

THE ALC^{He²}MY OF F^{O⁸}O⁸D



TSEBO
50+
YEARS
FROM 1971 - 2023

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TSEBO

TSEBO'S Festival OF FUSION AND FLAVOUR IS BIGGER AND BETTER!



WYNAND LOUW
CEO Tsebo Catering Solutions

Tsebo Catering's second Suppliers' Day offered even more innovation, excitement and opportunity to network, and to share products, produce and ideas.

Now in its second year, Tsebo's Festival of Fusion and Flavour was an impressive affair once again. The exciting lineup was jam-packed with supplier demos and chefs' live cooking events. This year also saw a bigger, more comprehensive festival, with supplier days taking place in Durban and Cape Town too in addition to the main event in Johannesburg. The festival is an opportunity for Tsebo Catering's procurement, suppliers, employees and clients to network, as well as to stimulate conversation, collaboration and innovation.



"Last year's event aimed to introduce many of Tsebo's employees to the people and businesses that supply their produce, protein, packaging and other catering products. It was an opportunity to meet face-to-face, to share ideas and to discover what was new in the industry," says Chef Nick Madhura, Culinary Director Tsebo Solutions Group. "Despite last year's short lead time, suppliers responded with enthusiasm and went to a lot of effort to showcase the very best of what they have to offer", he added. "It also served to build confidence in our teams. We shook up the system and created a festival that I hope will become an annual event".

"This year, we did things a little bit different by extending it to all our regions and inviting our chefs to showcase their talents with live cooking demos on the day. Chef Nick says, "It was an opportunity for those who missed out on the event last year to get over their FOMO (fear of missing out!) and join us for a stimulating and exciting day."

"The response this year was amazing" says Jackie Searle, Category Manager, Tsebo Catering Solutions, "we had multiple queries from suppliers who requested specific stands because they wanted to improve their visibility and up their game from last year. The response from internal divisions was also positive, which is why Tsebo Cleaning and Hygiene, Thorburn Security Services, and Tsebo Facilities Management were also in attendance showcasing their offerings this year.

As the Catering Division we have become aware that many of our clients aren't aware of Tsebo's full spectrum of service offerings. This gave them the opportunity to discover the many ways in which Tsebo can make their lives easier and more cost effective through integrated workplace management solutions", she added.

The festival serves multiple audiences. Firstly, it's a chance for Tsebo clients, both existing and potential, to see first-hand how Tsebo's commitment to quality and excellence starts from the ground up, with great partnerships at supplier level. Additionally, it gives suppliers the opportunity to mingle with their industry peers and to experience the power of partnering with Tsebo, an innovative brand that is consistently ahead of the curve. "From a client perspective, the festival allows us to bolster our relationships with existing clients and remind them why they chose Tsebo in the first place. Prospective clients who are still deciding whether to partner with us, leave the event having felt the magnitude and the power of the brand," says Chef Nick.

This year, nine of Tsebo's top chefs shared their skills and a few trade secrets when they performed live cooking demos. There were presentations by suppliers who showcased what is new and talked about industry trends. Among those were suppliers who are changing the way we look at plant protein, as well as producing sustainable packaging to minimise our impact on the planet. "Sustainability is an important topic for Tsebo from the top down" says Chef Nick. The conversation in catering is around how we can reduce our carbon footprint by introducing interesting takes on plant-based eating, sourcing sustainable products and sustainably sourced animal protein, recycling, as well as looking for ways to localise supply as much as possible. With escalating commodity prices and deficiencies in supply of certain products due to global instability, we need to find cost-effective ways of preparing food without compromising on quality, nutrition and taste," he concludes.

Tsebo's Festival of Fusion and Flavour allows industry players at the top of their game to come together, to share innovations and ideas, resulting in a lot of out-of-the-box thinking as well as a lot of solutioning. We understand that the economy is on a downturn and electricity shutdowns have hit us hard across the board, so the questions are, how do we innovate as a brand, what solutions can we offer our clients, and how can we use existing foodstuffs to create exciting, nutritious meals that are budget friendly?

A big thank you to our valued clients, suppliers and employees who attended, and we look forward to seeing you next year!



