

OCTOBER 2025

NEWSLETTER...



JOIN THE MOVEMENT FOR WORKPLACE WELLNESS

Become a member of the Zimbabwe Business Council on Wellness (ZBCW) and be part of a growing network of companies championing employee wellbeing, productivity, and sustainable business growth.



MEMBER COMPANIES



THE FUTURE OF WORKPLACE WELLNESS IS HERE!

Dear ZBCW Community,

October has been a month of awareness, connection, and continued commitment to workplace wellness. As the world marks Breast Cancer Awareness Month, we are reminded that cancers remain the second leading cause of death globally after cardiovascular diseases, accounting for nearly around 10 million deaths annually, about one in every six deaths worldwide, with Breast Cancer in particular killing more than 600 000 annually around the globe. This reality reinforces the need for workplaces to become proactive spaces for health education, early screening, and psychosocial support, ensuring that wellness extends beyond productivity to sustaining life itself.

Throughout the month, ZBCW continued advancing holistic wellness across sectors, from mental health and financial wellbeing to HIV prevention. We collaborated with Young Africa to integrate soft skills into TVET programmes, hosted a Mental Health and Financial Wellness Workshop, and engaged in Health Financing discussions under the Community Working Group on Health. Our presentation at Delta Beverages on “Wellness as a Business Case”, participation in the ILO Informal Economy Symposium, and wellness outreach at Alexandra Park further demonstrated that wellness is not a cost, but a strategic investment.

As the ZIPSHAWA Secretariat, ZBCW also led the CEO Breakfast Meeting and Partnership Forum in Bulawayo, strengthening private-sector coordination in the HIV and wellness response under the guidance of the National AIDS Council (NAC).

Together, we are building a healthier, more resilient workforce, one that recognizes that wellness, awareness, and early action save lives.



OCTOBER 2025

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Informal Economy Symposium – International Labor Organization (ILO)

On 30 September, the Zimbabwe Business Council on Wellness (ZBCW), in its role as the ZIPSHAWA Secretariat, was honored to join partners at the International Labor Organization (ILO) Boardroom for a pivotal “**Informal Economy Symposium**” focused on Scaling up the HIV Response, Advancing Wellness, and Building Resilience.

With over 80% of Zimbabwe’s workforce engaged in the informal sector, this space remains central to the nation’s economic and social fabric. Yet, as the Zimbabwe Informal Economy Council (ZIEC) Chairperson Mr. J. Mangezi highlighted, it continues to face deep gaps in access to formal health systems, social protection, and HIV programming. The symposium served as a critical call to action — urging all stakeholders to place the informal economy at the heart of Zimbabwe’s wellness and resilience agenda.



ZBCW’s Executive Director, Mr. R.T. Machengere, delivered a powerful presentation during the session on “**Strengthening HIV and Wellness Integration in Zimbabwe’s Private and Informal Economy: A Strategic Framework for Inclusive Health Systems and Sustainable Development.**” His address emphasized the urgency to ensure that the pursuit of wellness and sustainable livelihoods leaves no worker or

community behind. Foster innovative partnerships and models that effectively bridge health and economic resilience.

As Zimbabwe prepares for the review of **ZNASP IV**, this strategic dialogue reinforces our collective commitment to universal health coverage and inclusive wellness for all. The symposium’s deliberations, rooted in reflection and collaboration, are a timely reminder that the informal economy can be transformed into a resilient engine of wellness, equity, and dignity, driving not only economic growth but human development at its core.

ZBCW successfully hosted the Mental Health & Financial Wellness Workshop on 30 September under the theme “**Accelerating Employee Performance Through Mental**



Health and Financial Wellness.” The session brought together representatives from leading organizations, including City of Harare, Nedbank Zimbabwe Limited, Baker’s Inn, Econet Wireless Zimbabwe, Broadhaven Construction Company, and Dairibord Zimbabwe (Private) Limited. Participants ranged from Wellness Coordinators, HR Managers, and SHEQ Managers to HR Consultants, SHE Representatives, and students on industrial attachment, reflecting the growing multi-sectoral commitment to holistic employee wellness.

