printing sa™

Federation of Printing, Packaging, Signage & Visual Communication

ANNUAL REPORT 2021/22

printing sa™

Federation of Printing, Packaging, Signage & Visual Communication

Member

PLEDGE

REGISTERED MEMBERS OF PRINTING SA

pledge to abide by the association's code of ethics and, to the best of their ability, act in a way that is consistent with the following values:

PROFESSIONALISM

To maintain the highest appropriate standards of technology and employee skills

INTEGRITY

To be honest and open in all my dealings

FAIRNESS

To provide good value for money and top quality

SUSTAINABILITY

To ensure the best possible financial, social and environmental performance of the business

ACCOUNTABILITY

To meet all my statutory obligations to all shareholders

CONTENTS

PRESIDENT'S REPORT 3

CEO'S REPORT 4

ORGANISATIONAL STRUCTURE 6

COMMERCIAL & TECHNICAL ISSUES 8

NATIONAL TRAINING & DEVELOPMENT 14

MEMBER DEVELOPMENT & OPERATIONS 28

MARKETING REPORT 32

CENTRAL CHAMBER 38

CAPE CHAMBER 40

NORTHERN CHAMBER 42

KWAZULU-NATAL CHAMBER 44

CONSOLIDATED ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021 48

- COMMITTEE MEMBERS' RESPONSIBILITIES AND APPROVAL 49
- INDEPENDENT AUDITOR'S REPORT 52
- STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2021 54
- STATEMENT OF COMPREHENSIVE INCOME 55
- STATEMENT OF CHANGES IN EQUITY 55
- STATEMENT OF CASH FLOWS 56
- ACCOUNTING POLICIES 57
- NOTES TO THE ANNUAL FINANCIAL STATEMENTS 61

INTERNET
OF
THINGS

PRESIDENT'S REPORT

LEAL WRIGHT
PRESIDENT OF THE
BOARD OF PRINTING SA

> An increasing need is to help in initiating a Master Plan for the Printing, Packaging and Signage sectors with Government leading in its support.

I am pleased to report on a successful year for Printing SA, as well as a time of celebrating our existence for 110 years.

Our industry has changed and developed in countless ways during our time of existence, but our continued health and activity bears testimony to the organisation's ability to identify and meet appropriate member needs.

Training is our number one priority, and we have an impressive suite of training courses. Some of the recent modules are now attracting international students. So, we will continue on this path.

We find that our members continue to ask for Consulting advice on an array of business issues and going forward we expect to play a leading role to guide members around environmental and sustainability issues.

There is a great need to represent the industry at an array of government and nongovernmental organisations. These include the Chamber of Commerce, the FP&M Seta, and the Department of Trade and Industry. Printing SA also engages with ITAC and member companies affected whenever damaging tariffs or duties are proposed.

An increasing need is to help in initiating a Master Plan for the Printing, Packaging and Signage sectors with Government leading in its support.

I congratulate the CEO, management, and staff of Printing SA on their commendable results for the year, and I look forward to continuing with them on their journey ahead.

Leal Wright
President of the Board of Printing SA

CEO'S REPORT

DR ABDOOL MAJID MAHOMED
CEO

The challenges posed by the Covid-19 pandemic had a lasting impact on the printing industry resulting in various operational and strategic changes in the sector. Whilst Printing SA had to evaluate its core operations and adjust to the lower demand for printed news items, whilst seeing an upsurge in packaging due to brisk online sales. The 2021 financial year evidenced a recovery in that businesses opened up and the economy began to stabilize. The improvement in operational performance during the year under review bears testimony to the resilience of Printing SA in an ever-changing economic environment. Printing SA adapted its strategy to incorporate the changes to business needs, and together

The improvement in operational performance during the year under review bears testimony to the resilience of Printing SA in an ever-changing economic environment.

with support from affiliates, the company was able to produce favorable outcomes.

Whilst lower volatility was experienced in the sector as a whole, Printing SA continued to monitor its operating margins, forecasts and business plans. The improved performance of Printing SA during 2021 can be attributable to the curtailment of non-profitable activities in 2020 and the decision to focus proactively on the successful operating segments. The restructuring of the service offerings to better align with the needs of stakeholders also positively impacted upon revenue generation during the period.

Revenues increased during the period despite lower pandemic-imposed debt recoveries. An online training platform was also introduced and has proven to be successful to date. Subscription and membership fees have shown a slight decline during the year under review. Project funding increased due to the FP&M Seta awarding 80 seats on the Foundational Learning Programme, a key programme aimed at introducing unemployed youth into the vibrancy of the print industry, creating jobs. Expenditure was aligned to expectations, with a slight increase relating to hardware purchases as Printing SA operated remotely during the 2021 financial year. Training expenditure also increased due to the online migration. These factors contributed to a significant 28% increase in the net profit margin during the year (2021: 36%, 2020: 8%).

At Printing SA, while we are pleased with the results of the current year, we remain cognizant of the fact that we are operating in an unstable and uncertain environment, due to the insurrection in July 2021 and higher than normal unemployment. Whilst the pandemic may have subsided and businesses may be on the route to recovery, the ongoing electricity crisis with load shedding, the instability at our ports and the main arterial network connecting Gauteng to KZN, remain on the radar. We are however confident that with the support of our staff and full and associate member companies, Printing SA will continue to add value in a manner that is both efficient and innovative, after achieving a formidable milestone of having existed and thrived for 110 years in SA.

Dr Abdool Majid Mahomed
CEO

ORGANISATIONAL STRUCTURE

printing sa™
Federation of Printing, Packaging, Signage & Visual Communication

2021/22

TOTAL FILLED POSTS: 23

TOTAL CONTRACT POSTS: 0

TOTAL VACANT POSTS: 0

DR ABDOOL MAJID MAHOMED
CHIEF EXECUTIVE OFFICER

KEN LEID
DIRECTOR: NATIONAL TRAINING & DEVELOPMENT

ABISHA KATERERE
MARKETING MANAGER AND B-BBEE SPECIALIST

MARIA SILVEIRO
PA TO CEO AND OFFICE MANAGER

MICHELLE EYBERS
NATIONAL TRAINING AND DEVELOPMENT ADMINISTRATOR

ASHLEY SAMUEL
REGIONAL CHAMBER MANAGER: CENTRAL CHAMBER

RORISANG RAMOSHEBI
OFFICE ADMINISTRATOR

SIMONE NAYAGER
LABOUR CONSULTANT

PEARL MOTLOUNG
TRAINING COORDINATOR

DANIELLE ARENDORF
REGIONAL CHAMBER MANAGER: CAPE CHAMBER

DESDEMONA ARENDORF
OFFICE ADMINISTRATOR

GERWIN AFRICA
LABOUR CONSULTANT

SULINDY JANKLAAS
TRAINING COORDINATOR

JERMAINE NAICKER
REGIONAL CHAMBER MANAGER: KZN CHAMBER

LUNGIE RADEBE
OFFICE & TRAINING ADMINISTRATOR

TERISHA VEERAN
MEMBER SERVICES CONSULTANT

LANA HUMAN
REGIONAL CHAMBER MANAGER: NORTHERN CHAMBER

ZAYED BAGUS
DIRECTOR: MEMBER DEVELOPMENT AND OPERATIONS

KHANYI NTANZI
MANAGER: COMMERCIAL AND TECHNICAL

NICOLIENE BADENHORST
GROUP ACCOUNTANT

ANELE MGWEBI
ACCOUNTING CLERK

MATSHIDISO MAAPOLA
ACCOUNTING CLERK

PHOPHI RAVELE
ACCOUNTING CLERK

COMMERCIAL & TECHNICAL ISSUES

KHANYI NTANZI
COMMERCIAL AND TECHNICAL MANAGER

In 2021, the printing industry experienced significant disruption from digitisation and declining advertising spend which was exacerbated by lockdowns. The cost of paper and printing was too high because of so many reasons behind the industry which affected the printing and packing business worldwide.

Printing SA was busy scanning the environment to ensure that there were no legislations passed which will negatively affect the industry. We kept our members abreast with industry important updates and advice on how business should remain compliant with local and global legislations. We saw some of our local paper and plastic manufactures applying for duty increase to International Trade Commission of South Africa (ITAC), Printing SA and members objected to these applications due to our local manufactures incapacity to meet local demand.

1. DUTY ISSUES

MONDI PAPER APPLICATION ON OFFICE PAPER AND REELS OF PRINTING AND CONVERTING

80%

STATUS: IN PROGRESS
MAY 2021 – NOVEMBER 2021

Printing SA received ITAC letter on behalf of Mondi paper dated 20 May 2021 applying for duty increase on office paper and reels of printing and converting under tariff subheadings 4802.55.15 from 0 to 20%; 4802.56.90 from 10% to 20% and 4802.57 from 0 to 20%.

Mondi stated several reasons for the application among others that the paper industry is under significant pressure due to a structural decline in the South African market, which has been accelerated by COVID impacts and ongoing threats from imports. Printing SA members objected to the application due to Mondi inability to supply the local demand. In June and September 2021, Printing SA and members were submitted opposing comments to ITAC.

In October 2021, Printing SA further requested an opportunity to present before the ITAC's Commission to clarify the objection to the application.

In November 2021, Printing SA delivered their presentation which the Commission responded to have clearly understood our position and reasons. ITAC said they will announce the outcome of the investigation once the decision has been made.

POTENTIAL IMPORT DUTY APPLICATION FOR THERMAL ROLLS LESS THAN 85 MM IN WIDTH

55%

STATUS: IN PROGRESS
MARCH 2021 – DECEMBER 2021

Rotunda is leading the duty application for Thermal rolls less than 85 mm in width on behalf of Thermal Converters. The application was re-initiated and led by Rotunda in March 2021 after ITAC advised Printing SA to elect one member to lead the application. The pre-initial investigation was initiated in July 2021 after verification process was concluded in June 2021 to verify the merit of the application.

In November 2021, ITAC published Thermal Rolls application notice on a government gazette requesting comments. The duty increase was requested on 4810.13.30 which was problematic as the product will still be cleared under different tariff subheading.

In December 2021 SARS was approached to assist in that regard. Since then, there were ongoing discussions between SARS and Printing SA to reach consensus to apply the increase to other tariff subheadings which describe the subject product to ensure there will be no circumvention of the product.

SRF FLEXIPAK APPLICATION ON BIAXIALLY ORIENTATED POLYPROPYLENE ("BOPP")

70%

STATUS: IN PROGRESS
MARCH 2021 – DECEMBER 2021

The request for duty increase was published by ITAC in October 2021 for SRF Flexipak (South Africa) (Pty) Ltd. The increase in the rate of customs duty on Biaxially Orientated Polypropylene ("BOPP") classifiable under tariff subheadings 3920.20.50 and 3920.20.55 from free of duty to 10%.

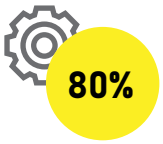
SRF Flexipak stated reason for the application that the BOPP continues to be imported into South Africa, despite the presence of SRF and the availability of locally manufactured BOPP and that South Africa is becoming an increasing attractive target for BOPP imports.

Printing SA members were against the application, objecting comments were submitted in November 2021. The reason stated by Printing SA objections was that SRF Flexipak already enjoys duty protection on other products they are manufacturing.

The product they are requesting the increase on, they are not yet manufacturing it, even on product they are supplying they are unable to meet local demand.

2. ENVIRONMENTAL ISSUES AND LEGISLATION

REGULATION OF PRINTING ACTIVITIES UNDER SECTION 23 OF THE AIR QUALITY ACT. (CONTROLLED EMITTERS)



In August 2020, the notice intending to regulate Printing Industry to be declared as Controlled Emitters in terms of Section 23 of Air Quality Act 2004 was published for comments. This was a revised Notice for a second round of public participation, to provide stakeholders with another opportunity to comment as it was last consulted in 2016. The notice sought to regulate operators or owners of an existing or new printing industry operating in South Africa which use the technologies of gravure, flexography, rotary screen printing, heat set lithography – performing the printing, coating, varnishing and lamination activities.

Since December 2021 Printing SA was still waiting for the Department response. In 2020, Printing SA and the Department of Forestry, Fisheries and the Environment (DFFE) had bilateral engagements regarding the notice. Printing SA raised concerning issues that if notice will be passed in its current form it will have devasting impact to the industry due to high cost and maintenance of the proposed mitigating equipment to be installed.

Printing SA sent comments in September 2020 and proposed that the Department can investigate a tax on organic solvent usage (for certain printing processes) and the tax should be used to offset the additional cost of alterative printing material to encourage change.

EXTENDED PRODUCER RESPONSIBILITY (EPR) NOTICE AND INTRODUCTION OF SECTION 18

In March 2021, the amended regulations were published requiring all obliged producers of identified products and producer responsibility organisations (PRO) to register with the department on http://sawic.environment.gov.za from 5 May 2021 until 5 November 2021 and comply with the regulations.

The Regulations Regarding Extended Producer Responsibility (EPR) and the notice for paper and packaging, e-waste and lighting were published on 5 November 2020.

TO WHOM THE REGULATIONS APPLY?

The Regulations applied to the paper, packaging including electrical and electronic equipment sector, lighting sector and some single-use product sectors. The affected producer (brand owner, importer, manufacturer, converter) is the entity, person or category of persons who place in excess of 10 tonnes of identified products onto the market on an annual basis.

The EPR regulations put pressure on producers by forcing them to produce and disperse products in an environmentally responsible manner. It became mandatory for brand owners, manufacturers, importers, converters, distributors, retailers to take-back and recycle their products at the end of their useful lives. Furthermore, companies are also urged to use recycled materials whenever possible.

WHAT SHOULD YOU DO TO COMPLY WITH THE REGULATIONS?

Start by understanding and analyse identified product portfolio (controlled products') in your organisation. Know the Producer Responsibility Organisation (PRO) to register with or covers your company products. You need to know how much your organisation will be required to contribute towards the PRO, the PROs will represent different substrates and fees will vary with the substrate and quantities the company produces or puts in the market.

VISIT WWW.PRINTINGSA.ORG FOR DETAILED INFORMATION.

NATIONAL CLIMATE CHANGE BILL

STATUS: IN PROGRESS

WHAT IS THE BILL PURPOSE?

The Bill represent country's formulation to manage and combat climate change. The Bill will facilitate South Africa's transition to a greener economy, force businesses to reduce greenhouse gas emissions that accelerate climate change. The Bill identifies sectors where greenhouse gas emissions must drop. Big polluters are allocated "carbon budgets", and they won't be allowed to exceed their emissions budget. This requires the development of thresholds and will also inform a company's carbon tax bill.

The Climate Change Bill was anticipated to be tabled in the national assembly in November 2021, after the Cabinet passed it in September 2021.

The Bill will facilitate South Africa's transition to a greener economy, force businesses to reduce greenhouse gas emissions that accelerate climate change.

Printing SA will ensure to follow the developments of the Bill in Parliament to advise members if any urgent matters arises which will require compliance once the Bill is passed into law. We noted that South African Government is accelerating to implement the Bill urgently to take urgent action to combat climate change effects and its impacts to the environment.

