



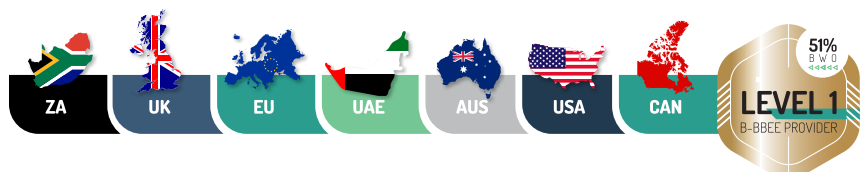
Swift International
HUMAN RESOURCES

Company Profile

HR & IR MANAGEMENT
TEMPORARY EMPLOYMENT SERVICES
HEAD HUNTING & PERMANENT RECRUITMENT
EMPLOYER OF RECORD
PAYROLL SOLUTIONS
HEALTH & SAFETY SUPPORT & AUDITS
TRAINING & DEVELOPMENT
EMPLOYEE WELLNESS



sihr.co.za



Vision

Balancing the changing needs between the employer and employee by empowering businesses and individuals with opportunities.

Mission

Maximizing the value of human capital as a leading strategic outsource partner through our commitment of delivering uncompromising quality service.

SIMPLICITY

Focusing our efforts on the things that matter most.

INTEGRITY

Doing what is right. Taking accountability by accepting responsibility and delivering on our commitments.

INNOVATION

Think creative and grow eagerly to enable continuous improved reinvention and enjoy the pursuit of lifelong sustainability.

BALANCE

Making time for things that matter and maintain meaningful relationships.

RESPECT

Embracing openness, trust, teamwork, diversity and relationships that are mutually beneficial.

PERFORMANCE

Achieving superior business results by stretching our capabilities and embracing organizational flexibility.

Company Values



Empower. Inspire. Exceed.

TAILOR-MADE HR SOLUTIONS

Need skilled or unskilled staff for projects, shutdowns, or seasonal demands? Our seamless outsourcing solution ensures top-quality candidates through thorough background checks and verification.

With a vast national talent pool, we provide professionals who integrate effortlessly into your workforce, maintaining productivity. Trust us for flexible, tailored staffing solutions that adapt to your business needs.

+39

years staffing experience

+10

National footprint
with +10 branches

Level 1

B-BBEE Level 1
51% Black Women Owned



OUTSOURCE PARTNER

More than a service provider

SIHR has grown into a trusted national workforce solutions partner. With specialised divisions and branches across South Africa, we deliver flexible, professional HR and staffing solutions tailored to each client's needs.

Our success is built on extensive industry knowledge and a strong commitment to honesty and integrity. As a developing BBBEE organisation, we continue to expand while focusing on delivering flexible and efficient staffing solutions. Our goal is to enhance productivity and address staff-related challenges, forming long-term partnerships that ensure businesses receive top-tier candidates.

With over 39 years of experience, SIHR remains a trusted service provider, navigating industry complexities with innovation and responsiveness. We manage a database of 250,000+ active candidates across a wide range of job categories, from unskilled labour to skilled artisans and professionals, supplying talent both locally and internationally.

Our highly trained team stays ahead of industry trends, using cutting-edge technology and recruitment strategies to provide exceptional results. We prioritise transparency, ensuring clear communication throughout the hiring process, fostering trust and long-term success for clients and candidates alike.

As a privately owned business, SIHR is committed to professionalism, integrity, and innovation, setting us apart as a leader in the staffing industry. With a vast talent pool and a client-focused approach, we deliver staffing solutions that drive business success in South Africa and beyond.

COMPLIANCE • FULL REGULATORY AND BARGAINING COUNCIL



The Benefits

SAVING YOU TIME & MONEY

Timeous supply of required staff.

QUALITY CANDIDATES

Recruitment process includes all verifications of qualifications/certificates, criminal clearance and employment references.

BETTER CASH FLOW

We pay the workforce directly and invoice you monthly, giving you up to 30 days to pay and improving cash flow by up to 60 days.

HR & IR SUPPORT

Labour unrest and strike support including contingency/action plans.

We pride ourselves on
our consistent success
in delivering expert
outsourced staffing
solutions across a wide
range of industries.

Human Resource Management

We provide blue-collar, white-collar, and technically skilled staff to support projects, shutdowns, seasonal demands, and any other fluctuating staffing requirements.



