

D



**Belgotex
Careers.**

B

Belgotex™

Contents.

Our Vision	03
Our Core Purpose	04
Our Mission	05
Our Values	06
Our Leaders	07 - 15
Our Culture	16 - 20
Our Teams	21 - 25
Why Belgotex?	26





Our Vision.



Our business grows when our people grow.
Our people grow when our business grows.



Our Core Purpose.

We bring a platform for authenticity to every walk of life, through creativity, communication, and collaboration.





Our Mission.

Belgotex designs, manufactures, and delivers quality floors that endure the speed of life.



Our Values.

Our values are alive in all that we do.

Better Together.

We believe the people inspire greatness. It takes a team to achieve our world-class standards and we can't do any of this alone.



Curiosity.

True innovation starts with a desire to explore and achieve the unimaginable.



Deep Focus.

We are on a journey of vertical growth to deliver specialized flooring solutions to Africa and the world.



Courage.

We are not afraid to ask big questions, even if it means asking more of ourselves.



We Tread Softly.

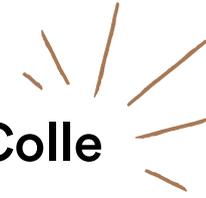
We are a recognized world leader for sustainability practices, asking less of the planet in all that we do.



Our Leaders.



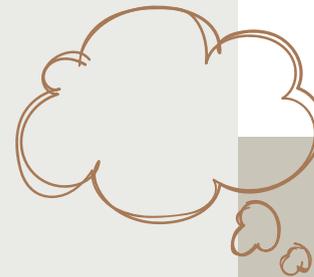
Meet Edward Colle



**Chief Executive Officer (CEO) aka Chief Future's Officer
Director since 2014
Hometown: Hillcrest, KwaZulu-Natal**

Ed is a dynamic, unconventional, and passionate individual, responsible for aligning the leadership strategies and goals at Belgotex. He values people, learning from others and enjoys engaging in honest and meaningful conversations that challenge his thinking.

His wife, Sarah, keeps him honest and grounded. They live in Hillcrest, and are inspired by their two beautiful children, Isabelle and Benjamin. They are also animal lovers with two little dogs, Cooper and Zoe.



**“Equality feels like
oppression, when you are
used to privilege.” – Unknown**

Our Leaders.



Meet Steve Truter

Chief Financial Officer

Director since 2004

Hometown: Pietermaritzburg, KwaZulu-Natal

Steve is an intuitive, honest, caring and encouraging individual, responsible for the technical and financial support for the business. His job allows him to work with numbers and solve complex problems, which is a passion of his. Steve has over 30 years experience as a Chartered Accountant and he values integrity. Outside of work, he enjoys racing fast motorcars.

Steve lives with his partner, Lindy, in Pietermaritzburg, and they have four energetic and lovable dogs, Spark, Plug, Lexi and Kimi. He is also the proud father of Lisa, who resides in Cape Town, and proud step-father of Charles, who resides in Pretoria.



“Regret is a wasted emotion.”

– Unknown

Our Leaders.



Meet

Jade Peter >

Human Resource Director

Director since 2018

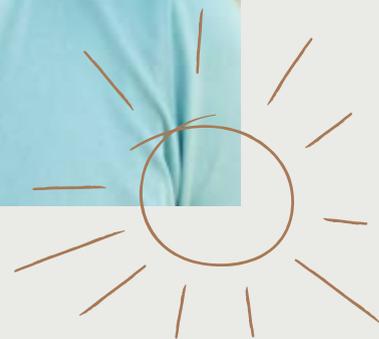
Hometown: Pietermaritzburg, KwaZulu-Natal

Jade is a strong, compassionate and empowering individual, responsible for the People Portfolio at Belgotex. She does this through the execution of the HR strategy delivered by a team of exceptional HR professionals. Jade has over 20 years of HR experience with an Honors Degree in Organizational Psychology and is currently studying towards her Master of Commerce in Human Resources.

Jade has a passion for people and an absolute love for the study of human behaviour. Her job plays a big role in helping to fulfil her passion and interests. She enjoys working with and developing young people both personally and professionally. Jade believes that we all have an innate ability to impact the lives of those around us and she is deliberate about using her influence in a positive way. She has a zest for life and seizes every opportunity by living life to the fullest. She, and her partner, Ivan live in Pietermaritzburg. Jade is the proud mother of two awesome humans, Jordan and Caden. They love South Africa and enjoy its beauty and rich diversity through their road tripping adventures. Their family would be incomplete without their three naughty dogs, Panda, Chase and Chai, whom they adore!

