

EET23

SOFTWARE & ADVISORY

Employment Equity
compliance, reimagined.

A fully integrated EE solution. A comprehensive software platform, backed by expert advisory services, to centralise your data, guide your planning, and facilitate compliance and transformation.

A new compliance standard requires a different operating model

Employment Equity Legislation: Getting up to Speed

Compliance is complex. It requires long-term planning, goal setting, reporting on representation and remuneration, active EE committees, training and multiple policies – with severe penalties for failure.

With the recent amendment changes, the landscape is shifting. Companies must be ready to answer new questions, some expected and many not.

From Current to Compliant

Businesses understand growth, but not necessarily Employment Equity. The process is admin-heavy and difficult to manage internally, yet the stakes are high. Many outsource everything without the visibility needed to remain compliant – a risk that grows each year.

Why choose EE123?



PURPOSE-BUILT
FOR EMPLOYMENT
EQUITY



PLANNING &
MANAGEMENT THAT
DRIVES TRANSFORMATION



A SINGLE, SECURE
SOURCE OF TRUTH



EXPERT ADVICE THAT
MAKES LEGISLATION
ACTIONABLE

EE123 SOFTWARE FEATURES



COMPLEX PLANNING AND TRACKING OF YOUR EE PLAN

EE123 enables structured, end-to-end management of your Employment Equity Plan, from initial target setting through to ongoing tracking and adjustment. The platform supports multi-year planning aligned to regulatory requirements, while providing clear visibility into progress against numerical and non-numerical goals. This ensures that EE is managed as a continuous, controlled process rather than a reactive, year-end exercise.



GAP ANALYSIS AND INTERACTIVE DASHBOARDS

Built-in analytics provide real-time gap analysis against workforce demographics, highlighting areas of underrepresentation and risk. Interactive dashboards translate complex data into clear, actionable insights, allowing management to monitor progress, identify trends, and make informed decisions with confidence.

"With EE123, our reporting cycles are faster and far more accurate. It's become the backbone of our EE planning and committee meetings."

Lauren Clark,
Head of People, MMT Inland



DEVIATION LOGGING

EE123 provides a structured mechanism to log, track, and justify deviations from approved EE targets. Each deviation is supported by detailed audit trails and contextual explanations, ensuring that organisations are able to substantiate their decisions during inspections or audits.



DOCUMENT REPOSITORY

A centralized, secure document repository ensures that all EE-related documentation plans, policies, meeting minutes, and supporting evidence is stored in a single, easily accessible location. This eliminates fragmentation and significantly improves inspection readiness.



AUTOMATED REPORTING

The system streamlines the generation of statutory EE reports, reducing manual effort and the risk of errors. Automated reporting ensures consistency, accuracy, and alignment with Department of Employment and Labour requirements, enabling timely and compliant submissions.



SECURE CLOUD-BASED ENVIRONMENT

EE123 operates within a secure, cloud-based infrastructure, ensuring data integrity, confidentiality, and accessibility. Role-based access controls and enterprise-grade security protocols provide assurance that sensitive workforce data is protected at all times.



ACCESS TO THE LATEST NEWS AND LEGISLATION

Users benefit from integrated updates on the latest Employment Equity developments, including legislative changes, regulatory guidance, and industry insights. This ensures that organisations remain informed and can proactively adapt their EE strategies in line with evolving compliance requirements.



ADVISORY SERVICES

EE123's Advisory Services ensure that your EE strategy is not left to interpretation or year-end pressure. Direct access to experienced consultants provides continuous, data-driven guidance to strengthen compliance, enhance governance, and support confident decision-making.

With advice underpinned by the data within the EE123 software, our advisors offer hands-on support across the full compliance and governance lifecycle. This includes interpreting workforce and pay gap data, guiding the development and refinement of EE Plans, and supporting the establishment and effectiveness of EE Committees.

Our advisors help you navigate regulatory requirements, stay aligned with legislative changes, and meet reporting expectations, while embedding EE into strategy through clear risk identification, prioritised actions, and data-driven decision-making.

This ensures that your organisation is not only equipped with the right tools, but is also supported by experienced professionals throughout the year to maintain compliance, strengthen governance, and drive meaningful transformation outcomes.

Some of the components covered include:

- » Review of employee occupational level categorization
- » Strategic Engagement Sessions
- » Employee Awareness Training
- » EE Committee Training
- » Quarterly Compliance Review Sessions
- » EE Committee Election Outcome Analysis
- » EE Goal Setting and Barrier Analysis
- » EE Committee Meetings Oversight
- » EE Plan Development/Review
- » EE Report to DoEL support
- » Inspection Readiness Assessment



TAKE CONTROL OF YOUR EE COMPLIANCE.
BOOK A DEMO. ITS AS EASY AS...



UPLOAD & ORGANISE YOUR DATA

Store and curate employee data in one secure system with controlled access.

Move away from spreadsheets to clear, reliable automation.



BUILD & MANAGE YOUR COMPLIANCE PLAN

One data upload unlocks full platform functionality.

Scenario planning, goal setting, deviation logging and EE reporting all happen in one intuitive dashboard.



GET SUBMISSION & AUDIT READY

EE reports are compiled instantly and accurately.

If inspected, your records are organised in the required format for the Department of Labour.

TRUSTED BY HUNDREDS OF SOUTH AFRICAN ORGANISATIONS