



Empowering Africa's Workforce, Driving Sustainable Growth

EMPOWERING INDUSTRIAL WORKFORCES ACROSS AFRICA

DGC TalentWorks forms part of the Dickinson Group of Companies
and unites two specialised divisions - **DGC Workforce Solutions and DGC AFRICA Skills**
- within an integrated ecosystem that delivers end-to-end workforce development,
recruitment, and upskilling solutions across Africa.

**THIS PROFILE FOCUSES ON
THE WORKFORCE DEPLOYMENT & MANAGEMENT
SERVICES OF DGC WORKFORCE SOLUTIONS,
OPERATING IN FULL INTEGRATION WITH DGC AFRICA SKILLS
TO PROVIDE A CONTINUOUS PIPELINE OF
TRAINED, CERTIFIED, & HIGH-PERFORMING PERSONNEL**

WHO
WE
ARE

DGC WORKFORCE SOLUTIONS REPRESENTS
THE NEXT EVOLUTION
IN WORKFORCE DEPLOYMENT
SERVICES ACROSS AFRICA,
OPERATING AS A SPECIALISED DIVISION
WITHIN THE DGC TALENTWORKS ECOSYSTEM

Built upon over 115 years of industrial excellence under the Dickinson Group of Companies, we have fundamentally redefined workforce outsourcing by moving beyond traditional transactional models to create performance-driven partnerships that align our success directly with client operational outcomes.

Strategically managed through our Mauritius holding company structure while maintaining operational support capabilities in South Africa, our primary focus centres on serving industrial clients across emerging African markets where workforce challenges are most acute and where our specialised expertise delivers the greatest value.

Our operations span the dynamic industrial corridors of Zambia, the Democratic Republic of Congo, Madagascar, and Zimbabwe, with expansion initiatives extending across Africa's fast-growing industrial economies, where we have developed deep local expertise and established infrastructure to support complex workforce deployment requirements.



Unlike conventional staffing providers who simply supply personnel and transfer responsibility to clients, **DGC Workforce Solutions maintains active ownership of workforce performance through dedicated supervision, continuous monitoring, and performance-linked service models.**



This approach transforms workforce deployment from an operational challenge into a strategic competitive advantage, enabling our clients to focus on their core business objectives while we ensure optimal workforce productivity, compliance, and performance.

Our integrated relationship with **DGC AFRICA Skills** creates a unique value proposition in the African market, enabling us to deploy personnel who have been trained through internationally accredited institutions while maintaining ongoing development pathways that support career advancement and workforce retention. This integration ensures that our workforce deployment solutions are supported by continuous skills development and certification processes that maintain performance standards over time

OUR MISSION

To deliver **performance-guaranteed workforce deployment solutions** that transform traditional outsourcing relationships into strategic partnerships, enabling industrial clients across Africa to achieve operational excellence while we assume accountability for workforce productivity, compliance, and continuous improvement.

OUR VISION

To be **the definitive workforce deployment partner** for industrial operations across Africa, recognised for performance accountability, operational excellence, and contribution to sustainable industrial growth, while contributing to local economic development.

OUR REVOLUTIONARY APPROACH

A smiling man in a blue hard hat and high-visibility vest, holding a tablet, with a handshake in the foreground.

A Performance-driven Partnership

DGC Workforce Solutions has pioneered a revolutionary approach to workforce deployment that fundamentally changes the traditional outsourcing relationship.

RATHER THAN OPERATING AS A SIMPLE PERSONNEL SUPPLIER,
WE FUNCTION AS A TRUE WORKFORCE PARTNER,
TAKING ACTIVE RESPONSIBILITY FOR PERFORMANCE OUTCOMES
& MAINTAINING ONGOING ACCOUNTABILITY
FOR WORKFORCE PRODUCTIVITY, QUALITY, & COMPLIANCE



PERFORMANCE-LINKED SERVICE MODEL

Our innovative service model directly links our compensation to measurable performance outcomes, creating alignment between our success and client operational objectives.

This approach ensures that we remain continuously focused on delivering value rather than simply supplying headcount, with our financial success dependent on achieving and maintaining performance standards that contribute to client competitiveness and operational excellence.

Key elements of our performance-linked approach include:

- **Measurable KPIs** established collaboratively with each client based on their specific operational requirements
- **Performance incentives** that reward productivity, quality, safety, and reliability achievements
- **Continuous optimisation** focused on identifying and implementing performance improvements
- **Regular performance reviews** with transparent reporting and collaborative problem-solving
- **Outcome-based contracts** that align our compensation with client operational success



This performance accountability extends across all aspects of workforce deployment, from initial personnel selection and training through ongoing performance management and continuous improvement. We accept responsibility not just for providing personnel, but for ensuring that those personnel contribute positively to client operations and deliver measurable value over time.

DEDICATED SUPERVISORY OVERSIGHT

One of our most distinctive service features is our commitment to providing dedicated supervisory oversight at our own cost for larger engagements.



These experienced supervisors serve as extensions of our operational governance, maintaining direct responsibility for workforce performance, compliance, and continuous improvement while providing clients with additional assurance regarding service delivery quality.

