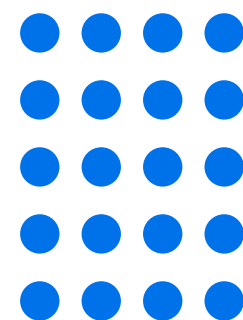


DURBAN

INVESTMENT COMPANY LIMITED

**Empowering Organizations
Through People Excellence**

www.durbantz.co.tz



**Human Capital &
Business Solutions**





About Us

About Durban

Durban Investment Company Limited is a legally registered Tanzanian company specializing in Human Resource Consultancy, Recruitment, Workforce Outsourcing, Payroll Administration, Cleaning Services, and Office Equipment Supply. Since its establishment in 2012, the company has been committed to delivering reliable, compliant, and client-focused business solutions across various industries.

With a strong emphasis on professionalism, innovation, and service excellence, Durban helps organizations attract, manage, and develop productive workforces while supporting their operational and business growth objectives. Our goal is to create long-term value for clients through quality services and trusted partnerships.



1st Floor Kibo Complex
Tegeta New Bagamoyo Road



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Company Profile

COMPANY OVERVIEW

Durban Investment Company Limited is a legally registered Tanzanian company specializing in Human Resource Consultancy, Recruitment, Workforce Outsourcing, Payroll Administration, Cleaning Services, and Office Equipment Supply. Since its establishment in 2012, the company has remained committed to delivering professional, compliant, and client-focused business solutions.

With a strong foundation in workforce management and organizational support services, Durban partners with businesses across various industries to enhance productivity, ensure compliance, and drive sustainable growth through innovative people-centered solutions.



-  **Established: 2012**
-  **Registration No: 95305**
-  **TIN: 119-071-356**
-  **VAT (VRN): 40-014379-U**
-  **LOCATION: DAR ES SALAAM, TANZANIA**



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Mission & Vision

MISSION & VISION

MISSION

To become Tanzania's most trusted partner in Human Capital Development and Business Support Services by delivering innovative, compliant, and value-driven solutions that empower organizations and people to achieve sustainable success.

VISION

To transform organizations through integrated workforce and business solutions that enhance productivity, drive growth, and create lasting impact across industries.

Our Commitment

Delivering professional services with integrity, accountability, and excellence while building long-term partnerships with our clients.



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Core Values

Core Values



Integrity



We uphold the highest standards of honesty, transparency, and ethical conduct in all our engagements.

Compliance



We operate in full accordance with labor laws, regulations, and industry standards.

Excellence



We are committed to delivering high-quality services that exceed client expectations.

Innovation



We embrace modern technologies, creative thinking, and continuous improvement to deliver effective workforce solutions.



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Why Choose Us



Why Choose Durban

Proven experience in workforce outsourcing and recruitment and deep understanding of Tanzanian labor regulations and compliance requirements.

Also customized workforce solutions tailored to client needs and strong network of qualified professionals across multiple industries.



COMMITMENT

Commitment to quality, reliability, and timely service delivery.

DEDICATIONS

Dedicated HR experts focused on maximizing organizational performance.

TRUST

Trusted by leading local and international organizations.



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Our Services

Our Service



At Durban Investment Company Limited, we provide comprehensive Human Resource and Workforce Management Solutions designed to help organizations improve productivity, maintain compliance, and achieve sustainable growth. Our services are tailored to meet the unique needs of businesses across various industries, ensuring efficient workforce management and operational excellence.



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Services

1

RECRUITMENT & MANPOWER OUTSOURCING



We provide end-to-end recruitment and manpower outsourcing services, helping organizations access qualified, competent, and productive employees for both short-term and long-term engagements.



KEY SERVICES

01

Permanent Recruitment

02

Skilled and Unskilled Workforce Placement

03

Bulk Recruitment Projects

04

Workforce Deployment and Management

05

Employee Onboarding Support

06

Casual Labor Supply

07

Contract Staffing



Our recruitment process focuses on identifying the right talent through professional screening, assessment, and selection procedures to ensure the best fit for our clients' operational requirements.



