



eAFRICA

intoSA
Safe and Successful in Africa!

“Doing Business in South Africa”

For the Poland Business Delegation



presented by

Ralph M Ertner

CEO Into SA Group



22 July 2019 at JCCI South Africa

intoSA is the leading, most modern, transparent and highly experienced Foreign Corporate Advisory Firm for Sub-Saharan Africa with a holistic focus on:

- Establishing foreign companies, products, brands and services in Sub-Saharan Africa
- Publishing and sharing latest information
- Being the source of sources for any legal act, provision, document or economic data
- Assistance with Tenders and Joint Ventures

eAFRICA

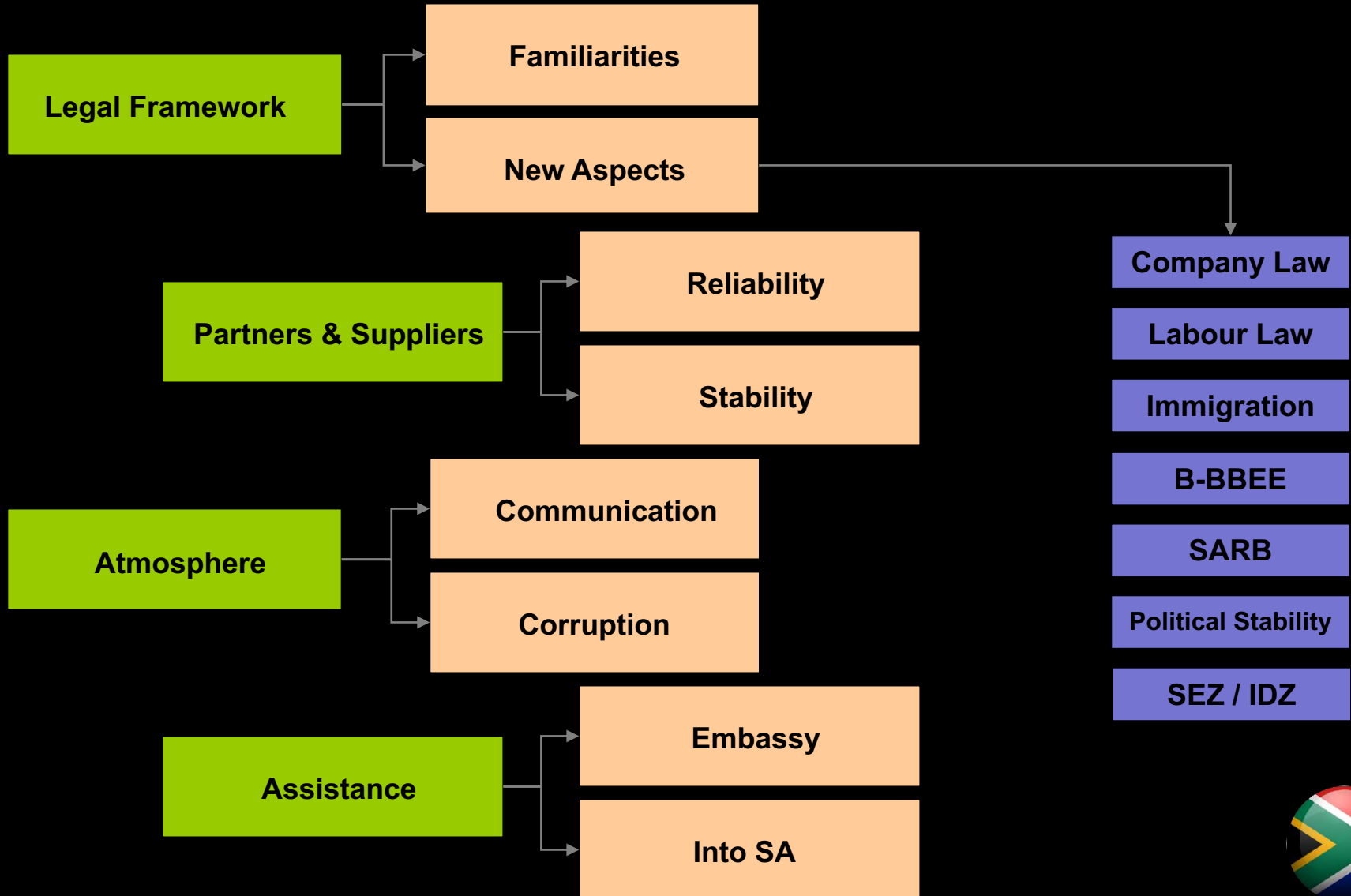
eiNFO