Our supervisory framework delivers comprehensive oversight:

- **On-site presence** ensuring continuous monitoring and immediate issue resolution
- **Performance tracking** with real-time data collection and analysis
- **Quality assurance** maintaining consistent standards across all personnel
- **Compliance monitoring** ensuring adherence to safety, regulatory, and contractual requirements
- **Proactive problem-solving** identifying and addressing issues before they impact operations
- **Continuous improvement** implementing optimisation initiatives based on performance data

THESE SUPERVISORS ARE HIGHLY EXPERIENCED PROFESSIONALS
**WHO UNDERSTAND BOTH THE TECHNICAL REQUIREMENTS
OF INDUSTRIAL OPERATIONS & THE UNIQUE CHALLENGES
PRESENT IN AFRICAN MARKETS**

These supervisors are highly experienced professionals who understand both the technical requirements of industrial operations and the unique challenges present in African markets. They serve as the critical link between our workforce deployment operations and client performance expectations, ensuring that our services contribute positively to operational outcomes rather than creating additional management burden.



Comprehensive Service Portfolio

DGC Workforce Solutions delivers a comprehensive range of workforce deployment services designed to address the complete spectrum of client requirements across diverse industrial sectors and operational environments.

OUR SERVICES ARE STRUCTURED TO PROVIDE
MAXIMUM FLEXIBILITY WHILE MAINTAINING
CONSISTENT QUALITY & PERFORMANCE
STANDARDS ACROSS ALL ENGAGEMENTS

STRATEGIC WORKFORCE PLANNING & DEPLOYMENT

Our strategic approach to workforce planning begins with a comprehensive analysis of client operational requirements, project timelines, and performance objectives.

We work collaboratively with clients to develop workforce deployment strategies that optimise productivity while managing costs and ensuring compliance with all applicable regulations and requirements.



Our planning and deployment services include:

- **Workforce requirement analysis** based on operational needs and project specifications
- **Strategic resource allocation** optimising skills mix and deployment timing
- **Scalability planning** enabling rapid workforce adjustment based on project demands
- **Rapid mobilisation and demobilisation** supporting project start-up and closure
- **Multi-site coordination** for clients with operations across multiple locations
- **Cross-border deployment** managing expatriate and regional workforce mobility
- **Diaspora engagement** facilitating reintegration and access to globally experienced professionals
- **Succession planning** ensuring continuity and knowledge transfer capabilities

This strategic approach ensures that workforce deployment supports broader business objectives rather than simply addressing immediate staffing needs.



WE CONSIDER FACTORS SUCH AS SEASONAL VARIATIONS, PROJECT LIFECYCLES, SKILLS DEVELOPMENT REQUIREMENTS, **& LONG-TERM OPERATIONAL GOALS** TO DEVELOP DEPLOYMENT STRATEGIES THAT DELIVER SUSTAINABLE VALUE OVER TIME.

SPECIALISED INDUSTRIAL PERSONNEL

Our extensive candidate database and recruitment capabilities enable us to provide specialised industrial personnel across a wide range of technical disciplines and skill levels.

Through our integration with DGC AFRICA Skills' accredited training network, we can deploy personnel who have been trained to **international standards & certified through recognised programs, ensuring immediate productivity and long-term performance.**



Our specialised personnel capabilities span:

- **Technical artisans** including welders, fitters, electricians, and mechanical specialists
- **Operations personnel** for mining, manufacturing, and industrial processing operations
- **Maintenance specialists** providing preventive and corrective maintenance capabilities
- **Safety and environmental professionals** ensuring compliance and risk management
- **Supervisory and management personnel** providing leadership and coordination capabilities
- **Project-specific specialists** addressing unique technical and operational requirements
- **Diaspora professionals** returning with international experience and transferable skills

Each deployment is supported by comprehensive documentation including skills verification, certification records, performance history, and ongoing development plans. This documentation ensures that clients have complete visibility into personnel qualifications while providing the foundation for continuous performance monitoring and improvement.

COMPLIANCE & RISK MANAGEMENT

Operating across multiple African jurisdictions requires sophisticated understanding of complex regulatory frameworks and risk management requirements.

DGC Workforce Solutions maintains comprehensive compliance capabilities **that protect clients from regulatory, legal, and operational risks** while ensuring full adherence to all applicable standards and requirements.

Our compliance and risk management services encompass:

- **Labour law compliance** ensuring adherence to employment regulations across all jurisdictions
- **Immigration and work permit management** for expatriate personnel deployment
- **Health and safety compliance** maintaining workplace safety standards and reporting requirements
- **National content compliance** supporting local hiring requirements and development objectives
- **Documentation management** maintaining comprehensive records for audit and reporting purposes
- **Risk assessment and mitigation** identifying and addressing potential operational risks

This comprehensive approach to compliance management provides clients with confidence that their workforce operations meet all applicable standards while minimising exposure to regulatory penalties, operational disruptions, and reputational risks that can arise from compliance failures.



PERFORMANCE MONITORING & OPTIMISATION

Our commitment to performance excellence extends throughout the engagement lifecycle, with continuous monitoring, analysis, and optimisation aimed at delivering measurable improvements in productivity, quality, and operational efficiency.

We utilise advanced analytics & reporting systems to track performance trends & identify optimisation opportunities.

Our performance monitoring capabilities include:

- **Real-time performance tracking** with customised dashboards and reporting systems
- **Productivity analysis** identifying trends and optimisation opportunities
- **Quality metrics** monitoring ensuring consistent service delivery standards
- **Client satisfaction assessment** through regular feedback and performance reviews
- **Continuous improvement initiatives** implementing enhancements based on performance data
- **Benchmarking and best practice development** sharing insights across engagements

This systematic approach to performance monitoring enables us to demonstrate value delivery while continuously improving service effectiveness and client satisfaction.

