



TSEBO



EMPLOYER OF CHOICE

Top Employers Institute is the global authority on recognising excellence in People Practices: those that provide excellent employee conditions, nurture and develop talent throughout all levels of the organisation, and strive to continuously optimise people strategies.

Tsebo Solutions Group, including its subsidiary brands in South Africa, has been validated, certified, and recognised by the Institute as a 2023 'Employer of Choice'. This demonstrates Tsebo's dedication to a better world of work through its excellent HR policies and people practices.

CERTIFICATION PROCESS

Crucial to the Top Employers Institute programme is that participating companies must meet the required high research standards to achieve the certification. Organisations can only be certified based on the participation and results of their HR Best Practices Survey.

This survey covers **600 practices** in six HR domains across **20 topics**, including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion, Well-Being and more. Participants then submit evidence and are independently audited over several days in which their practices are thoroughly interrogated.

DISTINCTIVE RESEARCH HIGHLIGHT



The adjudicators were impressed by Tsebo's use of innovation and technology in developing its people and bridging the digital divide, which greatly drove Tsebo's positive results.

BENCHMARKED GLOBALLY

In 2023, the programme has certified and recognised 2 052 Top Employers in 121 countries/regions across five continents. It provides a comparative insight into participants' people practices and highlights areas of excellence, growth and improvement. Insights can be gained into the performance compared to the global Top Employers Benchmark, enabling Tsebo to accelerate the advancement of our people strategies.

RESULTS

Benchmarked against a globally certified group of more than 2050 Top Employers, Tsebo achieved an overall score of over **82%**.





Elanie Kruger, Tsebo's Group Chief Human Resources Officer: "We are exceptionally proud of this achievement, which marks another milestone in our rich 50-year history of caring for people and reimagining the world of work. As part of our high-performance service culture, we are committed to accelerating our people strategies by benchmarking policies with proven HR best practices globally. It supports our values and creates a safe environment where employees feel recognised, are given opportunities to grow and, in turn, shape a brighter future for all."

ABOUT TSEBO

As a leading African Integrated Workplace Management Solutions Provider with over 50-years of experience, Tsebo Solutions Group offers our clients improved workplace productivity that supports their success. From city-based corporate headquarters to hard-to-reach remote camps, we create, manage and maintain environments that are pleasant to be in, easier and safer to work in and ultimately enhance employee collaboration, innovation and productivity. We specialise in Facilities Management, Catering, Cleaning and Hygiene, Security, Energy, Pest Control, and more.

LINK UP WITH A TOP EMPLOYER

Recent times have fast-tracked a new world of work where sustainable business practices have become a non-negotiable. It has highlighted how important it is to associate yourself or your business with a reputable company that genuinely cares for its people – equipped to provide world-class services and solutions.

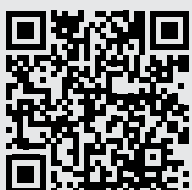
We have been certified as a Top Employer because we:

-  **Put the health, safety and well-being of our people first**
-  **Have a well-defined business, leadership and people strategy**
-  **Focus on HR policies, practices and projects that improve your world of work**
-  **Give our people opportunities to grow and develop**
-  **Appreciate the importance of a diverse and inclusive workforce**
-  **Value engagement, involvement, participation and transparency**
-  **Implement ethical and sustainable business practices**
-  **Recognise and reward performance and value-driven behaviour**
-  **Consistently benchmark and optimise HR practices to incorporate the latest trends**
-  **Attract, engage and retain the best people**



TSEBO CAREERS CENTRE

The Careers Centre is Tsebo's official talent recruitment portal. Here you can view available positions (by interest category), register and apply for roles, set up job alerts and upload your CV to become part of our talent pipeline. To visit the portal, please go to tsebo.erecruit.co or scan the QR code below.



Visit our career centre



www.tsebo.com



A WORKPLACE THAT WORKS FOR YOU