eLAW

eBRiEF



Doing Business in South Africa

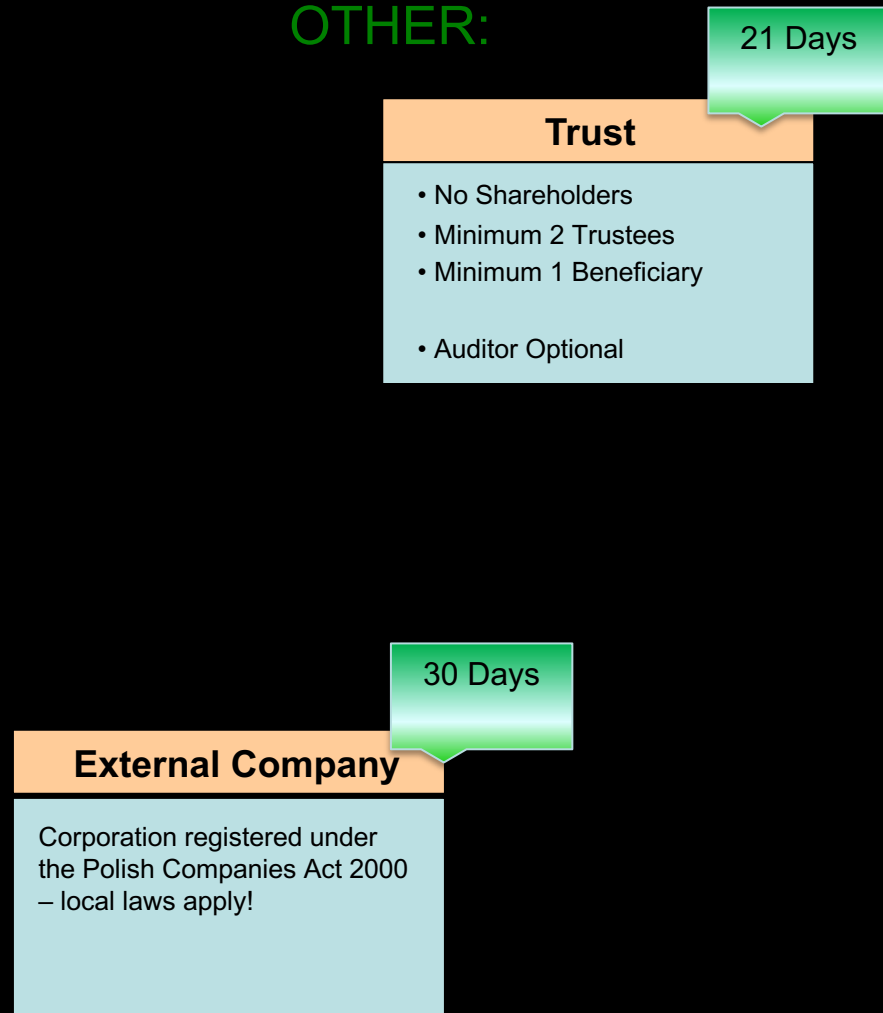


Company Law South Africa

CIPC :



OTHER:



Immigration Law South Africa

EMPLOYEES :

Intra-Company Transfer

- Polish Company – SA Subsidiary
- Polish Employee for 6 months
- max. 4 years
- “extendable” at least once

General Work Visa

- Advertising
- Approval by Labour
- SAQA
- max. 5 years
- extendable

Critical Skills Visa

- SAQA
- Selected Skills, Experience
- Professional Body
- max 5 years
- extendable

s11(2) Tourist Work Visa

- CV documenting Skill
- Salary in Poland
- max. 90 days, extendable once

Study Visa

- Certain Institutions only
- max. 8 years

EMPLOYERS :

