



PACKAGING AND SECURITY PRINTING

# GROUP NEWS

A PERIODIC NEWSLETTER



**Unfolding success  
in Paper, Print,  
and Purpose**

**Seeds of success: Cultivating individuals who  
cultivate the business**

# A YEAR IN REVIEW

## Resilience in every stride

**SIMON DOWNES, GROUP CHAIRMAN**



"

We are investing significant time; effort and financial resources into additional plant; inventories and process systems."

Well, here we are: another year safely navigated. We have emerged a bit battered and bruised, but hopefully stronger for the challenges that will inevitably be strewn in our path in 2024.

Our own low points in the year were over-shadowed by the horrific world events that have brought us to a time of unprecedented danger, with the Doomsday Clock (see box below) now set at 90 seconds to midnight. Not since World War II, have we seen so many simultaneous negative events such as: the continued Ukrainian invasion; the Middle East crisis; the ongoing armed conflicts in Yemen, Sudan, Somaliland, Mali and the DRC; the severe effects of global warming and the potential threats to universal peace evident in the fractured relationships between the US and China. As if these challenges were not enough, we are faced with a toxic US-NATO and Russian conflict as well as a potential Chinese invasion of Taiwan lurking at every turn. To top that, 2024 will experience an almost comic US election between a jittery octogenarian incumbent and a megalomaniac past-president who seems intent on destroying the UN and the fragile balance of European power.

With all that, our low points seem positively trivial. However, whilst in the hustings, sparring lances look and are deadly. The challenges that really loomed this year were:

"With all that, our low points seem positively trivial. However, whilst in the hustings, sparring lances look and are deadly."

### RANSOMWARE ATTACK

This is something one would never wish on one's worst enemy, and an event for which one can never be fully prepared. In our case, our main, and two back-up servers were all infected. Fortunately, our IT service providers were up to the task. We did not engage with the hackers, and instead wiped clean all three servers. We were most fortunate in having the foresight to invest in cloud back-up, and I would encourage any readers of this unfortunate narration to do the same. However, cloud back-up is not instantaneous and involves a manual download from a secure data storage site. We did lose a week's production time but were able to catch up quickly with the support of our customers and staff. Of course, we have now cleaned out the Aegean stables once the horses had bolted, (if you would excuse the mixed metaphors). Our systems and protocols are now much tighter and more rigidly enforced, of course. Huge gratitude is due to Shaun Thompson of CMSIT and his merry band of techies.

### PORT INEFFICIENCIES

The 2022 World Bank Container Port Performance Index rates Durban at #341 out of the 348 ports ranked. Before our Capetonian friends start crowing, the port of Cape Town was ranked a lowly 344. Number 341 seems like a mere statistic, until one extrapolates this into 30 vessels parked off Durban harbour, with a total of 92 000 containers on board! The daily congestion charges and sunk costs are estimated at R98m, resulting in impeding the movement of goods worth R7 billion.

### The Doomsday Clock

Founded in 1945 by Albert Einstein and University of Chicago scientists who helped develop the first atomic weapons in the Manhattan Project, the Bulletin of the Atomic Scientists created the Doomsday Clock two years later, using the imagery of apocalypse (midnight) and the contemporary idiom of nuclear explosion (countdown to zero) to convey threats to humanity and the planet. The Doomsday Clock is set every year by the Bulletin's Science and Security Board in consultation with its Board of Sponsors, which includes 10 Nobel laureates. The Clock has become a universally recognized indicator of the world's vulnerability to global catastrophe caused by manmade technologies.

The cause can be easily traced to shocking management at Portnet, which has failed to repair and replace the straddle cranes at Durban's Pier 2. Whilst emergency measures have reduced the outstanding containers to 60 000 as of the time of writing, Portnet's management can certainly be seen as the Grinch who stole Christmas, given that retailers will not receive their Christmas stocks in time for the festive season. The situation will only be remedied when the privatization of Pier 2 is finalized with the Philippine port manager ICTSI, which is expected in April 2024, if Transnet can bring themselves to actually sign the contract.

### SOE FAILURES

Companies from Europe, Asia and the USA generally struggle to manage investments in South Africa due to the shocking business environment under which we are forced to operate. Every State Owned Entity (the nomenclature has now been changed to "State Owned Company" to deflect attention, one assumes) has failed. Some are incorrectly touted as successes such as SARS (just try to engage with them or try to extract a VAT refund) or The Government Printer and ACSA (failed again – these have captive clients who are forced to use their over-priced services). We have almost become immune to long queues; rude civil servants (now there's an oxymoron, if ever there was); blue light bullies and endless regulations requiring countless reports and meaningless forms.

continued..

**Rolling with life's punches: A journey of resilience**





## SIMON SAYS

continued..

With an election looming (apparently around the end of May 2024) we have seen a slew of illogical and contradictory new legislative changes fast-tracked as a blatant ploy to win over votes. Unfortunately, business leaders have largely been absent or slow to condemn and call out the government of the day for their failures. Instead, some attempts have been made to work with the administration in the vain hope of influencing policy from within. If the Captains of industry are not prepared to offer deserved critique to a failing state, please allow this Lance Bombardier to list some low-hanging advice that seems obvious:

1.Reduce the overblown cabinet (apparently one of the largest in the world) to a small, functional group of educated technocrats. There is no need for a single deputy minister.

