



PEOPLE AND BUSINESS SOLUTIONS

OUTSOURCING SOLUTIONS

AUDIT • ADVISORY • TAX

CLEAR ADVICE FROM ETHICAL, INDEPENDENT AND QUALITY-DRIVEN EXPERTS, THROUGHOUT THE COUNTRY AND AROUND THE WORLD.

1 900+ people providing clarity in audit, tax, advisory, and business outsourcing to companies across numerous industries. Seven offices in South Africa and 97 292 people in 167 countries around the globe.

We offer industry-specific practices, world-class resources, and an unparalleled commitment to meeting our clients' needs with 75% of our clients recommending us. We serve more than 49 JSE-listed domestic clients and over 158 international clients, who are clear on why they chose BDO:

- Quality, independence and a high ethical standard across all services
- Unparalleled partner-involvement (10:1 staff to partner ratio, globally)
- Deep industry knowledge and participation
- Geographic coverage across South Africa and Africa
- Cohesive global network
- Level 1 BEE Contributor
- Focused capabilities across over 20 disciplines
- Culture defined by values and purpose

Being ethical and quality driven is a given for us, and to show exactly how this is a part of our DNA, we have developed the BDO Clarity Charter. This is our commitment as individuals and as a firm. It underpins all we say and do, from how we live our values to how we engage with you, our clients and all our stakeholders.

We understand the importance of selecting the right person to fit the role and organisation so we work with clients to design talent acquisition strategies, manage their acquisition pipeline and then mitigate risks associated with employing new people.

WHY BDO PEOPLE AND BUSINESS SOLUTIONS?

BDO People and Business Solutions aims to lead the optimisation of individual and business performance. Our global platform, professional consultants and leading-edge systems allow us to provide tailored interventions to maximise our clients' competitive advantage and reduce human capital risks. We offer a range of outsourcing, optimisation and advisory solutions which, coupled with our commitment to delivering exceptional service, provides a quality intervention.

Our qualified and experienced psychometrists, industrial psychologists, labour specialists and risk management consultants have extensive industry experience and expertise across a wide range of organisations and therefore understand the people, business, legislative and risk factors which contribute to optimal performance.

OUR SERVICE OFFERING ENCOMPASSES

-  ▶ Outsourcing Solutions
-  ▶ Organisational Optimisation Solutions
-  ▶ Human Capital Advisory Solutions

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TALENT ACQUISITION

The attraction and on-boarding of suitable talent can be a cumbersome and costly exercise. We understand the importance of selecting the right person for the role and organisation and as such we work with clients to design talent acquisition strategies and manage their acquisition pipeline to mitigate the risks associated with employing new people.

We assist with the following:

- **Talent Acquisition Strategies:** Engineering suitable recruitment and selection strategies to suit the business needs, industry value chain, and organisational dynamics.
- **Acquisition Pipeline Management:** Managing the end-to-end acquisition process for all levels, from needs analysis to on-boarding. We also provide professional assessment solutions for the talent acquisition process.
- **Risk Verification:** Risk verification and background checks.

HUMAN CAPITAL RETAINER SOLUTIONS

Our retainer solutions provide clients with specialised and skilled people and business optimisation services, so that they experience the benefit of sound human capital services without the risk and financial obligation of employing a permanent person in this position.

HUMAN RESOURCE INFORMATION SYSTEMS (HRIS)

Our Human Resource Information System (HRIS) facilitates the effective management of human resources, business activities and data. Acquiring, storing, analysing, retrieving and distributing relevant information about an organisation's human capital enables the most efficient use of the knowledge, talent, skills and capabilities within that organisation. We provide user-friendly data platforms that are adaptable to the needs of the client.



GLOBAL OUTSOURCING SOLUTIONS

With offices in 167 countries, we provide outsourced employment services world-wide. Many organisations find being globally connected challenging – it can be constraining and costly to set-up operations in a desired location. We take the hassle out of establishing a business in a new location by managing talent acquisition, providing remuneration solutions and handling legislative and compliance requirements.

