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THE VALUE OF KNOWING

We know Africa.
We acknowledge our vast potential.
We understand that diversity is our strength.
We embrace a collective future.
We strive for the highest standards.

Because we have walked the path of experience,
We can leverage what we have learnt:
To discover what lies obscure,
To unlock unknown potential,
To lay the path towards true prosperity.

We believe that in Africa, true value lies in knowing.
The world has changed since we launched our Timeless Ties alumni programme three years ago.

In this, the second edition of our Timeless Ties publication, we share some of the latest developments and highlights in the life of Bowmans to give you a sense of the progress we have made since then.

Many of you will know that our former chairman and senior partner, Robert Legh, lost his life in July this year after a long battle with Covid. This has been a devastating loss for us. Rob had a significant impact both on Bowmans and on the broader legal and business community. We share some of the many tributes to him from people across the firm on pages 4 and 5.

Following the loss of Rob, our partners appointed Ezra Davids, previously deputy chairman, to the position of chairman and senior partner. Some insight into who he is, is included on pages 7 and 8.

Shortly thereafter, in early October, we suffered another blow in the loss of our senior disputes and arbitration partner in Nairobi, Evans Monari. Evans was instrumental in the growth of our Disputes Practice in Kenya. We share some of the tributes to him on page 6.

The intention with our alumni programme is to reconnect with former members of the Bowmans family: facilitating connections, renewing acquaintances, catching up on one another’s achievements and creating networking opportunities among ourselves as like-minded professionals.

Before the coronavirus pandemic started making its presence felt, we were able to host alumni events at our Johannesburg office in October 2018, and in Cape Town in October 2019. Photographs are included on pages 9 and 10. We are planning to host smaller events for our alumni in Nairobi in the short to medium term.

We have also established a LinkedIn Group for alumni. Look out for an invitation to join this, which we will be sending over the next few months. Finally, we would like to highlight the resources available to our alumni. As you know, we regularly publish commentary on legal developments on our website (here). Some highlights from the last six months are included on pages 21 and 22.

We would also very much like to hear from you, our alumni: Where has your career taken you? Would you like to send us an article for publication in the next edition of Timeless Ties? What kind of information would you like to receive from us? Please email your feedback to Candice de Bruin.

Let’s keep in touch.
At the beginning of July, we lost an integral member of the Bowmans family, a world-class lawyer, and an equally outstanding person, our chairman and senior partner, Robert Legh.

While Robert’s passing is hard to bear, we were heartened by the many condolence messages from clients and members of the legal and business community across the world. The consistency in the tributes written about Robert points to the man that he was. A selection of these tributes is included in the pages that follow.

Ezra Davids, Chairman and Senior Partner

We have not only lost a leader; we have lost a friend, a colleague, a great lawyer, and an incredible human being. To quote Judge Unterhalter in an article that was published in the Daily Maverick: ‘Some lawyers, are liked. Some lawyers are respected. And some lawyers are admired.’ Rob was unique in the sense that he embodied all of these qualities. So, we were privileged to have had the opportunity of spending time with him. I have known Rob for over 30 years, and he has always been consistent. Many people would look at him on the outside and see a very conservative-looking individual, with a quiet demeanour. But, get the music going, and a totally different person would emerge. That is what made him so amazing - he was complex. As some of our Jewish friends would say, he was a mensch.

David F.K. Mpanga, Deputy Chairman

Rob was very successful, but, in his success, he found something far more important as a human being: as a person, Rob was significant. If you are significant in the way that you relate with other human beings, you give them something to go away with; something of greater value than they had before they met you. I think each time I met him, each time I interacted with him, in each meeting I sat with him, I learned something. I came away feeling important. Rob’s ability to turn his success into significance, into a platform for others to succeed, is going to be his legacy. We will remember Rob for the things that he did for us, for our clients, and for his family; for who he was and how he was in that very serious but unserious way; that very important but lacking in self-importance kind of way.

Alan Keep, Managing Partner

Almost without exception, whether a tribute has come from the senior partner of a firm in Australia or from the chief executive of a large organisation, there is a piece in the messages that were sent following Rob’s death that shows that the person knew Rob, and that Rob made an impression upon him or her. This is a massive legacy for Bowmans. It also says something about leadership. One thing about Rob’s style is that he was not a man who led in a forceful fashion. He led by consensus, and he led by listening and hearing what people had to say and persuading them rather than forcefully moving them off the tack. We are very fortunate to have been left with that particular legacy.

Jonathan Schlosberg, Senior Consultant and Former Chairman

Rob’s contribution to Bowmans went way beyond his professional, strategic and operational activities. His values not only reflected those of the firm, but he practised, drove and nurtured those values and he actively took on a custodial role to preserve and protect them in the firm. The warm and glowing tribute that was paid to him by the South African Minister of Trade and Industry, Ebrahim Patel, highlights the impact of his values. Minister Patel referred to his work representing the business community on the 2018 Competition Amendment Bill, his frequent pro bono advising of the Ministry, and the very important work he did leading the Labour Market Working Group for the Business 4 South Africa Covid initiative. Bowmans was especially proud of Rob’s tireless work for this initiative which, as was the case with so much of what he did, brought honour and esteem to the entire firm and contributed to enhancing Bowmans’ reputation across Africa as well as abroad.

A wide range of Bowmans’ employees shared their memories of Robert at the firm’s memorial for him on Friday 6 August.

As a result of the impact that he had during his career, Robert was awarded the inaugural African Legal Award for Excellence in Leadership.

Bowmans commissioned South African poet Siphokazi Jonas to write and perform a tribute poem in his honour. Click on the relevant images to watch the recordings.
Tributes from Bowmans employees

Anna Govender: Mr Legh, I worked with you when I started at Bowmans in 1994 in the VDU Department. Five years later you asked me to work for you as your secretary and I said ‘No’ to which you said ‘But I’m nice to work for’ and who couldn’t say no to that!! 22 years or so later you were definitely true to your words, you were the most amazing person to work for. You treated everyone the same and with respect. You were always caring, considerate and giving and a real gentleman. Everyone loved and respected you. It was truly an honour and a privilege to have worked with you and I am blessed and eternally grateful that you chose me. No words can express how much you will be missed. Gone too soon but you will never ever be forgotten.

Billy Smith: I have known Rob ever since he joined the firm and have so many fond memories. We used to play soccer for the firm and used to be on one team when we ran relays. He personally knew my family. I salute a true legend.

Bwalya Chilufya-Musonda: When we opened the Lusaka Office on 1st June 2020, I received a handwritten card from Rob wishing me and all future and present Zambia colleagues a long and rewarding career with Bowmans. By this simple act, I felt welcomed into the Bowmans family.

