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TSEBO

*Vintage Vibes,
Modern Marvels*

Festival

OF FUSION AND FLAVOUR 2024

**TURNING
VINTAGE VIBES
INTO MODERN
MARVELS: TSEBO'S
THIRD FESTIVAL
OF FUSION AND
FLAVOUR**



theideashub



Now in its third year Tsebo's supplier festival has evolved into a sought-after industry extravaganza.

Tsebo's Festival of Fusion and Flavour ramped up yet again to add Gqeberha to its line-up of locations, which include Cape Town, Johannesburg and Durban. What started as an opportunity for Tsebo Catering Solutions' operational, procurement and sales teams to reignite face-to-face relationships with suppliers after Covid-19, has evolved into a sought after, invite-only industry extravaganza.

"The whole premise of the festival has evolved from an opportunity to get people back in touch with each other after Covid in 2022. In 2023, we went national and included cooking demonstrations, and now in 2024 we've added a fourth region and made it even more exciting with more demos, supplier launches and giveaways," says Jackie Searle, Category Manager, Tsebo Solutions Group. "We've noticed increasing excitement and a friendly competitiveness from our suppliers many of whom have asked for specific spaces, or to increase the size of their stand this year. Some are even using the festival to launch new products."

Tsebo has also received requests from vendors who would like take part in the festival but are not currently listed as suppliers. Procurement has directed them to apply to become part of Tsebo's supplier database, which means if they are accepted, they can take part in 2025.



A food-first approach

Good, tasty, nourishing food is central to everything that Tsebo's catering division does, which brings us to the theme for this year's festival 'Vintage Vibes, Modern Marvels' where Tsebo's top divisional chefs turned up the heat to showcase their contemporary take on nostalgic classics.

"Vintage Vibes, Modern Marvels showcased how something simple, like a spaghetti bolognese for example, can be brought forward into something that is 'future fantastic', says Searle. "We decided on this theme because everybody is looking for innovation and excitement in food preparation. You know people are working five to seven days a week depending on the work they do, and don't want to eat the same boring thing day in and day out, they also don't want anything that is overly fussy. This is something we are trying to achieve – to create that excitement and innovation in our restaurants and units."



Sustainable solutions to success

The festival also serves as an opportunity for clients and prospective clients to get a taste of how Tsebo forms close relationships with its suppliers and works in partnership with them to encourage innovation and sustainability in the industry. Tsebo believes that innovation, sustainability and SMME supplier development are key to its success.

In 2023, Tsebo launched its first Environment, Social and Governance (ESG) report that made public its ambitions to achieve net zero, part of which includes ensuring that 75 per cent of Tsebo's high-impact products are sustainably sourced and eco-friendly, contributing to a better life on land and below water while playing our part in the circular economy.

To achieve this, Tsebo partners with suppliers to come up with new and exciting ways to do business that promotes environmental and economic sustainability. One example is a relatively new supplier, Seam Coffee. Seam Coffee connects coffee farmers and coffee drinkers through ethical and sustainable trade by disclosing all the costs involved in the coffee process, including the profit made by each farmer. What is more exciting is that 100 per cent of the profits go to the farmers and producers.

Another example is Bokashi Food Waste Recycling that supplies Tsebo's catering divisions with specialised 50-litre drums and bokashi bran to provide a straightforward, cost-effective, and eco-friendly way to compost kitchen waste. "Sustainability underlies everything we do, and informs our business decisions and actions, by partnering with our suppliers we are evolving the way in which business is done by prioritizing what matters most – our people and our planet," says Jackie Searle.

This includes dynamic SMME supplier development that opens up opportunities for small businesses, such as training and mentorship on best-practice processes, compliance and financial management. One such SMME that recently partnered with Tsebo is Nosh Meats, which is currently being supported by Tsebo to ramp up its production without compromising on exceptional quality.

With ever-increasing information and innovation around sustainability, Tsebo is able to share its knowledge and pass the compliance benefits on to its clients.



What comes next?

With another successful festival under its belt and much positive feedback from suppliers, Tsebo's Festival of Fusion and Flavour is set to continue on its growth trajectory. What started with about 30 suppliers in Johannesburg has grown into a national event, boasting more than 150 suppliers and Tsebo expects an even bigger turn out next year.

Says Ndivhuwo Ravele, Strategic Procurement Manager, Tsebo Catering Solutions, "We'd like to see even more regions represented by the festival over the longer term, especially the smaller or more isolated regions. I'd also like to spread to places like Lesotho and Swaziland. We want the festival to become the go-to event of the year for food and beverage suppliers in South Africa and beyond. We definitely want to be spoken about for all the right reasons, but at the end of the day it's not just about market awareness, it also has to have a societal impact, it has to have an environmental impact and it has to benefit business – our own and our suppliers".



