



PACKAGING AND SECURITY PRINTING

unfolding the future via
innovation & expansion



2024

GROUP NEWS

A PERIODIC NEWSLETTER

Success blooms when we invest in people who
inspire growth and drive change.

A YEAR IN REVIEW

A year of hope, struggle and new beginnings

SIMON DOWNES, GROUP CHAIRMAN



"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair..."

Charles Dickens must have been predicting the current era when he wrote this opening paragraph of *A Tale of Two Cities*. This year of 2024 seems to have seen it all. So much promise, and yet so many stumbles (many of which were totally preventable or unnecessary).

Possibly the brightest highlight for South Africa was the establishment of the Government of National Unity (GNU). Many believe that we will not again see a domination by one party as experienced for the past 80 years (the Nats and then the ANC). The appointment of some remarkably adept and capable new multi-party cabinet members and other senior positions such as Ministers Gwarube (Basic Education); Tau (Trade and Industry); Schreiber (Home Affairs); Macpherson (Public Works) and the erudite and impressive Songezo Zibi as the powerful chair of SCOPA.



Wildebeest, also called gnu are antelopes of the genus *Connochaetes* and native to Eastern and Southern Africa.

One certainly hopes that these proactive and energetic political leaders might just embarrass others in the turgid and moribund cabinet of the ANC into achieving something other than running us off the road in their blue light convoys. But again, perhaps we are desperately exhibiting a dash of irrational exuberance (with apologies to Alan Greenspan, US Federal Reserve chair for two decades).

The general confidence engendered by the foundation of the GNU might well be overstated, but we really needed something to re-set the historic diffident attitude of SA companies to invest and create much needed jobs. Unfortunately, it appears that the ANC portion of the GNU is trying to double down on the triple evils of BBBEE, Employment Equity and cadre deployment.

"The general confidence engendered by the foundation of the GNU might well be overstated, but we really needed something to re-set the historic diffident attitude of SA companies to invest and create much needed jobs"

"Load-shedding is becoming a distant memory (counter-balanced by the water crises around the country)"

Will the insistence on the current BELA Act which our Vice President Mashatile and the atrocious Gauteng Premier Lesufi are trying to ram through, end up breaking the GNU? And this, all to denigrate and destroy the enchanting indigenous language, Afrikaans. Will Health Minister Motsoaledi drive away a substantial number of taxpayers and business leaders through his attempt to crush private healthcare in South Africa and reduce the efficacy of all hospitals to the depths of Tembisa Hospital and all those in the Eastern Cape?

I personally think that the GNU will muddle through its full term, and that the next governance coalition will be formally structured and more effective. I do like to think that Cyril and John meet for coffee every morning, and that they get on like The Houses of Parliament (read: like a house on fire). We really deserve and need some political adults in the room.

However, when one considers the mayhem that is the UK political situation, the maelstrom that awaits the Trump-led US and the discombobulation of European governance, things don't look so bad down at the bottom of the African continent .out of reach of the many turbulent conflicts round the world.

Load-shedding is becoming a distant memory (counter-balanced by the water crises around the country); we finally have an economic growth rate above population growth;; business confidence has started to improve, and public-private partnerships are beginning to be assembled, even though by stealth. So much potential – one can only hope that we, as a nation, grasp the opportunities with gusto and with both hands.

Notwithstanding the negativity of many commentators, I believe that a sustained GDP growth rate in excess of 3% is not only possible, but probable should the GNU hold the line and effect the necessary reforms to remove the current investment-strangling morass of business red tape.

Closer to home:

SG DISPLAYS

The big news for S&G in 2024 was our acquisition of Barrows Khula point-of-sale, the corrugated display division of Barrows Global. Barrows have shifted their attention and focus as a global player in the digital world of branding and retail. Instead of closing this division, Barrows approached us to acquire Khula due to long-standing close personal and business relationships.

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Rolling with life's punches: A journey of resilience





“ Sadly, we will say farewell to our long-standing HR Manager, Laetitia Schoeman, who is relocating to Thabazimbi ”

continued..

This has all transpired so quickly and we moved their plant and people virtually overnight – all credit to Ian Hickman, who came across as general manager, and the S&G technical staff. Our new SG Displays Division shows so much promise and is already yielding much interest from both their own markets, as well as opening doors for our Print & Carton Division.

PLANT

We continue to invest in new machinery across all our divisions, and the individual newsletter reports cover these, but the most exciting and largest investment was in a new Roland 6-colour press with coater.

On the negative side, we very recently had what appears to be an electrical fire in one of our platen. Unfortunately, two of our operators were burnt – one quite badly. We continue to support them and their families, and happily, we hope to welcome them both back within the month. Obviously, the entire plant was evacuated because of the conflagration, and we lost two hours of production. Luckily, the damage was very localised, and our other punches have picked up the slack. We are currently in the process of specifying a replacement and engaging with insurers.

Another positive was our acquisition of a new substantial warehouse which will invigorate our logistic function, once we have increased the roof height and undertaken some major refurbishments. More of this next year....



A “before” aerial photo of our new multi-faceted warehouse.



“ Another positive was our acquisition of a new substantial warehouse which will invigorate our logistic function ”

PEOPLE

As is the norm in companies of the size and complexity of S&G, there is always some churn of key staff. Sadly, we will say farewell to our long-standing HR Manager, Laetitia Schoeman, who is relocating to Thabazimbi (WTFTMB) to join her husband, Martin who has set up a service business to the mining industry in the area.

Besides her unbelievable work ethic and incredible expertise in her field, we will miss Laetitia’s large and engaging personality – Group Therapy (our in-house watering hole) will not be the same again. We will also miss her Afrikaans aphorisms, which have kept us in hysterics, but which have been carefully recorded for posterity.