Christine Ntuli: I will never forget the day Rob kindly held the door for me using his foot whilst carrying lots of files. When I offered to rather hold the door, he kindly said ‘it’s okay, go in’.

Elizabeth Matshidiso Senanye: I have known Rob for the past 35 years, a pillar of strength, always full of smiles and giving us all hope. ROBALA KA KGOTSO: MYSRIP.

Jane Andropoulos: Rob was a friend and the epitome of what Bowmans stands for, he was kind, generous of his time, clever, innovative but above all fair. I will miss his exchanges on the thriller he had recently read, the recent place he visited, the delicious thing he last ate but most of all I will miss seeing him come up the escalator with his backpack, in his mustard trousers and checked blue shirt and seeing the mischievous twinkle in his eye.

Jerry Kaapu: I have known Rob for 23 years and I can say we have lost a true, dedicated leader. May the gentle giant’s soul rest in peace. His legacy will forever live and show in this firm.

John Sykei: Rob was my friend and a man I greatly admired. His ability to lead this great firm and still stay grounded, keep close to his clients but still have time for friends, was amazing. I enjoyed the conversations we had during our several rounds of golf.

Mili Soni: Rob was a truly likeable human. Over the years, it has always been good to run into him or walk into his office for a chat. He would tower over me like a gentle giant and exuded calm and a beautiful mind. Many of you will remember his bright yellow shirt at the year-end function, which let everyone know how serious he was going to be about the dance floor.

Nazek Roberts: Imagine my surprise when I met Rob Legh during my first week at Bowmans in 2014, at the Chairman’s Lunch. I remember thinking how down to earth this towering, somewhat quiet, man was. The fact that our chairperson took the time to engage with a group of IO support staff on a one-on-one basis, at what could’ve been an awkward event, was a wonderful introduction to Bowmans culture.

Nicky Sithole: I knew Mr Legh from 2010 when I started, all I can say is that to me he was an amazing person, a kind-hearted, interesting person. The most unforgettable moment for me would be the times he used to dance with Anna during the year end functions, it was very weird and intriguing; the dance kept everyone in awe.

Salaamah Mohamed: I had the privilege of meeting Mr Legh at the Chairman’s Lunch one month after I started at Bowmans in 2016. I remember sitting next to Mr Legh and he had asked all the individuals around the table if they were happy with the steak that had been served. He engaged in a conversation with each and everyone around the table as if he knew us all personally. To me this was just incredible as I had never met anyone with this stature of kindness.

Tamara Dini: Rob was my first mentor, when I started at Bowmans as a candidate attorney in 1999, and he was a mentor to so many others too. In addition to being an excellent lawyer, Rob was always kind and fair. He had integrity and class.

Virginia Kinyanjui: I will never forget the warmth and the smile whenever you visited our Nairobi office. (That message we used to receive that you ‘are in a certain boardroom if we could pass by and say hello’. Oh my!!) For sure we have lost a great captain.

Please see our website as well as our Facebook, LinkedIn and Twitter for more tributes from colleagues and business associates around the world.
IN MEMORY OF EVANS MONARI

Richard Harney, senior partner, Bowmans Kenya

Evans was known as a man with impeccable taste and an eye for fashion. Clients and colleagues from all over warmed to him quickly and appreciated his soft tone and cheeky smile. He put people at ease, something that is not easy to do in the world of law where brains and egos give more than a fair account of themselves.

Evans was not given to long speeches or keen on long documents; his delivery in mild tone and short sentences made him a lawyer with a difference – someone clients could relate to.

Evans was a great partner. Always available, always conscientious and ready to contribute – sometimes with a twist. He made us smile whenever he walked into our meetings, came to a lunch or mixed with us for drinks and dinners with colleagues and clients.

We must now face up to the fact that he will not be among us in the future. And that is very sad. Evans had much still to give.

Whilst affirming our sorrow we also give thanks to Evans for his life, his contribution, his friendship and his wisdom.

Paras Shah, managing partner, Bowmans Kenya

To all of us at Bowmans, Evans was not just a lawyer and partner. He was a friend, he was a brother, he was a personal advisor, he was a mentor, he was a counsellor and many, many times he was the best companion at parties - often the last man standing.

We and our clients turned to Evans when we were faced with the most complex and tricky situations. His counsel was always concise but very powerful.

His contact list was extensive, and he was generous with it. He helped anyone who needed help and never expected glory or gratitude.

He was truly selfless. His humility was one of his biggest strengths. His smile was one of his biggest assets. Above all else, Evans was just a good human being.

He has gone too early but left an indelible mark on our firm and the wider legal profession. We will continue to build on his legacy.

Christina Nduba, partner, Bowmans Kenya

I met Evans Monari, or as I called him, EM, 11 years ago when I started my pupillage. As pupils, we sat in a room that had big glass windows all around, so anyone walking past could look in and see what we were up to. The room was therefore aptly dubbed the Fishbowl.

EM's office was the nearest to the Fishbowl and you would think that having one of the most senior partners sitting so close to us would be a downer, but we quickly learned that he was actually one of the most approachable partners.

He also had virtually no ego when it came to sharing the limelight with his juniors and I was certainly a recipient of that. I remember the first time I ever appeared on the news, I was probably a month into my pupillage and was assisting him on a brief. We won the case and there were members of the press waiting outside the courthouse for interviews. He made me stand with them as he addressed the press, looking very much like a part of the team, despite my having made what I felt was such a minor contribution.

He was the best cheerleader for his juniors and propped us up whenever he had the opportunity. I experienced this when assisting him at the Hague on the ICC case against General Ali. EM had a spare jabot (aka court bib) and robe and made sure that each of the junior lawyers assisting him got to attend at least one session in full regalia where he would formally introduce us so that our names would appear on the official court transcripts. He did not have to do that, and he might not even have realised how exciting and impactful that small act was to us.

Finally, anyone who knew EM, knew that he loved connecting people. He would casually introduce you to an important person like it was not a big deal. Once following such an introduction, I joked about how I was just a lowly associate and for the first time ever, he was very stern with me. He told me I need to remember that I had earned a spot in the room and should never look down on myself.

It saddens me deeply that he is gone. He was a mentor, cheerleader, fixer and friend. I will never forget him and pray his soul finds eternal rest.

Please see our website as well as our Facebook, LinkedIn and Twitter posts for more tributes from colleagues and business associates around the world.
At the end of September, we announced that Ezra Davids, who had been deputy chairman of Bowmans since March this year and chairman of our Corporate/M&A Practice for a number of years, had been elected as our new chairman and senior partner, effective 1 October 2021.