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PAYROLL MANAGEMENT & ADMINISTRATION



KEY SERVICES

01

Payroll
Processing

02

Salary
Administration

03

Tax and Statutory
Compliance

04

Employee Payslip
Generation

05

Payroll
Reporting

06

Leave and Attendance
Integration

07

Employee Records
Management



Managing payroll can be complex and time-consuming. Durban Investment Company Limited offers reliable payroll administration services that ensure employees are compensated accurately, compliantly, and on time.



Our payroll specialists manage salary processing, statutory deductions, employee records, and payroll reporting, allowing clients to focus on their core business activities.



EXECUTIVE SEARCH & TALENT ACQUISITION



We assist organizations in identifying, attracting, and securing high-performing professionals and executive leaders who can drive business growth and strategic success.



Through extensive market research, professional networking, and rigorous assessment methodologies, we deliver exceptional candidates for critical leadership positions.

KEY SERVICES

01

Executive Search

02

Senior Management Recruitment

03

Leadership Talent Acquisition

04

Competency-Based Assessments

05

Candidate Evaluation and Selection

06

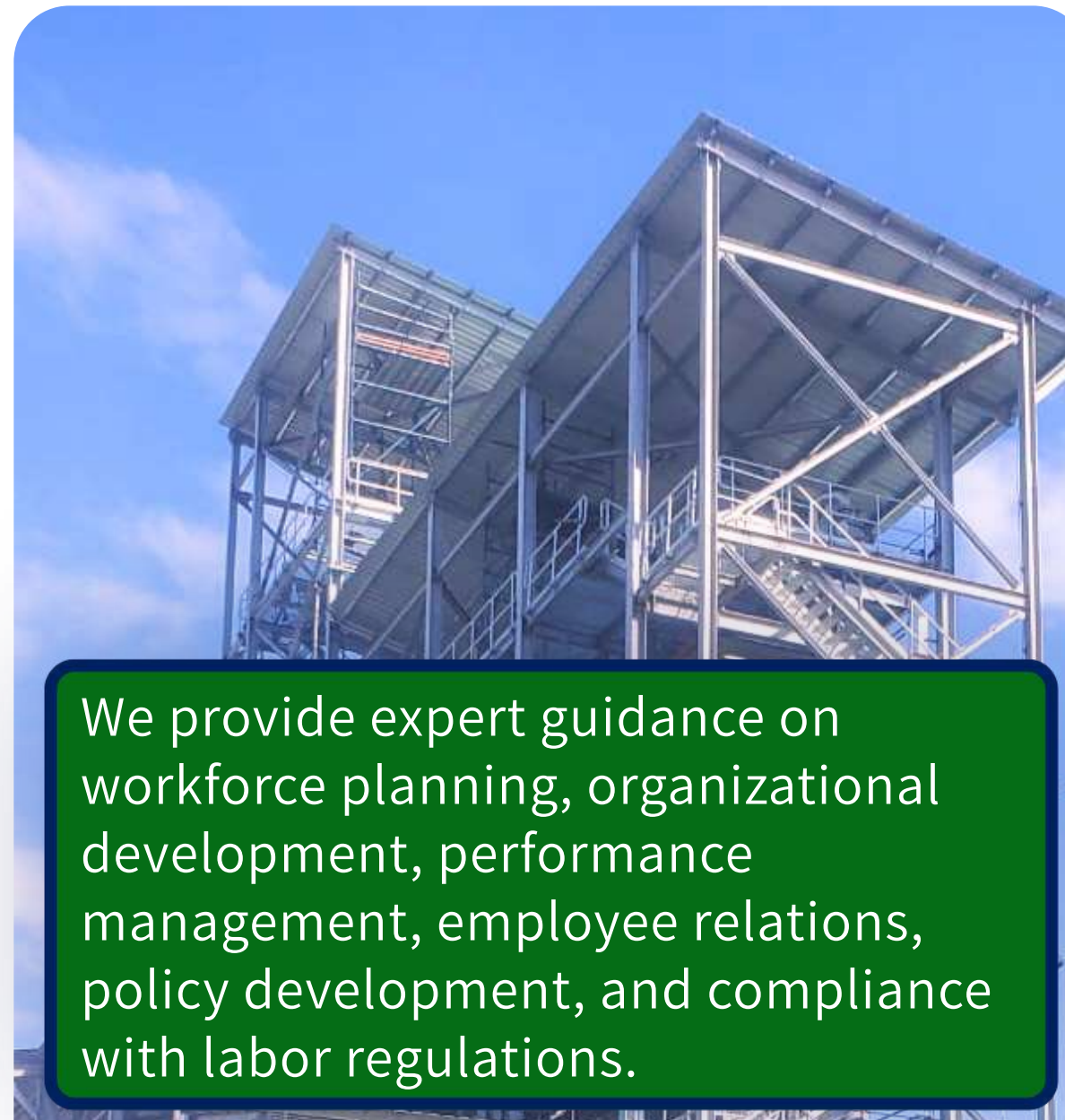
Succession Planning Support



HUMAN RESOURCE CONSULTING



Our HR consulting services help organizations strengthen their people management practices and create high-performing work environments.



We provide expert guidance on workforce planning, organizational development, performance management, employee relations, policy development, and compliance with labor regulations.

