



ART INSPIRED BY ARTISANS

At the end of January, we unveiled the giant mural that had been taking shape around the entrance to the Manufacturing and Assembly building. The colourful and eye-catching artwork by local graffiti artist Buntu Fihla was created to show respect for our artisans and has become a talking point for everyone who visits our premises.

As a company, we have noticed a worrying decline in the number of applications for advertised positions for artisans, especially among toolmakers.

“We are concerned about this trend and have found that this challenge is not unique to Jendamark, as our local and national manufacturing suppliers are experiencing the same frustration,” says our manufacturing and assembly manager, Marinus van Rooyen.

“South Africa’s manufacturing sector can only grow if we have the talented engineers, artisans and technicians who have the skills to build and fix things,” explains Marinus.

“We want visiting school groups, students and employees to understand the value of having a trade and that it is a career path to be proud of, which offers many opportunities. So, the mural is one of the ways we want to spark their curiosity and encourage the conversation.”

MORE ABOUT THE MURAL

What's it all about?

The mural is a celebration of the artisan and the importance of the technical trades in growing our company and South Africa's manufacturing sector. Jendamark is a global tech company, but our roots are proudly African.

Who's it for?

Our employees: To instil pride in the technical skills that they bring to the M&A Department every day.

Our partners and customers: To be a talking point for our local and international visitors.

Our next generation: To inspire visiting school groups and students to see the value and career opportunities in and consider pursuing a technical vocation.

Did you know?

South Africa needs at least 60% of school leavers to pursue artisan type training to meet our country's demand for scarce skills. For the past 10 years, Jendamark has been running our own in-house apprenticeship programme for mechanical fitters, electricians and toolmakers.

Trade tested success

The four-year programme, which is overseen by MERSETA and endorsed by the Department of Higher Education and Training, has so far delivered an overall 98% pass rate for apprentices taking their trade test.

TAKE A CLOSER LOOK

This design combines imagery that represents the confluence of our natural and industrial environment.

Industrial strength: The value of our contribution to the sector is represented by mechanical design elements such as the golden cogs and bearings.



Standing tall: Our male and female artisans, wearing their Jendamark shirts, are equally represented with pride.



Mechanical assembly:
The female figure holds a micrometer, representing the mechanical trades.

Electrical assembly: The male figure holds a diagonal cutter, representing the electrical trades.

In the Media

On the air: Our apprentice mentor, Funeka Gusha, was interviewed on Umhlobo Wenene FM about the path to becoming an artisan. Funeka, you did us proud!

In print: Our mural was featured in a number of publications, including The Herald, The Citizen, Daily Dispatch and Business Tech.

Mural encourages school leavers to become artisans



An oyster to the world



SA needs artisans, not more university graduates



SHANTÉ READY TO TAKE ON THE WORLD



Last year, Jendamark won the Top AGOA Exporter award in the Large Size Business category. The awards are hosted by the International Trade Institute of Southern Africa (ITRISA) with the support of the USAID Southern Africa Trade and Investment Hub.

As part of the prize package, Jendamark was awarded an ITRISA bursary for a one-year Higher Certificate in International Trade, to be allocated to a deserving employee in the purchasing department.

International trade refers to the purchase and sale of goods and services by companies in different countries. The higher certificate teaches participants the rules and regulations of getting goods and services to foreign customers safely and efficiently, and builds an understanding of international trade agreements, global risk assessment, big data, and supply chain management.

The successful bursary recipient was freight controller Shanté Bignaut, who has been hitting the books since August last year. Our purchasing and logistics manager Morné Muller says Shanté is the ideal candidate.

“When approached by HR, it was a ‘no brainer’ to select her, as she was excelling in her current role, which was totally new to her before starting at Jendamark in 2020,” says Morné.

Shanté says she was very surprised, happy and appreciative to learn that she was the bursary recipient. “I now have the opportunity to achieve my academic and career goals.”

As a freight controller, Shanté’s job is to keep Jendamark’s global customers happy by overcoming time and location-related market challenges to deliver the goods.

“Our installation teams count on us to get our product to the destination in a timeous manner so sign-off can happen without any delays,” she explains.

Her distance learning programme includes theory and practical case studies about solutions to past and present logistics crises, as well as learning how to respond to crises and create proactive strategies that minimise the impact of a disaster.

“This course is very interesting as I get to know not only my country and how we do things but also the rest of the world in terms of history, trade agreements, laws and regulation.”

Shanté says studying international trade allows her to see how globalisation has increased the “connectedness” of businesses, markets, people and information across countries.

“With my current role here at Jendamark, I feel this course will help me make informed decisions and build better relationships across the board with Jendamark clients.”

Looking ahead, Shanté says a career in logistics offers many future opportunities.

