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**TSEBO**  
**50**  
YEARS

BUILDING A LEGACY,  
INSPIRING THE FUTURE

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**TSEBO**

ANNELIZE ZEELIE

# FROM “CAN’T HAVE!” TO “ENJOY!”

**Tsebo’s divisional dietitian brings  
great taste to good nutrition**

Do you wish to know how to make permanent changes to your health through nutrition intervention, or eat your favourite food but with a healthier twist? Do you know which bacteria can cause food poisoning? Perhaps you want to encourage your clients to support their immune function? The answer is simple, ask a dietitian!



"I hate it when people think of a dietitian as being someone who says, 'you can't eat this, you can't eat that'. I always say I'm a dietitian because I like to eat, I love food. I believe that any diet should be one of inclusion, not exclusion. People are quick to say, 'you can't have' when someone has a health concern, but there are so many foods you can have and I believe in focussing on that," says Annelize Zeelie, Divisional Dietitian, Tsebo Catering Solutions.

Zeelie heads a passionate team of 10 dietitians. They work closely with Tsebo's chefs and catering staff to create tailored menus to meet the nutritional requirements of specific clients across segments that range from healthcare and industrial to corporate and educational facilities. But, most importantly, they strive to put good, healthy, tasty, and beautifully presented food back on the agenda for everyone to enjoy.

"We are a versatile group with strong managerial skills and business acumen but with an underlying love for nutrition. We want people to realise that dietetic food doesn't have to be boiled chicken and boiled potatoes. No one should eat like that because food is there to be appreciated. I don't want boiled up anything. There is a new generation of dietitians who are looking at healthy eating in a completely different way and making it enjoyable and easy to follow," says Zeelie.

To achieve this as a division, Zeelie works together with Culinary Director, Chef Nick Madhura, when devising new concepts or tailoring menus for a specific segment. "Chef Nick has such amazing vision. We will consider the concept and depending on the energy requirements of the industry, I might say, "there's too little protein so add a smear of hummus" or "we need to include more orange-coloured vegetables. It is a team effort and difficult to distinguish where the one begins and the other ends," says Zeelie.

### **Health and safety first**

Having started her career at Tsebo as a dietitian and catering manager for Fedics' retirement segment 17 years ago, Zeelie learned the ropes by doing everything from piping cupcakes to managing staff and everything in-between. "It has been a real school of life experience that gave me insight into the challenges faced by catering managers. I couldn't do what I do now if I hadn't had that experience, she says speaking of her relatively new role as Divisional Dietitian, Tsebo Catering Solutions.



An important aspect of this for a dietitian working in large-volume catering is the expertise she has gained in health and safety, with HACCP Expert (NFQ 5) and ISO 22000 Auditor and Lead Auditor accreditation, which helps her to ensure that Tsebo complies with robust food safety standards. But the challenge Zeelie is most passionate about is educating her clients and their customers on good nutrition and making this easy for everyone to achieve – even if it means ‘sneaking’ healthy ingredients into everyday meals that people are familiar with and like to eat.

“Nowadays, many claim to be an expert when it comes to food because of Google, so sometimes you must force your way in with scientific evidence. It’s not always the most popular answer but nutrition needs to be backed by proof and literature. But in general, times have changed, and people are more open to things like lower-fat options or plant-based meals, and we see this when we do our visits. When we start a new contract, people are excited to see us and can’t wait to find out what’s on the menu, because we are sending out the right message about health. We speak a language that people understand,” says Zeelie.

For those who are more reluctant to change, Zeelie is enthusiastic about introducing healthier cooking methods and substituting ingredients that add nutrition but don’t deviate from familiar meal options that people love. “Take a cottage pie, it’s a meal that everyone loves but you can make it healthier by adding lentils and vegetables to the mince and butterbeans to the mash. Or in an industrial setting, instead of ‘pap’ and meat with vegetables five times a week, we’ll serve it three times a week and replace the carbohydrate with mielie rice or crushed wheat on alternative days. It’s still a traditional offering, but all that goodness is in there and people don’t even notice.”

## Good nutrition starts with good quality ingredients

COVID-19 has changed the way people view health and wellbeing. The pandemic spurred a return to many people’s roots with the popularisation of things like baking sourdough bread or fermenting and making preserves. People are realising the importance of selfcare, whether it’s through nutrition, taking a break, or exercising.

“Previously ‘being on a diet’ was something you did in isolation, and it was a case of ‘I am going to kill myself to lose this weight’, but people are becoming more lifestyle oriented so exercise might mean something like going for a walk with a friend. Mental health and our moods are also affected by the food we eat, and people are starting to see that taking a pill isn’t going to solve all their problems, but it’s also not about taking herbs to cure everything. It’s about a balanced approach. As a dietitian, I won’t counsel you on your psychological problems, but I can tell you what to avoid and what to eat to assist your mental state,” says Zeelie.

On the flip side, people are concerned about the rising cost of food, but this, says Zeelie, does not need to be at the expense of nutrition. “You can eat healthily on a tight budget. Unprocessed butternut comes with the skin on, it doesn’t grow in expensive cubes or in a plastic bag. A kilogram of broccoli is always going to be cheaper than a kilogram of meat. Ingredients are always going to be healthier and cheaper if you look for unprocessed foods and buy them from as close to home as possible or grow your own,” Zeelie advises.

And this principle applies to catering too. Good meals are the result of good ingredients and Tsebo believes in sourcing fresh ingredients from local suppliers in the communities it operates in. “Why should a cabbage that is grown in Klerksdorp travel to Johannesburg to be packed only to return to Klerksdorp because that’s where we are cooking?” asks Zeelie. But essentially, it’s all these elements combined that set Tsebo apart as a catering company.