“Be the change you want to see in the world”. - Gandhi

Our Leaders.



Meet

Bronwen Bainbridge

**The Go Group General Manager
Leader since 2019**

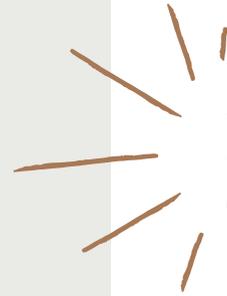
Hometown: Hillcrest, KwaZulu-Natal

Bronwen is a charismatic, fearless and passionate individual, responsible for The Go Group and Belgotex Foundation Educational Trust. She values learning and has her Master of Commerce in Development Finance.

Bronwen loves being outdoors and spends most of her free time in beautiful spaces either show jumping or mountain biking. She has a funny husband, Jacques, and an even funnier stepson, Zac. Bronwen loves animals, whilst Jacques tolerates them. They have a cat and four dogs named: "Cat", Bella the Brave, Accalia, Cody and Luna, and two horses Callegra and Sydney.

“Choice is where dignity starts. The world will only change when we view truly low-income individuals as consumers and producers in their local economies, rather than passive recipients of charity.” – Dr. CK Prahalad

Our Leaders.



Meet Terri Clapperton

Sustainability Officer
Leader since 2020
Hometown: Durban, KwaZulu-Natal

Terri is a collaborative, hard-working and sympathetic individual, responsible for carrying out the risk, compliance and environmental strategies for Belgotex. She has a passion for seeing and experiencing the positive change in the world. Terri absolutely loves learning new things, with a Master of Science in Sustainable Development. She is currently studying towards her PhD in Leadership and Complexity.

Terri has an amazing husband, Mike. They live in Durban with their two beautiful daughters Keilidh Skye and Téa Erin. They also have three lovable but stubborn Scottish terrier dogs Tara, Oscar and Hamish.



“All we have to decide is what to do with the time that is given to us.” - J.R.R. Tolkien.

Our Leaders.



Meet David Grimett

Central Planning Officer
Leader since 2020
Hometown: Kloof, KwaZulu-Natal

David is a methodical, determined and goal-orientated individual, responsible for improving efficiency in the Production, Planning, SHEQ, Technical Development, Logistics, Procurement and Engineering spaces within Belgotex. He has a National Diploma in Mechanical Engineering. He loves nature and being outdoors, where he enjoys riding motorcycles and mountain biking.

David lives with his wife, Tanya, and two amazing children, Skye and Jordan, in Kloof. They love animals and have a beautiful border collie named Mandy.

“It is hard to fail, but it is worse never to have tried to succeed.” - Theodore Roosevelt



Our Leaders.



Meet Evan Lockhart-Barker

Chief Commercial Officer
Leader since 2019
Hometown: Johannesburg, Gauteng

Evan looks after the Commercial portfolio, which covers all revenue generating responsibilities for Belgotex and its diverse business units. His role encompasses Research and Design, Marketing, Business & Digital Development as well as Sales revenue for both local and abroad markets. His qualifications include B:Tech Degree, various strategy qualifications and a MBA (University of Reading) on Sustainable Innovation.

Evan has a keen eye for joining dots, seeing over the horizon and innovating for healthy evolution. This is achieved through data and people transformations. Evan is married to Lauren, a researcher and amazing human. With daughters Giorgia, Alexa and Olivia. They are a household that loves pets and humans alike.

“Surviving and living are not
the same thing.”

- David Whyte, Poet & Philosopher.



Our Leaders.



Meet Lesego Moagi

**The Go Group Director
Leader since 2020
Hometown: Johannesburg, Gauteng**

Lesego is a dynamic strategy, brand, marketing and reputation management specialist, and is currently the Group Marketing Executive for The Building Company. His role encompasses strategic and tactical marketing activities, with a broader business rejuvenation, process improvement and innovation mandate.

Lesego's vast experience is underpinned by his natural curiosity, thirst for knowledge and passion for people. He has an Honours of Commerce Degree in Marketing Science from the University of Witwatersrand.