REGULATIONS ON PLASTIC CARRIER AND FLAT BAGS TO BE 50% RECYCLED

In April 2021, the amendments to Plastic Carrier Bags and Plastic Flat Bags Regulations were published for implementation. The regulations focus on promoting a circular economy and ensuring circularity by prescribing the design through setting minimum recycled content in a phased manner starting from 2023 until 2027.

Non-compliance is an offence punishable by a fine of up to R5m and/or imprisonment of up to 5 years, in the case of a second or subsequent conviction a fine of up to R10m or 10 years imprisonment.

SUSTAINABILITY AND GREEN PRINTING

Recent Global Sustainability Study 2021 conducted by Simon-Kucher & Partners, reveals more than a third of global consumers are willing to pay more for sustainability as demand grows for environmentally friendly alternatives. The print companies' investors also want to earn their status as good corporate citizens, making a sustainable approach an important part of maintaining corporate reputations. Companies who pivoted their business models towards a circular economy approach have reported success and triple bottom line.

The printing sector has frequently embraced environmental issues, sustainability has been an initiative for the industry addressing concerns about paper consumption and developing recycling programmes for many years. Recently sustainability has gained momentum and urgency due to Global Climate crisis and the fact that natural resource are becoming scarce and not sustainable production means must be rejected in favour of a circular, regenerative approach.

Sustainability & print

3. OTHER LEGISLATIONS

PROTECTION OF PERSONAL INFORMATION ACT

The Protection of Personal Information Act 2013 (POPI Act or POPIA) promotes the protection of personal information by public and private bodies. The Act came into effect from 1 July 2021. The Act ensures that individual rights to privacy is taken seriously and provides protection against unlawful, dissemination and use of personal information.

The commencement for registration of information officers and deputy information officers is done via Information Regulator website from 1 May 2021. The Guidance Note for the registration were published in April 2021 in order to ensure proper understanding of the legislative requirements, as it makes the final preparations for POPIA. The Information Regulator is encouraging organisations and responsible parties to submit their applications for registration through the online portal.

Businesses that do not comply with POPIA, regardless of whether it is intentional or accidental, can face severe penalties. The Act makes provision for fines of up to R10 million and a jail sentence of up to 10 years, depending on the seriousness of the breach.

EMPLOYMENT EQUITY BILL

STATUS: IN PROGRESS

The Employment Equity Bill was introduced in Parliament on 28 October 2020, which includes amendments to the Employment Equity Act 55 of 1998 ("the EEA") which permit intervention by the Minister to set employment equity targets for different business sectors and more red tape for employers hoping to do business with the State. In May and July 2021, the Department of Employment and Labour invited Printing SA to discuss the setting of sector targets. Printing SA held stakeholder engagement where the proposed Employment Equity Sector targets were unpacked and clarified.

In August 2021, the proposed targets by Printing SA and members were submitted to the Department of Employment and Labour. Mooney Ford Attorney's was consulted to advise on this matter and to put together the submission and make fair presentation on behalf of members to the Department. Printing SA requested to further engage with the Department on the submission. They responded that they would revert with the date for the engagement.

COPYRIGHT AMENDMENT BILL

STATUS: IN PROGRESS

In June 2020, President Ramaposa referred the Copyright Amendment Bill and the Performers' Protection Amendment Bill back to National Assembly. Printing SA has been part of the Copyright Coalition of South Africa (CCSA). The Coalition has been campaigning for the redrafting of the Copyright Amendment Bill which required the provisions to be re-evaluated, reconceptualised and rewritten to improve the protection of authors and publishers in the internet age.

Fair use is among areas need to be fixed to uplift the South African creative industry and adequately address injustices of the past. In this current form "fair use" does not protect literary works e.g., books and written composition novels; artistic works, published editions which may negatively impact the printing industry.

The CCSA representatives presented in Parliament in August 2021, this follows another presentation done in May 2021 which was followed by an engagement with Some Political parties serving in the Portfolio Committee who agreed to work with CCSA representatives to meetings where issues raised are being discussed. The Parliament is currently in recess until 2 November 2021.

PROCUREMENT AMENDMENT BILL

STATUS: IN PROGRESS

In October 2020, the Procurement Bill was sent to the Committee for further research and input. The process will allow the Bill to be debated and amended if necessary. The draft bill proposes the creation of institutions necessary to ensure the integrity of the procurement system and to address potential violations.

The Draft Bill creates a more flexible preferential procurement regime and enables the Minister of Finance, in consultation with the responsible Ministers, to prescribe a framework for a preferential procurement system. The framework mentioned above must consider the provisions of the Broad-based Black Empowerment Act. In 2021 no discussions were undertaken in Parliament to deliberate on the Bill.

IMPRINT ACT: ACT 43 OF 1993

Printing is in discussion with the Department of Home Affairs to discontinue administering the Act. The process of reviewing the Imprint Act's relevance and whether Printing SA should continue to administer the Act on behalf of the Department of Home Affairs was undertaken in October 2021. Members were requested to provide their views in this regard and the Board to take a final decision based on members responses. In December 2021 were still waiting for Ministers' direction on this regard.

The Department of Home Affairs requested Printing SA to administer the Imprint Act in 1993. The Act requires that any printer of printed matter affixes a legible notice containing the words Printed by followed by his full and correct name and the full and correct address at which he conducts his business of printing, or an abbreviation of his name as registered with Printing SA.

OCCUPATION HEALTH AND SAFETY BILL 2020

In May 2021, the Minister of Employment and Labour published a notice to introduce the Occupational Health and Safety Amendment Bill, 2020 in the National Assembly. The Bill seeks to amend the Occupational Health and Safety Act, 85 of 1993 to make further provision in respect of the health and safety of persons at work and for the health and safety of persons in connection with the use of plant and machinery.

To further regulate the protection of persons other than persons at work against hazards to health and safety arising out of or in connection with the activities of persons at work. To further regulate the composition of an advisory council for occupational health and safety.

REGULATIONS FOR ENERGY PERFORMANCE CERTIFICATE FOR BUILDINGS

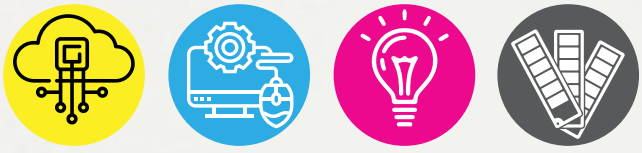
In December 2020, the regulations for energy performance certificate for buildings came into effect. They apply to building owners and require the compliance with new building energy regulations governing energy efficiency and require formal assessment of building energy consumption by 8 December 2022.

To be compliant the EPC [Energy Performance Certificate] must be displayed at the building entrance. Certain classes of buildings need to have their energy performance assessed by a South African Accreditation System (SANAS) accredited inspection body. The inspection body will then issue an Energy Performance Certificate, rating the building from A to G for energy efficiency. The certificates will need to be renewed every five years.

THE AFRICAN CONTINENT FREE TRADE AREA AGREEMENT

The African Continent Free Trade Area agreement came into effect on 1 January 2021, and was entered into force on 30 May 2019, key issues for the free trade area are still under negotiation. It is expected to be fully operational by 2030 where it will be expected to become the world's biggest free trade zone.

The agreement to create a single continent-wide market for goods and services and to promote the movement of capital and natural persons, thereby creating a sound global economic impact. The African negotiators and stakeholder among 54 African countries to try and resolve challenges impending to free trade including political turmoil, infrastructure gaps, and security threats. Steady progress needs to be made on implementing the agreement, a bottom-up approach focusing on national problems that require transborder solutions such as sharing water resources as well as other regional infrastructure projects.



NATIONAL TRAINING & DEVELOPMENT

KEN LEID
NATIONAL DIRECTOR,
TRAINING AND DEVELOPMENT

Printing SA offers a wide range of courses and learning programmes designed to meet the needs of the printing, packaging, signage, and visual communications industry.

Our range of Introduction courses have been developed to properly prepare new entrants to the industry for the world of work and to excite them about the prospect of taking up a career in this vibrant industry.

Our Technical courses include our Technical Theoretical Modules for Apprentices which are now presented via our dual system of learning.

Our range of Introduction courses have been developed to properly prepare new entrants to the industry for the world of work and to excite them about the prospect of taking up a career in this vibrant industry.

Apprentices attend classes online for two days per week while receiving practical skills training and structured experiential training, at their workplaces, during the balance of the week.

We have also introduced a wide range of short learning programmes, which are aligned to new QCTO trade and occupational qualifications that will be rolled out over the next few years.

Our Colour Management e-Learning, which has proved to be popular with our fellow FESPA Associations around the world, and our pre-press and print specific Adobe Creative Cloud blended e-Learning courses are also aligned to the curriculum specifications of the Electronic Pre-press Technician qualifications that will be launched during the second half of 2022.

Our Administrative courses have been designed to prepare up and coming Managers for their pivotal role with our brand-new Team Leader programme. We have also partnered with the Cape Peninsula University of Technology (CPUT) to offer a new 10-month Management Development Programme (MDP). The good news is that MDP graduates will gain subject credits toward the Diploma in Printing Management offered by CPUT. The MDP and the Diploma in Printing Management subjects will be offered online by CPUT.

Printing SA, in partnership with the FP&M SETA, provided over R 3 million in bursaries to allow learners the opportunity to complete our range of new occupationally aligned skills programmes that were launched in 2021.

4. FOUNDATIONAL LEARNING PROGRAMME (FLP)

Industry stakeholder representatives have actively promoted the annual running of Printing SAs Foundation Learning Programme since its inception in 2018.

The FLP was designed to properly prepare unemployed youth for the world of work and to excite them about the prospects of embarking on a career in the Printing, Packaging, Signage and Visual Communication Industry.

The FP&M SETA partnered with Printing SA to successfully run the FLP in 2018 and again in 2020/2021 with a total of 160 Learners over these two training years.

Printing SA is committed to providing graduate Learners with post FLP Internships at Member Companies in order that they might gain valuable workplace experience and exposure during their 3-month internships.

Our Industry have become accustomed to filling vacant full-time positions with graduate Learners as opposed to conducting their own recruitment strategies in the knowledge that Printing SA has conducted psychometric and colour vision assessments as well as criminal checks during the talent selection process.

It should be noted that the subject matter content of the FLP has been derived from the qualification specifications of the new QCTO Occupational Qualifications that Printing SA is developing in partnership with the FP&M SETA. Once these qualifications are registered, and Printing SAs learning pathways and material are accredited by the QCTO, FLP graduates will obtain credits towards various occupational qualifications.

FOUNDATIONAL LEARNING PROGRAMME 2020 - 2021		
Component Course	**Learners**	**Percentage Pass**
FLC English Communications	76	99%
FLC Mathematical Literacy	76	64%
Personal Hygiene	76	100%
Personal Finance	76	100%
Basic Labour Legislation	76	95%
Workplace Etiquette	76	100%
Introduction to the Printing and Packaging Industry	76	75%
ICDL Digital Citizen Plus	76	99%
Safety Health and Environment Representative	76	67%
First Aid Level 1	76	82%
Fire Awareness	76	88%

Workplace Experience Internship

The last phase of the FLP consists of a 3-month internship during which time the Learners gain valuable workplace experience and exposure to the following areas:

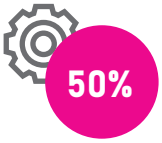
- Raw material stores.
- Material handing & material handling equipment.
- Printing or Packaging processes.
- Printing or Packaging material surface requirements.
- Post printing or packaging finishing processes.
- Despatch.
- Sales, estimating & production planning.

Graduate FLP Learners are made available to Printing SA Member Companies to serve their internships.

- Learners are registered as Interns with the FP&M SETA.
- Member Companies are provided Learner/ Intern logbooks to record the workplace experience and exposure that they receive.
- Logbooks need to be duly completed and endorsed by the Learner and the Company Employee(s) appointed to oversee the Learner/Intern while gaining the experience and exposure specified in the logbook.

Placement

The FLP Graduate Learners are then made available to Member Companies, via Printing SA's Regional Chambers, for placement in Pre-Press, Printing, Print Finishing or Packaging occupations and trades.



At the time of writing this annual report, over 50% of the Graduate Learners had already taken up employment opportunities in the industry.

5. TECHNICAL THEORETICAL MODULES

TT1 18 FEBRUARY TO 20 AUGUST 2021					
Trade Theory	**Cape**	**Central**	**KZN**	**Northern**	**FP&M SETA Exams**
Lithography	-	-	1	1	25 August 2021
Web Offset	-	2	-	-	
Gravure	-	-	2	-	
Packaging	-	-	1	-	
Flexography	-	3	15	-	
Envelope Adjuster	-	2	-	-	
Origination	1	1	-	-	
Pass	1	6	18	1	
Fail	-	2	1	-	
Generic Subjects					
Business Studies	1	8	19	1	23 August 2021
Pass	1	7	18	1	
Fail	-	1	1	-	
Printers Machinery	-	7	19	1	24 August 2021
Pass	-	7	18	1	
Fail	-	-	1	-	
Typography	1	1	-	-	24 August 2021
Pass	1	1	-	-	
Fail	-	-	-	-	

TT2 4 MAY TO 22 SEPTEMBER 2021					
Trade Theory	**Cape**	**Central**	**KZN**	**Northern**	**FP&M SETA Exams**
Bookbinding	-	-	-	1	15 September 2021
Lithography	2	-	4	2	
Web Offset	-	-	-	-	
Gravure	-	-	-	-	
Packaging	-	-	3		
Flexography	-	-	-	-	
Envelope Adjuster	-	-	-	-	
Origination	1	-	-	-	
Pass	3	-	6	3	
Fail	-	-	1	-	

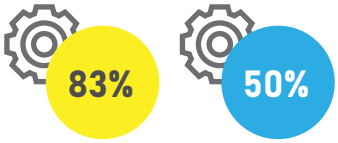
TT2 4 MAY TO 22 SEPTEMBER 2021					
Trade Theory	**Cape**	**Central**	**KZN**	**Northern**	**FP&M SETA Exams**
Generic Subjects					
Communications	3	-	7	3	13 September 2021
Pass	3	-	6	3	
Fail	-	-	1	-	
Material Tech	2	-	7	3	14 September 2021
Pass	2	-	6	3	
Fail	-	-	1	-	
Design and Layout	1	-	-	-	14 September 2021
Pass	1	-	-	-	
Fail	-	-	-	-	

TT3 1 JULY TO 22 OCTOBER 2021					
Trade Theory	**Cape**	**Central**	**KZN**	**Northern**	**FP&M SETA Exams**
Bookbinding	-	-	-	-	17 November 2021
Lithography	-	-	-	-	
Web Offset	-	2	4	-	
Gravure	-	-	-	-	
Packaging	-	-	6	-	
Flexography	-	2	7	-	
Envelope Adjuster	-	-	-	-	
Origination	1	-	-	-	
Pass	1	2	15	-	
Fail	-	-	2	-	
Generic Subjects					
Printers Admin	-	4	17	-	15 November 2021
Pass	1	4	15	-	
Fail	-	-	2	-	
Material Tech	-	4	17	-	16 November 2021
Pass	-	4	14	-	
Fail	-	-	3	-	
Colour Management	-	-	-	-	16 November 2021
Pass	1	-	-	-	
Fail	-	-	-	-	

TT1 16 SEPTEMBER 2021 TO 11 FEBRUARY 2022					
Trade Theory	**Cape**	**Central**	**KZN**	**Northern**	**FP&M SETA Exams**
Lithography	3	3	1	3	23 February 2022
Web Offset	-	-	4	1	
Gravure	-	-	-	-	
Packaging	-	2	6	-	
Flexography	-	-	2	1	
Envelope Adjuster	-	-	-	-	
Origination	3	-	-	-	
Generic Subjects					
Business Studies	6	5	13	5	21 February 2022
Printers Machinery	3	5	13	5	22 February 2022
Typography	3	-	-	-	22 February 2022

6. ESTIMATING FOR PRINTERS

Printing SAs Lecturer, Ronald Samuels, presented the Estimating for Printers course to 13 Learners, via Google Classrooms, on Wednesday evenings during 2021.