“We are a food company,” says Zeelie. “But what does that really mean? It’s about inspiring confidence in our clients that we are not just slapping some food onto a plate. We’ve put a lot of thought into the kind of fat we use, the fibre we add and that the fish we cook comes from sustainable stock. From this our Nutrition Manifesto was born, ten nutrition missions that we teach to all our chefs, cooks, and catering managers to incorporate as the cornerstones of every menu cycle and recipe.

“That is really the cornerstone of our brands, that we consider every detail and look at things from every level to ensure that the food we serve looks good, tastes great and considers the different nutritional requirements of the people we are serving,” Zeelie concludes.

# Dietician PROFILES



## HELEEN DREYER

Heleen completed her Bachelor of Science Degree in Dietetics at the University of Pretoria. She is registered with the Health Professions Council of SA (HPCSA) and the Association for Dietetics in South Africa (ADSA). She keeps yearly up to date with Continuing Professional Development programme (CDP) for the HPCSA. Her last audit for this was in September 2020 where she was confirmed compliant. It is important to attend CPD activities to maintain and update professional competence and to ensure that the public interest will always be promoted and protected as well as ensuring the best possible health service outcome for a community.

She is employed as Dietitian at Nelspruit Mediclinic and is involved in the day-to-day management and quality control of special diets. She performs inspections for Press Ganey Associates and for the Council for Health Service Accreditation of Southern Africa (COHSASA). She also administered enteral and parenteral nutrition in ICUs. She enjoys giving training and presentations on different diets to educate the public and hospital patients on health awareness and nutrition during annual awareness drives, for example Salt Awareness Month (March), National Nutrition and Obesity Week (October), and Diabetes Month (November).



## MARILEE VAN HEERDEN

Marilee completed her Bachelor of Science Degree in Dietetics at the University of Free State, Bloemfontein. She is registered with the Health Professions Council of SA (HPCSA) and the Association for Dietetics in South Africa (ADSA).

Marilee started her journey in the industry as Catering Manager which allowed her to understand the challenges in this dynamic and busy environment. In 2016 Marilee joined Tsebo as a dietitian and trainer and has enjoyed her journey at Tsebo ever since. She is passionate about dietetics, has compassion for people, loves to share her knowledge by offering training to others and by empowering staff. With her time spent in the units, Marilee realised that she has an interest in the operational part of Tsebo and applied to become Dietetics Manager at Fedics Healthwise in 2019. She is actively learning and seeking growth in this new position.

Marilee completed Middle Management Business studies at the Gordon Institute of Business Science (GIBS) through Tsebo in 2020 and reaps the benefits of attending this world class course. In her downtime, she enjoys hosting friends and family, trying out different recipes, visiting restaurants and she loves to travel.



## THANDOLWAKHE MABUZA

Thandolwakhe Mabuza is a registered dietitian and completed her formal training at The University of KwaZulu-Natal receiving Golden Key International Society membership and other various awards for her academic excellence. She went on to complete her community service at Tshwane District Health.

Thando joined Tsebo as Regional Dietitian for Fedics in the Healthwise Division in February 2019 after acquiring extensive nutrition experience and knowledge as Compass Group SA Regional Dietitian of the Clinix Health Group in Gauteng, receiving promotion to further train and manage in other hospital groups in KZN and the Eastern Cape.

She loves equipping and motivating staff through training and is a foodie at heart. Her passion lies in seeing clients being given care and service of the highest standard. Her interests are in, but not limited to, public speaking, chronic disease treatment and management, nutrition in pregnancy, infants and childhood, and occupational health. She has been featured on Metro FM, Cliff central, Kaya FM, Tshwane FM, Healthy Living Alliance, Soweto TV, Dumisa TV, Raising Babies 101 Season 1 and Season 2, Dexterity Radio, Millennial, Move Magazine, Truelove Magazine and BONA Magazine, among other platforms, and was nominated for an EWIKA Award in the Sports and Wellness category.

Classically trained as a pianist, in her free time she enjoys music, reading, jogging, community work and spending time with her family.



## ANNELIZE ZEELIE

Annelize completed her Bachelor of Science Degree in Dietetics (cum laude) at the University of Free State, Bloemfontein. She is registered with the Health Professions Council of SA (HPCSA) and the Association for Dietetics in South Africa (ADSA). She is also qualified as an ISO 22000 Food Safety Lead Auditor, a HACCP Expert, and acts as Safety, Health and Environmental Facilitator. She is currently enrolled for her Master's degree with University of KwaZulu-Natal.

Annelize has been with Tsebo Outsourcing Group for 15 years, starting as a catering manager and dietitian in the retirement sector. She then serves as Regional Dietitian for Fedics and currently her role is Divisional Dietitian, Tsebo Catering Solutions. She has worked extensively in the food service industry. She was instrumental in the development of food safety management programmes, corporate wellness management programmes, and brand concept expansion. She enjoys public speaking and giving presentations. She consults regularly for the media, having written for Business Day Newspaper, Weigh-Less, Discovery, and Ride magazines, and had interviews on Radio 2000 and SABC 2. She also regularly writes articles for the in-house magazines The Alchemy of Food and The Shopper.

Annelize takes a holistic approach to the role of diet in the modern-day, often busy and stressful, routine. Her love of everything that is nutrition-related is at the cornerstone of her passion for helping others to optimise all aspects of their health. Annelize is an asset to the industry and convey a high level of expertise and understanding of the dietetic field. She applies her skill through the integration, translation, and application of food, nutrition, and social sciences as well as management theory; she works well with individuals and the greater population to create strategies to enable clients to achieve their nutrition related goals and her approach always stays client focused.





