

# COMPANY PROFILE



 [www.labourguide.co.za](http://www.labourguide.co.za)

**QCTO** Accredited Skills Development Provider (SDP)



## Registration Details

### Registered Name:

Labour Guide

### Trading Name:

Labour Guide

### VAT Registration:

4910205287

### Tax Number:

9305268147

## 1. Mission

Labour Guide is a professional labour relations, health and safety consultancy specializing in the provision of independent, highly qualified, and experienced services in workplace-related matters to our clients.

## 2. Vision

In the light of ever-changing labour and workplace related issues in South Africa, our vision is to inform, update and empower employers and employees to be knowledgeable about these matters in an honourable and compassionate way. We assist with workplace compliance and inspire all parties to display fairness, integrity, trust and respect in the workplace.

## 3. Core Values

### 3.1. Integrity

Integrity is the foundation for everything we do. We are honest to our clients about who we are and everything we stand for. We follow our principles all the time, no matter who's watching.

### 3.2. Open and honest

We say it as it is. We do not avoid difficult topics and we are not scared of discussing sensitive issues.

### 3.3. Trust and respect

We celebrate and embrace our diversity. We value every client and treat people with respect.

### 3.4. Service and excellence

Service is not just about doing our job – it is about our dedication to our clients. We strive to provide excellence by always working to deliver the greatest quality of service to our clients.

### 3.5. Build and maintain relationships

We build and maintain relationships and trust through a combination of doing business in a trustworthy way and building professional relationships.

## 4. Empowerment

The South African social and economic environment continues to be dynamic, requiring companies to focus their strategic goals towards national policies to redress the past imbalances. Labour Guide aims to play its part in meeting these goals through its commitment to social responsibility.

Our on-line advice service is free of charge, which can be seen as our social responsibility to every person in the country.

In the dynamic South African social and economic environment, Labour Guide is committed to social responsibility. Our online advice service is free, demonstrating our commitment to every person in the country. We provide information on legislation, policies, procedures, contracts of employment, etc., contributing to a fair and informed economy.

## 5. Keys to success

- Excellence in fulfilling the promise – completely confidential, reliable, trustworthy expertise, advice and information.
- Developing viability to generate new business leads and client bases
- Leveraging from a single group of expertise into multiple revenue generating opportunities, retainer training, project consulting, workshop facilitation, HR audits, health and safety audits, risk assessment, chairing disciplinary hearings, presenting clients at the CCMA, Bargaining Councils and labour court.
- Accredited service provider.
- Consistently developing new up-to-date course material and thought-provoking learning experiences to maintain growth and success with individual clients.
- Our use of state-of-the-art technology i.e. our web pages, interactive forums, newsletters, social networks including Facebook and Twitter.
- Easy to access professional services.
- Our very experiences team consisting out of independent advocates, attorneys and other professional consultants.

## **6. Who we are and what we do**

### **6.1. Professional services**

Labour Guide is a professional labour relations and health and safety consultancy and we have been using:

- independent;
- highly qualified and
- experienced South African Labour and Health and Safety professionals since 2001 to assist with the provision of services.

We are offering South African solutions to the South African Private and Public Sectors in terms of health and safety and labour relations support and advice; human resource management; employment equity and many other facets of the South African labour relations scenario. Our clients consist of:

- SMME's as well as JSE listed companies;
- government departments;
- tertiary institutions;
- trade unions

### **6.2. Accreditation**

Labour Guide is an accredited Skills Development Provider (SDP) registered with the QCTO (Accreditation Numbers: QCTO/SDP210524112307 and QCTO/SDP170824210257). As an accredited service provider, we are committed to improve the quality of teaching and learning as well as the quality of learning material.

### **6.3. Facilities**

Interactive online training courses are presented through Zoom and MS Teams platforms. Public courses are presented in hotels in Johannesburg, Pretoria, Cape Town and Durban. In-house training sessions are conducted throughout South Africa by making use of the facilities provided by our clients or via Zoom or MS Teams.

## **7. Products and Services**

### **7.1. Introduction**

Labour Guide offers a combination of products coupled with impeccable, professional service.

### **7.2. Training courses**

Labour Guide focuses on the training of employers, managers and supervisors, employees, labour consultants and other professional practitioners such as attorneys and advocates in respect of any labour related and occupational health and safety matters. Our interactive workshops/courses range from one day to three day sessions.

#### **7.2.1. Portfolio**

##### **a. Labour Relations:**

- Basic Labour Relations
- How to win an unfair dismissal case at the CCMA Bargaining Council
- Investigating and preparing for, and chairing a disciplinary hearing
- Managing day-to-day challenges in the workplace
- Managing poor performance incapacity
- Negotiation Skills - Best Practice Principles and Process hearing
- Retrenchments Simplified
- Shop Steward Training
- The Basic Conditions of Employment Act and related workplace policies
- The formulation of disciplinary charges
- The investigation, preparation and presentation of the case for the complainant at the disciplinary hearing
- The Labour Court Review Application Process Simplified
- The training of chairpersons in the hearing of a disciplinary case
- Trade Unions in the workplace
- Workplace discipline and dismissal

##### **b. Employment Equity:**

- Employment Equity Committee
- Employment Equity Reporting
- The new code of good practice on the prevention and elimination of harassment in the workplace

##### **c. Conflict Management:**

- Conflict Management and Resolution
- Introduction to Mediation
- Negotiation Skills

#### **d. Management Courses**

- Human Resources Management (HRM) Metrics and HRM Scorecards
- Interpersonal Communication Skills for Managers and Supervisors
- Job Profiling & Job Evaluation Done Right – a Practical Approach
- Management and Leadership Skills
- Strategic Human Resources Management (HRM) and – business partnering
- Workplace Coaching Skills for Supervisors and Managers

#### **e. Skills Development**

- Skills Development Committee Training Course
- The Compiling of Workplace Skills Plans and Annual Training
- Skills Development Legislative Framework Course

#### **f. Data Protection**

- POPIA – Practical Approach Towards Compliance

#### **g. COID (Compensation Claims)**

- Compensation for Occupational Injuries and Diseases Course

#### **h. Health & Safety**

- Advanced Health and Safety Representative and Committee Training Course
- Conducting a Continuous HIRA
- Construction Regulations Course
- Development of SOPs Course
- Emergency Planning and Preparedness
- Emergency Preparedness and Response Course
- Ergonomics Awareness Training Course
- Fire Fighting, Evacuation and Housekeeping Course
- Hazardous Biological Agents Awareness Training Course
- Health and Safety Principles and Compliance Course
- Health and Safety Representative and Committee Training Course
- Health and Safety Supervisor Course
- HIRA Hazard Identification and Risk Assessment Course
- Incident Investigation of Work-Related Injuries and Diseases Course
- Noise Induced Hearing Loss Regulations Training Course
- OHS Act Health and Safety Principles Course
- The investigation, preparation and presentation of the case for the complainant at the disciplinary hearing
- The Mine Health and Safety Act (Legal Liability)
- The OHS Act and the Responsibilities of Management (Legal Liability)

#### **7.3. Other professional services include:**

##### **7.3.1. Industrial Relations / Human Resources Audit:**

Complete internal Audit to assess the gaps in business knowledge and understanding of IR/HR issues. These Audits are done at business premises by our qualified team of consultants / attorneys.

##### **7.3.2. Contracts of employment and disciplinary procedures:**

Preparation of service contracts/letters of employment as well as disciplinary procedures in order to guide the employer on how to deal with the various types of misconduct.

Our Legal Advisors explain the contracts to employees should it be required by the employer.

##### **7.3.3. Representation at CCMA/ Bargaining Councils and Labour Court:**

Representation and/or assistance of clients at Arbitration at the CCMA, Bargaining Council and or private Arbitration hearings. Professional representation at the labour court.

##### **7.3.4. Health and safety legal compliance audits and consultation services:**

Our health and safety legal audits and consultation services are conducted by registered occupational health and safety professionals (SAIOSH registered).

