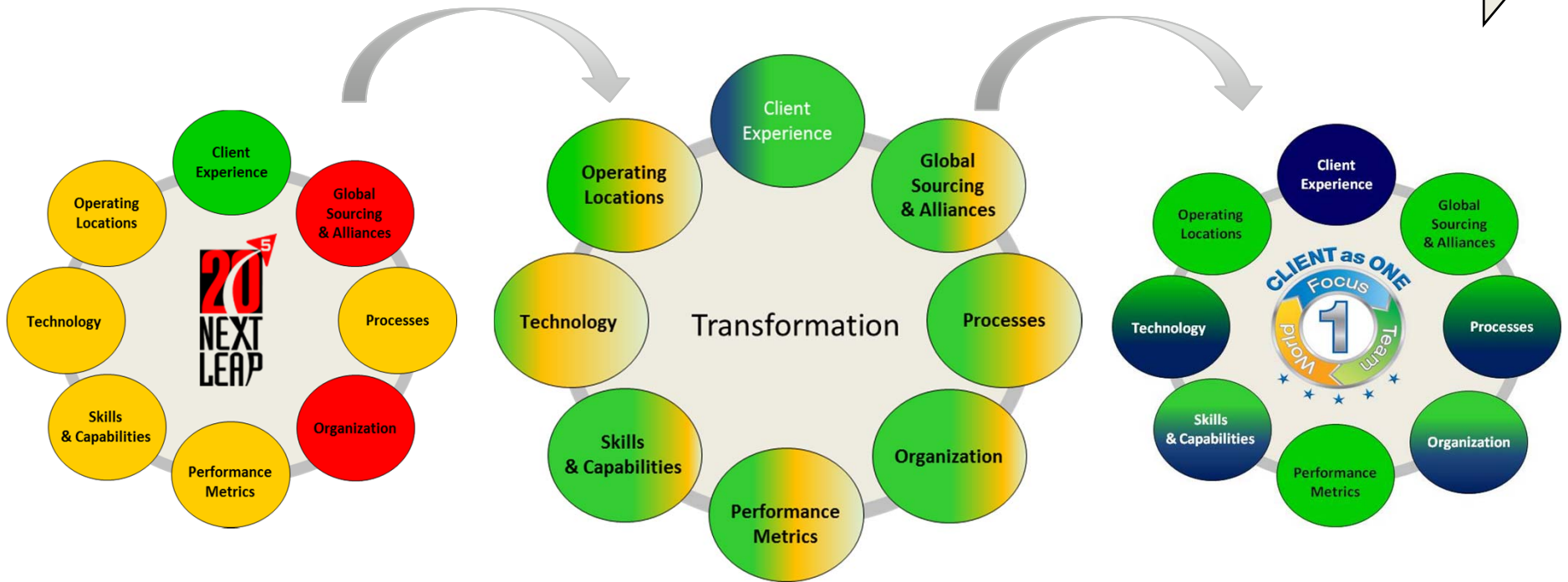
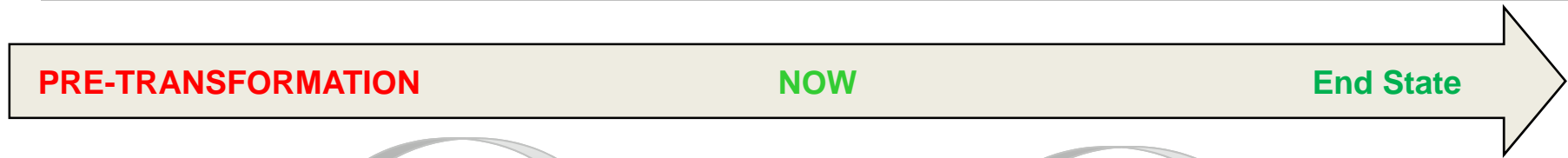


1Team: Overview

- History
- Present – Three components of 1Team
 - » Human Resources
 - » Learning and Development
 - » Internal Communications/Change Management



CLIENTasONE Progress



Level I	Major Gaps Exist	Level III	Most Gaps Addressed – On Par with Our Competitors
Level II	Gaps Exist but operates Adequately	Level IV	All Major Gaps Addressed & Industry Leader – Our Competitive Advantage