OUR CLIENTS BENEFIT FROM TRANSPARENT REPORTING THAT PROVIDES CLEAR VISIBILITY INTO WORKFORCE PERFORMANCE & RETURN ON INVESTMENT FROM OUR SERVICES



A close-up, side-profile shot of a Black male worker in a dark blue industrial uniform. He is wearing a bright yellow hard hat, clear safety glasses, and large yellow earplugs. He is focused on a laptop screen, with his gloved hand resting on the keyboard. The background is a blurred industrial environment with various machinery and pipes. An orange rectangular frame highlights the worker's head and shoulders.

Technology Integration & Digital Excellence

DGC Workforce Solutions leverages advanced technology platforms to optimise workforce management processes and deliver enhanced visibility and control over workforce operations.

**OUR TECHNOLOGY INTEGRATION CAPABILITIES
ADDRESS THE UNIQUE CHALLENGES PRESENT
IN AFRICAN MARKETS WHILE PROVIDING CLIENTS
WITH ACCESS TO SOPHISTICATED
WORKFORCE MANAGEMENT TOOLS & ANALYTICS**



ADVANCED WORKFORCE MANAGEMENT PLATFORM

Our proprietary workforce management platform integrates all aspects of personnel deployment, performance monitoring, and client communication into a unified system that provides real-time visibility and control over workforce

This platform is designed to function effectively in challenging infrastructure environments while delivering enterprise-level capabilities.

Platform capabilities include:

- **Personnel tracking and management** with comprehensive profile and performance data
- **Time and attendance monitoring** with automated reporting and compliance tracking
- **Performance analytics** providing insights into productivity trends and optimisation opportunities
- **Communication tools** enabling efficient coordination between all stakeholders
- **Mobile accessibility** ensuring functionality across diverse infrastructure environments
- **Integration capabilities** connecting with client systems and reporting requirements



This technology platform enables more efficient workforce management while providing clients with unprecedented visibility into workforce operations and performance metrics. The platform's mobile capabilities ensure that supervision and management can be maintained effectively even in remote or challenging operational environments.

THE PLATFORM'S MOBILE CAPABILITIES
ENSURE THAT SUPERVISION & MANAGEMENT
CAN BE MAINTAINED EFFECTIVELY
EVEN IN REMOTE OR CHALLENGING OPERATIONAL ENVIRONMENTS



PREDICTIVE ANALYTICS & STRATEGIC PLANNING

Our advanced analytics capabilities enable predictive workforce planning that helps clients anticipate staffing needs, identify potential challenges, and optimise resource allocation across multiple projects and time horizons.

These capabilities are particularly valuable in emerging African markets where traditional planning approaches may be inadequate due to market volatility and limited historical data.

Our analytics capabilities provide:

- **Demand forecasting** based on historical data and project planning information
- **Skills gap analysis** identifying potential shortfalls and development requirements
- **Performance prediction** enabling proactive management of workforce quality
- **Cost optimisation modelling** supporting strategic decision-making and budget planning
- **Risk assessment** identifying potential challenges and mitigation strategies
- **Scenario planning** enabling evaluation of different workforce deployment strategies

THESE ANALYTICAL CAPABILITIES ENABLE MORE STRATEGIC APPROACH TO WORKFORCE PLANNING WHILE PROVIDING CLIENTS WITH DATA-DRIVEN INSIGHTS THAT SUPPORT OPERATIONAL DECISION-MAKING & STRATEGIC PLANNING ACROSS MULTIPLE TIME HORIZONS & OPERATIONAL SCENARIOS





Sector Expertise & Market Focus

DGC Workforce Solutions has developed deep expertise across the key industrial sectors that drive economic growth in emerging African markets.

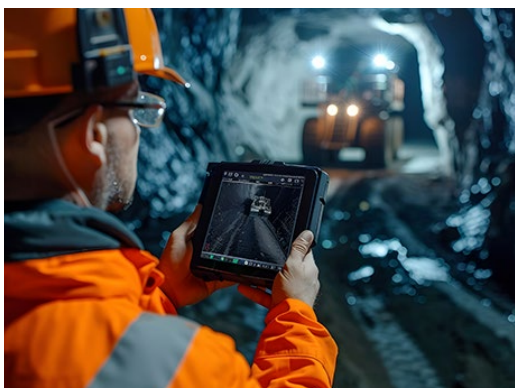
**OUR UNDERSTANDING OF SECTOR-SPECIFIC
REQUIREMENTS, CHALLENGES, &
OPPORTUNITIES ENABLES US TO DELIVER**
SPECIALISED SOLUTIONS THAT ADDRESS THE UNIQUE NEEDS
OF DIFFERENT INDUSTRIES WHILE MAINTAINING CONSISTENT
SERVICE QUALITY & PERFORMANCE STANDARDS

MINING & EXTRACTIVES

The mining sector represents one of our core areas of expertise, with extensive experience supporting operations across diverse mineral extraction and processing environments.



Our mining sector capabilities encompass both surface and underground operations, from exploration and development through production and closure phases.



Our mining expertise includes:

- **Underground mining operations** with specialised safety and technical expertise
- **Surface mining and quarrying** across diverse geological and operational conditions
- **Mineral processing and beneficiation** supporting complex industrial processes
- **Mine construction and development** providing personnel for capital project execution
- **Maintenance and engineering services** ensuring operational continuity and optimisation
- **Environmental and closure services** supporting sustainable mining practices

Our understanding of mining operations enables us to provide personnel who are immediately productive while meeting the stringent safety and technical requirements that characterise modern mining operations.