### 7.3.5. Labour Guide Premium Website:

Access to our Premium Site is reserved for registered subscribers and contains a wealth of information and document templates. Access to this site includes categories of information such as (but not limited to):

- Dismissal for Operational Requirements Guidelines
- Dismissal for Incapacity and Poor Performance Guidelines
- Dismissal for Misconduct Guidelines
- Retrenchment Guidelines
- Trade Union Guidelines
- CCMA and Bargaining Councils Guidelines
- Employment Conditions (BCEA) Guidelines
- Employment Equity Guidelines
- Labour Court and Labour Appeal Judgements (2008 to date)
- Covid-19 Workplace Compliance Guidelines
- COID – Compensation for Occupational Injuries and Diseases Guide
- OHS – Occupational Health and Safety Act Guide
- OHS – Hazard Identification and Risk Assessment Guide
- OHS – Incident/ Accident Investigation Guide
- OHS – Health and Safety Awareness Guide
- OHS – Emergency Preparedness/ Evacuation Guide
- UIF – Unemployment Insurance Fund Guidelines

These guides, policies and procedures are updated on a regular basis. The subscription to the Premium Website is 12 months, whereby the client receives free updates and additional information including amendments on labour legislation for a period of 12 months.

### 7.3.6. Liaison with the Department of Labour

Labour Guide handles Department of Labour matters on behalf of the employer.

## 8. Clients

The following companies/ institutions attended public courses and/or in-house training courses presented by Labour Guide in the past.

### A

AACL Care and Protection Johannesburg, Aberdare Cables (Pty) Ltd, Abraham Kriel Children's Home Nylstroom, Abrahams & Gross Inc, Abyx Chemical, Abyx Marketing, Academy Brushware, Accelerated Education Enterprises, Accountability Group (Pty) Ltd, Achievement Awards Group, Acrow Limited, Active Chemicals, Adamjee Group, Adams Booksellers, Adapt Global (Pty) Ltd, Adendorff Theron Inc, Adv Tech, Advance Fire Suppression Systems, Advance Wound Care, Aegis Media Central Services, AFDA, AFGRI Animal Feeds a Div of Philafrica Foods (Pty) Ltd, AFM of SA Woord en Lewe, Afri Piping Systems (Pty) Ltd, Africa Flight Services (Pty) Ltd, Africa Sunoil Refiners (Pty) Ltd, African Ample Assistance, African Consulting Surveyors (Pty) Ltd, African Marine Solutions Group (Pty) Ltd – AMSOL, African Media Entertainment, African Pegmatite (Pty) Ltd, Africoil t/a Forever Fuels, Afrihost, Afrika Tikkun, Afrikaanse Protestantse Akademie, Afrimat Aggregates Operations (Pty) Limited, Afripiping System, Afrit (Pty) Ltd, Afropulse 478 (Pty) Ltd, AFSOL, AGE Technologies JHB, Agfa South Africa (Pty) Ltd, AH AMRA and Son, AH Consulting, Air Rotary Services, AJ North (Pty) Ltd, AKS Lining Systems (Pty) Ltd, Alberts Bouwer & Jordaan Inc, Alcon Marepha, Aldor Africa, Alert Engine Parts, Alex Mathonsi, Allflex Packaging, All-Gen Evolve (Pty) Ltd, Alnet (Pty) Ltd, Alpha Pharm (Pty) Ltd, Aluwood Projects (Pty) Ltd, Amandla Outsourcing (Pty) Ltd, Ambassador Foods, a Div of Libstar Operations (Pty) Ltd, AME Africa Healthcare, AMG SHE Support, Amnesty International SA, Ampath Trust, Amrod Corporate (Pty) Ltd, Amstead Reeling, Animal Rescue Organisation, Anova Health Institute, Antjaq Labour Services (Pty) Ltd, AP Hanouch (Pty) Ltd, Apcan Risk Management, AQS Liquid Transfer (Pty) Ltd, Aqua Air Africa (Pty) Ltd, ARB Electrical Wholesalers (Pty) Ltd, ARC, Argon Asset Management, Armscor Dockyard Simons Town, Armscor SOC Ltd, ARS, Asambo 81 (Pty) Ltd, Ascent Technology (Pty) Ltd, Ashanti Design, Ashburton Investments, Ashburton Investments NTS, Askew and Associates, Asla Operations, Aspen Pharmacare Holdings Ltd, Assupol Life Limited, Astellas Pharma (Pty) Ltd, Asteroids Entertainment (Pty) Ltd, Atlantic Abrasive & Hardware, Atlantic Conversions, Atlantis Foundries (Pty) Ltd, Atlas File Security, Atterbell Investment, Auto Bavaria, Auto Magic Holdings, Automated Fleet Solution, Automated Outsourcing Services (Pty) Ltd, Autowash Greenstone, AutoZone Holdings (Pty) Ltd, Avbob Mutual Assurance, Aveng Duraset, Aveng Infraset, Aveng Water, Averda South Africa (Pty) Ltd, Avery Dennison RBIS SA, Avi Products, AVI-National Brans Limited, Avon Logistics (Pty) Ltd, AVZ Labour Law Services, Axis House, Axis Mining and Construction cc, Azari Group, Azari Wind, 208Aviation, 2Oceans, A & D Spitz, A de Klerk Psychometrist HR, A de Vos & Company, A4Advisory and Consulting, AB Labour Services, ABJ Oncology, Access World SA, Accufine Administrators, Adapt IT, AF Brands, AFDA, Affinity Business School, AFGRI Animal Feeds, Africa Global Logistis, African Ample Assistance, African Realty Trust, Afrikagrupperna, AGE Technologies JHB, Agreenco Environmental Projects, AGRO-Serve Pty Ltd, AIDS Healthcare Foundation, AISJ, AJ North, Akacia Medical & Healthcare, Akacia Medical Pty Ltd, AKM Foods, Alconcp, Alligator, Almaaz Education & Training, Alstom Ubunye, Altron, AM Security Services, Amandla Training Academy, Ambassador Foods, AME AfricaHealth, AMECOR, Anglo American, APR Telecoms, ARB Electrical, Armscor Dockyard, Arwyp Medical Centre, Asambo Labour Consultants, ASL Business Solutions, Astec Industries SA, Aster Consulting, Atoll Mining, Autoelectronix, AutoZone Holdings, Averda SA, AVIMA, Awesim Telecoms.

### B

Babuyile Community Development, Bahati IT Group Trading, BahatiGroup, Baker McKenzie, Baroque Medical, BASF Holding SA, Basic Blue Trading 740cc, BBD Management Services, BCEI, Bergman Ross & Partners, Berlin Packaging SA, Bertie van Zyl, Berzack, Bestmed Medical Scheme, BHBW SA, Bidfood Pty Ltd, BirdLife South Africa, Bishops Diocesan College, BlackMountain Mine, BMG, Boldr South Africa, Bombela Operating Company, Bongani Rainmaker Logistics, Bootlegger Holdings, Bosmansdam Primary School, Botes Labour Law, Bowler Packaging, Bowler Plastics, Bracken Timbers, Bray Controls Africa, BRM Management Solutions, Bryandale Primary School, Bidvest Catering Services, Bidvest Execuflora, Bidvest Facilities Management, Bidvest Materials Handling, Bidvest McCarthy, Bidvest TopTurf, Bidvest Waltons, B&I Polycontainers (Pty) Ltd, B3 Investment SA, Babcock Equipment Division, Bachique 705 (Pty) Ltd t/a The New House of Busby, Backberg Estate Cellars, Bargain Wholesalers (Pty) Ltd, Barnard Inc, Baroque Medical (Pty) Ltd, Bata South Africa, Bayport Financial Services, Bayside Foods (Pty) Ltd, BBD Management Services, BC Landscape Training and Consultancy, BDM Staffing, BDO, Beam Suntory South Africa, Bearings International, Bearnibbles SA, Becker Mining South Africa, Beekman Management Services, Belgium Campus iTversity NPC, Belmond Mount Nelson Hotel, Belta Services (Pty) Ltd, Benex Cape (Pty) Ltd, Benoni Board, Benteler South Africa, Benzo Parts for Africa, Bereau Veritas SA (Pty) Ltd, Bergman Ross & Partners Radiologists Inc, Bergmann Ross & Partners Inc, Berry Astrapak t/a Marcom Plastics (Pty) Ltd, BET.co.za, Beverley Chengiah, BFIH Procurement and Service, BHBW South Africa.