Business Visa

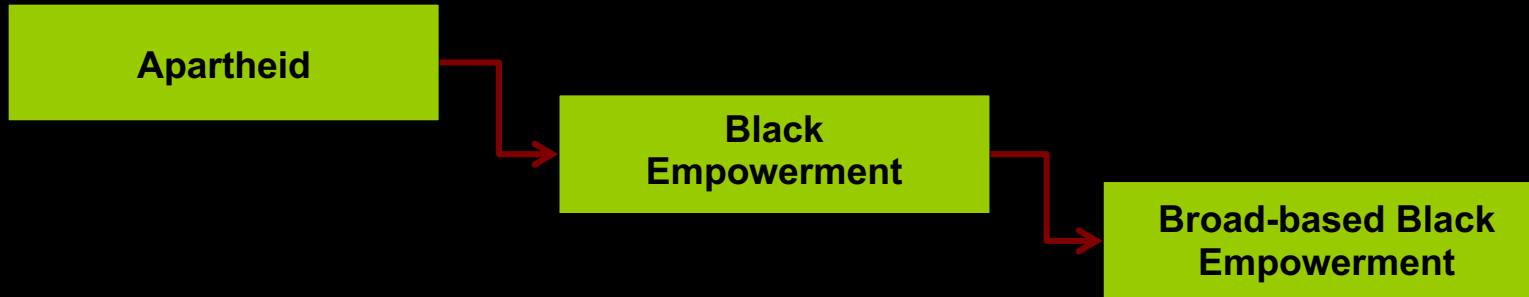
- Business Plan
- zł 1.35m Investment
- 60% SA Employees
- max. 3 years

Corporate Visa

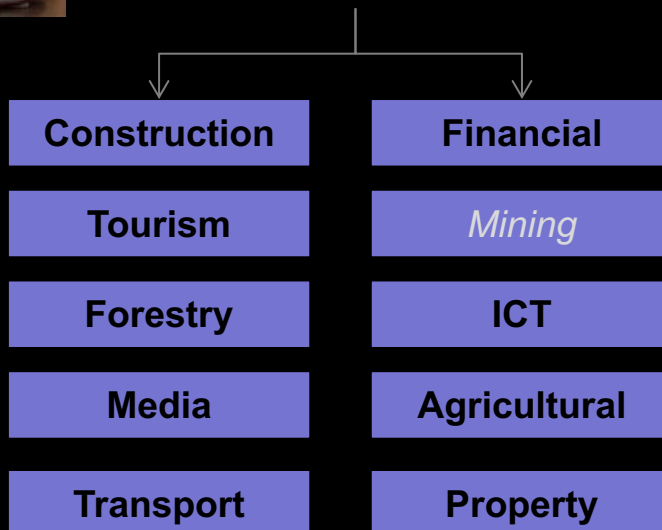
- Needed Skills Plan
- Approval by Labour, DTI
- 60% SA Employees
- max 3 years



Broad-based Black Economic Empowerment South Africa



- ✓ Broad-based Black Economic Empowerment Act, No. 53 of 2003
- ✓ BEE Codes of Good Practice of 2007
- ✓ BEE Codes of Good Practice of 2014/2019
- ✓ BEE Sector Charters 2016/2017



B-BBEE Status	Points (old)	Points (new)
Level 1	100 - 105	100 - 105
Level 2	85 - 99	95 - 99
Level 3	75 - 84	90 - 94
Level 4	65 - 74	80 - 89
Level 5	55 - 64	75 - 79
Level 6	45 - 54	70 - 74
Level 7	40 - 44	55 - 69
Level 8	30 - 39	40 - 54
No Rating	< 30	< 40



B-BBEE South Africa

EXEMPT MICRO ENTERPRISE (EME)

Turnover < ZAR 10m

Level 1

- Financial Turnover Proof
- Affidavit Shareholding
- Black Ownership 100%

Level 2

- Financial Turnover Proof
- Affidavit Shareholding
- Black Ownership < 50%

QUALIFYING SMALL ENTERPRISE (QSE)

Turnover < ZAR 50m

B-BBEE Elements

- **Ownership**
- Management Control
- **Skills Development**
- **Enterprise & Supplier Development**
- Socio-Economic Development

2 of 3 Primary

LARGE ENTERPRISE (GENERIC)

