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YEARS  
SINCE 1971

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**TSEBO**



# REFLECTIONS ON A REMARKABLE YEAR

## PEOPLE, PERFORMANCE AND PURPOSE IN 2025



**WYNAND LOUW**  
CEO, Tsebo Catering Solutions



## A year of 'people first' excellence

*Inspired by the April 2025 article by Elanie Kruger, Group Chief Human Resources Officer*

As we looked back on the year, one of the most defining moments for the Group was our recognition as a Top Employer 2025 across South Africa and the broader African region. In her April article, Elanie Kruger reflected on this achievement with pride, noting how it marked a powerful milestone in Tsebo's longstanding journey to nurture a workplace culture where people thrive.

The accolade placed Tsebo among the Top 15 Employers in South Africa, ranked 14th out of 154 organisations assessed. It also extended our certification footprint into Kenya, Zambia and Zimbabwe for the first time. More than a title, it represented the culmination of disciplined work across people practices, learning, wellbeing and digital HR.

Elanie highlighted several standout achievements that contributed to the recognition. These included a near-perfect 94.65% HR assessment score, strong strides in onboarding, employee listening and DEI, and Tsebo receiving the Case-Based Recognition Award: Empower through AI, for our innovative use of digital tools to support learning and career development.

The year's reflection reaffirmed what the certification symbolised: a culture that puts people first and commits to continuous improvement. It was a tribute to every employee who contributed to the journey.



# A year of culinary celebration and industry leadership

*Inspired by the June 2025 article by Wynand Louw, CEO, Tsebo Catering Solutions*

In the June edition Wynand Louw captured another major highlight of 2025: the extraordinary success of the Festival of Fusion and Flavour. This fourth annual showcase once again demonstrated why it had become one of the country's most anticipated culinary events. The roadshow travelled across four provinces, drawing more than 1 000 attendees, 199 valued suppliers and almost 300 guests and partners. Each city brought its own energy, but they all shared common threads of innovation, sustainability, community and the diverse cultural heritage that shapes South African cuisine.

A standout milestone was the inaugural Tsebo Top Chef Competition, which ignited national pride by celebrating local culinary talent and zero-waste creativity. Regional rounds in Stellenbosch, Randburg and Umhlanga produced eight impressive finalists who advanced to the national stage.

The competition culminated in Johannesburg, where Chef Kirk McAllister from KwaZulu-Natal was crowned the first-ever Tsebo Top Chef. His winning dish reflected his roots while embracing sustainability principles. Wynand noted that his achievement was about far more than culinary mastery. It represented perseverance, pride and a deep connection to the communities and traditions that define our food identity.

The festival delivered more than memorable flavours. It strengthened supplier partnerships, celebrated teamwork and showcased Tsebo's ability to influence and inspire the broader food services sector. Looking back, it stood out as one of the clearest demonstrations of purpose and partnership in action.





## A year of sustainability in action

*Inspired by the September 2025 article by Wynand Louw, CEO, Tsebo Catering Solutions*

As the year progressed, sustainability emerged as one of Tsebo Catering's strongest narratives. In his article, Wynand Louw reflected on how the division continued to advance the Group's environmental and social ambitions in meaningful, measurable ways.

Tsebo achieved significant improvements in responsible sourcing, with 93% of fats and oils procured from RSPO-certified suppliers, 86% of seafood sourced from the SASSI green list, and 83% of tea and coffee from Rainforest Alliance certified producers. These achievements supported ocean health, fair farming practices and traceable supply chains.

Waste reduction also made a notable impact. The kitchens recycled 54,489 litres of used cooking oil, diverted 190.5 tonnes of waste from landfill and expanded BiobiN composting systems threefold. Initiatives such as Look Under Your Plate encouraged more sustainable packaging choices across units.

Strengthening South Africa's economic resilience remained a priority. Tsebo supported 305 local SMEs, invested R12.9 million in enterprise and supplier development and directed 30% of procurement spend to EMEs and QSEs.

People development also advanced steadily. With more than 83,000 online course completions, 134 graduates from the Professional Cook Learnership programme and additional training across key operational roles, 2025 became another year marked by growth and capability building.

Wynand's reflection underscored a critical truth: sustainability is not an add-on, it is central to how Tsebo delivers value to clients, uplifts communities and strengthens long-term resilience.

### Looking back, moving forward

Collectively, the voices of Elanie Kruger and Wynand Louw captured a year shaped by care, creativity and conscious action:

- We strengthened our culture and achieved recognition as a Top Employer across Africa.
- We inspired the industry through a festival that celebrated innovation, heritage and talent.
- We advanced sustainability through responsible sourcing, reduced waste and meaningful investment in people and communities.