KEY SERVICES

01

Human Resource Strategy

02

Organizational Design

03

HR Policy Development

04

Performance Management Systems

05

Employee Relations Management

06

Labour Law Compliance

07

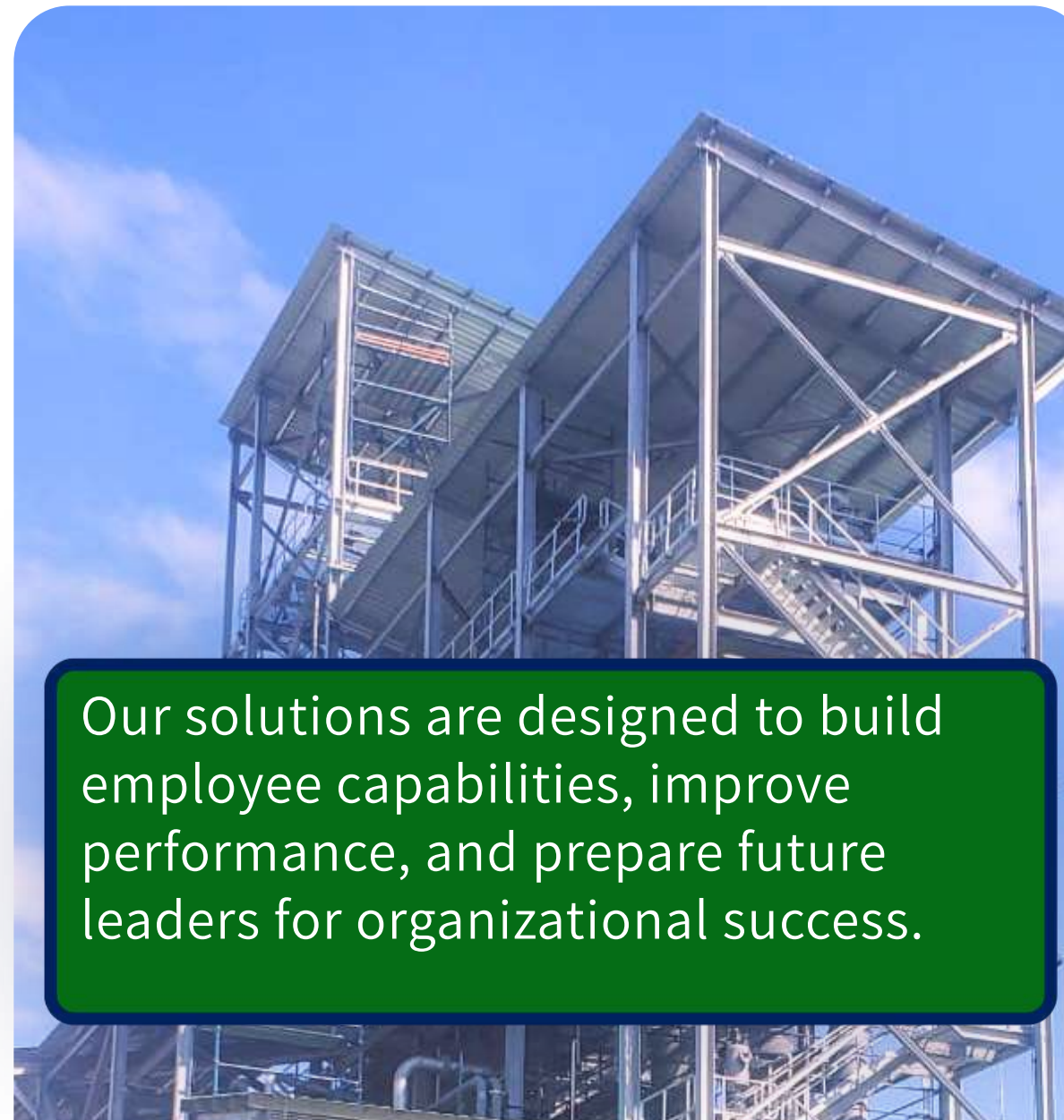
Change Management Support



TALENT MANAGEMENT & DEVELOPMENT



People are the most valuable asset of any organization. We support businesses in developing and retaining talented employees through structured talent management programs.



Our solutions are designed to build employee capabilities, improve performance, and prepare future leaders for organizational success.

KEY SERVICES

01

Talent Development Programs

02

Leadership Development

03

Employee Performance Improvement

04

Skills Gap Analysis

05

Career Development Planning

06

Employee Engagement Programs

07

Succession Planning



WORKFORCE MANAGEMENT & SITE SUPERVISION



Durban Investment Company Limited provides workforce supervision and operational support services to ensure effective workforce management at client sites.



Our dedicated supervisors maintain attendance records, monitor employee performance, ensure compliance with safety standards, and facilitate smooth communication between employees.

KEY SERVICES

01

Daily Workforce Supervision

02

Attendance Monitoring and Reporting

03

Employee Performance Monitoring

04

Site Safety Compliance

05

PPE Compliance Monitoring

06

Workforce Coordination and Deployment

07

Employee Welfare Support



BUSINESS CONSULTANCY SERVICES



KEY SERVICES

01

Business Process Improvement

02

Organizational Development

03

Human Resource Advisory

04

Labour Law & Compliance Advisory

05