(Pty) Ltd, BHR Consulting, Bialestock, BIBC, Bibi Cash & Carry Supermarket, Biggestleaf (Pty) Ltd, Bioforce SA (Pty) Ltd, Blacksuites, Blue Chip Lubricants (Pty) Ltd, Bluekey Seidor, Blurock Quarries (Pty) Ltd, BM Foods, BME a division of Omnia Group, Boekenhoutskloof Winery, Boikgantsho Consulting & Events Institute, Bokgoni Logistics Services and Projects Co-operative, Bokkeveld Partnership, Bokwa Law Incorporated, Bombela Operating Company, Bongani Rainmaker Logistics (Pty) Ltd, Bonnievale Wynkelder, Bonpak (Pty) Ltd, Boomzicht Landgoed, Booyco Engineering, Bosbou Tegnologiese Dienste (Edms) Bpk, Bothongo Group Management, Botshilu Private Hospital, Bowler Plastics (Pty) Ltd, Box Boyz SA (Pty) Ltd, Bradeirens International Trading, BRANDZ, Bras Trucking (Pty) Ltd, Bravo Group Sleep Products, Breede River Hospice, Breedenet Wireles ISP, Brenner Brands (Pty) Ltd, Brenntag SA (Pty) Ltd, Brett Neville Gosling Trust, Bright Star Lighting (Pty) Ltd, Brinks SA, Britelink, Brits & Matthee Attorneys, Broadband Infraco, Brolink, Brutes Air Solutions (Pty) Ltd, Buckman Laboratories, Buckman Laboratories (Pty) Ltd, Buddingtrade 118/cc t/a Medsafe, Bureau Support Centre, Burgh Plant Hire (Pty) Ltd, Business Evolution.

## C

C.Steinweg Bridge, C.T.L Group Holdings, Cable Feeder Systems Africa , CAD4ALL, Cadinse, Calgan Lounge, CAME, Camphill School, Cape Dutch Group, Cape Gate Pty Ltd, Cape Town Tourism, Caterpillar Southern Africa, Cathay Pacific Airways, CBI-electric: African cables, Cecil Vinegar Works Libstar, CELROSE, Center for Research and Development, Centlec (SOC), Central JHB TVET College, CEOSA, CGI Creative Graphics International, Chemunique, Chester wholesale Meats KZN, City Property, CJA Telecoms, Clean Heat Academy, Clinical Trial Systems, Cloudsmiths, Club Mykonos Langebaan, CMC Auto Panel, CMH CAR HIRE , Collaborit Asset Management Engineering, Communicare , Comply HR, Consolidated Wire Industries, Consect HR Solutions, Control Systems Integration, Corhold Investments, Cornerstone Institution, Cre8work, CRH-Africa, Cryogenics Transport, CT Systems, CTL Group Holdings Pty Ltd, CTP Limited, Customer Experience People SA LTD, City of Ekurhuleni, City Power, C.B.I.S, Calandria Labour Consultants, Campus Crusade for Christ South Africa, CAP Security, Capco, Cape Algulhas Municipality, Cape Gate Fence & Wire Works, Cape Grace Hotel, Cape Radiology, Cape Town Contractors, Cape Town Tourism, Capi-Lux SA, CAPRISA, Car Towing Services International, Carnival City, Carrick Financial Services (Pty) Ltd, Cash Flow Capital, Cathymos, Catwalk Cosmetics, Cavaleros Construction Company (Pty) Ltd, CBI Electrical, Cellplex, Celrose, Centurion Hospice, Ceva Animal Health, CGI Creative Graphics Inc, CGI, Creative Graphics Int, CGM Compu Group Medical SA (Pty) Ltd, CHC Resources, Chere Consulting (Pty) Ltd, Chill Beverages, Chipkins Puratos, Chocolates by Tomes, Christiaan Moolman Physiotherapy Inc , Christian Family Church, Ciral Telecommunications, City Property Administration (Pty) Ltd, Civa (Pty) Ltd, CJA Telecommunications, Clariant Southern Africa (Pty) Ltd, Classique Medical Aid Consult, Clientele Life Assurance, Clos Cabriere (Pty) Ltd, Clyral Creative Studio (Pty) Ltd, CM Labour Solutions, CMC Networks, CMSA, Coastal Hire, Codeo (Pty) Ltd, COIDLINK, COJ JMPD, Coleman Transport, Colgate Palmolive, Comair Ltd, Combined Transport Services, Computershare Investor Services, Concilium Technologies (Pty) Ltd, Confiance Accountants, Tax and Legal Consultants, Consol Glass (Pty) Ltd, Consolidated Employers Organisation, Constantia Glen Winery, Constantia Insurance Company, Consumer Profile Bureau, Continuity SA (Pty) Ltd, Control Systems Integration, Coraldean, Coricraft Group (Pty) Ltd, Cornwall Hill College, Council of Debt Collectors, Cox Yeats, Craison, Cre8work, Crew Enhancement Solutions, Crew Enhancement Solutions, Crompton Hospital, Cross Border Road Transport Agency, Crossbow Marketing, Crown Chickens t/a Sovereign Foods, CS Labour, CSOS, CSSAF Radiowave Investments (Pty) Ltd, CSV Construction (Pty) Ltd, Cube Route Logistics (Pty) Ltd, Customer Loyalty Consultants.

## D

Dairymaid, Daltrus, Danlink Ingredients, Data Innovators, De Graaf Exhausts, De Rust Estate, Delene Sheasby Safety Practioner, Dendustri SA, Denzile Reddiar & Ass, Dept Health and Wellness, Dept Public Services and Administration, Dept Water&Sanitation, Detau Consultants, Diacore South Africa, Dietrich Voigt Mia, Digby Wells Environmental, Dischem Pharmacies, Distinctive Choice 549cc, DM Minerals Group, DMR Technologies, DNA Economics, DOH, Dolphin Coast Waste Management, Donford Holdings, Dowerglen Financial Services, DPZ Management, Dr CZM Surgery, Dr Greg Kew, Dr Haidee Williams, Dr Jackpersad & Partners, Dr JP Abner, Dr WJH Vermaak, Du Toit en Van, Duzimax CC, Department of Correctional Services, Department of Defence, Department of Health, Department of Human Resources University of Pretoria, Dachser South Africa (Pty) Ltd, Dariel Solutions (Pty) Ltd, Dartcom SA (Pty) Ltd, Data Dot Technology, Data World (Pty) Ltd, DC Weighing & Control, De Management Services (Pty) Ltd, Debtin Consultants, Deloitte & Touche, Deloitte Consulting Overseas Projects LLC t/a Southern Africa Energy Program, Deltabec, Democratic Alliance, Dennes Engineering, Denny Mushrooms, DHR Consultancy (Pty) Ltd, Die Hoerskool Menlopark, DigiOutbound (Pty) Ltd, DigiOutsource Services, Digital Matter Embedded (South Africa), Digital Matter Embedded (South Africa), Digital Planet, Dimension Television Facilities, Dipula Income Fund Limited, Diversey South Africa (Pty) Ltd, Donald Brown Group, Donaldson Filtration Systems, Donford (Pty) Ltd, Douglasdale Dairy, DPISA, Drager South Africa, Dragonfly Africa Tours, DriveRisk, Drs Bloch & Partners Inc, Drs Schnetler, Corbett & Partners Inc, Drs WJC Pretorius & PADG Genis Inc, DSM Nutritional Product, Durban South Training Centre Trust, Dust-A-Side SA (Pty) Ltd, Duxbury Networking, DVT, Dyechem Industrial (Pty) Ltd, Dynamic Salvage Management, Dynamic Visual Technologies.

## E

E.Levine Family Holdings, Eagle Distributors, Easigas Pty Ltd, Eazi Access, Econo Foods, Egoli Gas, Ehlanzeni TVET College, EHOT PTY, Ekapa Minerals, Ekurhuleni, Elephant River Granite, Elize's Payroll and HR Services, eMalahleni Crematorium, EMP Organ, Empilweni Education, Empyreal Construction Pty Ltd, Enaex, Engen Oaktree Convenience Centre, Ensign Services, Entsha Henra Pty Ltd, Erlank Attorneys, ErnestineMeyerConsultant, Esayidi TVET College, Eskom Duvha Power Station, Essilor, Europcar SA, Ever Unison Garments Lesotho , EVSOL Specialised, Exclusive Hydraulics&Engineering, Exclusive Networks, Exemplar Workforce, Exeo Khokela Civil Engineering, Exim International, Eyona Logistics, Europcar SA a Div of Motus Group Ltd, Euro Steel SA (Pty) Ltd , E4Strategic (Pty) Ltd, Eagleburgmann Seals, East End Properties (Pty) Ltd, I East London IDZ Soc Ltd, East London Industrial Development Zone, EC Department of Health Buffalo City Metro, Edgetecc Systems, Edony Developers, Edufun4kids, Edward Snell & Co (Pty) Ltd, EIE Group, Elandspoor High School, Element Consulting Engineers, ElingKlinger South Africa (Pty) Ltd, Embassy of the United States of America, Embury Institute for Higher Education, Emdubane Office Solutions Midlands (Pty) Ltd, Emerald Risk Transfer, Emivista (Pty) Ltd, Employers Organisation Mzansi, Empyreal Construction (Pty) Ltd, Enable Mailroom & Media Services, Engineco, Entsika Consulting Services, Envitech Solutions (Pty) Ltd, EOHC, Epic Workforce, EPS Courier Services, Eqstra Fleet Management, Equal Education, Equipment Parts & Engines, Equity Medical Technologies (Pty) Ltd, Erakis Investments (Pty) Ltd, ERS Biometrics (Pty) Ltd, Estate Agency Affairs Board, Etlin-International (Pty) Ltd, EW Stevens, Excel Grow Group Holdings, Exclusive Hire, Exigent Group Limited, Express Employment Professionals, Exrad (Pty) Ltd, EYA Bantu Profesional Services, Ezigro Seedlings.