83% of the Learners successfully completed the June 2021 theory exam while only 50% of the said Learners passed their two practical examinations in October 2021.

7. ADOBE CREATIVE CLOUD BLENDED E-LEARNING PROGRAMME

The Adobe CC blended e-Learning courses, presented in partnership with MSD (Morning Star Design), are becoming increasingly popular with Industry stakeholders and we have accommodated several additional learners, to those reported below, on our Essential and Intermediate courses after the scheduled course dates.

ADOBE CC COURSES	Dates	Cape	Central	KZN	Northern	Pass Rate
Photoshop Essentials	April 2021	5	4	7	5	95%
InDesign Essentials	May 2021	5	5	5	6	76%
Illustrator Essentials	June 2021	5	5	5	6	81%
Acrobat for Print and Pre-press	July 2021	5	5	5	6	88%
Photoshop Intermediate	August 2021	6	6	5	6	68%
InDesign Intermediate	September 2021	5	6	5	6	67%
Illustrator Intermediate	October 2021	5	5	5	6	71%
Photoshop Essentials	November 2021	-	-	4	-	-

8. CARTON FOLDING AND GLUING PROGRAMME

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
May 2021	-	9	-	5	60%	-	-	-
October 2021	2	-	3	-	40%	-	-	-

This skills programme integrates the skills (PM), knowledge (KM) and workplace experience (WE) that a Carton Folding and Gluing Machine Operator needs to competently setup, operate and maintain carton folding and gluing machines.

Participating companies who enrol learners on all of our new skills programmes are provided Standard Operating Procedures (SOP) and Assessment Instruments for all the prescribed practical activities.

Participating companies are also provided logbooks that define the workplace experience that Learners are to be exposed to.

The Regional Chambers role is to ensure that the participating companies timeous complete the in- company practical and workplace experience modules and, when required, assist with training administration, practical training and assessment.

Learners will undergo a final competency assessment (FC) after successfully completing all the prescribed skills, knowledge and workplace experience modules.

9. SHEETFED LITHOGRAPHERS' ASSISTANT PROGRAMME

This learning programme integrates the skills, knowledge and workplace experience that a Sheetfed Lithographers Assistant needs to competently assist Sheetfed Lithographers setup, operate and maintain lithographic printing presses.

KNOWLEDGE MODULE	Dates	Cape	KZN	Presented By	KM
Printing Press Basics	13 – 14 May	5	4	Erich Kühl	33%
Printing Science Basics	19 – 20 May	5	4	Erich Kühl	44%
Printing Quality Basics	3 – 4 June	5	4	Erich Kühl	33%
Machine Maintenance	9 – 10 June	5	4	Rod Hopley	67%
Press Assistant	6 – 7 July	5	4	Erich Kühl	56%

In-Company Practical Modules (percentage of learners deemed competent)	-
In-Company Workplace Experience Modules (percentage of logbooks verified)	-
Printing SA Final Competency Assessment (percentage of learners deemed competent)	-

Learners are to be provided remedial studies and opportunities to write supplementary examinations.

10. COLOUR MANAGEMENT E-LEARNING

This media rich interactive e-Learning course introduces learners to the complex field of colour management in the printing, packaging, signage and visual communications industry.

DATES	Cape	Central	KZN	Northern	Pass Rate
June 2021	8	3	5	6	50%
November 2021	-	-	6	-	83%

FESPA continues to host Zoom webinar midway through each course in order that learners might pose questions to colour management experts who are in attendance.

11. TEAM LEADER PROGRAMME

The five knowledge modules and two practical role play modules of this newly developed skills programme were presented online from 4 May to 24 June 2021. The programmes provides delegates with a clear understanding of the role and responsibilities of a Team Leader. It identifies where a Team Leader fits into the management structure within an organisation. It also provides delegates with the tools to become more effective leaders in the workplace, identifying various leadership styles that can be used and when to use the most appropriate style. The motivation of subordinates is identified as key to greater productivity and there is a focus on the link between leadership, motivation, communications and delegation skills.

Participating companies are provided Workplace Experience logbooks which defines the workplace experience that learners need to be exposed to and the supporting documents that need to be submitted to Printing SA together with the completed and endorsed logbook for verification and certification.

KNOWLEDGE MODULE	Cape	Central	KZN	Northern	Pass rate
Employment Legislation KM	10	2	6	7	80%
Employment Legislation PM	10	2	6	7	80%
Workplace Communications KM	10	2	6	7	72%
Workplace Ethics KM	10	2	6	7	72%
Performance Management KM	10	2	6	7	48%
Performance Management PM	10	2	6	7	84%
Team Leadership KM	10	2	6	7	60%
In-Company Workplace Experience Modules (percentage of logbooks verified)					

12. WITS BMP AND MDP

The 6-month WITS Printing and Packaging Business Management Programme and the Management Development programme, presented via MS Teams, is running from 15 July 2021 to 9 December 2021.

printing

Candidates are required to successfully complete research-based assignments for each module before being provided a Certificate of Competence from the WITS School of Economic and Business Sciences.
The table below reflects the results that WITS have published thus far.

BMP MODULES	Dates	Cape	Central	KZN	Northern	Pass Rate
Group Dynamics and Principles of Business Communication	20 to 22 July	1	6	5	-	92%
Planning, Project management and Production	17 to 19 August	1	6	5	-	83%
Introduction to Printing and Packaging	14 to 16 September	1	6	5	-	75%
Human Resource Management	12 to 14 October	1	6	5	-	58%
Business Management	19 to 11 November	1	6	5	-	67%
Finance and Accounting	07 to 09 December	1	6	5	-	-
MDP MODULES	**Dates**	**Cape**	**Central**	**KZN**	**Northern**	**Pass Rate**
Strategic Management	20 to 22 July	4	5	6	1	88%
Theory of Accounting and Finance	17 to 19 August	4	5	6	1	100%
Project Management	14 to 16 September	4	5	6	1	88%
Operations Management	12 to 14 October	4	5	6	1	94%
Human Resources Management and Industrial Relations Practise	19 to 11 November	4	5	6	1	-
The Business Environment	07 to 09 December	4	5	6	1	-

13. DIGITAL CUTTING AND CREASING PROGRAMME

SAQA

Printing SA has developed a range of short learning programmes that form part of the new SAQA registered **Carton Maker qualification**.

This short learning programme integrates the skills, knowledge and workplace experience that a Carton Designer needs to competently setup, operate and maintain a digital cutting and creasing machine.

Our first knowledge module was presented, online via Google Classrooms, by our subject matter expert Lecturer, Neale Brink, from 6 to 7 October 2021. Learners wrote their exam on 12 October 2021 at our Regional Training Centres.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
October 2021	1	-	3	-	60%	-	-	-

14. CARTON DIE CUTTING AND CREASING PROGRAMME

SAQA

Pr Printing SA has developed a range of learning programmes that form part of the new SAQA registered **Carton Maker qualification**.

This learning programme integrates the skills, knowledge and workplace experience that a Carton Cutting and Creasing Machine Operator needs to competently setup, operate and maintain cutting and creasing machines.

This module was presented, via Google Classrooms, by our Subject Matter Expert Lecturer, Neale Brink, from 7 to 9 July 2021. Learners wrote their exam on 20 July 2021 at our Regional Training Centres.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
July 2021	5	-	7	-	63%	-	-	-

15. FLEXOGRAPHIC PLATE MAKER PROGRAMME

PRE-PRESS

Printing SA has developed a range of short learning programmes that form part of the Electronic Pre-Press Flexographic Technician qualification which is soon to be registered by SAQA.

This learning programme integrates the skills, knowledge, and workplace experience that a Flexo Plate Maker needs to competently make flexographic printing plates.

Our subject matter expert Lecturer, Rod Hopley, presented the knowledge module via Google. Classrooms on 3 and 4 August 2021. Learners wrote an exam, at our Regional Training centres, on Friday 6 August 2021.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
August 2021	6	2	5	-	100%	-	-	-

16. FLEXOGRAPHIC PLATE MOUNTER PROGRAMME

ROTARY

Printing SA has developed a range of short learning programmes that form part of the new SAQA registered Rotary Printing and Re-reeling Flexographic Machine Technician qualification.

This learning programme integrates the skills, knowledge and workplace experience that a Flexographic Plate Mounter needs to competently mount flexographic printing plates.

Our subject matter expert Lecturer, Rod Hopley, presented the knowledge module, via Google Classrooms, on 24 August 2021. Learners wrote their examination, at our Regional Training Centres, on 27 August 2021.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
August 2021	6	5	6	-	76%	-	-	-

17. LITHOGRAPHIC PLATE MAKER PROGRAMME

Printing SA has developed a range of short learning programmes that form part of the Electronic Pre-Press Lithographic Technician qualification which is soon to be registered by SAQA.

This learning programme integrates the skills, knowledge and workplace experience that a Lithographic Plate Maker needs to competently make lithographic printing plates.

Our subject matter expert Lecturer, Erich Kuhl, presented the knowledge module, via Google Classrooms, on 7 and 8 September 2021. Learners wrote an examination, at our Regional Training Centres, on 10 September 2021.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
May 2021	1	-	6	-	100%	-	-	-

18. SADDLE STITCHING PROGRAMME

Printing SA has developed a range of learning programmes that form part of the new Mechanised Soft- cover Bookbinding Technician qualification which is soon to be registered by SAQA.

This learning programme integrates the skills, knowledge and workplace experience that a Saddle Stitching Machine Operator needs to competently setup, operate and maintain a saddle stitching line.

Our subject matter expert Lecturer, Aubrey Alexander, presenting the knowledge module, via Google Classrooms, from 21 to 23 September 2021. Learners wrote an examination, at our Regional Training Centres, on 28 September 2021.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
September 2021	2	4	5	1	100%	-	-	-

19. ADHESIVE BINDING PROGRAMME

Printing SA has developed a range of learning programmes that form part of the new Mechanised Soft- cover Bookbinding Technician qualification which is soon to be registered by SAQA.

This learning programme integrates the skills, knowledge and workplace experience that an Adhesive Binding Machine Operator needs to competently setup, operate and maintain an adhesive binding line.

Our subject matter expert Lecturer, Dirk van der Merwe, presented the knowledge module, face-to-face at Government Printing Works to two groups of learners, during October and November 2021.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
October 2021	-	-	-	10	100%	-	-	-
November 2021	-	-	-	10	100%	-	-	-

20. REELSTAND OPERATOR PROGRAMME

REEL STAND

Printing SA has developed a range of short learning programmes that form part of the new SAQA registered Rotary Offset Lithographic Printing Technician (Coldset) and Reelstand Operator qualifications.

This learning programme integrates the skills, knowledge and workplace experience that a Reelstand Operator needs to compentently setup, operate a reelstand.

Our subject matter expert Lecturer, Sibosiso Nkala, will be presenting the knowledge module, face-to-face at Government Printing Works in Pretoria, during November 2021.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
November 2021	-	-	-	20	80%	-	-	-

21. GUILLOTINE OPERATOR PROGRAMME

guillotine

As part of Printing SAs continuous improvement strategy, the Guillotine Operator skills programme is being redesigned and developed to ensure that its content aligns to the new SAQA registered Mechanised Soft- cover Bookbinding Technician and Guillotine Operator qualifications. ness Sciences.

This learning programme integrates the skills, knowledge and workplace experience that a Guillotine

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
September 2021	1	-	9	-	80%			
November 2021	2	-	-	-	100%	-	-	-

22. FOLDING MACHINE OPERATOR PROGRAMME

As part of Printing SAs continuous improvement strategy, the Folding Machine Operator skills programme is being redesigned and developed to ensure that its content aligns to the new SAQA registered Mechanised Soft-cover Bookbinding Technician and Folding Machine Operator qualifications.

Printing SA has developed a range of learning programmes that form part of the new Mechanised Soft-cover Bookbinding Technician qualification which is soon to be registered by SAQA.

Operator needs to set up, operate and maintain a guillotine to cut a variety of products to specifications.

This learning programme integrates the skills, knowledge and workplace experience that a Folding Machine Operator needs to set up, operate and maintain folding machines to fold various impositions and formats of paper products.

Our subject matter expert Lecturer, Dirk van der Merwe, presented the knowledge module, face-to-face at our Government Printing Works to two groups of Learners, on 25 to 26 October and 27 and

28 October 2021.

DATES	Cape	Central	KZN	Northern	KM	PM	WE	FC
November 2021	-	-	-	21	90%	-	-	-

23. COMMERCIAL DIGITAL PRINTER PROGRAMME

This popular programme, comprising seven knowledge modules, introduces learners to the digital printing Industry and teaches key concepts and theories that are needed to become proficient in the digital pre- press, printing and print finishing environments.

KNOWLEDGE MODULE	Dates	Cape	Central	KZN	Northern	Pass rate
Introduction to Digital Printing	6 – 7 July	3	1	6	5	64%
Digital Pre-Press	13 – 14 July	3	1	6	5	86%
Colour Management	10 – 11 Aug	3	1	6	5	100%
Digital Printing Inks	17 – 18 Aug	3	1	6	5	93%
Digital Printing Substrates	7 – 8 Sept	3	1	6	5	100%
Digital Printing Finishing	14 – 15 Sept	3	1	6	5	100%
Digital Printing Presses	28 – 29 Sep	3	1	6	5	100%

technology

Regulatory restrictions in many areas, including network industries, are a threat to the recovery. Stronger growth is needed to place the government debt trajectory on a sustainable path and to finance large unmet needs in education, health and social spending.