## GUGU DLAMINI

Gugulethu Dlamini is currently employed as Quality Assurance Manager and Dietitian for the Eastern Region.

She holds a BSc in Dietetics and a Postgraduate Diploma in Dietetics from the University of KwaZulu-Natal.

She started her career as a clinical dietitian and joined Fedics in 2006 as Food Dietitian.

Gugu has extensive experience in food service dietetics, clinical dietetics, quality assurance, food safety, occupational health and safety, and food services management.



## LEONORE WARD

Leonore is currently employed with Tsebo Solutions Group as a regional trainer in the Western Cape region.



## LESLIE-ANNE LOMBARD

Leslie-Anne Lombard is a registered dietitian currently employed as Private Healthwise Dietitian and Hostess Training Manager for Fedics KwaZulu-Natal.

She completed her Bachelor of Science in Dietetics at the University of KwaZulu-Natal followed by a Postgraduate Diploma in Dietetics.

She loves the exposure to a diverse group of people that working for Tsebo offers, enjoying the reward of helping employees learn and grow within the company.

She has a special interest in nutrition in oncology and palliative care as well as gut related illness such as IBS and Crohn's disease.

Leslie-Ann is passionate about providing customers with nutritious, balanced meals. She also ensures attention to detail in all front-of-house aspects to guarantee Tsebo's service aids in the healing process of patients.



## CHANTELLE MOORE

Chantelle Moore studied a BSc Dietetics degree at the University of Stellenbosch. She has a keen interest in food and the finer details of nutrition.

She was appointed as District Manager in February 2018. Her areas of responsibility include lifestyle, Healthwise and two B&I contracts (Dischem and Pathcare). Previously she has worked at WPC as Project Manager/Dietitian at Mediclinic Panorama and assisting with operations at Mediclinic Louis Leipoldt and Milnerton.

She enjoys the challenge of making food service exciting, especially in hospital and lifestyle environments. Catering for a hospital does not mean one cannot present it in an interesting way.

It gives her great joy to develop staff members to grow in their career, not staying a general assistant or cleaner.

Chantelle feels her greatest challenge is to keep Tsebo's service innovative and exciting by continually develop new products and services.



## NICOLENE VAN DER VYVER

Nicolene van der Vyver studied at the University of Bloemfontein. She was appointed at the University of Stellenbosch Main Campus in 2015 as a dietitian. She also had the split title of Catering manager, managing Huis Neethling which is a high performance sport facility at Maties Sport, Stellenbosch University. She has a special interest in sport nutrition and enjoys the versatility of a catering manager's financial responsibilities.

Her areas of responsibility include the healthcare sector (Nurture Hospitals, Akeso Clinics and Brackenfell COVID-19 Field Hospital) and retirement villages. She does menu planning, special diets, health awareness days, training, hygiene, and safety compliance. She works very closely with other catering managers to sustain patients' health via advice and dietetic tools.

She enjoys her work because she can do something that she is passionate about.

Nicolene regards dietetics a very versatile and rewarding job, especially when she sees health related results in the nutritional field.



# NUTRITION MANIFESTO



At Tsebo we are committed to providing safe, wholesome food of an excellent quality and we inspire a healthy lifestyle by making healthy eating satisfying and delicious.

Tsebo's nutrition missions are premised on the UN's Sustainable Development Goal 3, namely Good Health and Wellbeing that strives to promote wellbeing for all to ensure healthy lives. As a leader in the food service industry, it is our duty to articulate a simple, easy to communicate and very consistent vision of our commitments about nutrition, health and wellness. The objective is to increase awareness and help consumers in their food choices and in their life habits to stay healthy, to prevent disease and improve their quality of life.

We aim to make it easier for customers to choose healthy food options through various marketing material and on-pack labeling. The 10 Nutrition Missions provide guidance for all Tsebo facilities to implement common principles for a healthy diet. These principles are the foundation for developing menus, recipes, products as well as promotional materials that help our managers adhere to specific requirements, and help our customers make healthy lifestyles second nature. Each mission has recommendations, explanations, best practices and messages developed by the Tsebo dietitians.



# 10 TSEBO NUTRITION MISSIONS

## 1.



**Make the healthy choice  
the easy choice.**

Use proven techniques to empower and encourage our customers to improve their knowledge and decisions, particularly as it relates to ways they can maintain healthy lifestyle habits. Healthier items should be the first menu items listed and the first products a customer see when walking into a facility. Provide sufficient menu options that ensure the health of our customers.

## 2.



**Provide a colourful  
variety of fruit and  
vegetables.**

We aim to use fresh fruit and vegetables that is in season and frozen vegetables when out of season. As far as possible, vegetables are unprocessed and left unpeeled. For our consumers, remember that eating a variety of fruit and vegetables every day helps you and your family get the vitamins, minerals and fibre your body needs to function as it should. Our suppliers aim to save water, approve soil quality and working with nature to improve soil and plant health, preserve natural resources and promote biodiversity. At least two fresh or frozen vegetables should be available per mealtime.

# 3.



## Unprocessed red meat and poultry.

Preference is given to unprocessed red meat and poultry, as far as possible of high biological value. Wet dishes are made using the leanest cuts available. The heme iron in red meat is easily absorbed by the body and it supplies vitamin B12 and zinc. An unprocessed protein option should be available at each mealtime.

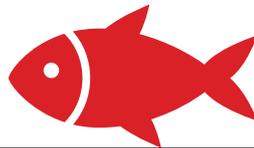
# 6.



## Include more legumes and pulses.

Beans, peas, and legumes such as lentils, are important sources of dietary fibres that enhance the feeling of fullness. It also maintains gut health. Vegetarian dishes are built around legumes and pulses.

