

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	12.02%	N/A – B-BBEE Trust	N/A – B-BBEE Trust	N/A – B-BBEE Trust	N/A – B-BBEE Trust	N/A – B-BBEE Trust
Non-Exec Directors	67%	A = 2 C = 0 I = 0	M = 0 F = 2	41 – 50 Years = 2	GAU = 2	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 = 20 C = 7 I = 11	F = 19 M = 19	20 – 30 Years = 1 31 – 40 Years = 21 41 – 50 Years = 14 50 Years and More = 2	GAU = 38	0
Middle Management	71%	A = 29 C = 11 I = 10	F = 18 M = 32	20 – 30 Years = 6 31 – 40 Years = 28 41 – 50 Years = 3 50 Years and More = 3	GAU = 49 KZN = 1	0
Junior Management	86%	A = 178 C = 31 I = 28	F = 128 M = 109	20 – 30 Years = 117 31 – 40 Years = 93 41 – 50 Years = 21 50 Years and More = 6	GAU = 231 EC = 1 CPT = 3 KZN = 2	0
Dividends paid		439 255 809.18				

2. SKILLS DEVELOPMENT

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

SKILLS DEVELOPMENT												
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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	2576	A = 2391	F = 1450	13 = 19	2567 - Gauteng	F = 3	24 375 019.89					
				27 = 20								
				53 = 21								
				79 = 22								
				133 = 23								
				193 = 24								
				216 = 25								
				233 = 26								
				206 = 27								
				231 = 28								
				218 = 29								
				180 = 30								
				133 = 31								
				121 = 32								
				85 = 33								
			78 = 34									
			55 = 35									
			63 = 36									
			52 = 37									
			39 = 38									
								M = 1126	31 = 39		M = 3	
			30 = 40									
			20 = 41									
			20 = 42									
			15 = 43									
			6 = 44									
			9 = 45									
			4 = 46									
			8 = 47									
			4 = 48									
3 = 49												
6 = 50												
1 = 51												
2 = 52												
2 = 53												
2 = 55												
1 = 56												
2 = 57												

				1 = 58			
				1 = 61			
Black People on internships, apprenticeship, learnership	157	A = 132	F = 105	2 = 22	157 - Gauteng	0	17 0483 07.43
				5 = 23			
				20 = 24			
				13 = 25			
				13 = 26			
				12 = 27			
				12 = 28			
				14 = 29			
				20 = 30			
				5 = 31			
				9 = 32			
				5 = 33			
				2 = 34			
				3 = 35			
				4 = 36			
				2 = 37			
				2 = 38			
				3 = 39			
				3 = 40			
				1 = 41			
				2 = 42			
				1 = 43			
				1 = 44			
1 = 47							
1 = 48							
1 = 50							
Unemployed black people	64	A = 63 C = 1	F = 49	2 = 22	64 - Gauteng	0	2 401 018.06
				5 = 23			
				16 = 24			
				8 = 25			
				11 = 26			
				6 = 27			
				6 = 28			
				3 = 29			
				4 = 30			
				1 = 32			
				2 = 33			
Black people absorbed	11	A = 11	F = 10	3 = 24	11 - Gauteng	0	N/A
				1 = 25			
				2 = 26			
				1 = 28			
				1 = 29			
				2 = 30			
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)
1190	84%	-	-	1190	84%	-	-	8,587,012	8,256,898

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)
7	A = 7	F = 5 M = 2	GP
1	A = 1	F = 1 M = 0	FS
4	A = 4	F = 2 M = 2	LP
1	C = 1	M = 1	WC
1	C = 1	F = 1	EC
5	A = 5	F = 4 M = 1	KZN
2	A = 2	F = 2	NW
5	<i>Charities – All 100% Black</i>		4 GP 1 EC
Value thereof	R 2 790 445.54		