A central takeaway from the discussions was then shared understanding that workplace

wellness must begin at the top. Effective and sustainable wellness strategies require leadership buy-in and must be embedded within organizational culture. Participants agreed that the benefits of prioritizing wellness far outweigh the challenges, especially in enhancing employee engagement, productivity, and retention. The enthusiasm and commitment shown by attendees to apply the insights gained within their own organizations marks a powerful step

towards building healthier and more resilient workplaces across Zimbabwe.

At ZBCW, we reaffirm our belief that wellness is not a cost but an investment in people, performance, and long-term sustainability. We look forward to welcoming more organizations and professionals in our upcoming sessions as we continue to shape a culture of wellness in the workplace.



ZBCW Participates in Young Africa's TVET Soft Skills Workshop

ZBCW was invited by Young Africa Zimbabwe to attend the TVET Network Mini-Conference held on 1 October 2025, under the theme **“Deepening the Impact of TVET – Integrating Soft Skills.”** The workshop brought together stakeholders in technical and vocational education to discuss the importance of embedding essential soft skills such as communication, teamwork, adaptability, and critical thinking into training programs. ZBCW’s participation highlighted the critical link between wellness, employability, and holistic skills development in preparing graduates for the modern workplace

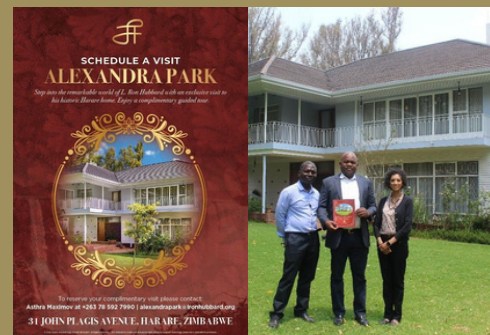
The Vital Link to Wellness

The mission of this conference aligns seamlessly with the core principles of corporate wellness. A graduate's employability and long-term career success are not solely dependent on technical competence. True professional wellness is achieved when an individual is equipped to navigate workplace relationships, manage stress, solve problems creatively, and adapt to change, all key soft skills.

By advocating for and contributing to a TVET system that holistically develops the whole

person, the ZBCW supports the foundation for resilient, adaptable, and mentally thriving employees. This investment in soft skills is, fundamentally, an investment in the future well-being and productivity of Zimbabwe's workforce. We look forward to collaborating with partners to build a stronger, more skilled, and wellness-oriented future for all.

A Visit to the L. Ron Hubbard House



ZBCW recently visited the Alexandra Park L. Ron Hubbard House. Our Executive Director, Mr. Reason Machengere, and Programs Officer, Mr. Nathan Banda, were given an insightful tour by Director Asthra Maximov. This experience provided a profound look into the legacy of L. Ron Hubbard, a renowned humanitarian and philosopher. His work underscores a vital truth: that true wellness is holistic, encompassing not just physical health, but also mental and spiritual resilience. We extend our gratitude for the invitation and the powerful reminder that nurturing the human spirit is central to building a thriving community and workforce.

Championing Transparent Health Financing for a Healthier Nation

The Zimbabwe Business Council on Wellness (ZBCW) participated in the Community Working Group on Health's (CWGH), Health Financing Dialogue (17 October) under the theme “*More Health for the Money and More Money for Health.*” Zimbabwe allocates around 10% of government expenditure to health, below the Abuja 15% target, highlighting the need for stronger domestic resource mobilisation, efficiency, and reduced reliance on donor funding.

Challenges include weak collection and ring-fencing of earmarked levies, high out-of-pocket spending, and underfunded preventive care. Importantly, the report shows 30–55% of health outcomes depend on social determinants like sanitation, nutrition, and housing, which remain under-resourced. Innovative financing

including health levies, public-private partnerships, and national health insurance is critical to address these gaps.

ZBCW advocates for clear ring-fencing, transparency, and strong oversight of all health funds, prioritizing primary health care and social-determinant interventions. Regular monitoring, value-for-money assessments, and community participation are essential to ensure funds deliver real impact. Aligning reforms with these recommendations will strengthen Zimbabwe's health system, building a more resilient, accountable, and wellness-focused nation.