## F

Falke Eurosocks, Fasken, federalsb@outlook.com, FFS Refiners, FFS Tank Terminals, Fieldbar, financial@atlanticbeachlinks.com, Fine Chemicals Corporation, Fluidra Waterlinx, Food Lovers Market, Food&Drug Assurance Lab, Freedom Stationery, Froneri South Africa, Fruitways Pty Ltd, Fry Group Foods, Fujifilm SA, Fair Cape Dairies, Fairfield Dairy, Falcon Shopfitters, False Bay College, Famous Brands, Fastjet Africa (Pty) Ltd, FCE Solutions, Feddy Hirsch Group (Pty) Ltd, Federal Airlines (Pty) Ltd, Fedgroup Participation Bond Managers, FER Consulting, Ferro South Africa (Pty) Ltd, FFS Refiners (Pty) Ltd, FH Chamberlain Trading (Pty) Ltd, FHBC (Wellington) (Pty) Ltd, Fidelity CashMaster (Pty) Ltd, Fieldfresh, Filmatic Packaging Systems (Pty) Ltd, Finleys Outsourced Business Services (Pty) Ltd, Finserve Group, Fireblade Aviation, First Car Rental, First Freight Couriers (Pty) Ltd, Flexco SA (Pty) Ltd, FlowCentric Mining Technologies, Fluidra Waterlinx, FMS Group, FNDS3000 (Pty) Ltd, Foodserv Solutions (Pty) Ltd, Footgear (Pty) Ltd, Foschini Retail Group (Pty) Ltd, Fraser Alexander (Pty) Ltd, Free State Department of Sport Arts Culture and Recreation, Freedom Stationery, Fruiton (Pty) Ltd, Fruitways Farming (Pty) Ltd, Fruitways Marketing (Pty) Ltd, Fuchs Electronics, Fuller Civils (Pty) Ltd, Future Communications, Futurent, Fyfer Incorporated.

G  
GBS Holdings, GDE, GDPEO, Gelita SA, GEMS, Geo Pollution Technologies, Get Educated t/a GetSmarter, Giesecke&Devrient, Globeleq SA Management, GMI Attorneys, GoBid, Goldenpond67, Goldwagen, Goodwill Logistics, GPL, Grandmark International, Grasslands Agriculture, Graytec, Green Farm Nut Company, Groenewald Agri, Grupo Antolin Uitenhage, GT Labour Solution, Guardian PBC, Gauteng Tourism Authority, Gert Sibande District Municipality, GP Strategies/ VWSA Training Academy, G Phadziri and Sons (Pty) Ltd, G7 Renewable Energies (Pty) Ltd, Gaap Ppoint of Sale, Galderama (Pty) Ltd, Galison Manufacturing (Pty) Ltd, Garden Cities NPC RF, Garrun Pretoria (Pty) Ltd, Gauteng Dept of Education Tshwane West District, Gauteng Provincial Legislature, GEECOM (Pty) Ltd, Gelmar, Gemini Marine (Pty) Ltd, Genesis Analytics, Geo Pollution Technologies, GIC Re South Africa, Giesecke and Devrient Mobile Security Southern Africa (Pty) Ltd, GLC Earthmoving, Global Independant Admin, Globe Flight Worldwide, Globeleq South Africa Management Services (Pty) Ltd, Glowing Mountain Trading, Godrej Consumer Products SA, Godrej-Subinite (Pty) Ltd, Golen Sprinkle Investment, Gondwana Game Reserve, Gothic Construction (Pty) Ltd, Gphadziri and Sons (Pty) Ltd, Graham Beck Enterprises (Pty) Ltd, Greenpeace Africa, Groenkloof Chambers, GS Schoonbee (Pty) Ltd, Guala Closres SA, Guvon Hotels (Pty) Ltd.

H  
H Systems, HarithGeneral Partners, Harmony Gold Company Ltd, Hatfield Christian Church, HC Heat-Exchangers, Health & Welfare Seta, Health Dept, Health On Site, Health Systems Trust, Henra Siviele Kontrakteurs Edms Bpk, Here Solutions Singapore, Hexagon, High Access Projects Limited, Highlands House, Hik Abalone Farm, Hoër Meisieskool Bloemhof, Home Affairs, HR Torque, HrPlus Human Resources, Human Capital4U, Hungry Lion Fast Food, Hutz Medical, HW Seta, Hydraform, High Commission of Canada, Habib Overseas Bank Ltd, Hans Merensky Holdings, Harmony Gold Mining Company Ltd, Hartmann Emergency Care, Haygrove Amajuba (Pty) Ltd, Haygrove Heaven, Hazendal Wine Estate, HC Heat Exchangers, Health Systems Trust, Helderberg Society for the Aged, Henra Plant Hire (Pty) Ltd, Henriette Bone, Heqlen Mica Home Warehouse, Herbalife International SA, Hertz Rent a Car, Hesto Harnesses, HH Consulting, Highway Hospice, Higveld Mushrooms, Hillary Construction, Hilti South Africa (Pty) Ltd, Hire All (Pty) Ltd, Hitachi Construction Machinery Southern Africa, HL Starke Farming, Hoerskool Elandspoor, Home of Living Brands (Pty) Ltd, Honeywell Automation and Control Solutions (Pty) Ltd, Hotel Verde (Pty) Ltd, House of Monatic, Howard-Landquip (Pty) Ltd, HoyoHoyo Mining, HR & Skills Market, Hubble Studios (Pty) Ltd, Human Capital Link (Pty) Ltd, Humulani Marketing (Pty) Ltd t/a CSE Equipment, Hychem (Pty) Ltd, Hydrastatic Sales and Service (Pty) Ltd, Hydroscand (Pty) Ltd, Hypercheck (Pty) Ltd, Hypower, Hytorc Industrial Tools.

I  
Ibis Reproductive Health, ID Verification Systems, Identiplan Business Support, IGS Africa, Imali Express Forex, Imdexlimited, Imperial - Clearing&Forwarding, Imperial Logistics SA, Incon Health Clinics, Indaba Institute, Indulge Group, Industrial Mining Innovations, Indwe Risk Services, Inseco, Insimbi Alloy Supplies, Integrated Occupational Health Services, Interaction Market Services Holdings, International School of CT, Interstat Stationery, Intocast South Africa, Introlab, Isinyithi Cathodic Protection, Ison Xperiences, Italtile Limited, ITHUBA HOLDINGS, ITR SouthAfrica Earthmoving, IXM Africa, Iziko Museums of South Africa, I to I Financial Services (Pty) Ltd, Ian Dickie, Ian Dickie & Co, Icon Radiotherapy, ICTGlobe Management, Identiplan, Idwala Industrial Holdings, IEB, Ilios Travel (Pty) Ltd, Impact Distributors, Impact Retail Display (Pty) Ltd, Imperial Dedicated Contract, Imperial Logistics Insurance Brokers, Imperisecure (Pty) Ltd, Imvula Quality Protection, In on Africa, In2Food, Inclusive Labour, Incubetta SA, Indian Ocean Terminals, Industroclean (Pty) Ltd, Infinity Brands, Inlexso, Insimby Alloy Supplies, Inspired School (Pty) Ltd, Integrated Processing, Interconnect Systems, Interland Cape, International Equity Consulting, Introlab Chemicals (Pty) Ltd, Invanhoe Mines SA, iProp (Pty) Ltd, IPS Health & Wellness (Pty) Ltd, IPT Holdings, Isinyithi Cathodic Protection, Ismart (Pty) Ltd, Isowall SA, IT Dynamics, IT Master, Ithala SOC Limited, Ithuba Holdings RF (Pty) Ltd, IUA Business Solutions, Izinso Dialysis Services.

