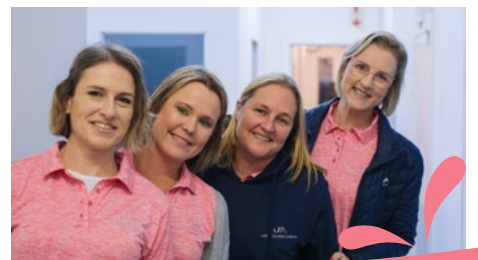




IN THE PINK

In August, we celebrated the strong women of Team Jendamarck, handing out Women's Month goodie bags and custom pink company T-shirts as a thank you for their contributions across all our departments.



Femme Fact: Women now make up 30% of all Jendamarck employees. That's a much more equitable ratio than the 16.9% representation just over two years ago.

#IAmJendamarck

THANK YOU FOR YOUR SERVICE

With the third quarter of 2023 already behind us, we'd like to take a moment to show our appreciation to those colleagues who recently received their long-service awards. Thank you for your hard work and commitment. Keep making Team Jendamarck great!



A special shout out to our manufacturing and assembly manager, Marinus van Rooyen (far left), for reaching his 20-year milestone. With him are (from left) Christiaan van Staden (15 years), Blake Gamble, Romano Moodaley, Malusi Lungile and (photo on right) Christian Peschke (all 5 years).

DUANÉ WORKS DAY AND NIGHT TO ACHIEVE HER GOALS

In line with our company goal of investing in our staff, Jendamarck offers a few opportunities for full-time employees to study while working.

Duané van Wyk, from our commissioning and installations department, is one of the hardworking candidates. By day, she is involved with the disassembling and reassembling of machines before they are signed off by customers, as well as boxing and shipping them to customers worldwide. By night, she is working towards her human resources management qualification, and is currently in her second year of study.

"It is quite challenging to be an employee, student, wife and dog mom of three," says Duané. "It's difficult to work a full day and then attend class three times a week, and only get home around 8pm. But this is a privilege and something I am passionate about, and I am ever thankful for the opportunity that Jendamarck is giving me."

She says it is encouraging to have colleagues who have worked hard to reach career milestones to inspire her own journey.

My biggest inspiration for doing this is my role model Mariette (Geldenhuys), our current HR manager. She is what I aspire to be one day!"



RENEWING A WINNING PARTNERSHIP WITH JUCC



We are so proud of the work that Jendamarck United Cricket Club has been doing to promote grassroots cricket development in Nelson Mandela Bay that we have renewed our title sponsorship for the 2023/24 season.

Over the past eight years, this New Brighton-based club has made great strides and, with Jendamarck's support, created an impressive structure that is making cricket more accessible and inclusive for male and female players from primary school to premier league, while developing the next generation of professional stars.

Looking back, JUCC chairman Gerald Majola says the club could barely field two teams when they first entered the partnership with Jendamarck back in 2016.

Today, we boast of being the biggest club in Eastern Province Cricket with a registered senior membership of 214 – 152 male and 52 female – playing in six different divisions. If you add the school children in the Jendamarck New Brighton Cricket Hub structure, comprising nine divisions of boys and girls from the KFC Mini Cricket Programme to under-19 level, we're arguably the biggest club in the country."



BUILDING OUR TALENT PIPELINE

By encouraging school pupils and students to visit Jendamarck for factory tours, work shadowing, vacation work and graduate internships, we are exposing them to the diverse career opportunities that a tech-driven manufacturing business has to offer – and building our future talent pipeline in the process.

School pupils

In June and July, we welcomed high school pupils from the likes of Grey and Woodridge as well as participants in the Incubating Great

Engineering Minds (iGEMs) programme, for a day or two of work shadowing. We also had university students giving up their mid-year holidays to gain the necessary vacation work experience for their courses.



TVET college students

In September, Jendamarck embarked on a partnership with the Automotive Industry Development Centre (AIDC), International Youth Foundation and National Association of Automotive Component Manufacturers (Naacam) for the High Gear work-integrated learning programme.