He enjoys meeting new people and invests his time in sustainable community development and economic upliftment initiatives. Lesego lives in the beautiful city of Cape Town with his lovely wife, Kefiloe and their two sons Kganya and Oagile.

“Imagination is more
important than knowledge”

- Albert Einstein

Our Leaders.



Meet Craig Sagar

**The Go Group Director
Leader since 2020**

Hometown: Pietermaritzburg, KwaZulu-Natal

Craig is a charismatic, intelligent and outgoing leader, with a wealth of experience in agriculture, logistics and manufacturing sectors. He was a partner at Deloitte for 31 years based in the KZN region. Craig has a deep passion for developing people and experiencing the beauty of nature. His hobbies include mountain biking, bird photography and watching a cricket match!

Craig believes education and continuous learning is necessary for growth and development. He has a Bachelor of Agricultural Management Degree from the University of KwaZulu-Natal and a BCompt Honours Degree from Unisa. He is also proud to share that he passed his board exam in 1985 and became a CA(SA).

Craig has a beautiful life with his wife, Sandy and they have three grown children, Angela, Dexter and Travers.

**“Courage is not the absence
of fear but the triumph over
it”** – Nelson Mandela



Working At Belgotex.

Transformation.

We are passionate about transformation and diversity. We are committed to treating all people with dignity, fairness and respect. We support the creation of a more inclusive workforce and value people from different walks of life.

Women in the Workplace.

We are proud of the strong women in our team who are breaking down stereotypes and reshaping our thinking.



Working Mothers.

Our team is made up of many hardworking and driven mothers who continue to inspire us with their tenacity and grit.



Inspired Leadership.

We are focused on offering platforms of mentoring and learning to grow the next generation of disruptive leaders through the Emerging Leaders Program.

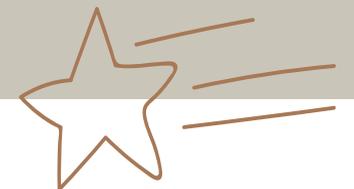
Female Leaders.

We are inspired by the strong, intelligent and empowered female leaders in our ecosystem who are shattering glass ceilings.



Youth Empowerment.

We are committed to growing and developing the skills of young qualified graduates and African Females. We are proud of the contribution we are making towards youth development in South Africa.



Working At Belgotex.

Circularity and Sustainability.



Circularity provides new opportunities for sustainable, inclusive and restorative growth whilst honoring planetary boundaries. It calls us to higher standards as a manufacturer to keep our materials and products in use, to eliminate waste and emissions and to become regenerative in all we do. Sustainability sits at the heart of our vision and strategy, it is where the essential ingredients of governance, the health of the planet, the wellbeing of people and shared prosperity intersect and interconnect.



Working At Belgotex.

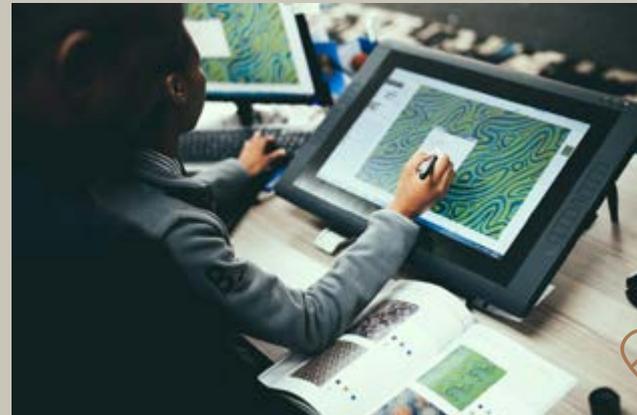
Learn to Grow.

Through our Learning & Development team, we can support the growth of our employees with a number of opportunities. We are proud of the investment we make in our people for current and future success.



Planned Employee Development.

Employees are encouraged to take charge of their development by having an annual individual development discussion with their manager. Once individual learning needs are agreed, the manager meets with L&D to confirm the functional learning needs that are incorporated into the Company needs analysis. Once checked for alignment to the business strategy and the availability of budget, the annual company development plan is approved. Both individual and company learning initiatives are then implemented.



Study Assistance.

