

Note from the Managing Director

2024 had certainly got off to a fast and busy start for all. This being the end of the really busy season for River Bioscience, all focus is on getting the second application of SPLAT FCM finished and our other products into our growers' hands to help ensure clean fruit is available to pick over the next few months. Our two companies only have 2 months left in their financial year, that conclude at the end of March, so getting everything squared away and confirmed for year end is a big focus while the budgeting process for the 2024/25 year is already well down the road. The budgeting process has already shown that 2024 is going to be another tough year with many challenges of 2023 spilling over to this year. It is through the hard work and commitment of all in the RBX Group that we are showing sustainable results for this year and I know our team will be ready to meet the challenges of 2024 with the same determination.

CHEERS, ROB

Enhancing Operational Excellence & Team Dynamics at XSIT

The new year kicked off on a busy note for some of our XSIT team members. The XSIT Operational Workshop, which commenced at the RBX head office near the end of 2023, resumed again in January 2024 in Citrusdal. We are excited to share some of the highlights:

The goal:

The primary objective was to streamline our operations by improving communication, efficiency, and strengthening the team bond, while also reinforcing our commitment to deliver a world-class SIT programme. This involved fostering a deeper understanding among leadership and support staff across our diverse departments, all of which play significant roles in our company's success.

What we achieved:

The team explored various areas, including revisiting critical work protocols, refining release and monitoring procedures, enhancing documentation and traceability, ensuring health and safety standards, optimising process flows, refining data handling, and fine-tuning capacity models. Moreover, we emphasised the importance of comprehensive internal staff training, leveraging our versatile matrix system to facilitate ongoing effectiveness and growth.

Significant progress was achieved in establishing standardisation within our team, an important development given that the team is spread out across the country.

These standardisation efforts hope to improve the consistency of our programme delivery, a vital aspect of our operations.

The feel-good factor for most was the opportunity to meet in person, moving beyond the usual confines of virtual meeting rooms. This has created a sense of unity among the team.

The way forward:

The team's forward-facing goal is clear: achieving consistency and attaining world-class standards. These objectives formed the foundation of our workshops, recognising that we must establish two fundamental pillars: a commitment to continuous improvement and the elimination of waste in all its forms. These pillars are underpinned by our core company values—respect and equality, integrity and honesty, commitment, courage, and fun—forming the sturdy foundation upon which our endeavors rest.

Our path forward involves an ongoing pursuit of improvement, all while continuing to build our culture with our company values at our core.



February Birthdays

Zintle Gxothiwe, Chesné Geldenhuys, Keanu van Vuuren, Andries van Deventer, Romilda Januarie, Joshua Titus, Albertus Smit, Megan Barnard, Danevico Paulse, Megan Mulcahy, Burger Du Toit, Gelwell Palla, José Matipa, Aiden Damon, Marshale Damon, Marnick Pedro, Fezeka Dyakala, Asanda Spogter, Jan Fransman, Gilbert Titus, Hektor Garth

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