J  
J Leslie Smith & Company, Jane Phillips, JGK Engineering Pty Ltd, John Wilter & Associates, Joubert & Associates, JP Manco, JTC, JumpCo Consulting, Juwi Renewable Energy, JUWI Solar ZA O, JuwiSolarZA O & M1, JuwiSolarZA O & M2, JSE Limited, Janessy Enterprise Trading, JD Group, Jembi Health Systems NPC, Jet Demolition (Pty) Ltd, JG Electronics, Jhpiego Corporation, JKJ Pumps Contractors, JLR International Trading (Pty) Ltd, Jo'Burg Bolt (Pty) Ltd, Joe Gqabi District Municipality, Joekels Tea Packers (Pty) Ltd, Jonibach (Pty) Ltd, JP Van Biljon (Pty) Ltd, JPS Africa NPC, JTC Fund Solutions, JumpCo Consulting, Junior Akademie.

K  
Kaapschon Boerdery 35 Pty Ltd, KalahariMed, Kaleidocode Pivot, Kapa Biostystems t/a Roche, Kasumi Apparels Swaziland, Kelvin Power, Kerridge Commercial Systems, Key Health Medical Scheme, Khanto Construction and Management, Khessed Cleaning Services, Khusela Skill Institute, KLS Consulting Company, KnapdaarAgri PtyLtd, KOBWA, Konica Minolta SA, konstruksie21@gmail.com, KPMG, Kromco, Kungwini Welfare Organisation, Kuruman Comunity Mining & Other Projects, KwaZulu-Natal Master Builders and Allied Industries Association, KZN Cricket Union, KZN Dept of Education, KZN Master Builders, K2 Medical (Pty) Ltd, Kaefer Thermal Contracting, Kaefer Thermal Contracting Service (Pty) Ltd, Kargo National (Pty) Ltd, Karo Manufacturing, Kate Rowland Occupational Therapist, Kaytech, Kedase, Kedase Business Enterprise, Kekana Hlatshwayo Radebe INC, Kelvin Power (Pty) Ltd, Kelvin Power (Pty) Ltd, KH Diesel Electrical, Khalilzad Investments (Pty) Ltd, Khavho Consulting, Khonology, Khulasonke Rebuild (Pty) Ltd, Khumani Mine, Khumbula Procurement and Services (Pty) Ltd, Kimberly Clark of SA (Pty) Ltd, Kintetsu World Express, KK Engineering (Pty) Ltd, Klein Karoo Saad Bemarking (Edms) Bpk, Kleinhans Construction (Pty) Ltd, Knysna Municipality, Kobo Safaris, KOBWA, Komati Basin Water Authority, Konica Minolta SA, Kopano Brickworks Ltd, Kronos Southern Africa, KuluCrete South Coast (Pty) Ltd, Kunene Ramapala Incorporated, Kungwini Welfare Organisation, Kuruman Cleaning Services, Kusasa Specialised Services, KwaDukuza Private Hospital.

L  
Labour Simplified, Labour Worx, LAHLENI INVESTMENTS, Lambda Automation, Lanko Edms Bpk, Lapalala Wilderness Foundation, Lasiano Trading, LBC Professional Services, Learn to Earn, Lebalelo, Legadima, Legal and Tax Services, Legal Expenses Insurances, Leica Geostystems, Lentilinx, Lesaka Technologies Inc, Lesedi Sedi Academy, Level Loads, LH Marthinusen Durban, LH Marthinusen Phalaborwa, Life Wilgers Hospital, Linde & Wiemann RSA, Lipco, Lithala Services, LJMash & Associate, LMC Express, Imkcompliance@gmail.com, Lodox Systems, Lovell Industrial Holdings, LTM Refractories, Lumotech, Legal Practitioners Fidelity Fund, LegalWise, Labworld a Dvi of Philafrica Foods, Laerskool Swartkop, Langenhoven High School, Latex Threads of SA (Pty) Ltd, Latham Engineering Africa (Pty) Ltd, LC Waikiki, LC Waikiki Retail ZA, Lebalo Water User Ass, Lebea Incorporated Attorneys, Lebombo Cape Properties (Pty) Ltd, Lecin Spraypainting Services, Lee-Chem Lab (Pty) Ltd, Leeu Collection South Africa (Pty) Ltd, Legal Expenses Insurance Southern Africa Limited, Legator, McKenna Inc., LGR Incorporated, Library Business Corners, Lidwala Consulting Engineers, Life & Brand Portfolio, Lifestyle Financial Services, Lindt, Lindt and Sprungli, Link Market Services South Africa (Pty) Ltd, Link Seed (Pty) Ltd, LIVClean (Pty) Ltd, Loardira Labour Hire, Locktrans Trading Company, Loftus Medical, Lonspeare SA (Pty) Ltd, L'Ormarins (Pty) Ltd, Lougot Properties, Lttsamaiso (Pty) Ltd, Lubian Properties, Luxury Hotels International, Luzile Edna Msimango, LVG Plants (Pty) Ltd, Lynca Meats, Lyttleton Dolomite (Pty) Ltd.

M & N Acoustic Services, M&I Labour Consultant, M&N Acoustic Services, Mad Dog Safety, Maine Radiology, Mainstream Assesment Management SA, Mainstreet 1723, Majestic Horizon Academy, Makhoba & Associates, Maloon Fleet Solutions, Mamba Cement Company, Man Automotive, Mandg Investments, Mandg Investments, Margaret Water Company, Marudo Projects, Masslift Africa, Master Builders Association, Master Human Resource Services, Masterbatch SA, Matus, MBS Carriers, MCATA, Medi Response, Medidockage, Meditech, MEGA, Melamine Corner, Melkbos Pre Primary, Menar Capital Limited, Mentholatum SA, Mfuleni Clini, MGG Productions, Micros SA, Midlands Medical Centre, Mindpearl SA, Mineral ProcessingGuru, Mmakgoge Group, Mode Beauty Bar, Monreh Labour Advisors, Moonspin, Moov Fuel, Mothers2Mothers, Motshudi Kekana & Partners radiologists Inc, MPX Consulting, Mr Price, MTO Forestry, Municipal, Mustek Limited, Mvimbini & Associates, Mwalimu Resources, Mpac Operations (Pty) Ltd, MUR Shipping RSA (Pty) Ltd, M&I Labour Consultants t/a Northern Personnel, M&L Laboratory Services (Pty) Ltd, M&S Installations, M. Schutte & J van Jaarsveld Accountants, M+R Fresh Food & Veg Marketing, Macadams International, Macmillan Education, MacRobert Inc, Macsteel Service Centres SA (Pty) Ltd, Magalies Water, Mageye Occupational Therapy, Makaranga, Makause Combined School, Mancosa, Manelisis Tyatyantsi, Manhour, Manitou Southern Africa (Pty) Ltd, Mankwe Game Trackers, Manorite (Pty) Ltd, MAP Africa Consulting Engineers, Marble Restaurant, Maria Phefadu Attorneys, Marine Dynamics Tours, Marltons Pet's and Products, Maropeng, Mary Oppenheimer Daughters, Maseko Murphy Njilo & Razano INC, Mashaille Chambers Leribe, Master Chip and Veg, Master Fire Industries, Material Handling Automation, Mathoo Mbeyane Engineers (Pty) Ltd, Matkovich Golf Course Maintanance, Matrix Consulting Services, Matus, a Division of Brandcorp (Pty) Ltd, Mavrick Trading, Maxflex Cables, Maxim Trading Enterprise (Pty) Ltd, Maximum Profit Recovery (Pty) Ltd, Maxwell Technology (Pty) Ltd, Mayine Business Solutions, Mazambane Trading 114 (Pty) Ltd, McCoy's Glass Wholesalers (Pty) Ltd, Meccs, Medecins SANS Frontiers, Media Film Service, Medical Specialist Holdings (Pty) Ltd, MediCharge, Medocc Health Care, Melco Elevator (SA) (Pty) Ltd, Melia Gardens, Melomed Hospital Holdings, Memory Lane (two) t/a Oakland Dairy, Meridian Agritech, Meridian People Solutions (Pty) Ltd, Merlog Foods, Merseta, Metchem Laboratories, Methodist Homes for the Aged, Metier Mixed Concrete, Metix (Pty) Ltd, Mezzanine Ware, MHC1, Michael Page International SA (Pty) Ltd, MidCity Property Services, Milnerton Primary School, Minerals 2 Metals, Minor Hotels SA, Minova, MIS Engineering, Miton Optimal South Africa (Pty) Ltd, Mitre Core Technologies SA (Pty) Ltd, MJ Labs, Mjantshi Engineering Consultance (Pty) Ltd, MLC Security Solutions, MN Nethavhani (Pty) Ltd, MND Technologies, Mnloluzi Trading, Modikwa Platinum Mine, Mohlane General and Associates, Moipone Fleet, Molaetsa WA Botshelo Trading and Projects cc, Momentum Logistics, Monde Consulting Engineers, Monitor Administators, Monitor Administrators (Pty) Ltd, Monitoring & Control Laboratories (Pty) Ltd, Monteagle Logistics, Moonspin (Pty) Ltd, Moonstone Information Refinery (Pty) Ltd, Morar Incorporated, Moreki Distributors, MORIA Wilson Physiotherapist, Mosstrich, Motheo TVET College, Mothers2Mothers, Motorhome-World, Motorvia (1993) (Pty) Ltd, Motsa Mavuso Attorneys, Motus Aftermarket Part, Moumake, Lukhele and Bodibe Inc Attorneys, Mouton Citrus (Pty) Ltd, Mphela Mngodi & Associates Inc, MRTT,9003 Hospitality and Tourism Academy, MSSL Global RSA Engineering, MSW, I Mtyuda Investments Trading CC, Much Asphalt, Much Asphalt, Muffin Mate SA (Pty) Ltd, Mukuru Africa, Multi Equipment, Multi Rooms Management (Pty) Ltd, Multi Rooms Management (Pty) Ltd, Multi-Waste Jet Park (Pty) Ltd, Mur Shipping RSA (Pty) Ltd, My China Discount, Myashree Naidoo Occupational Therapist.