As we close the year, these achievements stand as powerful reminders of what is possible when we unite around purpose. They also set the tone for the year ahead. A year where people remain at the heart of our success, where innovation continues to drive us forward and where sustainability guides our choices in every kitchen, every partnership and every plate served.



# THE FUTURE OF WORKPLACE CATERING IN SOUTH AFRICA



**DALE RICHES**

Director, Fedics Segments:  
Living Lifestyle, B&I & Auto,  
Inland and Western Cape and  
Tsebo Site Solutions: South  
Africa & Lesotho

## From perk to strategic imperative

### Beyond the lunch break: why workplace catering now matters more than ever

As we reflect on the shifting world of work in 2025, one thing has become crystal clear: workplace catering has moved far beyond the simple concept of a lunch break. Flexible schedules, hybrid environments and heightened expectations around wellbeing have transformed how companies support their people.

Today, the workplace meal is no longer a perk. It is a strategic lever, one that influences productivity, loyalty, culture, and ultimately, business performance.

A workplace meal is not a gesture. It is a commitment to the people who keep organisations moving

Across global markets, food at work has become a powerful differentiator in attracting and retaining talent. Employees increasingly see thoughtful, nutritious meal programmes as a marker of how much a company values its people. In South Africa, where many industries face ongoing skills shortages and high turnover, this connection carries even greater weight. A nourishing plate can lift energy, stabilise mood, and improve performance. For some employees, it may also be the only nutritionally balanced meal they receive that day. What we serve has impact far beyond the plate.



## Global trends, local opportunity

International trends show a clear shift: workplace dining is becoming deeply personalised, technology enabled and nutritionally conscious. Employees want meals that reflect their health goals, dietary needs and sustainability values. In South Africa, these trends intersect with unique local realities. Rising lifestyle diseases exist alongside widespread undernutrition, a dual burden that places the workplace at the centre of meaningful intervention.

Technology is also reshaping workplace meals, from pre-order apps to smart menu systems that reduce waste and help kitchens operate more efficiently. Many South African organisations already using digital HR or operational systems are now integrating catering technologies to streamline mealtimes and reduce operational pressures.

### The top three global influences on workplace catering

- Health and nutrition-led meals
- Sustainability and responsible sourcing
- Digital meal platforms and personalisation

## Why the South African workplace is poised for change

The institutional and contract catering sector continues to grow, particularly across business and industry, logistics, manufacturing and large-scale operations. But South Africa's operating landscape brings its own complexities, rising input costs, volatile supply chains, and infrastructure related disruptions.

Workplace meals are therefore evolving from “nice to have” to a critical support system for resilience and productivity. Companies now recognise that aligned, nutritionally informed menus can directly influence employee wellbeing, attendance, concentration and overall morale.

Forward-looking businesses are turning workplace catering into a differentiator, aligning food programmes with wellness goals, cultural cohesion and environmental responsibility.

## Strategic imperatives for forward-thinking companies

To remain competitive organisations must reframe catering, applying the following criteria to ensure a long-term strategic investment:

- **Digital integration:** Use pre-order systems, mobile apps and data analytics to streamline operations, manage waste and personalise meal experiences.
- **Nutrition and wellness:** Position meals as part of the company's wellbeing ecosystem. Dietitian approved menus can support focus, energy and long-term health outcomes.
- **Sustainable, local sourcing:** Support environmental and social goals by sourcing locally, reducing - waste and adopting energy efficient kitchen models.
- **Operational resilience:** Plan for disruptions by building flexible menus, diversified supplier networks, and adaptable production systems.
- **Culture and belonging:** Food is one of the most effective tools for team connection. Themed days, cultural menus and shared spaces help build a sense of unity and pride.

Food doesn't just feed performance – it builds belonging



## Tsebo's perspective: every meal matters

At Tsebo Catering Solutions, we have seen first-hand how workplace meals shape culture and performance across industries. Our approach remains simple: every meal must deliver value. For our business and industry clients, this means:

- Dietitian-designed menus that support energy and productivity
- Balanced meals that uplift wellbeing
- Rotating menus that bring creativity and excitement
- Friendly, professional teams that create moments of connection
- Technology and sustainability built into every workflow

We believe food is culture. Food is connection. Food is performance.

## A call to business leaders

The future of workplace catering in South Africa is already unfolding. Organisations that embrace modern, nutritious, sustainable workplace food strategies will lead in retaining talent, driving productivity and shaping exceptional workplace experiences.