Understanding Health Taxes in Zimbabwe: Mobilizing Domestic Resources for Better Health Outcomes

Zimbabwe has progressively expanded the use of health-related taxes as a tool to strengthen domestic health financing and promote healthier lifestyles. These taxes covering sugary drinks, alcohol, tobacco, mobile airtime, and now fast foods are designed to both discourage unhealthy consumption and generate revenue for the health sector. However, their effectiveness depends on transparency, timely disbursement, and clear legal frameworks to ensure the funds truly support national health priorities.

Types of Health Taxes in Zimbabwe

1. Sugar-Sweetened Beverage (SSB) Tax

Introduced in 2024 through Statutory Instrument 16 of 2024, this tax applies to beverages based on sugar content. Between February and November 2024, the levy

generated about US\$30.8 million, and by May 2025, collections had reached US\$25.4 million (ZWL 685.8 million). The revenue is earmarked for cancer treatment and procurement of medical equipment, marking a significant contribution to non-communicable disease (NCD) prevention.

2. Fast Food Tax

Announced for implementation in January 2025, this new levy targets highly processed foods such as fried chicken, pizzas, and burgers. The measure aims to curb the rising rates of obesity, diabetes, and heart disease linked to unhealthy diets. As of September 2025, Zimbabwe has collected approximately US\$ 954, 912 (nearly US\$ 1 million) from the fast food tax since its introduction in January 2025.

3. Excise Taxes on Tobacco, Alcohol, and Energy Drinks

These long-standing “sin taxes” continue to provide substantial fiscal support. In 2024, tobacco and alcohol excise duties collectively contributed an estimated US\$200 million to government revenue. While these taxes are not fully ring-fenced for health, they play a vital role in discouraging harmful consumption and financing the national budget.

4. Health Fund Levy (5% on Airtime and Mobile Data)

Introduced in 2017, this levy channels 5% of mobile airtime and data costs into the Health Development Fund (HDF). The levy contributes approximately US\$40–50 million annually, helping fund essential health commodities, maternal and child health programmes, and system strengthening initiatives across the country.

Health taxes have strong potential to boost domestic health financing, but their impact is limited by weak implementation. The key challenge is the lack of ring-fencing, as revenues are not always directed exclusively to health priorities. Delayed disbursements, especially from the sugar tax, further slow investments in essential medicines and equipment. The government, with WHO support, has pledged to strengthen accountability and capacity in managing these funds.

From the private sector perspective, represented by ZBCW and ZIPSHAWA, these taxes present both cost pressures and long-term benefits. While they may raise operational expenses for companies in food, beverage, and telecom sectors, they also promote a healthier, more productive workforce. Transparent management of revenues remains vital to ensure these taxes truly support national health and economic resilience.

Workplace Wellness in Action: Delta Beverages Presentation



On 21 October 2025, ZBCW engaged 33 Graduate Trainees from Delta Beverages Pvt Ltd at the Mandel Training Centre in Harare, facilitating a critical session on “*Wellness as a Business Case*.” The dialogue centered on a powerful principle: Employee wellness is not a cost, but a strategic investment. It directly fuels

productivity, enhances engagement, and drives sustainable profitability.

Through an interactive exploration of real-world data, the trainees examined how a strategic focus on wellbeing translates into tangible business outcomes, improving retention, strengthening company culture, and creating a definitive competitive advantage.

At ZBCW, we believe that the health of a business is intrinsically linked to the holistic wellness of its people. Companies that consciously invest in their workforce’s wellbeing are not just building a resilient organization; they are building the foundation for innovation, strong teams, and lasting success.



ZIPSHAWA HIGHLIGHTS: BULAWAYO



ZIPSHAWA Strengthens Private Sector Engagement in HIV and Wellness in the Southern Region - CEOs/Business Leaders Breakfast Meeting.

Bulawayo, 22 October 2025, The Zimbabwe Private Sector on HIV and Wellness Association (ZIPSHAWA) hosted a high-level CEO Breakfast Meeting at Mavuna Guest Lodge under the theme “Promoting Private Sector Coordination in HIV & Wellness and Expanding ZIPSHAWA Presence in the Southern Region.”