2.Stop using 1970's East German doublespeak such as "lumpen proletariat" and "imperialist neo capitalism". As Johan Rupert said recently: "Investors do not like investing in places where people call each other comrades".

3.Privatise all SOC's except for the very necessary, such as security clusters.

4.Cancel the NHI Bill and invest energy and money into fixing the existing public health system.

5.Professionalise the civil service. Cadre deployment should be criminalised. Twin with business wherever and whenever possible.

6.Reverse and desist from all racist references. These are damaging, dangerous and polarizing.

7.Cease all reference to nationalisation of any nature. Rupert again: "You cannot nationalise a person's brain. And it is instantly movable".

8.Cancel Procurement Preference allocations, which lead to inefficiencies, the mere enrichment of sycophants and ruling party-supporting tenderpreneurs, and reduce service provision to the poorest of the poor. The Harvard Group of Economists maintain that Procurement Preference is the primary cause of collapse of state capacity.

9.Recognise that job creation should be front of mind for everyone, and can only result from GDP growth. The state cannot create jobs – the private sector does.

10.Get out of the way. Delete all of the odious and unnecessary red tape that currently strangles business in South Africa. This includes BEE, EE, Racist Water and Land usage allocations, and the recent hideous fruit export licensing regulations which exclude certain race groups.

There - I feel better for that rant!

"Every State Owned Entity (the nomenclature has now been changed to "State Owned Company" to deflect attention, one assumes) has failed."

### JIM SHORT

In our 2022 December S&G News, I noted that Jim Short was retiring from S&G. However, we agreed that he would stay on for a while on a reduced basis, which suited both of us. Jim and Julia came out to South Africa on a 2-year contract, and have remained for about 42 years, 40 of those at S&G. They have decided to spend their retirement in jolly ol' Scotland where they have many friends and relatives, and most importantly wonderful golf courses. We wish them a long, healthy and happy retirement, and we trust that they will visit often during those miserable, cold and wet Scots winters. It has been a pleasure working with you, Jim. Ave, old pal!

### GRANT HUBBARD

We welcome Grant, who joins us in January 2024 as General Manger – S&G Security Printing. Grant is married to Sue, and they have two grown children in Matthew (23) and Bethany(19). Grant uses his leisure time to walk, garden, play golf and more recently to swim (note to Romé: another entrant for the S&G Midmar Mile team). In his prime, he completed a few Comrades and Two Oceans Marathons.

Grant holds an MSc degree in Chemical Engineering and an MBL. His work career includes time in the sugar and cosmetic industries, and more recently, in the printing and packaging industry, including cartons, labels and security printing. We welcome Grant to the S&G family, where he may even find a fellow Spurs fan.

### PROSPECTS FOR 2024

The past year has seen some significant capitalisation within our Bags Division. During next year, we intend to invest heavily in new print and punching capacity in the Carton Division, to ensure that we remain relevant and in the technical vanguard of our industry. We are also close to concluding the acquisition of significant new storage facilities which will streamline our logistics chain.

After the 2024 elections, we look forward to more stability (and electricity!) to allow South Africa some much needed room for GDP growth, which is so important in dealing with our unemployment crisis.

Through all the trials and tribulations of the past few years, we continue to enjoy the support of extremely loyal customers. We do not take these relationships lightly, and we recommit ourselves to the 3 pillars of our business philosophy: Innovation, Quality and Service Delivery. Thank you for your custom and your friendship.

Finally, we wish all of our employees, managers, suppliers and customers a Merry Christmas and festive season, and the very best for a shiny brand new year of promise and success.

"Through all the trials and tribulations of the past few years, we continue to enjoy the support of extremely loyal customers."



# The final farewell

**JIM SHORT, MANAGING DIRECTOR SECURITY PRINTING**

With the Year End almost upon us we of course reflect over the past 12 months.

2023 once again saw S&G Security Print produce an array of security documents such as Birth and Death certificates, University, School and trade certificates, Road license discs, security stamps, visa's, secure receipt books, exam papers, numbered and bar-coded forms etc. etc. Although the year did not bring in any large new contracts, S&G took pride in producing our work consistently at a high level of quality, and on time. Many of our customers dropped off notes and mails thanking us for our service and our "going the extra mile" attitude. These are much appreciated and make all the difference to our staff in that their care and pride are being noted.

It was with great sadness that we heard of the passing of Aaron Ngidi earlier this year. Aaron was one of our longest-serving employees, having been with the company since 1995. In his role as our despatch assistant and driver, Aaron was renowned for his calm composure, especially in the bustling chaos of Durban traffic. A devoted sportsman, he took joy in playing football and held the distinction of being the oldest player in our S&G team, continuing to play well into his fifties. Our deepest condolences go out to Aaron's family during this difficult time.

**" I have been in the printing industry for some 52 years of which 40 have been with S&G. I have had the privilege of working with many legends in the Printing Industry "**

Our European suppliers are improving on their lead times, having gone off the charts over the two pandemic years. We just need Durban Harbour to get its act together and we should then get back to pre-covid lead times. Our factory has managed incredibly well to mitigate the worst of the on-going power cuts and water cuts. They disrupt our lives more at home than at S&G.