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MEGA MILESTONE 2024

TOP EMPLOYER CERTIFICATION AND RANKED IN SA'S TOP 20 WORKPLACES

Tsebo celebrates prestigious recognition as a Top Employer in 2024

At an event held on 15 February, Tsebo Solutions proudly accepted its 2024 certification as a Top Employer for the second year in a row, marking a significant milestone in the company's history. This year, the company not only retained its esteemed position but also ascended to the ranks of the Top 20 companies to work for in South Africa, a testament to the relentless dedication and hard work of its teams.



The journey to this achievement was marked by Tsebo's commitment to surpassing its previous accomplishments. With an overall score significantly higher than the global benchmark, the company demonstrated a notable year-on-year improvement. This progress reflects Tsebo's dedication to enhancing its operational standards and reaffirms its pledge to adopt and refine global HR best practices.

Tsebo's certification transcends the accolade of being a Top Employer; it embodies the company's dedication to sustainability, responsibility, and ethical employment practices. In an industry where the distinction lies in the quality of service, Tsebo's focus on investing in the growth, health, and safety of its people is a clear indication of its commitment to excellence in service, innovation, and people management.

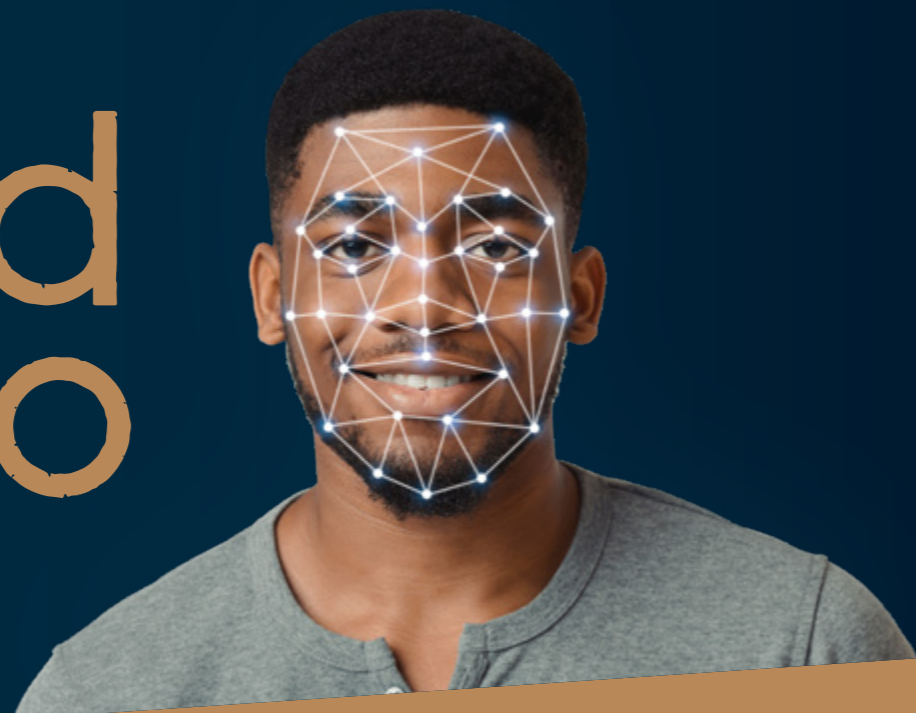
The award ceremony, hosted at Johannesburg's Sandton Convention Centre, was a gathering of Africa's corporate elite and HR leaders, celebrating the achievements of companies that have set benchmarks in HR practices. Tsebo's South African HR teams were lauded for their exceptional efforts that culminated in this prestigious accolade, elevating the company to the status of an 'Elite Top 20 Employer' in South Africa.

This recognition is not just a milestone but also a motivator for Tsebo to continue its pursuit of excellence. The company encourages its stakeholders, including clients and employees, to share in this proud moment. To facilitate this, Tsebo has introduced the '2024 Top Employer Glossy,' a concise guide that offers insights into the company's achievements and its significance. In addition, Tsebo's South African employees have access to a comprehensive Top Employer promotional toolkit, further integrating this achievement into the company's culture and ethos. This accolade reflects Tsebo's commitment to creating a value-driven business, renowned for its exceptional team and client service.

As Tsebo looks back on this significant achievement, the company extends its gratitude to everyone who has contributed to its success. The recognition as a Top Employer in 2024 is not just a compliment but a testament to the hard work, dedication, and commitment of the entire Tsebo team. It is a celebration of the collective effort that has shaped Tsebo into a leading name in the service industry, driven by a commitment to excellence and innovation.



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REVOLUTIONIZING CONVENIENCE: TSEBO UNVEILS FACIAL RECOGNITION PAYMENT SYSTEM AND INNOVATIVE APP

In an era where technology continuously reshapes our daily lives, Tsebo has taken a giant leap forward by introducing a groundbreaking cashless as well as cardless payment solution. This innovative approach, which includes facial recognition payment at the Food Buro and the launch of a new payment and ordering app, is set to redefine convenience, speed and efficiency for its users.