As a host company, we will be working with EastCape Midlands TVET College to prepare their mechanical and electrical engineering students for the workplace. Three times a year, we will be hosting N4 to N6-level students for a week of work-based learning on our assembly floor, with 10 students putting their knowledge to the test so far.

The aim of the programme is to show learners the career opportunities open to them, and also teach them industry-aligned technical skills that they can't practise in the classroom. For us, it's a great way to identify talent and get them ready for working in the real world.



University students

In August, Nelson Mandela University's fourth-year Labour Relations and Human Resources students experienced our factory and tech tours. The students cover Industry 4.0 in their Selected HR Issues module, so what they learn in theory in the lecture hall can be seen here in practice. They even got to try out our virtual reality and worker guidance tech for themselves.

Senior lecturer Dr Chantel Harris says the students took the opportunity to reflect on new ways that people can be oriented into the workplace, trained on a manufacturing line, how performance could be managed, and the opportunities for developing employees using VR and ODIN Workstation.

"We've had such a wonderful opportunity to visit Jendamarck and to experience it first hand and engage with industry experts."



THERE'S NO BUSINESS LIKE SHOW BUSINESS

Attending trade fairs and exhibitions gives our team a great opportunity to showcase the work we do and network with potential customers and future employees.

NMU Careers Fair

In early August, our manufacturing and assembly manager, Marinus van Rooyen, and team shared their industry knowledge with budding engineers and software developers at the Nelson Mandela University Careers Fair.

It was a great way to engage with prospective graduate interns in mechanical, electrical, and mechatronic engineering as well as software development and IT.

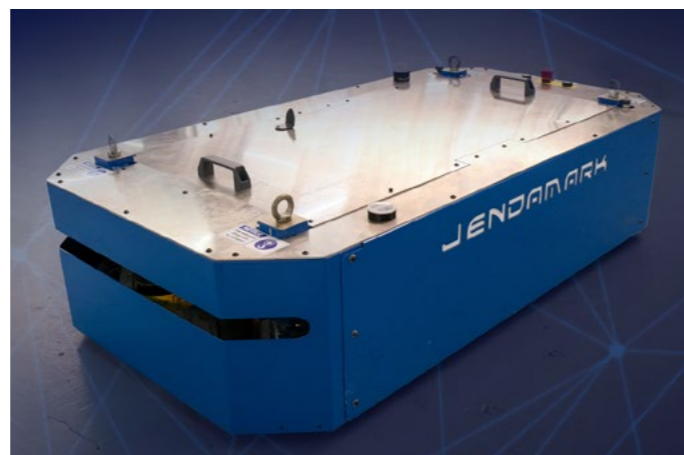
As Marinus says, "We were amazed at how energised the students are, and they asked a lot of questions. I think there's a lack of exposure to industry and that's where we can support them and show them the opportunities that Jendamarck offers – it's a great company to work for."



NAACAM Show

As a member of the National Association of Automobile Component Manufacturers, we couldn't miss the chance to attend the NAACAM Show in Johannesburg at the end of August.

Our team put up a high-tech stand and demonstrated how our ODIN Manufacturing digital technologies can help improve customers' production efficiencies and overall product quality. We were joined at our stand by the team from MTN, who have partnered with us to pilot their virtual private 5G network (on which we'll run our digital solutions) on our customers' factory floors.



Meet our new AGV

Did you know that Jendamarck now builds Automated Guided Vehicles (AGVs)? We debuted our prototype at the NAACAM Show – and it was a hit!

Designed to be used as a cost-effective and flexible addition to any assembly system, our AGV can carry loads of up to 700 kilograms and has a towing capacity of 1000 kilograms. Our purchasing and logistics manager, Morné Muller, says AGVs can move materials and goods faster, more efficiently and safely than manual labour can.

"I'm excited to see how AGVs will continue to evolve in the years to come. I believe that they have the potential to revolutionise the way we move materials and goods around the world," says Morné.



PREPARING STUDENTS FOR THE WORLD

In our quest to develop brilliant young engineering minds and prepare them for the working world, Jendamarck recently sponsored a trip to India for two of Nelson Mandela University's top post-graduate students in mechatronics.