Our S&G fishing club held its annual outing on the last weekend of November. There were not a lot of fish caught but all members had a great time, none the less.

This will be the last time I contribute to the S&G Newsletter as my retirement date of the 14th of December is fast approaching. I have been in the printing industry for some 52 years of which 40 have been with S&G.

I have had the privilege of working with many legends in the Printing Industry, I have met world class suppliers and of course worked closely with a long list of fantastic and loyal customers. How the S&G team put up with me for so long will always be a mystery, but I thank them all for their support and camaraderie.

Wishing you all a very merry year end holiday and a prosperous 2024.



**Go well, Jim.**



**" Many of our customers dropped off notes and mails thanking us for our service and our "going the extra mile" attitude. "**

# LEON'S LEVERAGE



## Embracing Transformative Changes

**LEON WARD, OPERATIONS MANAGER**

**Agility and Flexibility are keys to success.**

Another year has gone by in the blink of any eye. 2023 has dished up its fair share of challenges which were not quite as bad as 2020 (Covid), 2021 (Riots) or 2022 (Floods). Just to keep us honest, we had the Ransomware attack and the inefficiencies of our ports to contend with. Having the ability to be agile and flexible to whatever new challenges arise is critical to our future success. We have proven that we have this ability and along with a positive attitude, we find that half the battle is won.

**The only constant is change – Greek Philosopher Heraclitus**

The Ransomware attack in August really put the whole Operations team under severe pressure. I am proud to say that when called upon, all our staff stood up to the challenge, pulled together and we got through this difficult period stronger than before. The inefficiencies of our ports are well documented and have resulted in a lot of frustration and interruptions to our operations. This problem is due to remain with us for some time to come so being flexible and agile going into 2024 is crucial.

Having the correct culture is important in being able to meet challenges head on. The Ops team designed a culture blueprint in 2022. This involved how we act, to hold ourselves and our subordinates accountable and to serve the Shave and Gibson pillars which are Innovation, Quality and Service Delivery. We will continue our Culture design and implementation into 2024 and bed this down with our new members.

We have had some members leaving our team in 2023 and we welcome some new members. We say goodbye to Vinay Ramnath who leaves us in January 2024, and we wish him all the best for his future endeavours

**" Having the correct culture is important in being able to meet challenges head on."**



Vinay did an admirable job in the Punching Department during his tenure and he helped resolve the bottlenecks we were experiencing. We welcome Jacques Jacobs as the new Punching and Finishing Manager, and he comes with a wealth of experience. We trust he will continue to grow these departments and help make them world class.

**" Continuing to look forward into 2024, closing the skills gap is an ongoing area that we will focus on and develop from within "**

Continuing to look forward into 2024, closing the skills gap is an ongoing area that we will focus on and develop from within. We wish to add more apprenticeships to our current programme across the various departments especially as our current class become qualified.

Removing unnecessary waste of movement, removing nonvalue adding operations and automating where possible is going to be a focus area in 2024 and will allow us to move our staff to more value adding operations.

As I write this our Man Roland printing press 405 which was installed at Shave and Gibson in 2000 has been sold and is being packed into containers. A new printing press is being sourced that will suit our requirements and we look forward to receiving this in the near future.

A special congratulations to Nishaal Ramkilawan who won the Operations award for the: Most Valuable Player. He has really run his department commendably.

As we bid farewell to 2023, I wish to extend my thanks to my team and everyone who has been a part of our journey thus far. Your support and collaboration have been instrumental in our success in trying times.



**The only constant is change – Greek Philosopher Heraclitus**





## Packaging's Paradigm shift

**MICHAEL DOWNES , INNOVATION MANAGER**

In this era of heightened customer expectations, the packaging industry finds itself at the forefront of a profound paradigm shift. The surge in customer demands has positioned the customer experience as a critical focal point for businesses spanning diverse industries. Shorter lead times and escalating expectations have propelled companies into a dynamic landscape where the efficiency, seamlessness, and responsiveness of services are non-negotiable elements of success.

This shift has presented businesses with both a challenge and an opportunity: the challenge lies in meeting and exceeding customer expectations amid an environment of rapid change, and the opportunity lies in leveraging innovative strategies to transform these challenges into competitive advantages.

As we navigate this transformative landscape, it becomes imperative for us at S&G to not only adapt to, but to anticipate the evolving needs of our customers. Shorter lead times necessitate agile and responsive supply chains, while increased demands call for packaging solutions that not only meet functional requirements but also contribute to a memorable and positive overall customer experience.

In this customer-centric paradigm, we are continually looking at technologies that enable this shift such as real-time tracking, efficient communication, and the flexibility to accommodate changing demands. Embracing digital transformation becomes not just an option but a strategic imperative, as companies harness the power of data analytics, automation, and smart packaging solutions to create a seamless and personalized customer journey.

**" At S&G, innovation isn't just a word; it's our company's heartbeat. "**



Moreover, the sustainability narrative woven into the fabric of contemporary consumer consciousness adds an additional layer of complexity and opportunity. Our customers now seek packaging solutions that not only align with their values but actively contribute to environmental preservation. The packaging industry, therefore, is compelled to innovate with eco-friendly materials, circular economy practices, and transparent supply chain initiatives to meet the dual expectations of efficiency and sustainability. We have seen this become more of a focus for our customer and brand owners, especially with the new Extended Producer Responsibility (EPR) policy that was gazetted at the end of 2021 in South Africa. This environmental policy is an approach in which a producer's responsibility for a product is extended to the post-consumer stage of a product's life cycle.