Towards a sustainable future

As a Group, Tsebo continually sets demanding targets to improve its environmental, social and governance (ESG) standards and to minimise its impact on the planet through sustainable practices and use of products.

From a catering perspective this includes, among others, adhering to the World Wildlife Fund (WWF) Southern African Sustainable Seafood Initiative (SASSI) Red List by sourcing only the most sustainable choices from the healthiest and most well-managed fish populations. Tsebo also adheres to the Rainforest Alliance's recommendations by sourcing accredited coffee beans, produced through climate-smart and regenerative growing practices. One supplier, among many that is aiding Tsebo's efforts is Oil Drop, a company that specialises in effective management and collection of used cooking oil in a way that is environmentally sustainable.



Chef Nicholas Madhura
Tsebo Culinary Director

Click here to view highlights of the 2023 Tsebo Festival of Fusion and Flavour.

OUR CHEFS IN ACTION





CHEF JACQUELINE

CHEF THEO



CHEF DANIE



CHEF OLIVER



CHEF LIZL



CHEF MARKO

CHEF TSHEGOFATSO

CHEF LUKE



SHOWCASING OUR REGIONS









TOP EMPLOYER 2023

On 19 January 2023, representatives from Tsebo attended an award ceremony at the Sandton Convention Centre, Johannesburg (South Africa), to receive the award. The event was attended by a large audience of South African and Africa’s leading brands, businesses, and Human Resource (HR) executives.

Being certified as a Top Employer is a testament to our dedication to build a better world of work through our HR policies and people practices. We are truly humbled by this recognition, and are committed to building on this, and accelerating our people strategies by benchmarking our policies with proven HR best practices around the world.

This certification also assures our clients that Tsebo is a responsible employer with ethical and sustainable business practices. Clients, employees (current and potential) and other stakeholders appreciate the peace of mind that comes with being associated with a company that prioritises its employees’ development, health, safety and wellbeing. It is particularly important in a services-led business like ours, where our people are the true differentiators. The accolade validates our collective efforts to continually raise the bar by providing our clients with the best people, service and innovative solutions.

A special Thank You! goes out to our colleagues in the South African HR community, who have worked hard to enable us to achieve the certification – congratulations to all those involved! We hope to expand this certification process to other countries within our African portfolio in the future.











Why did Tsebo achieve Top Employer certification?

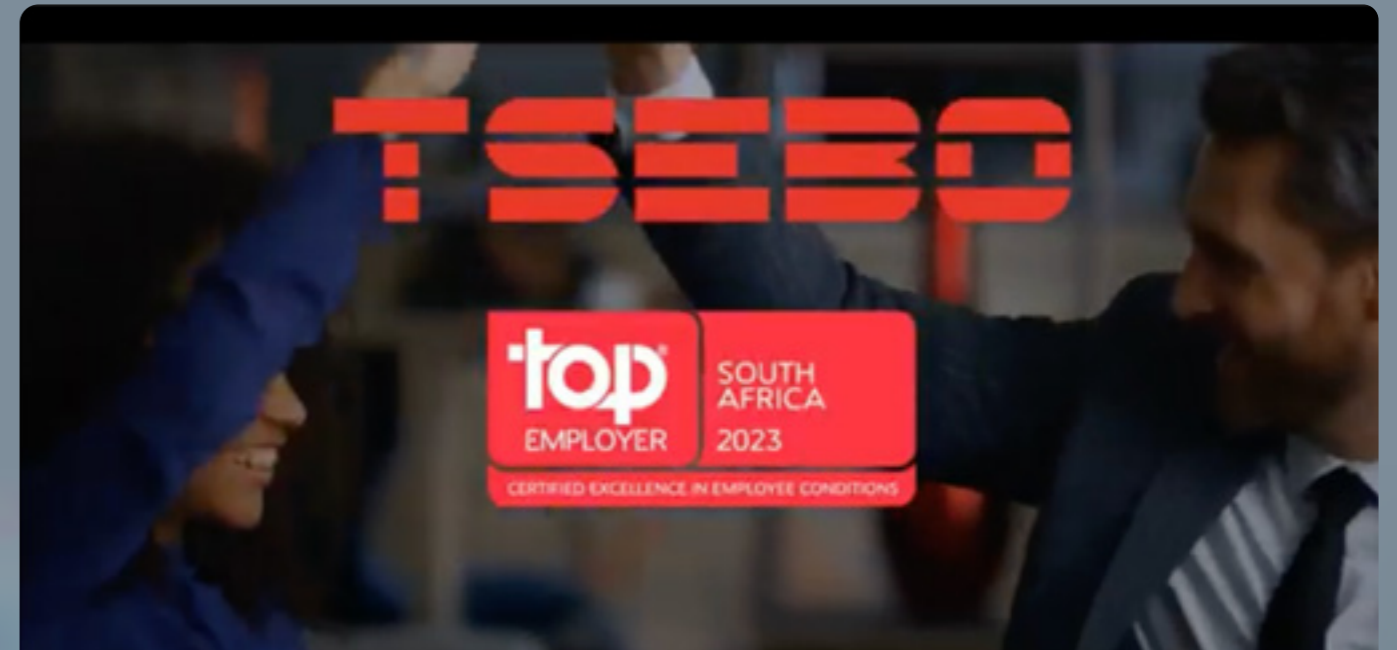
The Top Employers Institute programme certifies organisations based on the participation and results of their HR Best Practices Survey. The survey covers 600 practices in six HR domains across 20 topics, including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion, Well-Being and more. Participants then submit evidence and are independently audited over several days in which their practices are thoroughly interrogated. The adjudicators were especially impressed by Tsebo’s use of innovation and technology, which played a large part in driving Tsebo’s positive results. Watch the 2023 Top Employer-employee video to learn more about the process and the benefits.