Belgotex provides opportunities for employees to receive a bursary to further their formal education. During the personal development discussion employees have with their managers, employees are encouraged to raise any personal study goals that they would like to undertake in their own time. Or the employee can approach L&D directly. All study assistance applications that met the study assistance requirements are handled by the Bursary committee.



Production Development Pathways.

To offer employees the opportunity to develop their careers and to upgrade their existing skills the production career development pathway was introduced. The pathway opens the door for an employee to qualify for a tertiary qualification. Both the Carpet Technology (level 1 to 3) and the CTF Learnership form the gateway qualifications. From there an employee can progress through the Production Technology qualification (NQF level 2 to 4) progressing to Supervisory Development Programmes (NQF Levels 3 to 5) and thereafter to Management Development Programmes (NQF Levels 6-7).

Working At Belgotex.

Learn to Grow.

Through our Learning & Development team, we can support the growth of our employees with a number of opportunities. We are proud of the investment we make in our people for current and future success.



Belgotex In-Service Program.

Students studying towards the National Diploma in Textile Technology, Carpet Design, Carpet Technology or Quality have applied for and been a part of the development practices at Belgotex. 6 or 12-month contracts with a stipend ensure the students are exposed to the areas required for their Diploma programs to be signed off. Many employees have been offered permanent positions after completing their in-service training and attained their qualification.

Belgotex Apprenticeship Program.

Belgotex has a rich history of upskilling both existing employees and or unemployed people through formal apprenticeship programs. Recently Fitter, Electrician, Instrumentation, Winding & Twisting, Needlepunch and Tufting Mechanician apprenticeship programs have been sponsored. Annually as part of the company talent review process future skills requirements are determined and apprenticeship numbers are approved to meet future skills requirements.

Working At Belgotex.

Learn to Grow.

Through our Learning & Development team, we can support the growth of our employees with a number of opportunities. We are proud of the investment we make in our people for current and future success.



Belgotex Graduate Program.

The Belgotex Graduate Program offers graduates an opportunity to learn and be part of an organisation that values People, Planet and Product. Our organisation, a leading African carpet manufacturer values sustainability.

It is a 12-month program structured to create work exposure for the graduates in their respective fields of study. Creating meaningful work is what we pride ourselves in for their growth and they are also assigned projects to work on. The projects are thoughtfully chosen to contribute significantly to the current business objectives.

The Graduate program is a 12-month program offered to unemployed graduates looking for opportunities within different study disciplines such as:

- Electrical Engineering
- Environmental Sciences
- Finance
- Human Resources Management
- IT
- Logistics
- Marketing
- Mechanical Engineering
- Occupational Health and Safety
- Operations Management
- Process Instrumentation Engineering
- Quantity Surveying
- Supply Chain Management
- Textile Design



Our Teams.



Design.

- We research design and colour trends both locally and internationally.
- Innovation of new designs/concepts.
- To create designs that inspire, be it nature, texture, or colour.
- Market research is key, as well as customer feedback.
- There is always something new and exciting happening in R&D.

Engineering.

- Provide technical services such as Mechanical Electrical, Automation and the continuous supply of Utilities.
- Ensuring that Production Machinery and Service Equipment are maintained and safe to use.
- Ensuring that all equipment, machinery, infrastructure, and Installations comply to legal and statutory requirements.

Finance.

- Provide timely and accurate financial information using generally accepting accounting principles.
- Cash flow management and optimizing available funds and/or funding facilities.
- Efficient credit management facilitating business opportunities whilst minimizing risk.
- Statutory financial and fiscal reporting.
- Accurate processing of amounts payable within due dates, both in local and foreign currency.
- Compliance with Customs, SARS and Reserve Bank regulations.
- Budget preparation and reporting.
- Accurate costing of manufactured and purchased product.
- Accurate billing and customer price/rebate maintenance.



Our Teams.

Human Resources.

- At Belgotex the Human Resources team is deliberate about positively influencing the lives of our people.
- We channel our efforts to attract, grow, develop and retain top talent within the business.
- Our culture of learning focuses on providing professional and personal growth opportunities to increase employee engagement.
- Diversity and Inclusion is an integral part of what we do to transform our workplace.
- We strive to build an authentic organizational culture upon which our vision, values and business goals can flourish.

Information Technology.

