



As you all know by now, Jendamarck has bought Seaview Private Sanctuary, a game park on the outskirts of Gqeberha, with the aim of creating a safe, outdoor retreat for all our employees, customers, and their families to enjoy.

It's not our usual ecosystem but we have big plans to restore the biodiversity of the landscape and promote conservation and wildlife education. We are currently developing a long-term veld and game management plan in consultation with a wildlife veterinarian and environmental specialist.

The Sanctuary will not be open to the public but, says our operations director, Siegfried Lokotsch, "Once we are up and running, any educational or community upliftment programme will be welcome to apply to visit our facility free of charge."

Siegfried says the first phase of redevelopment will be completed within the next six to 12 months, beginning with high-security electrified fencing to keep out poachers, and keep animals and visitors safe.

"Currently, we have several free-ranging species such as various buck, giraffe, and zebra. There are no animals in cages and no dangerous game."

The existing facilities, including the restaurant, log cabins, camp sites, ablution blocks and braai areas, will also be upgraded.

"Our vision is to have mountain biking and walking trails criss-crossing the property, so that it becomes a very special outdoor recreational centre that allows people to have close encounters with our incredible wildlife," says Siegfried.

Over the next few months, every employee will get the chance to experience our little piece of paradise. See the next page for more info.

WE'RE GOING WILD!

Get your first look at our new Seaview Private Sanctuary AND enjoy a free game drive at Kragga Kamma Game Park!
Every Jendamar employee will get a chance to experience it.



THANK YOU FOR YOUR SERVICE

Martin Luther King, Jr. said: "Everybody can be great because everybody can serve."

This is so true of the group at Jendamar. We recently had the opportunity to recognise and acknowledge 13 special members of our family who earned long-service awards during the fourth quarter of 2022.

5 years (from left): Brandon van Niekerk, Athanele Wayile, Anthonique Macklin, Mario Wilson, Ruaan Nel, Franz Kuhn (**10 years**), Malibongwe Nqophla, Thabang Mathabatha, Rohann Gouws, Byron Coufmann. Absent from photo: Mario Luiters, Maxine Michael, Goodman Ngcobo.

Congratulations!

What can I expect? We start with a game drive in an open safari vehicle through Kragga Kamma Game Park, then on to Seaview Private Sanctuary before returning to the departure point. Afterwards, you must make your way back to Jendamar.

Where to meet: Kragga Kamma Game Park (own transport required)

Time: 8.30am for 9am start

Duration: 3 hours

What to wear: Casual shorts or jeans with Jendamar navy polo or T-shirt

Don't forget: A warm top, hat and sunscreen

Light snacks will be provided. Every person must sign an indemnity form.

When do I go? You will be assigned to a tour group and your team leader will communicate when it is your turn. Trips take place from November to mid-December 2022 and recommence in mid-January 2023.



WATCH THIS SPACE!

Something beautiful is coming this way soon...

For more details, contact: Morné or Marcelle
Organising Department: Purchasing

MEET THE JENDAMARK GENIUSES

From April to November, we set out to discover who knows the most about Jendamarck and what we do in the ultimate Jendamarck Trivia Challenge!

All employees were randomly assigned to teams for the knock-out rounds, with only one team from each round advancing through to the next. It was a gruelling battle of the brains, with the intensity of the questions increasing from start to finish.

Topics covered the entire project life cycle, and inter-departmental knowledge and awareness was key. While there could only be one winning team, we know we all walked away with a bit more knowledge about our company!

In the end, Timmy's Squad was triumphant, with members earning the title of Jendamarck Geniuses.



Organisers David Boshoff (left) and Maryke Kirsten (far right), congratulate our geniuses Wesley Albertyn (Commissioning), Emmanuel Peyper (Manufacturing), Divan Mullany (Design) and Timothy Smith (Design).



DIVING INTO THE TALENT POOL

As this year's talent pool participants took part in their final team-building activity for the year, HR manager Mariette Geldenhuys reflected on the event and the purpose of the annual programme.

ANDRÉ'S FOCUSED ON PEOPLE

Our control system engineer, André Schoeman, and his wife, Chanté have taken a shared videography hobby and turned it into a lucrative side hustle as they film weddings and lifestyle videos for CA Videography.

Q: What inspired you to start a videography business?

A: Ever since I was a young boy, I always filmed my 'adventures' when I went on hikes. So, my love for filming and creating video content has always been there. At varsity, I started a YouTube channel where I posted videos of the mountain bike trails that I or my friends went on. That and other everyday life events.

When my wife and I got married, we decided to start CA Videography as a sideline business to film not only weddings, but also other lifestyle videos. She supported my dream and became my second videographer. This shared interest has made us grow so much as a couple – we have never regretted the venture that CA Videography has become.

Q: How are you able to balance your part-time business with the stresses of your full-time job?

A: I try to schedule my editing at times that are convenient to me. When I get home, I still follow my normal routine, but I take at least two hours each evening to keep on track with my editing. Then I shut off my laptop and wind down for the next day. I also edit on weekends, but for longer periods.

Q: How does your business add value to your life (apart from the additional cash, of course)?