A new dawn in payment solutions

The journey began with the introduction of facial recognition payment under the Tsebo brand, marking a significant milestone in the company's commitment to technological advancement and user convenience. This state-of-the-art system allows employees to make purchases at The Food Buro and Nosh Coffee Shop with just a scan of their face, eliminating the need for physical cash or cards.

Week 1: The launch of facial recognition payment

The initiative kicked off with an invitation to employees to register for facial recognition access, promising a seamless and futuristic payment experience. By depositing up to R1000 monthly using their bank cards, users could enjoy exclusive Tsebo prices, setting a new standard in transactional efficiency.

Week 2: Beating the price hike

As the system gained momentum, Tsebo introduced an incentive to encourage early adoption. With meal prices set to increase, users were urged to register for facial recognition to lock in current prices, offering a smart solution to beat the impending price hike.

Embracing the future

Tsebo's introduction of facial recognition payment and the subsequent launch of their ordering and payment app represent more than just technological advancements; they signify a shift towards a more efficient, secure, and convenient future. These initiatives reflect Tsebo's dedication to enhancing the user experience and staying ahead of the curve in payment solutions.

Tsebo encourages all employees to embrace this new era of transactions by registering for facial recognition access and downloading the new ordering and payment app. With these tools, Tsebo is not just offering a payment solution but is inviting everyone to step into the future of transactions.

As we look forward to more innovations from Tsebo, it's clear that the company is setting a new benchmark in the realm of payment solutions. The future is here, and it's cashless, cardless, and incredibly convenient.

WHO ADVISES AGAINST USING NON-SUGAR SWEETENERS FOR WEIGHT CONTROL AND DISEASE RISK REDUCTION

A new guideline from the World Health Organization (WHO) on non-sugar sweeteners (NSSs) recommends not using them to control weight or reduce the risk for diabetes, heart disease, or cancer. These sweeteners include aspartame, acesulfame K, advantame, saccharine, sucralose, stevia, and stevia derivatives. The recommendation is based on the findings of a systematic review that collected data from 283 studies in adults, children, pregnant women, and mixed populations. The findings suggest that use of NSSs does not confer any long-term benefit in reducing body fat in adults or children. It also suggests that long-term use of NSSs may have potential undesirable effects.



ANNELIZE ZEELIE
Tsebo Catering Solutions
Dietitian

To clarify, short-term NSS use results in a small reduction in body weight and body mass index in adults without significant effects on other measures of adiposity (fattiness) or cardiometabolic health, including fasting glucose, insulin, blood lipids, and blood pressure. Conversely, on a long-term basis, results from prospective cohort studies suggest that higher NSS intake is associated with increased risk for type 2 diabetes, cardiovascular diseases, and all-cause mortality in adults (very low to low certainty evidence). Regarding the risk for cancer, results from case-control studies suggest an association between saccharine intake and bladder cancer (very low certainty evidence), but significant associations for other types of cancer were not observed in case-control studies or meta-analysis of prospective cohort studies.

Relatively fewer studies were found for children, and results were largely inconclusive. Results for pregnant women suggest that higher NSS intake is associated with increased risk for preterm birth (low certainty evidence) and possibly adiposity in offspring (very low certainty evidence).

Reducing sugar consumption

It is important to note that substituting free sugars with non-sugar sweeteners (NSS) does not lead to effective long-term weight control. To lower free sugars intake, individuals are advised to explore alternative approaches, such as incorporating food with naturally occurring sugars, like fruits, or opting for unsweetened food and beverages. NSSs are not considered essential dietary components and lack nutritional value. The importance of emphasizing the reduction of overall dietary sweetness from an early age as a significant step towards improving one's health.

Applying the guideline

The recommendation applies to all people except individuals with preexisting diabetes and includes all synthetic and naturally occurring or modified nonnutritive sweeteners, said the WHO. The recommendation does not apply to personal care and hygiene products containing NSSs, such as toothpaste, skin cream, and medications, or to low-calorie sugars and sugar alcohols (polyols).

Because the link observed in the evidence between NSSs and disease outcomes might be confounded by the baseline characteristics of study participants and complicated patterns of NSS use, the recommendation has been assessed as "conditional" by the WHO. "This signals that policy decisions based on this recommendation may require substantive discussion in specific country contexts, linked for example to the extent of consumption in different age groups," said the WHO press release.

The WHO also acknowledges that more and better studies are needed to clarify the effects of NSSs on human health, and that other factors such as obesity diabetes, cardiovascular disease and mortality should also be considered. The report primarily relies on observational studies, which cannot establish a direct causal link between sweeteners and weight and disease without excluding the quality of the diet.