The companies that understand this will define the future of work in South Africa



# TASTE THE FUTURE

## Food and beverage trends shaping South Africa's festive season

As South Africa steps into a season filled with warm weather, celebration and renewed energy, food experiences take on a special significance. At Tsebo Catering Solutions we see October to December as a moment to bring together indulgence, innovation and a deep respect for local flavour. The trends shaping late 2025 reflect a desire for food that feels exciting, meaningful and rooted in our diverse culinary landscape:



### Premium textures and elevated indulgence

Consumers are craving more than appealing flavours. They want food that feels good to eat. Expect snacks and desserts that combine crisp with creamy, and smooth with crunchy. South Africans can look forward to roasted chickpea mixes, gourmet vegetable crisps and desserts with layered textures that turn everyday items into festive favourites.



### Sustainability and conscious sourcing

Consumers are paying closer attention to how their food is sourced. This shapes decisions around seasonal produce, local suppliers, reduced waste and transparent labels. South African diners appreciate choices that reflect community support and environmental responsibility. For caterers this trend encourages mindful menu planning that balances flavour, quality and sustainability.

### Global discovery with a local twist

Diners are increasingly drawn to regional and global flavours. In South Africa this trend shows up in creative combinations that merge international inspiration with local ingredients. Examples include West African style spice rubs on South African cuts of meat or Southeast Asian noodles paired with local herbs and produce. These dishes feel adventurous yet familiar, which makes them ideal for festive menus.



### Reinvented comfort for the modern festive season

Comfort food remains a favourite during the holidays. In South Africa traditional dishes are being given lighter, modern twists. Think classic desserts with pistachio accents or citrus elements and savoury dishes that feel familiar yet cleaner and brighter. This trend respects heritage while meeting growing interest in fresh, contemporary flavours.



### Health forward and functional beverages

Even as year-end celebrations ramp up, wellbeing remains important. There is strong interest in beverages that hydrate, support gut health or offer botanical benefits. Expect rooibos-based cold brews, citrus and herb spritzers, low alcohol options and mocktails infused with African botanicals. The warm season makes refreshing drinks essential, and the functional element elevates them further.

The final quarter of 2025 invites South Africans to explore food that is delicious, considered and culturally expressive. Through texture, global inspiration, wellbeing, sustainability and reimagined comfort, the season offers rich opportunity for culinary creativity. At Tsebo, we believe the alchemy of food lies in crafting meals that nourish, inspire and bring people together.



# Chili-lime Prawn Skewers

WITH PINEAPPLE SALSA

## Ingredients

300 g	Medium prawns, cleaned and deveined
1 Tbsp	Olive oil
1 tsp	Smoked paprika
1 tsp	Crushed chili
2 tsp	Lime zest
2 Tbsp	Lime juice
TT	Salt and pepper
8	Small wooden skewers

## Pineapple salsa

1 cup	Fresh pineapple, finely diced
½	Small red onion, finely chopped
1 Tbsp	Fresh coriander, chopped
1 Tbsp	Olive oil
1 tsp	Lime juice
TT	Salt

## Method

1. Combine prawns, olive oil, paprika, chilli, lime zest and lime juice. Season and marinate for 15 minutes.
2. Mix all pineapple salsa ingredients in a bowl and refrigerate.
3. Thread prawns onto skewers.
4. Grill or pan-sear for 1-2 minutes per side until pink and slightly charred.
5. Serve hot with pineapple salsa spooned over.



# Fig and Brie Phyllo Parcels

WITH CRANBERRY REDUCTION

## Ingredients

3	Phyllo pastry sheets
40 g	Butter, melted
2 Tbsp	Cranberry sauce, plus extra to serve
125 g	Brie, cut into 12 even pieces
2 tsp	Nigella seeds

## Method

1. Preheat the oven to 200°C (180°C fan) and line a large baking tray with baking parchment.
2. Lay one sheet of phyllo pastry on your work surface with the long edge closest to you; keep the remaining sheets covered with a damp tea towel to prevent drying.
3. Brush the filo sheet lightly with melted butter, then slice vertically into 4 even strips (about 11 x 23 cm each).
4. Working with one strip at a time, fold the bottom left corner diagonally up to the right edge to form a triangle at the base.
5. Add half a teaspoon cranberry sauce onto the triangle and top with one piece of Brie.
6. Fold the filled triangle upwards along the strip, keeping the triangular shape and pinching the edges to seal. Tuck in the end and brush with a little extra butter if needed.
7. Repeat with remaining strips and ingredients to form 12 parcels.
8. Arrange parcels on the lined tray, brush the tops with any remaining melted butter, and sprinkle over the Nigella seeds.
9. Bake for 10 minutes, or until deep golden brown.
10. Serve warm with extra cranberry sauce for dipping.