# 4.



## Provide responsibly sourced fish and seafood.

All fish is responsibly caught or farmed. We adhere to the WWFSASSI (Southern African Sustainability Seafood Initiative) to ensure that all fish and seafood is responsibly sourced. Fish should be served at least twice per week in any setting.

# 7.



## A wide range of healthier fats.

Replacing saturated fats with unsaturated fats like avocado, nut and healthy seed oils in one's diet helps your body maintain normal cholesterol levels. Raw and dry roasted nuts are not fried in any oil, making them a better option. Oily fish like salmon, mackerel and sardines naturally contain omega 3 fatty acids that contribute to the normal function of the heart and mental health. Plant oils are used for cooking and spreading.

# 5.



## Provide wholegrains.

Whole grains contain a variety of nutrients, minerals and fibre. Grains that have been refined, such as white flour and white rice, have fewer of these important micronutrients and less fibre. A wholegrain option should be available at every mealtime.

# 8.



## Food with less saturated fat.

Oils like olive and canola oil are high in unsaturated fat and should replace hardened plant fats (like palm oil) and animal fat. Ingredients like skinless chicken breast, extra lean mince, low fat milk and lower fat cheeses should be used. Food must be prepared with less saturated fats. Low fat milk must be available in all settings.



# 9.



## Food with less sugar.

These days it seems everyone is talking about sugar. The average South African consumes 24 teaspoons of sugar per day – more than double the World Health Organization guidelines for daily intake! From 1985, when 30 million people had diabetes, its prevalence has increased six-fold and today more than 230 million people worldwide are affected by diabetes. If nothing is done now to prevent this, this number will continue to increase to more than 350 million within the next 20 years. Sugar in all recipes must be reduced by 10 percent.

# 10.



## Food with less salt and no added MSG.

No MSG is added to food and the salt content of all spices and flavourings are diligently checked before it is added to the Tsebo buying platform. The link between high blood pressure and salt intake is clear. The prevalence of hypertension in South Africa is 35 percent, and it is estimated that more than 90 percent of patients are not adequately controlled. In a recent study, 28 percent of 900 South Africans consumed more than 9 grams of salt per day. No more than 30 percent salt content allowed per spice. All products must comply with regulations related to the reduction of sodium in certain foodstuffs and related matters (Notice 214 of the FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT 54 OF 1972).

# FOOD TRENDS THAT DEFINE 2021

Source: Institute for Food Technologists, USA  
(<https://f.hubspotusercontent00.net>)

As the year 2021 is drawing close, upcoming food trends of the previous year is becoming even more central due to the ongoing COVID-19 pandemic.

Consumers are changing their eating habits to stay healthy and to deal with the evermore challenges the pandemic poses. More than ever, consumers want to know what they eat and where the foods they buy come from. They want to know more about aspects of food science and technology, ranging from ingredients and nutraceuticals to food safety and sustainability, and the impact thereof on our planet.

**These following new food trends are currently key in changing and shaping the entire current food system:**



## PRIVATE-LABEL INITIATIVES

Independent chefs and restaurateurs took a blow by last year's COVID-19 pandemic restrictions. Private-label sauces, marinades, spice blends, meal kits and frozen appetisers are seen as a lifeline for these businesses. Globally a growing list of retail and direct-to-consumer brand extensions were launched or expanded in 2020 and the trend will stay. The development and distribution of nutritional take-home fresh or frozen meal kits become trendy and are even a necessity in many cases because people are forced into isolation.



## A DIVIDED MARKETPLACE

Moving into a world where a pandemic takes forefront, consumers take a new approach to purchasing food. This opens opportunities for both iconic consumer packaged goods (CPG) companies and budget-oriented private label offerings. Consumers who emerge economically unharmed from the pandemic focus on health-promoting natural and organic products. Those who took a financial hit spend more carefully, pursuing value-added products that offer more 'bang for the buck'.

## GHOST KITCHENS

Lower capital expenditure during the height of the pandemic forced many restaurants to operate out of virtual kitchens, also called dark or ghost kitchens. Although the pandemic accelerated this phenomenon, the trend was beginning to show well before the pandemic. Consumers now demand convenience. Ordering food online for delivery or pick up at a satellite location satisfies that need. This trend benefits restaurateurs, adding flexibility and the ability to launch new ideas with less expenditure. It seems the ghost kitchen concept is here to stay.





## MUSHROOMS

Mushrooms of all types, especially antioxidant-rich varieties like reishi, lion's mane, chaga, and cordyceps, are flourishing and appear as hero ingredients in a growing variety of foods, among them superfood coffees and chocolate. Both wild and domestic types are being researched for their many health benefits, which include immune, energy, heart, and brain support. Western consumers interested in clean-label, plant-based solutions for better health outcomes are taking note of its popularity in Eastern cultures.

## EYE HEALTH

The COVID-19 pandemic forced many people to increased screen time, due to working from home, virtual schoolwork, online meetings, or gaming and watching television to address boredom because of lockdown and isolation. While mental and immune health were pushed to the forefront of consumers' minds, a growing interest in eye health is beginning to emerge. While eye health has mainly been a concern for the aging population, it will now affect all demographic groups. The purchase of supplements and foods that curb the negative effects of prolonged screen time such as eye strain, fatigue, and dry eyes, are on the rising.



## FOOD AS MEDICINE

The Food as Medicine movement is not new, and COVID-19 was a catalyst to drive it mainstream. Food with added health benefits, e.g., organic, clean, and local, begins to outpace less beneficial one's. Food suppliers now list natural health-promoting ingredients on food labels. Consumers who wish to manage and treat a condition with better food choices start taking note of labelling. Younger consumers embrace functional foods, thus new and unique health-promoting ingredients and superfoods are strong motivations for consumers when they buy food.