LINK UP WITH A TOP EMPLOYER

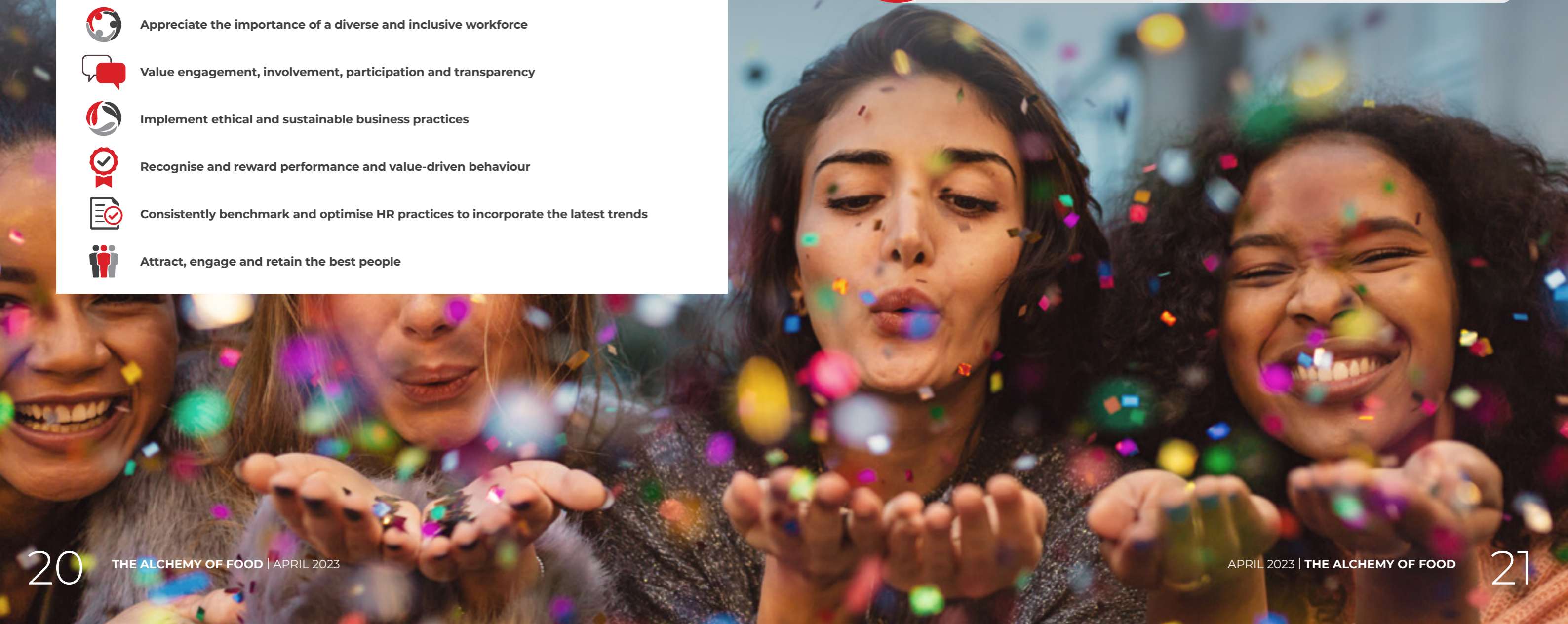
Recent times have fast-tracked a new world of work where sustainable business practices have become a non-negotiable. It has highlighted how important it is to associate yourself or your business with a reputable company that genuinely cares for its people – equipped to provide world-class services and solutions.