David F.K. Mpanga, deputy chairman based in Bowmans’ Kampala office, says, ‘Ezra is a superb M&A lawyer who understands the complexity of our clients’ businesses and the increasingly sophisticated regulatory environment across Africa. Within the firm, he is seen as an inclusive, inspirational leader with a strong commitment to fairness and social justice.’

Ezra, the first practising African lawyer to be featured on the front page of the American Lawyer, has advised or been lead adviser on some of the largest and most significant transactions on the continent in recent times.

Managing partner, Alan Keep, says, ‘The partnership was unanimous in our selection of Ezra as leader. I can think of no one better to take us forward in our quest to build the pre-eminent African law firm, supporting our clients and our people as they seek to unlock opportunities, overcome challenges and realise the potential on the continent.’

Apart from his responsibilities at Bowmans, Ezra is actively involved with various NGOs in the spheres of education, social justice and rule of law advocacy. He serves on the boards of the Social Justice Initiative and Freedom of Law, advises the Legal Resources Centre on fundraising and is a patron of the student sponsorship programme, which raises funds for the high school education of talented children from disadvantaged backgrounds.

Ezra, the first practising African lawyer to be featured on the front page of the American Lawyer, has advised or been lead adviser on some of the largest and most significant transactions on the continent in recent times.
What motivated you to pursue a career in law?

I initially went into law because I wanted to be a human rights lawyer. My plans changed after the unbanning of political parties and the release of Nelson Mandela in South Africa. It became obvious to me that the next terrain of battle would be on the corporate, commercial and financial side. A corporate lawyer who has earned the trust of his or her clients can become quite influential in the client’s approach to a lot of societal issues, including those that are pretty dear to him or her.

Are there any challenges that you had to overcome along your way?

I think the challenges were more atmospheric than specific. There were not too many black corporate lawyers in South Africa during those days. Fortunately, within Bowmans, there were quite a few people whom I encountered (such as Patrice Motsepe, founder and chairman of African Rainbow Minerals; Sim Tshabalala, CEO of Standard Bank; and Judge President Dunstan Mlambo), which made the landing smoother.

The bottom line for me is that I see opportunities and possibilities rather than challenges, and that impacts my mindset. If you see an opportunity, the next question you ask yourself is, ‘How can I take advantage of that opportunity?’

Did you have a mentor at some point in your career? If so, who was it and what did you learn from him or her?

My exposure to mentors evolved over time. When I think of mentors within Bowmans, I think of two people in particular, Michael Adcock and Charles Valkin, and much later, Jon Schlosberg. Fundamentally, they taught me about what it takes to be a professional operating at the highest level.

As time went by, I got to meet incredible lawyers from around the world, Wall Street lawyers and lawyers from the Magic Circle firms. From them, I learnt about what it means to operate with confidence at the highest level, add value to clients, and adjust to the environment while staying true to my values.

Is there any work experience that changed your life?

Being given the opportunity to go and work in London fundamentally altered my mindset for the better. It showed me that there is a wide world out there and, if I played my cards right, even if I came back to South Africa, I could still advise in that space. I think that set me up for the rest of my professional career. A significant part of my practice is cross-border in nature and I am very comfortable in that environment.

Is there a seminal matter that you have advised on over the years?

The combination of SABMiller with AB InBev, which is still the third-largest transaction in the world, worth USD 107 billion. I led our team on that transaction and we were responsible for all the African aspects of it. I am pretty proud of it because of the impact it had on South African society.

The then SABMiller had a special place as the quintessential South African company with a profound impact on a lot of people’s livelihoods. For it to have grown from a local company to the second-largest brewer in the world, and then be part of the largest brewer in the world through this transaction, was an amazing success story.
RECONNECTING WITH OUR ALUMNI

Johannesburg alumni get-together

Over 100 people attended our inaugural Timeless Ties event in Johannesburg on 25 October 2018. Here are some highlights.
Cape Town alumni get-together

About 60 people attended our Timeless Ties event in Cape Town on 10 October 2019. Here are some highlights.
Although dispersed all over the world, we share a common bond with our alumni – they were once part of the Bowmans family. Some have gone on to achieve great success, both in the legal field and also on the business front. Here are some highlights.

**Dr Patrice Motsepe, President, Confederation of African Football**

Dr Patrice Motsepe became the first black partner of our firm in South Africa in 1994. In March this year, he became the seventh president of the Confederation of African Football (CAF). The role comes together with the position of Vice-President of FIFA.

After he left us, Patrice started a mining empire by buying low-producing gold mines at a time when the gold market was experiencing a slump and prices were favourable. He went on to become the founder and chairman of African Rainbow Minerals (ARM), one of our key clients, and was identified by Forbes as the first African billionaire in 2008.

Patrice is a philanthropist who supports various education and health projects through his Motsepe Foundation.

In 2013, he was the first African to sign Bill Gates’ and Warren Buffett’s Giving Pledge, committing to give at least half his wealth to charity. Last year, the foundation, together with companies it is associated with, pledged ZAR 1 billion to fight the coronavirus and its related challenges.

He is also the owner of Mamelodi Sundowns who have won a record 10 titles since South Africa’s Premier Soccer League started in 1996. They were African champions in 2016.

Patrice is committed to using football to promote multiracial and multicultural harmony across Africa. As such, he will be able to make a very positive impact on our continent as president of CAF.

**Ken Njuguna, Senior Legal Counsel, Sub-Saharan Africa, Uber**

Ken Njuguna was an associate in our Nairobi office between 2010 and 2013. While at Bowmans, Ken worked in the Real Estate, Banking and Finance, Mining, ICT and Commercial Departments.

He is a commercial lawyer with particular experience in technology, media and telecommunications law, general regulatory law, government relations and corporate law.

In November 2013, Ken decided to move in-house, joining Microsoft as an attorney. In 2018, at the age of 32, Ken was listed in Business Daily’s ‘Top 40 under 40’ among other professionals in various fields. After spending six years with Microsoft, Ken joined Uber in 2019. He has since grown through the ranks and was appointed senior legal counsel, Sub-Saharan Africa in 2020.

When not handling legal matters, Ken can be found winning in a game of monopoly, going to the theatre, browsing Instagram or reading African fiction.

A strong believer in mentorship for career development, Ken mentors a number of young professionals and students. He is a proponent of building a great culture in the workplace and aspires to grow his career in such a way as to be able to shape this conversation in future.
Justice Sisi Khampepe, who completed her articles at Bowmans in South Africa from 1983 to 1985, was appointed by South African President Cyril Ramaphosa as acting deputy chief justice with effect from 1 May 2021. (She retired in mid-October 2021).