MEMBER DEVELOPMENT & OPERATIONS

ZAYED BAGUS
OPERATIONS AND MEMBERSHIP DIRECTOR

1. MEMBERSHIP

THE MEMBERS OF PRINTING SA REPRESENT THE DRIVING FORCE OF THE ORGANISATIONS PURPOSE AND OPERATIONS

WHERE OUR VISION IS TO:

"To support, preserve and grow the printing, packaging, signage, visual communications, and allied industries"

OUR OBJECTIVES ARE TO:

Progressively advance and protect the interests of the printing, packaging, and allied industries by:

- actively conferring, through creating platforms for industry knowledge sharing and networking
- consulting all stakeholders for the industry to thrive
- providing consulting services to improve operations
- campaigning for the industry with government and related stakeholders to grow the economy

upskilling and growing the industry through skills development and training, by ensuring quality and accredited courseware

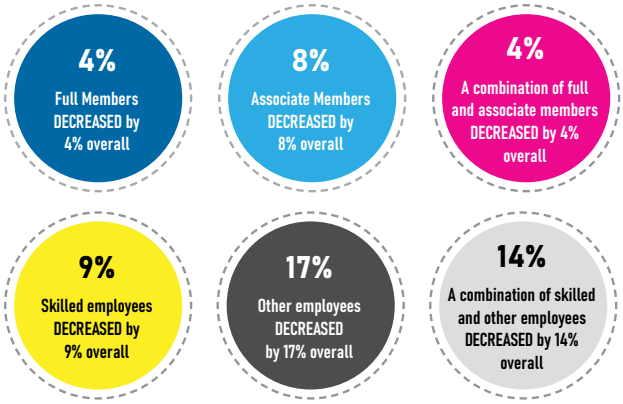
Because of the COVID-19 pandemic, which placed huge strains on economic activity, the industry saw many print companies either closing their doors or downsizing their operations. The unrest and floods in KZN, contributed to supply challenges that impacted the local industry.

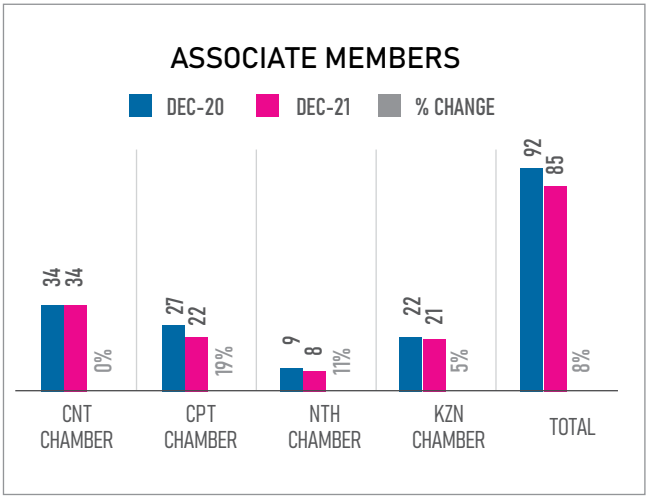
According to The Organisation for Economic Co-operation and Development (OECD),

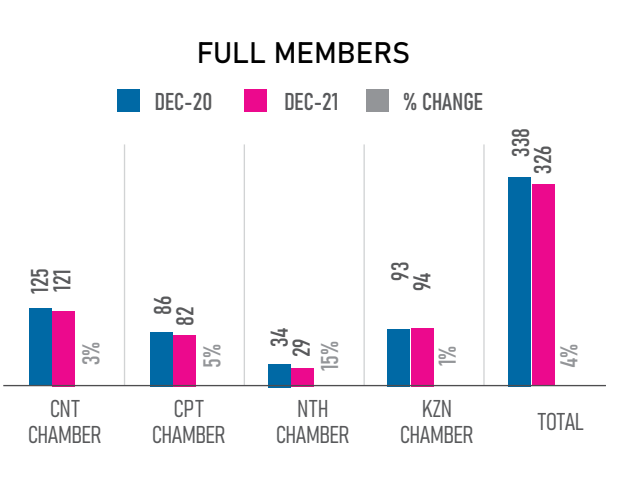
"The COVID-19 pandemic caused millions of workers to lose their jobs, while the number of discouraged workers increased. Investment has been on a downward path already prior to the crisis, marred by policy uncertainty, lack of infrastructure leading for example to electricity shortages and lacklustre government financial prospects. Regulatory restrictions in many areas, including network industries, are a threat to the recovery. Stronger growth is needed to place the government debt trajectory on a sustainable path and to finance large unmet needs in education, health and social spending."

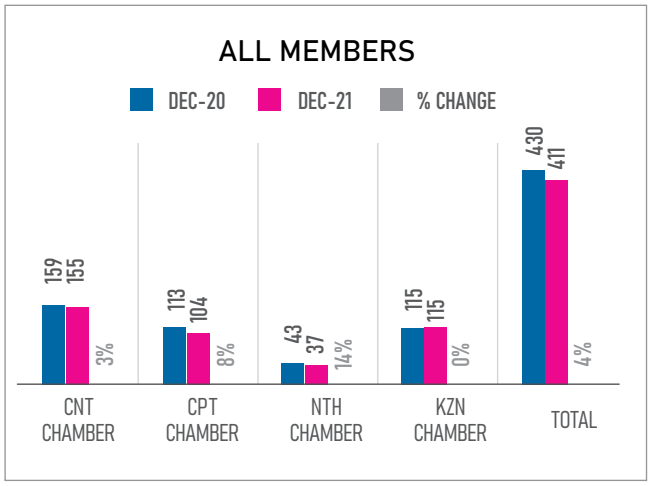
Our membership base was not immune to these challenges and the organisation saw a decrease in members as well as in the employee numbers of these members, in each of our four regions.

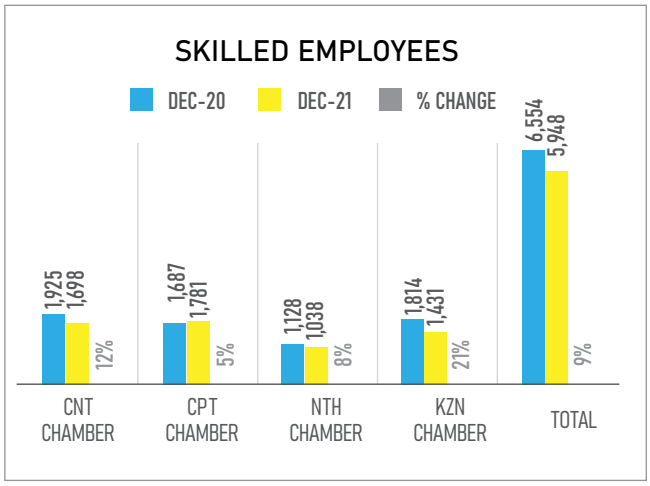
Data extracted is for the period December 2020 to December 2021:

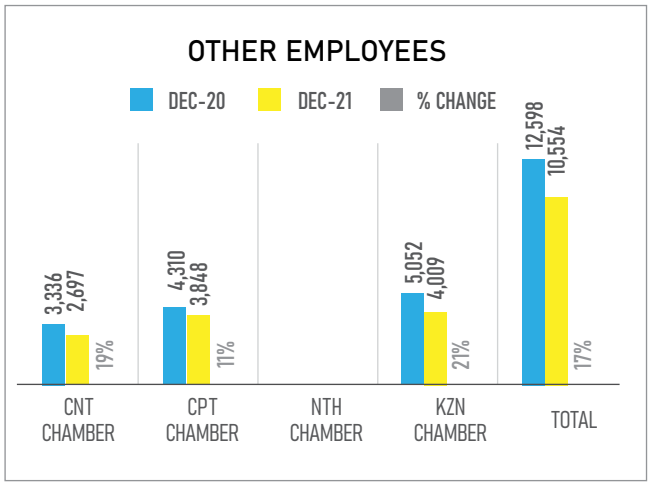


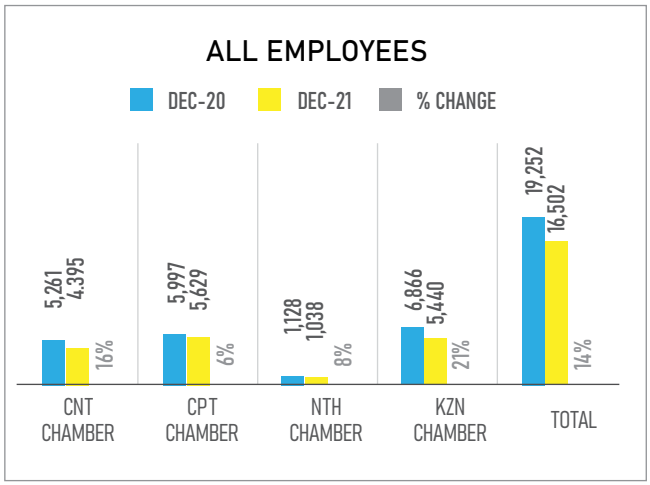






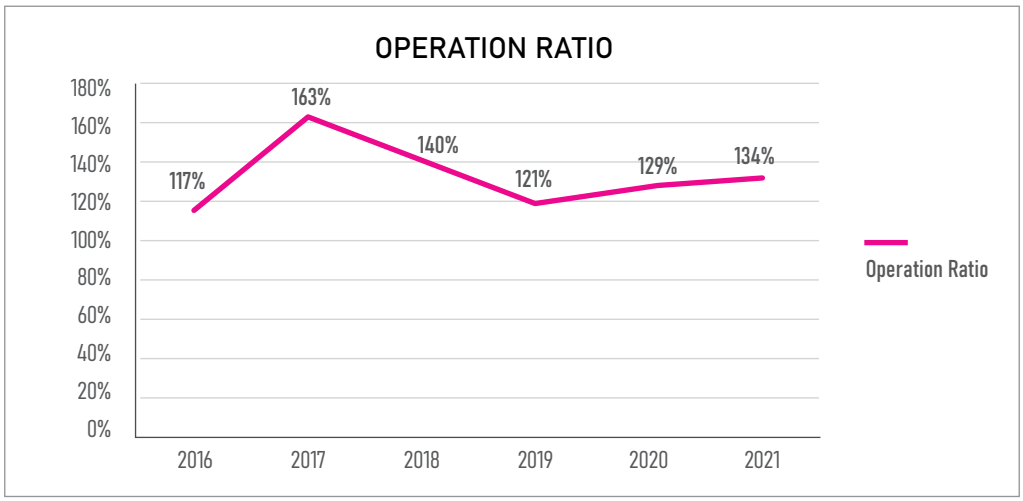


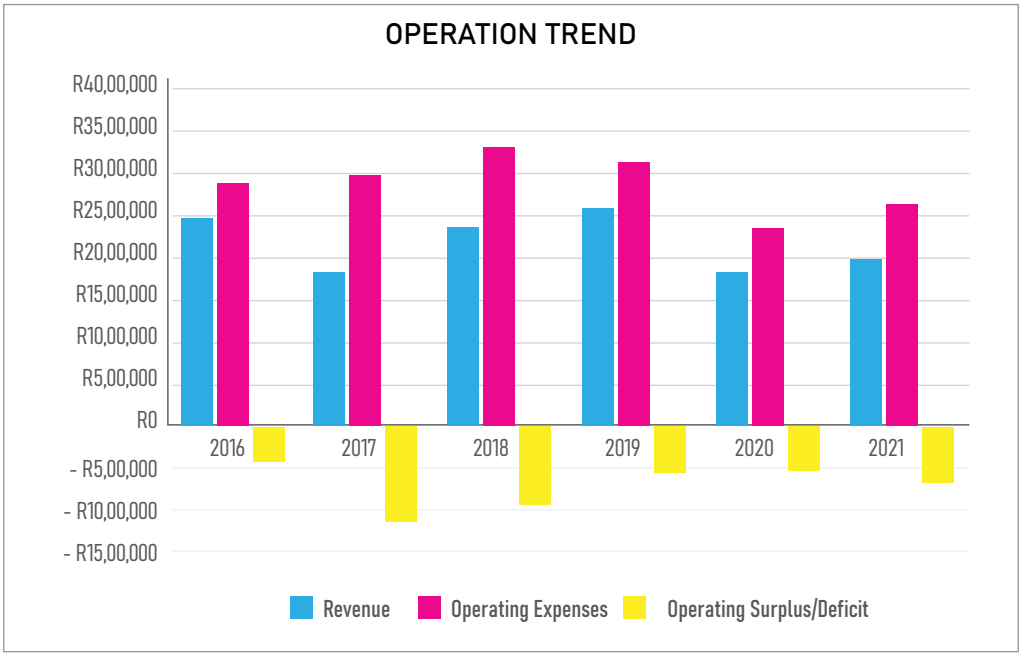




2. OPERATING PERFORMANCE

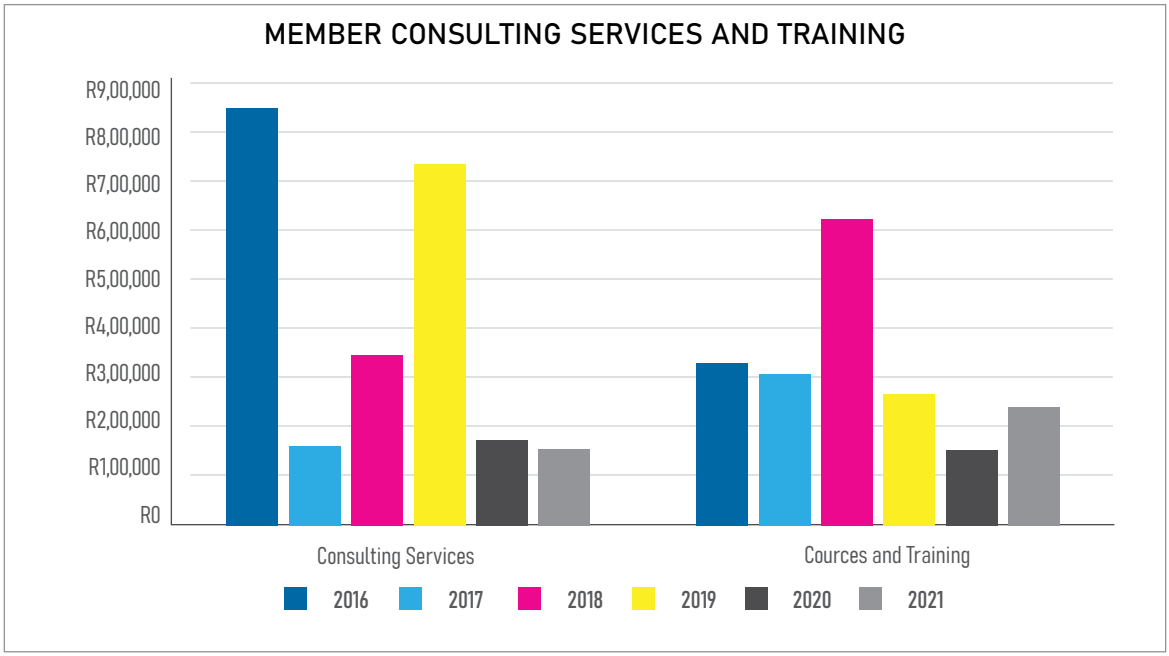
The decrease in membership and employee numbers had a negative effect on income and the resultant operating ratio. Whilst the operating ratio increase of 5% for 2020/2021 can be attributed to the economic constraints, there had been a steady decline in the 3 years prior. Effective strategic and operational planning should realise a steady decline in the operating ratio to more acceptable levels, and further assist with decreasing the operating deficit, which has been showing steady improvements over the last four periods.