Business Operations Assessment

06

Corporate Policy Development

07

Performance Improvement Strategies



Durban Investment Company Limited provides professional business consultancy services that help organizations improve operational efficiency, strengthen management systems, and achieve sustainable growth.



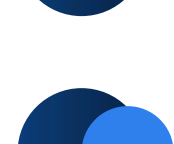
Our consultancy team works closely with clients to understand organizational challenges, identify opportunities for improvement, and develop practical solutions.



Why choose us

WHY CHOOSE DURBAN

Organizations choose Durban Investment Company Limited because of our commitment to professionalism, reliability, compliance, and exceptional service delivery.

-  *Proven experience in workforce outsourcing and recruitment*
-  *Strong understanding of Tanzanian labour laws and regulations*
-  *Qualified HR and workforce management professionals*
-  *Customized solutions tailored to client needs*
-  *Strong commitment to compliance and ethical business practices*
-  *Trusted by leading local and international organizations*
-  *Competitive and cost-effective service delivery*
-  *Rapid workforce deployment capability*
-  *Focus on long-term client partnerships*



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Workforce

WORKFORCE MANAGEMENT APPROACH

Our workforce management approach combines strategic planning, professional supervision, regulatory compliance, and continuous performance monitoring to ensure operational efficiency and workforce productivity.

This approach enables us to deliver consistent service quality while ensuring that both client expectations and employee needs are effectively addressed.

