



# CAPES

THE VOICE OF THE  
STAFFING INDUSTRY

**THIS CERTIFIES THAT**

**PHAKISA HOLDINGS (PTY) LTD**

**Membership Number: P003**

Is an Association member of

**Confederation of Associations in the Private Employment Sector**

For the period

March 2023 to February 2024

Members are required to comply with CAPES Code of Conduct, Constitution and  
Labour Legislations

Signed at: Johannesburg on 09 February 2023

Jonathan Goldberg  
**(CAPES CHIEF OPERATING OFFICER)**