This strategic engagement brought together over 40 business leaders, health champions, and policymakers to deepen collaboration and reflect on the private sector’s role in driving Zimbabwe’s wellness and HIV response.

The meeting reaffirmed ZIPSHAWA’s commitment to aligning workplace wellness initiatives with national priorities such as the National HIV Strategic Plan and the National Disability and Mental Health Strategies. Participants underscored the importance of private sector leadership in achieving the goal of ending AIDS as a public health threat by 2030.



In his opening remarks, Mr. Douglas Moyo, representing the National AIDS Council (NAC)

Bulawayo, highlighted encouraging progress — Bulawayo’s HIV prevalence declined from 13.2% in 2020 to 10.7% in 2024, attributed to improved health-seeking behavior. However, he cautioned that the city’s rate still surpasses the national average of 9.7%, calling for renewed private sector participation and leadership.



Delivering an overview, ZIPSHAWA Board Chairperson Mr. J. Manyakara commended partners for their growing interest and reiterated ZIPSHAWA’s role as the coordinating body for workplace HIV and employee wellness programmes. Since its launch in 2018, ZIPSHAWA has become an active contributor to national platforms such as the Global Fund Country Coordinating Mechanism and the Ministry of Health and Child Care’s Public-Private Partnerships Working Group. Mr. Manyakara also revealed ongoing mapping of workplace wellness activities nationwide, now 50% complete, which will inform data-driven engagement and coordination efforts.

In a keynote delivered on behalf of the Minister of State for Bulawayo Metropolitan Province, Hon. Judith Ncube, the government reaffirmed its commitment to achieving and sustaining the UNAIDS 95-95-95 targets. The Minister encouraged companies to adopt comprehensive

wellness programs, integrate HIV testing into the workplace, and uphold non-discriminatory policies that foster inclusion and dignity for all employees. She challenged CEOs to personally champion wellness initiatives within their spheres of influence, noting that “ending AIDS requires visible leadership from the top.”

A lively panel discussion, featuring health and academic experts from NUST, RailMed, NAC, and the Bulawayo Provincial Medical Directorate, explored innovative HIV prevention strategies and workplace wellness realities.

Panelists highlighted that Bulawayo recorded 3,814 new infections in 2024, while the first half of 2025 registered 1,712 new cases, emphasizing the need for continued vigilance. They cited stigma, resource constraints, and limited male engagement as key challenges, while advocating for scaling up voluntary medical male circumcision (VMMC), PrEP, and new long-acting ARV options.

Participants called for the establishment of a ZIPSHAWA Southern Region Coordination Office to ensure continuous engagement, capacity-building, and monitoring of workplace wellness efforts. They also urged the inclusion of the informal economy, a vital but often overlooked sector, in national HIV and wellness programs.

The CEO Breakfast Meeting successfully reignited dialogue and reaffirmed the private sector’s pivotal role in national wellness outcomes. It laid a strong foundation for new partnerships, regional visibility, and evidence-based advocacy.

As Zimbabwe advances toward 2030, ZIPSHAWA remains resolute in its mission to unite businesses around health, productivity, and human capital development, demonstrating

that wellness is not a cost, but an investment in people and progress.

ZIPSHAWA Partnership Forum

Following the success of the CEO Breakfast Meeting, the Zimbabwe Private Sector on HIV and Wellness Association (ZIPSHAWA) convened a high-level Partnership Forum on 23 October 2025 at Mavuna Guest Lodge in Bulawayo. The forum brought together 58 participants from 27 organizations representing employers’ federations, trade unions, government departments, civil society, and the private sector. This gathering served as a strategic platform to deepen collaboration, strengthen coordination, and expand ZIPSHAWA’s footprint in the Southern Region as part of efforts to advance workplace wellness and HIV prevention.



In her opening remarks, Mrs. Nyathi, the National AIDS Council (NAC) Bulawayo Provincial Manager, underscored the importance of partnership and innovation in driving the national wellness agenda. She encouraged stakeholders to explore home-grown, cost-effective solutions in the face of declining donor funding, reminding participants that a healthy workforce underpins productivity and economic growth. Her call to action resonated across the room, setting a tone of urgency and shared responsibility for sustaining progress in the fight against HIV and other wellness challenges.



