

PEOPLE

PERSPECTIVES

REDINGTON HR NEWSLETTER



FROM THE EDITOR'S DESK

Dear Redingtonians,

Wish you all a very Happy New Year!

As we step into 2025—a year predicted to be transformative for businesses and societies alike—I'm filled with optimism about the endless opportunities ahead. Transformation is not just about embracing innovation or meeting goals; it's about the way we grow together, celebrating our differences and turning them into strengths.

This quarter, our People Perspectives newsletter focuses on the power of Diversity, Inclusiveness, and Equity (DEI) that collectively shape transformation. At Redington, we've always believed that the true measure of progress lies in how well we empower every individual to bring their authentic selves to work.

When I think of DEI, I'm reminded of an orchestra. Imagine if every instrument played the same note—it would lack depth, emotion, and harmony. Our workplace is that orchestra, where diversity is our strength, inclusiveness our rhythm, and equity our guiding principle. Each voice, no matter how unique, contributes to creating the symphony that drives Redington forward.

Our approach to DEI goes beyond policies and checklists—it's about unlocking the true potential of every individual by ensuring tailored opportunities and equitable growth.

It's about celebrating success in all its forms—whether it's a groundbreaking project,



Soumitra Kumar Das
Global CHRO, Redington

balancing work and life as a new parent, or mastering a new skill.

In this edition, you'll read inspiring stories of how DEI is transforming our workplace culture and hear from colleagues who've championed inclusivity in their own ways. Let these stories serve as a reminder that fostering diversity isn't just the responsibility of leaders or HR—it's something each of us can embody in our interactions, ideas, and initiatives.

Each one of us has the power to be a catalyst for change, whether it's creating an inclusive team environment, championing equitable practices, or simply listening with empathy to a colleague's story. Your voice matters, and your actions ripple across the organization in ways you may not even realize.

As we look to the year ahead, I encourage you to be part of this journey. Think about the impact you can create in your circle, no matter how small it may seem. Together, let's continue to build a workplace where everyone feels valued, empowered, and inspired to thrive.

"Diversity, equity, and inclusion are not priorities just because they are nice to have—they are a must-have if we wish to continue as a successful and admired company."



Equality is everyone getting a pair of shoe



Diversity is everyone getting a different type of shoe



Equity is everyone getting a pair of shoes that fits



Belonging is wearing the shoes you want without fear of judgement



Acceptance is understanding we all wear different kinds of shoes



Inclusion is having access to the same shoes as everyone

MESSAGE FROM THE GROUP CEO

How DEI Shapes and Strengthens Redington's Foundation

Dear Team,

As we build a sustainable and respected multinational corporation, it's essential that Redington mirrors the diversity of the **Communities** we serve and the diversity of **Brand Partners** we work with. We operate in **40 emerging market geographies** working with local partners and partner with **450+ brands**, headquartered in North American, European, and Asian Geographies. We need diversity in our thinking, approach, and interactions. We're committed to fostering a workplace where everyone feels valued, respected, and empowered, as this is fundamental to our success. To achieve this, we want to adopt a comprehensive approach to diversity, equity, and inclusion (DEI) across all facets of our business.

What does DEI mean for Redington?

At Redington, DEI is a core value that drives our actions and decisions. We believe that recognizing **Diverse** perspectives and experiences enriches our work environment and enhances our collective success. A diverse group fosters better decision-making and robust outcomes while mitigating the risks of groupthink and its consequences. Diversity cuts across inclusivity by Gender, Nationality, Race, and more, and it needs to be practiced without compromising talent and merit.



VS Hariharan
Group CEO, Redington

Equity means ensuring that every member of our team has fair access to opportunities, enabling them to thrive and contribute their best work. It's about building a workplace where everyone feels a genuine sense of belonging and empowerment.

We are committed to taking concrete steps to make Redington a more **Inclusive** workplace. Moving forward, this includes DEI training to equip our employees with the knowledge and tools necessary to cultivate an inclusive environment; implementing inclusive hiring practices to be fair and equitable, and ensuring we attract diverse talent. We will empower our employees to connect with others who share similar experiences and work together to make a positive impact.