3. CONSULTING AND TRAINING INDICATORS

Consulting services grew steadily from 2017 and took a sharp turn during 2020, which is a direct result of the C-19 pandemic. Similarly, training in 2020 also declined and online training was introduced to mitigate the risk, with training taking an upward turn in 2021.



MARKETING REPORT

ABISHA KATERERE
HEAD: MARKETING & B-BBEE SPECIALIST

1. PRESSURES AND SEIZING OPPORTUNITIES THROUGH A PANDEMIC AND BEYOND

The relationship between brands and their audience is ever changing. Throw in a pandemic, seismic disruptions in marketing strategy, plus urgent digital transformation plans, and that partnership becomes even more complex, adding both stress and opportunities for Printing SA as we prioritize our own success while still meeting and exceeding members demands.

An adaptive mindset is the most important attribute to have in business today. Combine that with a clear and real-time understanding of the volatility of our industry, members challenges and their behaviours, and we become well positioned to hone our messages, allocate ad spend, adjust our media mix and optimize to drive.

2. WHAT WAS THE STATE OF MARKETING IN 2021?

While marketing KPIs saw increased tracking across the board, customer referral rates, customer acquisition costs, and content engagement saw the biggest year-over-year jumps in adoption. A separate, related study recently estimated that 60% of customer interactions would take place online in 2021, up from an estimated 42% in 2019.

Navigating constant change isn't easy, but it is what makes the role of the Marketing Manager so exciting, as well as one of the most challenging. Agility has never been more paramount.

We continue to hear from marketers that an adaptive mindset is the most important attribute to have in business today. Combine that with a clear and real-time understanding of the volatility of our industry, members challenges and their behaviours, and we become well positioned to hone our messages, allocate ad spend, adjust our media mix and optimize to drive ROI.

Despite the difficulty of the past two years, Printing SA continued to rebalance our marketing efforts after widespread pullbacks in 2020, especially with respect to traditional mass reach channels.

3. KEY TAKEAWAYS

Brand awareness has never been more important. We placed a great emphasis on brand building during the 2021 financial year by leverging an array of channels to reach the widest audiences. With the introduction of our CRM system we championed personalized communication and marketing strategies. Our purpose driven initiatives proved to resonate with the members as we continued to assist members through lead generation employee recruitment and exposure to new concepts, products and services during 2021.

4. WEB DEVELOPMENT

The website continued to evolve during 2021, with the implementation of the Customer Relationship Management System which included resources such as tenders portal, CV pool for members to recruit employees, jobs portal for members to post vacancies, research reports, policy templates and marketing material. Whilst generating leads from the 'find a supplier' function on the homepage. This latest development has no doubt been the most significant enhancement of our service offering since the inception of the federation and was testament to our goal to be more relevant and adapt with the changing landscape and embrace technology and how it can allow us to offer value to our members simultaneously.

5. SOCIAL MEDIA MARKETING

Social media remains global marketers' most bankable channel, as 64% say it's their most effective paid channel. Printing SA was able to find success with social media, especially on platforms like Facebook and Instagram,the latter proving to be our fastest growing platform. The popularity of these channels and growing brand successes are influencing increased spend, as we realised a significant improvement in the interactions and referrals from these networks.

6. SPONSORSHIPS

It is said that dreams become reality when opportunity finds the right partner. In 2021 we were grateful for having partnered with some key stakeholders. This is testament to having understood that our members needs and behaviours would be best served if we collaborated in providing platforms for the industry to interact and engage, whilst affording them the opportunity to speak directly with their potential customers. Printing SA was able to partner with our members and clearly articulate our company's value proposition and meaningfully engage with them. This was how we were able to develop the foundation for long-term relationships with them.

We are grateful to the following members for their contributions in sponsoring Printing SA in 2021:

novus print
A division of Novus Holdings

HEALTH SQUARED

Agility Health

REN-FORM CC
Est. 1989

FUJIFILM

KYOCERA

Media Partners

SIGN AFRICA — WEBSITE FOR THE VISUAL COMMUNICATION INDUSTRIES — WWW.SIGNAFRICA.COM

AFRICA PRINT — THE LARGEST COMMERCIAL DIGITAL PRINT EXPO IN AFRICA

MODERN MARKETING — BRANDING | PRODUCTS | TECHNOLOGY

7. EVENTS

Printing SA kicked of the year without knowing how the eventing industry was going to be impacted by the COVID 19 regulations, however we had planned face to face events taking place later in the year. One thing was for sure the industry was looking forward to live in person events and this was telling at how many people we were able to engage with once the restrictions on social gatherings had been relaxed.

8. WEBINARS

Printing SA hosted 1 webinar in partnership with Agility and Health Squared in February 2021. Following a request from Agility Health and subsequently from members feedback from previous sessions we had polled the audience asking for feedback on topics that they would like us to address in future.

Once the restrictions had been lifted we commenced with a series of events around the country which were extremely well attended given the circumstances prevailing at the time.

2021 EVENTS			
Date	**Topic**	**Format**	**Chamber**
March 2021	110yrs Birthday Celebrations	• Video interviews with former & current staff and members • Deliver gifts to members • Membership Recruitment Webinar • Launch e-signature templates for members	ALL
15 March 2021	Business Networking Forum	Business Networking Forum	ALL
21 – 23 April 2021	Africa Print Gauteng – Emperors Palace	Expo	Central Chamber
May 2021	World Skills SA	Competition	KZN Chamber
7 May 2021	Business Networking Forum	CEO's Breakfast	ALL
26 – 27 May 2021	Africa Print Western Cape	Expo	Cape Chamber
June 2021	World Skills SA	Competition	Cape Chamber
11 June 2021	Business Networking Forum	Business Networking Forum	ALL
23 – 24 June 2021	Africa Print KwaZulu-Natal	Expo	KZN Chamber
8 July 2021	Golf Day	Golf Day	KZN Chamber
15 July 2021	Golf Day	Golf Day	Cape Chamber
22 July 2021	Golf Day	Golf Day	Northern Chamber
August	World Skills SA	Competition	Central Chamber
6 August 2021	CEO's Breakfast	CEO's Breakfast	ALL
9 – 11 September	Africa Print, FESPA Africa	Expo	ALL
10 October 2021	Business Networking Forum	Business Networking Forum	KZN, Cape & Northern Chambers
14 October 2021	Golf Day	Golf Day	Central Chamber
November 2021	World Skills SA	Competition Finals	National
18 November 2021	Women in Print function	Business Networking Forum	ALL

9. 110YR CELEBRATION

Printing SA celebrated its 110yr anniversary during the month of March 2021. This milestone was celebrated in the month of inception of the federation in 1911 and as such we celebrated it through a number of events showcases and activities for our members. Our members are the life blood of Printing SA and as we had not been able to show our appreciation for their unwavering support since we last celebrated turning 100yrs in 2011, was only fitting that as a token of our appreciation, Printing SA presented its members with a gift that symbolizes our longevity, embodies our ethos in ensuring the long-term sustainability of the industry and environment and truly depicts the origins of the industry being from the earth to the press.

Members that attend Printing SA events throughout the year will received the Portulacaria afra also known as the Spekboom, popularly referred to as being a symbol of the pillars of Life and Environmental friendliness which are high in the Printing Industry.

CENTRAL CHAMBER

MICHELLE ROBSON
CENTRAL CHAMBER CHAIRMAN AND NON - EXECUTIVE DIRECTOR

ELRI VAN ZYL
PREVIOUS CENTRAL CHAMBER REGIONAL MANAGER

ASHLEY SAMUEL
CENTRAL CHAMBER REGIONAL MANAGER

The Central Chamber faced a myriad of challenges throughout 2021 and had witnessed a significant decline in membership due to financial constraints, delayed TERS payments, retrenchment of staff and overall decline in production. Through this tough period the chamber sadly watched long standing members close their doors.

EXECUTIVE SUMMARY

The chamber had also seen an increase in temporary layoffs; short time amongst other circumstances and despite these challenges showed great resolve in keeping the momentum steady throughout 2021; this was achieved through recruiting new members, providing sound advice and consulting services, offering training and development for critical skills on SETA funded grants, representing the industry on commercial and technical matters, securing funding opportunities and support for ailing business, and hosting a myriad of events, all aimed at remaining resolute to the mandate conferred on Printing SA.

REGIONAL EXECUTIVE COMMITTEE

The REC for 2021/23 was voted into power in 2021 at the Annual Regional Meeting.

The elected Regional Executive Committee of the Central Chamber for 2021-23:

Michelle Robson *Chair	Rotunda
Andrew Tinker *Vice Chair	Boksburg Printers
Teresa Adinolfi	Redfern Longrun Labels
Ryan Calvert	Renform
Sibosiso Nkala	City of Johannesburg
Basheer Haffejee	Neon Printers
Gene Deerans	Guillemot Business Forms
Mohammed Jogie	Institute of Media, Strategy and Design
Neil de Greef	Screenline
Michael Bath	Marshall Hinds

The Chamber extends its appreciation to all Committee members that previously served on the REC for their invaluable time and selfless contributions made to guide the Chambers efforts.

The Chamber also extends a warm welcome to the elected REC members, who will serve for the next two-year term, and wishes them well in their roles as Regional Executive Committee members.

ACHIEVEMENTS

The Chamber was approached to assist one of its members with a demarcation dispute, the first of its kind where the National Bargaining Council for Clothing Industry approached a screen printer and thereafter issued a compliance order for the member to join said council. The case went to CCMA and an arbitration award issued in favour of said council which ordered the member to join and pay subscriptions. The Chamber sought legal assistance on the matter and Fluxmans Attorneys were appointed to represent the member and Printing SA. It was established that although the constitution for both National Bargaining Council for Clothing Industry and that off the Statutory Council of the Printing, Newspaper and Packaging Industry of South Africa overlapped each other in terms of screen printers, the issue to be decided was whether the screen printer should belong to a council and if so which council. After an in-loco inspection held in October 2021, an arbitration held in March 2022, and evidence presented and continuous back and forth communication, the CCMA awarded in favour of the member that they would fall under the scope of the Statutory Council of the Printing, Newspaper and Packaging Industry of South Africa. This was a great win and is the award currently being used in all other such cases that have since emerged within the industry.

CHALLENGES

Some of the acute challenges faced by the Central Chamber in 2022 include:

- The impact of the July lockdown resulted in businesses having to close its doors, and in some cases liquidation amongst other challenges.
- The Chamber had experienced a decrease in employee headcounts across the region, as a result of retrenchments, business closures and business rationalising; this had a natural impact on the Chambers revenue.
- Further Covid-19 restrictions were imposed on face-to-face events as a result of additional Covid-19 outbreaks. This hindered the Chamber from fulfilling its mandate to plan.
- There was a marginal decline in membership, as companies either closed operations or were hard-pressed by tough economic times, forcing them to terminate membership.

MEMBER ENGAGEMENTS

The Central Chamber embarked on a membership drive in an effort to engage with members more vigorously, to ensure that the core needs of members are understood, and that effective interventions are in place to address these needs more accurately. The Chamber was able to meet with a substantial amount of its members. It is clear how beneficial this has been for the regional and national staff to have a better understanding of member needs and build stronger relationships with members.

CAPE CHAMBER

LUCAS MC DOWELL
CAPE CHAMBER CHAIRMAN AND
NON-EXECUTIVE DIRECTOR

DANIELLE ARENDORF
WESTERN CAPE
REGIONAL CHAMBER MANAGER

2021... there are so many ways in which one could describe this year; however it goes without saying that 2021 was an extraordinary challenging year. Nonetheless, Printing SA demonstrated its resilience and agility in protecting our industry, its employees and our community as a whole by sustaining operations and progressing major capital products.

While at the same time we set ourselves demanding targets, the pathway to which is enabled through innovative technologies that are playing a vital role in helping our organisation live up to its purpose that goes hand in hand with our mission which is to confirm consult campaign and train for the well-being of our vast industry. As the global health emergency became clear, Printing SA acted quickly to help protect our industry from the spread of COVID-19. Across our organisation we assisted our members to implement all the appropriate health, hygiene and distancing measures to keep our industry safe and well, while maintaining the security and integrity of their operations to ensure unimpeded economic activity for their supply chain and flow of essential services products to our various customers. As a result we provided extensive support to our members throughout the various lockdown levels, ensuring that everyone was able to focus on their health and safety and also that of their families.

While recognizing the vital role that we as an organisation have, we engaged with our members as well as government agencies to make sure that we could continue to provide and extend a wide range of our services during the pandemic and into the vital economic recovery phase. It became clear that COVID-19 quickly took over our lives, and as it is out at the important matters easily faded into background rolls, however as an organisation we set ourselves ambitious goals to ensure that the livelihood of our industry was of utmost importance.

Despite the unprecedented time that we faced in 2021, there are still so many successes which remained to be celebrated. I believe that our industry can still pride ourselves in the fact that we still stand strong.

REGIONAL EXECUTIVE COMMITTEE

We would like to thank all who have served on the REC during the 2021 period. The hard work and dedication displayed during this year has not gone unnoticed and we applaud you for the work done and guidance which was afforded to the Cape Chamber. Due to the impact of the COVID-19 pandemic all meetings were held using electronic platforms.

The elected regional executive committee for the Cape chamber for 2021 is as follows:

Lucas McDowall *Chairman	Trident Press
Nigel Schuller *Vice Chairman	Shumani RSA
Wayne Julies	CTP Printers Cape Town
Deon Rice	Lithotech Cape
Ganesan Sam	Rotunda
Boaz Boltman	Novus Print
Ayesha Jassiem	Trident Press (non-voting)

We would like to extend a warm welcome to those elected on the REC during 2021 and wish them well in the roll for the upcoming year.

EVENTS

Unfortunately, due to the COVID-19 pandemic the Cape chamber could not host any face to face events, however Printing SA jointly hosted events via online platforms such as webinars which were well attended and definitely a success.

STAFF CHANGES AND NEW APPOINTMENTS

During 2021 the Cape Chamber has 2 resignations, being the Training Co-Ordinator Tamryn Hawkins (March 2021) as well as Susan Petersen (July 2021) who served as the Cape Regional Manager. We would like to thank them for the service during their tenure and wish them well for their future endeavors.

We also had three new additions to our staff compliment, being the following:

DESDEMONA ARENDORF

Who joined our team during August 2021 as our Office Administrator. She joined our team having spent more than a decade in an Office Administration environment. She has solid experience as an administrator, focusing on customer service and has worked closely with various individuals and suppliers from different backgrounds. This gives her an added advantage and the ability to provide the best service to our member companies. Customer Centricity is one of her strong suits and she won't settle until all clients are satisfied with their required services. The team is excited to have this energetic young woman as part of our vibrant family.

