



FISHWICKS
PRINT BEYOND LIMITS

COMPANY PROFILE

Who we are:

Fishwicks was established in 1969 and is still innovating www.fishwicks.co.za.

As one of the largest privately owned commercial print companies in South Africa, we differentiate ourselves through our exceptional customer service and technology driven solutions.

Within our technologically advanced 18 000 sqm production facility, 135 permanently employed staff are hard at work making our customer's requirements a reality.

We proudly hold a Level 4 BBBEE rating, and have had the same BEE partner since 1973.

We are updated and pledged members of the Printing SA Federation of Printing & Packaging.

What we do:

We offer a wide range of services to companies in industries ranging from financial, retail, FMCG to corporate and the advertising sector.

With our extensive range of services, software solutions and products we are able to offer a full 360 degree solution and control 99% of the production process in-house in order to make sure that we meet our customers' ever demanding deadlines.

Our services and expertise includes:

- Litho sheet-fed printing
- Point of sale materials
- Small format digital printing
- Large format reel-to-reel and flatbed digital printing
- Silkscreen printing
- Customised software/technology solutions



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- Printing of products – from one copy to millions of copies – including leaflets, magazines, menus, backlit boards, posters, point of sale, printed cartons, book work , etc
- Printing on a wide range of materials from correx and board to paper, glass, vinyl and plastic.
- Assistance with formulating innovative ideas to assist with marketing campaigns
- Documenting and developing first-world software/workflow solutions

We are continuously researching ways to improve quality and increase efficiencies in our business and at the same time find ways to differentiate ourselves from our competitors.

Our Customers:

At Fishwicks, we may be experts in printing but our real passion is our customers. And they seem to love us too – with our customers coming back to us time and again because

- We ALWAYS deliver
- We treat each customer as the individuals they are – each with a distinctive and unique printing requirement
- We strive to exceed expectations – always rising to the challenges of each job and going beyond what is required

And even though we have the [awards](#) to prove our dedication to our work, [our customer testimonials](#) is what really drive us.

We're in Good Company:

Fishwicks is the preferred print supplier to organisations in almost every sector. Customers come to us because we not only keep our promises, but we really do work to understand their needs. We have expertise in the following sectors

- Advertising
- Retail
- Manufacturing
- Publishing
- FMCG



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- Education
- Financial
- Government and Public
- Leisure
- Beverage

Creativity:

Creativity involves two things – thinking then producing. At Fishwicks we do both. We come up with innovative ideas and then we produce them. We are commercially driven and focus on excellence on impact. We transcend traditional ideas and create meaningful new interpretations. We think, we create, we do, we make.

From concept to structural design to product, we believe in the power and value of ideas. It's how we made a brand, the brand.

We earn attention:

We rank as one of the most technologically advanced printing companies in South Africa, and our commitment to quality and service ensures that we remain world class within the print industry.

Fishwicks has been recognised numerous times in the Sappi Printer of the year awards and has won Gold, Silver and Bronze accolades. We have won Gold, Silver and “display of the year” accolades in the POPAI awards, which recognise innovative POS concepts.

We pride ourselves on understanding our customers' needs, coming up with innovative solutions and offering superlative customer service.



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Who you gonna call?

Fishwicks senior management team has been involved in the industry for many years. This has allowed us a consistency of outstanding performance for many years.

Max Nathan (Founder)	
Aubrey Nathan (Director)	Managing
Devan Gounder (Director)	Operations
Ronnie Kassuto	Sales & Marketing
Rizelda Pretorius	Financial
Bronwen Brotherhood	Human Resources

Health and Safety:

It is our policy and practice at Fishwicks to ensure that the work environment is maintained safely and without risk to the health of our Employees. In so far as it is applicable to Fishwicks Printers, we comply with the requirements of the Occupational Health and Safety Act.

Our commitment to health and safety is that any employee who shows disregard for, or contravenes this policy, whether through negligence or intent, will be dealt with in terms of the Company's disciplinary code and procedure.

Quality:

Quality is viewed as a critical aspect of our business and it receives on going management focus. Fishwicks Printers' aim is to exceed the expectations of our customers on our quality of print work and service.

The quality of our printing and colour management meets the specifications of the agreed commercial printing standards. Quality control measures are in place to ensure that each job meets the required standards for print. Technical quality is ensured through utilising the knowledge of our highly skilled and experienced staff and management team.

We have a maintenance plan in place for all our machinery. This work is carried out by our in-house fully qualified maintenance team who has an excellent knowledge of all



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our equipment. To ensure that this level of competence is maintained ongoing training is provided.

Our program of ongoing investment in the latest technology is also beneficial to maintaining our world class quality standards.

Environment:

Fishwicks have a number of initiatives in place to ensure that we promote environmentally friendly practices.

This includes the disposal of solvents, machine oil and chemical waste through a certified waste disposal company. There is a procurement program whereby preference is given to environmentally safe consumables.

Our paper waste is sent for recycling and we have a process in place to separate out the metal, plastic and board so these materials can also be sent for recycling. Empty pallets are exchanged for pallets under load of inbound material from suppliers.

The waste material from the pre-press plant is disposed of through a certified waste disposal company.

When making equipment acquisitions, one of the issues we seriously consider is how the machine will impact less on the environment with a low carbon footprint.

Employment Equity:

Fishwicks is committed to equitable employment in terms of race and gender, and will strive to represent the diverse demographic composition of the areas in which we operate as reasonably as is possible within our industry sector. The Company is also committed to promotion from within, wherever possible, and all vacancies are advertised internally before external recruitment takes place.

With regard to Equity, 27% of the shares of Fishwicks Printers are held by previously disadvantaged individuals.



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Skills Development:

We have registered a Skills Development Plan and have appointed a Skills Development Facilitator to oversee the implementation of the Plan. We are constantly developing our staff through training and have received recognition for this from the relevant governing body (FP & M SETA). We are focusing our skills development on all levels in the organisation, ranging from management training to specific scarce skills training such as Lithography and other relevant training in the printing industry.

Black Economic Empowerment:

We are proudly a level 4 BBBEE contributor with a valid certificate.