N  
Naidoo Consulting, Nasonti Coal, Nasonti Resources, Nasonti Technical Services, Nathoo Mbenyane Engineers, National Brands Ltd, National Chicks, NBC Holdings, NCP Chlorchem, Ndaka Security & Services, Ndzalama Connections Pty Ltd, Netcare, NewCarbon, NHLS, Nice Group South Africa, Ninety9Cents Communications, Niore Plastics, Nitrophoska Pty Ltd, Nkosi Sabelo Inc, Nkunzi Pharmaceuticals, No Ordinary Corporation, Noordgrens Landgoed, Nordapart Pty Ltd, North West Gambling, NorthWest University, NPM Geomatics, NTE Company, Nuvo Rubber Compunders, NWU, NUMSA, Nashua, Natal Joint Municipality Pension Funf, Nakisani Hygiene Services, Naptoza Western Cape, , Nathoo Mbenyane Engineers (Pty) Ltd, National Brands Ltd, National Council of SPCA's, National Textile Bargaining Council, National Youth Development Agency – NYDA, National Zoological Garden, NCT Forestry Co-op Ltd, Necessitas Labour Solutions, Nedbank Private Wealth, Nelio Trading 1, Nelson Mandela's Children Hospital, NeoLife International, Nepad Business Foundation, Nestlife Assurance, NetlApplied Technologies SA, Network Alliance (Pty) Ltd, New Age Engineering (Pty) Ltd, New Frontiers Tours, Nexia Cape Town, Nexor 312 (Pty) Ltd, Ngatia Trading, NGK Ceramics South Africa (Pty) Ltd, Nhleko Scaffolding & Formwork, NHLS, Niel Terblanche Boerdery, Nieuwoudtville Rooibos (Pty) Ltd, NJ Promotions, NJR Steel Services, Nology, Nongoma Local Municipality, Nordapart (Pty) Ltd, North West Gambling Board, North West Legislature, Northern Conference of the Seventh-Day Adventist Church, Novum Initium HR, Ntional Bio Products Institute, NTP Radiostopes SOC LTD, Nurses on Call, Nwanda Incorporated, Nwanda Incorporated.

O  
Olds College, Omnigo, Oppenheimer Generations SA, Opstal Wines, Optifect ICT, Optimum Fuel Solutions, Optix Africa, OSS Sales & Services, Overlooked Group, OneLogix (Pty) Ltd, Occu-Care, Ocean Basket Wholesale, Ocean Network Express, Oilgro (Pty) Ltd, OKE SA (Pty) Ltd, Oklahotel (Pty) Ltd, Olyvenboschkraal (Pty) Ltd, Omnia Group (Pty) Ltd, Omnipless Manufacturing, Omphie Tshame Investments, Onderstepoort Biological Products, Onezero Consulting (Pty) Ltd, Ons Help Investment, Operation Mobilization, ORT SA Ops Trust, Osborn Engineering Products, Otraco Southern Africa (Pty) Ltd, Otto Brother Distributors, Outdoor Investment Holdings (Pty) Ltd, Ozow (Pty) Ltd.

P  
PADCA, Park Advertising, Pathogen&EnvironmentalSolutions, PBS Chartered Accountants, PDPS, Pegasus Advisory & HR, Pep Clothing, Perfect Solution Project and Consultancy, Phakisa Holdings, Pieter Snyman Rekenmeesters, Pilanesberg Resort, Pinocchio Primary School, Pixelfaerie, Plantcor Mining and Plant Hire, PODCamps Bay, Porcupine Union, POWA, Power Development Services, PP Cement SA, Prasa, Precision Valve, Pretoria Noord Toyota, Pretoria-West Distribution, Production Logix, Profin HR Practitioners, Promin 5, Protank, Protea Hotel Balalaika, PSG Management Services, PT Operational Services, Phumelela Local Municipality, Pick n Pay, Pack & Stack (Pty) Ltd, Pamodzi Unique Engineering, Parker Family Foods, Parliament of RSA, Partquip Group a div of Hudaco, Pasdec Automotive Technologies, Pasuri Investments, Patcon Building & Civil Engineering Contractors, Patensie Citrus, Path Care, Patio Warehouse (Pty) Ltd, PD Otto Elektries Trust, Pearly Rock Invest (Pty) Ltd, Pearson South Africa (Pty) Ltd, PEC Utility Management (Pty) Ltd, People Solutions, Pep a Div of Pepkor Trading, Pep Clothing, PerkinElmer SA (Pty) Ltd, Persona Staff, Petra Diamonds SA (Pty) Ltd, Petros Business Solutions, PG Gibson a Division of KAP, PH Marketing (Pty) Ltd, Pharmachem Laboratories, PHB Engineers, Phoenix Risk Solutions (Pty) Ltd, Phola Coaches, Phumelela Gaming and Leisure, Pinelands Development Company NPC, Pinelands Development Company NPC, Pinewood Retirement Village, Pipeflo (Pty) Ltd, PJB Electrical Projects, PJS Logistics & Transportation, Plattner Golf t/a Fancourt, Plaza Board Centre, PLP Group, PLP SA, Polmed, Powafix (Pty) Ltd, Power Construction (Pty) Ltd, Powertrans Sales and Service, Precision Shelving and Packing (Pty) Ltd, Premier FMCG, Prescient Profile (Pty) Ltd, Pretoria Boys High School, Pretoria High School for Girls, Pretoria Noord Toyota, Prima Pasta & Biscuits, Printing SA, Private Property SA, Prive Logistics, Pro Admin (Pty) Ltd, Pro Roof Steel Merchants, Proactive HR Solutions (Pty) Ltd, Procompare (Pty) Ltd, Professional Aviation, Progressive Impressions (Pty) Ltd, Prokon Software Consultants (Pty) Ltd, Protea Metering (Pty) Ltd, PSG Management Services, PT Minerals (Pty) Ltd, Public Servants Association of SA.

Q  
Qophe Construction, Quoro Medical, QISAS, QSB Business Manager, Quarto Press, Quo Vadis cc, Quonetec (Pty) Ltd, Qutom Farms.

