SPAR NORTH RAND is committed to developing, implementing and upholding total reward strategies and practices across the organisation, which are consistent with and aligned to the vision, mission, values, and business objectives of SPAR. It also pursues the best interests of its broad internal and external stakeholder base, offers an appropriate mix of remuneration and is market related. We believe that it drives and shows a commitment to rewarding performance, integrity, quality and innovation and articulates a distinctive value proposition for current and prospective employees, which assists in:

o   Enabling the attraction, motivation and retention of high calibre employees, who have the skills, capabilities and values needed by the organisation;

o   Allowing for the development to full potential of all staff;

o   Recognising and encouraging exceptional and value-adding performance;

o   Achieving maximum motivational impact and desired behaviour through remuneration and reward programs and practices; and

o   Creating sustainable employee satisfaction and engagement.

The personalised total reward statement attached is an indication of our commitment to the above reward philosophy and is an attempt to demonstrate to you how we invest in our employees.