So, what now?

Rather than using non-sugar sweeteners, the WHO recommends that people consider other ways of reducing free sugar intake:

- Choose foods with naturally occurring sugars like fruit, or unsweetened foods and beverages.
- Drink water, milk, herbal teas and drinks such as kombucha as alternatives to alcohol, soft and sugar-sweetened drinks.

What does limit evidence/possibly carcinogenic mean?

Aspartame is labelled as possibly carcinogenic or a Group 2B classification based on limited evidence for cancer in humans. Other items classified in Group 2B includes aloe vera leaf extract, kava extract and ginkgo biloba extract, as well as gasoline and chloroform. It was reaffirmed that the acceptable daily intake level is 40 mg/kg of body weight. For a 60 kg woman, 40 mg of aspartame per kg of body weight is equal to about 13 cans of diet coke. The average intake is estimated at 1.7 mg/kg of body weight in adults, which is well below the 40 mg/kg.



Rawmisu

Our favourite Italian dessert gets a healthy make over, swapping refined sugar and cream with healthy chia seeds, prunes and cacao.



Ingredients

150 g	Pitted prunes, roughly chopped
¼ cup	Marsala or fortified wine
½ cup	Espresso
2 Tbsp	Cacao, plus extra to dust
1 Tbsp	Freshly ground coffee
⅓ cup	Rice malt syrup, melted
½ cup	White chia seeds
400 ml	Coconut milk
2 tsp	Vanilla extract
⅓ cup	Cacao nibs

Method

1. Soak prunes in Marsala (or substitute water) and espresso. Set aside for 3 hours.
2. Meanwhile, combine cacao, ground coffee, 2 tablespoons rice malt syrup, ¼ cup (40 g) chia seeds, 150ml coconut milk and ¾ cup (185 ml) warm water in a bowl. Stir to combine well, then transfer to an airtight container and chill for 3 hours.
3. Place vanilla and remaining ¼ cup (40g) chia seeds, 2 tablespoons rice malt syrup and 250 ml coconut milk in a separate bowl and stir to combine well, then transfer to an airtight container and chill for 3 hours.
4. To serve, beat the vanilla and chocolate chia mousses with a spoon to soften. Spoon prunes into 4 serving glasses. Top with half the vanilla chia mousse, then top with chocolate chia mousse, then finish with a final layer of vanilla chia mousse. Sprinkle with extra cacao and scatter with cacao nibs.

Ricotta Cheesecake

WITH ROASTED BLUEBERRIES

This crustless baked ricotta cheesecake with no refined sugar is a guilt-free dessert.

Ingredients

250 g	Cream cheese, softened
225 ml	Maple syrup
2	Eggs
1	Orange, finely grated zest
2	Oranges, juiced
1 Tbsp	Cornflour
1 Tbsp	Ground cinnamon
1 kg	Fresh Ricotta
1	Vanilla bean, split, seeds scraped
250 g	Blueberries
½ cup	Roasted hazelnuts, chopped

Method

1. Preheat oven to 180°C. Beat cream cheese and ½ cup (125 ml) maple syrup with electric beater on high speed for 5 minutes or until combined. Add eggs, orange zest, cornflour, cinnamon and Ricotta, and beat for a further 5 minutes or until smooth and combined.
2. Transfer to a 1.3 litre baking dish, then bake for 40 minutes or until golden and firm, but centre has a slight wobble. Cool, then chill for 3 hours.
3. Before serving, preheat oven to 180°C. Combine orange juice, vanilla pod and seeds and remaining 100 ml maple syrup in a small pan over medium heat, stirring until reduced and thickened. Place blueberries in a baking dish and spoon over 2 tablespoons orange syrup, reserving remainder to serve. Roast for 12-15 minutes until berries start to burst. Cool for 5 minutes.
4. Top cheesecake with hazelnuts, blueberries and remaining orange syrup.

CHOC-RASPBERRY CHIA

Brownies

These all-natural brownies are laden with pretty raspberry jam jelly, yet they are only sweetened by dates and natural maple syrup. Cacao powder adds a kick of antioxidants.

Ingredients

20	Medjool dates, pitted
1 tsp	Bicarbonate of soda
¾ cup	Maple syrup
125 g	Unsalted butter, chopped
¾ cup	Cacao powder
½ cup	Ground chia seed
¾ cup	Coconut flour
TT	Salt
2	Eggs
3	Gelatine leaves
375 g	Raspberry chia jam or raspberry jam

Method

1. Preheat the oven to 160°C. Line a 20 cm square baking pan with baking paper.
2. Place the dates and 1 cup (250 ml) water in a saucepan. Stir in the bicarbonate of soda and place over medium heat.
3. Bring to a simmer and cook, stirring occasionally, for 10 minutes or until thick. Cool slightly then transfer to a food processor.
4. Add maple syrup and butter, and whip until smooth.
5. Combine cacao, ground chia, coconut flour and a pinch of salt in a bowl. Fold in date puree, then fold in eggs, one at a time.
6. Pour into pan and bake for 25-30 minutes until set. Cool completely in the pan.
7. Soak the gelatine leaves in cold water for 5 minutes to soften. Place the jam in a saucepan over medium heat and stir for 2-3 minutes until warmed through.
8. Squeeze excess water from the gelatine and add to the jam, stirring to combine.
9. Pour the jam mixture over the brownies then place in the fridge for 2 hours to set. Cut into squares to serve.