Admin



Agriculture &
Aquaculture



Automotive &
Transport



Civil &
Construction



Engineering &
Mining



Food
Processing



Financial
Services



IT &
Technology



Logistics &
Warehousing



Marine
Maintenance



Manufacturing



Oil, Gas &
Petrochemical



Power & Turbo
Generation



Renewable
Energy



Retail &
Hospitality



Head Hunting & Permanent Recruitment

**WE MANAGE THE
HIRING AND JOB
SEEKING PROCESS
FROM START TO
FINISH.**



RECRUITMENT PROCESS

All prospective candidates are fully assessed and screened followed by a structured interview process before a shortlist is compiled according to our client's brief. The screening process includes the verification of employment references, experience and qualifications.



SERVICE OFFER & FEES

Our service offer is inclusive of all advertising costs, recruitment campaigns, headhunting and talent acquisition with flexible fees tailored to suit each client's needs.



GUARANTEE

Our permanent placements are guaranteed for a 90-day period giving you peace-of-mind in the event that an employee leaves your employ during this period. (T's & C's Apply)

We specialise in permanent placements, connecting businesses with high-calibre white-collar and specialist talent through a streamlined recruitment process that delivers the right fit. Supported by our national talent network and enhanced by Thomas PPA behavioural assessments, we provide deeper insight to help you make confident hiring decisions.

As a dedicated recruitment agency, our primary emphasis is on addressing the requirements of both individuals and companies to deliver optimal solutions. Through our distinctive approach, integrity, and a team driven by passion, we deliver a professional, efficient, and high-quality service. Our streamlined process provides a single point of contact, ultimately saving you valuable time and money.

We take pride in our vast talent pool, which consists of highly qualified candidates proficient in fulfilling your unique requirements and seamlessly fitting into your company culture. Our placement capabilities extend nationally, ensuring a comprehensive and tailored approach to your staffing needs.

EOR: Global Workforce Solutions

RECRUITMENT & TALENT ACQUISITION

Access top-tier South African talent through our recruitment network.

PAYROLL OUTSOURCING

We manage accurate, timely payments in line with South African legislation.

INDUSTRIAL RELATIONS SUPPORT

Local guidance on disciplinary processes, disputes, and union matters.

STAFF MANAGEMENT & SITE SUPPORT

We're on the ground to support your employees day-to-day.

PROJECT WORKFORCE SOLUTIONS

Ramp up or scale down as your business needs change.

Why SIHR?

We combine speed, compliance, scalability, and personalised support to help businesses build high-performing teams without the complexity.

What is Employer of Record (EOR)?

An EOR is a trusted partner that employs international talent on your behalf - handling all local legalities so you don't have to. It's the simplest way to grow your global team without setting up a local entity in every country.

We are a South African-based EOR and workforce solutions provider and enable companies around the world to hire, onboard, and manage local talent - without the complexity of setting up a legal entity in South Africa.

We deliver EOR services to a wide range of established and growing industries.



Admin



Financial
Services



IT &
Technology



Logistics &
Warehousing



Manufacturing



Retail &
Hospitality

Payroll Outsourcing Services

ZERO INHOUSE PAYROLL COSTS

Administer and plan more effectively for payroll fees and various other costs. Our accounting services are performed by professional payroll specialists who infuse an area of expertise into each project.

Our payroll administration services affords you simplicity of use, dependability and flexibility. Regardless of whether your company is a SME or even a multinational enterprise, we meet the needs of your unique organization as well as legislative demands, assigning you our value added support.

PEACE-OF-MIND THAT YOUR PAYROLL IS GOING TO BE DEALT WITH ACCURATELY

- Processing of the payroll on a weekly, fortnightly and/or monthly schedule
- Compiling of personnel/staff pay slips, monthly, directly via Payroll Software packages
- Providing salary advices to employees
- Electronic payment of net earnings to individual staff/employees
- Registrations and submitting of PAYE, UIF & Workman's Compensation reports
- Presenting data compilations of salary/earnings, deductions as well as leave summaries
- Calculated estimations of payment amounts due for SDL, UIF and PAYE
- Submitting of regular monthly EMP201's to SARS by means of e-Filing
- Submitting of bi-annual EMP501 reconciliations directly via SARS Easyfile
- Preparing IT3 & IRP5 certificates
- Managing garnishee orders

A PRIMARY POINT OF CONTACT FOR ALL YOUR PAYROLL RELATED INQUIRIES

ACCESS TO TAX/PAYROLL SPECIALISTS

Industrial Relations

We aim to service our clients with the highest standards, embedding the group's mission based on integrity, honesty, loyalty, and trust.