## PACKAGING REUSE

The environment is beginning to take centre stage, and with a regional twist. Life cycle analysis (LCA) shows that area reuse and recycling of packaging is more economical and more environmentally friendly than shipping used packaging over large distances for recycling and handling to enable subsequent reuse. Packaging is now expanding to regional systems where restaurants provide take-out meals in their own reusable branded containers, or locally standardised containers that can be returned to any restaurant in the community for reuse.

## KEFIR

Kefir, due to its microbial diversity, may well satisfy growing health consciousness and the rising trend for lactose-free food products. Consumers' demand for fermented foods increased in recent years because of documented research into its health benefits. Both commercial kefir and homemade artisanal kefir come in various flavours and are increasingly consumed as a healthy and refreshing beverage. It is now found as an ingredient in many appealing recipes, for example salad dressings, savoury dips, poultry and meat marinades, fruit smoothies, ice cream, and breakfast pastries.



## NEW PROBIOTICS

The interest in fermented and acidified foods is picking up and will continue to rise. The pandemic made consumers more aware of product shelf life and food waste. New sources of non-dairy probiotic bacteria such as cucumber pickles, peppers, and fermented beverages are seen on health shop food shelves and in food markets.

# Innovation



## TsAfrika convenience concept

### Pantry BOX

Our **Pantry Box** was specifically designed for special occasions at home with family, a romantic picnic, a celebratory high tea or simply a very unique gift.

Luxury, decadence and convenience all come together in a stunning food bouquet!

Our **Event Box** offers a food service particularly with your safety in mind. Our prepacked snack food solutions are designed with bespoke ingredients and recipes that are suited to compliment every event.

All our food is made by hand and tastefully packaged to compliment the experience. Discrete menu cards are included.

**Delicious, healthier snacks delivered...**

### Event BOX

### Dinner BOX

Our **Dinner Box** offers easy to follow and delicious recipes with pre-portioned ingredients, ready for collection from staff restaurants daily.

You can choose any dish from our lovingly curated weekly cycle menu.

**Let go of worrying about shopping. We are here.**







# Spring Clean

## YOUR EATING HABITS

Spring is in the air and there is no better way to get your health back on track than to spring clean your pantry, kitchen and eating habits.

Trying to completely overhaul the way you eat is not sustainable, but these tips to spring clean your eating are.





## 1. Avoid calling it a diet

Welcome a lifestyle change, it is not an undertaking that will be over in six weeks, but a lifelong commitment.

## 2. Avoid fad diets, if it sounds too good to be true, it probably is!

Welcome a healthy eating plan, getting 55-60 percent of your daily energy needs from carbohydrates, less than 30 percent from fat and 10-15 percent from protein.

## 3. Avoid starving yourself thinking you will lose more weight. Consuming less than 3360 kilojoules per day is counterproductive.

Welcome regular meals and snacks to keep your metabolism going throughout the day and prevent that midday slump.

## 4. Avoid steering away from starchy foods like bread, potatoes, rice, etc.

Welcome a small portion of a low GI (glycaemic index) carbohydrate with every meal. One carbohydrate portion equals:

- one slice low GI bread
- one slice seed bread
- three wholewheat biscuits
- half a cup of high-fibre cereal
- one medium potato (100 g)
- half a cup of 100 percent durum wheat pasta (like Fatti's and Moni's)

## 5. Avoid drinks that have added non-nutrient energy in it. Some drinks do not count towards your water intake, for example coffee, Ceylon tea, fruit juice, flavoured water, and sugary soda drinks.

Welcome more water into your daily eating plan. Drink eight glasses and remember that Rooibos tea and herbal teas count as water.

## 6. Avoid eating only bland foods.

Welcome colourful foods, the more colourful your plate, the more vitamins you get!

## 7. Avoid eating while doing something else like watching television, driving, or working.

Welcome the dining room table again. Switch off all screens and concentrate on what you are eating, you will feel more satisfied afterwards.

## 8. Avoid overindulging and underestimating your portions.

Welcome a healthy plate model:

- Half a plate vegetables and salads
- A quarter plate protein
- A quarter plate low GI starch

## 9. Avoid expecting too much and getting demotivated when trying to lose weight.

Welcome having reasonable goals. Half to one kilogram is a healthy and acceptable weight loss per week.

## 10. Avoid skipping your exercise routine.

Welcome an exercise routine three to four times a week to build lean muscle tissue. This will help to keep the weight off! Even 48 hours after exercising your body is still burning fat!

## 11. Avoid getting bored or being scared to try anything new.

Welcome new recipes and new ingredients to keep things interesting.



# HOW TO PACK **A SALAD** IN A

*jar*





**1. Start with 15 ml low oil dressing at the bottom of a clean Mason jar.**

**2. Add 30 grams of one of the following:**

- ★ Cooked beef pieces
- ★ Cooked chicken pieces
- ★ Tinned tuna
- ★ Cubed Mozzarella or Feta cheese
- ★ Fry's vegetarian style chicken strips

**3. Add a starch. Half a cup to one cup depending on your eating plan:**

- ★ Wholewheat cooked pasta or crushed wheat
- ★ Brown or white rice
- ★ Quinoa or lentils
- ★ Red kidney beans or chickpeas or corn kernels

**4. Add the salad items:**

- ★ Cocktail tomatoes
- ★ Diced cucumber
- ★ Sliced red, yellow, and green peppers
- ★ Radishes
- ★ Grated or spiraled carrots
- ★ Red or spring onion
- ★ Broccoli or green beans

**5. Top with green leaves:**

- ★ Baby spinach
- ★ Any assortment of lettuce
- ★ Rocket

**6. To serve:**

Shake jar to coat ingredients with dressing and pour into a bowl to eat.