We have been certified as a Top Employer because we:

-  Put the health, safety and well-being of our people first
-  Have a well-defined business, leadership and people strategy
-  Focus on HR policies, practices and projects that improve your world of work
-  Give our people opportunities to grow and develop
-  Appreciate the importance of a diverse and inclusive workforce
-  Value engagement, involvement, participation and transparency
-  Implement ethical and sustainable business practices
-  Recognise and reward performance and value-driven behaviour
-  Consistently benchmark and optimise HR practices to incorporate the latest trends
-  Attract, engage and retain the best people



Top Employer celebration highlights and testimonials video
We've kicked off the year on a high note by achieving 2023 Top Employer Certification in South Africa. In the following video, you will see highlights of our official CEO announcement, celebrations, and the formal award ceremony



TOP 5 SUSTAINABILITY TRENDS FOR 2023

Sustainability has been a top priority for food and beverage producers and consumers for many years, and this trend will continue in 2023. According to an industry report by International Data Corporation (IDC), close to 30 per cent of food and beverage decision makers put eco-friendly products and offerings as their top priority for organisational change towards greater sustainability. It is also becoming increasingly important for conscientious customers that the brands they support are positively impacting the environment today and for the future, it is something they now expect.

Ref Article: By Carlos Fernandez, Executive Vice President, Customer Sustainability and Market Development, JBT Corporation

To combat the uncertain economic and environmental climate, food and beverage manufacturers will need to bolster their commitment to sustainability in 2023. This can be achieved through the following five actions:



Prioritising environmental, social, and governance (ESG)

Prioritising positive climate action initiatives and investing in innovative technology solutions will be crucial for food and beverage manufacturers in 2023. Implementing ESG strategies that reduce food and packaging waste, water consumption, and electricity usage will help address both the social and environmental impact of the industry and drive growth.

Adopt packaging alternatives

Brands that use compostable, paper, and paperboard materials as packaging alternatives will be more sustainable in 2023, and mono-material plastics that are easier to recycle will gain popularity. Tray sealing packaging will also increase as it reduces plastic use and preserves product quality.



Save water and energy

The increasing frequency of droughts and dropping water tables add to the concerns around water scarcity risks, particularly for processors with water-intensive operations. In 2023, we will see the accelerated adoption of efficient steaming technology and water reuse systems that reduce water, energy, and chemical usage.

Reducing food waste

Reducing food waste is essential for improving food security and combating hunger and climate change. Technological innovation is necessary to find new solutions, such as using valuable by-products, including the peel, oils, and pulp from juice processing.



Cell-based proteins innovation

Cell-based protein could revolutionise the way food is produced and eliminate the need for factory farming, which is a significant producer of greenhouse gas emissions and nutrient pollution. In 2023 and beyond, culture-based proteins could emerge as a leading alternative protein source. Investment, research and development, and infrastructure will be critical to accelerate the development of cultivated meat. Data shows that cell-based protein could cause up to 92 per cent less global warming, 93 per cent less air pollution, uses up to 95 per cent less land, and 78 per cent less water compared to conventional beef production.

HAPPY Easter

Easter, also known as Resurrection Sunday or Pascha (in Greek and Latin), is an annual festival and holiday that celebrates the resurrection of Jesus Christ. According to the New Testament, Easter occurred on the third day of Jesus' burial, following His crucifixion by the Romans. The celebration of Easter is preceded by a forty-day period of fasting, prayer, and penance called Lent (or Great Lent).