We welcome Albert duPreez as Laetitia’s replacement. Albert is an old colleague and has consulted with us on matters HR over the years. We wish him the best in filling Laetitia’s huge boots.

We also welcome Sarika Govindsamy as our new Group Financial and Administration Manager. Both Albert and Sarika have now got their feet under the desk so to speak, and we wish them long, happy and productive careers with us.

On a final personal note, I’ve never been under the delusion that any one person is essential for the continued operation of an enterprise of any nature. Furthermore, as non-executive chairman, I have been under no misconception about my role in this great S&G Group, and the fact that the business management structure is fully staffed, functional and experienced. Accordingly, when I went AWOL for a few months at the beginning of this year due to a very severe bout of orthopaedic septicaemia whilst in Cape Town, the business continued to operate without any brouhaha.

Whilst the recognition of one’s insignificance in the greater scheme of things is somewhat disconcerting, I am extraordinarily grateful to Richard and Jason and their entire management teams for their efforts in keeping the operations ship-shape Bristol fashion, as well as to Guy McCormack, our non-executive Group director, whose presence and wise counsel is constantly available to us.

As always, it remains for me to wish all our stakeholders an enjoyable and safe festive season, and a healthy and productive 2025. Onwards and upwards to a 3% growth rate!!



Richard's Ramble



Turning challenges into opportunities

RICHARD DOWNES , MANAGING DIRECTOR PACKAGING

As we approach the end of another challenging year, I would like to take a moment to express my sincere gratitude to every one of you for your unwavering support and partnership throughout the year.

The ongoing conflict between Ukraine and Russia has continued to pose significant challenges to our supply chain and price. For reference, Russia has the largest forest area in the world covering 20% of the world's forests and 45% of Russia's territory. Naturally, the unavailability of this resource has created havoc with world paper supply and pricing. It is with optimism that I hope the war can end and the supply of this timber can be freed. Despite these obstacles (amongst many others), we have remained resilient and committed to delivering fit-for-purpose materials.

On a more positive note, this year has seen numerous exciting developments and investments that will propel our business forward. We have welcomed new talent to our team, and we are thrilled to have them on board. We look forward to their contributions and to a long and prosperous future together. We have new machines and a new division that has been added to the Shave & Gibson stable. I am delighted to announce that we have recently acquired a state-of-the-art printing machine. This significant investment is a testament to our company's commitment to growth, innovation, and excellence. As the old proverb goes,

"On a more positive note, this year has seen numerous exciting developments and investments that will propel our business forward."

"Sustainability to us means many things: obviously, the first is the sustainability of products we offer."

"We plant trees not for ourselves, but for the next generation to enjoy the shade." This wisdom is particularly apt when it comes to investing in cutting-edge technology like our new printing machine. While the benefits may not be immediate, we are confident that this investment will yield long-term rewards and position our company for continued growth and prosperity.

We have recently added in another key pillar to our previous three (Innovation, Quality, Service Delivery), we now welcome Sustainability. "Sustainability" to us means many things: obviously the first is the sustainability of products we offer.

We intend to only provide packaging solutions that leave a gentle footprint on the environment. "Sustainability" goes further for us though, it's about the sustainability of both supply to our customers and from our suppliers. It encompasses sustainability of costs and prices, as we don't cater for wild cyclical changes in either. We also like to consider sustainability in our people, through the nurturing, maintaining and developing of our staff. It continues on through our machinery and our facilities in making sure our machines last, are maintained effectively and use less resources and materials. We believe the word "sustainability" goes far deeper than the environment and will be considered throughout our organisation.



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Perfection is not attainable, but if we chase perfection we can catch excellence.

Richard's Ramble



continued..

We continue to invest, develop, and improve our business. I am extremely proud and excited to introduce our latest venture: SG Displays. This new initiative is designed to bring additional synergies and enhancements to our customers, offering a comprehensive range of corrugated displays, point-of-sale solutions, cartons, and paper-based bags and packaging. When we embarked on the acquisition of the Barrows Khula Corrugate division, we were faced with a significant challenge: finding a suitable location to accommodate the new operation, which required approximately 2 500 square meters of factory space.

Through effective collaboration across all our divisions, we managed to find a space within our current factories. One of the biggest challenges our maintenance team has undertaken was moving the KBA 165 printing machine, the heaviest component weighing over 35 tons.



“ The Bags Division in June this year marked the anniversary of the whole plant being relocated down to our Mobeni plant. ”

The entire machine had to be cleaned, repaired and moved which took almost eight weeks. When the machine finally put ink on paper, there was much relief and I think, the odd tear. I would like to thank everyone who was involved in this massive undertaking. We have since started to integrate various operations between the Carton and Display Divisions. I am very excited to see how we can further enhance our capabilities and service offerings through deeper collaboration.

The Bags Division in June this year marked the anniversary of the whole plant being relocated down to our Mobeni plant. We are constantly and strategically investing in and growing this division and it is really beginning to find a harmonious rhythm.

As we look to the future, I wish you and your loved ones a joyous holiday season and a prosperous New Year. May 2025 bring us all continued success, happiness, and growth.

Thank you again for your support, and I look forward to seeing what the new year holds for us.



"Success is not final; failure is not fatal; it is the courage to continue that counts." - Winston Churchill

LEON'S LEVERAGE



Leverage, achievements, and what's next

LEON WARD, OPERATIONS MANAGER

As the year draws to a close, it is time to reflect on the year past and ponder what's to come in 2025. Another year of challenges has been navigated and these included working around the large construction project of replacing the storm water drainage system in our courtyard between the Litho and Die Cutting department. We have also had the roof replaced in our Fast Food and Speciality departments.