The Benefits

No need to employ a full-time IR specialist

As per industry standard services offered are a package deal, where we will offer these services as above separately or jointly

The client will determine which part of the service they require and can be quoted separately

IR Specialists have extensive experience in the labour industry from an operational perspective as well as featured experience as the employer

Personal service with a single point of contact

Tailor-made Company Policies & Procedures



DISCIPLINE MANAGEMENT

- Disciplinary Hearings
- Appeal Hearings



COLLECTIVE BARGAINING

- Shop Steward Meetings
- Union Negotiations
- Strike Assistance



DISPUTE RESOLUTION

- CCMA
- Bargaining Council



HELPDESK SUPPORT

- Labour Audits
- Documents & Policies



OTHER

- Retrenchment Negotiations
- Restructuring
- Performance Assessment & Management

Health & Safety Support

We help businesses create safer, compliant workplaces through practical HSE support. Our services include safety audits, inspections, risk assessments, legal compliance, safety files, incident investigations, contractor management, and ongoing HSE administration.

Our experienced team works closely with clients to reduce risk, improve safety performance, and ensure compliance with all relevant health and safety legislation.

Our HSE Services Include:

- HSE Management Systems Implementation
- Health & Safety Files
- HSE Compliance Audits
- Facility & Site Inspections
- Incident & Accident Investigations
- Injury on Duty (IOD) Reporting & Claims Assistance
- Department of Employment and Labour Liaison
- Project & Construction Safety Officers
- Fall Protection Plans
- HSE System Maintenance & Refresher Training
- 24-Hour HSE Compliance Support

Backed by experienced HSE professionals and membership with IOSM, SAIOSH, and the Safety First Association, we deliver tailored solutions that reduce risk, improve safety performance, and ensure legislative compliance.

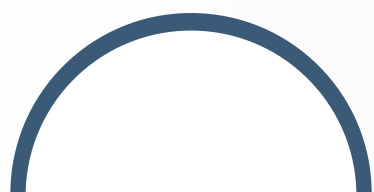




SMALL RHYTHMS. BIG DIFFERENCE.

At SIHR, we understand that healthy, engaged employees are the foundation of a successful business. **Pulse** is our employee wellness and engagement program designed to support overall wellbeing, improve workplace culture, and help individuals perform their best both personally and professionally.

Healthy People Stronger Business



OUR APPROACH

**PERSONAL
OWNERSHIP
UNDERSTANDING
YOURSELF
LITTLE ACTIONS
THAT MATTER
SUPPORT
ENERGY**

Pulse empowers people to make small positive changes that create meaningful long-term results, helping organisations build healthier, happier and more productive workplaces.

The Benefits

FOR THE EMPLOYEES

- Improved wellbeing and work-life balance
- Increased motivation and engagement
- Enhanced resilience and productivity
- Greater sense of belonging and purpose

FOR THE EMPLOYERS

- Higher employee engagement
- Improved workplace culture
- Reduced absenteeism
- Increased productivity and performance
- Enhanced employee retention



Monthly Themes



Educational Resources & Awareness Campaigns



Employee Engagement Challenges



Recognition & Reward Initiatives



Workplace Wellbeing Surveys



Team Building & Wellness Activities



Mental Health & Resilience Support



Swift International Human Resources has been our preferred supplier of temporary employment for several years. Throughout our partnership, they have provided us with highly skilled and professional staff who seamlessly integrate into our operations. Their proactive communication and attention to detail have made them an invaluable partner in our business.

Sea Harvest Corporation



With their wonderful teams all over South Africa, Swift International Human Resources (PTY)Ltd has remained our preferred service provider, in all the multiple support services that they provide. Flexible, always willing to go the extra miles and absolutely always professional, we have received nothing less than excellent service delivery time and time again for the past 11 years from Swift International HR.

Red Rocket



021 827 5861 • info@sihr.co.za • sihr.co.za



ASSOCIATED COMPANIES