“Unlike careers in law, medicine or finance, for example, logistics tends to be a career that flies under the radar for many graduates and school leavers. This, coupled with the importance of the sector, means that there are lots of roles that need filling and opportunities to progress quickly.”

CHANGING LANES

It's never too late to chase your dreams. Here's how two employees changed their career path within Jendamarck.



DESIGNED FOR SUCCESS

Last year, Didier Ndibu made the move from the assembly floor to the design office. For Didier, who celebrates five years at Jendamarck this year, his new role as electrical design graduate intern is the result of goal-directed hard work and marks the start of a new career journey.

Q: Before Jendamarck, what did you study and what working experience did you have?

A: I studied and obtained an electrical trade. I had automation experience working for my previous company.

Q: When did you first start working at Jendamarck?

A: I started on 19 February 2018 as an electrical assembler.

Q: Have you always been interested in design?

A: Yes, I was very interested in design work while studying towards a National Diploma in Electrical Engineering at UNISA.

Q: Tell us about how you made the switch from shop floor to the design office.

A: I first made sure that I completed the National Diploma in Electrical Engineering qualification that would be needed. Thereafter, I spoke with my superior at the time about my ambition to be an electrical designer. Once there was a position available, I then applied and was successful.

Q: When did you officially start in the design department?

A: I started as an electrical design graduate intern on 1 August last year.

Q: How different is your average day now from what it was previously? Is there any overlap in skill sets?

A: In the design office, we work continuously without a break. The work needs accuracy when it comes to choosing a device to use in the machine – you must know what you are doing. Having been an electrical assembler, I understand the circuit flow and practically connecting the circuits on the machines, making it easier for me to design the circuits. I also know how devices work and how they need to be connected.

Q: Because you know first-hand how machines are built practically, do you find you have an advantage when it comes to creating designs that work?

A: Not 100%, but it's really made things very easy for me when I am designing a machine.

Q: Was your move a good decision and why?

A: The move was great for me because I get to understand the device properly before making the choice to use it, whereas, as an assembler, you just follow the drawing, you don't create it.

JILL OF ALL TRADES

From studying nursing to running her own photographic studio, then joining Jendamarck's machine shop as a technical assistant before landing up as a marketing content coordinator with our ODIN team, Anel Steffens has certainly had a chequered career!

"The funny thing is I didn't even apply for the job I have now," laughs Anel. "I had applied for the job of assistant to the director, Yanesh."

The job description caught her eye because it listed tasks like creating presentations and taking photos among the standard PA responsibilities.

When Yanesh and team sat her down for an interview and heard about her background, she was asked to put together a presentation showing her photographic capabilities. It was the skill set the ODIN department needed but she didn't get the PA job. Instead, they created a whole new role for her, dedicated to creating content, and Anel joined the ODIN team in November last year.

The job is a far cry from her previous role of technical assistant, where she helped with filing and project admin.

"The machine shop and the ODIN department are two different worlds," says Anel.

"ODIN is completely paperless – so there's absolutely no filing or admin here. That's the part I miss, but I go back to machine shop now and then to get my fix!"

"In machine shop I learned that you have to organise and prioritise. When you have a project and you don't have the stock in place, the teams aren't going to make their deadlines. You have to make sure that certain things are done on time. So, I learned time management, which comes in handy for meeting content deadlines for videos and photos."

Anel first joined Jendamarck in September 2021, after facing the threat of retrenchment from

her previous job at a plant hire company, where she worked the front desk and had no room for advancement.

When she applied for the machine shop job, she knew very little about our company or what we do.

"But when I listened to how passionately Nikita from HR spoke about the working environment, and the opportunities to grow and move forward, I knew this was the place for me."

It's been a winding road since Anel made the tough decision not to continue with her nursing studies after falling pregnant with her first child.

"I received my enrolled nursing assistant qualification, but with a small baby, I could not put in the hours of study required and then work 12-hour shifts," she reflects.

A half-day job running the admin side of a vehicle mechanic business, while also turning her photography hobby into a side hustle, gave her the flexibility she needed. When Covid hit, she realised that her side hustle had become a business, and so she decided to open her own photographic studio.

"I did that for a year, but I still had the urge to get up in the morning and go to work and mean something to someone."

And that is the common thread through all her diverse career choices. Anel's love of working with people every day has found fulfilment at Jendamarck.

"Machine shop is like a small family, so when I go there to help or just to show face, it's like I never left. But I've also met some amazing colleagues in ODIN too."

JMK JUNIORS

Yes, we know it's March already, but because this is the first issue of Jendamar Juice for the year, we just couldn't resist sharing how incredibly cute the littlest members of our Jendamar family looked for Term 1 of the new school year! Our colleagues have reason to be proud moms and dads.