We maintain close supervision of deployed personnel through dedicated site supervisors who oversee attendance management, safety compliance, workforce discipline, employee welfare, and client communication.



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COMPLIANCE, SAFETY & REGULATORY COMMITMENT

At Durban Investment Company Limited, compliance and employee safety remain at the core of our operations.

We ensure that all workforce management activities are conducted in accordance with applicable labour laws, occupational health and safety standards, and statutory requirements.

-  *Labour Laws and Employment Regulations*
-  *Occupational Safety and Health (OSHA)*
-  *National Social Security Fund (NSSF)*
-  *Workers Compensation Fund (WCF)*
-  *Employment Contracts and Documentation*
-  *Employee Welfare and Grievance Management*
-  *Personal Protective Equipment (PPE) Compliance*
-  *Employee Medical Examinations*
-  *Workplace Safety Procedures*



Industries

INDUSTRIES WE SERVE

Durban
Investment
Company Limited
proudly serves
clients across a
wide range of
industries.



-  *Oil and Gas Support Services*
-  *Shipping and Maritime Services*
-  *Construction and Engineering*
-  *Government and Public Institutions*
-  *Warehousing and Distribution*
-  *Fast-Moving Consumer Goods (FMCG)*
-  *Non-Governmental Organizations (NGOs)*
-  *Manufacturing*
-  *Transportation*
-  *Industrial Operations*
-  *Private Sector Enterprises*
-  *Logistics and Supply Chain*



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Clients

OUR CLIENTS



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Certifications

CERTIFICATIONS & REGULATORY COMPLIANCE

Durban Investment Company Limited operates in full compliance with Tanzanian laws and regulatory requirements. The company maintains all necessary registrations, licenses, and statutory certifications to ensure professional, compliant, and reliable service delivery.

-  *Certificate of Incorporation*
-  *Tax Identification Number (TIN)*
-  *Value Added Tax (VAT) Registration*
-  *Human Resource Consultancy License*
-  *Cleaning Services License*
-  *Office Equipment Supply License*
-  *Occupational Safety and Health Authority (OSHA) Compliance*
-  *Private Employment Service Agency License*
-  *Workers Compensation Fund (WCF) Certificate*
-  *NSSF Compliance Certificate*



Contact Us

CONTACT US

Durban
Investment
Company
Limited



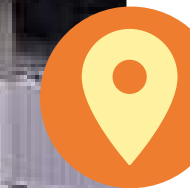
Phone Number
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+255 790 349 677



Our Website
www.durbantz.co.tz



Email Address
administration@durbantz.co.tz



Our Address
1st Floor Kibo Complex
Tegeta New Bagamoyo Road



Social Media
durbancotz

Appendices

1 Licence - HR Consultancy


THE UNITED REPUBLIC OF TANZANIA
BUSINESS LICENSE
B.L. NO : BL01396912025-2600036840
The Business Licensing Act (Act No. 25 of 1972)

License Details

Issuing Office:	KINONDONI MUNICIPAL COUNCIL
Tax Identification No:	119-071-356
License Issued To:	DURBAN INVESTMENT CO LIMITED
For the Business of:	HUMAN RESOURCE CONSULTANCY
Business Licensing:	RENEWED LICENSE
Date of Issue:	2025-10-31
Expiring Date:	2026-10-30
Principal/Branch:	PRINCIPAL

Business Location

Region:	Dar es Salaam
Ward:	Mbezi Juu
Street:	Mbezi Juu

Payment Details

Amount of Fee Paid:	200,000.00
---------------------	------------



This digital copy does not require a signature of authority

CONDITIONS & NOTES:

1. This license shall be conspicuously displayed at the place of business
2. Renewal applications must be submitted within 21 days of the license expiry; Otherwise, penalties begin at 25 % of the license fee and rise by 2 % for each additional month, up to 47 %.

