



Year End Celebration

On behalf of Synercore, we'd like to thank you - our staff - for your dedication and commitment shown throughout 2022! Best wishes to you and your families over the festive season. We can't wait to see what exciting opportunities 2023 may hold.



I SUPPOSE LEADERSHIP AT ONE TIME MEANT MUSCLES; BUT TODAY IT MEANS GETTING ALONG WITH PEOPLE.

MAHATMA GANDHI

WE ♥ WHAT WE DO

Research and development

High quality manufacturing (FSSC 22000 certified)

Customised product formulation and application support

Supplier of speciality ingredients

Contract blending and toll manufacturing



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PROUDLY SOUTH AFRICAN



SYNERCORE SUPPORTS TIGER BRANDS' ISONDLO CHILD NUTRITION INITIATIVE



According to new research, deaths related to malnutrition in children aged five and under are on the rise across South Africa. Tiger Brands has taken the opportunity to help address this challenge by launching Isondlo, a child nutrition programme, in partnership with the Nelson Mandela Children's Fund. Speaking at the launch of Isondlo, Tiger Brands chairman, Dr Geraldine Fraser-Moleketi, summed up the company's drive to act - and prevent malnutrition in our country: "We are not going to be an onlooker in combating child nutrition. We felt that there was a need for us to act."

Isondlo supports 10 000 children and their families by donating a monthly food hamper to them for the next 9 months. The monthly food hampers are designed to meet the nutritional needs of children, specifically aged five and under, and to support a family of four to five individuals.

At Synercore we are humbled and privileged to participate in this magnanimous initiative of Tiger Brands and the Nelson Mandela Children's Fund.

Synercore, in close collaboration with Impilo and Sizwe Foods, have specifically formulated two nutritious products included in the monthly Isondlo hamper: an **Instant Powder Milk Blend** and **Soya Mince**. Each product was designed to nourish as many children, in the easiest way possible, and caretakers only need to add water to prepare both products.

The **Instant Powder Milk Blend** is packed with important proteins, carbohydrates, and Vitamins A, D and E - very similar to the nutritional value of fresh cow's milk. The **Soy Mince** is an excellent source of energy-boosting carbohydrates and fibre-rich vegetable protein and can be consumed with foods like samp, rice and pasta.

Synercore CEO, Tertius Cilliers speaks about the value of this project, "We are delighted to support Isondlo, and through this initiative we have the unique opportunity to not only nourish children, but to invest in the future of South Africa. Every hamper will help young children to grow, thrive and develop into healthier and happier people. We are humbled to be associated with the work that Tiger Brands and The Nelson Mandela Children's Fund are doing to empower children in underprivileged communities. After all, it takes a village to raise a child, and as Dr Fraser-Moleketi states, it is our time to act!"

For more information about Isondlo visit www.tigerbrands.com

TETRA PAK AND SYNERCORE DAIRY PILOT PLANT OPEN DAY

*If you want to go fast, go alone.
If you want to go far, go together.*

AFRICAN PROVERB

In September this year, we partnered with industry giant, Tetra Pak, to host the Synercore Dairy Pilot Plant Open Day. We showcased and demonstrated various food applications and key technologies using Tetra Pak's High Shear Mixer. The demonstrations included applications for: medium and full-fat mayonnaise, dessert, vegan cheese, and cream cheese.



SYNERCORE TO SPONSOR THE 2023 SOUTH AFRICAN DAIRY CHAMPIONSHIPS

We are proud to announce that Synercore will be the platinum sponsor of the South African Dairy Championship in 2023 for the fifth consecutive year. Over 60 of the country's finest dairy manufacturers gather to showcase over 900 of their highest quality products at this annual prestigious event.

"As a young, yet ambitious company, It's a privilege to play our part in the largest and longest-running dairy competition in Africa. For almost two centuries, the SA Dairy Championships have celebrated the exceptional quality of our local dairy products - and every year the standards keep rising", adds Dr Tertius Cilliers, Synercore CEO.



SYNERCORE AND **Shiloh** HELP TO ADDRESS COUNTRY'S FOOD SECURITY CHALLENGES

As a company, we are dedicated to helping address the country's food security challenges. That is why we partner with Shiloh Synergy NPC, a non-profit based in Cape Town that prepares meals for the underprivileged. Synercore donates excess food and ingredients, sponsors new kitchen equipment, supplies balanced recipes, and gives nutritional advice where needed. Shiloh is feeding our future generation - get involved!

We have recently visited two Montessori schools supported by the Shiloh programme: Klippie Kids in Klipheuwel and Khanya Kids ECD in Wallacedene. It was amazing to see Shiloh in action!



WOMEN'S DAY 2022

This year, we celebrated Women's Day at Diemersfontein Wine & Country Estate. To honour all the incredible women in our team, we enjoyed a relaxing afternoon with delicious food and good conversation.