Rage Distribution Pty Ltd, Rallim Preparatory School, Rapdl Construction, Reabusa Energy, Rebsons, Reddford House Bluehills, Reid and Mitchell, Restonic, Reverside, RFG Foods, Rhenus Logistics, RichardsBay Industrial Development Zone, RightToCare, Ringier SA, Riotinto, Riversands Hub, RMB (First National Bank), RMB (First National Bank), ROMPCO PTY LTD, Rouxville Primary, Rox SA Mining, Royal Bafokeng Resources, Royal Schools, RSA Group IMS Holdings, RSA Market Agents, RSM SA Consulting, RSP Processing, RTM Vacuum & Hydro Jetting, Rymco, Rynpark Retirement Estate, Royal Bafokeng Admin, Royal Norwegian Embassy, Rahim Khan & Company, Rain (Pty) Ltd, Randitron (Pty) Ltd, RAPDL, Rapula Farming (Pty) Ltd, Rebul Packaging, Rectron, Red Alert TSS (Pty) Ltd, Registration 24, Reinforcing Steel Contractors (Pty) Ltd, Rentworks Africa (Pty) Ltd, Retro Rabbit Enterprise Services, Reutech Solutions, Rex Diff & Gearbox, RH Vryburg Private Hospital, RHI Refractories Africa (Pty) Ltd, Rhys Evans Group (Pty) Ltd, Richards Bay Minerals, Richie Crane Hire (Pty) Ltd, Rider Levett Buchnall ZA (Pty) Ltd, Riebens Computers (Pty) Ltd, Right to Care, Rio Ridge 1027 (Pty) Ltd, Riot Security Services (Pty) Ltd, Risk & Co Africa, RITC (Pty) Ltd, Ritchie Crane Hire (Pty) Ltd, Rivers Church, RNA Distribution, Road Accident Fund, Roadlab, Robin Trust, Rock Breaking Demolitions, Rockwell Automation, Roman's Pizza Pretoria, Ronsen Labour, Rooibos Limited, Rosle Boerdery, RSC Ekusasa Mining, RSM SA Consulting (Pty) Ltd, Rubber Resources SA (Pty) Ltd, Rubicon Meat Processing Services, Rutotech International Ltd, Rx3 Cleaning Services, Rynpark Association for the Aged, S&F Management Services.

## S

SA Livestock Agents, SA Pharmacy Council, SA Responsible Gambling Foundation, SA Tank Terminals Ltd Pty, SAB, SABT, SafetyWorx, SALA, Salt&Salt Refiners t/a Salpura, SAMRO, Saratoga Fruit Estate, SARCS, Sarx Enigeering Group, SASSETA, Savino Del Bene, SBM Energy, SBV, Schlebusch Attorneys, Schoonbee Landgoed, SCM DMA Pty Ltd, Scorpion Legal Protection, Scott Bader, Seal Cool Industries, Sebilo Resources, Secure Solutions, SEESA, Seleka Attorneys Inc., SERR Synergy, SFT Energy, SGT Solutions, Sharp Move Trading 260 t/a KAVDAV, Shemuel Flour Mill, Signa Academy, Silicon Overdrive, Silvermine Village Share Block Holdings, Sim Aerotraining Pty Ltd, Sim& Lukho PDC, Sime Darby Oils SA, Sinthulandi Pty Ltd, Siyaphambili Drilling, Sizanani Labour Specialists, SJH Finance, Skywire Pty Ltd, Smart HR Solutions, Smart Office Connexion, SMEC SA, Smeg South Africa, Smile Foundation, SMU, Somerset College, Sonae Arauco SA, Sorgvliet ACVV Tehuis vir Bejaardes, South West Gauteng TVET College, Southern Africa Bible College, Southerncross Marketing & Management, Spar Engage, Spar North Rand, SPCA, SSG Holdings, SSG Training Academy, SSV Attorneys, St Johannis Lifestyle Estate, St Peter's Prep School, Stafix Security Centres, Standerton Oil Mills Cofco International, Star For Life, SteamGenerationAfrica, Stewarts & Lloyds Holdings, Strategic Fuel fund, Stratford Farming, Suiderland Plase, Sumitomo Corporation Africa, Sun International, Sunspray Food Ingredients, Supertec Ceilings & Board, Supreme Spring, Sweetbeet Holding, Synergy Biomed Research Institute, South African Reserve Bank, South African Banknote Company (RF) (Pty) Ltd, South African Medical Research Council, South African Pharmacy Council, South African Property Owners Association, Airlink, SA Library for the Blind, SA Tube & Honing, SAA Technicals, SAAMBR, SABS, Sadmon Projects & Consulting, Saficon Industrial Equipment, Sakhikhaya Suppliers, Sally Martin Park, Samchem Drilling Fluids and Chemical (Pty) Ltd, Sampada Lodges (Pty) Ltd, SAMRO, SAMSA, SANAC Trust, Sandvik Mining RSA (Pty) Ltd, SanLameer Homeowners Association, Sanne Fund Services (Pty) Ltd, SAPS, SAQA, Sarto Mass Services, Sasolburg Industrial Supplies, SATank Terminals, SBV Learning Academy, SCA Logistics (Pty) Ltd, Schoonbee Landgoed, SCM Group (Pty) Ltd, Scorpion Legal Protection, Scribante Labour Consultants, SDK Professional Services (Pty) Ltd, Secure ET Solutions, Securitas Specialised Services, SEESA, Select PPE (Pty) Ltd, Semfeng Attorneys, Senwes Ltd, Senyema Gwangwa Inc, Sereth Logistics (Pty) Ltd, SERR Synergy, Servochem (Pty) Ltd, SG African Transport, SG Lourens Nursing College, SGB Smit Power Matla (Pty) Ltd, SGRP Meridian, SGT Solutions (Pty) Ltd, Shaban Clark Coetzee Attorneys, Sharp Move Trading 260 (Pty) Ltd t/a Kayreed Board & Timber, Shaves Paints + Décor, Shepstone & Wylie Attorneys, Shingai Group, Shoe Warehouse, Shongweni Market, Shuter+Shooter Publishers (Pty) Ltd, Siliconselters, Silulumanzi, Sinethemba Senior Secondary, Siyandiza Consulting Engineers (Pty) Ltd, Siyanqoba Ngamandla Sizanani Labour Specialists, SKF, Skill Tech Solutions, Skyblu Technologies, Skye Distribution (Pty) Ltd, Skystaff (Pty) Ltd, Smanga and Sipiwe Trading, SMC Corporation, Smiths Manufacturing, Sociedad Quimica y Minera Africa (Pty) Ltd, Soil & Groundwater, Soil and Groundwater Remediation Services, Solar Mining Services, Solenta Aviation (Pty) Ltd, Somerset House Preparatory School Sonja Mooby Sonja Smith Funeral Group, Sonlia Vrugte Pakhuis, Sorbet Holdings, South Bakels (Pty) Ltd, Southern African Shipyard (Pty) Ltd, Southern Proteins (Pty) Ltd, Sozicube, SP Metal Forgings Boksburg (Pty) Ltd, Spar, Sparta Foods, Specialised Security Services, Speedspace Rentals, SpesNet Group, Spier Arts Trust, Spinnaker Software, Spintelligent, Springbok Trucking Company, Spur Group (Pty) Ltd, SRF Felixipak SA, S-RM, SS Diseko, St George Hotel, St Josephs Home, St Peter's School, Staffing Logistics (Pty) Ltd, Stalcor (Pty) Ltd, Standerton Oil Mills (Pty) Ltd, Star Pops (Pty) Ltd, Starcrow 36 (Pty) Ltd, Starlite Group (Pty) Ltd, STATS SA (Pty) Ltd, Staycold International, Stellenbosch University, Stingray, Stonefound Engineering Solutions, Stonehurst Mountain Estate, Storeplay, Strategic Partners Group (Pty) Ltd, Stylco (Pty) Ltd, Suiderland Plase (Pty) Ltd, Sukoluhle Bonga, Sulzer Pumps (South Africa) (Pty) Ltd, Sunshine Bakery, Supply Park Development SOC, Surego Investments 13, Surego Investments 13 (Pty) Ltd t/a Bafana Security Services, SUS.SA, Susan Greeff Attorneys, Sutherland Consulting Engineers, Swaziland Building Society, Swift Human Resources, Symrise (Pty) Ltd, Synchronized Logistical Solutions (Pty) Ltd, Synergy Worldwide Logistics, Synexa Life Sciences (Pty) Ltd, Syngenta, Syntell (Pty) Ltd, Syspro.

