

EMPLOYMENT EQUITY

The Company is committed to maintaining an Employment Equity program that is aligned to national requirements with regard to achieving diversity in our workforce at all levels without sacrificing productivity, efficiency or effectiveness. It is the goal of the company to capitalise on the diversity of its workforce and its reputation as an equal opportunity employer to the benefit of shareholders and other stakeholders.

The company has adopted the following standards and taken the following actions to implement its Employment Equity philosophy:

- Treat all employees fairly and equally, eliminating unfair discrimination
- Give preference to individuals from previously disadvantaged backgrounds when recruiting new staff, without compromising standards.
- Offer financial assistance and enhanced training opportunities to individuals from previously disadvantaged backgrounds in disciplines allied to the company's operations, within the financial capability of the company.
- Treat all employees with fairness and respect, recognizing the importance of their role in the company and offering opportunities for individuals to achieve their full potential.

The Company recognises its responsibility to enhance opportunities for those people who are classified as previous disadvantaged groups, defined as blacks (Africans, Asian and Coloured people), women and disabled people.

The equity process will be driven in line with the Company's vision, mission and values – all of which recognise that the Company's success is dependent on the commitment and excellence of its people.

Below is a summary of the company employee profile.

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	2	0	0	0	0	0	0	2
Senior management	0	0	0	6	0	0	0	0	0	0	6
Professionally qualified and experienced specialists and mid-management	0	0	2	13	1	0	0	1	0	0	17
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	14	3	2	14	1	1	1	3	0	1	40
Semi-skilled and discretionary decision making	67	44	2	1	16	12	3	5	0	0	150
Unskilled and defined decision making	422	19	0	0	180	28	3	0	0	0	652
TOTAL PERMANENT	503	66	6	36	198	41	7	9	0	1	867
Temporary employees	8	0	0	1	11	0	0	0	0	0	20
GRAND TOTAL	511	66	6	37	209	41	7	9	0	1	887