# Sweetcorn Fritters

WITH SPICY AVOCADO WHIP

## Ingredients

1 cup	Sweetcorn kernels
½ cup	Flour
1	Egg
¼ cup	Milk
1 tsp	Baking powder
1 tsp	Paprika
2	Spring onions, chopped
TT	Salt and pepper
TT	Oil for frying

## Avocado whip

1	Ripe avocado
1 Tbsp	Lemon juice
½ tsp	Crushed chilli
TT	Salt

## Method

1. Mix sweetcorn kernels, flour, egg, milk, baking powder, paprika and spring onions. Season.
2. Heat oil and fry spoonfuls until golden on both sides.
3. Mash avocado with lemon, chilli and salt.
4. Serve fritters warm with avocado whip.



# Rooibos-cranberry Glazed Chicken

## Ingredients

1	Whole chicken
1 cup	Strong rooibos tea
½ cup	Cranberry juice
2 Tbsp	Honey
1 Tbsp	Wholegrain mustard
2	Garlic cloves, crushed
TT	Salt and pepper
TT	Olive oil

## Method

1. Preheat oven to 190°C.
2. Rub chicken with oil, salt and pepper.
3. In a saucepan, simmer rooibos, cranberry juice, honey, mustard and garlic until reduced by half.
4. Roast chicken for 1 hour, basting with glaze every 15 minutes.
5. Rest before carving and pour remaining glaze over to serve.



# Cape Malay Spiced Lamb Shoulder

## For the chicken

<b>2 kg</b>	Lamb shoulder
<b>2 Tbsp</b>	Cape Malay curry powder
<b>1 Tbsp</b>	Turmeric
<b>1 Tbsp</b>	Ground coriander
<b>4</b>	Garlic cloves, crushed
<b>2 cm</b>	Fresh ginger, grated
<b>1 cup</b>	Plain yoghurt
<b>½ cup</b>	Apricot jam
<b>TT</b>	Salt and pepper

## Method

1. Combine spices, garlic, ginger, yoghurt and apricot jam.
2. Rub over lamb and marinate for 4 hours or overnight.
3. Preheat oven to 160°C.
4. Slow roast for 3.5 to 4 hours until tender.
5. Shred or carve and serve with roast vegetables.



# Festive Seafood Potjie

WITH TOMATO AND BASIL

## Ingredients

300 g	Hake chunks
300 g	Mussels, cleaned
300 g	Calamari rings
1	Onion, chopped
2	Garlic cloves
2 cups	Chopped tomatoes
1 cup	Fish stock
½ cup	White wine
1 tsp	Paprika
1 tsp	Dried mixed herbs
1 cup	Fresh basil leaves
TT	Salt and pepper
TT	Olive oil

## Method

1. Heat oil in a potjie and sauté onion and garlic.
2. Add tomatoes, stock, wine, paprika and herbs. Simmer for 20 minutes.
3. Add hake and calamari, cook 10 minutes.
4. Add mussels, cook until shells open.
5. Stir in basil and season. Serve with crusty bread.



# Sticky Mango and Ginger Pork Belly

## Ingredients

<b>1.2 kg</b>	Pork belly
<b>1 cup</b>	Mango juice
<b>2 Tbsp</b>	Soy sauce
<b>2 Tbsp</b>	Brown sugar
<b>1 Tbsp</b>	Ginger, grated
<b>2</b>	Garlic cloves
<b>TT</b>	Salt and pepper

## Method

1. Score pork skin and season well.
2. Roast at 220°C for 30 minutes.
3. Mix mango juice, soy sauce, sugar, ginger and garlic.
4. Reduce oven to 160°C, pour glaze over pork and roast 2 hours, basting frequently.
5. Rest and slice.



# Christmas Vegetable Lasagne

WITH BASIL RICOTTA

## Ingredients

2 cups	Butternut, roasted
2 cups	Spinach, sautéed
1 cup	Mushrooms, sliced and cooked
1 cup	Ricotta
¼ cup	Basil, chopped
2 cups	Cheese sauce
1 cup	Mozzarella, grated
TT	Salt and pepper
6-8	Lasagne sheets

## Method

1. Mix Ricotta with basil.
2. Layer lasagne sheets, vegetables, Ricotta and basil mixture, and cheese sauce.
3. Repeat layers, finishing with Mozzarella.
4. Bake at 180°C for 35-40 minutes until golden.