**All Mason jar salads can be prepared ahead of time. Close lid tightly without shaking the jar and it will last 5-7 days in the refrigerator.**

# GREEK MASON JAR SALAD

## Ingredients

- ★ Balsamic dressing
- ★ Cherry tomatoes, halved
- ★ Mini cucumbers, sliced
- ★ Pitted Greek olives, sliced or chopped
- ★ Crumbled Feta cheese
- ★ Chopped or shredded rotisserie chicken or Fry's vegetarian chicken-style strips
- ★ Chopped Romaine lettuce

## Method

1. Layer all ingredients a Mason jar. Start with salad dressing, then tomatoes, cucumbers, olives, cheese, chicken, and end with lettuce.
2. Close jar tightly and store in refrigerator.
3. When ready to eat pour into a bowl and serve.

# ON-THE-GO VEGETARIAN MASON JAR SALAD

## Ingredients

- ★ Balsamic vinegar dressing
- ★ Grape tomatoes
- ★ Fresh Mozzarella cheese
- ★ Wholegrain pasta, cooked
- ★ Baby spinach

## Method

1. Divide ingredients evenly in a Mason jar starting with dressing, then tomatoes, Mozzarella, pasta, and ending with spinach. Place lid on jar, close tight.
2. Shake jar to coat ingredients with dressing and pour into bowl.





# BLACK BEAN AND CORN MASON JAR SALAD

## Ingredients

- ★ Salsa
- ★ Plain Greek yogurt
- ★ Cherry tomatoes, halved
- ★ Red onion, chopped
- ★ Black beans, drained and rinsed
- ★ Frozen corn, thawed
- ★ Avocados, peeled and chopped
- ★ Feta cheese, cut into small cubes
- ★ Chopped Romaine lettuce
- ★ Chopped cilantro (optional)

## Method

1. Pour a  $\frac{1}{4}$  cup of salsa in a Mason jar.
2. Scoop about 1  $\frac{1}{2}$  tablespoons of yogurt per jar.
3. Layer the rest of the ingredients evenly, starting with tomatoes then following with onions, black beans, corn, avocado, cheese, and ending with Romaine lettuce and cilantro.
4. When ready to eat pour into a bowl, mix and enjoy!



# REMOTE SITE AND FACILITY MANAGEMENT SOLUTIONS



## TSEBO SITE SOLUTIONS

With experience in providing and managing successful camps in remote locations, Tsebo Site Solutions (TSS) challenges the boundaries of what is possible for business in physically remote areas.

Regardless of how limited the existing infrastructure or supply connections, TSS will find a way to make your location feel like home away from home.

Most often the design and construction of a remote camp starts with a simple GPS coordinate and is completely cut off from the outside world.

Difficult accessibility due to poor or non-existent roads, lack of electricity and water infrastructure, hard to find, remote locations and supply challenges are all part of TSS's everyday challenges in the remote construction or mining industries.

## *Our solution*

With more than 20 years of experience in the remote camp business, TSS has learnt how to establish reliable lines of communication for technical support in hard-to-reach locations. Whatever the challenge, we have the knowledge, the connections and 'can do' attitude to optimise the performance of your site.



We are deeply committed to health, safety and environmental policies and procedures to ensure healthy, safe working environments. We are ISO 9001:2015 certified. We are also compliant with ISO 22000:2005, HACCP and OHSAS 18001:2007. Our food production and service conform with good hygiene practices (GHP) as per Codex standards.

We are committed to uplifting the communities in which we operate. Our Enterprise Supplier Development Model is designed to facilitate integration between our clients and communities to ensure that they profitably participate in the remote camp supply chain, thus empowering local SMMEs and ensuring a long-term CSI legacy after the project is completed.

## The benefits

- ✓ Turnkey camp management solutions
- ✓ Design, development and mobilisation of remote camps
- ✓ Facilities management
- ✓ Supply chain solutions
- ✓ Maintenance
- ✓ Security
- ✓ Grounds keeping, gardening and landscaping
- ✓ Energy optimisation



# TsAfrika goes the extra mile to help **#RebuildSouthAfrica**



When unrest and subsequent looting broke out in South Africa in July, TsAfrika responded by walking the extra mile; pushing the limits to ensure that clients in severely affected parts of the country received support and much needed food parcels.

After refineries shut down, some TsAfrika employees selflessly decided to remain on standby to deliver food parcels and assist with whatever challenges may arise. Others worked through the weekend to meet tight deadlines for chartered planes that were sending supplies to KwaZulu-Natal.

They also supported their Tsebo Cleaning Solutions colleagues by serving warm meals to the crews who helped clean up in the aftermath of the destruction.

TsAfrika's vigour and passion for good deeds didn't end there. Team members were actively involved with a soup drive and other caring initiatives as part of the Tsebo Solutions Group's contributions to Mandela Day.

## Examples of TsAfrika's commitment to help **#RebuildSouthAfrica**

### **Medscheme**

Medscheme asked TsAfrika for assistance in compiling and delivering 250 food and care parcels to its staff in areas of KZN, the heart of extreme unrest. The request came through on 14 July, leaving the TsAfrika team with very little time to source, stock and pack the boxes in time for them to be airfreighted on 16 July at 19:00. By pulling together the team was able to meet the deadline. The parcels were successfully delivered to Medscheme staff on 18 July.

### **Hatch**

Hatch placed an order for 100 food parcels to be handed out to its staff in KZN and Johannesburg respectively. The order was placed on a Friday afternoon for delivery by Monday.