The highlights in 2024 included:

- The installation of the new **manroland** Evolution printing press. This new press is a welcome addition to our Litho department and allows us to keep up with customer needs and gives us the flexibility to balance our workload.
- The ongoing upliftment of training and skills development of our five apprentices and six RPL's. You are all one year closer to becoming qualified, keep up the hard work.
- We have welcomed back some old faces and added new faces to the Operations team. Julian Naidoo rejoins us as Planning Manager and Riaan Roux has joined us as Punching Manager.
- We congratulate Mayendran Moodley for receiving the annual award for "Most Valuable Player" at the annual Foremen's Lunch. We also congratulate Shaun Barath for receiving the award for the "Unsung Hero". They both deserve their awards



- We have successfully implemented a preventative maintenance programme whereby all our machines are serviced and maintained on a stricter schedule. This will ensure that our plant will continue to produce efficiently for many years to come.

Looking forward into 2025 some the focus areas will include:

- Improving quality across all departments
- Reducing waste
- Improving communication with all our stakeholders
- Increasing training and skills development
- Continuous improvement around OEE per department
- The replacement of certain machines in the Finishing and Corro departments
- The implementation of a new ERP system

In closing, I would like to thank my team for all the hard work and effort you have put into what has been another trying year. Enjoy the break and the family time and come back well rested for another exciting year ahead.

“ We have successfully implemented a preventative maintenance programme whereby all our machines are serviced and maintained on a stricter schedule.”



"Clear communication equals clear results."



Pioneering the future of sustainable packaging

MICHAEL DOWNES , INNOVATION MANAGER

As the world continues to grapple with environmental challenges, brand owners in the packaging industry are stepping up their efforts to adopt sustainable practices. At Shave & Gibson, sustainability isn't just a trend; it's at the heart of our innovations and now recently added as our company's fourth pillar. With growing consumer demand for eco-conscious products and packaging solutions, we're proud to lead the way in revolutionizing how FMCG (Fast Moving Consumer Goods) and QSR (Quick Service Restaurants) brands approach packaging design and functionality. Our mission? To reduce waste, promote recyclability, and create packaging that returns to nature harmlessly, paving the way for a more sustainable future; while providing sustainable, certified FSC and FDA-approved products.

The transition from plastic to paper-based solutions has been one of the most significant shifts in recent packaging innovations. The team has worked closely with major brands like Dr. Oetker South Africa and Woolworths to replace traditional plastic meal trays and noodle pails with sustainable cardboard alternatives. These partnerships have not only reduced plastic usage but also provided packaging solutions that align with sustainability goals without compromising on quality, design and functionality. Both packaging designs won awards at this year's Gold Pack Awards with the Woolworths noodle pail winning silver in the non-perishable category, and Dr Oetker won a finalist award for the packaging related category. (More of this later in the newsletter)

These success stories are a testament to how collaboration between Shave & Gibson and industry leaders can bring sustainable packaging innovations to life. By focusing on practical solutions that meet both consumer needs and environmental expectations, we're not only helping our customers achieve their sustainability targets but also driving positive change in the packaging industry.

Key packaging trends for 2025

As we look ahead, we predict that the next wave of packaging innovations will continue to focus on sustainability while also embracing automation and new technologies. Here are some of the key developments we expect to shape the packaging landscape in 2025:

Sustainable paper-based solutions:

Paper-based packaging, especially folding cartons and corrugated materials, continues to lead the charge in reducing plastic consumption. The rise of sustainable barrier coatings, varnishes and inks is making it easier for these materials to return to nature without leaving harmful residues.



This trend is set to grow as consumer demand for sustainable options intensifies. One only has to look at the rivers in KZN after massive rainfalls to see the stark reality of plastic pollution. The plastic waste swept through our communities, into drainage systems, and down our rivers is deeply problematic, highlighting the urgent need for more sustainable packaging solutions.

Automation and AI in packaging:

Automation will be central to the packaging industry's transformation in 2025. As witnessed at the Drupa trade fair, the integration of artificial intelligence (AI) into packaging machinery is already starting to reshape production lines. AI will improve efficiency, precision, and speed, while also helping to reduce waste and carbon emissions. Automated packaging systems will optimize the use of materials, creating smarter and more sustainable solutions as well as improving production planning and efficiencies.

Circular economy models:

The concept of a circular economy will become more prominent in packaging in South Africa, with an emphasis on designing packaging that can be reused, refilled, or recycled multiple times. Brands will increasingly adopt closed-loop systems where packaging is returned, cleaned, and reused in the production cycle, further reducing waste and promoting resource efficiency.

Smart packaging for sustainability:

The rise of smart packaging will see technology integrated into packaging solutions to track the lifecycle of products, ensure optimal recyclability, and even enable real-time consumer feedback. These advancements will help companies meet sustainability goals while engaging with customers in new and meaningful ways.

At Shave & Gibson, we're proud to be at the forefront of these innovations. As we continue to push the boundaries of what's possible in sustainable packaging, we remain committed to finding solutions that help our customers meet their sustainability targets while also protecting the planet. With the exciting developments of the coming years, it's clear that the future of packaging will be smarter, greener, and more efficient than ever before.

Together, we can shape a packaging future that is truly sustainable — one that not only meets today's needs but also ensures a healthy planet for future generations.

"Together, we can shape a packaging future that is truly sustainable"



Legacy, growth, and future directions

GRANT HUBBARD , GENERAL MANAGER S&G SECURITY PRINTING

Writing this article has allowed me to reflect on my first year leading the Security Printing Division at Shave & Gibson and I am struck by two things: the legacy I've stepped into and the exciting future we're building together.