2 Certificate of Incorporation

TANZANIA

Certificate of Incorporation
Section 15
No **95305**

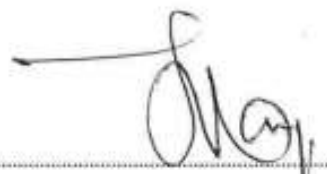
I HEREBY CERTIFY THAT
DURBAN INVESTMENT CO LIMITED

is this day incorporated under the Companies Act, 2002 and that the Company is Limited.

Given under my hand at Dar es salaam

this **20TH** day of **NOVEMBER**

TWO THOUSAND AND TWELVE.


Asst. Registrar of Companies

3 Licence - Consultancy Services


THE UNITED REPUBLIC OF TANZANIA
BUSINESS LICENSE
B.L. NO : BL01396912025-2600036842
The Business Licensing Act (Act No. 25 of 1972)

License Details

Issuing Office:	KINONDONI MUNICIPAL COUNCIL
Tax Identification No:	119-071-356
License Issued To:	DURBAN INVESTMENT CO LIMITED
For the Business of:	BUSINESS CONSULTANCY LOCAL
Business Licensing:	RENEWED LICENSE
Date of Issue:	2025-10-24
Expiring Date:	2026-10-23
Principal/Branch:	PRINCIPAL

Business Location

Region:	Dar es Salaam
Ward:	Mbezi Juu
Street:	Mbezi Juu

Payment Details

Amount of Fee Paid:	200,000.00
---------------------	------------



This digital copy does not require a signature of authority

CONDITIONS & NOTES:

1. This license shall be conspicuously displayed at the place of business
2. Renewal applications must be submitted within 21 days of the license expiry; Otherwise, penalties begin at 25 % of the license fee and rise by 2 % for each additional month, up to 47 %.



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Apendices

4 NSSF Certificate

Certificate Number : CERT111605

UNITED REPUBLIC OF TANZANIA
NATIONAL SOCIAL SECURITY FUND



CERTIFICATE OF REGISTRATION
(Section 11 of NSSF Act:No:28 of 1997)

I HEREBY CERTIFY THAT DURBAN INVESTMENT CO LTD has been registered with NATIONAL SOCIAL SECURITY FUND as contributing employer with effect from 31-AUG-2014 and has been allocated with registration number 1001242, dated this 25-July-2014.

[Signature]
DIRECTOR GENERAL

"This certificate should be displayed in a prominent place on the Employer's business premises"

5 OSHA Certificate

00023405

THE UNITED REPUBLIC OF TANZANIA



OSHA 10

OCCUPATIONAL SAFETY AND HEALTH AUTHORITY

CERTIFICATE OF REGISTRATION OF A FACTORY/WORKPLACE

I hereby certify that the workplace named below has been duly registered in pursuant of section 17 of The occupational Health and Safety Act Number 5 of 2003 with workplace registration number

213 102 231

Name of the Occupier / Owner

**DURBAN INVESTMENT CO LIMITED - KINONDONI
BRANCH**

With Effect from December 29, 2023

Address and Location: Plot 1826, Block -, Mbezi Juu. Kinondoni Municipal Dar es Salaam

Region : Dar es Salaam District: Kinondoni

Ward : MBEZI JUU Street / Village: Mbezi Juu

Nature of Work : Human Resources Consultancy

Industrial Classification : Management consultancy activities

SORT CODE



[Signature]
Khadija H. Mwenda
CHIEF INSPECTOR

Note THE REQUIREMENTS UNDER THIS CERTIFICATE ISSUED ARE STATED OVERLEAF

6 Private Employment Services

NO:020/2025

THE UNITED REPUBLIC OF TANZANIA



Certificate of Registration

(Made under section 21(2) of the National Employment Promotion Services Act No. 9 of 1999)

This is to certify that M/s **DURBAN INVESTMENT CO. LTD** of P.O BOX 2890 Plot No. 1826 Block No. Classic Mall, 1st Floor New Bagamoyo Rd **Street**, District **Kinondoni** Region **Dar es Salaam** has been permitted to operate as Private Employment Promotion Services Agency.

This Certificate is valid for a period of one year from 1st July, 2025 to 30th June, 2026.