**" Our customers now seek packaging solutions that not only align with their values but actively contribute to environmental preservation. "**

At S&G, innovation isn't just a word; it's our company's heartbeat. Reflecting on the past year, each job, project, and idea embodies the spirit of progress and creativity that defines us. Our Continuous Improvement Projects are well underway, focusing on enhancing manufacturing efficiencies and achieving a balanced factory. We have recently introduced an Innovation Forum, where bi-weekly departmental discussions drive product-related solutions and improvements, optimizing production efficiency.

Acknowledging the paradigm shift, we've redefined our approach in the folding carton and paper bag industry. With our experience, temperament, and adaptability, we're poised to navigate these changes, staying ahead of our competitors, and aligned with the market shifts.



**Innovation is the spark that ignites the flames of progress, turning challenges into opportunities and paving the way for a brighter future.**



## PAUL'S PROPAGANDA

### New beginnings

#### PAUL'S PROPAGANDA, NATIONAL SALES MANAGER

To say this year has flown by would be an understatement. I have been part of the S&G family for 11 fantastic months. Prior to joining S&G I worked for 3 other companies. My last position was with a large corporate, Massmart. The move from corporate to a family run business has been absolutely amazing and the grass is definitely "CMYK".

Who said you can't teach an old dog new tricks? From FMCG to folding carton board and paper bags has been nothing short of a huge challenge. However, with a great team around me I have navigated my way to understanding a very competitive industry with lots of moving parts set to challenge one daily. "A boer maak a plan" is my new normal.

In a business as big as S&G with so many staff performing different roles, I thought it would be useful to share some learnings and the importance of packaging. Packaging is a silent salesperson that works 24/7. In the fast-paced retail environment, consumers often make split-second decisions about which products to buy. Packaging is the first point of contact between the product and the consumer, making it a crucial factor in influencing purchase decisions. A visually appealing and well-crafted package creates a positive first impression, enticing customers to explore the product further.

Packaging is not just a means of protecting the product; it's a powerful branding tool. Consistent and distinctive packaging helps build brand recognition and loyalty. A well-branded package communicates the essence of the product and the values of the brand, creating a lasting impression in the consumer's mind.

While aesthetics are essential, functionality should not be overlooked. Packaging should be designed to protect the product during transit and storage while providing a convenient and enjoyable unboxing experience for the customer.

Consumer preferences and design trends evolve over time. Staying abreast of these changes is crucial for packaging success. Whether it's sustainable packaging, minimalist design, or interactive elements, incorporating current trends into packaging design can give products a competitive edge on the shelf.

Consumers are drawn to products with a compelling narrative. Packaging design can tell a story, creating an emotional connection between the product and the consumer. From the choice of colours to the imagery and typography, every element should contribute to the overall storytelling aspect, making the product memorable.

With increasing environmental awareness, consumers are actively seeking products with eco-friendly packaging. Sustainable packaging not only appeals to environmentally conscious consumers but also reflects positively on the brand.



Utilizing recyclable materials and reducing excess packaging are steps in the right direction for both the planet and sales figures.

As we approach the end of the year, I wanted to take a moment to express my deepest gratitude for the incredible dedication and hard work that my sales team has demonstrated. In the face of challenges, you have risen to the occasion with determination and a positive attitude. Your ability to collaborate, strategize, and execute has not only met but exceeded my expectations. Your innovative approaches to client relationships, negotiation skills, and understanding of market dynamics have been instrumental in our success.

Challenges are inevitable in any journey, and they present us with opportunities to grow, adapt, and emerge stronger. We were challenged with a ransomware attack in August but managed to start producing goods 10 days later and currently we are facing board shortages due to a back log at the port of some 70 000 containers. While these hurdles may seem daunting, I firmly believe that our team possesses the skills, creativity, and determination needed to address them head-on and to ensure our customers are always in stock.

To our customers, your trust in our products has been the cornerstone of our success, and we are truly honoured to have customers like you. Your loyalty, feedback, and collaborative spirit have not only inspired us but have also played a pivotal role in shaping our offerings. We understand that your choices in the market are vast, and we are sincerely thankful that you have chosen us as your preferred partner. Your commitment to our brand has fuelled our motivation to continually strive for excellence in delivering top-notch products.

It's not just about business transactions; it's about the relationships we've built along the way. Your feedback has been invaluable, and we appreciate the constructive insights that have helped us improve and grow. We are committed to exceeding your expectations and providing you with the best possible experience.

Finally, I'd like to welcome Amanda Rees – Jones to our KZN team. Amanda was previously with Polyflex graphic packaging specialists as an Account Manager. Amanda is married to Alexis. They have two boys, Wade (19) who is an anti-poaching ranger for Pro Track and Troy (17) who is in school. Amanda enjoys golf, camping, and scuba diving when time permits, but now most of her time is spent sitting next to a pool watching her youngest train and play water polo.

"The future of packaging is a canvas of sustainability, creativity, and versatility, and folding carton board is the brushstroke that paints a brighter tomorrow."

