**NEWS ARTICLE**

Women’s Day is testament to the resilience and contribution of all women, says ROMPCO’s Chuma Mxo

**07 August 2024:** Observed on 9 August, Women’s Day serves as a powerful reminder of the ongoing journey toward gender equality. “At ROMPCO, our approach to diversity, equity, and inclusion (DEI) extends beyond traditional concepts, addressing more nuanced and layered aspects of the topic,” comments **Chuma Mxo**, Manager: Branding, Communications and CSI at the Republic of Mozambique Pipeline Investments Company ([ROMPCO](https://www.rompco.co.za/)).

“We believe that true diversity encompasses a sense of belonging for all individuals. Our team is incredibly diverse, representing various backgrounds and upbringings, including South Africans from different tribes and Mozambicans,” notes Chuma. She notes that the company has recently even embraced learning Portuguese to enhance communication with colleagues in Mozambique, reflecting its commitment to inclusivity.

ROMPCO’s DEI policies are crafted to ensure diverse representation at all levels of the company, balancing talent across key dimensions of diversity. It celebrates uniqueness by appreciating each person’s distinct attributes and perspectives. “Our goal is to foster a healthy work environment where everyone feels valued, respected, and included. We are dedicated to creating a sense of belonging, ensuring that every individual feels safe and integral to our team. Moreover, we strive for equity by providing equal opportunities for success, advancement, and excellence,” highlights Chuma.

“Women’s Day is a powerful reminder of the strength and resilience of women everywhere. To me, it is about standing up for one another, supporting and empowering each other, and celebrating our collective achievements. It is an opportunity to uplift one another and acknowledge the incredible contributions women make in every sphere of life,” she says.

It is also a moment to reflect on progress made and the work still needed to achieve full gender equality. “Embracing the spirit of Women’s Day means advocating for change, supporting fellow women in their journeys, and honouring the diverse roles we play in shaping a more equitable world,” asserts Chuma.

Internally, ROMPCO is a vibrant and youthful team, fostering a culture of collaboration and open communication. Its open-door policy and the absence of rigid hierarchical structures makes for a dynamic work environment. Management is exceptionally supportive, welcoming change and even the most unconventional ideas, provided they make sense. “This openness to innovation has been instrumental in my professional growth,” adds Chuma.

Her role is to oversee and implement the company’s branding and communication strategies, while driving its CSI initiatives. She heads up lead a small yet dynamic team consisting of herself and a Communications and Stakeholder Engagement Officer. Together, they collaborate to achieve the company’s goals and support its growth. “As ROMPCO continues to expand, we anticipate growing our team to further enhance our branding, communication, and CSI efforts,” Chuma says proudly.

This is significant, as when she joined, there was no communications department at ROMPCO. “I was handed a blank canvas, an opportunity to craft and shape the company’s voice and image from the ground up. This journey has been incredibly fulfilling, allowing me to unleash my creativity and vision,” adds Chuma.

Her passion for her job is driven by the incredible team she works with combined with supportive management to create a positive environment. “I find immense fulfilment in engaging with diverse projects and leading impactful CSI initiatives. These efforts allow me to make a tangible difference in the lives of those less fortunate, which constantly reminds me of how fortunate and blessed I am. This sense of purpose and the ability to contribute meaningfully to the communities we serve keep me deeply motivated and grateful every day,” says Chuma.

She advocates for work-life balance, especially for women employees. Achieving a healthy work-life balance is not just about managing responsibilities; it is about nurturing well-being and finding harmony between professional and personal obligations.

“Juggling multiple roles and overcoming unique challenges can be daunting, but supportive policies make a difference. ROMPCO fosters an environment where gender equality thrives, where societal expectations and caregiving responsibilities are acknowledged, and where personal and career aspirations can coexist harmoniously,” points out Chuma.

Her advice to young girls aspiring to pursue a career in branding, communications, and corporate social investment is to cultivate humility. “In this field, humility is crucial. It helps you stay grounded, learn continuously, and collaborate effectively with others. Embrace every opportunity to grow and adapt, and always value the perspectives and contributions of those around you. By balancing ambition with a humble approach, you can build strong relationships, gain invaluable experiences, and make a meaningful impact in your career,” concludes Chuma.

***Ends***

**Notes to the editor**

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**About ROMPCO**

The Republic of Mozambique Pipeline Investments Company (ROMPCO) is a joint venture between the government of South Africa (represented by the South African Gas Development Company (iGas), the government of Mozambique (represented by Companhia Moçambicana de Gasoduto (CMG) and Sasol. ROMPCO was formed to transport natural gas from Mozambique’s Pande and Temane gas fields to markets in both Mozambique and South Africa, for the economic benefit of the region.

ROMPCO’s mission is to maximize stakeholder value through the expansion of its footprint in a manner that promotes reliable, safe, and environmentally responsible operations. ROMPCO aims to contribute to a balanced energy economy, gas infrastructure and capabilities development while being a responsible corporate citizen.

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