SULINDY JANKLAAS

Joined as the Training Co-Ordinator during September 2021. She spent more than 15 years in the training and development industry. She has solid experience as a Training Administrator, Instructor, Skills Development Facilitator, Assessor and Moderator, all focusing on skills development. She has worked closely with W&RSETA, TETA and MerSETA, and has developed a strong understanding of how grants are applied for and executed as projects; especially for occupationally directed education. Quality Assurance in training and development is one of her strong suits and she will never let an incorrect detail pass her by!

GERWIN AFRICA

Joined our team during October 2021, as a Labour Consultant. He is a creative individual with a passion for learning and all aspects of the business. He is an individual who always strives for growth, focusing on personal development, the development of others and furthermore, the development of Printing SA. Gerwin spent more than 6 years in HR where his dedication and service to clients enabled him to build prosperous working relationships with all stakeholder. Gerwin holds a National Diploma in Human Resources Management, a bachelor's degree in Human Resource Development, and is currently completing his bachelor's degree in Human Resource Management as well! He is also a registered member of the South African Board of People Practises and strives for excellence by being soft on people, yet hard on principles.

We would like to welcome our staff appointments and wish them well as they grow within our organisation.

CLOSING

In closing reflecting on Printing SA today we strive to continuously improve on business and our service offering, building resilience and delivering competitive results. We further strive to be well positioned to meet the high expectations of our industry, being a purposeful organisation with strong values. Looking ahead we have a responsibility to work together to help build economies and protect our land. To these ends, many of the products that our industry supplies play an ever more essential role in improving people's lives having an integral part to making our planet a healthier place. Here's to a safer, smarter future, supporting modern life and doing so sustainably.

NORTHERN CHAMBER

HEILET GROBLER
NORTHERN CHAMBER CHAIRPERSON AND NON-EXECUTIVE DIRECTOR

The COVID disruption over the past two years has had a devastating impact on our economy as a whole, and in the print value chain in particular. The high rate of unemployment and job losses as a result of closures has made us all tighten our belts and review our strategies for survival in difficult and unprecedented times. The insurrection in July 2021 also had a formidable impact, together with load shedding that affected productivity in all facets of manufacturing.

This reality in this tumultuous period has made business owners implement smart business management systems and new plans to keep businesses afloat. We are proud to say that we as the Northern chamber have refused to be defeated and did our best to continue despite the odds.

The REC of the Northern chamber had a close look at the financial situation of this chamber and consulted with our financial department as well as other board members of Printing South Africa. It became evident we had to realign our future plans for long term sustainability. More effort had to be directed towards gaining new members, as training income while strong was not to be relied upon as the sole source of our income. To protect and preserve the sustainability of the chamber a special project to secure a fixed term contract for six months in early 2022 was put in place to ensure a renewed focus on what chamber managers are doing nationally. A marketing strategy was developed to canvas and grow our membership, both within Gauteng and in neighboring Mpumalanga and Limpopo, enhance our service offerings that would include labour consulting, and further increase training in our chamber. Overheads were cut to the bare minimum while all effort was taken to relieve the Chamber Manager Ms Lana Human from her training administrative duties to spend more time and effort in her marketing role to gain members and sell more services. REC member companies were encouraged to assist Lana in meeting her targets as set out by the marketing plan. This plan was adopted in 2021, and will hopefully bear fruits in 2022.

I would like to thank Printing SA for the management and driving of the project.

I am delighted to report back that a focused drive to improve on debt collection and lessen the debtor days has yielded positive results. A special thank you to Nicoliene Badenhorst and her team for the effort they have made.

I would like to thank you all my other REC members for serving on the committee, and for fellow Board members for their commitment and vision to make the organisation a success, and for Lana and the Printing SA team for your dedicated commitment and ongoing assistance to the Northern Chamber.

LANA HUMAN
NORTHERN CHAMBER REGIONAL MANAGER

The industry has shown true excellence throughout these very challenging times. Printing SA has and will always strive to be a strong support system to our members, market our industry and assist entrepreneurs who strive to enter the printing, packing, visual communications markets. Companies were forced to come out of their comfort zones and change their way of doing business. broadened their horizons and found new innovative ways to keep the industry alive.

The Printing SA Membership certificate and pledge is an indication to the broader public that the particular printing and packing company is a member in good standing with Printing SA and that it does adhere to a code of conduct. It also acts as a great point of reference for the print-buying public, which often calls on Printing SA for recommendations about which printer to use. Of course, Printing SA cannot give prominence to one member, yet it can point to the pledge that its members display. In addition, the pledge provides customers with confidence and peace of mind when requesting a quote and placing a print order.

> May our members continue growing, adapting to the new environment and adjusting to the new needs that arise. I would like to say a very special thank you to all the Executive committee members that selflessly attend our meetings and continue to contribute to the industry.

The elected Regional Executive Committee of the Northern Chamber for 2021/22:

Heilet Grobler * Chairperson	UVO Communications
Sharron Penny * Vice-Chairperson	SA Reserve Bank (Vice-Chairperson)
Brenda Pretorius	Northern Media Group
Thomas Khumalo	GPW
Nick Nicholenas	NN Printing
Dries Venter jnr	OH Frewin
Peter Tladi	Tumelo Printing Services
Wendy Krause	Minuteman Press Silverton
Zoe Coertze	Production X
Moleya Matlou	Office Hub
Thanda Nyide	Ndabase Printing Solutions
Shane Folgado	BusinessPrint

TRAINING FOR OUR MEMBERS

The Chamber had 20 learners on the Foundational Learning Programme which commenced again in March 2021 after a break due to Covid. I am proud to say that 19 of the 20 learners have been indentured as apprentices.

The Adobe Creative Cloud blended e-Learning programme was a resounding success. The Chamber awarded grants for 6 delegates to attend the full suite covering the Essential, Intermediate and Advanced courses.

7 delegates completed the Team Leader programme which consists of 7 Modules. This programme provides delegates with a clear understanding of the role and responsibilities of a Team Leader.

The Chamber also awarded 20 grants each for the Adhesive Binding programme, the Reelstand operator programme as well as the Folding machine operator. I am proud to say that all 60 leaners passed the theory modules.

NORTHERN CHAMBER CELEBRATES 110-YEAR ANNIVERSARY

This event marked the Printing SA 110-year anniversary. Members were treated to lunch at the Centurion Country Club. 50 guests attended the luncheon. Guests were also invited to attend the Regional Executive Committee meeting prior to the luncheon. We would like to thank our sponsors: Agility (Health Squared) and Africa Print, Sign Africa.

KWAZULU-NATAL CHAMBER

GARTH CURRIE
KZN CHAMBER CHAIRMAN AND NON - EXECUTIVE DIRECTOR

JERMAINE NAICKER
KWAZULU-NATAL REGIONAL CHAMBER MANAGER

The KwaZulu-Natal Chamber faced a myriad of challenges throughout 2021, from post-pandemic recovery to the heinous looting and unrest that ravaged the province. These challenges resulted in vast economic instability, stretching its impact to Printing SA's members and the industry at large.

EXECUTIVE SUMMARY

Whilst the quantifiable impact of these challenges is not yet fully understood, some of the notable impacts included the complete decimation of major manufacturing concerns, reduced staff headcounts in smaller to medium sized businesses, and tough decisions by members to close the curtains on their long-standing existence in the industry. Notwithstanding the challenges, the Chamber had shown great resolve in keeping the momentum steady throughout 2021; this was achieved through recruiting new members, providing sound advice and consulting services, offering training and development for critical skills on SETA funded grants, representing the industry on commercial and technical matters, securing funding opportunities and support for ailing business, and hosting a myriad of events, all aimed at remaining resolute to the mandate conferred on Printing SA.

REGIONAL EXECUTIVE COMMITTEE

The REC for 2021/23 was voted into power in May 2021 at the Annual Regional Meeting. The committee had one member step down and one member join, with Garth Currie being voted, for a second term, as the Chairman and Richard Downes of Shave & Gibson voted in as Vice Chairman of the Committee.

The elected Regional Executive Committee of the KZN Chamber for 2021-23:

Garth Currie *Chairman	Triumph Cores
Richard Downes *Vice Chairman	Shave & Gibson
Kuben Pillay	Nu-print
Mike Parkinson	DBC Packaging
Keith Kewley	BK Bookbinders
Chris Mitchell	Elibee International
Grant Hubbard	Uniprint ado Inside Data South
Gerald Chotu	Hirt and Carter Group

The Chamber extends its appreciation to all Committee members that previously served on the REC for their invaluable time and selfless contributions made to guide the Chambers efforts.

The Chamber also extends a warm welcome to the elected REC members, who will serve for the next two-year term, and wishes them well in their roles as Regional Executive Committee members.

ACHIEVEMENTS

Membership growth and retention

Total membership grew by **6 new members**

93% of total membership was retained

Ordinary members grew by **6.9%**, amidst a decline nationally in 2021

Associate members grew by **22.7%**, amidst a decline nationally in 2021

Financial Performance

KWAZULU-NATAL CHAMBER FINANCIAL PERFORMANCE				
Year	**2019**	**2020**	**2021**	**Performace Measurement**
Operation Income	4 680 872	4 547 174	5 469 207	
Operating Expenses	(4 441 246)	(4 226 227)	(5 006 913)	
Operating Surplus	**239 626**	**320 947**	**462 294**	
Investment revenue	379 640	267 673	243 253	
Other adjustments	240 637	140 346	433 074	
Other expenses	(177)	(421)	(51)	
Surplus	**860 080**	**729 387**	**1 138 672**	

IN 2021:

17% The Chamber achieved a 17% growth in operating income, whilst containing a 16% increase in operating expenses.

31% The Chamber achieved a 31% growth in operating surplus, which was a 5% increase in operating surplus compared to 2020.

36% The Chamber achieved an overall surplus growth of 36%, recovering from an 18% loss in 2020. .

3.72 The Chamber maintained a stable solvency of 3.72 at the close of 2021. .

94.5 Despite tough trading conditions, the Chamber was able to reduce its debtor days to 94.5 days in 2021, recovering from 141.6 days in 2020.

CHALLENGES

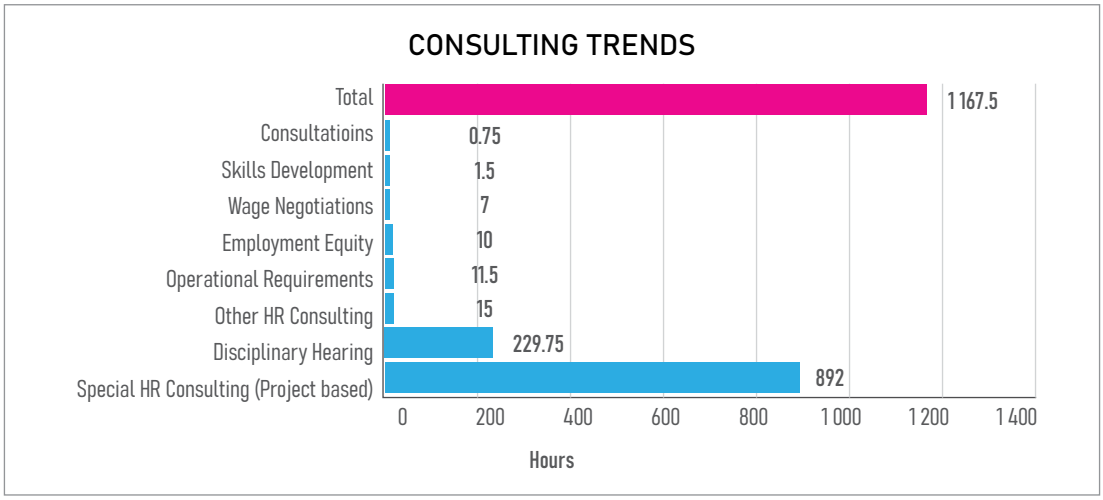
Some of the acute challenges faced by the KwaZulu-Natal Chamber in 2022 include:

- The impact of the July unrest and looting, which forced interim business closure, permanent infrastructure damage, economic instability, the closure of Durban Ports, and barriers to trade between all major provinces within the country. The impact of the looting also saw many businesses close their doors permanently, as well as large manufacturing concerns question their viability of operating businesses in KZN.
- The Chamber had experienced a decrease in employee headcounts across the region, as a result of retrenchments, business closures and business rationalising; this had a natural impact on the Chambers revenue.
- Further Covid-19 restrictions were imposed on face-to-face events as a result of additional Covid-19 outbreaks and infrastructural damages due to the July unrest. This hindered the Chamber from fulfilling its mandate to plan.
- There was a marginal decline in membership, as companies either closed operations or were hard-pressed by tough economic times, forcing them to terminate membership.

MEMBER ENGAGEMENTS

The KwaZulu-Natal Chamber engaged in an aggressive effort to engage with members more vigorously, to ensure that the core needs of members are understood, and that effective interventions are in place to address these needs more accurately. The Chamber was able, despite the cataclysmic unrest and pandemic, to engage with more than 80% of its members in 2021 on single cycle basis. It is unequivocal how beneficial this has been for the regional and national staff to have a better understanding of member needs and build stronger relationships with members. In 2022, the Chamber hopes to engage with its members at the same intensity, hoping to achieve more than a single cycle of visits.

CONSULTING TRENDS



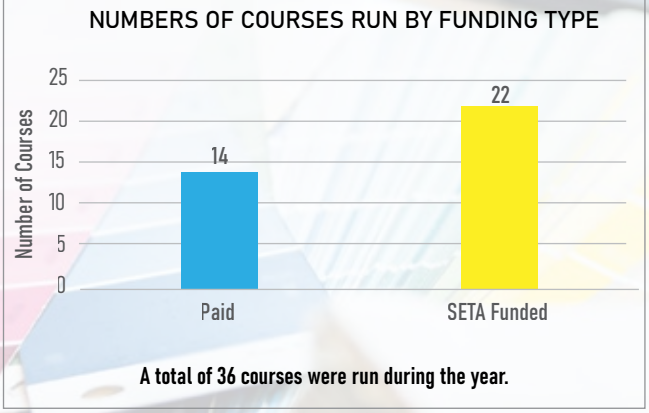
- Despite challenging times in the industry and the region, the Chamber did not provide a high frequency of Section 189 and 189A (operational requirements) consulting services.
- The Chamber recorded a notably high frequency of consulting for Disciplinary Matters, which is consistent with past year trends. However, the Chamber has seen a notable increase in disciplinary matters – which can be attributed to a focused increase in resource capabilities within the Chamber amongst other external factors.
- The Chamber introduced its special HR consulting in late 2020 and realised steady income from this stream in 2021. The special HR consulting package offers businesses the option to buy hours on a contractual basis from Printing SA on a reduced rate. This assists businesses that are not sizeable enough to justify the permanent placement of HR personnel to make use of Printing SA's expertise on a contractual basis.