Claude Radcliffe
Sahla Grade 1



Kharyiswa Peter
Imange Naledi Grade 4



Allan & Ruvina Bellairs
Tiara Grade 9



Allan & Ruvina Bellairs
Xenia Grade 6



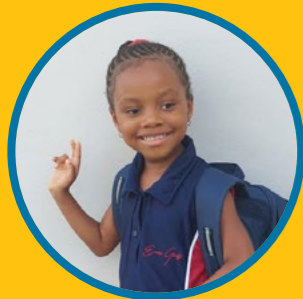
Anel & Tiaan Steffens
Tiané Grade RR



Anel & Tiaan Steffens
Tianel Grade 1



Douw and Mariette Geldenhuys
Monya Grade 1



Funsho & Victoria Oyekunle
Teniade Grade 00



Juane & Christine Schutte
Emily Grade 1 & Rachel Grade 00



Marinus & Marilies van Rooyen
Mari Grade 2



Morne & Desere Muller
Stegman Gr 8 & Durandt Gr 7



Nadia & Juán van Rooyen
Mia Grade R



Randy & Nikita Moodie
Kieran Grade 1



Randy & Nikita Moodie
Kairo Grade 0



Tremaine & Kirsty Ferreira
Lara Grade 00



Roan & Leoni Strydom
Nina Preschool



Shaakir & Gieshma Sataar
Zarah Grade 6



Gieshma Sataar
Zayaan Playschool



Shandre Salsone & Alwyn Claassen
Amber Grade 1



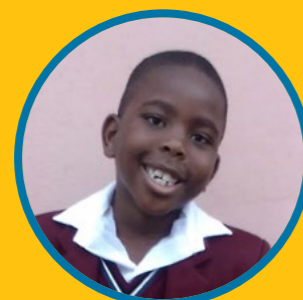
Douw and Mariette Geldenhuys
Lienke Grade 0



Tremaine & Kirsty Ferreira
Emily Grade 1



Majeed Ahmed
Abdur-Raheem Grade 1



Yndiswa Xhanga
Tafadzwa Junior Grade 2



Sheree Radcliffe
Michael Grade R



Doug & Chantel Rossi
Katelyn Grade 4 & Tyler Grade 8



Funeka Mncedisi Gusha
Mbalentle Grade 9



Helena Rademeyer
Jodè Grade 11



Shante Blignaut
Caylin Grade R



Christiaan & Natasha van Staden
Tiane Grade 3

TALENT BOWLS US OVER

Our candidates in this year's Talent Pool leadership development programme kicked off their 2023 activities with a lawn bowls competition. This fun (mildly competitive!) team-building event gave the participants a chance to dress up, let their hair down and interact with colleagues from different departments.



The social event eased our candidates into the programme, which will comprise structured leadership development sessions on important topics such as understanding company goals and objectives, how to develop effective teams and motivate them to perform, problem solving and conflict resolution, communication, as well as basic principles of financial and quality management.

To keep our business performing at its best, for the benefit of everyone involved, Jendamarck needs strong leaders to come through the ranks. This programme helps to identify and equip those who show potential.

We are always looking for team players and big-picture thinkers who communicate well, display a strong work ethic and emotional intelligence, and are respected by their colleagues. Good leaders have the resilience to weather the storms, embrace change and proactively seek solutions to problems.

Individual psychometric assessments help to identify each candidate's unique strengths and areas for possible improvement.

Every year, a new group of candidates across all departments get their turn. Congratulations to our 2023 candidates:

- Allan Bellairs – Human Resources
- Goodwill Mabena – Odin
- Richard Carter – Odin
- Christine Chetty – Odin
- Cameron le Roux – Odin
- Munir Kadernani – Project Sales & Marketing
- Shaneece Essen – Purchasing
- Jennilee Titus – Stores
- Andre Schoeman – Controls
- J-C Venter – Project Management
- Blake Gamble – Finance
- Danielle Williams – Design (Mechanical)
- Majeed Ahmed – Design (Mechanical)
- Alwyn Smit – Design (Mechanical)
- Nathan Simons – Installations & Commissioning
- Corné Terblanche – Installations & Commissioning
- Brandon von Niekerk – Machine Shop
- Neilan Swarts – Assembly
- Ruaan Nel – General Manufacturing
- Karabo Sekonyela – Odin Education
- Nkululeko Shongwe – Odin Education



THANK YOU FOR YOUR SERVICE

In the first quarter of 2023, this group of colleagues received their long-service awards. While most were first-time recipients, marking their five-year milestone on their journey with our company, a few dedicated employees were honoured for a decade and more of service to Jendamarck. We salute you and appreciate your commitment!

