



## WHAT CAME FIRST? PHAKISA HAS A PROVEN TRACK RECORD IN BOTH!

Phakisa Holdings has been supplying Temporary, Contract and Permanent staff to all industries across South Africa since its establishment in 1995. We are an established brand and have been serving the South African Temporary Workforce market for 27 years through our national footprint. Phakisa Holdings has a solid financial track record with our annual turnover being more than R1 Billion for the past 3 financial years. We have embraced transformation since 2007 and through the years we have managed to maintain our Level I BBBEE rating by having, as a majority of its Black-owned Shareholding and beneficiaries, Black Females.

We believe that compliance, fair labour practice, and transparency are fundamental to our client's strategic business relationships. We are results orientated paired with a culture of high performance. We are passionate about people, and the flawless execution of projects and believe in continuous improvement.

Phakisa Holdings is a registered Private Employment Agency, with registered long-standing memberships with Capes, APSO, CEA, and the Road Freight Association to mention a few.

Our Journey in the Poultry Industry began in December 2000 when Phakisa supplied approximately 850 Temporary Employees to one of the leading Poultry Manufacturers in South Africa at their Rustenburg Processing Facility for their weekend shift. In 2007 we became a preferred supplier with the same Group for their inland operations. This opportunity expanded our footprint into the poultry industry's complete value chain, including Agriculture, Animal Feed and Logistics. From 2015 to 2018 Phakisa further extended our service delivery into Food Processing. We were fortunate to grow steadily year on year whilst

Phakisa Holdings (Pty) Limited • Reg No: 2007/006792/07 • Level I BBBEE Rated Group

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maintaining our focus on service delivery. We were also able to support several business units with contingency staff during phases of industrial over the years. Today, we are proud to be the group's National Preferred staffing service provider, actively managing a headcount of 5000 TES employees.

Another one of our proud stories started in 2004. Phakisa became a strategic partner to yet another leader in the Poultry Industry and by 2009 we were supplying 2400 Temporary Staff on a National Basis. One of our biggest success stories is the strike our client underwent in 2009 and Phakisa replaced, fed, housed, and facilitated recreational activities for 4000 replacement staff for 6 months. Our current headcount with the group is approximately 4000 temporary staff and Phakisa facilitates a payroll function on behalf of the group of more than R26 million per month.

Since 2021 we have extended our client portfolio to other major regional and national poultry producers placing us firmly as the biggest staffing service provider in the poultry industry. We have confidence that our track record to date 22 years' worth of experience and expanded full-circle services basket have equipped us to provide class-leading staffing services. Due to our vast footprint in the industry, Phakisa joined the South African Poultry Association as an Allied Member with effect from 1 April 2022.

What makes us different.

- Compliance & Fair Labour Practice
- Transparency
- To maintain our status as a Value Adding Supplier
- We promote and encourage Strategic Partnerships
- We Serve for Success
- We are results orientated

**PHAKISA ALL ABOUT PEOPLE IN POULTRY**

