



REMUNERATION AND COMPENSATION

As the Tsebo Family, we face the COVID-19 pandemic together.

We are deeply concerned with our staff wellbeing, and since the start of the pandemic we have worked closely with our clients, the authorities, and related parties to uphold their rights and maintain their livelihoods as much as possible.

Tsebo executives and management have taken voluntary pay cuts to fund an internal support fund for the benefit of affected colleagues.

Tsebo is compliant with all labour legislation. This is a pillar of our value system and culture. Tsebo will never withhold any remuneration due to qualifying employees including TERS payments. All monies due to staff will always be paid in full. According to TERS regulations, payments cannot exceed the average salary. If there is an excess or the client pays the staff salary, then TERS must be refunded to UIF.

Tsebo is not aware of any employee that has not been paid accurately according to the terms of the TERS funds and their hours worked, and we are working extremely hard to ensure that TERS payments are applied correctly.

If anyone does not understand their remuneration or feels that they have been incorrectly remunerated, we want to know. Please use the numerous communications channels which have been and remain available if you have queries – these include approaching your divisional line management, contacting HR, our website, WhatsApp, SMS contact lines or send an email to: [**payqueries@tsebo.com**](mailto:payqueries@tsebo.com)

All queries will be investigated thoroughly, and if there is a discrepancy, we will rectify it immediately.

We intend to support you - our staff - by being fair, transparent, and available

Stay Safe, Take Care