Clients can choose for BDO to manage the complete employment value chain, or only one aspect thereof.

Clients deal with one consultant, pay one invoice, and have one salary approval process, regardless of the number of countries in which they operate and have employees based in.

<div style="text-align: center; margin-bottom: 10px;"></div> <ul style="list-style-type: none"> ▶ Talent Acquisition ▶ Employment Contacts ▶ Employee Management ▶ Talent Onboarding <div style="text-align: center; margin-top: 10px;"></div>	<div style="text-align: center; margin-bottom: 10px;"></div> <ul style="list-style-type: none"> ▶ Payroll Set-up ▶ Leave Administration ▶ Statutory Registrations ▶ Monthly Administration ▶ Annual Employee Returns ▶ Employee Tax Compliance <div style="text-align: center; margin-top: 10px;"></div>	<div style="text-align: center; margin-bottom: 10px;"></div> <ul style="list-style-type: none"> ▶ Company Registrations ▶ Opening of Bank Accounts ▶ Income Tax Registration ▶ Annual Company Returns <div style="text-align: center; margin-top: 10px;"></div>
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OUTSOURCED EMPLOYMENT SOLUTIONS

Many organisations desire leaner operations and structures which often leaves the management of people in limbo. Our Outsourced Employment Solutions provide a comprehensive evaluation of your requirements and strategic focus, which we use to engage the right services to ensure optimal people and business enablement and performance.

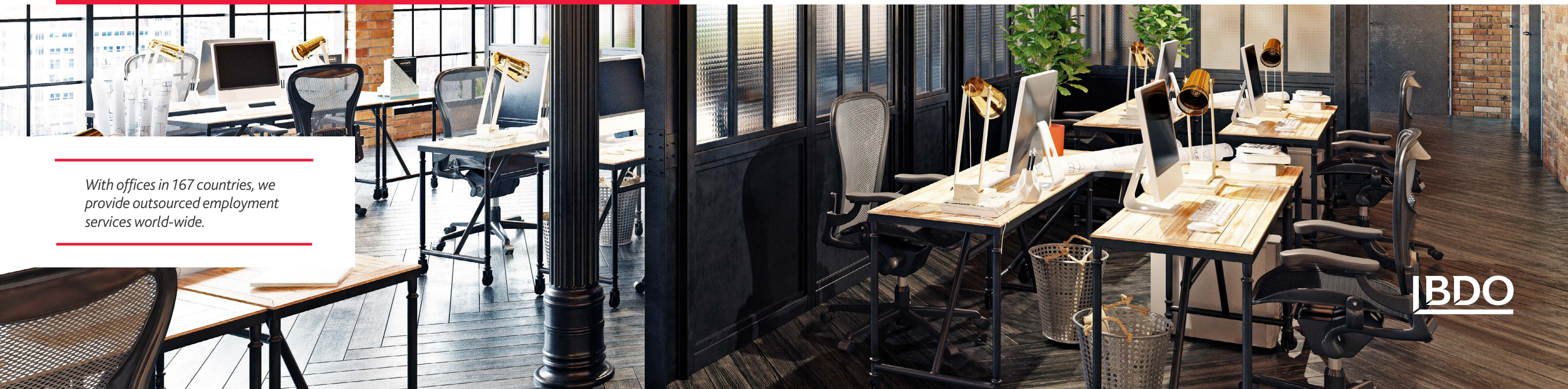
Why you should outsource your human capital requirements:

- Improved quality of human capital service delivery
- Reduced cost of ensuring a full human capital function
- Best practice replication
- Human capital risk mitigation and management
- Professional and experienced advocacy and consulting
- Flexible and practical human capital support
- Better utilisation of in-house human capital business partners
- Enhanced credibility of the human capital function
- Objectivity in providing specialised human capital solutions

Our Outsourced Employment solution includes the following offerings:

- Human capital business unit start-ups

Our outsourced employment solutions provide a comprehensive evaluation of your requirements and strategic focus, which we use to engage the right services to ensure optimal people and business enablement and performance.



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FOR A CLEAR PERSPECTIVE,
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