Prioritizing DEI is key to Redington's long-term success, and over time, it should be ingrained in our thinking & philosophy of running the business. A diverse and inclusive workforce fosters innovation, creativity, and growth.

Thank you for your continued commitment to Redington. Together, we are building a workplace where everyone feels valued, respected, and empowered to achieve their full potential.



LEADERSHIP CHRONICLES

United in Uniqueness Celebrating Differences



Gunisigi Gecgil

Assistant General Manager HR
DEI Council Lead, Regional DEI Lead
Arena Turkey

In today's hyper-connected world, diversity should not be seen as an obstacle, but as a source of strength. At Redington, we recognize this simple yet powerful truth: we are 'United in Uniqueness.' We celebrate what makes each of us special, while also finding common ground to achieve extraordinary things together. We're passionate about building a truly inclusive workplace by leveraging the unique talents of our people and removing any barrier that holds them back.

Why Diversity, Equity, and Inclusion Matter

At our core, DEI isn't just a strategy—it's about creating a workplace where everyone feels valued, respected, and free to be themselves. When we embrace what makes each of us unique, amazing things happen. Teams work better together, ideas flow more freely, and we all have the opportunity to do our best work.

And here's the proof: research shows that companies with high diversity scores are **19% more innovative, 35% more likely to outperform competitors**, and see a **50% reduction in turnover risk** when employees feel included and supported. When we bring people from different backgrounds together, we open the door to fresh ideas, better decision-making, and smarter problem-solving—things we can't achieve on our own.

DEI is about more than numbers. It's about creating a culture of trust, belonging, and collaboration. When you feel heard and appreciated, you're naturally more engaged, and that positive energy spreads across the team. Together, we're building a place where everyone thrives, grows, and feels proud to be part of something bigger. After all, isn't that the kind of workplace we all want to be a part of? Also, a diverse workforce understands the

needs and preferences of diverse stakeholders better, leading to improved relationships, increased market share and overall business growth. When employees feel valued and respected, they are more engaged, motivated, and productive. Where there is diversity, there is better adaptability and teams that are better equipped to address the complexities of business. Furthermore, in this age, organisations that incorporate DEI attract top talent and investors due to the trust they build among all their stakeholders. Beyond the workplace, DEI fosters empathy and understanding, enriching lives and communities.

Why We All Have a Role to Play

Building a diverse and inclusive workplace starts with understanding that it's a shared responsibility. Every employee, regardless of their position, has a role in fostering a culture of belonging where everyone feels respected, valued, and heard.

Leaders set the foundation through their actions and priorities. When they genuinely embrace diversity, equity, and inclusion (DEI), it builds trust and encourages employees to share their ideas and perspectives openly.

This effort is not limited to leadership. True inclusivity comes to life through the everyday actions of each individual—by listening, learning, and standing up for one another. Together, we create a workplace where everyone feels they belong and can contribute fully.

DEI Matrix-Proactive Behaviors

Advancing inclusivity requires action. Here are some proactive steps each of us can take to ensure everyone feels included:

Diversity Seek and include diverse perspectives in decisions. Celebrate individual uniqueness (background, gender, age. Etc.)

Equity Provide equal access to opportunities and resources. Challenge and correct unfair practices or biases.

Inclusion Make others feel heard and valued. Use inclusive language in all communication.

Belonging Encourage people to be themselves. Build trust through empathy, openness, and mutual respect.

These are important stepping-stones to building a culture where everyone feels a sense of belonging.

A Continuous Journey

The goal isn't just to create a DEI framework, but to live it every day. DEI is a journey, not a destination, and it requires ongoing commitment from all of us. Each step, no matter how small, moves us closer to a truly inclusive workplace where everyone can thrive.

Introducing DEI Training for New Joiners

To ensure DEI is deeply embedded into our culture from day one, we're launching a training program for all new employees. This program will help our people:

- Understand the significance of DEI and how it shapes a positive workplace.
- Recognize and address unconscious biases.
- Develop inclusive communication.
- Become active allies in promoting a more inclusive and respectful place of work.