KZN EVENTS

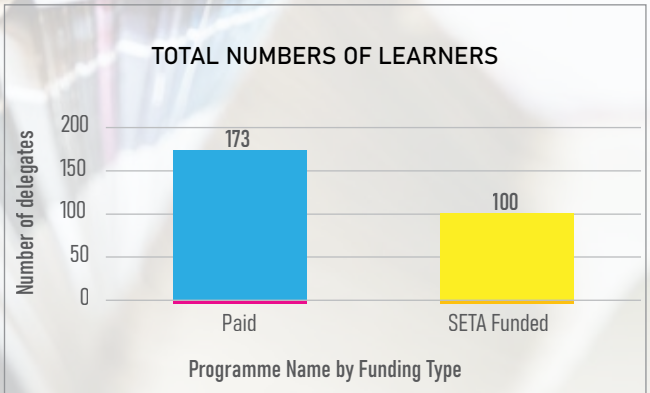
Annual Golf Day

The KwaZulu-Natal Chamber held its Annual Golf Day on the 19th of October 2021 at the picturesque Kloof Country Club. After missing out in 2020, the Golf Day was warmly welcomed by members, who were ushering in with festive moods, hopeful of an event that would spark collaboration and greater synergies. The event was attended by 60 Golfers and 10 Sponsors, providing a great opportunity for networking and a day out of the office - members have extended their gratitude to Printing SA for hosting the event. The Chamber is hopeful of continuing with its Golf Day in 2022, celebrating its 20th Annual Golf Day.

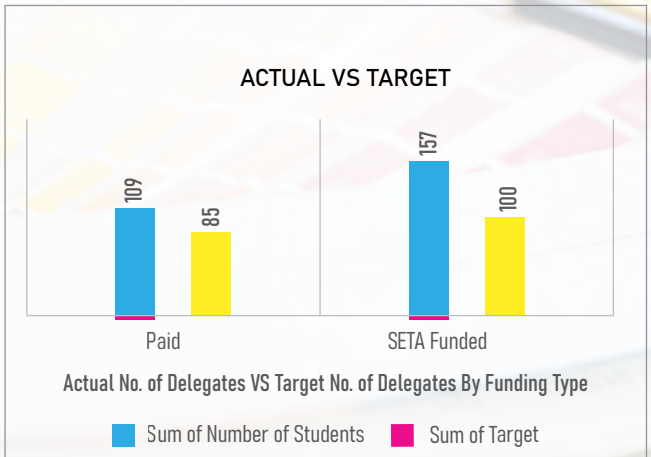
TRAINING ACHIEVEMENTS



A total of 36 courses were run during the year.



The Chamber trained and assessed a total of 273 learners during 2021, with 173 delegates being "paid for" and 100 being "SETA funded".



The Chambers overall actual number of learners trained exceeded the targeted number learners for courses run (Paid For, and Seta Funded training). In some cases, the KZN Chamber exceeded the number of SETA funded training allocated to the Chamber, by utilising grants that were carried over from the 2020 National Training pool of grants.

PRINTING INDUSTRIES FEDERATION OF SOUTH AFRICA (PIFSA) NPC
(REGISTRATION NUMBER 1990/001772/08)

CONSOLIDATED ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

KPA AUDIT GROUP INC. | CHARTERED ACCOUNTANTS (SA)
REGISTERED AUDITORS | ISSUED 06 MAY 2022

COUNTRY OF INCORPORATION AND DOMICILE	South Africa
NATURE OF BUSINESS AND PRINCIPAL ACTIVITIES	The association is engaged in the promotion, advancement, maintenance, protection and representation of the interests of all its members and the printing industry with consumers, suppliers, the State and any other body or organisation.
COMMITTEE MEMBERS	LRS Wright (President) Dr AM Mahomed (Chief Executive Officer) F Yende GD Currie (KwaZulu-Natal Chairperson) H Grobler (Northern Chairperson) KA Leid (National Training & Development) LS Mc Dowall (Cape Town Chairperson) M Robson (Central Chairperson) Z Bagus (Member Development & Operations)
REGISTERED OFFICE	575 Lupton Drive, Midrand, 1682
BUSINESS ADDRESS	575 Lupton Drive, Midrand, 1682
POSTAL ADDRESS	575 Lupton Drive, Midrand, 1682
BANKERS	ABSA Bank Limited
AUDITORS	kpa Audit Group Inc. Chartered Accountants (SA) Registered Auditors
ASSOCIATION REGISTRATION NUMBER	1990/001772/08
VOLUNTARY AUDIT	These consolidated annual financial statements have been audited in compliance with the applicable requirements of the Companies Act 71 of 2008.
ISSUED	06 May 2022
VOLUNTARY AUDIT	These consolidated annual financial statements have been audited in compliance with the applicable requirements of the Companies Act 71 of 2008.
PREPARER	Yoshina Jadoonandan Associate General Accountant (SA)
PUBLISHED	06 May 2022

COMMITTEE MEMBERS' RESPONSIBILITIES AND APPROVAL

The committee members are required by the Companies Act 71 of 2008, to maintain adequate accounting records and are responsible for the content and integrity of the consolidated annual financial statements and related financial information included in this report. It is their responsibility to ensure that the consolidated annual financial statements fairly present the state of affairs of the association as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard for Small and Medium-sized Entities. The external auditors are engaged to express an independent opinion on the consolidated annual financial statements.

The consolidated annual financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The committee members acknowledge that they are ultimately responsible for the system of internal financial control established by the association and place considerable importance on maintaining a strong control environment. To enable the committee members to meet these responsibilities, the committee members sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the association and all employees are required to maintain the highest ethical standards in ensuring the association's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the association is on identifying, assessing, managing and monitoring all known forms of risk across the association. While operating risk cannot be fully eliminated, the association endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The committee members are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the consolidated annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The committee members have reviewed the association's cash flow forecast for the year to 31 December 2022 and, in the light of this review and the current financial position, They are satisfied that the association has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the association's consolidated annual financial statements. The consolidated annual financial statements have been examined by the association's external auditors and their report is presented on page 52. The consolidated annual financial statements set out on pages 54 to 68, which have been prepared on the going concern basis, were approved by the committee members on 06 May 2022 and were signed on its behalf by:

LRS Wright (President)
Johannesburg 06 May 2022

Dr AM Mahomed (Chief Executive Officer)

COMMITTEE MEMBERS' RESPONSIBILITIES AND APPROVAL

The committee members have pleasure in submitting their report on the consolidated annual financial statements of Printing Industries Federation of South Africa (PIFSA) NPC for the year ended 31 December 2021.

1. NATURE OF BUSINESS

Printing Industries Federation of South Africa (PIFSA) NPC was incorporated in South Africa as a non-profit association. It is a representative of the South African printing, packaging and signage industry.

There have been no material changes to the nature of the association's business from the prior year.

2. REVIEW OF FINANCIAL RESULTS AND ACTIVITIES

The consolidated annual financial statements have been prepared in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act 71 of 2008. The accounting policies have been applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the association are set out in these consolidated annual financial statements.

As the financial statements clearly reflect the state of the Association's affairs, the committee members have no further comments to make in this respect. This consolidated set of financials includes the following:

PIFSA Cape Chamber PIFSA Central Chamber

PIFSA KwaZulu-Natal Chamber PIFSA National Office

PIFSA Northern Chamber

At the request of the members the inter-chamber transactions have not been eliminated in this consolidation.

3. DISTRIBUTIONS

No distributions were declared or paid during the year.

4. COMMITTEE MEMBERS

The committee members in office at the date of this report are as follows:

Committee members

LRS Wright (President)	Executive
Dr AM Mahomed (Chief Executive Officer)	Executive
F Yende	Non-executive
GD Currie (KwaZulu-Natal Chairperson)	Non-executive
H Grobler (Northern Chairperson)	Non-executive
KA Leid (National Training & Development)	Executive
LS Mc Dowall (Cape Town Chairperson)	Non-executive
M Robson (Central Chairperson)	Non-executive
Z Bagus (Member Development & Operations)	Executive

5. PROPERTY, PLANT AND EQUIPMENT

There was no change in the nature of the property, plant and equipment of the association or in the policy regarding their use.

At 31 December 2021 the association's investment in property, plant and equipment amounted to R6,414,469 (2020:R7,583,251), of which R225,361 (2020: R238,758) was added in the current year through additions.

6. EVENTS AFTER THE REPORTING PERIOD

The committee members are not aware of any material event which occurred after the reporting date and up to the date of this report.

7. AUDITORS

kpa Audit Group Inc. continued in office as auditors for the association for 2021.

8. COMPANY SECRETARY

The association had no secretary for the year.

9. OTHER

On 24 February 2022 conflict in the Ukraine started and existed at the reporting date. The conflict does not directly have an effect on South Africa, but due to the conflict, many foreign countries issued sanctions against Russia. South Africa, on the other hand did not issue any sanctions against Russia. Oil prices increased steeply. An increase in the oil prices means an increase in fuel and transport prices in South Africa. This can impact the economy in South Africa negatively. It was concluded the conflict in the Ukraine is a non-adjusting event. The impact of the conflict on accounting standards that require the use of forward-looking information (expected credit losses, goodwill & impairment) was assessed based on information available as at 28 February 2022.

INDEPENDENT AUDITOR'S REPORT

To the committee members of Printing Industries Federation of South Africa (PIFSA) NPC Opinion

We have audited the consolidated annual financial statements of Printing Industries Federation of South Africa (PIFSA) NPC set out on pages 54 to 68, which comprise the statement of financial position as at 31 December 2021, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the consolidated annual financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated annual financial statements present fairly, in all material respects, the financial position of Printing Industries Federation of South Africa (PIFSA) NPC as at 31 December 2021, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium- sized Entities and the requirements of the Companies Act 71 of 2008.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the consolidated annual financial statements section of our report. We are independent of the company in accordance with the Independent Regulatory Board for Auditors Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of consolidated annual financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (Parts A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

OTHER INFORMATION

The committee members are responsible for the other information. The other information comprises the Committee Members' Report as required by the Companies Act 71 of 2008, which we obtained prior to the date of this report. Other information does not include the consolidated annual financial statements and our auditor's report thereon.

Our opinion on the consolidated annual financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the consolidated annual financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated annual financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

RESPONSIBILITIES OF THE COMMITTEE MEMBERS FOR THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

The committee members are responsible for the preparation and fair presentation of the consolidated annual financial statements in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act 71 of 2008, and for such internal control as the committee members determine is necessary to enable the preparation of consolidated annual financial statements that are free from material misstatement, whether due to fraud or error. In preparing the consolidated annual financial statements, the committee members are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting

unless the committee members either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the consolidated annual financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated annual financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated annual financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee members.
- Conclude on the appropriateness of the committee members' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated annual financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated annual financial statements, including the disclosures, and whether the consolidated annual financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

kpa Audit Group Inc. Chartered Accountants (SA) Registered Auditors

Per: Peter Boutselis CA (SA) Director

06 May 2022 – Johannesburg

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2021

	Note(s)	2021 R'000	2020 R'000
ASSETS			
Non-Current Assets			
Property, plant and equipment	*2*	6,414,469	7,583,251
Loans to related parties	*3*	-	4,521
Financial assets	*4*	78,925,376	70,131,543
		85,339,845	**77,719,315**
CURRENT ASSETS			
Trade and other receivables	*6*	2,050,408	2,946,984
Cash and cash equivalents	*7*	3,396,351	4,801,636
		5,446,759	7,748,620
Total Assets		**90,786,604**	**85,467,935**
EQUITY AND LIABILITIES			
Equity			
Reserves		1,172,557	1,079,514
Accumulated surplus		80,653,461	75,891,267
		81,826,018	**76,970,781**
Liabilities			
Non-Current Liabilities Loans from related parties	*3*	8,090	-
Retirement benefit obligation	*5*	7,328,000	7,426,000
Current Liabilities		**7,336,090**	**7,426,000**
Trade and other payables	*9*	1,624,496	1,071,154
Total Liabilities		**8,960,586**	**8,497,154**
Total Equity and Liabilities		**90,786,604**	**85,467,935**

STATEMENT OF COMPREHENSIVE INCOME

	Note(s)	2021 R'000	2020 R'000
REVENUE	*10*	19,720,561	18,260,946
Other income		3,329,268	2,098,635
Operating expenses		(26,364,588)	(23,544,654)
Operating deficit	*11*	**(3,314,759)**	**(3,185,073)**
Investment revenue	*12*	2,231,207	3,399,358
Fair value adjustments	*13*	5,846,058	753,615
Finance costs	*14*	(312)	(836)
Surplus for the year		**4,762,194**	**967,064**

STATEMENT OF CHANGES IN EQUITY

	Bursary funds	Accumulated surplus(deficit)	Total equity
	R'000	R'000	R'000
Balance at 01 January 2020	**96,752**	**74,924,203**	**75,020,955**
Surplus for the year	**-**	**967,064**	**967,064**
Movement in the fund	982,762	-	982,762
Total changes	**982,762**	**-**	**982,762**
Balance at 01 January 2021	**1,079,514**	**75,891,267**	**76,970,781**
Surplus for the year	**-**	**4,762,194**	**4,762,194**
Movement in the fund	93,043	-	93,043
Total changes	**93,043**	**-**	**93,043**
Balance at 31 December 2021	**1,172,557**	**80,653,461**	**81,826,018**

STATEMENT OF CASH FLOWS

	Note(s)	2021 R'000	2020 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash used in operations	*17*	(1,656,962)	(3,479,509)
Interest received		1,989,441	3,237,322
Dividends received		241,766	162,036
Finance costs		(312)	(836)
Net cash from operating activities		**573,933**	**(80,987)**
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment	*2*	(225,361)	(238,758)
Sale of property, plant and equipment	*2*	20,307	45,055
Net movement in related parties loans		12,611	(66,467)
Net movement in financial assets		(1,786,775)	356,749
Net cash from investing activities		**(1,979,218)**	**96,579**
Total cash movement for the year		**(1,405,285)**	**15,592**
Cash at the beginning of the year		4,801,636	4,786,044
Total cash at end of the year	*7*	**3,396,351**	**4,801,636**

ACCOUNTING POLICIES

1. BASIS OF PREPARATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The consolidated annual financial statements have been prepared on a going concern basis in accordance with the

International Financial Reporting Standard for Small and Medium-sized Entities, and the Companies Act 71 of 2008. The consolidated annual financial statements have been prepared on the historical cost basis, except for the measurement of investment properties and certain financial instruments at fair value, and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies are consistent with the previous period.

1.1 Property, plant and equipment

Property, plant and equipment are tangible assets which the association holds for its own use or for rental to others and which are expected to be used for more than one period.

An item of property, plant and equipment is recognised as an asset when it is probable that future economic benefits associated with the item will flow to the association, and the cost of the item can be measured reliably.

Property, plant and equipment is initially measured at cost.

