

OUR EMPLOYEE VALUE PROPOSITION (EVP)

Our EVP is our promise to employees in the form of our values, benefits, and rewards in exchange for our employees' talent, skills and commitment.

Why join us? We are always on the lookout for top talent to join our company and strive to be an employer of choice with opportunities to work on exciting and iconic brands.

Below are our six EVP Pillars to enhance your career journey and experience with us.



EMPLOYER OF CHOICE



Distell is the largest South African manufacturer of award-winning alcoholic brands, and the second biggest cider producer worldwide. We are defined by our heritage and our strong local footprint, but have expanded beyond our South African border with exciting growth in Africa as well as an international presence. We continuously strive for a high performance culture propelling us towards our purpose of creating memorable moments and crafting a better future.

We apply a multi-layered approach, considering the principles of market competitiveness, internal equity and pay for high performers to ensure our reward offering is fair and aligned with best practice and attract best in class talent.



REWARD

HOLISTIC WELLBEING



We recognise that a healthy, happy and motivated workforce is key to our business success. Therefore, we will continue to invest in holistic wellbeing for our people.

The shift to lifelong learning is essential as we navigate the rapid pace of change. We provide impactful learning experiences and robust career opportunities ensuring that our people are continuously up-skilled, reskilled and future fit in order to thrive. Harnessing and supporting our talent to reach their full potential remains a strategic priority.



LEARNING, CAREER AND TALENT DEVELOPMENT

EXCITING AND MEANINGFUL WORK



To do meaningful work means that all of our people, across our extensive value chain from soil to sip, make a contribution and create value that leads to our success. We all share in the excitement of crafting award-winning global brands.

We live by our One Distell value ensuring that all employees have a voice. Our commitment to create an all inclusive culture and our ability to embrace and leverage our diverse talent, customers, suppliers and the communities in which we operate, allows us to emerge more impactful and purpose-led. Our One Distell Value ensures that we celebrate our diversity and that all employees have a voice.



DIVERSITY AND INCLUSION