We maintain specialised expertise in the regulatory requirements and operational challenges present in different African mining jurisdictions.



ENERGY & INFRASTRUCTURE

The energy and infrastructure sectors are critical drivers of African economic development, requiring specialised personnel with expertise in complex technical systems and project execution.

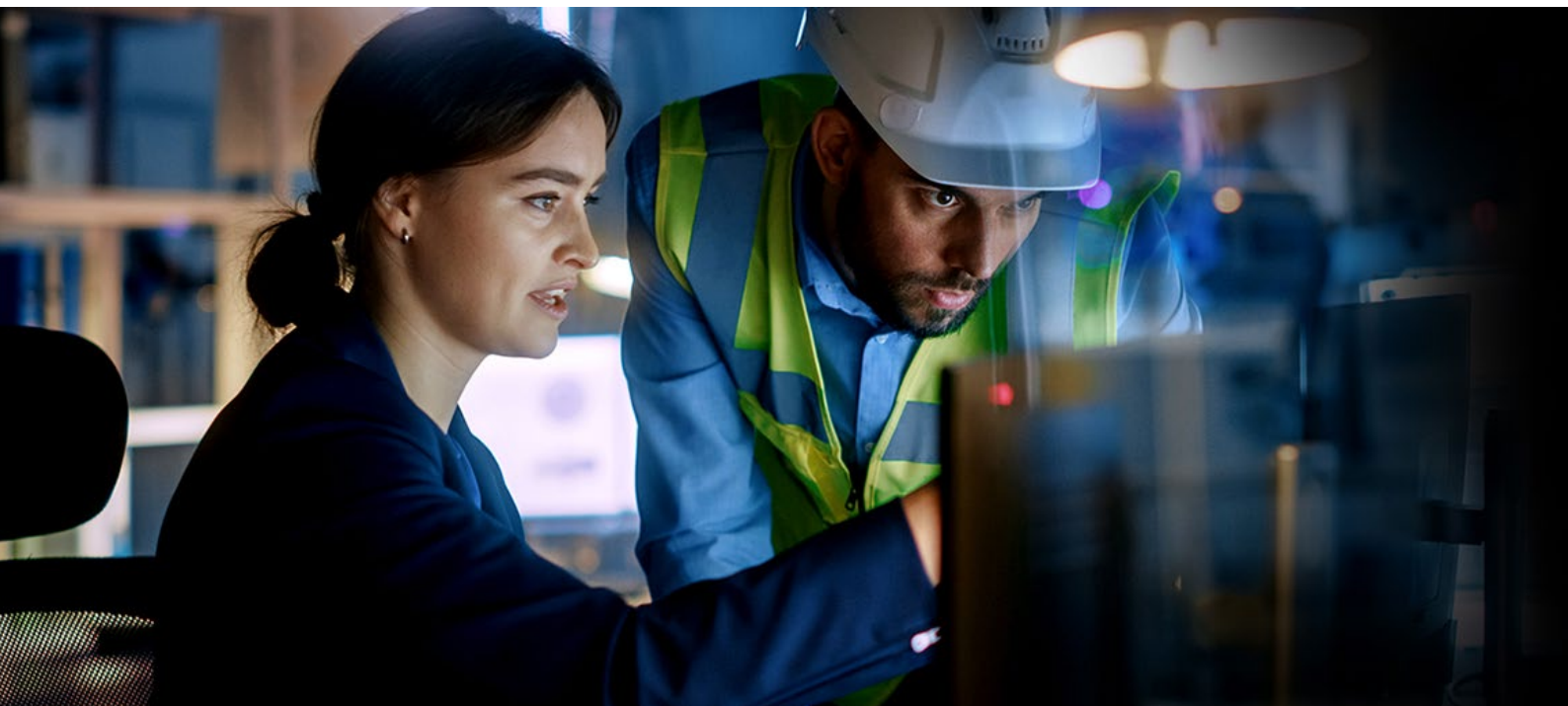
DGC Workforce Solutions provides comprehensive support for power generation, transmission, and distribution projects as well as broader infrastructure development initiatives.

Our energy and infrastructure capabilities encompass:

- **Power generation projects** including thermal, renewable, and hybrid systems
- **Transmission and distribution infrastructure** supporting grid development and expansion
- **Oil and gas operations** from exploration and production through refining and distribution
- **Transportation infrastructure** including roads, railways, ports, and airports
- **Water and wastewater systems** supporting municipal and industrial requirements
- **Telecommunications infrastructure** enabling digital transformation across Africa

Our expertise in energy and infrastructure projects includes understanding of the complex regulatory, technical, and logistical challenges that characterise these sectors in African markets.

We provide personnel who can contribute effectively to project success while meeting the demanding technical and safety requirements present in these industries.



MANUFACTURING & INDUSTRIAL PROCESSING

The development of manufacturing and industrial processing capabilities represents a key component of African economic transformation, requiring skilled personnel who can operate and maintain sophisticated industrial equipment and processes.