Hosted by our fantastic colleagues at Jendamarck India, Thabelo Mohlala and Jacques Welgemoed spent two informative weeks discovering how we are implementing large-scale manufacturing technologies in other countries. They also attended lectures and workshops at MIT-World Peace University in Pune, where they got a taste of the curriculum that their international counterparts are studying.

The students were accompanied by the executive dean of the Faculty of Engineering, the Built Environment and Technology, Professor Marshall Sheldon, and senior lecturer Professor Theo van Niekerk. They were supported by NMU's Chair for Automotive Engineering, Martin Sanne.

The academic delegation was there on a fact-finding mission to explore a more formal association between the universities. The two institutions have signed a memorandum of understanding and are in discussions about formalising student exchange programmes between the two countries.

Jendamarck India already has a strong relationship with MIT-WPU, offering workplace learning and internships for students, and taking up guest lecturing opportunities. The aim is to ensure that the academic curriculum stays up to date and relevant to the needs of industry, and that students will be equipped for the real working world, thereby building a valuable talent pipeline for Jendamarck.

In South Africa, we are working to build a similar relationship with NMU. We love that Jendamarck in India and South Africa can be the facilitating partner in this exciting global collaboration between academia and industry.

OUR HIKING CLUB HITS THE TRAILS

“The mountains are calling and I must go.” John Muir, conservationist

The members of Jendamark’s brand-new hiking club swapped their safety shoes for hiking boots as they headed out on the club’s inaugural hike on Saturday, 22 July.

The intrepid group hit the trails at Van Stadens Wild Flower Reserve for a morning of fresh air, tranquillity and friendship.

According to concept development engineer Terence Liebenberg, the experience left the hikers inspired, refreshed and grateful for the camaraderie and breathtaking natural beauty that surrounded them.

“This experience fosters a deep connection to both the great outdoors and each other. As we trek through the wilderness, we rediscover the wonder of the natural world and strengthen the bonds that tie us together. Truly, it’s an unforgettable adventure!”

Key account manager Chaz Connacher, who describes hiking as “the best way to stop and smell the roses”, got a little more nature than he bargained for when a large spider crawled up his arm.

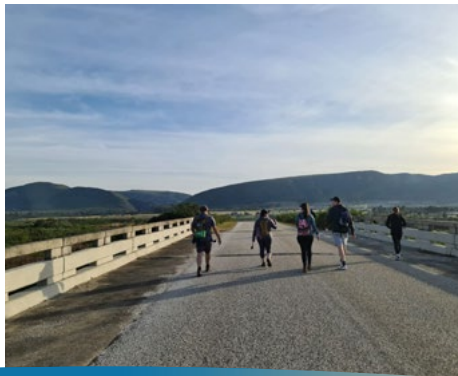
“Chaz threw the plastic bag with rubbish collected along the walk straight back into the bush,” chuckles club founder and stores supervisor Jennilee Titus, who witnessed the event.

“Don’t worry, it was collected again. We didn’t leave it behind. But Monya (Meyer) cried, the way she was laughing!”

The group finished the trail without further incident but senior purchaser Maxine Erasmus agrees, “This hike was definitely one for the books!”



If you’re looking for a new challenge, and some mood-boosting fresh air, exercise and friendship, chat to Jennilee or scan the QR code to learn more.



RAFAEL IS OUR KARATE KID

Shortly after his 10th birthday, Rafael Sapere sat down to watch *The Karate Kid* – and started a lifelong obsession. After binge-watching every movie in the franchise and imitating all the moves, he knew he had to be just like that!

Fast forward to the present and Rafael is now a Second Dan (black belt) and hopes to be grading for his Third Dan ranking by the end of this year. Although his career path has led to Jendamark as our junior IT specialist, Rafael says, “I am still competing and training and loving karate just as much as the first day.”

Over the years, he has managed to stay and grow in the karate space as a practitioner, teacher, judge and competitor. Rafael has been a member of the provincial team for eight years running, and its captain for the past four. In 2016, he earned his South African colours and travelled to Poland to compete in the World Championships.

“It has been a long journey,” says Rafael, adding that he is constantly learning and working on his martial arts. His 10-year-old self would be thrilled to hear that it’s far from over!