# Richard's ramble



## A new dimension

**RICHARD DOWNES , MANAGING DIRECTOR PACKAGING**

As we bid farewell to 2023, our journey in cardboard packaging and paper bags has been marked by resilience and growth. We extend heartfelt gratitude to our valued customers, steadfast suppliers, and dedicated employees whose unwavering support has been pivotal.

In the face of many challenges, our remarkable team embraced adversity, navigating transitions and welcoming new faces. While farewells were bittersweet, each departure paved the way for fresh perspectives to integrate into our culture and way of doing things. I am pleased to witness the infusion of new ideas from our recent staff additions, and I look forward to many years of fruitful collaboration.

This year witnessed a significant increase in training activities throughout the organization. It is truly fantastic to observe the enthusiasm of our trainees for learning and development.

On 1 August 2023, we moved into a new warehouse and offices in Cape Town. The warehouse is nearly double the size of our old one, with ample room for future expansion. The central location enhances efficiency, particularly in servicing major accounts.

In 2022, we experienced unjustifiable and substantial price increases, with some relief observed this year. The decreases did not match the previous increases in magnitude or regularity, considering the 12.6% drop in the average exchange rate for 2023, and therefore imported material prices will continue to rise unless suppliers adjust their USD prices accordingly.

Despite our ability to address internal issues, external challenges beyond our control persist. Government actions, such as the inefficiencies at Durban Port and Eskom's power supply issues, contribute to increased costs and operational difficulties.

"Despite our ability to address internal issues, external challenges beyond our control persist."

"Nevertheless, our family business spirit prevailed, allowing us to navigate each hurdle together and emerge stronger."

Nevertheless, our family business spirit prevailed, allowing us to navigate each hurdle together and emerge stronger.

As we step into the new year, our gratitude extends to every individual who played a role in our journey. A big thank you to all our stakeholders, including colleagues, team members, suppliers/partners, and customers.

### Bags Division

The bags division flourished, experiencing a fourfold increase—a testament to our collective dedication. To accommodate this growth, over 10 new machines were installed. Relocating our factory was no small feat, and we extend our sincere appreciation to all the engineers who assisted in coordinating the move of machinery and equipment. Special mention goes to our HR team, who successfully managed the relocation of over 100 people. Paul and his sales team demonstrated remarkable commitment in servicing our customers during this transitional period, juggling various requirements seamlessly.

We express our gratitude to our customers for their understanding during this tumultuous time.



"It's easy to explain what happened, but much harder to predict the future." - Lao Tzu



# WE'VE GOT THIS IN THE BAG

ANDREW FORD , CHIEF OPERATING OFFICER (BAGS)



There is a saying "Be careful what you wish for" which has never been truer for us in the Bags department.

We finished off 2022 with great excitement about the prospects of brand new state-of-the-art equipment and the associated growth this would bring. Machines were ordered and due to space constraints in Hammarsdale we had 3 months of operating out of 2 sites located 50 kilometres apart.

By July we had completed the move, and all the existing machines were in Mobeni and the new additions were being delivered directly to the new premises. The technical team, headed by Mike Van der Westhuizen, jumped in and commissioned most of them as getting visas for international technicians remains a major challenge.

All Hammarsdale staff were relocated to Mobeni and I am proud to say that we lost only a very few in the transition. When considering that this relocation affects not only the employee but the need to place children into new schools, spouses following etc, our deepest gratitude must be extended to all staff members, as we rely so heavily on the skills base.

The family has grown and we now employ an additional 50% staff complement to accommodate the new production requirements with our turnover having quadrupled as a result.

Growth has its cost and the area where this is most evident is staffing. Quality technical staff are a rare breed and the bigger you get the more this shortage impacts on the business. As there are no conventional facilities that offer this type of training, we have implemented an internal training program and ultimately this will benefit the greater paper converting industry as these learners gain the knowledge and inevitably some flee the nest. But to not take the lead would hurt us the most.

In 2022 we wanted to become a major player in the bag business. We are there now, and will only go from strength to strength as we settle and consolidate the business. We have been granted our wish and a lot of grey hairs along the way!



**"In 2022 we wanted to become a major player in the bag business. We are there now, and will only go from strength to strength as we settle and consolidate the business"**

**"Growth has its cost and the area where this is most evident is staffing."**

# WELCOME TO THE FAMILY

## NEW STAFF

### S&G PACKAGING

<b>Paul Reynolds</b>	National Sales Manager
<b>Phumi Mzolo</b>	Group Training Officer
<b>Oscar Downes</b>	Operations Projects Coordinator
<b>Piroshin Chetty</b>	Production Administrator
<b>Kwanele Shongwe</b>	Production Administrator
<b>Amanda Rees-Jones</b>	Key Accounts Manager
<b>Yuktha Ramanundi</b>	Junior Estimator
<b>Charlene Heath</b>	Group HR Practitioner
<b>Priyanka Naidoo</b>	Payroll & Timekeeping Controller
<b>Sundiep Seeban</b>	Expeditor - Punching
<b>Jacques Jacobs</b>	Punching Manager
<b>Nonhlanhla Makhathini</b>	Creditors Clerk
<b>Lyndey Mingo</b>	Internal Sales Administrator
<b>Sibusiso Dube</b>	Driver
<b>Sanele Myeza</b>	Forklift/Clamp Driver