Taking over from Jim Short, an icon in the world of security printing, has been both a privilege and a challenge. With four decades of experience, Jim's expertise and deep technical knowledge set a benchmark and, together with the remaining team, has provided an excellent platform on which to build the future.

When I joined S&G, one thing became immediately clear: Shave & Gibson isn't just a security printer by name. In South Africa, we're in a league of our own. While others claim the title, S&G lives it. From our state-of-the-art facilities to our rigorous processes with regular polygraphs included - security is in our DNA. Even as someone who came from a security printing background, I was impressed by what we do here and the levels set.

This year has been a whirlwind of learning, growth and adaptation. Security printing is a business of precision and patience, where every detail matters. We're not about churning out volume; our focus is on delivering critical, secure, high-value documents with unmatched attention to detail. The team's ability to adapt, multitask, and thrive under bespoke project demands is what makes us unique... it is our core competence.

2024 has been about laying foundations for the future. While cheque and deposit slip manufacturing once defined us, that era has passed. My role now is to steer the division into new waters, both vertically - growing our security printing portfolio - and horizontally - leveraging our skills and capabilities for complementary value-adding products and services.

" 2024 has been about laying foundations for the future. While cheque and deposit slip manufacturing once defined us, that era has passed "



Here's a snapshot of what we've achieved this year:

- **PrintSecure™ Accreditation:** Our January audit reaffirmed our standing as South Africa's leading security printer where we were awarded "full-plant" accreditation by PrintSecure™ (the only one in Africa).
- **Decluttering and Refreshing:** We overhauled our archives, cleared out redundant stock, junked some old equipment, and serviced key equipment, including a major service on the Muller-Martini A52 8-Color press and electronics on the 6-colour Concepta.
- **Investing in the Future:** We added ink-jet numbering equipment with the Matthews printers; expanded our digital printing capabilities with a new Xerox Versant press; added sheet-fed hot-foil capabilities with two semi-automatic machines; and are in the final stages of developing our pass-book manufacturing capabilities.
- **Group Collaboration:** We relocated and recommissioned the Billhofer Laminator from Packaging and are already servicing the Displays and Carton divisions. As I write, we are exploring exciting new services for spot UV and cold foil applications which we will also provide as a service to the group.

Looking ahead, our focus is on diversification. We are breaking into the pharmaceutical market (packaging inserts); positioning ourselves for more tender-based opportunities (e.g. ballots; registration cards; etc); exploring new security products in the identity field (including passports and ID cards); leveraging opportunities in education (more exam papers and secure digitally printed certificates), and exploring short-run packaging where this strategically compliments the business of our colleagues 'next door'. These efforts will be bolstered by new equipment and capabilities currently in development - watch this space!

It's been a rewarding first year, thanks in no small part to the incredible team here at Security Printing. Together we're ensuring Shave & Gibson Security Printing remains at the forefront of secure, precise, and trusted printing services.

Here's to a bright and secure future ... Bring on 2025!





PAUL'S PROPAGANDA

Navigating new heights

PAUL'S PROPAGANDA, NATIONAL SALES MANAGER

I have now been in the packaging industry for almost "14 years". I was told one packaging year is the equivalent to seven gregorian years. I think that might need to be increased.

Another year of learnings from an awesome team around me. I was thrown in the deep end when most of Exco went to Drupa at the end of May and I was left to oversee production. I learnt more in those three weeks than I did in my first year. Hands on is the best way to gain knowledge and experience. A big thank you to the production team for the learnings and your support. I even learnt that a "Hickey" is not a love bite.

We onboarded three National customers this year. This was a challenge due to the number of colour passes we had to do as well as ensuring normal production was not affected. The team managed it exceptionally well.

Our annual sales conference was held at Mount Edgecombe country club in July 2024. It's a time when we can come together to discuss our successes and more importantly to brainstorm on how we can improve on the previous years. With hard work also comes fun. We enjoyed an afternoon of bowls with lots of laughs. Not only was there a lot of gutter talk but there were also a lot of bowls in the gutter.

We held our annual awards ceremony for the 2023/24 financial year. Our packaging winners were:

Budget Buster – Anne Potgieter
Going the Extra Mile – Dennis Mpofana
The Biggest Catch – Dennis Mpofana

A new award was introduced for bags:
Above and beyond – Michael Thomas

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 onboarded three national customers this year. This was a challenge due to the number of colour passes we had to do as well as ensuring normal production was not affected."

We understand that your choices in the market are numerous, 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. We are committed to exceeding your expectations and providing you with the best possible experience.

To my team a very big thank you for all the hard work, dedication, and passion each of you brings to the table every day. Your commitment has been nothing short of exceptional, and together, we've achieved great things. Whether it's securing new clients, nurturing existing relationships, or working through challenges, you all continuously demonstrate what true teamwork and perseverance look like. Your contributions are invaluable, and I'm incredibly proud to have each of you on this team.

We welcomed two new team members this year. Lindy Maughan joined our Cape Town team in June 2024. Lindy was previously with 4 Packaging Africa as a Key Account Manager. Lindy relocated from Durban to Cape Town to take on her new role. In her spare time Lindy enjoys teaching Pilates, hiking, trail running, being outdoors and reading.

Finally, I'd like to welcome Nikita Geral to our Gauteng team. Nikita was previously with Boksburg Print looking after Marketing, Sales and Estimating. Nikita is married to Gabriel. They have a son Blake, who is 10 years old. Nikita enjoys listening to music, playing the guitar, doing creative things, interacting



"Resilience" – The capacity to bounce back, survive, recover and even thrive in the face of adversity



Embracing change and building resilience in 2024

ANDREW FORD, S&G BAGS COO

I am proud to say that the Bags Division, a source of great frustration and steep learning curves in the beginning, is coming of age. Like a teenager that thought its parents knew nothing to the final realisation that if we toe the line and follow strict but sound protocols, we will emerge stronger and more resilient.