None of TsAfrika's regular suppliers were able to commit to such a pressing deadline, so the team visited a commercial retailer to place an order. Only ten TsAfrika staff members packed boxes on the Monday to meet the 16:00 deadline for parcels to be collected and trucked for distribution on Tuesday morning.

#### **Hollard**

Hollard ordered a total of 116 food parcels for its staff members affected by the unrest. The TsAfrika team once again rose to the challenge and made the delivery deadline.

#### **Pick n Pay (KwaZulu-Natal)**

After most of Pick n Pay's distribution centres were looted in KZN, several TsAfrika employees decided to rather stay nearby on site as they were concerned that they wouldn't get transport to work during the unrest and wanted to ensure that meals would be provided to Pick n Pay staff the next day. The team worked tirelessly to help Pick n Pay get its distribution centres back up and running and provided much needed sustenance to the cleanup crews.

#### **Pick n Pay (Longmeadow)**

Staff at the Longmeadow distribution centre in Johannesburg cooked and delivered 50 meals per day to the SANDF officers who were stationed in Alexandra during the week of unrest. In addition, the team prepared 2500 meals per day for Pick n Pay's food convoys destined for damaged KZN distribution centres.

#### **Exxaro**

The TsAfrika team at Exxaro participated in Tsebo's Mandela Day soup drive. They cooked and donated 600 portions of nutritious soup to the BrainLife NPO in Mamelodi. This shows that when times get tough, TsAfrika's passion and compassion come to the fore through its continued commitment to service excellence, no matter the challenge or the environment.



# Fedics celebrates a successful rebrand and VVIP event launch at Mercedes Benz South Africa



Fedics, in partnership with Mercedes Benz South Africa (MBSA), recently rebranded and relaunched the staff canteens at the motor company's headquarters in East London.

The relaunch, which included updating the catering equipment and redecorating the canteens with upbeat Impilenhle branding, is part of an overall rebranding for Fedics and an innovative shift in catering based on research and international trends according to the nutritional requirements of specific segments.

After eight years of staff meals at MBSA being categorised as A, B or C, according to food preference or dietary requirements, staff now have the option of ordering a range of meals from Impilenhle's tasty, nutritious menu under the categories of Ekasi, Vuka, 7 Colours and #Global.

Impilenhle's meals are specifically designed by registered dietitians to provide optimal taste and efficiency for a hardworking, hungry workforce. Fedics staff also received new uniforms in line with the canteens' lively rebranding.

A grand opening was held on 14 June 2021 to celebrate the relaunch where the canteens were favourably received by staff. The client representative, Guy Beaumont, commented: "MBSA and Fedics spent well on the remodelling of the F10 Canteen. New catering equipment, rebranding the canteens, new menus, new meals, new crockery, new branded clothing for the Fedics staff and introducing the new biodegradable meal bowls, no more plastic to landfill!"

Our HR Executive was most impressed and remarked that the tour of the F10 Canteen was most pleasing. Décor, food presentation and friendly staff all were big contributors to today. Please extend my thanks to Chef Oliver and his brother, their meals are being spoken about as a new chapter in taste and presentation."



Canteen Manager Siyabonga Mbinza had this to say about the relaunch: "The transition process had been a remarkable success and we have received a lot of positive feedback from MBSA employees about the food and the overall change in appearance. Providing excellent quality and nutritious meals to the MBSA employees has always been a top priority and this change has allowed us to continue to deliver on that commitment."

### **Pack'd event for Mercedes Benz new WS206 C-Class**

Following hot on the heels of the canteen relaunch came MBSA's launch of its W206 C-Class motor vehicle on 23 June 2021. With attendance by the Minister of Trade, MECs, Buffalo City Mayor and MBSA Management, VVIP catering was required and Fedics was well equipped to deliver.

COVID-19 has changed the landscape of event catering with health and safety being a top priority. Fedics Pack'd solution took care of these requirements by providing premium, prepacked event food so that attendees could practice social distancing and rest assured that their food is safe.

For the launch, food boxes were branded in black and white to align with MBSA's brand. Altogether 70 VVIP breakfast boxes, 90 VVIP Pack'd-to-Go lunches and dessert boxes were served along with branded fresh pressed juices. The event was a resounding success with loads of compliments received.

But the best was yet to come. As part of the C-Class celebrations, MBSA decided to spread the joy by giving each of their staff a Pack'd-to-Go meal, juice, fruit, and chocolate. For Fedics this meant preparing 3000 Pack'd boxes in addition to those prepared as part of the formal launch. The entire Fedics team at MBSA buckled down to work and had truly little sleep over the three days it took to prepare and serve all meals within MBSA's required timeframe. Added to this, an additional 800 meals were requested on Monday 24 June, and this figure increased to 950 by 17:00 on Friday. Despite constraints all meals were delivered on time and to the client's satisfaction.

None of this would have been possible without the energy and enthusiasm of an amazing Fedics team at MBSA who pulled together to create a memorable event for Mercedes Benz.

**EDICS**

Spring  
Day

**COFFEE  
BONANZA  
COMPETITION**

Tsebo Beverages division in partnership with our Sales team embarked on a Spring Day Coffee Bonanza challenge. We called on all primary and secondary schools to upload a short video of three minutes or less telling us why they love coffee, and why their school deserved to win an all-day pop-up coffee bar.

# The winning school was Maragon Mooikloof.



WHAT WE HAVE BEEN UP TO

MANDELA DAY

# SOUP

INITIATIVE

**One nation,  
one Tsebo!**

A huge **THANK YOU** to all Tsebo staff who worked around the clock and across divisions to support our clients, colleagues, and our communities during the recent unrest.

