

## Tiger Brands is certified as one of the Top Employers South Africa 2016



We're very proud to announce that Tiger Brands has been certified as one of the Top Employers South Africa 2016.

On 1 October 2015, the Top Employers Institute announced the results of its annual research into employers and employee conditions in South Africa – and we are one of the companies to be awarded the exclusive Top Employers South Africa 2016 certification.

The Top Employers Institute is an independent organisation uncovering the employee offerings of significant employers around the world and measuring them against the international standard. As such, only the world's leading employers become certified as Top Employers.

Tiger Brands earned the certification as a Top Employer because our employee offerings across all measured criteria surpassed the required Certification Cut-off.

### **What does this mean to Tiger?**

"It means we've got a good plan," says HR Exec Tswelo Kodisang. "Our plan has been benchmarked and can stand up to scrutiny in the marketplace. And it's a very significant first step towards where we know we want to go."

Top Employers assesses a company's people and HR strategy, and how this supports the business strategy and business results. It then goes deeper to assess the practices and policies that are in place to deliver on that strategy.

How it works is that the Top Employers Institute audits our practices and policies, and wants us to demonstrate how we are driving them, explains Tswelo. "From that audit, we are compared against the average – the minimum standard that a company must have in place to be classified as a Top Employer. And Tiger met that minimum standard in the things we're trying to do. Then they also compare our performance relative to what other organisations are doing – so we can assess ourselves against four or five other companies and really understand what others are doing in this space.

“We shared the HR people strategy we’ve put into place over the last 18 months, and our policies and practices – some of which are a work in progress and some that are already in place.”

The next step for Tiger is to execute our HR plan consistently over the next few years, and deliver on that plan. “Our people platform should then be significantly stronger, and the environment we create should be better, and the way we develop our people should be improved,” says Tswelo. “As we create that right environment, we are able to leverage our people capability to perform better in the marketplace. And if we do that, we will up our performance, and if we up our performance, there will be better returns for the different stakeholders.

Thank you to all Tiger employees, this recognition and certification shows that we’re all working towards a common goal of becoming the best company to work for.

### **About the Top Employers certification**

The certification is only awarded to companies that achieve the highest standards of excellence in employee conditions. The first step in the certification process is a company’s participation in the HR Best Practices Survey: a comprehensive analysis of the HR environment. This research critically assesses HR management and employee conditions within the organisation. Following validation and an external audit, performance scores are rated against an international standard. Only employers that achieve the required level will qualify for certification. That means that the certified Top Employers can proudly call themselves one of the world’s leading employers and reap the associated employer brand reinforcement.

Once certified as a Top Employer, qualifying companies can profile their exclusive status for one year. This enhances their employer brand and announces to existing employees, potential employees and other stakeholders that the organisation is excelling at providing an enriching experience for its employees and, in doing so, is part of an elite group of international businesses.

For More Information Contact

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