



ELITE TOP EMPLOYER



Tsebo Solutions Group is honoured to be recognised as a **Top Employer in Africa** for the first time, with new certifications in **Kenya, Zimbabwe, and Zambia**, and a third consecutive certification in **South Africa**, where we ranked **14th out of 154** participants in the certification process. This recognition was awarded by the Top Employers Institute – the global standard for HR excellence. As a Top Employer 2025, Tsebo and its brands are dedicated to building a better world of work through exceptional HR policies and people practices – nurturing talent, driving a high-performance culture, and delivering transformational people strategies.

CERTIFICATION PROCESS

The Top Employers Institute certifies companies that meet rigorous research standards. Certification is based on performance in the HR Best Practices Survey, which evaluates 255 practices across six domains and 20 topics, including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity and Inclusion, Well-being and more. Companies must submit evidence and pass an independent audit over several days to verify their practices.

TOP 5 IMPROVEMENTS

- Employee Listening **+19%**
- Onboarding **+19%**
- Diversity, Equity & Inclusion **+15%**
- People Strategy **+13%**
- Talent Acquisition **+13%**

BENCHMARKED GLOBALLY

In 2025, the programme certified over **2,400 Top Employers** across **125 countries** and five continents. It offers comparative insights into people practices, highlighting strengths and areas for growth. This benchmarking against global Top Employers helps Tsebo accelerate and enhance its people strategies. The Top Employer Certification, now with our extended certification footprint, covers approximately **85%** of Tsebo's workforce.



RESULTS

Tsebo achieved an overall score of **94.65%**, exceeding the global benchmark by **10%** and showing improvement across all domains and topic areas. In South Africa, Tsebo secured a **top 15 ranking** with an impressive score of **96.36%**.

TOP TOPIC SCORES: 100% ACHIEVEMENT

Business Strategy; People Strategy; Leadership; Organisation and Change; Digital HR; Work Environment; Employer Branding; Onboarding; Employee Listening; Purpose and Values; Ethics and Integrity; Sustainability



**Elanie Kruger, Tsebo's Group
Chief Human Resources Officer:**



LINK UP WITH A TOP EMPLOYER

The new world of work makes sustainable practices essential for success. Partner with a company that prioritises its people and delivers world-class services and solutions.

“We are honoured to be recognised as a Top Employer in Africa. This milestone reflects our over 50-year commitment to people and reimagining the world of work, reinforcing our position as a leading employer on the continent. Being recognised among the top 15 employers in South Africa this year is another highlight, showcasing our dedication to continuous improvement and progress. By benchmarking against global HR best practices, we drive a high-performance culture that empowers employees, nurtures growth, and fosters a safer, more sustainable future for all.”

ABOUT TSEBO

For over 50 years, Tsebo has been a trusted leader in Integrated Workplace Management Solutions, partnering with clients to create thriving, safe, and innovative environments.

We provide a full spectrum of services – from Facilities Management, Cleaning and Hygiene, and Pest Control, to Security, Catering, and Remote Site Services – ensuring seamless operations.

As your workplace evolves, so do our solutions.

Join us in redefining A **WORKPLACE THAT WORKS FOR YOU.**

We have been certified as a Top Employer because we:



Put the health, safety and well-being of our people first



Have well-defined business and integrated people and leadership strategies



Enhanced HR policies, practices and projects that improve your world of work



Give our people a diverse range of opportunities to grow, develop and succeed



Prioritise the importance of a diverse, equitable and inclusive workforce



Value engagement, involvement, participation and transparency



Integrate ethical conduct and sustainability in our business and people practices



Recognise and reward sustainable performance and value-driven behaviour



Consistently benchmark, digitise and optimise HR practices to improve employee experiences



Attract, engage, promote and retain the best people

TSEBO CAREERS CENTRE

Tsebo's online recruitment portal lets you explore job openings by category, apply, set alerts, and upload your CV to join our talent pool. Visit tsebo.erecruit.co or scan the QR code to get started.



  
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