Justice Khampepe founded one of the few black labour law firms in the country at the time, SV Khampepe Attorneys. She has held some other notable positions during her legal career including:

- serving as a commissioner in the Truth and Reconciliation Commission (TRC) in 1995 and then as a member of the TRC’s Amnesty Committee in 1996;
- being appointed by the Department of Justice and Constitutional Development as deputy national director of public prosecutions from 1998 to 1999;
- overseeing the Zimbabwean elections in 2004;
- being a member of the Commonwealth Observer Group to the Ugandan Presidential and Parliamentary Elections in 2006;
- chairing the Khampepe Commission of Enquiry into the Scorpions from 2005 to 2006; and
- serving as vice chairperson of the National Council of Correctional Services from 2005 to 2010.

Her judicial career started with an appointment to the Gauteng Division of the High Court in 2000. In 2007 she was also appointed to the Labour Appeal Court and later served as acting deputy judge president of the Labour Courts. She moved to the Constitutional Court as a judge in 2009.

She has a B.Proc from the University of Zululand and an LLM from Harvard.

Kenya: Theresa Mruttu, Legal Counsel, Commercial and Strategic Transactions, Safaricom plc

Theresa Mruttu began her career with us as a legal intern in our Nairobi office. She completed her pupillage and rose through the ranks to the positions of associate and then senior associate. During her time at Bowmans, she developed notable experience in mergers and acquisitions, banking and finance law, regulatory law and general corporate and commercial law.

She also had the benefit of participating in the firm's various secondment and exposure programmes, working at Stanbic Bank Kenya Ltd and Bowmans South Africa, and also participating in the Clifford Chance EXPLORE Programme.

After she left us, Theresa joined Safaricom plc, Kenya’s leading telecommunications service provider, as legal counsel. There she provides legal support to Safaricom, mainly in the sphere of mergers and acquisitions and strategic partnerships.

Safaricom was recently the lead partner in a consortium named Global Partnership for Ethiopia, bidding for Ethiopia’s second telecommunications licence. This was the single biggest outward investment by a Kenyan company and the first expansion by Safaricom outside Kenya and will be a game changer in the Ethiopian telecommunications market.
For several years, Bowmans has been investing in resources as part of our digitisation strategy to improve efficiencies and client service.

We have:

- assembled an Innovations Team, comprising developers and data engineers;
- developed a Legal Services Improvement Team, comprising project managers and legal service improvement specialists;
- reskilled our Knowledge Team in automation, data analysis and change management; and
- introduced a range of legal technology solutions.

We now use a suite of technology solutions to get deals done efficiently. Our service offering includes:

- strategic advice on appropriate technology for a particular deal;
- data storage, virtual data room, collaboration and exchange site offerings, and advice on privacy and competition/antitrust laws (using HighQ and iManage share, among others);
- data review/machine learning technology trained in the laws of the countries in which we have offices (Kira and Epiq are our preferred tools);
- transaction management platforms that enable transactions to be negotiated, run and closed remotely and collaboratively, coupled with advice on strategic steps to close deals quickly (Legatics is our preferred tool);
- eSignature options (using DocuSign);
- document automation, expediting the creation of first drafts and document suites through coding our precedents (Contract Express is our preferred tool); and
- remote meeting technology from various service providers.

We have been seeing material efficiencies since the implementation of this technology, including up to:

- 50% savings in review, gap analysis and administration time;
- 47% efficiencies in closing processes, plus additional savings where coupled with automation; and
- 61% efficiency improvements in certain administrative tasks linked to preparing initial drafts.

Other benefits are increased security, reduced risk and enhanced transparency and productivity.

A recent milestone is the use of this technology solution in a flagship transaction for a confidential demerger:

- Our collaborative data-sharing technology was used to access content, and our artificial intelligence tool reviewed and extracted certain information from over 2 000 agreements.
- Our automation tool inputted that data into new template agreements.
- Our automatic email and signature functionality was used to send drafts to counterparties for signature.
- Our transaction management software was used to map the progress of negotiating each new agreement.

Bowmans was the first African law firm to adopt and roll out a suite of technology tools of this nature to enable M&A transactions on the continent.
TIMELESS TIES

MILESTONES ON THE PATH TO EXCELLENCE

Over the past three years, we have steadily been taking steps to achieve our vision of building the pre-eminent African law firm, supporting our clients and our people as they seek to unlock opportunity, overcome challenges and realise the hopes that will shape the future of Africa. Here are some of the milestones along the way.

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<thead>
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<th>Date</th>
<th>Event Description</th>
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<tr>
<td>AUGUST 2018</td>
<td>Nikhil Hira is appointed as tax director in our Nairobi office. Read the press release <a href="#">here</a>.</td>
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<td>SEPTEMBER 2018</td>
<td>Bowmans makes eight senior appointments across our geographical footprint, including Johannesburg-based partners Daniel Pretorius, Heather Manson and Mogola Makola and Durban-based tax executive Yasmeen Suliman. Read the press release <a href="#">here</a>.</td>
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<tr>
<td>JANUARY 2019</td>
<td>Bowmans announces its expansion into Mauritius and Ethiopia – opening a fully-fledged office in Mauritius and entering into a formal alliance with Aman Assefa &amp; Associates Law Office. Read the press release <a href="#">here</a>.</td>
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<td>JULY 2019</td>
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<td>OCTOBER 2019</td>
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<td>NOVEMBER 2019</td>
<td>Bowmans announces its expansion into Mauritius and Ethiopia – opening a fully-fledged office in Mauritius and entering into a formal alliance with Aman Assefa &amp; Associates Law Office. Read the press release <a href="#">here</a>.</td>
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<td>MARCH 2020</td>
<td>Bowmans announces its expansion into Mauritius and Ethiopia – opening a fully-fledged office in Mauritius and entering into a formal alliance with Aman Assefa &amp; Associates Law Office. Read the press release <a href="#">here</a>.</td>
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Roné la Grange is appointed as partner in our Johannesburg Tax Practice. Read the press release [here](#).

Eight senior associates from across our geographical footprint are promoted to partner (six of these are women); 11 associates are promoted to senior associate.

Bowmans wins awards in five out of six categories for its work in East Africa during 2018 at the DealMakers Africa Awards. We are named top legal adviser in M&A for both deal flow and value and top legal adviser in General Corporate Finance for both transaction flow and value.

At the DealMakers South Africa Awards, Bowmans places first for deal flow and third for deal value in the General Corporate Finance category, and third for deal value and fourth for deal flow in the M&A category. Read the press release [here](#).

