

Peninsula Beverage Co (Pty) Ltd

Peninsula Beverage Company (Pty) Ltd (PenBev) holds the franchise to bottle Coca-Cola products in the Western Cape and Northern Cape and offers a wide range of non-alcoholic beverages. The values of this people-centred organisation include honesty, fairness and respect, integrity, teamwork and learning.



Business Activities:

Manufacturing and production, bottling, marketing, sales, distribution and administration

Organisational Culture:

Performance-driven with a human touch

Why is PenBev recognised as an employer of choice? The answer is simply because, for us, people are number one – whether they are customers or staff. The way in which we conduct our business and treat people is based on a set of core values that includes honesty, fairness and respect, and promotes integrity, teamwork, learning and performance; a culture that identifies and nurtures talented people so that they can reach their potential. Our policy of education and training enables us to be performance-driven and provides our people with opportunities to advance within the organisation.

Being people-centred, we don't neglect those outside the company. We invest in sustainable social projects aimed at improving the socio-economic situation of the surrounding communities. We also invest and participate in programmes to save water and electricity, and to recycle waste.

PenBev employs a diverse workforce across 200 job profiles including accounting, finance, administration, human resources, IT, manufacturing and production, engineering, marketing, sales and logistics. Job profiles are clearly defined in terms of expectations, skills requirements and targets to be achieved. When hiring, we assess potential employees not only on their ability and potential, but also on whether they will 'fit' the company's culture.

We are looking for people with drive, passion and imagination to help us achieve our goal of becoming the world's leading bottler. In order to attract – and retain – the best people, we have taken steps to ensure that we create the right environment for growth, performance and success. By investing in our people and providing the tools for them to sharpen their skills and embrace new capabilities, we not only grow our employees, but also the organisation.



Juieel Sauls: BCom in Management Science (University of Stellenbosch)

The Grad Perspective

Project accountant Juieel Sauls joined PenBev after having obtained his degree. 'I knew I had to make the transition from student life to the working world at some stage, and what better way to start than with the opportunity to be associated with one of the world's best known and loved brands? Also, I'd heard others speaking very highly of PenBev and I could picture myself being part of the company,' Juieel says.

'I think that what sets it apart is what it does, how it operates and how it treats people. I am in a fortunate position, in that my role offers broad exposure to other divisions within the organisation, so I've witnessed for myself the fact that all employees – from the top down – are afforded respect and treated as equals. I'm also exposed to challenging scenarios, and this has given me the opportunity to learn, grow and develop.'

Any tips for other graduates? 'Finish what you start in life. It's important to have an education, so that you can contribute to society. Enjoy what you do and choose to be happy.'



Total staff: 1 083 (full-time)

Total grads: Varies according to business needs

Average starting salary: Competitive and market-related

Male/female staff component: 77,2% male; 22,8% female

Graduate Recruitment Contact

Joanne Mullins
careers@penbev.co.za
+27 (21) 936 5615

www.peninsulabeverage.co.za



What we look for in an employee should be what **you** look for in an employer

At Peninsula Beverages, we believe that if we want the best, we must be the best. As a certified Best Employer, we can offer you a career at one of the leading companies to work for in our country. So, give your career the right start – email us at careers@penbev.co.za