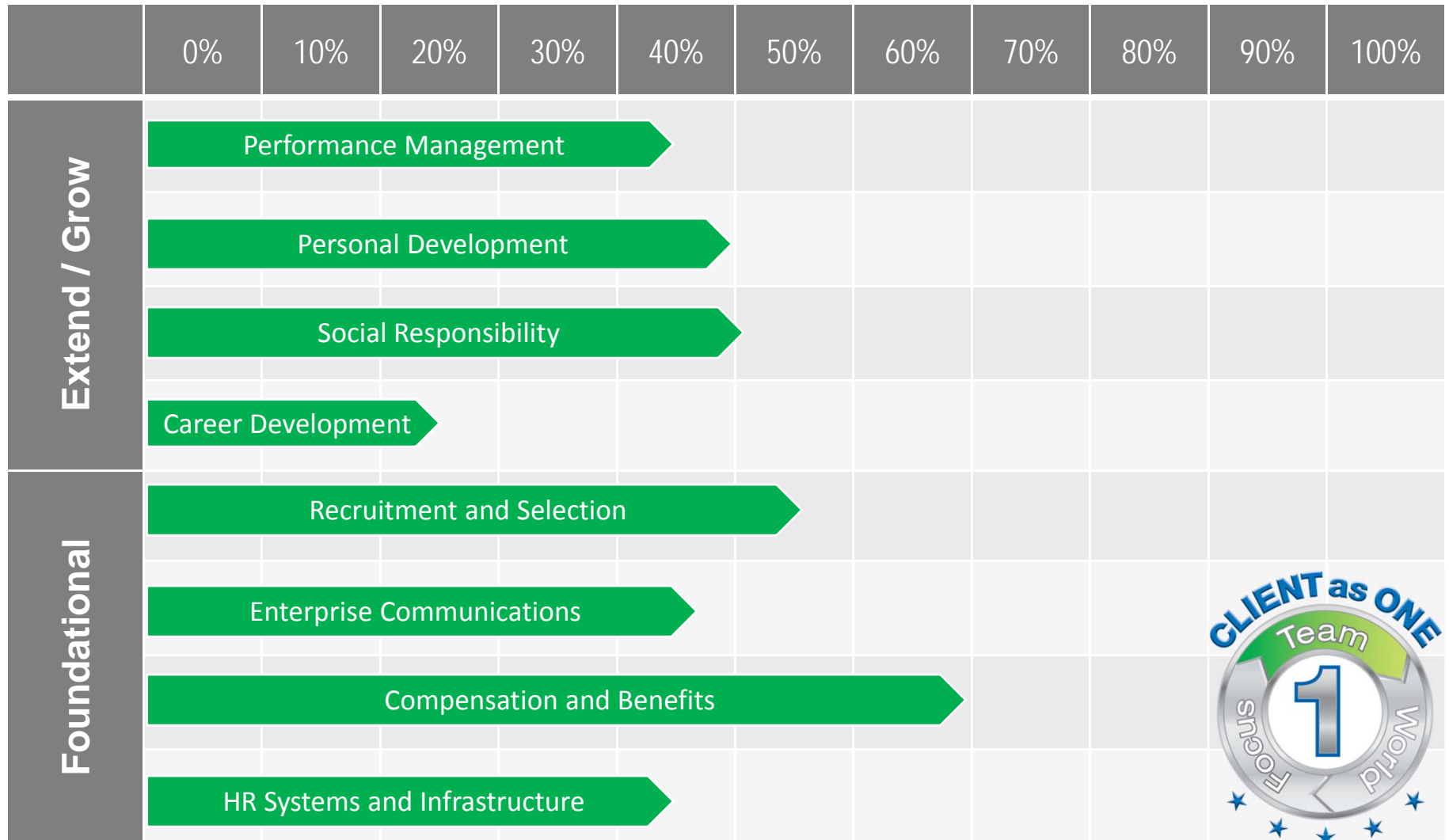


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Organization: 1Team Initiatives



FY11 Actions and Initiatives

Action/Initiative	Benefit
<ul style="list-style-type: none"> • Consolidated multiple payroll systems and health & welfare plans 	<ul style="list-style-type: none"> • Cost savings • Increased compliance • Drive “one company” perspective • Increased internal equity
<ul style="list-style-type: none"> • Implemented shared services in USA and Africa: 	<ul style="list-style-type: none"> • Cost savings • Increased compliance
<ul style="list-style-type: none"> • Built global employee database 	<ul style="list-style-type: none"> • Increased visibility to global employee data
<ul style="list-style-type: none"> • Launched on-line learning management system 	<ul style="list-style-type: none"> • Cost savings • Increased employee access to training • Increased compliance
<ul style="list-style-type: none"> • Implemented global incentive scheme and job banding structure 	<ul style="list-style-type: none"> • Increased internal equity • Better alignment between enterprise and local
<ul style="list-style-type: none"> • Created enterprise communications group and global intranet 	<ul style="list-style-type: none"> • Drive “one company” perspective • Facilitate enterprise communications • Accelerate change management



