

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	15.78	Please refer to Annexure A.	Male: 29.1% Female:70.9%	Under and above 18. Please refer to Annexure A.	All Nine Provinces. Please refer to Annexure A.	Majority has no disabilities.
Non-Exec Directors	5	A= 4 I=1	M= 3 F= 2	43 – 54 = 4 55 – 66 = 1	GP= 5	F= 0 M= 0
Exec Directors	11	A= 4 C= 1 I= 6	M= 7 F= 4	31 – 42 = 4 43 – 54 = 5 55 – 66 = 2	GP = 11	F= 0 M= 0
Senior Management	47	A= 22 C= 6 I= 19	M= 23 F= 24	19 – 30 = 2 31 – 42 = 34 43 – 54 = 9 55 – 66 = 2	GP = 47	F= 0 M= 0
Middle Management	48	A= 25 C= 12 I= 11	M= 26 F= 22	19 – 30 = 5 31 – 42 = 30 43 – 54 = 13	GP = 46 KZN = 1 WC= 1	F= 0 M= 0
Junior Management	245	A= 187 C= 24 I= 34	M= 117 F= 128	19 – 30 = 101 31 – 42 = 123 43 – 54 = 19 55 – 66 = 2	GP = 244 EC = 1	F= 0 M= 0
Dividends paid	R318 555 679.60					

2. SKILLS DEVELOPMENT

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

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	1811	A = 1638	F = 1026	5 = 19	1811 - Gauteng	F=1	R 20 153 237,79	
				19 = 20				
				21 = 21				
				63 = 22				
				88 = 23				
				113 = 24				
				143 = 25				
				160 = 26				
				160 = 27				
				133 = 28				
		139 = 29						
		130 = 30						
		103 = 31						
		98 = 32						
		79 = 33						
		65 = 34						
		53 = 35						
		45 = 36						
		39 = 37						
		29 = 38						
29 = 39								
15 = 40								
10 = 41								
12 = 42								
12 = 43								
9 = 44								
8 = 45								
6 = 46								
		C = 103	M = 785					
		I = 70						

				1 = 47			
				6 = 48			
				5 = 49			
				3 = 50			
				4 = 51			
				1 = 53			
				2 = 54			
				2 = 56			
				1 = 60			
Black People on internships, apprenticeship, learnership	116	A = 98	F = 70	1 = 19	116 - Gauteng	0	R 9 163 787,54
				3 = 22			
				5 = 23			
				7 = 24			
				9 = 25			
				7 = 26			
				11 = 27			
		7 = 28					
		C = 8	13 = 29				
			12 = 30				
			12 = 31				
			4 = 32				
			M = 46	3 = 33			
				2 = 34			
				2 = 36			
		2 = 37					
		2 = 38					
		3 = 39					
		I = 10	2 = 40				
			2 = 41				
1 = 42							
1 = 43							
1 = 44							
2 = 45							
1 = 48							
1 = 52							
Unemployed black people	48	A = 47	F = 33	1 = 19	48 - Gauteng	0	R 1 594 904,38
				3 = 22			
				5 = 23			

				7 = 24		
				7 = 25		
				4 = 26		
		C = 1	M = 15	9 = 27		
				2 = 28		
				5 = 29		
				1 = 30		
				2 = 31		
				1 = 32		
				1 = 34		
Black people absorbed	2	A = 2	M = 2	1 = 25	2 - Gauteng	0
				1 = 29		
						N/A

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)	% Black ownership	Number of enterprise development beneficiaries (QSEs)	% Black ownership	Number of supplier development beneficiaries (EMEs)	% Black ownership	Number of supplier development beneficiaries (QSEs)	% Black ownership	Value thereof (enterprise development)	Value thereof (supplier development)
1190	84%	-	-	181	100%	-	-	8,587,012	8,297,529.28

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)
151	A = 151	F = 105 M = 46	GP
143	A = 143	F = 99 M = 44	FS
303	A = 303	F = 209 M = 94	LP
162	A = 161 C = 1	F=109 M= 52 M = 1	WC
205	A= 204 C = 1	F = 140 M = 64 F = 1	EC
104	A = 104	F = 71 M = 33	KZN
2	A = 2	F = 2	NW
152	A = 152	F = 105 M = 47	MP
157	A = 157	F = 107 M = 47	NC
Value thereof	R2 526 841.27		