Ernest Wiltshire takes over the reins as managing partner of our Ugandan practice from William Kasozi. Read the press release [here](#).

Bowmans wins the Large Law Firm Award at the fifth annual Pro Bono Awards. Read the press release [here](#).

Heather Irvine joins our Competition Practice as a partner in our Johannesburg office. Read the press release [here](#).

Claudia Jackson joins our Aviation Team in Johannesburg. Read the press release [here](#).

Four senior associates from across our geographical footprint are promoted to partner, two additional senior associates are promoted to consultant and of counsel; 25 associates are promoted to senior associate.

Ronald Kalema joins Bowmans, Uganda as head of Tax. Read the press release [here](#).

Bowmans wins three of the four awards that it is eligible for at the DealMakers Africa Awards, being named top legal adviser for both deal flow and deal value in the M&A category for East Africa and advising on the matter named East Africa Deal of the Year. Bowmans is also recognised for advising on two of the three top matters in the South African DealMakers Awards. Read the press release [here](#).
We further strengthen our technology toolkit for clients by collaborating with ContractPodAi to offer a contract lifecycle management technology solution. Read the press release [here](#).

Mark Kyle joins us as a partner in our Banking and Finance Department (Durban and Johannesburg offices). Read the press release [here](#).

We appoint Ian Sinton as a consultant to help us enhance our offering to in-house legal counsel in Africa. Read the press release [here](#).

We announce our formal alliance with Udo Udoga & Belo-Osagie (UUBO) in Nigeria. Read the press release [here](#).

We expand our Tax Practice in Nairobi with the appointment of partner Andrew Oduor. Read the press release [here](#).

IFLR confirms our status as a leading multi-jurisdictional M&A adviser in Africa at the inaugural IFLR Awards for Sub-Saharan Africa. Bowmans receives 10 awards across four jurisdictions including being named Tanzania Firm of the Year, Uganda Firm of the Year and overall M&A Team of the Year. Read the press release [here](#).

The strength of our ‘one firm’ approach is confirmed at the African Legal Awards where we are named Competition Team of the Year, Energy and Natural Resources Team of the Year, and Transportation and Infrastructure Team of the Year. Read the press release [here](#).

Ezra Davids and David Mpanga are both named deputy chairman following the retirement of Penuell Maduna. Read the press release [here](#).

John Syekie joins our Management Board, bringing strong representation from East Africa. Paras Shah is elected to take over the reins from Richard Harney as managing partner, Kenya, while Richard Harney is appointed senior partner, Kenya. Read the client announcement [here](#).

Thirteen senior associates from across our geographical footprint are promoted to partner, the most in recent years; 20 associates are promoted to senior associate.

Gilles Athaw and Rajiv Gujadhur join our growing practice in Mauritius as partners. Read the press release [here](#).

Ezra Davids is elected as Bowmans’ chairman and senior partner. Read the press release [here](#).

We announce our expansion into Malawi and Zambia. Read the press release [here](#). Our agreement with PFI Partnerships in Malawi is subsequently modified.

We welcome two new partners in our Johannesburg office - Zwide Mhlongo joins our General Finance Practice and Njabulo Hlophe joins our Corporate/M&A Practice. Read the press release [here](#).

We announce that Bowmans has signed a non-exclusive co-operation agreement with Gide Loyrette Nouel (Gide) to better serve clients in Francophone West and North Africa. Read the press release [here](#).
Bowmans’ stellar showing in several recent research and awards processes confirms our position as a trusted legal adviser to clients on their most complex matters.

At the IFLR Africa Awards (2021), Bowmans received three awards including the awards for National Law Firm of the Year in both South Africa and Zambia. We were also named National Law Firm of the Year: South Africa (Project Finance) for our work on various project finance matters including the Beitbridge Border Post Modernisation Project, which was named Project Finance Deal of the Year. Read the press release [here](#).

At the DealMakers East Africa Awards (2020), Bowmans ranked first for number of M&A transactions. We also advised on the matter named East Africa Deal of the Year.

At the DealMakers South Africa Awards (2020), Bowmans placed third for both transaction value and transaction volume in the General Corporate Finance category and fourth for both deal value and deal volume in the M&A category.

In the Legal 500’s Europe, Middle East and Africa Report for 2021/2022, Bowmans’ expertise was rated in 20 practice areas (11 of these in the top tier). 66 of our lawyers were mentioned for their standout contributions in various practice areas. Three were included in the prestigious ‘Hail of Fame’ list; 19 were named ‘Leading Individuals’; seven were recognised as ‘Next Generation Partners’; and five were included in the ‘Rising Stars’ category. Read the press release [here](#).

At the African Legal Awards (2021), Bowmans won awards in five categories, more than any other single firm, including:
- Capital Markets Team of the Year for our work on the South African Breweries and Anheuser-Busch InBev B-BBEE transaction: SAB Zenzele;
- Crisis Management Initiative of the Year for our work advising Eskom on its state capture investigation and resulting actions;
- Environmental and Renewables Team of the Year for our work advising on the Cahora Bassa Hydroelectric Scheme Refurbishment Project in Mozambique;
- Restructuring Team of the Year for advising on a complex capital restructuring; and
- Transportation and Infrastructure Team of the Year for our work on the Beitbridge Border Post Public-Private Partnership in Zimbabwe.

Mergermarket identified Bowmans as the number one legal adviser for Africa by number of completed deals in 2020. Mergermarket is a leading provider of M&A data and intelligence, and its league tables have become an industry standard among investment professionals.

IFLR1000 recognised Bowmans’ expertise as a leading legal adviser on complex and multijurisdictional corporate and finance matters in Africa in its *Financial and Corporate Guide* for 2021/2022. Our expertise was rated across a range of practice areas. Of these, 33 were identified as ‘Highly Regarded’, four were named ‘Notable Practitioners’, two were labelled ‘Rising Stars’, and chairman and senior partner, Ezra Davids, was labelled ‘Market Leader’. Read the press release [here](#).

Bowmans was identified as ‘a highly regarded continental outfit’ by Chambers and Partners in the 2021 edition of *Chambers Global: The World’s Leading Business Lawyers*. Our expertise was recognised in 34 practice areas (19 in Band 1) across five countries and 74 of our lawyers achieved 91 individual rankings. Read the press release [here](#).

Read the press release [here](#).
**RECENT MANDATES**

We pride ourselves on the fact that our clients trust us with their most important mandates across the continent. Here are some recent examples of the complexity and cross-jurisdictional nature of our work.