TRENDS IN THE FOOD AND BEVERAGE INDUSTRY

<https://hospitalityinsights.ehl.edu/food-and-beverage-industry-trend>



NAVIGATING THE FUTURE OF FOOD AND DRINK: TECHNOLOGY AND CONSUMER DEMANDS LEAD THE WAY

The food and beverage (F&B) industry stands at the cusp of a revolution, driven by two pivotal forces: cutting-edge technology, including artificial intelligence (AI), and evolving consumer preferences. These elements are reshaping the landscape, heralding a new era of innovation and consumer engagement. Let us explore how these drivers are influencing the industry and the emerging trends that are setting the stage for the future.



CONSUMER MINDSET: A QUEST FOR AUTHENTICITY AND CONVENIENCE

Today's consumers are on a continuous journey of global culinary exploration, seeking authentic experiences and flavours from around the world. This desire for genuine cultural connections is leading to a resurgence of traditional heritage foods and an appreciation for regional ingredients and culinary traditions.

The demand for convenience without compromising on quality or flavour is also shaping consumer choices. Pre-made mixes, sauces, and starters are gaining popularity, reflecting a shift towards efficiency in meal preparation without sacrificing taste. Despite economic challenges, there's a growing trend towards elevating at-home dining experiences with premium ingredients and sophisticated food presentations. This movement is partly driven by the desire to recreate restaurant-quality meals at home, as well as the popularity of visually appealing and versatile food options like charcuterie boards.

Environmental sustainability remains a paramount concern among consumers, influencing purchasing decisions and driving demand for products that support regenerative agriculture, reduce carbon footprints, and minimise food waste. The industry's response includes a shift towards more sustainable practices and packaging solutions.

THE TECHNOLOGICAL TRANSFORMATION IN F&B

Technology's role in the F&B sector is expanding beyond traditional boundaries, aiming to conquer the final frontier: the consumer's home. The race to dominate online grocery shopping epitomises this shift, highlighting a broader trend towards enhancing consumer convenience through digital means.

David Richey, co-founder of Metis, points out that while technology has revolutionised many aspects of the industry, its potential remains largely untapped. Current applications primarily focus on refining customer data analysis for marketing. However, Richey envisions a future where AI could predict market trends, like beef prices or wine preferences, by analysing diverse data sets, including weather, financial trends, and social media.

Moreover, the industry is gradually moving towards cashless transactions, driven by the benefits of reduced handling errors, theft, and increased operational efficiency. Future payment methods may include biometric options, such as electronic fingerprints or facial recognition, streamlining the payment process further.



THE ROAD AHEAD

As technology and consumer demands continue to evolve, the F&B industry is poised for significant transformation. The integration of AI and digital innovations offers unprecedented opportunities for personalisation and efficiency, while the shift in consumer preferences towards authenticity, convenience, and sustainability is reshaping the market landscape. Together, these trends are not only defining the present but also paving the way for a future where food and drink experiences are more engaging, personalised, and environmentally responsible.



EMPOWERING GROWTH: TSEBO SOLUTIONS GROUP ANNOUNCES DYNAMIC LEADERSHIP APPOINTMENTS



Brian Mbanga has been promoted to the Sector Director position in Living Lifestyle.

Business and Industry segment where he has in short tenure brought stability to the contracts in this segment. Before joining Tsebo, Brian was General Manager for Badisa - Huis Lückhoff, a nursing home in Cape Town wherein he successfully managed turnaround strategy for the business. With extensive experience in various community initiatives, training management and facilities management, Brian has completed the Executive Development Programme at GIBS.

TsAfrika welcomes Nick Madhura as new Managing Director.

TsAfrika, a division of Tsebo Catering Solutions, proudly announces Nicholas (Nick) Madhura's promotion to Managing Director. With a distinguished tenure at Tsebo Catering, Nick excelled as Culinary Director, elevating food offerings across brands, implementing standards, innovating solutions, and ensuring exceptional service. Starting as Regional Executive Chef in TsAfrika, Nick's journey showcases his deep understanding of the company post-acquisition. With extensive experience in leading hotels, restaurants, and catering, Nick's leadership promises to drive TsAfrika to new heights.



