

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	58.78 %	A = 34.45% C = 0.46% I = 23.87%	F= 14.31% M= 44.47%	0.02% <18yrs 4.53% <35yrs 54.23% =: 35-55yrs	EC=1.40% FS=0.83% GP=40.80% KZN=1.96% LP=1.51% MP=0.96% NC=0.20% NW=0.50% WC=10.62%	F = Zero M = Zero
Non-Exec Directors	3	A=3	F=1 M=2	2: 35-55yrs 1 >55yrs	GP =2 WC=1	Zero
Exec Directors	1	A=1	F=1	1: 35-55yrs	Gauteng	Zero
Senior Management	1	A=1	F=1	1: 35-55yrs	Gauteng	Zero
Middle Management	41	A = 28 C = 5 I = 8	F = 12 M = 29	4 <35yrs 33: 35-55yrs 4 >55yrs	EC =3 GP =29 KZN = 3 LP=1 MP=4 NW=1	Zero
Junior Management	492	A = 420 C = 43 I = 29	F = 217 M = 275	94 <35yrs 364: 35-55yrs 34 >55yrs	EC=44 FS=20 GP=206	Zero

						KZN=39 LP=67 MP=63 NC=6 NW=36 WC=11	
Dividends declared		732 cents (interim 400 cents, final 332 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	6639	A = 6286 C = 311 I = 42	F = 2148 M = 4491	3318 <35yrs 3121: 35-55yrs 200 >55yrs	EC=996 FS=269 GP=1964 KZN=573 LP=1142 MP=772 NC=205 NW=533 WC=185	F = 5 M = 3	R 8 871 060
Black People on internships, apprenticeship, learnership – NQF 4	44	A = 42 C = 2	F = 22 M = 22	16 <35yrs 28: 35-55yrs	EC=9 FS = 6 GP=9 KZN=5 LP=10 MP=1 NW=2 WC=2	F = Zero M = Zero	
Unemployed black people – NQF 2	143	A = 142 C=1	F = 83 M = 60	137< 35yrs 6: 35-55yrs	EC=23 FS = 16 GP=45 KZN=24 LP=16 MP=8 NW=11	F = 5 M = 3	
Unemployed black people – Y4Y	123	A = 120 C = 3	F = 33 M = 90	122< 35yrs 1: 35-55yrs	EC=9 FS = 6 GP=34 KZN=10 LP=30 MP=18 NW=12 NC=2 WC=2	F = Zero M = Zero	
Black people absorbed	55	A=54 C=1	F=14 M=41	54< 35yrs 1: 35-55yrs	EC=2 FS = 4 GP=18 KZN=3 LP=14 MP=7 NW=5	F = Zero M = Zero	

						NC=1		
						WC=1		

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	N/A	51%	N/A	N/A	N/A	N/A

Below as per the verification agency:

51%-100% = 1 028 (1 004 Early payments + 14 other)

Verified spend amount = R 970 635 652.75 (R 1 612 213.18 other + R 969 023 439.58 early payments).

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)	
57 (See attached spreadsheet)	100% ACI	Female and Male	GP	57 (See attached spreadsheet)
25 (See attached spreadsheet)	100% ACI	Female and Male	MP	25 (See attached spreadsheet)
32 (See attached spreadsheet)	100% ACI	Female and Male	FS	32 (See attached spreadsheet)
25 (See attached spreadsheet)	100% ACI	Female and Male	LP	25 (See attached spreadsheet)
8 (See attached spreadsheet)	100% ACI	Female and Male	WC	8 (See attached spreadsheet)
42 (See attached spreadsheet)	100% ACI	Female and Male	EC	42 (See attached spreadsheet)
0	0	0	NC	0
18 (See attached spreadsheet)	100% ACI	Female and Male	KZN	18 (See attached spreadsheet)
19 (See attached spreadsheet)	100% ACI	Female and Male	NW	19 (See attached spreadsheet)
Value thereof	R5 726 971.11			