### S&G BAGS

<b>Liza Naidoo</b>	Production Administrator
<b>Shelley Gillespie</b>	Internal Sales Administrator
<b>Kwazi Ngubo</b>	Expeditor - Bags
<b>Vispanthan Moodley</b>	Expeditor - Bags
<b>Bongumenzi Zungu</b>	Forklift/Clamp Driver
<b>Simphiwe Ngcobo</b>	Forklift/Clamp Driver
<b>Freeman Muhamba</b>	Maintenance Assistant
<b>Aphelele Dlanjwa</b>	Operator
<b>Bonokwakhe Ncengwa</b>	Operator
<b>Cyril Madlala</b>	Operator
<b>Musawenkosi Nyawo</b>	Operator
<b>Nkanyiso Majosi</b>	Operator
<b>Philani Mthembu</b>	Operator
<b>Sibongokuhle Maphumulo</b>	Operator
<b>Sinethemba Mbonambi</b>	Operator
<b>Zanele Mbonambi</b>	Operator
<b>Rahen Mohanlall</b>	Shift Captain
<b>Precious Shazi</b>	Quality Technician

*Welcome!*



# LONG SERVICE AWARDS

## Packaging

### 40 years

Elaine Parkin  
Sagie Vencatsamy

### 35 years

Alan Hay  
Kevin Kisten

### 30 years

Beatle Rambharren

### 25 years

Hamza Omar  
Iqbal Soalay  
Manoj Singh  
Moses Ngidi  
Ravi Naidoo

### 10 years

Amos Makholosa  
Keshlin Pillay  
Komeshin Ragavan  
Nicky Botes  
Sanah Hlengwa  
Venesh Grupershad

## Bags

### 10 years

Lungisane Kunene

### 35 years

Louis Khumalo

## Security Printing

### 40 years

Jim Short

### 25 years

Clarence Pragasen  
Dennis Madlala

### 10 years

Cynthia Zama  
Dane Naguran  
Gideon Nieman

## FAREWELL

We say farewell to Jim Short, after an incredible 40-year journey at Shave & Gibson, culminating as MD of the Security Printing division. Your leadership has been invaluable, and your legacy will resonate for years to come. Wishing you a retirement as remarkable as your tenure.

**Jim Short 40 years**  
**Kevin Govender 40 years**  
**Esther Zikode 35 years**  
**Leslie Smith 8 years**

*Hambani Kahle*





# CONGRATULATIONS



To Michael Downes on the birth of his son Jack, who was born on 10 May 2023 and weighed 3.55kg



To Warren Mathews for passing his phase 2 assessment towards his Carton Making trade test.



To Nicholas Downes who got married to Robyn Jones on 09 December 2023.

## CONDOLENCES

It was with great sorrow that we announced the passing of our dear colleague, Aaron Ngidi, our kind-hearted security printing driver. Aaron's warm spirit and unwavering dedication made a lasting impact on our team. In memory of his contributions and the positivity he brought to our workplace, we extend our heartfelt condolences to his family and friends.



## S&G supporting local talent

### Qiniso Gwamanda

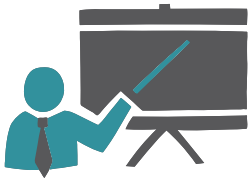
26 year old Qiniso Gwamanda, lives in Pietermaritzburg in Kwazulu-Natal with his family and has become well known in the area for his artistic skills and creativity. Qiniso, for the past seven years, has been collecting used cardboard boxes and cartons and reworking them into mini model replicas of cars, boats, bikes, buildings and even shopping centres. He says that he always enjoyed working with his hands and being creative, which has led him to create cardboard models for gifts, private use and now corporates as well.

He currently works for Mr Delivery as a delivery driver and hopes to one day work in an environment where he is able to unleash his creative nature.



Contact Qiniso:  
What's app on 064 074 8795





# STAFF TRAINING & DEVELOPMENT

## 2023 Training Highlights:

### 1. Apprenticeship journey:

- The year 2023 kicked off with a promising start as five apprentices began their training journey. Among them, four joined from the Punching department, and one from Litho, embodying our commitment to nurturing new talent within the company.

### 2. Forklift excellence:

- We renewed all forklift licenses, ensuring that our team maintains the highest standards of safety and proficiency. Notably, we welcomed new forklift drivers, marking a historic milestone with the introduction of our very first female forklift driver, Samke Mthembu. This achievement reflects our dedication to diversity and inclusivity in the workplace.

### 3. Recognition of Prior Learning Success:

- We are delighted to announce the successful completion of the Recognition of Prior Learning (RPL) process for five of our punching staff, facilitated by SETA. This achievement underscores our commitment to recognizing and harnessing the skills and experience of our valued team members. The finalization of this process is anticipated in 2024.

### 4. Induction and Disciplinary Code Training Drive:

- A significant milestone was reached in July when our colleagues from Hammarsdale permanently moved to Moberi. This transition prompted a robust induction and Disciplinary Code training drive, ensuring a seamless integration and alignment with our company's standards and practices.

**Phumi Mzolo**  
Group Training Officer



Michael Downes completed a one year Management Development Programme through CPUT (Cape Peninsula University of Technology)



Apprenticeship training under way in the training centre.



Our first female forklift driver – Samke Mthembu.