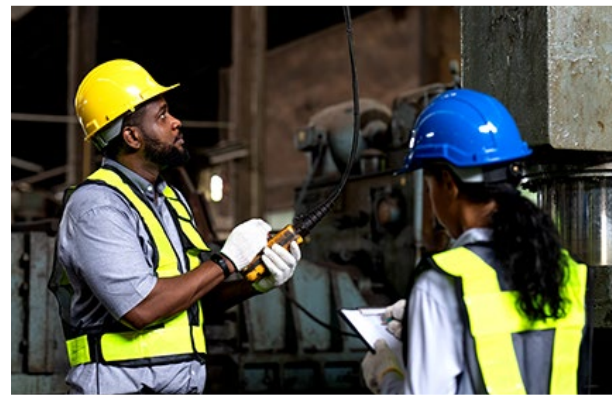
DGC Workforce Solutions supports manufacturing operations across diverse industry segments and technological sophistication levels.

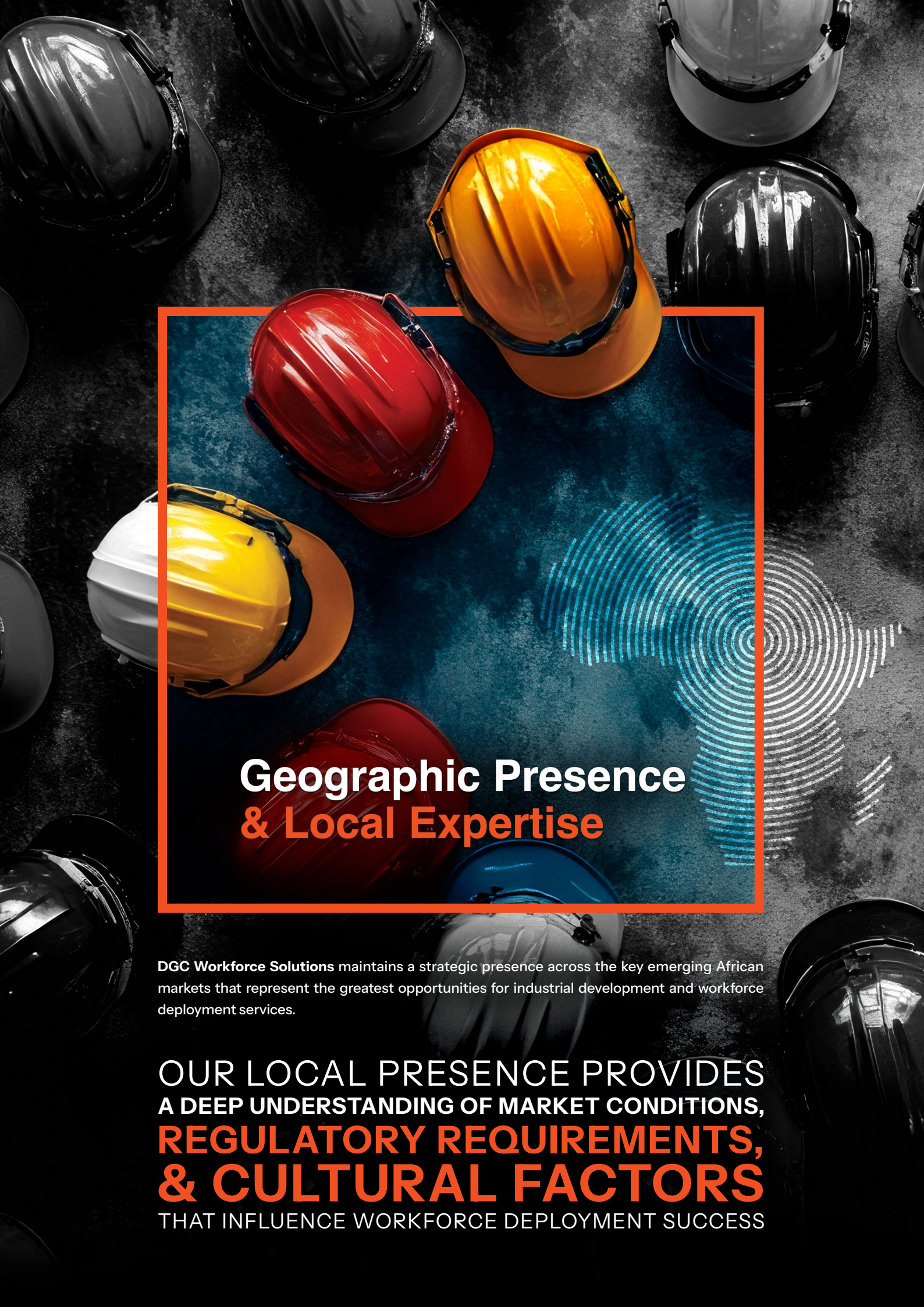
Our manufacturing and industrial processing expertise includes:

- **Chemical and petrochemical processing** with specialised safety and technical expertise
- **Metals and materials processing** supporting value-added manufacturing operations
- **Consumer goods manufacturing** enabling import substitution and export development
- **Automotive and equipment assembly** supporting industrial development initiatives

Our manufacturing sector expertise enables us to provide personnel who understand both the technical requirements of modern manufacturing operations and the quality standards necessary for competing in regional and global markets.

We maintain particular expertise in supporting technology transfer and skills development initiatives that build local manufacturing capabilities.





Geographic Presence & Local Expertise

DGC Workforce Solutions maintains a strategic presence across the key emerging African markets that represent the greatest opportunities for industrial development and workforce deployment services.