DEDICATED SKILLS DEVELOPMENT



Number of Industry Training: 10
Number of Learnerships and Graduateship Internships: 10
Graduate Bursary: 2
(BSc Food Science and BComm HR Management)
Post-Graduate Bursaries: 4
(PhD in Microbiology; PhD in Biochemistry; MSc in Biochemistry)

DISCRETIONARY GRANTS

Since 2020 we have appointed 14 learners, 8 Graduates and 3 Interns. The success story behind this is that these students all successfully completed their in-service training.

NEW APPOINTMENTS

Our best wishes to you as you take on new roles and responsibilities.



Hannes Visser
CFO



Chloe Wyngaard
Research and Development
Technologist (Klapmuts)



Patricia Anderson
Graduate: Quality
(Klapmuts)



Ivone Lindveld
Receptionist
(Klapmuts)



Keenan Fillies
Maintenance Artisan
(Klapmuts)



Nicolé Trieloff
Graduate: Research
& Quality



Sebastian Orth
Graduate: Research
& Science



Mmamodise Mosweu
QA Systems Administrator
(Midrand)



Keitumetse Leshika
Maintenance Artisan
(Midrand and Pretoria)



Lehlohonolo Mkhomazi
Graduate: Quality
(Midrand)



Ashlin Thompson
Graduate: Human Resources
(Midrand and Pretoria)



Phulma Mbuyane
Graduate: Quality
(Pretoria)

EMPLOYEE SPOTLIGHT



NYAMEKA'S JOURNEY TO THE TOP

This month, we want to celebrate an inspirational and driven employee, Nyameka Mkhuzangwe. In 2010, she started working at Synercore as a cleaner in our lab and in a matter of months, was promoted to production assistant in the Operations department. Thereafter she worked in the raw material warehouse until 2017, where she moved back to the lab, this time as a lab assistant. Due to her passion and stellar work ethic, she excelled in her work. To further grow her career, Nyameka focused on upskilling. In 2021, thanks to her hard work and funding by Allmark Foods, Nyameka received her NQF3 Certificate in Food Laboratory Analysis. We are incredibly proud to announce that Nyameka was recently promoted to Junior R&D Technologist. The best is yet to come!

CONGRATULATIONS QUALITY TEAM

The Quality Department employees who have received promotions starting in January 2023.



Anthea Hargreaves,
QA Manager
(Klapmuts facility)



Magdalene Myburgh,
QA Systems
Administrator
(Klapmuts facility)

synercore

CEO MESSAGE



THE CAT IN THE HAT

Many of you are well familiar with the classic 1957's book of *The Cat in the Hat* written by Dr. Seuss (Theodore Geisel). *The Cat in the Hat* is an extraordinary tale about a tall anthropomorphic cat who wears a red and white-striped top hat and a red bow tie, entertaining the narrator and his sister Sally in their house on a cold and rainy day. Although a children's book, it opens-up discussions regarding trust, responsibility, social expectations, and honesty.

This made me think of our own scenario and in all probability, what we would learn from the *Cat in the Hat* if he visited us during the past year?

*"Now your snow is all white! Now your work is all done!
Now your house is all right!"*

As the year winds down, we can look back with immense gratitude and say: Indeed, our house is all right! We have achieved much during this past year, excelled as a company despite force majeure, social unrest, tough trading conditions and strong economic headwinds. We have been blessed with record trading months in October and November, and we are on track to surpass our budget by more than 20% in terms of revenue. Our strategy is delivering results with the foundation of our house intact. However, our work is not done, as we still have much to achieve and under the brilliant leadership of the executive and senior management, we will grow and prosper as individuals and a company for many years to come.

*"Now! Now! Have no fear. Have no fear!" said the cat.
"My tricks are not bad," said the Cat in the Hat.*

Have no fear as we embark on the next chapter of our company's journey. There will be changes, for the good and if we believe, are aligned and work towards the same goal, we will be successful. The vision is clear - we want to be the leading functional solutions provider in the food industry in Africa. We have plenty of tricks (or as I like to call them 'plans') under our hat that will set us apart from our competition, but we need to trust the process, engage, and embrace the change and of course have no fear.

"Look at me! Look at me! Look at me NOW! It is fun to have fun. But you have to know how."

My wish for this festive season, is that each of you will indeed relax, unwind, have fun and recharge the batteries. You have been courageous and resilient during the past year, often delivering under tight deadlines and with severe constraints. You have remained positive and committed to the vision and achieving our objectives. Ultimately, the success of the employees determines the success of the company. For this, I cannot thank you enough. May you all have a blessed festive season, filled with love and laughter. May you enjoy and cherish the company of friends and loved ones. May you safely return next year ready to make a difference as only you can, but for now: let us celebrate and have fun!