2023 was the second year of the existence of the Shave & Gibson Foundation, which continued the support to a number of charities and foundations.

We record some of the donations we have contributed towards over the past year:

- This year, the S&G Foundation supported the Zululand Conservation Trust. The project is directed at providing uniforms, sanitary products, school shoes and stationery to the students of the Mandlakazi region who have lost both parents, or have a single and unemployed parent.
- This is the 22nd year S&G has helped fund S.M.I.L.E. (St Mary's interactive Learning Experience) and we will continue to support this foundation.
- The Foundation donated material to Makabongwe school in Durban to assist with school curriculum
- For the seventh year, the Foundation proudly supports the Helen Suzman Foundation
- This year the Foundation continued to fund the Rally to Read Foundation, which aims to improve the literacy skills of learners at remote rural primary schools to acceptable levels. This year the foundation donated a classroom library as well as material
- The Foundation donated to the Phepsi Buthelezi Foundation
- We supported RCL's 'Do More Foundation', a commendable initiative that distributes play kits made from waste material to young children across South Africa. We are thrilled to share that, through this campaign, 12,750 young children received a little extra joy on Mandela Day.

The Shave & Gibson Foundation Trustees





# N SHAVE & GIBSON News




PACKAGING AND SECURITY PRINTING

WHAT'S BEEN  
HAPPENING

## New Chairman of Printing SA KZN

23 June 2023

Chamber

We were proud to share that our packaging MD, Richard Downes was elected as the Chairman of the Regional Executive Committee for the Printing SA KZN chamber. He will share and lead with his vast knowledge of the printing and packaging industry for the period 2023 – 2025. We wish him well in this prestigious role.



## Printing SA Announces Next President Of Its Board

30 June 2023

Printing SA has announced Simon Downes as the next president of its Board. Printing SA is honoured to have such an accomplished scholar, entrepreneur and social activist to head up its board, and to have someone who will take the organisation to new heights under his leadership.



## Panel of excellence

10 November 2023

Simon was selected as a speaker on a distinguished panel for an Investec event. The discussion revolved around exploring the challenges and anticipating potential future changes in Durban, engaging with prospective clients to provide valuable insights.



# SOME OF THE TEAM



Packaging Team 2023



Security Team 2023



Bags Team 2023



# SOME OF THE TEAM



S&G Packaging Gauteng Branch 2023



S&G Packaging Western Cape Branch 2023

*Christmas cheer*



# BOKKE FRIDAYS



Michael, Simon, Nicholas and Richard were lucky enough to support the Boks at the World Cup Final in Paris.



# AROUND AND ABOUT



Mike Thomas, Barry, Leon and Andrew attended RCL's Do More Foundation - Mandela Day.



S&G sponsored Sharks Breakfast with new Sharks coach John Plumtree.

## Valentines Day



Heritage Day 2023



Our wonderful ladies celebrating Womens day





The annual PIFSA (Printing SA) gala ball



Jim, Paul, Michael and Bill at the annual PIFSA golf day.



Jason was overjoyed when our supa-link truck arrived. He became an expert in trucks after doing research for 6 months prior to our purchase.



Season's greeting from Lindi



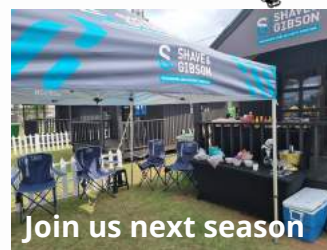
Earth Day 2023



National slipper day



**The "hut" is back**



Join us next season



We were thrilled to welcome back the rugby hut at Kings Park Stadium. Staff, friends and family enjoyed the relaunch during the European Rugby Champions Cup vs Munster.





Spring has sprung



Farewell parties



Annual Security Printing fishing trip



Bill's final final farewell



2023 Sales conference



Paul winning awards already

# FESTIVE SPIRIT



# ON A LIGHTER SIDE



## The back page....

### ONE -LINERS

I never thought orthopedic shoes would really work for me, but I stand corrected.

Once upon a time there was a king who was only 12 inches tall. He was a terrible king, but he made a great ruler.

I wrote a book on how to fall down the stairs. It's a step by step guide.

My son was chewing on electric cords, so I had to ground him. It's OK, though. He's doing better and conducting himself properly.

My friend claims that he "accidentally" glued himself to his autobiography, but I don't believe him. But that's his story and he's sticking to it.

Why did the Mexican take anti-anxiety medication? For Hispanic attacks.

I asked the surgeon if I could administer my own anaesthetic. He said, "Sure. Knock yourself out!"

I got into a fight today with 1, 3, 5, 7 and 9. The odds were really against me.

In Britain it's called a lift but Americans call it an elevator. I guess we were just raised differently.

97% of people are stupid. Glad I'm in the other 5%.

**'A SHOT OF WHISKEY'** - In the Old West a .45 cartridge for a six-gun cost 12 cents, as did a glass of whiskey. If a cowhand was low on cash, he would often give the bartender a cartridge in exchange for a drink. This became known as a "shot" of whiskey.

**BUYING THE FARM** - This is synonymous with dying. During WWI soldiers were given life insurance policies worth \$5,000. This was about the price of an average farm so if you died you "bought the farm" for your survivors.

**IRON CLAD CONTRACT** - This came about from the ironclad ships of the Civil War. It meant something so strong it could not be broken.