We are thrilled to announce the promotion of Brenda Dijzel to Commercial Manager.

With a Hospitality Management diploma in 2007, Brenda has consistently shown a passion for excellence, particularly in figures and unit performance enhancement. Over the years, she's embraced various roles, showcasing her versatility and commitment. Since 2012, excelling as Hub Manager at Living Lifestyle, she's recently focused on education. Her journey from Healthwise to Living Lifestyle and Business and Industry sectors highlights her adaptability and drive. Outside work, Brenda enjoys nature and family time with her three daughters, indulging in hobbies like hunting, cycling, and camping.



Julie Mason has been promoted to the Managing Director position in Fedics and will be responsible for the Healthwise segment in Tsebo Catering Solutions.

Prior to her appointment, Julie was the Segment Director for Healthwise in Tsebo Catering and she has been instrumental in bringing stability and winning results in Tsebo Catering over the last year. With over 26 years in the catering industry, Julie has built a solid career from grassroots to executive level in the Corporate, Healthcare, and Industrial and Manufacturing segments. Julie holds a Diploma in Business Communications and has completed the Management Development Programme at GIBS.

We are delighted to welcome Mellisa Taylor back to Tsebo. She has been appointed as the Managing Director - Beverage Solutions in Tsebo Catering.

Melissa, with a National Diploma in Food Service Management and a Strategic Management Development Programme, boasts extensive leadership experience in both corporate roles and entrepreneurship, particularly in the hospitality sector. Before Tsebo, she owned a business serving the Hospitality and Events industry. Her executive roles include CEO of Bidvest Catering Services and Managing Director of Tsebo Catering's Corporate business.



CARROT CAKE

Cheesecake

Ingredients

Cheesecake

230 g	Cream cheese,
1 cup	White sugar
4	Eggs
1 cup	Sour cream
½ tsp	Vanilla
3 Tbsp	All-purpose flour

Carrot cake

¾ cup	Brown sugar
⅔ cup	Oil
1	Egg
1 cup	All-purpose flour
¾ tsp	Ground cinnamon
½ tsp	Baking powder
½ tsp	Salt
1 cup	Grated carrots
⅓ cup	Walnuts, chopped

Frosting

2 cups	Icing sugar
120 g	Cream cheese
1 tsp	Almond extract

Method

1. Fill roasting pan halfway with water and place in preheating oven at 175°C. Grease springform pan.
2. Make cheesecake: Beat cream cheese until fluffy, add sugar, eggs, sour cream, and vanilla; mix well. Stir in flour and set aside.
3. Make carrot cake: Beat brown sugar and oil, add egg, then mix in flour, cinnamon, baking powder, and salt. Fold in carrots and walnuts.
4. Spread carrot cake batter in prepared pan, top with cheesecake batter. Place pan on rack above water in oven.
5. Bake until cheesecake is set, about 1 hour and 10 minutes. Cool for 10 minutes.
6. Cool to room temperature, then refrigerate for at least 8 hours.
7. Make frosting: Beat icing sugar, cream cheese, and almond extract until smooth.
8. Remove pan ring, spread frosting on chilled cheesecake.
9. Decorate with candied carrot ribbons.

PEANUT BUTTER

Eggs

Ingredients

450 g	Icing sugar
1 cup	Creamy peanut butter
¼ cup	Butter, softened
1 Tbsp	Milk
1	Chocolate slab, cut into chunks
1 Tbsp	Butter

Method

1. Beat icing sugar, peanut butter, and butter in a large mixing bowl until well blended; mix in milk if needed for moisture. Roll the mixture into 16 eggs. Place eggs onto on a wax paper-lined plate and freeze until firm, about 1 hour.
2. When the eggs are almost ready, combine chocolate and 1 tablespoon butter in a double boiler over simmering water. Melt over medium heat, stirring frequently until smooth. Stir frequently, scraping down the sides with a rubber spatula to avoid scorching, until chocolate is melted, about 5 minutes.
3. Remove eggs from the freezer. Carefully stick a kebab stick in the top of an egg; gently dip it in melted chocolate until covered, then return it to the waxed paper. Repeat to dip remaining eggs. Decorate as desired.

VEGAN

Baklava

Ingredients

Ingredients

TT	Vegan phyllo sheets
1½ cups	Pistachios
1½ cups	Walnuts or almonds
1 cup	Organic cane sugar
1 tsp	Cinnamon
½ tsp	Ground cloves
¾ cup	Olive oil or melted vegan butter

Maple butter syrup

4 Tbsp	Vegan butter, melted
4 Tbsp	Maple syrup

Method

1. Preheat oven to 180°C.
2. In a food processor, chop nuts, then mix with sugar, cinnamon, and cloves. Set aside.
3. Brush a baking dish with olive oil. Layer phyllo dough, brushing each with melted vegan butter, and sprinkle nut mixture between layers.
4. Repeat layering until dish is nearly full. Top with a few more phyllo sheets, brush with olive oil, and cut into diamonds or squares. Bake for 50-60 minutes until golden.
5. Mix melted vegan butter and maple syrup for glaze. Drizzle over cooled baklava and sprinkle with chopped nuts (optional).