A: Along the way, my wife and I have met new people and built great people skills. We have



connected with amazing photographers, many of whom have become firm friends after working together on weddings.

Q: Is your focus wedding videography?

A: Yes, our main focus is wedding videography, but there is a big call for lifestyle videography, such as couple and engagement videos as well as family and promotional videos.

Q: Is it stressful being entrusted to capture someone's 'big day'?

A: It certainly is – every time, especially the actual ceremony, because you know you only have this opportunity to capture a 'once-in-a-lifetime' moment. After the ceremony, we are completely relaxed.

Although it is stressful, we prepare well by making sure in the lead-up to the event that everything is charged, in good working condition, and ready for filming. We have a lot of confidence in our video equipment.

"At Jendamarck we are passionate about training and development. This means creating an opportunity for staff – not just those who are in a supervisory position – to understand what it means to be a leader. Our team-building event was an obvious next step in fostering employee engagement," explains Mariette.

On Friday, November 4, all 26 candidates enjoyed real camaraderie with a day out at Bushpig Adventures. After months of attending leadership development courses, this celebration was a fitting culmination – a sharing of the knowledge and skills gained.

"The teambuilding covered a range of activities, from coming up with a team name, a flag and a war cry to solving a Survivor-style puzzle that entailed breaking problems down into smaller pieces. The secret is listening to each other's ideas and deciding as a group," says Mariette.

Another activity tested a participant's patience and ability to manage their team while solving the challenge of transferring objects into a bucket using limited equipment.

"It was an enormously entertaining and challenging day concluded by sharing a meal and a few drinks," she smiles.

But behind all the fun and games lies a very serious purpose: To close the identified gap in leadership by developing our talent from within.

Mariette says talent pool participants are not necessarily people already in supervisory positions but rather individuals who are big-picture thinkers, team players, proactive problem solvers and effective communicators.

Totally awesome to see some of the managers in a different light. I have learnt a great deal and am grateful for the input that has gone into this.

Terence Whelan



All participants undergo psychometric testing to assess their potential. The development courses covered in 2022 and 2023 include topics such as:

- understanding company goals and objectives,
- innovation and customer management,
- how to develop a team,
- communication, delegation and decision-making,
- office and email etiquette, and
- emotional intelligence.

The fresh batch of participants for 2023 will be selected in the new year.



A NIGHT TO Remember



What a spectacular end to a memorable year for Jendamark! Thank you for all your hard work throughout 2022 – we are so happy to be able to come together again and celebrate in style! Everyone looked fabulous. Scan the QR code to access all photos from the evening.





THE YEAR THAT WAS

In his global address, our MD, Quinton Uren, looks back on a very challenging year. For those who missed it, here is the full transcript sharing the highs and lows of 2022.

It's been an exhausting year full of challenges from unexpected quarters. It ranged from the knock-on effects to our business due to Covid, to the most distressing of health issues for the team. I am happy to say that it is all behind us.

As the eldest, I took the lead with my knee operation, then Graeme entered the fray with a back op. Yanesh topped it with open-heart surgery. Only our fully locked and loaded panzer tank, Siegy, eluded the scalpel.

I now appreciate the partnership even more and understand the formidable Jendamark team we have around us. These challenges allowed the management team to rise and shine during the time we needed you most. Importantly, you succeeded.

Every single person in the Jendamark team pulled together to achieve new heights in our company's history. So, it's with great and deep appreciation I say thank you to the team and families making this year a successful one.



These are some of the highlights that stood out for me:

- We completed our largest project in our history, namely the DANA axle and differential line.
- Our consolidation of Jendamark into the EV market sector.
- Our entry into the hydrogen market with our export project.
- The inclusion of Jendamark India into our R&D programme.
- A series of very auspicious awards were won.
- The footprint span into the UK, Ireland, and Chennai.
- Our first serious attempt to diversify our manufacturing base with the Vibrobike.
- The investment we have made into the ODIN project is starting to bear fruit with our first success outside the automotive sector.
- The traction we have gained in the education space with ODIN Education and Omang has been monumental with sales up by 300%.
- ODIN Manufacturing is now poised to revolutionise manufacturing in Africa and other developing countries, as it has done in first-world scenarios. In turn, this will open a completely new revenue stream for our conventional automation/manufacturing business.
- Our team has succeeded in another world first. The manufacture of a multi-product assembly line, where you are not constrained by product differences. For example, the same assembly line to build a medical device as well as an electronic control module for a locomotive.

Most people go through life searching for a greater life purpose, constantly questioning decisions. I have always wrestled with what is my purpose on this earth, what am I supposed to do, what can I do to make this world a better place? During my recovery from surgery, I was afforded an opportunity to ponder these questions and in so doing receive a wonderful gift – a realisation and conclusion.

We have won awards and accolades for our hard work, determination, persistence, courage, integrity, planning and execution, in a niche global market, all of which I am proud to be part of.

More important than my pride in what we do as Jendamark is my gratitude to you, the Jendamark team, helping to make the world a better place. Your work, whatever it may be, makes this possible.

