

Compliance Reporting Matrix (Annexure)

SCORECARD ELEMENTS

1. OWNERSHIP AND MANAGEMENT CONTROL

Please indicate % of black shareholding and number of directors/managers by providing relevant information below:

Categories	%/ Number for each category	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)
Black Ownership	60.49 %	A = 34.75% C = 0.93% I = 24.91%	F = 16.62% M = 43.97%	0.02% < 18yrs 6.33% < 35yrs 54.24% = 35-55yrs	EC=1.11% FS=0.71% GP=41.51% KZN=1.96% LP=1.32% MP=0.79% NC=0.17% NW=0.46% WC=12.56%	F = Zero M = Zero
Non-Exec Directors	3	A=3	F=1 M=2	2: 35-55yrs 1 >55yrs	GP =2 WC=1	F=Zero M=Zero
Exec Directors	1	A=1	F=1	1: 35-55yrs	Gauteng	F=Zero M=Zero
Senior Management	2	A=2	F=1 M=1	2: 35-55yrs	Gauteng	F=Zero M=Zero
Middle Management	41	A = 28 C = 8 I = 5	F = 15 M = 26	2 < 35yrs 33: 35-55yrs 6 > 55yrs	EC =2 GP =30 KZN = 3 LP=1 MP=3 NW=1 WC=1	F=Zero M=Zero
Junior Management	514	A = 446 C = 41 I = 27	F = 232 M = 282	77 < 35yrs 402: 35-55yrs 35 > 55yrs	EC=54 FS=20	F=Zero M=Zero

					GP=208 KZN=38 LP=77 MP=59 NC=7 NW=37 WC=14	
Dividends declared		236 cents (interim 326 cents, final 300 cents)				

2. SKILLS DEVELOPMENT

Provide number of black persons trained by providing relevant information as follows:

Categories	Number for each category	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)	Value thereof
Black employees	2314	A =2118 C =191 I = 5	F = 960 M = 1354	1109 <35yrs 1136:35-55yrs 69>55yrs	EC=593 FS=159 GP=551 KZN=154 LP=268 MP=137 NC=107 NW=221 WC=124	F=Zero M=Zero	R 7 785 533,30
Black People on internships, apprenticeship, learnership – NQF 4	49	A = 49	F = 26 M = 23	17 <35yrs 32: 35-55yrs	EC=9 FS=2 GP=10 KZN=6 LP=11 MP=4 NC=3 NW=4	F = Zero M=Zero	
Unemployed black people – NQF 2	31	A = 28 C=3	F = 18 M = 13	31<35yrs	EC=0 FS=0 GP=17 KZN=1 LP=0 MP=0 NW=6 WC=7	F = 7 M = Zero	

Black people absorbed	20	A=18 C=1 I=1	F=12 M=8	20< 35yrs 0: 35-55yrs	EC=0 FS=0 GP=10 KZN=1 LP=0 MP=0 NW=5 WC=4	F = Zero M=Zero	
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3. ENTERPRISE AND SUPPLIER DEVELOPMENT

Number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

Number of enterprise development beneficiaries (EMEs)	% of Black ownership	Number of enterprise development beneficiaries (QSEs)	% of Black ownership	Number of supplier development beneficiaries (EMEs)	% of Black ownership	Number of supplier development beneficiaries (QSEs)	% of Black ownership	Value thereof (enterprise development)	Value thereof (supplier development)
N/A	N/A	N/A	N/A	12	51% - 100%	5	51%-100%	N/A	R 19 669 16497

4. SOCIO-ECONOMIC DEVELOPMENT

Number of black participants, race classification, gender, geographical indication and value thereof by providing relevant information below:

Number of participants	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Geographical indication (indicate nr in each Province)	
67 (See attached spreadsheet)	100% ACI	Female and Male	GP	67 (See attached spreadsheet)
17 (See attached spreadsheet)	100% ACI	Female and Male	MP	17 (See attached spreadsheet)
0	0	0	FS	0
36 (See attached spreadsheet)	100% ACI	Female and Male	LP	36 (See attached spreadsheet)
0	0	0	WC	0
9 (See attached spreadsheet)	100% ACI	Female and Male	EC	9 (See attached spreadsheet)
0	0	0	NC	0
32 (See attached spreadsheet)	100% ACI	Female and Male	KZN	32 (See attached spreadsheet)
21 (See attached spreadsheet)	100% ACI	Female and Male	NW	21 (See attached spreadsheet)
Value thereof	R 3 605 343,81			