

EMPLOYMENT EQUITY ACT SUMMARY (UNAUDITED)

The Group has been successful in providing equal employment opportunities and in promoting internal employees and is committed to driving employment equity goals and enhancing diversity across the Group.

The Group subscribes to the Employment Equity Act and senior executives work with the Department of Labour to ensure ongoing compliance and proactive implementation of regulations and plans. Open dialogue is encouraged between employees and management through our information sessions and committees.

In terms of Section 22 of the Employment Act of South Africa, herewith a summary of the Group's 2018 Employment Report in respect of its operations as at 31 August 2018, required by Section 21 of the Act.

EMPLOYMENT EQUITY ACT SUMMARY

Occupational levels	Non-designated groups			Designated groups			Designated groups				Total
	Foreign nationals			Male			Female				
	W	M	F	A	C	I	A	C	I	W	
AEEI board members	0	2	0	2	1	1	1	3	0	0	10
Top management	14	3	0	6	8	4	3	9	0	1	48
Senior management	15	1	0	4	6	2	1	4	1	9	43
Middle management	27	1	1	10	11	4	5	11	3	20	93
Skilled upper	42	0	1	28	45	9	55	36	13	22	251
Semi-skilled	15	0	0	38	18	3	20	25	3	9	131
Labour/unskilled	0	4	0	75	51	0	36	14	0	0	180
Seasonal	0	0	0	35	77	1	3	8	0	0	124
Contract workers incl Interns and fixed term contracts	0	0	1	1	0	0	2	3	0	2	9
Total	113	11	3	199	217	24	126	113	20	63	889

The information above was prepared by the Group's Chief Financial Officer and was not reviewed or audited by the Group's external auditors, BDO Cape Incorporated.