Turnover ZAR 50m+

B-BBEE Elements

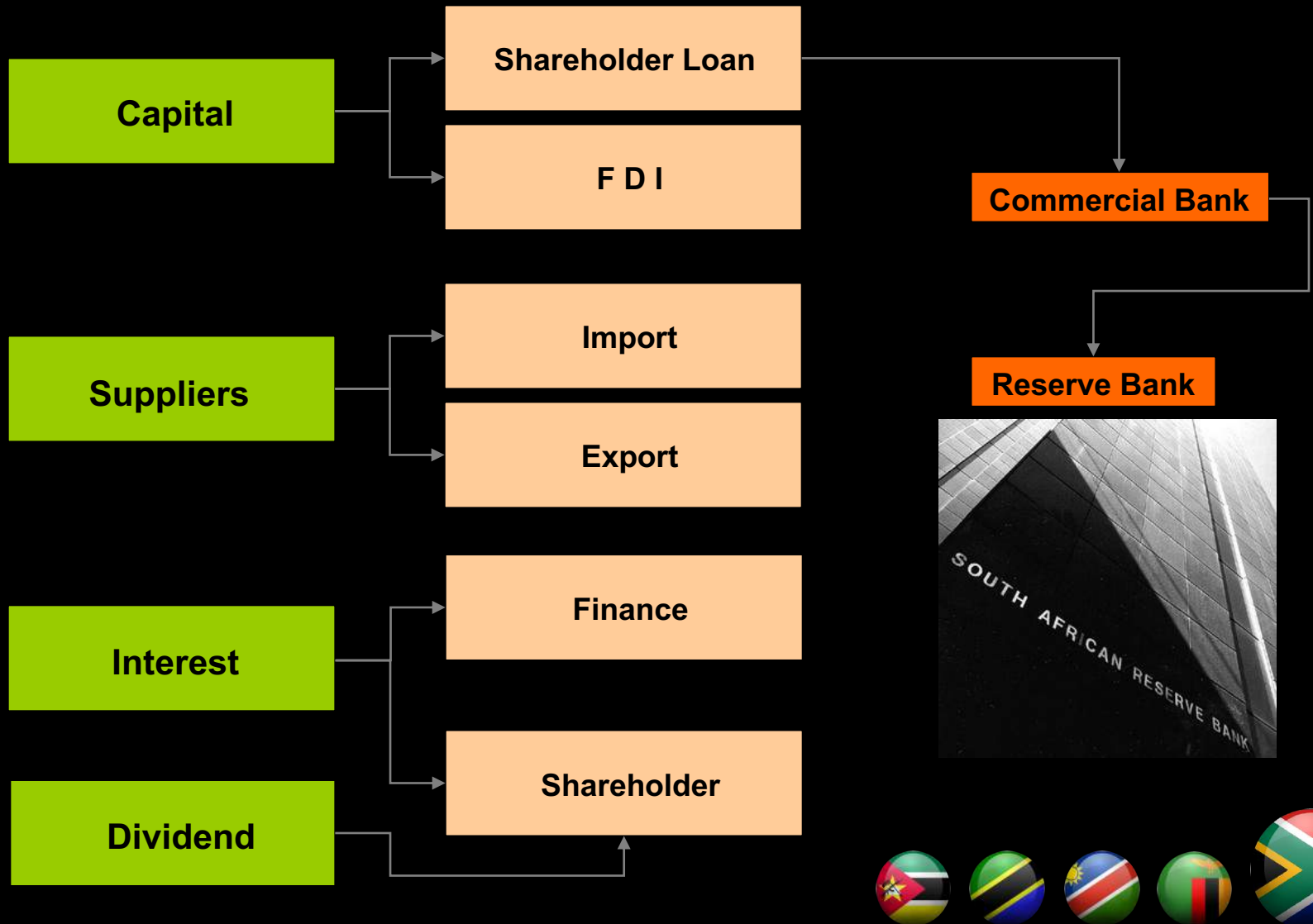
- Ownership
- Management Control
- Skills Development
- Enterprise & Supplier Development
- Socio-Economic Development