By embracing DEI, we're not just shaping a stronger organization—we're striving to make a broader societal impact. When we unite in our uniqueness and celebrate our differences, we champion the values that unite us and work together to build a truly inclusive and equitable society.



OUR DEI VISION

VOICES FROM THE COUNCIL



Cem Borhan

REDINGTON TURKEY

"At Redington, the richness of our diverse cultural backgrounds creates an environment where different perspectives drive growth and innovation."



Mine Gunes

REDINGTON TURKEY

"I believe Diversity, Equity, and Inclusivity are not just important values but also key advantages. At Redington, I would make sure DEI is part of everything we do—starting with hiring and keeping talent, to developing leaders and working with customers."



Krishna Priya

INDIA

"At Redington, by embracing diversity in all its forms, we can create an environment where every individual feels valued and empowered to contribute their best. And among the pillars of DEI, I believe "inclusivity" is more than just a value, it forms the core of every successful team, playing a crucial role in bringing their efforts together. Ultimately an organisation is also built on the collective contribution of its teams and it's the driving force behind our innovation and growth."



Priyanka Sasidharan

MEA

"At Redington, we integrate DEI into our Core Values, Policies, and Daily Operations by seeing long-term success in innovation, employee satisfaction and giving the best business performance!"



Sujata

INDIA

"We envision shaping diversity, equity, and inclusivity by fostering a culture where every voice is valued, every individual has equal opportunities to thrive, and our collective differences drive innovation and success."



Rakesh K

PROCONNECT

"At Redington, we are cocreating the world of new possibilities to empower self-expression and effectiveness."



Jigyasa Nagpal

MEA

"At Redington, Diversity fosters creativity and enhances interpersonal relationships by bringing together different cultures and social norms, teaching adaptability and communication."



Rawad Ayash

MEA

"At Redington, we believe that embracing diversity unlocks innovation and strengthens our ability to succeed together."



Kousalya Ramachandran

PROCONNECT

"At Redington, creating a culture of inclusion means celebrating the things that make us different and finding strength in them."



Balaji K

REDSERV

"At Redington, DEI initiatives are aligned with our core values, in building a strong work culture that promotes transparency and accountability."

FOSTERING INCLUSION THROUGH AWARENESS



Global Commitment to Health

Breast Cancer Awareness Month at Redington

This October, Redington united globally to recognize Breast Cancer Awareness Month. Our Pink Day brought teams together to show solidarity and raise awareness for this vital cause.

We also hosted an exclusive webinar for women, shedding light on breast cancer detection, prevention, and treatment—empowering our community with knowledge and support.

Together, we're fostering awareness and advocating for a healthier future.



LIFE BEYOND WORK: EMPLOYEE SPOTLIGHT!



► Redington Turkey

Hazal Akkarpat's Transformative Journey with Gyrokinesis® Discovering a Path to Healing and Connection

Hazal Akkarpat's journey with Gyrokinesis® began when a friend introduced her to this unique movement system. Struggling with a long-standing shoulder injury, Hazal decided to give it a try, inspired by the story of Juliu Horvath, the creator of Gyrokinesis, who developed the system as part of his own healing process.

Gyrokinesis is a holistic movement method that enhances spinal health, flexibility, joint stability, agility, and inner strength through fluid, mindful motion.



Through the guidance of skilled instructors, Hazal experienced remarkable improvements—not just in her shoulder, but throughout her entire body, mind, and soul. What started as targeted exercises for her shoulder began to resonate through her whole being, from her toes to her heart. This holistic transformation also altered her posture, balance, and perspective on life, offering her newfound self-awareness and a deeper appreciation of diversity.

As Hazal explored Gyrokinesis further, she found herself connecting more profoundly with others and enjoying the freedom to practice anywhere. The global reach and inclusivity of the practice made her feel part of a larger community, sparking a desire to share its benefits with others.

This passion led her to transition from student to instructor. The journey of becoming a teacher taught Hazal self-motivation, discipline, and confidence. Guiding others through Gyrokinesis has been an incredibly fulfilling experience for her, allowing her to witness the unique ways each person benefits from the practice.

