

Phakisa Holdings has been supplying Temporary, Contract and Permanent staff to all industries across South Africa for the past 27 years. Phakisa Holdings is an established brand and has been serving the South African Temporary Workforce market for 27 years through its national footprint. Phakisa Holdings has a solid financial track record with its annual turnover being in excess of R1 Billion for the past 3 financial years. Phakisa Holdings has embraced transformation since 2007 and through the years has managed to maintain its 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 is fundamental to our strategic business relationships with our clients. We are results orientated paired with a culture of high performance. We are passionate about people, flawless execution of projects and believe in continuous improvement.

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

Phakisa Holdings has a solid footprint in the following industries.

**Integrated Solutions** - offering a comprehensive consulting service covering general business transformation, strategic planning, and process reengineering, with special focus on human resource processes and functions. In this field of expertise, we specialize in human resource function reengineering and payroll realignment, as well as performance improvement initiatives, organizational restructuring and change management. We furthermore manage all facets arising out of the employer-employee relationship. We are accountable for all statutory requirements and liabilities and give special attention to all administration, payroll, leave scheduling and industrial relations. Our excellent service is strengthened by our infrastructure and support functions, enabling our clients to get the work done without the need to manage permanent staff.

**Cargo Handling, Phakisa Holdings** - we operate as a fully functional air freight cargo handler at Oliver Tambo International Airport and have been providing services within this space 2003. The company handles high levels of air freight cargo for several Airlines and various other smaller multinational air freight companies situated at ORT. Well trained staff support a 24/7 operation to ensure optimum service delivery for our clients. Apart from the investment in our human capital, we also make use of highly sophisticated equipment. These include a forklift fleet in excess of 17, ranging from 1.75 to 7-ton high reach forklifts. Coupled with this, a tailor-made cargo scanning technology system ensures efficiency of delivery to the different courier companies.

**The all-encompassing business solutions** focussed mainly with the JSE-listed user-enterprises, Medium Enterprises and a fledgling SMME component in a variety of industries across a wide spectrum.

Phakisa Holdings is strategically focussed on industries governed by the BCEA and several Sectoral Determinations. This operating entity supplies temporary staff to the Chemical, Paint Manufacturing, Food Processing and Manufacturing, Service Industry, Finance and

Insurance Industries, Travel and Hospitality, Furniture Manufacturing, Tobacco Manufacturing, Timber, and Fertilizer industries to name a few.

**Freight, Warehousing and Logistics** - as the strategically focussed road freight, contract logistics, warehousing, sea, and airfreight forwarding and clearance enabling entity. Our focus is reliably providing seamless solutions to clients in the FMCG (Fast Moving Consumer Goods), on-time & on-time logistics solutions, freight clearing and forwarding, as well as warehouse movement management processes inherent in a thorough-going logistics environment. It is also operating as a TES within this challenging industry within the scope of the National Bargaining Council for the Road Freight & Logistics Industry in respect of specific companies operating in this sphere.

**Engineering and Construction** dealing within the arena of Civil, Engineering, Mechanicals, Construction, Telecoms and IT Industries, Contract Management, Metals & Engineering Workshops and Services, as well as related functions in this regard. It is also a registered and active role-playing entity, affiliated to a division of the founding members of SEIFSA- the Constructional Engineering Association of South Africa (CEA-SA), and a participating member in the affairs of the Metal and Engineering Industries Bargaining Council, the Electrical Industries Bargaining Council, and others.

**Permanent Placements** is a trusted partner for numerous companies across South Africa. Our national team of Permanent Placement Consultants are devoted exclusively to finding the right candidate fit for your company. Our established network provides the resources to identify candidates who meet our clients' specific hiring requirements. Our candidate pool consists of thoroughly screened and competent personnel for a wide variety of positions. We own a talent database of approximately 15, 000 already screened candidates and have access to the leading career portals with over 4,5 million candidates.

**Payroll Administrators** - Our payroll outsourcing service provides clients with a quality service that is designed to meet our client's specific needs. We provide a payroll service for weekly, fortnightly, and monthly payroll cycles, including a comprehensive breakdown per employee. We also provide a comprehensive tax year end function including all the statutory employer and employee information. Our Outsourcing services will ensure that your payroll remains confidential, and that all taxation is handled in line with current legislation.

Phakisa Holdings offers immense value to most of our clients who require one-stop, all-encompassing solutions, on a nation-wide basis, owing to Phakisa Holdings' national Footprint.

In total, Phakisa Holdings (Pty) Ltd boasts a total corporate staff compliment of approximately 320 employees. This human capital (with a variety of skills and competencies) currently services in excess of 16 000 contracted, placed, sub-contracted, TES and seconded employees across all industries and sectors of the South African economy.

Phakisa Holdings (Pty) Ltd also boasts in-depth applications in its own internally resourced payroll, Industrial/Employee relations, corporate law, and advisory services divisions.

Its leadership, led by the Group Chief Executive Officer, Group Chief Financial Officer, Group Chief Operating Officer, Director IR & Legal, Director Stakeholder Relations and Divisional Directors, are actively involved in the business. We believe, based on our collective experience, that this approach, coupled with a variety of our distinct services, is the secret to our success as a 27-year-old company. In that period, we have amassed a collective industry and variety experience in excess of 100 years in the product knowledge, systems appraisals, client need analysis and solution interventions systems and mechanisms.

Please contact us should you require any additional information.

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