



**DEPARTMENT OF EMPLOYMENT AND LABOUR: REPUBLIC OF
SOUTH AFRICA**

Ref No: 839314

Website: www.labour.gov.za

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EE Compliance Certificate

**Issued in terms of Section 53(2) is valid for 12 months from the date of issue in terms of section 53(3)
Employment Equity Act 55 of 1998 as amended**

to

INVICTUS ENGINEERING SERVICES

NAME OF THE EMPLOYER

being a

NON-DESIGNATED EMPLOYER

and

**is hereby certified to have complied with the requirements specified in section 53(6) of the Employment Equity Act, 1998 as
amended.**

NOTE: Providing false information to obtain a certificate of compliance or altering a certificate is a criminal offence which will render
a person liable for prosecution at the instance of the Department of Employment and Labour.

MINISTER OF EMPLOYMENT AND LABOUR



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