



# TSEBO



## ELITE TOP 20 EMPLOYER

Tsebo Solutions Group is now **one of the Top 20 companies to work for in South Africa**, validated and certified by the Top Employers Institute, the global authority on recognising excellence in People Practices. As a **certified Top Employer 2024**, Tsebo, including its subsidiary brands in South Africa, is dedicated to creating a better world of work through our exceptional HR policies and people practices. We are recognised globally for nurturing talent, cultivating a high-performance service culture and optimising people strategies.

## CERTIFICATION PROCESS

The Top Employers Institute programme requires participating companies to meet stringent research standards for certification. Certification depends on our performance in the HR Best Practices Survey, covering **255 practices** across **six domains** and **20 topics** such as People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity and Inclusion, Well-Being and more. Companies must **submit evidence** and undergo an **independent audit** over several days to thoroughly examine their practices.

## TOP TOPIC SCORES: 100% ACHIEVEMENT

Employee Listening; Talent Acquisition; Digital HR; Employer Branding; Purpose & Values; Business Strategy; Ethics & Integrity

## OVERALL IMPROVEMENT

- Year-on-year **+12%**

## TOP 5 IMPROVEMENTS

- Employee Listening **+19%**
- Diversity, Equity & Inclusion **+18%**
- Talent Acquisition **+15%**
- Rewards & Recognition **+15%**
- Onboarding **+12%**

## BENCHMARKED GLOBALLY

In 2024, the programme certified **+2 300** Top Employers in **121** countries across **five** continents. It offers comparative insights into participants' people practices, showcasing areas of excellence, growth, and improvement. This allows for benchmarking against global Top Employers, helping Tsebo accelerate the enhancement of its people strategies.

## RESULTS

Tsebo achieved an overall score of **+94%**, exceeding the global benchmark score by **9%** and showing **improvement in all domain and topic score areas.**





**Elanie Kruger, Tsebo's Group Chief Human Resources Officer:** We're honoured to be acknowledged as a Top Employer for the second consecutive year. This achievement not only marks another milestone in our 50-year history of caring for people and reimagining the world of work, but it also now solidifies our position as an elite employer in South Africa. 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. This approach supports our values and creates a safe environment where employees feel recognised and are given opportunities to grow, thereby shaping a more sustainable future for all.

## LINK UP WITH A TOP EMPLOYER

The new world of work emphasises sustainable practices as a non-negotiable. It's vital to partner with a company that truly 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 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**

## ABOUT TSEBO

With over 50 years of providing pioneering solutions for the evolving world of work, Tsebo has transformed from a local catering service to a pan-African leader in workplace management solutions. We uphold a legacy of innovation, sustainability, and excellence in over 80 services offered, ensuring safe, cost-effective, and productive environments tailored to each client's unique needs. We specialise in Facilities Management, Catering, Cleaning, Hygiene, Pest Control, Security, Energy and more. Join us in redefining A **WORKPLACE THAT WORKS FOR YOU.**



## 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](http://tsebo.erecruit.co) or scan the QR code below.



Visit our careers centre



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A WORKPLACE THAT WORKS FOR YOU