Most Christians refer to the week before Easter as 'Holy Week'. This week includes the Easter Triduum, which consists of Maundy Thursday (a commemoration of the Maundy and Last Supper) and Good Friday (a commemoration of the crucifixion and death of Jesus). In Western Christianity, the Easter season begins on Easter Sunday and lasts for seven weeks, ending with the coming of Pentecost Sunday, which falls on the fiftieth day. In Eastern Christianity, the Pascha season begins on Pascha and ends with the coming of the Feast of the Ascension on the fortieth day.

Easter is a moveable feast and does not fall on a fixed date in the Gregorian or Julian calendars, which only follow the cycle of the sun. Rather, Easter dates are determined on a lunisolar calendar, similar to the Hebrew calendar. Much of Easter's symbolism and its position on the calendar are linked to the Jewish Passover. In most European languages, the feast called Easter in English is termed by the words for Passover in those languages. In the older English versions of the Bible, the term Easter was used to translate Passover.

Easter customs vary across the Christian world and include sunrise services, exclaiming the Paschal greeting, clipping the church, and decorating Easter eggs (symbols of the empty tomb). The chancel area of churches is traditionally decorated with Easter lilies, a symbol of resurrection, on this day and for the rest of Eastertide. Some additional customs associated with Easter, and observed by both Christians and some non-Christians, include egg hunting, the Easter Bunny, and Easter parades. There are also various traditional Easter foods that vary regionally.



CHOCOLATE

Hot Cross Buns



Ingredients for buns:

500 g	Flour
20 g	Dry yeast
100 g	Sugar
3 tsp	Cinnamon (ground)
½ tsp	Nutmeg (ground)
½ tsp	Cloves (ground)
Pinch	Salt
50 g	Butter
2	Large eggs
250 ml	Full cream milk
1 cup	Dark chocolate chunks
1 cup	Raisins

Ingredients for crosses:

5 Tbsp	Flour
3-4 Tbsp	Water

Ingredients for glaze:

½ cup	Sugar
½ cup	Water

Method:

1. Combine flour, yeast, sugar, spices and salt in a bowl.
2. Whisk together melted butter, eggs and milk, then pour into dry ingredients.
3. Mix until sticky, soft dough forms. Turn out onto floured surface and knead for 5 minutes.
4. Place dough in bowl, cover and allow to rise for 1 hour.
5. When dough has risen, remove and knead in raisins and chocolate chunks.
6. Return to bowl, cover and allow to rise for another 30 minutes.
7. Preheat oven to 180 °C and line baking tray with baking paper.
8. Form dough balls roughly the size of golf balls and place on baking tray.
9. Mix together flour and water and pipe crosses onto buns.
10. Allow to rise for another 30 minutes then place into preheated oven.
11. Bake for 25-30 minutes until buns are golden brown and cooked through.
12. While buns are baking, combine ingredients for glaze in a small saucepan and allow to come to a boil.
13. When buns have baked, remove from oven and immediately brush glaze over the top.
14. Allow to cool slightly before serving.

LEEK AND BACON

Tartlets



Ingredients

100 g	Streaky bacon (diced)
20 g	Butter
2	Leeks (trimmed and thinly sliced)
100 ml	White wine
6 Tbsp	Crème fraiche
500 g	Ready-made puff pastry
4	Thyme sprigs (leaves picked)

Method

1. Heat the oven to 190°C. Fry the bacon for about 10 minutes until just starting to crisp. Set aside.
2. Heat the butter in the same pan and fry the leeks, seasoned with salt and pepper, for about 5 minutes. Pour the wine and bubble for another 5 minutes until the leeks are soft and most of the liquid has evaporated. Stir in 3 tablespoons of the crème fraiche through the leeks and add the bacon back to the pan. Remove from the heat.
3. Unroll the pastry on a lightly floured work surface and cut out six 12 cm circles using a saucer as a guide. Mark a 1 cm margin around the edge and put onto a baking tray. Spread the remaining crème fraiche into the middle of each tart, then top with the leek and bacon mixture and half the thyme leaves.
4. Bake for 15 to 20 minutes. Sprinkle with the remaining thyme.