Cost includes costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Expenditure incurred subsequently for major services, additions to or replacements of parts of property, plant and equipment are capitalised if it is probable that future economic benefits associated with the expenditure will flow to the association and the cost can be measured reliably. Day to day servicing costs are included in profit or loss in the period in which they are incurred.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the association.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Land and buildings	Straight line	Infinite
Furniture and fixtures	Straight line	6 years (16.67%)
Office equipment	Straight line	5 years (20%)
Computer equipment	Straight line	3 years (33.33%)
Computer software	Straight line	2 years (50%)

When indicators are present that the useful lives and residual values of items of property, plant and equipment have changed since the most recent annual reporting date, they are reassessed. Any changes are accounted for prospectively as a change in accounting estimate.

Impairment tests are performed on property, plant and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property, plant and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss is recognised immediately in profit or loss to bring the carrying amount in line with the recoverable amount.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

1.2 Financial instruments

Financial instruments at amortised cost

These include loans, trade receivables and trade payables. Those debt instruments which meet the criteria in section 11.8(b) of the standard, are subsequently measured at amortised cost using the effective interest method. Debt instruments which are classified as current assets or current liabilities are measured at the undiscounted amount of the cash expected to be received or paid, unless the arrangement effectively constitutes a financing transaction.

Financial instruments at fair value

All other financial instruments, including equity instruments that are publicly traded or whose fair value can otherwise be measured reliably, without undue cost or effort, are measured at fair value through profit and loss.

If a reliable measure of fair value is no longer available without undue cost or effort, then the fair value at the last date that such a reliable measure was available is treated as the cost of the instrument. The instrument is then measured at cost less impairment until management are able to measure fair value without undue cost or effort.

1.3 Impairment of assets

The association assesses at each reporting date whether there is any indication that an asset may be impaired.

If there is any such indication, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in profit or loss.

1.4 Equity

An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities.

1.5 Employee benefits

Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as leave pay and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

Defined contribution plans

Payments to defined contribution retirement benefit plans are charged as an expense as they fall due.

1.5 Employee benefits (continued) Defined benefit plans

For defined benefit plans the cost of providing the benefits is determined using the projected unit credit method. Past service costs are recognised immediately as an expense.

Actuarial gains or losses are recognised in profit or loss.

Gains or losses on the curtailment or settlement of a defined benefit plan are recognised in profit or loss when the association is demonstrably committed to curtailment or settlement.

When it is virtually certain that another party will reimburse some or all of the expenditure required to settle a defined benefit obligation, the right to reimbursement is recognised as a separate asset. The asset is measured at fair value. In all other respects, the asset is treated in the same way as plan assets. In the statement of income and retained earnings, the expense relating to a defined benefit plan is presented as the net of the amount recognised for a reimbursement.

1.6 Provisions and contingencies

Provisions are recognised when the association has an obligation at the reporting date as a result of a past event; it is probable that the association will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as interest expense.

Provisions are not recognised for future operating losses.

1.7 Revenue

Revenue is recognised to the extent that the association has rendered services under an agreement provided the amount of revenue can be measured reliably and it is probable that economic benefits associated with the transaction will flow to the association. Revenue is measured at the fair value of the consideration received or receivable, excluding sales taxes and discounts.

Service revenue is recognised by reference to the stage of completion of the transaction at the end of the reporting period. The Stage of completion is determined by surveys of work performed. When the outcome of a transaction involving the rendering of services cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

Revenue comprises of income earned through subscriptions, entrance fees, capitation fees, seminars and chamber services provided and also income from special projects performed.

Interest is recognised, in profit or loss, using the effective interest rate method.

Dividends are recognised, in profit or loss, when the association's right to receive payment has been established.

1.8 Borrowing costs

Borrowing costs are recognised as an expense in the period in which they are incurred.

2. PROPERTY, PLANT AND EQUIPMENT

	2021			2020		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
Land and buildings	5,950,000	-	5,950,000	7,111,000	-	7,111,000
Furniture and fixtures	777,226	(607,189)	170,037	777,226	(558,237)	218,989
Office equipment	359,130	(312,430)	46,700	345,619	(299,447)	46,172
Computer equipment	1,137,410	(986,730)	150,680	1,055,925	(890,241)	165,684
Computer software	370,556	(273,504)	97,052	240,191	(198,785)	41,406
Total	**8,594,322**	**(2,179,853)**	**6,414,469**	**9,529,961**	**(1,946,710)**	**7,583,251**

Reconciliation of property, plant and equipment – 2021

	Opening balance	Additions	Revaluations	Depreciation	Closing balance
	R'000	R'000	R'000	R'000	R'000
Land and buildings	7,111,000	-	(1,161,000)	-	5,950,000
Furniture and fixtures	218,989	-	-	(48,952)	170,037
Office equipment	46,172	13,511	-	(12,983)	46,700
Computer equipment	165,684	81,485	-	(96,489)	150,680
Computer software	41,406	130,365	-	(74,719)	97,052
	7,583,251	**225,361**	**(1,161,000)**	**(233,143)**	**6,414,469**

Reconciliation of property, plant and equipment – 2020

	Opening balance	Additions	Revaluations	Depreciation	Closing balance
	R'000	R'000	R'000	R'000	R'000
Land and buildings	7,111,000	-	-	-	7,111,000
Furniture and fixtures	175,822	86,354	-	(43,187)	218,989
Office equipment	60,593	-	-	(14,421)	46,172
Computer equipment	146,897	152,404	(21,132)	(112,485)	165,684
Computer software	139,144	-	-	(97,738)	41,406
	7,633,456	**238,758**	**(21,132)**	**(267,831)**	**7,583,251**

	Note(s)	2021 R'000	2020 R'000
Details of properties			
Land and buildings consist of section No. 8, N1 City Mews Block A, situated at Goodwood and held by title deed No. ST2843.98.			
- Purchase price: 5 March 1998		446,900	446,900
- Additions since purchase		51,219	51,219
- Revaluation		851,881	851,881
		1,350,000	**1,350,000**
ERF 253 Halfway House Township Extension 12			
- Purchase price		3,201,754	3,201,754
- Revaluation		1,398,246	2,559,246
		4,600,000	**5,761,000**

Registers with details of land and buildings are available for inspection by their duly authorised representatives at the registered office of the chamber.

3. LOANS (FROM) TO RELATED PARTIES

South African Screen Printing Association		(8,090)	4,521
The above loans are unsecured, interest free and have no fixed terms of repayment.			
Non-current assets		-	4,521
Non-current liabilities		(8,090)	-
		(8,090)	**4,521**

4. FINANCIAL ASSETS

At fair value			
Old Mutual Galaxy Investments		3,764,889	3,331,815
Ninety One investments		65,445,267	58,588,561
FNB Money Market Investments		7,506,320	6,265,447
Satrix Investments		1,021,827	809,405
Stanlib Investments		1,187,073	1,136,315
		78,925,376	**70,131,543**
Non-current assets			
At fair value		**78,925,376**	**70,131,543**

	Note(s)	2021 R'000	2020 R'000

5. RETIREMENT BENEFITS

Post Retirement Medical Aid Benefit

The Post Retirement Medical Aid Benefit is actuarially valued every year on the projected unit method. The scheme was independently revalued in the current year by Arch Actuarial Consulting who are registered Actuaries. The valuation was performed using the projected unit credit method. Arch Actuarial Consulting were of the opinion that the scheme was in a sound financial position.

The Post Retirement Medical Aid Benefit was closed to employees who joined the Organisation after January 2000. The benefit is available to employees who have since gone on retirement and are eligible for retirement at the age of 63. The Organisation is liable for 50% of the employee's medical aid cost and the other 50% is deducted from their monthly pension by the Pension Fund Administrators.

Carrying value		
Opening balance	(7,426,000)	(7,653,000)
Movement for the year	98,000	227,000
	(7,328,000)	**(7,426,000)**

Defined contribution plan

It is the policy of the Federation to provide retirement benefits to all its employees. A number of defined contribution pension funds, all of which are subject to the Pensions Fund Act exist for this purpose.

The Federation is under no obligation to cover any unfunded benefits.

6. TRADE AND OTHER RECEIVABLES

Trade receivables	1,890,175	2,670,638
Prepayments	42,797	79,245
Deposits	88,096	160,688
Other receivable	29,340	36,413
	2,050,408	**2,946,984**

Trade and other receivables impaired

The amount of the provision was R 949,596 (2020: R 1,013,922).

	Note(s)	2021 R'000	2020 R'000

7. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:

Cash on hand	5,039	5,452
Bank balances	1,335,472	2,082,148
Short-term deposits	2,083,588	2,742,267
Credit card and fleet	(27,748)	(28,231)
	3,396,351	**4,801,636**

8. BURSARY FUNDS

These funds were bequeathed to the association for the purposes of education and training in the printing and packaging industry.

Education Fund	904,023	899,749
SA Printing College	96,752	96,752
Envelope Manufacturers & Manufacturing Stationers of SA	83,013	83,013
Cheque Printers Association	88,769	-
	1,172,557	**1,079,514**

9. TRADE AND OTHER PAYABLES

Trade payables	296,038	158,995
Amounts received in advance	77,835	-
Value added tax	18,973	73,166
Accrued leave pay and bonuses	319,418	373,666
Accrued PAYE, SDL and UIF	582,232	354,668
Other accrued expenses	330,000	110,659
	1,624,496	**1,071,154**

10. REVENUE

Capitation fees	1,487,387	1,378,940
Chamber services	1,526,304	1,743,426
Chamber courses and training	2,377,232	1,529,555
Subscriptions and membership fees	14,329,638	13,609,025
	19,720,561	**18,260,946**

	Note(s)	2021 R'000	2020 R'000
11. OPERATING DEFICIT			
Operating deficit for the year is stated after accounting for the following:			
Operating lease charges			
Premises			
• Contractual amounts		**1,010,001**	**999,384**
Profit on sale of fixed assets		20,307	23,923
Depreciation on property, plant and equipment		233,143	267,831
Employee costs		**11,738,814**	**11,458,564**
12. INVESTMENT REVENUE			
Dividend revenue			
Financial assets		241,766	162,036
Interest revenue			
Bank and financial assets		1,989,441	3,237,322
		2,231,207	**3,399,358**
13. FAIR VALUE ADJUSTMENTS			
Property, plant and equipment (fair value model)		(1,161,000)	-
Financial assets		7,007,058	753,615
		5,846,058	**753,615**
14. FINANCE COSTS			
Bank		312	836

15 TAXATION

No provision has been made for 2021 (2020: Nil) taxation as the Association is exempt from income tax as per Section 10(1)(d)(iv)(bb) of the Income Tax Act.

16. AUDITOR'S REMUNERATION			
Fees		194,239	306,047

	Note(s)	2021 R'000	2020 R'000
17. CASH USED IN OPERATIONS			
Profit before taxation		4,762,194	967,064
Adjustments for:			
Depreciation and amortisation		233,143	267,831
Profit on sale of assets		(20,307)	(23,923)
Dividends received		(241,766)	(162,036)
Interest received		(1,989,441)	(3,237,322)
Finance costs		312	836
Fair value adjustments		(5,846,058)	(753,615)
Movements in retirement benefit assets and liabilities		(98,000)	(227,000)
Movement in Bursary funds		93,043	982,762
Changes in working capital:			
Trade and other receivables		896,576	4,189,762
Trade and other payables		553,342	(5,483,868)
		(1,656,962)	**(3,479,509)**

18. RELATED PARTIES

Relationships	Chambers Printing Industries Federation of South Africa - National Office Chamber
	Printing Industries Federation of South Africa - Cape Chamber
	Printing Industries Federation of South Africa - KZN Chamber
	Printing Industries Federation of South Africa - Central Chamber
	Printing Industries Federation of South Africa - Northen Chamber
Associates	South African Screen Printing Association
	Flexographic Technical Association of South Africa
	ISOE Discretionary Grant
Members of the Board	LRS Wright (President)
	Dr AM Mahomed (Executive) F Yende (Non executive)
	GD Currie (Non executive) H Grobler (Non executive)
	KA Leid (Executive)
	LS Mc Dowall (Non executive) M Robson (Non executive)
	Z Bagus (Executive)

	Note(s)	2021 R'000	2020 R'000
Related party balances and transactions with other related parties			
Related party balances			
Loan accounts - Owing (to) by related parties			
South African Screen Printing Association		(8,090)	4,521
ISOE Discretionary Grant		150	29,255
Flexographic Technical Association of South Africa		23,717	16,840
Related party transactions			
Administration fees received from related parties			
ISOE Discretionary Grant		(368,478)	(202,427)
Revenue			
Capitation fees		1,487,387	1,378,940
Chamber services		1,526,304	1,743,426
Chamber courses and training		2,377,232	1,529,555
Subscriptions and membership fees		14,329,638	13,609,025
	10	**19,720,561**	**18,260,946**
Other income			
AGM and events income		38,959	2,086
Dividends received	*12*	241,766	162,036
Fair value adjustments	*13*	7,007,058	753,615
Gains on disposal of assets		20,307	23,923
Interest received	*12*	1,989,441	3,237,322
Project funding		3,169,639	1,939,660
Rental and hiring of facilities		6,562	55,118
Sundry income		93,801	77,848
		12,567,533	**6,251,608**
Expenses		**(26,364,588)**	**(23,544,654)**
Operating surplus	*11*	**5,923,506**	**967,900**
Fair value adjustments	*13*	(1,161,000)	-
Finance costs	*14*	(312)	(836)
		(1,161,312)	**(836)**
Surplus for the year		**4,762,194**	**967,064**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	Note(s)	2021 R'000	2020 R'000
Operating expenses			
Administration and management fees		367,220	365,246
Advertising		394,840	211,494
Assets less than R7,000		98,296	94,391
Auditors remuneration	*16*	194,239	306,047
Bad debts		447,564	297,924
Bank charges		53,314	61,936
Cleaning		191,671	187,410
Computer expenses		1,336,841	821,277
Consulting and professional fees		537,933	579,047
Courses and training		953,051	184,747
Delegates expenses		7,114	18,537
Depreciation		233,143	267,831
Discount allowed		73,650	4,335
Document storage		32,869	48,110
Donations		50,000	50
Employee costs		11,738,814	11,458,564
Entertainment		107,576	36,335
Fines and penalties		-	10,543
Gifts		2,926	6,676
Insurance		194,216	193,541
Legal expenses		78,750	13,558
Motor vehicle expenses		190,869	111,308
Postage		30,739	20,365
Printing and stationery		203,793	71,271
Rent, utilities and rates		1,010,001	999,384
Repairs and maintenance		48,917	114,209
Security		32,226	38,642
Shared services		6,365,970	5,423,139
Special projects		164,661	559,690
Staff welfare		23,840	10,657
Subscriptions		61,405	64,652
TT Blocks		635,511	530,699
Telephone and fax		182,699	246,691
Training		70,025	27,305
Travel - foreign		249,905	159,043
		26,364,588	**23,544,654**

FOR You!
We confer, consult,
campaign and train.
www.printingsa.org