**Standard Bank Group Ltd’s announced intention to buy out Liberty Holding shareholders**

Bowmans advised Standard Bank Group Ltd on its announced intention to buy out Liberty Holdings Ltd’s remaining shareholders. Behind this announcement was the hard work of a multi-practice and multi-office team. In South Africa, lawyers from our Corporate/M&A, Competition, Tax, and Employment and Benefits practices worked on the project for a year. Lawyers in our Kenyan, Mauritian, Ugandan and Zambian practices, as well as from UUBO, our alliance firm in Nigeria, worked on the regulatory aspects arising in each of these jurisdictions. The total value of the transaction is approximately ZAR 10.8 billion.

**Claim brought by ex-VBS employees against KPMG**

Bowmans successfully represented KPMG in an exception brought by KPMG against a claim for damages by various ex-employees of VBS Mutual Bank (in liquidation) (VBS) totalling approximately ZAR 230 million. The court ordered the plaintiffs to amend their particulars of claim within one month of the date of judgment, failing which their claim will be struck out with costs. The plaintiffs have elected to appeal the judgment. While KPMG brought multiple exceptions to the particulars of claim, the Court decided the matter on the basis of wrongfulness. The Court found that the particulars of claim fail to disclose a cause of action against KPMG and KPMG does not owe a legal duty to the ex-employees of VBS in the circumstances pleaded by them.

**Allianz Insurance’s acquisition of Jubilee Insurance**

Bowmans advised Allianz, a German multinational financial services company, on its acquisition of the general insurance business of Jubilee Insurance, the largest insurance group in East Africa. Our team comprised almost 50 lawyers from our offices in Kenya, Mauritius, South Africa, Tanzania and Uganda, and a relationship firm in Burundi. This was the largest acquisition in East Africa in 2020 worth more than KES 10 billion (USD 100 million) and was signed in the most turbulent time in recent history. DealMakers Africa named it East Africa Deal of the Year, 2020.

**Batoka Gorge Hydro Electricity Scheme**

Bowmans provided Zambian law advice on the Batoka Gorge Hydro Electricity Scheme. This is a 2.4 GW bi-national hydropower project equitably owned by Zambia and Zimbabwe. The USD 5.2 billion build-operate-transfer project will be the third largest hydropower plant in Africa and one of the 60 largest worldwide by generating capacity. It will also move the two nations towards a carbon emission performance compliance position. The peculiarity of this project consists of its trans-boundary nature. It also brings to life an idea to meet the power demands of the two countries first conceived in 1972.

**DP World’s acquisition of Imperial Logistics Ltd**

Bowmans is advising Imperial Logistics Ltd on DP World’s offer to acquire all of its ordinary shares other than those held by Imperial subsidiaries in a deal worth USD 890 million. DP World is one of the world’s largest port operators. The deal is its most significant acquisition in Africa to date. The Bowmans team working on the matter comprises over 20 lawyers from our Corporate/M&A, Competition, Tax, Employment and Banking and Finance practices. The deal is expected to close by the first quarter of 2022.

**Clindeb-Netcare-Standard Bank sustainability-linked bond**

We acted as counsel for Clindeb Investments (as issuer) and Netcare Ltd (as guarantor), in partnership with The Standard Bank of South Africa Ltd (as dealer), in one of the first sustainability-linked bonds (SLBs) on the continent, the Netcare SLB, which raised ZAR 1 billion. In terms of this SLB, Netcare will benefit from a lower interest rate if it achieves the sustainability targets linked to the three-year unsecured note. These targets include reductions in energy consumption and total carbon emissions, procurement of renewable energy and improvements in water efficiency by recycling grey water.

**Complex capital restructuring**

Bowmans advised a consortium of four South African banks and one Mauritian bank as secured creditors of this confidential organisation, in such a way that they could recoup the debt owed to them, while giving the organisation a path to recovery. This complex restructure involved a debt-to-equity conversion, recapitalisation and the introduction of a new broad-based black economic empowerment ownership structure. The organisation operates across 27 Sub-Saharan African countries and is owned by private equity shareholders based in the United States and France. Bowmans was named Restructuring Team of the Year at the 2021 African Legal Awards for our work on this project.

**Eskom state capture investigation and resulting actions**

Following a long period of governance failures, South African power utility, Eskom, appointed a multi-disciplinary team from Bowmans (comprising about 50 lawyers from our corporate, public law and regulatory, corporate investigations and employment teams). To date, more than ZAR 11 billion lost through suspect contracts has been recovered, while some executives implicated in wrongdoing have been removed. We continue to support Eskom in pursuing various other claims. Bowmans won the award for Crisis Management Initiative of the Year at the 2021 African Legal Awards for our work on this mandate.
South African Breweries and Anheuser-Busch InBev B-BBEE transactions

Bowmans advised South African Breweries and Anheuser-Busch InBev (AB InBev) on the unwinding of their previous B-BBEE transaction, SAB Zenzele, and the launch of a new B-BBEE transaction, SAB Zenzele Kabili, a new company that owns ZAR 5.4 billion worth of AB InBev shares and is listed on the Johannesburg Stock Exchange. The unwinding of SAB Zenzele benefited approximately 29,000 qualifying retailers, 13,000 SAB employees and the SAB Foundation, delivering approximately ZAR 9.7 billion to participants. Our team consisted of more than 20 lawyers across a range of specialisations. Bowmans was named Capital Markets Team of the Year at the 2021 African Legal Awards for our work on this matter.

Funding for Tugende from Toyota Tsusho’s Mobility 54 fund

We advised Tugende, a technology-enabled asset finance company operating in Kenya and Uganda, in a USD 6.3 million Series A investment round led by Toyota Tusho’s investment fund Mobility 54. Based in Kampala, Tugende uses asset finance, technology and a high-touch customer support model to help micro, small and medium enterprises own income-generating assets. Tugende will also use the capital to grow its core financing product for motorcycle taxi drivers and accelerate its diversification into other asset finance products including equipment for retail shops, agriculture and further mobility assets, such as e-mobility. While also commercially sustainable, Tugende has won numerous awards for its social impact.

Zimborders’ upgrade of the Beitbridge Border Post

Bowmans acted for Zimborders (as concessionaire) and Zimborders Mauritius (as borrower) in the upgrading of the Beitbridge Border Post between Zimbabwe and South Africa. Our team, consisting of about 20 lawyers from our Mauritian and South African practices, advised on the regulatory aspects, concession agreement, currency framework agreement, government guarantees, EPC and ICT agreements and limited recourse financing arrangements. We also advised the equity stakeholders in the concessionaire on the shareholding arrangements. This is the first debt-funded project finance build-operate-transfer concession in Zimbabwe to have reached financial close. Bowmans won Transportation and Infrastructure Team of the Year at the 2021 African Legal Awards for this work. The matter was named Project Finance Deal of the Year at the 2021 IFLR Africa Awards.