Reflecting on her first class as an instructor, Hazal shares, “I felt as if stars were shining in my heart.” Introducing people to this beautiful system and seeing the positive impact it has on their lives continues to inspire her. Hazal encourages everyone to try Gyrokinesis at least once. As she beautifully puts it, “Everyone experiences Gyrokinesis differently, and being part of their unique journeys is truly special.”

Redserv

When Progress Turns to Results!

I’m excited to share that I’ve successfully completed my 4th half marathon in under 2:30 hours! This achievement is not just about crossing the finish line, but about the countless hours of dedication, focus, and self-discipline that went into the journey. It’s a reminder that consistency and perseverance lead to tangible results.

What’s even more rewarding is that this journey has impacted me in many ways beyond just physical fitness. The commitment to regular training has not only strengthened my body but also sharpened my mental resilience. It has taught me the importance of setting goals, overcoming challenges, and embracing

I am deeply grateful to Mr. Balaji, Mr. Kiruba, and Mr. Srinathan for their guidance and encouragement throughout this journey. Their support has been invaluable in keeping me motivated and focused on my goals.



— Akash Raj SK

EXPANDING HORIZONS



► Arena Turkey

When Progress Turns to Results!

A New Milestone Achieved: Arena's R&D Center Application is Officially Approved and Fully Operational!"

Arena has achieved a significant milestone with the Ministry of Industry and Technology of Turkey approving its R&D Center application. This step reinforces Arena's commitment to innovation in AI, Large Language Models (LLM), and Robotic Process Automation (RPA), all developed by in-house experts.

The R&D Center will drive national and international projects, contributing to the technology ecosystem and serving as a hub for groundbreaking ideas and solutions.



SUSTAINABILITY SPOTLIGHT: NURTURING A GREENER FUTURE



► Redserv

Flexibility Meets Sustainability: Expanding Our Work-from-Home Fridays

In our commitment to sustainability, we launched a successful Work-from-Home (WFH) initiative at our Guindy location, reducing carbon emissions while offering employees greater flexibility.

Building on this success, we're excited to extend the initiative to our Perungalathur

branch, allowing employees to work from home on Fridays. This step aligns with our vision of fostering a greener future and promoting a healthier work-life balance.

Small changes lead to big impacts—together, let's continue contributing to a sustainable planet!

ACCELERATING GROWTH: INSIGHTS FROM LEARNING AND DEVELOPMENT



► Redington MEA

Enhancing Leadership Excellence Across Regions

We recently concluded our **Managerial Effectiveness Training Sessions**, empowering 247 people managers across Dubai, Egypt, Nigeria, Riyadh, and Qatar through nine comprehensive batches.

Focused on **Managing People, Performance, and Compliance**, this initiative strengthens our leadership capabilities and reinforces our commitment to excellence.



Building Stronger Connections at Redington UAE

Our recent Team Building Session brought together 25+ participants, focusing on Team Cohesiveness, Managing Conflict, Communication, and Building Trust.

A day filled with collaboration and growth, reinforcing the power of teamwork to drive success.



People Excellence Training Program

We recently hosted the People Excellence Training Program, led by our Global CHRO, Soumitra Kumar Das, with over 25 enthusiastic participants.

The program focused on Managing Self and Team, Leadership Development, and exploring the Johari Window to enhance self-awareness and team dynamics. A big thank you to Soumitra for guiding us through this impactful journey toward excellence!



► Redington Turkey

Redington Academy

We're excited to announce that Redington Academy is now open to our customers and partners. Over the past month, we successfully conducted six specialized technical training sessions, empowering our customers and partners with valuable knowledge and skills.



► Redington India

Mastering Communication

Partnering with British Council Education Pvt. Ltd. for Skill Enhancement

Employees were trained on corporate communication, stakeholder engagement and presentation skills. This was conducted by Ms. Hemaji from British Council Education Pvt. Ltd.