Mr. R.T. Machengere, Executive Director of the ZBCW, which serves as the ZIPSHAWA secretariate reaffirmed the organization's core mandate to

coordinate workplace HIV and wellness interventions across the private sector. He highlighted that ZIPSHAWA was established to bridge fragmented efforts and align private sector initiatives with national HIV and wellness frameworks. Beyond HIV, he emphasized that the association's strategic focus now encompasses broader health and wellness dimensions, including mental health, disability inclusion, and occupational safety, key pillars for building resilient and productive workforces

Delivering the keynote address, Dr. M. Siamuchembu, Provincial Medical Director for Bulawayo, presented a sobering picture of the HIV and wellness landscape in Zimbabwe. While national progress toward the UNAIDS 95-95-95 targets remains commendable, gaps persist, particularly among children, where viral suppression stands at 86 percent. He noted that treatment defaulting, stigma, and discrimination continue to drive preventable deaths. Dr. Siamuchembu called for stronger data sharing between the private sector and public health authorities, stressing that wellness should be viewed as a strategic investment rather than a social obligation. His remarks reinforced the critical role of the private sector in filling gaps left by declining donor funding and in fostering sustainable wellness ecosystems.

One of the key highlights of the forum was the cross-regional learning session, where Mr. P.

Mazengwa, the District AIDS Coordinator from Midlands Province, shared valuable insights from Gweru's workplace wellness experiences. He detailed the success of the Provincial Medical Director's Wellness Clinic—a collaborative initiative offering comprehensive health services, from HIV testing and counselling to mental health support and chronic disease screening. This innovative approach has significantly improved health access, reduced stigma, and strengthened partnerships between employers, employees, and health institutions. Participants agreed that the Midlands model offers a practical framework for replication in Bulawayo and other regions.

The forum also featured a powerful presentation on disability inclusion, led by Dr. Vongayi Voshi of Heal Our World Voshi Organisation for the Disabled, who emphasized that disability should never be viewed as inability. He shared his personal journey living with HIV and called for greater integration of people with disabilities into workplace wellness programs. His message of resilience and inclusivity resonated deeply, reinforcing the need for equitable access to health services for all workers.

During the plenary discussions, participants from diverse sectors reflected on systemic and behavioral barriers hindering wellness implementation. Issues such as weak coordination between the private and public sectors, limited resources, stigma, and poor data collection emerged as recurring challenges. Stakeholders proposed a series of actionable solutions, including the establishment of a ZIPSHAWA Southern Region Coordination Office, enhanced resource mobilization, and the development of digital tools to strengthen workplace reporting. There was also strong advocacy for increased outreach through mobile clinics, wellness days, and the

deployment of peer-led wellness champions within companies.

By the close of the forum, participants had collectively reaffirmed their commitment to advancing wellness as a shared national priority. They agreed that fostering healthier workplaces requires partnership, accountability,

and innovation. As ZIPSHAWA continues to expand its influence in the Southern Region, the association stands as a unifying force connecting business with wellbeing—demonstrating that wellness is not merely a moral obligation but a strategic investment in human capital and sustainable economic growth.

Towards a People-Centred 2026 Health Budget: Time to Meet the Abuja Declaration

As Zimbabwe awaits the 2026 national budget, expectations are high that the health sector will finally receive an allocation that reflects its vital role in national development. For years, funding has fallen short of the Abuja Declaration target of 15 percent of total public expenditure, leaving health facilities under-resourced and overly dependent on donor support.

The coming budget offers a chance for government to show renewed commitment to universal health coverage and resilience. Meeting the Abuja target would strengthen service delivery, motivate health professionals, and ensure reliable access to essential medicines.

From the private sector perspective, ZBCW and ZIPSHAWA urge the Ministry of Finance to view health financing as an investment in productivity and economic growth. A healthy workforce is the backbone of national prosperity.