2024 presented a number of challenges but all in all it was a good year for us. We have settled the business by ensuring that we get to required stock levels which enables us to do longer, more efficient runs. Our staff are becoming more proficient, and we have achieved a healthy rhythm.

Highlights include the installation of a brand new 6-colour high speed wide web printer which has opened up a whole new market segment to us, giving more versatility to changing market requirements and the ability to compete with the best.

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Highlights include the installation of a brand new 6 colour high speed wide web printer ”



A new Duplex system that allows us to become a serious player in the double layer paper bag market for charcoal bags is on its way, and a training drive on handle bags that has seen this sector thrive.

We were also blessed by a visit from a renowned flat bag specialist from Australia who audited our machines and implemented a number of improvements to increase efficiencies and reduce waste.

We welcomed new staff in our Planning, Technical and Maintenance Sections to bolster the management team and set us on the path for continued improvements in efficiency.

A big thank you to all the S&G staff who have and continue to contribute on our journey as we go from strength to strength.



The key is not to prioritize what's on your schedule, but to schedule your priorities:
Stephen Covey,



New beginnings

IAN HICKMAN, SG DISPLAYS GENERAL MANAGER

2024 has been an eventful year for the Displays team. In May 2024 we were given notice of the possible closure of Barrows Khula. Barrows group was going to focus more on their digital division and approached S&G to take over the Displays operation, due to close personal and business relationships. For four weeks the staff were on tenterhooks, waiting to find out their fate.

Finally, the fantastic news came of the partnership with Shave & Gibson. What a relief that we were going to carry on operating, just under a new name. It is great to announce that the only loss of staff we incurred was due to early retirement. For many staff members this move was to a location closer to home.

Mike Van der Westhuizen (Group Technical Manager) was on the ground within hours to start the planning of the move. Space needed to be cleared, contractors booked, and timing put in place. Let the games begin!

The first major challenge was moving the litho press. As this is an 8-week process, the printing needed to carry on somehow as clients were still placing orders for displays. A partnership with Fishwicks was formed, and they became the backup printer for the displays team, until our press was back up and running. The timing couldn't have been better. On 12 September, Fishwicks sadly turned off their press for the last time. On 13 September, our press was fired up and printing started. We are back in the game.



" You know you are doing something right when some amazing staff that had previously left Barrows have put up their hands to come back to be a part of the displays team. "

To all the Admin staff, especially Laetitia, thank you for making the transition an easy one. (Your punishment of Tim Jan shooters was certainly a motivator)

You know you are doing something right when some amazing staff that had previously left Barrows have put up their hands to come back to be a part of the Displays team. They strongly believe in displays and where we are going to take the business going forward. To Kyle, Mark and Jordan, welcome home. With you being a part of the team, we know that we are going to take displays to another level.

Falling under the Shave & Gibson umbrella has been an amazing advantage. The synergy between the business units has already shown results. Clients have been blown away with what we can offer as a single supplier. One of our clients requested a quote on one product. We reviewed what was in the client's presentation, showed initiative and quoted six other elements. This sparked huge interest from the client, which is now sending a team to our facilities to expand their relationship with S&G.

The future for Displays looks amazing. We have had so many new clients approach us to do work for them. And our existing clients are loving the new, greater offering. We know that we will keep growing and creating a new challenge for factory space and parking. The future looks dazzling.



WE WELCOME



In August 2024, we excitedly announced the acquisition and relocation of Barrows Khula to our state-of-the-art facility. This strategic move broadens our capabilities and product offerings in the point-of-sale market.

Barrows Khula has been a leading provider of point-of-sale solutions, known for their innovative designs and high-quality products. By integrating their expertise with our resources, we aim to deliver even greater value to our customers. This acquisition underscores our commitment to innovation and excellence in the point-of-sale industry.

Meet The Team!





WELCOME TO THE FAMILY



NEW STAFF

S&G GROUP

Nikeel Budhram	Group Buyer
Sarika Govindsamy	Group Financial & Admin Controller
Albert Du Preez	Group HR Manager
Vanessa Wildey	Group Training Officer
Waheeda Sayed	Senior Payroll & Time Keeping Controller
Lee Pillay	Site Controller

S&G PACKAGING

Daniel Ragavadu	Internal Order Assistant
Lindy Maughan	Key Accounts Manager
Nikita Geral	Key Accounts Manager
Riaan Roux	Punching Manager
Thandeka Dlodla	Raw Material Controller
Mesuli Cele	Research & Product Developer
Duncan Gounden	Sales Order Processor
Mike McGrath	Supply Chain Manager

S&G BAGS

Bronwyn Fraser	Production Administrator
Gerard McNamara	Maintenance Manager
Damien Manickum	Finished Goods Coordinator
Riyaquath Ahmed	Finished Goods Coordinator
Ronald Lottering	Fitter
Sbonelo Hlongwana	Forklift Driver
Muzikayise Cele	Operator
Zamokwakhe Ngiba	Operator
Sanele Hlengwa	Quality Technician

SG DISPLAYS

Ian Hickman	General Manager
Kyle Chettleburgh	Sales Manager
Mark Harris	Operations Manager
Jordan Davidson	Graphic Designer
Analine Williams	Sales Assistant

Welcome!