- We provide the business with quality services and support.
- We innovate, create and deploy bespoke applications on the web.
- We enable productivity through technology and digitization.
- We provide unified communications, collaboration and employee education.
- We ensure availability, stability, accessibility, scalability and security of systems and information through improved controls and governance.
- We ensure continuous service improvement.
- Our mission is to provide first class services and support to all our users.
- Our objectives include Employee Education and awareness, Driving productivity through the use of technology with Digitization and Automation.





Our Teams.

Marketing.

- The main function of the Marketing department is to assist in achieving the overall business objectives by implementing Marketing strategies.
- These strategies are key in raising brand awareness in both new and existing markets.
- From these strategies we create innovative Marketing campaigns to reach our markets in authentic and meaningful ways.
- We continually investigate changes in digital technology that allow us to better service our market.
- Our aim is to ensure every touch point of Belgotex allows for a great brand experience.
- Our brand appearance and messaging are important in portraying who we are and what we stand for.

Technical Development.

- Turning designs into reality, and ensuring technical parameters are aligned with production capability.
- Identify & implement materials that achieve lower costs, higher performance & improved sustainability.
- Technical support to Production & Sales.



Our Teams.

Production.

- Manufacture high quality products to meet our customer's requirements.
- Improve the quality of our product directly off the lines, and simultaneously see throughput improvements.
- Minimize waste and produce with the lowest impact to our environment that is possible.
- Enhance production monitoring and improve production efficiencies.
- Enhance production process control to reduce lead times and lower working capital inventory requirements.

Sales.

- Execution of Belgotex strategy in the market.
- Channel optimization.
- Customer satisfaction.
- Capturing the demand of the market, and turning this demand into sales.
- Identifying new sales opportunities and new markets.
- Ensuring brand and product relevance within retail spaces.



Supply Chain.

- Planning of production to meet demand requirements and production capability.
- Material planning and forecasting.
- Sourcing a variety of goods, materials and assets that are high quality and contribute to overall cost savings and are provided by partners that contribute to our sustainability.
- Store materials and finished goods safely to ensure quality of product is maintained, and to ensure efficiency in storage and material movement.
- Ensure materials and goods are available to support production and sales activities.
- Ensuring a very high level of Customer Service through the on-time delivery of ordered goods.
- Optimizing our distribution network to bring down transporting and shipping costs.



Our Teams.

The Go Group.

- The Go Group is a 25,01% shareholder in Belgotex.
- The Go Group (previously, Belgotex Foundation) is an ecosystem of enterprising individuals who are not afraid of leading change. Through our team and implementation partners we have an impact in early childhood development, floorcovering installers, food security, informal small business, disability inclusion and students in various education endeavours. We use a methodology centered on Occupational Intelligence.
- In everything we do, an individual's "I CAN" moment is fundamental to growth and prosperity both in their quality of life and business success. These "I CAN" moments build a self-belief neurology that a human needs in order to have the internal locus of control and volition needed to achieve their full potential. The team are capacitated to implement this methodology by facilitating human responsiveness through the programmes that we run.

Safety Health Environment and Quality Assurance.

- Ensure good Quality products and service.
- Ensure Safety and Health of Employees and Stakeholders in the workplace.
- Minimize Environmental impact resulting due to business processes.
- Manage Occupational Health of Employees.
- Ensure implementation and compliance to legal, statutory, regulatory and company SHEQ requirements.



Why Belgotex?

- We encourage authentic and meaningful conversations.
- We promote learning and development.
- We are passionate about building connections and relationships.
- We empower employees to be innovative and creative.
- We are inspired by a digital way of working.
- We are passionate about our people and their well-being.
- We are invested in promoting and uplifting our community.
- We are focused on preserving the environment and its resources.
- We are all about progressive leadership.



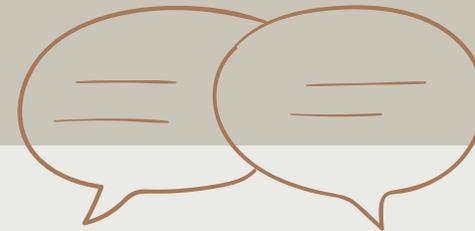
D.

Contact Us.



Direct all queries to

Telephone Number: 033 897 7500
Email Address: talent@belgotex.co.za



B