Conditions:

1. The Agency shall perform its functions in accordance with the applicable law.
2. This Certificate should be displayed at a conspicuous place.
3. Any change in the ownership, physical address and shareholders of the Registered Agency shall be communicated to the Labour Commissioner.
4. This Certificate is not transferable to any other person.

GIVEN under my hand this 11th Day of JULY 2025

[Signature]
LABOUR COMMISSIONER



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Appendices

7 Tax Identification Number

CTIN: 0861748



TANZANIA REVENUE AUTHORITY

CERTIFICATE OF REGISTRATION
FOR
TAXPAYER IDENTIFICATION NUMBER (TIN)

(ISSUED UNDER SECTION 21 OF THE TAX ADMINISTRATION ACT 2015)

THIS IS TO CERTIFY THAT
DURBAN INVESTMENT CO LIMITED

HAS BEEN REGISTERED WITH THE TANZANIA REVENUE AUTHORITY
AND ASSIGNED THE TAXPAYER IDENTIFICATION NUMBER

119-071-356

WITH EFFECT FROM: 26 November 2012

TRA LOCATION: KINONDONI TAX OFFICE: KINONDONI

PHYSICAL LOCATION: PLOT No. 225

STREET / AREA: SAM NUJOMA ROAD


ELIJAH G. MWANDUMBYA
COMMISSIONER FOR DOMESTIC REVENUE

OFFICIAL SEAL

NOTE: THE REQUIREMENTS UNDER WHICH THIS CERTIFICATE IS ISSUED ARE STATED OVERLEAF

8 VAT Certificate

ISO 9001: 2008 CERTIFIED



TANZANIA REVENUE AUTHORITY

Certificate of Registration
for
Value Added Tax (VAT)

(ISSUED UNDER SECTION 20 OF THE VALUE ADDED TAX ACT NO. 24 OF 1997)

THIS IS TO CERTIFY THAT
DURBAN INVESTMENT CO LIMITED

WHOSE TAXPAYER IDENTIFICATION NUMBER (TIN) IS
119-071-356

HAS BEEN REGISTERED FOR VALUE ADDED TAX (VAT)
AND ASSIGNED VAT REGISTRATION NUMBER (VRN)
40-014379-U

FOR BUSINESS LOCATED AT SAM NJOMA ROAD 225
DAR ES SALAAM

WITH EFFECT FROM 31 December 2012

GIVEN UNDER MY HAND

THIS 31st DAY OF December 2012


P. N. Kassera
COMMISSIONER FOR VAT

NOTE: THE REQUIREMENTS UNDER WHICH THIS CERTIFICATE IS ISSUED ARE STATED OVERLEAF

FOR NATIONAL DEVELOPMENT

9 WCF Certificate

 **THE UNITED REPUBLIC OF TANZANIA**
WORKERS COMPENSATION FUND 

**CERTIFICATE OF REGISTRATION OF AN
EMPLOYER**

REGISTRATION NO. 013949

This is to certify that;

DURBAN INVESTMENT COMPANY LIMITED

having substantially fulfilled the conditions and requirements specified under the
provisions of the Workers Compensation Fund Act No. 8 of 2008 and the Workers
Compensation Fund Regulations, 2015, is hereby registered as an Employer

Given under my hand and seal of the Workers Compensation Fund

this day, 15-Mar-2018


Masha J. Mshomba
Director General
Workers Compensation Fund



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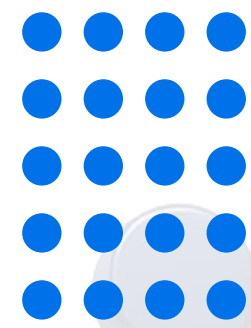
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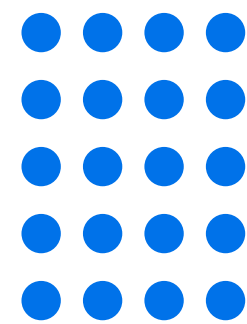


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Thank You

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