

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						
Non-Exec Directors	67%	A = 3 C = 0 I = 0	M = 1 F = 2	41 – 50 Years = 3	GAU = 3	0
Exec Directors	39%	A = 4 C = 0 I = 5	F = 4 M = 5	31 – 40 Years = 2 41 – 50 Years = 5 50 Years and More = 2	GAU = 9	0
Senior Management	51%	A = 16 C = 7 I = 11	F = 18 M = 16	20 – 30 Years = 1 31 – 40 Years = 22 41 – 50 Years = 9 50 Years and More = 2	GAU = 33 KZN = 1	0
Middle Management	71%	A = 27 C = 11 I = 10	F = 18 M = 30	20 – 30 Years = 6 31 – 40 Years = 29 41 – 50 Years = 10 50 Years and More = 3	GAU = 47 KZN = 1	0
Junior Management	86%	A = 177 C = 31 I = 28	F = 126 M = 110	20 – 30 Years = 115 31 – 40 Years = 97 41 – 50 Years = 18 50 Years and More = 6	GAU = 233 KZN = 2 CPT = 1	0
Dividends declared						

2. SKILLS DEVELOPMENT

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

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Black employees	153	A = 126	F = 93	4 = 23	153 - Gauteng	F = 2	1 937 953.48
				8 = 24			
				7 = 25			
				10 = 26			
				12 = 27			
				24 = 28			
				14 = 29			
				16 = 30			
				18 = 31			
				16 = 32			
		C = 5	M = 60	10 = 33			
				2 = 34			
				3 = 35			
		I = 22	2 = 36				
			1 = 39				
			1 = 40				
			2 = 46				
				1 = 47			
				2 = 49			
Black People on internships, apprenticeship, learnership	13	A = 9	F = 8	2 = 23	13 - Gauteng	0	1 513 210.49
				1 = 24			
				1 = 26			
				1 = 27			
				1 = 28			
		I = 4	M = 5	1 = 29			
				1 = 30			
				3 = 32			
				1 = 33			
				1 = 49			
Unemployed black people	5	A = 5	F = 3	2 = 23	5 - Gauteng	0	418 000.00
				1 = 24			
			M = 2	1 = 27			
				1 = 32			
Black people absorbed	5	A = 5	F = 3	2 = 23	5 - Gauteng	0	N/A
				1 = 24			
			M = 2	1 = 27			
				1 = 32			

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)
2295	84%	-	-	2295	84%	-	-	R10,536,592	R13,033,195

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)
10	A = 10	F = 7 M = 3	GP
2	A = 2	F = 1 M = 1	FS
6	A = 6	F = 3 M = 3	LP
2	A = 1 C = 1	F = 1 M = 1	WC
4	A = 1 C = 1 W = 2	F = 4	EC
6	A = 6	F = 4 M = 2	KZN
4	A = 4	F = 4	NW
6	<i>Charities – All 100% Black</i>		GP
Value thereof	R2 798 449.15		