# Braai-style Whole Yellowtail

WITH LEMON-HERB RUB

## Ingredients

1	Whole yellowtail, gutted
¼ cup	Olive oil
2 Tbsp	Lemon juice
1 Tbsp	Fresh thyme
1 Tbsp	Fresh parsley
3	Garlic cloves, minced
TT	Salt and pepper
TT	Lemon slices

## Method

1. Mix oil, lemon juice, herbs and garlic into a paste.
2. Rub all over fish, inside and out.
3. Braai over medium heat for ±15 minutes per side.
4. Serve with lemon slices and fresh herbs.



# Amarula and White Chocolate Mousse

## Ingredients

200 g	White chocolate
1 cup	Cream
¼ cup	Amarula
2	Egg whites
2 Tbsp	Castor sugar

## Method

1. Melt chocolate and cool slightly.
2. Whip cream to soft peaks and fold into chocolate.
3. Whisk egg whites with sugar until stiff and fold gently through mixture.
4. Add Amarula.
5. Chill for 3-4 hours before serving.



# Summer Berry Trifle

WITH LEMON SPONGE



## Ingredients

1	Lemon sponge cake, cubed
2 cups	Custard
1 cup	Fresh strawberries
1 cup	Blueberries
1 cup	Whipped cream
¼ cup	Berry coulis (optional)

## Method

1. Layer sponge, berries and custard in a glass bowl.
2. Repeat layers.
3. Top with whipped cream and berry coulis.
4. Refrigerate 1 hour before serving.



# Peppermint Crisp and Salted Caramel

## ICE CREAM CAKE

### Ingredients

<b>1 litre</b>	Vanilla ice cream, softened
<b>1 cup</b>	Salted caramel
<b>1 slab</b>	Peppermint Crisp, crushed
<b>1 Packet</b>	Coconut biscuits, crushed
<b>4 Tbsp</b>	Melted butter

### Method

1. Mix biscuit crumbs with butter and press into a lined tin. Freeze for 10 minutes.
2. Fold caramel and Peppermint Crisp into the softened ice cream.
3. Pour onto crust and freeze overnight.
4. Slice and serve with extra caramel drizzle.



## WHAT HAVE WE BEEN UP TO?

# Chef of Steel 2025: a culinary showdown to remember!

*Chef Danie Joubert, TsAfrika Catering Solutions*

Hosted by TsAfrika Catering Solutions, Chef of Steel 2025 delivered an unforgettable feast of creativity, skill and pure culinary spectacle. From the high energy semifinals in Gauteng, Cape Town and KZN to the electrifying grand finale at HTA School of Culinary Arts, the event showcased the passion, precision and talent that set our industry apart.

Finalists were pushed to the limit as they prepared a three-course showstopper featuring prawn arancini with wasabi-lime aioli, a trio of lamb prepared three ways and a decadent dark chocolate Cremieux. Each dish demanded flawless technique, bold flavour and expressive artistry.



What unfolded on the Chef of Steel stage was far more than a competition. It was a celebration of teamwork, resilience and the relentless pursuit of culinary excellence. TsAfrika Catering Solutions is proud to champion this platform, where rising chefs can push boundaries, challenge expectations and redefine what is possible in professional cooking.

Chef of Steel 2025 was a triumph. Chef of Steel 2026 is already calling, and the fire is only getting hotter!

When the judges delivered their verdict, three teams rose to the top:

**First place:** Team Old Mutual Cape Town

Chefs Bevan and Farieda captivated the judges with dishes that were described as “culinary poetry”. Their execution, flavour balance and presentation secured the ultimate title.

**Second place:** Team Old Mutual Sandton Gauteng

Chefs Vuyiswa and Angel impressed with confident flavours and impeccable technique, earning a well-deserved second place.

**Third place:** Team Hatch Gauteng

Chefs Puseletso and Bontle surprised everyone with vibrant creativity and standout finesse that lit up the kitchen.

## First place winners!



## Crispy Catch splashes into Cape Town with a seafood sensation!

*Chef Danie Joubert – TsAfrika Catering Solutions*

TsAfrika Catering Solutions has hooked a major milestone with the grand opening of its very first retail outlet, Crispy Catch, the fresh and flavour-packed fish takeaway that is already creating waves across Cape Town.

