



FAILA

HOLDINGS

WORKFORCE MANAGEMENT



FAILA
PROJECTS & INDUSTRIAL SUPPLIES



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ABOUT US





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FAILA HOLDINGS

Workforce Management Solutions for All Industries

At FAILA HOLDINGS, we are committed to resolving workforce challenges, boosting operational efficiency, and ensuring compliance—all while minimizing costs. Our mission is to empower individuals and businesses with meaningful, high-impact solutions that benefit clients, employees, and communities.

In partnership with NEXTEC—a leader in Workforce Management Solutions with over 60 years of experience—FAILA/NEXTEC delivers technology-driven solutions that elevate productivity and ensure compliance across industries. Through our collaboration with EOH, South Africa's largest technology provider, we gain access to world-class IT resources, empowering us to digitally transform mining operations across Africa.

OUR MISSION

At FAILA HOLDINGS, we are committed to resolving workforce challenges, boosting operational efficiency, and ensuring compliance—all while minimizing costs. Our mission is to empower individuals and businesses with meaningful, high-impact solutions that benefit clients, employees, and communities.

OUR CORE VALUES

- **Innovation:** Leading industry change with the latest technological advancements.
- **Integrity:** Operating with ethical practices focused on safety and regulatory compliance.
- **Sustainability:** Delivering solutions that drive long-term positive impact across industries.

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OUR SERVICES





OUR SERVICES



CORE SERVICES

Integrated Workforce Management Solutions

FAILA Holdings provides comprehensive WFM solutions that address the unique challenges of managing a large, diverse workforce, especially in mining:

- **Workforce Structuring & Optimization:** Streamlining recruitment, retention, and workforce restructuring to drive efficiency.
- **Real-Time Data & Analytics:** Providing actionable insights that optimize productivity, control labor costs, and support decision-making.
- **Compliance & Risk Mitigation:** Ensuring adherence to regulations to minimize risks, avoid disruptions, and maintain workplace safety.
- **Digital Transformation:** Leveraging IoT, AI, and automation to enhance attendance tracking, productivity monitoring, and data analytics for future-ready operations.



TURNKEY WORKFORCE MANAGEMENT SOLUTIONS

Our end-to-end solutions, developed by a team with over a century of combined expertise, cover every aspect of workforce management:

- **Complex Payroll Processing:** Ensuring accurate and compliant payroll solutions tailored for industries like mining.
- **Access Control & Time Management:** Advanced systems including biometric access, boom gates, turnstiles, and contractor management systems that integrate seamlessly with payroll for cost savings.
- **Alcohol Testing Solutions:** High-capacity breathalyzer stations with ongoing maintenance ensure a safe, compliant workforce.
- **Talent Management:** Comprehensive recruitment, training, and retention solutions to build and sustain a skilled workforce.

OUR SERVICES

RISK & COMPLIANCE MANAGEMENT

FAILA Holdings understands the rigorous regulatory requirements in industries like mining. Our risk management services focus on:

- **Compliance with HSEQ Standards:** Adherence to Health, Safety, Environment, and Quality standards critical in regulated industries.
- **Workplace Safety:** Real-time data on workforce safety and health to minimize risks and boost operational performance.



INDUSTRY CHALLENGES AND OUR SOLUTIONS

Industries such as mining are labor-intensive, highly regulated, and high-risk. FAILA Holdings addresses these challenges by:

- **Optimizing Labor Costs:** Efficient scheduling, payroll accuracy, and controlled overtime.
- **Ensuring Compliance:** Supporting adherence to stringent safety and regulatory standards.
- **Managing Risk:** Leveraging real-time insights for comprehensive risk mitigation.
- **Boosting Productivity:** Integrating workforce management with daily operations to enhance productivity while maintaining safety.

A collage of images including a globe, a hard hat, and wooden blocks spelling 'HSE'. The globe is blue and gold, showing the Americas. The hard hat is orange and yellow. The wooden blocks are light brown with black letters. The background is a dark, textured surface, possibly coal or rock. The collage is overlaid on a white background with a geometric pattern of white lines.

HSE



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WHY CHOOSE FAILA HOLDINGS





WHY CHOOSE FAILA HOLDINGS

CORE SERVICES

- **Proven Expertise:** Powered by NEXTEC's 60+ years in workforce management for mining and related sectors.
- **Innovative Technology:** Access to the latest advancements through our partnership with EOH.
- **Customized Solutions:** Fully adaptable services tailored to meet industry-specific needs.
- **End-to-End Support:** Comprehensive service from design and implementation to continuous optimization.
- **Sustainability Commitment:** Delivering solutions that prioritize social and environmental responsibility.

A TRUSTED PARTNER IN WORKFORCE MANAGEMENT

FAILA Holdings is the trusted provider for some of Africa's largest mining companies, delivering solutions that drive cost savings, productivity gains, and regulatory compliance.

SUCCESS STORIES

FAILA has supported mining operations across Africa in enhancing efficiency, reducing costs, and meeting or exceeding industry standards. Our clients include leaders in various sectors beyond mining.



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Kolwezi, Lualaba

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