



FISHWICKS
PRINT BEYOND LIMITS

COMPANY PROFILE

Fishwicks Printers is one of the largest privately owned commercial printers in South Africa and serves a broad client base throughout South Africa. We rank as one of the most technologically advanced printing concerns in the country. Our commitment to quality and service has ensured that we have long been considered world class in these aspects within the Print industry.

Our factory is based in Durban with offices in Durban, Johannesburg, Pretoria and Cape Town. This geographic positioning allows us to meet the requirements of our customers throughout the country.

Fishwicks Printers employs approximately 260 full time employees. The business has been in existence since 1969 and has had the same BEE partner for the last 43 years.

We offer a wide range of services from **Litho Sheet-fed Printing, Point of Sale elements (semi permanent and permanent), Indigo (short runs) Large format Digital Printing , Silkscreen capabilities , cad design with sample cutting and Software/Technology solutions.**

With our wide range of products and services we are able to offer a one-stop solution to a broad base of clients.

We pride ourselves on understanding our client's needs, offering solutions and superlative customer service.

Our website address is www.fishwicks.co.za

Our philosophy at Fishwick's is to continually research new opportunities to take advantage of the latest technological developments. These opportunities have been traditionally sourced via international exhibitions, trade literature, the internet and the innovativeness of our highly skilled and experienced staff. We have always invested in new machines and technology and will continue to do so in order to provide a full printing service and where required differentiated print solutions into the future.

We ensure that we have a staff of highly skilled and professional individuals. We do this through ongoing training, skills development and internal promotion and where necessary we will recruit from outside the organisation. This enables us to produce exceptional quality and service to our clients on an ongoing basis. Recent people acquisitions have been in the areas of human capital strategy and development of young dynamic sales representatives with strong IT capabilities.

Fishwick's senior management team has been involved in the industry for many years. Our management team is extremely stable with each member having had significant experience in the company. This has allowed us a consistency of outstanding performance for many years.

HEAD OFFICE: 439 Sydney Road Congella Durban 4001 • GAITHERG: 10 Orange Street Sunnyside Auckland Park 2092
Tel: +27 (0)31 2687300 • Fax: +27 (0)31 2687351 • P.O. Box 776 Durban 4000 • Tel: +27 (0)11 7125555 • Fax: +27 (0)11 7125553 • P.O. Box 1761 Bramley 2018
PRETORIA: 41 De Havilland Crescent The Woods Black A Persequor Technopark Brummeria Pretoria • Tel: +27 (0)12 3491070/1079/1083

FISHWICKS PRINTERS (PTY) LTD • REG NO. 1969/012272/07 • website: www.fishwicks.co.za • e-mail: info@fishwicks.co.za
DIRECTORS: B.R. Nathan (Managing), D. Gounder.



FISHWICKS

PRINT BEYOND LIMITS

Max Nathan (Founder)
Bryan Nathan (Director)
Devan Gounder (Director)
Heather Jones
Keval-Ann Polmans

Managing
Operations
Financial
Human Resources

Capabilities

As regards Origination, we are fully equipped provide a complete Bureau service. All the offices are diginet and FTP linked and our factory is equipped with Computer to Plate technology.

We provide Digital Printing in Durban, Johannesburg and Pretoria.

Amongst a wide range of other machinery, our pressroom also offers the following:

2 x Computer-to-Plate Technology units	
KBA 105 5 colour with inline coating	Size: 720 x 1020 mm
KBA 106 RA 5 Colour with inline coating	Size: 740 x 1060 mm
Heidelberg Speedmaster 4 Colour Press	Size: 720 x 1020 mm
Heidelberg Speedmaster 4 Colour Press	Size: 520 x 740 mm
Roland Ultra Six Colour Press	Size: 1100 x 1550 mm
KBA 162 Rapida four colour	Size: 1100 x 1620 mm
2 x Large Imperia Die-Cutting Platen	Size: 1090 x 1550 mm
UV Varnish Press (overall)	Size: 710 x 1020 mm
Xerox 4112 black and white high speed	Size: 320 x 450
HP Latex digital press	Size 1,5m by any length
Durst Digital flatbed printer	Size 1,8m x 2,5m
2 x Zund Cad cutters	Size 1,8m x 2,5m
1 x Robotic gluing device	Size 1,7m x 2,5m
HP Indigo 5600	Size 320 x 450mm
Kip Digital toner press	Size: 900mm width by any length
Various automated Finishing equipment	Folding, Stitching, Binding
Various Silkscreen Machinery	

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.



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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 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.

Fishwicks have won POPAI Awards which recognise excellence in Point-Of-Purchase Advertising Displays and in-store communication activity.

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.

Company Organisational Structure

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Fishwicks Printers national organisation structure consists of a Head Office and Factory based at 439 Sydney Road, Durban and a Branch Office in Johannesburg, Pretoria and Cape Town.

Our Durban operation has the following functions: Finance and Administration, IT, Sales, Client Support, Human Resources, Estimating/Commercial, Production Planning, Operations, Logistics/Dispatch, Cad Design and sample cutting.

Depending on operational requirements casual labour is employed from time to time through a recognized labour outsourcing service provider.

The Johannesburg office has the following functions: IT, Sales, Client Support, Estimating/Commercial, Logistics/Dispatch, Cad Design and sample cutting.

The Pretoria office has the following functions: IT, Sales, Client Support, Estimating/Commercial, Logistics/Dispatch, Xerox for short runs including various finishing.

The Cape Town office has the following functions: Marketing, Sales and Client Support.

Account Manager

In the event that Fishwicks Printers is successful with this tender proposal, a dedicated Account Manager who will be the single point of contact between the client and us will be assigned to the contract.

Support Infrastructure

The details of the support infrastructure that we will provide as back up support and maintenance services during the intended contract period is set out below.

Bryan Nathan: Managing Director
Devan Gounder: Operations Director

We are committed to providing an exceptional service and whatever resource we require to deliver our service promise will be utilised.

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 PDI's.



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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 2 BBBEE contributor with a valid certificate.