Business 4 South Africa’s labour workstream

B4SA is an important partner to the South African Government in its response to the coronavirus pandemic. Bowmans has participated in the labour workstream since inception, engaging with representatives of Government, business and labour on matters relevant to workers in South Africa. Our involvement in these processes included engagement with the drafters appointed by Government to draft the regulations and directives under the National Disaster Management Act (including the Directives related to the TERS benefit and the Occupational Health and Safety Directive).

Government of Kenya’s sovereign bond

Bowmans advised Citi Bank, J P Morgan, NCBA and I&M Bank (as joint lead arrangers/managers), on the issuance by the Kenyan Government of a sovereign bond of USD 1 billion. This is a move that has been referred to as an indicator of robust global investor interest and confidence in Kenya. It is the most successful Kenyan Eurobond ever. In terms of pricing and subscription it was more than five times oversubscribed, attracting over USD 5.4 billion from investors. It was also completed in a record time of less than two months.

Ethiopia’s second telecommunications licence

Bowmans advised Safaricom, the largest telecommunications provider in Kenya (as borrower) on the Kenyan law aspects of the bid by the Safaricom-led consortium Global Partnership for Ethiopia for Ethiopia’s second telecommunications licence. Our work involved reviewing documentation, assisting in collating conditions precedent and attending to conditions subsequent. We also advised on the financing for Safaricom to fund its portion of the fee to obtain the licence. This is the single biggest outward investment by Safaricom outside Kenya.

Merger of the Commercial Bank of Africa and the NIC Group

We advised the Commercial Bank of Africa on its merger with the NIC Group in a deal that valued the new group at USD 4.4 billion. Our team completed a legal due diligence on the NIC Group in Kenya, Tanzania and Uganda; drafted the transaction agreements; assisted in obtaining regulatory approvals in Kenya, Rwanda, Tanzania and Uganda; and advised on the transfer of employees within the various group companies. The combined bank is now the third largest banking group in East Africa by assets and the bank with the largest customer base in Africa. This transaction was named Domestic Deal of the Year at the IFLR Sub-Saharan Africa Awards in 2020. Bowmans was acknowledged for advising on it across four jurisdictions: Kenya, South Africa, Tanzania and Uganda.
We dedicate our time and energy to a broad range of pro bono and corporate social responsibility (CSR) initiatives, assisting the most vulnerable in society. There have been many opportunities to help, particularly over the past year and a half.

Some highlights include:

• **Developing our cross-border Pro Bono Practice**
  
  We work with a range of access-to-justice advocates to help vulnerable groups and communities to access the justice system in each of the countries in which we have offices. We are now seeing an increase in collaboration among our lawyers to address issues across borders.

• **Helping entrepreneurs**
  
  Our Ishishini Lethu Project creates a support system for emerging businesses working to establish themselves. It also allows our commercial lawyers to contribute to the communities we operate in according to their areas of expertise.

• **Combating gender-based violence**
  
  Gender-based violence (GBV) has been described as a second pandemic. Over the past decade we have undertaken a variety of GBV-focused pro bono initiatives and supported various GBV-related charitable causes.

• **Finding new and innovative ways to support deserving charities**
  
  On the CSR front, as a result of the coronavirus pandemic, it has not been possible for us to undertake the community outreaches that we normally do. However, we supported deserving charities within our communities through a range of interventions including the supply of food, water and other basic necessities.

In May 2021, we were one of five Lex Mundi member firms honoured at the 12th Annual Lex Mundi Pro Bono Foundation (Foundation) Awards. This is the second time that Bowmans has received an award from the Foundation in three years. According to the Foundation, Bowmans was honoured for ‘exceptional and critical pro bono contributions and support, helping to strengthen the global rule of law’ and for ‘supporting the global social entrepreneurship movement and improving lives and communities around the world’.

‘For me, it is Bowmans’ golden heart of giving that stands out; the delivery of our pro bono and CSR work is made by our staff across our offices who volunteer and quietly go about contributing in whichever way they can. I would like to express my gratitude to all those who get involved,’ says Fatima Laher, head of Pro Bono.

In March 2020, our head of Pro Bono, Fatima Laher, received the South African Professional Services (SAPSA) Lifetime Achievement Award for Legal Pro Bono Management.

Our Pro Bono and CSR report for 2021 is available [here](#).
I started at Hayman Godfrey & Sanderson (HG&S), which most people have probably never heard of, in 1981. HG&S merged with Bowman Gilfillan & Blacklock on 1 March 1984.

As far as I know, there are only four other people from that time who remain in the firm: Charles Valkin (still a consultant), Jon Schlosberg and Billy Smith from HG&S and Roger Burman from the Bowmans side.

You might find the way that we practised in those days quite amusing.

The origin of cut and paste

We all now use cut and paste daily, but in my early days we saw the real thing in action.

The legendary senior partner of HG&S, Charles Friedman, had six secretaries. He would call them in to dictate in rotation. Everything was taken down in short-hand, and as soon as one secretary was out of the door, she set about typing what she had taken down, and another secretary went in to continue taking dictation for 15 minutes or so. The relay of typists continued.

When all the typing was done the pages from each secretary were cut up and pasted together. This was done so well that, when photocopied, one could not tell that it was a cut-and-paste job.

The evolution to word processing

We now use artificial intelligence in the firm. To put things into perspective: in 1981 we had golf ball typewriters with no memory. You could take the golf ball out and replace it with another with a different font.

We then moved on to typewriters with a one-line memory and subsequently took the vast step of getting what were called word processors: a solid unit with all-in-one keyboard and screen.

Legend has it that on the first evening after the word processors were introduced, as he left for home, Mr Friedman asked where his documents were. He was told that they were stored in the word processor, but apparently refused to believe this until they were printed out for him to see.

The meaning of business attire

HG&S was very formal in those days, and we could not go out of our offices, or even sit in our own offices with the doors open, without our jackets on.

I recall one day seeing Charles Valkin, who was already a senior partner, stick his head out of his office door, look up and down the long passage to see if Mr Friedman was around, and then run across into another office without his jacket on.

The one constant – our culture

Times have changed a lot since then, and in every outward respect the firm is unrecognisable from those early days – the numbers of attorneys and staff, the number of offices, the sheer physical size of our offices, technology that would not have been imaginable in those days.

But I am pleased to be able to say that one thing, and one very important thing, has not changed, and that is the culture of the firm.

