



DGC WORKFORCE SOLUTIONS



**DEVELOPING SKILLS, EMPOWERING WORKFORCES,
BUILDING AFRICA'S FUTURE**

www.workforce.dgc-africa.com

SOUTH AFRICA

ZAMBIA

DEMOCRATIC REPUBLIC OF CONGO

MADAGASCAR

ZIMBABWE

BRAZIL



ELEVATING WORKFORCE EXCELLENCE THROUGH STRATEGIC PARTNERSHIPS & INDUSTRY EXPERTISE

DGC Workforce Solutions provides integrated workforce management solutions for Africa's mining, construction, energy, manufacturing, and industrial sectors. Backed by over 115 years of experience through the Dickinson Group of Companies, we go beyond traditional labour supply – delivering tailored solutions in workforce planning, recruitment, payroll compliance, expatriate mobility, skills training, workforce logistics, and safety management.

Our approach ensures legal compliance, operational efficiency, and strategic workforce stability, allowing clients to focus on core operations while we manage the complexities of workforce deployment.

WHY LARGE MINING & INDUSTRIAL COMPANIES PARTNER WITH

DGC WORKFORCE SOLUTIONS

NAVIGATING COMPLEX WORKFORCE CHALLENGES

Industrial operations require a skilled, compliant, and reliable workforce to maintain productivity, safety, and operational efficiency. However, businesses in these sectors face significant workforce challenges, including labour shortages, compliance risks, high turnover rates, skills gaps, and complex workforce logistics. **DGC Workforce Solutions** delivers end-to-end workforce solutions to address these challenges and support sustainable business performance.



KEY CHALLENGES

& OUR SOLUTIONS

- **Labour Shortages & High Turnover Rates:** We ensure a steady supply of trained, skilled, ready-to-deploy workers, reducing disruptions and enhancing workforce stability.
- **Skills Gaps & Digital Transformation Needs:** We guarantee a fully competent workforce through specialised skills training and industry certifications, aligned with digital and operational needs.
- **Compliance Risks & ESG Integration:** We provide full payroll, tax, and legal compliance services while supporting ESG objectives through ethical employment practices and sustainable workforce management.
- **Workforce Mobilisation & Modular Operations:** We provide expert logistics for complete workforce mobilisation services, supporting operational flexibility and eliminating costly delays.
- **Expatriate Workforce Management & Ecosystem Collaboration:** We simplify expatriate workforce management for seamless integration of international expertise into operations.
- **Health, Safety & Productivity Enhancement:** We embed global health, safety, and environmental (HSE) standards into every aspect of our workforce management model, supporting technological transformation.
- **Cost-Efficiency & Value-Driven Workforce Management:** We deliver a strategic workforce solution that balances cost-efficiency with long-term workforce sustainability, without compromising compliance or quality.



THE DGC ECOSYSTEM

ADVANTAGE

As part of the Dickinson Group of Companies, **DGC Workforce Solutions** collaborates with our sister divisions - **DGC AFRICA Skills** and **DGC Integrated Asset Management Solutions** - to offer clients enhanced workforce solutions that leverage the Group's broader capabilities:

SKILLS DEVELOPMENT PARTNERSHIP

In collaboration with **DGC AFRICA Skills**, we ensure job-readiness through internationally accredited, future-oriented training.



ASSET INTEGRITY AWARENESS

Through **DGC Integrated Asset Management Solutions**, we ensure our deployed workers understand how their performance impacts asset reliability, substantially reducing downtime and maintenance costs.



WHY PARTNER WITH

DGC WORKFORCE SOLUTIONS?

WE ARE MORE THAN A STAFFING PROVIDER - WE ARE A STRATEGIC PARTNER

Clients choose DGC Workforce Solutions because we offer:

INDUSTRY-SPECIFIC EXPERTISE

Over 115 years of industrial expertise and understanding of operational demands and workforce dynamics in complex, heavy-industry environments.

RISK MITIGATION IN AN ERA OF RESOURCE NATIONALISM

A fully managed, risk-free workforce deployment model that helps our clients operate effectively even as political frictions heat up and resource nationalism rises in many resource-rich nations, creating a growing likelihood that these dynamics will affect operations, supply chains, performance, or people.

CERTIFIED WORKFORCE DEVELOPMENT IN THE DRC

Through our sister company DGC AFRICA Skills' involvement as a co-founder of BTP&CMA, we offer unique access to internationally certified workers in the DRC. This partnership enables clients to meet local content requirements while accessing workers trained to global standards - addressing a critical need as the DRC becomes increasingly central to the energy transition supply chain.

SAFETY-FIRST CULTURE ALIGNED WITH ENVIRONMENTAL PERFORMANCE

Highly trained, safety-certified employees who are job-ready from day one, supporting clients' implementation of technologies like autonomous trucks that reduce fuel usage while improving environmental performance and making sites less hazardous.

DIGITAL TRANSFORMATION SUPPORT

Our workforce is specifically trained to support clients' digital transformation initiatives, providing talent equipped to implement, operate, and maintain advanced technologies that improve productivity. Through our holistic approach to workforce management, we can help companies achieve significant maintenance cost reductions and substantial availability improvements, as demonstrated by **DGC Integrated Asset Management Solutions'** implementation methodology.

ADMINISTRATIVE EXCELLENCE

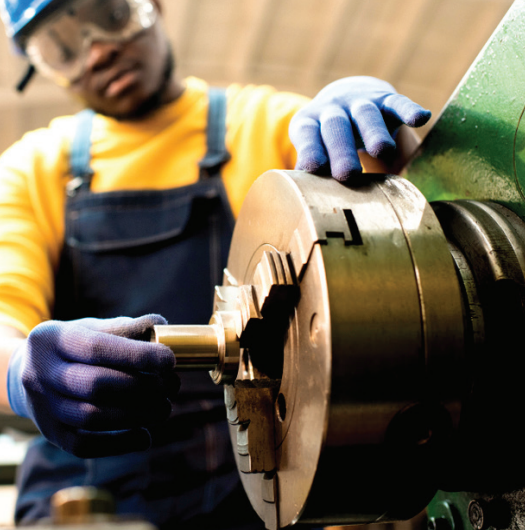
Comprehensive payroll, HR, and administrative support handled in-house, giving businesses greater control and efficiency over workforce management. Our structured approach ensures that workforce payments, tax deductions, and employment records are accurate, compliant, and seamlessly managed.

STRATEGIC ECOSYSTEM PARTNERSHIPS

Our collaborations with leading workforce development, compliance, and logistics providers mirror clients' needs to collaborate across their connected value chains. We support their goals of ensuring reliability and flexibility, traceability and neutrality, and innovation throughout their operations.

HOLISTIC VALUE MODEL

Our workforce strategies help businesses achieve notable improvements in overall financial performance through holistic growth and operational excellence, requiring departments to work together rather than in silos - a model we embrace in our own integrated service delivery. This aligns with the substantial value opportunities that can be unlocked through proactive workforce and maintenance transformation.



BEYOND CONVENTIONAL

STAFFING SERVICES

At DGC Workforce Solutions,
we are more than just a staffing agency
– we are a trusted workforce management partner
committed to helping businesses achieve
operational excellence and long-term success.



**BY PARTNERING WITH US,
COMPANIES BENEFIT FROM A STABLE,
SKILLED, & COMPLIANT WORKFORCE
THAT DRIVES EFFICIENCY, PRODUCTIVITY,
& BUSINESS GROWTH ACROSS AFRICA**





CONTACT US to learn how DGC can help transform your operations and deliver sustainable competitive advantage.

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