LONG SERVICE AWARDS

Packaging

40 years

Abdul Shaik

35 years

Kid Bugwantha
Desi Moodley
Rajen Padayachee

25 years

Logan Pillay
Samad Mahomed

20 years

Venash Gewanlal
Phillamon Mtambo
Dennis Mpfana
Annelene Naicker

10 years

Lovania Gangaiah
Cherise Newell
Prudence Buthelezi
Saint Singh

Bags

10 years

Bongekile Myeza
Princess Mchunu
Clint Seegers

Security Printing

30 years

Dave Naidoo
Julian Naidoo

25 years

Jason Govender
Nelson Narainsamy

20 years

Jody Landy
Zwee Madlala

10 years

Kubeshnee Raghunanan

sg Displays

25 years

Donovan Naidoo
Shaun Govender
Michael Kasavelu
Roukesh Sumpath
Donovan Naidoo

GROUP

40 years

Simon Downes

20 years

Kubashnie Ramlall

10 years

Neil Ganeshen

We bid farewell to our 'bubbly' HR Manager, Laetitia Schoeman, after 15 years of dedicated service at Shave & Gibson. Your contributions have been invaluable, and your legacy will be remembered.

Wishing you all the best in your next chapter!

FAREWELL

Sagie Shunmugan 41 years
Phillamon Mtambo 20 years
Laetitia Schoeman 15 years

Hambani Kahle





CONGRATULATIONS



To Liza Naidoo. Azariah Grace Naidoo, born on 9/02/2024, weighed 4.2 kgs

To Charlene Heath, the marriage of her daughter Kelly-Ann Heath who married Ethan Lloyd on 01/12/2024

Ashton Gopalsamy on the birth of his daughter, Atarah, born on 26 September, 2024

Hlengiwe Mduna on the birth of her daughter, Yikhokonke, born on 02 October 2024. She weighed 3.9kg

Nobuhle Madlala on the birth of her daughter, Sphiwokuhle, born on 12 August, 2024



S&G CONGRATULATES



Walter Michael
Carton & die making



Bancamile Mqhoko
Carton & die making



Nompilo Ngubane
Carton & die making



Jemis Munsami
Carton & die making



Dereshin Govender
Lithography

Congratulations to our Apprenticeship employees who passed their TT2 exams in November 2024! Well done on this fantastic achievement!

CONDOLENCES

It was with deep sadness that we announced the passing of our dear colleague, Kishorelal Dulcharun, who joined the company in November 2018 as a General Assistant. Kishorelal's dedication, warmth, and positive spirit left a lasting impact on our team. He is greatly missed by all who had the privilege of working with him. Our heartfelt condolences go out to his family and friends during this difficult time. His memory will always remain with us.



S&G @DRUPA

Exploring the future of packaging

By: Michael Downes

Shave & Gibson recently had the privilege of attending Drupa 2024, the world's leading trade fair for the printing and packaging industries, held in Dusseldorf, Germany. This event is renowned for showcasing the latest advancements and innovations, making it an essential destination for industry professionals. Representing Shave & Gibson at this prestigious event were Richard Downes, Michael Downes, Leon Ward, Mike Van der Westhuizen and Andrew Ford.

The primary objectives for the team were to explore the latest trends in products, machinery, and services within the packaging industry. Additionally, we aimed to build on existing relationships with suppliers and customers while forging new connections that could lead to future collaborations. With these goals in mind, the team embarked on an intensive journey through the vast exhibition halls of Drupa 2024.

One of the key activities during their visit was an in-depth analysis of current industry trends. The team explored a wide array of innovative products and state-of-the-art machinery, gaining valuable insights into the technological advancements driving the packaging sector forward. This exposure to cutting-edge solutions provided S&G with a clearer understanding of the direction in which the industry is heading.

Networking played a crucial role in the success of their tour. The team engaged in numerous discussions with both existing and potential new partners. These interactions helped to strengthen relationships with current suppliers and customers, while also opening doors to promising new connections. The networking efforts resulted in several promising leads that could translate into strategic partnerships, enhancing Shave & Gibson's market position.

In addition to exploring trends and networking, the team attended a variety of seminars, workshops, and exclusive dinners. These sessions covered a range of topics, including sustainable packaging solutions, digital printing technologies, faster and shorter make-readies and automation in packaging processes. The knowledge gained from these informative sessions is expected to significantly contribute to Shave & Gibson's strategic planning and operational enhancements in the near future. A recurring theme in our meetings has been the global shortage of skilled workers in the packaging industry. This underscores the urgent need for comprehensive training programmes and the adoption of cutting-edge technologies to address this skills gap.

The outcomes of the tour were highly positive. The team successfully established connections with several new suppliers and customers, broadening our network within the industry. Moreover, the insights gained from Drupa 2024 are poised to drive the company's strategic initiatives and operational improvements, ensuring that Shave & Gibson remains at the forefront of the packaging industry.

In conclusion, attending Drupa 2024 was a highly successful and enriching experience for Shave & Gibson. The team returned with a deeper understanding of the latest industry trends, fortified relationships with key stakeholders, and a wealth of knowledge on forthcoming innovations. This participation underscores Shave & Gibson's commitment to staying at the cutting edge of the packaging industry and continually seeking opportunities for growth and improvement.



N SHAVE & GIBSON News




PACKAGING AND SECURITY PRINTING

WHAT'S BEEN
HAPPENING



S&G acquires Barrows Khula

27 May 2024

It gives us great pleasure to announce that Shave & Gibson Group has acquired the entire corrugated point of sale operation of KHULA, which was owned by Barrows Point of Sale. Barrows decided some time ago to exit this part of their larger operation, as they move more into the digital space. The new division will operate as an independent, separate company within the Group, although we expect some significant additional synergies from the combined Group. The sales effort will NOT be driven by our existing sales force, as the sales channels tend to be very different for packaging.