I trust you share the same sense of fulfilment, beauty and wonder in what we are doing. You have made this possible – you are changing the world into a more beautiful place.

Thank you for the amazing effort you and your families have made this year and the 2023 roadmap enabled by you for Jendamark's future success."



JENNILEE'S SURVIVED AND THRIVED

Despite an enormous health ordeal in 2022, general manufacturing's Jennilee Titus has fought hard to recover and has even been promoted from technical assistant to stores supervisor.

It all started on February 3 this year, when Jennilee was rushed to hospital after experiencing a sudden, sharp pain in her abdomen that was so excruciating she could not even walk.

"After blood tests and scans, the doctors thought that my appendix had burst, but during surgery they discovered that my colon had ruptured and that I was being poisoned as a result," she explains.



"You were almost dead."

"The doctor gave me a stoma (an opening on my abdomen) to allow my colon a chance to heal. After nine weeks at home and three months with the stoma, I was eligible for a stoma reversal. However, I developed an abscess and an eight-centimetre cyst on my ovary.

"A course of antibiotics would deal with these small issues, and I thought all my problems would be over, but there was more to come. The abscess kept me sick, and the cyst continued to grow."

Jennilee was in and out of hospital frequently for pain management.

"Then they found that my womb was affecting my bladder. Despite additional procedures to heal my bladder, the pain did not go away."

Further surgery needed

"The abscess continued to infect my system, resulting in major surgery to remove it as well as my left ovary, fallopian tube and 250 millimetres of my colon. The extent of the surgery meant that I ran a high risk of further infection.

"I was given another stoma, which was removed six weeks later. In total, I had five surgeries in 2022."

What she has learned

After all of this, Jennilee says she has learned not to take her health and life for granted.

"By February of 2023, I will have been with Jendamarck for 10 years. After everything that I have been through in 2022, I can hold my head up high and say that I am fully recovered. I am very proud, amid all this, to have applied for and been appointed to the stores supervisor position.

"I am so grateful for the support, prayers, hope and faith of friends, colleagues and loved ones. Without you, I would not have pulled through. Terence Liebenberg, I could not have done it without you."



WERNER'S WELLNESS JOURNEY

When grinding artisan Werner van Huyssteen joined Jendamarck five years ago, it marked a turning point in his life and the start of a journey to health and fitness.

"I was in a terrible situation when I arrived at Jendamarck. I had lost everything as a result of my divorce. Because of this, I did not feel very good about myself."

He was physically and emotionally in bad shape, but his family and friends were there to support him. "They have helped me to modify my way of life. Since then, everything has been different," says Werner.

It was his niece who encouraged him to start working out and, in 2019, the fitness journey began.



"I started doing CrossFit because of her, and eventually she opened her own fitness centre. CrossFit started off as just being exercise, but it soon turned into something that I love."

In 2020, he was inspired to enter his first 'Fittest in PE' competition, where he placed 17th overall. The next year, he moved up three places to finish 14th in the standings.

"At the East Cape Champs in 2022, I finished in third place in both the individual and team standings!"

The fitness bug has bitten, and Werner is continuing to work hard and set goals.

"For the upcoming year, I want to return to team competition, so that we can become the Eastern Cape's fittest squad."

The journey is never ending. There's always gonna be growth, improvement, adversity; you just gotta take it all in and do what's right, continue to grow, continue to live in the moment.

Antonio Brown

CLEAN-UP CALENDAR

Litterbugs don't, unfortunately, take a holiday from their bad habits. Here is the clean-up calendar for the remainder of 2022 and the first quarter of 2023. For more details, speak to your relevant coordinator listed below:



Week 49	Manufacturing (Marinus)
Week 51	Services (Chippie)
Week 01	Design (Matt and Roderick)
Week 03	Finance (Jacqui, Rudi, Romano)
Week 05	Purchasing (Morne)
Week 07	Projects (David)
Week 09	Installations (Elzar)
Week 11	Machine shop (Marinus)

The commissioning team did a great job in one of the recent clean-ups – our efforts are making a difference. Thank you!

GONE FISHING

The manufacturing department's Johnovan Nell and Dylan van Tonder take time out from the demands of work by indulging in their love of fishing.

Johnovan, fondly known as Boksie (because he could fit into a shoebox when he was born), says the sport isn't always as easy as it looks. "I love the challenges that go with it. You learn new skills with each trip."

For Dylan, the ocean, not just fishing and spearfishing, has been a part of his life since joining King's Beach Surf Lifesaving Club in the 1990s.

"I have learned so much and met so many good people that I don't take any time at sea for granted. It is a lifestyle and creates a much-needed balance for the stresses of work and life, much like a small escape to clear my mind and reset. I have the utmost respect for the ocean and will always be grateful for it being in my life and on my doorstep."



HAPPY HOLIDAYS!

Whatever you're doing this festive season, stay safe, rest and relax, and make some memories. Then remember to send us your stories in the new year!

3 ways to share your story:

1. Complete the online form: <https://bit.ly/juicestory>
2. Email Natasha Thompson: natashat@jendamark.co.za
3. Chat to your line manager.