Zimbabwe has made strides in wellness and system strengthening. Now is the time to consolidate these gains through bold fiscal action and deliver a 2026 health budget that truly puts people first.

Global Fund Eighth Replenishment

The Global Fund has once again placed the world's attention on three of the most deadly infectious diseases, HIV, tuberculosis (TB), and malaria, by launching its Eighth Replenishment, seeking to raise US \$18 billion to cover the period 2027 to 2029. This critical funding drive comes at a time when global health gains are increasingly at risk due to economic pressures, conflicts, climate shocks, and the lingering effects of the COVID-19 pandemic.

The replenishment process is more than a fundraising exercise. It determines how much support low- and middle-income countries will receive for the next three years to strengthen their HIV, TB, and malaria responses. During the previous cycle, the Seventh Replenishment (2023 – 2025), the Global Fund raised US \$15.7 billion, which has since supported millions of people with life-saving treatment and prevention services. The new target reflects both rising global needs and the urgency to protect decades of progress.

With US \$18 billion, the Global Fund estimates it could save 23 million lives, prevent 400 million new infections, and generate up to US \$19 in economic returns for every dollar invested. Beyond funding, these resources strengthen health systems, train health workers, and expand community-based care, ensuring that services reach those most in need.

For countries like Zimbabwe, this replenishment is particularly significant. The Global Fund has been a cornerstone of Zimbabwe's health response, providing critical financing for HIV treatment, TB care, malaria prevention, and community health systems. A fully funded Global Fund means continuity, innovation, and scale-up of these essential services.

However, this round comes at a challenging time. Many traditional donors are under fiscal pressure, while the global health sector faces what some have called “**donor fatigue.**” The risk is that reduced pledges could translate into funding shortfalls, service disruptions, and slower progress in achieving the 2030 global health targets.

The Global Fund's 2025 Investment Case calls for renewed focus on equity, innovation, and sustainability, with an emphasis on reaching key populations, strengthening communities, and integrating pandemic preparedness into disease programs. This aligns well with Zimbabwe's national wellness vision and its growing engagement of the private sector in health delivery.

Ultimately, the success of the Global Fund's Eighth Replenishment will determine whether the world can sustain the momentum against HIV, TB, and malaria. For Zimbabwe and similar countries, the stakes are high: every dollar pledged translates into more lives saved, healthier communities, and stronger systems for the future.



ICASA 2025: Catalysing Africa's Fight Against HIV, TB & Malaria



We are excited to announce that the 23rd edition of the ICASA 2025 will take place 3–8 December 2025 in Accra, Ghana.

Under the theme “*Africa in Action: Catalysing Integrated Sustainable Responses to end AIDS, TB & Malaria*”, the conference will bring together governments, communities, researchers, the private sector and civil society to accelerate progress towards elimination of HIV, tuberculosis and malaria, strengthen health systems and advance pandemic preparedness.

For ZBCW, ZIPSHAWA and all wellness-stakeholders across the region, this is a critical opportunity to:

- forge strategic partnerships and scale up community-led responses
- showcase innovations and best practices in HIV prevention, treatment and care
- reinforce our commitment to inclusive, rights-based and gender-responsive services
- amplify domestic resource mobilization and sustainable programming

With hybrid attendance (in-person + virtual) options available, we encourage our network to register and plan early. Visa-on-arrival arrangements for delegates have been announced. Stay tuned for registration details, scholarship opportunities and how ZBCW will participate or convene side-events. Let's work together to ensure Zimbabwe's voice and innovations are front and centre at ICASA 2025.

Is Your Company HIV/WELLNESS MANAGEMENT SYSTEMS STANDARD (ZWS 992:2018) Compliant?

ZBCW is here to help you begin or accelerate your certification journey. Reach out today for technical support, mentorship, or customized training.

info@zimbcw.com
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“Wellness is not just a practice—it’s a standard. And standards build accountability, credibility, and results.”

The Importance of ZWS 992:2018 Certification for Businesses

In today’s fast-paced corporate environment, employee wellbeing is no longer a “nice-to-have”, it’s a strategic imperative. The HIV/Wellness Management Systems Standard (ZWS 992:2018) provides a structured framework for organizations to implement robust wellness and HIV management programs in the workplace.