GLAZED

Ham

Ingredients

100 g	Bone-in ham
TT	Leek (roughly chopped)
TT	Carrots (roughly chopped)
TT	Bay leaves
TT	Peppercorns
4 x 330 ml	Bottles dry cider vinegar
12 Cloves	Garlic
2 Tbsp	Redcurrant jelly
½ tsp	English mustard powder
½ tsp	Ground ginger
2 Tbsp	Demerara sugar

Method

1. Put the ham in a pot with the leek, carrots, bay leaves and peppercorns. Pour the cider over and top up with water to cover. Bring to the boil and then simmer for 2 hours. As it cooks, skim off the scum and top up with water, if necessary.
2. Heat the oven to 200°C. Once the ham is cooked, put it on a board and remove the skin with a sharp knife, leaving as much fat as possible. Score in a diamond pattern and stud with the cloves.
3. In a pan, melt the redcurrant jelly with the mustard powder and ginger. Spread this over the ham. Sprinkle over the demerara sugar and roast for 20 to 30 minutes until sticky. Leave to rest for at least 30 minutes before carving.

PICKLED

Fish



Ingredients

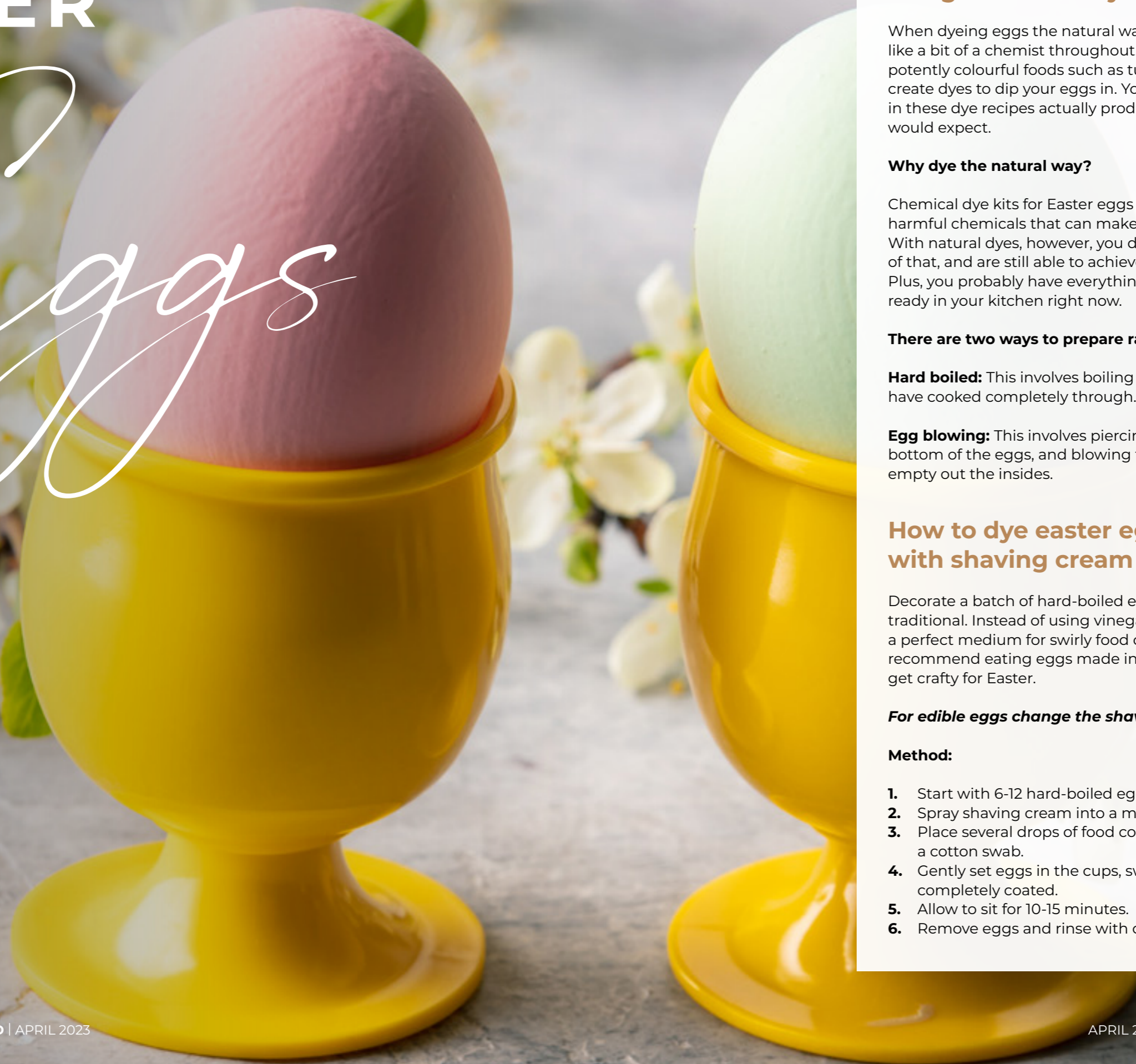
1.75 kg	Hake fillets
125 ml	Salt and pepper
15 ml	Sugar
45 ml	Turmeric
TT	Medium curry powder
20 ml	Salt
2.5 ml	Cayenne pepper (optional)
750 ml	Vinegar
125ml	Water
4	Medium-sized onions (thinly sliced)
6	Crushed lemon or bay leaves

