



ELITE TOP EMPLOYER



Tsebo Solutions Group is honoured to be recognised as a **Top Employer in Africa** for the second time. In South Africa, we have achieved a fourth consecutive certification, ranking **13th out of 154** organisations participating in the process, with repeat certifications also awarded in **Kenya, Zimbabwe and Zambia**. We are also pleased to have placed among the **top three** participating employers in **Kenya**.

Awarded by the Top Employers Institute, this recognition reflects our commitment to building a future-forward 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 organisations that meet rigorous research standards. Certification is based on performance in the HR Best Practices Survey, which evaluates 255 people practices across six domains and 20 people-focused topics. Organisations are required to submit supporting evidence and complete an independent audit to verify their practices.

TOP 5 IMPROVEMENTS

- Onboarding **+17%**
- Diversity, Equity and Inclusion **+15%**
- People Strategy **+14%**
- Talent Acquisition **+14%**
- Digital HR **+13%**

BENCHMARKED GLOBALLY

In 2025, the programme certified over **2,400 Top Employers** across **125 countries**, positively impacting over **14 million employees**. It offers comparative insight into global people practices, enabling Tsebo to strengthen and accelerate its people strategies through continuous improvement. With an expanded certification footprint, the certification now covers approximately **85%** of Tsebo's workforce.



OVERALL RESULTS

- Overall score of **96.1%**, exceeding the global benchmark by **10%**
- **Improvement** recorded across **all domains** and **topic areas**
- South Africa ranked among the **top 15 employers** with a score of **97.15%**
- Kenya placed among the **top three** with a score of **96.4%**

TOP SCORING DOMAIN: STEER 100%

Full marks achieved across all three related topics, including **Business Strategy, People Strategy** and **Leadership**, demonstrating our commitment to purposeful leadership.

ADDITIONAL TOPICS SCORING 100%

Organisation and Change; Digital HR; Learning; Purpose and Values; Ethics and Integrity





“ Being recognised as a Top Employer in Africa once more reflects the depth and consistency of our people strategy over more than five decades. Our top 15 ranking in South Africa is a strong indicator that our focus on capability, leadership and responsible digitisation is delivering real progress. By benchmarking ourselves against global standards and continuously evolving how we enable our people, we are strengthening a high-performance service culture that supports growth, resilience and sustainable impact across the Group. ”

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

LINK UP WITH A TOP EMPLOYER

What's next in the world of work demands innovation, technology and sustainable thinking. Partner with a Top Employer that puts people first and delivers 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 **clear business, people and leadership strategies** that enable sustainable performance



Continuously **enhance HR policies, practices and initiatives** to improve our world of work



Provide our people with **diverse opportunities to grow, develop and succeed**



Prioritise a **diverse, equitable and inclusive** workforce where everyone belongs



Value **engagement, involvement, participation and transparency** at all levels



Integrate **ethical conduct and sustainability** into our business and people practices



Recognise and reward **value-driven and sustainable performance**



Leverage technology, AI, automation and digitisation to simplify work, improve employee experiences and enable our people to focus on what matters most



Attract, engage, develop and retain **high-performing, values-driven talent**

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**.



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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