OUR LOCAL PRESENCE PROVIDES
A DEEP UNDERSTANDING OF MARKET CONDITIONS,
**REGULATORY REQUIREMENTS,
& CULTURAL FACTORS**
THAT INFLUENCE WORKFORCE DEPLOYMENT SUCCESS

Our regional strategy is centred on building scalable workforce deployment capabilities across Africa. This includes expanding our presence into new growth corridors where industrialisation and infrastructure investment are accelerating.

DEMOCRATIC REPUBLIC OF CONGO

The DRC represents one of our most significant markets, with extensive operations supporting mining, infrastructure, and manufacturing sectors across multiple provinces. Our presence in the DRC includes dedicated facilities, local expertise, and strategic partnerships that enable comprehensive service delivery in this complex but high-potential market.

Our DRC capabilities include:

- **Multi-provincial operations** with offices in Kolwesi and Lubumbashi
- **Legal compliance partnership** with Littell Holly providing comprehensive regulatory support
- **Mining sector expertise** supporting major copper, cobalt, and gold operations
- **Infrastructure project support** contributing to transportation and energy development
- **Local content development** supporting national industrialisation objectives
- **Diaspora reintegration programmes** aligning international expertise with local workforce needs
- **Cross-border coordination** facilitating regional workforce mobility

Our DRC operations demonstrate our commitment to supporting long-term economic development while providing clients with reliable, high-quality workforce solutions in a challenging but rewarding market environment.



ZAMBIA

Zambia represents a key market for our operations, with significant mining sector presence and growing infrastructure development requirements. Our Zambian operations benefit from established infrastructure and regulatory frameworks while providing access to a skilled workforce and strategic location for regional operations.

Our Zambian capabilities encompass:

- **Copperbelt operations** supporting major mining operations and industrial development
- **Infrastructure development** contributing to transportation and energy projects
- **Manufacturing support** enabling import substitution and export development initiatives
- **Regional coordination** facilitating workforce deployment across Southern Africa
- **Skills development partnership** with accredited training institutions and regulatory bodies
- **Cross-border expertise** supporting operations in neighbouring countries

Our Zambian presence provides a stable foundation for regional operations while contributing to national development objectives through local content development and skills transfer initiatives.

MADAGASCAR & ZIMBABWE

Our operations in Madagascar and Zimbabwe provide additional geographic diversity and access to unique market opportunities and workforce capabilities. These markets offer different challenges and opportunities that enhance our overall capability and market understanding.

Our capabilities in these markets include:

- **Mining sector support** across diverse mineral extraction and processing operations
- **Agricultural and food processing** supporting value-added agricultural development
- **Infrastructure development** contributing to transportation and energy projects
- **Tourism and hospitality** supporting service sector development initiatives
- **Manufacturing development** enabling industrial diversification and growth
- **Regional integration** facilitating workforce mobility and skills transfer

Our presence across these diverse markets provides clients with access to broader workforce capabilities **while contributing to balanced regional development and economic integration across the continent.**





Quality Assurance & Continuous Improvement

DGC Workforce Solutions maintains comprehensive quality assurance systems that ensure consistent service delivery across all markets, sectors, and engagement types.

OUR QUALITY MANAGEMENT APPROACH
**COMBINES STANDARDISED PROCESSES
WITH CONTINUOUS IMPROVEMENT INITIATIVES
THAT ENHANCE SERVICE EFFECTIVENESS**
WHILE ADAPTING TO EVOLVING CLIENT
REQUIREMENTS & MARKET CONDITIONS

PERFORMANCE STANDARDS & MEASUREMENT

Our quality assurance framework establishes clear performance standards that apply across all aspects of service delivery while providing measurement systems that enable continuous monitoring and improvement. These standards ensure that clients receive consistent service quality regardless of location, sector, or engagement complexity.

Our performance standards encompass:

- **Personnel quality standards** ensuring appropriate skills, experience, and certification
- **Service delivery standards** defining response times, communication protocols, and performance expectations
- **Compliance standards** ensuring adherence to regulatory, safety, and contractual requirements
- **Continuous improvement standards** requiring regular assessment and enhancement initiatives
- **Client satisfaction standards** maintaining focus on client needs and expectations
- **Innovation standards** encouraging development of new capabilities and service enhancements

These standards provide the foundation for consistent service delivery while enabling measurement and comparison of performance across different engagements and market environments.



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CLIENT FEEDBACK INTEGRATION

Our quality management system places significant emphasis on client feedback as a driver of continuous improvement and service enhancement. We maintain systematic approaches to gathering, analysing, and responding to client feedback that ensure our services continue to meet evolving requirements and expectations.

Our feedback integration processes include:

- **Regular client satisfaction surveys** measuring performance across all service dimensions
- **Performance review meetings** providing structured opportunities for feedback and discussion
- **Continuous communication channels** enabling immediate feedback and issue resolution
- **Feedback analysis and response** ensuring systematic evaluation and improvement implementation
- **Best practice development** sharing successful approaches across all engagements
- **Innovation initiatives** developing new solutions based on client needs and market opportunities

This systematic approach to client feedback ensures that our services continue to evolve and improve while maintaining focus on client satisfaction and value delivery.



Partnership Integration & Collaborative Value

DGC Workforce Solutions operates as an integrated component of the broader DGC TalentWorks ecosystem, creating synergies and collaborative value that enhance our service offerings while providing clients with access to comprehensive workforce solutions.