Unlocking Tech Potential

TECKSTACK Training, an informative session on Techstack covering the entire gamut of Security & Networking technology & products, was conducted as an inperson training for 62 employees in Corporate office.



► Proconnect India

Empowering Growth: Skill Enhancement and Wellness Training Programs

We conducted diverse training programs to enhance skills, well-being, and efficiency. Key sessions included HR Strategy, Managerial and Personal Effectiveness, Operational Excellence (5S), FosTac Training, and New Joiner Induction. Wellness initiatives like Emotional Intelligence, Mental Resilience, and Parenting Workshops promoted work-life





Health, safety, and compliance were emphasized through Cyber Security, Emergency Response, Fire Safety, and ISO Standards Training. Customer-focused sessions, such as Feedback & Complaint SOP Training, further strengthened service delivery.

► Redserv

Empowering Growth Through Learning & Development

We're thrilled to focus on nurturing in-house talent with tailored technical and soft skills training. Programs like People Managers Excellence, Campus to Corporate, and Team Building are designed to meet our organization's unique needs.

By aligning training modules with our goals, we aim to equip employees to tackle technical challenges and excel in leadership roles. Together, let's drive personal and professional growth!



EMPOWERING COMMUNITIES: CSR SPOTLIGHT

► Redington India

ArtShala: Inspiring Creativity and Wellness

ArtShala's "Paint A School" initiative brought vibrant, child-friendly artwork to school walls in Mumbai and Pune. In Pune, students also learned first aid basics through a hands-on session. The program concluded with a Sports Day in Mumbai, fostering health, teamwork, and community spirit among students.



► Redington Turkey

Single Purpose with E-Waste

As part of our "Single Purpose with E-Waste" initiative, we've launched an e-waste collection drive to promote sustainability and make a difference.

Designated collection boxes have been placed in our offices for old computers, keyboards, printers, unused phones, chargers, small household appliances, and other electronic devices.

The collected e-waste will be recycled to support Technology Training Classes in disaster-stricken areas, helping bridge educational gaps and empower communities. Together, let's turn e-waste into opportunities for a better future!



► Redington MEA

Spreading Smiles Across Kenya, Uganda, and Tanzania

At Redington, we believe in making a positive impact beyond business. Our teams visited orphanages in Kenya, Uganda, and Tanzania, spending time with children and supporting their needs.

Kenya: At the Nairobi Children's Rescue Centre, we connected with young hearts and provided essential supplies.

Uganda: At Jajja Flora Happy Children Home, we contributed food, household items, and toiletries to assist in caring for 45 children.

Tanzania: At Shalom Orphanage Centre, we shared joy with 75 children while donating toys, clothes, food, and diapers.

Together, we aim to bring hope and happiness to these communities.



► Redserv

Skill Development Project Launched

Redington Foundation inaugurated the Skill Development Project at Shrimathi Devkunvar Nanalal Bhatt Vaishnav College for Women, Chennai. Aligned with our CSR mission, this program empowers women, particularly women aged 18-35 from marginalized backgrounds, with NSDC-certified training for brighter career opportunities.



CORPORATE PLAYTIME: HIGHLIGHTS FROM OUR EMPLOYEE ENGAGEMENT AND WELLNESS ACTIVITIES!



► Redington MEA

Redington MEA shines at Kuwait & Nairobi Marathons

At Redington MEA, we're proud to promote health, fitness, and team spirit, as demonstrated by our participation in the Kuwait and Nairobi Marathons.

In Kuwait, 14 of our employees took on the challenge with enthusiasm, while in Nairobi, nearly 50 team members embraced the scenic yet demanding routes with resilience. These events highlighted the determination and camaraderie of our teams as they represented Redington with pride.

A huge shoutout to all participants for their energy and dedication—your efforts inspire us all!



Smashing Success: Table Tennis Tournament in UAE

Our UAE Table Tennis Tournament brought together 6 teams and over 40 enthusiastic employees, showcasing incredible talent, teamwork, and competitive spirit.



Health and Wellness at Redington Qatar

As part of our commitment to employee well-being, we organized comprehensive health check-ups in our Qatar office. The initiative included BMI, blood pressure, glucose, and cholesterol tests, along with GP consultations, eye, and dental assessments.