On 12 November 2025, the city celebrated a day to remember as Crispy Catch opened its doors, serving golden, crispy seafood that instantly captured the hearts (and appetites) of locals. This launch stands as a proud achievement for the TsAfrika team, showcasing innovation, passion and a bold step into the retail food space.

From concept to creation, Crispy Catch is a story of teamwork and dedication. It represents much more than a takeaway counter. It is a celebration of flavour, freshness and the vibrant culinary spirit that defines Cape Town.

Whether you're after a quick grab-and-go bite or a seaside-inspired feast, Crispy Catch is set to become the new favourite destination for seafood lovers looking for fish done right.



## WHAT HAVE WE BEEN UP TO?

## Igniting potential: how Fedics and Chrysalis Academy are shaping tomorrow's culinary leaders

Chrysalis Academy's three-month residential programme has become a powerful platform for helping young people aged 18 to 25 build confidence, resilience and leadership skills. Aimed at unemployed youth who are not studying or in training, the initiative gives participants the structure, support and direction they need to rewrite their future.

As part of the programme's practical skills phase, Fedics has proudly delivered the Basic Cookery course since 2016. Each year, around 30 young people step into the kitchen for the very first time, discovering a world of possibility in food, discipline and teamwork.

The course gives participants a strong foundation in the hospitality industry and teaches essential cooking methods such as grilling, frying, boiling, poaching and steaming. It also introduces them to the basics of a working kitchen, including health and hygiene, workplace safety, equipment handling and menu preparation.



The transformation is remarkable. Many arrive uncertain of their abilities, yet over time they master practical recipes, work confidently with ingredients and proudly present dishes they never imagined they could make. The sessions captured in the Basic Cookery recipe book show young chefs preparing scones, soups, stews, breads and even intricate desserts with growing skill and excitement.

Beyond the culinary skills, the experience builds discipline, self-belief and a sense of belonging. For many, it is the first step towards a career in food service and hospitality. For others, it is the moment they realise they can achieve more than their circumstances have ever allowed them to believe.

Each group leaves the course not only with new abilities but with renewed hope. Fedics is honoured to walk alongside Chrysalis Academy on this journey, helping young people unlock their potential, embrace new opportunities and take confident steps into the world of work. This is youth empowerment in action, and it is changing lives one meal, one skill and one courageous young person at a time.



## Eswatini culinary excellence: raising the bar, one plate at a time

*Chef Derek Nair*

The Eswatini region recently had the privilege of hosting Regional Executive Chef, Derek Nair, for a dynamic and inspiring culinary engagement. The visit focused on raising the bar in food presentation and garnishing, reinforcing the principle that "we eat with our eyes first". Chef Derek conducted minimum standards training, ensuring that every plate leaving the kitchen reflects excellence and creativity.

In addition to presentation skills, the team received hands-on training on the Simply Pure food brand, introducing innovative grab-and-go menu items designed to meet modern consumer needs for convenience without compromising on quality. This initiative aligns with our commitment to fresh, wholesome, and beautifully presented meals.

The visit also included a tour of the brand-new CONCO (Coca-Cola) staff restaurant facility, which promises to set a new benchmark for workplace dining. The grand opening is scheduled for 2026, and we are excited about the opportunities this state-of-the-art space will bring.

With eight units visited, the region showcased high SHEQ standards, strong brand alignment, and significant growth potential. Quarterly visits are planned for 2026 to maintain momentum and continue driving culinary excellence.

Eswatini is on a journey of transformation where quality, innovation, and presentation converge to create memorable dining experiences.





## WHAT HAVE WE BEEN UP TO?

## Cheers to excellence: St Anne's Board event sparkles

On 14 November 2025, St Anne's Diocesan College hosted its Board and spouses year-end cocktail event at the elegant Head House. More than a gathering, it was a celebration of leadership, community and achievement.

The evening offered a warm and refined atmosphere, with carefully arranged décor that echoed the school's heritage. Guests enjoyed attentive service and a memorable culinary experience, from vibrant platters to exquisitely crafted canapés that showcased creativity and exceptional quality.

### Event highlights

- **Atmosphere of elegance:** The stylish setup and inviting ambience made the evening memorable.
- **Culinary excellence:** Stunning displays of food and beverages delighted guests and elevated the experience.
- **Community spirit:** Smiling faces, lively conversations and moments of connection reflected the values of St Anne's.

Heartfelt congratulations to Margaret Gaines and Chef Nombuso for their outstanding leadership and intuitive understanding of client needs, ensuring flawless execution and an unforgettable experience for every guest. Fedics Regional Executive Chef Dereck Nair offered vital support to the culinary team, guiding everything from menu planning to presentation with precision and adding an extra layer of excellence to the event.