When I talk of culture it is of two things:

• the pride that we take in the quality of our work, and the ethical standards that we apply to everything we do; and
• the way that we all interact with and respect one another, and the friendliness and easygoing spirit that has always existed in the firm.

One thing that makes me confident to say this is the number of times I have heard from others what a great atmosphere there is at Bowmans.

This is of course largely attributable to the historical culture that gets passed on, but it is also something that the firm’s management continues to engender, despite the strange way in which we are now all working during the pandemic.
We share our knowledge and insights into a range of legal issues through various public speaking engagements, publications and media interactions. Many of these opinions are published on our website here. Here are some recent highlights.

**Reports**

Last year we entered into a unique research collaboration with the University of Stellenbosch’s Centre for Complex Systems in Transition. Our aim was to generate critical analysis of economic, social and business issues that affect the markets we serve. The publications that have been produced through this collaboration are available on our website here. Here are the three most recent editions:

- **Is the blockchain a player in renewable energy in Africa?**
  The 11th edition, published at the end of July 2021, explores decentralised technology for the continent’s energy transition. Click here to read the report.

- **Sovereign debt - What is behind Africa’s debt burden?**
  The 10th edition, published at the end of April 2021, investigates sovereign debt – a topic of enormous interest to business. Click here to read the report.

- **African infrastructure developments - Beyond traditional financing**
  The 12th edition, published at the end of October 2021, discusses the possibilities of using transition finance for infrastructure investments. Click here to read the report.

**Publications**

- **Africa Guide to Competition Law:**
  Our Africa Competition Law Guide for 2021 is available here. It provides answers to the most frequently asked questions relating to competition law regimes in various African jurisdictions.

- **Africa Guide to Local Ownership and Empowerment:**
  Our Africa Guide to Local Ownership and Empowerment is available here. It answers questions relating to local ownership and empowerment in 14 countries.

- **Guide to Data Infrastructure in East Africa**
  Our Guide to Data Infrastructure in East Africa is available here. It provides a bird’s eye view of the data infrastructure sector across three jurisdictions in East Africa – Kenya, Tanzania and Uganda.

**South African Guide to Broad-Based Black Economic Empowerment:**

Our series of four guides to B-BBEE in South Africa aims to help our clients to understand the complex regulatory framework applicable to B-BBEE in the country. They are available here:

- B-BBEE Guide 1: An overview of B-BBEE in South Africa
- B-BBEE Guide 2: Practical steps
- B-BBEE Guide 3: Ownership
- B-BBEE Guide 4: Monitoring by the BEE Commission

**Podcasts**

Partner Jeremy Prain interviews a range of interesting people with diverse backgrounds, all of whom are connected by their love of the sea and their life-long involvement in the shipping industry, in The Bowmans Shipping Podcast. The podcasts are available on Apple Podcasts, Spotify and Google Podcasts.

- Episode 1 is titled: The hidden gem of ship mortgage enforcement
- Episode 2 is titled: Getting Seafarers home in the time of COVID
- Episode 3 is titled: The villains and heroes of the Oceanos sinking
- Episode 4 is titled: Transforming maritime education
- Episode 5 is titled: Captain Nick Sloane and the spirit of adventure
- Episode 6 is titled: Restructuring Transnet National Ports Authority and why it matters
- Episode 7 is titled: U-boat warfare off South Africa in World War II and the German spy network
Africa: Shipping update

Our shipping team provides an update on various aspects of the shipping industry, including information on:

- Southern African ports and logistics by Andrew Pike;
- casualty response in Southern and Eastern Africa by Mark van Velden;
- container stow collapses and the management of pollution incidents in South Africa by Lana Stockton;
- the enforcement of maritime claims in South Africa by Michael Asherson; and
- the vessel access regime in South Africa by Jeremy Prain.

South Africa: public-private partnerships – a way of closing the infrastructure gap?

Senior associate Smita Vassan talks to Patrick Hirsch, who heads our Project Finance Practice, in a series of three recordings about the pros, cons and prospects of PPPs in addressing South Africa’s worsening infrastructure backlogs.

- **Part 1** is titled: The current state of play
- **Part 2** is titled: Who holds the keys to unlock their potential?
- **Part 3** is titled: Deriving the benefits

South Africa: Employee vaccinations - guidelines for employers

Associate Leila de Saude talks about the implications for employers of the Amended COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces:

- **Part 1** deals with whether or not employers can make vaccinations mandatory.
- **Part 2** deals with the fairness of mandatory vaccinations for employees.
- **Part 3** answers the question: What if employees refuse to be vaccinated?

Read our newsflash on the subject [here](#).

South Africa: Mental health in the workplace – guidelines for employers

Senior associate Yeleni Bruinders addresses the issue of mental health in the workplace in a series of five videos.

- In **Part 1** she talks about the spectrum of mental health and how the pandemic has brought mental health to the fore.
- In **Part 2** she offers some compelling reasons why employers should care about employee mental health and what the law requires from employers when dealing with mental illness.
- In **Part 3** she gives an overview of the procedures for dealing with employee incapacity as a result of mental illness.
- In **Part 4** she talks about how mental illness may manifest itself as poor performance in the workplace and how an employer should respond.
- In **Part 5** she covers how employers can invest in employee mental health.
THE 'MAGIC DUST' 

People often respond to the question ‘What makes Bowmans different from other law firms?’ with answers that allude to our culture. Our former chairman and senior partner, Robert Legh, called this the ‘magic dust’, but it is not easy to describe. A very good indication of the warmth and humanity at Bowmans lies in the diversity of people who step forward to share their authenticity. Here are some examples of the ‘magic dust’ in action.

Celebrating diversity on International Women’s Day and every day

On International Women’s Day (IWD), which is held every year on 8 March, people across the world are asked to highlight the social, economic, cultural and political achievements of women, and also to accelerate the move to gender parity. We asked our people to participate by sharing photographs of themselves in the #choosetochallenge pose.

NOT the #jerusalemadancechallenge

Our Nairobi office organised a dance to blow off some steam and have a bit of fun. They put a Kenyan twist on the #jerusalemadancechallenge and danced to Sauti Sol’s Midnight Train, a song that provides guidance about life’s hurdles and the journey to reach the promised land. It is a lovely example of our values in action in memory of our colleague Sam Omondi. Click here to watch it on Twitter.

Bowmans’ DNA

For Women’s Day in South Africa on 9 August, we celebrated the people who make up the Bowmans community by asking them to share their unique perspectives and diverse experiences. Click here to watch the video.

We also highlighted all the women who make up the Bowmans team in South Africa. Click here to read our LinkedIn post.