Festive Cheer in Africa: Christmas Celebrations Full of Joy

Our Africa offices came alive with the spirit of Christmas, celebrating with fun-filled activities, music, dance, games, karaoke, and delicious food.



When Work Became a Wonderland: Kids Day at Redington UAE

Our UAE offices turned into a playground as we welcomed over 100 little ones for Kids Day! The day was packed with joy and excitement, featuring face painting, candy floss, popcorn, a magical magic show, a photo booth, and special gifts from Santa himself.

A heartfelt moment was when our CEO addressed the kids, sharing inspiring words and making the day even more memorable.

Thank you to all the little stars who brought so much energy and joy to the office—it was truly a day to remember!



► Redington Turkey

Interactive Workshop

A fun-filled session where we discovered hidden talents and explored the diverse hobbies of our team.



Club NYE celebrations with surprised new year baskets

New Year Celebrations A memorable NYE dinner event that brought the entire company together to welcome the new year. Thoughtfully prepared New Year Baskets were distributed to make our employees feel valued and special.

Surprise New Year Baskets

Thoughtfully prepared to make our employees feel valued and special.



The Cookie Crew

Women employees hosted a delightful midday gathering, sharing homemade cookies and fostering team bonding.



► Arena Turkey

Arena's New Year Event: A Night of Celebration and Energy

Arena kicked off the new year with an unforgettable event, bringing its employees together for an evening full of fun. The event began with an opening speech from the CEO, followed by the presentation of the Seniority Awards and A-Team Awards, celebrating the achievements and unity of the Arena family.

As the night progressed, İskender Paydaş and his orchestra took the stage, filling the air with vibrant music. The entire Arena family gathered on the dance floor, celebrating with enthusiasm and gearing up with energy for the year ahead. This memorable event marked a dynamic start for Arena as it stepped into 2025."



► Redington India

Festive Cheer

The joy of Diwali and Christmas lit up Redington's offices across India! From vibrant diya painting and tree decorating to carol sing-alongs and Secret Santa exchanges, the celebrations brought smiles and festive warmth.

These moments of togetherness made the workplace truly special, spreading holiday cheer throughout the Redington family.



Spreading Awareness, Saving Lives: Live Webinar on Cancer Prevention

We were honored to host Dr. Prasad Eswaran, Sr. Medical Oncologist from Apollo Hospitals, for an insightful session on cancer awareness and prevention. With 250 participants, the webinar covered causes, symptoms, hazards, and preventive measures, followed by an engaging Q&A session.



► Proconnect India

A Quarter Full of Celebrations and Connections at Proconnect India

From honoring milestones like birthdays and work anniversaries to spotlighting exceptional contributions through our Rewards & Recognition Program, Q3 was truly special!

Our Regional Town Hall fostered open communication and collaboration, while vibrant festivities like Ayudha Pooja, Diwali, and Christmas brought us all closer together.





Redserv

Makeover Challenge and Reels Competition!

Our Diwali celebration was a memorable one, featuring the Makeover Challenge and Reels Competition! In the Makeover Challenge, teams showcased stunning transformations, followed by an impressive ramp walk. The Reels Competition brought out the festive spirit, with teams creating dynamic videos and a live poll deciding the winner. The event was filled with energy, creativity, and festive cheer



Sudoku Competition

Our Sudoku Competition was a thrilling event with two challenging rounds, bringing out the best in participants—even those who typically shy away from such contests! The enthusiasm and determination were inspiring, and the high interest has sparked plans for more brain-teasing challenges in the future.

Kudos to everyone who participated and showcased their problem-solving skills!

Christmas Cheer at Redserv!

Our Christmas celebration was a grand success, filled with exciting activities like Ramp Walk, Bay Decoration, Gift Wrapping, and more! The festive spirit was alive across both locations, with highlights including the heartwarming "2024 Memories" and fun "Secret Santa Dare" videos.