From a Mandela Month soup drive to community clean ups, manned guarding and protection, through to food parcel deliveries – our teams united to protect, serve, feed, clean up and care for fellow South Africans in need. Let's rebuild together! One nation, one Tsebo!





## SHOWING OUR SUPPORT

When unrest broke out in South Africa, Tsebo's Catering Solutions was left with an overflow produce that couldn't be used for its usual client catering.

Instead of allowing it to go to waste, the catering team used the ingredients to kickstart a Mandela Day soup drive by partnering with Chefs with Compassion (CWC) and challenging all Tsebo management and employees to cook up a hearty pot (or more) of soup and donate it to food drives in their communities. Tsebo has served 2151 litres of soup, helping CWC to exceed its target of 67 000 litres for Mandela Day... **and our pots are still boiling.**

**Let's rebuild together!**



# CSI

## INITIATIVES

### The Tsebo Phakiso Supplier Development Programme

Tsebo's Phakiso SMME supplier development programme is a tried-and-tested strategy for the integration of SMMEs into Tsebo's operational model.

The programme aims to support the development of SMMEs and contribute to their growth in a meaningful way, while allowing clients to retain the benefits of contracting with a large organisation – such as professional quality standards and cost-effective pricing.

With a business ethos that is built on ensuring that we develop, employ, capacitate and partner to the benefit of the communities we work in, Tsebo's end goal is to ensure that small businesses are:

- ✓ Sustainable
- ✓ Profitable
- ✓ Trained to the highest quality standard

At Tsebo, "we develop people, to serve people, to uplift communities". These values form the foundation of everything we do and extend to helping small businesses to scale up. We believe this is critical to the future of South Africa's economy.

The Tsebo Phakiso programme actively strives to create an environment of skills transference. Our team of industry experts dedicate time to the advancement and mentorship of identified entrepreneurs and pass on critical industry knowledge, experience and the tools that are essential to the survival and success of their businesses.

By supporting multiple small, emerging enterprises in the catering industry through mentorship, and operational and financial support and providing access to a wider market, we play a critical role in driving their growth in a sustainable manner.



# Anglo American

# Project Reimagine

## Introduction

- Project Reimagine is a collaborative effort between Anglo American, TsAfrika and emerging entrepreneurs.
- We understand that the ability to help establish small businesses and see entrepreneurs scale and achieve sustainability are critical to the future of South Africa's economy.
- The concept is built around multiple SMMEs operating independently, but within the same environment, to provide unique food offerings to Anglo American employees.
- It consists of eight different stores, owned and operated as a stand-alone business, with TsAfrika providing the backbone of overall management, procurement, administration and finance.
- TsAfrika created some exciting brand concepts and selected four SMME business owners to operate the different food stalls.
- These businesses will be supported by TsAfrika and Tsebo Foundation and developed through the Tsebo Phakiso Enterprise Development Programme.
- A selection process was conducted, and three of the four emerging business owners come from the TsAfrika stable.
- We are exceptionally proud and humbled to share our business owners' story with you.

## Food brands





# BUSI'S *Story*

Busi Jovula is the proud owner of **1 Sista**

This passionate Millennial began her career at TsAfrika three years ago as a chef.

Busi is a firm believer of customer centricity, this being the biggest driver in everything that she does. "Give me any day a difficult client to handle" is her motto and driving force. This, coupled with her determination, made her a perfect candidate to develop, groom and mould towards the wonderful opportunity provided by Anglo American.

Busi will be responsible for one of the most exciting stalls at Anglo, the Chef's Table among others. This stall will provide a Meal of the Day that offers various themed meals on a daily basis, keeping her valued customers guessing what is under the cloche.





# PHUTI'S *Story*

***Espresso Ya Mopedi*** - owned by our very own Phuti Moremi who began his career at TsAfrika through a programme called Harambe in March 2014 at our African Bank site in Midrand.

TsAfrika retained the African Bank contract in 2018. It was at this stage that our coffee shop was rebranded to Phuti's, celebrating his passion and dedication to his trade.

In 2019 Phuti was nominated as a candidate for the Jo'burg's Best Baristas competition launched by 947 Radio, a music radio station broadcasting from Johannesburg, Gauteng.

When asked, Phuti passionately states that he would like to have two other coffee spots in Johannesburg in the next five years.





# GIFT'S *Story*

**Menyonyo Grill** is the brain child coined by Gift Baloyi.

This strong and silent-type person has been with TsAfrika for about nine years.

During this period Gift has developed and perfected his skills in the kitchen, making this journey of bringing Menyonyo Grill to life at Anglo American a dream come true.

Flames and live cooking is the focus of Menyonyo Grill. It surely gives the employees on site something to look forward to. Our annual National Braai Day is no longer an occasion set aside only for 24 September!



## WHAT WE HAVE BEEN UP TO



## FEDICS SPECIAL DIET

# Ambassadors

At Fedics Healthwise, we are passionate about empowering our staff, and this is what the newly-launched Fedics Special Diet Ambassadors programme aims to achieve.

There is an increasing demand for special diets in the hospitals we currently service, and grasping all concepts that constitute a healthy special diet can sometimes prove challenging. Group Dietitian Annelize Zeelie has compiled training material that covers the most popular special diets in our hospitals. Units are required to select three to four resilient, assertive and willing candidates to undergo this programme.

These in-depth training sessions will be facilitated by Front of House Regional Manager Chrize Prinsloo. The training will be concluded with an evaluation aimed at testing candidates' knowledge. To remain visible to other team members, the special diet ambassadors will receive a green badge to place on their uniforms. They will also be required to exercise and share their knowledge during meal service times.

**We look forward to seeing our employees grow, and the positive changes this new initiative will introduce to the business.**