THIS INTEGRATION ENABLES US TO DELIVER
**SERVICES THAT ARE MORE
EFFECTIVE & VALUABLE**
THAN WOULD BE POSSIBLE THROUGH STANDALONE OPERATIONS

DGC AFRICA SKILLS INTEGRATION

Our strategic integration with DGC AFRICA Skills creates unique value for clients through seamless coordination between workforce deployment and accredited training services. This integration ensures that deployed personnel have access to internationally standardised education and ongoing development opportunities while providing clients with confidence in workforce capabilities and long-term performance.

Integration benefits include:

- **Access to accredited training networks** ensuring personnel meet international standards before deployment
- **Ongoing skills development** through quality-assured training institutions and programs
- **Career pathway development** supporting retention and motivation through advancement opportunities
- **Certification management** maintaining current credentials and developing additional qualifications through accredited providers
- **Knowledge transfer** enabling skills development and capability building within client organisations
- **Workforce planning** alignment coordinating deployment and development strategies for optimal outcomes

This integration creates a comprehensive workforce solution that addresses both immediate deployment needs and long-term capability development requirements through internationally recognised training standards.



TECHNOLOGY PLATFORM SYNERGIES

Our workforce deployment operations benefit from integration with advanced technology platforms that enable more effective service delivery while providing clients with enhanced visibility and control over workforce operations. These technology synergies create operational efficiencies and service enhancements that distinguish our offerings from traditional workforce providers.

Technology integration provides:

- **Unified platform access** enabling comprehensive workforce management through single interface
- **Data integration** providing complete visibility into workforce performance and development
- **Analytics capabilities** supporting strategic decision-making and optimisation initiatives
- **Communication enhancement** facilitating coordination between all stakeholders and service components
- **Reporting consolidation** providing comprehensive performance reporting across all services
- **Scalability support** enabling efficient management of complex, multi-component engagements

These technology synergies enable more effective service delivery while reducing complexity and administrative burden for clients who benefit from integrated workforce solutions.



Risk Management & Business Continuity

DGC Workforce Solutions maintains comprehensive risk management and business continuity capabilities that protect clients from operational disruptions while ensuring consistent service delivery even in challenging circumstances.

OUR APPROACH TO RISK MANAGEMENT
ADDRESSES BOTH PREDICTABLE OPERATIONAL
CHALLENGES & UNEXPECTED EVENTS
THAT COULD IMPACT WORKFORCE DEPLOYMENT
& PERFORMANCE

OPERATIONAL RISK MANAGEMENT

Our operational risk management framework identifies potential challenges that could impact workforce deployment effectiveness and implements proactive measures to prevent or mitigate these risks. This comprehensive approach protects clients from operational disruptions while ensuring consistent service delivery quality.

Risk management capabilities include:

- **Personnel risk assessment** evaluating individual performance, reliability, and retention probability
- **Operational continuity planning** ensuring service delivery continuation despite personnel changes
- **Compliance risk monitoring** preventing regulatory violations and associated penalties
- **Safety risk management** maintaining workplace safety standards and incident prevention
- **Political and economic risk assessment** adapting operations to changing market conditions
- **Supply chain risk management** ensuring availability of qualified personnel across all requirements

This comprehensive approach to risk management enables us to provide reliable service delivery while protecting clients from operational disruptions and associated costs