Back, from left: Christopher van der Walt, Corné Terblanche, Ruaan Kleinhans (15 years), Johnovan Nell, Atienne van Tonder, Barend Greyling (10 years), Jennifer Ndlovu, Lynette Barnard. Front, from left: Shaneece Essen, Jennilee Titus (10 years), Clayton Alexander, Didier Ndibu, Ryno Venter (10 years). Absent from photo: Rudi Belligan, Leatitia McCarthy

GROWING OUR GLOBAL BRAND

Jendamark is growing and going from strength to strength worldwide. Did you know that we now have 354 employees in South Africa and 267 in India?

Our aim is to give our global customers the best possible service – wherever their Jendamark assembly systems are built. To this end, our teams have been travelling back and forth recently between the Indian and South African facilities, learning and providing training where needed to ensure that all our processes meet the global Jendamark standards.



In February, Natasha Thompson followed them to train the India travel desk team. For a global company like Jendamark, the travel desk is a critical function, as this department is responsible for sending our service, commissioning, and installation teams to customers' facilities worldwide. As any seasoned traveller knows, there are always unforeseen challenges with flight delays, missed flights, accommodation bookings and transport on the ground. So, a well-trained staff who can find solutions for getting our teams from Point A to Point B is essential for our worldwide service.



At the end of January, it was our privilege to host Jendamark India's director and CEO, Himanshu Jadhav, for his first post-pandemic visit after a three-year hiatus. Among other brand and business strategy sessions, he and the head of India's digital factory, Nishikant Jangam, sat down with our ODIN team to discuss the way forward and also took time out to enjoy the sights at our Seaview Private Sanctuary.



Around the same time, our assembly specialists Justin Syse and Conrad Kommer travelled to Pune to mentor the Jendamark India team on techniques and best practices for the electrical and mechanical assembly of machines respectively.



She was joined by Chantel Rossi, PA to our operations director, Siegfried Lokotsch. Siegfried is also the Jendamark India chairman, so Chantel finally got to meet her colleagues in person after dealing with them remotely for years. Chantel and Tash were even featured in the local newspaper, along with our manufacturing and assembly manager, Marinus van Rooyen, who was also there to check on an EV battery assembly line.

ASSEMBLY HATCHES A PLAN



The assembly team are building more than machines; they're building their own little natural ecosystem out behind the manufacturing and assembly department.

Kudos to the assembly team, as this small example shows how greening an industrial space brings life back into the area.

Employees have their own dedicated planter boxes, which they tend with loving care, to create a calming green space to enjoy on a coffee or smoke break. In December, a pair of wagtails decided one of the planter boxes would be the ideal place to raise a family. So, they built a nest and laid three eggs over the holidays.

When assembly supervisor Terence Whelan returned to work on 9 January, the eggs had hatched and there were three, almost featherless little chicks in the nest. The team watched with interest over the next week or two as the parents worked tirelessly to bring the baby birds food before, suddenly, they were strong enough to fly the nest one by one.



HOME and away PHOTO COMPETITION

Enter your travel photos and win a R2000 Takealot voucher!



Category 1: Home

Have you visited our Seaview Private Sanctuary? Share your photos of yourself having a 'wild' time and you could win!

Category 2: Away

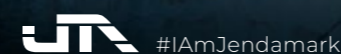
Are you travelling internationally for work? Share a photo of yourself with a recognisable landmark or symbol of that country!



How to enter:

1. Snap a photo from your adventures in Category 1 or 2.
2. WhatsApp a maximum of 3 photos to Natasha on 083 986 2262.
3. Submit your entry by 30 November 2023.
4. We'll post an album of each category's entries on social media and our followers will vote for their favourite. Most votes wins!
5. The winner in each category will receive a Takealot voucher worth R2000.

#HappySnaps #IAmJendamark #TechPeople #GlobalTech #CustomerJourney



Although we may be thousands of kilometres apart, the Jendamark family is connected and moving in the right direction together.

FIRST FAMILY TECH TOUR

We recently hosted our first family tech tour, and it was a great success. The tour proved to be a fun opportunity for our first group of employees to share the inner workings of our global tech company with loved ones – and show how the Fourth Industrial Revolution is changing everything we do.

The visitors, who ranged in age from eight to 63 years, enjoyed our full factory tour plus the chance to test all our tech for themselves – from building something using the ODIN Workstation guided assembly system to challenging our

Dobot collaborative robot to a game of noughts and crosses. For the daring, they could try out our virtual reality experience or even ride the high-performance Vibrobike.

The response so far has been enthusiastic, with a waiting list long enough to fill at least five tours. The next tour will take place towards the end of April, and we will send out a notification shortly to the second batch of people on our waiting list. If you put your name down with HR, you have exciting things to look forward to when your turn comes around!



SEND US YOUR STORIES!

Got a funny or inspiring personal or work-related story to tell? Share the details and your news could be published in the next issue of Jendemark Juice!

Closing date for submissions: 12 May

3 ways to share your story:

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