Being ZWS 992:2018 compliant signals to employees, partners, and clients that your company prioritizes health, safety, and inclusivity. It helps businesses:

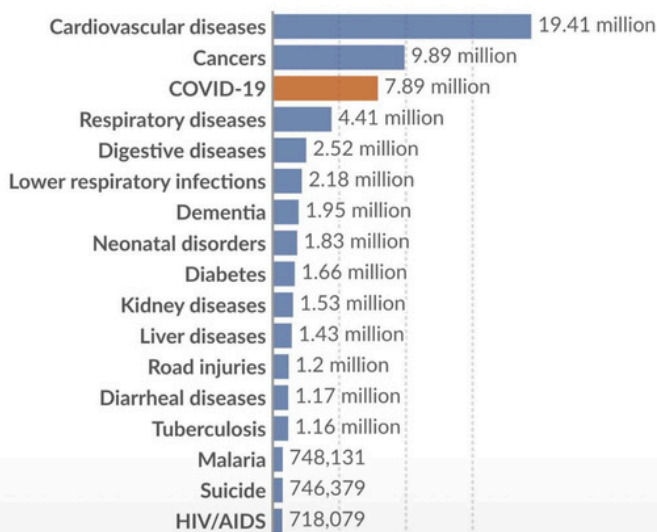
- Enhance productivity and reduce absenteeism by supporting employees’ physical and mental health.
- Boost corporate reputation and credibility by demonstrating commitment to internationally recognized wellness standards.
- Ensure legal and ethical compliance in managing HIV-related workplace policies.
- Foster a culture of accountability and sustainability, making wellness an integrated business practice rather than a one-off initiative.

For companies looking to start or accelerate their certification journey, ZBCW provides technical support, mentorship, and customized training to ensure a smooth, effective process. Achieving this certification is not just about compliance, it’s about building a workplace that values people, performance, and purpose

The Rising Global Burden of Non-Communicable Diseases (NCDs)

Global causes of death

Our World in Data



Data source: IHME, Global Burden of Disease (2024)
OurWorldInData.org/causes-of-death | CC BY

Non-communicable diseases (NCDs) are the leading cause of death worldwide, accounting for millions of lives lost every year. According to the 2024 Global Burden of Disease data, cardiovascular diseases claim 19.41 million lives, followed by cancers at 9.89 million, highlighting the staggering impact of chronic conditions on global health. Collectively, NCDs such as diabetes, kidney disease, liver disease, and respiratory conditions, far outpace infectious diseases in mortality, underscoring the urgent need for preventive strategies, early detection, and integrated wellness programs.

This data reinforces that workplaces and communities must prioritize holistic health

approaches. Investing in employee wellness, lifestyle interventions, and health literacy is not only a moral imperative but also a strategic business decision, healthy employees drive productivity, innovation, and sustainable growth. As the global health landscape evolves, proactive NCD management remains central to reducing premature deaths and building resilient societies.

Building a Culture of Wellness: Dairibord Takes Bold Steps in Staff Mental Health

ZBCW partnered with Dairibord Zimbabwe Private Limited in three impactful mental health sessions targeting the senior executives, managers (virtual) and shopfloor workers. This demonstrating how leadership commitment and employee engagement can shape a truly wellness-oriented workplace.

On 29 October 2025, ZBCW facilitated a ***Staff Wellbeing and Mental Health*** session for Dairibord's senior executives, a critical step that often defines the success of workplace wellness programs. Training top management is not just about awareness; it's about cultivating leadership that values people as much as performance. When leaders understand and prioritize mental health, it filters through every level of the organization, creating a supportive culture built on empathy, resilience, and trust.

A special appreciation goes to CEO Mercy Ndoro, HR Executive Gilbert Takavarasha, and the entire executive team for their openness and commitment. Their leadership affirms a vital truth: ***investing in wellness is not just good practice, it's smart business.***



The following day, 30 October 2025, ZBCW extended the engagement to the shopfloor level, conducting a Mental Health Awareness Session at Dairibord's

Chitungwiza Depot over lunch. This interactive session created a safe space for workers to openly discuss mental health, stress management, and practical wellness strategies relevant to their daily experiences.