### Extra highlight

St Anne's has been named one of the Top 5 schools in South Africa, making this celebration even more meaningful for the school community.



## A taste of Japan: Toyota and Fedics unite for a culinary celebration

In a vibrant celebration of culture, flavour and collaboration, Fedics partnered with Toyota South Africa Motors to host an authentic Japanese cooking showcase led by esteemed Japanese executives Nihei-san and Sano-san. This unique culinary exchange brought chefs and team members together for immersive training in the art of traditional Japanese cuisine.

The highlight of the day was the preparation of Karai Raisu (Japanese curry rice) and Pork Shōga Yaki (ginger pork). These dishes, beloved in homes across Japan, reflect the heart of Japanese cooking with their simplicity, precision and perfect balance of flavours. Participants were guided through the cultural meaning behind each recipe and learned techniques that emphasise freshness, harmony and deep respect for ingredients.

Beyond the kitchen, the showcase created powerful moments of connection. It was more than a cooking session. It was a sensory experience that fostered teamwork, cultural appreciation and shared creativity. The final dishes captured not only authentic flavours but also the spirit of collaboration that continues to define our partnership with Toyota.

A special thank you to Chef Romario and Chef Kirk for facilitating this extraordinary initiative, and to Chef Dereck Nair for his leadership and support. This successful event has opened the door to future culinary exchanges, including sushi-making workshops and seasonal Japanese specialties. Together, we look forward to exploring global food traditions that enrich our menus and inspire our teams.

Arigato! Siyabonga! Dankie! Here is to many more flavourful journeys ahead!



## Hesto Harnesses hits high gear!

At the end of October 2025, Hesto Harnesses opened its doors with a temporary catering solution and an ambitious target in daily turnover. What happened next was nothing short of remarkable!

Under the dynamic leadership of Memory Rudy and Bradley Hall, the team did not just meet expectations – they shattered them! Achieving an incredible daily turnover, this milestone speaks volumes about their dedication, teamwork, and passion for excellence.

With 7 000 staff on site, this unit is a key focus for us as we aim to grow participation and strike rate even further. The energy and commitment shown during this temporary phase sets the tone for what is to come. We cannot wait for the full grand opening and to see this powerhouse team continue to raise the bar.

Congratulations to everyone involved for setting a new standard of success!



## WHAT HAVE WE BEEN UP TO?

# A new dawn in healthcare catering: 22 sites launched in 48 hours

Julie Matzopoulos Mason, Managing Director Healthcare

In a milestone moment for Tsebo, our Healthcare division has embarked on one of its most ambitious rollouts to date. Over just two days, we proudly began catering for 18 hospitals and four day clinics, bringing our total to 22 new healthcare sites across Cape Town, the Northern Cape, Mbombela and the Free State in the beginning of October. A further seven hospitals joined the portfolio in November, marking a significant step forward in our partnership with our newest healthcare client.

This achievement is about much more than scale. It represents our unwavering commitment to delivering nutrition that heals, nourishes and restores dignity.

Behind every plate lies dedication, precision and care. Our chefs and dietitians work side by side to create therapeutic menus tailored to each patient's needs, including heart-healthy options, diabetic-friendly meals, renal-conscious choices and texture-modified diets for patients who require specialised support. Every dish is designed to be both nutritious and enjoyable, because in healthcare, food is part of the healing journey.

The energy across our new sites has been extraordinary. Catering teams have embraced the challenge with professionalism and heart, ensuring every patient receives meals that uplift and comfort during some of their most vulnerable moments.

We extend a warm welcome to all our new colleagues who have joined the Tsebo family as part of this rollout. Your hard work, long hours and willingness to go the extra mile embody the spirit of what it means to be a 'Tsebonite'. Thank you for choosing to serve with purpose and pride.



As we look ahead to the next phase of this partnership, one thing is certain, we are raising the standard of healthcare catering across South Africa, one meal, one patient and one smile at a time.

Food is nourishment. Food is care. Food is hope. For Tsebo, it will always be part of the healing journey.



## A fresh chapter for Rustig: Fedics and SAVF bring new life to a White River icon

Oliver Reddy, Tsebo Catering Culinary Director

The strategic partnership between Fedics and the Suid Afrikaanse Vroue Federasie (SAVF) has entered an exciting new phase with the addition of Rustig, a cherished care facility in White River near Nelspruit.

