

ANNEXURE FOUR EMPLOYMENT EQUITY ACT SUMMARY (UNAUDITED)

In terms of Section 22 of the Employment Equity Act of South Africa, herewith is a summary of the Group's 2017 Employment Report in respect of its operations in South Africa at 2 July 2017, required by Section 21 of the Act.

Occupational levels	Designated groups							Non-designated groups			Total 2017	Total 2016
	Male			Female				Male	Foreign nationals			
	A	C	I	A	C	I	W	W	Male	Female		
Top management	-	1	-	-	-	-	1	6	-	-	8	8
Senior management	3	6	4	1	7	2	37	55	3	2	120	120
Professionally qualified [#]	27	31	10	46	62	18	221	56	5	7	483	564
Skilled technical ^{##}	214	57	22	680	253	40	136	32	10	10	1 454	1 402
Semi-skilled*	2 043	351	80	5 163	1 085	183	111	26	4	10	9 056	9 579
Non-permanent**	7	1	-	15	5	-	1	-	-	-	29	25
Total 2017**	2 294	447	116	5 905	1 412	243	507	175	22	29	11 150	
Total 2016**	2 441	476	136	6 104	1 505	244	552	190	19	31		11 698

A= African, C=Coloured, I=Indian, W=White

* Includes weekly flexi-time employees.

** Non-permanent employees as defined by the Department of Labour for employment equity reporting.

Middle management

Junior management