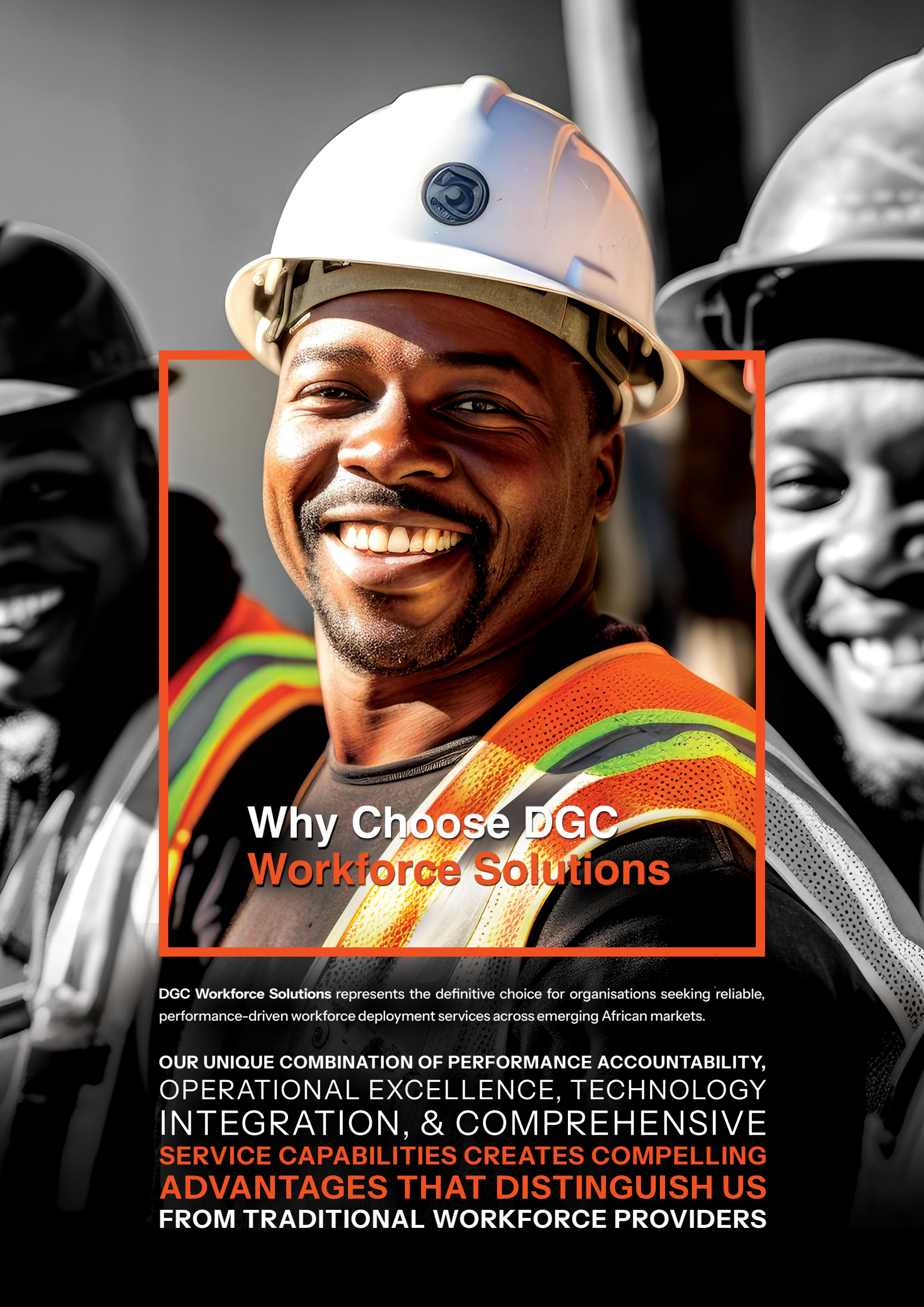
BUSINESS CONTINUITY ASSURANCE

Our business continuity capabilities ensure that workforce deployment services continue uninterrupted even in the face of unexpected challenges or disruptions. These capabilities are particularly important in African markets where infrastructure limitations, political changes, or economic volatility can create operational challenges.

Business continuity measures include:

- **Redundant operational capabilities** ensuring service continuation despite local disruptions
- **Emergency response procedures** enabling rapid response to unexpected challenges
- **Alternative deployment strategies** providing flexibility in the face of changing requirements
- **Communication backup systems** maintaining coordination capabilities under all circumstances
- **Financial resilience** ensuring operational sustainability despite market volatility
- **Partnership network activation** leveraging strategic relationships to maintain service delivery

These business continuity capabilities provide clients with confidence that their workforce requirements will be met consistently regardless of external challenges or market conditions.



Why Choose DGC Workforce Solutions

DGC Workforce Solutions represents the definitive choice for organisations seeking reliable, performance-driven workforce deployment services across emerging African markets.

OUR UNIQUE COMBINATION OF PERFORMANCE ACCOUNTABILITY,
OPERATIONAL EXCELLENCE, TECHNOLOGY
INTEGRATION, & COMPREHENSIVE
**SERVICE CAPABILITIES CREATES COMPELLING
ADVANTAGES THAT DISTINGUISH US**
FROM TRADITIONAL WORKFORCE PROVIDERS

UNIQUE VALUE PROPOSITION

Our value proposition is built on fundamental differentiators that create measurable advantages for clients:

- **Performance accountability** through outcome-based service models that align our success with client objectives
- **Dedicated supervision** providing on-site oversight and quality assurance at our cost
- **Integrated service delivery** combining deployment with accredited skills development and technology solutions
- **Emerging market expertise** with dedicated focus and specialised capabilities in high-growth African markets
- **Access to the African diaspora**, expanding talent pools with internationally experienced professionals
- **Technology leadership** providing advanced workforce management capabilities and analytics
- **Comprehensive compliance** ensuring regulatory adherence and risk mitigation across all jurisdictions
- **Continuous improvement** through systematic performance monitoring and enhancement initiatives



PROVEN TRACK RECORD

Our performance history demonstrates consistent delivery of measurable results across diverse sectors, markets, and engagement types:

- **115+ years of industrial experience** providing deep understanding of African market dynamics
- **Multi-sector expertise** across mining, energy, infrastructure, and manufacturing operations
- **Complex project success** supporting major industrial developments and capital projects
- **Regulatory compliance** excellence maintaining perfect compliance record across all jurisdictions
- **Client retention rates** reflecting consistent satisfaction and value delivery
- **Performance improvement** delivery achieving measurable enhancements in productivity and efficiency

STRATEGIC PARTNERSHIP APPROACH

We approach every engagement as a strategic partnership rather than a transactional service relationship:

- **Collaborative planning** working with clients to develop optimal workforce deployment strategies
- **Transparent communication** providing regular reporting and open dialogue on performance and opportunities
- **Flexible adaptation** adjusting service delivery to meet evolving requirements and market conditions
- **Innovation sharing** contributing insights and best practices that enhance client operations
- **Long-term commitment** building relationships that support sustained success and mutual growth
- **Value optimisation** continuously seeking opportunities to enhance service effectiveness and client value

DELIVERING PERFORMANCE EXCELLENCE — ONE PARTNERSHIP AT A TIME



EXPERIENCE
THE DIFFERENCE
OF PERFORMANCE-DRIVEN
WORKFORCE DEPLOYMENT



Partner with **DGC Workforce Solutions** to transform your workforce management from operational challenge to competitive advantage while contributing to sustainable development across Africa's most dynamic industrial markets.



Empowering Africa's Workforce, Driving Sustainable Growth



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