By integrating wellness into both the boardroom and the shopfloor, Dairibord has set a strong example of how holistic wellbeing should be approached, top-down and bottom-up.

At ZBCW, we believe that wellness truly starts where people work. We commend Dairibord for prioritizing mental health across all levels and encourage other companies to take similar steps. Investing in employee wellbeing is not a cost, it's a catalyst for productivity, loyalty, and long-term business success.



Dairibord
Holdings
More Than Just Milk



DAIRIBORD
Zimbabwe (Private) Limited

Youth – Closing the HIV Gap Starts with You

Zimbabwe has made remarkable progress in the fight against HIV. National efforts have made the country achieve the global UNAIDS 95-95-95 targets, which aim for 95% of people living with HIV to know their status, 95% of those diagnosed to be on treatment, and 95% of those on treatment to achieve viral suppression.

But among young people, particularly those aged 15 to 24, these targets remain a challenge. Evidence shows that youth are less likely to know their HIV status, face barriers to starting and staying on treatment, and struggle more than adults to achieve viral suppression. This gap was recently highlighted by the Bulawayo Provincial Medical Director Dr. M. Siyamuche, and is a key concern for Zimbabwe's HIV response.

Young people face unique challenges that contribute to these gaps. Stigma and judgment around HIV and sexual health, unstable living conditions, school or work commitments, and limited youth-friendly services all make it harder to access testing and treatment. Prevention services, including condoms and pre-exposure prophylaxis (PrEP), often fail to reach youth effectively.

Despite these challenges, there is hope and power in the hands of young people. By taking proactive steps, youth can lead the way in closing the HIV gap:

- **Know your status:** Access youth-friendly HIV testing services, including self-testing and mobile clinics. Early knowledge saves lives.
- **Start and stay on treatment:** If diagnosed, begin ART immediately and remain engaged in care. Viral suppression protects your health and those around you.
- **Engage in prevention:** Use condoms, consider PrEP where eligible, and stay informed about sexual health.

- **Support each other:** Peer encouragement and youth networks can help overcome barriers to care.
- **Use your voice:** Speak up about what works and what doesn't. Help shape youth-friendly health services in your community.

When youth are left behind, the gains Zimbabwe has made nationally are at risk. But when young people are front and centre, fully engaged in their health, we move closer to achieving the 95-95-95 targets among the youth and the dream of an HIV-free generation becomes possible.

The call is clear: Youth, the future of Zimbabwe's HIV response is in your hands. Take the lead, support each other, and close the gap. Together, we can achieve a healthier, stronger Zimbabwe.

Zimbabwe National TB Conference

The Zimbabwe National TB Conference 2025, themed "***From Commitment to Action: Innovation, Sustainable Financing, and Person-Centred Care to End TB,***" brought together key stakeholders to accelerate efforts toward ending TB.

Over three days, discussions emphasized innovation in diagnosis and treatment, sustainable financing, and stronger partnerships for person-centred care.

ZBCW and ZIPSHAWA participated in the event, underscoring the vital role of the private sector in achieving national TB goals. Through workplace wellness programs, early screening, and continued investment in health systems, businesses can drive progress toward a TB-free Zimbabwe.

Ending TB demands collaboration across all sectors, with the private sector pivotal in turning commitment into action.

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Newsletter

ZBCW's Stand on Workplace Wellness

As Zimbabwe's world of work continues to evolve, ZBCW emphasizes that wellness must be woven into the very fabric of business strategy. It is not an add-on, nor a once-off activity, it is a driver of resilience, innovation, and sustainable growth.

We call on companies to champion wellness with the same urgency they give to productivity and profit. By prioritizing employee health, organizations build stronger teams, reduce risks, and contribute directly to national development goals.

Workplace wellness is the future of business competitiveness. Those who invest in it today will be the leaders of tomorrow.

LET'S STAY CONNECTED!



Let's work together to build a healthier, happier, and more productive workforce. Let's make 2025 a WELLNESS-FIRST year! next time, The ZBCW Team.

”



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ZIPSHAWA Association