Introducing our fourth company pillar

08 November 2024

At Shave & Gibson, we're proud to introduce **Sustainability** as our fourth strategic pillar, an essential addition to our foundation of Innovation, Quality, and Service Delivery. This new focus underscores our commitment to making a positive, lasting impact on the environment and reflects our responsibility as industry leaders to champion sustainable practices.

Sustainability at Shave & Gibson is more than just a goal; it's a dedicated journey toward building a better future for our industry, our communities, and our world.



BARROWS / KHULA



SUSTAINABILITY
QUALITY
INNOVATION
SERVICE DELIVERY



N SHAVE & GIBSON News




Gold Pack Awards

14 November 2024

We are thrilled to share that Shave & Gibson had a fantastic showing at this year's Gold Pack Awards, hosted at the Vodacom Centre in Johannesburg.

Our team entered three innovative packaging designs, and we are proud to announce that all three entries received prestigious awards!



- 🥈 2 Woolworths Noodle Pail – Silver in the Non-perishables category
- 🥉 3 Grape Grinder 4-Can Cluster Pack – Bronze in the beverage category
- 🏆 Dr. Oetker South Africa Meal Tray – Finalist Award in the packing related category

Huge congratulations to all our entrants and finalists for their hard work and dedication!

Our fire fighting heroes

27 November 2024

Our loyal insurance brokers, Hamish & Colin from HTI giving a reward to Leon Ward (Packaging Operations Manager) and his fellow intrepid firemen heroes who reacted quickly to ensure that the fire was contained.



SOME OF THE TEAM



Packaging Team 2024



Bags Team 2024



SOME OF THE TEAM



Security Printing Team 2024



SG Displays Team 2024

SOME OF THE TEAM



S&G Packaging Gauteng Branch 2024



S&G Packaging Western Cape Branch 2024

Christmas cheer





SHAVE & GIBSON foundation

Shave & Gibson Foundation – 2024 Year in Review

The Shave & Gibson Foundation is proud to have continued its support for a diverse range of charitable causes and organisations.

Here are some of the donations and initiatives the Foundation contributed to over the past year:

- **Zululand Conservation Trust:** The Foundation made several contributions to the Zululand Conservation Trust, and Simon was awarded the Donor of the Year award for his ongoing support of their vital conservation efforts.
- **S.M.I.L.E. (St. Mary's Interactive Learning Experience):** The Shave & Gibson Foundation continued its long-standing support of S.M.I.L.E. and will continue to assist this valuable programmes, which provides educational resources for children with learning challenges.
- **Makabongwe School, Durban:** In an effort to support local education, the Foundation donated office equipment and learning materials to Makabongwe School in Durban, helping to enhance the school's curriculum and assist both teachers and students in their learning journey.
- **Rally to Read Foundation:** The Foundation remained committed to the Rally to Read Foundation, which aims to improve literacy levels in rural primary schools. In 2024, we donated a classroom library and other essential learning materials to support this important cause.
- **Bursaries for S&G Staff:** In addition to our work with external charities, the Foundation allocated R300,000 in bursaries for Shave & Gibson staff for 2025, supporting the professional and personal development of our employees.

As we look forward to the future, the Shave & Gibson Foundation remains committed to making a positive impact on the communities we serve and continuing our support for those in need.

The Shave & Gibson Foundation Trustees



AROUND AND ABOUT



S&G golf days



The S&G soccer team



Gold Pack awards ceremony



The team at Gold Pack



Michael accepting an IPSA Fellowship award on behalf of Simon



Earth Day 2024



Our wonderful ladies celebrating Womens day



Heritage Day 2024



S&G bags staff celebrating 1 year in Mobe





Midmar Milers and support crew



Our team won the overall trophy for the company race



Production lunch (foremens) at Robsons



2024 Sales conference in Durban

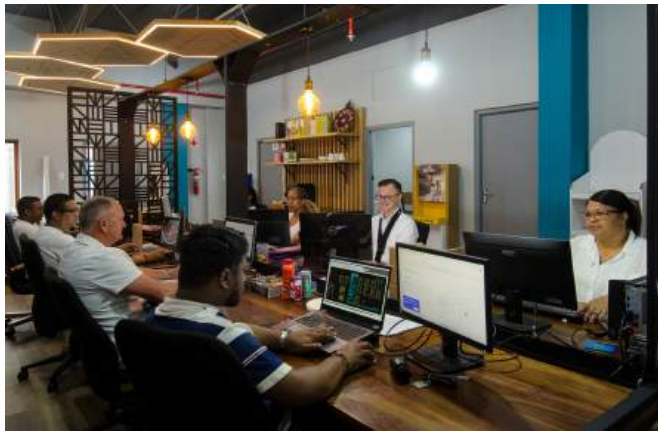


Senior management bowls day at Mt Edgecombe. Rematch lined up for next year

Test match rugby in Durbs



South Africa vs Ireland, test match rugby in Durban at it's best



SG Displays studio



Ian welcoming our new trucks



Annual Security Printing fishing trip



IPSA Annual dinner



Cape Town team joined the annual charity potjie competition hosted by Darling Cellars.



Rajen's Retreat - factory garden cultivated with dedication



Simon was awarded the Donor of the Year award for his ongoing support of the Zululand Conservation Trust, for his vital conservation efforts.



ON A LIGHTER SIDE



The back page....

Charlie Munger's aphorisms have filled books. A selection:

"Take a simple idea and take it seriously."

"Show me the incentive and I will show you the outcome."

"There is more dementia about finance than there is about sex."

"To say accounting for derivatives in America is a sewer is an insult to sewage."

"If mutual fund directors are independent, then I'm the lead character in the Bolshoi Ballet."

"It's not the adultery I mind. It's the embezzlement."

"I think you would understand any presentation using the word ebitda [earnings before interest, taxes, depreciation and amortisation] if every time you saw that word you just substituted the phrase 'bullshit earnings'."

