

Employment equity policy



POLICY AND PROCEDURES

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PEPKOR HOLDINGS LIMITED

REGISTRATION NUMBER 2017/221869/06

(*"The Company" or "Pepkor"*)

Employment Equity Policy

Pepkor's Board recognises the national and business imperatives of Employment Equity and supports the goals and objectives thereof. Employment Equity is therefore viewed as an integral element of the overall transformation requirements encompassed in South Africa's Broad Based Black Economic Empowerment efforts and is seen as an opportunity for the Pepkor Group to strategically position itself to achieve its competitive business objectives.

Furthermore Pepkor believes that every employee (any employee, irrespective of race, gender, disability or religious orientation) has the right to the realisation of his/ her potential. In this context, the Board of Directors commit themselves to a talent development strategy which takes into account employment equity within each division or business unit's leadership succession plan. The goals of the Pepkor divisional/business employment equity initiatives therefore are to:

- Strategically position the business in a shifting macro-economic environment.
- Support the Pepkor Group's vision of creating a working environment that is conducive to attracting, training and retaining skilled people from all sectors of society.
- Prepare a leadership talent pool to sustain the Pepkor Group's growth opportunities and long term future.
- Entrench an organisational culture valuing diversity.
- Give effect to the South African Employment Equity Legislation.

Divisions/businesses within Pepkor, as required per Employment Equity legislation, will have appropriate plans and reporting documents. In line with legislation and pragmatic requirements, where small employee numbers do not justify a plan or report for a division/business, the goals of this policy will be a guide for decision making. In respect of a "collective" Pepkor Employment Equity plan and report, because of the nature of the employment relationships, plans and reports are not at a Pepkor "collective level" but at the level of each division/business.

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