Method

1. Start by filleting the fish and seasoning lightly with salt and pepper.
2. Mix the sugar, curry powder, turmeric, salt, cayenne pepper, vinegar and water in a large flat-bottomed saucepan (do not use an iron saucepan). Add the onion rings and lemon leaves and allow cooking for 20 to 30 minutes.
3. Carefully place the fish fillets in the mixture, ensuring that they are well covered, and cook for a further 20 minutes or until done. Baste with the curry sauce from time to time and turn the fillets if necessary.
4. Pack the fish in layers in jars or an enamel dish, covering each layer completely with the hot curry sauce. Pour over the remaining sauce and allow cooling. Seal and store in a cool place. The fish is ready to eat after 2 or 3 days.

EASTER

Eggs



How to dye your easter eggs naturally using foods from your kitchen

When dyeing eggs the natural way, you cannot help but feel like a bit of a chemist throughout. Use the natural pigments in potentially colourful foods such as turmeric, beets and more, to create dyes to dip your eggs in. You will notice that many foods in these dye recipes actually produce different colours than you would expect.

Why dye the natural way?

Chemical dye kits for Easter eggs are widely available, but contain harmful chemicals that can make eating the dyed eggs unsafe. With natural dyes, however, you do not have to worry about any of that, and are still able to achieve vibrant hues, and fun designs. Plus, you probably have everything you need for a full rainbow set ready in your kitchen right now.

There are two ways to prepare raw eggs for decorating:

Hard boiled: This involves boiling the eggs whole until the eggs have cooked completely through.

Egg blowing: This involves piercing small holes on the top and bottom of the eggs, and blowing through one of the holes to empty out the insides.

How to dye easter eggs the easy way with shaving cream

Decorate a batch of hard-boiled eggs with this fun twist on the traditional. Instead of using vinegar, foamy shaving cream makes a perfect medium for swirly food colouring. Though we don't recommend eating eggs made in this way, it's a creative way to get crafty for Easter.

For edible eggs change the shaving cream to whipped cream.

Method:

1. Start with 6-12 hard-boiled eggs, dry completely.
2. Spray shaving cream into a muffin tin.
3. Place several drops of food colouring into each cup, swirl with a cotton swab.
4. Gently set eggs in the cups, swirling several times until completely coated.
5. Allow to sit for 10-15 minutes.
6. Remove eggs and rinse with cold water.

NATURAL DYE FOR

Easter Eggs



Natural dye recipes

Pink:

Cut 1 medium beet into small chunks and add to 4 cups of boiling water. Add 2 tablespoons of vinegar. Remove beets when mixture has cooled to room temperature.

Orange:

Simmer the skin of 6 yellow onions in 2 cups of water for 15 minutes, and strain. Add 3 teaspoons of white vinegar.

Yellow:

Stir 2 tablespoons turmeric into 1 cup boiling water. Add 2 teaspoons of white vinegar.