Opening its doors in 1959, Rustig has served generations of elderly and disabled residents with dignity, compassion and unwavering commitment. Today, it remains a vital pillar in the White River community, offering essential care and support to some of the most vulnerable.

When Fedics' retirement team stepped in, the mission was simple: uplift the dining experience and create a space that brings joy, comfort and connection. The team transformed the dining room with thoughtful design, fresh materials and sensory-rich elements that sparked curiosity and delight.

The response from residents was truly heartwarming. Many paused to touch the fabrics, admire the colours and savour the aromas of the beautifully presented meals. Their reactions spoke volumes: the new space didn't just look different. It felt different. It felt like home.

Rustig's refreshed dining experience marks another proud moment in the Fedics and SAVF partnership, proving once again that when care meets creativity, extraordinary things happen.



## WHAT HAVE WE BEEN UP TO?

## Via Maris sets sail with a bold new catering venture at Cape Town dockside

*Oliver Reddy, Tsebo Catering Culinary Director*

Via Maris, a dynamic shipping yard known for the design, construction and maintenance of crew boats and other offshore vessels, has entered an exciting new chapter with the introduction of on-site catering services for its teams and partners.

The need for a convenient food solution became increasingly clear as operations expanded, and early November marked an important milestone with the opening of Via Maris, a brand new catering hub at the Cape Town dockside.

This innovative space, built from modified shipping containers, has been transformed into a vibrant, functional food environment where employees can enjoy nutritious, satisfying meals without leaving the site. The look and feel are intentionally modern and bold, creating a fun atmosphere that brings an unexpected burst of energy to the industrial setting.

While the current setup already delivers an exceptional dining experience, the site is still evolving. A fully fledged canteen is planned for 2026, promising even greater comfort, choice and convenience for the hardworking teams that keep Via Maris moving.

The journey has only just begun, and with this launch, Via Maris is setting a new standard for on-site catering in the marine and offshore sector.



## Fedics Gqeberha shines with a brilliant Mondelez International launch

*Chef Gesina Erasmus*

On 28 September, after months of planning and meticulous preparation, Fedics Gqeberha proudly welcomed Mondelez International into our growing portfolio and officially opened the new unit in a launch that exceeded every expectation.

The opening day was a standout success, met with enthusiastic customers and glowing feedback from the Mondelez team. From the start, the atmosphere was energetic, welcoming and filled with the unmistakable buzz that comes with a fresh beginning done right.

We are now serving a daily buffet breakfast along with three delicious meal options and exciting daily specials. Guests can also enjoy a wide selection of grab-and-go favourites that keep the offering fresh, fast and convenient. In the very first weeks of operation, our team rose to a significant challenge by catering a farewell event and producing an incredible 700 curry bunnies. This remarkable feat showcased both the efficiency and the unwavering commitment of the Fedics Gqeberha team.

The site features a spacious main canteen and a satellite kiosk, and we also proudly manage the on-site chocolate shop, creating a comprehensive, enjoyable and seamless food experience for everyone on the Mondelez campus. The new unit is expertly led by experienced manager Mary Ann Inch, whose leadership, passion and operational excellence are already driving the site towards continued success.

Fedics Gqeberha has set the tone with a powerful start and a promise of even greater things to come.





# CELEBRATING A YEAR OF CULINARY EXCELLENCE

As another remarkable year draws to an end, I wish to take a moment to reflect on what we've achieved together and express my heartfelt gratitude to everyone who made it possible.

This year has been a testament to the power of collaboration, agility, creativity, and passion. From our dedicated kitchen teams who bring artistry to every plate, to our procurement team and suppliers who ensure we have the finest ingredients, and to our clients who trust us to deliver unforgettable dining experiences – thank you! Your commitment and support have been the cornerstone of our success.

Behind every dish served and every event executed flawlessly is a network of individuals working tirelessly, often behind the scenes. To our operations team, service staff, and management, your professionalism and attention to detail have elevated our standards and strengthened our reputation in the market we trade in.

To our clients and partners, your confidence in us inspires innovation and drives us to continually raise the bar. We value the relationships we've built and look forward to creating even more memorable moments together in the coming year. As Culinary Director, I am proud of what we've accomplished and excited for what lies ahead. Here's to another year of excellence, creativity, and shared success!

To our team members who will be taking a break during the festive season, please stay safe and unwind with the ones you hold dear. To our team members who are working through this period we thank and salute you.

Thank you for being part of this incredible journey.



**OLIVER REDDY**

Tsebo Catering Culinary Director