CELEBRATING OUR ACHIEVEMENTS AND AWARDS

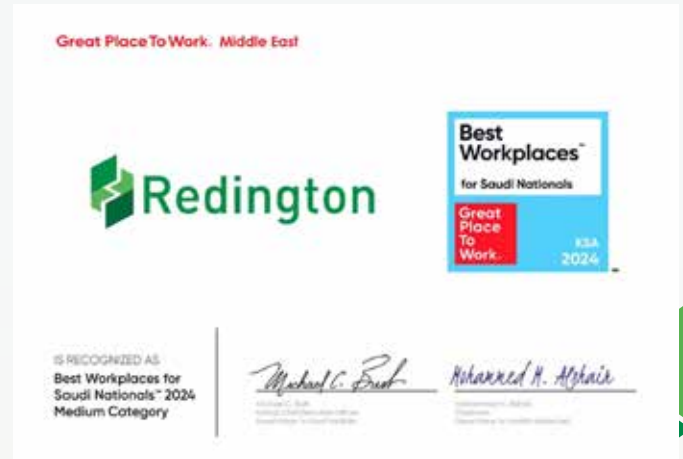


► Redington MEA

Best Workplaces for Saudi Nationals

We're proud to be recognized among the Best Workplaces for Saudi Nationals by the Great Place to Work Survey. This achievement reflects our commitment to fostering an inclusive and empowering work environment for all.

Thank you to our incredible team for making this possible!



Most Active Tech Companies on Social FY25

Redington ranks 32 among India's 224 Most Active Tech Companies on Social Media - By DSMN8, one of the leading employee advocacy platforms in India.



DSMN8

➤ Honoring Milestone Achievements at Redington

At Redington, our people are the driving force behind our success. Today, we celebrate two remarkable women whose journeys embody dedication, leadership, and resilience.



Melba Nunes – 30 Years of Dedication

Completing an incredible **30-year journey**, **Melba Nunes** is Redington's longest-serving female employee and a true embodiment of loyalty and perseverance. Reflecting on her career, Melba shares:

"My three decades at Redington have been filled with milestones, challenges, and invaluable experiences. Working alongside my fellow Redingtonians has been an honor, and I deeply appreciate the safe and supportive environment we've built for women in the workplace."

Her unwavering dedication continues to inspire generations at Redington, reinforcing our commitment to an inclusive and empowering workplace.

Congratulations, **Melba**, on this historic milestone! Your journey is a testament to the strength of Redington's people-first culture.

Shobha S.S – 25 Years of Excellence

From joining as a Sales Executive in 1999 to becoming the General Manager of Products & Profit Centre Operations, **Shobha S.S** has been a key pillar of Redington's growth. With a knack for solving complex business challenges, she has played a pivotal role in strengthening channel relationships, managing high-net-worth client transactions, and leading a diverse team of 56 indirect staff from Mumbai.

A true self-starter, Shobha thrives on learning and embracing new opportunities. Her journey is a testament to Redington's commitment to fostering women leaders in the ever-evolving tech landscape.

Congratulations, Shobha, on 25 phenomenal years! Your impact and leadership continue to inspire us all.



Nigeria

Vibrant and Diverse

The Giant of Africa

When in Nigeria, say "Bawo ni" (Yoruba for hello), "Sannu" (Hausa), or "Kedu" (Igbo).

Nigeria, often called the Giant of Africa, is a nation where diversity thrives. With over 200 ethnic groups, stunning landscapes, and a rich cultural tapestry, it's a place where tradition and modernity intersect harmoniously.



Traveler's Guide to Nigeria

Discover the Heart of the Country



Best Time to Visit

November to February offers pleasant weather and is ideal for travel and festivals.



Language

While English is the official language, local languages like Yoruba, Hausa, and Igbo dominate everyday conversations



Cuisines

Savor iconic dishes like jollof rice, suya (spiced grilled meat), egusi soup, and pounded yam.



Festivals

Experience vibrant celebrations like the Calabar Carnival, Lagos Carnival, and the Durbar Festival in Kano.



Local Culture

Immerse yourself in Nigeria's culture through music, dance, traditional art, and markets like Balogun and Wuse.