"The worshipping at the altar of diversification — I think that is really crazy."

"That bastard who created that foolish accounting system who, so far as I know, has not been flayed alive, ought to be."

"Acquire worldly wisdom and adjust your behaviour accordingly. If your new behaviour gives you a little temporary unpopularity with your peer group . . . then to hell with them."

"I think when you're buying jewellery for the woman you love, financial considerations probably shouldn't enter into it."

"Our experience tends to confirm a long-held notion that being prepared, on a few occasions in a lifetime, to act promptly in scale, in doing some simple and logical thing, will often dramatically improve the financial results of that lifetime."

"A few major opportunities, clearly recognisable as such, will usually come to one who continuously searches and waits, with a curious mind that loves diagnosis involving multiple variables. And then all that is required is a willingness to bet heavily when the odds are extremely favourable, using resources available as a result of prudence and patience in the past."

"Understanding both the power of compound interest and the difficulty of getting it is the heart and soul of understanding a lot of things."

"In my whole life, I have known no wise people (over a broad subject-matter area) who didn't read all the time — none, zero. You'd be amazed at how much Warren reads and at how much I read. My children laugh at me. They think I'm a book with a couple of legs sticking out."

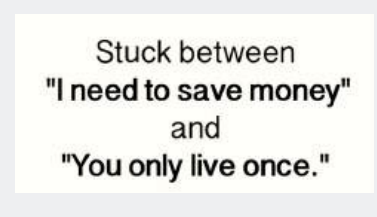
"It's so simple. You spend less than you earn. Invest shrewdly, and avoid toxic people and toxic activities, and try and keep learning all your life, etc, etc. And do a lot of deferred gratification because you prefer life that way. And if you do all those things you are almost certain to succeed. And if you don't, you're going to need a lot of luck."

'Sinatra was buried with his most prized possessions

When the legendary crooner of New York City died on May 14, 1998, he was buried with three simple, but essential, possessions for him to bring into the next life: 10 dimes, a pack of cigarettes, and a bottle of Jack Daniels whiskey.

From tea to whisky

The creator and founder of Johnnie Walker, John Walker, was a grocer in 19th-century Kilmarnock, Scotland. Before building one of the most enduring scotch companies in the world, Walker was a master tea blender.



It's so simple. You spend less than you earn. Invest shrewdly, and avoid toxic people and toxic activities - Charlie Munger

Last gasp...

Subject: Paraprosookians

The first time I heard about paraprosookians, I liked them. Paraprosookians are figures of speech in which the latter part of a sentence or phrase is surprising or unexpected and is frequently humorous. (Winston Churchill loved them.)

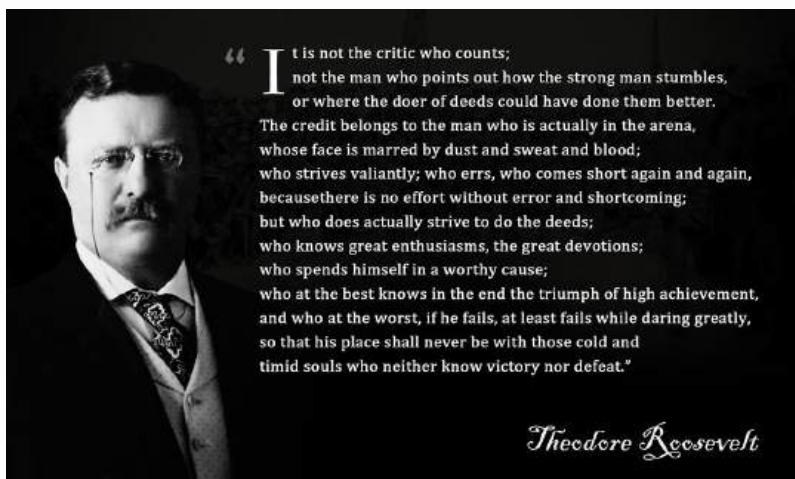
1. Where there's a will, I want to be in it.
2. The last thing I want to do is hurt you... but it's still on my list.
3. Since light travels faster than sound, some people appear bright until you hear them speak.
4. If I agreed with you, we'd both be wrong.
5. We never really grow up... we only learn how to act mature in public.
6. War does not determine who is right, only who is left.
7. Knowledge is knowing a tomato is a fruit. Wisdom is not putting it in a fruit salad.
8. To steal ideas from one person is plagiarism. To steal from many is research.
9. I didn't say it was your fault, I said I was blaming you.
10. In filling out an application, where it says, "In case of emergency, notify..." I answered, "a doctor."
11. Women will never be equal to men until they can walk down the street with a bald head and a beer gut, and still think they are sexy.
12. You do not need a parachute to skydive. You only need a parachute to skydive twice.
13. I used to be indecisive, but now I'm not so sure.
14. To be sure of hitting the target, shoot first and call whatever you hit the target.
15. Going to church doesn't make you a Christian, any more than standing in a garage makes you a car.
16. You're never too old to learn something stupid.
17. I'm supposed to respect my elders, but it's getting harder and harder for me to find one now.

"Life's short, so take risks, eat the cake, and remember—pants are optional!"

An apple a day
keeps the doctor
away—if you throw
it hard enough!



If you fall,
I'll be there.
—Floor
curiano.com



Remember that reputation and integrity are your most valuable assets and can be lost in a heart beat. - Charles T Munger

To be sure of hitting the target, shoot first and call whatever you hit the target.



PACKAGING AND SECURITY PRINTING

INTRODUCING OUR NEW PILLAR

SUSTAINABILITY

QUALITY

INNOVATION

SERVICE DELIVERY