1Team – FY12/FY13 Priorities

- Finalize common global organization structure
- Finalize global job grades, titles and pay structures
- Implement global performance management process
- Develop more robust global succession planning and talent management
- Build out UTi Academy to provide greater training opportunities to employees

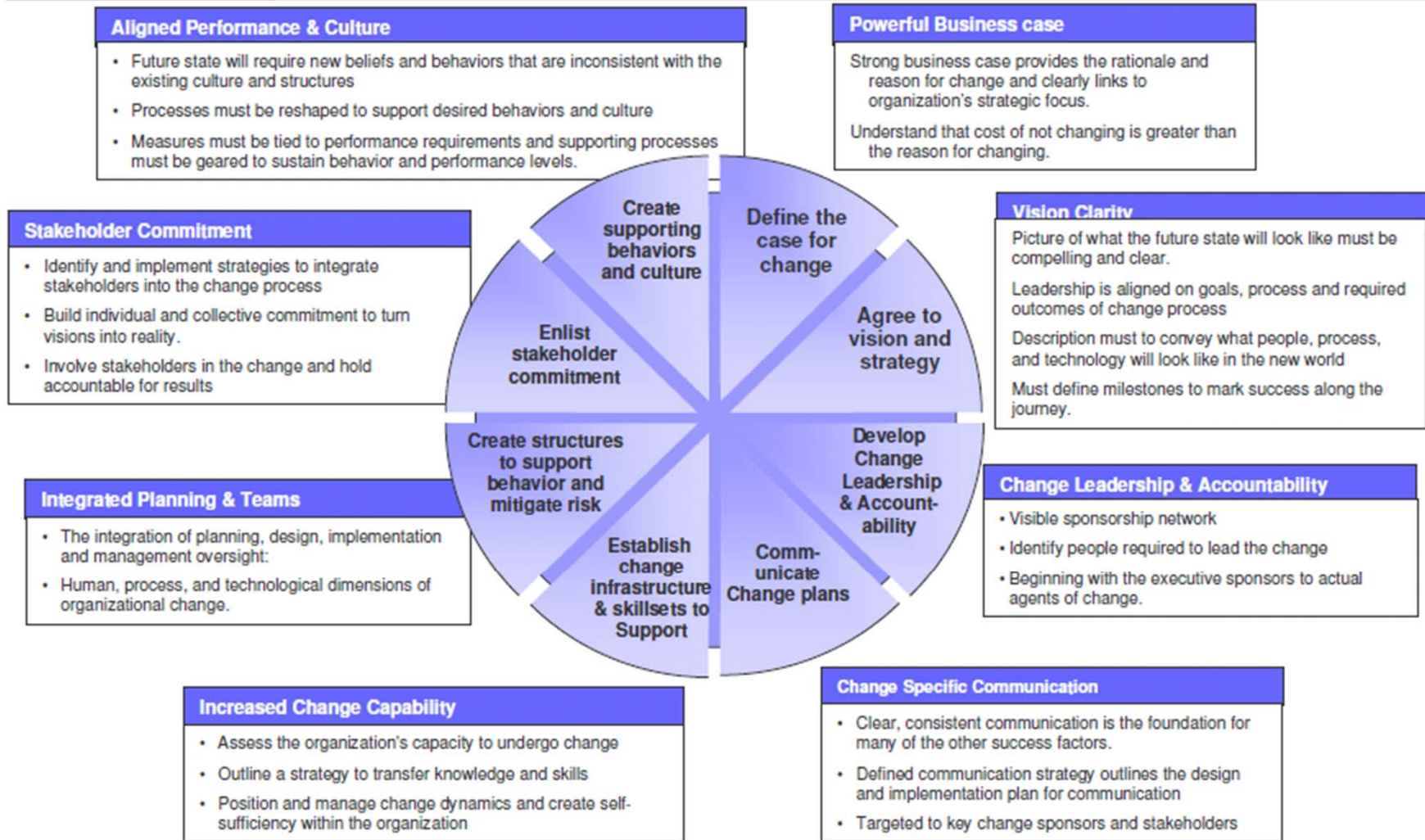


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Change Management



Change Management

- Leveraging the investments already made:
 - » Utilizing the new communications group: monthly webcasts; frequent written communications; global rollout of updated strategy
 - » Leveraging the intranet to communicate across the enterprise – averaging more than 40,000 hits per month
 - » Launching training programs on new LMS:
 - Global rollout of branch manager training
 - Training on new policies and procedures
 - Systems training
- Face-to-face meetings:
 - » Held three day meeting of top 250 leaders to discuss transformation and preferred future state
 - » Roadshow to 50+ branches/sites