Top Must-Visit Attractions in Nigeria

Explore the Country's Highlights

Yankari National Park

A wildlife haven featuring elephants, hippos, and baboons, alongside natural warm springs.

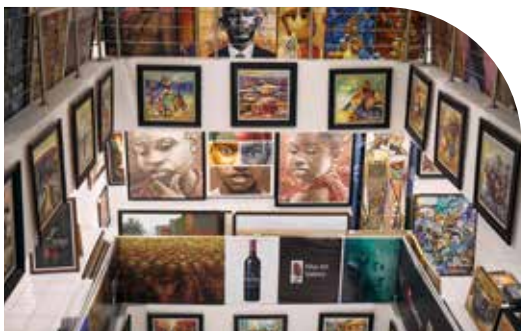


Olumo Rock

A historical and spiritual landmark in Abeokuta, offering breathtaking views and ancient caves.

Zuma Rock

Known as the "Gateway to Abuja," this monolithic landmark is steeped in local legends.



Nike Art Gallery

A Lagos-based hub for contemporary and traditional Nigerian art, showcasing the country's creative spirit.

Lekki Conservation Centre

A serene escape with canopy walkways and wildlife viewing in bustling Lagos.



Take day trips to destinations like Osun Sacred Grove, Obudu Mountain Resort, or the historic city of Badagry for even more cultural and natural wonders.

Fascinating Facts About Nigeria

Unc̣over the Nation's Hidden Gems



01

Nigeria is home to **Nollywood**, the world's second-largest film industry, producing over 2,500 movies annually.



The **Niger River**, the country's namesake, is Africa's third-longest river.

02

03

Nigeria, Africa's most populous nation with over **200 million people**, is the continent's economic powerhouse and is projected to join the **world's top ten economies by 2050**.



Nigeria has one of the world's largest **diversity of butterflies**, with over 1,000 documented species and new ones still being discovered.

04

05

Nigeria boasts abundant resources, holding Africa's largest natural gas reserves and leading as the continent's top oil and gas producer.



The Yoruba, Igbo, and Hausa-Fulani are the three major ethnic groups, each contributing uniquely to the nation's rich culture.

06

07

Nigeria is famous for its music and has birthed global Afrobeat icons like Fela Kuti, Burna Boy, and Wizkid.



The ancient Nok Civilization, which dates back to 1000 BC, was one of West Africa's earliest advanced societies.

08

Nigeria Trivia Challenge

How Well Do You Know the Country?

01 What is Nigeria's capital city?

- a. Lagos b. Abuja c. Kano d. Ibadan
-

02 Which river flows through Nigeria and gives the country its name?

- a. Nile b. Congo c. Niger d. Zambezi
-

03 Nigeria is known as the Giant of Africa due to:

- a. Its vast oil reserves b. Its large population and economy c. Its geographic size d. Its ancient civilizations
-

04 The Yoruba deity Shango is associated with:

- a. Wisdom b. Rain c. Thunder and fire d. Agriculture
-

05 Which Nigerian festival is dubbed "Africa's Biggest Street Party"?

- a. Eyo Festival b. Calabar Carnival c. Argungu Fishing Festival d. Ojude Oba Festival
-

06 The Nigerian currency is called:

- a. Dollar b. Cedi c. Naira d. Shilling
-

07 Which Nigerian World Heritage Site is associated with sacred groves and deities?

- a. Yankari National Park b. Olumo Rock c. Osun-Osogbo Sacred Grove d. Sukur Cultural Landscape
-

08 Who is the celebrated author of the novel Things Fall Apart?

- a. Wole Soyinka b. Chinua Achebe c. Chimamanda Ngozi Adichie d. Ben Okri
-

IMPORTANT CONTACTS



Whistle Blower

SPEAK UP!

Have a serious concern over wrongdoing at work?

File a report

| www.safecall.co.uk/file-a-report

24 HOURS A DAY, 7 DAYS A WEEK



Your **DOST**

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Services are currently available at Redington India, Redington MEA, Redserv & ProConnect

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