FEDICS CELEBRATES NEW BEGINNINGS AT RETIREMENT VILLAGES WITH STYLE AND CARE

Tsebo Catering Solutions under the Fedics brand known for its exceptional service and dedication to enhancing living experiences, has proudly announced the opening of new retirement village facilities. These openings bring a fresh wave of joy and comfort to residents, with a focus on creating vibrant, welcoming spaces. The Fedics team has outdone itself with the recent openings of Huis Martina in the Western Cape and the expansions at Methodist homes Rose Village and Montgomery Haven in Gauteng.

Methodist homes Rose Village and Montgomery Haven welcome residents with open arms

At the end of January, the Fedics team brought their magic to Methodist homes Rose Village and Montgomery Haven in Gauteng. The welcome was warm and festive, featuring a braai and complimentary boerewors rolls, along with a variety of treats for all residents. This gesture of hospitality was more than just a meal; it was a celebration of community and the beginning of many more joyful moments to come. In addition to the culinary welcome, the team rebranded the coffee shop, introducing the beautiful Ambrosia space. This new area, with its craft look and feel, promises to be a cozy corner for residents to enjoy a cup of coffee and the company of friends.

A new chapter begins at Huis Martina

On 1 December, Huis Martina in the Western Cape welcomed its residents into a newly redecorated dining room, courtesy of the Fedics team. This transformation embraced the 'Moments and Crafts' theme, a concept designed to brighten the space and enrich the lives of the residents. The grand opening was a spectacular celebration, marking a new chapter for the community with warmth and care that Fedics is known for. Huis Martina's transformation showcases the vibrant and inviting dining area that now serves as the heart of the village.





Moments and Crafts: A new wave of engagement

The introduction of 'Moments and Crafts' activity classes across the villages has been a resounding success. These classes, spearheaded by Lelanie Rooseboom, the dedicated DM, offer a range of sensory activities tailored for frail care residents. From the photographs, it is clear that these activities are not just about crafting; they are about creating moments of joy, engagement, and connection among the residents.

The photographs of the kitchen staff at Methodist homes Rose Village and Montgomery Haven and the residents themselves speak volumes of the community spirit that Fedics fosters. Each smile, each shared activity, and each carefully prepared meal reflects the company's commitment to enhancing the quality of life for every resident. A heartfelt "Thank You"! to Lelanie Rooseboom and the entire team for their dedication and hard work in bringing the 'Moments and Crafts' activities to life. These initiatives have not only enriched the lives of the residents but have also brought a new level of engagement and joy to the retirement villages.

As Fedics continues to expand its services and reach, the focus remains on creating environments where residents feel valued, cared for, and connected. The recent openings and activities at Huis Martina, Methodist homes Rose Village and Montgomery Haven are just the beginning of many more beautiful moments to come. In the spirit of new beginnings and heartfelt connections, Fedics looks forward to a future filled with more moments of joy, creativity, and community across all its retirement villages.

Fedics unveils a revitalised Ambrosia café at Country Life Village: a blend of culinary delight and creative expression

Fedics has proudly secured the catering contract at Country Life Village, introducing a fresh chapter with the launch of our revamped Ambrosia coffee shop. This transformation includes a charming new outdoor seating area, elevating the dining experience for residents. Embracing a craft café ambiance, the Ambrosia coffee shop invites residents to explore their artistic side by purchasing and painting pottery items, with Fedics arranging for the glazing. This unique feature adds a creative twist to the café, promising to enrich the community's social and artistic fabric. In addition to the craft activities, Fedics is committed to engaging the frail care residents with different monthly activities, ensuring inclusivity and enjoyment for all members of the Country Life Village community.

Adding to the excitement, Fedics is set to launch the innovative Golden Spoon App within the next two weeks. This ground-breaking app will allow residents to conveniently order their meals from anywhere using their phones, marking a significant milestone as the first of its kind in our living lifestyle sector. These developments signal exciting times ahead for Fedics and the residents of Country Life Village, blending culinary excellence with creative leisure in a vibrant community setting.



FEDICS HEALTHWISE LAUNCHES TRANSFORMATIVE FRONT OF HOUSE-TRAINING INITIATIVE

In a dynamic start to the year, National Front of House Manager, Chrize Prinsloo, set the stage for a transformative experience within Fedics Healthwise.

Chrize orchestrated specialised training days for all hospital group teams, bringing together catering and front of house managers for a comprehensive educational session. The core objective was to ensure that managers are fully versed in the training provided to staff throughout the year, empowering them to uphold these standards diligently.

