

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	62.38 %	A = 35.87% C = 0.98% I = 25.53%	F=16.83% M=45.55%	0.03%<18 yrs 6.02%<18 -35yrs 56.33%>35yrs	GP=42.04% MP=0.79% FS=0.66% LP=1.27% WC=13.94% EC=1.07% NC=0.16% KZN=2.01% NW=0.44%	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	3	A=2 I=1	F=2 M=1	3: 35-55yrs	Gauteng	F=Zero M=Zero
Middle Management	42	A = 29 C = 8 I = 5	F = 14 M = 28	2<35yrs 32: 35-55yrs 8 >55yrs	EC =2 GP =31 KZN = 3 LP=1 MP=4 NW=1	F=Zero M=Zero
Junior Management	503	A = 439 C = 42	F = 245 M =258	69 <35yrs 389: 35-55yrs	EC=52 FS=21	F=Zero M=Zero

		I = 22		45 >55yrs	GP=200 KZN=36 LP=77 MP=58 NC=6 NW=39 WC=14	
Dividends declared		(interim 393 cents, final 233 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	1686	A =1582 C =102 I = 2	F = 591 M = 1095	961 <35yrs 504:35-55yrs 221>55yrs	EC=276 FS=77 GP=445 KZN=163 LP=324 MP=162 NC=46 NW=127 WC=66	F=Zero M=Zero	R 13 237 393.85
Black People on internships, apprenticeship, learnership – NQF 4&5	51	A = 48 C=3	F = 23 M = 28	14 <35yrs 37: 35-55yrs	EC=14 FS=0 GP=6 KZN=2 LP=12 MP=11 NC=1 NW=2 WC=3	F = Zero M=Zero	
Unemployed black people – NQF 2	69	A = 67 C=2	F = 36 M = 33	69<35yrs	EC=10 FS=0 GP=40 KZN=0 LP=9 MP=0 NW=10 WC=0	F = 4 M = 1	

Black people absorbed	4	A=4	F=2 M=2	4< 35yrs 0: 35-55yrs	EC=0 FS=0 GP=0 KZN=0 LP=0 MP=0 NW=3 WC=1	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	295	>51%	7	>51%	N/A	R 7 568 783,30

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)	
19 (See attached spreadsheet)	100% ACI	Female and Male	GP	19 (See attached spreadsheet)
2 (See attached spreadsheet)	100% ACI	Female and Male	MP	2 (See attached spreadsheet)
0	0	0	FS	0
4 (See attached spreadsheet)	100% ACI	Female and Male	LP	4 (See attached spreadsheet)
1 (See attached spreadsheet)	100% ACI	Female and Male	WC	1 (See attached spreadsheet)
2 (See attached spreadsheet)	100% ACI	Female and Male	EC	2 (See attached spreadsheet)
1 (See attached spreadsheet)	100% ACI	Female and Male	NC	1 (See attached spreadsheet)
1 (See attached spreadsheet)	100% ACI	Female and Male	KZN	1 (See attached spreadsheet)
1 (See attached spreadsheet)	100% ACI	Female and Male	NW	1 (See attached spreadsheet)
Value thereof	R 2 393 964,25			