## T

Tacoma Foods, TAFTA, TAH Animal Hospital, TEBA, TEBA PTY LTD, Tekiba25, TFF Winelands, TFFManagement Services, Thavhani Trading Enterprise, The Big Fill, The Connexion Group, The Construction Co, The Co-op, The Ford Foundation, The Hollard Insurance Company Ltd, The Labour Guy, The Labour Workshop, The Nalibali Trust, The Radiology Group, The Salary Gallery, The Sugar Milling Research Institute, Thuthuka Packaging, Timberlea Farming Trust, Tintswalo Lodges, Tip Trans Logistix, Tiso Skills Fund, Tokheim, Tokologo Local Municipality, Tolcon Group, Torrecid South Africa, Toyota SA Manufacturing, Traditional Healers Org, Transalloys, Traxtion Sheltam, Tribeca Coffee Company, Triple D Farms, Triplo4 Sustainable Solutions, Tristar Logistics, Triviron Project Management, Triz Engineering Solutions, Trollope Mining Services, Troncorp, Trust Absolut Auto, Tsheleka Finance, T-Squared Labour Consultants, Tusk Construction Support Services, Tyche Operations, Toyota South Africa Motors, Table Mountain Aerial Cableway Co (Pty) Ltd, Tacoma Foods (Pty) Ltd, Tacoma Logistics, Tai Yuen Textiles, Tata Consultancy Services SA, Taurus Doors, TCM Developments (Pty) Ltd, Tecc Oil, Technical Systems (Pty) Ltd, Technoserve Medium Voltage (Pty) Ltd, Telesure, Temi Construction, Teraco Data Environments, Teralco Logistics (Pty) Ltd, Terra Firma Solutions (Pty) Ltd, Thanda Private Game Reserve, Tharisa Minerals, The Association for the Aged, The British Academy, The Cape Cadogan Boutique Hotel, The Document Warehouse, The Freddy Hirsch Group, The Hydraulic Centre, The Magic Company, The New House of Busby, The Really Great Teacher Company, The Ridge School, The Standard Bank of South Africa, The Work House Durban, The Workforce Group, Thermaire Investments, Think Talent (Pty) Ltd, Thobekile Madlala, Thomas Tyres Group of Companies, Thusanyo Investment, Thwala Investments (Pty) Ltd, Timberlea Farming Trust, Time and Labour Consultants, Tip Top Milk (Pty) Ltd, Tirhani Auctioneers Gauteng, Tiso Foundation, Titan Global Wheel (Pty) Ltd, T-Marc, TN Molefe Construction (Pty) Ltd, Tooch & Klopper Properties, Topfix Holdings, Torrecid SA (Incorporated in Spain), Torus Capital (Pty) Ltd, Tourvest Destination Retail, Tower Group (Pty) Ltd, Toyota Boshoku SA (Pty) Ltd, Tradecor Steel (Pty) Ltd, Tradecore Steel (Pty) Ltd, Tradewinds Parasol, Trafalgar Property Management, Traffic Department, Trans Electron, Trans50 Panorama Palms, Trans50 t/a Witfield Park, Transit Group, Transnational Freightlink, Transnet Freight Rail, Transnet Ltd, Travea (Pty) Ltd, Tread Research, Trident Holdings, Triviron Project Management, Tru-Cape Fruit Marketing (Pty) Ltd, Truck & Car Body Repairs, Truck City (Pty) Ltd, Trucklogix, Tru-Trac Rollers (Pty) Ltd, Trysome Auto Electrical Engineering, TS Protection Group (Pty) Ltd, TSB74, Tshimedzwa Learning Academy (Pty) Ltd, Tshimedzwa Learning Academy (Pty) Ltd, Tshwane South TVET College, T-Systems South Africa, TTI Global SA, TUHF, Tullow SA (Pty) Ltd, Tupperware SA, Turf-Ag Products (Pty) Ltd, Tutuka Software (Pty) Ltd, Twelve Apostles Hotel and Spa, TWF Cape Town, Twizza (Pty) Ltd.

U  
UBS SA, UD Trucks Lichtenburg, UGM Wellness Clinic, UHY Hellmann SA, Uitdraai Boerdery, ULS Services, Umgungundlovu Fet, Umngeni-uThukela Water, Unathisiyanda Logistical Services, Unilec SA, UNISA, United Stations, Univ of Mpumalanga, Universal Music, Universal Renal Care SA, University of Fort Hare, University of Pretoria, UOAS, UP, Uppington Business Solutions, UVPERSU, Universities South Africa, University of Cape Town, University of KwaZulu Natal, US Embassy, UKZN Extended Learning, UKZN Staff Union, UmAfrika Gaming Technologies, Umhlanga Hospital Netcare, Umsini Healthcare, Umsinsi Health Care (Pty) Ltd, Umzimkhula Municipality, Unique Welding, Unispec Advisors, United Stations, Unitrade 745 (Pty) Ltd, Universal Paper & Plastics (Pty) Ltd, Urban Convenience.

V

V3Consulting Engineers, Vaal Central Water Board, Vaal Occupational Health, Vaal University of Technology, Vaalharts Water Scheme, Valomate Medical Services, VanderSpuy Cape Town, VanZylLeRoux Attorneys, Vascumed, Vbo Global, VCH, Vector Logistics, Veld Cooper Associates, Veolia Services Southern Africa, VeriCred Collections, Vital Distribution Solutions, VLS Group, Voith Turbo, Voltex Pty Ltd, Von Seidels, Voortrekker Monument, VSL Laser Group, Vuka Group, Vukta Transport Solutions, VUMA HOLDINGS, Vital Distribution Solutions (Pty) Ltd, V and NQ Systems (Pty) Ltd, Vaal Document Management (Pty) Ltd, Vaal Occupational Health, Vaalharts Water, Valorem Integrated Solutions, Valorem Personnel Services, Value Logistics, Vanity Consulting, Vascumed (Pty) Ltd, Vecto Trade 220 (Pty) Ltd, Vehicle Delivery Services, Venture Otto SA (Pty) Ltd, Veolia Water Solutions & Technologies, VeriCred Collections (Pty) Ltd, Vermont Sales, Verticron, Vertrauen Consulting, Vezi & De Beer Inc, Viccteren Towers (Pty) Ltd, Villa Crop Protection, Vision Properties, VKB Group, Voith Tubo (Pty) Ltd, Voltex (Pty) Ltd, VSL Manufacturing, Vusi Rajuili Commercial and Labour Law Attorneys.

W

Water and Sanitation, WaterPuricationChemicals&Plant, WCA Solutions , WCG:HW, Werner SA Pumps and Equipment , Werner Water Recycling, Western Cape Blood Service, Western Cape Department, Whitfield Property Management, Wicklow Citrus, WIETA, Wind Academy, Wits University, WitsHealth Consortium, WJH Vermaak (Pathcare), Woolworths, Wozani Berg Gasoline, Western Cape Department of Transport and Public Works, Western Cape Liquor Authority , Waco Africa Human Resource Development, Wasin Cable SA (Pty) Ltd, Waste Mart, Waste Plan Holdings, Waterhouse Admin Services, Wavelengths 135 (Pty) Ltd, WBCS, We R Skills, Wear South African (Pty) Ltd, weFix, Wehncke Inc Attorneys, Wesfed (Pty) Ltd, Western Cape Blood Service, Westmead Engineering, Westrocon Seidor, Weylandts Home, Whitfields, Wire & Wireless (Pty) Ltd, WIRULINK (Pty) Ltd, Wisium SA (Pty) Ltd, Witbank Society for the Aged, Withfields, Wits Health Consortium (Pty) Ltd, Witz, Calicchio, Wolseley Grondverskuiwings, Woodways, Workforce Staffing, Worldnet Logistics, Wozani Berg Gasoline, WW Bartlet Poultry Farm (Pty) Ltd.

X

Xperien, X-Tel Super Services Construction, Xtraspace Properties (Pty) Ltd.

Y

Yale Lifting Solutions, Yanda Dugima, Yantek Industries, Yellotec, Yellow Wood Environmental Preparatory School, York Timbers, Ydak Trading, Yeast City Housing, Youth for Christ Training Centre.

Z

Zandfontein Delwery, Zapper Development, Zebunest Leadership Consultancy, Zeitz Mocca Foundation, ZF Mgcawu District Mun, Zwane Inspection, Z&Z Ngogodo Inc, Zara Retail South Africa, Zeitz MOCCA, Zenith for the Accomplished, Zenzele Brix (Pty) Ltd, Zenzele Lubrication Services, Zibo Containers (Pty) Ltd, Zimile Consulting Engineers, Zuid-Afrikaans Hospital.