The training covered crucial areas such as uniform protocols, the importance of proper documentation, adherence to the front of house handbook, maintaining unit standards, effective communication, and more.

This initiative is driven by the ambition to elevate our service standards to unprecedented heights, and we eagerly anticipate the excellence this will bring to our operations.



THE FACES OF FEDICS

Our front of house staff is the face of Fedics and therefore it is important to make sure that the face we represent is professional, trained, inspired and proud of what they do.

Front of House training has been conducted at most of our Lenmed, Life, Clinix, Nurture and independent units, and is still ongoing, by our National Front of House manager Chrize Prinsloo. The goal is to create a Fedics standard all around to make sure that we deliver the best service all over. The training includes all standards that need to be in place, as well as key points to avoid any bad service. We are aiming for the stars when it comes to the service we deliver. We believe the front of house staff have the biggest impact when it comes to the feedback we receive from our patients, and therefore we need to make a massive positive impact on all of our patients.

FROM HUMBLE BEGINNINGS TO CULINARY EXCELLENCE: CHEF KAGISO'S INSPIRING JOURNEY WITH TSAFRIKA

In 2016, Kagiso Maswanganye embarked on a transformative journey with TsAfrika Catering Solutions, starting as a cleaner at Deloitte under the mentorship of Chef Dieter, now a Regional Chef. Demonstrating remarkable dedication and talent, Kagiso quickly rose through the ranks, earning a promotion to Food Service Assistant within just three months.

Fuelled by a passion for culinary arts, Kagiso completed the Cooks Convenience Programme in 2017, setting his sights on becoming one of TsAfrika's esteemed chefs. His dreams began to materialise in 2018 when he was appointed Head Chef at Deloitte Pretoria. Kagiso's participation in the Chef of Steel competition not only showcased his creativity but also deepened his love for crafting exquisite dishes. His journey also led him to Exxaro, where he honed his skills as a production and function chef alongside regional chefs and navigated various roles across the company during the Covid pandemic.

In 2022, Kagiso returned to the forefront of TsAfrika's culinary scene as the Head Chef at Investec in Pretoria, where he truly flourished. Under his leadership, his kitchen team delighted customers with exceptional culinary experiences, showcasing Kagiso's mastery and innovation. His remarkable talent was once again recognised in 2023 when he clinched the title in the prestigious Chef of Steel competition.

Embarking on a new chapter in February, Chef Kagiso assumed the role of Executive Chef at Bowmans, TsAfrika's latest prestigious fast-paced corporate restaurant. Leading a team of 3 thirty, he is set to introduce the innovative Ugali, a la carte boardroom and restaurant concept, a first for TsAfrika. Chef Kagiso's journey from a cleaner to a celebrated executive chef is a testament to his unwavering passion, skill, and the transformative opportunities within TsAfrika Catering Solutions.



From right to left: Phuthi Moremi, Busisiwe Jovula, and Gift Baloyi

LAUNCHING CAREERS: TSEBO'S INNOVATIVE EMPLOYEE TO ENTREPRENEURSHIP PROGRAMME

The Tsebo Phakiso Supplier Development Programme at Anglo Head Office has recently concluded, marking a significant milestone with a graduation ceremony held on 19 January 2024.

This event celebrated the achievements of three SMME graduates who have successfully completed their transformative journey. Anton Uys from Anglo Head Office and Zogan Opperman from Tsebo were honoured guest speakers, highlighting the accomplishments and potential of the graduates.

Building on this foundation, Tsebo is proud of its an innovative Employee to Entrepreneurship Programme as part of the Tsebo Phakiso Programme. Aimed at fostering community upliftment and inclusive economic growth, this initiative seeks to identify employees with entrepreneurial potential and guide them through a journey of personal and professional development. By equipping them with the necessary skills and mindset, Tsebo aims to empower these individuals to become successful subcontractors, contributing value to our team and excellence in service delivery to our contracts.

The selection process is meticulously designed to identify business owners capable of sustaining their enterprises and supporting our clients' goals of developing enduring SMMEs. A pioneering hybrid development plan was implemented for one of our catering contracts, offering mentorship and training to four aspiring employee entrepreneurs, setting a new standard for empowerment and business development within Tsebo.

HAPPY Easter

As we approach the vibrant season of Easter, I want to extend my warmest wishes to each and every member of our Tsebo family—our dedicated employees and our valued clients.

This time of year, is a splendid reminder of renewal, growth, and the joy that comes from connections both within and outside the workplace. May this Easter bring you all the opportunity to travel safely, find rest, and embrace the chance to regroup and reconnect with family and loved ones. It's a time to cherish the bonds we have and look forward to the bright future ahead.

From all of us at Tsebo, have a joyful and blessed Easter.



KESHNI DEACON
Group Marketing Manager
Brand