Green:

Simmer 6 red onion skins in 2 cups of water for 15 minutes, and strain. Add 3 teaspoons of white vinegar.

Blue:

Cut ¼ head of red cabbage into chunks. Add to 4 cups of boiling water with 2 tablespoons of vinegar. Let the mixture cool to room temperature, then remove cabbage with slotted spoon.

Bluish-grey:

Mix 1 cup of blueberries with 1 cup of water, bring to room temperature, then remove blueberries.

Purple:

Mix 1 cup grape juice and 1 tablespoon vinegar.

Brown:

Add 1 tablespoon coffee to 1 cup boiling water.

TSEBO BEVERAGES

*Developing sustainable
people solutions*

Tsebo Beverages has identified the opportunity to become a point of entry into Tsebo Catering for youth within the various communities in which we operate.



'Vending attendant' is the position that makes up most of the Tsebo Beverages workforce, it is not very demanding, comes with little stress and is a slower pace role. It is the ideal entry position. The most obvious opportunity is to develop the vending attendants further in the business, in the areas of cooking, through the Cooks Convenience Course, and coffee, through the Barista Course, both of which are inhouse courses managed by the Tsebo Skills Academy.

After having acquired their new skills and qualifications, the vending attendants are given the opportunity to apply for vacancies such as Food Service Assistant, Cook, and Barista. The interview process by Tsebo Recruitment is an education in itself and gives them further vital professional skills. Once they have successfully acquired a higher skilled role within Tsebo Catering, we start the process all over again with a new group of vending attendants.

The benefits of this approach to development are the following:

- It allows us to upskill our youth so they can earn a decent living wage to provide for their loved ones.
- The training acts as a motivator resulting in higher job performance and improved customer satisfaction scores.
- Upskilling our vending attendants through our own internal Skills Academy ensures that our catering teams are trained to Tsebo standards and values.

Tsebo Beverages hopes to be the point of contact for the rest of Catering when looking to recruit new team members for their new sites. Tsebo Beverages develop people, to serve people, to uplift society.

THE BE REAL CAMPAIGN

Fedics Healthwise launched a new campaign called 'BE REAL!' in the first week of March. The purpose of this campaign is to motivate our staff to look good and presentable, in line with our uniform standards. If our staff look good, they will automatically feel good.

Throughout the week, Front of House Manager of Healthwise, Chrizé Prinsloo, will nominate a unit to "be real". The nominated unit will then need to post a photo of their front-of-house (FOH) staff. At the end of the month the unit who was most consistent and presentable throughout the month will receive a lipstick or lip-ice from Chrizé.

Our staff are ambassadors of our company, it is important they look their best at all times.



TSEBO CATERING ACTIVITIES

In this fast-paced environment things are always happening at a rapid pace. The team often juggle multiple projects or tasks at once, and are prepared to take on something new with only a moment's notice.

There is little time to pause, reflect and celebrate a successful project, since the start of the next project is already around the corner, from unit visits, food standard assessments, soft launches, food presentations and the opening of new contracts. This environment requires a highly motivated team.

- TsAfrika is opening its third contract in three months.
- 23 January 2023 kicked off with the successful opening of Heineken.
- 6 February 2023 was the Nationwide opening of Momentum. Opening new contracts, the magnitude of Momentum has been a unique experience: anxiety-inducing, exhilarating, stressful, and wonderful all at the same time.



- 1 March will be the opening of Tracker.
- On 14 February love was in the air! Valentines, one of the major events on the Food Calendar was celebrated with themed food, gift hampers and competitions. This was an opportunity for staff and customers to dress up accordingly.



FUNCTIONS

Of the many successful events held so far, one highlight was our Indian themed event held at Momentum in Centurion: authentic cuisine skillfully prepared under the watchful eye of Chef Jacqueline Geluk, much to the delight of the delegates.



HAVE A BLESSED EASTER

KESHNI DEACON

GROUP MARKETING MANAGER, TSEBO BRAND

Easter means new life, new hope and new beginning. Have a blessed Easter celebration.

I am reminded of this quote by Robert Flatt.

"The resurrection gives my life meaning and direction and the opportunity to start over no matter what my circumstances."