**RIFF RAFF** - The Mississippi River was the main way of travelling from north to south. Riverboats carried passengers and freight, but expensive, so most people used rafts. Everything had the right of way over rafts, which were considered cheap. The steering oar on the rafts was called a "riff" and this transposed into riff-raff, meaning low-class.

**COBWEB** - The Old English word for "spider" was "cob".

**SHIP STATE ROOMS** - Travelling by steamboat was considered the height of comfort. Passenger cabins on the boats were not numbered. Instead they were named after states. To this day cabins on ships are called staterooms.

There, don't you feel smarter now?

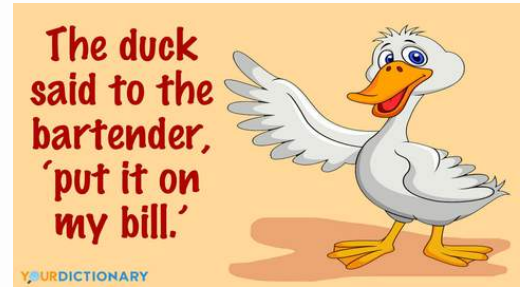
**"You should never hesitate to trade your cow for a handful of magic beans."  
Tom Robbins**



# Last gasp...

## The Genius of Steven Wright:

- 1 - I'd kill for a Nobel Peace Prize.
- 2 - Borrow money from pessimists -- they don't expect it back.
- 3 - Half the people you know are below average.
- 4 - 99% of lawyers give the rest a bad name.
- 5 - 82.7% of all statistics are made up on the spot.
- 6 - A conscience is what hurts when all your other parts feel so good.
- 7 - A clear conscience is usually the sign of a bad memory.
- 8 - If you want the rainbow, you got to put up with the rain.
- 9 - All those who believe in psycho kineses, raise my hand.
- 10 - The early bird may get the worm, but the second mouse gets the cheese.
- 11 - I almost had a psychic girlfriend, .... But she left me before we met.
- 12 - OK, so what's the speed of dark?
- 13 - How do you tell when you're out of invisible ink?
- 14 - If everything seems to be going well, you have obviously overlooked something.
- 15 - Depression is merely anger without enthusiasm.
- 16 - When everything is coming your way, you're in the wrong lane.
- 17 - Ambition is a poor excuse for not having enough sense to be lazy.
- 18 - Hard work pays off in the future; laziness pays off now.
- 19 - I intend to live forever ... So far, so good.
- 20 - If Barbie is so popu, why do you have to buy her friends?
- 21 - Eagles may soar, but weasels don't get sucked into jet engines.
- 22 - What happens if you get scared half to death twice?
- 23 - My mechanic told me, "I couldn't repair your brakes, so I made your horn louder."
- 24 - Why do psychics have to ask you for your name
- 25 - If at first you don't succeed, destroy all evidence that you tried.
- 26 - A conclusion is the place where you got tired of thinking.
- 27 - Experience is something you don't get until just after you need it.
- 28 - The hardness of the butter is proportional to the softness of the bread.
- 29 - To steal ideas from one person is plagiarism; to steal from many is research.
- 30 - The problem with the gene pool is that there is no lifeguard.
- 31 - The sooner you fall behind, the more time you'll have to catch up.
- 32 - The colder the x-ray table, the more of your body is required to be on it.
- 33 - Everyone has a photographic memory; some just don't have film.
- 34 - If at first you don't succeed, skydiving is not for you.
- 35 - If your car could travel at the speed of light, would your headlights work



**Remember, knowledge is everything, so pass it on..... Now go move your toothbrush!**

**“It's a recession when your neighbour loses his job; it's a depression when you lose your own.”**  
**Harry S Truman**

**LOL!**

**I used to think I was indecisive... but now I'm not too sure.**





ZEROWASTE

# ZERO WASTE VISION

In 2023, S&G embarked on a visionary journey by launching our Zero Waste initiative. In the face of ongoing challenges in service delivery in our country and city, our precious resources are under increasing strain. Recognizing the urgency to preserve what we have, we've committed to changing our ways. Nothing is guaranteed, and we take nothing for granted.

Our overarching goal is to realize a 'Zero Waste Vision' – a simple yet powerful concept: Waste nothing! This philosophy extends beyond waste management; it is a mindset applicable to address a spectrum of societal challenges, including climate concerns, business practices, city planning, and our individual lifestyles.

As we navigate this transformative path, we invite each one of you to make a positive change. Embrace the principles of our Zero Waste Vision and inspire others to follow suit. Together, we can contribute to a sustainable future for generations to come.



## ZERO WASTE VISION

In 2023, Shave & Gibson will adopt a 'Zero Waste Vision.'



Here are 5 areas where you can make a difference:



### Turn off lights when not needed

(Electricity supply is unstable, preserve what we have)



### Ensure taps are closed after use

(Our water is scarce, look after it)



### Separate waste for recycling in the correct streams

(We are able to recycle almost anything onsite. Ask if you are unsure)



### Make sure aircons are turned off in vacant areas

(Aircons drain our power and water supply)



### Zero waste to landfill

(It costs us to remove this waste and can harm the environment)



ZEROWASTE

Let us strive for a:



Better **business**



Better **community**



Better **planet**

A zero waste lifestyle is a journey, not a destination.