5 of 5

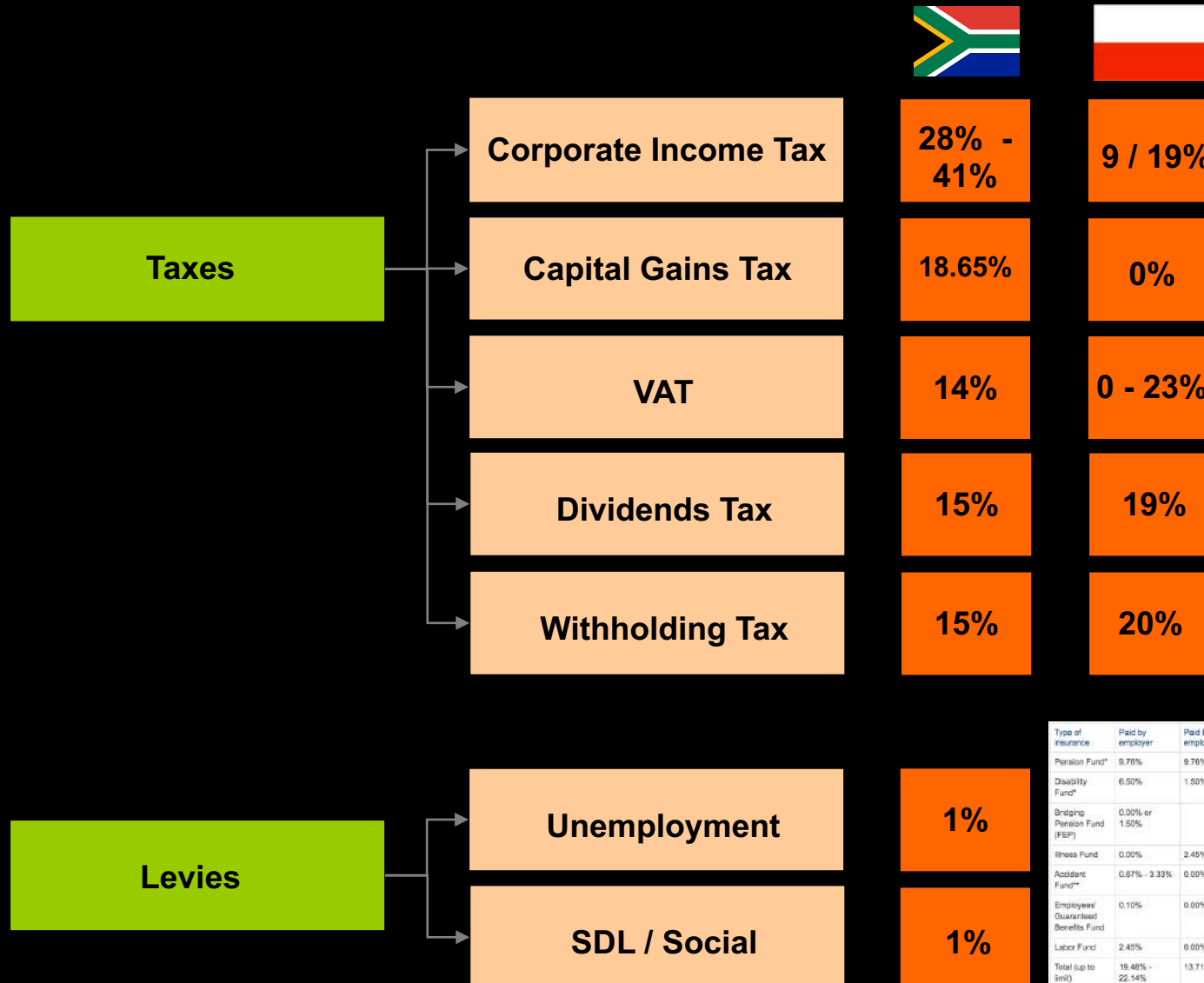
REVISED CODES OF GOOD PRACTICE 2019



Foreign Exchange Control



Comparison of Corporate Taxes and Tax Rates



Type of insurance	Paid by employer	Paid by employee	Total
Pension Fund*	9.76%	9.76%	19.52%
Disability Fund*	6.50%	1.00%	8.00%
Bridging Pension Fund (BPF)	0.00% or 1.50%		0.00% or 1.50%
Illness Fund	0.00%	2.45%	2.45%
Accident Fund**	0.67% - 3.33%	0.00%	0.67% - 3.33%
Employees' Guaranteed Benefits Fund	0.10%	0.00%	0.10%
Labor Fund	2.45%	0.00%	2.45%
Total (up to limit)	19.48% - 22.14%	13.71%	33.19% - 35.85%
Total (past limit)	3.22% - 5.66%	2.45%	5.67% - 8.3%



intoSA eAFRICA



offer advice and assistance in the following fields:



Company Set-Up

Law & Legal



BEE & Licenses



FOREX

Business Consulting



Immigration

DTI Grants



Tax Registrations



African Markets



Information

Research



Publishing



Training

Import Agency



Trade  **NextGen
TECHNOLOGY**

Famous Last Words:

Dziękuję Ci!!

THANK YOU!!

BAIE DANKIE!!

NGIYABONGA!!



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